



Maldives Learning Advancement and Measurement Project (LAMP: P172631)

Ministry of Education

Republic of Maldives

TERMS OF REFERENCE

CONSULTANT FOR TEACHER QUALITY SURVEY DATA ANALYSIS

Background

The Government of Maldives (GoM) has an Education Sector Plan (ESP) endorsed by the Local Education Group (LEG) under implementation. This is the central step required for financial assistance from the GPE. The ESP has four main goals. The first goal is to improve learning for all through equitable access to quality education. The main results of the GoM seeks to achieve under this goal are to ensure that all children from preschool through grade 12 are enrolled in school, learning gaps across atolls are reduced, and overall learning outcomes are improved. The second goal is to provide youth and adults with the necessary skills for employment, decent work and entrepreneurship. The third goal is to ensure equitable access to lifelong learning and a quality higher education for all. The fourth and final goal is to strengthen the system for efficiency to deliver high quality education. The Maldives Learning Advancement and Measurement Project (LAMP) will support the first goal by promoting strategic initiatives to improve learning outcomes in foundation and primary education, with a special focus on the atolls where learning levels are lowest.

Components of the LAMP

The LAMP is organised into three components.

Component one: Strengthening Curriculum Implementation: is designed to strengthen curriculum implementation and improve learning outcomes in key subjects, English, mathematics and Dhivehi at the Foundation and Primary Education stages. To ensure equitable access to learning, this component is also designed to provide support for children with SEN and students at risk.

Component two: Improving Teacher Education and Development: is designed to improve teacher quality and performance; with initiatives aimed at improving both pre-service teacher education and continuing professional development of teachers. The Project will help the GoM to develop SBPD to continuously improve teacher motivation, pedagogical skills, competencies and performance. In addition, the Project will help enhance the quality of pre-service teacher education programs offered by the MNU, IUM, and non-state HEIs.

Component three: Advancing the Measurement of Student Learning and School Performance: is designed to advance the measurement of student learning and school performance; with specific initiatives aimed at modernising the system for learning assessment and developing the school QA system.

Component 4: Coordination, Monitoring, Policy Analysis and Technical Assistance: This component will cover coordination, operations and monitoring support, technical expertise, policy research and evaluation, and communications.



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Background of the assignment

The sub-component 4.6 of the LAMP focuses on improving teacher quality in the Maldivian schools. The project involves improving teacher quality and student learning across 131 government schools offering Foundation Stage to Key Stage 2 education across 18 atolls: Shaviyani, Noonu, Raa, Kaafu, Alifu Alifu, Alifu Dhaalu, Faafu, Laamu, and Malé City, and selected schools in Haa Alifu, Haa Dhaalu, Baa, Meemu, Dhaalu, Thaa, Gaafu Alifu, Gaafu Dhaalu and Seenu Atoll. The schools in these atolls have been identified as the lowest of student learning in the National Assessment of Learning Outcomes (NALO) 2017. The following overall outcomes are expected to be achieved under this sub-component:

- Identify priority areas, conduct teacher quality intervention programmes and bring about a change to teachers' teaching through their involvement in research.
- Develop and validate a teacher quality measurement tool.
- Write the final report and disseminate the findings in conferences and academic journals.
- Offer professional development opportunities (attending an international conference) for one teacher from each atoll.
- Offer professional development opportunities for two researchers who are involved in the school improvement project

Objectives and scope of services

The objective of the assignment is to carry out quantitative data analysis of the teacher quality survey administrated across 131 schools. The Consultant will be required to:

- Clean the teacher quality survey data, ready for analysis, using a spreadsheet software such as Google Sheets or Microsoft Excel;
- Analyse the data for the teacher quality survey using statistics such as mean, median, mode, standard deviation, variance, decile and quintile analysis, and descriptive statistics such as frequencies, cross-tabulations, and correlation analysis, using a statistical software such as SPSS;
- Prepare and submit an executive summary of the findings to the MoHE;
- Complete and submit the final report of the teacher quality survey, to the MoHE; and
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Deliverables, timeline, and payment schedule

The deliverables must be submitted in English within the given timeline, upon which the payment will be given as per the payment schedule given below.



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| Deliverables | Timeline | Payment % |
|---|---------------|-----------|
| Signed contract | | 10% |
| Data cleaning completed and ready for the statistical analysis | 1 person-week | |
| Data analysis completed | 1 person-week | |
| Executive summary of the findings completed and submitted to the MoHE | 1 person-week | |
| Approval of the executive summary by the MoHE | 1 person-week | 30% |
| Draft report completed and submitted to the MoHE | 2 person-week | |
| Approval of the draft report by the MoHE | 1 person-week | |
| Final report completed and submitted to the MoHE | 1 person-week | |
| Approval of the final report by the MoHE | 1 person-week | 60% |

Data to be provided from the MoHE to the Consultant

The Consultant will be provided data sheets of the responses for the teacher quality survey questionnaire.

Procedure for review of deliverables

The MoHE will check the deliverables and the LAMP Technical Working Committee Members from the MoHE will provide feedback to the Consultant for the deliverables. The deliverables will be deemed as completed, once approved by the LAMP Technical Working Committee Members from the MoHE, in writing. MoHE will provide comments and approval for deliverables 3, 4, and 5 within 1 person-week after submission of each deliverable.

Qualifications and experiences required

- Must have a PhD in education or in any relevant field,
- Must have at least 2 years' teaching experience in teacher education,
- Must have at least 3 years' experience in writing academic journal articles,
- Must have at least 5 years' experience in the school education system (teaching or leadership roles in a school would be highly considered), and
- Must have evidence of more than three publications of quantitative or mixed method research journal articles (Scopus publications would be highly considered).

Professional Competencies

In addition to the required qualifications and experience, the Consultant must have the following professional competencies:

- Should have a good command in the English language, and

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- Evidence of active involvement in research would be an advantage.

Duration of the contract

The contract duration will be 9 person-weeks, starting from the date of signing the agreement.

Remuneration

The Consultant will be paid as per the agreement between GoM and the WB. Remuneration will be given upon acceptance of the final report by the MoHE, as stated in the “Procedure for review of deliverables”.

Working Arrangements

The Consultant will work remotely. The Consultant will be required to provide regular updates and attend meetings as and when required by the MoHE.