

Policy Concerns Relating to Teacher Recruitment and Deployment In Malawi

Education Sector Planning Policy Discussion Papers

By

Upali M. Sedere, Ph.D. (Iowa)

Senior Policy Adviser, Ministry of Education, Lilongwe, Malawi

February 8, 2005

Ministry of Education, Lilongwe

Malawi

This paper outlines the issues relating to teacher education and teacher supply in Malawi. Malawi has a severe shortage of teachers. Over the years, particularly since EFA the student numbers has gone up yet the teacher supply has not followed the increased student numbers. This paper outlines the broader picture as a basis for further discussions.

Education Sector Plan
Draft Working Papers

TEACHER EDUCATION POLICY
POSITION PAPERS
Paper # 1

**Policy Concerns Relating to Teacher Recruitment and Deployment In
Malawi**

Prepared by

Dr. Upali Sedere
Senior Policy Adviser

February 8, 2005

Policy Concerns Relating to Teacher Recruitment and Deployment In Malawi

There are two major observations relating to teacher supply and deployment.

1. Severe Shortage of Teachers:

There is severe shortage of teachers in the rural sector some schools have only one or two teachers. The shortage is further aggravated as the urban schools have got more than the expected number of teachers and over 5000 primary teachers being deployed to secondary schools, particularly to CDSSs. However, even if the urban teachers and the primary teachers serving in secondary schools are redeployed to primary the current teacher shortage will not reach any satisfactory level.

Therefore new teacher recruitment is a must to achieve the expected 1:60 teacher pupil ratio by 2012 as per PIF policy objectives.

2. Vast Disparity in the System:

The primary education systems as a whole is under performing due lack of policy and policy implementation that has created serious imbalance or rather call disparities in the distribution of available human resources. The teacher: pupil ratio shows vast disparities across rural and urban sectors, amongst districts and Zones. The Zone wise Pupil: Teacher ratio in the 315 Primary Education Zones is illustrated in Annex #1. Out of the 315 school zones 67 Zones are seriously short having over 100 students per teacher, 176 Zones in the range 60 – 100 students per teacher and only 72 zones got teachers either 1:60 or below.

Context Of Severe Shortage of Teachers:

Current Status:

MOE has not recruited teacher in the last three years. The annual primary schools teacher attrition rate is around 6% and the system annually needs a minimum of 2600 as replacement teachers. The EMIS, June 2004, recorded 43,952 teachers serving in primary schools. The teacher pupil ratios for urban, rural and national are as follows:

Rural Teacher Pupil Ratio	1:77	(37,521)
Urban Teacher Pupil Ratio	1:44	(6,431)
National Average Teacher Pupil Ratio	1:72	(43,952)
National average - Regular Teacher Pupil Ratio	1:96	(33,018)

However, amongst the 43,952 teachers **10,934** are temporary teachers. This includes about 22% (9,550) Temporary Teachers, including the MIITEP trainees who have not completed, and 1,384 or 03% retired teachers serving on month to

month extension. These two categories together indicate that 25% of the primary teachers are on temporary service. If this number is taken out the national average of the **Regular Teacher: Pupil ratio is 1:96**.

Shortage:

*The national requirement of primary teachers at the rate of 1:60 is 52666 – (3166786/60). Including the temporary teachers and the retired teachers serving the system there are 43,952 teachers serving the primary education- (EMIS 2004). Taking the temporary teachers in to account as serving teachers the **shortage of teachers is 8700**. If the temporary teachers and retired teachers now serving are excluded then the current teacher shortfall becomes 19,630 -- (8700+9550+1380).*

If MOE is to meet the PIF target of 1:60 (qualified teachers) by year 2012, with a **moderate increase of student enrollment by 02%, and reducing the overage student by 10% by 2012** Malawi primary school enrolment is projected 3.4 million. To meet with the 1:60 ratio MOE need 57,500 teachers by 2012. Accommodating the annual attrition of teachers the attrition **GOM needs to recruit over 33,000 teachers in the next eight year period**, this means on the average about **4,125 teachers need to be recruited annually**.

Even if MOE could recruit about 3000 teachers to the TTCs in year 2005, and thereafter every year, increasing the number of new recruits to 3600 by 2008 with the opening up of the new Teachers College, and further increasing the recruitment to 4,000 by 2010 with an addition of another new teachers college, the shortfall will still exist.

It should be realized that the new recruits to TTCs become available at schools only one year after the recruitment for institutional training and thereby even if teacher trainees are recruited to TTC in 2005, the teacher pupil ratio is bound to decline further in the next two years.

This clearly shows that present strategy of teacher development will not satisfy the education sector requirements. The **Table 1 provides the Statistical projections with policy options**.

Therefore, teacher recruitment and development policy must be formulated, approved and implemented without further delaying.

Teacher Supply System:

The current practice is to recruit teachers as trainees to TTC and place them in schools after one year training at TTC. This '1+1' institutional training model is accepted. If the teacher shortfall is to be corrected further expansion of TTCs to produce 5000 teachers annually is required. Even with the addition of the World Bank financed TTC the likely number to be recruited will not exceed 3,600 because one of the TTCs is expected to be up-graded to a University. MOE is keen of adding one more new teachers college, and even if this is financed and

constructed only by 2010 the new TTC will be able receive trainees. Therefore, in addition to the regular intake of teacher trainees to TTCs MOE has to consider other options.

The following are the possible options.

Teacher Supply Policy Options:

Option One: Recruitment of Additional 1000 Teacher Trainees Annually to Distance Teacher Education Program.

MOE could hire trainee teachers with M.S.C. qualification as temporary teachers, following the same system as for TTCs, and place them in a distance teacher education program while they are deployed to primary schools as trainee teachers.

