Terms of Reference (TOR)

TEACHING AND LEARNING - QAED
(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

Teaching and Learning Consultant – QAED will be responsible for the development of an annual work plan for the PBC, monitoring progress, and providing bi-annual project reports to the QAED leadership, PMU and World Bank. The consultant will report to Director General Quaid-e-Azam Academy for Educational Development (QAED) and to PMU-SED.

Scope of functions

Key tasks and responsibilities of the consultant are outlined below:

1. Support the development of training modules on coaching, building on the AEO leadership program.
2. Support the development of training plan for headteachers and teachers for learning recovery, based on formative assessment.
3. Support the development of training modules for teachers on child protection and response.
4. Provide implementation support to adoption of the Teacher Excellence Framework.
5. Provide implementation support to adoption of training modules for teachers on child protection and response.
6. Provide implementation support to adoption of training modules for teachers and headteachers on learning recovery.
7. Provide implementation support to coaching, building on the AEO leadership program.
8. Contribute to review and revision of teacher guides for ECE to grade 5.
9. Provide implementation support to revision of teacher guides for ECE to grade 5.
10. Maintain coordination and communication with SED, PMIU, and the World Bank team on all project related activities.
11. Contribute to policy document writing at QAED and any other related technical documents.
12. Any other task assigned by Competent Authority.

Qualification and Professional Experience

Qualification

- A Master's/ Bachelors (Hons.) degree (16 years of education) in Education/ Educational Planning and Management/ Social Sciences or relevant discipline from reputable & recognized local or foreign institution, 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, preferably in teachers training and material / content development.
- Experience in project coordination and implementation of large-scale government or donor-funded programs.

- Experience working in the Education sector.
- Experience of designing and conducting teacher trainings.

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.