



India: Enhancing Teacher Effectiveness in Bihar (P132665)

SOUTH ASIA | India | Education Global Practice |
IBRD/IDA | Program-for-Results | FY 2015 | Seq No: 2 | ARCHIVED on 14-Apr-2016 | ISR22822 |

Implementing Agencies: Government of Bihar

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	● Satisfactory	● Satisfactory
Overall Implementation Progress (IP)	● Satisfactory	● Satisfactory
Overall Risk Rating	● Substantial	● 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 (TA) Component, using the Investment Project Financing (IPF) instrument. The Operation will help the system of teacher education, equip teachers with the skills and knowledge that they need to be more effective in the classroom and will support enhanced accountability measures for improved governance. Since project effectiveness on September 1, 2016, an amount of US\$50 million has been released as advance under the Operation. The first Supervision Mission of ETEB Operation took place during the period February 29 to March 4, 2016.

The Operation is its initial stage of implementation and is currently on track to meet the development objectives. As per the assessment carried out during the mission, all the Year 0 (2014-15) Disbursement Linked Indicators (DLIs) have been achieved and the Government of Bihar (GoB) is currently in the process of submitting the evidence in line with verification protocol described in the Project Appraisal Document. For the Year 1 (2015-16) DLIs, GoB is currently on track to achieve 03 out of the 04 DLIs. The importance of submission of final Teacher Education Institutional Development Index (TEIDI) baseline and the issuance of the RFP for the teachers' and teacher educators' training needs assessment by Bihar State Education Infrastructure Development Corporation by **March 31st, 2016** cannot be overemphasized. The one DLI at risk relates to the "upgrade of at least 40 Teacher Education Institutions". The achievement of this DLI is likely to be delayed by at least 8 months. As of now, only 9 institutions have been upgraded in accordance with minimum standards. A detailed implementation action plan has been prepared and agreed with GoB to ensure smooth implementation.

The implementation progress to meet the PDOs continues to be satisfactory.



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	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	--

Disbursement Linked Indicators (DLI)

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

	Baseline	Actual (Previous)	Actual (Current)
			<p>(2014-15 Period 0)</p> <p>Achievements: Booklets for each institution created and list finalized.</p> <p>Agreed Actions: Verification as per protocol to be submitted to Bank;</p> <p>(2015-16 Period 1)</p> <p>The achievement of the DLI will be delayed by at least 8 months. As of now 9 institutions have been upgraded in accordance with minimum standards</p>
Value	Inadequate infrastructure of TE institutions and no dedicated ICT facilities in to support teacher training.	--	<p>DIETs: The mission was informed that the contracts for nearly 25 DIETs have been awarded (of which 4 were awarded recently in January 2016) 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.</p> <p>PTECs: The mission as informed that of the 22 PTECs contracts for 20 have been awarded (of</p>



which 4 were awarded recently in January 2016) 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

BITEs: The mission observed that contracts for all the four BITEs have been awarded (of which 3 were awarded in January 2016) and work is under progress in all the sites.

CTEs: The mission as informed that of the 6 CTEs contracts for 5 have been awarded (of which 2 were awarded recently in January 2016) 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.

The mission noted that tendering of nearly 185 BRCs has been initiated and the last date for bid submission in all cases in March 31, 2016. It is envisaged that majority of the contracts would be awarded by June / July 2016.

Date	--	--	--
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► 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).

Period 1 (2015-16) indicator is: SCERT has carried out a TEIDI baseline survey of TE Institutions and established their respective aggregate index score to determine priorities for investment

Achievements:

Final baseline on TEIDI not provided



Agreed Actions:

Data entry, cleaning and verification by March 15.

Submission of TEIDI baseline report as per protocol by March 31, 2016

SCERT has carried out a TEIDI end-line survey of TE Institutions surveyed in Year 1, evidencing improvements in their respective aggregate index score in at least 10% of them.

(Note: This will be tracked in Period 5 (2019-20))

► 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	--	<p>(2014-15 Period 0) Achievement: Bureau of Distance Education (UGC) approved package in line with NCTE regulations</p> <p>Agreed Action: Submission of proof as per protocol- through Principal Secretary Education</p> <p>(2015-16 Period 1) Achievement: TNA design and instruments completed by SCERT</p> <p>Agreed Action: TOR included in RFP to be issued by BSEIDC and agency commissioned by March 31st, 2016</p>
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 Period 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.

► 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	--	(2015-16 Period 1) Achievement: Baseline completed



performance

Agreed Action: Report to be submitted as per protocol

Date

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Comments

No system in place for planning and management of teachers and their performance

► 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

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Date

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Comments

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

► 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.

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(2015-16 Period 1)
Achievement: The corporate governance framework has been developed;

Agreed Action: Adoption of framework as a proposed agenda item in the BSEIDC Board meeting to be held on March 11, 2016.

Date

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Comments

(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.



► (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	475000.00
Date	--	--	--	--

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

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



▲ PDO Indicator 2: Improved teacher performance effectively monitored through index based on scores (Baseline average language score) (Percentage, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	45.00	--	--	50.00
Date	--	--	--	--

▲ PDO Indicator 2: Improved teacher performance effectively monitored through index based on scores (Baseline average math score) (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	58.00	--	--	63.00

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

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

▲ 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	--	--	--	--

► 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	--	--	--	--



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

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	35.00	--	--	75.00
Date	--	--	--	--

► 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	--	--	90000.00
Date	--	--	--	--

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	400.00
Date	--	--	--	--

Comments

9 (5 DIETS and 4 PTECS)

As per 'DIET Report (10-3-16)' from BSEIDC



► 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	--	--	--	--

► 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	--	--	--	--

► 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	--	--	--	--

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

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	--	0.00
Date	--	--	--	--

► 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	--	--	--	--
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Overall Comments