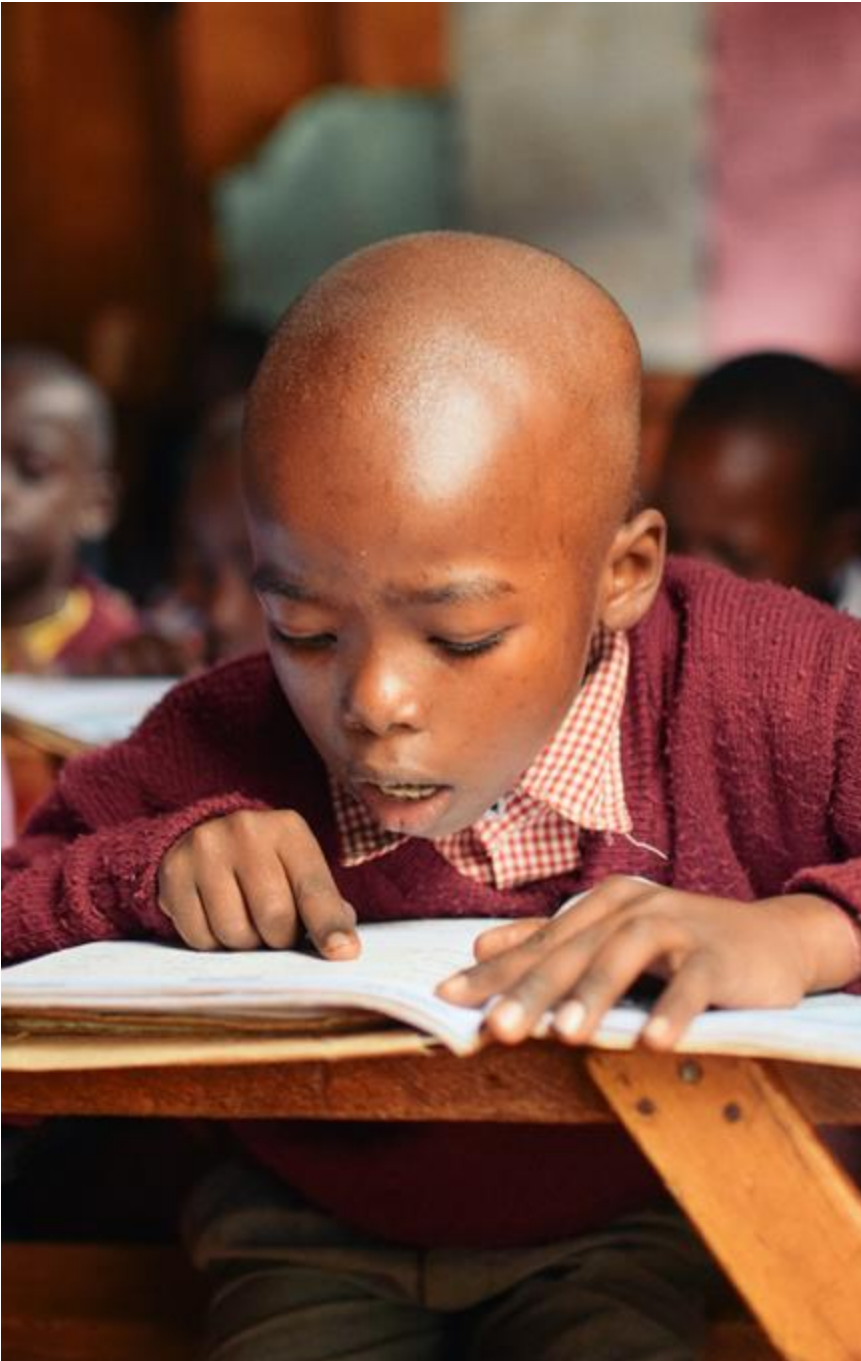


Optimizing Education Interventions for Impact@Scale: Lessons Learned from Dignitas' LeadNow Testing





Dignitas is a leading, award-winning education development organization.

We use an innovative training and coaching approach to empower schools and educators in marginalized communities to transform students' opportunities.

We imagine a world where schools are a vibrant place for all children to develop the skills and strength of character to thrive and succeed.





