**PRIMARY EDUCATION IMPROVEMENT PROJECT**

**Terms of Reference**

**for**

**Research on Digital Skills of Teachers in Primary Education**

1. **Background**

The rapid integration of digital technologies in education has significantly transformed teaching and learning practices. In today’s digital society, it is essential for teachers to possess the necessary digital skills to effectively facilitate learning, engage students, and prepare them for a technology-driven world. This growing reliance on digital tools emphasizes the need for a comprehensive understanding of teachers' digital competencies to ensure they can leverage technology confidently, critically, and responsibly in their teaching environments.

Recognizing the diverse needs and challenges faced by teachers in primary and secondary education, this research aims to assess their digital skills. The study will offer valuable insights into the current state of digital competence among teachers, identify strengths and areas needing improvement, and provide tailored recommendations for professional development. This will ultimately support teachers in enhancing their digital literacy, enabling them to integrate technology more effectively into their teaching practices and contribute to the overall quality of education.

The outcomes of this research will inform educational policymakers, institutions, and training providers, ensuring that targeted strategies are developed to equip teachers with the necessary digital skills. Such efforts are crucial for fostering an inclusive, innovative, and future-ready education system that can respond to the dynamic demands of the digital age.

1. **Objectives of the assignment**

The main objectives of this research are to:

* Assess the current level of digital competence among teachers in primary and secondary education.
* Identify the strengths and weaknesses in teachers’ digital skills
* Provide recommendations for targeted training and professional development based on identified gaps.

1. **Scope of Work**

The scope of work will include the following activities:

* Conduct a review of existing research on digital skills in education, focusing on primary school teachers.
* Develop and administer a survey to assess teachers' digital competencies
* Analyze the collected data to identify patterns, strengths, and areas for improvement in digital competencies.
* Prepare a comprehensive report outlining the findings, analysis, and recommendations.

The Consultant shall propose the methodology for the research.

1. **Deliverables**

The consultant will be expected to deliver:

* An inception report outlining the methodology, data collection tools, and work plan.
* A survey instrument.
* Final report- comprehensive research report including findings, analysis, and actionable recommendations.
* A presentation summarizing the key findings and recommendations.

1. **Qualifications**

* An advanced university degree (Master’s or higher) in Economy, social sciences, education, psychology, pedagogy, or related fields.
* At least 3 completed projects that required strong research and analytical skills, with the ability to design and implement assessments (e.g., surveys, interviews, focus groups).
* In-depth understanding of digital skills frameworks and standards applicable to primary education (e.g., European Digital Competence Framework for Educators - DigCompEdu).
* Experience working with primary education teachers, including designing and delivering STEM training programs or workshops focused on digital skills.
* Familiarity with digital tools, e-learning platforms, and educational technology commonly used in primary education.
* Ability to analyse and interpret data using statistical tools or software (e.g., SPSS, R, or equivalent) and present findings in an accessible format.
* Strong work experience in education and/or labor market system with reference to research and policy design; Knowledge and work in education/labor market area in the country shall be considered as an advantage.
* Previous work experience in Western Balkan in education and/or labor market area;
* Work experience in research and/or policy design on World Bank or other IFIs projects shall be considered as an advantage;
* Strong (written and oral) command of English.

1. **Timeline**

The research is expected to be completed within a period of 4 months. The expected date of the start of the assignment is January 2025.