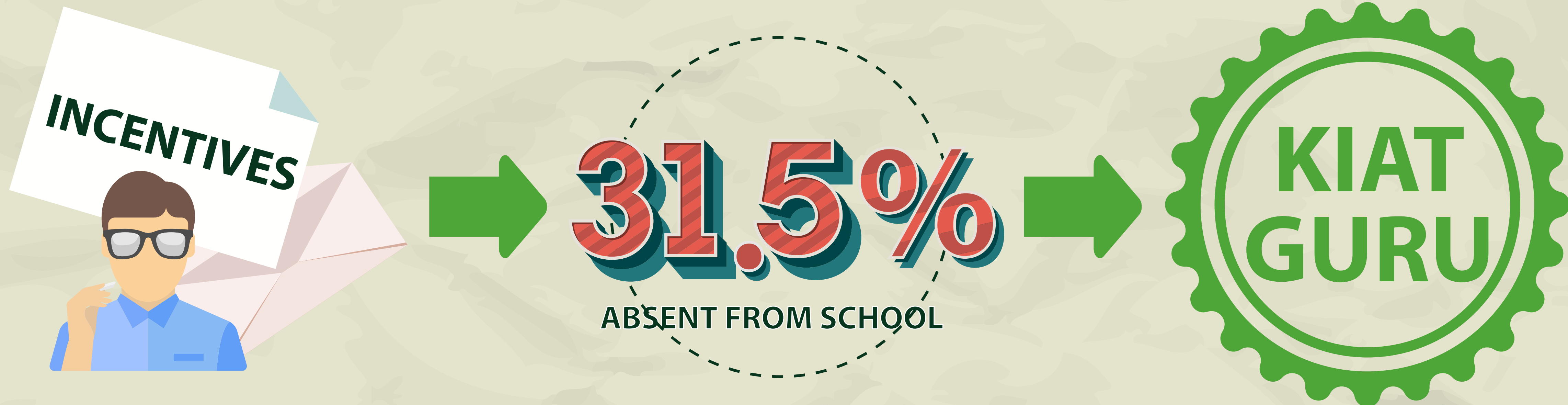


IMPROVING TEACHERS' PERFORMANCE AND ACCOUNTABILITY (KIAT GURU)



A lack of disciplined and qualified educators are some of the biggest obstacles facing Indonesia's education system, particularly in poor and remote areas. To address these issues, teachers are given incentives in the form of additional allowances. Despite this, a survey conducted by SMERU (2011) found that 31.5% of teachers who received remote allowance were absent from schools.

Geographical challenges further make teacher supervision by education offices difficult. With education making up 20% of the state budget (APBN), it is expected that the payment of additional allowances should be followed by improvements in education services.

ROLES OF TNP2K

1 Develop Intervention Mechanisms that Involve Community Participation and Tie Payments of Teachers' Allowances to Service Availability and Quality

- Performed assessments in 17 districts and 50 schools in remote areas.



17 DISTRICTS

50 REMOTE SCHOOLS

- Held focus group discussions with communities in remote areas and education stakeholders, and assessed teachers who received additional income in nine districts.



2 Establish Cooperation and Strengthen Local Government Commitment in 3 Districts

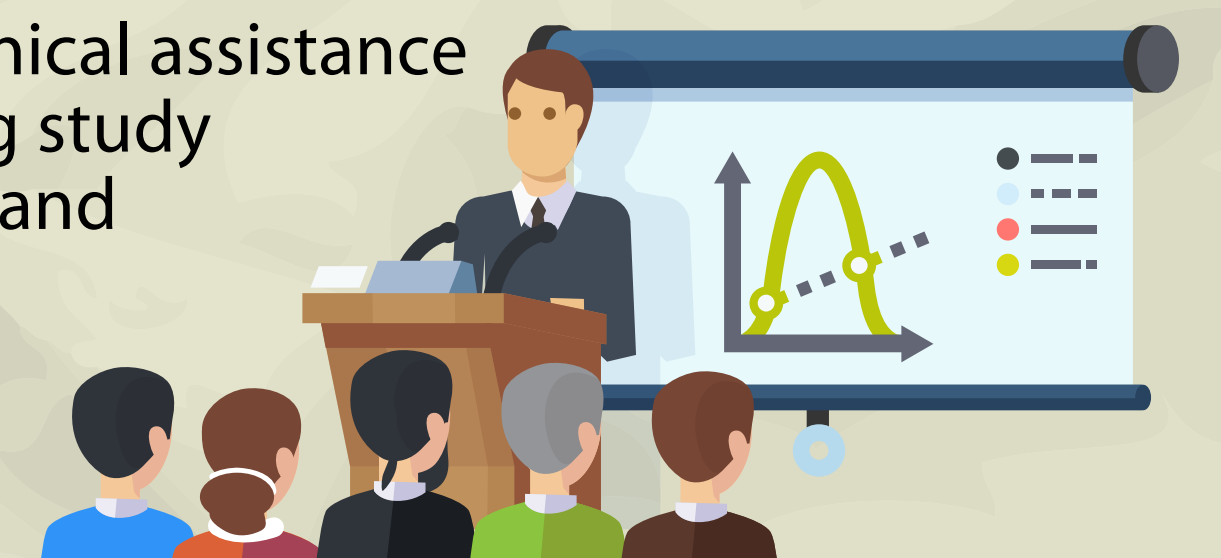
- Presented findings from previous studies and field visits to District Bupati of Keerom (Papua), Kaimana (West Papua) and Ketapang (West Kalimantan).



