Financing Agreement
SECONDARY EDUCATION QUALITY IMPROVEMENT PROJECT (SEQUIP)

between

THE UNITED REPUBLIC OF TANZANIA

and

INTERNATIONAL DEVELOPMENT ASSOCIATION
FINANCING AGREEMENT

AGREEMENT dated as of the Signature Date between THE UNITED REPUBLIC OF TANZANIA ("Recipient") and INTERNATIONAL DEVELOPMENT ASSOCIATION ("Association"). The Recipient and the Association hereby agree as follows:

ARTICLE I — GENERAL CONDITIONS; DEFINITIONS

1.01. The General Conditions (as defined in the Appendix to this Agreement) apply to and form part of this Agreement.

1.02. Unless the context requires otherwise, the capitalized terms used in this Agreement have the meanings ascribed to them in the General Conditions or in the Appendix to this Agreement.

ARTICLE II — FINANCING

2.01. The Association agrees to extend to the Recipient a credit, which is deemed as Concessional Financing for purposes of the General Conditions, in an amount equivalent to three hundred sixty-four million two hundred thousand Special Drawing Rights (SDR 364,200,000) (variously, "Credit" and "Financing"), to assist in financing the project described in Schedule I to this Agreement ("Project").

2.02. The Recipient may withdraw the proceeds of the Financing in accordance with Section III of Schedule 2 to this Agreement.

2.03. The Maximum Commitment Charge Rate is one-half of one percent (1/2 of 1%) per annum on the Unwithdrawn Financing Balance.

2.04. The Service Charge is three-fourths of one percent (3/4 of 1%) per annum on the Withdrawn Financing Balance.

2.05. The Payment Dates are February 15 and August 15 in each year.

2.06. The principal amount of the Financing shall be repaid in accordance with the repayment schedule set forth in Schedule 3 to this Agreement.

2.07. The Payment Currency is Dollar.
ARTICLE III — PROJECT

3.01. The Recipient declares its commitment to the objectives of the Project. To this end, the Recipient shall carry out the Project through MoEST and PO-RALG in accordance with the provisions of Article V of the General Conditions and Schedule 2 to this Agreement.

ARTICLE IV — EFFECTIVENESS; TERMINATION

4.01. The Additional Condition of Effectiveness is, namely, that the Operations Manual prepared by the Recipient and approved by the Association in accordance with provisions in Section I.B.2 of Schedule 2 to this Agreement has been adopted by the Recipient.

4.02. The Effectiveness Deadline is the date ninety (90) days after the Signature Date.

4.03. For purposes of Section 10.05 (b) of the General Conditions, the date on which the obligations of the Recipient under this Agreement (other than those providing for payment obligations) shall terminate is twenty (20) years after the Signature Date.

ARTICLE V — REPRESENTATIVE; ADDRESSES

5.01. The Recipient’s Representative is the Recipient’s minister responsible for finance.

5.02. For purposes of Section 11.01 of the General Conditions, respectively:

(a) the Recipient’s address is:

Ministry of Finance and Planning
Treasury Square Building
18, Jakaya Kikwete Road
P. O. Box 2802
40468 Dodoma
Tanzania; and

(b) the Recipient’s Electronic Address is:

Facsimile:

255-26-296-3109
5.03. For purposes of Section 11.01 of the Program General Conditions and the Project General Conditions, respectively:

(a) the Association’s address is:

International Development Association
1818 H Street, N.W.
Washington, D.C. 20433
United States of America; and

(b) the Association’s Electronic Address is:

Facsimile:

1-202-477-6391
AGREED as of the Signature Date.

THE UNITED REPUBLIC OF TANZANIA

By

Authorized Representative

Name: Dato Myesha James
Title: Permanent Secretary
Date: 21-05-2020

INTERNATIONAL DEVELOPMENT ASSOCIATION

By

Authorized Representative

Name: Mara Warwick
Title: COUNTRY DIRECTOR
Date: 21-05-2020
SCHEDULE I

Project Description

The objectives of the Project are to increase access to secondary education, provide responsive learning environments for girls and improve completion of quality secondary education for girls and boys.

The Project consists of the following parts:

Part 1: Empowering Girls through Secondary Education and Life Skills

1.1. Create a safe learning environment for students in schools through, \textit{inter alia}:

(a) provision of trained school guidance and counselling teachers;

(b) provision of students' life-skills training through girls' and boys' clubs by the guidance and counseling teachers and the establishment of grievance redress mechanisms;

(c) provision of training to school teachers, school heads, school Boards, and parent-teacher associations on gender-based violence, school leadership, management and safe school issues;

(d) establishment of a school and classroom monitoring system for early identification of, and intervention on, girls at risk of drop out; and

(e) establishment of a community-based mechanism for safe passage to school.

1.2 Promoting girls' completion of secondary education through quality Alternative Education Pathways ("AEP") through, \textit{inter alia}:

(a) strengthening the system for monitoring and outreach to secondary school girl dropouts, including setting up an ICT-enabled system for tracking girls dropping out at national and district level;

(b) development and implementation of a grassroots outreach program targeted at out-of-school girls;

(c) enhancing access to AEP through: (i) expansion of the network of AEP Centers, and (ii) provision of tuition fee subsidies for vulnerable girls; and

(d) provision of a quality package for strengthening student learning in AEP.
Part 2. Digitally-Enabled Effective Teaching and Learning

2.1. Develop effective teaching and learning resources in Secondary Education through, inter alia:

(a) provision of a minimum package of critical teaching and learning resources for schools, consisting of textbooks and teacher guides in core subjects (Math and Sciences);

(b) ensuring equitable, gender-balanced teacher deployment to schools through: (i) development of a teacher deployment strategy, (ii) establishment of a multi-year financial simulation teacher policy tool to plan the number of teachers needed, and (iii) development of software for teacher deployment;

(c) provision of in-service teacher training/continuous professional development to improve classroom teaching practice for Mathematics and Science secondary school teachers; and

(d) an evaluation of student learning in lower secondary school (Form 3 national learning evaluation).

