Empowering Communities and Linking Teachers' Pay with Performance for Better Student Outcomes
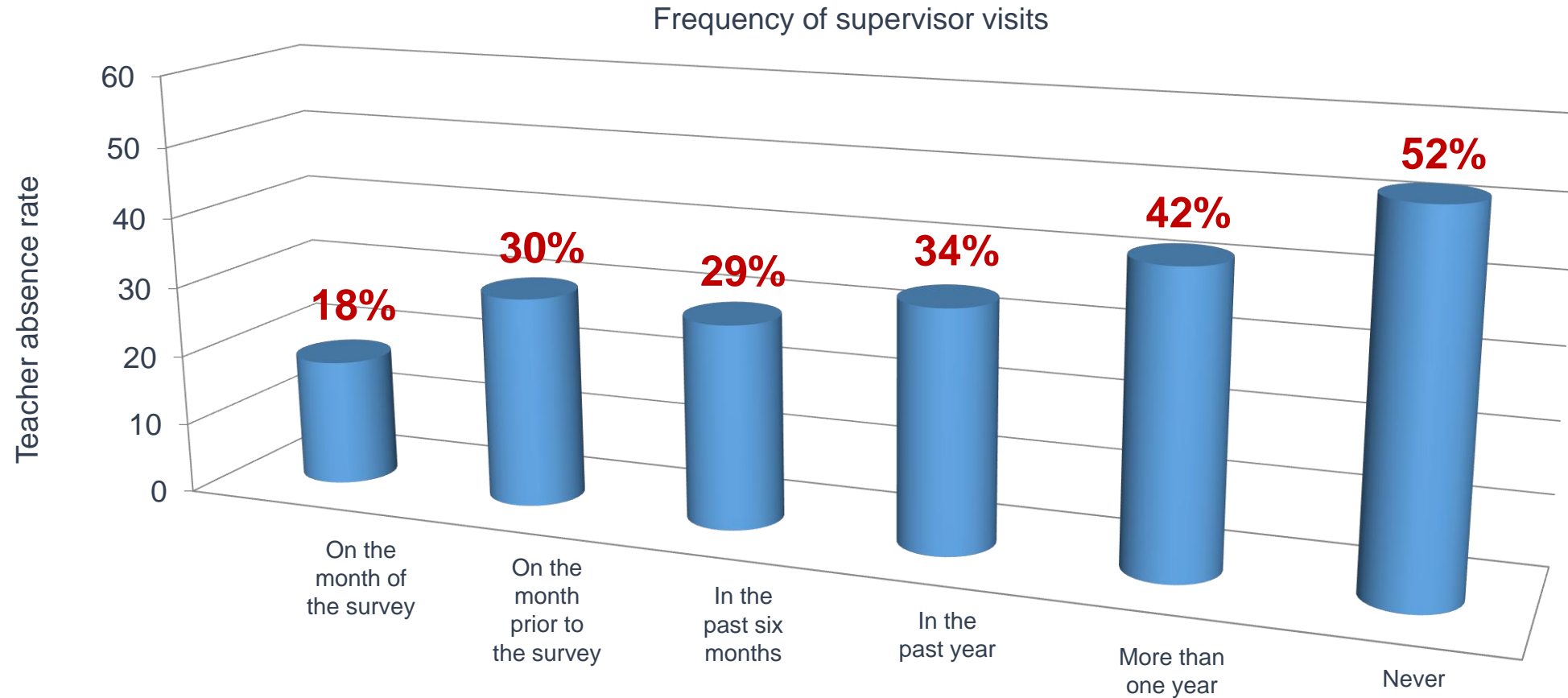
Indonesia Development Forum – 11 July 2018

