



Background

The Benin Teacher Motivation and Training (TMT) project, initiated in July 2009, seeks to improve primary school teacher training and performance. The TMT program consists of a number of simple interventions focused around a key theme: a set of clear expectations for teacher performance based on international standards of excellence as measured by the Standards-Based Classroom Observation Protocol (SCOPE). Using SCOPE ensures that all systems supporting and motivating teachers are focused on one issue—improving teacher performance. With stronger teachers, students have a better chance of success. High performance standards are the guiding principles for every element of the TMT program: training, supervision, coaching, and evaluation.

To enhance the visibility of high-performing teachers and schools, TMT uses SCOPE as part of the selection and evaluation criteria to pilot a merit-based awards program. EDC expects that this approach will enable the project to achieve results in four years of implementation.



Impact

Innovation: Pilot Merit Awards Program Inspires Improved Teacher Performance

Benin TMT's pilot initiative, the Merit Awards Program (MAP), aspires to improve teacher and school performance through a well-publicized award process. The MAP was conceived as a response to combat low teacher motivation and morale, which often manifests as high teacher absenteeism. Benin's first MAP ceremony, held in December 2011, recognized 120 Beninese teachers for their strong classroom practices and teaching skills. As well, 24 schools were acknowledged for the stellar learning opportunities they provide their students, as well as their solid leadership. The ceremony which was the first of its kind in Benin, also marked the first time that teachers received public recognition for their hard work and dedication. Winning teachers and schools received prizes such as laptops, cameras, didactic materials, sports equipment, trophies, and certificates. The ceremony recognized the following categories:

- Top 10 teachers in the nation
- Top 3 schools in the nation
- 120 Best Teachers: top 10 teachers in each region
- 24 Champion Schools: top 2 schools in each region



I realize that SCOPE is a tool that fits well with the objective to improve teacher performance, especially by using two observational techniques: that of the global scan and question tracking.

—Beninese School Inspector

My Story

Master Trainers Take Ownership of SCOPE

Benin TMT has already begun to see proof of its capacity-building work in the education sector. As part of the project's plan to improve teaching in Beninese primary schools, TMT staff trained a cadre of 15 educators to use SCOPE, a tool used to help school directors, teacher trainers, and school inspectors track and improve teacher performance.

This cadre of trainers, which include 9 current inspectors, successfully organized, planned, and implemented SCOPE trainings over 3 weeks, reaching more than 1,100 school directors with minimal support from the project. Despite being held during vacation, there was a 98% participation rate—a testament to both the trainers' capacity and the participants' interest.

After, the trainers asked to come back and repeat the training, indicating a strong desire to build their own skills and use the SCOPE tool to improve teaching within their respective districts. According to one user, "Understanding the SCOPE tool's 16 criteria is not as easy as it seems, but one must put more of oneself into it. All of these qualities [skills needed to use SCOPE] allow us to better respond to classroom teaching practices. I really believe in it. We have a good reason to say that SCOPE has a future."



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Impact

The Benin TMT project was created to improve the training and performance of primary school teachers.

To date, the project has:

- Developed and published a **teacher training college (TTC) instructor manual** to support the competency-based national curriculum and provide modern principles for teaching teachers child-centered learning methods
- Provided intensive **technical training sessions** to 117 TTC instructors
- Created functioning **resource centers** at **five TTCs**, where resource centers did not exist previously
- Adapted the SCOPE tool and **conducted SCOPE training** for over 1,800 **school officials** (directors, researchers, inspectors, staff developers, central level officials, and TTC instructors)
- Created a **system to reward high-performing teachers** and schools through its Merit Awards Program



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