

Terms of Reference

TwB volunteers to support FCA's projects

Uganda

Location Moyo District, West Nile, with travel to other project locations

Host organization: FCA Uganda

Length of Posting: Preferably 10 months

Date of deployment: September 2020 up to August 2021

Number of positions: 1-2 positions

Title of the position: Education Advisor (TWB Volunteer)

Background and description of the projects:

Finn Church Aid (FCA) implements both humanitarian and development education projects with the main goal of promoting access to quality education for all in Uganda. The projects that are taking place in the refugee and host communities of Uganda. The projects target mainly Primary and Secondary schools, and Accelerated Education. The volunteer will be based in LEARN project and may support other FCA Uganda's education projects if needed.

The LEARN - Lasting Education Achievements Responding to Needs project, aims to increase and improve equitable and inclusive quality education for refugee and host community children and adolescents in Bidibidi refugee settlement in Yumbe District and Palorinya refugee settlement in Moyo District funded by BPRM.

FCA aims to respond to the challenges there are in the Uganda's education sector. For instance, the 2015 UWEZO report¹ indicated that 65% children in primary classes 3 to 7 (P3 to P7) are unable to complete primary 2 level tasks even if enrolment in primary school is high. Furthermore, the emphasis on increasing enrolment rates has exacerbated a situation in which the majority of children are in school but are not learning even the basic literacy or numeracy skills (UNICEF CPAP 2016 - 2020). The low quality of education provided in primary schools is mainly attributed to the critical lack of teaching capacity across Uganda.

FCA works with Teachers without Borders (TWB) network to strengthen the capacity of education sector through teachers' continuous professional development (CPD), capacity building of school management committees and other education stakeholders and through the provision of educational materials to schools and children. The projects in which TWBs are involved, implementation is done through teachers' needs based capacity building trainings and support, improving pedagogical skills, support supervision, mentoring and coaching. These actions aim at improving the quality of learning, formative assessment and inclusive

education, in order to achieve improved learning outcomes and wellbeing. All the mentioned goals are realised through collaborative planning, training, follow-up, support supervision, mentoring and coaching of both teachers and relevant government education technical personnel.

Based on the above, FCA Uganda programme through Teachers without Borders network will require volunteers/education advisers in 2020, to support its different quality education activities, with a main focus on teachers' professional capacity building targeting, primary, AEP (Accelerated Education Programme) and secondary school teachers under different projects.

The Teachers without Borders education advisers/volunteers will work closely and collaborate with FCA staff who include: Area Managers, Project Managers, Field Education Coordinators, Education project officers, and Coordinating Centre Tutors (CCTs). A tailored ToR and work plan will be developed during the initial phase of the deployment. **NOTE Although each volunteer will have a main targeted location, they may be asked during the course of their placement to provide support to other FCA education projects in Uganda whenever need arises.**

Main tasks may include:

- To develop, compile or contextualise teacher-training material based on available resources. E.g. the Teachers in Crisis Contexts (TiCC) training pack and the FCA Teacher Training Pack.
- Directly work with the local Ugandan and refugee primary, AEP and secondary teachers to provide training, mentorship and coaching support to improve their pedagogical skills
- Support the Primary Teacher Colleges (PTCs,) District inspectorate, Coordinating Centre Tutors (CCTs) to train, coach and mentor associate assessors and head teachers in inclusive learner centred pedagogy and support supervision.
- Strengthen the capacity of district education department, CCTs and head teachers in assessment skills with a focus on formative assessment, and development of tools with special focus in the teaching of mathematics and science.
- Organise training workshops and events
- Any other tasks assigned by the supervisor, after consultation with the volunteer.

Deliverables may include (depending on the location and project):

- A Continuous Professional Development (CPD) plan for teachers with focus on pedagogy and support supervision
- Peer support to local teachers, through mentoring and coaching
- Plans, programmes, content and adapted manuals/handouts for the teacher trainings and continuous professional development (CPD)
- Work plans
- Notes and briefs from meetings
- Teacher training reports and other activity reports
- Visual material from the trainings (mostly photos, taken with consent)

- Documentation of key learnings and success stories, which will be shared with the project funders/ donors, partners and other stakeholders to promote cross learning.

Position specific Qualifications and Competencies:

- Expertise and experience in secondary, primary and/or early grade education pedagogics
- Experience in developing the capacity of Early childhood development, Primary and/or Secondary school teachers
- Experience in mentoring and coaching of teachers and/or other education personnel
- Background in or familiarity with emergency/humanitarian context is an added advantage
- In addition, general qualifications and competencies for all TwB volunteers defined in the TwB webpage

Supervision and Support

The volunteers will be assigned a main/immediate supervisor based at field level with a technical support Supervisor within the country office. However, they will work in close collaboration with the project implementing staff on all levels. Additional technical support will be given by the Regional Education Specialist.