

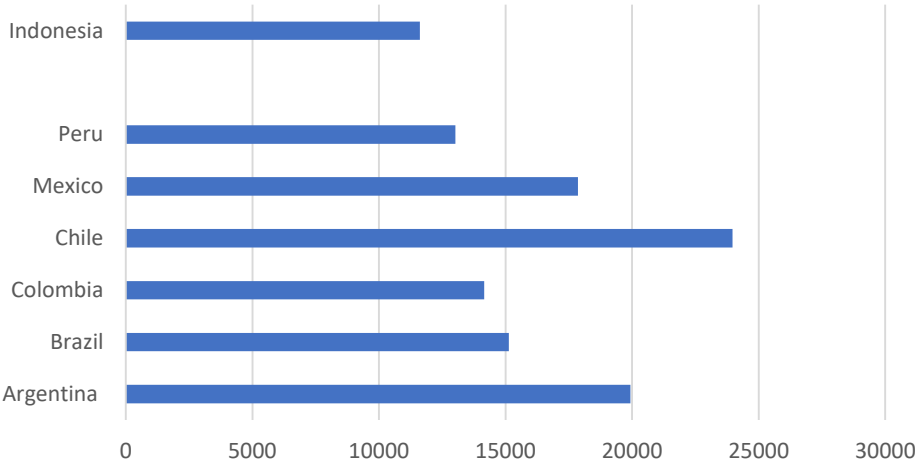
# **Teachers in Latin America: Lessons for Indonesia**

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The World Bank**

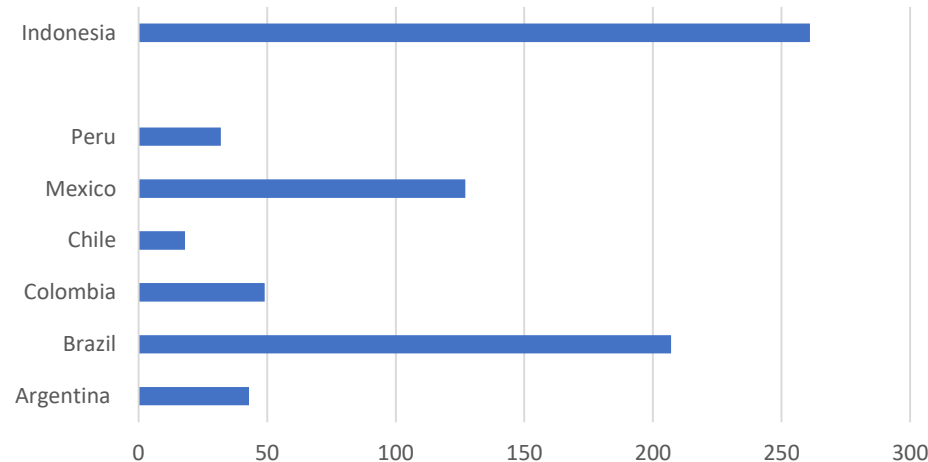
Prepared for: “Evaluating how teacher reforms in decentralized Indonesia can promote learning gains”  
Grand Sahid Jaya Hotel, Jakarta, Indonesia  
26 September 2017

# Latin America

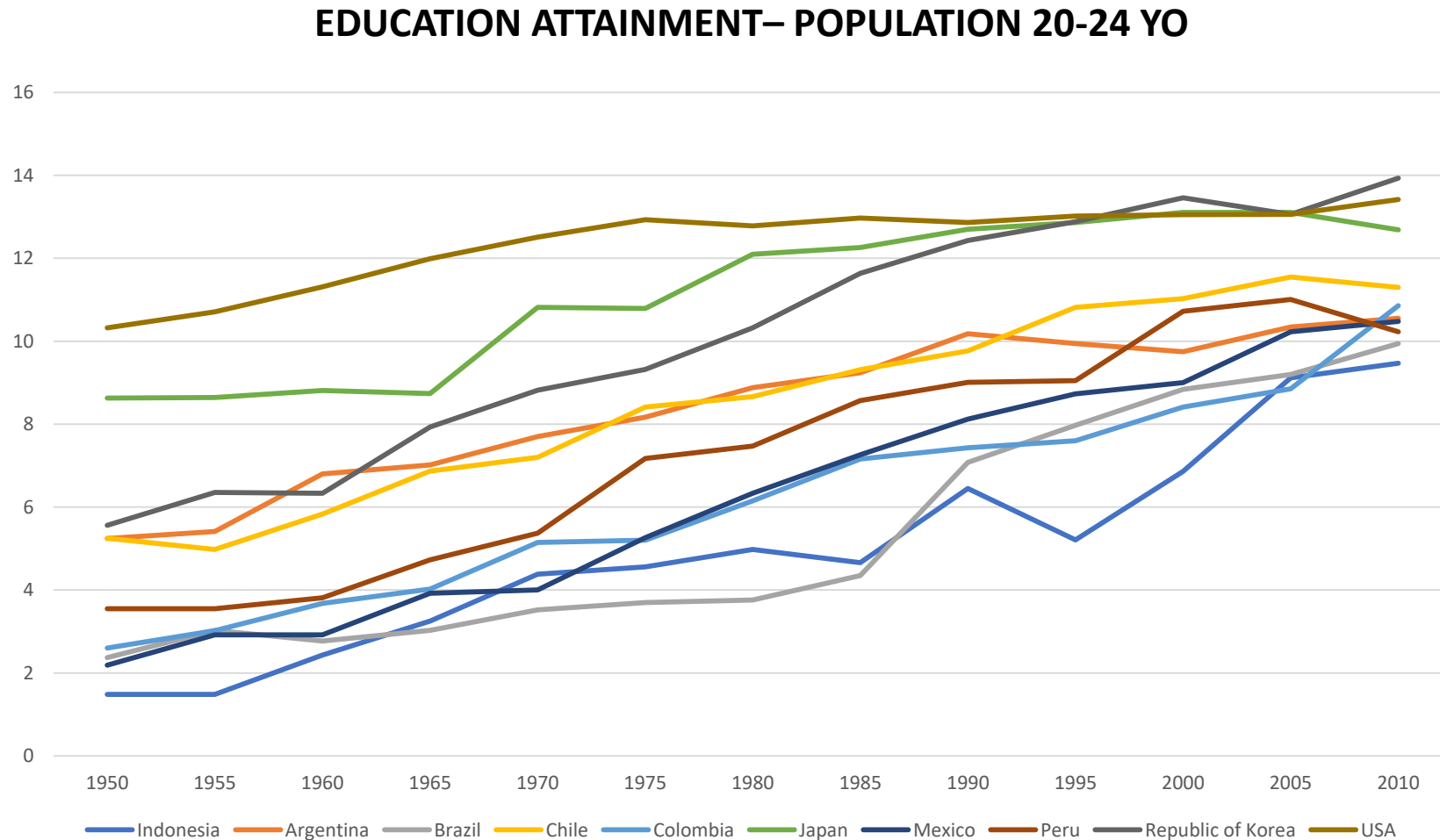
GDP PER CAPITA (US\$ PPP)



