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DEPARTMENT OF EDUCATION, SCIENCE, TECHNOLOGY, AND
INNOVATION

CONCEPT NOTE

PAN AFRICAN CONFERENCE ON TEACHERS' EDUCATION
(PACTED 2025)

Theme

“Advancing Strategies for Teacher Training, Recognition, and Professional
Development”

Date:

1st to 3rd October, 2025

Venue:

AUC Headquarters, Addis Ababa, Ethiopia

Background

The teaching profession is at the core of Africa's educational development, critical to achieving the aspirations of the AU Agenda 2063 and the Sustainable Development Goals (SDG 4 – Quality Education). However, challenges such as teacher shortages, insufficient training, low morale, and lack of recognition continue to impede the realization of high-quality, inclusive, and equitable education on the continent.

In this regard, the Pan African Conference on Teacher Education (PACTED) 2025 has been designed to address the pressing issues in teacher education across Africa. The Conference will provide a platform for stakeholders across Africa to address the challenges **with the theme – “Advancing Strategies for Teacher Training, Recognition, And Professional Development”**. The conference coincides with the celebration of the African Union Continental Teachers Awards 2025 and the launch of the African Union Continental Teacher Community of Practice (CoP) Platform. In addition, it will commemorate World Teachers Day 2025, further enhancing the visibility and importance of the teaching profession on the continent.

Furthermore, the conference aims not only to celebrate teachers but also to engage various stakeholders, from policymakers to educators, to discuss strategies, innovations, and challenges in teacher education in Africa. This gathering is critical in supporting the African Union's strategic frameworks for quality education and ensuring that every child in Africa has access to a qualified and competent teacher.

Objectives

The 2025 edition of PACTED will be unique, incorporating three key milestones from celebration of the African Union Continental Teachers Awards 2025, honouring excellence and innovation in the teaching profession; launch of the African Union Teacher Community of Practice (CoP) Platform, a digital space to enhance collaboration and professional growth among African teachers; and commemoration of World Teachers' Day 2025, spotlighting the role of teachers in achieving Africa's education renaissance, with the following specific objectives:

1. Promote reforms to strengthen teacher education, qualification frameworks, and professional standards across AU Member States.
2. Strengthen regional networks and knowledge-sharing platforms for teachers, policy makers, and educational institutions through the launch of the Teacher CoP platform.
3. Recognize and reward outstanding contributions to teaching through the African Union Continental Teachers Awards and elevate teaching profession.

4. Discuss solutions to critical challenges, such as teacher shortages, gender equity, and the integration of technology in education.
5. Facilitate discussions on best practices, innovations, and research in teacher education.
6. Encourage stakeholders in developing actionable policies that enhance teacher training, retention, professional development and social dialogue.
7. Encourage AU Member States to commit to teacher valorisation and increased investment in teacher training and management systems.

Expected Outcomes

The Pan African Conference on Teacher Education (PACTED) 2025, through a series of engaging sessions, workshops, and networking opportunities, will catalyze a renewed commitment to the teaching profession and elevate the collective voice of teachers on the continent with the following specific and expected outcomes:

1. Greater appreciation of teachers as vital change agents for educational transformation, with increased visibility and recognition for exemplary teachers across the continent.
2. Strengthened national and regional policies to support teacher training, management, and professional growth.
3. Strengthened collaborative networks among educators through operationalization of the Teacher CoP platform, with widespread participation from educators across Africa.
4. Documentation and dissemination of innovative approaches to teacher education and professionalization.
5. Enhanced understanding and appreciation of the teaching profession, including teacher voice, among stakeholders.
6. Renewed advocacy for improved investments in education, with a focus on teacher development.

Deliverables

The Pan African Conference on Teacher Education (PACTED) 2025, through actionable insights and policy recommendations from the target audience, will achieve the following deliverables:

1. Official launch of the African Union Teacher CoP platform.
2. Recognition of outstanding teachers through the AU Continental Teachers Awards.
3. A conference declaration outlining key recommendations for improving teacher education and professionalization.
4. Workshop and panel session reports, summarizing discussions and proposed solutions.
5. Policy briefs for AU Member States to guide actionable reforms in teacher management.

Scope, Target Countries, and Stakeholders

a. Scope

The Pan African Conference on Teacher Education (PACTED) is a continent-wide initiative designed to address critical challenges and opportunities in teacher education, professional development, and teacher recognition in Africa. Its scope includes:

1. Aligning teacher training programs with the goals of the Continental Education Strategy for Africa (CESA) and Agenda 2063 to build a highly skilled and motivated teaching workforce.
2. Advocating for harmonized standards, policies, and frameworks to support teacher certification, career progression, and mobility across Africa.
3. Facilitating partnerships and peer-learning opportunities through the Teacher Community of Practice (CoP) Platform, promoting regional cooperation and innovation in teaching practices.
4. Recognizing outstanding educators through the African Union Continental Teachers Awards, encouraging innovation, dedication, and inclusion in teaching.

