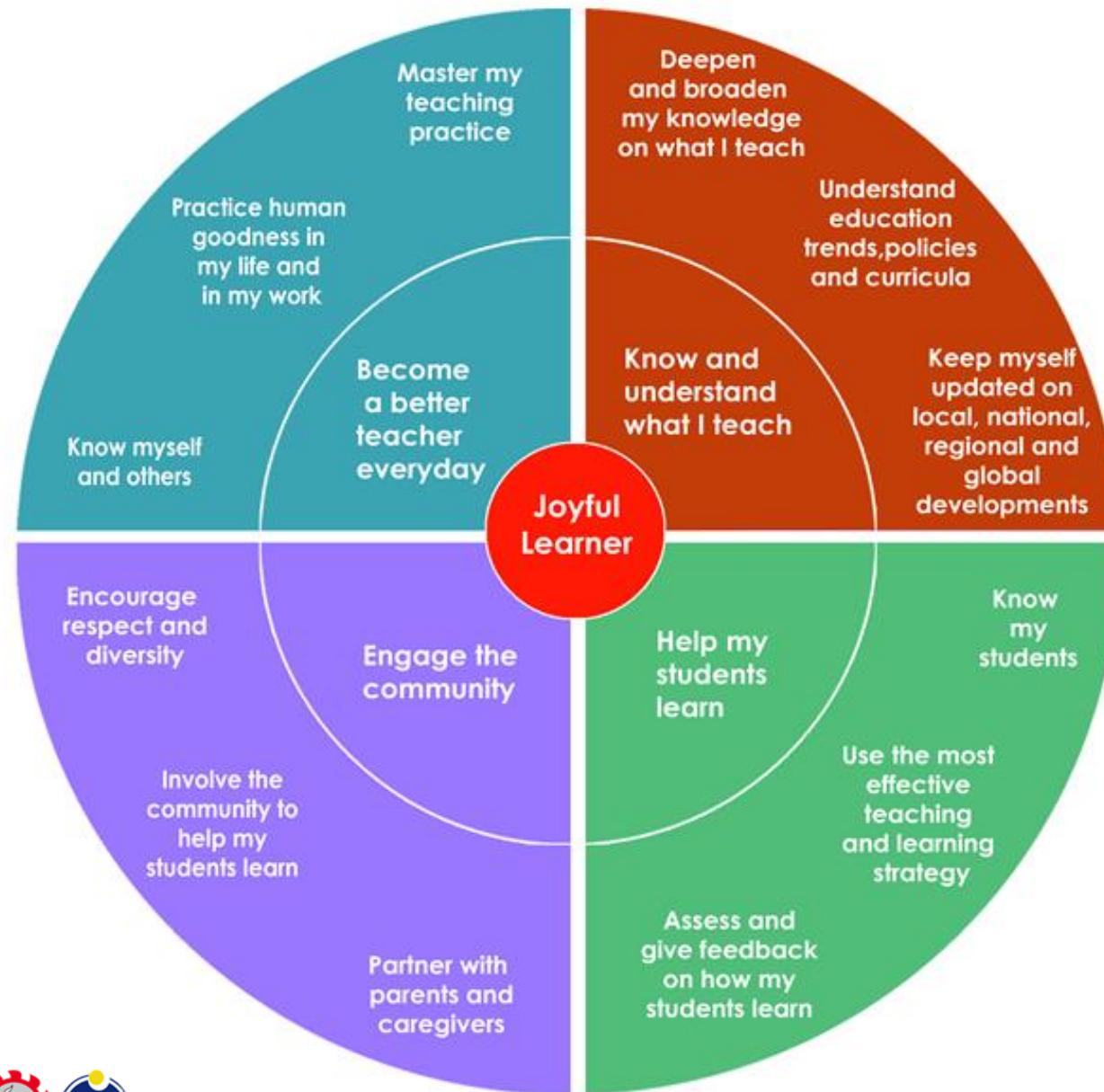


Southeast Asia Teachers Competency Framework (SEA-TCF)



