



**THE REVOLUTIONARY GOVERNMENT OF ZANZIBAR
MINISTRY OF EDUCATION AND VOCATIONAL TRAINING
THE ZANZIBAR INSTITUTE OF EDUCATION**



TERMS OF REFERENCE FOR FIRM CONSULTANCY TO DEVELOP TEACHER TRAINING MODULES

1.0 Background

The Revolutionary Government of Zanzibar, through the Ministry of Education and Vocational Training (MoEVT), aims to improve the education system to fit the dreams of the Zanzibar Vision 2050 and the 21st Century in general.

The MoEVT is implementing the Zanzibar Improving Quality of Basic Education (ZIQUE) Project in the amount of US\$50 million, which is funded by the World Bank and aims to address some of the most critical challenges to achieving quality basic education in Zanzibar with the project closing date of January 31, 2029. The project development objectives are to improve teaching competencies and learning outcomes and reduce the gender gap in transition rates within basic education. Component 1 of the project aims to strengthen teacher effectiveness and supports activities to improve content-knowledge and pedagogical skills of teachers.

In 2019, the MoEVT conducted a review of Primary Curriculum of 2009 and Pre-Primary Curriculum of 2012 of Zanzibar. This was followed by the development of curriculum materials including syllabi, textbooks and teachers guides. The new curriculum has been implemented progressively starting from January 2023 for Pre-primary and Primary Education. The rolling out of new competency based curriculum for secondary education has started in 2024. The MoEVT also tries to strengthen the implementation and monitoring of cluster- and school-based in-service (SBI) teacher training for teachers. School-based in-service teacher training guidelines are being developed.

The MoEVT is seeking for a Consulting Firm to support the MoEVT to assess the existing training modules and develop the new teacher training modules which support implementation of the new competency-based curriculum, related pedagogical approaches and SBI.

2.0 Objectives of the Consultancy

The objective of this consultancy is to develop the new teacher training modules which support implementation of the new competency-based curriculum, related pedagogical approaches, and SBI.

Specific Objectives

The consulting firm for this assignment will be required to confine with the following specific objectives:

- i) Assess the existing teacher training modules to find gaps based on the implementation of the Competence Based Curriculum.
- ii) Develop 5 primary training modules and 7 lower secondary modules to align with the current implementation of Competence Based Curriculum.
- iii) Develop assessment tools to evaluate competencies of teachers who were trained (including pre- and post test and others).
- iv) Develop 12 facilitation guidelines/manuals for facilitators.
- v) Provide training to facilitators/master trainers.

3.0 The consultant will be assigned with the specific tasks including:

- a) Prepare an inception report;
- b) Review the existing basic teacher training modules and other relevant materials;
- c) Conduct stakeholder consultations with (i) programs and initiatives including ZISP, RTI, Zanzibar Milele Foundation, TZ21, TAP program, Jifunze Uelewe; (ii) teachers; (iii) students; (iv) Teacher Training Colleges; (v) textbooks experts from Zanzibar and Mainland Tanzania; (vi) Officials of Zanzibar Institute of Education (ZIE) and Department of Teacher Education; and (vii) all other relevant stakeholders;
- d) Prepare an analysis report based on tasks (b) and (c);
- e) Develop 12 teacher training modules (5 primary and 7 lower secondary level training modules) which align with the current implementation of Competence Based Curriculum and SBI;
 - a) Primary Level
 - i. Integration of ICT in Teaching
 - ii. Science
 - iii. Mathematics
 - iv. English Language
 - v. Competence Based Pedagogy
 - b) Lower Secondary Level
 - i. Integration of ICT in Teaching

- ii. Biology
 - iii. Chemistry
 - iv. Physics
 - v. Mathematics
 - vi. English Language
 - vii. Competence Based Pedagogy
- f) Develop assessment tools to evaluate teachers' competencies (including pre- and post test and others)
 - g) Develop 12 facilitation guidelines/manuals for facilitators '
 - h) Pilot these materials
 - i) Assist the MOEVT in validation with relevant stakeholders before finalizing them
 - j) Provide training to facilitators/master trainers.

4.0 Deliverables

- a) Inception report which includes a roadmap
- b) Analysis/review report
- c) Produce 12 training modules and
- d) Produce assessment tools to assess competencies of trained teachers (5 modules for primary and 7 for lower secondary)
- e) Produce 12 facilitation guidelines/manuals for facilitators
- f) Training to facilitators/master trainers
- k) Provide final report of the assignment.

5.0 Timeline

The consulting firm will be required to complete this assignment in **110** working days. The table below summarizes the activities that will be required for each step during the implementation of proposed contracts.

