



PROJECT IMPLEMENTATION UNIT
Sindh Secondary Education Improvement Project (SSEIP)
ADB Assisted [Loan No. 3845-PAK and 4409-PAK(COL)]
Government of Sindh
School Education and Literacy Department (SE&LD)



TERMS OF REFERENCE-TOR
CS-06: CHIEF TEACHER'S TRAINING AND EXAMINATION REFORM SPECIALIST

Objective and Purpose of the Assignment

The Government of Sindh has received a loan from the Asian Development Bank (ADB) that aims to increase inclusiveness of secondary education system in Sindh Province by construction of new secondary school blocks, improving teaching and learning capacity, and to bring reform in secondary education examination system. The applications are invited for the following positions purely on contractual basis in the Project Implementation Unit (PIU) for Sindh Secondary Education Improvement Project (SSEIP), under School Education & Literacy Department (SELD). The part of the loan will be used for this Consultancy Service.

Scope of Work

Specialist will conduct public consultations with relevant stakeholders in the area of improving secondary education and in identifying necessary reforms and programs to improve teacher training and secondary examinations.

Detailed Tasks and/or Expected Output

The specialist will perform the following functions, duties, and tasks:

- (i) Conduct public consultations with relevant stakeholders in the area of improving secondary education and in identifying necessary reforms and programs to improve teacher training and secondary examinations;
- (ii) Coordinate all stakeholders involved in the preparation and implementation of the secondary education reform program, such as the SELD, SEF, professional development centers, teacher training and other related educational institutions, secondary education service providers and consultants recruited under the project;
- (iii) oversee preparation of teacher training and mentoring program, including program design, documentation for teacher needs and capacity assessment, and program implementation plan by the “Innovative teacher training program and secondary examination reforms” consulting firm. Advise on key features of the teacher training and mentoring program and capacity building program for staff and on key features of baseline and end line surveys for measuring teacher capacity and satisfaction with improved knowledge from the training programs prepared by consulting firm.
- (iv) Oversee the development of a uniform examination syllabus, and specifications for grades 9–12 for BISE., the development of a training program in item writing and exam development for BISE assessors and a training program in data analysis and research for BISE staff, and on the baseline and end line surveys for measuring satisfaction of BISE assessors and BISE staff with training programs, all of which will be developed by the consulting firm.
- (v) Assist the PIU procurement specialist in the preparation of tender documents and procurement of training related consultancy contracts, including the evaluation of bids, clarification of issues in the scope of the works and finalization of the implementation program upon contract award;
- (vi) Supervise the implementation of all training and examination reform related consultancy contracts and teacher training related activities identified for the project including compliance with the conditions of contracts and outputs; Accept the completed project upon authority and subject to approved procedures by PIU;
- (vii) Prepare the necessary sections of the quarterly and annual progress and accomplishment reports as required and assist the M&E specialist in monitoring project activities related to the preparation and implementation of related to output 2 and 3 activities and projects;



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- (viii) Develop procedures and plan of monitoring and evaluation of all components of Output 2 and 3; and
- (ix) Review trainer performance and recommend improvements to program content and/or instructor presentation methods.
- (x) Provide technical inputs and other support to consultant firm for development and implementation of a detailed work, including the development of a curriculum framework, new curriculum materials (e.g., textbooks/learning modules, teacher guides, and other teaching and learning materials.
- (xi) Ensure that due emphasis is given to promoting equity across gender and ethnic groups within curricula
- (xii) Identification of international best practices and the possibility of replicating them in the examination assessment system and outline of a communications strategy to support the implementation of the reforms.
- (xiii) Assist to review application of examination reform in overall education system from quality of learning, curriculum development, pedagogical practices to teacher training.
- (xiv) Analyze the horizontal and vertical consistency of subject curricula between levels and disciplines and make suggestions for improvements,
- (xv) Review the institutional setting for curricula design, approval, and implementation, and make suggestions for improvements.
- (xvi) Assist PIU in procurement of OMR (Optical Mark Recognition) and laboratory equipment
- (xvii) Perform such other functions in the area of teacher training and examination reforms as may be requested by PIU project director/project manager.

Minimum Qualification Requirements

The specialist will have at least 15 years of experience in developing and implementing education reform programs, planning and managing teacher training and examination reform programs, projects and activities, and knowledge of the use of technology in teacher education, preferably at the secondary education level. At least a master's degree in social sciences, education, training administration, and other relevant disciplines, Courses in educational leadership is an added advantage, written and oral English proficiency and computer skills are essential. Familiarity with ADB or other internationally funded projects is desirable.

Minimum General Experience: 15 Years

Minimum Specific Experience (relevant to assignment): 10 Years