



Gender Assessment of Pre-Service Midwifery: Interview Guide for School Administrators (President/Dean/Other High-Level Administrator)

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 as an administrator at the school, school rules, protocols and guidelines, the teaching materials used and the facilities and services available to students. 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 something about your work history: What is your position and how long have you been working in your current position at the school? Did you hold other positions at this school before holding your current position? If so, what were those positions? What is the total length of time you have been working at this school? Did you work at other schools before working at this one, and if so, in which schools and in what positions did you work?
2. Please tell me about your current job: What are your professional responsibilities? Have you ever had the opportunity to attend any trainings on gender?
3. We are interested to hear your views on students academic performance: In your opinion, what are the main reasons why some students perform better academically than others? Have you noticed any difference in the academic performance of female and male students and if so, what difference? Have you noticed any particular difficulties faced by female students? If so, what are those difficulties? Have you noticed any particular difficulties faced by male students? If so, what are those difficulties?
4. We are interested in your opinion on student absenteeism and drop-out: In your opinion, what are the main reasons why students are absent or drop out of the school? Are there particular reasons why female students are absent or drop out? Are there particular reasons why male students are absent or drop out? Does your school have any policies or practices in place to reduce drop out?
5. Please tell me about school policies on poor academic performance: What steps does the school take when a student is performing poorly academically?

6. We are interested in your opinion on sexual harassment at the school. In your opinion, is sexual harassment an issue in your school? Please explain. 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? If not, why not?
7. Please tell me about any work your school does with students' families and communities. Do students' families visit the school and meet with school administrators and teachers? Does the school conduct any activities in the communities from which students come? Have you noticed any differences in the ways in which families and communities treat female and male students? If so, what steps has the school taken to address family or community attitudes towards female and male students?
8. Please tell me about school policy on safety and security on campus: What types of security regulations are in place. (Probe for security in dorms, bathrooms, transport after dark, campus security office/police).
9. Please tell me about school policy and guidelines on health issues that specifically impact female students: What services or supplies are provided for female students during menstruation (are sanitary pads available at the school and if so where are they available)? What is school policy and practice and what services are provided for female students who become pregnant? For female students who are breastfeeding? For female students who have young children?
10. Please tell me about the teaching materials the school provides to teachers: Where and how does the school obtain teaching materials? In your opinion, do the teaching 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?
11. Please tell me about any additional training or support that the school provides to teachers: Does the school offer teachers short supplementary courses to update teachers' skills? If so, has a training on gender been offered to teachers?
12. Does your school offer career planning or job placement services? If so, have you noticed any differences in female and male student utilization of these services? In female and male student success in job placement?
13. 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 students?

Thank you very much for your participation in this interview. Your views are very helpful for our assessment and will help to strengthen students' academic performance.