



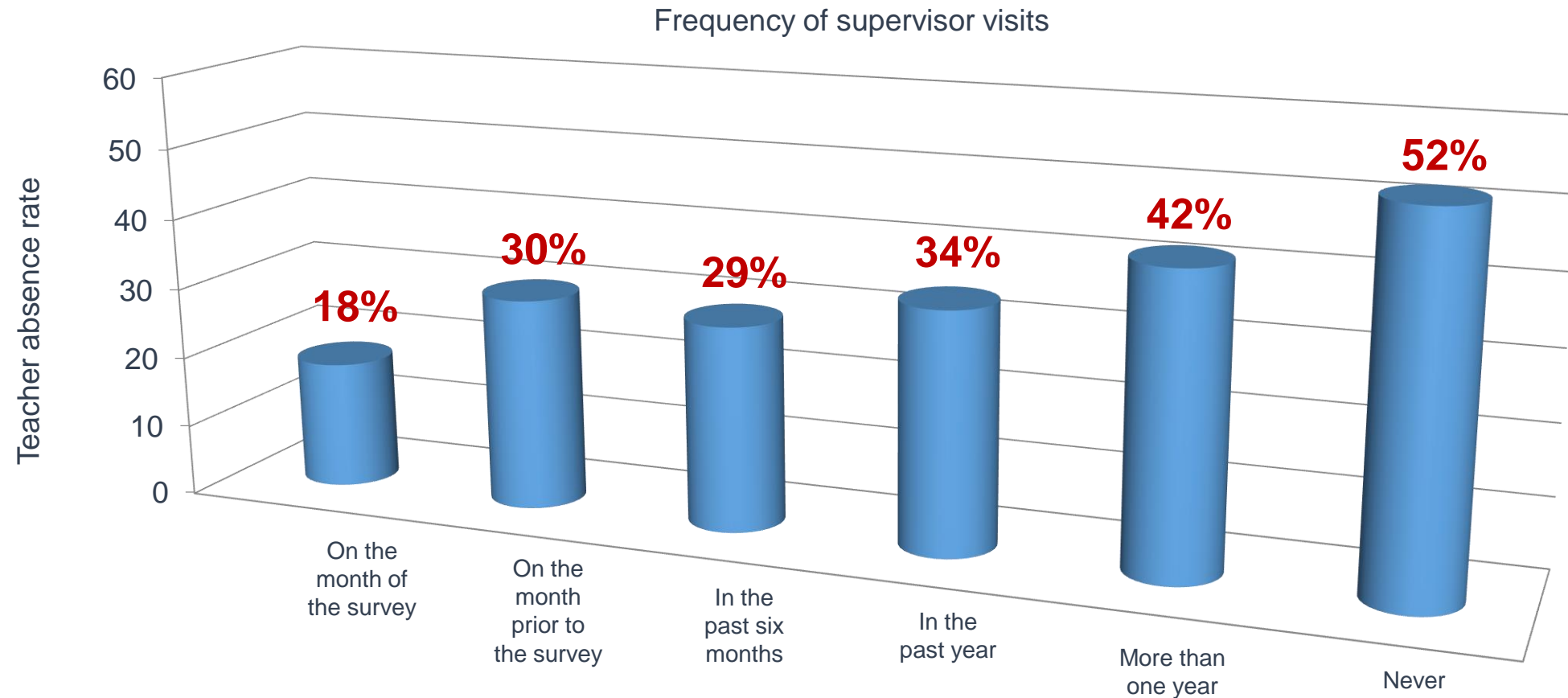
KIAT Guru: Improving Teacher Performance and Accountability

