



Terms of Reference (TOR) for Impact Evaluation and Evidence Generation for Dignitas' Program: 'Effective Leadership for Early Years Learning'

Organization Background and Context

Dignitas is an education development organization that uses an innovative training and coaching approach to empower schools and educators in marginalized communities to transform students' opportunities. Our vision is a world where schools are a vibrant place for all children to develop the skills and strength of character to thrive and succeed.

Dignitas is delivering an innovative program of training and coaching that will equip 90 effective leaders of early years learning across 30 APBET (Alternative Providers of Basic Education and Training) schools in Kayole (Nairobi). The program activities are designed to see leaders of early years learning leverage new mindsets, skills and techniques pertaining to instructional leadership, learner engagement and classroom culture, to see improved learner well-being and achievement, therefore laying a strong foundation for future learning and thriving.

Consultancy Summary

Dignitas seeks to engage an external Monitoring and Evaluation Consultant to support evaluation; and a rigorous evidence building process, which would consider school selection, monitoring of treatment and control groups, as well as the broader evaluation and reporting framework with the intention of contributing a sectoral knowledge base. As part of evidence generation, Dignitas seeks to engage an external evaluator/partner with expertise in school leadership and early years' learners (pre-primary to Grade 3) learner assessment.

The purpose of the external M&E is to build and document evidence of Early Years Leadership programs' impact on early years' learners (pre-primary to Grade 3) to inform and support future scaling and replication strategies. While the organization utilizes robust internal and process evaluations, Dignitas would greatly benefit from an external M&E partner. Furthermore, this study should facilitate a continuous dialogue between the organization and external stakeholders who have interest in providing high-quality education to children in developing countries through teacher education and school leadership development programs.

Objective and Scope

The objective of this evaluation is to build evidence and learning that will inform future program growth and design for the Early Years Leadership Program. Additionally, Dignitas would like to establish the impact of the program on literacy and numeracy levels of learners in the target and control communities.

The evaluation will target 30 Dignitas partner schools, which are located in Kayole, Nairobi, Kenya. Comparison schools located in similar but external communities may also be included in this study.

Learning Questions

Dignitas seeks to explore the following questions:



1. What impact does the Early Years Leadership program have on learner academic and non-cognitive skills?
2. What is the impact of does the Early Years Leadership program on early years' school leaders' instructional leadership?
3. What knowledge base can the Early Years Leadership program contribute to the early years' education sector?
4. What impact does the Early Years Leadership program have on learner well-being and child protection?

Methodology and Scope of work

Dignitas proposes that the consultant(s) conduct EGRA/EGMA learner assessments to assess learner outcomes. Consultant(s) can propose the most appropriate approach with consultation with Dignitas for monitoring and evaluation. The consultant(s) shall develop a methodological framework and share it with Dignitas for revision before implementation.

As provisional guidelines, the evaluation process shall include:

- Review of existing framework and evaluation tools,
- Review and validate existing data gathering and analysis systems,
- Provide reports to be shared with partners and other stakeholders.

Deliverables and Timeline

The impact evaluation shall commence in February 2020 and take a period of twelve (12) months or less throughout the life of the project to design, execute, analyze, and present all deliverables.

The consultant(s) shall deliver:

- An inception report that outlines the M&E design and framework, with input from Dignitas staff.
- Regular oral presentation and written reports on learner assessments findings, lessons learnt, and recommendation.
- Regular oral presentation with knowledge generated, lessons learned, and recommendations.
- A comprehensive final report with key findings, lessons learned, conclusions, and recommendations.
- An executive summary report with key findings to share with Dignitas' stakeholders.

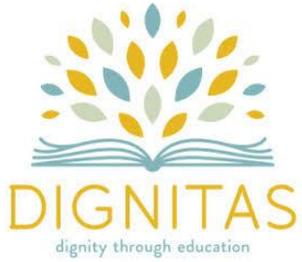
Competencies and Skill Requirements

The evaluation should be led by consultants with a background in Kenyan basic education and EGRA/EGMA learner assessments.

The research consultant(s) should fulfill the following requirements:

A postgraduate degree in education, monitoring & evaluation, social sciences, statistics or any other relevant field of study.

- Solid knowledge of basic education, school leadership and an understanding of quality education.
- 10 years' experience in monitoring & evaluation; and/or undertaking similar assessments.
- Previous experience conducting EGRA/EGMA assessments required.



- Demonstrated experience in designing and conducting complex research studies.
- Ability to produce well-articulated, high quality written reports.

Proposal Submission Guidelines

To apply, please send the following documents to jobs@dignitasproject.org, with 'Early Years TOR' in subject line:

1. Individual or Organisational Profile
2. Proposal for the consultancy outlining the methodology and a detailed budget

Deadline: March 6th, 2020

For more information, please contact deborah.kimathi@dignitasproject.org