The recruitment could be made either centrally or at district level, but the trainee teachers should be deployed to the Zones where there is sever shortage of teachers. MOE should provide them with distance teacher training to up-grade their academic and professional qualification equivalent to the TTC qualifications.

The advantage of the distance teacher training model over the institutional model is that the trainees could be immediately deployed to schools. The distance teacher education program is to be designed equivalent to TTC qualifications and jointly offer by Malawi College of Distance Education (MCDE) and TTC/TEDU. The trainees who successfully complete the distance training will be confirmed as trained teachers.

If this is implemented 1000 distance trainee teachers could be recruited every year and MCDE, TTCs and TEDU should work together to develop the Distance Teacher Education system and implement it by January 2006.

It should be noted that under the education sector plan a proposal is being jointly prepared by MCDE and TEDU to offer Distance Teacher Education to Primary School Teachers.

The hiring of 1000 distance teacher trainees annually has been included in the costing.

The distance modality can be easily utilized because the necessary infrastructure is now available for MOE to satisfy the requirements.

- The proposed model will utilize the TTCs and its tutorial staff to provide face-to-face teaching to the distance trainees during the vacations.
- Also utilize the Zonal Teacher Education and Development Centers (TEDUs) to monitor school practice and professional development of the distance trainees, particularly in the weekends.

- TEDU and MCDE will identify suitable qualified and experienced teachers from the districts to serve as Master Teachers to supervise their training and provide professional support services in the weekends.
- Based on the TTC syllabuses distance training modules and material will be developed by the panels of professionals.
- Equivalency of examination with TTC examinations will be maintained
- The length of the course will be three years. The distance trainee will follow a three year course to achieve equivalence in with TTC qualifications.
- It is propped that their training cost is met by MOE.

Option Two: Extension of the Retrenchment Age to 60 years:

Even with the new recruitment of teachers to TTCs and Distance Teacher Education programs the shortage of teachers will not completely be met. Amongst the present number of teachers serving in schools there are 1300 retired teachers serving on month to month extensions of services. This arrangement is unsatisfactory and demands more paper work.

- Extension of the retirement age or granting one year extension to retiring teachers based on certificate of fitness, would allow MOE to provide qualified and experienced teachers to schools
- This will also temporarily stop the declining number due to attrition.
- The commitment is temporary and can change the policy when the situation improves

Policy Guidelines:

- MOE to consider this as a temporary policy arrangement
- MOE to grant one year extension to the retiring teachers who are medically and physically fit to serve
- Extensions could be granted annually to about 3,000 retiring teachers for the next three year period to ease the sever shortage of teachers is mitigated.

Option Three: Community Teachers:

The MOE is to consider the approval of the policy of hiring of Community Teachers by SMCs. Although the actual number of community teachers serving in rural schools is not known, some of the schools can function only because of the community teachers.

- If option one of hiring teachers to distance teacher training is not followed then community teachers with acceptable level of qualification are needed to meet with the requisite number of teachers to provide basic education;
- If a community teacher has the requisite minimum qualifications they will be eligible to receive teacher training.
- Since MOE considering the Distance Teacher Education as an option, the qualified community teachers can receive the same training for them to become trained teachers.

- The education sector plan has recommended Non-Formal Education and using of Community Teachers is expected under the non-formal program. This is the standard practice in non-formal education programs. It is a low cost approach.
- However, it is important for MOE to set minimum standards for recruitment and set a clear direction for their training

Policy Guidelines for Community Teachers

1. MOE must set *minimum required academic qualifications* (MSCE) in the hiring of community teachers directly to the schools by SMC's.
2. In the first instance these teachers should be appointed with the knowledge of the Zonal office.
3. MOE should create provision for them to receive in-service Distance Teacher Education and set a minimum time limit of 5 years for a Community Teacher to complete the Distance Teacher Training qualification.
4. The community teachers who successfully complete the distance teacher education program should be regularized as a trained teacher.
5. The distance teacher training will provide in-school on the job training with supervised practice teaching by deploying experienced and qualified teachers serving in the Zone as Master Teachers.
6. The Master Teachers need not be on full-time release and they can deploy for supervised teaching one day a week.

Context of Serious Disparity in Teacher Pupil Ratio:

EMIS 2004 Data show that Primary Teacher: Pupil ration is 1:44 in rural areas and 1:77 in urban areas. **Annexure -1** provides the Zones-wise teacher-pupil ratios. Zone-wise data shows the Teacher: Pupil ration in Southern Eastern - Mangochi – Chiponde Zone is **1:216** and 1:31 in Central Western - Lilongwe City – Kafulu. If school-wise data is examined the disparity is even worse than this. Malawi has accepted 1:60 Teacher Pupil ratios as an achievable target by 2012.

Disparity in Deployment of Teachers:

In addition to the shortage of teachers, the actual deployment of teachers shows a vast disparity. Refer to **working paper # 4** for the teacher deployment issues. The disparity is evident between the urban and rural sectors. The teacher pupil ratio in the urban primary schools on the average is 1: 44 and in rural schools on average is 1: 77. **See Annex 1 Zone-wise Teacher Pupil Ratios.** This tells only a part of the disparity. The teacher pupil ratio in the Zomba urban the Teacher Pupil Ratio is 1:40 while Mungochi district has 1: 105 and 15 of the 33 districts records a teacher

pupil ratio above 1: 80. Although Zomba urban has a teacher pupil ration of 1:40, in Chilipa Zone of Zomab rural district the ratio is 1:189. The disparity amongst the zones is better illustrated when compared with the T/P ratio in Chiponde Zone in Mungochi district (1:216) with Kafulu Zone in Lilongwe City T/P ratio is 1:30. There are 70 Zones (20%) of the 315 having T/P ratio above 100, and 33 Zones below 1: 50. The correlation between the number of Students and the Number of teachers in the 315 Zones is 0.81 indicating that the common variance amongst these two variables is only 65%.

