**Questions: Teacher Governance**

* 1. **Dimension Three (RQ2): Teacher Governance: Recruitment and Deployment:**

**Interview guide: personnel governing teachers**

**General:**

1. Which particular social groups are under-represented in the teaching workforce?

* Why?
* How does the under-representation of these groups impact on social cohesion and justice within schools and communities?

1. What are the main challenges in deploying teachers to remote areas?
2. What are the main challenges of recruiting and deploying teacher in conflict-affected zones?

Deployment: Incentives (Scholarship, higher salary, etc.) and/or Mandatory

**Recruitment of under-represented groups in the teaching force:**

1. What particular incentives are being used to address the under-representation of specific social groups in the workforce?

2. What is your understanding of the purpose of the intervention?

(Why was it established? When did it start? What does it hope to achieve?)

3. What is your personal involvement in the intervention?

(What is your role? How long have you been involved?)

4. What do you think has been the greatest success in achieving the intended outcomes of the intervention? Why?

(Short term and long term)

5. What do you think has been the greatest challenge in achieving the intended outcomes of the intervention? Why?

(Short term and long term)

6. Which particular group(s) have supported the intervention? Why?

7. Which particular group(s have resisted the intervention? Why? How?

12. What needs to change for the intervention to function more effectively or better achieve its intended outcomes?

**Deployment of teachers to remote areas/conflict affected contexts**

1. What particular incentives are being used to deploy teachers to remote areas/conflict-affected zones?

2. What is your understanding of the purpose of the intervention?

(Why was it established? When did it start? What does it hope to achieve?)

3. What is your personal involvement in the intervention?

(What is your role? How long have you been involved?)

4. What do you think has been the greatest success in achieving the intended outcomes of the intervention? Why?

(Short term and long term)

5. What do you think has been the greatest challenge in achieving the intended outcomes of the intervention? Why?

(Short term and long term)

6. Which particular group(s) have supported the intervention? Why?

7. Which particular group(s have resisted the intervention? Why? How?

12. What needs to change for the intervention to function more effectively or better achieve its intended outcomes?

**Coordination:**

Which other organisations are involved with teachers in building their capacity for promoting social cohesion in schools and communities?

How do you co-ordinate with the state and these other organisations?