

Recruitment of independent consultant: content development and training for “GREAT ECE” Pre-primary Teacher and Resource Package

Closing Date:	July 15 th 2022
Organization:	Right To Play Rwanda
Department:	Programs
Duration:	42 working days

1. BACKGROUND

Right To Play is a global organisation that protects, educates, and empowers children to rise above adversity using play. By harnessing play, one of the most powerful and fundamental forces in a child’s life, we helped 1.5 million children in 2021 to stay in school and out of work, to prevent life-threatening diseases like HIV and malaria and to stay safe from exploitation and abuse. We are the only global development organization focused exclusively on using play to transform the lives of children and youth impacted by poverty, war, disease, and inequality.

Established in 2000, Right To Play reaches children through experiential programming in 15 countries in Africa, Asia, the Middle East, and North America. These programs are supported by our headquarters in Toronto, Canada; London, UK and eight national offices across Europe (Germany, The Netherlands, Norway, Sweden, Switzerland, UK) and North America (Canada, US).

Since 2006, Right To Play has delivered play-based programming to improve access, quality and systems for early childhood care and education. Programs operate in both development and humanitarian settings, in formal pre-primary/kindergarten settings, community-based centers and homes across many of its operating countries. Activities focus mainly on training of pre-primary teachers, school leadership, higher education tutors and government officials, as well as on providing technical assistance to education ministry partners for the integration of play-based learning into early learning policy, national curriculum frameworks, training plans and teacher subject guides.

Research has established that play is integral to healthy child development. Play is how children naturally learn, develop and increase their wellbeing. Through play, young children develop social emotional skills and early literacy and numeracy, that prepare them for healthy development and functioning in adulthood and are the building blocks for success in school. Our programs are grounded in our holistic child development framework which includes four domains of child development:

- I. Physical well-being,
- II. Cognitive functioning,
- III. Social and emotional learning,
- IV. Language, literacy and numeracy.

Our approach to play-based learning is underpinned by the continuum of play, and holistic and developmentally appropriate, child-centered pedagogy. Right To Play (RTP)’s Learning

Through Play (LTP) method is implemented in Ghana, Mozambique, and Rwanda through the GREAT (Gender-Responsive Education and Transformation) program, funded by Global Affairs Canada (GAC). Within pre-primary settings, there is a lack of robust evidence on the program's benefits, and on the potential impact of large-scale, low-cost, and contextually appropriate early childhood education (ECE) solutions. The GREAT ECE pilot, funded by IDRC, GPE and LEGO Foundation as part of the KIX research grant, aims to fill the evidence gap surrounding LTP in ECE settings within Mozambique and Rwanda. This project will produce new evidence to improve RTP's programs and share lessons learned amongst key stakeholders in both countries.

The project will pilot how gender-responsive and play-based learning approaches can be applied in pre-primary education, assessing how this contributes to promoting gender equity, life skills and learning outcomes. The research will generate an adapted curriculum and teacher professional development package for pre-primary settings, including outreach, awareness raising and home-based early learning materials for caregivers; policy briefs showing research findings; a peer-reviewed research paper; and learning events with stakeholders. Building on Right To Play's prior experience adapting GREAT to a pre-primary setting in Ghana, action research will be used to further contextualize the GREAT primary curriculum to the Rwandan and Mozambican pre-primary curricula, including through workshops with key stakeholders. A pilot of the pre-primary curricula will include a qualitative implementation study and a quantitative quasi-experimental effectiveness study in ECE centers in Rwanda and Mozambique.

2. OVERALL OBJECTIVE OF THE CONSULTANCY

As part of the GREAT ECE pilot, Right To Play is seeking to procure a consultant or consultancy firm (hereafter referred to as the Consultant) to support adaptation of the GREAT ECE curriculum, previously developed and implemented in Ghana, to the Rwandan context. The objectives of the consultancy are as follows:

2.1. To contextualize the GREAT ECE resources piloted in Ghana to foster early literacy and numeracy among pre-primary school aged children in Rwanda. This will be done through developing a user-friendly training content resource for pre-primary school teachers in Rwanda focused on gender responsive play-based learning.

