Teacher deployment

Getting teachers to the right schools

The plan for this session

1. A short introduction to the challenge
2. Walking debate….. take your position
3. Your ideas to improve deployment
4. Reflecting on the most useful for your country
   In country teams.
MBENGWE Primary school, Blantyre Rural district, Malawi.
- 192 pupils, standards 1-5
- One teacher and 2 volunteer teachers

The deployment problem

- Coincidence of shortages and unemployed teachers

- Disparities in PTR between districts

- Even bigger differences WITHIN districts
  - Malawi, Dziwe zone; PTR range from 15 to 101
  - Zambia, Chibombo district: PTR range from 22 to 210.

- Best qualified in urban areas

- Female teachers concentrated in the urban schools
What is your position?

Schools should be allowed to select their own teachers  
Teachers should be deployed centrally

Brainstorm, list of your ideas (1)

• Deployment
  – Poorly qualified teachers in rural areas
  – Raise academic standards of those from rural areas
  – Increase numbers from rural areas
  – Wastage (40%) – incentives for rural areas
  – Targetted recruitment
  – Teachers from rural areas
  – Local recruitment
Finally…. think about your country

• Move into country groups.

• Ask yourselves: based on the ideas that were discussed today, is there anything that would be appropriate for our country?

• If so, for each idea:
  – How could it work?
  – What would the risks, costs and disadvantages be?