

Terms of Reference (ToR) for engagement of Consultant (Inclusive Education in Teacher Training)

Project: Delivery of Short Term Certificate Courses for Teachers on Inclusive Education

1) Background and Rationale

CBM is a disability and development organization, with over 50 years of service in India. CBM's strategy is designed to bring effective transformational change to the lives, families and communities of persons with and at the risk of disabilities, living in poverty in the most rural and remote parts of our country. We focus on health, education and livelihood with our presence in 26 states of the country. The Trust works with the local NGOs working for empowerment of persons with disabilities, Disabled Person's Organisations (DPOs), educational & medical institutions, Central and the State Governments; alliances with international organisations such as UN agencies and INGOs.

The Department of Higher Education, Ministry of Education, Govt. of India has set up an Inter University Centre for Teacher Education (IUCTE) at the Regional Institute of Education, Mysuru (RIEM). The IUCTE aims to strengthen the knowledge base of Teacher Education by facilitating professional development, networking, new knowledge creation and empowerment of teachers of Academic Institutions and Central & State Universities in Southern Region. The IUCTE aims to bring about convergence amongst all the Schools of Education and Departments of Education in Central, State and Deemed Universities in the Southern Region and to make every effort to network and strengthen them for quality improvement in teacher and school education.

CBM India Trust and Regional Institute of Education, Mysore (RIEM) will jointly implement the project 'Delivery of Short Term Certificate Courses for Teachers on Inclusive Education' with an objective of introducing inclusive education in the in-service teacher training programmes of Inter-University Centre for Teacher Education (IUCTE) at RIEM. This initiative is being taken with a view to addressing the huge gap between the requirement of appropriately trained teachers on inclusive teaching and learning practices and their availability across the country.

CBM in consultation with IUCTE, RIEM proposes to engage a Consultant who will be stationed at the Inter-University Centre for Teacher Education (IUCTE), RIE Mysuru, Karnataka.

IUCTE will conduct pre-service and in-service training programmes for teachers on inclusive education in collaboration with CBM India Trust and the Regional Institute of Education Mysore. The in-service teachers will be trained in curriculum designing, subject and pedagogical, research and ICT competencies, etc. The Training Cell for Inclusive Education will also network with the North East Regional Institute of Education (NERIE) in this regard and to impart trainings in the North East region.

2) **Scope of work under this ToR:**

The **Consultant (Inclusive Education in Teacher Training)** will be responsible for facilitating the operation of the Training Cell for Inclusive Education which will be the fundamental academic unit within the IUCTE, RIEM, with the responsibility and accountability towards promotion of inclusive education.

Role of the Consultant

- Timely implement the agreed activities as per the activity plan and monitoring the indicators set for the project.
- Coordinate with the national and state level bodies, as well as with local and other stakeholders to ensure convergence and participation in the programme to meet the objectives of the project.
- Prepare and present monthly/quarterly/half yearly, annual reports, project completion reports, etc. to CBM about the achievements and outcomes of the project and the work plan to mitigate the challenges.
- Prepare the Annual Report of the Training Cell for Inclusive Education for CBM and IUCTE, RIEM.
- Ensure that due approvals are taken from CBM and IUCTE, RIEM for implementing the action plan in a timely manner.
- Develop strategies for the project implementation by liaising with the Chief Coordinator IUCTE and Principal RIE, Mysore; CBM officials; advisors; consultants and others as required.
- Participate and represent the Training Cell for Inclusive Education as non-decision-making member in the Project Steering Committee (PSC), including travel to other states as required.
- Support the tracking and reviewing of project M&E plan and in achieving the project deliverables, including travel to other states as required.
- Identify implementation arrangements and required resources to implement the project and ensure proper management of funds, including accounting, financial control and audit procedures

Technical support:

- Coordinate and support in conducting in-service and pre-service training to teachers for skills needed to teach children with and without disabilities in an inclusive setting.
- Develop and adapt modules/ resource materials for 2 days awareness generation programme for teachers which will consist of identification of disabilities and recommendations.
- Develop and adapt modules / resource materials for 10 days training for teacher educators so as to acquire specialisation in the subject matter.
- Develop 6 months certificate programme both online and offline for people working in higher education (theory and practical) on IE and Disability Inclusion.

- Facilitate training of trainers at the State and District Institutes of Education and Training (SCERTs and DIETs) to provide in-service training at the district & block level.
- Collaborate in conducting research studies to promote evidence base for inclusive education and learning outcomes of children with disabilities.
- Conduct training of teachers of/ for Demonstration Multi-purpose Schools (DMS) at the Regional Institutes of Education to develop a model inclusive schools for the respective region.
- Develop a pool of resources at the state level on inclusive education.

3) Qualifications and work experience:

Essential:

1. M.A. in Education /M.Ed. with 55% marks and specialization related to inclusive education
2. Ph.D. degree in Education and/or specialization related to inclusive education
3. NET in Education (with exemption for PhD degree holders as per UGC regulation 2009/ 2016/ other amendments).
4. Ten years of teaching/ research experience, in a university/ college/ institution of national importance.
5. Actively engaged in research with evidence of at least seven publications in peer reviewed/ UGC listed Journals/ international Journals, as per UGC norms.
6. Experience of working with government departments.
7. Proven experience and ability to manage a large project.
8. Effective interpersonal, management and negotiation skills and proven track record of successful interaction with stakeholders, including senior government officials, regional/local authorities, experts and NGOs/communities.
9. Demonstrated ability in team management and collaboration.
10. Excellent (oral and written) communication skills in English and Hindi with expertise in writing high quality, articulated concise reports. Knowledge on any other Indian languages will be an added advantage.
11. Computer literacy.
12. Excellent analytical, writing, documentation skills.
13. Ability to synthesize information from multiple sources and draw conclusion based on analysis.
14. Ability to work remotely with minimum supervision.

Desirable:

1. Knowledge on Disability, Rehabilitation Science and Inclusive Education
2. Contribution to educational innovation, design of new curricula and courses and technology mediated teaching-learning process.
3. Work experience with community based projects, working with government departments in the field of education / inclusive education

Note: The consultant shall adhere to CBM's values and shall commit to CBM's Child and Adult Safeguarding Policy.

4) Project management

The Consultant will jointly report to the Chief Coordinator, IUCTE, RIEM and the Programme Manager, CBM. For regular communication, he/she will coordinate with the Programme Officer at CBM. CBM will provide relevant background documents necessary for the assignment and will coordinate for setting up consultations with key primary stakeholders.

Start Date: 1st January 2021

Contract Period: Twelve months, which may be renewed on need basis.

Place /location of service delivered: Mysuru, Karnataka with responsibility to travel anywhere in India as required.

Working hours: Normal working hours are Monday to Saturday. Work outside normal hours may be required.

Fee: Appropriate compensation will be offered to the right candidate.

Women candidates and persons with disabilities are encouraged to apply.

Please send your detailed CV with a covering letter to the following email addresses by 5th January 2021:

fairlene.soji@cbm.org marking a copy to

Umesh.Baurai@cbm.org;

Anita.Alexander@cbm.org and

iucte@riemysore.ac.in