



**Katsina State Government
Basic Education Manpower Plan**

Year: 2026

Period Covered: 2025-2028

MARCH, 2026

INTRODUCTION AND CONTEXT

The Manpower Plan aims to strengthening Basic Education through improved Manpower Planning especially in teacher recruitment, Deployment and retention focuses on ensuring that the right Number of Qualified Teachers are available, properly distributed, and Motivated to remain in the system.

The key aims include:

1. Ensure adequate Teacher supply
2. Promote equitable Teacher distribution
3. Improve Teacher quality
4. Enhance Teacher Retention
5. Strengthen Workforce Planning & data Management
6. Address Gender and inclusion Gaps
7. Improve accountability and Performance Management
8. Support Policy and institutional Frameworks
9. Improve learning outcomes

1.Executive Summary

*This report presents findings from a teacher distribution survey across 2,952 public primary schools in all 34 LGEAs of Katsina State. With a total enrolment of 2.35 million pupils and only 22,707 teachers, the state records a high average pupil-teacher ratio (PTR) of **1:104**, far above the state benchmark of 1:70. A total of **10,302 teachers** are needed to bridge the gap.*

*Key challenges were observed in LGEAs like **Dutsi, Daura, Bakori, Charanchi, Ingawa, Sabuwa, and Kusada**, where most schools have extremely high PTRs. Core subjects—**English, Mathematics, and Basic Science**—face severe teacher shortages, alongside **ECCD, Agric Science, and History**. Meanwhile, **IRK and Social Studies** show teacher surpluses that could be redistributed.*

The report includes recommendations for equitable teacher deployment, subject-specific recruitment, and rural teacher retention to support better education service delivery in the state.

2. Methodology

The survey was conducted across 2,952 public primary schools in all 34 LGEAs. Data was collected in Feb, 2025 by LGEA M&E Officers using structured tools in collaboration with School Area Officers and Head Teachers. Key information on pupil enrolment, subject-specific teacher availability, and number of classes was compiled in the tool. The data was validated through sample school visited by the LGEA M&E and analyzed by the State M&E Unit at SUBEB.

Key Findings

3.1. General Overview

Table 1.

S/N	INDICATOR	VALUES
1	Total Enrolment	2,353,109
2	Total Teachers Available	22,707
3	Required Teachers (at PTR 1:70)	33,009
4	Total Teacher Gap	10,302
5	Average PTR across the state	104:1

4. Forecasting & Future Needs (2026–2028)

- Student enrollment projected to grow **10% annually**.
- Teacher attrition rate estimated at **12% per year**.
- Target PTR maintained at **1:70**.
- Redeployment of surplus teachers within LGAs will be prioritized before new hiring.

5. Skills & Qualifications

a) **Primary Teachers:**

- Minimum: **National Certificate in Education (NCE)**
- Skills: Child-centered teaching, foundational literacy/numeracy, emotional intelligence.

a) **JSS Teachers:**

- Minimum: **NCE with subject specialization**
- Skills: Subject expertise, adolescent classroom management, critical thinking instruction.

6. Planned Recruitment (2026–2028) by Local Government Area (LGA)

- Recruitment focuses on **primary and Junior Secondary schools** to address the **10,302-teacher gap**.
- **Primary School Teachers approved to be recruited (1,500) for the year 2026**
 - **Teacher Gab Analysis Per LGEA**