5. Engaging governments, development partners, and stakeholders to prioritize investments in teacher management systems, teacher welfare, and inclusive education strategies.

b. Target Countries

The conference will engage all African Union Member States, with a specific focus on countries facing critical challenges in teacher education, professionalization, and recognition. This includes:

1. Nations in Sub-Saharan Africa requiring urgent interventions to address significant teacher shortages.
2. Countries recovering from conflict or instability where teacher training and recruitment are essential for rebuilding education systems.
3. Nations struggling with low learning outcomes due to unqualified teaching personnel or underdeveloped teacher policies.
4. Countries with innovative teacher education programs, offering models for scaling up best practices across the continent.

c. Key Stakeholders

The success of PACTED 2025, including the African Union Continental Teachers Awards and the Launch of the Teacher Community of Practice (CoP) Platform, depends on the active participation and collaboration of a diverse group of stakeholders across Africa and beyond. Below is an overview of key stakeholders:

i. Governments and Policy Makers

- ❖ Ministers of Education from AU Member States to drive national policies that align with continental frameworks like CESA.
- ❖ African Union Member States to adopt and implement the recommendations and frameworks emerging from the conference.
- ❖ National Teacher Councils and Regulatory Bodies responsible for teacher certification, accreditation, and professional standards.
- ❖ Regional Economic Communities (RECs) to promote regional collaboration on teacher mobility and capacity-building.

- ❖ Local Government Authorities to ensure grassroots implementation of teacher-focused initiatives.

ii. Teachers and Educators

- ❖ Primary, Secondary, and Tertiary Teachers from diverse regions, including urban, rural, and marginalized areas.
- ❖ Teachers recognized for excellence and innovation in teaching.
- ❖ School Leaders and Administrators to provide insights into institutional challenges and support systems for teachers.

iii. Teacher Associations and Unions

- ❖ Continental Bodies such as AFRTA, Education International Africa Region, etc
- ❖ National Teacher Unions representing the voices of educators in policy advocacy and program development.
- ❖ Subject-Specific Associations with focus areas like STEM, foundational literacy, and special education.

iv. Development Partners and International Organizations

- ❖ United Nations Agencies such as UNESCO-IICBA, UNESCO, UNICEF, WFP and ILO for global expertise and technical support.
- ❖ Education Development Partners such as the Global Partnership for Education (GPE), Education Cannot Wait (ECW) and the World Bank to mobilize resources and technical assistance.
- ❖ International Teacher Networks such as Education International, AFTRA, UNESCO-IICBA, International Teachers Taskforce, for global best practices in teacher education.

v. Academic and Research Institutions

- ❖ Pan African University (PAU) to support academic discussions and teacher education programs.
- ❖ Colleges and universities offering pre-service and in-service teacher training.
- ❖ Entities conducting studies on teacher policies, pedagogy, and education systems.

- ❖ Curriculum Development Agencies to align teacher training with contemporary educational needs.

vi. Civil Society and Non-Governmental Organizations (NGOs)

- ❖ Advocacy Groups with focus on improving teacher welfare, gender equity, and inclusion in education.
- ❖ Community-Based Organizations (CBOs) engaging local communities to support education initiatives.
- ❖ Philanthropic Foundations providing funding and technical support for teacher development programs.

vii. Technology and Innovation Stakeholders

- ❖ EdTech Companies to support the launch and sustainability of the Teacher CoP platform and provide digital teaching tools.
- ❖ Telecommunications Companies to ensure internet connectivity and access to online resources.
- ❖ AI and Emerging Tech Organizations to support the integration of innovative teaching technologies in classrooms.

viii. Students and Learners

- ❖ Student Representatives to provide insights into the impact of teaching quality on learning outcomes.
- ❖ Youth Organizations to advocate for the role of teachers in shaping future generations.

ix. Media and Communication Partners

- ❖ Media Organizations to amplify the conference outcomes and highlight the role of teachers in Africa's development.
- ❖ Education Journals and Platforms to publish best practices and key discussions from the conference.
- ❖ Social Media Influencers to engage younger audiences in the education dialogue.

x. Private Sector and Industry Leaders

- ❖ Corporate Sponsors providing financial and logistical support for the event and awards.
- ❖ Industry Partners collaborating on skill-based training programs for teachers, especially in STEM and vocational education.

Format of the Conference

- **The Conference shall be hybrid**, combination of in-person and virtual, for wider participation.
- **Interactive Sessions**, including keynote speeches, panel discussions, workshops, and breakout sessions.
- **Poster presentations** showcasing innovative research and projects.
- **Networking** opportunities to facilitate collaboration among participants.