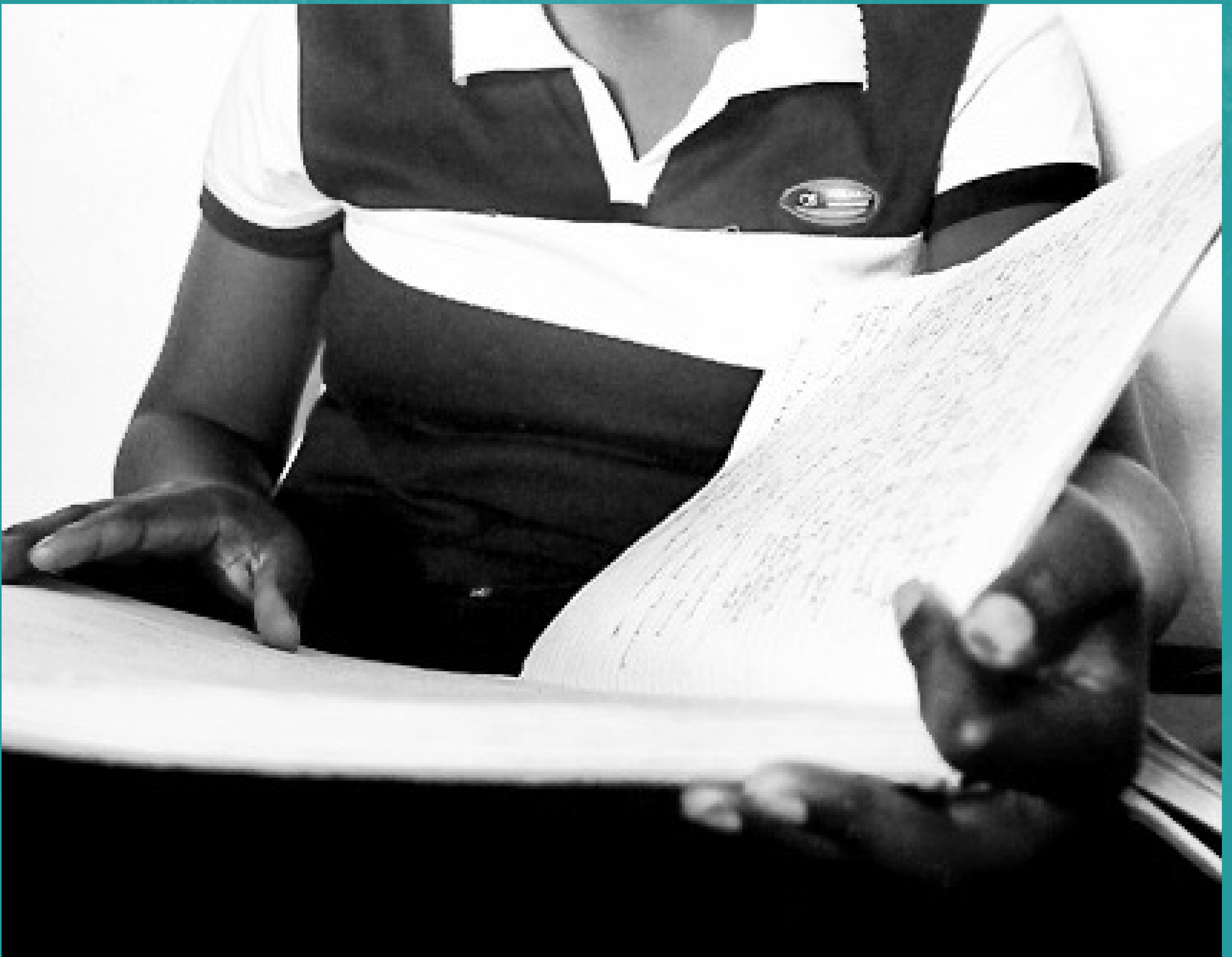


# A Twist on Performance Theory

How rewarding individual teachers may promote  
whole school improvement.

Examining the effects of KiuFunza in Mbozi District, Tanzania.



McAlpine, K, Kagucia Omesa, N, Semwene, J & Mbise, A (2018)

Twaweza; Dar es Salaam, Tanzania.