Under no argument this can be justified in a democratic system of government where accountability and equitable distribution of public spending is central to human rights and social justice. The good thing about the teachers is that if a just policy is in place and seriously implemented this is a resource that can be redistributed to overcome the disparity.

The disparity is not only due to poor deployment it is largely due to severe shortage of teachers. Even with a policy of fair deployment of teachers the disparity between rural and urban schools cannot be mitigated, because there are only 6,430 teachers serving 282,930 students in 179 urban schools and at 1:60 ratio is strictly followed, out of this number 1,700 teachers can be deployed to rural schools. In addition to this number out of the Over 5,000 under-qualified teachers now serving in the CDSSs 1000 – 1,500 teachers could be re-deployed to primary school. This means, if a deployment policy is strictly followed, a total of 2700 – 3200 teachers could be redeployed to the 4900 rural schools.

Summary of Policy Considerations:

Table 1 provides the projection under different options. Therefore, in the above context the following policies need to be examined and approved to mitigate the severe shortage of teachers

- I **Ensure Regular Recruitment of Trainee Teachers to TTCs** to the fullest capacity of the institutions;
- II. **Ensure Additional Recruitment Of Teachers** either by direct recruitment of trainee teachers to schools and placing them in the distance teacher training programs **or** by setting minimum requirement for the hiring of community teachers and placing them in distance teacher education programs;
- III. **Approve the Distance Teacher training program** without further delay and provide technical assistance to MCDE/DTED to develop the program and introduce the training program as early as possible.

- IV **Follow The 1:60 Ratio In The Deployment Of Teachers To Schools** and Zones and any teacher posted to a school outside this policy should not receive salary.
- V. **Extend The Retirement Age** of the teachers those who are physically and medically fit to serve several more years. If this is accepted then the extension should be given yearly basis than present practice of extending them on monthly basis.

Please see the detail working papers on these aspects

See Tables Below

TABLE 1: PROJECTION OF TEACHER REQUIREMENT AND SUPPLY UNDER DIFFERENT OPTIONS

TEACHER REQUIREMENT												
Year	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
02% Growth of School Enrollment	3166786	3230122	3294724	3360619	3427831	3496387	3566315	3637642	3710395	3784602	3860294	3937500
If 10% Overage Children redirected to NFE by 2012	3166786	3230122	3228830	3293406	3324996	3356532	3388000	3419383	3450666	3481834	3512867	3543750
At 02% growth: Number of Teachers Required @ 1:60	52780	53835	54912	56010	57131	58273	59439	60627	61840	63077	64338	65625
At 2% Growth and 10% Reduction of Overage Childre: Number of Teachers Required	52780	53835	53814	54890	55417	55942	56467	56990	57511	58031	58548	59063
TEACHER SUPPLY												
If Teacher Recruited to TTCs Number Adding to the System	0	3000	3000	3000	3600	3600	4000	4000	4000	4000	4000	4000
Cumulative Number of New Recruits	0	3000	6000	9000	12600	16200	20200	24200	28200	32200	36200	40200
With 6% Attrition number remains in-service from the current Stock of Teachers	43952	41315	38836	36506	34315	32257	30321	28502	26792	25184	23673	22253

With new recruits number serving	43952	44315	44836	45506	46915	48457	50521	52702	54992	57384	59873	62453	
Short Fall (1)	8828	9520	10076	10504	10215	9817	8917	7925	6848	5692	4465	3172	
Short Fall (2)	8828	9520	8978	9384	8501	7486	5946	4288	2519	646	-1325	-3390	
Year	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	
OPTIONS													
Option 1: Extend Retirement Age of 04%	45710	45967	43389	40966	39288	37147	35534	33642	31863	30192	28620	27143	
Short Fall With Option 1	8828	9520	8978	9384	8501	7486	5946	4288	2519	646	-1325	-3390	
Option 2: Recruitment of Trainee Teachers to Schools Under Distance Training	0	1000	1000	1000	1000	1000							
Cumulative Number of Distance Trainees	0	1000	2000	3000	4000	5000	6000	6000	6000	6000	6000	6000	
Short Fall Option 1 & Option 2 Combined	8828	8520	6978	6384	4501	2486	-54	-1712	-3481	-5354	-7325	-9390	
Option1 Discontinued							Option1 Discontinued						
Option 2 Continued							Option 2 Continued						
Option I and Option 2 Continued and T"P Ratio Revised to 1:50 by 2012							Option I and Option 2 Continued and T"P Ratio Revised to 1:50						