2025

S/N	LGEA	SCHOOLS	Male ENROL	Female ENROL	Total ENROL	Male TEACHERS	Female TEACHERS	Total TEACHERS	REQUIRED Teachers (1:70)	(PTR)	Gap
1	BAKORI	127	58,170	61,091	119,261	619	259	878	1,704	136	826
2	BATAGARAWA	87	28,413	27,977	56,390	511	315	826	806	68	-20
3	BATSARI	114	35,062	38,772	73,834	350	56	406	1,055	182	649
4	BAURE	94	19,880	22,253	42,133	471	111	582	602	72	20
5	BINDAWA	85	22,964	23,609	46,573	356	94	450	665	103	215
6	CHARANCHI	68	40,839	40,206	81,045	364	77	441	1,158	184	717
7	DAN MUSA	86	45,421	32,176	77,597	517	49	566	1,109	137	543
8	DANDUME	104	24,565	23,762	48,327	276	72	348	690	139	342
9	DANJA	98	30,095	27,388	57,483	346	74	420	821	137	401
10	DAURA	50	65,090	61,284	126,374	405	500	905	1,805	140	900
11	DUTSI	58	47,013	50,164	97,177	326	146	472	1,388	206	916
12	DUTSIN-MA	88	51,154	43,060	94,214	491	411	902	1,346	104	444
13	FASKARI	127	44,850	33,632	78,482	489	156	645	1,121	122	476
14	FUNTUA	94	39,953	41,059	81,012	409	481	890	1,157	91	267
15	INGAWA	88	51,822	39,289	91,111	536	111	647	1,302	141	655
16	JIBIA	88	26,982	39,271	66,253	532	175	707	946	94	239
17	KAFUR	128	40,344	36,267	76,611	960	284	1,244	1,094	62	-150
18	KAITA	81	19,834	23,549	43,383	387	79	466	620	93	154
19	KANKARA	120	39,330	36,068	75,398	490	140	630	1,077	120	447
20	KANKIA	84	37,671	38,833	76,504	445	250	695	1,093	110	398
21	KATSINA	61	56,029	56,292	112,321	959	1,656	2,615	1,605	43	-1,010
22	KURFI	80	20,066	20,494	40,560	368	79	447	579	91	132
23	KUSADA	43	22,943	24,187	47,130	175	23	198	673	238	475
24	MAI'ADUA	79	48,103	46,454	94,557	617	300	917	1,351	103	434
25	MALUNFASHI	118	40,128	38,182	78,310	565	325	890	1,119	88	229
26	MANI	86	37,250	40,272	77,522	413	290	703	1,107	110	404

27	MASHI	91	23,232	29,316	52,548	354	127	481	751	109	270
28	MATAZU	69	23,297	25,134	48,431	410	71	481	692	101	211
29	MUSAWA	89	25,605	25,653	51,258	494	117	611	732	84	121
30	RIMI	85	26,066	27,264	53,330	468	195	663	762	80	99
31	SABUWA	89	24,370	22,816	47,186	207	15	222	674	213	452
32	SAFANA	77	23,745	24,009	47,754	305	96	401	682	119	281
33	SANDAMU	65	27,220	27,674	54,894	322	99	421	784	130	363
34	ZANGO	51	17,916	21,038	38,954	343	197	540	556	72	16
	Grand Total	2,952	1,185,422	1,168,495	2,353,917	15,280	7,430	22,710	33,627	104	10,917

5% PROJECTED 2026 ENROLMENT DATA

S/N	LGEA	SCHOOLS	Male ENROL	Female ENROL	Total ENROL	Male TEACHERS	Female TEACHERS	Total TEACHERS	REQUIRED Teachers (1:70)	(PTR)	Gap
1	BAKORI	127	61,079	64,146	125,224	619	259	878	1,789	143	911
2	BATAGARAWA	87	29,834	29,376	59,210	511	315	826	846	72	20
3	BATSARI	114	36,815	40,711	77,526	350	56	406	1,108	191	702
4	BAURE	94	20,874	23,366	44,240	471	111	582	632	76	50
5	BINDAWA	85	24,112	24,789	48,902	356	94	450	699	109	249
6	CHARANCHI	68	42,881	42,216	85,097	364	77	441	1,216	193	775
7	DAN MUSA	86	47,692	33,785	81,477	517	49	566	1,164	144	598
8	DANDUME	104	25,793	24,950	50,743	276	72	348	725	146	377
9	DANJA	98	31,600	28,757	60,357	346	74	420	862	144	442
10	DAURA	50	68,345	64,348	132,693	405	500	905	1,896	147	991
11	DUTSI	58	49,364	52,672	102,036	326	146	472	1,458	216	986
12	DUTSIN-MA	88	53,712	45,213	98,925	491	411	902	1,413	110	511
13	FASKARI	127	47,093	35,314	82,406	489	156	645	1,177	128	532
14	FUNTUA	94	41,951	43,112	85,063	409	481	890	1,215	96	325
15	INGAWA	88	54,413	41,253	95,667	536	111	647	1,367	148	720
16	JIBIA	88	28,331	41,235	69,566	532	175	707	994	98	287
17	KAFUR	128	42,361	38,080	80,442	960	284	1,244	1,149	65	-95
18	KAITA	81	20,826	24,726	45,552	387	79	466	651	98	185
19	KANKARA	120	41,297	37,871	79,168	490	140	630	1,131	126	501
20	KANKIA	84	39,555	40,775	80,329	445	250	695	1,148	116	453
21	KATSINA	61	58,830	59,107	117,937	959	1656	2615	1,685	45	-930
22	KURFI	80	21,069	21,519	42,588	368	79	447	608	95	161
23	KUSADA	43	24,090	25,396	49,487	175	23	198	707	250	509
24	MAI'ADUA	79	50,508	48,777	99,285	617	300	917	1,418	108	501
25	MALUNFASHI	118	42,134	40,091	82,226	565	325	890	1,175	92	285
26	MANI	86	39,113	42,286	81,398	413	290	703	1,163	116	460
27	MASHI	91	24,394	30,782	55,175	354	127	481	788	115	307

