

HOW TO BECOME A BAKER (AND HOW TO BEST SUPPORT TEACHERS)

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SO, YOU WANT TO BECOME A **BAKER**



AT PRE-SERVICE TRAINING YOU ARE TAUGHT **CHEMISTRY AND PHILOSOPHY OF BAKING**





BUT YOU NEVER BAKE

AFTER GRADUATION YOU START, BUT REALIZE YOU HAVE **NONE OF THE INGREDIENTS**



NOR EQUIPMENT



AND YOU ARE EXPECTED TO MAKE **UGALI**, NOT **CAKE**!



THIS IS YOUR FIRST CAKE



THIS IS HOW YOU FEEL ABOUT BAKING

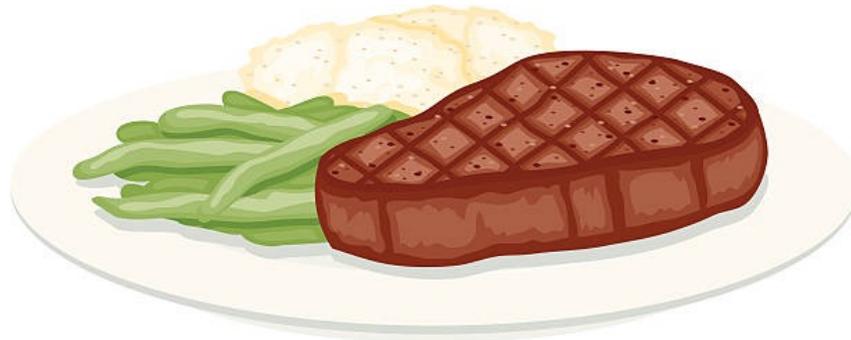


THE SUPPORT YOU GET |

SOMEONE **INSPECTS** YOUR **INGREDIENTS** AND **EQUIPMENT**, *NOT* YOUR BAKING



YOU PARTICIPATE IN A SERIES OF DIFFERENT, UNRELATED LECTURES ON COOKING



**PEOPLE COMPLAIN THAT ABOUT THE QUALITY OF
UGALI IN THE COUNTRY.**

THIS IS HOW YOU FEEL ABOUT BAKING



THE SUPPORT YOU NEED |

1. A **RECIPE BOOK** THAT IS **SIMPLE** AND **APPROPRIATE** FOR YOUR NEEDS



2. PRACTICAL DEMONSTRATION



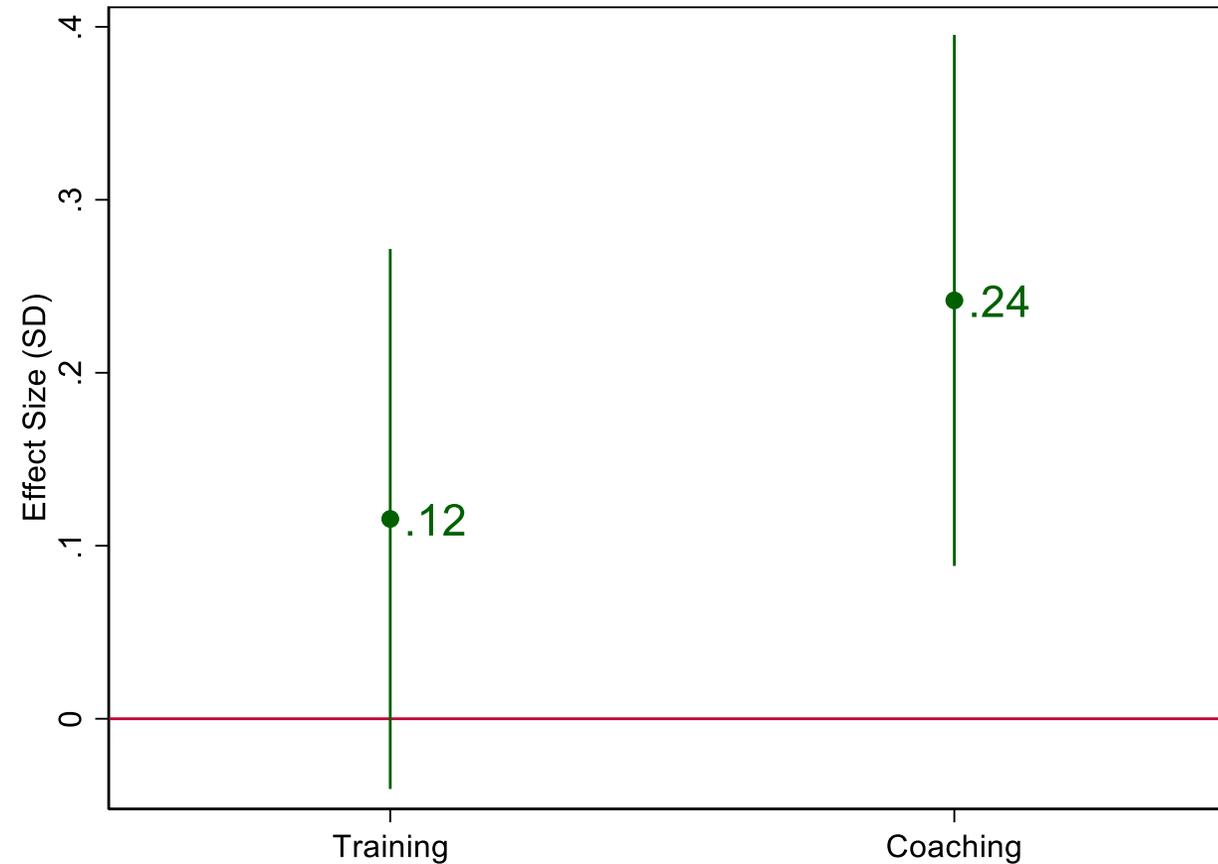
3. OPPORTUNITIES TO **PRACTICE**, FREQUENT **FEEDBACK** AND **CONTINUOUS SUPPORT**



4. APPROPRIATE TEACHING AND LEARNING RESOURCES



COACHING TWICE AS EFFECTIVE AS TRAINING



Source: Cilliers et al. 2020. [“How to improve teaching practice? Experimental comparison of centralized training and in-classroom coaching.”](#) *Journal of Human Resources*

0. CLEAR, CONSISTENT **EXPECTATIONS**

*Both **student competencies** and **teaching techniques**.*

Alignment between central government (curriculum and assessment), school leadership, and local government.

Remember: effort allocated to what gets **measured**.

THANK YOU!