ANNEX – A

Education Sector Plan
Working Papers

ZONE-WISE DISPARITIES IN TEACHERS AND CLASSROOMS
DISTRIBUTION IN MALAWI
-- A STATISTICAL ANALYSIS --
Based On EMIS 2004

MINISTRY OF EDUCATION

February, 2004

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
Central Eastern - Dowa - Boma	12,996	216	164	79	60	139	1
Central Eastern - Dowa - Chigudu	8,728	131	107	82	67	149	2
Central Eastern - Dowa - Chimbuli	9,295	136	90	103	68	171	3
Central Eastern - Dowa - Chimungu	6,722	103	89	76	65	141	4
Central Eastern - Dowa - Kamphenga	7,427	115	84	88	65	153	5
Central Eastern - Dowa - Kanyenje	10,337	120	112	92	86	178	6
Central Eastern - Dowa - Katalima	9,794	87	91	108	113	221	1
Central Eastern - Dowa - Kayembe	11,576	175	125	93	66	159	7
Central Eastern - Dowa - Madisi	10,106	185	117	86	55	141	8
Central Eastern - Dowa - Mponela	14,040	284	161	87	49	136	9
Central Eastern - Dowa - Mvera	9,843	151	137	72	65	137	10
Central Eastern - Dowa - nalunga	5,681	51	54	105	111	216	2
Central Eastern - Dowa - Senga	11,741	187	135	87	63	150	11
Central Eastern - Kasungu - Chaima	10,968	109	112	98	101	199	3
Central Eastern - Kasungu - Chamama	9,434	100	108	87	94	181	12
Central Eastern - Kasungu - Chamwavi	10,964	137	120	91	80	171	13
Central Eastern - Kasungu - Chankhanga	18,997	500	231	82	38	120	
Central Eastern - Kasungu - Kalolo	12,888	203	131	98	63	161	14
Central Eastern - Kasungu - Kasasanya	16,698	208	197	85	80	165	15
Central Eastern - Kasungu - Linyangwa	7,778	88	104	75	88	163	16
Central Eastern - Kasungu - Malepera	9,457	86	103	92	110	202	4
Central Eastern - Kasungu - Mkanakhothi	15,869	214	197	81	74	155	17

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
Central Eastern - Kasungu - Mpasazi	13,743	152	149	92	90	182	18
Central Eastern - Kasungu - Nkhamenya	15,076	259	193	78	58	136	19
Central Eastern - Kasungu - Sankhula	13,478	170	148	91	79	170	20
Central Eastern - Kasungu - Santhe	11,740	130	114	103	90	193	5
Central Eastern - Kasungu - Suza	12,932	148	107	121	87	208	6
Central Eastern - Kasungu - Zyalambe	8,528	96	105	81	89	170	21
Central Eastern - Nkhotakota - Boma	11,814	227	155	76	52	128	
Central Eastern - Nkhotakota - Chididi	5,504	91	89	62	60	122	
Central Eastern - Nkhotakota - Kanyenda	15,234	189	171	89	81	170	22
Central Eastern - Nkhotakota - Kasangadzi	5,546	80	105	53	69	122	
Central Eastern - Nkhotakota - Kasipa	4,611	82	84	55	56	111	
Central Eastern - Nkhotakota - Kasitu	6,846	60	87	79	114	193	23
Central Eastern - Nkhotakota - Lozi	5,276	94	75	70	56	126	24
Central Eastern - Nkhotakota - Mkaika	8,425	114	94	90	74	164	25
Central Eastern - Nkhotakota - Msenjere	10,102	137	114	89	74	163	26
Central Eastern - Ntchisi - Boma	6,026	136	118	51	44	95	
Central Eastern - Ntchisi - Chibweya	2,546	44	63	40	58	98	
Central Eastern - Ntchisi - Chikho	4,534	48	88	52	94	146	27
Central Eastern - Ntchisi - Chinthembwe	5,342	61	95	56	88	144	28
Central Eastern - Ntchisi - Kamsonga	7,372	95	126	59	78	137	29
Central Eastern - Ntchisi - kayoyo	6,195	92	125	50	67	117	30
Central Eastern - Ntchisi - Makanda	7,396	114	145	51	65	116	
Central Eastern - Ntchisi - Malomo	8,414	141	147	57	60	117	

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
Central Eastern - Ntchisi - Mpalo	5,171	77	90	57	67	124	
Central Eastern - Salima - Chipoka	9,888	97	119	83	102	185	7
Central Eastern - Salima - Kaphatenga	11,711	143	120	98	82	180	8
Central Eastern - Salima - Katelera	10,701	98	116	92	109	201	9
Central Eastern - Salima - Matenje	10,618	109	95	112	97	209	10
Central Eastern - Salima - Msalura	12,601	215	105	120	59	179	11
Central Eastern - Salima - Ngolowindo	11,090	148	104	107	75	182	12
Central Eastern - Salima - Thavite	8,269	93	105	79	89	168	31
Central Western - Dedza - Bembeke	7,670	114	107	72	67	139	32
Central Western - Dedza - BomaA	9,567	225	114	84	43	127	
Central Western - Dedza - BomaB	6,623	89	74	90	74	164	33
Central Western - Dedza - Chikololere	10,626	76	83	128	140	268	13
Central Western - Dedza - Chilanga	10,092	85	75	135	119	254	14
Central Western - Dedza - Chimwangalu	11,456	111	137	84	103	187	15
Central Western - Dedza - Chitundu	11,332	84	108	105	135	240	16
Central Western - Dedza - Katewe	7,519	71	64	117	106	223	17
Central Western - Dedza - Magomero	8,602	72	94	92	119	211	18
Central Western - Dedza - Makota	11,486	87	107	107	132	239	19
Central Western - Dedza - Mankhamba	15,169	118	101	150	129	279	20
Central Western - Dedza - Maonde	6,558	83	70	94	79	173	34
Central Western - Dedza - Mthandiza	15,142	152	191	79	98	177	35
Central Western - Dedza - Thete	11,032	145	104	106	76	182	21
Central Western - Lilongwe City - Chimutu	22,953	549	183	125	42	167	36