The Teachers' Council of Thailand

SEAMEO INNOTECH

Endorsed at the SEAMEO High Officials Meeting on 29 Nov 2017

COMPETENCY FRAMEWORK FOR TEACHERS IN SOUTHEAST ASIA

1.0 KNOW AND UNDERSTAND WHAT I TEACH		
General Competencies	Enabling Competencies	Success Descriptors
1.1 Deepen and broaden my knowledge on what I teach	1.1.1 Master my subject content	<p>1.1.1.1 Know and understand relevant theories, concepts, and principles of what I teach</p> <p>1.1.1.2 Use accurate and updated content in organizing, connecting, and presenting what I teach</p> <p>1.1.1.3 Collaborate with my co-teachers on teaching my subject content</p>
	1.1.2 Use research-based knowledge	<p>1.1.2.1 Read research literature related to my subject area</p> <p>1.1.2.2 Use current research results to update myself and the subject I teach</p>
1.2 Understand education trends, policies, and curricula	1.2.1 Update myself on new educational trends	<p>1.2.1.1 Search and use multiple sources of information and recent studies</p> <p>1.2.1.2 Know and understand the effects and benefits of new educational trends</p>
	1.2.2 Study educational policies and how they affect my teaching	1.2.2.1 Read more on newly issued policies that support educational programs and services

		<p>1.2.2.2 Assess how to adopt educational policies and processes based on local needs and context</p> <p>1.2.2.3 Give feedback on benefits and challenges in the implementation of educational policies</p> <p>1.2.2.4 Apply student-centered policies</p>
	<p>1.2.3 Understand how to implement the curriculum</p>	<p>1.2.3.1 Understand the philosophy and significant goals of the curriculum</p> <p>1.2.3.2 Assess subject content and sequence within and between grade levels</p> <p>1.2.3.3 Work with my co-teachers for a coherent and clear progression of subject content within and between grade levels</p> <p>1.2.3.4 Use methods and approaches from different fields of knowledge to enrich my subject content</p>
<p>1.3 Keep myself updated on local, national, regional, and global developments</p>	<p>1.3.1 Check new changes in education environment</p>	<p>1.3.1.1 Use local, national, regional, and global developments in my lessons and activities</p> <p>1.3.1.2 Integrate Southeast Asian identity in my lessons to promote cross-cultural understanding</p> <p>1.3.1.3 Learn more about the future of education</p>

2.0 HELP MY STUDENTS LEARN		
General Competencies	Enabling Competencies	Success Descriptors
2.1 Know my students	2.1.1 Identify my students' needs and strengths to help them learn better	<p>2.1.1.1 Look into my students' background and past performance</p> <p>2.1.1.2 Listen to and observe my students</p> <p>2.1.1.3 Be aware of my students' interests to know them better</p> <p>2.1.1.4 Understand my students' issues and concerns both at home and in school</p> <p>2.1.1.5 Identify and help my students who are likely to stop schooling and those who need urgent support</p>
	2.1.2 Understand how my students learn	<p>2.1.2.1 Integrate my students' needs, preferences, language and development stages in the learning experience</p> <p>2.1.2.2 Encourage my students to set challenging yet achievable goals for themselves</p> <p>2.1.2.3 Teach my students to learn from their mistakes</p> <p>2.1.2.4 Help my students relate new ideas to things they already know and believe in</p> <p>2.1.2.5 Teach my students effective learning strategies</p>

2.2 Use the most effective teaching and learning strategy	2.1.3 Value what makes my students unique	<ul style="list-style-type: none">2.1.2.6 Teach my students to see the connection between what they learn and what they experience in real life situations2.1.3.1 Make my students' experiences and interests part of the learning process2.1.3.2 Assist and support students with unique learning needs2.1.3.3 Encourage and support my students' aspiration, motivation, and will to learn2.1.3.4 Develop my students to continuously learn and improve themselves
	2.2.1 Select appropriate teaching and learning strategy	<ul style="list-style-type: none">2.2.1.1 Use appropriate teaching and learning strategies to develop my students' creative, innovative, collaborative and critical thinking skills2.2.1.2 Make best use of learning opportunities inside and outside the classroom2.2.1.3 Use ICT tools to support students learning2.2.1.4 Engage my students in collaborative learning to develop their social, academic, and emotional skills

