

Middle, but not central?

***Bureaucrats implementing
FLN instructional support***

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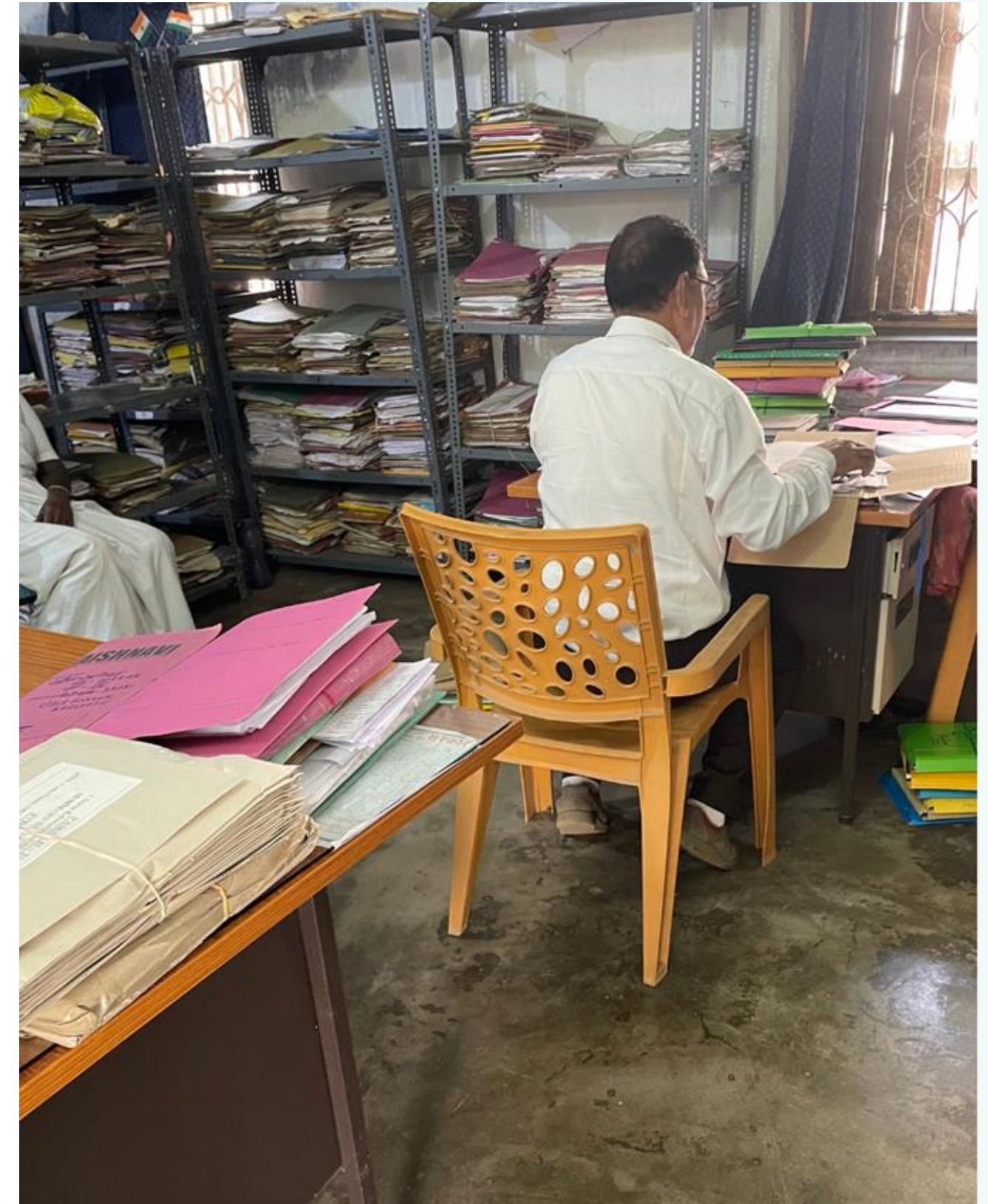


Research question

Enablers/barriers for the middle-tier:

- Dispositions
- Systemic coherence
- Institutional Norms

How do middle-tier bureaucrats *interpret* and *implement* foundational learning policies?



