



Addressing Gender Gaps in Teacher Practices

Jifunze Uelewe

Zanzibar Annual Joint
Education Sector Review

April 16 - 18, 2024



Presentation outline

1. Brief explanation of activity and data sources
2. Findings from gender analyses
3. Practical actions to address findings

Jifunze Uelewe Background

Jifunze Uelewe “Learn and Understand” is a 4.5 year USAID activity (June 2021 – December 2025).

Three main objectives:

Improving teachers’ literacy, numeracy, and social-emotional instruction.

Strengthening local and regional ability to sustain and increase improved learning.

Increasing community support for safe and inclusive education in and out of school.

Gender Issues in Education

Girls' and boys'
enrollment levels

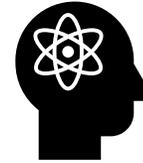
Girls' and boys'
achievement or pass
levels

Girls' and boys'
completion rates

Main focus on students and parity

Gender Integration in the Jifunze Uelewe Activity

- Reflexive planning and implementation



- Gender disaggregated analyses of student and teacher monitoring data



Data analyzed thus far

**District Periodic
Learning Assessments
(DPLA)**

**- Oct/Nov 2021, 2022,
2023**

**Feedback schools' data
from teachers and Head
Teachers:**

**- Feb and Aug 2022 and
2023**

**Coaching & Mentoring
field study**

- Aug 2023

Teachers in Zanzibar by gender, 2023		
Gender	Teaching Std.1&2	Teaching Std.3&4
Female	2,140	1,754
Males	234	263
Total	2,374	2,016

Coaches and Mentors in Zanzibar by gender, 2023		
Gender	Head teachers	Subject Advisors, School inspectors
Female	157	88
Males	214	162
Total	371	250

Some of the beliefs and attitudes about the 'nature' of men and women included the following:

Male teachers are stubborn and don't heed advice

Female teachers are more responsible than male teachers

Female teachers seek help and easily follow advice

Women gossip and female coaches will shout at female teachers.

Quotes from teachers and coaches and mentors in Zanzibar

It is easier to coach and mentor female teachers. They are ...more responsible than male teachers.

- Male Coach

The female teacher is not stubborn, but the male teacher, when advised by a woman, becomes stubborn to show that he is a man.

- Female Teacher

Quotes from teachers and coaches and mentors in Zanzibar

T: I would like to be coached by a male coach.

I: Why?

T: Because the man has wisdom, I prefer that more than the women and especially because of our nature.

I: What nature now?

T: A woman will shout at you that you have done it wrong, but a man will explain kindly. It is just us women's manners.

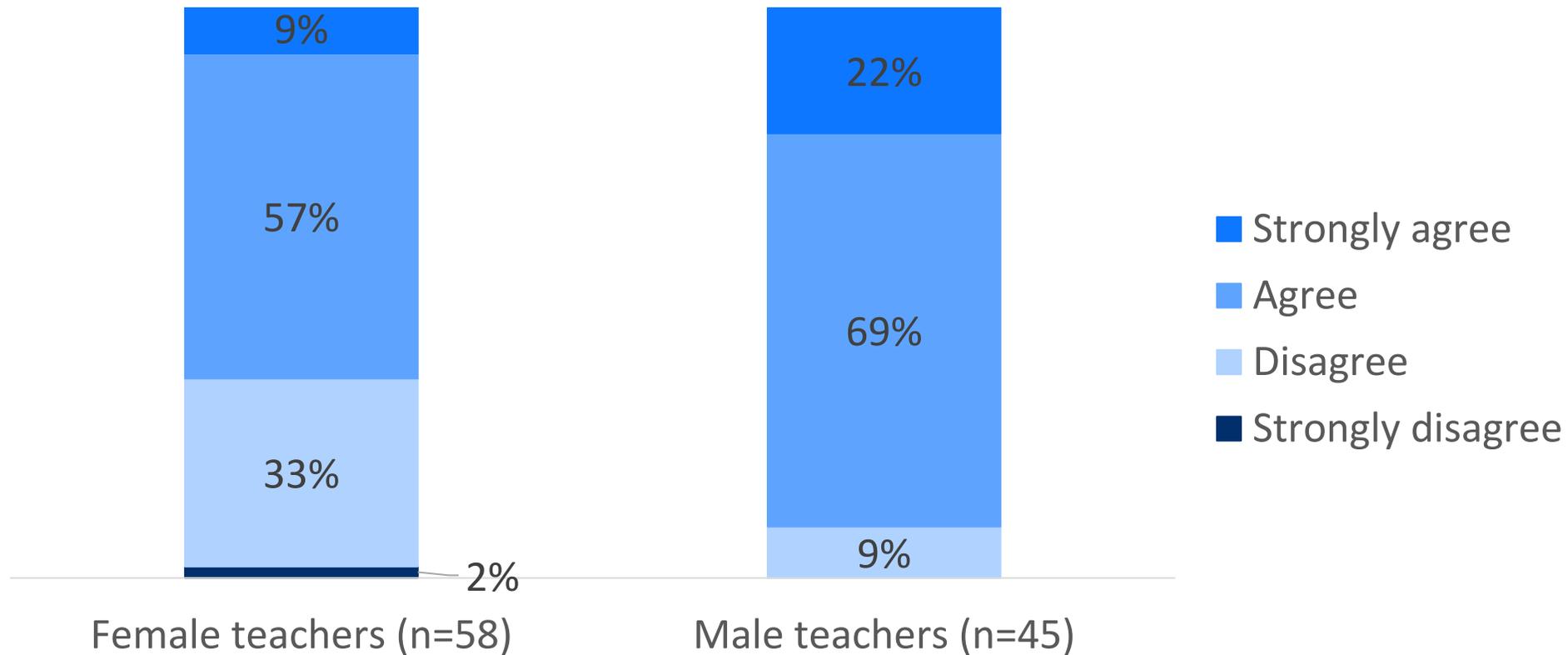
-Interviewer (I) and female teacher (T)

