

**ANALYSIS OF PRE-SERVICE TEACHER EDUCATION MANAGEMENT IN
IMPROVING TEACHER QUALITY IN GHANA**

DISERTASI

Submitted to Fulfill Part of the Requirements
Obtained Doctor of Education Degree
Educational Administration Study Program



By:

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**EDUCATION ADMINISTRATION STUDY PROGRAM
FACULTY OF EDUCATIONAL SCIENCE
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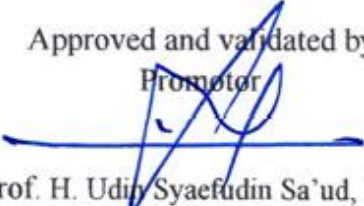
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VALIDATION PAGE

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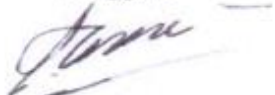
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STATEMENT OF AUTHENTICITY

I hereby declare that this dissertation entitled Analysis of Pre-Service Teacher Education Management in Ghana and all its contents are truly my own work. I do not plagiarize or quote in ways that violate the scientific ethics that apply in the scientific community. I am ready to bear the risk/sanction if in the future there is a violation of scientific ethics or there is a claim against the authenticity of my work.

Bandung, May 5, 2024



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ANALYSIS OF PRE-SERVICE TEACHER EDUCATION MANAGEMENT IN IMPROVING TEACHER QUALITY IN GHANA

ABSTRACT

This thesis presented a comprehensive analysis of the management of Preservice Teacher Education (PSTE) in Ghana, with a focus on planning, implementation, quality assurance, and quality control. The study aimed to investigate the policies, practices, and challenges within Ghana's PSTE programs, identifying areas for improvement. Employing a mixed-methods approach, data were collected through policy documents, program evaluations, interviews with stakeholders, and surveys. The theoretical foundation was grounded in system theory, human capital theory, and total quality management theory to highlight the importance of effective teacher education for national development. Document analysis identified key components of Ghana's PSTE planning process, including needs assessments, stakeholder involvement, curriculum development, instructional strategies, and field experiences. The findings revealed strengths in policy frameworks and curriculum guidelines, but also highlighted challenges such as resource constraints, inconsistencies in program delivery, and gaps in policy implementation. Critical areas needing improvement included stakeholder engagement, resource allocation, curriculum coherence, assessment practices, and faculty development. The study concluded that while Ghana's Preservice Teacher Education (PSTE) programs are supported by strong policy frameworks, their effectiveness is hindered by implementation challenges and resource limitations. Key areas needing improvement include more thorough needs assessments, stronger collaboration with stakeholders, optimized resource allocation, standardized assessment practices, and enhanced professional development opportunities. Recommendations were offered to address these gaps, emphasizing enhanced needs assessments, stronger stakeholder collaboration, optimized resource allocation, standardized assessment practices, and improved professional development opportunities. These findings have implications for policymakers and stakeholders aiming to enhance the quality of teacher preparation improving PSTE management, ultimately contributing to a more competent and skilled teaching workforce for national educational progress.

Keywords: Preservice Teacher Education (PSTE), Management, Quality Assurance, Educational Policy, Teacher Development

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LIST OF ABBREVIATION

B.Ed.....	Bachelor of Education
PSTE.....	Pre-Service Teacher Education
BECE,.....	Basic Education Certificate Examination
CoEs	Colleges of Education by supporting
CPD.....	Continuous Professional Development
CSOs	Civil Society Organizations
DBE	Diploma in Basic Education
ESP.....	Education Strategic Plan
FCUBE	Free Compulsory Basic Education
GES.....	Ghana Education Service
GTEC.....	Ghana tertiary Education Commission
JHS.....	Junior High School
MoE.....	Ministry of Education
MOOC.....	Massive open Online Course
NAEAL.....	National Assessment of Educational Learning Outcomes
NIB	National Inspectorate Board
NTC.....	National Teacher Council
NTECF.....	National Teacher Education Curriculum Framework
OECD.....	Organization for Economic Co-operation and Development
(PCK.....	Pedagogical content knowledge
PISA	Programme for International Student Assessment
SHS.....	Senior high school
SPC	Statistical Process Control
NTS	Teachers' Standards for Ghana
T-TEL.....	Transforming Teacher Education and Learning
TVET.....	Technical and Vocational Education and Training
WASSCE.....	West African Senior School Certificate Examination

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