



THE REPUBLIC OF UGANDA
Ministry of Education and Sports



Report on the

**Rapid Head Count Exercise;
Primary & Secondary Schools**

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1.0 Introduction

As part of the implementation strategy, the Top Management of the Ministry of Education and Sports within its schedule of oversight monitoring programs undertook a validation headcount exercise in sampled Schools/Institutions. The issues that were verified among others included:

- (i) Total enrolment and attendance in the Schools; and,
- (ii) Total number of Teachers in the schools and on government payroll in Primary and Secondary Schools;

1.1 Objectives

The overall objective of the Rapid Head Count Exercise was to give evidence based data to Top Management Meeting (TMM) on the realities on the ground focusing on; drop out rate, daily attendance and enrolment in schools.

Specifically, the exercise sought to:

- a. Validate the enrolments and attendance in sampled schools/ institutions; and,
- b. Validate the total number of Teachers in sampled schools/ institutions and on government payroll.

1.2 Scope

The rapid head count exercise covered the nine regions as prescribed by Uganda Bureau of Statistics (UBOS). Two districts were selected from each region with the exception of Kampala, which is only one district and Eastern where four districts were selected since the total number of districts is relatively more compared to other regions. This implies that the exercise was conducted in 18 districts, and in each district ten (10) schools were sampled. From the sampled schools, 5 were primary schools and 5 were secondary schools. *(See Table 1).*

Table 1: List of districts to be visited during the Head Count Exercise and categories of Officers

S/N	Region	District	No. Of Schools
1	Kampala	Kampala	10
2	Central 1	Rakai	10
		Ssembabule	10
3	Central 2	Kiboga	10
		Nakaseke	10
4	East - Central	Kamuli	10
		Mayuge	10
5	Eastern	Amuria	10
		Butaleja	10
		Budaka	10
6	North	Pader	10
		Apac	10
7	West Nile	Koboko	10
		Nyadri	10
8	Western	Bundibugyo	10
		Kibaale	10
9	South West	Mbarara	10
		Rukungiri	10

Source: EPD 2009

1.3 Participants

The participants in the rapid head count exercise comprised top management supported by technical officers. In total there were 38 officers who took part in the exercise as reflected in Table 2.

Table 2: List of participants in the Rapid Head Count Exercise

S/N	Category	Number
1	Hon. MES	1
2	Hon. MSE/S	1
3	Hon. MSE/P	1
4	PS/ES	1
5	Ag. PAS	1
6	Personal Assistants to Ministers	3
7	Director BE	1
8	Commissioners – CEP, CBTVET, C/BE, C/SE (P), C/PES, C/SNE, CTE, CGC)	8
9	Assistant commissioners AC/P&B, ACP, AC/IMU, AC/BE, AC/SNE, AC/SME, AC/CMU, AC/BE	8
10	Principals (PEP/M&E, Ag. P/STAT)	2
11	Senior Officers (Ag.SEP/M&E & Ag. S/STAT)	2
12	M&E Officers	5
13	Researchers/Data Clerks	4
14	Drivers and 1 Support Staff	22
15	Body Guards for Hon. Ministers	3
Total		60

Source: Education Planning and Policy Analysis Department 2009

In addition, a total of 21 MoES drivers (21 vehicles) were deployed to transport officers to conduct the head count.

1.4 Duration

The exercise was initially scheduled to be conducted during the second week of June 2009, for a period of five working days (8th – 12th June 2009). However, due to the delay in processing funds earmarked for the exercise and the advent of Annual School Census (ASC) – June 2009, preliminary returns showed that fifteen districts (*i.e. Nakaseke, Apac, Bundibugyo, Butaleja, Kiboga, Kibaale, Kamuli, Pader, Rukungiri, Rakai, Amuria, Budaka, Kampala, Koboko and Mayuge*) out of the sampled 18 have been successfully visited. The districts not visited are Mbarara, Ssembabule and Nyadri

2.0 Methodology

The list of Primary and Secondary schools in the selected districts were generated using a simple random sampling technique.

2.1 Data Collection Techniques

2.1.1 Primary data

Primary data collection involved use of semi-structured interviewer administered questionnaires. Semi-structured Questionnaires for Head teachers were used to capture data concerning enrolment and teachers' access to the pay roll in both primary and secondary schools sampled.

2.2.2 Secondary data

Secondary data relating to district name, schools name, EMIS code among others were obtained from the Education Management Information System (EMIS).

2.2 Data collection instruments

Two instruments were designed and used during the rapid head count exercise and these are:

- (i) Questionnaire for Primary Schools; and
- (ii) Questionnaire for the secondary schools.

3.0 Findings

This chapter presents the findings in the rapid head count exercise and a comparison with the headcount data of March 2009.

3.1: Key summary Findings

This sub-chapter shows the key observations identified in the rapid headcount exercise, based on a total number of 142 schools (i.e. 50 primary and 92 secondary schools).

- The sampled Primary Schools had a total enrolment of 29,338 in Term I and 27,847 in Term II, translating in to a percentage decline of 5.1% (4.2% for male and 5.2% for female). In the secondary Sub-sector, sampled schools had a total enrolment of 47,858 in Term I and 46,704 in Term II representing a percentage decline of 1.8% (2.2% male and 1.1% female).
- Attendance rate in primary schools was lower than that in the secondary sub-sector. Primary schools registered 77% (75% male and 78% female) attendance rate, while secondary showed 84% (83% male and 86% female) attendance rate. This implies that on the day of the visit, 23% of the primary pupils were absent compared to 16% students who were absent in secondary schools.
- There were 608 teachers (371 male and 237 female) in the 50 primary schools visited and 82% were found on duty (80% of the male and 85% of the female). In the 92 secondary schools visited, 2,054 teachers (1,597 male and 457 female) were registered, depicting a skewed gender balance in secondary with only 22% being female. However out of these teachers only 59% (60% of the male and 54% of the female) were found on duty.
- In the primary schools visited, 552 teachers out of 608 (91%) were on payroll while in secondary schools (1,564 teachers out of 2,054) 76% were on payroll.
- The average pupil teacher ratio in all primary schools visited was 46 compared to 23 in secondary schools.

- The comparison between headcount exercise of March 2009 and the Rapid headcount presented variations in the three classes under USE currently as follows;
Out of the 92 secondary schools visited, 88 were under USE and during the headcount of March a total 32,809 students were physically head counted (11,570 in S1, 11,054 in S2 and 10,185 in S3). On the contrary, during the rapid headcount only 28,911 students were found present in schools (9,938 in S1, 9,714 in S2 and 9,259 in S3). This presents a total variation of 12% in the two exercises with 14%, 12% and 9% for S.1, S.2 and S.3 respectively.

3.2: Primary sub sector

3.2.1: Number of Primary schools

The rapid headcount exercise was conducted in 15 districts with a total of 50 schools participating in the exercise. The number of schools that participated per district is presented in Table 1 below

Table 1: Number of Primary schools by district

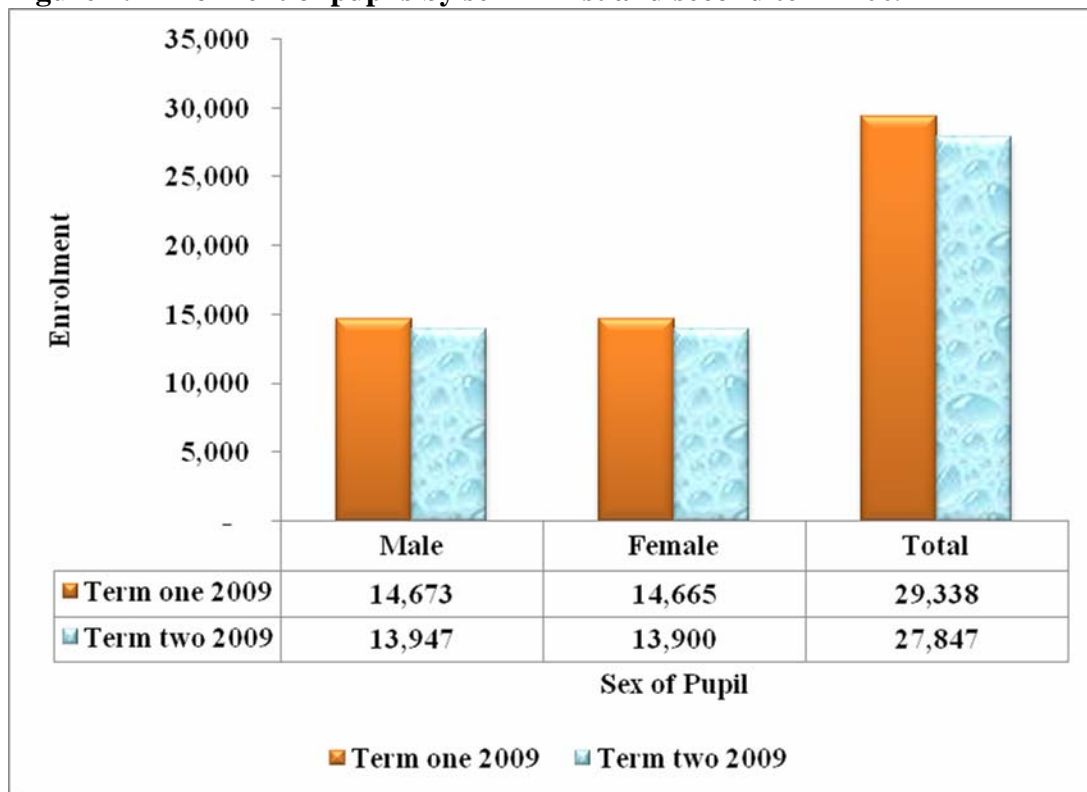
District	Number of Schools
Amuria	2
Apac	3
Budaka	1
Bundibugyo	5
Butaleja	2
Kampala	5
Kamuli	2
Kibale	2
Kiboga	6
Koboko	1
Mayuge	5
Nakaseke	4
Pader	2
Rakai	5
Rukungiri	5
Grand Total	50

Source: Rapid Headcount June 2009

3.2.2: Enrolment of pupils by sex in first and second term 2009

Total enrolment is vital for planning and program implementation purposes such as measuring the level of school access at a given level of education. A number of policies such as automatic promotion, early childhood development, universal primary education, universal secondary education and abolition of corporal punishments in schools are being implemented not only to realize increased access to schools but also to improve on the retention, survival, completion and dropout rates among others. During the rapid headcount exercise, information on school enrolment was collected for 1st and 2nd term 2009 and the findings are illustrated in Figure 1 below.

