Terms of Reference (TOR)

ECE SPECIALIST
(INDIVIDUAL CONSULTANT)

Background

The Government of Punjab (GoPb) is implementing the project "Getting Results: Access and Delivery of Quality Education Services' (GRADES)" in Punjab with the assistance of the World Bank for Improvement of education outcomes which remains a crucial way for Punjab to build human capital. In Pakistan, an additional year of schooling is associated with an improved income of 7%, due to both increased labor force participation as well as improved productivity. Improving education also has important benefits for fertility reduction, later marriage, reduced crime, and other social indicators. This project will improve both social and economic outcomes for Punjab as a whole.

The GRADES project consolidates and brings more focus to Punjab's reform agenda in education, making sure that the education system delivers improved results for both girls and boys. It draws lessons from the reform program that the Government of Punjab has been implementing in the education sector over the last two decades, with support from various donors.

Project Objectives:

In alignment with the sectoral objectives, the goal of this project is *'to increase girls' and boys' participation rates in pre-primary to elementary grades and enhance reading proficiency in primary grades*.

The project objectives are as follows:

- Improving education indicators for enrolment, retention and completion with concentrated focus on improving NER and improving learning conditions for children in Punjab's public schools.
- Special focus on primary and pre-primary education including provision of quality ECCE as per ECE Policy 2017.
- Improving access to schools by improving 'Student Classroom Ratio', with the provision of necessary infrastructure.
- Improving education governance systems by enabling the use of data systems at the district level to empower decision making.
- Expansion of Public Private Partnerships by providing technical and financial support to the School Education Department's attached departments working on these modalities.
- Improvement in quality of education by strengthening the curriculum and manuscript wings functioning within PCTB.
- Project will aim to recover learning losses from COVID19, which have had a roll-on effect in subsequent years. A contingency plan for any future unforeseen learning losses will be developed and capacity development for officials to cope with these circumstances will be incorporated.
- Capacity building by expanding the CPD models for teacher training currently in place. The aim will be to build on the use of technology in teacher training as introduced under the PESP-III Programme.
- Leadership training is to be introduced to improve education management in districts and strengthen the governance systems.

- Improving the assessment systems in place after the implementation of the Assessment Policy Framework. Strengthen shift towards conceptual learning from rote learning.
- Build on policy frameworks for the uplifting and strengthening of the education sector in Punjab in order to fulfil Pakistan's commitments for SDG-4 and for the implementation of Article 25-A.

Responsibilities

As ECE Specialist, is to serve in an advisory and creative capacity to ensure that pre-primary curriculum is implemented in a standardized, effective form in schools under GRADES Programme The consultant will be the main coordinating party with TA Teams, donor agencies and SED and attached departments to ensure a smooth implementation of the ECE curriculum, and create continuity with primary curriculum. The ECE Specialist will consult with SED and attached departments to develop play-based and curricular activities that translate the essence of the curriculum into practice.

Scope of functions

Key tasks and responsibilities of the consultant are outlined below:

1. Collaborate with TA Teams, SED and PCTB to develop an implementation plan based on the updated ECE Curriculum, ECE Policy 2017 and primary grades curriculum;
2. Develop and execute a strategy to create continuity via lesson plans and activities to ensure smooth transition from ECE to primary curriculum;
3. Ensure that the new pre-primary curriculum is appropriately reflected in all school-level lessons and activities;
4. Provide technical support on all curriculum related matters/documents to the relevant government departments;
5. Participate or facilitate curriculum review committees when required;
6. Review and analyze the work carried out by consultants hired under GRADES for improving quality of ECE, access and governance in education sector and pinpoint flaws and weaknesses for better results;
7. Formulate recommendations on the basis of the best practices in school education sector planning and management;
8. Prioritize the areas after reviewing proposed economic viability and cost effectiveness suggest various economical efficient and cost-effective alternatives;
9. Develop, where required, guidelines or recommendations for policy formulation by the government;
10. Stay informed on updated educational trends about ECE and instructional methods to improve current curriculum;
11. Coordinate and liaise with donor agencies, TA Teams, SED and attached departments as required to communicate curriculum related concerns;
12. Provide support to the wider Programme team on initiatives related to ECE;

13. Perform any other task required for the successful implementation of the GRADES, as assigned by the competent authority.

Qualification and Professional Experience

Qualification

- At least, Master's degree or equivalent (sixteen (16) years of education) in Education / Early Childhood Education or relevant discipline, from a foreign or local university, duly recognized by the Higher Education Commission (HEC) of Pakistan.

Experience

- At least, five (05) years of documentary verifiable relevant experience, after acquiring stipulated qualifications, in public and/or private sector national/international organizations for early grades.
- Experience in project coordination and implementation of large-scale government or donor-funded programs.
- Experience working in the Education sector
- Comprehensive understanding of the public sector and broader educational challenges in education in Pakistan.

Selection Process

The appointment will be made in accordance with the "World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services" (July 2016) revised in November 2017, August 2018, November 2020 & September 2023.

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