Literacy: 4 out of 10 Grade
4 Learners meeting
expectations



Numeracy: 5 out of 10
Grade 4 Learners meeting
expectations



(Usawa Agenda, 2022)

Why are children not learning?

- Only 13% of teachers allow or encourage learners to ask questions and to interact with ideas and concepts.
- Only 12% of teachers incorporate group work and tasks that increase student talk time
- Only 14% of school leaders offer any kind of classroom support, including observations, feedback etc

(Data from a Dignitas baseline study of 30 schools in Nairobi)



School Leaders and Teachers with the right support are Agents of Change

Dignitas is founded on the belief that School Leaders and Teachers are everyday superheroes with the power to transform children's futures when supported with the right training, support, and community.*



**Improved
Pedagogy**



**Teacher
Support and
Development**



**Effective
School
Leadership**



**World Bank (2018), Robinson (2008), Herman et al (2017), Crawford (2017), Bloom et al (2017)*

Coaching: Improving Leadership and Classroom Practice



Remote Training and Coaching

- 43% of school leaders have not attended any professional development opportunity in the last 12 months
- 57% of teachers have not attended any professional development in the last 12 months

(Dignitas 2022 survey on coaching in three counties – Kiambu, Kajiado and Murang'a)



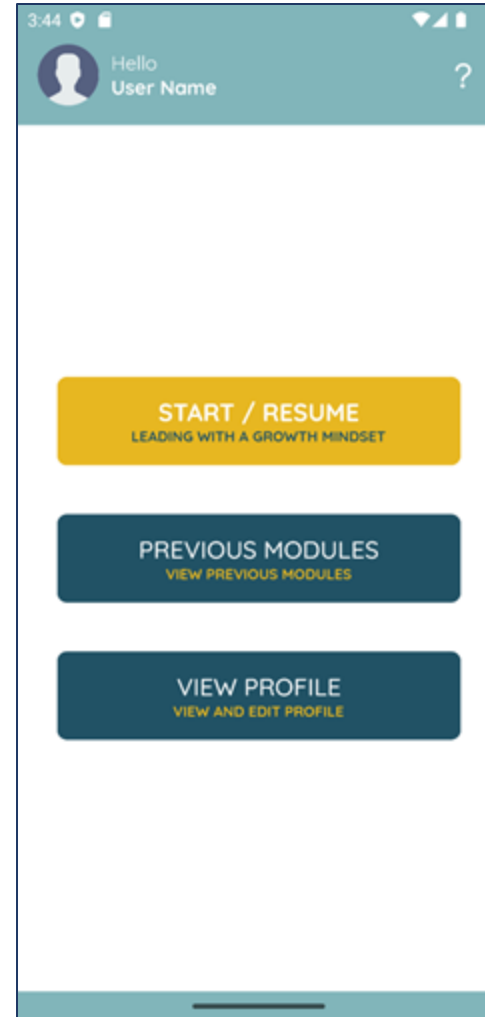
There are challenges to ensuring consistent, quality, in-person coaching support for all School Leaders. (Financial, Human Resource, Distance, Natural disasters, Civil Unrest)



Dignitas' coaching model relies on data gathered through classroom observation that informs feedback, reflection and goal-setting to shift practice. It's not practical to collect data via phonecalls or videos but lack of data compromises coaching!



