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

Jacobus Cilliers
Georgetown University
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

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!