



# CPTD SYSTEM



**SACE**

South African Council for Educators

*Towards Excellence in Education*



# education

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Department  
Education  
**REPUBLIC OF SOUTH AFRICA**

## WHAT IS THE CPTD SYSTEM?

### A system to help teachers grow professionally

CPTD stands for Continuing Professional Teacher Development.

Like all professionals, teachers need to grow their knowledge and skills throughout their careers. Most professional bodies expect their members to engage in professional development activities.

The CPTD system will help teachers organise their professional development in order to achieve maximum benefit. The system will be managed by SACE with the support of the education departments.

### Why is SACE involved?

SACE is the South African Council for Educators, a body established by law to uphold the education profession. SACE registers all professional educators and promotes their professional development. The CPTD system is the way SACE will encourage teachers to develop themselves professionally.

The CPTD system was announced in the *National Policy Framework for Teacher Education and Development* published by the Minister of Education in 2007. Since then SACE and the education departments have been designing and planning the system.

### How will it work?

- Only relevant and good quality teacher development activities will be endorsed by SACE.
- SACE will allocate professional development (PD) points to endorsed activities.

- Each teacher will have a PD points account with SACE and SACE will credit their accounts with the points they have earned.
- Each teacher will be expected to earn a target number of points every three years.
- In that way teachers will keep up to date and on their toes professionally with help and encouragement from SACE.

## **What activities will qualify for PD points?**

PD activities that are endorsed by SACE and are:

- Chosen by teachers themselves to suit their needs and interests.
- Developed and managed by School Management Teams (SMTs) and teachers in schools to meet the needs of the school.
- Offered by providers to meet system needs identified by Department of Basic Education (DBE), or SACE or teacher unions.

## **The expectation is that**

- Each teacher must earn 150 PD points every three years.

## **How will teachers join the CPTD system?**

- A teacher will join the system by 'signing up' for CPTD with SACE.
- Teachers with access to the Internet will sign up by filling a form electronically.
- Teachers without access to the Internet will sign up by filling a form by hand.
- SACE will open a CPTD account for every SACE-registered teacher who signs up.
- When a teacher completes a PD activity the points will be

credited to the teacher's account

- Teachers will have access to their account at any time.

## **Is CPTD compulsory?**

Yes. Participation in professional development is mandatory.

Professional development is part of SACE's Code of Professional Ethics for educators. All teachers commit themselves to observe the code, so professional development is not an option but an obligation for all teachers.

Moreover, all state-employed teachers and many privately-employed teachers are required to undertake professional development as part of their conditions of service.

Principals, deputy principals and heads of department are required, as part of their duties and responsibilities, to help teachers develop professionally. Principals, deputy principals and heads of department are also required to develop themselves professionally.

So, professional development is an all-teacher and all-school affair

## **What does endorsement mean?**

SACE will evaluate teacher development activities and decide if they meet SACE's CPTD standards. These standards are called criteria. The criteria have PD points attached to them. When an activity is endorsed it is allocated PD points. That means that the activity has been evaluated and has SACE's stamp of approval.

## **What does endorsement of professional development activities mean?**

SACE's endorsement of PD activities will mean that:

SACE has evaluated and approved a proposed continuing professional teacher development activity.

- A SACE Approved Provider has submitted a proposed teacher development activity to SACE for endorsement
- A SACE evaluator has evaluated the activity and made a positive recommendation
- SACE's Endorsement Sub-committee has certified that the activity meets each of the SACE criteria, taken as a whole, at a satisfactory level
- SACE's Endorsement Sub-committee has endorsed the proposed activity for a maximum of three years
- The SACE Approved Provider may offer the endorsed activity for a maximum of three years

## **What is SACE's role as manager of the system?**

As manager of the system, SACE will:

- Evaluate and endorse PD activities that meet SACE's criteria.
- Ensure that all SACE registered teachers have the opportunity to sign up and participate in CPTD.
- Manage teachers' PD points accounts and keep teachers informed.
- Control the CPTD-IS interactive electronic information and communication system.
- Give information and advice on PD to teachers and PD providers.

## **What is the departments' role?**

The national and provincial education departments of education:

- Work with SACE to design, develop and test the CPTD system.
- Fund the development and management of the system.
- Enable teachers in public schools to have opportunities to benefit from professional development in accordance with collective agreements.

## **Has the CPTD system started?**

Not yet, CPTD Pilot is currently running in 144 schools across the country to test the system. The Pilot will run until June 2011 and thereafter, teachers will be invited to participate

## **When will the CPTD system be launched?**

The system will be launched after the pilot. The pilot will help SACE and DBE to make changes to the system to ensure that the introduction is as sound as it can be. When the changes have been made the system will be ready for introduction. CPTD will be introduced in phases on the date to be announced by SACE.



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