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DLR 9.2: Annual Report on the Performance
of Regional Education Bureaus (REBs) on
DLI 1 and 5

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Introduction

Under the GEQIP-E, Disbursement Linked Indicator (DLI) 9 is defined as the strengthened linkage between funding for Regional Education Bureaus (REBs) and results achieved by each region. In this regard, the Year 4 (2021/22) Disbursement Linked Result (DLR) 9.2 required the preparation of a report on the performance of REBs on DLIs 1 and 5.

DLR 9.2 is considered achieved when the second annual report on the performance of each REB is approved by the State Ministers of the Ministry of Education (MoE). This report is prepared and compiled by the GEQIP-E Program Coordination Office (PCO) using the individual performance reports sent by the regions. For Benishangul-Gumuz (BG), the region reports progress only on the schools outside the Metekel zone (which is also affected by conflict).

More details are mentioned in the sections below.

The first section of this report includes details of the activities and results for DLIs 1 and 5 in each region, along with an explanation of the challenges faced. The DLI activities were undertaken in the selected 2,160 Phase 1 schools across the country. But due to conflict 316 schools in Tigray and 8 schools in Benishangul-Gumuz have been excluded from the report. In Year 4, there were two DLRs linked to the DLIs 1 and 5. These are as follows:

- DLR 1.4: 70% of Level 1 O-Classes in Phase 1 schools upgraded to a higher level
- DLR 5.3: 90% of Phase 1 schools are visited by cluster supervisors and key teachers at least three times a year for school-based continuous teacher professional development

The second section introduces the allocation formula used to distribute regional incentive amounts among all regions. But mainly, it summarizes the achievements of each DLR (1.4 and 5.3) and calculates the disbursement requested under the regional incentives component for each region.

Based on the regions' individual performance, the following amount is requested under each DLR:

- DLR 1.4: USD **2,668,516** (out of USD 5 million)
- DLR 5.3: USD **4,584,890** (out of USD 5 million)

Overall, a total amount of USD 7,253,406 is expected under the regional incentives component of DLIs 1 and 5.

Moreover, the preparation of the report on DLI 9 and its approval by the higher officials of the Ministry qualifies the Federal Ministry of Education (MoE) to secure USD 4 million.

I. Performance of each REB on DLIs 1 and 5

1. Addis Ababa

DLR 1.4: 70% of Level 1 O-Classes in Phase 1 schools upgraded to a higher level

Addis Ababa City Administration Education Bureau (AACAEB) signed a Memorandum of Understanding (MoU) with the sub-cities to upgrade Phase 1 O-Classes to a higher level. In Year 3, it was found that two of the three Level 1 O-Classes (at Baseline) have been upgraded to Level 2 during re-inspection. The remaining school has been upgraded this year (year 4).

Thus, DLR 1.4 is over-achieved with 100% (3 out of 3) of Level 1 O-Classes in Phase 1 schools upgraded to a higher level and Addis Ababa is eligible to receive the full regional incentive. A disbursement of USD 28,282 is requested for Addis Ababa under DLR 1.4.

DLR 5.3: 90% of Phase 1 schools are visited by cluster supervisors and key teachers at least three times a year for school-based continuous teacher professional development

AACAEB reports that, refresher training for key teachers and cluster supervisors has been provided on the Continuous Classroom Assessment (CCA). The CCA Team oversaw that the key teachers visited the Phase 1 schools for supervision and monitoring. One of the main challenges encountered by the region was that most of the key teachers and school principals trained in CCA were transferred to other schools. Still, three rounds of visits were successfully completed in all 11 Phase 1 schools in Addis Ababa, with 100% achievement on DLR 5.3 and eligibility for full regional incentive disbursement (USD 42,212).

2. Afar

DLR 1.4: 70% of Level 1 O-Classes in Phase 1 schools upgraded to a higher level

In Afar region, O-Class Inspection for the Phase 1 schools was undertaken in Year 2 and it was used as a Baseline for the Year 4 DLR 1.4 intervention and activities. At Baseline, all 4 of the Phase 1 O-Classes were found to be Level 1. The regional report indicates that 2 of these O-Classes were upgraded to Level 2 during re-inspection in Year 3 (2020/21). And it has been reported from the region as the remaining 2 schools have been upgraded to Level 2 in year 4 (2021/22). Therefore, Afar records 100% achievement on DLR 1.4 as 4 out of 4 Level 1 O-Classes in Phase 1 schools upgraded to a higher level. Afar qualifies for the full disbursement of the regional incentive of USD 141,608 for DLR 1.4.