2.2 To lead on contextualization and adaptation, refining the training approach and materials based on the Rwanda ECE curriculum and the Trainer Manual developed for KG teachers in Ghana.

2.3 To support contextualization of the parental engagement material developed by consortium partners as part of the pilot.

2.3 To lead validation workshops with government officials and other relevant stakeholders.

2.4 To lead a training on the GREAT ECE resource pack for Right To Play staff and pre-primary school teachers from up to five schools participating in the GREAT program at the primary level.

2.5 To support the Right To Play team in the development and contextualization of Community of Practice (COP) materials for monthly peer-to-peer learning activities at project schools.

3. METHODOLOGY

3.1 The development of the resource package will be informed by Right To Play's approach to instructional design and our gender responsive play-based methodology, by best practices in Early Childhood Education and by needs at the country level as articulated by country teams and government stakeholders. The final products should be fully referenced, with content clearly linked to evidence.

3.2 All material will be produced both English and Kinyarwanda languages and should utilise simple language. The Consultant or consulting firm will submit an electronic version of the contextualized GREAT ECE resource package in Word format, by the agreed deadline, to enable copy editing and graphic design work.

3.3 The Consultant will work together with the Right To Play team to identify the number of training days needed, based on the materials developed. The consultant will also support piloting of the resource by delivering a training to Right To Play country office staff, as well co-leading trainings for teachers taking part in the pilot.

3.4 Right To Play Rwanda will be responsible for coordinating and supporting the curriculum adaptation process, in coordination with Specialist Staff from Right to Play HQ. The Consultant will keep the organisation up to date throughout the project delivery and agree on changes to the methodology where appropriate.

3.5 The Consultant is requested to provide a detailed breakdown of activities as per the tasks outlined above and outline the approach for how they will complete all the key outputs with Right To Play. The Consultant can suggest improvements to the methodology outlined above, if deemed relevant.

3.6 The Consultant will be responsible for adaptation and alignment of the Ghana GREAT ECE Kindergarten content to the teaching and learning processes and curriculum of pre-primary sector in Rwanda. The Consultant will work together with the Right To Play team to identify the most relevant elements of the curriculum and training materials for a six-month pilot, as per Rwandan ECE policies.

3.7 The Consultant will ensure the 'reflect, connect, apply (RCA)' questions and play based learning activities are aligned with teaching and learning in pre-primary schools.

All material developed for this consultancy must be gender, age and ability sensitive, and child participatory through play-based learning methods.

4. ANTICIPATED ACTIVITIES

4.1 Development of a detailed inception report with a revised workplan, outlining the methodology for each deliverable. The workplan must include estimated timeframe for

each deliverable. The methodology and timeframe will be shared and agreed upon with Right To Play before the commencement of work.

- 4.2 Participation in initial briefings with Right To Play to ensure shared understanding of project expectations and deliverables.
- 4.3 Orientation to Right To Play’s methodology and programmatic approach, including a review of relevant training resources and documents.
- 4.4 Initial review and mapping of the Ghana GREAT ECE curriculum to ensure applicability and relevance of resource package content to Rwandan ECE requirements.
- 4.5 Timely submission of draft components to Right To Play for review and integration of inputs and feedback from the team before final completion.
- 4.6 Delivery of training in Rwanda and refining of resource based on pilot results.

5. DELIVERABLES

The Consultant will submit the following deliverables as part of the consultancy:

- 5.1 Inception report detailing work plan and methodology.
- 5.2 Adapted Draft ECE training Manual with methodologies and tools to be used for the training of ECE Teachers in Rwanda.
- 5.3 Engage and lead a validation workshop for the ECE Training Manual with REB, NESA, and UR-CE to produce a revised version for teacher training.
- 5.4 Translation of Training Manual from English to Kinyarwanda.
- 5.5 Conducting training of Right To Play staff and teachers in selected schools, in close collaboration with Right To Play staff.

