

# Gender Assessment of Pre-Service Midwifery: Interview Guide for Teachers

Interviews with teachers should take place after the classroom observation exercise, to ensure that the interview process does not impact the way in which the teacher conducts the class.

## Introduction

My name is \_\_\_\_\_ and I am part of a team that is conducting a gender assessment to better understand the different experiences of female and male students in the classroom, and the gender issues that may impact female and male students' academic performance and attrition. The goal of our study is to improve matriculation rates, reduce drop-out and enhance academic performance among students. Our assessment is being conducted by USAID's Maternal and Child Survival Program, which is implemented by Jhpiego.

I would like to ask you a few questions about your experience teaching students, the teaching materials and the pedagogical approaches used at (Name of Institution). This interview should take approximately one hour and your responses to the questions will be confidential. During the interview, the note taker will take notes. The notes will be shared only with the members of the assessment team, to be used to analyse the results from our interviews. We will not list your name in our report. You may choose not to answer the questions if you are not comfortable. We hope you will, as your responses will assist in improving student performance and the performance of (Name of Institution).

May we begin?

## Guiding Questions

1. Please tell me a little about yourself and your experience teaching at this school: What subject do you teach? How long have you been teaching this subject? How long have you been teaching at this school? Have you ever had the opportunity to attend any trainings on gender?
2. Please tell me something about your students: What level/year do you currently teach? Are most of your students women or men? What percentage of your students would you say are women?
3. Please tell me about your classroom: Have you noticed any differences in where female and male students tend to sit in your classroom, and if so, what are those differences? Have you noticed any differences in how female and male students participate in your class, and if so, what differences? If you have noticed differences, in your opinion, why do those differences exist?
4. Please tell me about your students' academic performance: Have you noticed any differences between women and men in terms of their academic performance? If so, what kinds of differences have you noticed? In your opinion, what are the reasons for those differences?
5. What are the challenges that students have with learning and academic performance? Have you noticed any differences in the challenges female students face compared to male students?
6. Please tell me about absenteeism and drop-out among your students: Have you noticed that either women or men are more likely to drop out of the program or be absent from class? What differences have you noticed? In your opinion, what are the reasons for these differences? Does your school have any policies in place to reduce drop out, or has the school undertaken any activities to reduce drop out?

7. Please tell me about this school's policy on sexual harassment: Does your school have a sexual harassment policy? If so, in your opinion, is the sexual harassment policy helpful to students, teachers and other school staff? In your opinion, is sexual harassment an issue at your school?
8. Please tell me about the teaching materials that you use to teach your classes: Do your materials include examples of the ways that Midwives/Medical Laboratory Technicians do their work and are there examples that include both women and men professionals? Do the teaching materials use the pronoun "he" and "she" in equal numbers when describing the roles and responsibilities of Midwives/Medical Laboratory Technicians?
9. Please tell me about the way in which you teach your classes: What kind of format do you use (lecture, Q&A, small group discussions, class debates, student presentations)? Are you happy with the format you use – why or why not? Have you ever considered changing your format – why or why not?
10. As we discussed at the beginning of this interview, the goal of our assessment is to improve matriculation rates, reduce drop-out and enhance academic performance among students. In your opinion, what are the most important steps that can be taken at this school to reach this goal? Can you recommend any specific steps that would help female students? Male student.