

TOR

National Consultant for capacity building and supporting head teacher's competency framework - Nepal

November 2022

A. British Council

The British Council builds connections, understanding and trust between people in the UK and other countries through arts and culture, education and the English language. We work in two ways – directly with individuals to transform their lives, and with governments and partners to make a bigger difference for the longer term, creating benefit for millions of people all over the world. We help young people to gain the skills, confidence and connections they are looking for to realise their potential and to participate in strong and inclusive communities. We support them to learn English, to get a high-quality education and to gain internationally recognised qualifications. Our work in arts and culture stimulates creative expression and exchange and nurtures creative enterprise.

We connect the best of the UK with the world and the best of the world with the UK. These connections lead to an understanding of each other's strengths and of the challenges and values that we share. This builds trust between people in the UK and other nations which endures even when official relations may be strained.

B. Background

British Council has been supporting Ministry of Education Science and Technology (MoEST) on several areas for school education sector development. One of the areas jointly identified by the British Council and MOEST / Center for Education and Human Resources Development (CEHRD) for support is School leadership¹. The school leadership strand also aligns with the Nepal Government's School Education Sector Plan (SESP) (2021-2030) priorities and is another key focus area for the British Council where there are opportunities to develop legacy outcomes through our technical assistance to the government. The Connecting Classrooms steering committee members which included stakeholders from Center for Education Human Resource Development (CEHRD), Ministry of Education Science and Technology (MoEST) has also clearly highlighted the need for our intervention in areas of school leadership. We would like to build on recommendations from recently conducted school leadership audit and develop a competency framework for the head teachers in Nepal.

C. Objective

Building on the previous work in the field of school leadership, British Council is looking to support in policy discussions and capacity building on need for school leadership and a head teacher's competency framework, and support develop a head teacher competency framework for the Government of Nepal (GoN)

D. Scope

The national consultant will support the team leader in the overall process to deliver a final competency framework for head teacher in Nepal and in the process will liaise with the

¹ British Council's Connecting Classrooms project's steering committee meeting chaired by the respected secretary of education in August 2021 had identified school leadership as one of the key areas.

government task force members, the team leader and the British Council. The national consultant will also support the dissemination of the competency framework in form of policy dialogue with government stakeholder.

The main scope for this assignment are:

- (i) Review the current situation of school leadership based on the school leadership audit reports. *(to be shared by the British Council separately.)*
- (ii) Participate in capacity development activity alongside the task force members on best international practises for school leadership.
- (iii) Support the International consultant to develop draft head teacher competency framework for the Government of Nepal and submit to the British Council.
- (iv) Provide policy recommendations for implementing Head Teacher's competency framework.
- (v) Co-Lead the dissemination of the competency framework.

Detailed tasks include:

- Conduct an inception meeting with British Council to confirm the requirements and clarify the final output.
- Working in collaboration with international consultant & Nepal Government task force members, share a brief inception report outlining agreed scope of work, timeline and finalized delivery plan for the development of the final output.
- Review current policies and practices of the Government of Nepal (GoN) including secondary literatures on school leadership in Nepal.
- Review the GoN's competency framework for schoolteachers alongside other related reports.
- Review international good practices on SL competency framework development.
- Familiarise with the British Council's school leadership audit report and its recommendations and British Council's teacher CPD framework.
- Make institutional visits to consult on head teacher's competency framework with policy makers and head teachers.
- Participate in capacity development activity alongside the task force members on best international practises for school leadership.
- Collaborate with the task force and an international consultant to develop a draft head teacher competency framework for Nepal, and policy recommendations for its implementation

E. Deliverables

- Develop a draft head teacher competency framework for Nepal – The Final Output.
- Provide policy recommendations for implementing the Head Teacher's competency framework.

- Lead on a policy event related to dissemination of the development of the competency framework.

F. Consulting Inputs

The British Council will recruit following consultants for the study:

Consultant	Tentative Input	Qualification and Summary Scope
National Consultant	25 Days	<p>The national consultant should have relevant master's degree with 5 years of experience in school leadership planning and policy development. The national consultant should have good understanding of institutional mechanisms for head teacher development in Nepal.</p> <p>The national consultant will support the international consultant by providing technical input and local expertise. The National consultant will also be responsible to producing the final outputs and meeting all deliverables.</p>

NB: The British Council is under discussion with CEHRD to form a task force committee which will support the development of SL competency framework and its endorsement. British Council will also recruit an independent international consultant for technical input to the programme.

G. Consultant Specifications

- Good understanding of school leadership context in Nepal.
- Good understanding of education systems in developing countries, preferably Nepal and/or South Asia.
- Experience of working with the Government of Nepal in education sector.
- Proven experience in developing education plans and policies.
- Strong communication and interpersonal skills and experience of engaging with a range of external actors, including interacting with international consultants.
- Experience of conducting school leadership research in South Asia is preferable.

H. Implementation Arrangement

British Council will also recruit an international consultant to support with technical input specially drawing the international context. The task force comprising of tentatively 3 members will also be supporting the delivery and endorsement of the final output. A project manager from the British Council will be assigned to support and monitor the work.

I. Cost and Financing

The British Council will finance the recruitment of the consultants and task force members and other cost associated with the study.

J. Duration of Assignment

The study will be implemented from **15 Nov 2022** till **30 February 2023**