Rules: Teacher Workforce Planning

Includes rules on: **Teacher workforce planning**, **Deployment**, **Teachers in remote areas** and **Attraction and retention.**

Teacher workforce planning in Sierra Leone

- The Teaching Service strives to ensure the teacher workforce is right-sized, with the right number of qualified teachers and subject specialists (neither too many or too few) deployed in the country's schools, whether urban, rural or remote.
- School leaders are responsible for forecasting the demand for teachers for their schools.
- The TSC forecasts teacher recruitment demand for each coming school year based on information received from school leaders.
- Every five years the TSC and MBSSE forecast the demand for teachers for the next five years. TTCs use the forecasted demand to plan input and output of teacher students.

Deployment

- Deployment of teachers aims to meet the needs of schools and pupils for qualified teachers.
- Deployment procedures shall be fair, transparent, equitable and based on objective criteria.
- Deployment must ensure an equal distribution of qualified teachers based on teacher-student ratios and the need for subject specialists throughout the country in urban, rural and remote areas.
- It is the policy of TSC that compensation for relocation expenses will be provided for employer-initiated deployment.

Teachers in Remote Areas

- Teachers deployed in areas designated as remote/hardship shall be compensated and are eligible for special benefits such as scholarships.
- Deployment to schools in remote areas must not be applied as a punitive measure.

Attraction & Retention

- The TSC shall promote the teaching profession at least once a year through campaigns in senior secondary schools, universities and teacher training colleges using appropriate media.
- The TSC shall takes measures to make the teaching profession attractive by offering an attractive career path, good working conditions, and similar measures.

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