



THE RELATIONSHIP BETWEEN IQMS AND THE CPTD SYSTEM.

Introduction

The South African Council for Educators (SACE) is phasing-in the implementation of the Continuing Professional Teacher Development (CPTD) Management System with the support of the Department of Basic Education (DBE), the nine Provincial Education Departments, and the stakeholders. The initial stages of the CPTD implementation process focused on the orientation and sign-up of the principals and deputy principals in preparation for their participation in the first three year CPTD cycle, which starts from January 2014 onwards. One of the issues emerging from the CPTD orientation and sign-up process was the misperception, from the majority of educators that, the CPTD Management System is replacing the DBE/PEDs' Integrated Quality Management System (IQMS). Others argued that the two systems (IQMS and CPTD) appear to be the same, while others needed more clarity on the similarities and differences between the two. In the light of this, this brochure attempts to clarify the linkages and relationship between the IQMS and CPTD Management System.

What is the CPTD Management System?

It is a system for recognising all useful teacher development activities

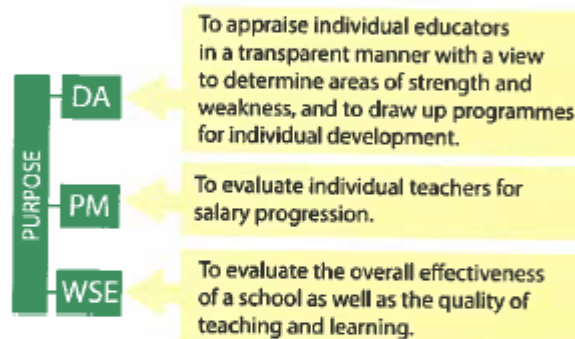
- By approving quality and credible professional development providers
- By endorsing relevant and good professional development quality activities and programmes
- By allocating professional development (PD) points to such activities
- By crediting each teacher's CPTD account / record with the PD points they have earned
- The CPTD Management System gets its mandate from the National Policy Framework on Teacher Education and Development (2007), the SACE Act no.31 of 2000 as amended by the Basic Education Laws Amendment Act no.15 of 2011 and further supported by the Integrated Strategic Planning

Framework on Teacher Education and Development in South Africa (2011) and the education section of the National Development Plan (2012).

What is IQMS?

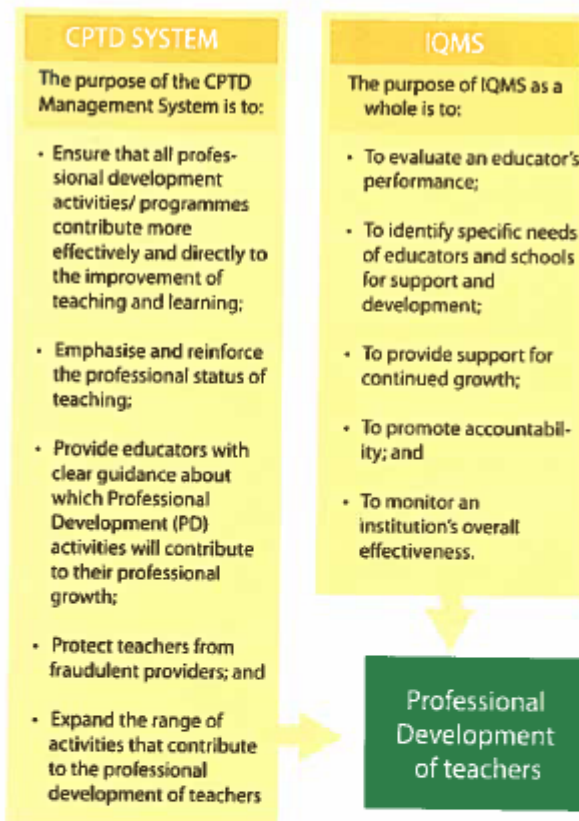
It is an integrated quality management system that consists of three programmes, which are aimed at enhancing and monitoring performance of the education system. These are:

- Developmental Appraisal;
- Performance Measurement; and
- Whole School Evaluation.



These three programmes are implemented in an integrated way in order to ensure optimal effectiveness and co-ordination of the various programmes.

The IQMS is governed by an agreement reached in the ELRC (Resolution 8 of 2003) to integrate the existing programmes on quality management in education. The existing programmes were the Developmental Appraisal System (DAS) that came into being on 28 July 1998 (Resolution 4 of 1998), the Performance Measurement System that was agreed to on 10 April 2003 (Resolution 1 of 2003) and Whole-School Evaluation (WSE). The IQMS is informed by Schedule I of the Employment of Educators Act, No. 76 of 1998 where the Minister is required to determine performance standards for educators in terms of which their performance is to be evaluated.