TIMEFRAME

Timeline	Suggested activity
June 29 – July 15	Publication of Terms of Reference
July 15 – August 1	Selection of the consultant
August 1 – August 8	Inception report
August 8 – August 26	Adaptation of Ghana ECE Curriculum to Rwandan Context
August 29 – September 9	Rwanda & HQ Team Review of Aligned Resource
September 12 – September 30	Incorporation of Right To Play Feedback
October 5 – October 14	Translation of the adapted Resource
October 17 – 21	Rwanda Team review of Kinyarwanda version
October 24 – October 25	Validation Workshop

October 26 – October 29	Incorporation of Feedback
November 3 – November 9	Training for RTP Staff and Pre-Primary School Teachers

6. REPORTING LINE AND LOGISTICS

6.1 The Consultant will work under the supervision of the Right To Play Country Training officer and Education Specialist.

6.2 Members of the Global Program Development team will have an advisory role in finalising the project resources.

6.3 The Consultant(s) and the relevant Right to Play project team will meet as per agreed timings at various stages of the project.

7. SKILLS AND EXPERIENCES

7.1 Required experience of the Consultant

- Bachelor's degree or equivalent in a specialization of early childhood studies, or early childhood development, education, and social sciences. Master's degree in a relevant topic would be an advantage.
- Background developing training materials, toolkits and guidance on pre-primary resources including curriculum, syllabus and content.
- Practical experience leading pre-primary teacher capacity-building efforts in Rwanda.
- Proven experience in developing play-based learning training resources.

7.2 Desired Minimum qualification, knowledge, skills and abilities

- A good understanding of Rwandan pre-primary curriculum and syllabus.
- Having experience in engaging and working with government officials at REB, NESAC and Ministerial level.
- Comprehensive knowledge of current learner-centred instructional theory and principles applicable to play based learning methodology.
- Demonstrated experience in developing resources aligned with the Rwanda National Curriculum for pre-primary school learners.
- Willingness and flexibility to work within the required deadline.
- Experience in translating educational and training materials from English into Kinyarwanda and viceversa.
- Excellent spoken and written communication skills in Kinyarwanda and English.
- Experience as teacher in pre- or lower primary education would be an advantage.

8. HOW TO APPLY

Interested individual consultants or Consulting Firms are requested to submit:

For Individual consultants

- A detailed Curriculum Vitae.
- Cover letter that clearly articulates why you are well positioned to undertake this scope of work, proposed methodology, work schedule and timeframe.
- Sample of work that is relevant to the assignment, including training material, resources or tool kits completed within the last 3 years (to be treated as confidential and only used for the purposes of quality assurance).
- Proposed budget that includes the daily rate and the total number of anticipated days, as well as all taxes liable to be paid.
- Two references, including one from your last client or employer.

For Consulting Firms

- Firm's summary profile, also indicating the website, which outlines the company's expertise on the Rwandan Education System.
- Technical proposal that clearly indicates the flow of activities and timeline
- Detailed financial proposal which includes VAT and the payment Protocol.
- CVs for at least three staff who will participate in the assignment., demonstrating the requirements defined in 7.1.
- At least 2 recommendation letters for similar assignments.

9. APPLICATION PROCEDURE

- Please submit your application to idipaolo@righttoplay.com and rwanda-procurement@righttoplay.com. Any questions can also be directed to these e-mails.
- The closing date applications is July 15 with an estimated start date of August 1.
- The shortlisted candidates may be invited to submit modifications to their proposal.
- We are committed to ensuring diversity and gender equality within our organization. Women are strongly encouraged to apply.

10. CONFIDENTIALITY OF INFORMATION

10.1. All documents and data collected will be treated as confidential and used solely to facilitate analysis.

10.2. Respondents will not be quoted in any reports without their permission.

10.3 All those contracted by Right To Play must agree to sign and abide by the Child Protection Policy and Code of conduct as well as property rights policies.