LeadNow: Innovating for Coaching at Scale



Introduction

Let's Get Started

Let's Explore

How-to Guides

Let's Go Deeper

Let's Reflect

Let's Recap

Share Your

Feedback

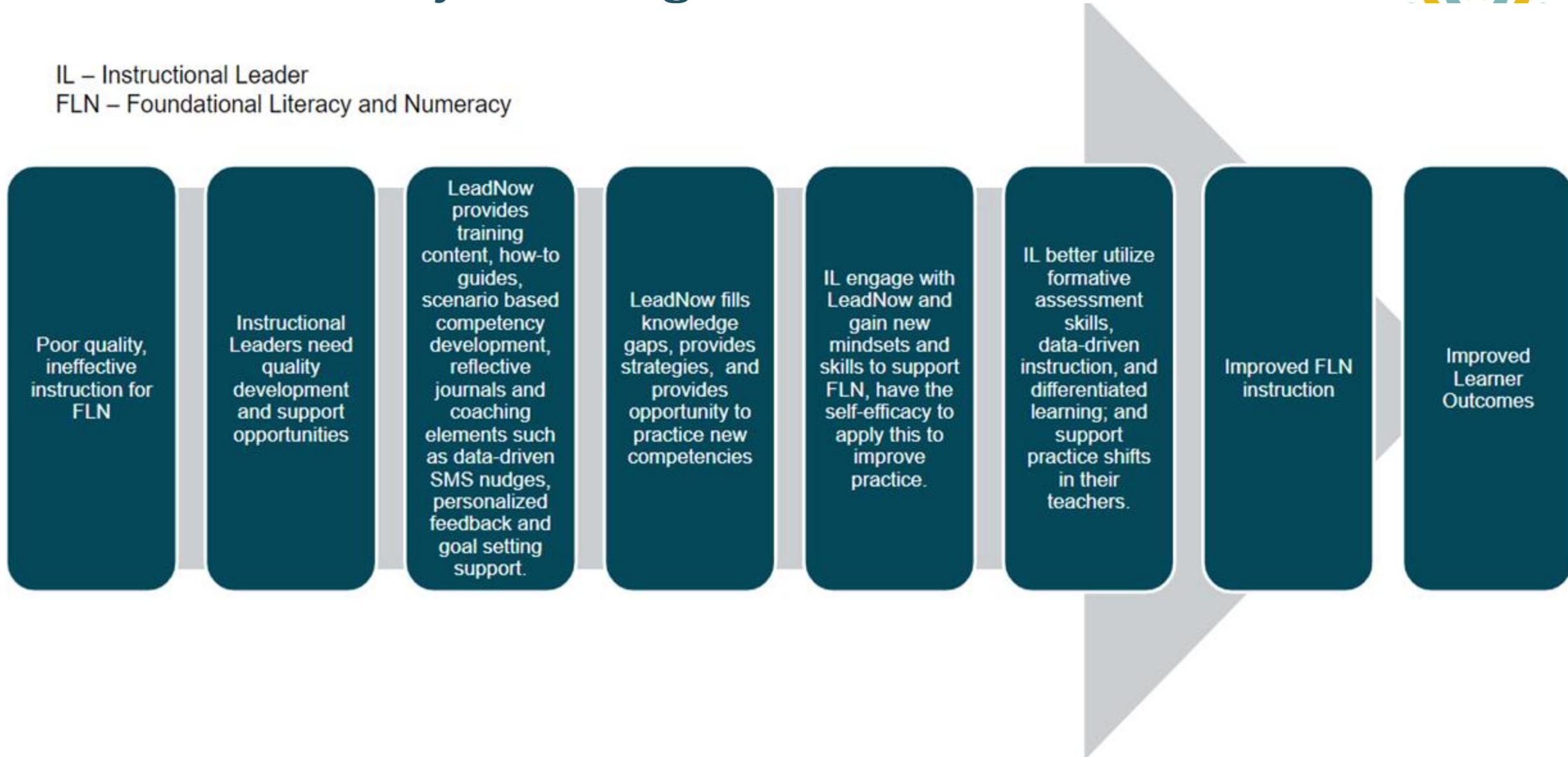
Completion

LeadNow Theory of Change



IL – Instructional Leader

FLN – Foundational Literacy and Numeracy



LeadNow Test Design



Objectives of the test: measuring cost, engagement and impact

Where: 2 counties, 825 participants from 253 schools

What: 2 LeadNow modules (purpose of assessments & design of assessments)

Who: Grades 1-3 teachers, Instructional Leader

When: May to August 2023

How: Three test arms as shown below:-

LeadNow Only

LeadNow *plus* School
Based Professional
Learning
Communities (PLCs)

LeadNow *plus*
Coaching
Phonecalls

In-app data collection (*completion rates, pre-post knowledge assessments, evaluation*)
Baseline and Endline (*in-person instructional leader assessment and classroom observations*)
In-person classroom observations for 30% test sample only

