



GOVERNMENT OF GILGIT-BALTISTAN
GILGIT-BALTISTAN CIVIL SECRETARIAT
DEPARTMENT OF EDUCATION & SPECIAL EDUCATION

Sub:-

**TENDER/REQUEST FOR PROPOSALS FROM SERVICE PROVIDERS
TO ENGAGE EDUCATION FELLOWS FOR GOVERNMENT SCHOOLS
GILGIT-BALTISTAN**

The Education Department, Gilgit-Baltistan intends to implement a 3-years project, titled “Education Fellows” Pilot Project on Improving Recruitment of Teachers & Quality of Pedagogy in Gilgit-Baltistan. For its implementation, Education Department invites sealed bids from relevant, experienced and expert Education Service Providers for recruitment and training of Education Fellows for teaching in Government Schools across the Gilgit-Baltistan.

The requirement, objectives and scope of work, with detailed Terms of Reference (ToRs) Documents, containing all details and submission process are available at www.docgb.gov.pk and PPRA website. Further details can be sought from the office of the Additional Secretary Education, GB.

**Additional Secretary Education
Gilgit-Baltistan
Ph:05811-960412**

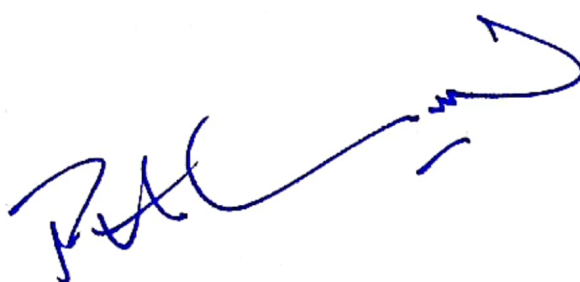
Request for Proposals (RFP) **and** **Terms of Reference**

**Pilot Project on Improving Recruitment of
Teachers & Quality of Pedagogy in Gilgit Baltistan**

IBAL

INDEX

S. No.	Contents	Page No.
1	Notes/ Disclaimer	01
2	Text of the Advertisement	02
3	Background and the Objectives of the Project	03
4	Terms of Reference (Detailed)	06
5	Objectives of this EOI	09
6	Application Submission Process and Next Steps	11




NOTES/DISCLAIMER

The purpose of this Request for Proposal (RFP) is to provide interested parties with information that may be useful to them in the formulation of their application for qualification.

The exact specifics will be discussed with shortlisted applicant(s) and the proposed model of the applicant may be slightly modified to align it with the needs of the Department of Education Gilgit Baltistan.

The Procuring Agency reserves the right, in its full discretion, to cancel the RFP Document and/or Assignment at any stage of the procurement process and shall not be liable to reimburse or compensate the Applicant for any costs, taxes, expenses or damages incurred by the Applicant(s) in such an event.

A handwritten signature in blue ink, consisting of a series of loops and strokes, positioned in the center of the page.

Text of Advertisement

TENDER / REQUEST FOR PROPOSALS FROM SERVICE PROVIDERS TO ENGAGE EDUCATION FELLOWS FOR GOVERNMENT SCHOOLS, GILGIT BALTISTAN

Education Department Gilgit Baltistan intends to implement a 3-year project, titled "Education Fellows: Pilot Project on Improving Recruitment of Teachers & Quality of Pedagogy in Gilgit Baltistan". For its implementation, Education Department invites sealed bids from relevant, experienced, and expert Education Service Providers for recruitment and training of Education Fellows for teaching in Government Schools across Gilgit Baltistan.

The requirement, objective and scope of work, with detailed TORs Document, containing all details and submission process are available at www.doegb.gov.pk and PPRA website. Further details can be sought from the Office of Secretary Education Department, Gilgit.



Detailed Document on
Request for Proposals and TORs

Project Title:

"Education Fellows: Pilot Project on Improving Recruitment of Teachers & Quality of Pedagogy in Gilgit Baltistan"

Background and Objectives of the Program

Education Department Gilgit Baltistan is interested to invite relevant and experienced Education Service Providers who have expertise in engaging teaching resources for school at primary, middle and secondary level.