2.2. Adoption of digitally-enabled teaching of Math and Sciences through, inter alia:

(a) development of an ICT in education strategy and an ICT in education plan for secondary education; and

(b) development and implementation of a digital content and connectivity package for use in the classroom.

Part 3. Reducing Barriers to Girls' Education through Facilitating Access to Secondary Schools

(a) Provide support for the construction of new secondary schools, based on School Construction Standards, to expand the secondary school network (especially in rural areas) and reduce the average distance to secondary schools.

(b) Implement upgrading of existing secondary schools with a minimum infrastructure package and based on School Construction Standards.

(c) Strengthen the community-based construction process, including training of school communities (school boards and school construction committees) on fiduciary, environmental and social measures to facilitate adequate accounting for resources, and active participation in construction monitoring.
Part 4. **Project Coordination, Monitoring and Evaluation**

Provision of support for the implementation of the Project, including enhancing the capacity of MoEST, PO-RALG, and other relevant agencies for education sector management (including for policymaking, planning, implementation, environmental and social standards management, grievance redress mechanisms and monitoring and evaluation), provision of financing for the Implementation Support Team, annual verification of disbursement linked indicators by an Independent Verification Agent and financing of Training and Operating Costs.
SCHEDULE 2

Project Execution

Section I. Implementation Arrangements

A. Institutional Arrangements

1. The Recipient shall be responsible for the management, implementation, and monitoring and evaluation of the Project in accordance with the following arrangements, and, to this end, the Recipient shall maintain, throughout Project implementation, the entities referred to in the following paragraphs of this Part A with an adequate institutional framework, composition, functions, and resources, including competent personnel in adequate numbers as applicable, satisfactory to the Association as shall be required for purposes of Project implementation.

Senior Management Team

2. The Recipient shall be responsible for the overall strategic oversight of the Project through the Senior Management Team ("SMT"), which shall be co-chaired by the Permanent Secretaries of MoEST and PO-RALG and include representatives from the Ministry of Finance and Planning ("MoFP"), the President's Office-Public Service Management ("PO-PSM") and the Institute for Adult Education ("IAE"), and such other representatives from government entities as may be required for Project implementation and coordination and as further detailed in the Operations Manual.

Ministry of Education, Science and Technology

3. The Recipient, through the MoEST, shall be responsible for the overall implementation, monitoring and evaluation, setting of standards and strategies of the Project (other than school-level activities).

President's Office – Regional Administration and Local Government

4. The Recipient, through the PO-RALG, shall be responsible for the day-to-day implementation, and monitoring and evaluation of school-level activities under the Project

Project Coordination Team

5. The Recipient shall be responsible for the coordination of the Project through a cross-ministerial Project Coordination Team composed of key staff, with qualifications and under terms of reference acceptable to the Association, such key staff to include an environmental expert, a social expert, a gender-based violence expert, five...
environmental and social specialists to serve as regional focal points to support the experts, and at minimum, a procurement specialist, financial management specialist, internal auditor, communications specialist, engineer, monitoring and evaluation specialist, occupational health and safety specialist, district field specialists and any other technical, fiduciary, and safeguard specialists as may have been agreed with the Association, as further detailed in the Operations Manual.

6. The Project Coordination Team shall be co-chaired by the Director of Policy and Planning within MoEST and the Director for Education Administration through the secondary education section in PO-RALG who shall serve as the primary day-to-day Project Coordinators.

B. Additional Operation Implementation Arrangements

Operations Manual

1. The Recipient shall prepare, in accordance with terms of reference acceptable to the Association, a Project operations manual, which includes: (a) a description of the roles and responsibilities of various agencies and entities in the implementation of the Project, including the various mechanisms for ensuring close coordination and collaboration between various Project stakeholders; (b) budget and budgetary control; (c) flow of funds, disbursement procedures and banking arrangements; (d) financial, procurement and accounting procedures; (e) internal control procedures, (f) accounting system and transaction records; (g) reporting requirements; (h) external audit; (i) anti-corruption and fraud mitigation measures; (j) environmental and social safeguards aspects, including a detailed description of the grievance redress mechanisms process as well as any process for recording and reporting Project-related accidents and incidents; (k) monitoring and evaluation arrangements, including procedures and reporting formats; and (l) School Construction Standards setting out standards for design and safety in school construction.

2. The Recipient shall: (a) furnish the above mentioned manual to the Association for approval; (b) ensure that the Project is carried out in accordance with the approved manual (“Operations Manual”); and (c) except as the Association shall otherwise agree in writing, not assign, amend, abrogate, or waive, or permit to be assigned, amended, abrogated, or waived, the Operations Manual.

3. In the event of a conflict between the provisions of the Operations Manual and those of this Agreement, this Agreement shall govern.
Independent Verification Agent

4. (a) The Recipient shall, for purposes of carrying out Parts 1, 2 and 3 of the Project:

(i) appoint, not later than three (3) months after the Effective Date, and thereafter maintain throughout Project implementation, an independent verification agent, under terms of reference satisfactory to the Association, ("Independent Verification Entity" or "IVE"), which shall include such agent's obligation to verify achievement of the Disbursement-Linked Results and recommend corresponding payments to be made, as applicable; and

(ii) ensure that such agent: (A) carries out such verification in accordance with the Verification Protocols; and (B) submits to the Association the related verification reports ("Independent Verification Reports") in a timely manner and in form and substance satisfactory to the Association.

