

A low cost intervention to improve teaching practices in Romania

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Outline

- The problem
- The Romania Pilot and evaluation
 - The *Teach Observation* tool
 - The *Coach Support* tool
 - Evaluation design and data
- Preliminary results
- Conclusions

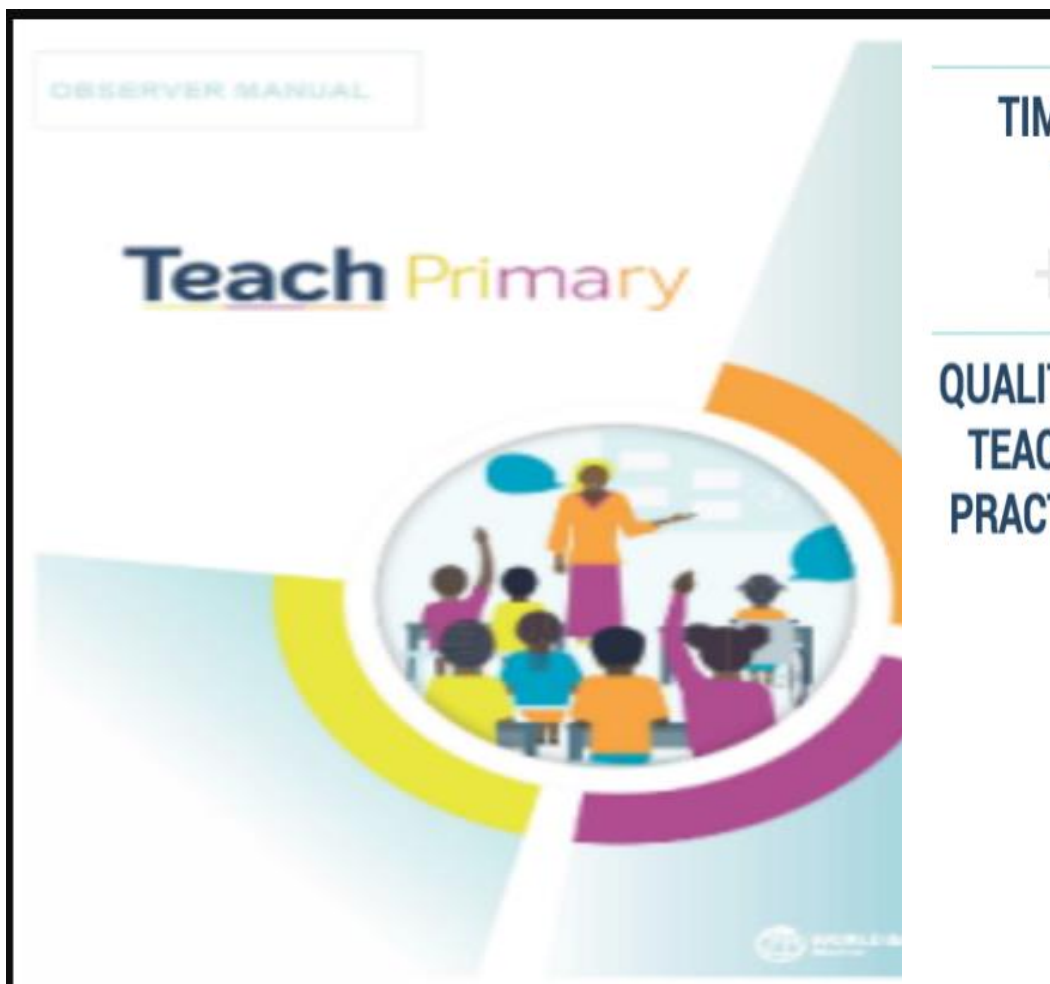
The Problem

- Good teachers have a major impact on student performance, both in the short run (Araujo et al. 2016) and into adulthood (Chetty, Friedman, and Rockoff 2014)
- In many countries, teachers often lack the skills they need to teach students effectively
- The most common tool to improve teaching skills are professional development (PD) programs
 - on-the-job training activities ranging from formal, lecture-style training to mentoring and coaching
- Rigorous evidence on the effectiveness of PD is limited and mixed
- Effective PD programs, implemented in HIC, are extremely expensive