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
Central Western - Lilongwe City - Chiwoko	25,682	750	153	168	34	202	22
Central Western - Lilongwe City - Kafulu	16,276	534	140	116	30	146	37
Central Western - Lilongwe City - Mkukula	12,533	243	83	151	52	203	23
Central Western - Lilongwe City -	18,051	404	93	194	45	239	24
Central Western - Lilongwe Rural East -	12,041	122	117	103	99	202	25
Central Western - Lilongwe Rural East -	6,815	64	62	110	106	216	26
Central Western - Lilongwe Rural East -	11,415	106	93	123	108	231	27
Central Western - Lilongwe Rural East -	10,448	92	97	108	114	222	28
Central Western - Lilongwe Rural East -	15,387	355	121	127	43	170	38
Central Western - Lilongwe Rural East -	13,863	211	104	133	66	199	29
Central Western - Lilongwe Rural East -	8,542	60	74	115	142	257	30
Central Western - Lilongwe Rural East -	10,955	153	110	100	72	172	39
Central Western - Lilongwe Rural East -	10,062	99	79	127	102	229	31
Central Western - Lilongwe Rural East -	12,001	172	101	119	70	189	32
Central Western - Lilongwe Rural East -	11,298	118	110	103	96	199	33
Central Western - Lilongwe Rural East -	8,814	118	87	101	75	176	40
Central Western - Lilongwe Rural East -	8,669	97	78	111	89	200	34
Central Western - Lilongwe Rural East -	10,308	72	87	118	143	261	35
Central Western - Lilongwe Rural West -	8,326	128	106	79	65	144	41
Central Western - Lilongwe Rural West -	10,240	206	80	128	50	178	42
Central Western - Lilongwe Rural West -	9,469	104	93	102	91	193	36
Central Western - Lilongwe Rural West -	11,849	155	102	116	76	192	37
Central Western - Lilongwe Rural West -	16,953	250	178	95	68	163	43

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
Central Western - Lilongwe Rural West -	11,201	199	146	77	56	133	44
Central Western - Lilongwe Rural West -	10,647	121	122	87	88	175	45
Central Western - Lilongwe Rural West -	8,971	183	105	85	49	134	46
Central Western - Lilongwe Rural West -	8,467	124	94	90	68	158	47
Central Western - Lilongwe Rural West -	10,187	112	90	113	91	204	38
Central Western - Lilongwe Rural West -	8,383	119	88	95	70	165	48
Central Western - Lilongwe Rural West -	13,603	164	115	118	83	201	39
Central Western - Lilongwe Rural West -	10,308	149	106	97	69	166	49
Central Western - Lilongwe Rural West -	8,426	114	68	124	74	198	40
Central Western - Lilongwe Rural West -	6,723	87	77	87	77	164	50
Central Western - Lilongwe Rural West -	8,910	180	99	90	50	140	51
Central Western - Mchinji - Boma	7,969	198	89	90	40	130	52
Central Western - Mchinji - Chimteka	8,083	110	100	81	73	154	53
Central Western - Mchinji - Kalulu	6,727	95	77	87	71	158	54
Central Western - Mchinji - Kamwendo	12,360	203	114	108	61	169	55
Central Western - Mchinji - Kapiri	10,603	135	84	126	79	205	41
Central Western - Mchinji - Kazyozyo	8,111	93	98	83	87	170	56
Central Western - Mchinji - Ludzi	9,589	153	103	93	63	156	57
Central Western - Mchinji - Mikundi	9,013	111	95	95	81	176	58
Central Western - Mchinji - Mkanda	7,042	99	99	71	71	142	59
Central Western - Mchinji - Pinda	7,715	118	86	90	65	155	60
Central Western - Mchinji - Waliranji	13,620	205	176	77	66	143	61
Central Western - Ntcheu - Bilila	10,757	119	95	113	90	203	42

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
Central Western - Ntcheu - Bunyenga	6,729	100	79	85	67	152	62
Central Western - Ntcheu - Ganya	10,045	98	87	115	103	218	43
Central Western - Ntcheu - Gumbu	12,951	278	163	79	47	126	
Central Western - Ntcheu - Kambilonjo	7,442	68	71	105	109	214	44
Central Western - Ntcheu - Kapalamula	6,111	81	69	89	75	164	63
Central Western - Ntcheu - Kasinje	11,755	97	94	125	121	246	45
Central Western - Ntcheu - Lizulu	12,219	156	137	89	78	167	64
Central Western - Ntcheu - Muluma	6,819	93	84	81	73	154	65
Central Western - Ntcheu - Nsipe	7,908	99	86	92	80	172	66
Central Western - Ntcheu - Nsiyaludzu	10,372	131	86	121	79	200	46
Central Western - Ntcheu - Ntonda	6,190	81	68	91	76	167	67
Central Western - Ntcheu - Senzani	10,533	103	114	92	102	194	47
Central Western - Ntcheu - Sharpevale	14,518	99	93	156	147	303	48
Central Western - Ntcheu - Tsangano	7,670	62	73	105	124	229	49
Northern - Chitipa - Chisenga	3,424	73	87	39	47	86	
<i>Northern - Chitipa - Ilengo</i>	5,915	70	119	50	85	135	68
<i>Northern - Chitipa - Kalowe</i>	4,640	96	99	47	48	95	
<i>Northern - Chitipa - Kapoka</i>	5,755	108	125	46	53	99	
<i>Northern - Chitipa - Kaseye</i>	5,913	126	151	39	47	86	
<i>Northern - Chitipa - Kawale</i>	12,557	222	172	73	57	130	
<i>Northern - Chitipa - Lughesyo</i>	4,120	75	116	36	55	91	
<i>Northern - Chitipa - Mahobe</i>	3,588	59	78	46	61	107	
<i>Northern - Chitipa - Njelengwa</i>	5,640	71	118	48	79	127	