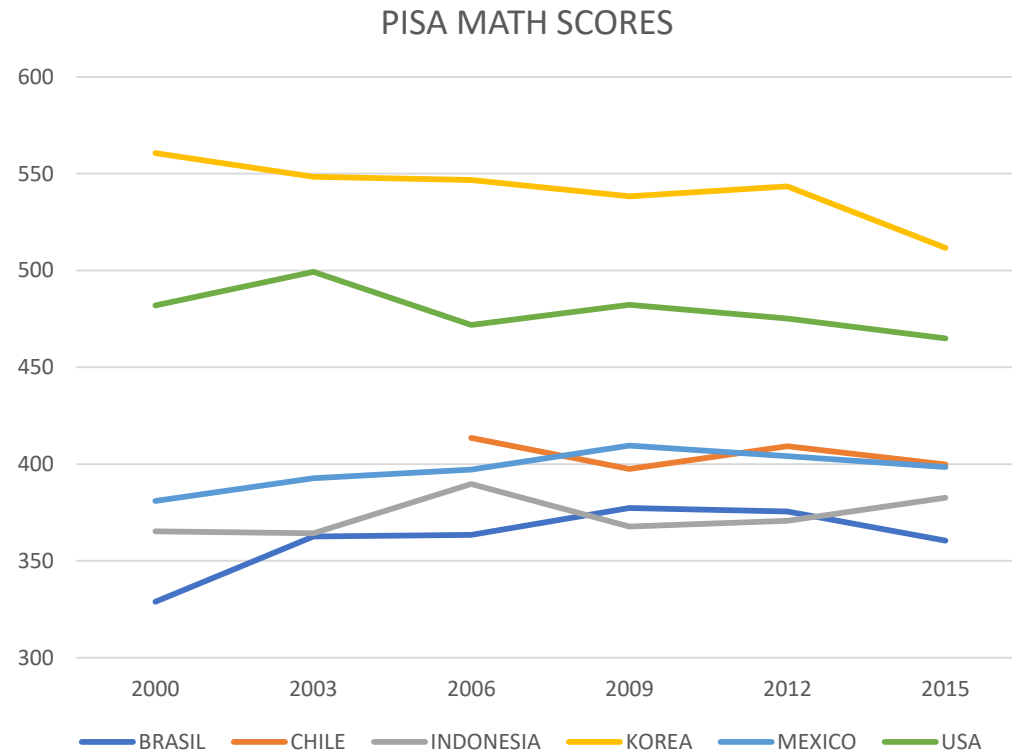
POPULATION (in Millions)



America Latina has expanded dramatically its education attainment in the past 60 years, as Indonesia



# Latin America has a big concern on the quality of education



On the policy front, the concern is centered on teachers.