Figure 1: Enrolment of pupils by sex in first and second term 2009



Source: Rapid Headcount June 2009

Observation from Figure 1 indicates that in 2nd term 2009 the enrolment of males and females reduced by 4.9% and 5.2% respectively in the schools visited. Overall, enrolment in 2nd term 2009 reduced by 5.1%.

The highest percentage decline was recorded in the districts of Pader, Apac, Butaleja, Kiboga and Mayuge whose total enrolment had reduced by 29%, 16%, 13%, 12% and 11.5% respectively. On the other hand, the enrolment of Koboko, Amuria and Bundibugyo increased by 38%, 10% and 3% respectively (*see annex 1 for enrolment change by district*).

3.2.3: Pupil attendance on the day of the rapid headcount exercise

Pupil attendance is among the key determinants of the quality of learner performance as well as the teaching process. Ascertaining the number of pupils physically present in schools at the time of the rapid headcount exercise was therefore critical. The number of pupils ascertained present and the attendance rate as per the rapid headcount are indicated in Table 2 below;

Table 2: Attendance of pupils by district on the day of the rapid headcount exercise

District	Attendance on the day of the visit			Attendance Rate		
	Male	Female	Total	Male	Female	Total
Amuria	244	259	503	47%	48%	47%
Apac	806	783	1,589	79%	83%	81%
Budaka	488	508	996	87%	87%	87%
Bundibugyo	980	1,063	2,043	68%	70%	69%
Butaleja	348	347	695	81%	69%	75%
Kampala	1,156	1,334	2,490	94%	95%	94%
Kamuli	442	445	887	67%	63%	65%
Kibale	480	408	888	76%	73%	74%
Kiboga	772	802	1,574	62%	68%	65%
Koboko	381	414	795	63%	86%	80%
Mayuge	1,747	1,734	3,481	85%	86%	86%
Nakaseke	799	822	1,621	78%	82%	80%
Pader	189	158	347	92%	94%	93%
Rakai	740	748	1,488	62%	61%	61%
Rukungiri	930	982	1,912	83%	83%	83%
Grand Total	10,502	10,807	21,309	75%	78%	77%

Source: Rapid Headcount June 2009

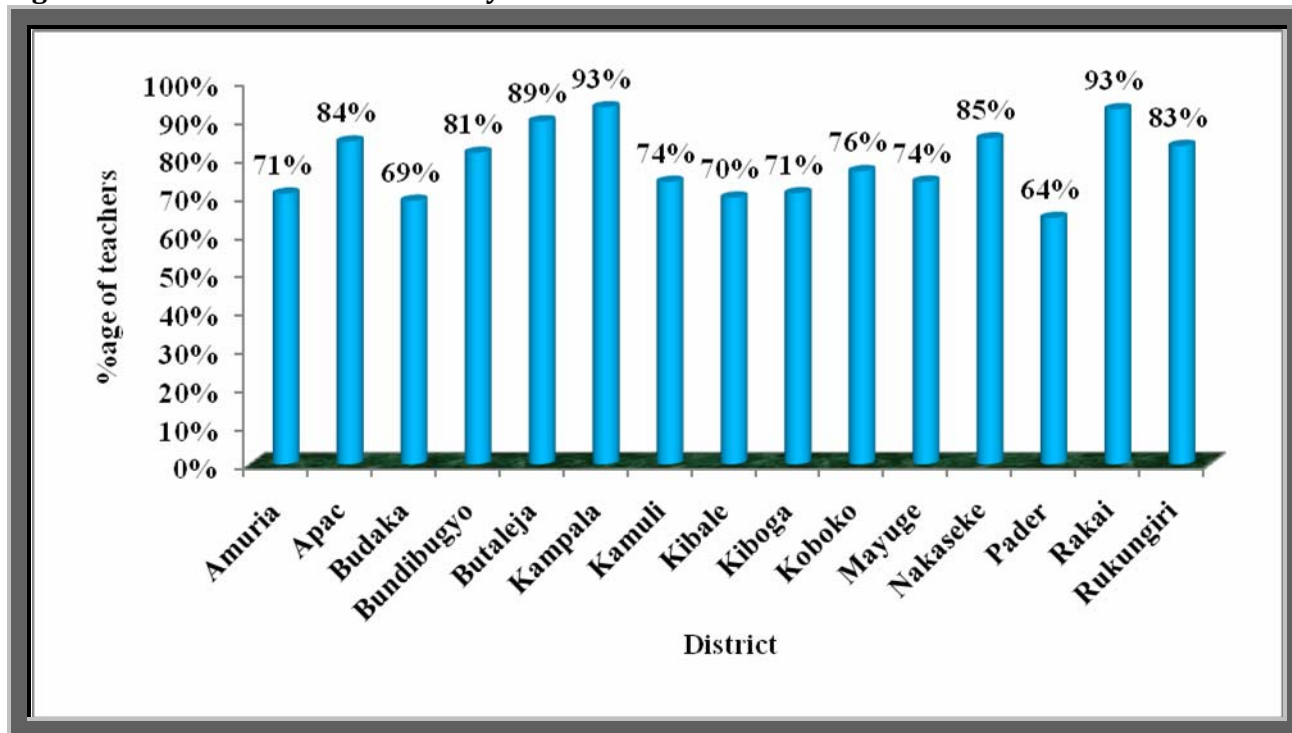
NB: Attendance rate was derived using enrolment as of 2nd term and the number of pupils present.

On the day of the rapid headcount exercise, 21,309 pupils were found present of which 10,502 were male and 10,807 females (**Annex 2: school attendance by district, class and gender**). This translates into an attendance rate of 75% for males and 78% for females. It is important to note that more girls were found present than boys despite the fact that there are more boys enrolled than girls. At district level, attendance rate was 61% and above with exception of Amuria district whose attendance rate was 47% (47% males and 48% females).

3.2.4: Teacher attendance on the day of the rapid headcount exercise and payroll status

Among the key obligation which teachers must observe is attending school. Teacher absenteeism does affect the teaching and learning processes. All teachers found on duty during the rapid headcount exercise where physically counted to establish whether schools are experiencing the problem of teacher absenteeism. The findings on teacher attendance are presented in Figure 2 below.

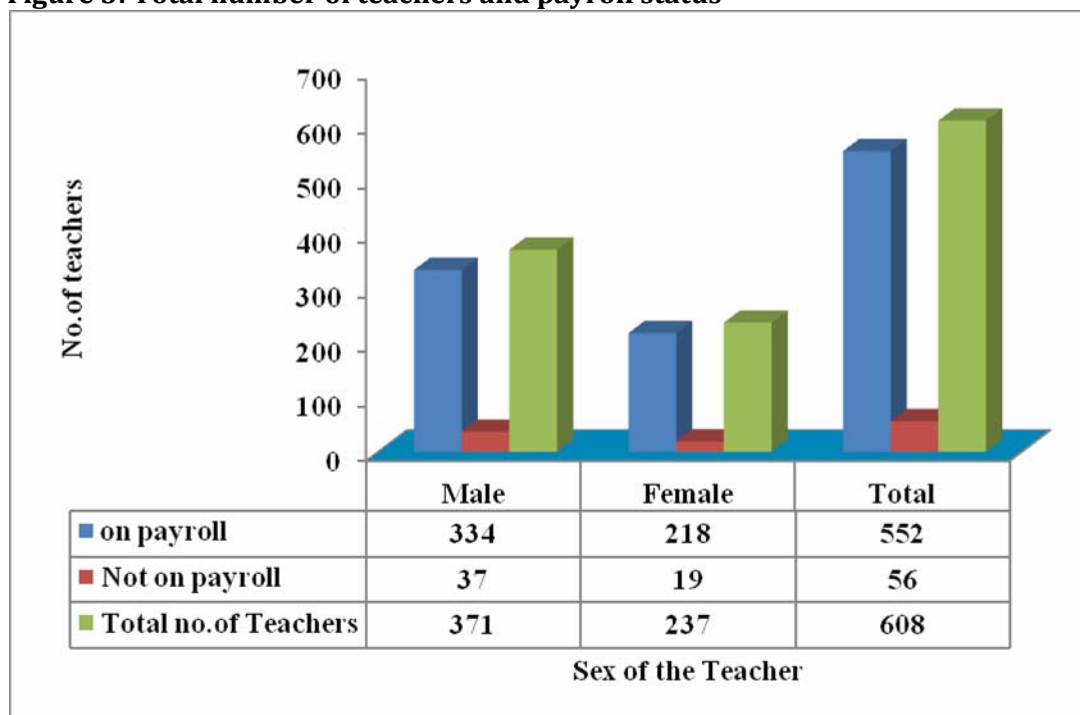
Figure 2: Teacher attendance rate by district



Source: Rapid Headcount June 2009

The rapid headcount exercise revealed that there are 608 teachers (371 males and 237 females) in the 50 primary schools visited of which 499 teachers (298 males and 201 females) were found present at the time of the rapid headcount exercise. On average, 82% of the total teachers were found on duty. Out of the 371 male and 237 female teachers 80% and 85% were present respectively. At district level, teacher attendance rate was 64% and above for all districts with Kampala and Rakai districts emerging the best and Pader the worst.

Figure 3: Total number of teachers and payroll status



Source: Rapid Headcount June 2009

Out of the 608 teachers in the 50 primary schools visited, 552 of the teachers (334 male and 218 female) were on payroll. This translates into a percentage share of 91% (90% male and 92% females). The percentage share of teachers not on the payroll was 10% (8% male and 9% female). For more details on teachers at district level see annex 3.

