



## India: Enhancing Teacher Effectiveness in Bihar (P132665)

SOUTH ASIA | India | Education Global Practice |  
IBRD/IDA | Program-for-Results | FY 2015 | Seq No: 3 | ARCHIVED on 30-Nov-2016 | ISR25410 |

Implementing Agencies: Government of Bihar, Bihar State Educational Infrastructure Development Corporation (BSEIDC)

### Program Development Objectives

Program Development Objective (from Program-for-Results Appraisal Document)

The development objective of the Operation is to improve the effectiveness of elementary school teachers in Bihar.

### Overall Ratings

Name	Previous Rating	Current Rating
Progress towards achievement of PDO	<span style="color: green;">●</span> Satisfactory	<span style="color: green;">●</span> Satisfactory
Overall Implementation Progress (IP)	<span style="color: green;">●</span> Satisfactory	<span style="color: green;">●</span> Satisfactory
Overall Risk Rating	--	<span style="color: orange;">●</span> Moderate

### Implementation Status and Key Decisions

Enhancing Teacher Effectiveness in Bihar (ETEB) is a hybrid operation, consisting of two components: (i) a Program component using the Program for Results (PforR) instrument; and (ii) a Technical Assistance component, using the Investment Project Financing (IPF) instrument. An amount of US\$50 million has been released as advance under the Operation since effectiveness. Further, approval for withdrawal of an additional amount of US\$21 million has been granted to the government for disbursement linked results (DLRs) achieved so far.

All the Year 0 (2014-15) Disbursement Linked Results (DLRs) have been achieved and the Government of Bihar (GoB) has submitted the required evidence in line with the verification protocols described in the Project Appraisal Document. For Year 1 (2015-16), GoB has achieved 2 out of 5 DLRs. While the activities required towards achievement of the remaining 3 DLRs have also been completed, the independent verification of these DLR achievements has not been completed as per protocol, pending procurement of a third party verification agency. These 3 results are infrastructure upgrade of at least 40 TE institutions, commissioning a needs assessment study for the design of on-line programs for teachers' professional development, and adopting a framework for strengthening the corporate governance of BSEIDC.

It needs to be emphasized that expediting procurement activities and strengthening the SCERT and PMU is necessary for timely implementation and achievement of results. A detailed implementation action plan has been prepared and agreed with GoB to ensure continued progress.

### Data on Financial Performance

#### Disbursements (by loan)

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	Disbursed
P132665	IDA-55780	Effective	USD	250.00	250.00	0.00	50.00	200.00	<div style="width: 20%; height: 10px; background-color: green; display: inline-block;"></div> 20%

#### Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
---------	----------------	--------	---------------	--------------	--------------------	--------------------	-------------------



P132665 IDA-55780 Effective 19-May-2015 07-Aug-2015 01-Sep-2015 31-Dec-2020 --

## Risks

### Systematic Operations Risk-rating Tool

Risk Category	Rating at Approval	Previous Rating	Current Rating
Political and Governance	--	--	● Substantial
Macroeconomic	--	--	● Moderate
Sector Strategies and Policies	--	--	● Moderate
Technical Design of Project or Program	--	--	● Low
Institutional Capacity for Implementation and Sustainability	--	--	● Substantial
Fiduciary	--	--	● Moderate
Environment and Social	--	--	● Low
Stakeholders	--	--	● Moderate
Other	--	--	--
Overall	--	--	● Moderate

## Disbursement Linked Indicators (DLI)

### ► DLI 1: Infrastructure: Ensuring requisite infrastructure of TE Institutions (Text)

	Baseline	Actual (Previous)	Actual (Current)
Value	Inadequate infrastructure of TE institutions and no dedicated ICT facilities in to support teacher training.	--	<p>(2014-15 Year 0) The target has been achieved and the World Bank has approved the GoB's request for disbursement.</p> <p>(2015-16 Year 1) 19 institutions (9 DIETs, 10 PTECs) have been upgraded in accordance with minimum standards</p> <p>DIETs: Contracts for 25 DIETs have been awarded and one DIET is under retender. The works are at different stages of implementation.</p> <p>PTECs: Of 22 PTECs, 21 have been awarded (one PTEC is under retender)</p> <p>BITEs: Contracts for all the four BITEs have been awarded and</p>



work is under progress in all the sites.

CTEs: Of the 6 CTEs, contracts for 5 have been awarded and one CTE is under retender.

It was observed that only 19 works would be in a position to achieve completion within the next 3 months.

BRCs: Contracts of about 140 BRCs have been awarded, procurement of 45 BRCs is pending.