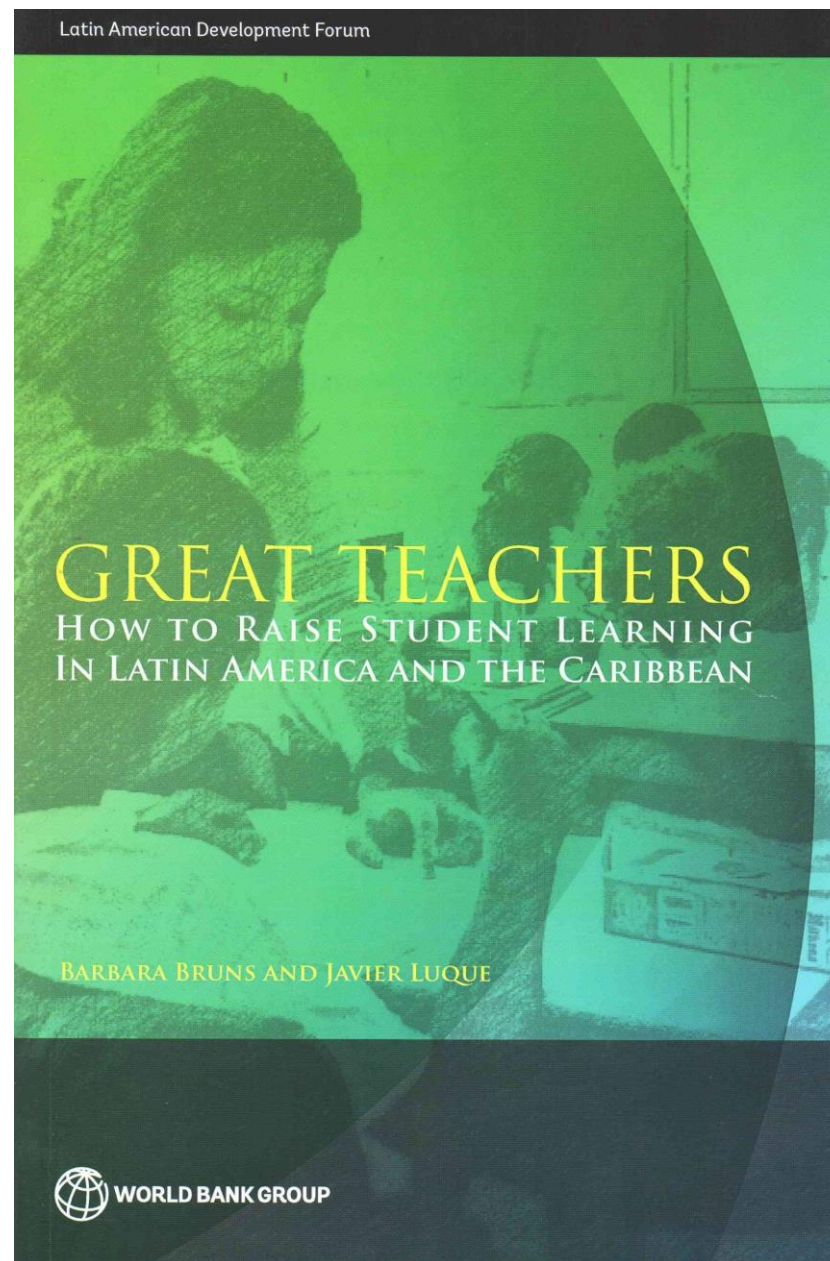
# Teachers in Latin America

- There are 7 million teachers in Latin America, 4 % of total labor force and 20% of skilled labor.
- Teacher salaries are 4 % of regional GDP.
- For many of them, particularly the younger, teaching was not their first choice among possible occupations.
- There are far more students in teacher colleges that study education than the number needed.
- Salaries of those that study education is below those with similar education.

A team of the World Bank decided to generate evidence on teachers performance in Latin America.

Given its heterogeneity, Latin America is a great region to learn from:

- Countries have strong differences among them, and there are important differences within them.
- Differences go beyond economic conditions, including demographic characteristics, languages spoken, cultural patterns.
- For example, in Mexico, scores on international tests in several states in the northern part of the country are OECD average, while scores are very low in the southern, indigenous part of the country.
- Within this heterogeneity, several policy actions have been taken to boost education outcomes.



# Six overarching messages from this study:

- The low average quality of LAC teachers is the binding constraint of the region's education progress.
- Teacher quality in the region is compromised by weak mastery of academic content as well as ineffective classroom practice.
- No teacher force in the region in 2015 can be considered of high quality against global competitors. But several countries have made progress.
- There are three fundamental steps to a high-quality teaching: recruiting, grooming and motivating better teachers.
- It is important to assess demographic changes.
- The deepest challenge in raising teacher quality is not fiscal or technical, but political

# Getting to know our teachers' practice

Content  
knowledge

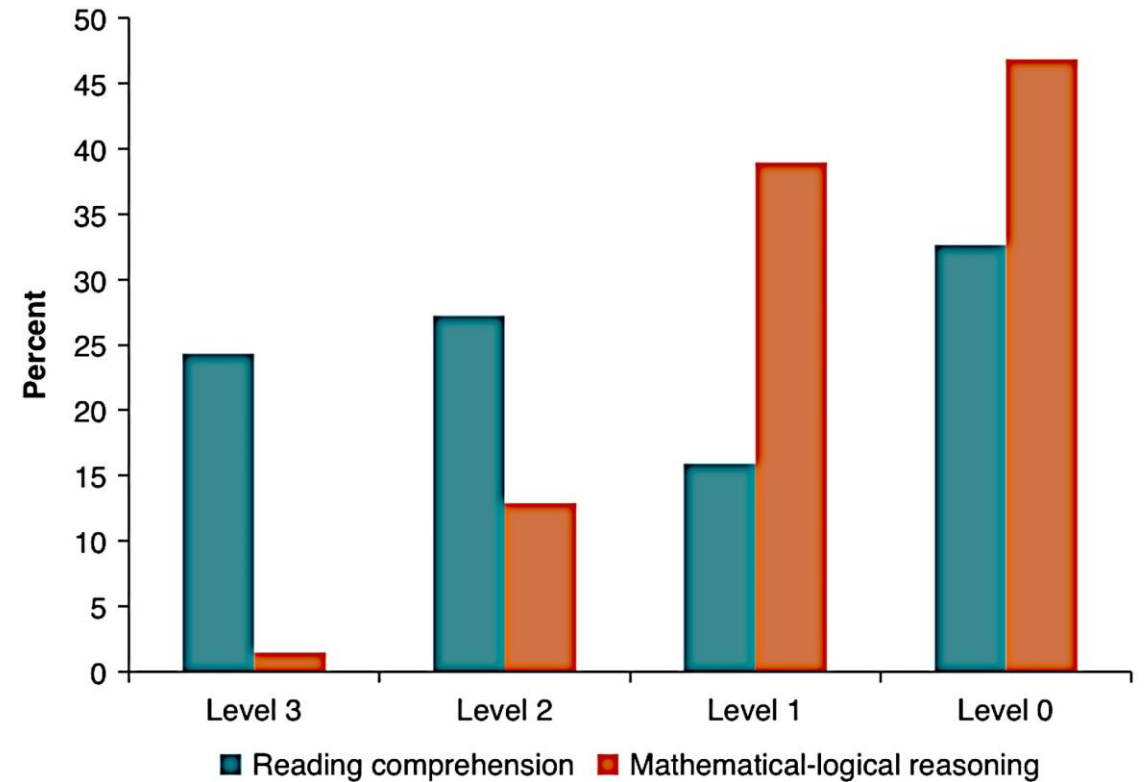
In classroom  
practice



# Assessing Teacher Content Knowledge in LAC

Existing evidence consistently shows that teachers have important content knowledge gaps.

