Table 3: Rank Based Training for All In-Service Teachers

1	Newly Qualified Teacher	1. Induction Training	NQT01
		2. Orientation by CS or DEO	NQT02
		3. Orientation by Head of School or HoD	NQT03
		4. School Based INSET (SBI)	NQT04
		5. to be fixed	NQT05
		6. Any Other Trainings	NQT20
2	Rank 1	i. Use of reflective logs in teaching	R1-01
		ii. Motivation for self-directed study and needs	R1-02
		iii. Assessment for professional planning and growth	R1-03
		iv. Pedagogy (Basic): Teaching and learning strategies-creative approaches, group work, questioning, talk for learning.	R1-04
		v. ICT (Basic).	R1-05
		vi. School Based INSET (SBI)/Cluster-Based INSET (CBI) or Department-Based INSET (DBI)	R1-06
		vii. ICT integration in teaching and learning	to be fixed
		viii. Subject Content Matter (Basic)	to be fixed
		ix. Classroom Management (Basic)	to be fixed
3	Rank 2	1. Orientation	R2-01
		2. Intensive Training on Social Dialogue	R2-02
		3. School Based INSET (SBI)	R2-03
		4. Cluster-based INSET or Department-based INSET (CBI/DBI)	R2-04
		5. ICT (Standard)	R2-05
		6. Data Management (Basic)	R2-06
		7. Subject Content Matter (Standard)	R2-07
		8. Classroom Management (Standard)	R2-08
		9. Any Other Trainings	R2-20

4	Rank 3	1. Guidance and Counselling (Standard)	R3-01
		2. Leadership (Standard): Leadership for Change	R3-02
		3. Mentoring and Coaching (Standard)	R3-03
		4. School Management (Standard)	R3-04
		5. Data Management (Standard)	R3-05
		6. Subject Content Matter (Advanced)	R3-06
		7. School Curriculum Development (Standard)	R3-07
		8. Pedagogy (Advanced)	R3-08
		9. to be fixed	to be fixed
		10. Classroom Management (Advanced)	R3-09
		11. School Based INSET (SBI)	R3-10
		12. Cluster-based INSET or Department-based INSET (CBI/DBI)	R3-11
		13. ICT (Advanced)	R3-12
		14. Any Other Trainings	R3-20
5	Rank 4	1. Guidance and Counselling (Advanced)	R4-01
		2. Leadership (Advanced): Leadership for Change	R4-02
		3. Mentoring and Coaching (Advanced)	R4-03
		4. School Management (Advanced)	R4-04
		5. Writing Technique (Basic)	R4-05
		6. Local Administration (Basic)	R4-06
		7. Monitoring and Evaluation (Basic)	R4-07
		8. Project Management (Basic)	R4-08
		9. Data Management (Advanced)	R4-09
		10. School Curriculum Development (Advanced)	R4-10
		11. School Based INSET (SBI)	R4-11
		12. Cluster-based INSET or Department-based INSET (CBI/DBI)	R4-12
		13. Any Other Trainings	R4-20

6	Rank 5	1. Conflict resolution at school and district levels	R5-01
		2. Proposal writing for school support	R5-02
		3. Clinical supervision in schools	R5-03
		4. Leadership standards	R5-04
		5. Promoting teacher motivation for improved quality education	R5-05
		6. Basic principles in planning, data collection and management	R5-06
		7. Demonstrating understanding of roles of local government policies	R5-07
		8. Knowledge of procurement laws	R5-08
		9. Knowledge of GES and MOE organograms and working principles	R5-09
		10. EMIS data interpretation and knowledge of its implications for school improvement	R5-10
		11. 9 INSETS	R5-11
7	Rank 6	1. Policy development and reviews at school, district, regional and national levels	R6-01
		2. Change management skills (Leadership for Change)	R6-02
		3. Team building for wider organizational development	R6-03
		4. Knowledge of procurement laws	R6-04
		5. Knowledge of Educational organograms and working principles	R6-05
		6. Policy development and reviews at school, district, regional and national levels	R6-06
		7. Change management skills (Leadership for Change)	R6-07
		8. Team building for wider organizational development	R6-08
		9. Coaching and Mentoring	R6-09

8	Rank 7	1. Strategic planning and management in education	R7-01
		2. Communication skills (oral and written) for dealing with policy makers and writing a. policy documents and memoranda	R7-02
		3. Policy development and reviews at school, district, regional and national levels	R7-03
		4. Change management skills (Leadership for Change)	R7-04
		5. Team building for wider organizational development	R7-05
		6. Knowledge of procurement laws	R7-06
		7. Knowledge of Educational organograms and working principles	R7-07
		8. Mentoring and Coaching	R7-08
		9. Supportive Supervision	R7-09
		10. Need Assessment Strategies	R7-10
		11. Project Reporting Strategies	R7-11

9	Rank 8	1. Strategic planning and management in education	R8-01
		2. Communication skills (oral and written) for dealing with policy makers and writing i. policy documents and	R8-02
		ii. memoranda	
		3. Time management skills	R8-03
		4. Principles and practice of stakeholder partnership and relationships	R8-04
		5. Demonstrating understanding of labour laws and working with trade unions	R8-05
		6. Knowledge of financial regulations	R8-06
		7. Public policy formulation and promoting social accountability in education sector	R8-07
		8. Principles of dialogue and negotiation	R8-08
		9. Educational projects and programmes management	R8-09
		10. Time and stress management (balancing work and pleasure)	R8-10
		11. Planning, monitoring and evaluation in sustainable development in education	R8-11
		12. Stakeholder analyses and roles development	R8-12
		13. Implementing Quality Assurance and Accreditation systems in education	R8-13

10	Rank 9	1. Needs assessment strategies	R9-01
		2. Ethics and Integrity	R9-02
		3. Assessment, evaluation and monitoring	R9-03
		4. Lobbying and Advocacy	R9-04
		5. Transformational leadership	R9-05
		6. Virtual leadership	R9-06
		7. Project planning and delegation	R9-07
		8. Coaching for improvement	R9-08
		9. Leading innovation, problem solving and dealing with changes	R9-09
		10. Trust building and respect	R9-10
		11. Leadership communication and time management	R9-11
11	Rank 10	1. Leadership and power	R10-01
		2. Motivational leadership	R10-02
		3. Delegation and team building	R10-03
		4. Digital leadership	R10-04
		5. Decision making (Analytical, behavioural, directive and conceptual)	R10-05
		6. Stress management	R10-06
		7. Employment and retirement	R10-07
		8. Emotional intelligence, teamwork and collaboration	R10-08
		9. Communication, diversity and inclusion	R10-09
		10. Accountability and stewardship	R10-10
		11. Strategic thinking, change management	R10-11
		12. Leadership for influence, legal and regulatory compliance	R10-12
		13. to be fixed	to be fixed