

DETA CONFERENCE LEARNING FROM SUCCESS

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

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The Plan

- Plan for two colleges DUCE & MUCE
- Actualised the dream in 2005 at DUCE
- Graduates for 1st/2nd/3rd 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
 - 1st 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)