

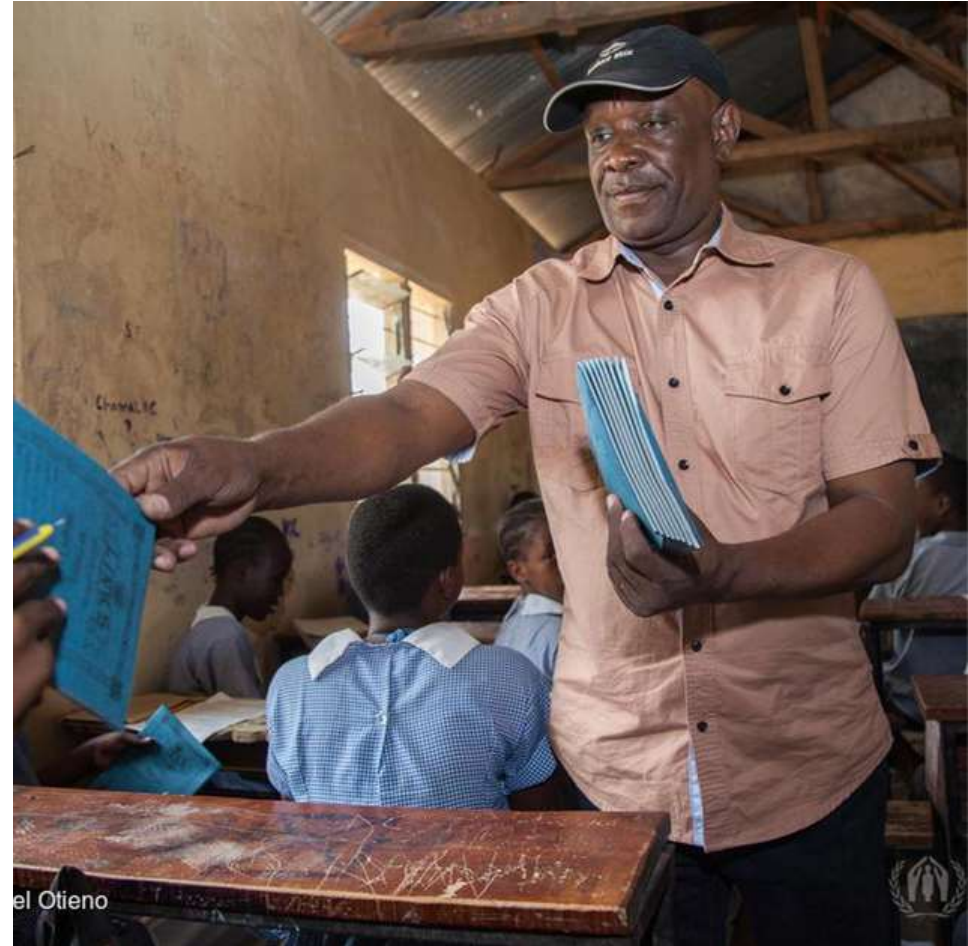
# Teachers in Refugee & Displacement Settings: *Policies, Practices & Pathways for Improving Teacher Quality & Workforce Sustainability*

World Teachers' Day Webinar  
Friday, October 6, 2023  
Mary Mendenhall, Ed.D.

*You can teach without a classroom, but you can't teach without a teacher. Those are the areas we mostly forget.*

*We focus on our students...in a class, but we forget the teachers most of the time.*

