



5578-IV

Supplemental Letter No. 2

**INDIA
STATE OF BIHAR**

August 7, 2015

International Development Association
1818 H Street, N.W.
Washington, D.C. 20433
United States of America

INDIA: Credit No. 5578-IN
(Enhancing Teacher Effectiveness in Bihar Operation)
Performance Monitoring Indicators

Dear Sirs and Mesdames:

We refer to: (a) Section III.A of Schedule 2 to the Financing Agreement of even date herewith between India (the Recipient) and International Development Association (the Association); and (b) Section III.A of the Schedule to the Implementing Entity Agreement of even date herewith between the Association and the State of Bihar (the Project Implementing Entity).

Unless otherwise agreed with the Association, we shall monitor and evaluate implementation of the Project in accordance with the Performance Monitoring Indicators attached to this letter.

Very truly yours,

INDIA

By *Uma*
Authorized Representative

Very truly yours,

STATE OF BIHAR

By *Rajesh*
Authorized Representative

Attachment – Performance Monitoring Indicators

Public Disclosure Authorized

Public Disclosure Authorized

Key Performance Indicators

Program Development Objective: *To improve effectiveness of elementary school teachers in Bihar*

PDO Level Results Indicators	Core	DLI	Unit of Measure	Baseline 2013-14	Cumulative Target Values						Frequency	Data Source/Methodology	Responsibility for Data Collection
					Yr 0 2014-15	Yr. 1 2015-16	Yr. 2 2016-17	Yr. 3 2017-18	Yr. 4 2018-19	Yr. 5 2019-20			
PDO Indicator 1: <i>Beneficiaries (elementary school teachers covered through the program including % of female teachers)</i>	√		Number	400,000 (Female teachers: 41%)	400,000 (Female teachers: 41%)	435,000 (Female teachers: 42%)	445,000 (Female teachers: 43%)	455,000 (Female teachers: 44%)	465,000 (Female teachers: 44%)	475,000 (Female teachers: 45%)	Annual	TEMIS annual report ; UDISE annual report	SCERT + BSEIDC
PDO Indicator 2: <i>Improved teacher performance effectively monitored through index based on scores</i>		√ <input type="checkbox"/>	%	Baseline: Average language score 45%, average math score 58%				Teacher performance scored increased by 2%age points over measured baselines		Teacher performance scored increase d by 5%age pointsover measured baselines	3 times during operation period-baseline, midline and end line	Third party survey report	Third party
PDO		√ <input type="checkbox"/>	%	(i)Teache				(i)		(i)	Three	Third party	SCERT and

PDO Level Results Indicators	Core	DLI	Unit of Measure	Baseline 2013-14	Cumulative Target Values						Frequency	Data Source/Methodology	Responsibility for Data Collection
					Yr 0 2014-15	Yr. 1 2015-16	Yr. 2 2016-17	Yr. 3 2017-18	Yr. 4 2018-19	Yr. 5 2019-20			
Indicator 3: <i>Percentage of teacher attendance</i>				Teacher attendance at primary 81% (ii)Teacher attendance at upper primary 78% ¹ (does not include excused absence)				Teacher attendance at primary 84% Teacher attendance: 84% (ii) Teacher attendance at upper primary 81%		Teacher attendance at primary 86% (ii) Teacher attendance at upper primary 83%	times during operation time period	sample survey report	Directorate of Research and Training
PDO Indicator 4: <i>Percentage of teacher positions in TE institutions filled</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	%	35% filled posts		TEIDI baseline survey completed and score index generated	60%	65%	70%	75%	Annual	Annual reports from SCERT and TEIDI survey reports SCERT	SCERT
PDO Indicator 5: <i>Additional qualified elementary</i>	<input checked="" type="checkbox"/>		Number	3500	3500	7000	13,000	19,000	49,000	90,000	Annual	SCERT ODL teacher database	SCERT