28	MATAZU	69	24,462	26,391	50,853	410	71	481	726	106	245
29	MUSAWA	89	26,885	26,936	53,821	494	117	611	769	88	158
30	RIMI	85	27,369	28,627	55,997	468	195	663	800	84	137
31	SABUWA	89	25,589	23,957	49,545	207	15	222	708	223	486
32	SAFANA	77	24,932	25,209	50,142	305	96	401	716	125	315
33	SANDAMU	65	28,581	29,058	57,639	322	99	421	823	137	402
34	ZANGO	51	18,812	22,090	40,902	343	197	540	584	76	44
	Grand Total	2,952	1,244,693	1,226,920	2,471,613	15,280	7,430	22,710	35,309	109	12,599

5% PROJECTED 2027 ENROLMENT DATA											
S/N	LGEA	SCHOOLS	Male ENROL	Female ENROL	Total ENROL	Male TEACHERS	Female TEACHERS	Total TEACHERS	REQUIRED Teachers (1:70)	(PTR)	Gap
1	BAKORI	127	64,132	67,353	131,485	619	259	878	1,878	150	1,000
2	BATAGARAWA	87	31,325	30,845	62,170	511	315	826	888	75	62
3	BATSARI	114	38,656	42,746	81,402	350	56	406	1,163	200	757
4	BAURE	94	21,918	24,534	46,452	471	111	582	664	80	82
5	BINDAWA	85	25,318	26,029	51,347	356	94	450	734	114	284
6	CHARANCHI	68	45,025	44,327	89,352	364	77	441	1,276	203	835
7	DAN MUSA	86	50,077	35,474	85,551	517	49	566	1,222	151	656
8	DANDUME	104	27,083	26,198	53,281	276	72	348	761	153	413
9	DANJA	98	33,180	30,195	63,375	346	74	420	905	151	485
10	DAURA	50	71,762	67,566	139,327	405	500	905	1,990	154	1,085
11	DUTSI	58	51,832	55,306	107,138	326	146	472	1,531	227	1,059
12	DUTSIN-MA	88	56,397	47,474	103,871	491	411	902	1,484	115	582
13	FASKARI	127	49,447	37,079	86,526	489	156	645	1,236	134	591
14	FUNTUA	94	44,048	45,268	89,316	409	481	890	1,276	100	386
15	INGAWA	88	57,134	43,316	100,450	536	111	647	1,435	155	788
16	JIBIA	88	29,748	43,296	73,044	532	175	707	1,043	103	336
17	KAFUR	128	44,479	39,984	84,464	960	284	1,244	1,207	68	-37
18	KAITA	81	21,867	25,963	47,830	387	79	466	683	103	217
19	KANKARA	120	43,361	39,765	83,126	490	140	630	1,188	132	558
20	KANKIA	84	41,532	42,813	84,346	445	250	695	1,205	121	510
21	KATSINA	61	61,772	62,062	123,834	959	1656	2615	1,769	47	-846
22	KURFI	80	22,123	22,595	44,717	368	79	447	639	100	192
23	KUSADA	43	25,295	26,666	51,961	175	23	198	742	262	544
24	MAI'ADUA	79	53,034	51,216	104,249	617	300	917	1,489	114	572
25	MALUNFASHI	118	44,241	42,096	86,337	565	325	890	1,233	97	343
26	MANI	86	41,068	44,400	85,468	413	290	703	1,221	122	518