(b) In the event of a need for verification services prior to the appointment of such consultant, the Recipient shall put in place adequate interim arrangements satisfactory to the Association and approved in writing by the Association for this purpose.

Annual Work Plans and Budgets

5. During the period of Project implementation, the Recipient shall prepare, in accordance with terms of reference acceptable to the Association: (i) a draft annual work plan (including Specific Safeguards Instruments); and (ii) budget (including Training and Operating Costs) ("AWPB") for Project activities proposed to be implemented in the following year.

6. The Recipient shall furnish to the Association, as soon as available, but not later than August 31 of each year, the AWPB referred to in paragraph 1 above, for the Association's review and approval except for the AWPB for the first year of Project implementation, which shall be furnished no later than one (1) month after the Effective Date.

7. The Recipient shall carry out Project activities in accordance with the AWPB approved by the Association and only activities included in an AWPB expressly approved by the Association are eligible for financing from the proceeds of the Financing.
Implementation Support Team

8. The Recipient shall, for purposes of carrying out Part 3 of the Project, appoint and/or hire, not later than six (6) months after the Effective Date, and thereafter maintain for at least two years during Project implementation unless the Association otherwise requests, an implementation support team, with qualifications and experience and under terms of reference satisfactory to the Association (the “Implementation Support Team”), which team shall provide hands-on support to, among other, the district engineers in the LGAs and other implementing entities for the implementation of the environmental and safeguards obligations under the Project, as set out in Section I.C of this Schedule.

C. Environmental and Social Standards

1. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards, in a manner acceptable to the Association.

2. Without limitation upon paragraph 1 above, the Recipient shall ensure that the Project is implemented in accordance with the Environmental and Social Commitment Plan (“ESCP”), in a manner acceptable to the Association. To this end, the Recipient shall ensure that:
   
   (a) the measures and actions specified in the ESCP are implemented with due diligence and efficiency, and as further specified in the ESCP;

   (b) sufficient funds are available to cover the costs of implementing the ESCP;

   (c) policies, procedures and qualified staff are maintained to enable it to implement the ESCP, as further specified in the ESCP; and

   (d) the ESCP or any provision thereof, is not amended, revised or waived, except as the Association shall otherwise agree in writing and the Recipient has, thereafter, disclosed the revised ESCP.

In case of any inconsistencies between the ESCP and the provisions of this Agreement, the provisions of this Agreement shall prevail.

3. The Recipient shall:

   (a) take all measures necessary on its part to collect, compile, and furnish to the Association through regular reports, with the frequency specified in the ESCP, and promptly in a separate report or reports, if so requested by the Association, information on the status of compliance with the ESCP and the management tools and instruments referred to therein, all such reports in form and substance acceptable to the Association, setting out,
inter alia: (i) the status of implementation of the ESCP; (ii) conditions, if any, which interfere or threaten to interfere with the implementation of the ESCP; and (iii) corrective and preventive measures taken or required to be taken to address such conditions; and

(b) promptly notify the Association of any incident or accident related to or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, in accordance with the ESCP, the instruments referenced therein and the Environmental and Social Standards.

4. The Recipient shall maintain and publicize the availability of a grievance mechanism, in form and substance satisfactory to the Association, to hear and determine fairly and in good faith all complaints raised in relation to the Project, and take all measures necessary to implement the determinations made by such mechanism in a manner satisfactory to the Association.

Section II. Project Monitoring, Reporting and Evaluation

The Recipient shall furnish to the Association each Project Report not later than three (3) months after the end of each Fiscal Year, covering the FY.

Section III. Withdrawal of the Proceeds of the Financing

A. General

Without limitation upon the provisions of Article II of the General Conditions and in accordance with the Disbursement and Financial Information Letter, the Recipient may withdraw the proceeds of the Financing to finance Eligible Expenditures in the amount allocated and, if applicable, up to the percentage set forth against each Category of the following table:
## Category

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount of the Financing Allocated (expressed in SDR)</th>
<th>Percentage of Expenditures to be Financed (inclusive of Taxes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) EEPs for the carrying out of Parts 1 and 2 of the Project</td>
<td>269,508,000</td>
<td>100% up to the amount allocated to each DLI as set forth in the table in Schedule 4</td>
</tr>
<tr>
<td>(2) EEPs for the carrying out of Part 3 of the Project</td>
<td>80,124,000</td>
<td>100% up to an amount allocated to each DLI as set forth in the table in Schedule 4</td>
</tr>
<tr>
<td>(3) Goods, non-consulting services, consulting services (including for audits), Training, and Operating Costs under Part 4 of the Project</td>
<td>14,568,000</td>
<td>100%</td>
</tr>
<tr>
<td><strong>TOTAL AMOUNT</strong></td>
<td><strong>364,200,000</strong></td>
<td></td>
</tr>
</tbody>
</table>

### B. Withdrawal Conditions; Withdrawal Period

1. Notwithstanding the provisions of Part A above, no withdrawal shall be made:
   
   (a) for payments made prior to the Signature Date; or
   
   (b) under Category (1) unless and until the Recipient has furnished to the Association:
       
       (i) evidence, in form and substance satisfactory to the Association, that the respective DLRs specified in the table in Schedule 4 (other than DLRs 11.1 through 11.3) have been met and verified in accordance with Section 1.B.4 of this Schedule;
       