3.2.5: Pupil Teacher Ratio

Average number of pupils (students) per teacher at primary level of education in a given school is important in determining the level of pupil-teacher interaction. Professional activities of teachers in schools involve transmitting of knowledge, attitudes and skills to the pupils. It is assumed that fewer pupils per teacher make the transmission process easier. In this study PTR 1 (computed using teachers on government payroll) and PTR 2 (computed using all teachers) have been derived to ascertain the status of number of pupils per teacher as illustrated in Table 3 below.

Table 3: Number of teachers and Pupil teacher ratio by district

District	Enrolment	Teachers on payroll	PTR 1	All teachers	PTR 2
Amuria	1,066	17	63	17	63
Apac	1,965	53	37	57	34
Budaka	1,148	16	72	16	72
Bundibugyo	2,958	47	63	48	62
Butaleja	927	17	55	19	49
Kampala	2,644	64	41	73	36
Kamuli	1,367	15	91	19	72
Kibale	1,193	23	52	23	52
Kiboga	2,434	47	52	58	42
Koboko	998	17	59	17	59
Mayuge	4,069	63	65	80	51
Nakaseke	2,027	35	58	40	51
Pader	318	12	27	14	23
Rakai	2,427	68	36	68	36
Rukungiri	2,306	58	40	59	39
Total	27,847	552	50	608	46

Source: Rapid Headcount June 2009

Results from Table 2 reveal that the average pupil teacher ratio of the 15 districts is 50:1 for teachers on payroll only and 46:1 for all teachers. However, considering only teachers on payroll the pupil teacher ratio for 8 out of 15 districts was above 53. Kamuli and Budaka districts are the worst performer with a PTR of 91 and 72 respectively while Pader (27) and Apac (37) had the lowest pupil teacher ratio.

On the other hand, considering all teachers (those on payroll and not on payroll) the pupil teacher ratio for Amuria, Budaka, Kibale, Rakai and Koboko remained unchanged while for the rest of the districts the ratio lowered.

3.3: Secondary sub sector

3.3.1: Number of secondary schools

Like in the primary sub-sector, the rapid headcount exercise was also conducted in secondary schools. The number of secondary schools that participated per district is presented in Table 4 below.

Table 4: Number of secondary schools sampled by district

District	Number of schools
Amuria	8
Apac	8
Budaka	4
Bundibugyo	5
Butaleja	8
Kampala	5
Kamuli	8
Kibale	8
Kiboga	4
Koboko	8
Mayuge	5
Nakaseke	3
Pader	8
Rakai	5
Rukungiri	5
Grand Total	92

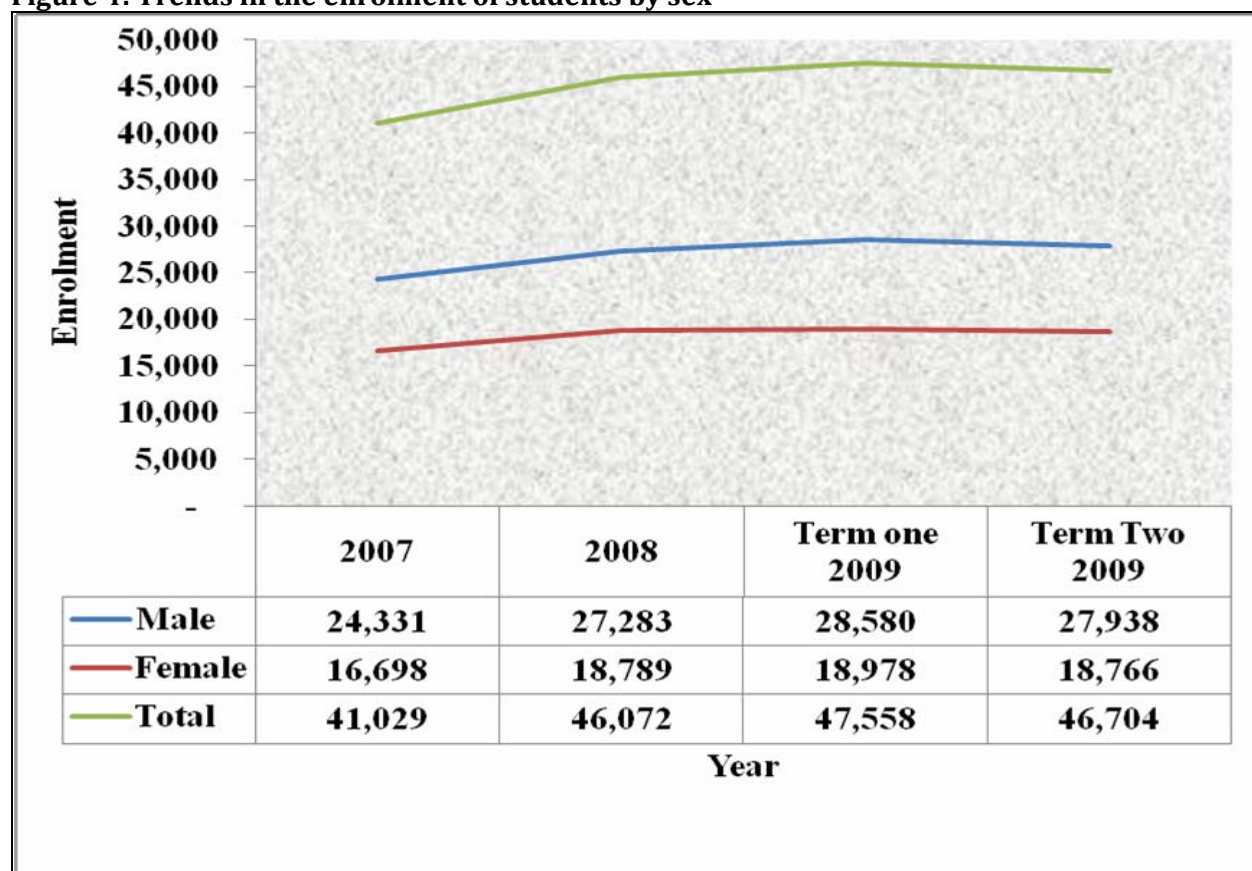
Source: Rapid Headcount June 2009

Out of the 15 districts, a total of 92 schools participated in the rapid headcount exercise. In seven of the districts, eight schools were selected while in the rest of the districts five or fewer schools were visited.

3.3.2: Enrolment trends

Enrolment trend is key not only in the evaluation of programs but also in the design of new programs. Universal secondary education was introduced in 2007 in both government and selected private schools to increase the level of access to secondary education to those that pass PLE exams. The enrolment trend obtained from the rapid headcount exercise is presented in Figure 4 below.

Figure 4: Trends in the enrolment of students by sex



Source: Rapid Headcount June 2009

Observation from Figure 1 indicates an increasing trend for both males and female enrolment. In 2008 and 2009, there was a 12.3% and 3.2% increase in the total enrolment respectively. In 2008, increase in enrolment was higher among females (12.5%) than males (12.1%). On the other hand, increase in enrolment in 2009 as of first term was 3.2% (4.8% male and 1% female) a percentage lower compared to 2008 (see annex 4 for enrolment trends by district).

A comparison of enrolment as of first term and second term 2009 indicates a slight decline. By second term, the total enrolment had reduced by 1.8% (2.2% male and 1.1% female)

3.3.3: Student and teacher attendance on the day of the rapid headcount exercise

Student and teacher attendance is a key player during teaching and learning. The field staff conducted a physical count of both teachers and students that were found present in schools at the time of the rapid headcount exercise. The attendance rates for students and teachers are presented in the Table below;

Table 2: Attendance rates of students and teachers by district

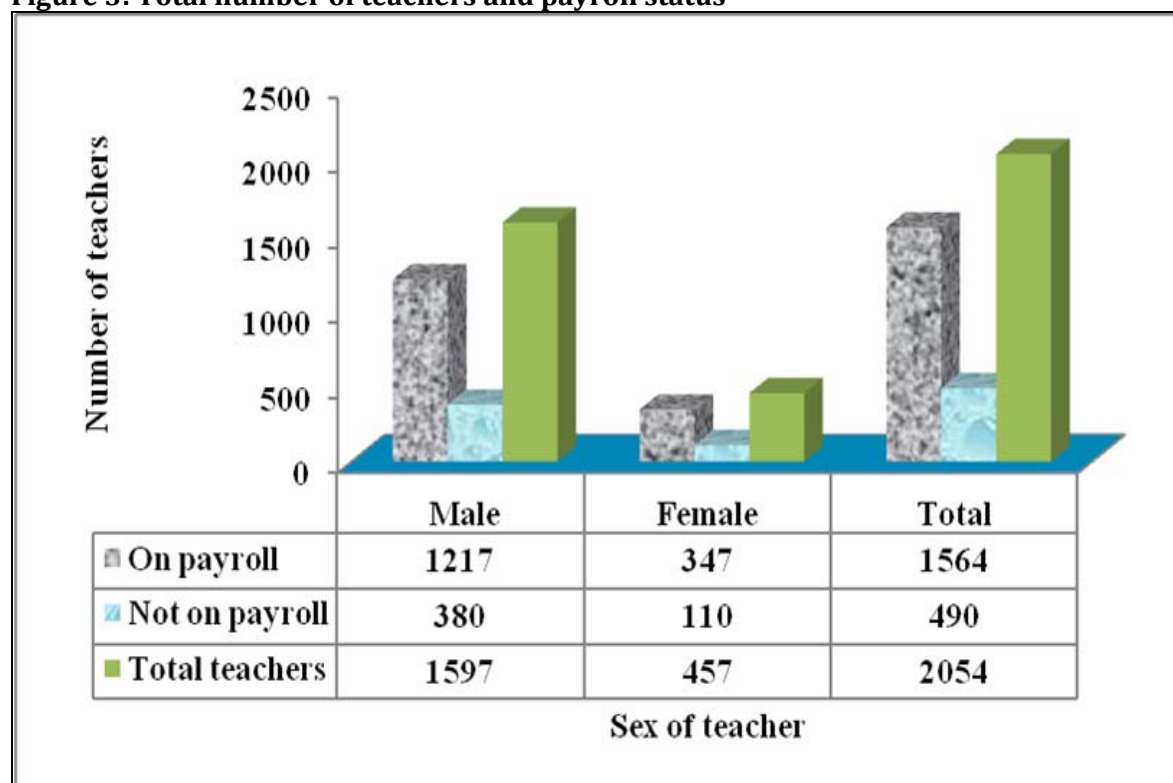
District	Student Attendance Rate			Teacher Attendance Rate		
	Male	Female	Total	Male	Female	Total
Amuria	74%	73%	73%	58%	56%	58%
Apac	87%	84%	86%	63%	58%	62%
Budaka	93%	92%	92%	51%	83%	59%
Bundibugyo	71%	80%	74%	72%	100%	76%
Butaleja	67%	76%	71%	63%	70%	65%
Kampala	90%	92%	91%	39%	31%	36%
Kamuli	77%	79%	78%	69%	59%	67%
Kibale	81%	87%	83%	62%	57%	61%
Kiboga	99%	84%	92%	84%	32%	66%
Koboko	98%	99%	98%	66%	78%	68%
Mayuge	76%	79%	77%	56%	45%	53%
Nakaseke	92%	82%	87%	47%	58%	50%
Pader	76%	72%	75%	66%	57%	65%
Rakai	84%	93%	89%	52%	50%	51%
Rukungiri	91%	98%	94%	51%	57%	52%
Grand Total	83%	86%	84%	60%	54%	59%

