

# Empowering Local Educators:

## Instructional Coaching for Sustained School Improvements in Rural Tanzania

Key Findings | Monduli District, Arusha Region, Tanzania | 2021 - 2022



Nearly **10% more students** were able to **access secondary education**.



Secondary schools **increased in regional rankings** from 56th percentile to 94th percentile.



Students saw **+11 percentage points growth in reading**, and **+18 percentage points growth in math** compared to controls.



More than 90% of educators reported **improved instructional strategies** and **increases in self-efficacy and motivation**.



Teachers' **intention to continue in the education profession increased by 13 percent** over the course of the program.

*when comparing TeachUNITED school pre- and post-assessment and/or to control schools*



TeachUNITED conducted this Education Impact Study to get a systemic view of the impact their work has had in the Monduli District of Arusha Region, Tanzania. In the 6 years since TeachUNITED started working in Monduli District, they have reached 2,156 educators in 75 schools, who in turn have served 89,925 students.

# LEARNING CHALLENGES

In Sub-Saharan Africa, nearly 87% of children are learning poor, defined as the inability to read and understand a simple text by the age of 10 (UNICEF, 2021). While some progress in global education has been made over the last decade, the COVID-19 pandemic has wiped out twenty years of education gains (United Nations, 2020).

## About Monduli District, Tanzania

Monduli District is one of the most rural in the Arusha Region of Tanzania. With a diverse geography, the district largely depends on both agriculture and tourism as economic drivers. The district faces very real challenges in ensuring students have access to quality education:

- Resources, training, and technology are limited in many schools.
- Class sizes can be problematically large, with 80 to 100 students in some cases.
- In such large classes, teachers struggle to support individual students.
- Such overload can also lead to stress, burnout, and low morale for educators.



## PROGRAM IMPLEMENTATION

TeachUNITED provides a full suite of research-based teaching strategies, job-embedded coaching, and small-cohort peer learning communities.

- Year 1: Cohorts of teachers are trained by TeachUNITED instructional coaches in strategies proven to close learning gaps of 2-3 years in a single school year (Hattie, 2012): Purpose and mindset, student engagement, personalization, data-driven instruction. Strategies are applied in the classroom throughout implementation and reflected upon during coaching sessions and small-cohort workshops
- Year 2: The trained year one cohorts facilitate the program for the other teachers within their school and/or district, serving as in-house instructional coaches to colleagues.

### MONDULI DISTRICT IMPLEMENTATION DETAILS

**75**

Workshops

**350**

Coaching Sessions

**98%**

Program Completion

## PROGRAM GOALS

The TeachUNITED program aims to deliver transformative best practices for teaching and learning, resulting in:

- improved student outcomes.
- increased teacher effectiveness and motivation.
- sustained school improvement.

Aligned with SDG4, TeachUNITED is ensuring that underserved educators are empowered with high-impact strategies and tools. The program is localized to the challenges and needs of the schools and communities with which it is working, taking into account the limitations inherent in working with rural areas. This ensures that schools participating in the TeachUNITED program have a high-quality and sustainable program moving forward with teacher leaders who are trained to deliver the program for years to come.

# THE IMPACT

The core finding of the impact study is that the TeachUNITED program has demonstrated success in the dissemination and coaching of transformative best practices for teaching and learning in the district of Monduli. **Focusing on evidence-based impact strategies leads to improved student outcomes, increased teacher effectiveness and motivation, and sustained school improvement**

## COLLABORATIVE LEARNING

After the program, teachers report increased collaborative time spent working with their peers to exchange ideas and strategies for classroom improvement.

## ACADEMIC SUCCESS

Teachers continue to show that, if supported with coaching, high-impact strategies, and a cohort of their peers, they will set and reach ambitious student outcome goals. TeachUNITED Monduli partner schools demonstrated this with significant growth scores, outpacing regional counterparts.

## LASTING IMPROVEMENT

TeachUNITED data shows that program participants and alumni remain committed to the profession. They have gone on to lead full-school coaching and advanced in their careers to school and district leadership with confidence in their newfound skills. Moreover, the TeachUNITED schools in Monduli are now operating in cycles of continuous improvement.



+90% of TU teachers reported they can improve their teaching practice and have significant positive effects on their students' lives.

+90% of students reported that their teachers encourage them to succeed and progress toward their goals.



TU secondary schools in Monduli jumped from 84% passing rate to 100% pass rate on Tanzania's secondary school exam (CSEE).



TU schools in Monduli had an astounding 149% increase from their pre- to post- Early Grade Reading Assessment (EGRA) scores.

Early primary girls in Monduli TU schools nearly doubled their overall EGRA scores from pre- to post.



Girls in Monduli TU schools outperformed girls at non-TU schools dramatically, with +12% growth in literacy and +14% growth in mathematics.



99.4% of East African educators reported feeling motivated to teach, with a 21.5% increase in the number of participants feeling extremely motivated to teach.



Hear from participating students, teachers, and educational leaders throughout Arusha Region, Tanzania.

*"I expect that our cooperation with TeachUNITED will result in teachers who are willing to teach, teachers who believe that when they teach, students can and will understand"*

**- Christian Leonard Urassa, Lolkisale Ward Education Officer**

## RESEARCH METHODOLOGY

During all programs, TeachUNITED instructional coaches track lesson and assignment completion, webinar and coaching call attendance, and capstone project completions for graduation. Coaches also conduct classroom visits for observation and microteaching sessions using feedback rubrics. Participating teachers and their students also complete baseline and endline surveys on their attitudes, beliefs, and classroom practices.

### Implementation Fidelity and Program Data

Baseline surveys are administered to teachers and to students near the beginning of the school year and endline near the end of the school year.

### Quantitative Assessments

In Monduli, standardized national exam data are collected from publicly available data released by the National Examinations Council of Tanzania (NECTA). The Primary School Leaving Exam (PSLE) is given to standard 7 students and covers Mathematics, English Language, Science, Social Studies, and Kiswahili. Students must pass this PSLE for entry into government secondary schools. The Certificate of Secondary Education Examination (CSEE) is an achievement test offered to students who have completed four years of secondary education.

In addition, TeachUNITED also conducts student assessments to monitor the success of the program, using externally validated standardized assessments: modified Early Grade Reading Assessment in Kiswahili; later primary students and secondary students take easyCBM math and LearningAZ literacy assessments.

### Qualitative Interviews and Analysis

During this case study, qualitative interviews were conducted at the school, district, and regional levels. All interviewers were recorded and were semi-scripted and open-ended in order to gather additional insight from participants.

### Full Study

To view the full study including expanded methods, study design, and citations, [please click here](#).

## ABOUT TEACHUNITED

TeachUNITED is a global nonprofit organization whose mission is to improve the quality of education in rural and historically underserved communities. TeachUNITED combines community-based teacher coaching with evidence-based pedagogical training in a philanthropically-supported, scalable package that allows local education leaders to own, co-design, and adapt context-specific strategies to increase academic achievement.

Aligned with SDG4, TeachUNITED is ensuring that underserved educators are empowered with high-impact strategies to increase academic achievement, develop each student's full potential, and break cycles of poverty.

## ACKNOWLEDGEMENTS

Funding Partner:



Special thank you to Robert Murphy, Education Research Consultant, for his guidance throughout this project.



..... **Contact Us:** [partnerships@teachunited.org](mailto:partnerships@teachunited.org) .....