



LAGOS STATE GOVERNMENT

REPORT OF THE BASELINE EXERCISE MAPPING OF BASIC EDUCATION TEACHERS IN LAGOS STATE AND MULTI-YEAR COSTED TEACHER RECRUITMENT & DEPLOYMENT PLAN

1. INTRODUCTION

This report presents the findings of the baseline exercise conducted to map the number and duty stations of basic education teachers across Lagos State. Additionally, it outlines a multi-year-old course teacher recruitment and deployment plan to address the identified staffing gaps.

2. OBJECTIVES OF THE EXERCISE

The primary objectives of this baseline exercise are to :

- a) Conduct a comprehensive enumeration of basic education teachers in Lagos State.
- b) Identify disparities in teacher distribution across local government areas (LGAs).
- c) Assessing the adequacy of current staffing levels based on student population and school needs.
- d) Developing a sustainable and costed plan for teacher recruitment and deployment.
- e) Provide policy recommendations for sustainable workforce planning and improved education outcome

MINISTRY OF BASIC AND SECONDARY EDUCATION

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MISSION: TO PROVIDE HIGH QUALITY EDUCATION ACCESSIBLE TO ALL LEARNERS THROUGH EFFECTIVE AND EFFICIENT MANAGEMENT OF RESOURCES FOR THE ATTAINMENT OF SELF-RELIANCE AND SOCIO-ECONOMIC DEVELOPMENT.

3. METHODOLOGY

The baseline mapping exercise was carried out using a combination of field surveys, data collection from school records, and engagement with relevant stakeholders, including the Lagos State Universal Basic Education Board (SUBEB), and the Ministry of Basic and Secondary Education.

Data was gathered through:

- a) Physical headcount and validation of teachers' records.
- b) Surveys administered to school heads and education officers.
- c) Geo-mapping of teacher duty stations.
- d) Gap Analysis of student-teacher ratios across schools.
- e) Financial Analysis: Estimating recruitment, training, and deployment budgetary requirements.

4. FINDINGS

The findings of the baseline mapping exercise are summarized below:

a) **Total Number of Basic Education Teachers**

Lagos State has a total of 9,328 teachers in Early Childhood Development Education (ECDE) and Primary Education, 8,608 Junior Secondary School (JSS) teachers totaling 17,936 basic education teachers.

b) **Teacher Distribution by LGA:**

Disparities were observed in Early Childhood Development Education (ECDE) and Primary Education teacher distribution, with six (6) LGAs facing acute shortages while STEM subjects have high rate of deficit in Junior Secondary Schools in Lagos State.

c) **Student-Teacher Ratios**

The average student-teacher ratio across the state is 32:1 in Nursery and Primary education and 39:1 in junior secondary education exceeding the recommended 30:1 ratio in many areas.

d) Qualification Levels:

In Early Childhood Development Education (ECDE) and Primary Education 76% of teachers meet the minimum qualification requirements, while 24% require additional training and certification. In Junior Secondary school (JSS) 90.03% teachers meet the minimum qualification requirements, while 9.97% require additional training and certifications.

e) Projected Teacher Deficit

Based on enrollment projections of 394,495 in nursery and primary education, and 315,241 in JSS the state requires an additional 12,333 teachers in nursery and primary education and 17,614 teachers in Junior secondary school (Subject Based) totaling 29,947 basic education teachers over the next five years to meet optimal staffing levels.

5. MULTI-YEAR COST TEACHER RECRUITMENT DEPLOYMENT AND TRAINING PLAN

Based on the findings, the following multi-year teacher recruitment deployment and training strategy is proposed:

Teacher Recruitment, Training, and Budget Plan			
Year	Recruitment Plan	Training Plan	Budget (Naira)
2025	Recruit 2,500 new teachers focusing on high-need LGAs.	Conduct capacity-building programs for newly recruited teachers.	1,250, 000,000
2026	<ul style="list-style-type: none">Recruit an additional 5,000 teachers, prioritizing underserved schools.Evaluate recruitment impact and address emerging gaps.	Develop structured induction training for new teachers.	1,500, 000,000
2027	<ul style="list-style-type: none">Recruit 5,000 more teachers to address remaining gaps; andOptimise teacher sufficiency based on projections.	Introducing continuous professional development courses.	1,500,000,000