Source: Rapid Headcount June 2009

On the day of the rapid headcount exercise, 39,297 students (23,090 male and 16,207 females) were found present. This translates into an attendance rate of 83% for males and 86% for females. At district level, attendance rate was 71% and above for all the districts.

On the other hand, the rapid headcount exercise revealed that there are 2,054 teachers (1,597 males and 457 females) in the 92 secondary schools visited of which 1,206 teachers (958 males and 248 females) were found present at the time of the rapid headcount exercise. On average, 59% of the total teachers were found on duty. Out of the 1,597 male and 457 female teachers 60% and 54% were present respectively. At district level, teacher attendance rate was above 50% for all districts with exception of Kampala district (36%) which emerged the worst (For attendance of students on the day of the visit by district, class, and gender see annex 5).

Figure 3: Total number of teachers and payroll status



Source: Rapid Headcount June 2009

Out of the 2054 teachers in the 92 secondary schools visited 1564 of the teachers (1217 male and 347 female) were on payroll. This translates into a percentage share of 76.1% (76.2% male and 75.9% females). The percentage share of teachers not on the payroll was 23.9% (23.8% male and 24.1% female). For more details on secondary school teachers at district level see annex 5.

3.3.4: Student Teacher Ratio

Average number of students (students) per teacher at secondary level of education in a given school is important in determining the level of student-teacher interaction like in primary schools. Professional activities of teachers in schools involve transmitting of knowledge, attitudes and skills to the students. In this study, STR 1 (computed using teachers on government payroll) and PTR 2 (computed using all teachers) have been derived to ascertain the status of number of students per teacher as illustrated in the Table below.

Table 3: Number of teachers and student teacher ratio by district

District	Enrolment	Teachers on payroll	STR 1	All teachers	STR 2
Amuria	3,020	102	30	137	22
Apac	3,354	154	22	181	19
Budaka	1,787	72	25	75	24
Bundibugyo	1,976	49	40	62	32
Butaleja	3,386	145	23	172	20
Kampala	4,692	200	23	227	21
Kamuli	6,112	162	38	205	30
Kibale	4,052	101	40	145	28
Kiboga	1,515	65	23	79	19
Koboko	3,354	105	32	199	17
Mayuge	3,547	99	36	118	30
Nakaseke	1,702	48	35	68	25
Pader	2,980	104	29	154	19
Rakai	2,961	81	37	111	27
Rukungiri	2,266	77	29	121	19
Grand Total	46,704	1,564	30	2,054	23

Source: Rapid Headcount June 2009

Results from Table 2 reveal that the average pupil teacher ratio of the 15 districts is below 41. Considering only teachers on payroll the student teacher ratio for 7 out of 15 districts was below 30. Kibaale and Bundibugyo districts are the worst performer with STR of 40 while Apac (22) had the lowest student teacher ratio.

On the other hand, considering all teachers (those on payroll and not on payroll) the average student teacher ratio was 23. Koboko district (17) had the lowest student teacher ratio while Bundibugyo (32) had the highest.

3.3.5: Comparison between March 2009 headcount figures with rapid headcount figures

(a) Enrolment:

According to table 4, out of the 92 secondary schools visited 88 were USE schools and hence a comparison between physically head counted students in March and those in June for the three USE classes was done and this showed a total variation of 12%. Koboko district recorded a reduced enrolment of up to 30% while Kamuli registered an increment compared to the physical headcount of 29%. Nakaseke recorded relatively no variation (an implication that results from headcount marched the results from the rapid headcount. For more details refer to Annex 7.

Table 4: Differences between Physically Head counted Enrolment (March 2009) and Rapid Headcount Enrolment (June 2009)

DISTRICT	Schools	Physical Count in March				Head counted in Rapid exercise				Variations in Enrolment				Percentage Variation			
		S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total
Amuria	8	836	798	425	2,059	769	499	616	1,884	67	299	-191	175	8%	37%	-45%	8%
Apac	7	834	860	710	2,404	771	775	642	2,188	63	85	68	216	8%	10%	10%	9%
Budaka	4	390	592	450	1,432	370	543	420	1,333	20	49	30	99	5%	8%	7%	7%
Bundibugyo	5	573	550	497	1,620	447	394	348	1,189	126	156	149	431	22%	28%	30%	27%
Butaleja	8	768	911	869	2,548	498	713	687	1,898	270	198	182	650	35%	22%	21%	26%
Kampala	4	827	285	622	1,734	812	706	528	2,046	15	-421	94	-312	2%	-148%	15%	-18%
Kamuli	7	1,499	1,627	1,530	4,656	1,080	1,131	1,093	3,304	419	496	437	1,352	28%	30%	29%	29%
Kibaale	8	1,219	1,139	915	3,273	984	957	780	2,721	235	182	135	552	19%	16%	15%	17%
Kiboga	4	410	393	368	1,171	332	340	387	1,059	78	53	-19	112	19%	13%	-5%	10%
Koboko	7	500	554	652	1,706	660	722	834	2,216	-160	-168	-182	-510	-32%	-30%	-28%	-30%
Mayuge	5	837	818	881	2,536	754	735	788	2,277	83	83	93	259	10%	10%	11%	10%
Nakaseke	3	447	417	316	1,180	399	422	354	1,175	48	-5	-38	5	11%	-1%	-12%	0%
Pader	8	887	712	721	2,320	669	589	610	1,868	218	123	111	452	25%	17%	15%	19%
Rakai	5	814	714	688	2,216	737	653	623	2,013	77	61	65	203	9%	9%	9%	9%
Rukungiri	5	729	684	541	1,954	656	535	549	1,740	73	149	-8	214	10%	22%	-1%	11%
Total	88	11,570	11,054	10,185	32,809	9,938	9,714	9,259	28,911	1,632	1,340	926	3,898	14%	12%	9%	12%

Source: Headcount March 2009 and Rapid Headcount June 2009

(b) Teachers:

According to table 5, total variation in teachers recorded in the physical headcount of March and rapid headcount exercise of June was 38% (with teachers on payroll increasing by 9% while teachers not on payroll with a reduction of 14%). Districts of Rakai and Kibaale recorded the highest increment of 73% and 70%, while Butaleja registered the lowest variation of 19%. For more details on the difference on teachers in the two different exercises, see annex 8.

Table 5: Differences between Teachers in Physically Head (March 2009) and Rapid Headcount (June 2009)

District	Teachers in Physical Count March			Teachers in Rapid Headcount			Variation Between the Two			Percentage Variation		
	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total
Amuria	32	75	107	102	35	79	-70	40	28	-219%	53%	26%
Apac	144	30	174	154	17	113	-10	13	61	-7%	43%	35%
Budaka	70	21	91	72	3	44	-2	18	47	-3%	86%	52%
Bundibugyo	45	24	69	49	13	47	-4	11	22	-9%	46%	32%
Butaleja	126	45	171	58	86	139	68	-41	32	54%	-91%	19%
Kampala	108	18	126	134	19	82	-26	-1	44	-24%	-6%	35%
Kamuli	118	46	164	122	42	97	-4	4	67	-3%	9%	41%
Kibaale	96	71	167	75	32	50	21	39	117	22%	55%	70%
Kiboga	62	20	82	14	52	65	48	-32	17	77%	-160%	21%
Koboko	94	90	184	105	83	132	-11	7	52	-12%	8%	28%
Mayuge	96	24	120	91	14	55	5	10	65	5%	42%	54%
Nakaseke	36	16	52	48	20	34	-12	-4	18	-33%	-25%	35%
Pader	104	34	138	50	100	104	54	-66	34	52%	-194%	25%
Rakai	79	31	110	56	80	30	23	-49	80	29%	-158%	73%
Rukungiri	75	34	109	44	63	77	31	-29	32	41%	-85%	29%
Grand Total	1,285	579	1,864	1,174	659	1,148	111	-80	716	9%	-14%	38%

Source: Headcount March 2009 and Rapid Headcount June 2009

4.0 Constraints/ Challenges Encountered

- (i) Due to the simple random sampling technique employed during the planning process, the field teams reported experiencing long distances between schools. This made some teams take a longer time and days in order to cover all the sampled schools.
- (ii) In some of the schools visited, the headteachers were not in station as they were attending the Annual School Census Workshops organized at the district. This meant that accessing some information was not possible since the information was locked up in their offices;
- (iii) The poor record management in schools made some teams to take long in a given school and hence the time budgeted for to cover all the schools was encroached on. In some instances the teams had to get involved in the retrieval of records;

5.0 Conclusion and Suggested Recommendations

5.1 Conclusion

The rapid headcount exercise was a timely exercise that provided the policy makers and implementers in the Education and Sports Sector with an opportunity to validate the data (*i.e. for Learners and Teachers*) generated from the March 2009 country – wide head count exercise. Clearly as the findings suggest, there are some significant variations between the two sets of data (*i.e. enrolment figures, daily school attendance, number of teachers and their access to the government payroll*), which should be put into consideration for future head count exercises.