       (ii) evidence of actual expenditures under the Eligible Expenditure Program ("EEP") and their verification in accordance with the Verification Protocols and the provisions of Section 1.B.4 of this Schedule; and
(iii) an EEP withdrawal application for said DLRs, in form and substance satisfactory to the Association; or

(c) under Category (2) unless and until the Recipient has furnished to the Association:

(i) evidence, satisfactory to the Association, that the Implementation Support Team has been appointed and/or hired pursuant to the provisions of Section I.B.8 of this Schedule, and at least one (1) year prior to the completion of the assessments and costed LGA plans referred to in DLR 11.1, as well as the commencement of civil works on Project-financed government schools contemplated under DLR 11.2 and 11.3;

(ii) evidence, in form and substance satisfactory to the Association, that the respective DLRs 11.1; 11.2 or 11.3 specified in the table in Schedule 4 have been met and verified in accordance with Section I.B.4 of this Schedule;

(iii) evidence of actual expenditures under the Eligible Expenditure Program ("EEP") and their verification in accordance with the Verification Protocols and the provisions of Section I.B.4 of this Schedule; and

(iv) an EEP withdrawal application for said DLRs, in form and substance satisfactory to the Association.

2 Notwithstanding the provisions of part B.1(b) of this Section, the Recipient may make a one-time withdrawal for an amount not to exceed the equivalent to fifty-three million nine hundred thousand Special Drawing Rights (SDR 53,900,000 equivalent) from Category (1) on account of DLRs not yet met; provided, however, that if by the Disbursement Deadline Date, the Recipient has failed to provide the Association evidence satisfactory to the Association that sufficient DLR(s) for amounts equivalent or greater than such one-time withdrawal has/have been fully achieved, the Recipient shall, upon notice from the Association, promptly refund to the Association the Withdrawn Credit Balance withdrawn from Category (1) in excess of the amounts corresponding to fully verified DLRs. Except as the Association may otherwise determine, the Association shall cancel all amounts refunded pursuant to this Section.

3. Notwithstanding the provisions of part B.1(b) of this Section:

(a) if the Association is not satisfied that any of the DLIIs has been achieved by the date by which said DLR is set to be achieved, the Association may, at any time, by notice to the Recipient, decide, in its sole discretion, to:
(i) authorize the withdrawal of such lesser amount of the unwithdrawn proceeds of the Financing then allocated to the respective DLI which, in the opinion of the Association, corresponds to the extent of EEP execution and achievement of said DLR;

(ii) when satisfied that said DLR has been complied with, authorize that the unwithdrawn amount by which the corresponding disbursement had been reduced be carried forward to the immediately subsequent withdrawal; or

(iii) cancel all or a portion of the proceeds of the Financing allocated to said DLR.

(b) if the Association is satisfied that a DLR has been achieved before the date which said DLR is set to be achieved, the Association may decide, at its sole discretion and at any time, by notice to the Recipient, to authorize the withdrawal of the proceeds of the Financing then allocated to the respective DLR; and

(c) if, at any time, the Association determines that any portion of the amounts disbursed by the Recipient under Category (1) was made: (i) for expenditures which are not eligible under the EEP; or (ii) not in compliance with the provisions of Section III.B.1(b) of this Schedule, the Recipient shall promptly refund any such amount to the Association as the Association shall specify by notice to the Recipient.

4. The Closing Date is January 31, 2026.
# ANNEX TO SCHEDULE 2

## Eligible Expenditure Program

### Sector Budget Codes

<table>
<thead>
<tr>
<th>Agency-Budgetary Institutions</th>
<th>Local Government Budget Code</th>
<th>Item Code &amp; Description</th>
<th>Program Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Government Authorities</td>
<td>22013114</td>
<td>Secondary School Capitation Grants</td>
<td>Annual per-student grants provided to all government secondary schools</td>
</tr>
<tr>
<td>Local Government Authorities</td>
<td>21111101</td>
<td>Secondary School Teacher Salaries</td>
<td>Total allocation for basic pay of government secondary school teacher salaries</td>
</tr>
<tr>
<td>Local Government Authorities</td>
<td>21113112</td>
<td>Secondary School Responsibility Allowances</td>
<td>Allowances paid to heads of government secondary schools in addition to basic pay</td>
</tr>
</tbody>
</table>
SCHEDULE 3

Repayment Schedule

<table>
<thead>
<tr>
<th>Date Payment Due</th>
<th>Principal Amount of the Credit repayable (expressed as a percentage)*</th>
</tr>
</thead>
<tbody>
<tr>
<td>On each February 15 and August 15, commencing August 15, 2026 to and including February 15, 2058</td>
<td>1.5625%</td>
</tr>
</tbody>
</table>

* The percentages represent the percentage of the principal amount of the Credit to be repaid, except as the Association may otherwise specify pursuant to Section 3.05 (b) of the General Conditions.
## SCHEDULE 4
Disbursement-Linked Indicators