*-Study participant in Malawi*



# Study Methodology

**Chad Case**  
Total KIs = 22  
Total Teachers = 48

**Malaysia Case**  
Total KIs = 11  
Total Teachers = 38

**Uganda Case**  
Total KIs = 12  
Total Teachers = 19

**UNHCR + Global  
Key Informant  
Interviews**  
Total KIs = 41

**Global Survey**  
Respondents = 106

# Teacher Profiles

**National teachers  
*with* formal  
teaching  
qualifications**

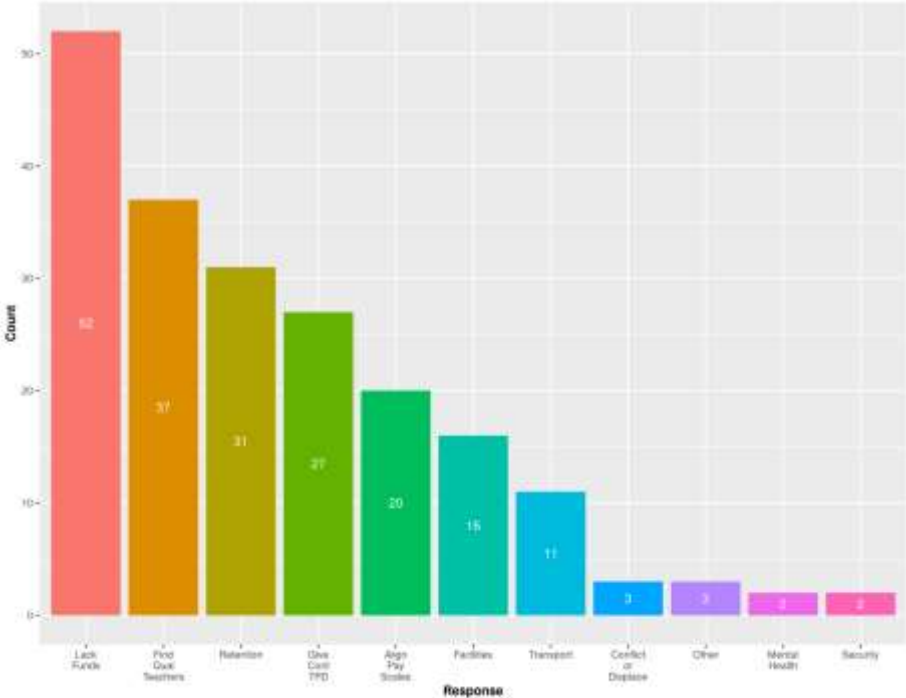
**National teachers  
*without* formal  
teaching  
qualifications**

**Refugee teachers  
*with* formal  
teaching  
qualifications (from  
home/host country)**

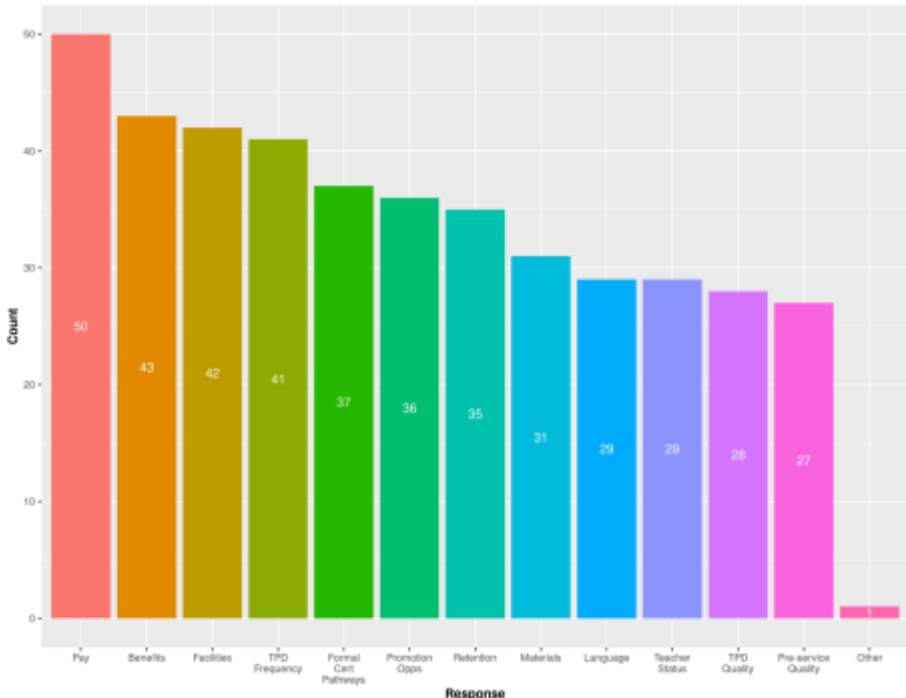
**Refugee teachers  
*without* formal  
qualifications**

