

I. PROJECT IDENTIFICATION

1. PROJECT TITLE
 Regional Testing Resource & Training Center

APPENDIX ATTACHED
 YES NO

2. PROJECT NO. (M.O. 1025.1)
 690-11-680-005

3. RECIPIENT (specify)
 COUNTRY
 REGIONAL OSARAC INTERREGIONAL

4. LIFE OF PROJECT
 BEGINS FY 69
 ENDS FY 74

5. SUBMISSION
 ORIGINAL
 REV. NO. 2 DATE
 CONTR./PASA NO. AID/afr/668

II. FUNDING (\$000) AND MAN MONTHS (MM) REQUIREMENTS

A. FUNDING BY FISCAL YEAR	D. TOTAL \$	C. PERSONNEL		D. PARTICIPANTS		E. COMMODITIES \$	F. OTHER COSTS \$	G. PASA/CONTR.		H. LOCAL EXCHANGE CURRENCY RATE: \$ US (U.S. OWNED)		
		(1) \$	(2) MM	(1) \$	(2) MM			(1) \$	(2) MM	(1) U.S. GRANT LOAN	(2) COOP COUNTRY	(A) JOINT
1. FRIG THRU ACTUAL FY	628	499	108	42	72	87	-	628	108	-	-	119
2. OPFN FY	269	220	48	24	48	15	10	269	48			45
3. BUDGET FY	269	220	48	24	48	15	10	269	48			65
4. BUDGET -1 FY	254	220	48	24	48	-	10	254	48			65
5. BUDGET +2 FY												
6. BUDGET +3 FY												
7. ALL SUBQ. FY												
8. GRAND TOTAL	1422	1159	252	114	216	117	30	1422	252			294

9. OTHER DONOR CONTRIBUTIONS

(A) NAME OF DONOR	(B) KIND OF GOODS/SERVICES	(C) AMOUNT

III. ORIGINATING OFFICE CLEARANCE

1. CREATOR T. McDonough	TITLE Education Officer	DATE 4/17/72
CLEARANCE OFFICER Charles I. Campbell	TITLE Regional Development Off	DATE 4/17/72

IV. PROJECT AUTHORIZATION

1. CONDITIONS OF APPROVAL

2. CLEARANCES

BUR/OFF.	SIGNATURE	DATE	BUR/OFF.	SIGNATURE	DATE

3. APPROVAL AAS OR OFFICE DIRECTORS

SIGNATURE	DATE

4. APPROVAL A AID (See M.O. 1025.1 (2) C)

SIGNATURE	DATE

TITLE ADMINISTRATOR, AGENCY FOR INTERNATIONAL DEVELOPMENT

Regional Testing Resource and Training Center PROP Revision No.2

This PROP Revision is prepared in accordance with M.O. 1025.1 dated October 13, 1971. The changes described below are considered to be minor or "record" changes and thus only those sections of the PROP reflecting alteration will be mentioned in this revision. Only the project inputs (course of action) Section is being revised, with outputs, purpose and goal remaining as in the original PROP and Revision No.1.

Relevant documents providing information regarding project progress and requirements for new inputs are the Semi Annual reports prepared by the Contractor and Initial Evaluation submitted by OSARAC in February 1971.

Using PROP Revision No.1 as a basis, the purpose of this revision is to clarify the duties and responsibilities for the fourth technician (See A below) and to elaborate on the enlargement of the participant training aspect of this project (See B below).

Experiences of the first two years indicate that the long range objectives of the Regional Testing Center could be realized more rapidly, more smoothly, and with fewer critical deadlines if attention and positive action can be given to the present limitation of the staffing pattern, coordination of program activities among the four countries and establishing a permanent local computer facility. Also to be considered is the planning now underway for a new Southern African regional AID project concerned with primary school curriculum. It is natural and expected that the Regional Testing Center will become involved in some phases of the curriculum project. Therefore the Regional Testing Resource and Training Center (RTRTC) should have the capability to react positively to increased regional needs regarding curriculum development. These recommended changes will increase the magnitude but not the basic character of the project. The additional project inputs, in turn, increase the funding required as proposed in the original PROP.