Evidence informs design for scale, and at-scale testing in 2024

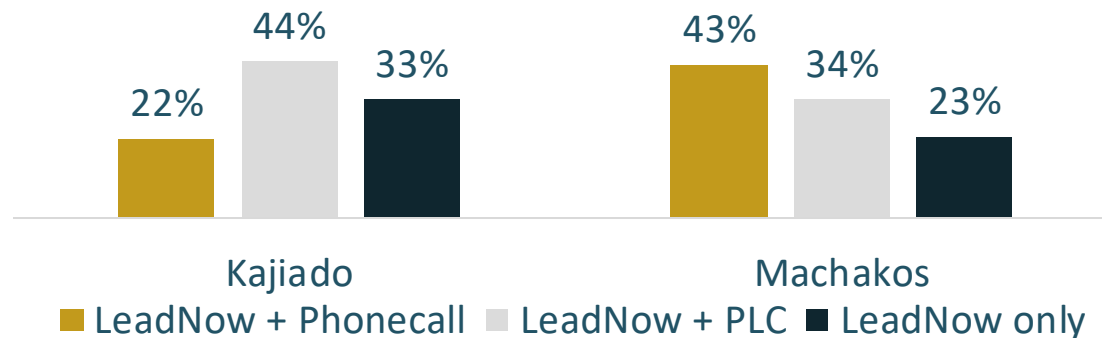


LeadNow App Engagement

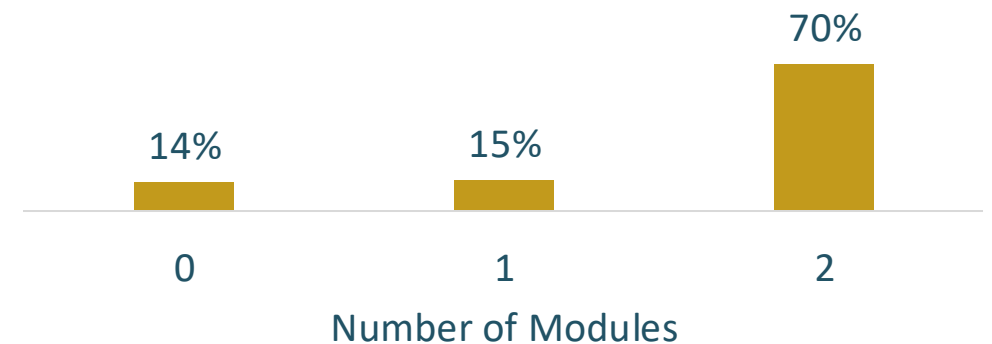
- 825 participants (from 231 schools) were registered on the App. Of these, 67% represented Machakos whereas 33% Kajiado.

- Of the 825 participants, 70% completed two modules
- To nudge engagement and practice, Dignitas sent in-app and normal SMS messages to the participants

