A Twist on Performance Theory

How rewarding individual teachers may promote whole school improvement.

Examining the effects of KiuFunza in Mbozi District, Tanzania.
Teachers’ “Impossible Conditions” are Being Ameliorated.

1. Underpaid
2. Impossible Conditions
3. Respect
4. Pragmatic Choice
5. Student Success

01. Teaching infrastructure is improving, but teachers continue to be underpaid.
02. Conditions for teachers range from challenging to impossible.
03. The profession used to be respected.
04. Some teachers still hold it as a vocation. But, for many a teaching career is a pragmatic choice.
05. Would cash paid upon evidence of student success incentivize improved teaching?
KiuFunza = 'Thirst for Learning'

1. Learning Outcomes Improve

2. Incentivize Performance

3. Student Performance

01 KiuFunza seeks to improve students' learning outcomes in Standards I, II, and III

02 KiuFunza hypothesizes that the offer of a cash to teachers when students pass tests in English, maths, (and Swahili in Std III) will incentivize performance improvements

03 Both teachers and head teachers are paid for each child who passes; incentivizing individual subject teachers and the school leader to focus on student performance
Teachers are Unequivocal that KiuFunza is Positive

I have more security.

I have become a better teacher.

KiuFunza focusses us on the child

A positive feedback loop of whole school improvement has been established.
I Have More Security and Thus Have Become a Better Teacher

1. Think about tomorrow
2. More time teaching
3. Focus on the individual

01. The cash enables me to think about tomorrow
02. I use my time differently
03. I focus on my students as individuals
KiuFunza Focusses Us on the Child

1. Trusted Program
   - KiuFunza is trusted because it delivers

2. Teachers & parents
   - Teachers and parents are on the same page

3. Bond
   - Students and teachers bond
A Positive Feedback Loop of Whole School Improvement has been Established

1. We have developed a solution and performance-oriented culture.
2. The school uses limited resources more effectively.
3. Students focus, study and achieve.
KiuFunza Wakes Teachers Up

01. KiuFunza scaffolds of an underlying self identity as purposeful educators

02. Bakshishi is a quick motivator that is sweeter than a salary rise because...
   02.1. It is a public undertaking with the potential for social affirmation
   02.2. It makes explicit the relationship between effort, results, & payment
A Twist on Performance Theory

How cash-on-delivery for individual teachers seems to promote collective benefit throughout the school.

1. In the challenging positions of a resource poor educational setting, teachers have lost sight of their significance as educators.

1.1. Teachers' interests are undermined by actions that claim to value and respect good teachers, but our actual behaviors undermine claims that we are committed to educational attainment.

2. KiuFunza's goal is to improve students' learning outcomes. It does so by demonstrating a concern with teachers' interests.

3. A virtuous cycle of effects:

   1. Teachers feel more secure and less stressed, and so are able to focus teaching time, attention, and reward on individual children.

   2. A school environment focused on learning, solutions, and performance.

   3. Teachers, students, and parents become bonded in their joint pursuit of performance.

   4. Teachers' self-image recovers as they identify as purposeful professionals, irrespective of their motivation to join the teaching profession.

4. The effects are conditioned on the catalyst for motivation being:

   4.1. Unbiased and reliable.

   4.2. Hard work generates social affirmation.

   04.1. Showing tangibly that hard work pays, and can generate social affirmation.

04.2. The effects are conditioned on the catalyst for motivation being...