

**Licensed teachers' professional development and the fate of teaching science
and mathematics in secondary schools**

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Master of Education (Science Education)

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The purpose of this study was to investigate Licensed Teachers' professional development and the fate of teaching science and mathematics in Tanzanian secondary schools. In this study the Licensed Teachers (LTs) are form six leavers or equivalents who are employed after a short (four weeks) initial orientation/induction. LTs are both unqualified and under qualified for the level they are currently teaching, hence they need professional development. The methodology used in this study was the qualitative approach, and was conducted in Singida region and at Morogoro TTC. The instrument used in this study for data collection included personal interview, observation and documentary/records review. The study findings revealed that LTs received professional training of rather poor quality and hence are un-and/under-qualified teachers who need continuous professional development. The MOEVT, in collaboration with Open University of Tanzania (OUT), took the initiative to upgrade the LTs to diploma and/or degree levels through the mode of distance learning. However LTs faced challenges of their relatively difficulty working conditions in certain remote rural areas which creates a problem in encouraging them to grow professionally. The study also found that the terms and conditions of LTs' service still remain unfavourable and unattractive because of the low salary they received relative to the cost of living. In turn it is revealed that the lack of LTs' satisfaction results in attrition and dropout from the teaching profession. The induction programme for LTs was not effective for the teaching profession. Teachers who do not have a deep and broad understanding of teaching in all its facets may be causing serious educational harm to students/learners. The study recommended that the government should ensure the availability of well trained teachers, conducive and attractive working

conditions, and create opportunities for further development and improvement of science and mathematics LTs.