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
<i>Northern - Chitipa - Nkhumano</i>	3,481	49	90	39	71	110	
<i>Northern - Chitipa - Sokola</i>	2,664	47	78	34	57	91	
Northern - Karonga - Chiwondo	6,085	97	115	53	63	116	
Northern - Karonga - Hangalawe	7,236	93	99	73	78	151	69
Northern - Karonga - Ighembe	8,729	99	114	77	88	165	70
Northern - Karonga - Iponga	5,407	85	100	54	64	118	
Northern - Karonga - Ipyana	14,542	319	146	100	46	146	71
Northern - Karonga - Lupaso	5,685	73	72	79	78	157	71
Northern - Karonga - Majaliro	8,486	131	146	58	65	123	
Northern - Karonga - Mwenitete	8,532	109	103	83	78	161	73
Northern - Karonga - Nkhando	3,831	51	94	41	75	116	
Northern - Karonga - Nyungwe	8,090	94	122	66	86	152	74
Northern - Likoma - St Peters	3,094	69	66	47	45	92	
Northern - Mzimba North - Bulala	5,626	52	77	73	108	181	75
Northern - Mzimba North - Bwengu	6,596	104	127	52	63	115	
Northern - Mzimba North - Echilumbeni	5,535	73	95	58	76	134	76
Northern - Mzimba North - Ekwendeni	11,403	209	190	60	55	115	
Northern - Mzimba North - Engucwini	5,108	67	77	66	76	142	77
Northern - Mzimba North - Enkondhlweni	9,656	102	127	76	95	171	78
Northern - Mzimba North - Enukweni	5,976	102	111	54	59	113	
Northern - Mzimba North - Enyezini	6,791	102	112	61	67	128	
Northern - Mzimba North - Euthini	5,857	78	106	55	75	130	79
Northern - Mzimba North - Kafukule	5,002	66	82	61	76	137	80

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
Northern - Mzimba North - Kapando	4,691	69	85	55	68	123	
Northern - Mzimba North - Mbalachanda	4,308	59	73	59	73	132	81
Northern - Mzimba North - Mtende	4,180	52	87	48	80	128	
Northern - Mzimba North - Mzalangwe	5,140	68	92	56	76	132	82
Northern - Mzimba North - Njuyu	4,838	63	84	58	77	135	83
Northern - Mzimba North - Rukuru	4,207	66	59	71	64	135	84
Northern - Mzimba South - Chikangawa	5,580	100	100	56	56	112	
Northern - Mzimba South - Edingeni	5,344	80	84	64	67	131	85
Northern - Mzimba South - Emfeni	4,187	58	87	48	72	120	
Northern - Mzimba South - Ephangweni	10,043	163	171	59	62	121	
Northern - Mzimba South - Kabena	2,921	54	72	41	54	95	
Northern - Mzimba South - Kabuwa	851	19	24	35	45	80	
Northern - Mzimba South - Kanjuchi	3,630	55	64	57	66	123	
Northern - Mzimba South - Kaphuta	13,582	239	241	56	57	113	
Northern - Mzimba South - Kapoli	6,776	108	137	49	63	112	
Northern - Mzimba South - Katete	8,623	118	121	71	73	144	86
Northern - Mzimba South - Kavuuula	8,674	100	108	80	87	167	87
Northern - Mzimba South - Luviri	5,143	90	110	47	57	104	
Northern - Mzimba South - Luwerezi	3,976	64	84	47	62	109	
Northern - Mzimba South - Mabiri	5,193	82	82	63	63	126	
Northern - Mzimba South - Manyamula	10,294	123	137	75	84	159	88
Northern - Mzimba South - Mzoma	5,787	72	79	73	80	153	89
Northern - Mzimba South - Unyolo	3,420	57	74	46	60	106	

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
Northern - Mzimba South - Vazala	2,767	49	73	38	56	94	
Northern - Mzuzu City - katoto	19,731	440	173	114	45	159	90
Northern - Mzuzu City - Zolozolo	16,517	420	163	101	39	140	91
Northern - Nkhata Bay - Bula	1,266	18	23	55	70	125	
Northern - Nkhata Bay - Chihame I	10,712	126	107	100	85	185	92
Northern - Nkhata Bay - Chihame II	6,321	67	97	65	94	159	93
Northern - Nkhata Bay - Chikwina	4,182	52	59	71	80	151	94
Northern - Nkhata Bay - Ching'oma	7,030	75	88	80	94	174	95
Northern - Nkhata Bay - Chombe	8,236	85	97	85	97	182	50
Northern - Nkhata Bay - Kachere	8,806	96	139	63	92	155	96
Northern - Nkhata Bay - Kavuzi	6,639	70	100	66	95	161	97
Northern - Nkhata Bay - Mazamba	3,619	46	76	48	79	127	
Northern - Nkhata Bay - Ruarwe	2,255	43	57	40	52	92	
Northern - Nkhata Bay - St Maria Goretti	9,671	146	118	82	66	148	98
Northern - Nkhata Bay - Usisya	4,262	49	63	68	87	155	99
Northern - Rumphi - Bolero	7,727	124	121	64	62	126	
Northern - Rumphi - Bumba	8,797	200	156	56	44	100	
Northern - Rumphi - Katowo	5,305	94	112	47	56	103	
Northern - Rumphi - Luwuchi	7,787	126	155	50	62	112	
Northern - Rumphi - Mphompha	3,079	71	93	33	43	76	
Northern - Rumphi - Mwazisi	6,520	103	135	48	63	111	
Northern - Rumphi - Mzokoto	8,321	139	140	59	60	119	
Northern - Rumphi - Rumphi/Phoka	5,878	108	141	42	54	96	