# Teachers' "Impossible Conditions" are Being Ameliorated.



- 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'



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



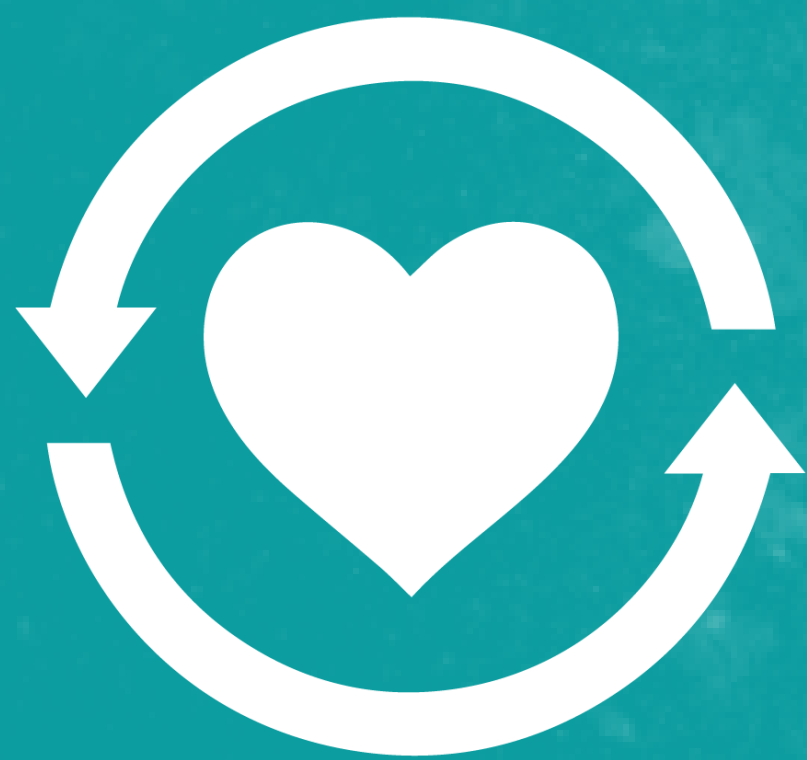
# Teachers are Unequivocal that KiuFunza is Positive