Teachers are missing from classrooms



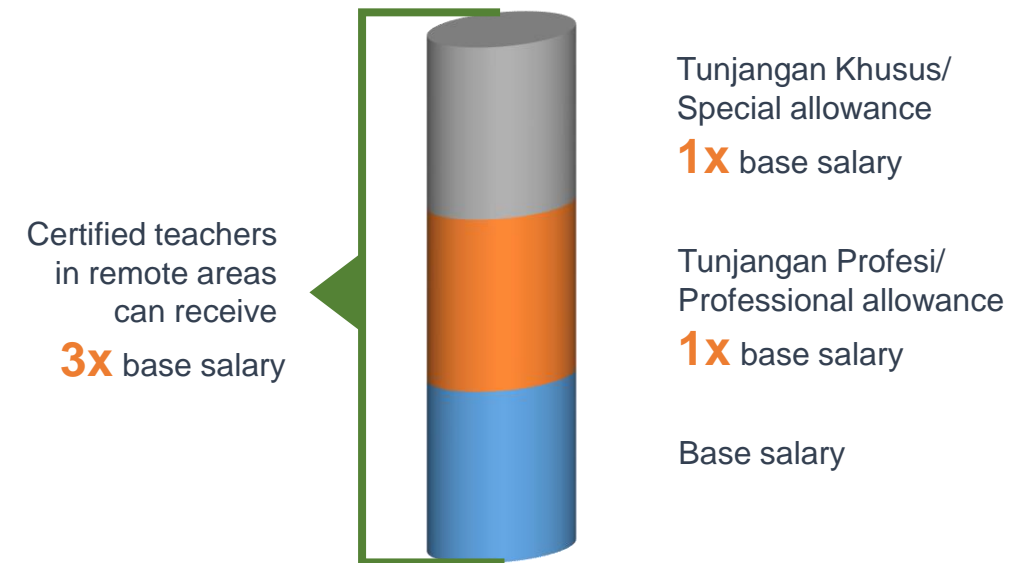
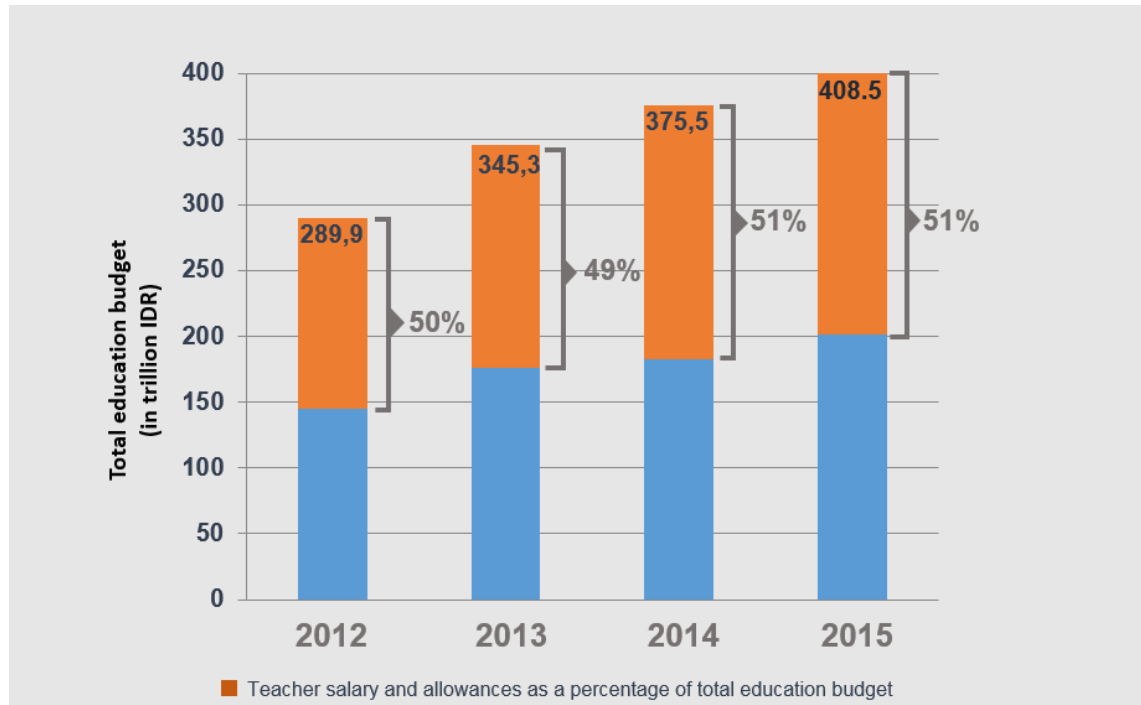
One of five teachers was absent from remote schools, at **double** the national rate (ACDP, 2014)

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



