

Request for Proposals

Research project on Teacher Performance Management in the FSM

1. Context

Improving the quality of teaching and learning in the FSM are two of the major goals within the FSM education sector.¹ Research by the Organization for Economic Cooperation and Development (OECD) suggests that an education system can only be as good as the people that work within it, and that the quality of the classroom teacher is by far the most significant factor in improving student learning at school.²

2. Teacher Quality Indicators

Current NDOE data on teacher quality is limited to quantitative data on teachers' qualifications and certification status. Certification status is determined by level of qualification and performance in the National Standardized Test for Teachers. The NDOE lacks data on the performance of teachers in the classroom. Analysis of such data could support the provision of targeted professional development programs in effective pedagogy.

3. Teacher Performance Management.

Teacher Performance Management (TPM) is an important component of the Preparation, Recruitment and Retention (PRR) of teachers. Various forms of TPM are conducted throughout the PRR progression.

This Research Project will examine current practices in TPM in the FSM. The project will collect and analyze empirical data on TPM and consider ways in which data from TPM can be integrated into the FSM Education Management Information System and used to support strategic management decisions on teacher professional development.

4. Research Questions

The project will address the following research questions.

4.1. What forms of TPM are currently being used in the FSM?

4.2. Who is responsible for conducting TPM?

¹ FSM Strategic Development Plan; Volume 1, (2004 – 2023)

² How the World's best school systems come out on top, OECD, 2007

4.3. What guidelines or training have been provided to individuals responsible for conducting TPM?

4.4. To what extent does TPM in the FSM correlate with international research findings and best practice?

4.5. What common performance indicators of state-level TPM systems can be identified and integrated into the FSM Education Management Information System?

4.6. To what extent does the TPM system in FSM add value to the education system in terms of teacher professional development?

4.7. To what extent does the TPM system in FSM add value to the education system in terms of student achievement?

4.8. How can the impact of TPM on teacher and student performance be enhanced?

5. Terms of Reference for the Research Project Technical Adviser

The Research Project shall be conducted by a suitably qualified and experienced Technical Adviser working in close collaboration with the Teacher Certification Specialist from the NDOE so as to enable skills sharing and capacity development in data collection and analysis, research methodologies and reporting.

The Research Project shall meet the following **Terms of Reference**.

5.1. Develop a capacity development plan to include the transfer of skills and competencies through mentoring and collaborative implementation of the Research Project with the NDOE Teacher Certification Specialist.

5.2. Design and conduct a research study to address the research questions framed in Section 4 above, including project plans, documents, tabulations, analyses and reports.

5.3. Provide a summary of findings and make recommendations for the development of policy on TPM in the FSM.

6. Expected outputs

The expected outputs of the project are:

- 6.1. Desk review of current research findings on best practices in TPM.
- 6.2. Data analysis report on TPM in the FSM, including narrative, findings, issues and conclusions.
- 6.3. Detailed report on the overall findings of the research project and recommendations for further policy development on TPM in the FSM.
- 6.4. A three day plenary conference attended by State Departments of Education, COM-FSM and other stakeholders at which the findings of the research project will be presented and discussed.
- 6.5. Implementation of follow-up improvement activities in TPM for State Departments of Education and COM-FSM, details of which are to be determined at the plenary conference.
- 6.6. Measurable capacity development in NDOE’s research skills and capabilities, including conference presentations and implementation of follow-up improvement activities.

7. Project Components and Activities

Project activities shall include the following components.

Component	Activity
1. Capacity development and research	Development of Research Plan and Capacity Development Plan.
	Development of research instruments.
	Adviser and counterpart research activity including travel to 4 states
2. Presentation of research findings at National Conference	Conference attended by State Departments of Education, COM-FSM and other stakeholders
3. Follow-up activities to develop and implement improvement programs	Improvement activities for State Departments of Education and COM-FSM

The project duration will be six months commencing in April 2017.

8. Management and reporting

The Research Project Technical Adviser shall report to the Secretary Of Education at the National Department of Education, Palikir, Pohnpei, FSM.

9. Qualifications and Experience

The Research Project Technical Adviser shall demonstrate the following qualifications and experience.

- University Degree in Education or related field.
- Familiarity with the education system in the FSM.
- Familiarity with Teacher Performance Management systems.
- Experience in education and development.
- Experience in research, monitoring and evaluation or related field.
- Experience in capacity development in a development context.