KIAT Guru
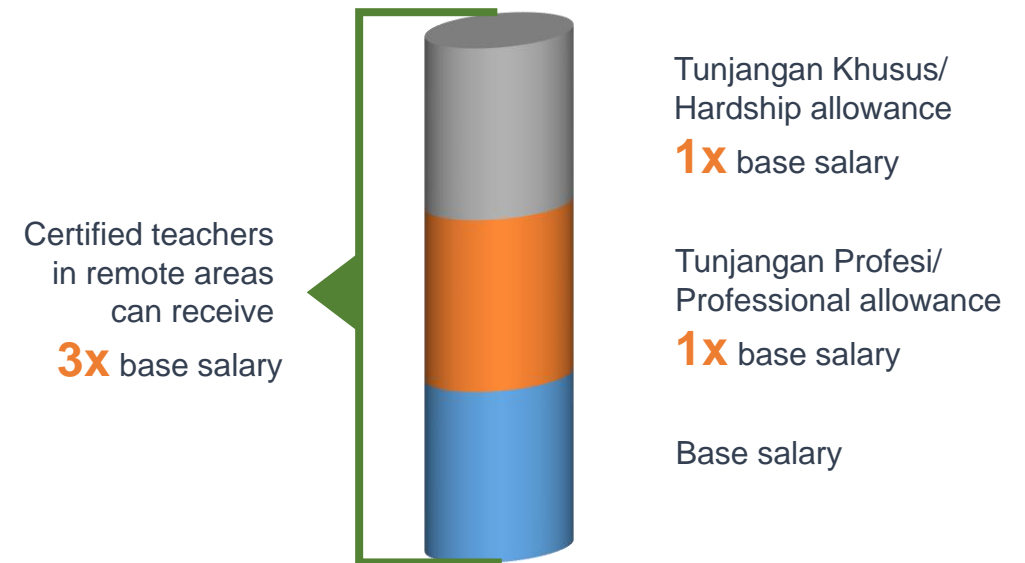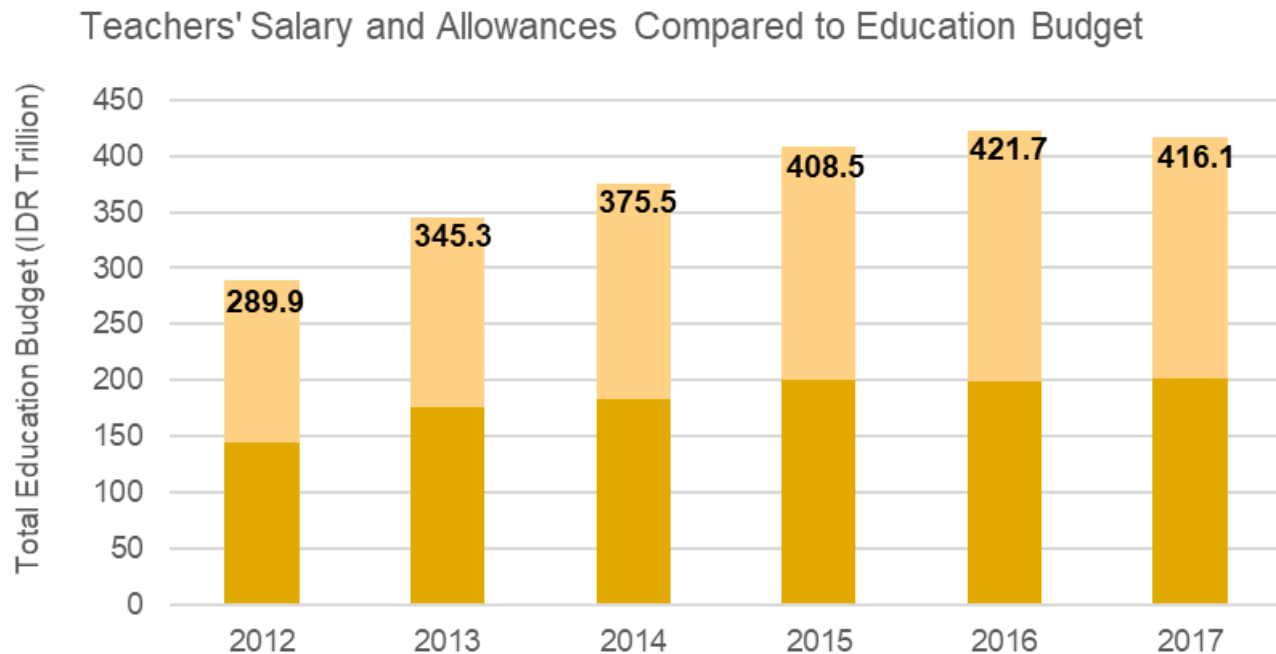
Teachers are missing from classrooms