The Romania Pilot

- In 2022 the World Bank team started working on an intervention to improve professional development among primary education teachers in Romania
- Evidence from effective training programs suggests:
 - “development” should be measurable progress toward an ambitious standard for teaching
 - Teachers should have a clear understanding of their own performance and progress
- The World Bank *Teach Classroom Observation* tool formed the basis for a low-cost training program with these two properties

The *TEACH* tool



TIME ON
TASK

TIME ON LEARNING

QUALITY OF
TEACHING
PRACTICES

CLASSROOM
CULTURE

SUPPORTIVE LEARNING
ENVIRONMENT

POSITIVE BEHAVIORAL
EXPECTATIONS

GUIDED
LEARNING

FACILITATION
OF LEARNING

CHECKS FOR
UNDERSTANDING

FEEDBACK

CRITICAL
THINKING

SOCIOEMOTIONAL
SKILLS

AUTONOMY

PERSEVERANCE

SOCIAL &
COLLABORATIVE SKILLS

TEACH as a Teacher Training Program

The goal

- Improving their teaching practices in the classroom, leading to enhanced learning outcomes

How

- TEACH training helps identify strengths and how practices can be improved

Blended approach

- 4 self-paced **online modules** on Classroom Culture, Instruction, Socioemotional Skills
- 1 **practical** session (case studies, group activities)
- 40 hours

COACH Tool for Personalized Training

- COACH is the World Bank's tool focused on improving in-service teacher professional development

Key components

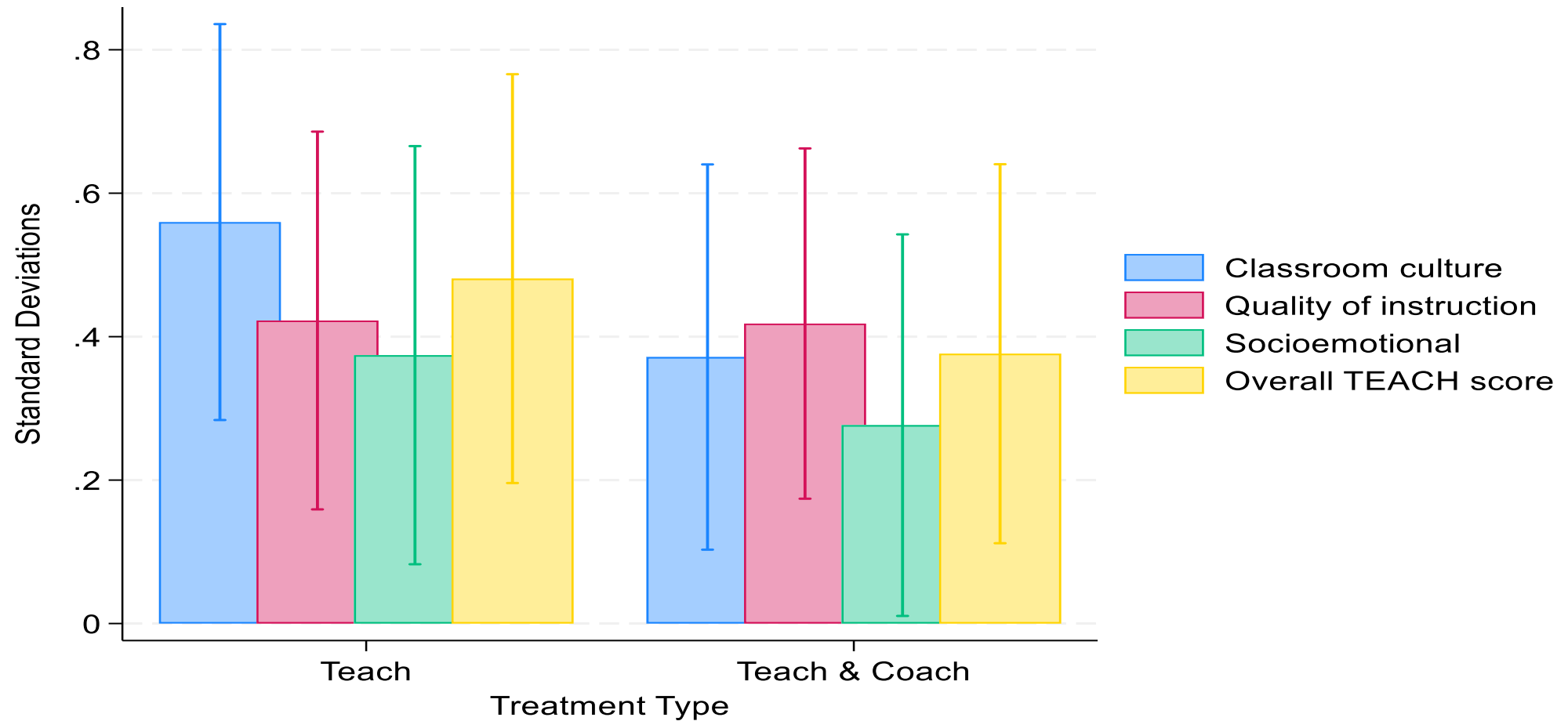
1. Individual and group coaching sessions on teaching practices
2. Personalized feedback
3. Action plan with tailored strategies for improvement