Date -- -- --

#### Comments

Actual (Previous) Data:

(2014-15 Year 0)

Booklets for each institution created and list finalized.

(2015-16 Year 1)

9 institutions (5 DIETs, 4 PTECs) have been upgraded in accordance with minimum standards

Contracts for nearly 25 DIETs have been awarded and one DIET is under retender. The works are at different stages of implementation. Based on the status report provided it was observed that 3 sites there is issue of land; and in 3 sites work on one of the buildings could not be initiated due to ongoing classes/ demolition issues.

Of the 22 PTECs, contracts for 20 have been awarded and one PTEC is under retender. One PTEC is observed to have Land issues and in 4 sites work in one of the buildings could not be initiated due to ongoing classes/ demolition issues

Contracts for all the four BITEs have been awarded and work is under progress in all the sites.

Of the 6 CTEs, contracts for 5 have been awarded and one CTE is under retender. One CTE is observed to have Land issues

It was observed that only 11 works would be in a position to achieve completion within the next 3 months.

Tendering of nearly 185 BRCs has been initiated and it is expected that majority of the contracts would be awarded by June / July 2016.

#### ► DLI 2: Institutional Capacity: Ensuring capacity enhancement of TE institutions for effective TE delivery (Percentage)

	Baseline	Actual (Previous)	Actual (Current)
Value	35.00	--	--
Date	--	--	--

#### Comments

35% filled positions in DIETs, PTECs, and BRCs (and mostly on ad-hoc basis); and inadequate capacity of TE institutions. DRT to fill in 1,008 of the 1,672 total teacher education cadre sanctioned positions.(Note: This will be tracked in Period 2 (2015-16); Period 3 (2017-18) and Period 4 (2018-19).

-----  
Actual (Current) Data:



(2014-15 Year 0)  
[No DLI]

(2015-16 Year 1)  
The target has been achieved and the World Bank has approved the GoB's request for disbursement.

-----  
Actual (Previous) Data:

(2014-15 Year 0)  
[No DLI]

(2015-16 Year 1)  
Final baseline on TEIDI not provided.

► DLI 3: Quality Improvement: Training of unqualified teachers and professional development of all teachers through ICT solutions. (Text)

	Baseline	Actual (Previous)	Actual (Current)
Value	(i) 65,000 unqualified teachers in service (ii) No CPD undertaken for in-service teachers	--	(2014-15 Year 0) The target has been achieved and the World Bank has approved the GoB's request for disbursement.  (2015-16 Year 1) TNA design and instruments completed by SCERT and agency commissioning in progress.
Date	--	--	--

Comments

(i) 65,000 unqualified teachers in service (ii) No CPD undertaken for in-service teachers

Preparatory actions needed to meet DLIs in subsequent years:

- For Year 2 (2016-17) state may prepare to have 100 TEIs ready to roll out ODL program
- ICT systems installation to be ready for at least 100 institutions with TEMIS ready to capture the same. In the meantime, open source Student Record Keeping system may be deployed.

-----  
Actual (Previous) Data:

(2014-15 Year 0)  
Bureau of Distance Education (UGC) approved package in line with NCTE regulations

(2015-16 Year 1)  
TNA design and instruments completed by SCERT

► DLI 4: Accountability and Monitoring System: Ensuring Teachers' management and performance is effectively monitored and evaluated. (Text)

	Baseline	Actual (Previous)	Actual (Current)
--	----------	-------------------	------------------



Value	No system in place for planning and management of teachers and their performance	--	(2014-15 Year 0) [No DLI]	(2015-16 Year 1) The target has been achieved and the World Bank has approved the GoB's request for disbursement.
Date	--	--	--	--
<b>Comments</b> Preparatory actions needed to meet DLIs in subsequent years: • Rapid development and deployment of TEMIS  ----- Actual (Previous) Data:  (2014-15 Year 0) [No DLI]  (2015-16 Year 1) Baseline completed and report to be submitted as per protocol.				

► DLI 5: Teacher accountability: Teachers' accountability at school level (Text)

	Baseline	Actual (Previous)	Actual (Current)
Value	Limited role of SMCs in monitoring school functioning and teacher attendance	--	(2014-15 Year 0) [No DLI]  (2015-16 Year 1) [No DLI]
Date	--	--	--
<b>Comments</b> Limited role of SMCs in monitoring school functioning and teacher attendance - Teacher attendance in primary schools: 81%; - Teacher attendance in upper primary schools :78% (Note: This will be tracked in Period 5 (2019-20) as : (i) Teachers' attendance in primary school has improved by 3% in Year 5 compared with baseline; and (ii) Teachers' attendance in upper primary school has improved by 3% in Year 5 compared with baseline)  Preparatory actions needed to meet DLIs in subsequent years: • SMC training modules may be prepared to train the SMCs on teacher performance and absence monitoring  ----- Actual (Previous) Data:  (2014-15 Year 0) [No DLI]  (2015-16 Year 1) [No DLI]			