For this purpose, a 3rd party expert service provider is to be engaged for 3 years, to provide 1000 education Fellows in EDUCATION DEPARTMENT' assigned government schools under its domain. These Fellows will be provided comprehensive training covering SLOs in order to apprise them regarding teaching methodology coupled with enhancing their understanding regarding modern learning and teaching such as "Game Based Learning" as well as improve their soft skills. A total of 1000 Education Fellows will be hired through third-party service provider for a period of three-years. These Education Fellows will work in assigned Government Schools across Gilgit Baltistan. Throughout this arrangement, the Education Fellows will be employees of the 3rd party and will have no direct employment or financial engagement with the EDUCATION DEPARTMENT or the Ministry.

The Education Fellows will work full-time in assigned schools as prescribed by Education Department GB and will be reporting to the school principal and the management of the Service Provider.

Their primary purpose would be to ensure that students cover their content, are engaged actively in class, properly assessed, and allocated SLOs are covered during each academic year. Moreover, "Game Based Learning" will be an essential part of the project wherein the service provider, along with provision of Education-Fellows will provide a platform/solution for learning games-the games that will complement the SLOs. These games will be in the form of storytelling, visual clues, puzzles etc. which would not only help in achieving the learning outcomes but also help in development and improvement of critical thinking among the students. The training will provide them with knowledge and understanding in this regard as well as equip them with skills required for timely course-correction to ensure effective teaching and learning cycle among students.



The nature of this project is that it is to be implemented to fill a gap in such manner that high quality teaching resources are identified, placed in schools, are passed through an effective training process. The Service Provider will be required to ensure effective working of Education Fellows as well as ensuring their attendance.

The Service Provider will implement effective methodologies of content delivery, meaningful student engagement including engaging them through "Game Based Learning", student-centered and inclusive teaching, and timely in-class assessment techniques. All of this will contribute to significant student learning, reducing learning gaps, and making schools and classrooms dynamic places where students enjoy and learn simultaneously.

The breakdown of Education Fellows as per their category, competence and specialization is given under:

S.N o	Number of Education Fellows Required	School/College/ Grade Where Education Fellows are Required	Competence Requirement of Education Fellow	Training Requirement of Education Fellow
1	400	High School	Capacity to teach Maths & Science as per SLOs provided by Federal Board	Comprehensive training as prescribed by SLOs of SNC along with Game-Based Learning Training
2	300	Middle School	Capacity to teach Maths & Science as per SLOs provided by SNC	Comprehensive training as prescribed by SLOs of SNC along with Game-Based Learning Training
3	300	Primary School	Capacity to teach phonics, number sense and SLOs as provided by SNC	Comprehensive training as prescribed by SLOs of SNC along with Game-Based Learning Training

Project Objectives

- To recruit high quality teaching resources for government schools under the Education Department Gilgit Baltistan.
- Provide comprehensive training as prescribed by SLOs of SNC to Education Fellows so that they are well equipped to take on their teaching assignment along



with developing proficiency in "Game-based Learning" and create a difference for better.

- iv. To reduce the learning gaps for students in EDUCATION DEPARTMENT schools
- v. Support students by providing them better qualified human resource to actively engage them and make classrooms more engaging
- vi. Support school administrators in making school environment attractive and making education a successful provision for enrolled students

A handwritten signature in blue ink, appearing to be 'R. A. S.', with a long, sweeping horizontal stroke extending to the right and ending in a small upward hook.

TERMS OF REFERENCE

The Terms of Reference for this service provision will include:

1. Identify and recruit 1000 qualified individuals as full-time Education Fellows to work in assigned Government schools for a period of three years as well as provide comprehensive training to them as prescribed by SLOs of SNC.
2. Ensure that each Fellow has a 16-years of education, and preferably a 4-years graduate degree from a reputed university
3. Ensure that teaching delivery demo is taken from prospective Education Fellows before confirming their engagement
4. Ensure that "Game-based" online and offline learning solution is provided for 03 years. This Gaming Learning should provide for Complex Problem Solving learning, enhance critical learning, boost creativity of students and most importantly help in covering of SLOs. Logical reasoning, mathematical reasoning and spatial reasoning should form the core of it. Moreover, a proper and extensive up-to date inventory of Games is to be provided by the service provider. On monthly basis, the registry of games must be improved upon with more interactive and engaging games being added to the database. These games should specifically target young primary school students with attractive and engaging visuals. The service provider will also ensure that the students can engage in friendly learning-based competitions through these games, wherein, these competitions must not just be limited to intra-school competitions. Inter-school competitions should also be ensured through these games.
5. Education fellows will be expected to ensure student achievement as per given SLOs and Benchmarks through well-defined performance deliverables and assigned workload. Moreover, it will be the job of Education-Fellows to utilize "Game-based Learning" in covering of SLOs along with development of critical thinking and creativity of students through this process.
6. Ensure that a decent/market-based gross monthly remuneration is given to each Education Fellow throughout their engagement
7. Coordinate with EDUCATION DEPARTMENT to get list of selected schools for this project and tentative grades and classrooms in which Education Fellows be engaged. The Service Provider will have to recruit and train Education Fellows in line with this plan.
8. Develop and share a comprehensive training plan for Education Fellows; EDUCATION DEPARTMENT will provide logistic / venue support wherever possible.
9. Provide comprehensive training as prescribed by SLOs of SNC to new 1000 recruited Education Fellows in pedagogy techniques, class management, game-based learning, assignment techniques, evaluation techniques and conduction approach. In short, this training is to encompass all domains of teaching and class management for better learning outcomes of students. It must cover following areas in-depth:

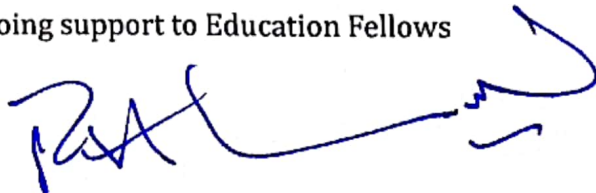


- Teaching Methodology / Pedagogical Approaches
- Content delivery Methodologies
- Mastering the domain of "Game-based Teaching"
- Training them on how to hold online Game-based Learning competitions among different schools
- Classroom Management Techniques
- Student-cantered Approaches
- Activity-based learning Methods
- In-classroom assessment of students

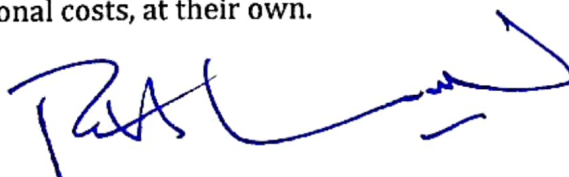
The training modules should also cover following areas:

- Competency-based approach to teaching and learning
- Giving individual attention to those students who need more time/ alternate approaches to learning
- Inclusive environment in classrooms; and
- Civic Sense
- Coordination with and Support from EDUCATION DEPARTMENT

10. Identify any Education Fellows who did not perform well during the training, or their interest, ability, or behaviour was not up to the mark to continue, and ensure their replacement
11. The cohort of Education Fellows should have appropriate gender balance.
12. As per EDUCATION DEPARTMENT's needs, develop a comprehensive placement plan for Education Fellows, and get it approved from EDUCATION DEPARTMENT before having Education Fellows joined in those specific schools.
13. Education Fellows are expected to work in specific schools as prescribed by Education Department; the Service Provider can make changes to such an existing arrangement, but it will have to inform EDUCATION DEPARTMENT in advance about such changes, along with the rationale. However, quick and unreasonable changes will not be made.
14. Mutually agree with EDUCATION DEPARTMENT about schools, classrooms, number of classes, and grades which Education Fellows will be teaching.
15. Arrange on-line Game-based Learning competition among different schools on bi-annual basis wherein all schools covered by Education Fellows will have to participate and the winner schools are to be rewarded accordingly
16. Assign Fellows the subjects and classes which they will be teaching in schools
17. Provide regular and ongoing support to Education Fellows