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



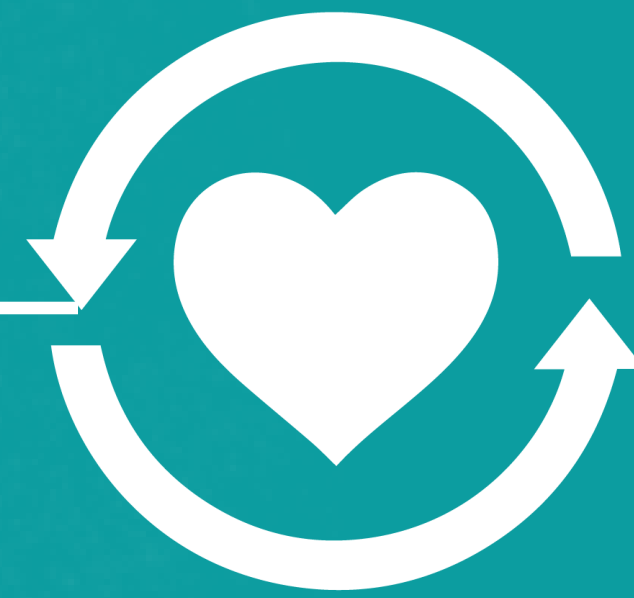
1

Trusted Program



2

Teachers & parents



3

Bond

01

KiuFunza is trusted because it delivers

02

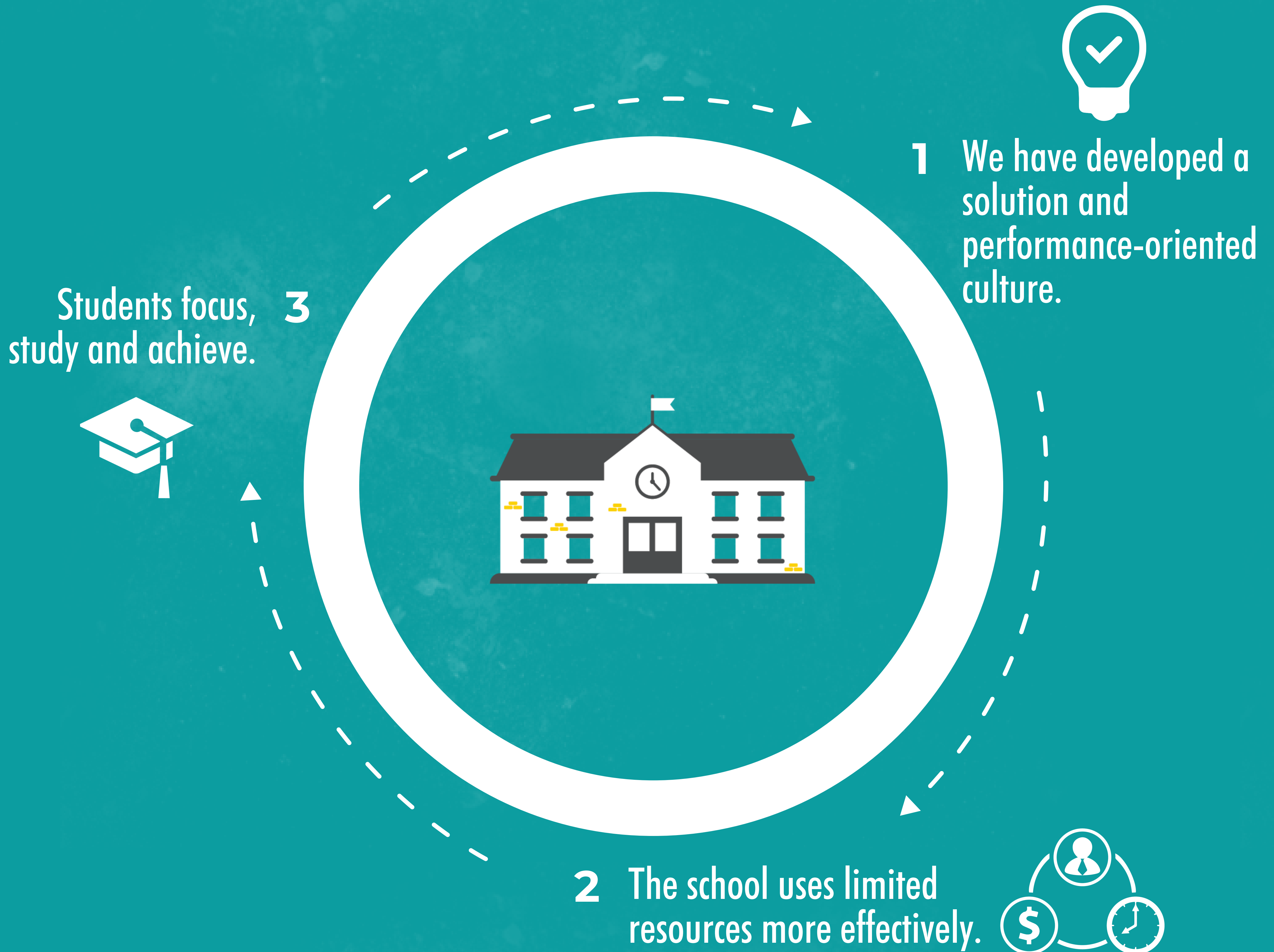
Teachers and parents are on the same page

