**Interviewer:**

**Audio file name:**

**Date:**

# Interview schedule 3: Teacher Governance

Thank the interviewee for their time, offer them the overview flyer about the research project and explain the interview will take about 45 minutes and will be recorded. Invite questions about the process/research.

As well as recording the interview please take general notes.

## Biographical data

Gender of the interviewee:

Post/title of the interviewee:

Length in post:

**After consent from the interviewee, turn on the recorder**

## General/opening questions

1. Please tell me a little bit about your current post and responsibilities
2. What do you perceive to be main issues affecting peace building in Rwanda?
3. What do you consider to be the key issues/challenges of Teacher Governance in relation to peacebuilding in Rwanda?

## Recruitment questions

1. How are teachers recruited?

Prompts:

* Nationally or regionally, with incentives, low entry criteria, at targeted groups (gender, regional affiliation, graduates from specific subject areas) etc.
* What are the challenges
* Are any particular groups (gender, disability, religion…) /constituencies under-represented (or over represented) in the teaching workforce?
* Who are they and why do you think this is the case?
* Is this the same across primary and secondary teachers?
* How do you think this impacts on peacebuilding?

1. How are teachers represented in policies and interventions and to what extent are their voices heard?
2. Are any particular incentives being used to address the under-representation of specific groups /constituencies (gender, disability, religion, urban and rural etc.) in the teaching workforce?

Prompts:

* Can you briefly describe it?
* Is it working in your opinion?
* What are the challenges it is facing?
* Could it be improved, and how?

## Deployment questions

1. What are the main challenges in deploying teachers to hard-to-place areas?

Prompt:

• Remote areas unpopular, safety, barrier to proceed up the career path, results of cost-sharing a disincentive for poorer/rural areas.

1. How do you try to address these challenges?

Prompt:

• Incentives (scholarships tied to service in a specific area, career fast-track, higher pay, housing etc.).

1. What is the criteria for placement? Any challenges?
2. How does decentralization and private school provision impact teacher deployment?

* Are there any challenges? What are the plans to address them?
* Local government vs MINEDUC regarding overlap of responsibilities
* Teacher turnover to private schools

## Management questions

1. What is the career path for teachers? (Promotion, gender, pay, in-service training…)

Prompts:

• Length of ITE, level of award (degree, diploma, certificate), licenses, career stages (newly qualified, senior, management etc.), CPD, etc.

* Is this the same for primary and secondary teacher education?

1. What are the main challenges in teacher attrition and career trajectory? How does this interact with peace building? (Teachers leaving the profession, teachers progressing in their career...)

1. Who benefits the most from career pathway? Who don’t? (Primary vs secondary, gender, urban rural, private and public...)
2. The Teacher Development and Management Policy was created in 2007. What was the rationale for this policy?

Prompts:

• In your experience/opinion what have been the most important outcomes?

* Where does work still need to be done?

1. What teacher development and management interventions would you recommend for our research project?