A. Technician Inputs

One additional Educational Statistician Advisor is required in addition to the present three man staff. Placement of the fourth staff member will be in Swaziland where the existing Swaziland Testing Unit (STU) is located. At a recent (October 1971) RTRTC International Board meeting the Board acted to accept administrative responsibility for the STU. Therefore the STU has recently become, in effect, a part of this project.

The additional technician would alleviate some of the current work load placed on present staff due to the widespread acceptance

of the product of RTRTC. This addition would enable increased services in programs already established as well as expansion of services beyond current activities. For example, one staff member is needed to expand priority programs other than primary school leaving and secondary school selection; i.e., development of instruments and procedures for selection into public service, the private sector, colleges and other training programs, etc. The increasing number of requests from various agencies of government and from the private sectors in all four countries constitute a broad area of considerable interest and acute need, to which the added staff member could give more adequate attention for program development than is now possible with the workload being carried by the present staff.

The addition of a fourth advisor also would provide the RTRTC with a strengthened staff which can respond more rapidly and effectively to demands generated by the implementation of the proposed curriculum development project. This linkage between the two projects was approved as a necessary ingredient in the OSARAC education sector strategy during the FY 1972 CFS review. At present, details of the curriculum development project have yet to be placed into a final PROP; however it is expected that there will be a close and direct relationship between these two projects. The RTRTC International Board, at their October 1971 meeting, adopted a policy of coordination with the new curriculum project. The fourth advisor will provide more opportunity for individual staff members to develop areas of specialization in which to assume primary responsibility for planned program development and staff training in the several major target areas of the project priorities.

Additional staff will make possible expanded research activities, particularly in conducting additional validity studies needed in all program areas (including new curriculum) to demonstrate the validity of the various selection instruments being introduced.

The increase in staff will enable better coordination of inter-country services, by freeing additional time needed by the Director and Deputy Director for increased attention to activities more specific to overall program development and training and program coordination among the four countries and between the headquarters and the Branch offices. In addition if localization of the project is to be achieved in the time frame identified additional attention must be devoted to inservice training. With the heavy workload on existing staff virtually no time can be given to inservice training.

Specifically the fourth technician should have a doctor's degree in educational or psychological measurement and related experience, or broad experience in the above, with professional expertise in test development and/or research, statistics, data

processing or curriculum evaluation. He should have administrative experience and should have demonstrated planning and supervisory ability.

This technical advisor to be assigned in Swaziland will be responsible to the Director of the Testing Center (contractor chief-of-party) or to the Deputy Director if so delegated by the chief-of-party for the following project activities. He will be required to:

1. Establish the Swaziland office of the Regional Testing Center and supervise the staff assigned to that office until such time as this function is given to a local officer.
2. Train local staff or host country personnel on an in-service basis in such areas of test development, administration, research, etc. as he deems necessary to accomplish the project goals which are assigned to him.
3. Carry-out work priorities and assume responsibility for project specializations as assigned. Some of the work priorities which will be assigned will deal with test development in the private as well as the public sector. He will also carry out validation research on the tests presently being used in Swaziland.
4. Participate in planning for over all project goal accomplishment and especially by acting as a consultant to the chief-of-party in his particular area of expertise.
5. Assist the Deputy Director of the Center in program implementation and coordination in Botswana, Lesotho and Swaziland where requested or assigned.
6. Participate in regional meetings or workshops in other host countries as needed to meet project goals.

B. Increase in Number of Participants

The need for additional counterpart trainees is acute since additional counterparts will be required at an early date to enable an orderly transfer of professional responsibilities from advisory personnel to local professionals. The four counterparts now appointed for Masters degree training are not enough to provide a strong cadre of senior staff over the next two years. It is now clearly apparent that the potential for program growth in all four countries is considerably beyond the combined capabilities of the number of counterparts now scheduled for training. It is, therefore; recommended that additional funds be earmarked for training four, additional Masters' degree counterparts.