- 2 live coaching sessions with feedback & action plan
- Significantly more expensive

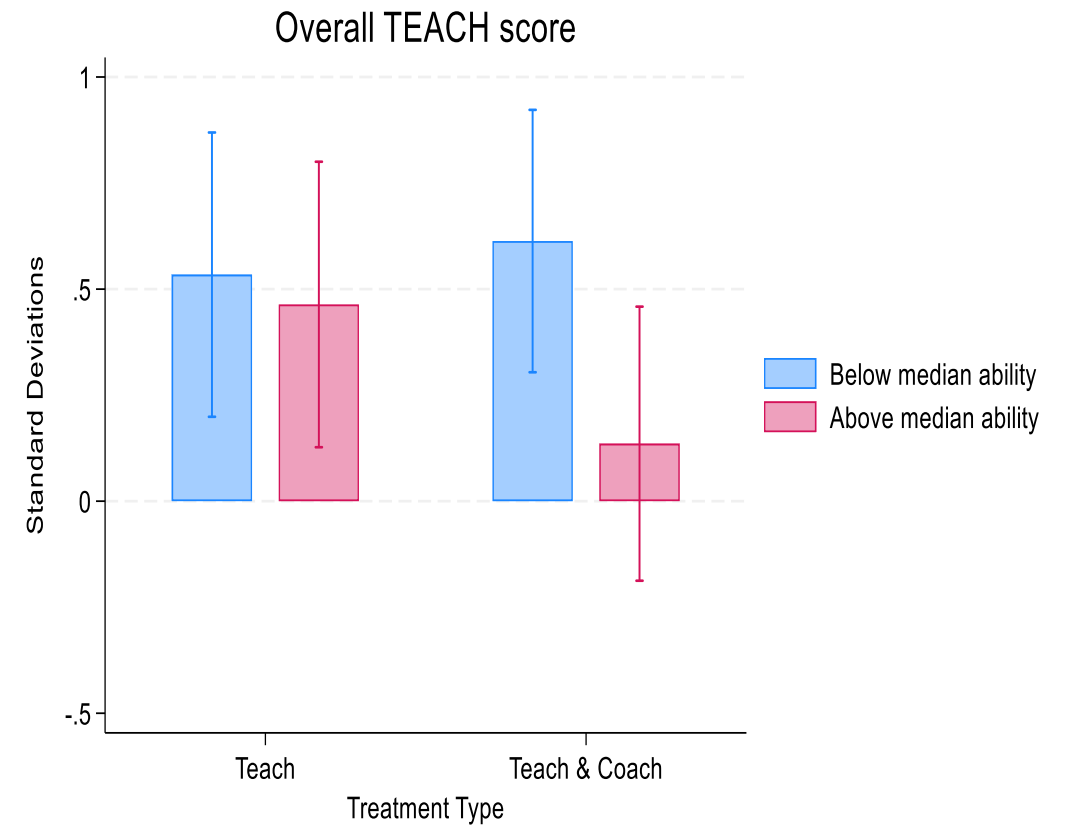
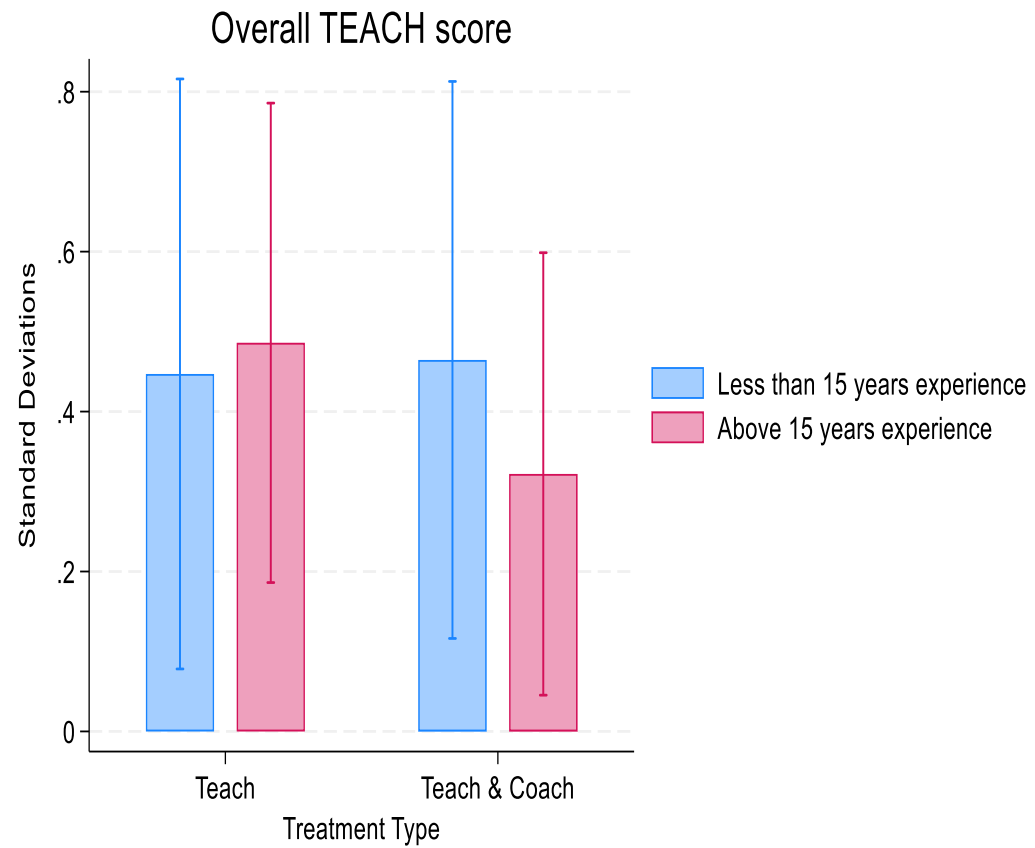
Evaluation Design and Timeline