- Signed a Memorandum of Understanding with the three local governments represented by each Bupati and Head of District People's Representative Council (DPRD) in April 2014.



- Conducted workshops to examine the framework of interventions and provide technical assistance in developing study mechanisms and regulations.



- Encouraged the issuance of Bupati Regulations and Decrees as regulatory frameworks for the payment of teacher allowances based on teacher attendance and quality of services.



3 Conduct Pre-Pilot Tests in 3 Districts

- To involve 31 elementary schools in Keerom (Papua), Kaimana (Papua Barat), and Ketapang (West Kalimantan).

31 ELEMENTARY SCHOOLS

- To increase the capacity of 279 community members as user committees ...

279 COMMUNITY MEMBERS

... and to develop service agreements with 172 teachers of 3,150 students in 31 elementary schools.

172 → 3,150 → 31

- To develop study mechanisms and instruments using teacher allowances from local government budgets (APBD).



4 Expand Pilot Tests in 6-9 Districts

- To involve 400 elementary schools.



400

- To conduct experimental pilot tests and analysis on teacher allowances allocated in the APBN.



APBN

5 Push for Policy Reform

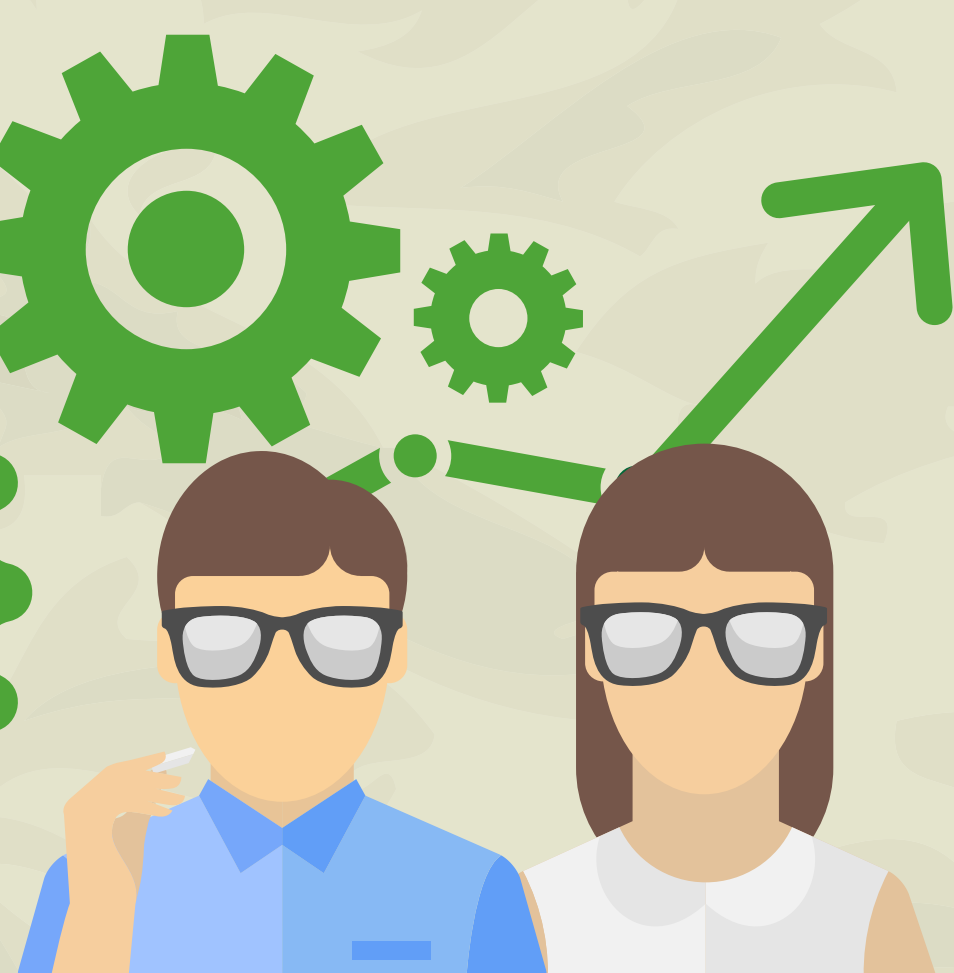
- To promote regulations on teacher allowance payments that are tied to the quality of education services.

TEACHER ALLOWANCES

- To involve community participation in the implementation, monitoring and improvement of public services.



2014



In 2014, TNP2K launched a study on Teachers Performance and Accountability (KIAT Guru) as a response to the low performance and accountability of education service providers in Indonesia, particularly in remote areas. Several intervention activities are conducted based on findings of the effectiveness of mechanisms for community monitoring and performance-based payments. These interventions are anticipated to result in significant changes in the quality of education services in remote areas.