The study

2023-2025

Analysis of NIPUN implementation in 2 Indian states

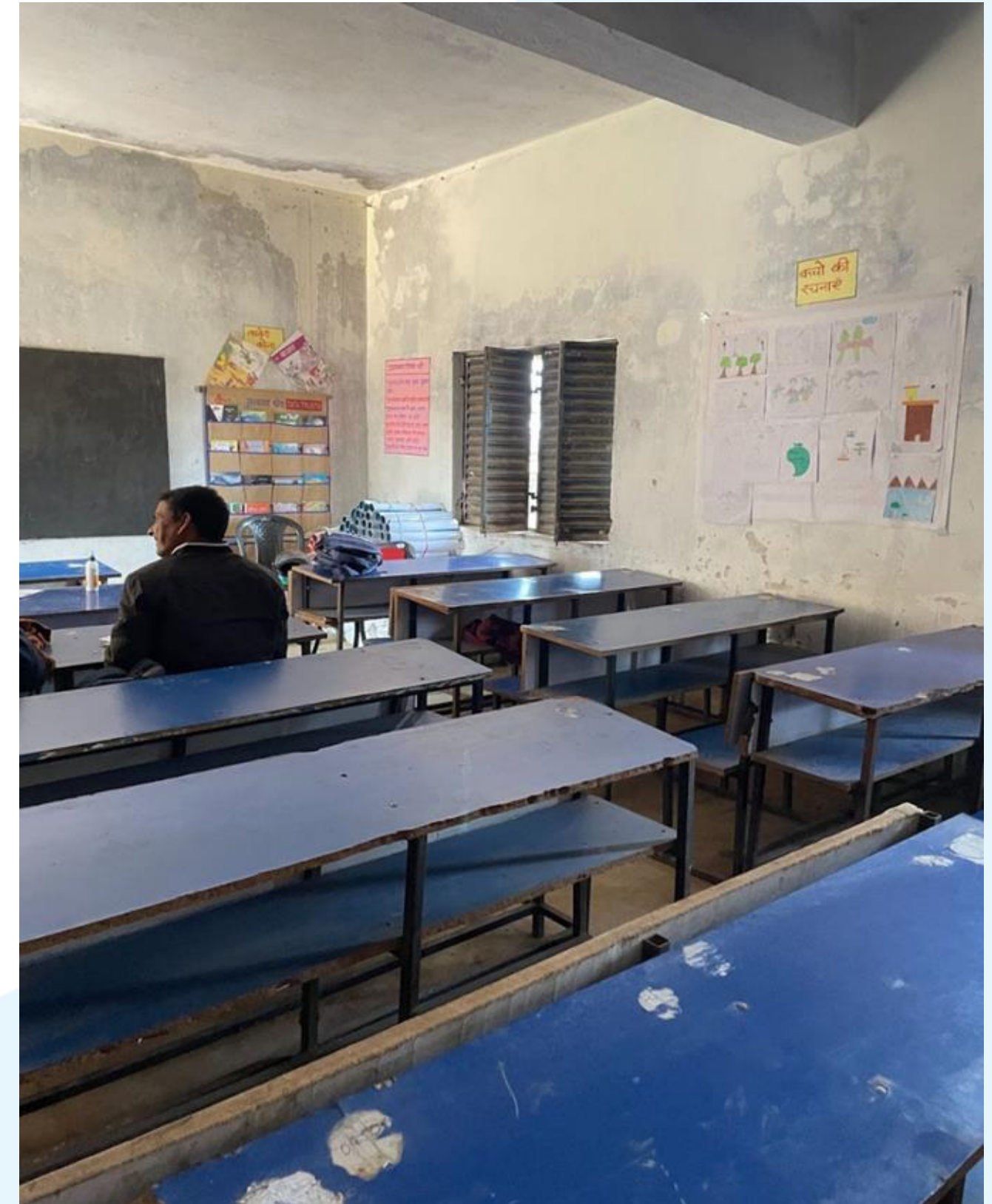
25 bureaucrats

Deeply motivated to implement NIPUN

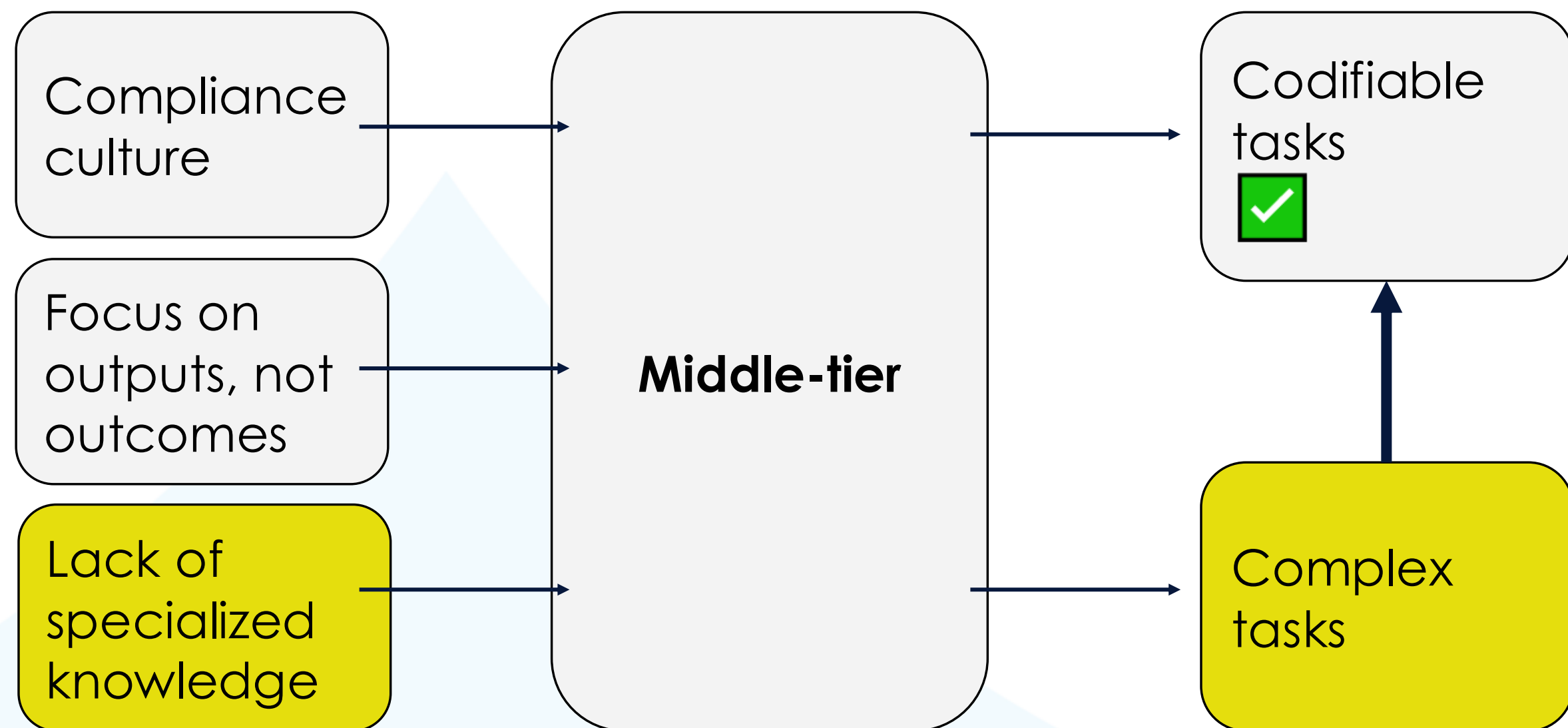
Deep qualitative research

Multiple semi-structured interviews and observations of day-to-day activities

Validity checks



The middle-tier is assigned both **codifiable** and **complex** tasks.



**Complex tasks
get codified.**

Disaggregate

Students → 'study'
Teachers → 'teach'
Bureaucrats → ?

The middle-tier is NOT
homogenous.

*Training at the Right
Level?*

Upskill

Support:
• Training?
• Standardize?

*Structured
bureaucracy?*

Redesign

Systemic shift towards
**bureaucratic
outcomes**, not outputs

Contact information

Link to full paper:



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