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

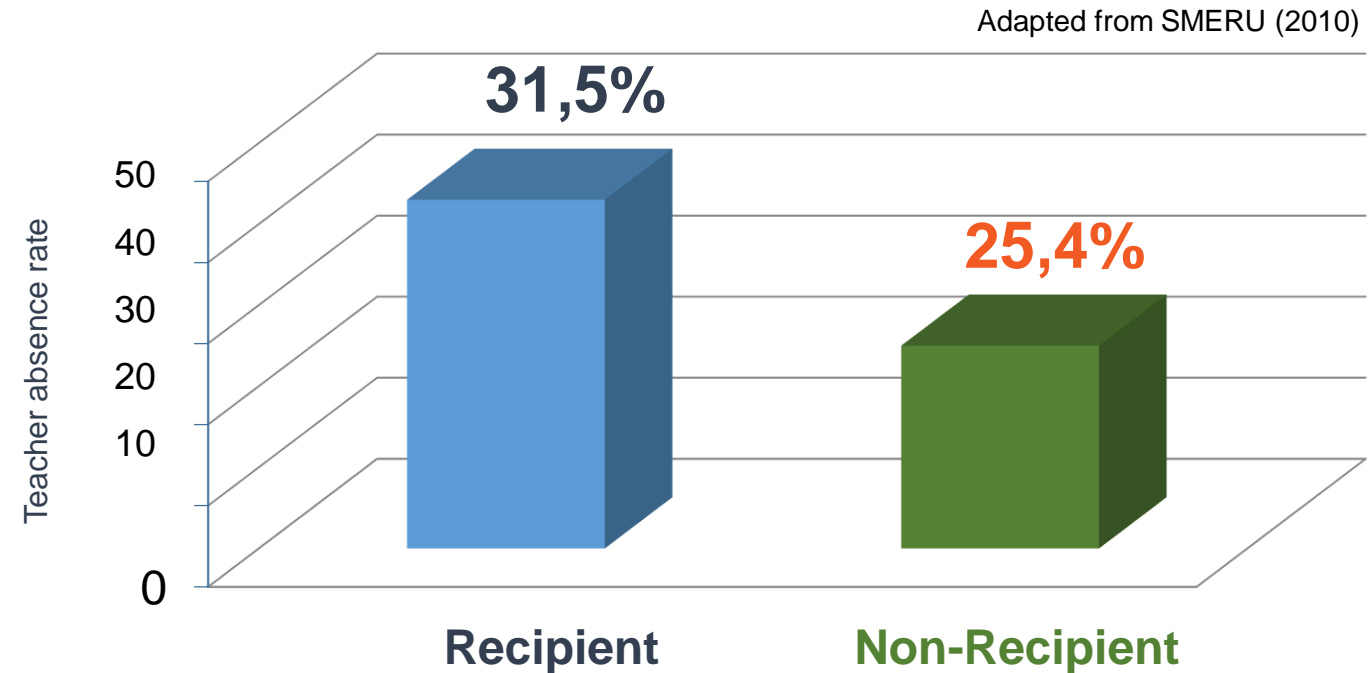
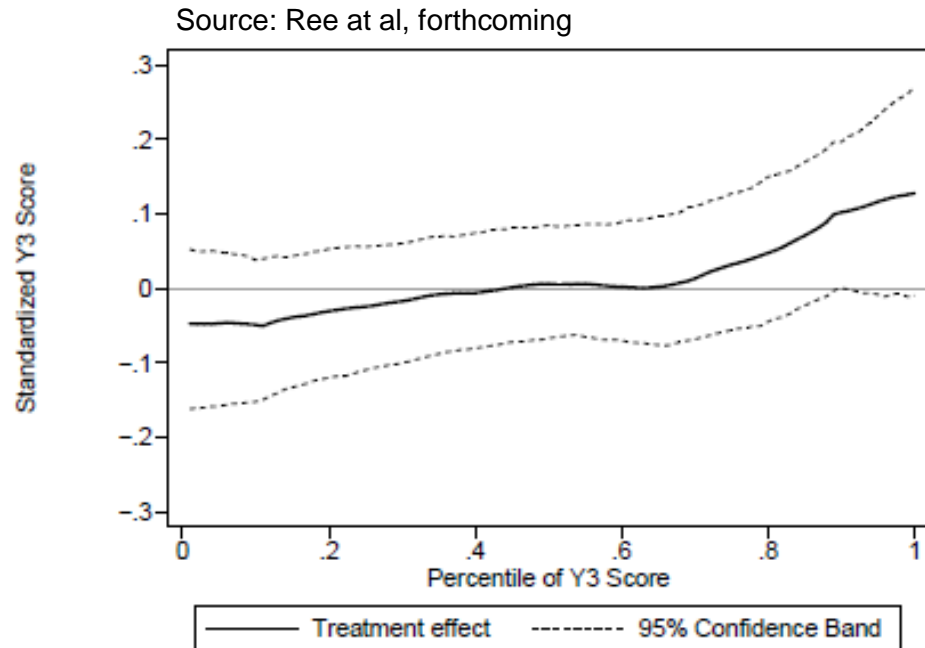
The government spending on education in 2016 is USD 16.5 million, half of it covers teacher salary and allowances ...