¹ Source: Independent Study by Ed CIL, MHRD GOI: 2013

PDO Level Results Indicators	Core	DLI	Unit of Measure	Baseline 2013-14	Cumulative Target Values						Frequency	Data Source/Meth odology	Responsibility for Data Collection
					Yr 0 2014-15	Yr. 1 2015-16	Yr. 2 2016-17	Yr. 3 2017-18	Yr. 4 2018-19	Yr. 5 2019-20			
<i>teachers resulting from program interventions (cumulative)²</i>													
Intermediate Results Area 1: Physical infrastructure and use of ICT facilities in teacher education institutions													
Intermediate Results Indicator 1.1: <i>Number of institutions with improved physical and ICT infrastructure</i>		√ <input type="checkbox"/>	Number	0	0	0	250	300	350	400	Annual	BSEIDC annual reports	BSEIDC
Intermediate Results Indicator 1.2: <i>ICT system for D.El.Ed. elementary teacher certification program developed and used</i>	<input type="checkbox"/>	√ <input type="checkbox"/>	%	0				Online teacher assignment and assessment system developed and piloted	30% of trainees using online system for uploading assignments and receiving feedback	50% of trainees using online system for uploading assignments and receiving feedback	Annual	SCERT ODL teacher database	SCERT

² 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

PDO Level Results Indicators	Core	DLI	Unit of Measure	Baseline 2013-14	Cumulative Target Values					Frequency	Data Source/Meth odology	Responsibility for Data Collection	
					Yr 0 2014-15	Yr. 1 2015-16	Yr. 2 2016-17	Yr. 3 2017-18	Yr. 4 2018-19				Yr. 5 2019-20
										from instructo rs	from instructo rs		
Intermediate Results Area 2: Monitoring and evaluation system for teachers													
Intermediate Results Indicator 2.1.: Teacher management and attendance effectively monitored and evaluated	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Yes/No	0			(i) Disclosure of revised and completed TEMIS teacher's database on DRT website (ii) SM Cs trained on monitoring teacher attendance in 10 districts	School support visits by BEOs and BRCCs (quarterly) and by CRCCs (monthly) in at least 20 districts	Teacher performance benchmarks translated into updated teacher training curricula	Policy framework for providing incentive to better performing teachers developed and approved by GOB for implementation	Annual	BSEIDC Annual reports+ Dept. Of Education annual reports	BSEIDC and Dept. of Education
Indicator 2.2: Improvement			%			TEIDI baseline				(ii)TEID I end			

PDO Level Results Indicators	Core	DLI	Unit of Measure	Baseline 2013-14	Cumulative Target Values						Frequency	Data Source/Meth odology	Responsibility for Data Collection
					Yr 0 2014-15	Yr. 1 2015-16	Yr. 2 2016-17	Yr. 3 2017-18	Yr. 4 2018-19	Yr. 5 2019-20			
<i>in Teacher Education Institutional Development Index scores</i>						survey complet ed and score index generate d				line survey shows an improve ment of 10% in TE index score over baseline			
Intermediate Results Indicator 2.3: <i>Student learning outcomes monitored</i>				0		0	State of Educati on Bihar Report on grades 3,5 and 8 NAS survey/ State level assessm ents	0	State of Educatio n Bihar Report on grades 3, 5 and 8 NAS survey includin g trend data/ State level assessm ents	0	Twice during operation period	SCERT	SCERT
Intermediate Results Area 3: Fiduciary and Governance systems													

PDO Level Results Indicators	Core	DLI	Unit of Measure	Baseline 2013-14	Cumulative Target Values						Frequency	Data Source/Methodology	Responsibility for Data Collection
					Yr 0 2014-15	Yr. 1 2015-16	Yr. 2 2016-17	Yr. 3 2017-18	Yr. 4 2018-19	Yr. 5 2019-20			
<p>Intermediate Results Indicator 3.1:</p> <p><i>% of procurement complaints handled satisfactorily in a timely manner.</i></p> <p><i>Strengthened internal audit framework established</i></p>		6	%	<p>No formal System exists</p> <p>Annual internal audit focused on support to financial audit.</p>		60%	70%	75%	80%	90%	<p>Annually</p> <p>Annually</p>	<p>BSEIDC complaint handling data</p> <p>BSEIDC Audit committee minutes</p>	<p>BSEIDC</p> <p>BSEIDC</p>