Men are easy to work with because they don't have gossiping groups at the workplace.

- Male coach

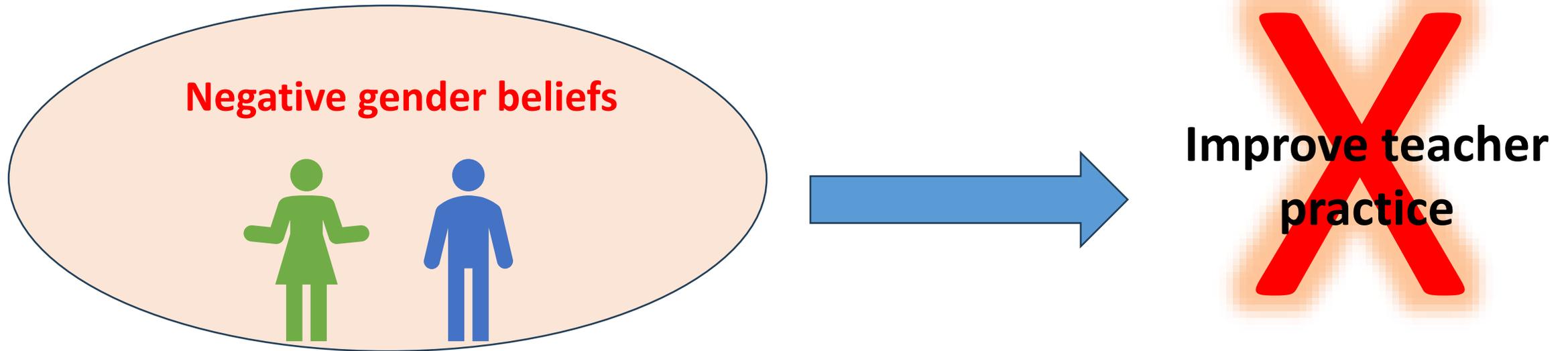
Beliefs that it would be easy to receive coaching from a male coach

Teacher agreement to the statement "I think it would be easy to receive coaching from a male coach" by teacher gender



Why do gender beliefs matter?

Purpose of coaching and mentoring → Improve teacher practice and student outcomes



Addressing gender beliefs in teacher professional development

Strategies for coaches and mentors or communities of learning

- Identify and reflect on any gender beliefs that may be influencing coaching and mentoring interactions
- Model and teach fellow coaches how to give constructive criticism without shaming or embarrassing teachers
- Discuss gendered beliefs, gendered norms, and age discrimination that can negatively impact teacher professional development with individuals and with the teaching staff.
- Use role plays and scenarios to engage teachers in discussions about gender beliefs and norms and how they might negatively affect teaching, coaching, and mentoring.
- Demonstrate language and provide counter examples or evidence that can support teachers in countering these beliefs and norms when they are mentioned or become evident.

Addressing gender beliefs in teacher professional development

Strategies for program implementation and policy development

- Go beyond looking at parity (equal numbers) only.
- Analyze **teacher** gender beliefs and gender issues! Do not focus solely on student gender issues.

Thank you!

Asante sana!

For more information, please contact:

Jovina Tibenda: jtibenda@jifunzeuelewe.rti.org

Kristeen Chachage
ober0003@umn.edu

Shirley Miske, CEO
smiske@miskewitt.com

Nancy Pellowski Wiger
nancy.pellowski.wiger@gmail.com

Kara Janigan
Kara_janigan@hotmail.com

Acacia Nikoi
acacia.nikoi@gmail.com

Laura Wangsness Willemsen
lauraw@umn.edu