5.1 2025 RECRUITMENT PLAN FOR PRIMARY and BASIC EDUCATION SCHOOL TEACHERS

Activity	Timeline	Responsible Body	Output
Conduct Teacher Gap and Needs Assessment	Q2 2025	LASGSUBEB, Ministry of Basic and Secondary Education	Needs assessment report
Engage Stakeholders and Community Leaders	Q2 2025	LASGSUBEB, Ministry of Basic and Secondary Education, LGAs	Validated recruitment needs
Develop and Approve Recruitment Guidelines	Q2 2025	LASGSUBEB, Lagos State Teaching Service Commission,	Recruitment framework
Advertise Teaching Positions	Q3 2025	LASGSUBEB, Lagos State Teaching Service Commission,	Call for applications
Shortlist, Interview, and Select Qualified Candidates	Q3–Q4 2025	LASGSUBEB, Lagos State Teaching Service Commission,	Final list of teachers
Issue Offer Letters and Conduct Orientation	Q4 2025	LASGSUBEB, Lagos State Teaching Service Commission,	Teachers onboarded

5.2 DEPLOYMENT PLAN

Activity	Timeline	Responsible Body	Output
Develop Deployment Strategy (using data and GIS)	Q3 2025	LASGSUBEB, Ministry of Basic and Secondary Education	Equitable deployment map
Prioritize underserved LGAs and rural/remote schools.	Q3 2025	LASGSUBEB, LGAs	Deployment priority list
Deploy Newly Recruited Teachers	Q4 2025	LASGSUBEB, Lagos State Teaching Service Commission, Ministry of Basic and Secondary Education	Deployment letters
Engage Traditional Institutions and SBMCs	Q4 2025	LASGSUBEB, LGAs	Local support for retention
Monitor Compliance and Retention	Ongoing	LASGSUBEB, Quality Assurance Department	Quarterly deployment report

5.3 TRAINING PLANS

Activity	Timeline	Responsible Body	Output
Training Needs Assessment (TNA)	Q2 2025	LASGSUBEB, MB&SE, PSSDC	Skills gap report
Develop an Annual Teacher Training Plan	Q3 2025	LASGSUBEB, MB&SE, PSSDC	Endorsed training calendar
Induction and Pedagogical Training for New Teachers	Q4 2025	LASGSUBEB, MB&SE, PSSDC	Trained new recruits
In-Service Training on Core Subjects	2025-2027	LASGSUBEB, MB&SE, PSSDC	Continuous capacity building
Deploy Teacher Mentors and Coaches	2026	LASGSUBEB, National Teachers' Institute	Online teacher education hub

5.4 PERFROMANCE MONITORING & EVALUATION

Focus	Description
Key Indicators	90% of qualified teachers in classrooms 80% of rural schools with adequate teacher staffing 100% of teachers trained annually
Tools	Teacher Attendance Registers, Lesson Observations, Teacher Appraisal Tools
Frequency	Monthly school visits, Quarterly reviews Annual assessments
Reporting Channels	Head Teachers → LGEAs → LASGSUBEB Monitoring and Evaluation/Education Quality Assurance

5.5 RISK & MITIGATION

Risk	Mitigation
Reluctance to work in rural areas	Rural teacher incentives, housing schemes, recognition awards
Budgetary constraints	Timely release of counterpart funding, explore donor grants.
High attrition rate	Establish career progression pathways and ongoing TPD.
Political interference in recruitment	Transparent, merit-based recruitment system with oversight

6. FINANCIAL IMPLICATIONS

The estimated budgetary allocation for the recruitment, deployment and training plan is **N4.25 billion** over the next three (3) years.


7. RECOMMENDATIONS

- a) The state government should prioritize teacher recruitment in the annual budget.
- b) Rural posting incentives should be enhanced to encourage equitable distribution.
- c) Collaboration with development partners should be explored for funding support.
- d) Continuous monitoring and data updates should be institutionalized.

8. CONCLUSION

The findings from this baseline exercise highlight the urgent need for strategic teacher recruitment and deployment in Lagos State. The proposed multi-year plan provides a sustainable pathway to bridging staffing gaps and enhancing the quality of basic education in the state.

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Date: 28th March, 2025