5.

An appraisal of the counterpart situation in this project reveals a number of reasons why an increase in their numbers is crucial to the success of this project. They are as follows:

1. It is clearly apparent that the potential for program growth in all four countries is considerably beyond the combined capabilities of the number of counterparts originally scheduled for training. A nucleus of Center staff is now planned for three countries, to carry on the day-to-day activities. One counterpart from each country is not enough to allow a full staffing compliment at the Center headquarters and carry out local assignments in addition to this, particularly the tasks of training local education people, which is necessary in order to up-grade local primary school leaving exams, provide the orderly administration of the Center's Secondary School Selection Tests, and provide I-D testing services to the public and private sector. In addition the tasks of carrying out research on exams, training local staff on in-service courses, advising on all national examinations when asked to do so, helping in curriculum revision, setting occupational or trade standards and tests or helping to evaluate training programs such as is being done with the Botswana Student Nurses all need to be accomplished at the local level.

2. The present staffing pattern for professionals at the Center which has been approved by the Board calls for four Assistant Directors with qualifications of M.Ed. and a Director and Deputy Director with Ph.D. qualifications. The Assistant Directors are to supervise centralized program areas, i.e. testing services, research, data processing and training. However, having only six counterparts has political implications as the International Board agreed at its last meeting to select the counterparts on an equal basis between the countries, and six counterparts would mean that two countries would be limited to only one.

3. There would be a serious dilution in profession staff while two of the candidates were away for doctoral training. Continuity in the program needs to be maintained while the doctoral candidates are being trained, particularly to carry on the day-to-day activities in the four countries.

4. There is a ~~strong~~ possibility that some counterparts might not complete training, the realities of the job situation in these countries raises the possibility that counterparts might be enticed away from the Center after they have spent a relatively short time with it due to better conditions of service, a chance for advancement or changes in personal professional goals. A loss of only one counterpart would seriously affect performance of the Center in a negative way, and obviously, the ultimate growth potential and strength of the Center will depend on a strong, well trained nucleus of local professional staff.

The first four counterparts/participants were identified and sent for training only after considerable delay. However OSARAC has received assurances from the International Board members and Ministry personnel in the four countries that additional candidates can be found and scheduled for training on a timely basis.

C. Establishing a Permanent Center Computer System

For the two years of operation the Center leased a Hewlett-Packard basic 2007-A computer system, consisting on an 8K word HP 2114B digital computer, 2754B teleprinter, and a 2761A optical mark reader. The initial arrangement to lease rather than purchase the system was chosen to allow opportunity to evaluate the equipment. Usage of the equipment has greatly exceeded predicted figures in both extent and variety. In order to cope with the increasing demands, and data processing services, the Center's system has been augmented by leasing an HP 2767A Line Printer and HP 2870 Cartridge Disc Memory. The Line Printer increased the output speed from eight lines per minute to 365 lines per minute, and since the processing this past year for the PSLE alone required over 200,000 lines, the need for the faster printer is apparent. The addition of the Disc Memory enables the system to sort examination results into order of merit, school order, district order, etc., as required by the Ministries without having to transfer test results to key punched cards and then process the cards at computer facilities outside the cooperating countries.

The purchase price for the system as it now exists is \$51,000. The RTRTC, through the use of AID funds is leasing the system for \$1326 per month with an option to purchase at any time for the list price less 70% of the total purchase price. Continued leasing over a four year period with no exercise of the purchase option would result in an outlay of \$63,650 and with no equity. In addition to the savings that would result in purchase of the equipment, part of the initial outlay will be recouped each year by Center earnings in processing school examinations in the four countries without having to lease external facilities. Ownership of the equipment the RTRTC is currently leasing with AID funds is both logical and economic.