27	MASHI	91	25,613	32,321	57,934	354	127	481	828	120	347
28	MATAZU	69	25,685	27,710	53,395	410	71	481	763	111	282
29	MUSAWA	89	28,230	28,282	56,512	494	117	611	807	92	196
30	RIMI	85	28,738	30,059	58,796	468	195	663	840	89	177
31	SABUWA	89	26,868	25,155	52,023	207	15	222	743	234	521
32	SAFANA	77	26,179	26,470	52,649	305	96	401	752	131	351
33	SANDAMU	65	30,010	30,511	60,521	322	99	421	865	144	444
34	ZANGO	51	19,752	23,194	42,947	343	197	540	614	80	74
	Grand Total	2,952	1,306,928	1,288,266	2,595,193	15,280	7,430	22,710	37,074	114	14,364

10% PROJECTED 2028 ENROLMENT DATA											
S/N	LGEA	SCHOOLS	Male ENROL	Female ENROL	Total ENROL	Male TEACHERS	Female TEACHERS	Total TEACHERS	REQUIRED Teachers (1:70)	(PTR)	Gap
1	BAKORI	127	70,546	74,088	144,634	619	259	878	2,066	165	1,188
2	BATAGARAWA	87	34,458	33,929	68,387	511	315	826	977	83	151
3	BATSARI	114	42,521	47,021	89,542	350	56	406	1,279	221	873
4	BAURE	94	24,109	26,987	51,097	471	111	582	730	88	148
5	BINDAWA	85	27,850	28,632	56,481	356	94	450	807	126	357
6	CHARANCHI	68	49,527	48,760	98,287	364	77	441	1,404	223	963
7	DAN MUSA	86	55,084	39,021	94,106	517	49	566	1,344	166	778
8	DANDUME	104	29,791	28,817	58,609	276	72	348	837	168	489
9	DANJA	98	36,498	33,215	69,713	346	74	420	996	166	576
10	DAURA	50	78,938	74,322	153,260	405	500	905	2,189	169	1,284
11	DUTSI	58	57,015	60,836	117,851	326	146	472	1,684	250	1,212
12	DUTSIN-MA	88	62,037	52,221	114,258	491	411	902	1,632	127	730
13	FASKARI	127	54,392	40,787	95,179	489	156	645	1,360	148	715
14	FUNTUA	94	48,453	49,794	98,247	409	481	890	1,404	110	514
15	INGAWA	88	62,847	47,648	110,495	536	111	647	1,578	171	931
16	JIBIA	88	32,722	47,626	80,348	532	175	707	1,148	114	441
17	KAFUR	128	48,927	43,983	92,910	960	284	1,244	1,327	75	83
18	KAITA	81	24,054	28,559	52,613	387	79	466	752	113	286
19	KANKARA	120	47,697	43,741	91,439	490	140	630	1,306	145	676
20	KANKIA	84	45,686	47,095	92,780	445	250	695	1,325	133	630
21	KATSINA	61	67,949	68,268	136,217	959	1,656	2,615	1,946	52	-669
22	KURFI	80	24,335	24,854	49,189	368	79	447	703	110	256
23	KUSADA	43	27,824	29,333	57,157	175	23	198	817	289	619
24	MAI'ADUA	79	58,337	56,337	114,674	617	300	917	1,638	125	721
25	MALUNFASHI	118	48,665	46,305	94,970	565	325	890	1,357	107	467
26	MANI	86	45,175	48,840	94,015	413	290	703	1,343	134	640

27	MASHI	91	28,175	35,553	63,728	354	127	481	910	132	429
28	MATAZU	69	28,253	30,481	58,735	410	71	481	839	122	358
29	MUSAWA	89	31,052	31,111	62,163	494	117	611	888	102	277
30	RIMI	85	31,612	33,064	64,676	468	195	663	924	98	261
31	SABUWA	89	29,555	27,670	57,225	207	15	222	817	258	595
32	SAFANA	77	28,797	29,117	57,914	305	96	401	827	144	426
33	SANDAMU	65	33,011	33,562	66,573	322	99	421	951	158	530
34	ZANGO	51	21,728	25,514	47,241	343	197	540	675	87	135
	Grand Total	2,952	1,437,621	1,417,092	2,854,713	15,280	7,430	22,710	40,782	126	18,072