- In order to evaluate the impact of the training program, 203 schools were randomized in three groups:
 - Control (66 schools)
 - Teach (68 schools)
 - Teach and Coach (69 schools)
- In total 1,048 classrooms were observed at the baseline
- Training was implemented between Fall 2022 and Spring 2023
- 901 classrooms were observed at the endline

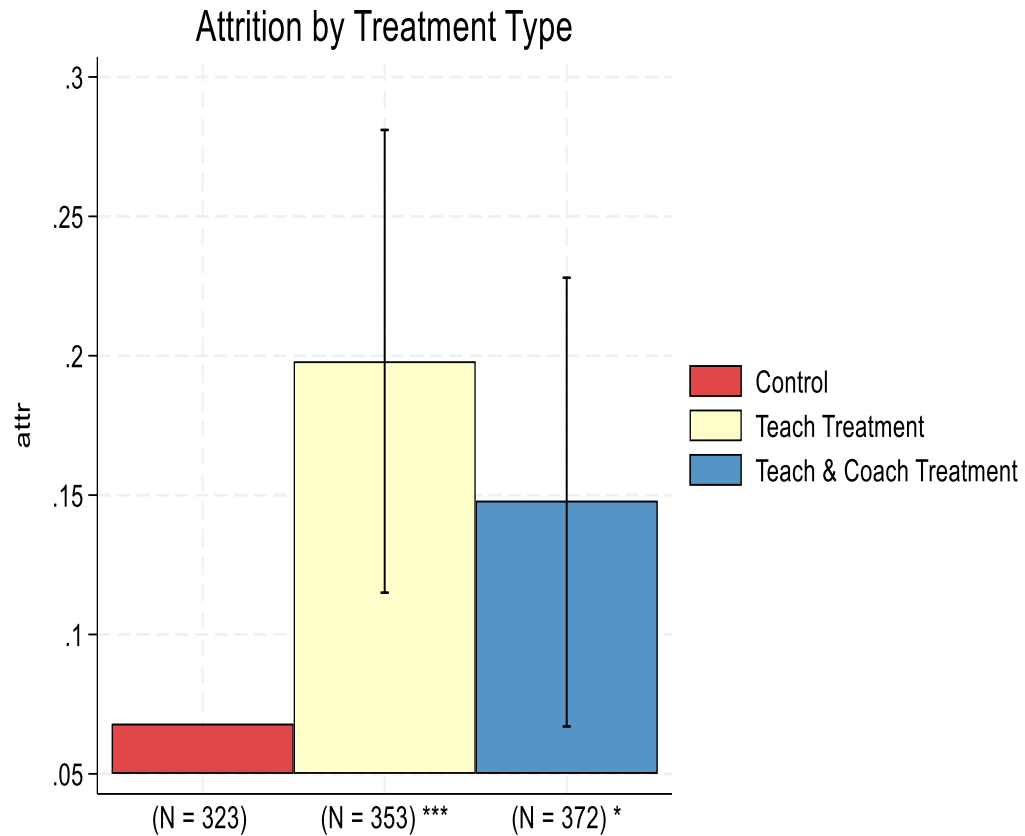
Main Results



Treatment Heterogeneity



Selective Attrition



Lee Bounds for selective attrition

Dependent variable: Overall TEACH Score Std		
	(1) Upper Bound	(2) Lower Bound
Teach Treatment	0.684*** (0.128)	0.266* (0.143)
Teach & Coach Treatment	0.577*** (0.116)	0.244* (0.131)
Joint Teach and Teach&Coach=0	0.000	0.129
Mean Control		
SD Control		
Obs	859	839

Standard errors in parentheses

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Comclusions

- Teaching practices can be improved through relatively low-cost interventions
- Coaching might not necessarily enhance the impact of training programs
 - Hard to find good coaches
 - Important to clearly define the roles
- Medium- and long-term impacts on learning outcomes are needed to evaluate the cost-effectiveness of teacher training programs



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