One of five teachers was absent from remote schools, at **double** the national rate (ACDP, 2014)

Teacher monitoring by government supervisors is constrained by resources and geographical challenges

Teacher absenteeism rates correlate with frequency of supervisor school visits (UNICEF, 2012)

Half of the government spending on education covers teacher salary and allowances …

Teachers' Salary and Allowances Compared to Education Budget

Certified teachers in remote areas can receive **3x** base salary

Tunjangan Khusus/ Hardship allowance **1x** base salary

Tunjangan Profesi/ Professional allowance **1x** base salary

Base salary

Teachers in remote areas receive hardship allowance at **one times their base salary**. Certified teachers receive professional allowance, also at one times their base salary.

… but teacher professional allowance … "led to no improvement in student learning outcomes"

(Ree et al, 2018)

Source: Ree at al, forthcoming

Adapted from SMERU (2010)
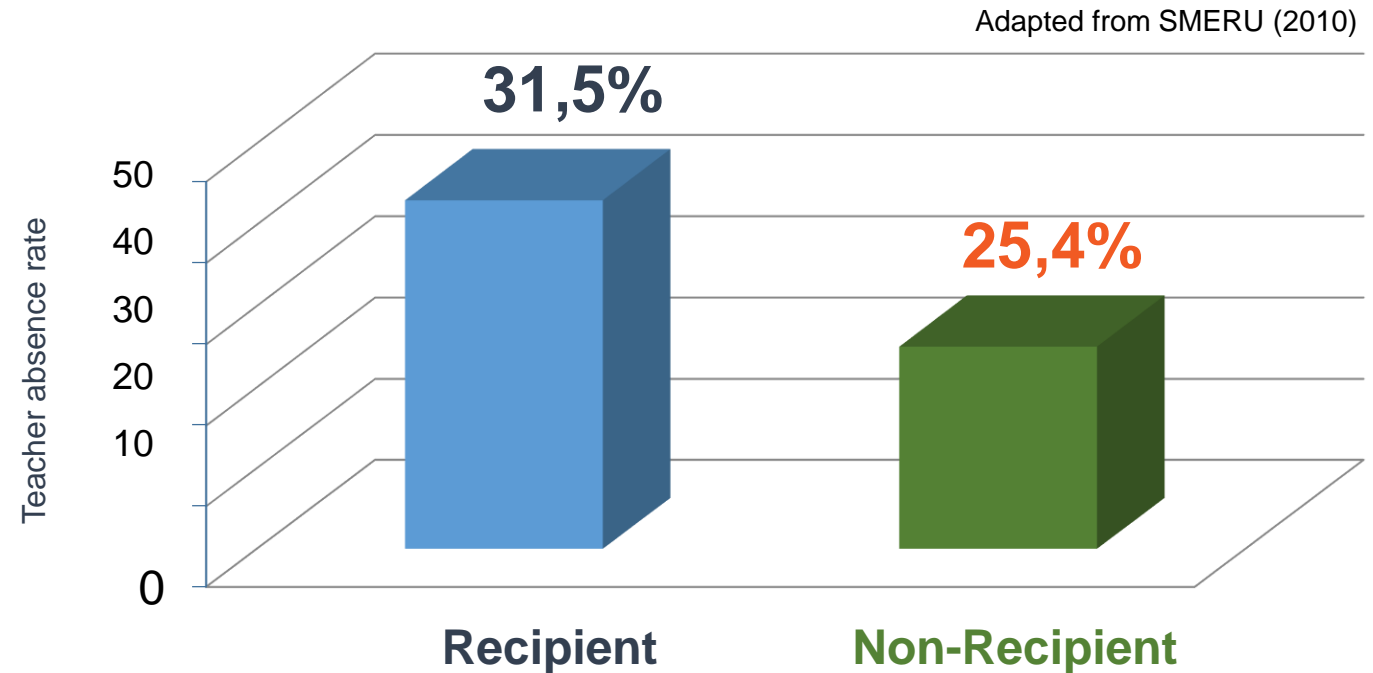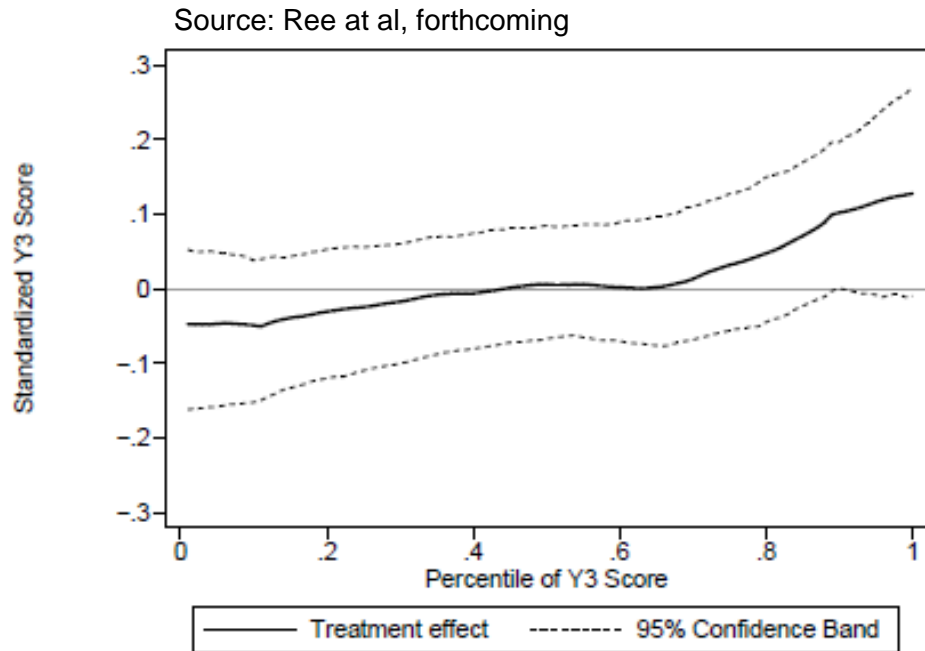
Teachers who receive remote area allowance had **higher** absenteeism rate compared to non-recipients
(SMERU, 2010)

KIAT Guru combines community empowerment with pay for performance of teacher remote area allowance

Group 1	Community empowerment
Group 2	Community empowerment **+** Pay for performance based on **teacher presence**, verified by user committee
Group 3	Community empowerment **+** Pay for performance based on **teacher service performance**, evaluated by user committee

The user committee consists of minimum **9** members, consisting of **6** parent representative from each grade and **3** community leaders, with a minimum of 50% female membership

Community empowerment/ Pay for performance ⟷ tied to ⟷ **Education service delivery**

Regulatory umbrella needed ?

Outcome on teacher presence ?

Outcome on teacher service performance ?

Impact on student learning outcomes ?