Table 4. Subject Gaps Analysis

S/N	Subject	Period Allocation/Week	Required Subject Teachers	Available Subject Teachers	Gap of Subject Teachers
1.	English (ENG)	7	5,597	2,946	2,651
2.	Mathematics (MATH)	7	5,597	2,292	3,305
3.	Basic Science & Technology	4	3,198	2,539	659
4.	Social Studies (SOS)	2	1,599	3,069	-1,470
5.	Hausa	5	3,998	2,921	1,077
6.	Islamic Studies (IRK)	3	2,399	2,502	-103
7.	Arabic	3	2,399	2,026	373
8.	Agricultural Science	2	1,599	529	1,070
9.	Civic Education	1	800	642	158
10.	Physical & Health Education	2	1,599	821	778
11.	Computer Science	2	1,599	707	892
12.	Creative & Cultural Arts	2	1,599	762	837
13.	History	1	800	379	421
14.	Library Science (LIBRARIAN)	1	800	532	268
15.	ECCD	1 per school	2,952	762	2,190

MBASE — SUBJECT NEEDS ASSESSMENT REPORT

Core Subjects: Math, English, Civic Edu, Basic Science , Basic Tech, Physics, Chemistry, Economics : Recruitment Quota: 658

Total Schools	Approved Recruitment Quota
354	658

LGEA-LEVEL NEEDS ASSESSMENT — Subject Gaps in Secondary Schools

LGEA	Total Schools	ENG	MATHS	Civic Edu	Basic Sci	Basic Tech	Physics	Chemistry	Economics	Recommended Recruitment
BAKORI	15	23	20	27	9	1	8	6	6	29
FUNTUA	17	37	34	38	20	2	12	13	17	19
DANJA	10	9	14	12	5	2	5	5	5	14
MALUMFASHI	22	46	40	26	17	5	12	15	13	19
KANKARA	15	17	18	8	6	11	5	5	9	24
KAFUR	19	22	22	11	7	7	3	12	8	40
BAURE	14	5	6	7	1	1	1	1	1	52
ZANGO	7	6	4	9	1	1	1	0	2	17
SANDAMU	12	3	7	8	4	3	0	1	1	39
DAURA	15	30	23	29	16	5	6	7	6	20
MAI'ADUA	12	19	16	15	3	2	3	5	7	18
DUTSI	11	12	6	4	2	0	1	0	4	34
KATSINA	20	133	158	182	84	32	45	67	52	4
KAITA	8	15	16	12	1	1	7	10	10	9
JIBIA	7	19	22	27	6	6	7	7	10	4
RIMI	7	7	9	8	11	6	2	3	4	2
CHARANCHI	6	3	4	3	6	3	1	2	2	13
BATAGARAWA	5	10	9	11	7	10	2	1	3	3
MANI	3	5	4	4	0	0	1	4	1	7
MASHI	4	3	3	3	0	0	2	3	0	10
BINDAWA	3	3	3	1	0	0	1	3	2	8
MUSAWA	11	5	11	7	4	1	0	4	3	33
MATAZU	8	10	9	8	5	1	0	3	3	21
KANKIA	10	15	17	4	4	1	8	9	2	21

KUSADA	6	11	7	2	1	0	1	3	0	18
INGAWA	8	7	23	3	2	2	3	4	1	20
FASKARI	23	18	20	17	8	5	6	4	5	52
DANDUME	10	10	11	6	6	1	2	3	6	18
SABUWA	7	5	5	6	2	2	2	3	3	14
SAFANA	5	10	7	6	4	3	3	4	0	16
DANMUSA	5	6	7	7	2	0	1	0	2	12
BATSARI	7	9	8	13	4	0	3	2	5	17
DUTSIN-MA	15	16	23	17	10	3	10	12	12	19
KURFI	7	7	7	5	0	0	2	7	9	12
GRAND TOTAL	354	556	593	546	258	117	166	228	214	658

• S
chool
Teachers
approved to
be
recruited
(658)
for
the
year
2026

- Detailed year-by-year recruitment targets are provided for each of the **34 LGAs** (see tables in document).