DLR 5.3: 90% of Phase 1 schools are visited by cluster supervisors and key teachers at least three times a year for school-based continuous teacher professional development

Afar REB reports that CCA refreshment training for cluster supervisors and key teachers has been provided. In addition monitoring and supportive supervision has been conducted focusing on teachers' lesson plan preparation and student-centered activities. 4 of the Phase 1 schools were visited by cluster supervisors and key teachers three times for school-based continuous teacher professional development (CPD). REB reports a lack of monitoring skills and a high turnover of trained school leaders and supervisors. DLR 5.3 was implemented in 100% of the Phase 1 schools, over-achieving the target of 90%. This indicates Afar's eligibility to receive the full disbursement of USD 141,608 under this DLR.

3. Amhara

Amhara has 518 Phase 1 schools in which activities related to DLIs 1 and 5 were planned and implemented.

DLR 1.4: 70% of Level 1 O-Classes in Phase 1 schools upgraded to a higher level

Among the 518 inspected Phase 1 O-Classes in the region, 360 were found to be at Level 1 at the Baseline in year 2. In Year 3, re-inspection was undertaken, and 79 out of 360 O-Class schools were upgraded to level 2. In year 4, it has been reported from the region that 82 level 1 schools have been upgraded to a higher level. Totally, the number of phase 1 schools upgraded to a higher level is 161. Therefore, the region's achievement on DLR 1.4 is 44.7% (161 of 360) and Amhara has underperformed and has no disbursement of regional incentive. This is mainly because of security problems happened in the northern part of the region. The process of teaching-learning activities has been highly affected. This is the reason that the REB has described in their report for missing regional incentive.

DLR 5.3: 90% of Phase 1 schools are visited by cluster supervisors and key teachers at least three times a year for school-based continuous teacher professional development

Amhara REB reports that 2,965 key teachers (Grades 1 & 2 Amharic teachers and Grades 7 & 8 Mathematics and English teachers) and school leaders were provided practical professional training for key teachers and supervisors that enables them to visit the Phase 1 schools for three rounds of supervision support. The visits were conducted in 518 (100%) of the Phase 1 schools. Therefore, Amhara meets the regional target of 90% achievement and qualifies for the regional incentive disbursement of USD 940,000.

4. Benishangul-Gumuz

Benishangul-Gumuz (BG) has 11 Phase 1 schools. However, 8 of the Phase 1 schools are found in Metekel zone which is affected by conflict and where program activities could not be implemented. During the GEQIP-E restructuring in January 2021, it was agreed with the World Bank & Development Partners (DPs) that those 8 Phase 1 schools will be excluded from the verification of DLRs. The report submitted by the BG REB focuses on program implementation in the remaining 3 schools for the year 2021/22. Additionally, our proposal for the disbursement of regional incentives under all DLRs is that BG is eligible for a full disbursement of the total allocated amount as long as the DLR targets are met on the basis of data from the three operational Phase 1 schools.

DLR 1.4: 70% of Level 1 O-Classes in Phase 1 schools upgraded to a higher level

DLR 1.4 requires the upgrading of Phase 1 schools. BG REB identified modalities to support the three accessible Phase 1 schools to upgrade their O-Classes. It provided technical support to the schools by providing training for teachers and school principals to coach and supervise O-Class teachers in the school and to improve the learning environment of O-Class schools. As per the phase 1 O-Class schools baseline inspection result in the region out of 3 schools 2 of the schools were level 1. And with the re-inspection conducted in year 3, one Level 1 School has already upgraded to Level 2. And in year 4 the remaining 1 school has upgraded to level 2. So the region has achieved 100% of DLR 1.4. And BG qualifies for regional incentive disbursement of USD 217,993. Still, this achievement is based on excluding inspection data from conflict-affected Phase 1 schools in the Metekel zone.

