

CONSULTANCY: TERMS OF REFERENCE

Title: Program Management Consultant

About Zizi Afrique Foundation

Zizi Afrique Foundation (ZAF) is a not-for-profit company committed to improving learning outcomes for children and youth furthest behind. Our key focus is to contribute to a world where ALL children have the foundational skills to learn and thrive. We collaborate with like-minded impact partners in the civil society sector to consolidate evidence; innovate solutions that accelerate the acquisition of foundational skills and engage policy makers in policy formulation and implementation.

About the project

To contribute to what works, ZAF designs and tests the application of innovative solutions that address pedagogical gaps among teachers, thus equipping them for quality instructional processes within the classroom. As part of the Accelerated Learning Program (ALP), we are seeking to explore how error analysis can be applied in the classroom to inform teacher practices with regards to numeracy instruction. This pilot is delivered through a consortium of partners in Nigeria, South Africa and Cameroon. The selected consultant will lead the execution of the project-related activities in Kenya, with close engagement with the consortium partners for check-ins and progress.

In our early grade classrooms, many children struggle with numeracy related concepts, especially on place value, consequently affecting performance of tasks that involve regrouping in operations. Error analysis has been profiled as a strategy for enhancing effectiveness of numeracy instruction, by facilitating reflective practice among teachers, leading to better designed lesson plans, selection of targeted learning experiences and improved quality of instruction over time. This component of the ALP will be implemented across select schools, working directly with teachers to,

- Analyse and document the most common errors in early grade math in Kenyan schools;
- Cocrete instructional approaches that can be used to early grade classrooms to overcome the identified errors;
- Monitor, through reflective practice, coaching and feedback, the effectiveness of the approaches and tweaking on the go, while evaluating impact on learner performance in numeracy tasks;
- Document the most effective instructional approaches that work to improve numeracy outcomes in early grade classrooms in Kenya; and.
- Compile a compendium of resources (toolkit) that can be used across other classrooms for effective numeracy instruction.

The initiative will convene target teachers for cocreation workshops; conduct research to document insights with regards to error analysis and work with teachers directly in the classroom to reinforce positive practices.

Purpose of Consultancy

ZAF seeks to engage the services of a consultant specialist for a five-month consultancy (full time) to lead the implementation of this short-term project, focused on documenting how error analysis can be applied to strengthen math instruction in early grades. This is part of our previous literacy and numeracy initiatives, but with a deepened focus on application of formative assessments, in particular, error analysis in numeracy to influence instructional practices by teachers in early grade classrooms. Specifically, the consultant will:

1. Conduct any desk reviews related to the delivery of this work;
2. Organize and facilitate cocreation workshops with target stakeholders
3. Oversee the field level implementation of the project tasks, by organizing and facilitating trainings, conducting lesson observations and feedback to support reflective practice among teachers;
4. Participate during check-in meetings with consortium members, offering relevant updates about the project;
5. Compile field level implementation and funder reports related to this project
6. Lead in the development of a toolkit on error analysis for use by early grade teachers
7. Coordinate field level monitoring and documentation
8. Manage stakeholder engagement throughout the period.

Timeframe

The consultancy shall be for a maximum of 5 months, running from **August 2024** and **December 2024**. We prefer a consultant available on full time basis as this work relates to day-to-day execution of field level activities, continuous stakeholder engagement, coordination with field level teams and close engagement with the consortium partners for shared learnings.

Required Qualification and Experience of the consultant

- (a) Master's degree in education, preferably Mathematics, early childhood studies, Curriculum Development, or a related field.
- (b) Experience in education, with a focus on numeracy instruction in early grades.
- (c) Strong knowledge of early grade mathematics curriculum and common pedagogical issues and challenges in line with the Competence-based Curriculum.
- (d) Familiarity with current literature and best practices in early grade numeracy education.
- (e) Strong analytical skills to help identify and analyze errors in numeracy education.
- (f) Excellent written and verbal communication skills for producing high-quality reports, training materials, and presentations.
- (g) Experience in managing educational projects, including planning, implementation, monitoring, and evaluation.

Application process

Interested candidates are invited to submit the following as part of their application:

- (a) A cover letter expressing their Interest and demonstrating suitability for this assignment and expected monthly remuneration.
- (b) A curriculum vitae highlighting qualifications and relevant experience.
- (c) Contact details of referees which shall be organizations for whom you have worked with on similar or related assignment.
- (d) Samples/evidence of similar work previously conducted.

The application documents should be sent to jobs@ziziafrique.org and copied to jmburu@ziziafrique.org not later than **20th August 2024 1700hrs** EAT. Applications will be reviewed on a rolling basis and only shortlisted candidates will be contacted.

Zizi Afrique Foundation is an equal opportunity employer.