Table 2. Teacher Distribution Per LGEA Per School

S/N	LGEA	SCHOOLS	PTR < 70	PTR = 70	PTR > 70
1	BAKORI	127	12	2	113
2	BATAGARAWA	87	26	9	52
3	BATSARI	114	5	1	108
4	BAURE	94	23	8	63
5	BINDAWA	85	8	5	72
6	CHARANCHI	68	1	1	66
7	DAN MUSA	86	6	2	78
8	DANDUME	104	5	19	80
9	DANJA	98	3	2	93
10	DAURA	50	4	0	46
11	DUTSI	58	2	2	54
12	DUTSIN-MA	88	14	2	72
13	FASKARI	127	11	5	111
14	FUNTUA	94	17	4	73
15	INGAWA	88	7	2	79
16	JIBIA	88	15	4	69
17	KAFUR	128	53	15	60
18	KAITA	81	13	8	60
19	KANKARA	120	8	1	111
20	KANKIA	84	8	3	73
21	KATSINA	61	51	1	9
22	KURFI	80	10	4	66
23	KUSADA	43	0	0	43
24	MAI'ADUA	79	11	1	67
25	MALUNFASHI	118	20	6	92
26	MANI	86	9	2	75
27	MASHI	91	10	1	80
28	MATAZU	69	10	5	54
29	MUSAWA	89	18	5	66
30	RIMI	85	20	8	57
31	SABUWA	89	1	1	87
32	SAFANA	77	4	6	67
33	SANDAMU	65	6	2	57
34	ZANGO	51	14	2	35
	Grand Total	2,952	425	139	2,388

PTR Classification by LGEA (Table 2)

- Kusada: All 43 schools have PTR > 70.
- Charanchi and Sabuwa: 2 out of their total schools exceed the benchmark.
- Batsari, Daura, Danja, Dutsi, Faskari, and Kankara: Over 90% of their schools exceed PTR benchmark.

Table 3. Teacher Gab Analysis Per LGEA

3.3. LGEA-Teacher Gaps (Table 3)

- The LGEAs with highest teacher gaps were observed in:
Dutsi (920), Bakori (836), Charanchi (713), Ingawa (738), and Daura (901).
- LGEAs with surplus teachers that can reduce their PTR) are:
Batagarawa (-33), Funtua (-335), Kafur (-178) and Katsina (-1,018)

3.4. Subject-specific Teacher Shortages

- There are shortages of teachers in core subjects across many LGEAs, with some LGEAs lacking teachers in nearly all subjects
- Commonly deficient subjects include: Core subjects, History, CCA, Agric Science and ECCD

S/N	LGEA	2026			2027			2028		
		TEACHERS Gap	Total Salary Par Head	Total Cost	TEACHERS Gap	Total Salary Par Head	Total Cost	TEACHERS Gap	Total Salary Par Head	Total Cost
1	BAKORI	51	90,066.29	4,593,380.79	86	90,066.29	7,745,700.94	101	90,066.29	9,096,695.29
2	BATAGARAWA	59	90,066.29	5,313,911.11	94	90,066.29	8,466,231.26	109	90,066.29	9,817,225.61
3	BATSARI	23	90,066.29	2,071,524.67	47	90,066.29	4,233,115.63	62	90,066.29	5,584,109.98
4	BAURE	31	90,066.29	2,792,054.99	56	90,066.29	5,043,712.24	71	90,066.29	6,394,706.59
5	BINDAWA	29	90,066.29	2,611,922.41	54	90,066.29	4,863,579.66	69	90,066.29	6,214,574.01
6	CHARANCHI	54	90,066.29	4,863,579.66	89	90,066.29	8,015,899.81	104	90,066.29	9,366,894.16
7	DANDUME	18	90,066.29	1,621,193.22	43	90,066.29	3,872,850.47	58	90,066.29	5,223,844.82
8	DANJA	24	90,066.29	2,161,590.96	49	90,066.29	4,413,248.21	74	90,066.29	6,664,905.46
9	DANMUSA	24	90,066.29	2,161,590.96	50	90,066.29	4,503,314.50	65	90,066.29	5,854,308.85
10	DAURA	55	90,066.29	4,953,645.95	81	90,066.29	7,295,369.49	96	90,066.29	8,646,363.84
11	DUTSI	27	90,066.29	2,431,789.83	52	90,066.29	4,683,447.08	67	90,066.29	6,034,441.43
12	DUTSIN-MA	38	90,066.29	3,422,519.02	63	90,066.29	5,674,176.27	78	90,066.29	7,025,170.62
13	FASKARI	42	90,066.29	3,782,784.18	67	90,066.29	6,034,441.43	82	90,066.29	7,385,435.78
14	FUNTUA	85	90,066.29	7,655,634.65	110	90,066.29	9,907,291.90	125	90,066.29	11,258,286.25
15	INGAWA	29	90,066.29	2,611,922.41	54	90,066.29	4,863,579.66	69	90,066.29	6,214,574.01
16	JIBIA	40	90,066.29	3,602,651.60	65	90,066.29	5,854,308.85	80	90,066.29	7,205,303.20
17	KAFUR	48	90,066.29	4,323,181.92	83	90,066.29	7,475,502.07	98	90,066.29	8,826,496.42
18	KAITA	52	90,066.29	4,683,447.08	83	90,066.29	7,475,502.07	93	90,066.29	8,376,164.97
19	KANKARA	44	90,066.29	3,962,916.76	69	90,066.29	6,214,574.01	84	90,066.29	7,565,568.36
20	KANKIA	46	90,066.29	4,143,049.34	71	90,066.29	6,394,706.59	82	90,066.29	7,385,435.78
21	KATSINA	189	90,066.29	17,022,528.81	316	90,066.29	28,460,947.64	326	90,066.29	29,361,610.54
22	KURFI	36	90,066.29	3,242,386.44	52	90,066.29	4,683,447.08	67	90,066.29	6,034,441.43