<table>
<thead>
<tr>
<th>Disbursement-Linked Indicator (&quot;DLI&quot;)</th>
<th>Action to be Completed/ Disbursement-Linked Result (&quot;DLR&quot;)</th>
<th>Amount of the Financing for DLI Allocated (expressed in SDR)</th>
<th>Formula for Scalable Disbursement for Partial Achievement of DLR (expressed in SDR) (as applicable)</th>
</tr>
</thead>
</table>
| (1) DLI 1: Percentage of female secondary school drop-outs completing Alternative Education Pathways ("AEP") Form 4 (Stage 2) | DLR 1.1  
(FY 2020-21)  
(1) Costed plan for AEP expansion developed;  
(2) Said plan is approved by MoEST; and  
(3) Following developed: relevant guidelines, and updated curriculum and training modules for implementation of approved plan.  
**Deadline:** June 30, 2021 | 14,568,000 | Not applicable |
| | DLR 1.2  
(FY 2022-23)  
9 percentage point increase in female secondary school drop-outs completing AEP Form 4 (Stage 2) relative to Baseline | 10,926,000 | 1,214,000 for every 1 percentage point increase in completion rate |
| | DLR 1.3  
(FY 2024-25)  
14 percentage point increase in female secondary school drop-outs completing AEP Form 4 (Stage 2) relative to Baseline | 10,926,000 | 780,428 for every 1 percentage point increase in completion rate |
<p>| <strong>DLI 1 Total</strong> | | <strong>36,420,000</strong> | |</p>
<table>
<thead>
<tr>
<th>Disbursement-Linked Indicator (&quot;DLI&quot;)</th>
<th>Action to be Completed/ Disbursement-Linked Result (&quot;DLR&quot;)</th>
<th>Amount of the Financing for DLI Allocated (expressed in SDR)</th>
<th>Formula for Scalable Disbursement for Partial Achievement of DLR (expressed in SDR) (as applicable)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(2) DLI 2: Percentage of AEP females enrolling in Form 5 and other post-Secondary Education</td>
<td>DLR 2.1 (FY 2022-23) 8 percentage point increase in AEP females enrolling in Form 5 and other post-Secondary Education relative to Baseline</td>
<td>14,568,000</td>
<td>1,821,000 for every 1 percentage point increase</td>
</tr>
<tr>
<td></td>
<td>DLR 2.2 (FY 2024-25) 13 percentage point increase in AEP females enrolling in Form 5 and other post-secondary education relative to Baseline</td>
<td>7,284,000</td>
<td>560,307 for every 1 percentage point increase</td>
</tr>
<tr>
<td></td>
<td><strong>DLI 2 Total</strong></td>
<td><strong>21,852,000</strong></td>
<td></td>
</tr>
<tr>
<td>(3) DLI 3: Number of government schools implementing safe school program to support girls</td>
<td>DLR 3.1 (FY2020-21) (1) Develop circular on the safe school program/approach and MoEST approves and issues circular; and (2) Develop relevant guidelines, training materials and monitoring tools for implementation of safe school program/approach. <strong>Deadline: June 30, 2021</strong></td>
<td>7,284,000</td>
<td>Not applicable</td>
</tr>
<tr>
<td></td>
<td>DLR 3.2 (FY2022-23) 700 additional government secondary schools implementing safe school program to support girls relative to Baseline</td>
<td>7,284,000</td>
<td>10,405 per school</td>
</tr>
<tr>
<td>Disbursement-Linked Indicator (&quot;DLI&quot;)</td>
<td>Action to be Completed/ Disbursement-Linked Result (&quot;DLR&quot;)</td>
<td>Amount of the Financing for DLI Allocated (expressed in SDR)</td>
<td>Formula for Scalable Disbursement for Partial Achievement of DLR (expressed in SDR) (as applicable)</td>
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<td>---------------------------------------</td>
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</tr>
<tr>
<td>DLR 3.3 (FY2024-25)</td>
<td>1,300 additional government secondary schools implementing safe school program to support girls relative to FY2022-23</td>
<td>7,284,000</td>
<td>5,603 per school</td>
</tr>
<tr>
<td>DLR 3 Total</td>
<td></td>
<td>21,852,000</td>
<td></td>
</tr>
<tr>
<td>(4) DLI 4: Females/girls enrolled in Form 5 in Government Schools</td>
<td>DLR 4.1 (FY2020-21): Costed implementation plan to improve girls' education outcomes is developed; and said plan is approved by MoEST</td>
<td>14,568,000</td>
<td>Not applicable</td>
</tr>
<tr>
<td></td>
<td>Deadline: June 30, 2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>DLR 4.2 (FY2022-23): 10,000 additional girls enrolled in Form 5 relative to Baseline</td>
<td>14,568,000</td>
<td>1,456.8 per additional girl</td>
</tr>
<tr>
<td></td>
<td>DLR 4.3 (FY2024-25): 15,000 additional girls enrolled in Form 5 relative to Baseline</td>
<td>14,568,000</td>
<td>971.2 per additional girl</td>
</tr>
<tr>
<td>DLI 4 Total</td>
<td></td>
<td>43,704,000</td>
<td></td>
</tr>
<tr>
<td>Disbursement-Linked Indicator (“DLI”)</td>
<td>Action to be Completed/Disbursement-Linked Result (“DLR”)</td>
<td>Amount of the Financing for DLI Allocated (expressed in SDR)</td>
<td>Formula for Scalable Disbursement for Partial Achievement of DLR (expressed in SDR) (as applicable)</td>
</tr>
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<td>--------------------------------------</td>
<td>---------------------------------------------------------</td>
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<td>-----------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| (5) DLI 5: Strengthening information systems and incentives to prevent drop out and to support transfer to and from AEP | DLR 5.1  
(FY2020-21): Information system to track secondary school drop-outs developed; and said system approved by MoEST  
**Deadline:** June 30, 2021 | 2,185,200 | Not applicable |
|  | DLR 5.2  
(FY2022-23): System to track secondary school drop-outs is functioning | 5,098,800 | |
|  | **DLI 5 Total** | **7,284,000** | |
| (6) DLI 6: Improvement in classroom teaching practice in Government Secondary Schools through regular in-service teacher training | DLR 6.1  
(FY2020-21):  
(1) Four (4) modules for mathematics and science in-service teacher training developed and approved by MoEST, and  
(2) Technical and costed plan for mode of delivery of said modules developed and approved by MoEST  
**Deadline:** June 30, 2021 | 4,370,400 | Not applicable |
|  | DLR 6.2  
(FY2022-23):  
20,000 Government Secondary School teachers successfully complete at least one (1) professional development module | 8,740,800 | 437 per teacher |
<table>
<thead>
<tr>
<th>Disbursement-Linked Indicator (&quot;DLI&quot;)</th>
<th>Action to be Completed/ Disbursement-Linked Result (&quot;DLR&quot;)</th>
<th>Amount of the Financing for DLI Allocated (expressed in SDR)</th>
<th>Formula for Scalable Disbursement for Partial Achievement of DLR (expressed in SDR) (as applicable)</th>
</tr>
</thead>
<tbody>
<tr>
<td>DLR 6.3 (FY2024-25): Additional 20,000 Government Secondary School teachers successfully complete at least one (1) professional development module relative to FY2022-23</td>
<td>8,740,800</td>
<td>437 per teacher</td>
<td></td>
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<tr>
<td>DLI 6 Total</td>
<td></td>
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<tr>
<td>(7) DLR 7: Percentage of Government Secondary Schools with mathematics and science teachers deployed in line with national standards</td>
<td>DLR 7.1 (FY2020-21) National Secondary School Teacher Deployment Strategy approved by MoEST, including agreed formula for deployment of new teachers</td>
<td>8,194,500</td>