2.2.2 Design clear and effective lessons my students can understand	<ul style="list-style-type: none">2.2.2.1 Plan my lessons with clear learning objectives and with few but essential components2.2.2.2 Design context-based learning2.2.2.3 Design individual and group learning instructions2.2.2.4 Communicate clear learning expectations2.2.2.5 Teach my lessons and give instructions clearly and understandably2.2.2.6 Make adjustments on learning instructions, if necessary2.2.2.7 Make lessons more interesting and meaningful to my students2.2.2.8 Design lessons and activities for my students to analyze and deepen their understanding2.2.2.9 Design lessons and activities that generate insights and new knowledge among my students
	<ul style="list-style-type: none">2.2.3.1 Create safe, healthy, and secure learning space2.2.3.2 Give my students equal learning opportunities2.2.3.3 Encourage my students to speak with confidence and ease

	2.2.3 Create a positive and caring learning space	2.2.3.4 Create learning spaces where students learn to mutually respect each other 2.2.3.5 Develop procedures and routines inside the classroom 2.2.3.6 Design alternative classroom arrangements that enable creative and dynamic learning
2.3 Assess and give feedback on how my students learn	2.3.1 Design assessment process and tools	2.3.1.1 Describe learning outcomes, knowledge, and skills my students will learn 2.3.1.2 Ask reflective questions and encourage reflective listening among my students 2.3.1.3 Design assessment strategies to improve, enhance, and support student learning 2.3.1.4 Apply assessments on individual and group learning
	2.3.2 Monitor my students' progress and provide appropriate support	2.3.2.1 Set clear learning outcomes 2.3.2.2 Constantly assess my students' work and provide helpful and timely feedback 2.3.2.3 Work with my co-teachers in ways to assess my students 2.3.2.4 Encourage self-reflection within myself among my students

	<p>2.3.3 Use results from assessment to improve instruction</p>	<p><i>2.3.3.1 Administer, score, analyze, and use assessment results to help students monitor their learning progress</i></p> <p><i>2.3.3.2 Share the assessment results to students and parents</i></p> <p><i>2.3.3.3 Share the assessment results to improve my teaching instructions</i></p>
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3.0 ENGAGE THE COMMUNITY		
General Competencies	Enabling Competencies	Success Descriptors
3.1 Partner with parents and caregivers	3.1.1 Build a support network	<p>3.1.1.1 Invite parents and caregivers to visit the school regularly and to volunteer in school activities</p> <p>3.1.1.2 Get to know my students' family</p> <p>3.1.1.3 Team up with parents and caregivers to work on student affairs</p>
	3.1.2 Create a welcoming space	<p>3.1.2.1 Build good relationship with parents and caregivers</p> <p>3.1.2.2 Communicate regularly to engage partners</p> <p>3.1.2.3 Invite partners to join classroom and school activities</p>
	3.1.3 Sustain the partnership	<p>3.1.3.1 Coordinate parent-teacher association activities</p> <p>3.1.3.2 Visit my students in their homes when needed</p>

3.2 Involve the community to help my students learn	3.2.1 Engage parents and caregivers to be partners in learning	3.2.1.1 Talk to parents and caregivers about their children 3.2.1.2 Invite parents and caregivers to participate in their children learning activities 3.2.1.3 Guide parents and caregivers to make their home a good place to study
	3.2.2 Design learning activities using community conditions, local wisdom, tradition, and knowledge	3.2.2.1 Teach my students to connect and apply what they learn in their daily lives 3.2.2.2 Involve my students in community activities and events 3.2.2.3 Use community-based resources for my students' learning benefits 3.2.2.4 Expand my definition of community to include local, national, regional, and global realities as contexts of learning
	3.3.1 Accept what makes people different	3.3.1.1 Be actively aware and curious of other people's culture, views, and differences 3.3.1.2 Value each person as a human being despite differences 3.3.1.3 Develop sensitivity to cultural diversity and differences 3.3.1.4 Exercise social and emotional intelligence in dealing with diversity