18. Assign a focal person to be a dedicated Project Coordinator for this program.
19. Be in regular contact with the school administration to timely resolve any issues.
20. Ensure that assigned Education Fellows are coordinating with the school principals on a regular basis and following his/her administrative guidelines.
21. Jointly supervise the work of fellows along with EDUCATION DEPARTMENT Directorate for relevant tasks.
22. Provide support to Education Fellows in extending their learning to other teachers in schools and become a role model for them.
23. Provide quarterly progress updates to the EDUCATION DEPARTMENT.
24. Provide semi-annual written reports, which must contain a detailed section on lessons learned.
25. Ensure that Education Fellows meet on a regular frequency to share their learning, new approaches, innovative methods applied; challenges faced and resolved, and share coordination gaps with the EDUCATION DEPARTMENT.
26. Take immediate remedial measures in case Education Fellows are not performing as expected
27. Ensure the attendance of Education Fellows at the prescribed schools
28. In case of shortage of attendance, take urgent remedial measures and provide with a suitable alternative in 01 week time
29. Develop an online mechanism for monitoring the performance as well as attendance of Education Fellows, preferably a Mobile-based App and share the credentials with Education Department GB for joint monitoring
30. The competency of Education Fellows is to be evaluated in a transparent scientific manner in collaboration with Education Department Gilgit Baltistan
31. Have a Contingency Plan ready in case any Education Fellow leaves the program; the cost for such replacement will be covered by the Service Provider.
32. Whenever needed, present review of progress and lessons learnt to the members of Project Steering Committee at the meeting.
33. Provide any reports, case studies, and learning from the project implementation to the EDUCATION DEPARTMENT.
34. Able to cover any additional costs, at their own.



Qualification Criteria for
Interested Service Provider

Applications are invited from suitable Service Providers with following minimum requirements:

- a. Interested entity must be registered company/organization under any relevant law in Pakistan, be it as an NGO/ trust/organization under Societies Registration Act, Trust Act, SECP, etc.
- b. The applying entity must have experience in providing good quality teaching human resources in schools at primary, middle, and secondary-level education
- c. The entities must have a proven track record in gender equity and as equal opportunity provider for minorities and marginalized groups
- d. The organization must have well-developed teacher training modules, a small samples of which should be sent with the application.
- e. The organizations must be able to provide online and offline "Game-based Learning" solution/platform
- f. The organization must have high-quality mechanisms for mentoring and supervising their teaching resources.
- g. The organization must have understanding of working of government schools in Pakistan.
- h. The organization should have student-centric approaches to teaching, student management and assessment, and these should be in accordance with minimum standards of Quality education and international best practices.
- i. The organization must have demonstrated ability to collect data about student performances, make evidence-based recommendations, and capacity to coordinate with other partners for qualitative input to be used for research purposes.
- j. The organization should have ability to coordinate with the EDUCATION DEPARTMENT on regular basis, including through in-person meetings
- k. The organization should have ability to mobilize their resources immediately.
- l. The organization should have demonstrated ability to evaluate, reassess and modify their programs during implementation if challenges arise and modifications are necessitated.



Application Submission Process

Interested applicants should submit their applications, as per details below:

What is needed?

Sealed hard copies with detailed technical proposals, as well as financial bids, along with any supplementary documents that the organization feels relevant to submit.

The title of the submission should be:

"Submission of Proposal for Education Fellows: Pilot Project"

Deadline:

The complete package of the applications should reach within two weeks of the advertisement of RFP.

Submit Where?

1) Hard copy of the application package should be reach at:

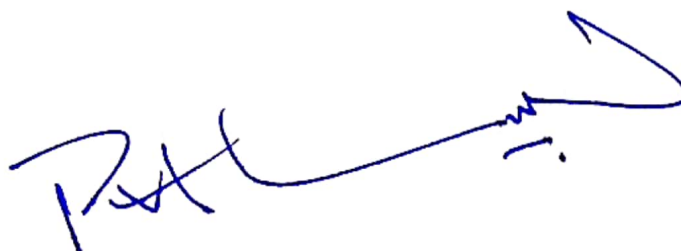
- **Office of the Director General of Education Department Gilgit Baltistan,**

Selection Criteria:

The weightage of Technical and Financial Proposal is as under:

Technical Proposal Weightage: 70 %

Financial Proposal Weightage: 30 %



S#	Description	Marks
1	Track record in gender equity for provision of opportunities	02
2	Experience in Teacher training	10
3	Teacher training modules	15
4	Mechanisms for monitoring and supervising teaching resources	10
5	Experience of working with government schools	06
6	Quality of Game-based Learning Solution provided along with its capability of deliverance through online and offline medium	15
7	Accordance with minimum standards of Quality education and international best practices.	15
8	Experience of working in Gilgit Baltistan	10
9	Ability to mobilize their resources immediately	12
10	Ability to evaluate, reassess and modify their programs during implementation if challenges arise and modifications are necessitated	05

Technical Proposal Evaluation Criteria:

