

Introduction

Sangay Tshering is currently a lecturer at Paro College of Education. With an extensive tenure of over 15 years as a lecturer at a reputed teacher training college in Bhutan, he has cultivated a profound expertise in both pedagogy and scholarly investigation across a diverse array of subjects within teacher education.

Philosophy of Teaching and Learning

Teaching and learning are dynamic and transformative processes that strive to uncover and nurture the full potential of every learner. I strongly believe that education is not merely the transmission of information but a meaningful process of engaging young minds intellectually, socially, emotionally, and physically. Educational environments that experientially engage the whole child spark genuine curiosity, enthusiasm, and joy in learning. When learning is reduced to the passive transfer of information—from internet or books to teachers, then to students, and finally to exam papers and certificates—we fall into a repetitive cycle that undermines the true purpose and value of education. Such approaches may result in outcomes that look successful on paper, but fail to cultivate lifelong learners or critical thinkers.

My philosophy is rooted in student-centred learning, where learners interact with real-life contexts, explore through discovery, collaborate to solve problems, and develop understanding through inquiry-based approaches. Teaching, therefore, must shift from a “sage on the stage” to a “guide on the side”, empowering students to take ownership of their learning. I am passionate about designing curriculum, policies, and learning environments that transform schools and colleges into joyful, inclusive, and high-quality learning spaces. When education ignites curiosity, supports creativity, and responds to the child as a whole human being, it truly fulfils its purpose—equipping learners to thrive in a rapidly changing world.

EDUCATION

- July, 2012: Master of Education (M.Ed Early Years), Queensland University of Technology, Queensland, Australia.
- February-December, 2007: Postgraduate Diploma in Education (Counselling and English), Samtse College of Education, Royal University of Bhutan, Bhutan.
- June 2003-June 2006: Bachelor of Science in Psychology. PSG College of Arts and Science (An affiliate College to Bharathiar University), Tamilnadu, India.

EMPLOYMENT HISTORY and POSITIONS HELD

- July 2025-till date: Lecturer of Early Childhood Care and Development (ECCD) at Paro College of Education.
- July 2025-till date: Programme Leader of Full-time and Part-time ECCD Diploma at Paro College of Education.
- January 2008-June, 2025: Lecturer of Child Development at, Samtse College of Education, Royal University of Bhutan.
- April 2021-2024: Programme Leader of Postgraduate Diploma of Education (PgDE), Samtse College of Education.

- July 2025 till date: Programme leader of Early Childhood Care and Development (ECCD) diploma programme at Paro College of Education.
- May 2022 -till date: Member of National Education Taskforce of school education reforms.
- July 2015-July 2016: Head of the Department (HoD) of Counselling and Psychology Department, Samtse College of Education.
- July, 2011-July 2016: Associate Lecturer of Educational Psychology, Samtse College of Education.
- January 2008-July 2011: Assistant Lecturer of Educational Psychology, Samtse College of Education.
- July 2016-July 2018: Coordinator of Teaching Practice at Samtse College of Education.
- February 2013-July 2016: Coordinator of ECCD centre at Samtse College of Education. *(refer appendix V, p.10)*
- February 2008-September 2009: Hostel Provost at Samtse College of Education.

TEACHING EXPERIENCE

- PSY102-Child Development for B.Ed Primary.
- ACS101-Academic Skills for ECCD Diploma.
- PSY505-Principles of Learning and Teaching for Master of Education (M.Ed)
- PSY504-Psychology of Human Development for Postgraduate Diploma in Contemplative Counselling and Psychology (PgDCCP)
- PSY503-Introduction to Educational Psychology for Postgraduate Diploma in Education (PgDE)
- RES503-Introduction to Action Research for Postgraduate Diploma in Education.
- PDY501-Teaching Methods for Postgraduate Diploma in Education.
- EDN421-Inclusive Education for B.Ed Secondary.
- EDN414-Teaching Children with Special Educational Needs for B.Ed Primary.
- PSY101-Adolescent Development for B.Ed Secondary.
- FSP406-Social Work Practice in Mental Health for Bachelor of Social work.

ACADEMIC PROGRAMME DEVELOPMENT

- EPD201-Assessing Young Children's Learning.
- PSY505-Curriculum Innovation and Instructional Design (M.Ed)
- PSY503-Introduction to Educational Psychology for Postgraduate Diploma in Education (PgDE)
- EDN414-Teaching Children with Special Educational Needs for B.Ed Primary.
- PSY101-Adolescent Development for B.Ed Secondary.
- FSP406-Social Work Practice in Mental Health for Bachelor of Social work

PUBLICATIONS

- Tshering, S., Wangmo, K., Chhetri, K. R., & Gurung, G. (2024). Preparedness of Bhutanese higher education institutions for inclusive education. an exploratory study. *Asian Journal of Educational Research*, 12 (1), 147-165.
<https://multidisciplinaryjournals.com/ajer-vol-12-no-1-2024/>
- Utha, K., Seden, K., Tshering, S., Singer, M. S., Yangdon, Y., & Tshering. (2024). Groupwork Assessment Framework. *Educational Innovation and Practice*, 8(1). Retrieved from <https://eip.sce.edu.bt/index.php/eip/article/view/137>
- Tshering, S., Chhogyel, P., & Gyeltshen, D. (2023). Significant Milestones of the History of Inclusive Education in the World. *International Journal of Research in Education Humanities and Commerce*, 4(2), 116-123.
https://ijrehc.com/uploads2023/ijrehc04_17.pdf
- Chhogyel, P., Tshering, S., & Nyendo. (2023). Successful Inclusion in Leader's Attitude. *International Journal of Education and Social Science Research*. 6 (2), 122-128. <https://doi.org/10.37500/IJESSR.2023.6211>
- Tshering, S., Zangmo, S., & Dorji, W. (2022). Factors determining the motivation of staffs' and students' in seeking counselling services. *Vietnam Journal of Educational Sciences*, 18(4),
http://vjes.edu.vn/sites/default/files/vjes_-_vol_18_is_01_no_06_-_60-71.pdf
- Tshering, S., & Zangmo, T. (2022). Interpretative Analysis of Servant Leadership. *Journal of Humanities and Education Development*, 4(5), 1-4.
<https://dx.doi.org/10.22161/jhed.4.5.1>
- Pem, U., Dorji, C., Tshering, S., & Dorji, R. (2021). Effectiveness of the virtual learning environment (VLE) for online learning, teaching and assessment: Perspectives of the Academics and Students of the Royal University of Bhutan. *International Journal of English Literature and Social Sciences*, 6(4), 183-197. <file:///C:/Users/stshe/OneDrive/Desktop/30IJELS-107202138Effectiveness.pdf>
- Department of Curriculum and Research Division. (2014). *Guide of Tactile graphics for students with visual impairment*. Ministry of Education, Bhutan. ISBN: 019-78999-3-692-3.
- Department of Curriculum and Research Division. (2013). *Dzongkha Braille Premier for people with visual impairment*, Ministry of Education, Bhutan. ISBN: 978-99936-0-404-4.

RESEARCH GRANTS

- Sangay Tshering, Chenga Dorji and Man Singh Singer (2022). Received college research stimulus fund Nu.80.000/- for the research title 'Practices of Self-regulated learning strategies of Pre-service Teachers. A case study at Samtse College of Education'.

- Tshering Om Tamang, Sonam Zangmo, Tshering Dorji and Sangay Tshering, (2022). Received college research stimulus fund Nu.80.000/- for the research title 'Student Teachers' Perception on lecturers' teaching strategy and its influence on students' learning.
- Ugyen Pem, Chenga Dorji and Sangay Tshering (2020). Received Research Endowment Fund of Nu.200.000/- for the research title 'Effectiveness of the virtual learning environment (VLE) for online learning, teaching and assessment: Perspectives of the Academics and Students of the Royal University of Bhutan.
- Wangchuk Dorji, Dechen Doma, Karma Gayphel, Sangay Tshering and Dorji Yangzom (2020). Received college research stimulus fund Nu.145.000/- for the research title 'Factors Determining Staff and Students' motivation in seeking counselling service'.
- Ramesh Kumar Chhetri, Kesang Wangmo, Sangay Tshering, Dr. Ganeshman Gurung and Dorji Yangzom (2019). Received research fund Nu.650.000/- for the research title 'Preparedness of Bhutanese Higher Education Institutions (HEIs) for Inclusive Education. An Exploratory Study' .

