THEORY OF CHANGE

CODE works within low income populations that lack qualified and properly resourced educators by:

1. Working with like-minded organizations who are trusted policy partners with Ministries of Education
2. Placing the empowerment of women and girls at the heart of our approach
3. Ensuring program sustainability by securing predictable, diversified funding sources

Actions

We address the severe shortage of qualified educators through:
- Modular professional development courses that capture local success/focus on teaching practice
- Connecting career-oriented in-service professional development to official certification

We put the empowerment of women and girls at the heart of our approach through:
- Supporting the professional development of female teachers to facilitate promotion and improve recruitment

We ensure availability of high-quality, locally-relevant reading and learning materials by:
- Strengthening capacity of every aspect of the ‘book chain’

We drive sustainable change through the systems-level by:
- Strengthening local research capacity that informs best practice
- Introducing educational technology

Intended outcomes

Short term
- Accredited standards for teacher development
- Career-oriented in-service programming
- Access to locally relevant and gender-sensitive learning materials
- Localized evidence base derived from theory and practice together

Qualified educators

Long term
- Gender responsive, effective teacher workforce
- Teaching and learning centred on high quality materials
- Schools and Teacher Training Institutions fully engaged in communities of practice

Literate empowered learners

Ultimate Goal

A world where every young person can pursue their education and realize their full potential as literate, empowered, self-reliant citizens