Republic of the Marshall Islands
Multisectoral Early Childhood Development Program
Terms of Reference
Individual Consultant

<table>
<thead>
<tr>
<th>Title:</th>
<th>Preschool Teacher</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location:</td>
<td>Majuro, Republic of the Marshall Islands</td>
</tr>
<tr>
<td>Duration:</td>
<td>Twelve (12) months with possible extension</td>
</tr>
<tr>
<td>Tentative State Date:</td>
<td>October 2020</td>
</tr>
</tbody>
</table>

I. BACKGROUND

The Government of the Marshall Islands, Public School System (PSS) is recruiting a team of dynamic preschool teachers, to facilitate students’ early learning of subject matter and skills that will contribute to their development as mature, able, and responsible Marshallese men and women. Early experiences affect the foundations of both educational achievement and lifelong physical and mental health. The team of preschool teachers will provide direct instruction of the early learning curriculum to two cohorts of young children each day. The teachers will participate as the founding team for crafting public preschool in the Marshall Islands. Teachers are expected to continuously learn and improve – engaging in support activities and peer training.

**The Early Childhood Program**

The Government of the Marshall Islands is developing a special long-term early childhood development (ECD) program. The program will focus on investing in the early years - targeting the period from conception until entry into kindergarten (age 5). The program aims to ensure that women and children are healthy and well-nourished (particularly in the first 1,000 days from conception through a child’s second birthday), that young children receive early stimulation and learning opportunities from birth onwards, and that they are nurtured and protected from risks.

II. OBJECTIVE

To facilitate students’ early learning of subject matter and skills that will contribute to their development as mature, able, and responsible Marshallese men and women.

III. SCOPE OF SERVICES
The Consultant will provide direct instruction to children at the preschool level and participate in peer training and other teacher support activities.

A. Direct Instruction

1) Provide instruction to assigned classes as designated in the PSS curriculum framework and school’s master schedule.
2) Create a classroom environment conducive to learning and appropriate to the age and interests of the students (e.g. print rich environment that enables play based learning).
3) Improvise materials for use in the subject area or in the curricula.
4) Good stewardship of resources provided by PSS including proper use, keeping clean, and cultivating caring practices in young students for their learning materials.
5) Develops resources for teaching from the natural surroundings.
6) Adapts teaching to the cultural situation of the Marshallese child.
7) Assesses the accomplishments of students on a regular basis and provides progress reports as required.
8) Maintains accurate records of each students’ attendance, enrollment, portfolio of work, and assessment notes and shares updates on each child to the parents and principal/Head teacher.
9) Submits reports to the immediate supervisor as required.
10) Performs other related duties as assigned from time to time.

B. Peer Training

1) Work with colleagues in a culturally sensitive manner.
2) Works toward a transference of skills with co-workers in:
   a. Play based early learning
   b. Holistic education techniques
   c. Child assessment (formative and summative)
   d. Setting up and using learning centers/stations
   e. Self-assessment and reflective teaching practice

IV. INSTITUTIONAL AND ORGANIZATIONAL ARRANGEMENTS

The consultant will report to the Principal and/or Head Teacher at their school site.

The Contract will be administered by the implementing agency, the Ministry of Finance through the ECD team. The Consultant will submit a monthly progress report to the ECD team. The ECD team will submit the same report to the Commissioner of Education for review and approval. All financial records and payments will be coordinated by the ECD team and submitted to MOF DIDA CIU for review, approval and payment processing.

V. DURATION AND LOCATION OF ASSIGNMENT

The duration will be for 12 months with the opportunity to extend based on performance and the approval of financing from the World Bank. The position would be subject to a probationary period of three (3)
months. The position is a full-time position to be assigned in the following locations: Rita, North Delap, Laura, and Ebeye.

VI. OUTPUTS/DELIVERABLES

1) Monitor behavioral, educational, and developmental progress for each student, reports prepared and submitted each quarter;
2) Monthly progress reports to the ECD team;
3) Good attendance – Teachers show up consistently for their young students at the school site and participate in professional development and support activities.

VII. QUALIFICATION AND EXPERIENCE REQUIREMENTS

Mandatory =Qualifications
- Minimum Education: Associates degree in a relevant field e.g. coursework in education and/or early childhood care and education.
- Passion and enthusiasm for teaching, learning, and collaborating.
- Strong proven skills in: communication, team work, time management, organization, and problem solving.

Desired Qualifications
- Prior positive performance teaching young children in the Marshall Islands.
- Basic first aid training and/or certification.
- Completed a training course in child protection.
- Demonstrated experience engaging parents and community members in children’s learning.