PAPER PRESENTATIONS

- October, 10, 2022: Presented paper on "Competencies of RUB Academics in using Virtual Learning Environment Features for Students' Engagement in online Learning" in Faculty-Student Research Convention at Samtse College of Education.
- October, 10, 2022: Presented paper on "Preparedness of Bhutanese Higher Education Institutions (HEIs) for Inclusive Education. An Exploratory Study" in Faculty-Student Research Convention at Samtse College of Education.
- October 1, 2021: Presented paper on "Competencies of RUB Academics in using Virtual Learning Environment Features for Students' Engagement in online Learning" in Faculty-Student Research Convention at Samtse College of Education.
- December, 1, 2021: Presented paper on "Preparedness of Bhutanese Higher Education Institutions (HEIs) for Inclusive Education. An Exploratory Study" in National Disability Conference.

PROFESSIONAL DEVELOPMENT AND SERVICE

- February, 2021 till date: Member of National Education Taskforce of school education reforms
- January 16-21, 2024: Attended professional training on "Academic Leadership" organized by Asian College of Teachers, Bangkok.
- November, 2023-January, 2024: Key member in developing the first online certificate course titled 'FOUNDATIONAL COURSE on INCLUSIVE EDUCATION' for academics within the Colleges of the Royal University of Bhutan.
- January 18-February 2, 2022: Resourced the training titled "Immersion Programme on Bhutan Baccalaureate" in Paro, Bhutan.

- March 8-23, 2019: Attended training on “Programme Development on BA Psychology” at VU University, the Netherlands.
- January 22-26, 2019: Resourced the training on “Certificate course in Social Work” at Thimphu, Bhutan.
- May 8-11, 2019: Participated in a workshop titled “Integration of Inclusive Education Principles and Ideas in PgDE curriculum”.
- February 18-March 1, 2018: Participated as a trainee of the training titled “University Teaching for Experienced Lecturers” at VU University, the Netherlands.
- September 17-20, 2018: Participated in field trip titled “Engagement in Social Work practices” at Chennai, India.
- January 15-22, 2017: Participated as a trainee of the training “Life Skills” at Bangkok, Thailand.
- January 8-17, 2015: Resourced the workshop titled “Inclusive Education workshop for Special Education Teachers of Bhutan” in Chhukha, Bhutan.
- January, 2008-January, 2016: Worked with Royal Education Council to develop school curriculum materials for students with visual impairment
- July 7-11, 2014: Resourced the development of training package titled “Training Module on Inclusive Education for teachers of Bhutan” in Bumthang, Bhutan.
- July 27-August 2, 2014: Trained as a trainer on “Implementing Quality Special Educational Needs (SEN) Program” in Thimphu, Bhutan.
- September 4-27, 2013: Trained as a trainer on “Training of Trainers on Rights, Education, Protection for Children with disabilities in line to UN Convention”. Paro, Bhutan.
- April 13-20, 2013: Trained on “Teachers’ Orientation Program on Universal Human Values and Professional Ethics” in Chhukha, Bhutan. • August 6-9, 2013: Trained on “Research and Writing workshop”. In Wandiphodrang, Bhutan.
- January 4-February 1, 2010: Participated in “Training on IT Literacy Skills for the Visually Impaired” in Sarpang, Bhutan.
- July 17-July 22, 2009: Attended training on “Data processing and Use of Statistical Software (SPSS)”, Trashigang, Bhutan.

AWARDS

- 2011-2012: Awarded AuSID scholarship to pursue M.Ed at Queensland University of Technology.
- 2007: Awarded Royal Government of Bhutan Scholarship to study Postgraduate Diploma in Education at Samtse College of Education, Royal University of Bhutan.
- 2003-2006: Awarded Government of India Scholarship to study B.Sc Psychology at PSG College of Arts and Science in Tamilnadu, India.