

TITLE

Placing teachers with disabilities in regular schools

Lesotho: Ministry of Education and Training

PROJECT SUMMARY

The programme, initiated by the Ministry of Education and Training together with the Lesotho National Federation of Organizations of the Disabled and other stakeholders, places teachers with disabilities in regular schools, supported by assistant teachers. While the focus was initially on visually impaired people, the initiative has now been extended and reaches out to persons with other disabilities as well.

FACTS & FIGURES

- Jobs created in 2014: 20
- Jobs created in 2015: 10
- Jobs created in 2016 (to date): 4

PROBLEMS TARGETED

It is generally believed that persons with disabilities are not capable of teaching in schools, and most schools lack the special equipment that persons with disabilities need in order to meet the same quality standards as persons without disabilities. Additionally, tasks such as marking papers and holding examinations for children without disabilities are deemed too difficult.

SOLUTION & METHODOLOGY

Teachers with disabilities are placed in regular schools and provided with assistant teachers for support. These teachers receive a salary and accommodations, and inspectors from the Ministry of Education and Training pay regular visits to the respective schools to ensure that the working standards for disabled staff are provided. As a result, teachers are also able to share their concerns and experience with staff from the Ministry's Special Education Unit. In order to sensitize school personnel to the issues associated with teachers with disabilities, 25 staff members were given training and an accommodation manual was produced.

OUTLOOK & TRANSFERABILITY

The project is self-sustainable as the initiative is run by the government. The project has been so successful that, going forward, the government is seeking to increase the employment for people with disabilities in the education sector, especially in public schools.

QUOTE

“Life is full of challenges but we have to use challenges to assist us grow and achieve our targets regardless of any type of disability.”

- Kopano Ts'Ilonyana

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