5.2 Suggested Recommendations

- (i) Follow – up rapid head count exercises should be institutionalized and conducted twice every year, starting from FY 2009/2010, as a mechanism for ensuring that the information documented in the EMIS data base is consistent with the reality on the ground, thus enhancing efficient and effective provision of the education service to the Ugandan population;
- (ii) There is need for a country-wide survey of all primary and secondary schools in the country using the interviewer administered questionnaire method, to corroborate the Annual School Census information contained in EMIS data base regarding district specific enrolment figures, number of teachers in the government payroll, number of teachers not in the payroll and reasons why. This survey should be conducted during FY 2009/2010, with EPPAD spearheading this exercise; and,
- (iii) There is need to provide headteachers with refresher training in records keeping and management for future exercises once every year. Teacher Education Department (TED) should work in collaboration with Education Planning and Policy Analysis Department (EPPAD), to this effect.

Annex 1: Primary school enrolment by sex in term one and term two 2009

District	Term one 2009			Term two 2009			%age change in enrolment		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Amuria	489	481	970	521	545	1,066	7%	13%	10%
Apac	1,195	1,138	2,333	1,021	944	1,965	-15%	-17%	-16%
Budaka	558	583	1,141	561	587	1,148	1%	1%	1%
Bundibugyo	1,418	1,467	2,885	1,433	1,525	2,958	1%	4%	3%
Butaleja	458	605	1,063	427	500	927	-7%	-17%	-13%
Kampala	1,286	1,449	2,735	1,236	1,408	2,644	-4%	-3%	-3%
Kamuli	677	745	1,422	663	704	1,367	-2%	-6%	-4%
Kibale	670	558	1,228	631	562	1,193	-6%	1%	-3%
Kiboga	1,453	1,316	2,769	1,252	1,182	2,434	-14%	-10%	-12%
Koboko	381	342	723	606	392	998	59%	15%	38%
Mayuge	2,331	2,266	4,597	2,059	2,010	4,069	-12%	-11%	-11%
Nakaseke	1,013	1,000	2,013	1,025	1,002	2,027	1%	0%	1%
Pader	242	204	446	188	130	318	-22%	-36%	-29%
Rakai	1,362	1,317	2,679	1,203	1,224	2,427	-12%	-7%	-9%
Rukungiri	1,140	1,194	2,334	1,121	1,185	2,306	-2%	-1%	-1%
Grand Total	14,673	14,665	29,338	13,947	13,900	27,847	-5%	-5%	-5%

Source: Rapid Headcount June 2009

Annex 2: Primary School attendance on the day of the visit

District	Data	P.1	P.2	P.3	P.4	P.5	P.6	P.7	Total
Amuria	Male	44	36	34	45	30	34	21	244
	Female	41	53	53	47	23	31	11	259
	Total	85	89	87	92	53	65	32	503
Apac	Male	179	140	95	101	112	106	73	806
	Female	162	160	95	114	102	99	51	783
	Total	341	300	190	215	214	205	124	1,589
Budaka	Male	55	73	111	95	84	40	30	488
	Female	63	99	80	87	99	51	29	508
	Total	118	172	191	182	183	91	59	996
Bundibugyo	Male	192	126	161	131	120	137	113	980
	Female	212	165	175	164	138	147	62	1,063
	Total	404	291	336	295	258	284	175	2,043
Butaleja	Male	78	63	41	53	59	28	26	348
	Female	78	71	47	37	64	33	17	347
	Total	156	134	88	90	123	61	43	695
Kampala	Male	137	157	198	173	174	147	170	1,156
	Female	136	170	238	195	235	194	166	1,334
	Total	273	327	436	368	409	341	336	2,490
Kamuli	Male	85	103	72	55	44	49	34	442
	Female	66	114	73	48	29	49	66	445
	Total	151	217	145	103	73	98	100	887
Kibale	Male	80	86	79	79	60	64	32	480
	Female	89	63	81	69	53	36	17	408
	Total	169	149	160	148	113	100	49	888
Kiboga	Male	156	102	142	124	109	76	63	772
	Female	152	109	112	129	144	90	66	802
	Total	308	211	254	253	253	166	129	1,574
Koboko	Male	140	55	71	46	36	20	13	381
	Female	155	65	75	40	39	24	16	414
	Total	295	120	146	86	75	44	29	795
Mayuge	Male	340	275	334	263	224	174	137	1,747
	Female	310	258	304	288	197	229	148	1,734
	Total	650	533	638	551	421	403	285	3,481
Nakaseke	Male	160	99	111	130	95	130	74	799
	Female	121	101	112	126	117	129	116	822
	Total	281	200	223	256	212	259	190	1,621
Pader	Male	43	22	12	33	40	18	21	189
	Female	40	33	18	25	23	11	8	158
	Total	83	55	30	58	63	29	29	347
Rakai	Male	203	101	103	92	98	76	67	740
	Female	161	109	111	97	89	90	91	748
	Total	364	210	214	189	187	166	158	1488
Rukungiri	Male	172	114	185	139	129	115	76	930
	Female	182	114	168	152	144	118	104	982
	Total	354	228	353	291	273	233	180	1,912
Total Male		2064	1552	1749	1559	1414	1214	950	10502
Total Female		1968	1684	1742	1618	1496	1331	968	10807
Grand Total		4032	3236	3491	3177	2910	2545	1918	21309

Annex 3: Total number of primary school teachers by selected categories

District	On payroll			Not on payroll			Teachers present			Total no. of Teachers			Teacher attendance rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Amuria	16	1	17			0	11	1	12	16	1	17	69%	100%	71%
Apac	40	13	53	4		4	37	11	48	44	13	57	84%	85%	84%
Budaka	11	5	16	0	0	0	8	3	11	11	5	16	73%	60%	69%
Bundibugyo	32	15	47	1		1	28	11	39	33	15	48	85%	73%	81%
Butaleja	15	2	17	1	1	2	15	2	17	16	3	19	94%	67%	89%
Kampala	25	39	64	2	7	9	26	42	68	27	46	73	96%	91%	93%
Kamuli	8	7	15	4	0	4	8	6	14	12	7	19	67%	86%	74%
Kibale	12	11	23	0	0	0	8	8	16	12	11	23	67%	73%	70%
Kiboga	26	21	47	6	5	11	19	22	41	32	26	58	59%	85%	71%
Koboko	14	3	17			0	10	3	13	14	3	17	71%	100%	76%
Mayuge	36	27	63	14	3	17	37	22	59	50	30	80	74%	73%	74%
Nakaseke	18	17	35	4	1	5	19	15	34	22	18	40	86%	83%	85%
Pader	11	1	12	0	2	2	8	1	9	11	3	14	73%	33%	64%
Rakai	38	30	68	0	0	0	35	28	63	38	30	68	92%	93%	93%
Rukungiri	32	26	58	1	0	1	29	20	49	33	26	59	88%	77%	83%
G.Total	334	218	552	37	19	56	298	201	499	371	237	608	80%	85%	82%

Source: Rapid Headcount June 2009

Annex 4: Enrolment trends for secondary schools by district and gender

District	2007			2008			Term one 2009			Term Two 2009		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Amuria	1,542	720	2,262	1,753	980	2,733	1,899	1,078	2,977	1,838	1,182	3,020
Apac	1,949	1,260	3,209	1,986	1,373	3,359	2,159	1,546	3,705	1,939	1,415	3,354
Budaka	994	583	1,577	1,132	662	1,794	1,147	671	1,818	1,122	665	1,787
Bundibugyo	1,418	629	2,047	1,296	657	1,953	1,224	596	1,820	1,327	649	1,976
Butaleja	1,413	1,166	2,579	1,725	1,356	3,081	2,026	1,515	3,541	1,980	1,406	3,386
Kampala	2,160	1,888	4,048	2,300	2,114	4,414	2,623	2,198	4,820	2,513	2,179	4,692
Kamuli	3,042	2,444	5,486	3,500	2,725	6,225	3,709	2,860	6,569	3,529	2,583	6,112
Kibale	1,994	1,384	3,378	2,503	1,472	3,975	2,326	1,310	3,636	2,559	1,493	4,052
Kiboga	735	730	1,465	888	712	1,600	790	729	1,519	786	729	1,515
Koboko	2,567	899	3,466	2,741	1,074	3,815	2,587	1,035	3,622	2,340	1,014	3,354
Mayuge	1,739	1,243	2,982	2,070	1,377	3,447	2,175	1,312	3,487	2,224	1,323	3,547
Nakaseke	644	683	1,327	649	830	1,479	833	785	1,618	856	846	1,702
Pader	1,764	673	2,437	2,041	663	2,704	2,388	701	3,089	2,255	725	2,980
Rakai	1,161	1,350	2,511	1,271	1,498	2,769	1,411	1,572	2,983	1,426	1,535	2,972
Rukungiri	1,209	1,046	2,255	1,428	1,296	2,724	1,283	1,070	2,353	1,244	1,022	2,266
Grand Total	24,331	16,698	41,029	27,283	18,789	46,072	28,580	18,978	47,557	27,938	18,766	46,715