S/N	Activity	Number of days
1.	Inception report which includes a roadmap	5
2.	Review Teacher training modules and other related materials and	20

S/N	Activity	Number of days
	conduct consultation	
3.	Prepare an analysis report	3
4.	Prepare (a) 5 primary and 7 lower secondary training modules, (b) assessment tools for teachers trained, and (c) 12 facilitation guidelines/manuals	40
5.	Piloting the developed materials	7
6	Validating the developed materials	15
7.	Finalize the materials (a), (b) and (c) after incorporating comments addressed	10
8.	Provide training to facilitators/mater trainers	5
9.	Provide final report of the assignment.	5
	Total number of days	110

6.0 Qualifications and Eligibility of the Consulting Firm

- The consultancy firm should have at least 5 years' experience and track record on the development of teacher training modules or conducting similar assignments.
- The consultancy firm should be also familiar with the education system in Zanzibar and other relevant countries.
- The consultancy firm has to propose a team of highly qualified experts who are capable of delivering the assignment, including the following experts listed below.

Consulting team member	Modules for Primary	Modules for Secondary
Lead consultant	<ul style="list-style-type: none"> • At least Master Degree in Education , Education Planning, Education Policy, Project Management, etc or relevant field • 8 years an experience in teacher training modules/ manual Designing and development 	

	<ul style="list-style-type: none"> • Basic knowledge in curriculum design and development • Experience to lead a similar assignment 	
Expert/Consultant ICT	<ul style="list-style-type: none"> • At least first degree in ICT • 3 years' Experience in development of teacher training module/ manuals or teaching in ICT. • Basic knowledge in curriculum design and development 	<ul style="list-style-type: none"> • At least Master degree in ICT • 3 years' Experience in development of teacher training module/ manuals or teaching in ICT. • Basic knowledge in curriculum design and development
Expert/Consultant Math	<ul style="list-style-type: none"> • At least first degree in Mathematics or relevant field • 3 years' Experience in development of teacher training module/ manuals and/or teaching math. • Basic knowledge in curriculum design and development 	<ul style="list-style-type: none"> • At least Master in Mathematics or relevant field • 3 years' Experience in development of teacher training module/ manuals and/or teaching math. • Basic knowledge in curriculum design and development
Expert/Consultant Science	<ul style="list-style-type: none"> • At least First degree in Science with Education or relevant field • 3 years' Experience in development of teacher training module/ manuals and/or teaching science. • Basic knowledge in curriculum design and development 	
Expert/Consultant English language	<ul style="list-style-type: none"> • At least first degree in Linguistic with Education or relevant 	<ul style="list-style-type: none"> • At least M.A in Linguistic or relevant field

	<p>field</p> <ul style="list-style-type: none"> • 3 years' Experience in development of teacher training module/ manuals and/or teaching English. • Excellent reading and writing skills in English • Basic knowledge in curriculum design and development 	<ul style="list-style-type: none"> • 3 years' Experience in development of teacher training module/ manuals and/or teaching English. • Excellent reading and writing skills in English • Basic knowledge in curriculum design and development
Expert/Consultant CBC Pedagogy	<ul style="list-style-type: none"> • At least first degree in Education or relevant field • 3 years' Experience in development of teacher training module/ manuals and/or similar areas • Knowledge in designing pedagogical modules. 	<ul style="list-style-type: none"> • At least Master degree in Education or relevant field • 3 years' Experience in development of teacher training module/ manuals and/or similar areas • Knowledge in curriculum design and development
Expert/Consultant Physics		<ul style="list-style-type: none"> • At least M.Sc in Physics or relevant field • 3 years' Experience in development of teacher training module/ manuals and/or teaching physics. • Basic knowledge in curriculum design and development
Expert/Consultant Biology		<ul style="list-style-type: none"> • At least M.Sc in Biology or relevant field • 3 years' Experience in

		<p>development of teacher training module/ manuals and/or teaching bilogoly</p> <ul style="list-style-type: none"> • Basic knowledge in curriculum design and development
Expert/Consultant Chemistry		<ul style="list-style-type: none"> • At least M.Sc in Chemistry • 3 years' Experience in development of teacher training module/ manuals and/or teaching chemistry • Basic knowledge in curriculum design and development

7.0 Copyright and Confidentiality

All developed materials will be the sole property of the Ministry of Education and Vocational Training. No materials will be shared with anyone without the written permission of MoEVT.

8.0 Reporting and Supervision

Consultant firm will report directly to ZIE Executive Director on all technical and contractual issues with frequent collaboration, with other MoEVT departments (e.g.DTE) and other stakeholders. Final deliverables will be approved by ZIE Advisory Board and MoEVT before payment.

9.0 Schedule of Payment

This will be mutually agreed upon between the consultant and MoEVT during negotiation but a proposed schedule is presented in the table provided below. Payment shall therefore be made according to the following deliverables.

NO.	Deliverables	Payment
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1	Upon submission and the acceptance of the inception report.	15%
2	Upon submission and the acceptance of the analysis report;	15%
3	Upon the submission and the acceptance of the draft of modules, assessment tools, and facilitation guidelines/manuals.	30%
4	Upon the completion of training of facilitators/master trainers	30%
5	Final report of the assignment with finalized modules, assessment tools and facilitator guidelines/manuals	10%
Total		100%