► DLI 6: Strengthened Corporate Governance: Program Fiduciary Systems & Performance (Text)

	Baseline	Actual (Previous)	Actual (Current)
Value	(i) Inadequate Corporate Governance mechanisms in BSEIDC including procurement practices, mechanisms for compliant handling and; absence of a Robust procurement MIS; and (ii) DR&T not in timely compliance with the Bihar Treasury and Finance Rules.	--	(2014-15 Year 0) [No DLI]  (2015-16 Year 1) The target has been achieved but is pending validation by an independent verification agency.
Date	--	--	--
<b>Comments</b> Actual (Previous) data: (2014-15 Year 0) [No DLI] (2015-16 Year 1) Corporate governance framework has been developed and will be an agenda item in next BSEIDC Board meeting.			

► (Amount(USD))

	Baseline	Actual (Previous)	Actual (Current)
Value	--	--	--
Date	--	--	--

## Results

### Results Area

#### Intermediate Results Area

Physical infrastructure and use of ICT facilities in teacher education institutions

Monitoring and evaluation system for teachers

Fiduciary and Governance systems

### Project Development Objective Indicators



► 1. Beneficiaries (elementary school teachers covered through the program including % of female teachers) (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	400000.00	412000.00	412000.00	475000.00
Date	29-Apr-2015	--	--	31-May-2020

► 2. Improved teacher performance effectively monitored through index based on scores (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	51.50	--	51.50	56.50
Date	29-Apr-2015	--	--	31-May-2020

▲ Average Language Score (Percentage, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	45.00	--	45.00	50.00
Date	29-Apr-2015	--	--	31-May-2020

▲ Average Maths Score (Percentage, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	58.00	--	58.00	63.00
Date	29-Apr-2015	--	--	31-May-2020

► 3. Percentage of teacher attendance (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	79.50	--	--	84.50



Date	29-Apr-2015	--	--	31-May-2020
------	-------------	----	----	-------------

▲ PDO Indicator 3: Percentage of teacher attendance (at Primary level) (Percentage, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	81.00	--	--	86.00
Date	29-Apr-2015	--	--	31-May-2020

▷ PDO Indicator 3: Percentage of teacher attendance (at upper primary level) (Percentage, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	78.00	--	--	83.00
Date	29-Apr-2015	--	--	31-May-2020

► 4. Percentage of teacher positions in TE institutions filled (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	35.00	--	--	75.00
Date	29-Apr-2015	--	--	31-May-2020

Comments

**The target for Year 1 (2015-16) was to complete a TEIDI baseline survey and generate index scores for TE institutions. This has been completed.**

► 5. Additional qualified elementary teachers resulting from program interventions (cumulative: cumulative numbers include (i) 25,000 teachers certified through face- to- face regular D.EL Ed. course de (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
--	----------	-------------------	------------------	------------





Value	3500.00	--	33711.00	90000.00
Date	29-Apr-2015	--	--	31-May-2020
<b>Comments</b> <b>Cumulative numbers include (i) 25,000 teachers certified through face- to- face regular D.EL Ed. course delivered at DIETs and PTECs and (ii) 65,000 teachers trained through D.El.Ed. Open Distance Learning program</b>				

## Overall Comments

## Intermediate Results Indicators

► Indicator 1.1: Number of institutions with improved physical and ICT infrastructure (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	9.00	9.00	400.00
Date	29-Apr-2015	--	--	31-May-2020

► Indicator 1.2: ICT system for D.El.Ed. elementary teacher certification program developed and used (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	--	50.00
Date	29-Apr-2015	--	--	31-May-2020

► Indicator 2.1: Teacher management and attendance effectively monitored and evaluated (Text, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0	--	--	Policy framework for providing incentive to better performing teachers developed and approved by GoB for implementation.
Date	29-Apr-2015	--	--	31-May-2020



► Indicator 2.2: Improvement in Teacher Education Institutional Development Index scores (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	--	10.00
Date	29-Apr-2015	--	--	31-May-2020

► Indicator 2.3: Student learning outcomes monitored (Text, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N/A	--	--	Education Rep
Date	29-Apr-2015	--	--	31-May-2019

► Indicator 3.1: % of procurement complaints handled satisfactorily in a timely manner. Strengthened internal audit framework established (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	--	90.00
Date	29-Apr-2015	--	--	31-May-2020

Overall Comments