<td>Not applicable</td>
</tr>
<tr>
<td>Deadline: June 30, 2021</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DLR 7.2 (FY2022-23): 25% of Government Secondary Schools with mathematics and science teachers deployed in line with standards set in said Strategy</td>
<td>4,552,500</td>
<td>182,100 per 1% improvement</td>
<td></td>
</tr>
<tr>
<td>DLR 7.3 (FY2024-25): 50% of Government Secondary Schools with Mathematics and Science teachers deployed in line with standards set in said Strategy</td>
<td>9,105,000</td>
<td>182,100 per 1% improvement</td>
<td></td>
</tr>
<tr>
<td>DLI 7 Total</td>
<td></td>
<td></td>
<td>21,852,000</td>
</tr>
<tr>
<td>Disbursement-Linked Indicator (&quot;DLI&quot;)</td>
<td>Action to be Completed/ Disbursement-Linked Result (&quot;DLR&quot;)</td>
<td>Amount of the Financing for DLI Allocated (expressed in SDR)</td>
<td>Formula for Scalable Disbursement for Partial Achievement of DLR (expressed in SDR) (as applicable)</td>
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<tr>
<td>(8) DLI 8: Secondary schools under each LGA achieving Minimum Mathematics and Science Teaching and Learning Material (&quot;MMSTL&quot;) standards, defined as: (a) student / textbook ratio of 1:1 (b) teacher / teacher guide ratio of 2:1 or less</td>
<td>DLR 8.1 (FY2022-23) Number of LGA with 25% of government schools achieving MMSTL standards</td>
<td>10,926,000</td>
<td>59,380 per LGA achieving target</td>
</tr>
<tr>
<td></td>
<td>DLR 8.2 (FY2024-25) Number of LGA with 50% of Government Schools achieving MMSTL standards</td>
<td>10,926,000</td>
<td>59,380 per LGA achieving target</td>
</tr>
<tr>
<td>DLI 8 Total</td>
<td></td>
<td>21,852,000</td>
<td></td>
</tr>
<tr>
<td>(9) Number of government schools implementing an Information and Communications Technology Program</td>
<td>DLR 9.1 (FY2020-21) An overall ICT strategy (including concept design and costing) developed and approved by MoEST</td>
<td>2,185,200</td>
<td>Not applicable</td>
</tr>
<tr>
<td></td>
<td>DLR 9.2 (FY2022-23) 350 Government Secondary Schools successfully implement ICT program relative to Baseline</td>
<td>2,549,400</td>
<td>7,284 per school</td>
</tr>
<tr>
<td></td>
<td>DLR 9.3 (FY2024-25) Additional 1,150 Government Secondary Schools successfully implementing ICT program relative to FY2022-23.</td>
<td>2,549,400</td>
<td>2,216 per school</td>
</tr>
<tr>
<td>Disbursement-Linked Indicator (&quot;DLI&quot;)</td>
<td>Action to be Completed/ Disbursement-Linked Result (&quot;DLR&quot;)</td>
<td>Amount of the Financing for DLI Allocated (expressed in SDR)</td>
<td>Formula for Scalable Disbursement for Partial Achievement of DLR (expressed in SDR) (as applicable)</td>
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<tr>
<td>DL1 9 Total</td>
<td></td>
<td>7,284,000</td>
<td></td>
</tr>
<tr>
<td>(10) DLI 10: Form 3 national learning evaluation conducted</td>
<td>DLR 10.1 (FY2020-21) Guidelines and instruments for carrying out Form 3 national learning evaluation established</td>
<td>5,098,800</td>
<td>Not applicable</td>
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<td>Deadline: June 30, 2021</td>
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<tr>
<td></td>
<td>DLR 10.2 (FY2022-23) Sample-based Form 3 national learning evaluation conducted and findings and technical report on methodology published</td>
<td>2,913,600</td>
<td>Not applicable</td>
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<tr>
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<td>DLR 10.3 FY2024-25</td>
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<td>(1) Form 3 national learning evaluation adapted based on initial round;</td>
<td></td>
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<tr>
<td></td>
<td>(2) Second round of Form 3 national learning evaluation completed; and</td>
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<td>(3) Findings, technical report on methodology published.</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>2,913,600</td>
<td>Not applicable</td>
</tr>
<tr>
<td>DL1 10 Total</td>
<td></td>
<td>10,926,000</td>
<td></td>
</tr>
<tr>
<td>(11) DLI 11: Percentage of secondary schools under each LGA achieving Minimum Infrastructure Standards, defined as:</td>
<td>DLR 11.1 (FY2020-21) (1) Carried out assessment of existing infrastructure and of projected infrastructure needs; and</td>
<td>14,568,000</td>
<td>Not applicable</td>
</tr>
<tr>
<td>Disbursement-Linked Indicator (&quot;DLI&quot;)</td>
<td>Action to be Completed/ Disbursement-Linked Result (&quot;DLR&quot;)</td>
<td>Amount of the Financing for DLI Allocated (expressed in SDR)</td>
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<tr>
<td>(a) student / classroom ratio of 50:1 or less</td>
<td>(2) Costed LGA plans based on such projected needs and aligned with School Construction and Maintenance Strategy approved by MoEST and the School Construction Standards approved by the Association.</td>
<td></td>
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<td>(b) student / latrine ratio of 25:1 for girls and 30:1 for boys, and</td>
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<td>(c) at least one (1) multipurpose science laboratory per school</td>
<td>Deadline: June 30, 2021</td>
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<td></td>
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<tr>
<td><strong>DLR 11.2</strong> (FY2022-23)</td>
<td>Number of LGA wherein 25% of government schools achieve Minimum Infrastructure Standards and complies with School Construction Standards</td>
<td>32,778,000</td>
<td>178,141 per LGA</td>
</tr>
<tr>
<td><strong>DLR 11.3</strong> (FY2024-25)</td>
<td>Number of LGA wherein 50% of government schools achieving Minimum Infrastructure Standards and complies with School Construction Standards</td>
<td>32,778,000</td>
<td>178,141 per LGA</td>
</tr>
<tr>
<td><strong>DLI 11 Total</strong></td>
<td></td>
<td>80,124,000</td>
<td></td>
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<tr>
<td>(12) DLI 12: Total level of biannually released funds per agreed Program Budget Framework</td>
<td><strong>DLR 12.1</strong> FY2020-21 Biannual release of funds at total level per agreed Program Budget Framework</td>
<td>10,926,000</td>
<td>109,260 per 1% of funds released</td>
</tr>
<tr>
<td>Deadline: June 30, 2021</td>
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<tr>
<td>Disbursement-Linked Indicator (&quot;DLI&quot;)</td>
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<tr>
<td>DLR 12.2 FY2021-22 Biannual release of funds at total level per agreed Program Budget Framework</td>
<td>14,568,000</td>
<td>145,680 per 1% of funds released</td>
<td></td>
</tr>
<tr>
<td>DLR 12.3 (FY2022-23) Biannual release of funds at total level per agreed Program Budget Framework</td>
<td>14,568,000</td>
<td>145,680 per 1% of funds released</td>
<td></td>
</tr>
<tr>
<td>DLR 11.4 (FY2023-24): Biannual release of funds at total level per agreed Program Budget Framework</td>
<td>14,568,000</td>
<td>145,680 per 1% of funds released</td>
<td></td>
</tr>
<tr>
<td>DLI 12 Total</td>
<td>54,630,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL AMOUNT FOR DLIs</td>
<td>349,632,000</td>
<td></td>
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</tbody>
</table>
APPENDIX