FIGURE 1.14: Teacher performance on sixth-grade reading and math in Peru



Source: Peru, Ministry of Education.

# Assessing In Classroom Practice:

**Method selected: Stallings**

**Observation Snapshot**

Measures 4 key elements of the dynamics in classroom:

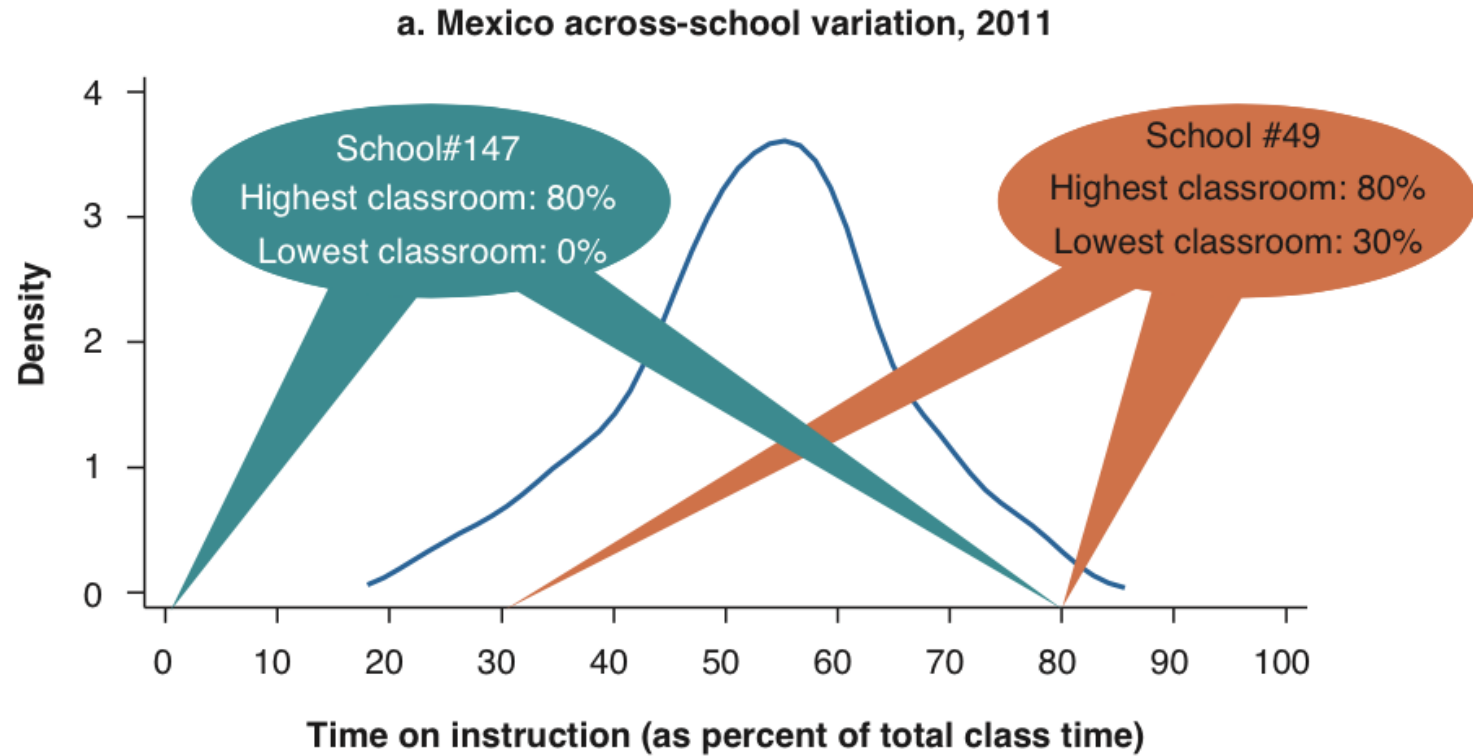
- 1.The use of instructional time by teachers
- 2.Use of materials, including ICT.
- 3.Central pedagogical practices.
- 4.Ability to keep students involved.

We applied the Stallings Observation Snapshot in 15K classrooms, in 3K schools in 7 countries.

## Findings

- 1.Teachers are not effective.
- 2.They employ traditional teaching methods.
- 3.They fail having all classroom engaged.
- 4.There is huge variation across schools

# Example of variation across schools and within schools



## **POLICIES FOR EXCELLENT TEACHERS**

**RECRUITING**



**GROOMING**

**MOTIVATING**

# POLICIES FOR EXCELLENT TEACHERS

DEFINITION OF GOOD A  
TEACHER

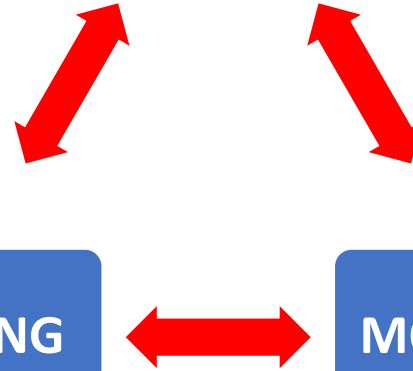
RECRUITING

GOVERNANCE AND LEGAL  
FRAMEWORK

GROOMING

MOTIVATING

POLICIES FOR ANTI-CORRUPTION



## DEFINITION OF A GOOD TEACHER

### **Diagnostic**

Lack of clarity on what the education system expects from teachers.