3.3 Encourage respect and diversity	3.3.2 Practice inclusion and respect in the classroom	<ul style="list-style-type: none">3.3.2.1 Be sensitive to my students' unique background and personality3.3.2.2 Help my students aware of diverse backgrounds of everyone else3.3.2.3 Demonstrate and support inclusive behaviors among my students3.3.2.4 Speak and express myself without prejudice3.3.2.5 Always care for and respect my colleagues3.3.2.6 Practice habits of valuing and appreciating others3.3.2.7 Create a physical environment that welcomes differences
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4.0 BECOME A BETTER TEACHER EVERYDAY		
General Competencies	Enabling Competencies	Success Indicators
4.1 Know myself and others	<p>4.1.1 Continue to grow by knowing myself more</p>	<p>4.1.1.1 Know my strengths and areas of growth</p> <p>4.1.1.2 Examine myself to become a better person and a better teacher</p> <p>4.1.1.3 Reflect if what I think and do follow the best qualities of being a teacher</p> <p>4.1.1.4 Learn from others' feedback</p> <p>4.1.1.5 Believe in my worth and personal capacity</p>
	<p>4.1.2 Become more aware and responsible for my emotions and health</p>	<p>4.1.2.1 Understand deeply what affects me</p> <p>4.1.2.2 Be calm and composed in resolving conflicts</p> <p>4.1.2.3 Practice effective ways to manage stress</p> <p>4.1.2.4 Handle and express my emotions thoughtfully and carefully</p> <p>4.1.2.5 Take care of my physical and psychological health</p> <p>4.1.2.6 Give equal importance to other aspects of my personal life</p>

	4.1.3 Nurture my relationships with care and respect	<ul style="list-style-type: none">4.1.3.1 Speak, interact, and listen to others' with respect and openness4.1.3.2 Cultivate positive relationships with people involved in my work4.1.3.3 Hold feedback sessions among my co-teachers4.1.3.4 Be open to different perspectives
4.2 Practice human goodness in my life and in my work	4.2.1 Be kind and compassionate	<ul style="list-style-type: none">4.2.1.1 Acknowledge and appreciate the goodness about myself and others4.2.1.2 Listen without judgment to concerns of my students and colleagues4.2.1.3 Be patient with others' shortcomings4.2.1.4 Extend myself to others in need4.2.1.5 Be genuinely grateful at all times
	4.2.2 Inspire my students and colleagues by setting my best example	<ul style="list-style-type: none">4.2.2.1 Live up to the highest standards of being a teacher4.2.2.2 Carry my work with skill and dignity at all times4.2.2.3 Always do my work with my students' best interest in mind4.2.2.4 Treat others fairly without favoring one over the other

		4.2.2.5 Encourage my students and colleagues to be at their personal best
	4.2.3 Nurture my students' confidence on what they can do and become	4.2.3.1 Always be sensitive to my student's social, emotional, and learning needs 4.2.3.2 Be mindful of my students' diversity and uniqueness 4.2.3.3 Affirm my students' strengths and talents 4.2.3.4 Provide opportunity for my students' to share their talents and demonstrate their competencies 4.2.3.5 Support my students in successfully realizing their learning goals 4.2.3.6 Support ways that nurture my students' aspirations and well-being
4.3 Master my teaching practice	4.3.1 Keep alive my passion for teaching	4.3.1.1 Know the deepest reasons of why I teach 4.3.1.2 Take pride in the nobility of teaching 4.3.1.3 Take pleasure and enjoyment in my work and in other aspects of my life 4.3.1.4 Regularly reflect on my work and its impact 4.3.1.5 Accept and value others' feedback

4.3.2 Take responsibility in my own personal and professional growth	<ul style="list-style-type: none">4.3.2.1 Become a self-directed learner4.3.2.2 Identify my areas of growth and work on them4.3.2.3 Set my professional learning goals4.3.2.4 Join learning groups and programs4.3.2.5 Work with my co-teachers to improve my teaching practice4.3.2.6 Conduct action research to improve my practice4.3.2.7 Plan the best use of my time and resources to learn effectively
4.3.3 Inspire other teachers by setting my best example	<ul style="list-style-type: none">4.3.3.1 Inspire my colleagues through school-based professional sharing4.3.3.2 Share good practices in local communities and international gatherings4.3.3.3 Provide peer mentoring to inspire beginning teachers4.3.3.4 Publish or share action research findings in local, national, and international journals and conferences