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
Shire Highlands - Chiradzulu - Litchenza	11,300	127	127	89	89	178	100
Shire Highlands - Chiradzulu - Malavi	10,626	165	141	75	64	139	101
Shire Highlands - Chiradzulu - Namitambo	7,461	82	96	78	91	169	102
Shire Highlands - Chiradzulu - Ndunde	9,346	109	115	81	86	167	103
Shire Highlands - Chiradzulu - Nkhande	8,543	121	141	61	71	132	104
Shire Highlands - Chiradzulu - Nyungwe	9,457	135	123	77	70	147	105
Shire Highlands - Chiradzulu - PIM	10,650	106	129	83	100	183	51
Shire Highlands - Chiradzulu - St Michaels	7,825	144	105	75	54	129	
Shire Highlands - Mulanje - Chambe	12,470	132	114	109	94	203	52
Shire Highlands - Mulanje - Chitakale	14,687	235	162	91	62	153	106
Shire Highlands - Mulanje - Dyanyama	6,832	58	71	96	118	214	53
Shire Highlands - Mulanje - Limbuli	11,854	117	104	114	101	215	54
Shire Highlands - Mulanje - Masubi	13,188	157	124	106	84	190	55
Shire Highlands - Mulanje - Mathambi	15,994	152	114	140	105	245	56
Shire Highlands - Mulanje - Maveya	7,690	86	80	96	89	185	57
Shire Highlands - Mulanje - Namphungo	12,275	125	105	117	98	215	58
Shire Highlands - Mulanje - Ntata	10,013	91	84	119	110	229	59
Shire Highlands - Mulanje - Thuchila	10,599	116	105	101	91	192	60
Shire Highlands - Mulanje - Ulongwe	8,072	126	96	84	64	148	107
Shire Highlands - Phalombe - Khongoloni	13,228	105	122	108	126	234	61
Shire Highlands - Phalombe - Mposa	11,402	145	138	83	79	162	108
Shire Highlands - Phalombe - Mulomba	12,171	122	121	101	100	201	62
Shire Highlands - Phalombe - Nazombe	10,779	108	107	101	100	201	63

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
Shire Highlands - Phalombe - Nkhulambe	7,666	83	112	68	92	160	109
Shire Highlands - Phalombe - Swang'oma	14,406	155	170	85	93	178	110
Shire Highlands - Thyolo - Chisawani	16,659	247	155	107	67	174	111
Shire Highlands - Thyolo - Folopensi	7,237	62	72	101	117	218	64
Shire Highlands - Thyolo - Goliati	16,256	173	141	115	94	209	65
Shire Highlands - Thyolo - Khonjeni	10,206	133	92	111	77	188	66
Shire Highlands - Thyolo - Konzalendo	11,544	71	91	127	163	290	67
Shire Highlands - Thyolo - Luchenza	11,383	175	114	100	65	165	112
Shire Highlands - Thyolo - Masambanjati	10,189	70	63	162	146	308	68
Shire Highlands - Thyolo - Molere	8,582	72	62	138	119	257	69
Shire Highlands - Thyolo - Mpinji	12,923	185	140	92	70	162	113
Shire Highlands - Thyolo - Nansato	10,272	159	101	102	65	167	114
Shire Highlands - Thyolo - Ntambanyama	15,465	178	124	125	87	212	70
Shire Highlands - Thyolo - Thekerani	10,843	104	87	125	104	229	71
Shire Highlands - Thyolo - Thunga	9,753	120	80	122	81	203	72
Southern Eastern - Balaka - Balaka	20,929	368	250	84	57	141	115
Southern Eastern - Balaka - Chembera	11,880	127	156	76	94	170	116
Southern Eastern - Balaka - Kankao	7,200	98	85	85	73	158	117
Southern Eastern - Balaka - Mmanga	13,870	170	159	87	82	169	118
Southern Eastern - Balaka - Phalula	6,790	117	98	69	58	127	119
Southern Eastern - Balaka - Ulongwe	17,650	169	190	93	104	197	73
Southern Eastern - Balaka - Utale	12,339	125	152	81	99	180	74
Southern Eastern - Machinga - Chikweo	11,105	99	105	106	112	218	75

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
Southern Eastern - Machinga - Machinga	9,827	131	106	93	75	168	120
Southern Eastern - Machinga - Mpombe	9,216	67	85	108	138	246	76
Southern Eastern - Machinga - Namandanje	7,351	81	77	95	91	186	77
Southern Eastern - Machinga - Namasika	12,276	114	129	95	108	203	78
Southern Eastern - Machinga - Ngokwe	7,353	63	112	66	117	183	79
Southern Eastern - Machinga - Nsanama	15,375	162	195	79	95	174	121
Southern Eastern - Machinga - Ntaja	11,190	114	111	101	98	199	80
Southern Eastern - Machinga - Puteya	8,424	93	101	83	91	174	122
Southern Eastern - Machinga - St Therese	10,178	205	141	72	50	122	81
Southern Eastern - Mangochi - Boma	18,559	311	167	111	60	171	123
Southern Eastern - Mangochi - Chilipa	11,910	102	134	89	117	206	82
Southern Eastern - Mangochi - Chimbende	12,789	140	107	120	91	211	83
Southern Eastern - Mangochi - Chimwala	12,066	154	141	86	78	164	124
Southern Eastern - Mangochi - Chiponde	6,916	32	60	115	216	331	84
Southern Eastern - Mangochi - Malombe	7,908	67	66	120	118	238	85
Southern Eastern - Mangochi - Masongola	12,188	91	116	105	134	239	86
Southern Eastern - Mangochi - Mdinde	8,412	51	96	88	165	253	87
Southern Eastern - Mangochi - Mkope	6,803	67	82	83	102	185	88
Southern Eastern - Mangochi - Mkumba	8,421	60	96	88	140	228	89
Southern Eastern - Mangochi - Monkey Bay	14,888	160	136	109	93	202	90
Southern Eastern - Mangochi - Mpilipili	9,187	48	81	113	191	304	91
Southern Eastern - Mangochi - Namisi	9,060	72	84	108	126	234	92
Southern Eastern - Mangochi - St Joseph	6,669	45	66	101	148	249	93