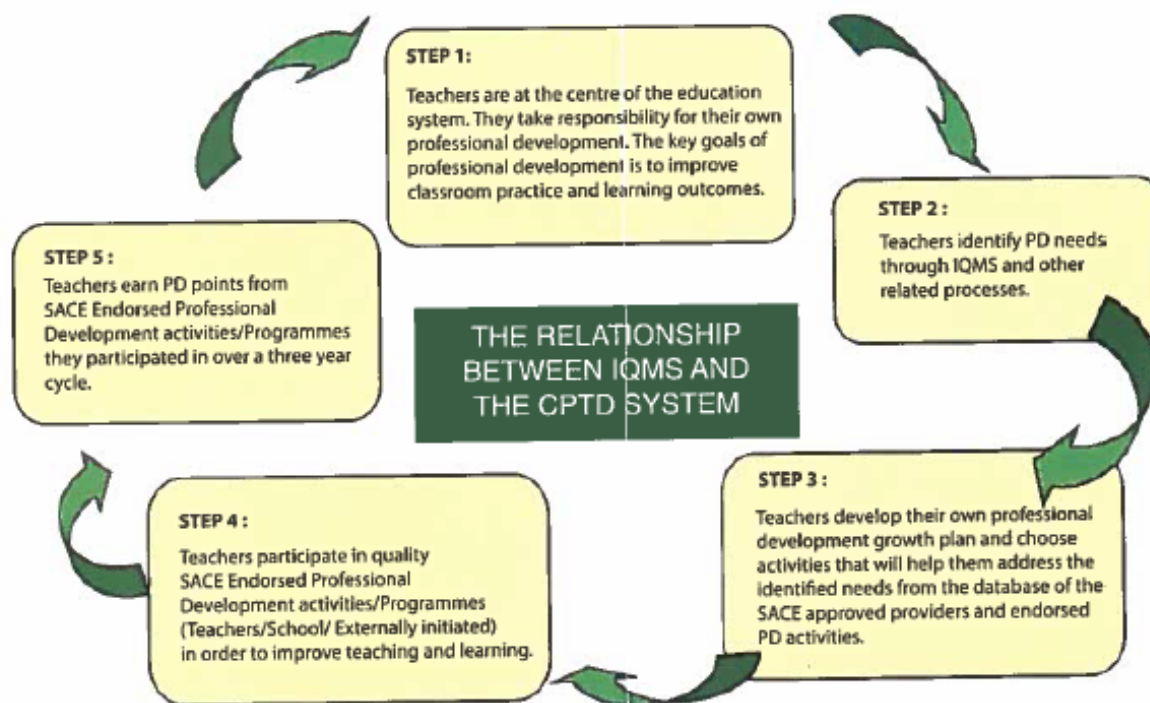
How Does IQMS relate to the CPTD System?

Both the IQMS and CPTD System have common features in terms of the developmental aspect. IQMS **appraises** individual educators with a view to determining areas of strength and weakness, and to draw up programmes for individual development. The CPTD System provides educators with a database of SACE approved providers and menu of SACE endorsed professional development activities/programmes to address the needs identified from the IQMS process. Teachers will largely use the SACE Endorsed Type 1 Professional Development Activities/Programmes (Teacher Initiated) to address the needs in their Professional Growth/Development

Plan. School Management Teams will mostly use the SACE Endorsed Type 2 Professional Development Activities/Programmes (School Initiated) to address the needs in the School Improvement Plan. The Districts and Provinces will generally use the SACE Endorsed Type 3 Professional Development Activities to address the needs in the District / Province Improvement Plan.

In addition, educators earn PD Points from the SACE endorsed professional development activities they participate in. SACE also manages educators' participation in the CPTD System and their professional development uptake through the Professional Development Portfolios and the CPTD Information System (CPTD-IS).

The relationship between IQMS and CPTD System can be illustrated as follows:



PLEASE NOTE THAT:

Teachers will be required to record and report their PD plans, participation in PD activities / programmes and PD Points earned in their Professional Development Portfolios (PDPs) twice a year (by the end of June and November).

Remember the PDP is available online and reporting can be done online through the SACE website.

As part of their IQMS process, teachers must use the same information / portfolios for their formative and summative evaluation processes.

In this way teachers fulfil both the IQMS and CPTD System requirements.