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

... but teacher professional allowance ... “led to no improvement in student learning outcomes”

(Ree et al, forthcoming)



Teachers who receive special allowance had **higher** absenteeism rate compared to non-recipients
(SMERU, 2010)

KIAT Guru combines community empowerment with pay for performance of teacher special 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
?



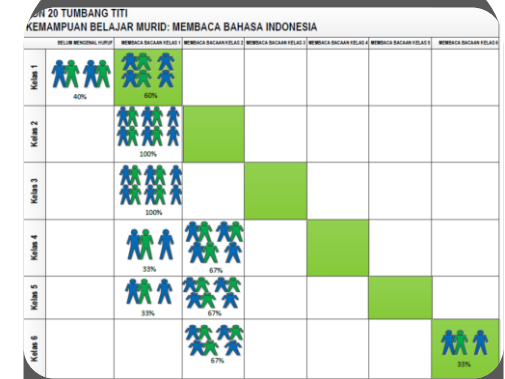
- Minister & DG decrees
- MoU with Regents
- Regents regulations
- Head of District Education decrees
- Head of Village decrees



KIAT Kamera:
Android-based
camera application

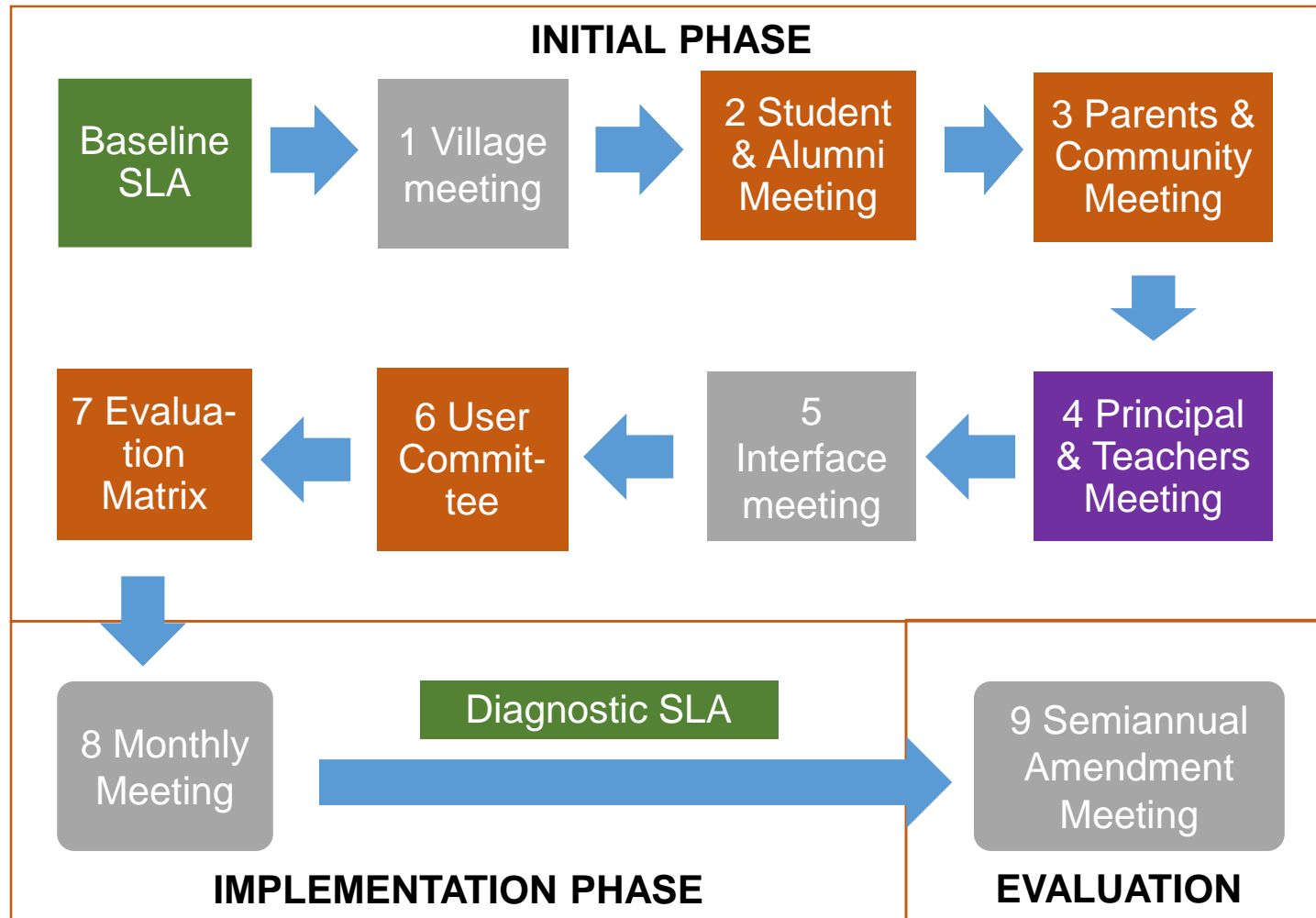


Community Score Card
with 5-8 indicators
being agreed with
teachers and can be
amended every
semester



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

Community empowerment activities



Janji Masyarakat	Janji Guru kelas	Nilai Maksimal
Orang tua bertanggung jawab terhadap kebutuhan anak apapun bentuknya	Memberikan bimbingan khusus dlm bentuk pendampingan bagi siswa yg kurang pandai dlm kelas	20
Orang tua memberikan motivasi buat anak dlm belajar	Guru tidak boleh melakukan tindakan kekerasan pd anak	15
Orang tua akan memberikan hadiah kepada anak yg pintar	Setiap tugas dan PR harus di periksa dan di beri nilai	10
Harus memperhatikan anaknya supaya tidak berkelakuan di malam hari	Guru harus hadir tepat waktu di Sekolah Senin - Kamis: 07.30 - 12.05 Jumat - Sabtu: 07.30 - 11.00	10
Anak tidak disuruh kerja rumah		3