DLR 5.3: 90% of Phase 1 schools are visited by cluster supervisors and key teachers at least three times a year for school-based continuous teacher professional development

Benishangul-Gumuz Regional Education Bureau reports that three rounds of cluster-level visits by key teachers and supervisors were conducted in the 3 Phase 1 schools, focusing on CCA implementation in the classrooms. When calculated from the original 11 Phase 1 schools, the achievement on DLR 5.3 is only 27.3%. But, on the basis of the current accessibility of schools due to security problems, the achievement is 100% (3 out of 3). Thus, BG seeks regional incentive disbursement proportional to 3 out of 3 Phase 1 schools for 100% achievement on DLR 5.3. USD 217,993 are requested under this DLR.

5. Dire Dawa

DLR 1.4: 70% of Level 1 O-Classes in Phase 1 schools upgraded to a higher level

Dire Dawa City Administration Education Bureau (DDCAEB) reports described as many rounds of teacher training, coaching and supervision training, and refresher trainings have been provided which benefitted all 17 Phase 1 schools in the region. In addition to this so as to upgrade O-Class schools, the region has fulfilled different materials that improve the learning environment of children. Regional Bureau Head has a commitment for the achievement of the targets.

Out of 17 Phase 1 schools 13 of them were found to be Level 1 and the remaining 4 Phase 1 O-Classes were at Level 2. During re-inspection in Year 3, 11 schools out of 13, (84.6%) were upgraded to Level 2. And in year 4 the remaining 2 Level 1 Phase one O-Class Schools have been upgraded to the higher level in inspection standards. Therefore, Dire Dawa City Administration has performed 100% (13 schools out of 13) and is eligible to receive USD 22,147 as a regional incentive since it overachieves the target of 70% for this DLR.

DLR 5.3: 90% of Phase 1 schools are visited by cluster supervisors and key teachers at least three times a year for school-based continuous teacher professional development

DDCAEB to achieve year 4 DLR (5.3) training has been provided for teachers and school leaders of all phase one schools with a total of 77 (70 male and 7 female) participants. The training was focused on the feedback given to schools during visits in year 3 and issues extracted from the annual inspection performance report of 2013. As per the report, the training was progressive and have an impact on improving the performance of both the leaders and the teachers in the implementation of the Continuous Classroom Assessment (CCA).

DDCAEB has actively implemented CCA-related activities related to DLR 5.3. Based on the report we got from DDCAEB DLR 5.3 was overachieved by the region as 100% of the Phase 1 schools were visited by clusters supervisors and key teachers three times this year compared to the 90% target. Thus, Dire Dawa is eligible for full regional incentive disbursement of USD 22,147.

6. Gambella

DLR 1.4: 70% of Level 1 O-Classes in Phase 1 schools upgraded to a higher level

At Baseline (Year 2), both O-Classes in Phase 1 schools in Gambella were found to be Level 1. The REB organized a 3-day consultative meeting with Phase 1 school principals, supervisors and O-Class teachers to identify existing gaps and improve the inspection status of their schools. However, even during the re-inspection in Year 3, both stayed at Level 1 (i.e., 0% achievement on DLR 1.3). REB report explains that the identified no/low effort activities were not accomplished at the school level. Moreover, inspection standards related to making O-Classes student-friendly and introducing outdoor games were not fulfilled. Therefore, Gambella misses out on the regional incentive for this DLR.

DLR 5.3: 90% of Phase 1 schools are visited by cluster supervisors and key teachers at least three times a year for school-based continuous teacher professional development

Gambella Regional Education Bureau report indicates that school visits were planned and successfully implemented in the two Phase 1 schools namely Elay Primary School and Webur Primary School. With

100% achievement on DLR 5.3, Gambella is eligible for the full disbursement of regional incentive (i.e., USD 101,915).

