

Evaluation of Rapid Teacher Training

01

Objectives of the RTT

- Basic theoretical understanding of digital tools; no tech, low tech & high tech.
- Develop knowledge of how to embed digital tools into distance and online teaching.
- Define opportunities for collaboration.



Methodology

- Analysis of pre-/post-surveys.
- Analysis of trainer reports.

02



03

Findings on technology

- Use of low-tech, such as WhatsApp, was readily adopted by participants; low tech options have the possibility of enhancing education in Zimbabwe.
- High-tech options, such as virtual learning environments presented significant challenges for teachers and trainers; they are unlikely to impact education outcomes for children.



Findings on participation and collaboration in PD

Participants showed active engagement and collaboration through WhatsApp and gradually developed communities of practice. The peer support helped in counteracting challenges related to connectivity, electricity and devices.

04



Embracing Digital Skills: Now and Tomorrow



Impact of the Rapid Teacher Training Programme

The RTT programme yielded multiple positive effects across the domains listed below:

1. Engagement
2. Collaboration and peer support
3. Digital skills
4. Replication of knowledge



Ministry of Primary and Secondary Education

<https://doi.org/10.53832/opendeved.0281>

Policy Recommendations



Scale up and mainstream the use of low-tech options such as WhatsApp (on KaiOS). Deprioritise virtual learning environments (e.g., Google classroom and Moodle).

Future professional development should focus on taking low-tech options to scale.



Determine avenues for monetary and non-monetary incentives to increase teacher motivation and participation in PD.

Non-monetary incentives can include formal recognition of achievement in PD.



Strengthen school-based professional learning communities by promoting cohesion and collaboration at the school level.

Building a culture of knowledge sharing through platforms like WhatsApp promotes a culture of collaboration.