Definitions

1. "AEP" or "Alternative Education Pathways" means all education programs in the Recipient's country other than formal secondary schooling and which permits students of such programs to enroll and take Form 4 and Form 6 national examinations.

2. "Anti-Corruption Guidelines" means, for purposes of paragraph 5 of the Appendix to the General Conditions, the "Guidelines on Preventing and Combating Fraud and Corruption in Projects Financed by IBRD Loans and IDA Credits and Grants", dated October 15, 2006 and revised in January 2011 and as of July 1, 2016.

3. "Baseline" means baseline established in accordance with the provisions of the Operations Manual for the first and subsequent years/periods specified in the DLR.

4. "Category" means a category set forth in the table in Section III.A of Schedule 2 to this Agreement.

5. "Disbursement Deadline Date" means the date falling four months after the Closing Date.

6. "DLI" means the disbursement-linked indicator referenced in Schedule 4 to this Agreement and used for determining percentages of expenditures to be financed in Category (1) of the table in Section III.A of Schedule 2 to this Agreement and more specifically set out in the table in Schedule 4 to this Agreement.

7. "DLR" means the disbursement-linked result or action(s) to be completed set out in the table in Schedule 4 to this Agreement for determining whether a DLI has been satisfied, in whole or part.

8. "Eligible Expenditure Program" or "EEP" means a set of selected eligible expenditures (including, inter alia, capitation grants, which are incremental operating costs incurred by schools, salaries of the Recipient's civil service, and other allowances and honoraria to said staff) for activities under the Recipient's budget codes set out in the Annex to Schedule 2 to this Agreement and incurred by the Recipient under the Project (and thus said set of expenditures constitute a subset of the Eligible Expenditures defined in the General Conditions).

9. "Environmental and Social Commitment Plan" or the acronym "ESCP" means the Recipient's environmental and social commitment plan, acceptable to the Association, dated November 2019, which sets out a summary of the material measures and actions to address the potential environmental and social risks and impacts of the Project, including the timing of the actions and measures,
institutional, staffing, training, monitoring and reporting arrangements, and any instruments to be prepared thereunder; as the ESCP may be revised from time to time, with prior written agreement of the Association, and such term includes any annexes or schedules to such plan.