7. Harari

DLR 1.4: 70% of Level 1 O-Classes in Phase 1 schools upgraded to a higher level

Report from Harari region Education Bureau shows that, a school inspection conducted in Year 2 (2019/20) found that 10 of the 17 Phase 1 schools were Level 1 with the remaining 7 schools being at Level 2. School principals and vice principals were trained on ways and strategies to upgrade the Level 1 O-Classes. Re-inspection was undertaken in Year 3 (2020/21) and 3 schools out of 10 (i.e., 30%) of the previously Level 1 O-Classes moved to a higher level. The report prepared by Harari REB indicates that in year 4 of the remaining 7 phase 1 level 1 schools 6 of the have upgraded to a higher level. Therefore, out of 10 Level 1 O-Class schools all 10 of the schools have upgraded, which is 90%. DLR 1.4, Harari is eligible for the full disbursement of regional incentive (i.e., USD 20,220).

DLR 5.3: 85% of Phase 1 schools are visited by cluster supervisors and key teachers at least three times a year for school-based continuous teacher professional development

A refresher training on Continuous Classroom Assessment (CCA) was given to phase 1 Mother tongue teachers of Grade 1 & 2 and Grade 7 & 8 English and Mathematics teachers including 17 principals of the Phase 1 schools. Further, three rounds of CCA supervision were carried out, identifying implementation gaps and providing direction and support to the teachers at the school level. All 17 Phase 1 schools were covered in the three rounds of visits. Therefore, the regional target of 90% was overachieved (100% of Phase 1 schools visited) by Harari, qualifying the region for the full regional incentive of USD 20,220.

8. Oromiya

DLR 1.4: 70% of Level 1 O-Classes in Phase 1 schools upgraded to a higher level

Out of the 757 Phase 1 O-Classes inspected in Year 2, 596 were Level 1, 157 were Level 2 and the remaining 4 were Level 3. In Year 3, only 671 of the total Phase 1 O-Classes could be re-inspected. The REB reports that there was a delay in the transfer of the budget for inspection activities. Nevertheless, upon re-inspection, it was found that 225 O-Class schools out of 596 (37.8%) of Level 1 O-Classes in Phase 1 schools upgraded to a higher level. Re-inspection of Phase 1 O-Class schools has been done in year 4. As per the report of the region 244 schools have been upgraded. So totally, 469 out of 596 (78.7%) phase 1 schools that were Level 1 have upgraded to Level 2 in the region. Therefore, Oromiya overachieved the target for DLR 1.4 and is eligible for full disbursement (USD 1,501,423) under the regional incentive.

DLR 5.3: 90% of Phase 1 schools are visited by cluster supervisors and key teachers at least three times a year for school-based continuous teacher professional development

Oromiya Regional Education Bureau reports that 720 out of 757 (95.1%) of the Phase 1 schools were visited by cluster supervisors and key teachers three times for school-based continuous teacher professional development. The remaining 37 schools are found in East Wollega and Guji Zone of the region, as the areas are conflict-affected areas. As the region achieves 95.1% compared to the 90% target, DLR 5.3 target, it qualifies for the full regional incentive amount disbursement i.e., USD 1,501,375.

9. Sidama

DLR 1.4: 70% of Level 1 O-Classes in Phase 1 schools upgraded to a higher level

Of the 220 O-Classes in Phase 1 schools inspected in Year 2, 115 were found to be Level 1. Re-inspection was undertaken in Year 3 to check the status of these O-Classes after one year of program interventions. During re-inspection, it was found that 49 (42.6%) of the 115 Level 1 O-Classes in Phase 1 schools upgraded to a higher level. As per the report from the region, re-inspection of schools has also been conducted in year 4 (2021/22). Based on the report 59 schools have upgraded to Level 2. Generally, 108 out of 115 schools (93.9%) have upgraded. Thus, the region overachieves DLR 1.4 target and qualifies for the regional incentive disbursement of USD 413,011.

DLR 5.3: 85% of Phase 1 schools are visited by cluster supervisors and key teachers at least three times a year for school-based continuous teacher professional development

Sidama Regional Education Bureau reports that all 220 (100%) of the Phase 1 schools in the region were visited by cluster supervisors and key teachers three times for school-based continuous teacher professional development. Thus, Sidama REB reports 100% achievement on DLR 5.3 and seeks full disbursement of the regional incentive amount of USD 413,008.