Student Learning Assessment

User & provider groups

User group

Provider group

Pilot locations and participants



2 West Kalimantan
East Nusa Tenggara
Provinces



270
Very remote
primary schools



1778
Primary school
teachers

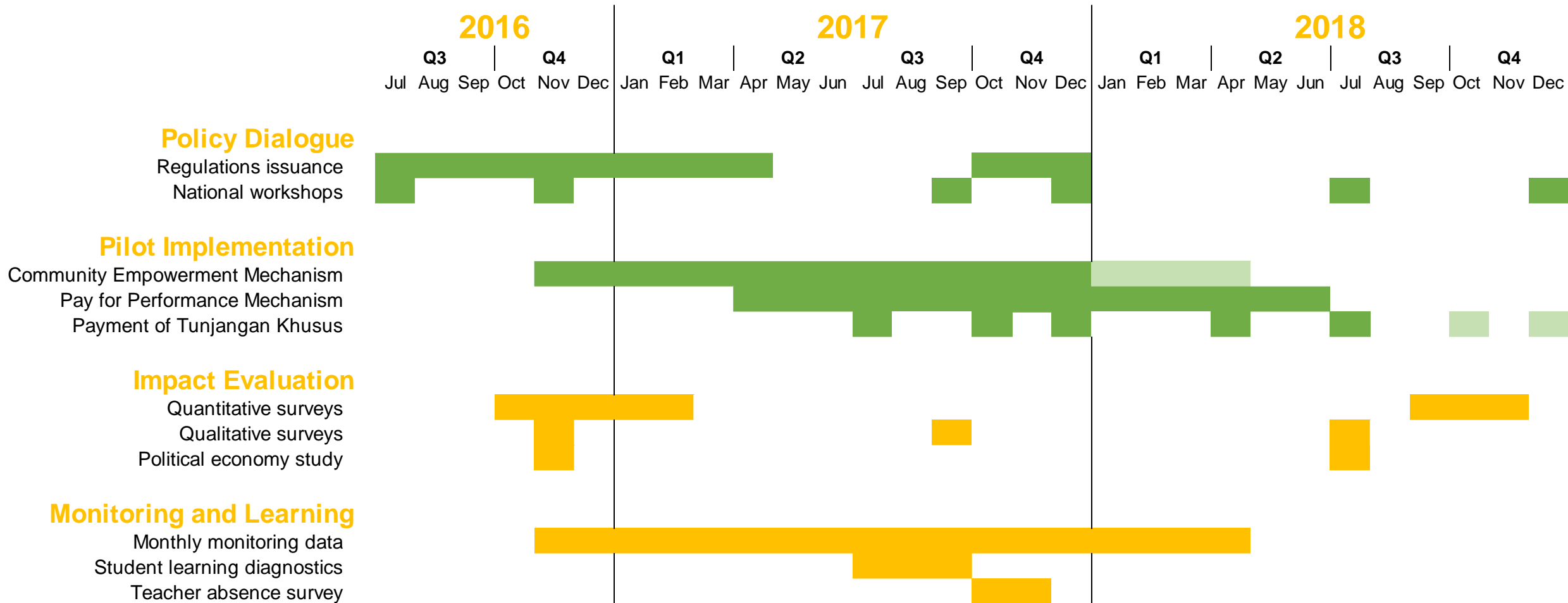


1827
User committee
members

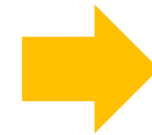
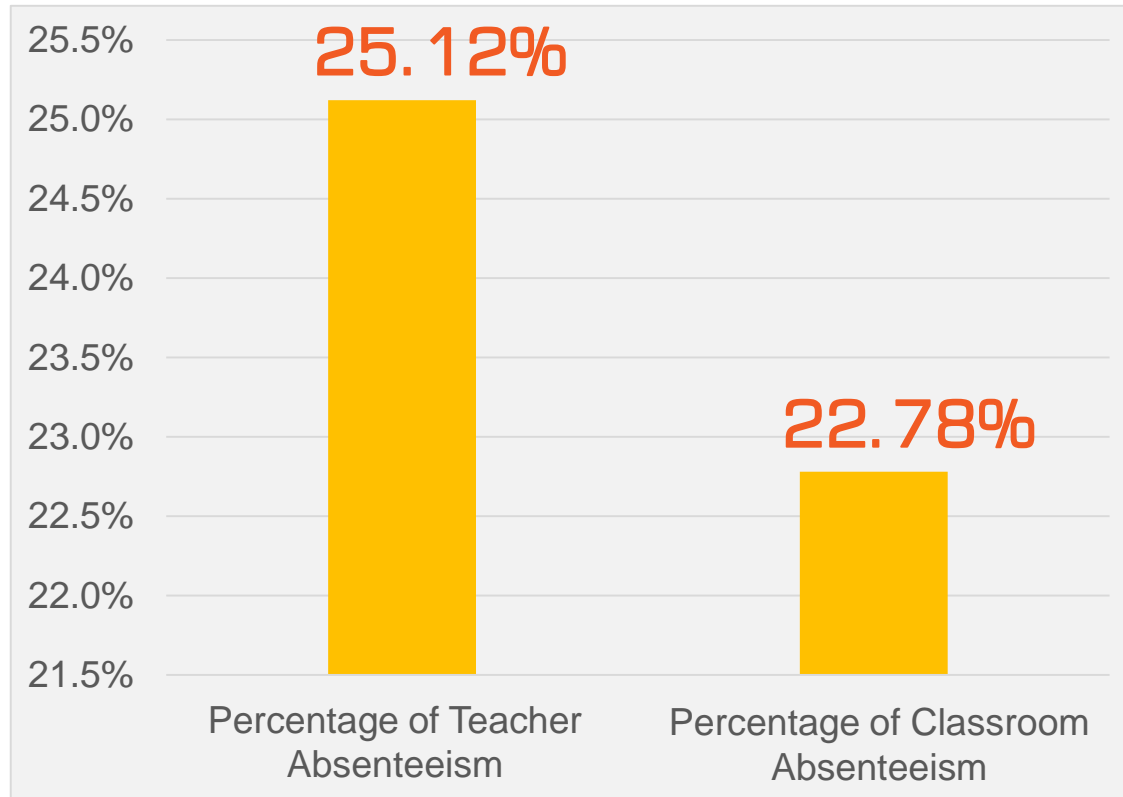