Number of Participants per treatment arm & county



Number of Modules Completed by Participants



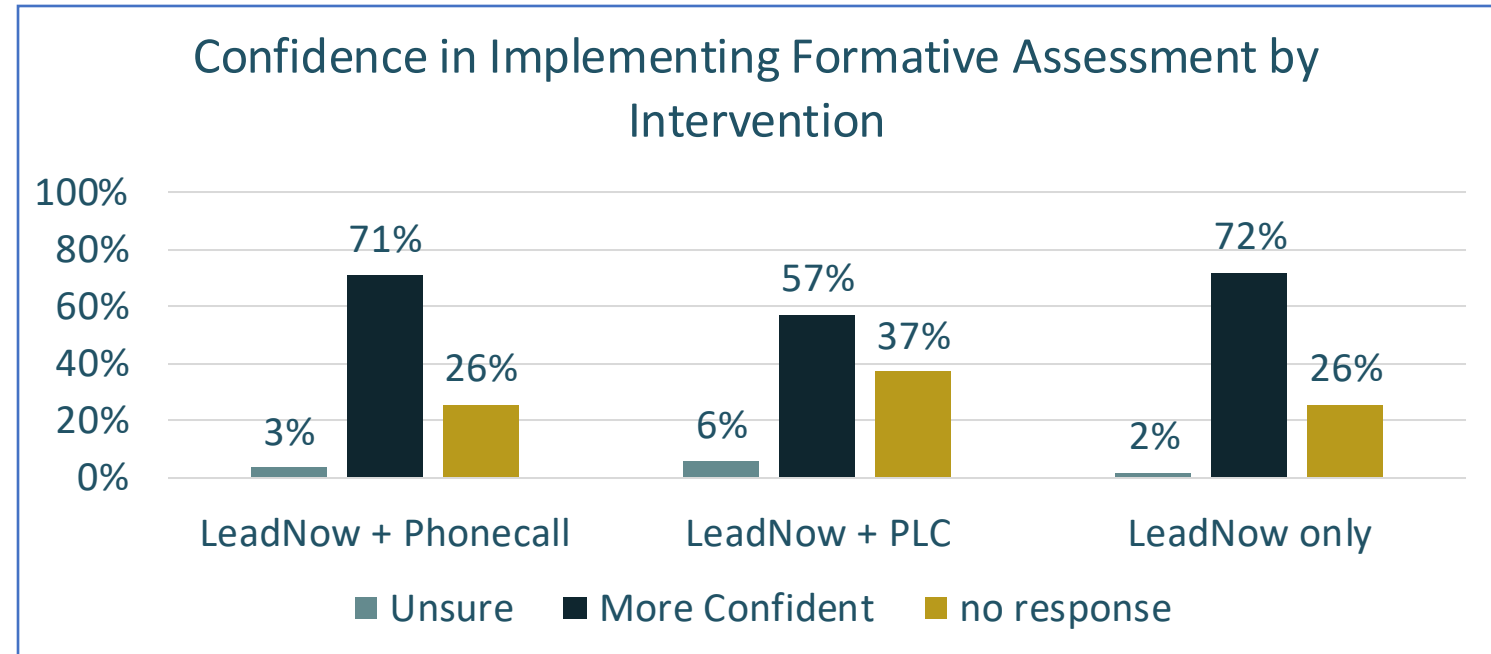


**Finding 1:
Coaching is a
critical driver of
engagement**

- To determine which of the additional components (coaching, school-based Professional Learning Communities) bolstered engagement, we fit a regression model on the school completion rates.
- ✓ Participants who received coaching were 0.3 times more likely to complete the program successfully compared to those who did not receive coaching.
- ✓ Further testing ongoing to deepen our understanding on the effect of coaching as only 27% of the schools in test 1's LeadNow *plus* remote coaching group received coaching.

**Finding 2:
Participants
exhibited
increased
knowledge and
positive attitudes
towards
implementation
of formative
assessments
across all the
intervention
arms**

- ✓ Participants reported increased confidence in applying formative assessments in school.



- ✓ Notable knowledge gains across the treatment groups
 - 45% of participants in LeadNow *plus* Coaching group recorded Mastery and Above
 - 40% of LeadNow Only recorded Mastery and Above
 - 33% of LeadNow *plus* school-based Professional Learning Communities recorded Mastery and Above



Finding 3: There was notable shift in instructional leaders' and teachers' formative assessment practices

- ✓ Improvement was noted for instructional leaders who conduct classroom observation and offer feedback. 66% of instructional leaders attained mastery during endline compared to 18% during baseline. LeadNow *plus* PLC group had a higher proportion of instructional leaders who recorded mastery and above during endline.
- ✓ Improvement was also noted amongst teachers' use of formative assessment strategies. 65% of the observed teachers attained mastery during endline compared to 19% during baseline. LeadNow *plus* Coaching group had a higher proportion of teachers who recorded mastery compared to the other groups.

Lessons Learned



Future tests

Scope of test – test with one treatment arm at a time. Test first if the innovation works for a small group; then test if it works at scale where sampling and representativeness will be critical.

Develop a **robust monitoring and evaluation framework** to monitor and identify deviations from the program plan and implementing corrective measures promptly

Include a **comparison group** to measure causality

LeadNow

Need for **data dashboards** to support remote coaching (summarized performance data, prompts/recommendations to the Coach based on performance trends)

Thank You!



If you'd like to know more, please do reach out
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