10. SNNPR

DLR 1.4: 70% of Level 1 O-Classes in Phase 1 schools upgraded to a higher level

In 2012 E.C., all 230 Phase 1 O-Classes were inspected and these results were used to set a Baseline for DLR 1.3 and 1.4. It was found that 163 O-Classes in Phase 1 schools were Level 1, 61 were Level 2 and the remaining 6 were Level 3. So in order to improve the inspection level of the schools consultative meetings were carried out by the SNNP REB to sensitize regional experts, school principals, and O-Class teachers. In Year 3, it was identified that 34 of the previously 163 Level 1 O-Class schools were upgraded to higher levels during re-inspection. And re-inspection has been conducted in year 4 (2021/22), and as per the result of the inspection 67 phase 1 O-Class schools have been upgraded. To this effect, the total number of phase 1 O-Class schools in SNNP becomes 101 out of 163 (62%). Thus, SNNP has achieved partially the DLR 1.4 target of 70%, as the DLR is scalable beyond 51%, and is eligible for a regional incentive of USD 323,832.

DLR 5.3: 90% of Phase 1 schools are visited by cluster supervisors and key teachers at least three times a year for school-based continuous teacher professional development

SNNP REB reports that 497 key teachers and supervisors have taken refresher training which will raise their capacity of in visiting schools. There was also monitoring of schools to improve their performance in the implementation of school-based professional development. So, the report from SNNP shows that all 230 Phase 1 schools have been visited three times in year 4. The region reports 100% achievement on DLR 5.3 and qualifies for full regional incentive disbursement (i.e., USD 431,782).

11. Somali

DLR 1.4: 70% of Level 1 O-Classes in Phase 1 schools upgraded to a higher level

During school inspection in Year 2 (2012 E.C.), 56 O-Class schools in Phase 1 schools were found to be Level 1. The region has re-inspected all of these schools in Year 3 to see if their status improves. Based on

the re-inspection result, it was only 3 (5.4%) of the 56 Level 1 O-Classes moved to Level 2. In year 4 re-inspection of phase 1 schools has been conducted. The number of schools moved to level 2 are 6. Thus, the Somali region underperforms on DLR 1.4 which is 9 out of 56 (16%), and misses the entire regional incentive amount. As explained by Somali REB, the main reasons for underperformance are as follows:

- There is a high turnover of teachers; many of the trained teachers moved to other schools and others moved out of the teaching profession.
- Poor facilities of schools to upgrade to the higher level.

DLR 5.3: 90% of Phase 1 schools are visited by cluster supervisors and key teachers at least three times a year for school-based continuous teacher professional development

Somali reports 98.1% achievement on DLR 5.3. (56 out of the 57) Phase 1 schools were visited by cluster supervisors and key teachers 3 times in year 4 (2021/22). Along with the visits, supportive supervision were conducted to improve the implementation of CCA in the schools. Therefore, Somali is eligible to receive the full disbursement of regional incentives (USD 752,131) under DLR 5.3.

II. Requested Regional Incentive Disbursement by DLR

Based on the achievements mentioned above, this section presents the calculation of the incentive amount for each region by DLR. A region qualifies for full disbursement if the DLR achievement is equal to or more than the regional target set for each DLR. In a situation where achievement is below the regional target but still greater than the national target, the region is entitled to receive incentives proportionally (since the DLRs are scalable). The region misses out on the regional incentive completely if the performance is below the national target.

Allocation Formula

DLRs 1.4 and 5.3 are defined in such a way that they have two components, national allocation and regional incentives. The target set for regional incentives is higher than the national target, which was done to incentivize regions to perform better.

For the Ministry of Education (MoE) to receive the national allocation, the overall DLR performance (average of the 11 regions) should meet the national target. However, a region qualifies for regional incentives only when its own performance is above the national target and within the scalable range of regional incentive requirements.