23	KUSADA	20	90,066.29	1,801,325.80	45	90,066.29	4,052,983.05	60	90,066.29	5,403,977.40
24	MAI'ADUA	44	90,066.29	3,962,916.76	69	90,066.29	6,214,574.01	84	90,066.29	7,565,568.36
25	MALUMFASHI	46	90,066.29	4,143,049.34	81	90,066.29	7,295,369.49	96	90,066.29	8,646,363.84
26	MANI	41	90,066.29	3,692,717.89	66	90,066.29	5,944,375.14	81	90,066.29	7,295,369.49
27	MASHI	44	90,066.29	3,962,916.76	69	90,066.29	6,214,574.01	82	90,066.29	7,385,435.78
28	MATAZU	43	90,066.29	3,872,850.47	68	90,066.29	6,124,507.72	83	90,066.29	7,475,502.07
29	MUSAWA	36	90,066.29	3,242,386.44	61	90,066.29	5,494,043.69	76	90,066.29	6,845,038.04
30	RIMI	67	90,066.29	6,034,441.43	92	90,066.29	8,286,098.68	107	90,066.29	9,637,093.03
31	SABUWA	23	90,066.29	2,071,524.67	48	90,066.29	4,323,181.92	63	90,066.29	5,674,176.27
32	SAFANA	25	90,066.29	2,251,657.25	50	90,066.29	4,503,314.50	65	90,066.29	5,854,308.85
33	SANDAMU	29	90,066.29	2,611,922.41	54	90,066.29	4,863,579.66	69	90,066.29	6,214,574.01
34	ZANGO	38	90,066.29	3,422,519.02	63	90,066.29	5,674,176.27	74	90,066.29	6,664,905.46
Grand Total		1500	3,062,253.86	135,099,435.00	2500	3,062,253.86	225,165,725.00	3000	3,062,253.86	270,198,870.00

Recruitment Costing (2026-2028)

2026 : N135.099 Million

2027 : N225.165 Million

2028 : N270.198 Million

Teachers Recruitment cost (2026 - 2028)

₦630,464,030.00

Total Number of Teachers (2026-2028)

7,000

Average annual teacher cost 2026 - 2028 (Including 1% annual increase)

₦90,966.95

Recruitment & Redeployment Strategy

1. **Needs-based planning** using workforce analysis.
2. **Targeted campaigns** with incentives for rural postings (housing, transport allowances).
3. **Transparent, merit-based selection** via an online portal.
4. **Redeployment** of surplus teachers to underserved schools.
5. **Continuous professional development** and mentoring programs.
6. **Stakeholder engagement** with communities, traditional leaders, and NGOs.
7. **Monitoring & evaluation** to track teacher performance and retention.

Key Focus Areas:

Reduce primary school teacher shortage

Ensure equitable teacher distribution

Strengthen teacher capacity through training

Use data-driven recruitment and deployment

Secure sustainable funding for recruitment

This updated plan (2026–2028) continues the state’s commitment to providing **qualified teachers for every child** and improving basic education outcomes across Katsina State.

Approved by:



Dr. Kabir Magaji,
Executive Chairman
State Universal Basic Education Board (SUBEB).