- **Minister & DG decrees**
- **MoU with Regents**
- **Regents regulations**
- **Head of District Education decrees**
- **Head of Village decrees**

KIAT Kamera: Android-based camera application

Community Score Card with 5-8 indicators being agreed with teachers and can be amended every semester

Diagnostic Student Learning Assessment (SLA) tools to identify literacy and math competence along the learning continuum

Pilot locations and participants

Landak

Control	Intervention
13	38

Sintang

Control	Intervention
21	66

Ketapang

Control	Intervention
14	45

Manggara i Barat

Control	Intervention
9	29

Manggara i Timur

Control	Intervention
7	25

2 West Kalimantan
East Nusa Tenggara
Provinces

270 Very remote schools

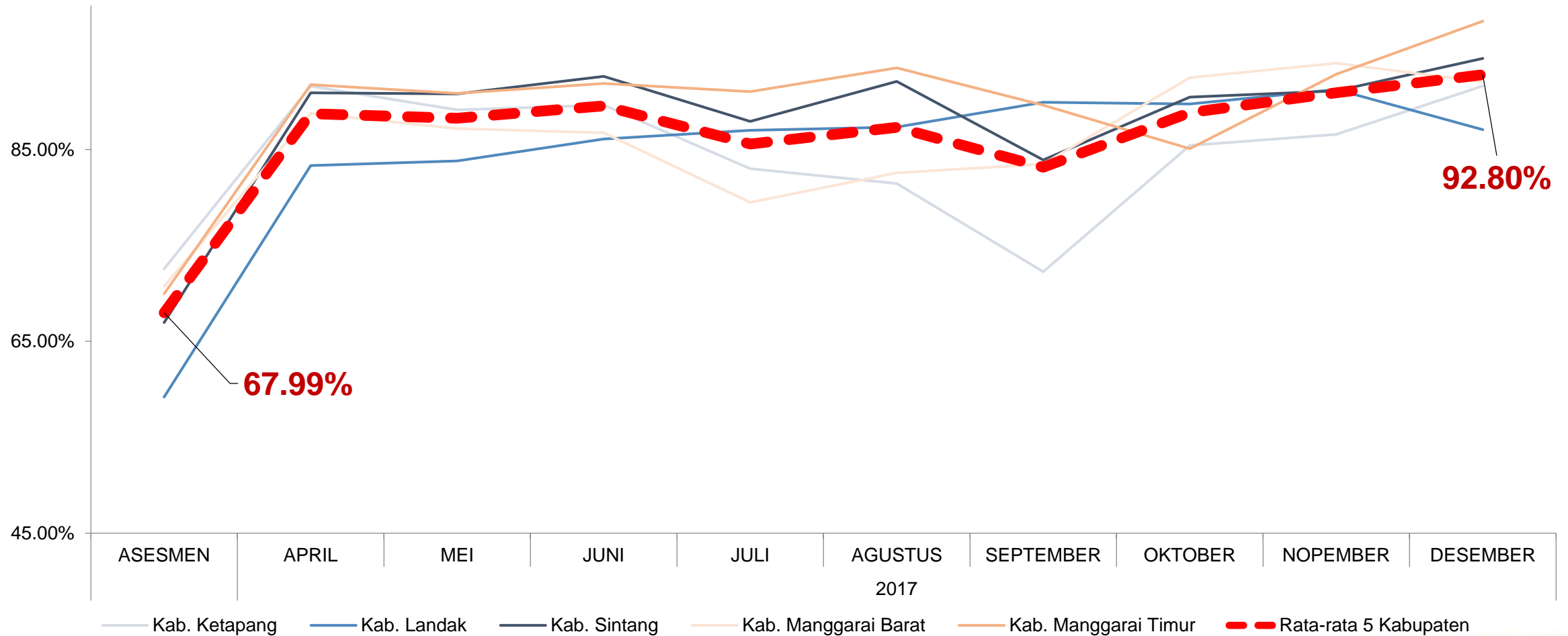**1778** Primary school teachers

1827 User committee members
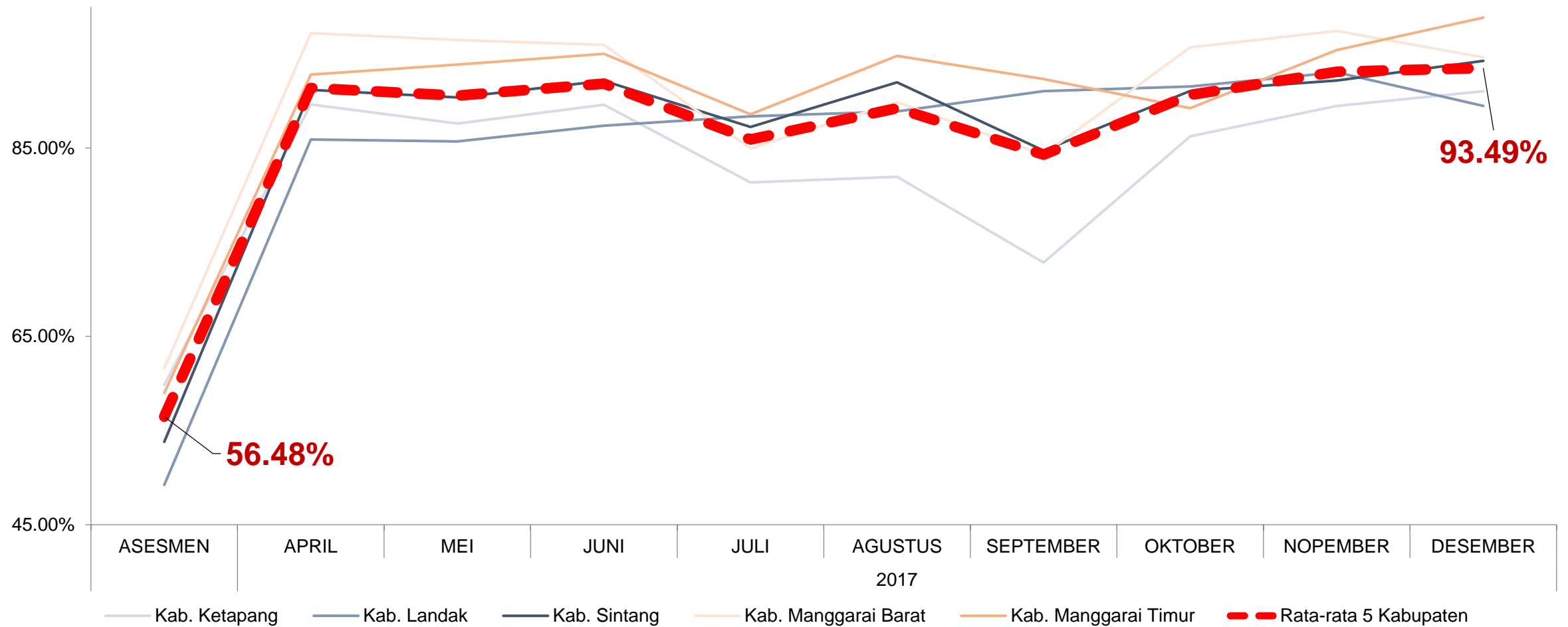
26062 Primary school students

Pilot implementation and evaluation timeline

After one year implementation (end 2016-2017), community evaluation on teacher presence improved from 68% to 92%...

67.99%

92.80%

85.00%

65.00%

45.00%

| ASESMEN | APRIL | MEI | JUNI | JULI | AGUSTUS | SEPTEMBER | OKTOBER | NOPEMBER | DESEMBER |

2017

Kab. Ketapang — Kab. Landak — Kab. Sintang — Kab. Manggarai Barat — Kab. Manggarai Timur — Rata-rata 5 Kabupaten

... **community evaluation of teacher service performance improved from 56% to 93% ...**

