

## **Incentivizing teachers**

Across countries teachers account for a substantial share of public expenditure in education, so improvements in learning will likely require improvements in teacher productivity. Many governments and donors have sought to do this through teacher pay, which can both motivate existing teachers and affect the type of teachers that get attracted to the job.

In a recent SIEF-supported [evaluation](#) in Rwanda, researchers worked with the Rwanda Education Board and Ministry of Education on a performance pay experiment to distinguish between these two effects. Their recent [working paper](#) finds that in two years, performance contracts did not change the skill level of recruited teachers but they did improve effort in the classroom. Teachers demonstrated greater presence and better classroom practices. Their students also learned more. You can also [watch](#) the authors present their results.

A SIEF-supported [evaluation](#) in Tanzania experimented with in-kind performance incentives for teachers (smart phones, book vouchers, certificates, and medals) and students (book vouchers, certificates, and medals). A recent [working paper](#) reports results. After one year, teacher incentives led to modest increases in student learning only when combined with student incentives. After two years, however, teacher incentives alone did improve learning, and impacts appear to persist a year after all incentives have been removed.



### How to cost your remote learning intervention?

During the pandemic, many countries have rolled out [different types of remote learning platforms](#) on a large scale, and many researchers are assessing the effectiveness of these interventions by randomizing different encouragements or nudges to engage with remote learning services. SIEF is supporting some of these evaluations through its [COVID-19 Emergency window](#), and to help these teams carefully measure costs to go with their estimated benefits, SIEF has developed an excel [template and costing model](#). The spreadsheet steps teams through [cost capture](#) and cost analysis based on the ingredients (activity-based costing, micro-costing) method and includes suggestions on potential data sources.

