DETA CONFERENCE
LEARNING FROM SUCCESS

Increased enrolment at UDSM: Is the story over on shortage of teachers in the classroom?

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3-5 July 2011.
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The Plan

• Plan for two colleges DUCE & MUCE
• Actualised the dream in 2005 at DUCE
• Graduates for 1\textsuperscript{st}/2\textsuperscript{nd}/3\textsuperscript{rd} cohorts - 3098
• Enrolment in 2008/9----801;
• Enrolment in 2009/10----965;
• Enrolment in 2010/11----1191

Success Areas

• >99 per cent complete the programme
• Teachers in schools happy with our students (TP experience)
• School management happy with our students (TP experience)
• Majority of students find TP interesting!!
• Pupils/students in schools happy with our students (TP experience)
Are our graduates in the classroom?

• Less than 80 per cent report for duty
  – Not happy with location
  – Teaching was not their goal but qualification!
  – Attracted to other ‘better’ engagements

• More than 10 per cent leave before 2 years
  – 1\textsuperscript{st} impressions against expectations
  – Promises not honoured
  – Attracted to other ‘better’ engagement

Challenges

• No Attraction for fresh graduates
• School environment less conducive
• No follow up upon graduation
• No support system after graduation
• And many others
Was the programme successful?

• Which one?
  – Increase number of graduates in schools?

• Yes

• To what extent is a different matter!
• Quality? Another different matter!

What to learn from successful?

• Plans of successful initiatives
• Commitment of implementing entities
• Actualization of ideas
• Implementation strategies
• Analysis of challenges faced by the initiatives
• LOOK AT THE BIG PICTURE!
• WE SHOULD ALSO LEARN FROM FAILED INITIATIVES!!
Food for thought

- How can we attract good candidates in Teacher education?
- What strategy should be used to retain them in classroom?
- What new roles should Ministries of education play to have teacher vibrant again?

Thanks you

- *Asante sana*

- *Obrigado*

- *Mwakola muno* (Reflect on the language of instruction at various levels)