Payment of remote area allowance in pilot schools improved in efficiency by 7 percent from a total allocation of IDR 13.4 billion in 2017
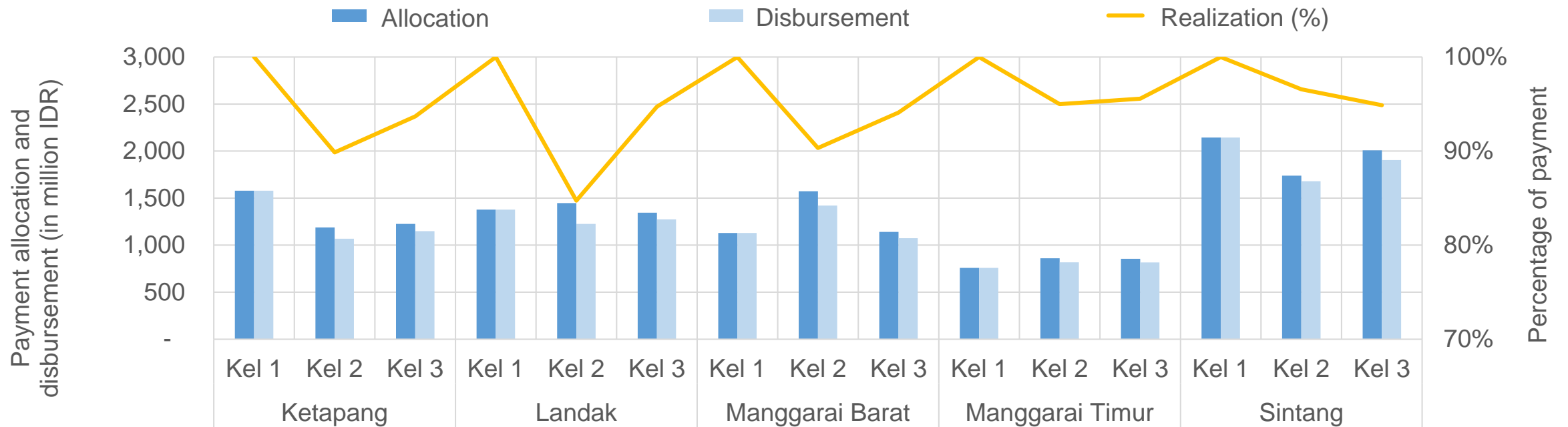
Source: KIAT Nilai and SKTK Semester I and II 2017

District, sub-district, and village governments provide strong supports and allocate resources

Year	District government budget allocation	Village government allocation (DD/ ADD)		
		Rupiah	**% School**	**% Village**
2017	1,562,000,000	889,650,000	169/203 = 83%	169/176 = 96%
2018	929,500,000	1,844,900,000	187/203 = 92%	169/176 = 96%
Total	2,491,500,000	2,734,550,000		

