



Results Matrix

Outcomes

Outcome: 1 Support the Ministry of Economy and Finance (MEF) in the design of a teacher reform in Panama									
Indicators	Flags*	Unit of Measure	Baseline	Baseline Year	Means of verification	2026	2027	EOP	
1.1 Discussion tables to present technical analyses to the MEF		Number	0.00	2025	meetings aide memoire	P	2.00	1.00	3.00
						P(a)	2.00	0.00	0.00
						A			

CRF Indicator

Outputs: Annual Physical and Financial Progress

1 Technical Foundations for Teacher Career Modernization						Physical Progress			Financial Progress			Theme	Fund	Flags		
Outputs	Output Description	Unit of Measure	Baseline	Baseline Year	Means of verification	2026	2027	EOP	2026	2027	EOP					
1.1 Discussion papers developed	Fiscal impact analysis estimating the cost to the government of offering both retirement schemes to the target population	Papers (#)	0	2025	a fiscal impact analysis estimating the cost to the government of offering both retirement schemes to the teacher population	P	1	0	1	P	70000	0	70000	Education	P3E	
						P(a)	1	0	0	P(a)	70000	0	0			
						A				A						
1.2 Discussion papers developed	Estimate the optimal staffing platform by level, region, and subject area	Papers (#)	0	2025	discussion paper that estimates the optimal staffing platform by level, region, and subject area	P	0	1	1	P	0	90000	90000	Education	P3E	
						P(a)	0	1	1	P(a)	0	90000	90000			
						A				A						
1.3 Discussion papers developed	Conduct a review of teacher career reform experiences in comparable LAC countries	Papers (#)	0	2025	Discussion paper that conduct a review of teacher career reform experiences in comparable LAC countries	P	0	1	1	P	0	40000	40000	Education	P3E	
						P(a)	0	1	1	P(a)	0	40000	40000			
						A				A						

Other Cost

Total Cost

	2026	2027	Total Cost
P	\$70,000.00	\$130,000.00	\$200,000.00
P(a)	\$70,000.00	\$130,000.00	\$130,000.00
A			

CRF Indicator

Standard Output Indicator