TERMS OF REFERENCE (TORs)
Short Term Position of Interviewer
Sindh Early Learning Enhancement through Classroom Transformation (SELECT)
Sindh Education and Literacy Department (SELD)
Government of Sindh (GoS)

Project Background:

The SELECT Project encompasses a multi-pronged approach towards improving the quality of both teaching and learning practices in primary education, with a particular emphasis on foundational reading in grades 1 through 5. The Project comprises a series of focused and flexible implementation strategies, targeted at the school and meso-levels (personnel and systems at the school, taluka and district levels). The Project supports improvements in the transition from primary to elementary school, as well as a reduction in dropouts through targeted student attendance redress procedures. Desired Project outcomes would eventually contribute to reductions in learning poverty and in the number of out-of-school children.

(Original) Main Project Amount	IDA: US$100 million
	GPE ESPIG: US$29.9875 million
	GPE MG: $24.775 million
	Total: US$154.7625 million
Expected Project Duration	August 2021 – April 2026

Project Objectives	The overall development objective of this Project is to improve the reading skills of early grade primary students and increase student retention in primary schools in selected districts.
Project Cost	IDA: US$100 million GPE ESPIG: US$29.9875 million GPE MG: $24.775 million **Total: US$154.7625 million**
Expected Project Duration	August 2021 – April 2026
Component 1	Transforming teaching practices in the early grades • **Subcomponent 1.1:** Implementation of a Continuous Professional Development (CPD) model for improved literacy skills in the early grades • **Subcomponent 1.2:** Behavioral nudges for improved learning • **Subcomponent 1.3:** Technical Assistance (TA) for transforming teaching practices Under this component, a CPD model will be implemented with the aim of improving literacy skills in early grades. Behavioral nudges

	will be utilized to improve student wellbeing and mitigate potential risks of dropping out. TA will also be provided for institutional capacity building and support.
Component 2	Improving the physical learning environment in selected primary schools, and upgrading them from grade 5 to grade 8, supporting the teaching and learning aims set out in Component 1 and the student retention aims set out in Component 3. Cost-effective and carbon-efficient technologies will be utilized to introduce needed climate adaptations and mitigate climate risk.
Component 3	Improving system capacity for effective school leadership and management support<u>:</u> • **<u>Subcomponent 3.1:</u>** Establishing a technology-based student attendance monitoring system • **<u>Subcomponent 3.2:</u>** TA and capacity building for school leadership and local education office management to mitigate student dropout A technology-based student attendance monitoring system will be established. TA will be provided, and capacity building will take place for school leadership and local education office management increase their ability to use school-level data in conjunction with Component 1 activities to mitigate student dropout.
Component 4	The Reform Support Unit (RSU) will monitor and evaluate the Project, monitor safeguards, oversee procurement and financial management, and will be responsible for overall management and coordination of the Project on behalf of the School Education and Literacy Department (SELD).
Geographic Scope	The Project will be implemented in twelve selected districts in Sindh: Badin, Ghotki, Jacobabad, Kambar-Shahdadkot, Kashmore, Mirpurkhas, Mitiari, Sanghar, Shikarpur, Sujjawal, Tando Muhammad Khan, and Thatta.

Implementation Arrangement:

The Project will be implemented by SELD, GoS, through the Project Management and Implementation Unit (PMIU). This will be housed in the RSU, which will monitor overall implementation of Project activities with TA support. The RSU will be headed by the CPM (Chief Programme Manager), who will be responsible for providing oversight for four tasks: (a) procurement activities under Component 4 and procurement support for other components; (b) financial management and audit for the overall Project; (c) safeguards monitoring and reporting for the entire Project; and (d) Project-specific monitoring and evaluation. Consultants will be hired to support these functions.

Research Study:

Under Component 3 of the Project, a comprehensive student attendance monitoring and redressal system will be developed. As part of this system, students will be given unique student IDs, with the aim of monitoring and tracking student attendance for dropout mitigation, student retention and redressal. Education managers will focus on assisting teachers and parents to proactively identify and address the factors that affect student academic performance and risk of dropout, with a particular focus on girls.

To develop and implement the above-mentioned core activities, a number of Focus Group Discussions (FGDs), Key Information Interviewers (KII) and other consultative sessions will be held with all stakeholders. The initial target groups for these FGDs and KIIs will be students, parents, teachers, head teacher, and School Management Committees (SMCs). The key objective of these sessions is to explore community opinions on student attendance monitoring and redress systems in different districts in Sindh.

Scope & Functions:

The scope of these TORs is to engage an individual who will carry out the assignment of Interviewer/Moderator to conduct Focus Group Discussions (FGDs) and Key Informant Interviews (KIIs) with target groups/individuals under component 3 of the Project, "Improving System Capacity for Effective School Leadership".

Under the guidance of the CPM – RSU/PC SELECT, the candidate will be responsible for all major aspects of research work during the data collection process, ensuring this is carried out with transparency and efficacy, and meets the objectives of the said activity. More specifically, the candidate is expected to:

- Assist the team as a lead facilitator and interviewer during the data collection process
- Distribute and oversee the role of each team member during data collection
- Conduct interviews (FGDs & KII) in Sindhi or Urdu language based on requirement
- Fluent and strong in conversation in Sindhi and Urdu languages
- Provide enough comfort zone to the participants, as appropriate
- View and remediate answers
- Handle interview-related gadgets efficiently
- Have awareness about the background and knowledge related to the questionnaires
- Follow suggested interview guidelines during the interview process
- Use appropriate discussion points to further explore ground realities related to the study objectives
- Maintain neutrality throughout the process
- Review research findings drawn by the analyst and make requisite additions
- Follow all ethical needs and formalities required while conducting interviews

- Redirect conversation during discussions as necessary
- Maintain punctuality and efficiency in work
- Meet timelines
- Be flexible enough during different situations
- Partaking in continuous dialogues to boost the transparency and credibility of procedures
- Brilliant administrative and respectful input
- Excellent communication and interpersonal skill
- Takes responsibility for the quality of own work
- Demonstrates initiative and high levels of drive to get things done
- Effective under pressure and able to manage competing priorities
- Organized, planned and structured in the way the work and communicate
- Has good attention to details and able to spot errors in data and information
- Demonstrates and understanding of the best practice around equality and diversity
- Demonstrates effective listening and question skill
- A team player
- Punctual and efficient in work
- Able to handle setbacks and find solutions to the problem
- Able to travel within the Sindh province
- Able to attend face to face meeting as required
- Ability to use online collaboration tool

Qualifications and Professional Experience:

- The candidate must have a Bachelors qualification in Education or Social Science or Mass Communication
- At least 5 years of research background with skill of hosting and facilitation
- Experience that aligns with fieldwork, data collection tools, analysis, moderating and report writing
- Candidate must have excellent communication and presentation skills (oral and written) in Sindhi, Urdu, and English
- Similar experience with any project or agency will be an advantage.