TEACHER ROTATION AND STUDENT OUTCOMES: EXPERIMENTAL EVIDENCE FROM UGANDA
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2016 EAST AFRICA EVIDENCE SUMMIT
JULY 13, 2015 | DAR ES SALAAM, TANZANIA
Governments and institutions frequently rotate officials across departments or areas

Uganda Public Service Standing Orders (UPSSO)

• Public officers, including teachers, should be transferred between postings every five years

Teacher transfers in primary schools

• Primary school transfers are decentralized to districts
• Teachers can be transferred to any school in a district
CONTEXT: SCHOOLS IN BUGIRI DISTRICT

Bugiri district
- Located in Eastern Uganda, Lusoga-speaking
- Second worst performing district in education in Uganda
- 6.9% of Grade 6 students were literate in English in 2015

Bugiri schools
- In 2014, the district student-teacher ratio was 64:1
- In 2015, 16% of teachers missed at least 15% of school days; 7% missed at least 30%
Teacher transfers are highly prevalent
• Over 10% of teachers were transferred in 2016
• 33% of head teachers were transferred in 2016

Transfers are also irregular
• More than 40% of teachers have been at their current posting for five years or more
• Teachers are rarely told more than a week in advance
For a given teacher $i$ and school $j$, the following describe the annual probability of transfer and school desirability:

$$\text{Prob(transfer)}_{ij} = f(\text{tenure}_i (+), \text{remoteness}_j (-), \text{teacher quality}_i (-))$$

$$\text{School desirability}_{ij} = g(\text{proximity}_{ij} (+), \text{facilities}_j (+), \text{headteacher quality}_j (+))$$
RESEARCH QUESTIONS

How can the rotation of officials affect service delivery? In particular, does:

• Rotating teachers across schools in Uganda affect student achievement?
• The promise of improved transfer placement better teacher and student outcomes?
STUDY DESIGN

Proposed randomization
- Control schools: continue under the status quo
- Treatment schools: transfer timing and placement set by the study team on the basis of performance

Performance incentives
- Higher-performing teachers will be placed at more desirable schools
Asante kwa usikivu wako!

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