



MEETING OF TEACHING SERVICE COMMISSIONS AND TEACHERS'  
ORGANIZATIONS OF  
WEST AFRICAN COMMONWEALTH COUNTRIES

Held at the Alisa Hotel, North Ridge, Accra, Ghana  
Hosted by the Ministry of Education, Science and Sports of Ghana

June 2 -5, 2008

Officials of Ministries of Education, Teaching Services, Universities and Teachers' Organizations of West African Commonwealth member countries meeting here in Accra Ghana from June 2 – 5, 2008 identified and shared common issues in relation to the quality and status of teachers in West Africa. We expressed our deep concerns with regard to the status of teachers and the lack of retention of their human capital for our education systems struggling to achieve EFA Goals.

We discussed and examined the role of the Ministries of Education, Teaching Services, Universities and Teachers' Organizations in motivating teachers and enhancing their morale as these affect the retention of teachers. We examined the need for the strengthening of systems to ensure transparency and accountability in addressing teacher compensation, management and support.

Our meeting arrived at a consensus specifically to:

- Extend knowledge about the Commonwealth Teacher Recruitment Protocol (CTRP) to teachers and education authorities and how it may be implemented in the regional context in source and recruiting countries.
- Address the issue of recognition and transferability of Teacher Qualifications and Professional Registration in West African countries

In light of our deliberations over these three days and inspired by our visit to the first ever teachers' training college, Presbyterian Training College opened 1848 in Ghana, we recommend that:

- Strategies to improve teacher retention should embrace continuous professional development and innovative methods for teacher recognition.
- Mechanisms should be devised to enable teachers with advanced skills and qualifications to remain within the school system and not be "forced" to leave the classroom.
- A code of professional ethics for teachers be developed and promoted as a means of strengthening the status of teachers
- A relevant and appropriate teacher qualifications framework for countries be developed within the West African sub-regional organizations utilising social dialogue.
- Governments in partnership with teachers' unions should formulate and implement a leadership development programme for school managers and administrators.
- Given the principle of social dialogue that Ministries of Education's consultation with Teachers' Organizations should be representative and comprehensive.

We close by thanking the Ministry of Education, Science and Sports and the Ghana Education Service for the hosting of this meeting.

Agreed this 5<sup>th</sup> Day of June 2008

Cameroon  
Ghana  
Nigeria  
Sierra Leone

Facilitators and Observers:  
Education International  
Commonwealth Teachers' Group