11. “Fiscal Year” or “FY” means the Recipient’s fiscal year, running from July 1 to the next following June 30.

12. “Form 2” means the second grade of secondary school, or a successor thereto.

13. “Form 3” means the third grade of secondary school, or a successor thereto.

14. “Form 4” means the fourth grade of secondary school, or a successor thereto.

15. “Form 5” means the fifth grade of secondary school, or a successor thereto.

16. “Form 6” means the fifth grade of secondary school, or a successor thereto.


19. “ICT” means information and communication technology.
20. "Implementation Support Team" means the firm or entity referred to in, and to be hired by the Recipient pursuant to, Section I.B.8 of Schedule 2 to this Agreement.

21. "Information and Communications Technology Program" means a program to support classroom teaching of secondary school students through the use of ICT.

22. "Independent Verification Entity" or "IVE" means either a consultant or consultants or a panel of experts selected in accordance with the criteria set forth in the Operations Manual and referred to in Section I.B.4 of Schedule 2 to this Agreement.

23. "Independent Verification Report" means each of the quarterly reports referred to in Section I.B.4 of Schedule 2 to this Agreement.

24. "Local Government Authority" or "LGA" means any of the Recipient's district government authorities, responsible for the maintenance of law and order, promotion of economic and social welfare, and delivery of services in its respective jurisdiction, or a successor thereto.

25. "Minimum Infrastructure Standards" means standards consisting of student/classroom ratio of 50:1 or less; student/latrine ratio of 25:1 for girls and 30:1 for boys; and at least one (1) multipurpose science laboratory per school.

26. "Ministry of Finance and Planning" or "MoFP" means the Recipient's ministry responsible for policymaking in relation to and management of finance and planning, or a successor thereto.

27. "Ministry of Education, Science and Technology" or "MoEST" means the Recipient's ministry responsible for policymaking in relation to and management of education, science, and technology, or a successor thereto.

28. "MMSTL" means minimum mathematics and science teaching and learning material.

29. "National Secondary School Teacher Deployment Strategy" means the strategy that describes the criteria and procedures used to allocate secondary school subject teachers to individual government secondary schools equitably and efficiently.

30. "Operations Manual" means the Recipient's manual referred to in paragraphs 1, 2 and 3 of Section I.B of Schedule 2 to this Agreement, or a successor thereto.

31. "Operating Costs" means the incremental operating costs under the Project, based on the annual work plans and budgets referred to in Section I.B.5 of Schedule 2 to this Agreement as approved by the Association, and incurred by the Recipient for purposes of Operation management, implementation, and monitoring and evaluation, on account of utilities and supplies, bank charges, communications,
vehicle operation, maintenance, and insurance, office space rental, building and
equipment maintenance, public awareness-related media expenses, domestic and
international travel and subsistence, and salaries of contractual and temporary
staff, but excluding salaries, fees, honoraria, bonuses, and any other salary
supplements of members of the Recipient's civil service.

32. "PO-RALG" means the President's Office – Regional Administration and Local
Government, which is the Recipient's cabinet-level department, under the
President's Office, responsible for management of regional administration and
local government, or a successor thereto.

33. "Procurement Regulations" means, for purposes of paragraph 87 of the Appendix
to the General Conditions, the "World Bank Procurement Regulations for IPF

34. "Program Budget Framework" means the budget lines agreed as being necessary
to the achievement of the Project development objective and set out in the

35. "Project Coordination Team" means the Recipient's team referred to in Section
I.A.5 of Schedule 2 to this Agreement, or a successor thereto.

36. "Safeguards Instruments" means, collectively, the Environmental and Social
Management Framework, Resettlement Policy Framework, Stakeholder
Engagement Plan, and Vulnerable Groups Planning Framework referenced in the
ESCP.

37. "Specific Safeguards Instrument" means any plan prepared, or assessment carried
out, in accordance with the Safeguards Instruments for purposes of carrying out
identified Project activities, including environmental and social impact
assessment, environmental management plan, resettlement action plan and
vulnerable groups plan.

38. "School Construction Standards" means the standards set out in the Operations
Manual and approved by the Association pursuant to Section I.B of Schedule 2 to
this Agreement.

39. "School Construction and Maintenance Strategy" means the approved
Government strategy, which in general, is designed to respond to the growing
school-age population and to equitably supply infrastructure to meet the demand
for schools and addressing, among other things, school size and placement.

40. "Secondary Education" means learning and educational activities that build on
primary education and prepare learners for both first labor market entry as well as
post-secondary non-tertiary and tertiary education.
41. "Senior Management Team" or "SMT" means the Recipient's team referred to in Section I.A.2 of Schedule 2 to this Agreement, or a successor thereto.

42. "Signature Date" means the later of the two dates on which the Recipient and the Association signed this Agreement and such definition applies to all references to "the date of the Financing Agreement" in the General Conditions.

43. "Training" means the cost of training under the Project, based on the annual work plans and budgets referred to in Section I.B.5 of Schedule 2 to this Agreement as approved by the Association, and attributable to seminars, workshops, and study tours, along with domestic and international travel and subsistence allowances for training participants, services of trainers, rental of training facilities, preparation and reproduction of training materials, and other activities directly related to course preparation and implementation.

44. "Verification Protocols" means the Recipient's protocols, which forms part of the Operation Manual, setting forth the basis and methodology for verification of the achievement of Disbursement-Linked Results, as the same may be modified from time to time with the prior written agreement of the Association.