03

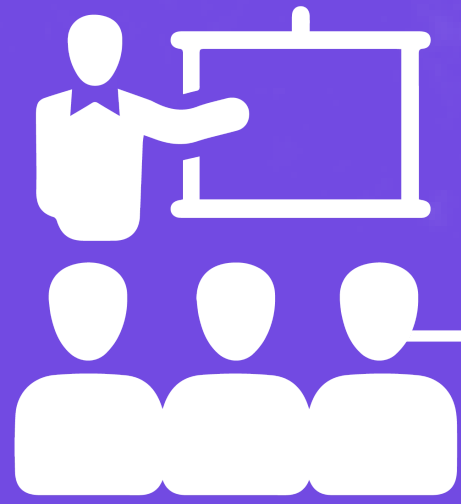
Students and teachers bond



# A Positive Feedback Loop of Whole School Improvement has been Established

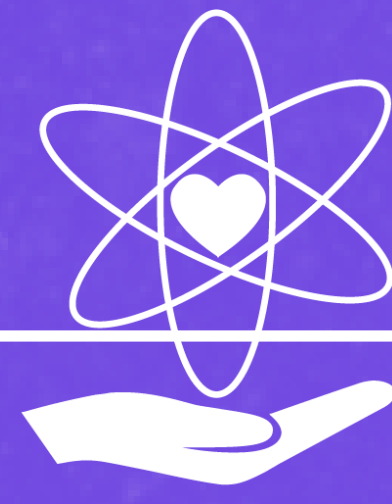


# KiuFunza Wakes Teachers Up



1

Purposeful Educators



2

Quick motivator



2.1

Social affirmation



2.2

Effort, results, payment

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

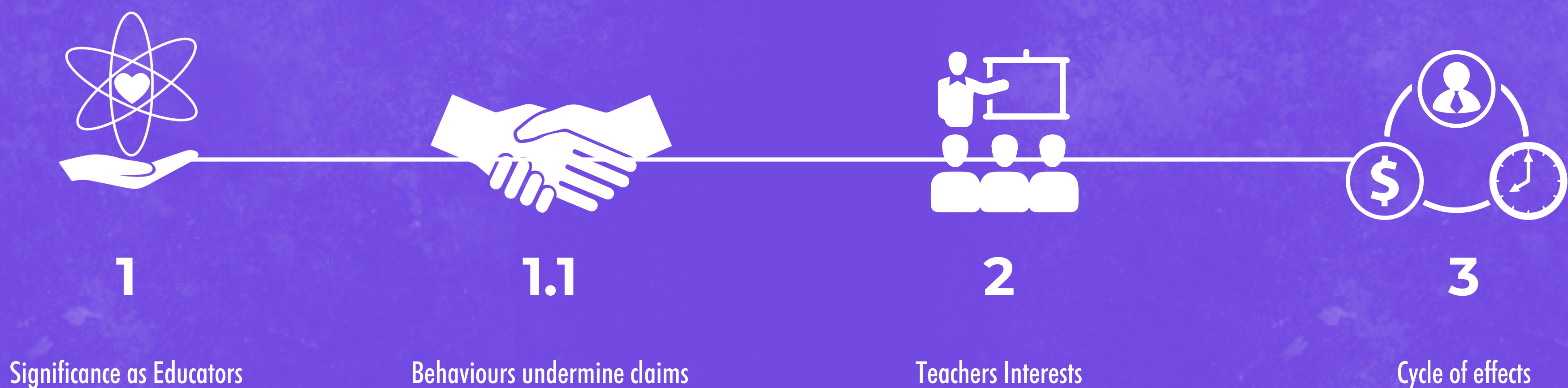
02.2

It makes explicit the relationship between effort, results, & payment

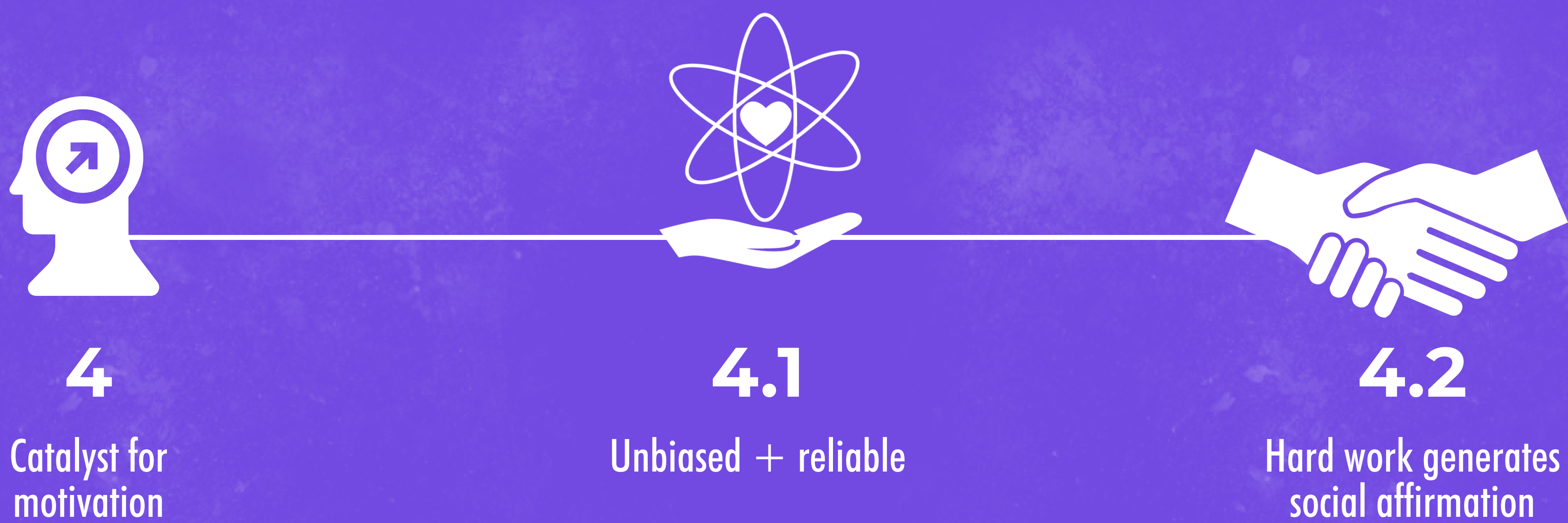
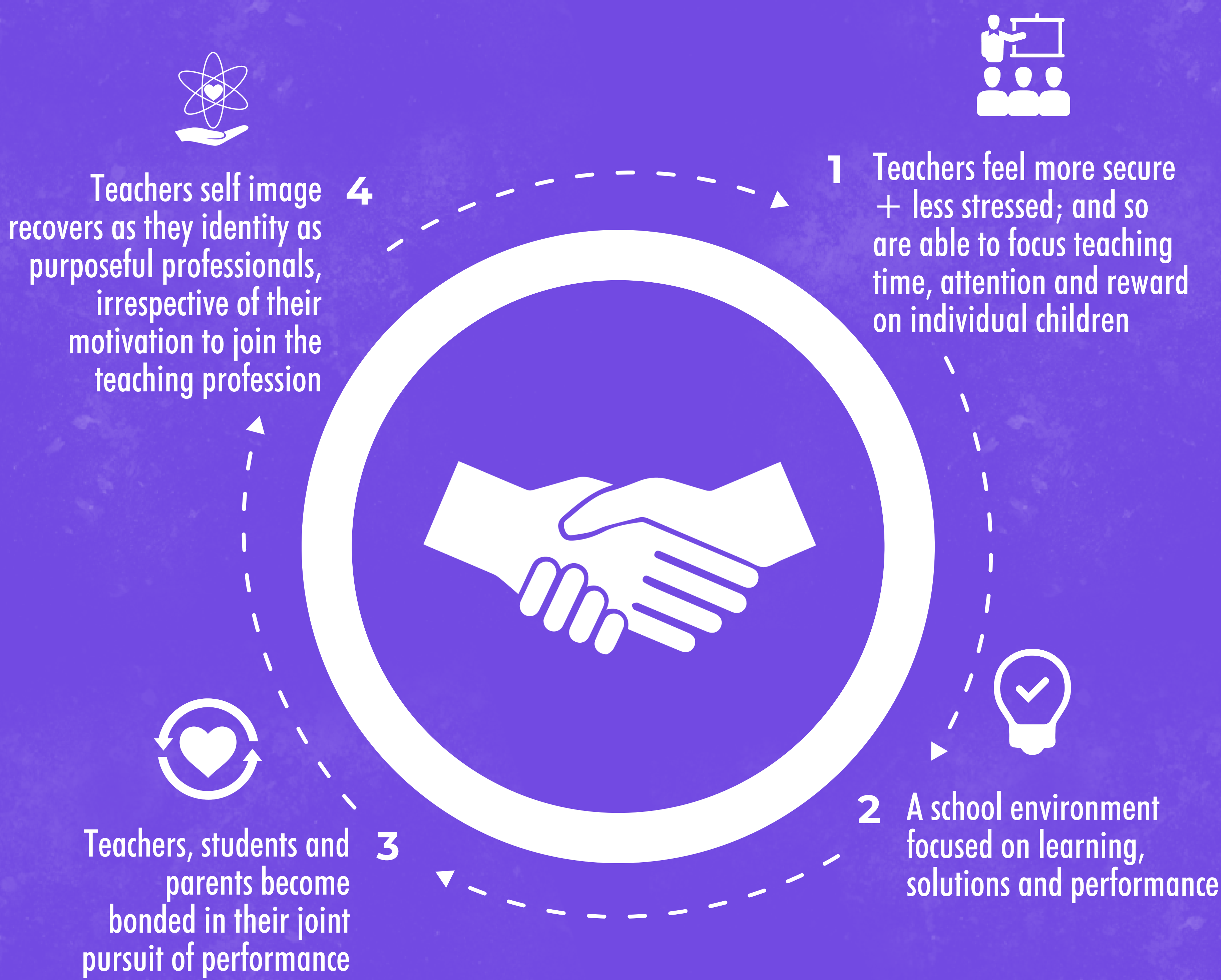


# A Twist on Performance Theory

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



- 01 | In the challenging positions of a resource poor educational setting teachers have lost sight of their significance as educators
- 01.1 | Society claims to value and respect good teachers, but our actual behaviours undermine claims that we are committed to educational attainment
- 02 | KiuFunzas goal is to improve students' learning outcomes. It does so by demonstrating a concern with teachers interests.
- 03 | A virtuous cycle of effects



- 04 | The effects are conditioned on the catalyst for motivation being...
- 04.1 | Unbiased + reliable,
- 04.2 | Showing tangibly that hard work pays, and can generate social affirmation