**PRIMARY EDUCATION IMPROVEMENT PROJECT (PEIP)**

TERMS OF REFERENCE

FOR COORDINATOR FOR PROFESIONAL DEVELOPMENT

1. **Background of the Project**

The Primary Education Improvement Project (PEIP) development objective is to improve conditions for learning in primary education in North Macedonia.

The Project would support the Government of North Macedonia’s initiatives geared to:

• improve learning environment at the primary level;

• improve quality of teaching practices; and

• implement school improvement plans that use performance data and monitoring tools for improving student learning.

The project will be organized around three main elements that need to be aligned in order to be complementary to each other. Component 1 focuses on school-level interventions, which are closest to students and most likely to impact learning while also mitigating and recovering learning losses generated by COVID-19. Two enabling elements are system-level reforms that would create the necessary enabling conditions so the school teachers are empowered with data on learning and up-to-date training. Component 2 would develop a comprehensive national assessment program to inform both school improvement planning and professional development programs, serving to link the school and system levels. Component 3 would put into practice professional competences for educators. Together, these elements will provide adequate information, tools, training and support to create effective and improved conditions for learning and ultimately increase student achievement. Component 4 would strengthen sector management, project management and monitoring and evaluation. The legal framework for implementation of above-mentioned reform interventions was recently adopted and there is an adequate institutional set up to embed them and eventually further enhance. The project activities are targeted toward building the foundation of a modern and efficient primary education system that is orienting all parts of the system toward learning.

The Ministry of Education and Science (MOES) is the main implementing agency of the Project in close cooperation with the National Examination Center (NEC), Bureau for Development of Education (BDE) and State Educational Inspectorate (SEI). Projects direct beneficiaries will include primary education students, but focused support will be given those who are vulnerable (Roma, girls, students disproportionally affected by the closure of schools due to the COVID-19 pandemic) which are expected to benefit from improved learning and physical environment in the schools as well as from better-trained teachers. Primary education teachers, school principals, and MPSTs will benefit from more efficient professional development and career advancement, teaching adds, and grant program to implement their school improvement plans. The project activities are targeted toward building the foundation of a modern and efficient primary education system that is orienting all parts of the system toward learning.

1. **Objective of the assignment**

The objective of this assignment is to hire an individual consultant in the project management unit to provide assistance and support the Ministry of Education and Science, Bureau for Development of Education and State Education Inspectorate in the: (i) implementation of professional standards and career paths for teachers, MPST, and school leaders, (ii) modernization of in-service professional development programs and in introducing changes to pre-service and new teacher selection as stipulated in the new Law on Teachers and Teaching Assistants in Primary and Secondary School.

1. **Scope of work**

The Consultant shall be is responsible for:

* Administrative and logistical assistance to the MOES and BDE for issues related to the implementation of professional standards and career paths for teachers;
* Coordination and communication among all relevant stakeholders in the processes for modernization of in-service professional development programs (identifying teachers professional development needs, content development, delivery modes, teacher support etc);
* Assistance to the MOES, BDE, SEI and all relevant stakeholders  in the preparation of Terms of Reference and other project related documents;
* Coordination between the international and local consultants on one side and the Ministry, Project Director and BDE Director on the other side, in performing of their activities;
* Monitoring of the project activities related to the implementation of professional standards, modernization of INSET & PRESET
* Assistance to the Project Director, BDE Director, and Macedonian authorities in preparation of project related documents;
* Any other activities in correlation with the implementation of the PEIP  project

1. **Reporting obligations**

The consultant shall report to the Project Director. Upon request by the Project Director and/or the Minister of Education and Science the Consultant shall produce and submit progress reports for the implementation of the Project activities.

1. **Consultant qualifications:**

* University degree
* At least 3 years of professional experience in the area of education, training, social services, public administration or similar;
* Experience in project or contract work with international financial organizations. Experience on World Bank projects would be considered an advantage;
* Full computer literacy (MS Office)
* Excellent verbal and writing skills in Macedonian and English.

1. **Duration of the assignment:**

The Consultant will work under a time-based contract. The assignment will be full time, working 8 hours a day on the regular business days in North Macedonia. The Consultant shall initially perform the Services for a 6-month period, аfter which period, subject to satisfactory performance of the Consultant and business need of the Client, the Consultant shall continue to perform the services until 27 February 2026 or any other period as may be subsequently agreed with the Client.