The definition of good teacher is unclear.

### **Interventions**

Several education systems are updating their good teaching frameworks (CH, PE).

## GOVERNANCE AND LEGAL FRAMEWORK

### Diagnostic

Many education systems do not have information on the number of teachers nor on their students

Legal framework do not favor the governance of the education system.

Lack of mechanisms to reach teachers

### Interventions

Countries upgrading their information system with a clear purpose of managing their teacher force (HN).

Education systems are becoming more proactive using available laws or improving them to promote better education (EC,HN,MX).

Use of apps/online platforms for a new culture of communication (HN).

## POLICIES FOR ANTI-CORRUPTION

### Diagnostic

Corruption is present in the process of hiring teachers, teacher relocation, promoting teachers and the like.

### Interventions

Civil society is taking a larger role in promoting anti-corruption policies in the education sector (HN,MX).



## RECRUITING

### Diagnostic

Teaching is not a popular occupation at 15 years old.

Those that study education are far more than needed.

Programs at education schools are not tailored for the needs.

Salaries of teachers are below those with similar education.

### Interventions

Scholarships (CH,CO,PE).

Media campaign (EC).

Increased selection into teaching (CH,SL and PE/discontinued).

New generation of teacher pre-service training (EC).

Raise in teacher salaries relative to other occupations (CH,PE,DR).

## GROOMING

### Diagnostic

Teachers do not receive support in their initial entrance into the classroom.

Salaries of teachers are below those with similar education.

Relevant evaluation is absent in most countries.

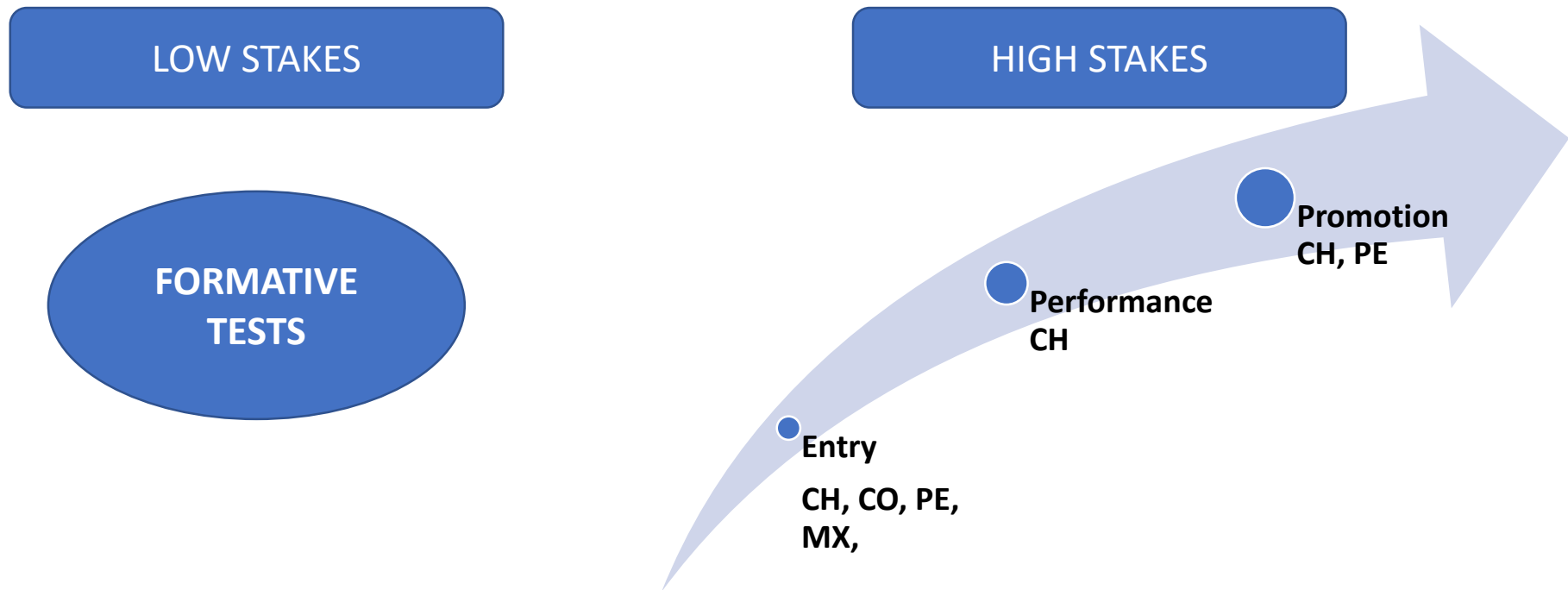
### Interventions

Mentoring programs (Caribbean).

Raise in teacher salaries relative to other occupations (CH, PE, DR).

Evaluation as a grooming tool (BR, CH, PE, MX, HN).

# Several countries in Latin America have reshaped their testing systems



## MOTIVATING

### Diagnostic

Weak career incentives compared to Europe and East Asia.

Responsibility and accountability incentives weak compared with the US, the UK and East Asia.

Weak financial incentives compared with East Asia.