In 2017 and 2018, district governments allocated IDR 2.49 billion from APBD, and **96%** pilot villages allocated a total of IDR 2.7 billion from ADD/DD
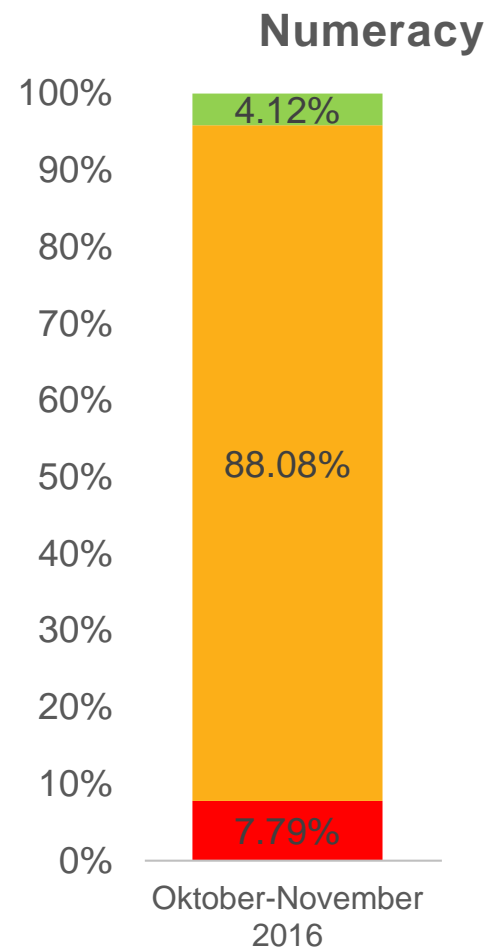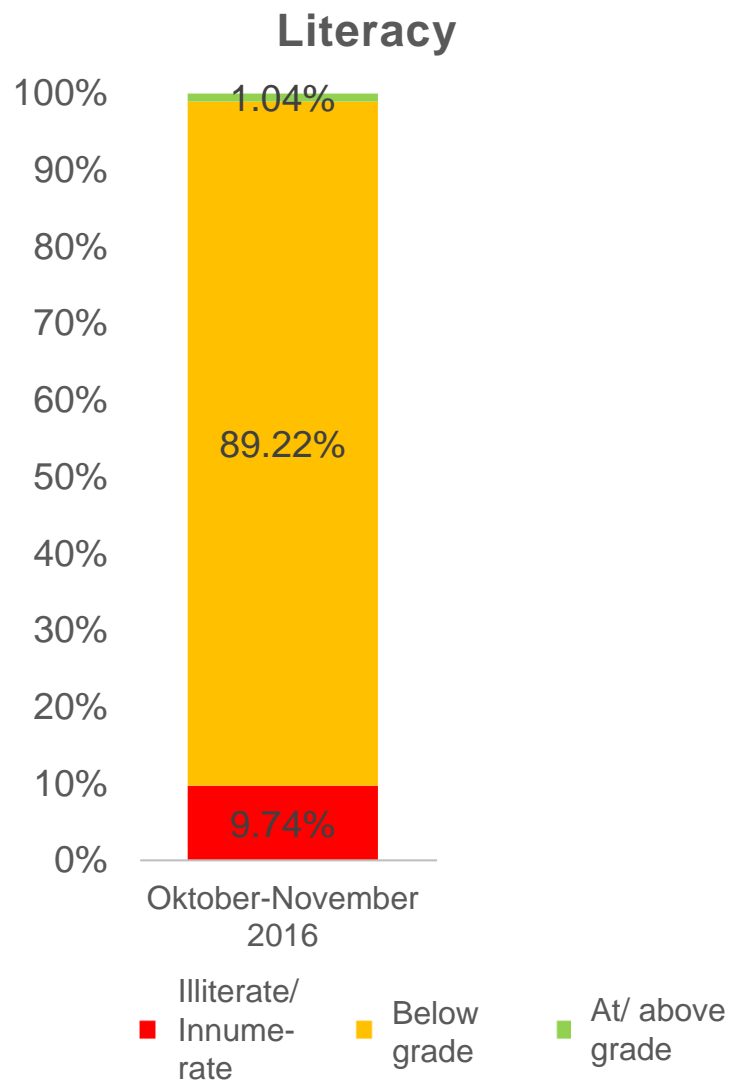
Teachers conduct student-centered learning inside and outside the classrooms ...

… and parents and communities are more supportive of learning activities beyond schools

Early findings indicate that student literacy and numeracy improved in all treatment schools

Literacy

- 1.04%
- 89.22%
- 9.74%

Oktober-November 2016

Numeracy

- 4.12%
- 88.08%
- 7.79%

Oktober-November 2016

Legend:
- 🟥 Illiterate/ Innume-rate
- 🟨 Below grade
- 🟩 At/ above grade

Terima Kasih

KIAT Guru is initiated by TNP2K (Tim Nasional Percepatan Penanggulangan Kemiskinan) and Ministry of Education and Culture, Teacher and Education Personnel Directorate.

Funding for KIAT Guru is generously provided by the Government of Australia, USAID, dan RISE (Research for Improving Systems in Education).

For more information:

- https://www.youtube.com/watch?v=HUV7t4icQU0

- http://www.tnp2k.go.id/en/programmes/kiat-guru/about-kiat-guru/

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