

Terms of Reference for a consultancy to undertake a ‘Positive Deviance’ inquiry to unearth community, school and teacher strategies associated with improved primary school children’s learning outcomes in Uganda.

1.0 Background and context

Twaweza means “we can make it happen” in Swahili. Twaweza works on enabling children to learn, citizens to exercise agency and governments to become more open and responsive in Kenya, Tanzania and Uganda. We operate through two major domains, namely basic education and open governance. In education, our flagship programs include *Uwezo*, Africa’s largest annual citizen assessment of children’s learning across hundreds of thousands of households. In the open governance sphere, our flagship program is *Sauti za Wanainchi*, Africa’s first nationally representative mobile phone survey. We undertake effective public and policy engagement, through powerful media partnerships and global leadership of initiatives such as the Open Government Partnership.

Recently, Twaweza established a new unit called “What Works in Education”. This unit is tasked to conduct cutting edge research on children’s learning with a view to synthesizing evidence-based and contextually sound ideas on how to promote learning outcomes. As part of the efforts to generate evidence-based solutions to learning problems, we are adopting a strategy called Positive Deviance (PD). Twaweza has chosen PD as a strategy to unearth ideas at community, school and teacher levels, with the aim of experimenting and bringing to scale what really works to improve children’s learning outcomes in East Africa. This strategy is premised on the belief that in every community there are individuals and/or groups that have devised strategies and practices that are enabling them to find better solutions to socially intractable problems than their peers, while having access to the same level of resources. These individuals or groups are called positive deviants, for they deviate from the normative practice with positive outcomes.

Using PD, we will seek to address the following three important questions:

1. Are there averagely resourced communities, schools and teachers that have consistently performed better than their peers in the generally poorly performing districts?
2. What practices or behaviors and strategies have these communities, schools and teachers adopted that might explain their better achievements compared to their peers?
3. How can such practices or behaviors and strategies be scaled-up and replicated in a socially acceptable manner to other teachers, schools and communities?

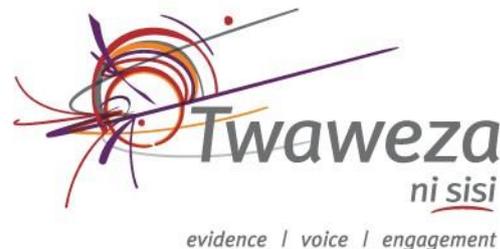
Twaweza intends to engage consultant(s) to undertake the PD inquiry. These Terms of Reference describe the objective(s) of the consultancy and the work assignment, timing and deliverables.

2.0 Overall Objective(s) of the consultancy

To contribute to the final mapping of PD communities, schools and teachers and undertake an in-depth social scientific ethnographic study of the practices and strategies used by positive deviants to achieve relatively better learning outcomes than their peers. The consultant will propose how the identified positive practices and behaviors could be scaled up and replicated to other communities, schools and teachers.

3.0 Specific Task(s) for the consultancy

To achieve the above objective, the following tasks will be carried out.



- 3.1** Learn about the PD concept, processes and its application in addressing intractable social problems.
- 3.2** Review data sets and processes that have been employed by Twaweza in identifying PD-like schools and teachers.
- 3.3** Design the PD qualitative study.
- 3.4** Carry out PD fieldwork in the sampled PD communities and schools.
- 3.5** Gather and compile fieldwork notes.
- 3.6** Audio and/or video tape the interviews and observations conducted in community and school settings.
- 3.7** Transcribe and analyze the data using modern analytical methods and share the transcripts with Twaweza.
- 3.8** Share PD insights with Twaweza and participate in learning events as requested.
- 3.9** Compile and submit a report and policy brief clearly identifying the unearthed PD practices or strategies.

4.0 Timing

This assignment will be undertaken from October 2016 to April, 2017, covering up to 30 working days.

5.0 Key deliverables

- 5.1** An inception report reflecting the consultant's understanding of and detailed plan for carrying out the assignment.
- 5.2** A draft report from the PD qualitative study and transcripts of collected data.
- 5.3** One internal presentation session to Twaweza staff, presentation slides and photo essays.
- 5.4** A final report and policy brief that takes into consideration the comments and suggestions from the internal presentation session.

6.0 Twaweza's contribution

Provide the required guidance of the execution of the assignment and pay the consultancy fees.

7.0 Qualifications and application procedure

The consultant(s) will work closely with Twaweza's Senior Program Officer for "What Works in Education". The consultant(s) will mainly work from outside of Twaweza offices, but will be expected to meet with the relevant teams at Twaweza offices whenever necessary.

The successful consultant(s) must possess relevant technical expertise and demonstrable experience in conducting qualitative (ethnographic) observation research. Proven excellent English writing skills are a must. Knowledge and prior experience of conducting PD research will be an added advantage.

To apply, submit by email an expression of interest together with a CV and a sample of previous writing, to jobs@twaweza.org and cc to jatuhurra@twaweza.org and kmkumbo@twaweza.org with "Proposal for Positive Deviance research, 2016" in the subject line. The deadline for receiving expressions is midnight on Wednesday 12th October, 2016.