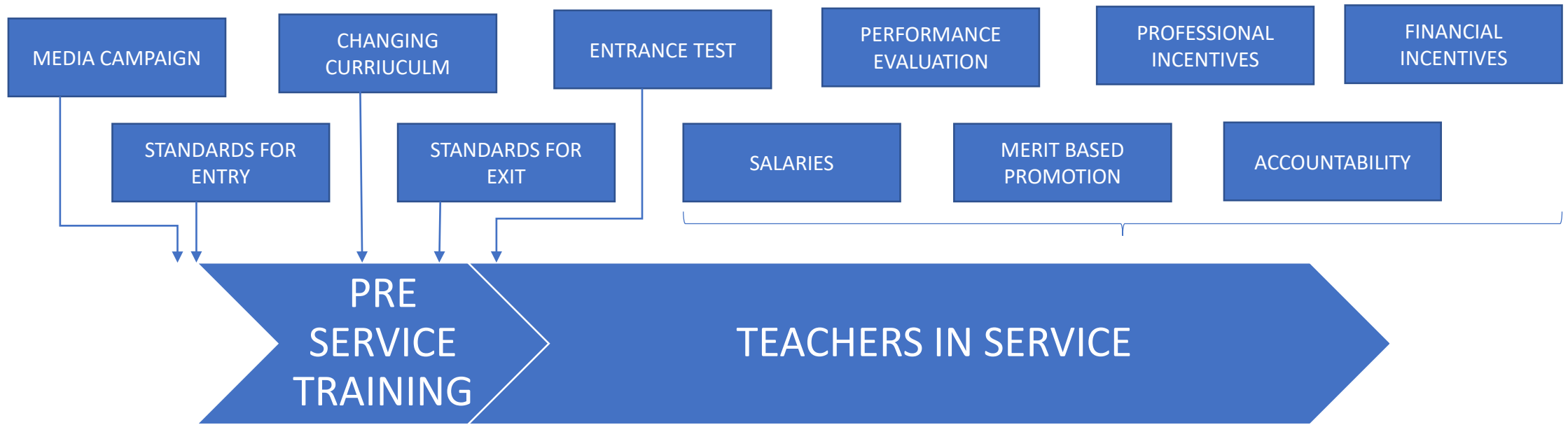
### Interventions

Substantial time for collective work within and between disciplines (BR).  
Re-value the teaching career (PE) .

School level accountability (BR, HN, PE).

Bonus to schools based on performance.  
bonus based on the school (CH, PE).

# INTERVENTIONS IN LAC TO IMPROVE TEACHING



DEFINITION OF A GOOD TEACHER

GOVERNANCE AND LEGAL FRAMEWORK

POLICIES FOR ANTI-CORRUPTION

As Latin America, Indonesia has been implementing several policy actions to improve learning centered on teachers

# POLICIES FOR EXCELLENT TEACHERS

DEFINITION OF GOOD A  
TEACHER

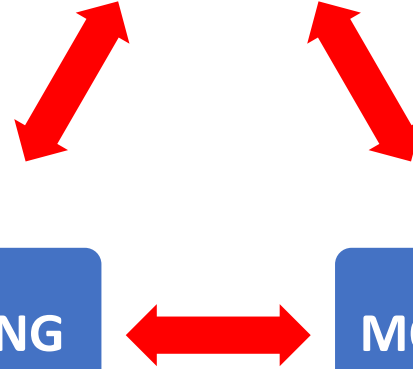
RECRUITING

GOVERNANCE AND LEGAL  
FRAMEWORK

GROOMING

MOTIVATING

POLICIES FOR ANTI-CORRUPTION



# POLICIES FOR EXCELLENT TEACHERS

PP74/2008 revised  
and PP19/2017

DEFINITION OF GOOD A  
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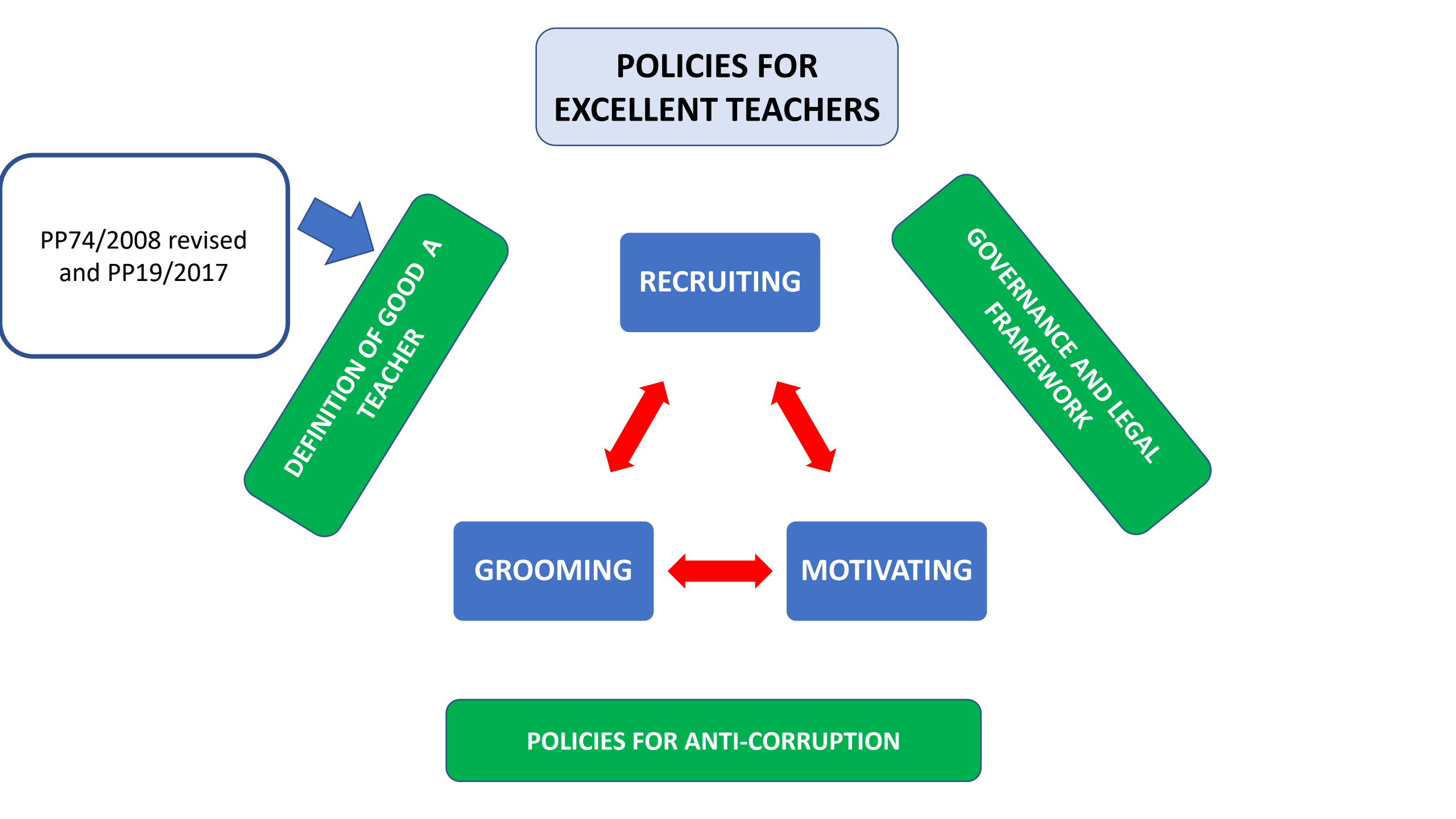
RECRUITING