Source: Rapid Headcount June 2009

Annex 5: Secondary School attendance on the day of the visit

District	S.1			S.2			S.3			S.4			S.5			S.6			Grand Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Amuria	468	301	769	283	216	499	384	232	616	127	79	206	21	18	39	73	17	90	1,356	863	2,219
Apac	408	363	771	431	344	775	400	242	642	231	164	395	117	33	150	98	40	138	1,685	1,186	2,871
Budaka	251	119	370	339	204	543	263	157	420	184	128	312	2		2	4	1	5	1,043	609	1,652
Bundibugyo	275	172	447	257	137	394	226	122	348	134	76	210	30	2	32	24	12	36	946	521	1,467
Butaleja	257	241	498	415	298	713	406	281	687	189	194	383	25	17	42	31	42	73	1,323	1,073	2,396
Kampala	561	520	1,081	493	442	935	379	380	759	269	249	518	294	196	490	255	212	467	2,251	1,999	4,250
Kamuli	659	496	1,155	647	587	1,234	686	526	1,212	484	339	823	108	35	143	127	58	185	2,711	2,041	4,752
Kibale	578	406	984	570	387	957	498	282	780	286	199	485	66	17	83	63	13	76	2,061	1,304	3,365
Kiboga	165	167	332	203	137	340	200	187	387	130	82	212	36	21	57	41	20	61	775	614	1,389
Koboko	457	223	680	518	221	739	546	304	850	440	205	645	216	54	270	253	35	288	2,300	1,002	3,302
Mayuge	459	295	754	440	295	735	483	305	788	203	131	334	37	8	45	59	17	76	1,681	1,051	2,732
Nakaseke	221	178	399	223	199	422	185	169	354	114	121	235	28	14	42	16	11	27	787	692	1,479
Pader	519	150	669	447	142	589	476	134	610	205	78	283	30	8	38	30	12	42	1,707	524	2,231
Rakai	305	432	737	308	345	653	287	336	623	175	190	365	60	78	138	62	54	116	1,197	1,435	2,632
Rukungiri	330	326	656	270	265	535	224	325	549	181	126	307	82	132	214	50	79	129	1,137	1,003	2,140
Grand Total	5,913	4,389	10,302	5,844	4,219	10,063	5,643	3,982	9,625	3,352	2,361	5,713	1,152	633	1,785	1,186	623	1,809	23,090	16,207	39,297

Source: Rapid Headcount June 2009

Annex 6: Total number of secondary school teachers by selected categories

District	On payroll			Not on payroll			Teachers present			Total teachers		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Amuria	82	20	102	23	12	35	61	18	79	105	32	137
Apac	135	19	154	20	7	27	98	15	113	155	26	181
Budaka	54	18	72	3		3	29	15	44	57	18	75
Bundibugyo	43	6	49	11	2	13	39	8	47	54	8	62
Butaleja	108	37	145	20	7	27	80	31	111	128	44	172
Kampala	119	81	200	25	2	27	56	26	82	144	83	227
Kamuli	134	28	162	30	13	43	113	24	137	164	41	205
Kibale	88	13	101	36	8	44	77	12	89	124	21	145
Kiboga	42	23	65	9	5	14	43	9	52	51	28	79
Koboko	88	17	105	79	15	94	110	25	135	167	32	199
Mayuge	74	25	99	15	4	19	50	13	63	89	29	118
Nakaseke	35	13	48	14	6	20	23	11	34	49	19	68
Pader	95	9	104	38	12	50	88	12	100	133	21	154
Rakai	54	27	81	23	7	30	40	17	57	77	34	111
Rukungiri	66	11	77	34	10	44	51	12	63	100	21	121
Grand Total	1,217	347	1,564	380	110	490	958	248	1,206	1,597	457	2,054

Source: Rapid Headcount June 2009

Annex 7: Differences in Enrolment in the Physical headcount March 2009 and Rapid Headcount June 2009 by school

District	Schools	Physical Count in March				Head counted in Rapid exercise				Variations in Enrolment				Percentage Variation			
		S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total
AMURIA	AMURIA SS	290	363	158	811	305	137	290	732	(15)	226	(132)	79	-5%	62%	-84%	10%
	JOHN ELURU MEM SS	38	24	10	72	32	21	7	60	6	3	3	12	16%	13%	30%	17%
	LABIRA GIRLS SS	47	43	5	95	50	47	56	153	(3)	(4)	(51)	(58)	-6%	-9%	-1020%	-61%
	MORUNGATUNY SSS	82	53	52	187	83	56	46	185	(1)	(3)	6	2	-1%	-6%	12%	1%
	ORUNGO HIGH SCHOOL	138	118	32	288	132	93	99	324	6	25	(67)	(36)	4%	21%	-209%	-13%
	ST FRANCIS ACUMET SS	166	135	86	387	139	114	109	362	27	21	(23)	25	16%	16%	-27%	6%
	ST PAUL ABARILELA SS	23	23	75	121	6	18	-	24	17	5	75	97	74%	22%	100%	80%
	ST PETERS SS	52	39	7	98	22	13	9	44	30	26	(2)	54	58%	67%	-29%	55%
	Total	836	798	425	2,059	769	499	616	1,884	67	299	(191)	175	8%	37%	-45%	8%
APAC	ABOKE HIGH S.S	117	146	112	375	107	128	107	342	10	18	5	33	9%	12%	4%	9%
	ACULBANYA S.S	126	95	187	408	73	54	112	239	53	41	75	169	42%	43%	40%	41%
	ADUKU S.S	160	230	136	526	165	238	165	568	(5)	(8)	(29)	(42)	-3%	-3%	-21%	-8%
	APAC S.S	230	164	142	536	210	145	127		20	19	15	54	9%	12%	11%	10%

District	Schools	Physical Count in March				Head counted in Rapid exercise				Variations in Enrolment				Percentage Variation			
		S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total
									482								
	AYER SEED S.S	84	105	15	204	106	104	21	231	(22)	1	(6)	(27)	-26%	1%	-40%	-13%
	IKWERA GIRLS S.S	86	72	76	234	84	67	72	223	2	5	4	11	2%	7%	5%	5%
	INOMO S.S	31	48	42	121	26	39	38	103	5	9	4	18	16%	19%	10%	15%
	Total	834	860	710	2,404	771	775	642	2,188	63	85	68	216	8%	10%	10%	9%
BUDAKA	IKI-IKI S.S	237	302	198	737	224	280	194	698	13	22	4	39	5%	7%	2%	5%
	KADERUNA S.S	50	141	135	326	51	141	133	325	(1)	-	2	1	-2%	0%	1%	0%
	LYAMA S.S	36	44	30	110	37	34	29	100	(1)	10	1	10	-3%	23%	3%	9%
	NABOA S.S.S	67	105	87	259	58	88	64	210	9	17	23	49	13%	16%	26%	19%
	Total	390	592	450	1,432	370	543	420	1,333	20	49	30	99	5%	8%	7%	7%
BUNDIBUGYO	BUBANDI S.S	98	128	109	335	43	49	40	132	55	79	69	203	56%	62%	63%	61%
	BUMADU SEED SECONDARY SCHOOL	45	49	54	148	59	66	52	177	(14)	(17)	2	(29)	-31%	-35%	4%	-20%
	BURAMBAGIRA S.S	90	102	110	302	56	51	54	161	34	51	56	141	38%	50%	51%	47%

District	Schools	Physical Count in March				Head counted in Rapid exercise				Variations in Enrolment				Percentage Variation			
		S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total
	RWEBISENGO S.S	142	112	67	321	121	89	63	273	21	23	4	48	15%	21%	6%	15%
	SEMULIKI HIGH SCHOOL	198	159	157	514	168	139	139	446	30	20	18	68	15%	13%	11%	13%
	Total	573	550	497	1,620	447	394	348	1,189	126	156	149	431	22%	28%	30%	27%
BUTALEJA	BUSABA SS	66	61	47	174	59	56	39	154	7	5	8	20	11%	8%	17%	11%
	BUSABI SS	47	73	72	192	45	74	60	179	2	(1)	12	13	4%	-1%	17%	7%
	BUSOLWE SS	134	125	154	413	72	85	130	287	62	40	24	126	46%	32%	16%	31%
	BUTALEJA SS	212	258	256	726	176	161	188	525	36	97	68	201	17%	38%	27%	28%
	HASAHYA SS	140	180	143	463	-	155	108	263	140	25	35	200	100%	14%	24%	43%
	KANGALABA	46	44	39	129	31	32	34	97	15	12	5	32	33%	27%	13%	25%
	MUGULU HS	47	68	73	188	42	69	68	179	5	(1)	5	9	11%	-1%	7%	5%
	MULAGI GIRLS SS	76	102	85	263	73	81	60	214	3	21	25	49	4%	21%	29%	19%
	Total	768	911	869	2,548	498	713	687	1,898	270	198	182	650	35%	22%	21%	26%
KAMPALA	KAMPALA H.S	159	137	124	420	180	139	113	432	(21)	(2)	11	(12)	-13%	-1%	9%	-3%

District	Schools	Physical Count in March				Head counted in Rapid exercise				Variations in Enrolment				Percentage Variation			
		S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total
	LUZIRA SS	300	-	233	533	291	309	227	827	9	(309)	6	(294)	3%	#DIV/0!	3%	-55%
	NATETE MUSLIM H.S	146	148	164	458	137	116	106	359	9	32	58	99	6%	22%	35%	22%
	ST DENIS SSEBUGWAWO SS GGABA	222	-	101	323	204	142	82	428	18	(142)	19	(105)	8%	#DIV/0!	19%	-33%
	Total	827	285	622	1,734	812	706	528	2,046	15	(421)	94	(312)	2%	-148%	15%	-18%
KAMULI	BALAWOLI SS	262	247	257	766	143	164	153	460	119	83	104	306	45%	34%	40%	40%
	BALIGEYA MEM.SEED SCHOOL	129	118	106	353	71	71	62	204	58	47	44	149	45%	40%	42%	42%
	BUGULUMBYA SS	176	149	162	487	105	108	113	326	71	41	49	161	40%	28%	30%	33%
	BUZAAYA SS	209	255	241	705	175	184	198	557	34	71	43	148	16%	28%	18%	21%
	KIDERA SS	255	331	259	845	213	199	181	593	42	132	78	252	16%	40%	30%	30%
	LUZINGA SSS	239	225	232	696	172	173	177	522	67	52	55	174	28%	23%	24%	25%
	MATUUMU SS	229	302	273	804	201	232	209	642	28	70	64	162	12%	23%	23%	20%
	Total	1,499	1,627	1,530	4,656	1,080	1,131	1,093	3,304	419	496	437	1,352	28%	30%	29%	29%

