



# **MINISTRY OF EDUCATION, PRIMARY AND SECONDARY**

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## **REPORT ON THE BASELINE EXERCISE MAPPING OF BASIC EDUCATION TEACHERS IN IMO STATE AND MULTI-YEAR COSTED TEACHER RECRUITMENT & DEPLOYMENT PLAN**

### **1. INTRODUCTION**

This report presents the findings of the baseline exercise conducted to map the number and duty stations of basic education teachers across Imo State. Additionally, it outlines a multi-year-old course teacher recruitment and deployment plan to address the identified staffing gaps.

**2. OBJECTIVES OF THE EXERCISE** The primary objectives of this baseline exercise are to :

- Conducting a comprehensive enumeration of basic education teachers in Imo State.
- Identifying disparities in teacher distribution across local government areas (LGAs).
- Assessing the adequacy of current staffing levels based on student population and school needs.
- Developing a sustainable and costed plan for teacher recruitment and deployment.
- Provide policy recommendations for sustainable workforce planning and improved education outcome

**3. METHODOLOGY:** The baseline mapping exercise was carried out using a combination of field surveys, data collection from school records, and engagement with relevant stakeholders, including the Imo State Universal Basic Education Board (SUBEB), the Ministry of Education, and Local Government Education Authorities IMO (LGEAs). Data was gathered through:



- Physical headcount and validation of teacheru records.
- Surveys administered to school heads and education officers.
- Geo-mapping of teacher duty stations.
- Gap Analysis of student-teacher ratios across schools.
- Financial Analysis : Estimating recruitment, training, and deployment budgetary requirements.

#### 4. FINDINGS

The findings of the baseline mapping exercise are summarized below:

- **Total Number of Basic Education Teachers:** Imo State has a total of 9101 teachers in Early Childhood Development Education (ECDE) And Primary Education , 3,843 Junior Secondary School (JSS) teachers totaling 12,944 basic education teachers.
- **Teacher Distribution by LGA:** Disparities were observed in teacher distribution, with urban LGAs having excess teachers while rural LGAs face acute shortages.
- **Student-Teacher Ratios:** The average student-teacher ratio across the state is 95:1 in Nursery and Primary education and 135:1 in junior secondary education exceeding the recommended 30:1 ratio in many areas.
- **Qualification Levels:** In Early Childhood Development Education (ECDE) and Primary Education 88% of teachers meet the minimum qualification requirements, while 12% require additional training and certification. In Junior Secondary school (JSS) 92% teachers meet the minimum qualification requirements, while 8% require additional training and certifications.
- **Projected Teacher Deficit:** Based on enrollment projections of 861,394 in nursery and primary education and 475,807 in JSS the state requires an additional 12,436 teachers in nursery and primary education and 8,052 teachers in Junior secondary school totaling 20,488 basic education teachers over the next five years to meet optimal staffing levels.

#### 5. MULTI-YEAR COST TEACHER RECRUITMENT DEPLOYMENT AND TRAINING PLAN

Based on the findings, the following multi-year teacher recruitment deployment and training strategy is proposed:

##### Teacher Recruitment, Training, and Budget Plan

Year	Recruitment Plan	Training Plan	Budget (Naira)
2025	Recruit 10,000 new teachers focusing on high-need LGAs.	Conduct capacity-building programs for newly recruited teachers.	55,750,000,000



2026	Recruit an additional 8,000 teachers, prioritizing underserved schools.	Develop structured induction training for new teachers.	44,950,000,000,000
2027	Recruit 2,488 more teachers to address remaining gaps.	Introducing continuous professional development courses.	4,437,040,000
2028	Evaluate recruitment impact and address emerging gaps.	Implement refresher training and mentorship programs.	1,750, 000,000
2029	Achieve full teacher sufficiency based on projections.	Enhance digital literacy and innovative teaching methodologies training.	4,000,000,000

## 2025 RECRUITMENT PLAN FOR PRIMARY SCHOOL TEACHERS

Activity	Timeline	Responsible Body	Output
Conduct Teacher Gap and Needs Assessment	Q2 2025	IMSUBEB, Ministry of Education, LGEAs	Needs assessment report
Engage Stakeholders and Community Leaders	Q2 2025	IMSUBEB, LGAs	Validated recruitment needs
Develop and Approve Recruitment Guidelines	Q2 2025	IMSUBEB, Imo State Teaching Service Commission	Recruitment framework
Advertise Teaching Positions	Q3 2025	IMSUBEB, Imo State Civil Service Commission	Call for applications
Shortlist, Interview, and Select Qualified Candidates	Q3–Q4 2025	CSC, IMSUBEB	Final list of teachers
Issue Offer Letters and Conduct Orientation	Q4 2025	CSC, IMSUBEB	Teachers onboarded

## DEPLOYMENT PLAN

Activity	Timeline	Responsible Body	Output
Develop Deployment Strategy (using data and GIS)	Q3 2025	IMSUBEB, Ministry of Education, HRH Desk	Equitable deployment map
Prioritize underserved LGAs and rural/remote schools.	Q3 2025	IMSUBEB, LGEAs	Deployment priority list
Deploy Newly Recruited Teachers	Q4 2025	IMSUBEB, CSC, LGAs	Deployment letters
Engage Traditional Institutions and SBMCs	Q4 2025	IMSUBEB, LGAs	Local support for retention



Monitor Compliance and Retention	Ongoing	IMSUBEB, Quality Assurance Department	Quarterly deployment report
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## TRAINING PLANS

Activity	Timeline	Responsible Body	Output
Training Needs Assessment (TNA)	Q2 2025	IMSUBEB,	Skills gap report
Develop an Annual Teacher Training Plan	Q3 2025	IMSUBEB	Endorsed training calendar
Induction and Pedagogical Training for New Teachers	Q4 2025	IMSUBEB, CSC, LGAs	Trained new recruits
In-Service Training on Core Subjects	2025-2027	IMSUBEB, Universal Basic Education Commission, Partners	Continuous capacity building
Deploy Teacher Mentors and Coaches	2026	IMSUBEB, National Teachers' Institute	Online teacher education hub

## PERFROMANCE MONITORING & EVALUATION

Focus	Description
Key Indicators	% of qualified teachers in classrooms % of rural schools with adequate teacher staffing % of teachers trained annually
Tools	Teacher Attendance Registers, Lesson Observations, Teacher Appraisal Tools
Frequency	Monthly school visits, Quarterly reviews Annual assessments
Reporting Channels	Head Teachers → LGEAs → IMSUBEB Monitoring and Evaluation Unit

## RISK & MITIGATION

Risk	Mitigation
Reluctance to work in rural areas	Rural teacher incentives, housing schemes, recognition awards
Budgetary constraints	Timely release of counterpart funding, explore donor grants.
High attrition rate	Establish career progression pathways and ongoing TPD.
Political interference in recruitment	Transparent, merit-based recruitment system with oversight

**6. FINANCIAL IMPLICATIONS** The estimated budgetary allocation for the recruitment and deployment plan is **N110 ,887,040,000 billion** over five years, covering salaries, training, incentives, and administrative costs.

## **7. RECOMMENDATIONS**

- The state government should prioritize teacher recruitment in the annual budget.
- Rural posting incentives should be enhanced to encourage equitable distribution.
- Collaboration with development partners should be explored for funding support.
- Continuous monitoring and data updates should be institutionalized.

**8. CONCLUSION** The findings from this baseline exercise highlight the urgent need for strategic teacher recruitment and deployment in Imo State. The proposed multi-year plan provides a sustainable pathway to bridging staffing gaps and enhancing the quality of basic education in the state.

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**For:** Executive Chairman,

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**Date:** 28-03-25

**Approved by**



**Prof. Johncliff Nwadike**

Hon. Commissioner for Education, Primary and Secondary.