

Innovative Pathways for Teacher and Educational Staff Professional Growth: The Sarawak Experience

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Abstract

This research examines the innovative pathways established to strengthen teacher and educational staff professional growth in Sarawak, Malaysia. As the largest state with more than 40 ethnic groups, Sarawak faces the dual challenge and opportunity of sustaining education in a multilingual and multicultural society. Within the framework of the Post-COVID Development Strategy 2030 (PCDS 2030), education and human capital have been placed as central pillars to meet global transformations, rapid technological change and generational shifts. Several initiatives have been introduced to support this agenda. The Sarawak Education Enhancement Programme (SEEP), Dual Language Programme (DLP) and Yayasan Sarawak International Secondary Schools (YSISS) provide opportunities for teachers to develop professional competence through international pedagogy, bilingual approaches and student-centred methodologies. At the higher education level, UNIMAS strengthens professional growth through school–university partnerships such as English for Juniors (E4J), Service-Learning Malaysia (SULAM) and *Sahabat Bahasa*. These programmes enhance reciprocal learning between teachers, students and academics while embedding local culture and language in the educational process. Despite challenges such as the digital divide, remote geography and teacher workload, Sarawak’s experience demonstrates the value of community partnerships, hybrid learning models and the importance of recognising teachers as agents of change. The study argues that aligning policy, innovation and culture is essential for future-proofing education, ensuring that teachers remain lifelong learners who are technologically skilled yet culturally rooted, with strong emphasis on social impact and sustainability.

Keywords: Teacher professional growth, Sarawak education, social impact, sustainability, innovation, PCDS 2030.

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Fakultas Ilmu Tarbiyah dan Keguruan
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**INNOVATIVE PATHWAYS FOR TEACHER
AND EDUCATIONAL STAFF PROFESSIONAL GROWTH**

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Speaker 3

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