The allocation formula distributes the total regional incentive amount per DLR among the different regions. The calculation was based on the number of students and Phase 1 schools in each region, and whether the region is an emerging region or not. Once regional shares were determined, the scalability of DLR was defined in terms of the number of benefitting schools and per school incentive amount. The allocation formula for DLRs 1.4 and 5.3 is presented below:

DLR 1.4 is defined as the percentage of Level 1 O-Classes in Phase 1 schools upgraded to a higher level in Year 4. O-Classes in Phase 1 schools were inspected in Year 2 (2012 E.C.) and the results were to be used as a Baseline for this result. 2,035 of the 2,160 Phase 1 O-Class schools were inspected in Year 2. Among these, 1,503 were found to be Level 1, including 179 from the Tigray

region. So the number of Phase 1 Level one schools is 1324. Thus, the allocation formula for DLR 1.4 (as shown in Table 1) uses the number of Level 1 O-Classes for the calculation of achievement and scalability range, instead of using the total number of Phase 1 schools.

Table 1: Allocation Formula for DLR 1.4 by region

Regions	Phase 1 Schools	Level 1 O-Classes	National Allocation Range (21-50%)	Regional Incentive Range (51-70%)	# Level 1 O-Classes in Regional Incentive Range	Allocation per Level 1 O-Class upgraded (in USD)	Total Regional Incentive for DLR 1.4 (in USD)
Addis Ababa	11	3	1-2	2-3	1	42,212	42,212
Afar	4	4	1-2	2-3	1	141,608	141,608
Amhara	518	360	72-180	180-252	72	13,063	940,500
BG	11	2	1	1-2	1	217,993	217,993
Dire Dawa	17	13	3-6	7-9	2	11,074	22,147
Gambella	2	2	1	1-2	1	101,915	101,915
Harari	17	10	3-5	5-7	2	10,110	20,220
Oromiya	757	596	119-298	299-417	119	12,617	1,501,375
Sidama	220	115	23-58	58-81	23	17,957	413,008
SNNP	230	163	33-82	82-114	32	13,493	431,782
Somali	57	56	11-28	28-39	11	68,376	752,131
Tigray	316	179					415,110
	2160	1503					5,000,000

Table 2: Allocation Formula for DLR 5.3 by region

Regions	Phase 1 Schools	No Disbursement Range	National Allocation Range (51-85%)	Regional Incentive Range (85-90%)	# Schools in Regional Incentive Range	Allocation per school visited (in USD)	Total Regional Incentive for DLR 5.3 (in USD)
Addis Ababa	11	0-9	6-9	9-10	1	42,212	42,212
Afar	4	0-3	3-4	3-4	1	141,608	141,608
Amhara	518	0-440	259-440	441-466	26	36,173	940,500
BG	11	0-9	6-9	9-10	1	217,993	217,993
Dire Dawa	17	0-14	9-14	14-15	1	22,147	22,147
Gambella	2	0-2	1-2	1-2	1	101,915	101,915
Harari	17	0-14	9-14	14-15	1	20,220	20,220
Oromiya	757	0-643	379-643	644-681	38	39,510	1,501,375
Sidama	220	0-187	110-187	187-198	23	17,957	413,008
SNNP	230	0-196	115-196	196-207	23	18,773	431,782
Somali	57	0-48	29-48	48-51	3	250,710	752,131
Tigray	316						415,110
Total	2160						5,000,000

A. Regional Incentive Requested under DLR 1.4

DLR 1.4 is defined as 70% of the Level 1 O-Classes in Phase 1 schools upgraded to a higher level. In Year 4 (2021/22), the regional incentive allocated for this DLR was USD 5 million which is scalable between 51-70%. A region qualifies to receive the full incentive amount if the percentage of Level 1 O-Classes at Baseline, which upgraded to Level 2 or above in Year 4, is 51-70% or greater.

O-Class Inspection conducted in Year 2 (2019/20) showed that 1,503 of the inspection 2,035 Phase 1 O-Classes were Level 1. While the inspection level of 125 O-Classes remains undetermined, almost all of them are found in Tigray and Metekel zone of BG which are affected by conflict. On one hand, Tigray is completely excluded from the regional incentive disbursement. On the other hand, only a proportion of the incentive amount is sought for Benishangul-Gumuz. Of 1503 O-Class Level 1 schools 179 schools are found in Tigray. So our baseline should be 1324 phase 1 O-Class schools.