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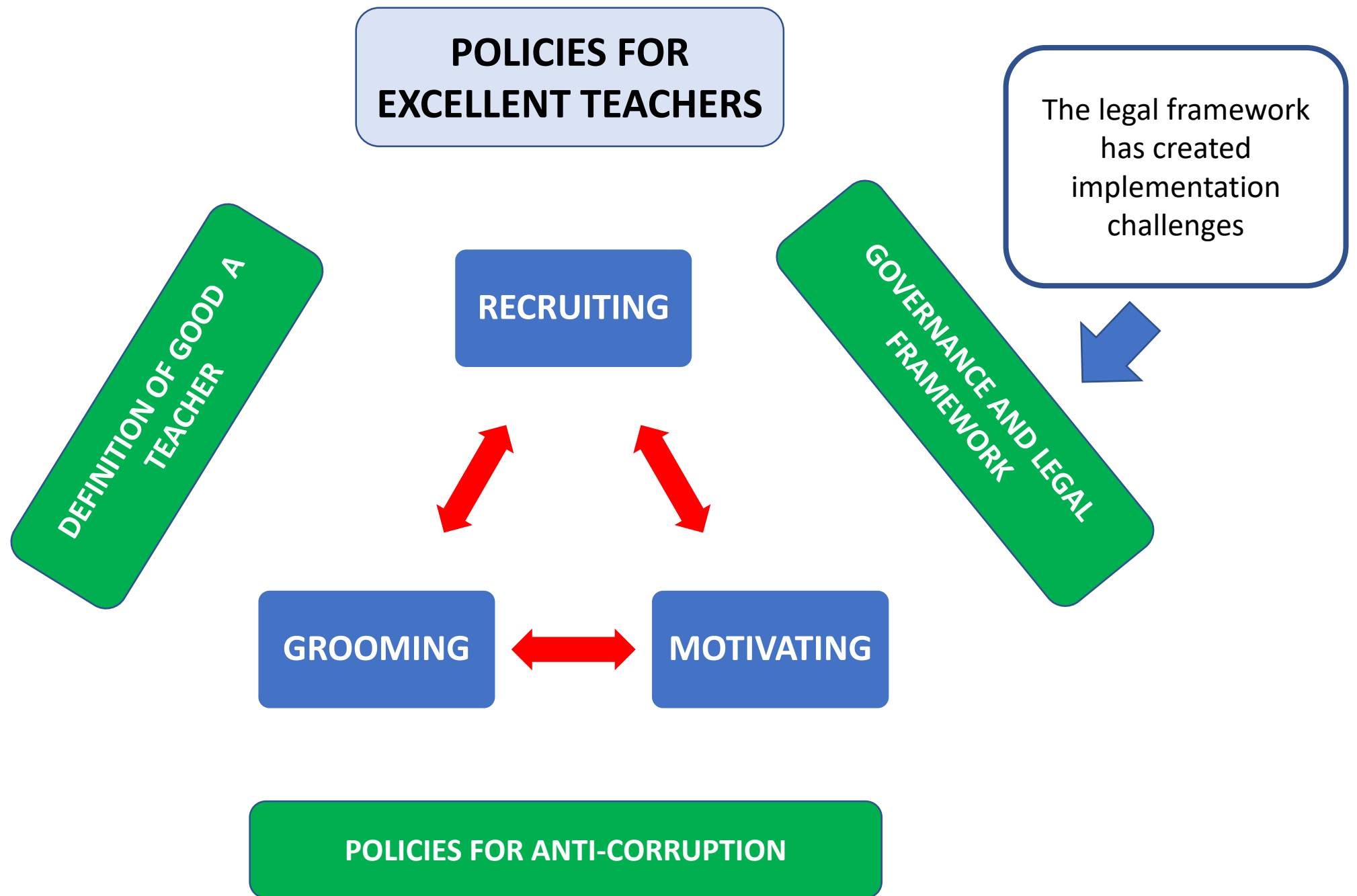
GROOMING

