



TEACHERS SERVICE COMMISSION

REQUEST FOR EXPRESSION OF INTEREST

(CONSULTING SERVICES – FIRMS SELECTION)

DEVELOPING NEW STAFFING NORMS IN KENYA

ASSIGNMENT TITLE:	CONSULTANCY SERVICE FOR DEVELOPING NEW STAFFING NORMS IN KENYA
Loan No./Credit No./ Grant No:	P160083
Reference No:	TSC/EOI/004 /2018-2019

Article 237 of the Constitution of Kenya (2010) mandates the Teachers Service Commission (TSC) to undertake all teacher management functions with a view to ensuring the provision of effective teaching for quality education in all public institutions. It is also mandated to advise the national Government on matters relating to the teaching profession. One of its core function is to review the demand for and supply of teachers.

The Government of Kenya is collaborating with the World Bank (WB) through the implementation of the "Secondary Education Quality Improvement Project (SEQIP), to improve student learning and transition from upper primary to secondary education. The project has four components namely;

- Improving Quality of Teaching in Targeted Areas;
- Improving retention in upper primary school and transition to secondary school in targeted areas;
- System reform support and;
- Project management, coordination, monitoring and evaluation.

Under the first component, sub-component 1.1 aims to reduce the shortage of Science, Mathematics and English (SME) subject teachers in primary and secondary schools in the targeted sub-counties. As a first step in implementing this sub component, the Teachers Service Commission (TSC) developed a strategy for addressing the teacher shortfall in the medium-term (2018 – 2023).

To establish the magnitude of the problem, TSC carried out a preliminary analysis of teacher shortage in public primary and secondary schools in February 2017 and used the results to estimate the cost of measures needed to reduce the teacher shortfall. These estimates however changed in 2018 when the demand for secondary day school teachers increased significantly due to the new policy of 100% transition from primary to secondary education. Therefore, the Teachers Service Commission is carrying out a more in-depth analysis of teacher requirement where the findings will help develop a strategy for addressing the requirements through a combination of equitable allocation, alternative modes of curriculum delivery, strategic deployment of teachers and retention policies.

The scope of the Consultancy will involve the following levels Early childhood development and education (ECDE), Primary schools, secondary schools, special needs institutions and P1Certificate and Diploma teacher training Colleges and Technical Training Institutes in Kenya. **The Teacher Service Commission is, therefore, seeking the services of a reputable firm to undertake the Consultancy to develop new staffing norms.**

The objective of the assignment:

- Guide teacher resource distribution and deployment decisions at the public learning institutions while ensuring economic utilization of the same;
- Provide standard teaching workload components and available working times for teachers;
- Monitor how close different implementation education levels are to the attainment of a required number of teachers for effective curriculum delivery;
- Ensure better incorporation of attrition, current vacancies, available learning institutions, payroll, retirement plans & exit and
- Improve the accuracy and completeness of forecasting data 87; institutionalize teaching workforce planning & forecasting.

The detailed Terms of Reference (TOR) for the assignment can be found at the following website: www.tsc.go.ke or can be obtained at the address given below.

The Teachers Service Commission now invites eligible consulting firms ("Consultants") to indicate their interest in providing the Services. Interested Consultants must have the experience of conducting similar national/International level large-scale Consultancies or conducting educational surveys. The consult must provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. Additionally, the consultants are required to demonstrate that they meet the following requirements:

- Institution's background, governance structure, and registration: International bidders are encouraged to partner with the local organization;
- Have a minimum of five (5) years' experience in conducting Educational surveys/research. Experience in conducting Teacher related consultancies will be preferable. Attach relevant documentation as evidence;
- Have a minimum of five years' professional experience in collecting and analyzing data, documenting findings, and creating and presenting reports;
- Provide evidence of successful implementation of related relevant assignments.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" July 2016 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest. Consultants may associate with other firms to enhance their qualifications but should indicate clearly whether the association is in the form of a joint venture and/or a sub-consultancy. In the case of a joint venture, all the parameters in the joint venture shall be jointly and severally liable for the entire contract, if selected.

A Consultant will be selected in accordance with the Quality and Cost Based Selection (QCBS) method set out in the Procurement Regulations. Further information may be obtained from the Procurement Office, 2nd Floor, Podium Wing, TSC House, and Kilimanjaro Road during the official working hours.

Expression of Interest documents (One original and a copy) must be delivered in written form to the address below in person or by mail by **30th April, 2019 at 9.00 am East African Time.**

The bids will be opened in the presence of bidders or their representatives who choose to attend.

NB: Only successful bidders will be invited to submit their proposals.

The Secretary/Chief Executive
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