

HRD Terms of Reference

Junior Individual Consultant

RG-T3779: Teacher Training in Distance and Blended Learning

Background: The Inter-American development Bank works to improve lives in Latin America and the Caribbean. Through financial and technical support for countries working to reduce poverty and inequality, we help improve health and education, and advance infrastructure. Our aim is to achieve development in a sustainable, climate-friendly way. With a history dating back to 1959, today we are the leading source of development financing for Latin America and the Caribbean. We provide loans, grants, and technical assistance; and we conduct extensive research. We maintain a strong commitment to achieving measurable results and the highest standards of increased integrity, transparency, and accountability.

The Social Sector (SCL) is a multidisciplinary team convinced that investing in people is the way to improve lives and overcome the development challenges in Latin America and the Caribbean. Jointly with the countries in the region, the Social Sector formulates public policy solutions to reduce poverty and improve the delivery of education, work, social protection, and health services. The objective is to advance a more productive region, with equal opportunities for men and women, and greater inclusion of the most vulnerable groups.

The team: The Education Division supports education systems of Latin America and the Caribbean countries to reach five dimensions that will contribute to making them successful in promoting effective teaching and learning among all children and youth. The IDB's private sector window also finances projects to expand educational opportunities for low income students.

We support Latin American and Caribbean countries to ensure that:

- 1) High expectations guide education services;
- 2) Students entering the system are ready to learn;
- 3) All students have access to effective teachers;
- 4) All schools have adequate resources and are able to use them for learning; and
- 5) All graduates have the necessary skills to succeed in the labor market and contribute to society.

THE OBJECTIVE OF THE CONSULTANCY

The objective of the consultancy is to assist a senior consultant in the: (i) development of a framework of standards for the assessment of teacher professional development programs for remote and hybrid learning; and (ii) the identification of best practices for the teacher professional development in remote and hybrid learning.

The consultant is expected to work with a senior consultant who will lead and unify the different pieces of the study, as well as with the IDB and an advisory committee.

What you'll do: The consultant will support the project team in the literature review, data recollection, analysis of the data and the elaboration of reports. The main activities to be carried out by the consultant are described below, without prejudice to any activity that may arise during the design of this operation and that are necessary to achieve its previously indicated objective. Among them the most important will be to support and execute the following activities:

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- Assist in the creation of a work plan based on the objectives of the TC and the guidance of the steering committee;
- Assist in the literature review of related studies, theories and systems to contextualize the model;
- Support the research and analysis of existing cases and models of teacher professional development in remote and hybrid learning, and identify the main characteristics of these models (including elements such as: profile of teachers, targeted educational areas, methodologies, objectives, cost of the programs, providers/main actors, link between teachers training and student academic results, results on teachers and students, difficulties, among others). (co-write a report of this information);
- Assist in the development of content (questionnaire, format, etc) for the interviews (write a questionnaire and the list of the people who is going to be interviewed);
- Support the communication process with the different key actors involved in teacher training;
- Collect and analyze the results of the interviews (co-write a report based on this information);
- Assist the development process of the systematic framework of the teacher professional development, and an assessment model for this system;
- Assist in identifying and systematizing the best practices for effective professional development to help teachers learn and refine the pedagogies and skills required for remote and hybrid instruction (assist in the creation of a preliminary and final report on best practices); and
- Work according to the guidance of the steering committee and the IDB.

Deliverables/Payments timeline:

	Deliverable Description	Est. Date of Delivery	% of Payment
#1	Inception report/ workplan	<i>Describes activities and timelines (1 month after signature of contract)</i>	10%
#2	Report on literature review; and interview questionnaire, methodology	<i>3 months after signature of contract</i>	20%
#3	Framework for systematizing and assessing models for teacher professional development in remote and hybrid learning	<i>6 months after signature of contract</i>	40%
#4	Report on best practices for effective professional development to help teachers learn and refine the pedagogies and skills required for remote and hybrid instruction	<i>8 months after signature of contract</i>	30%

Skills you'll need:

- **Citizenship:** You are a citizen of one of our 48-member countries.
- **Consanguinity:** You have no family members (up to fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.

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- **Education:** Master's Degree or Equivalent in Economics, Statistics or similar.
- **Experience:** A minimum of five (5) years of relevant professional experience or the equivalent combination of education and experience
- **Languages:** Fluent in **Spanish and English** preferably knowledge in **Portuguese**

Core and Technical Competencies:

Knowledge of IDB formats for the preparation of project ex-ante economic analysis is a must.

Opportunity Summary:

- Type of contract: Product and External Services (PEC), Lump Sum
- Length of contract: xx days over a period 24 months
- Starting date: 15-Nov-2020
- Location: United States and home of the consultant.
- Responsible person: Emma Naslund-Hadley (SCL/EDU).
- Requirements: You must be a citizen of one of the IDB's 48 member countries and have no family members currently working at the IDB Group.
- Travel Requirement: No, travel will not be required.

Our culture: Our people are committed and passionate about improving lives in Latin-America and the Caribbean, and they get to do what they love in a diverse, collaborative and stimulating work environment. **We are the first Latin American and Caribbean development institution to be awarded the EDGE certification, recognizing our strong commitment to gender equality.** As an employee you can be part of internal resource groups that connect our diverse community around common interests.

We encourage women, afro-descendants, people of indigenous origins, and persons with disabilities to apply.

About us: At the IDB, we're committed to improving lives. Since 1959, we've been a leading source of long-term financing for economic, social, and institutional development in Latin America and the Caribbean. We do more than lending though. We partner with our 48-member countries to provide Latin America and the Caribbean with cutting-edge research about relevant development issues, policy advice to inform their decisions, and technical assistance to improve on the planning and execution of projects. For this, we need people who not only have the right skills, but also are passionate about improving lives.

Our team in Human Resources carefully reviews all applications.

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The consultant is expected to lead the work together with a junior consultant, as well as with the IDB team, UNESCO and an advisory committee.

What you'll do: The consultant will lead the work of the development of the literature review, data recollection, analysis of the data and the elaboration of reports. The main activities to be carried out by the consultant are described below, without prejudice to any activity that may arise during the design of this operation and that are necessary to achieve its previously indicated objective. Among them the most important will be to support and execute the following activities:

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- Conduct informative interviews with teacher training experts;
- Analyze the results of the interviews;
- Develop a systematic framework of the teacher professional development, and an assessment model for this system;
- Identify and systematize the best practices for effective professional development to help teachers learn and refine the pedagogies and skills required for remote and hybrid instruction (assist in the creation of a preliminary and final report on best practices); and
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- Location: United States and home of the consultant.
- Responsible person: Juan Cristobal Bonnefoy and Stella Porto Cavalcanti Da Silva (KIC/KLD).
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