26062
Primary school
students

Pilot implementation and evaluation timeline



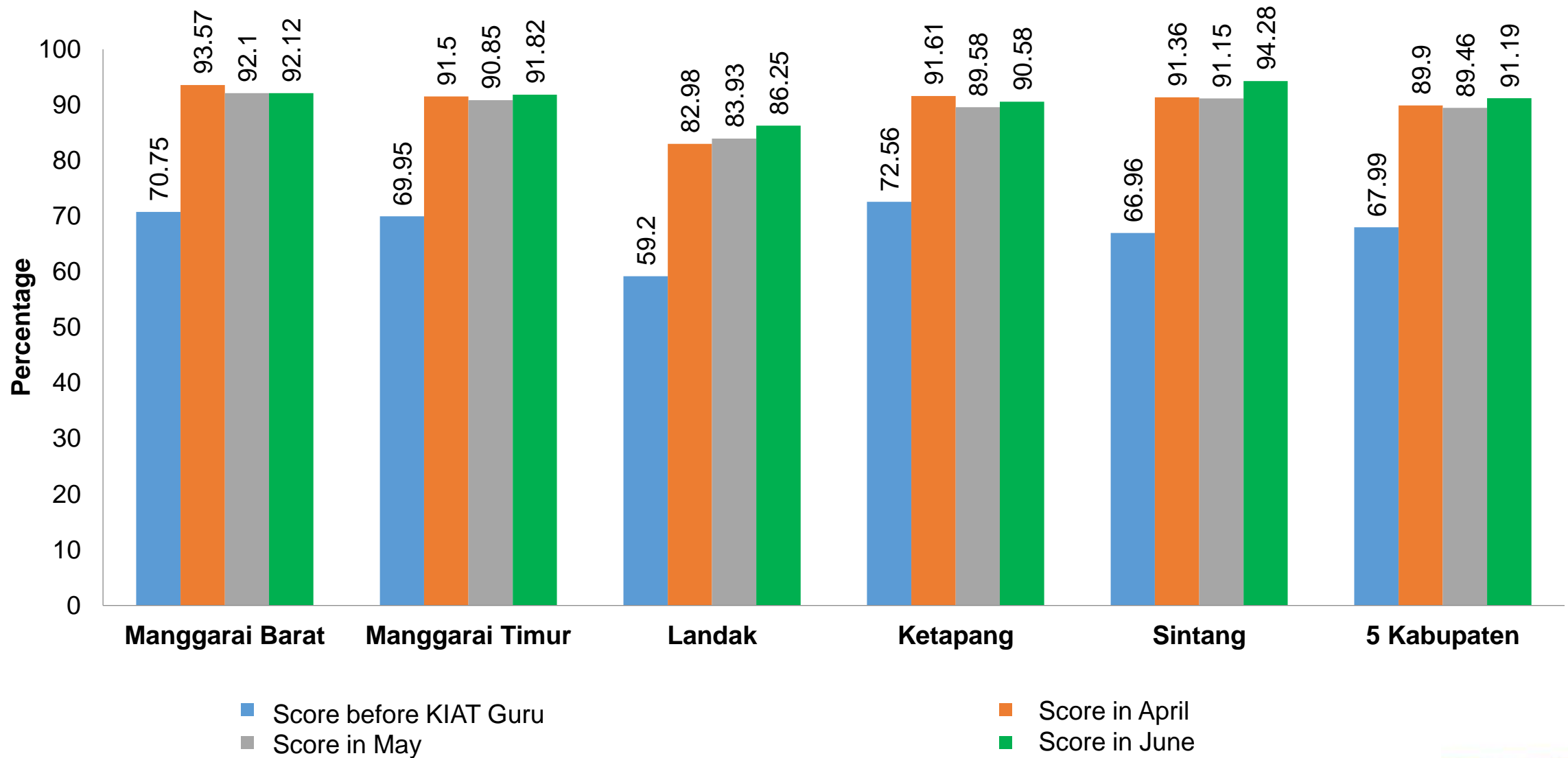
Teacher absence survey in 270 schools



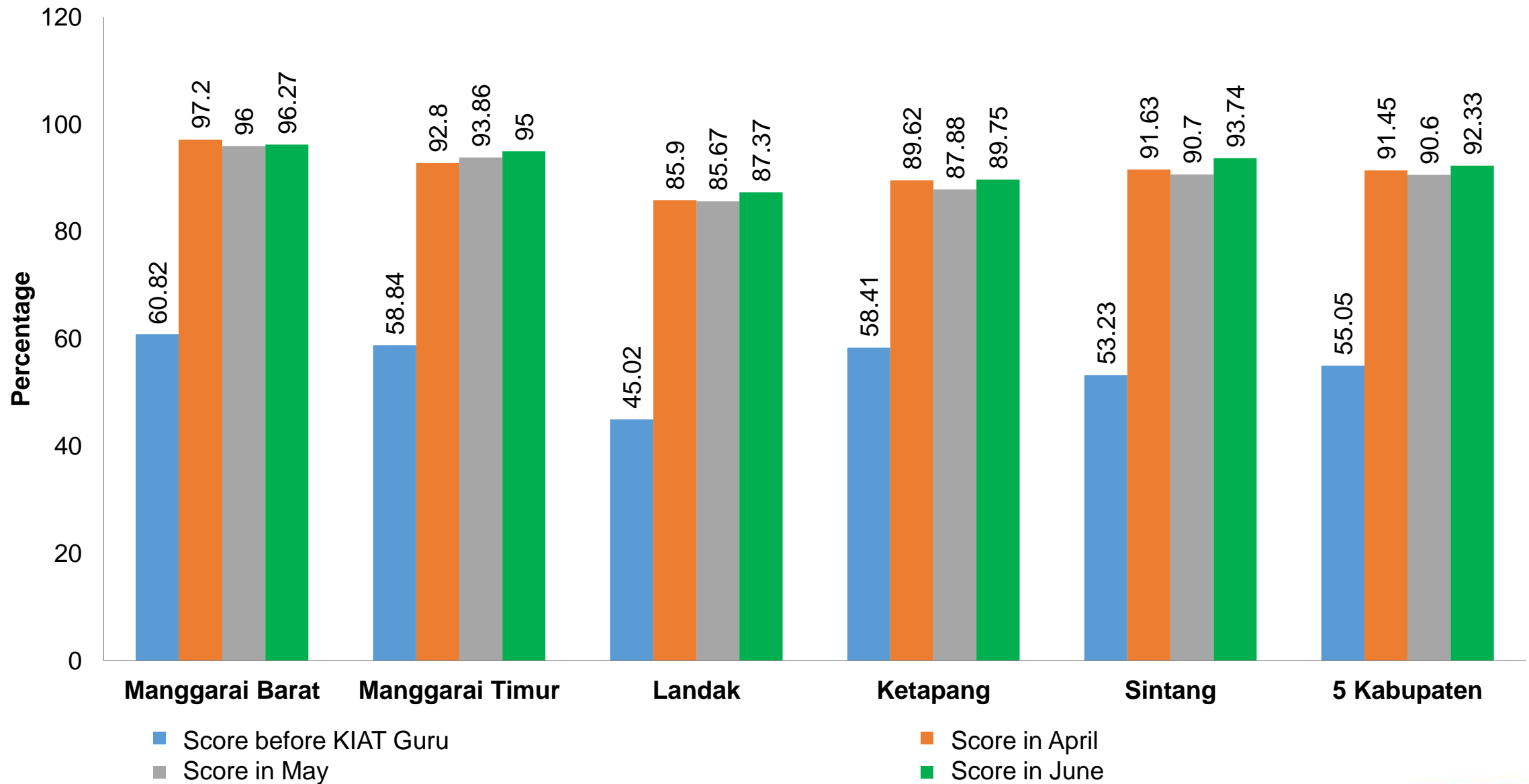
6,926
of 31,076
students were
not learning

Source: Baseline survey (World Bank)

