

General Education Modernization (GEM) Project (2019-2024)
Ministry of Education (MoE)

Subject: Terms of Reference (ToR) of the Consultant to coordinate activities of the school-based professional teacher development (SBPTD) programmes and to provide implementation support for GEM Project activities in three assigned provinces

1.0 Introduction and background

The GEM Project will be in operation from 2018/19 to 2024 with financial assistance (US\$ 100.00 million) from the World Bank. The project development objective is to enhance the quality and strengthen stewardship of the general education system. The project is expected to expand and improve the performance of the general education sector through achievement of the following key outcomes.

- English language learning outcomes improved.
- Mathematics learning outcomes improved.
- School-based management strengthened.
- Percentage/number of professionally qualified teachers increased.
- Human resource development of staff of the education sector.

Teacher development and education will be a strategic component supported by the project (indicative cost US\$ 25 million). The GEM Project will support the continuous improvement of the competencies, skills and knowledge of the stock of teachers through on-site school-based and off-site institutions-based continuing teacher development programmes. In addition the GEM project will also support the pre-service teacher education of teachers by strengthening the National Institute of Education (NIE) and the National Colleges of Education (NCoEs).

School-based professional teacher development (SBPTD): SBPTD is internationally recognized as the most effective form of continuing teacher development. Under SBPTD, teachers will be encouraged continuously to improve their pedagogical skills and competencies based on their everyday teaching experiences at the classroom level and through sharing of knowledge and experiences with teacher colleagues. The GEM Project will support the MoE to develop the current SBTD framework to a more advance programme that will:

- link teacher development activities, including subject knowledge and pedagogical skills, to student learning needs;
- encourage teachers to implement innovative teaching and learning methods to promote the socio-emotional skills of students;
- more closely integrate teacher development needs within the process of annual school planning under the Enhanced Programme for School Improvement (EPSI) and feedback from quality assurance activities of the MoE.

The MoE and the Provincial Education Authorities (PEAs) will support the process by strengthening the monitoring and support mechanisms to ensure that SBPTD activities are conducted effectively to target the key teaching and learning needs of schools and that existing resources for SBPTD are fully-utilized by schools. Resources for the SBPTD programme would be provided to schools through school-based learning enhancement grants (SBLEGs). The schools that perform well in achieving the results of the SBPTD programme would receive more resources over time, as an incentive and reward for good performance.

GEM Project implementation: The project will be implemented by the MoE in collaboration with national and provincial level education authorities. The Additional Secretary, Policy, Planning and Performance Review Division (PPPRD) will assist the MoE in overall implementation and monitoring of the project through a special technical support team established in the MoE. The consultant will be recruited as a member of the special technical support team and will assist operations and supervision of the programme under the GEM Project. The consultant will collaborate with staff of the MoE linked to the relevant field.

2.0 Purpose of the consultancy

The purpose of the consultancy is to: (a) assist the MoE implement the SBPTD programme at the national and provincial levels; and (b) provide direct support for the implementation of the overall GEM Project in three provinces.

3 Required expertise and qualifications

- Postgraduate or other advanced degree (at least Masters) in education or a related field.
- At least ten years of relevant professional experience in the field of teacher education and/or teacher development.
- Demonstrated ability of analytical and report writing skills.
- Experience in monitoring and evaluations of projects and programmes (especially on results-based monitoring and evaluation).
- Excellent written and verbal communication skills.
- Ability and willingness to travel to provinces.

Note: The selected consultant should submit his/her curriculum vitae to the Secretary, MoE before entering into the agreement.

4.0 Task, duties and deliverables

- The main duties and responsibilities of the consultant will be to monitor the progress of the GEM in the three provinces assigned and help the provinces to implement the GEM efficiently and achieve the key performance indicators.
- Provide technical support for the teacher education and teacher development activities of the GEM to the staff of the MoE and the provinces and zones.
- Organize activities such as workshops and conferences, where necessary or relevant, to strengthen the implementation of the SBPTD and enable schools to present findings and disseminate results.
- Identify areas where the overall policy environment for the achievement of the SBPTD objectives can be further strengthened and, in consultation with the MoE and World Bank, collaborate with relevant GoSL agencies to develop the enabling environment for English language learning.
- Participate in regular discussions and monitoring meetings with the World Bank. Send and process the requests for no objection with the World Bank for the ELSE activities.
- Provide progress updates every quarter to the MoE PPRD and the World Bank.
- Provide progress reports and participate in the activities of the GEM for the bi-annual World Bank supervision and implementation support missions.

5.0 Method of selection

The consultant will be selected according to the process for individual consultant selection, based on the qualifications and experience and suitability for the work. The selected consultant will be required to sign a contract agreement with the MoE.

6.0 Duration and termination of the consultancy

The period of assignment is for one year initially. Based on performance the consultancy renewable annually or as otherwise determined in discussion with the World Bank, for the duration of the project.

The Secretary, MoE has the power and authority to terminate the consultancy based on poor performance with prior notification.

7.0 Facilities to be provided

The workstation is the PPRD, MoE. Regular visits to national level institutes, provincial level education institutes and schools will be necessary to monitor and evaluate the programme. The MoE will provide transport for the described field visits to provinces and education institutions.

Office equipment, including suitable computing equipment, printing, scanning and photo copying facilities will be provided.

The consultant’s overall work will be coordinated by the Additional Secretary, PPPRD of the MoE. Further, the consultant needs to work closely with the Addl. Secretary, Education Quality Development (EQD), CTE and the Director of Education (Teacher Education), MoE and the relevant directorate of the NIE.

8.0 Payment:

Total monthly assignment fee	=	SLRs. 120,000.00
Total fee for a year	=	SLRs. 1,440,000.00

Payments will be done monthly based on the agreed deliverables in the contract agreement. There will be no additional allowances.