

STUDY ON TEACHERS AND ADMINISTRATIVE CADRE INCENTIVES IN KHYBER PAKTUNKHWA



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IN BRIEF

- » Teacher absenteeism has a strong impact on student performance both in terms of learning outcomes and enrolment
- » Researchers used both qualitative and quantitative data to map the impact of teaching absenteeism on education outcomes
- » Focusing incentives on very low performing areas to lower teacher absence and improve student learning is likely to bring about positive results

Teacher absenteeism has a strong impact on student performance both in terms of learning outcomes and enrolment. This project analysed incentive schemes for teachers at primary and secondary levels in Khyber Pakhtunkhwa (KP) and their alignment to outcomes.

IGC researchers assessed school performance in KP utilising Independent Monitoring Unit (IMU) data. Focus group discussions with representative KP teachers and administrators are conducted to seek explanations of variation in school performance going beyond the IMU data and identifying incentives that could potentially improve education performance.

The study found that focusing on very low performing areas with an emphasis on incentives to lower teacher absence and improve student learning is likely to bring about positive results. Investing in infrastructure alone is not adequate and needs to be combined with lower teacher absenteeism and improved learning. Consistent broader legislation aligned to improved incentives coupled with stronger leadership and autonomy at the school level would help to improve student and teacher outcomes. The administrative system also needs to be fairer when assessing teachers, and students, to be taken seriously and to make the effort required for good learning results.

An MOU has already been signed with the Department of Elementary and Secondary Education, Government of KP and the IGC for establishment of a long term research and policy engagement. The MOU was signed on 30th October 2015. A new project is also underway (in its design phase) that looks at testing a set of interventions to improve teacher effort and learning outcomes by uncovering how best to design public sector performance measurement and incentive schemes.