Table 3 shows that the requested disbursement is calculated by multiplying the number of upgraded Level 1 O-Classes (that lie within the incentive range of 51-70%) and the per O-Class allocation. Six regions (Afar, Benishangul-Gumuz, Dire Dewa, Harari, Oromia and Sidama) have achieved the target of 70% for DLR 1.4, and they are eligible for their full regional incentive share. Whereas two regions such as Addis Ababa and SNNP have achieved partially. So they will get as per their performance. Amhara, Gambella and Somali miss out due to underperformance.

Table 3: Allocation Formula for DLR 1.4 by region

Regions	Level 1 O-Classes (Baseline)	Regional Incentive Range (51-70%)	Allocation per Level 1 O-Class upgraded (in USD)	# Level 1 O-Classes schools Upgraded	Achievement	# of upgraded L1 O-Classes within the Regional Incentive Range	Total Regional Incentive for DLR 1.4 (in USD)
Addis Ababa	3	2-3	42,212	2	66.7%	1	28,282
Afar	4	2-3	141,608	4	100%	1	141,608
Amhara	360	180-252	13,063	161	44.7%	-	-
BG	2	1-2	217,993	2	100%	1	217,993
Dire Dawa	13	7-9	11,074	13	100%	2	22,147
Gambella	2	1-2	101,915	0	0%	0	-
Harari	10	5-7	10,110	10	100%	2	20,220
Oromiya	596	298-417	12,617	496	83.2%	120	1,501,423
Sidama	115	58-81	17,957	106	92.2%	23	413,011
SNNP	163	82-114	13,493	106	65%	24	323,832
Somali	56	28-39	68,375	12	21.4%	0	-
Tigray							
Total	1324			912			2,668,516

Based on the calculations presented above, an amount of USD 2,668,516 is requested as part of the regional incentive component under DLR 1.4.

B. Regional Incentive Requested under DLR 5.3

DLR 5.3 is considered achieved at the regional level when 90% of Phase 1 are visited by key teachers and cluster supervisors at least three times a year for school-based continuous teacher professional development. The total regional incentive amount earmarked for this DLR was USD 5 million in Year 4, and the DLR is scalable from 85-90%. A summary of DLR achievements by region is presented below. Table 4 shows the regional incentive requested for each region. All regions except Tigray and Benishangul-Gumuz achieved above the target. They are, therefore, eligible for the full disbursement of their respective shares based on the allocation formula. In the case of Tigray, there was no program implementation in Year 4 due to conflict.

Hence, it is excluded from the disbursement request entirely. However, DLR activities were planned and implemented in the three Phase 1 schools in Benishangul-Gumuz. Excluding those schools in Metekel zone, Benishangul's achievement on DLR 5. would be 100% (3 out of 3). To incentivize the region for its successful achievement in the three schools, it is requested that USD 217,993 is disbursed under DLR 5.3.

Overall, a disbursement of USD 4,584,890 is requested by the MoE and REBs as part of regional incentives under DLR 5.3.

Table 4: Regional Incentive Requested under DLR 5.3

Regions	Phase 1 Schools	No Disbursement Range	National Allocation Range (51-85%)	Regional Incentive Range (85-90%)	# Schools in Regional Incentive Range	Allocation per school visited (in USD)	Total Regional Incentive for DLR 5.3 (in USD)
Addis Ababa	11	0-9	6-9	9-10	1	42,212	42,212
Afar	4	0-3	2-3	3-4	1	141,608	141,608
Amhara	518	0-440	264-440	441-466	26	940,500	940,500
BG	11/3	0-2	2-3	2-3	1	217,993	217,993
Dire Dawa	17	0-14	9-14	14-15	1	22,147	22,147
Gambella	2	0-1	0-1	1-2	1	101,915	101,915
Harari	17	0-14	9	9-10	1	20,220	20,220
Oromiya	757	0-643	386-643	644-681	38	39,510	1,501,375
Sidama	220	0-187	112-187	188-199	12	34,418	413,008
SNNP	230	0-196	117-196	197-202	16	26,986	431,782
Somali	57	0-48	29-48	49-51	3	250,710	752,131
Tigray	316	-	-	-	-	-	-
Total	2160						4,584,890

III. Supporting Documents

This report is compiled using the individual performance reports sent by the regions. These reports are, therefore, attached to this report as supporting documents and serve as the verification of results on DLIs 1 and 5 at the regional level. Reports from 11 regions are attached.