Teach For All | A Global Network

Scope of Work
Foundational Learning Expert Consultant
Estimated Period of Performance: 1 March 2025 - 28 February 2026

1. Context

About Teach For All

Teach For All is a global network of 59 independent, locally led, and governed partner organizations and a global organization that works to accelerate the progress of the network. Each network partner recruits and develops promising future leaders to teach in their nations' under-resourced schools and communities. With this foundation, they work with others, inside and outside of education, to ensure all children can fulfill their potential. Teach For All's global organization works to increase the network's impact by capturing and spreading learning, facilitating connections among partners, accessing global resources, and fostering the leadership development of partner staff, teachers, and alumni.

About the Foundational Learning Initiative

The Foundational Learning Initiative (FLI) is a pilot project aimed at strengthening Foundational Literacy and Numeracy (FLN) programs across five Teach For All network partners in Sub-Saharan Africa:

- Teach for Ethiopia
- Teach for Nigeria
- Teach for Uganda
- Teach for Zimbabwe
- Teach The Nation

This initiative focuses on building the instructional capacity of teachers in low-resource communities, supporting evidence-based FLN pedagogy, and developing scalable, cost-effective interventions. The initiative ensures alignment with global research on the science of teaching reading and numeracy while fostering a contextualized African approach to early-grade learning.

2. Purpose

Teach For All seeks a Foundational Learning Measurement, Monitoring & Evaluation (MeRL) Expert to support the successful implementation of the initiative's monitoring and evaluation (M&E) efforts. This consultant will ensure fidelity in measurement, oversight, data collection, and reporting, enabling informed decision-making and continuous improvement. The role is essential for evaluating the impact of the FLN interventions, supporting capacity-building for network partners, and contributing to knowledge-sharing within Teach For All and the broader education sector.

3. Activities and Deliverables

The consultant will work in close collaboration with the Teach For All Foundational Learning lead, including representatives from the five network partners. The following table outlines key activities and deliverables:

Activity	Associated Deliverable	Estimated Level of Effort (Days)	Estimated Due Date/Period of Performance
Activity 1: Develop and finalize the Measurement, Evaluation, and Learning (MEL) Framework	Deliverable 1: Finalized MEL framework with indicators, tools, and data collection plans.	40 days	30 March 2025
Activity 2: Design and digitize data collection tools (e.g., teacher surveys, classroom observation rubrics, student assessment tools)	Deliverable 2: Digitized and field-tested tools ready for implementation.	50 days	30 June 2025
Activity 3: Support partners in data collection and quality assurance	Deliverable 3: Data collection protocols and training materials for partner teams, ensuring data integrity.	45 days	31 August 2025
Activity 4: Develop and implement high-frequency monitoring dashboards to track partner progress	Deliverable 4: Live dashboards with automated progress tracking features, regularly updated.	50 days	30 November 2025
Activity 5: Conduct data analysis and produce insights on FLN pilot effectiveness	Deliverable 5: Data synthesis reports with recommendations for program improvement, including insights from student assessments, teacher progress, and program impact.	60 days	28 February 2026
Activity 6: Support knowledge-sharing through research briefs and case studies on FLN program implementation	Deliverable 6: Published research briefs, case studies, and reports to inform internal and external stakeholders.	40 days	28 February 2026
Activity 7: Conduct cost-benefit analysis of FLN program implementation across partner sites	Deliverable 7: Comprehensive report detailing cost-effectiveness and scalability recommendations.	30 days	28 February 2026

Activity 8: Build capacity within network partners on MEL implementation	Deliverable 8: Training sessions, workshops, and ongoing coaching for network partners on MEL methodologies and data utilization.	35 days	September 2025
Activity 9: Document lessons learned and best practices for scaling FLN interventions	Deliverable 9: Final learning report synthesizing insights from the pilot, with recommendations for scale-up.	15 days	28 February 2026

4. Required Experience, Education, and Skills

Education:

- Master's degree in Public Policy, Education, Economics, Data Science, or a related field.
- Certification in data analytics, survey research methodology, or educational measurement preferred.

Experience:

- 3+ years of experience in research, monitoring, and evaluation within the education sector, particularly in foundational literacy and numeracy.
- Experience in designing and implementing MEL frameworks in low-resource education settings.
- Strong expertise in quantitative and qualitative research methodologies.
- Proven ability to work with survey design and data collection tools such as Qualtrics, surveyCTO, and Microsoft Forms.
- Experience conducting cost-benefit analyses in educational interventions.
- Prior engagement with Teach For All network partners or similar education-focused organizations is an advantage.

Skills:

- Strong proficiency in data visualization, dashboard creation, and statistical analysis tools (e.g., R, STATA, Python).
- Ability to conduct stakeholder interviews, focus group discussions, and case study documentation.
- Strong written and verbal communication skills, including the ability to produce technical reports, research briefs, and synthesis papers.
- Fluency in English.

5. Application and Selection Process

The application and selection process for this consultancy will follow the same steps as the TFALL Curriculum Expert Consultant recruitment. Candidates must submit the following documents to Nangamso.Mtsatse@teachforall.org by 25 February 2026:

1. CV including a list of professional references.
2. Letter of Interest explaining the candidate's motivation and expertise in foundational learning measurement and evaluation.
3. Completed Biodata Form (including the proposed daily rate).
4. MEL Framework Sample (~10 pages): Candidates should submit a sample of a previous MEL framework developed for an education program. If unavailable, shortlisted candidates may be asked to complete a sample assignment.

Selection Process:

1. Review of submitted applications and MEL framework samples.
2. Shortlisted candidates will be invited for an interview with Teach For All's Foundational Learning team.
3. Final selection based on qualifications, interview performance, and relevance of experience.

6. Technical Monitor

The consultant will report to the Head of the Foundational Learning Initiative at Teach For All. Deliverables and payments will be managed under the coordination of the initiative lead, in alignment with the broader goals of the program.