# Biggest Challenges by Organizations Working with Teachers

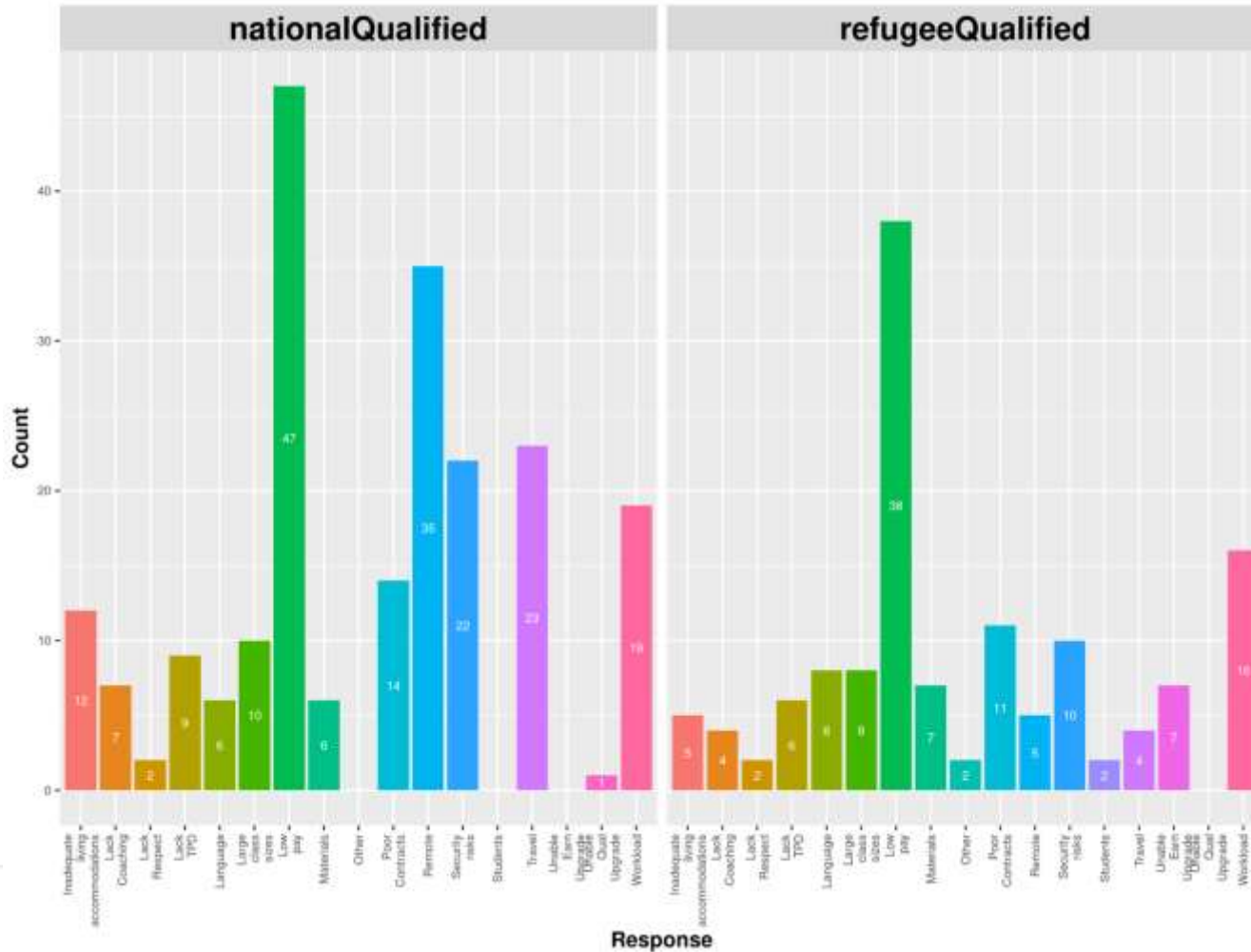
## Challenges for Managing Teachers



## Barriers to Improving Teacher Quality



# Reasons for Teacher Turnover



# The Way Forward...

Predictable, multi-year funding

Hire more, and more qualified teachers

Provide meaningful, continuous TPD that leads to recognized credentials for all teachers

Increase teacher compensation

Harmonize pay scales across teacher profiles

Establish clear frameworks for monetary & non-monetary benefits

Secure longer contracts

Improve recognition of all teachers



# Thank you!

Mary Mendenhall, Ed.D.  
Teachers College, Columbia University  
[mendenhall@tc.columbia.edu](mailto:mendenhall@tc.columbia.edu)