MOTIVATING

POLICIES FOR ANTI-CORRUPTION







## POLICIES FOR EXCELLENT TEACHERS

DEFINITION OF GOOD A  
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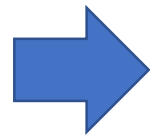


GROOMING

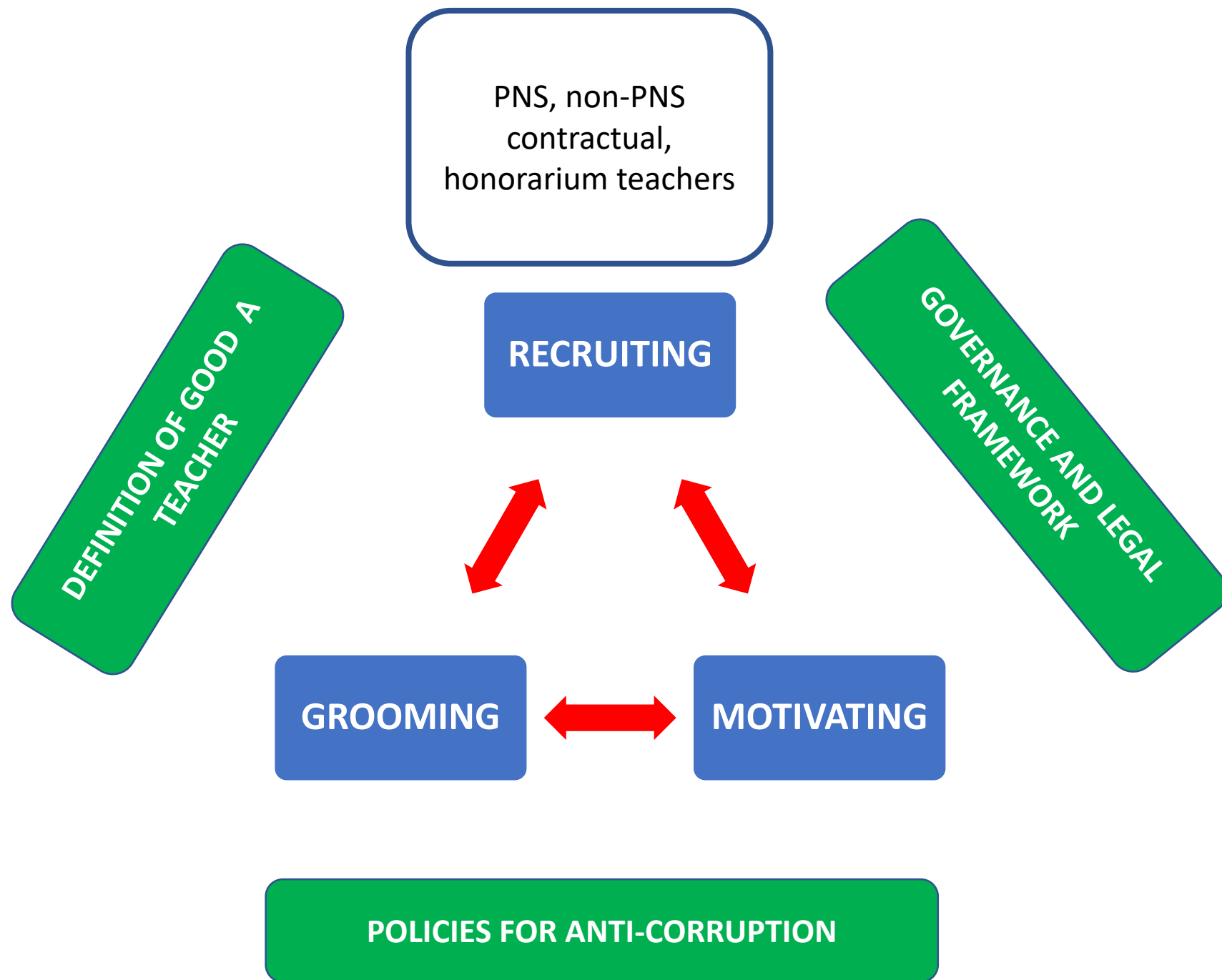
MOTIVATING



Kiat Guru pilot  
successfully deployed  
to promote  
transparency at the  
community level



POLICIES FOR ANTI-CORRUPTION



# POLICIES FOR EXCELLENT TEACHERS

DEFINITION OF GOOD A  
TEACHER

RECRUITING

GOVERNANCE AND LEGAL  
FRAMEWORK

GROOMING

MOTIVATING

POLICIES FOR ANTI-CORRUPTION

Professional  
Allowance (TPG)  
Performance  
Allowance (TKD)



# POLICIES FOR EXCELLENT TEACHERS

DEFINITION OF GOOD A  
TEACHER

RECRUITING

GOVERNANCE AND LEGAL  
FRAMEWORK



GROOMING

MOTIVATING



POLICIES FOR ANTI-CORRUPTION

Evaluation: UKG, PKG  
Training based on  
UKG



# Lessons from LAC:

- Information on student learning and on teachers, including their content knowledge and classroom practice, was key to raise public awareness and push for education sector reform.
- Several actions have been taken to break the vicious circle of ineffective policies to recruit, groom and motivate teachers.
- Many of the new policies have shown positive results at the micro level. Aggregate indicators have improved for several countries in the past decade. Nonetheless, further actions are needed.