District	Schools	Physical Count in March				Head counted in Rapid exercise				Variations in Enrolment				Percentage Variation			
		S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total
KIBAALE	BUYANJA SS	126	121	92	339	118	110	81	309	8	11	11	30	6%	9%	12%	9%
	KISIITA SEED SS	138	106	68	312	109	87	56	252	29	19	12	60	21%	18%	18%	19%
	MPEEFU SEED SS	147	107	101	355	120	76	86	282	27	31	15	73	18%	29%	15%	21%
	NAIGANA SS	178	232	150	560	140	188	120	448	38	44	30	112	21%	19%	20%	20%
	ST ADOLF TIBEYALIRWA S.S	183	179	173	535	123	151	134	408	60	28	39	127	33%	16%	23%	24%
	ST ALBERT SSS KAKINDO	114	86	82	282	79	62	59	200	35	24	23	82	31%	28%	28%	29%
	ST KIZITO SS KIBEDI	127	95	83	305	105	77	76	258	22	18	7	47	17%	19%	8%	15%
	UGANDA MARTYRS CEN SS	206	213	166	585	190	206	168	564	16	7	(2)	21	8%	3%	-1%	4%
	Total	1,219	1,139	915	3,273	984	957	780	2,721	235	182	135	552	19%	16%	15%	17%
KIBOGA	BAMUSUTA SS	111	126	87	324	87	94	122	303	24	32	(35)	21	22%	25%	-40%	6%
	BUKOMERO SEC SCHOOL	201	165	143	509	183	170	144	497	18	(5)	(1)	12	9%	-3%	-1%	2%
	BUYIMBAZI SS	59	82	118	259	49	67	110	226	10	15	8	33	17%	18%	7%	13%
	KIBOGA PARENT'S SSS	39	20	20	79	13	9	11	33	26	11	9	46	67%	55%	45%	58%

District	Schools	Physical Count in March				Head counted in Rapid exercise				Variations in Enrolment				Percentage Variation			
		S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total
	Total	410	393	368	1,171	332	340	387	1,059	78	53	(19)	112	19%	13%	-5%	10%
KOBOKO	DAYSTAR S.S.S	117	111	84	312	181	169	176	526	(64)	(58)	(92)	(214)	-55%	-52%	-110%	-69%
	KOBOKO PARENTS GIRLS S.S	43	60	96	199	40	88	137	265	3	(28)	(41)	(66)	7%	-47%	-43%	-33%
	LONGIRA S.S.S	26	40	52	118	28	38	47	113	(2)	2	5	5	-8%	5%	10%	4%
	NYAI S.S.S	50	76	102	228	67	76	103	246	(17)	-	(1)	(18)	-34%	0%	-1%	-8%
	NYANGILIA S.S	113	76	94	283	170	133	124	427	(57)	(57)	(30)	(144)	-50%	-75%	-32%	-51%
	NYARILO S.S	71	55	89	215	76	54	84	214	(5)	1	5	1	-7%	2%	6%	0%
	ST. CHARLES LWANGA COLLEGE KOBOKO	80	136	135	351	98	164	163	425	(18)	(28)	(28)	(74)	-23%	-21%	-21%	-21%
	Total	500	554	652	1,706	660	722	834	2,216	(160)	(168)	(182)	(510)	-32%	-30%	-28%	-30%
MAYUGE	BUNYA S.S	275	257	305	837	238	230	251	719	37	27	54	118	13%	11%	18%	14%
	KALUBA H.S	127	132	149	408	82	86	127	295	45	46	22	113	35%	35%	15%	28%
	KIGANDALO S.S.S	132	112	159	403	120	117	137	374	12	(5)	22	29	9%	-4%	14%	7%

District	Schools	Physical Count in March				Head counted in Rapid exercise				Variations in Enrolment				Percentage Variation			
		S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total
	ST JOHN BUWAAYA S.S.S	133	124	115	372	151	139	142	432	(18)	(15)	(27)	(60)	-14%	-12%	-23%	-16%
	WAITAMBOGWE S.S	170	193	153	516	163	163	131	457	7	30	22	59	4%	16%	14%	11%
	Total	837	818	881	2,536	754	735	788	2,277	83	83	93	259	10%	10%	11%	10%
NAKASEKE	KAPEEKA S.S	151	97	98	346	142	84	98	324	9	13	-	22	6%	13%	0%	6%
	KIJAGUZO S.S	115	97	57	269	82	97	91	270	33	-	(34)	(1)	29%	0%	-60%	0%
	KIWOKO S.S	181	223	161	565	175	241	165	581	6	(18)	(4)	(16)	3%	-8%	-2%	-3%
	Total	447	417	316	1,180	399	422	354	1,175	48	(5)	(38)	5	11%	-1%	-12%	0%
PADER	ADILANG SECONDARY SCHOOL	173	143	134	450	67	65	112	244	106	78	22	206	61%	55%	16%	46%
	ATANGA S.S	107	93	96	296	59	41	60	160	48	52	36	136	45%	56%	38%	46%
	LAGWAI S.S	66	-	31	97	60	37	21	118	6	(37)	10	(21)	9%	0%	32%	-22%
	LIRA PALWO S.S	106	122	155	383	99	113	114	326	7	9	41	57	7%	7%	26%	15%
	OMOT SECONDARY SCHOOL	55	38	47	140	51	29	47	127	4	9	-	13	7%	24%	0%	9%

District	Schools	Physical Count in March				Head counted in Rapid exercise				Variations in Enrolment				Percentage Variation			
		S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total
	PAJULE S.S	157	148	125	430	141	132	116	389	16	16	9	41	10%	11%	7%	10%
	PURANGA S.S	35	31	27	93	24	31	30	85	11	-	(3)	8	31%	0%	-11%	9%
	ST CHARLES LWANGA	188	137	106	431	168	141	110	419	20	(4)	(4)	12	11%	-3%	-4%	3%
	Total	887	712	721	2,320	669	589	610	1,868	218	123	111	452	25%	17%	15%	19%
RAKAI	KABALE SANJE S S	242	176	123	541	203	143	116	462	39	33	7	79	16%	19%	6%	15%
	KAKOMA S S S	75	87	70	232	78	90	75	243	(3)	(3)	(5)	(11)	-4%	-3%	-7%	-5%
	KYOTERA CENTRAL S S	130	95	137	362	75	76	82	233	55	19	55	129	42%	20%	40%	36%
	MATALE C/U SEC SCHOOL	160	156	181	497	172	140	170	482	(12)	16	11	15	-8%	10%	6%	3%
	ST MARY'S S S SSANJE	207	200	177	584	209	204	180	593	(2)	(4)	(3)	(9)	-1%	-2%	-2%	-2%
	Total	814	714	688	2,216	737	653	623	2,013	77	61	65	203	9%	9%	9%	9%
RUKUNGIRI	KASHENYI S.S	106	139	130	375	96	124	106	326	10	15	24	49	9%	11%	18%	13%
	NYABITEETE S.S	186	131	94	411	177	67	69	313	9	64	25	98	5%	49%	27%	24%
	NYAKISHENYI HIGH SCH.	52	63	40	155	44	50	139	233	8	13	(99)	(78)	15%	21%	-248%	-50%

District	Schools	Physical Count in March				Head counted in Rapid exercise				Variations in Enrolment				Percentage Variation			
		S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total	S.1	S.2	S.3	Total
	RUBIRIZI S.S	136	95	80	311	114	85	78	277	22	10	2	34	16%	11%	3%	11%
	ST GERALDS NYAKIBALE	249	256	197	702	225	209	157	591	24	47	40	111	10%	18%	20%	16%
	Total	729	684	541	1,954	656	535	549	1,740	73	149	(8)	214	10%	22%	-1%	11%
Grand Total		11,570	11,054	10,185	32,809	9,938	9,714	9,259	28,911	1,632	1,340	926	3,898	14%	12%	9%	12%

Source: Headcount March 2009 and Rapid Headcount June 2009

Annex 8: Differences in Teachers from the Physical headcount March 2009 and Rapid Headcount June 2009 by school

DISTRICT	SCHOOL	Teachers in Physical Count March			Teachers in Rapid Headcount			Variation Between the Two			Percentage Variation		
		On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total
AMURIA	AMURIA SS	-	23	23	24	11	22	-24	12	1	N/A	52%	4%
	JOHN ELURU MEM SS	-	10	10	8	1	4	-8	9	6	N/A	90%	60%
	LABIRA GIRLS SS	8	1	9	12	1	6	-4	0	3	-50%	0%	33%
	MORUNGATUNY SSS	11	1	12	12	1	12	-1	0	0	-9%	0%	0%
	ORUNGO HIGH SCHOOL	-	13	13	11	2	4	-11	11	9	N/A	85%	69%