Community evaluation on teacher presence

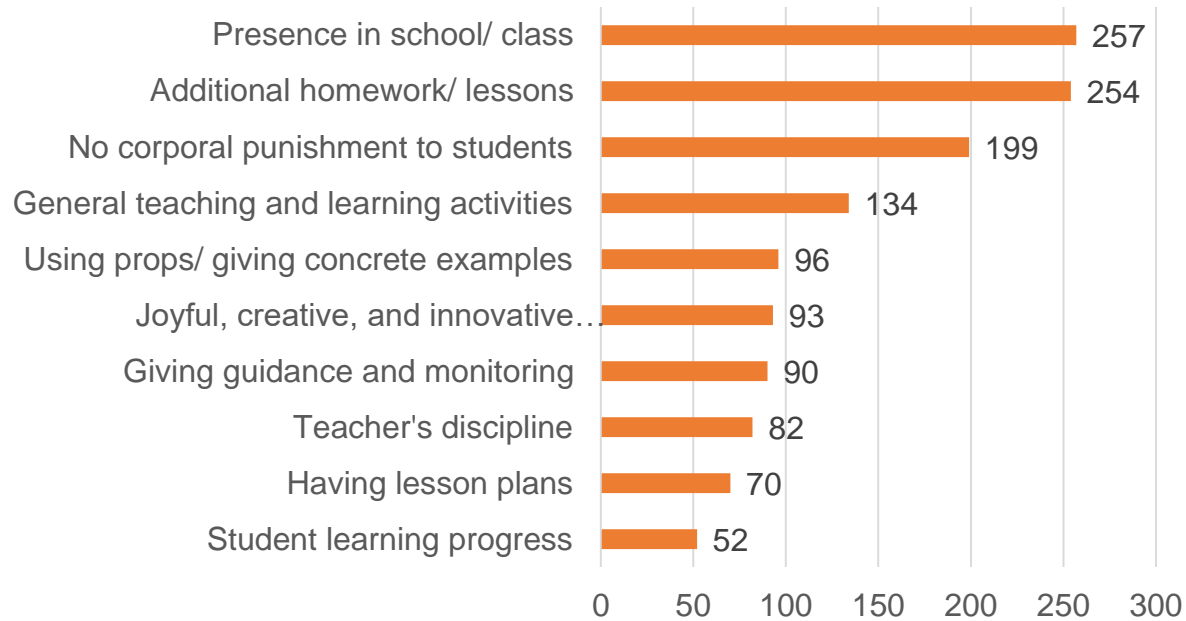


Community evaluation on teacher service performance

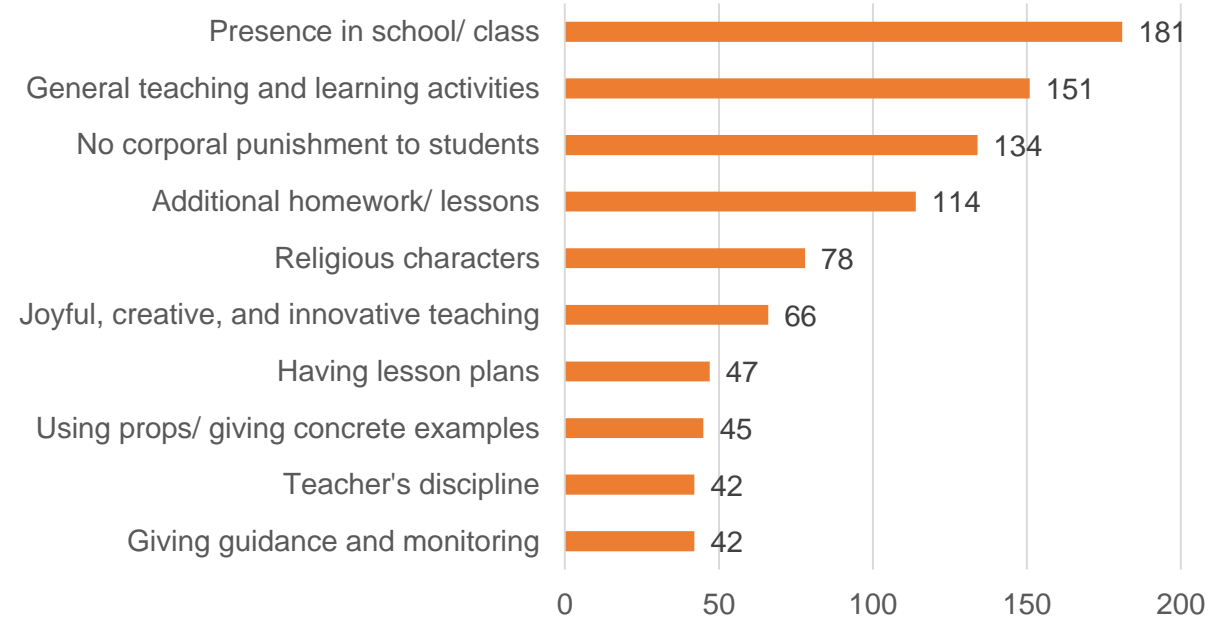


Top ten service performance indicators

Homeroom Teachers

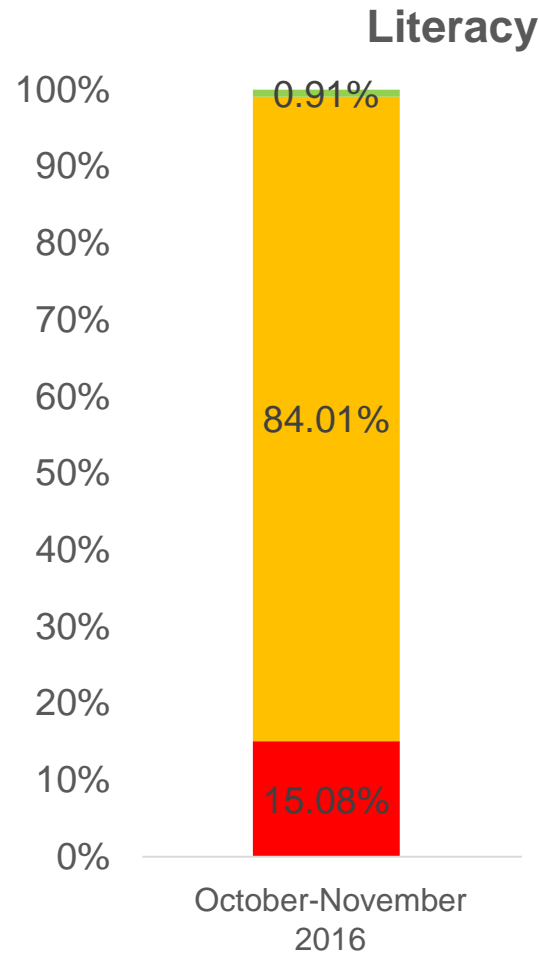


Subject Teachers

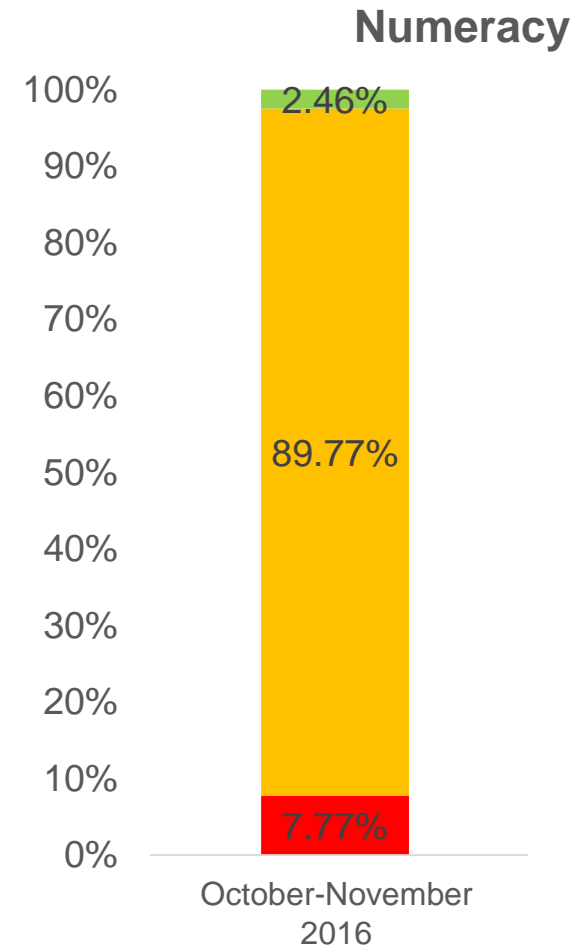


Source: Initial analysis of 4211 community score cards indicators from 203 intervention schools (TNP2K)

Initial results on student learning outcomes

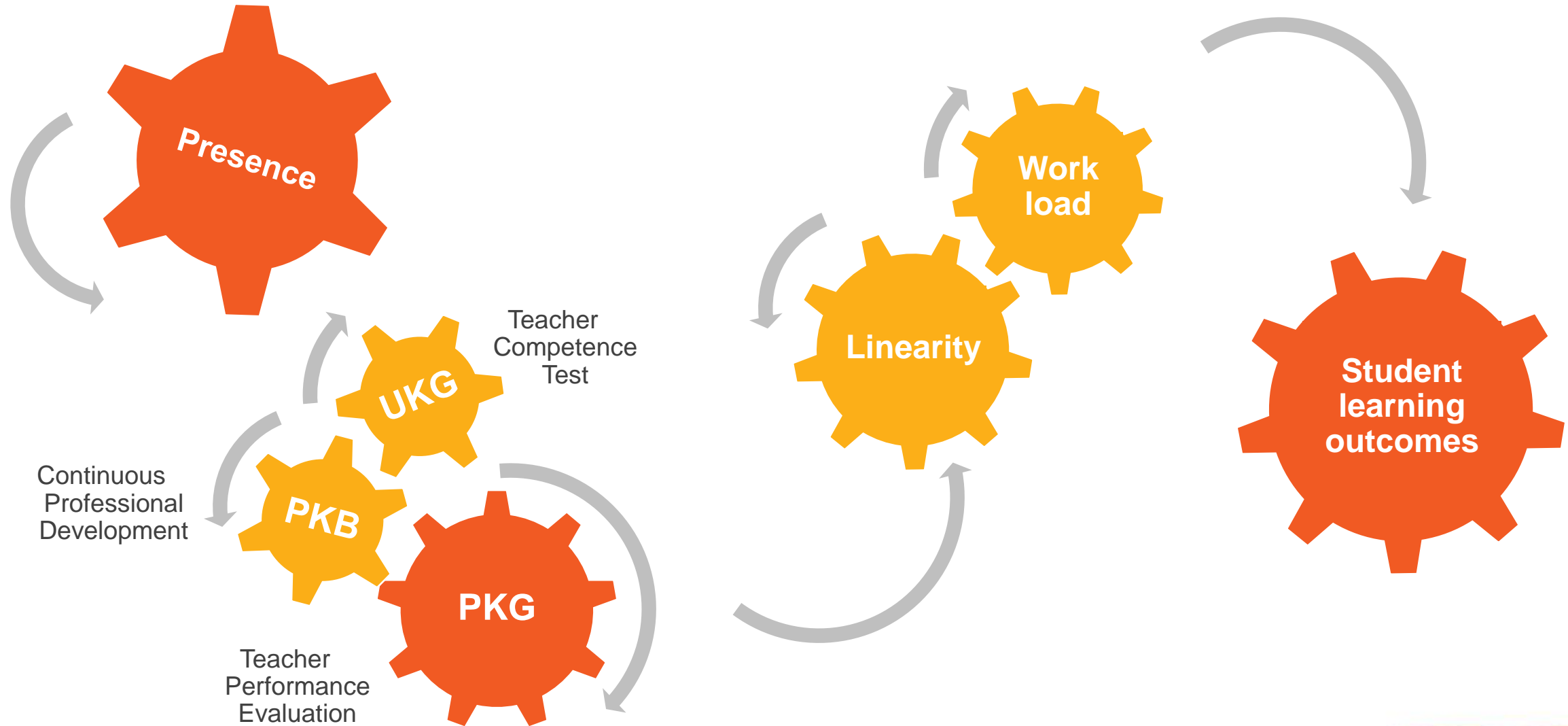


■ Illiterate ■ Below grade ■ At or above grade



Source: Baseline survey (World Bank) and diagnostic test from 5072 students in 173 intervention schools (TNP2K)

How would this model work for urban setting and using teacher professional allowance?



Terima Kasih

Acknowledgement:

- The project was initiated by TNP2K (the National Team for the Acceleration of Poverty Reduction, Office of the Vice President of the Republic of Indonesia) and MoEC (Ministry of Education and Culture, Republic of Indonesia), with funding from DFAT (Department of Foreign Affairs and Trade, Government of Australia)

For more info:

- <https://www.youtube.com/watch?v=HUV7t4icQU0>
- <http://www.tnp2k.go.id/en/programmes/kiat-guru/about-kiat-guru/>
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