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
Southern Eastern - Mangochi - Thema	8,271	64	80	103	129	232	94
Southern Eastern - Zomba Rural - Chikala	13,900	175	132	105	79	184	95
Southern Eastern - Zomba Rural - Chilipa	11,361	60	81	140	189	329	96
Southern Eastern - Zomba Rural -	13,624	104	108	126	131	257	97
Southern Eastern - Zomba Rural -	9,883	132	101	98	75	173	125
Southern Eastern - Zomba Rural - Nsondole	11,311	89	99	114	127	241	98
Southern Eastern - Zomba Rural - Ntonda	14,262	139	119	120	103	223	99
Southern Eastern - Zomba Rural -	11,923	104	129	92	115	207	100
Southern Eastern - Zomba Rural - Songani	18,574	321	190	98	58	156	126
Southern Eastern - Zomba Rural - St	11,631	168	127	92	69	161	127
Southern Eastern - Zomba Rural - St Martin	15,096	133	125	121	114	235	101
Southern Eastern - Zomba Rural - St Michael	9,674	90	106	91	107	198	102
Southern Eastern - Zomba Rural - St Pauls	3,955	28	35	113	141	254	103
Southern Eastern - Zomba Urban -	10,175	231	119	86	44	130	128
Southern Eastern - Zomba Urban - Mponda	13,626	357	142	96	38	134	129
Southern Western - Blantyre City - Bangwe	25,871	415	147	176	62	238	104
Southern Western - Blantyre City -	11,322	264	136	83	43	126	
Southern Western - Blantyre City - Limbe	15,202	273	133	114	56	170	130
Southern Western - Blantyre City -	35,463	626	173	205	57	262	105
Southern Western - Blantyre City - South	17,982	366	109	165	49	214	106
Southern Western - Blantyre City -	20,923	548	188	111	38	149	131
Southern Western - Blantyre Rural -	8,409	167	98	86	50	136	132
Southern Western - Blantyre Rural - Dziwe	5,960	72	73	82	83	165	133

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
Southern Western - Blantyre Rural - Dzunga	5,113	57	44	116	90	206	107
Southern Western - Blantyre Rural -	3,827	56	32	120	68	188	108
Southern Western - Blantyre Rural -	10,656	126	102	104	85	189	109
Southern Western - Blantyre Rural - Lunzu	10,246	287	111	92	36	128	
Southern Western - Blantyre Rural -	2,934	42	32	92	70	162	134
Southern Western - Blantyre Rural - Mdeka	10,952	118	106	103	93	196	110
Southern Western - Blantyre Rural - Mpapa	5,744	155	54	106	37	143	135
Southern Western - Blantyre Rural - Mudi	6,852	131	91	75	52	127	
Southern Western - Blantyre Rural -	5,502	66	61	90	83	173	136
Southern Western - Blantyre Rural -	9,561	145	82	117	66	183	111
Southern Western - Blantyre Rural -	12,998	231	74	176	56	232	112
Southern Western - Chikwawa - Boma	10,614	162	117	91	66	157	137
Southern Western - Chikwawa - Changoima	5,507	45	63	87	122	209	113
Southern Western - Chikwawa - Chikonde	4,837	59	59	82	82	164	138
Southern Western - Chikwawa - Kakoma	3,608	55	63	57	66	123	
Southern Western - Chikwawa - Kalambo	4,279	55	63	68	78	146	139
Southern Western - Chikwawa - Konzere	7,350	87	84	88	84	172	140
Southern Western - Chikwawa - Livunzu	11,731	115	118	99	102	201	114
Southern Western - Chikwawa - Mbewe	7,391	82	83	89	90	179	141
Southern Western - Chikwawa - Nchalo	20,080	206	168	120	97	217	115
Southern Western - Chikwawa - Ngabu	12,015	130	131	92	92	184	116
Southern Western - Mwanza - Chidoole	6,651	90	92	72	74	146	142
Southern Western - Mwanza - Chifunga	4,867	97	91	53	50	103	

DIVISION/DISTRICT/ZONE	Total Students	Total Teachers	Total Classroom	Pupil: Classroom	Pupil Teacher Ratio	T/P + C/P	RATINGS
Southern Western - Mwanza - Chikonde	8,835	112	146	61	79	140	143
Southern Western - Mwanza - Kasenjere	7,526	92	94	80	82	162	144
Southern Western - Mwanza - Ligowe	5,723	74	87	66	77	143	145
Southern Western - Mwanza - Mphande	11,200	241	158	71	46	117	
Southern Western - Mwanza - Thambani	5,460	75	71	77	73	150	146
Southern Western - Nsanje - Fatima	8,700	90	99	88	97	185	117
Southern Western - Nsanje - Kalulu	5,956	43	52	115	139	254	118
Southern Western - Nsanje - Magoti	3,838	62	73	53	62	115	
Southern Western - Nsanje - Mchere	5,484	97	92	60	57	117	
Southern Western - Nsanje - Mlonda	6,369	87	86	74	73	147	147
Southern Western - Nsanje - Mpatsa	8,332	82	104	80	102	182	119
Southern Western - Nsanje - Nyachilenda	6,624	91	101	66	73	139	148
Southern Western - Nsanje - Nyamadzere	8,102	115	116	70	70	140	149
National Totals and Ratios	3,166,786	43,952	36,027	88	72	160	
Key	Range Teacher/Pupil + Pupil/Classroom Ratios			P-C Ratio	T-P Ratio		
	Range	300>	5	64	72		
	Range	200 -299-	74	143	176	Rc/t	Correlation 0.691
	Range	180 - 199	38	108	67	Rs/t	Correlation 0.807
	Range	120 - 179	149				
	Range	80 – 119	49				
	Range	< 79	0				