DISTRICT	SCHOOL	Teachers in Pysical Count March			Teachers in Rapid Headcount			Variation Between the Two			Percentage Variation		
		On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total
	ST FRANCIS ACUMET SS	13	4	17	23	9	17	-10	-5	0	-77%	-125%	0%
	ST PAUL ABARILELA SS	-	12	12		10	3	0	2	9	N/A	17%	75%
	ST PETERS SS	-	11	11	12		11	-12	11	0	N/A	100%	0%
	Total	32	75	107	102	35	79	-70	40	28	-219%	53%	26%
APAC	ABOKE HIGH S.S	20	1	21	21	2	18	-1	-1	3	-5%	-100%	14%
	ACULBANYA S.S	26	2	28	28		15	-2	2	13	-8%	100%	46%
	ADUKU S.S	36	9	45	36		33	0	9	12	0%	100%	27%
	APAC S.S	16	4	20	17	4	15	-1	0	5	-6%	0%	25%
	AYER SEED S.S	13	3	16	16	2	10	-3	1	6	-23%	33%	38%
	IKWERA GIRLS S.S	20	6	26	19	7	13	1	-1	13	5%	-17%	50%
	INOMO S.S	13	5	18	17	2	9	-4	3	9	-31%	60%	50%
	Total	144	30	174	154	17	113	-10	13	61	-7%	43%	35%
BUDAKA	IKI-IKI S.S	23	15	38	24	1	17	-1	14	21	-4%	93%	55%
	KADERUNA S.S	18	2	20	18		12	0	2	8	0%	100%	40%
	LYAMA S.S	14	-	14	14	-	6	0	0	8	0%	N/A	57%
	NABOA S.S.S	15	4	19	16	2	9	-1	2	10	-7%	50%	53%
	Total	70	21	91	72	3	44	-2	18	47	-3%	86%	52%
BUNDIBUGYO	BUBANDI S.S	8	-	8	8	5	12	0	-5	-4	0%	N/A	-50%
	BUMADU SEED SECONDARY SCHOOL	12	-	12	12	1	7	0	-1	5	0%	N/A	42%
	BURAMBAGIRA S.S	4	10	14	6	1	7	-2	9	7	-50%	90%	50%
	RWEBISENGO S.S	8	5	13	7	6	10	1	-1	3	13%	-20%	23%
	SEMULIKI HIGH SCHOOL	13	9	22	16		11	-3	9	11	-23%	100%	50%

DISTRICT	SCHOOL	Teachers in Physical Count March			Teachers in Rapid Headcount			Variation Between the Two			Percentage Variation		
		On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total
	Total	45	24	69	49	13	47	-4	11	22	-9%	46%	32%
BUTALEJA	BUSABA SS	14	2	16		10	15	14	-8	1	100%	-400%	6%
	BUSABI SS	7	8	15	4	9	8	3	-1	7	43%	-13%	47%
	BUSOLWE SS	12	9	21	8	14	13	4	-5	8	33%	-56%	38%
	BUTALEJA SS	32	5	37	36	5	30	-4	0	7	-13%	0%	19%
	HASAHYA SS	19	8	27	5	13	20	14	-5	7	74%	-63%	26%
	KANGALABA	17	3	20	1	9	16	16	-6	4	94%	-200%	20%
	MUGULU HS	8	8	16		7	11	8	1	5	100%	13%	31%
	MULAGI GIRLS SS	17	2	19	4	19	26	13	-17	-7	76%	-850%	-37%
	Total	126	45	171	58	86	139	68	-41	32	54%	-91%	19%
KAMPALA	KAMPALA H.S	38	2	40	38	7	12	0	-5	28	0%	-250%	70%
	LUZIRA SS	37	10	47	40	7	34	-3	3	13	-8%	30%	28%
	NATETE MUSLIM H.S	33	6	39	33	4	24	0	2	15	0%	33%	38%
	ST DENIS SSEBUGWAWO SS GGABA	-	-	-	23	1	12	-23	-1	-12	N/A	N/A	#DIV/0!
	Total	108	18	126	134	19	82	-26	-1	44	-24%	-6%	35%
KAMULI	BALAWOLI SS	16	4	20	17	3	11	-1	1	9	-6%	25%	45%
	BALIGEYA MEM.SEED SCHOOL	12	4	16	12	4	10	0	0	6	0%	0%	38%
	BUGULUMBYA SS	14	4	18	14	6	10	0	-2	8	0%	-50%	44%
	BUZAAYA SS	20	10	30	20	8	16	0	2	14	0%	20%	47%
	KIDERA SS	14	6	20	16	6	19	-2	0	1	-14%	0%	5%
	LUZINGA SSS	27	10	37	26	10	17	1	0	20	4%	0%	54%
	MATUUMU SS	15	8	23	17	5	14	-2	3	9	-13%	38%	39%

DISTRICT	SCHOOL	Teachers in Pysical Count March			Teachers in Rapid Headcount			Variation Between the Two			Percentage Variation		
		On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total
	Total	118	46	164	122	42	97	-4	4	67	-3%	9%	41%
KIBAALE	BUYANJA SS	13	15	28	14	13	17	-1	2	11	-8%	13%	39%
	KISIITA SEED SS	10	4	14	11	2		-1	2	14	-10%	50%	100%
	MPEEFU SEED SS	11	3	14	11	2	7	0	1	7	0%	33%	50%
	NAIGANA SS	12	17	29	13		11	-1	17	18	-8%	100%	62%
	ST ADOLF TIBEYALIRWA S.S	14	17	31	17	9	12	-3	8	19	-21%	47%	61%
	ST ALBERT SSS KAKINDO	11	4	15				11	4	15	100%	100%	100%
	ST KIZITO SS KIBEDI	8	6	14	9	6	3	-1	0	11	-13%	0%	79%
	UGANDA MARTYRS CEN SS	17	5	22				17	5	22	100%	100%	100%
	Total	96	71	167	75	32	50	21	39	117	22%	55%	70%
KIBOGA	BAMUSUTA SS	14	4	18	1	12	16	13	-8	2	93%	-200%	11%
	BUKOMERO SEC SCHOOL	22	10	32	9	25	25	13	-15	7	59%	-150%	22%
	BUYIMBAZI SS	12	5	17	4	7	11	8	-2	6	67%	-40%	35%
	KIBOGA PARENT'S SSS	14	1	15		8	13	14	-7	2	100%	-700%	13%
	Total	62	20	82	14	52	65	48	-32	17	77%	-160%	21%
KOBOKO	DAYSTAR S.S.S	-	38	38		39	14	0	-1	24	N/A	-3%	63%
	KOBOKO PARENTS GIRLS S.S	-	19	19		18	10	0	1	9	N/A	5%	47%
	LONGIRA S.S.S	15	4	19	17	1	6	-2	3	13	-13%	75%	68%
	NYAI S.S.S	13	5	18	12	5	10	1	0	8	8%	0%	44%
	NYANGILIA S.S	24	14	38	28	9	35	-4	5	3	-17%	36%	8%
	NYARILO S.S	14	2	16	14	3	17	0	-1	-1	0%	-50%	-6%
	ST. CHARLES LWANGA COLLEGE KOBOKO	28	8	36	34	8	40	-6	0	-4	-21%	0%	-11%

DISTRICT	SCHOOL	Teachers in Physical Count March			Teachers in Rapid Headcount			Variation Between the Two			Percentage Variation		
		On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total
	Total	94	90	184	105	83	132	-11	7	52	-12%	8%	28%
MAYUGE	BUNYA S.S	36	10	46	38	7	25	-2	3	21	-6%	30%	46%
	KALUBA H.S	8	7	15				8	7	15	100%	100%	100%
	KIGANDALO S.S.S	17	3	20	19	3	11	-2	0	9	-12%	0%	45%
	ST JOHN BUWAAYA S.S.S	18	-	18	17	1	7	1	-1	11	6%	N/A	61%
	WAITAMBOGWE S.S	17	4	21	17	3	12	0	1	9	0%	25%	43%
	Total	96	24	120	91	14	55	5	10	65	5%	42%	54%
NAKASEKE	KAPEEKA S.S	-	-	-	11	4	5	-11	-4	-5	N/A	N/A	#DIV/0!
	KIJAGUZO S.S	16	6	22	17	3	10	-1	3	12	-6%	50%	55%
	KIWOKO S.S	20	10	30	20	13	19	0	-3	11	0%	-30%	37%
	Total	36	16	52	48	20	34	-12	-4	18	-33%	-25%	35%
PADER	ADILANG SECONDARY SCHOOL	17	6	23	6	19	16	11	-13	7	65%	-217%	30%
	ATANGA S.S	9	1	10	7	11	9	2	-10	1	22%	-1000%	10%
	LAGWAI S.S	11	-	11	1	4	9	10	-4	2	91%	N/A	18%
	LIRA PALWO S.S	13	12	25	14	12	13	-1	0	12	-8%	0%	48%
	OMOT SECONDARY SCHOOL	11	4	15	4	11	11	7	-7	4	64%	-175%	27%
	PAJULE S.S	15	3	18	5	16	15	10	-13	3	67%	-433%	17%
	PURANGA S.S	11	-	11	2	8	12	9	-8	-1	82%	N/A	-9%
	ST CHARLES LWANGA	17	8	25	11	19	19	6	-11	6	35%	-138%	24%
	Total	104	34	138	50	100	104	54	-66	34	52%	-194%	25%
RAKAI	KABALE SANJE S S	12	9	21	8	12	8	4	-3	13	33%	-33%	62%
	KAKOMA S S S	18	1	19	11	21	1	7	-20	18	39%	-2000%	95%

DISTRICT	SCHOOL	Teachers in Pysical Count March			Teachers in Rapid Headcount			Variation Between the Two			Percentage Variation		
		On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total	On Payroll	Not on Payroll	Total
	KYOTERA CENTRAL S S	13	6	19	7	11	7	6	-5	12	46%	-83%	63%
	MATALE C/U SEC SCHOOL	21	8	29	14	21	6	7	-13	23	33%	-163%	79%
	ST MARY'S S S SSANJE	15	7	22	16	15	8	-1	-8	14	-7%	-114%	64%
	Total	79	31	110	56	80	30	23	-49	80	29%	-158%	73%
RUKUNGIRI	KASHENYI S.S	17	10	27	11	15	16	6	-5	11	35%	-50%	41%
	NYABITEETE S.S	18	2	20	3	9	18	15	-7	2	83%	-350%	10%
	NYAKISHENYI HIGH SCH.	10	1	11	2	7	10	8	-6	1	80%	-600%	9%
	RUBIRIZI S.S	11	7	18	11	13	14	0	-6	4	0%	-86%	22%
	ST GERALDS NYAKIBALE	19	14	33	17	19	19	2	-5	14	11%	-36%	42%
	Total	75	34	109	44	63	77	31	-29	32	41%	-85%	29%
Grand Total		1,285	579	1,864	1,174	659	1,148	111	-80	716	9%	-14%	38%

Source: Headcount March 2009 and Rapid Headcount June 2009