

**SUPPLEMENTAL APPENDIX: TEACHER AND STAFF DEVELOPMENT PLAN**

<b>Component</b>	<b>Sub Component</b>	<b>Details</b>	<b>Implementation</b>	<b>Mode of Procurement</b>	<b>Costing-\$mn</b>
<b>Staff Development In-country</b>	1a Improvement of Teaching Strategies through PRESETT and INSETT	Organize 3 in-country INSETT training activities to improve professional skills for lecturers of TTUs	Q1/2014 (0.200) Q1/2015 (0.700) Q1/2016 (1.500) Q1/2017 (1.500) Q1/2018 (0.600) Q1/2019 (0.563)	SSS	18, 750 teachers x 6 days x \$45= <b>\$5.063mn.</b>
	1c Support for Academic Environment for Gifted USS Students	Organize in-country training for teachers on advanced training programmes from abroad (5,000 person days x 6 days/course - 833 teachers: heads of subject departments, teachers of excellence)	Q2/2014 (0.050) Q2/2015 (0.080) Q2/2016 (0.070)	SSS	5,000 person days x \$45= <b>\$0.225mn</b>
	1d Support for Provincial Continuing Education Centers	Organize in-country training for teachers to conduct teacher training on curriculum reform programme (15 persons/province x 63 provinces x 6 days/course x 2 courses)- 15 participants/CEC	Q2/2015 (0.050) Q2/2016 (0.120) Q2/2017 (0.120) Q2/2018 (0.120) Q2/2019 (0.100)	SSS	15 participants/CEC x 63 x12 days x \$45= <b>\$0.510mn</b>
	1e Improve Quality of Foreign Language Training and Education	Organize in-country training for core English teachers	Q3/2014 (0.112) Q3/2015 (0.112) Q3/2016 (0.114)	SSS	\$45 x 7,500 days= <b>\$0.338mn</b>
	1f Establishment of Centers for Pedagogical Excellence	Organize in-country training workshops on pedagogical skill development (20 persons/centre x 6 centres x 6 days/course x 3 courses)	Q1/2015 (0.026) Q1/2016 (0.030) Q1/2017 (0.041)	SSS	\$45 x 120 participants x 3 courses x 6 days= <b>\$0.097mn</b>
	1g Improvement of Quality of Teaching of Selected Subjects	Provide in-country training on teaching methodology for 4 social sciences, and math, physics, chemistry and biology to core teachers (8 subjects x 5	Q3/2014 (0.100) Q3/2015 (0.220) Q3/2016 (0.220) Q3/2017 (0.140)	SSS	63 x 6 days x 1 course x \$45= <b>\$0.680mn</b>

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		persons / subject/province x 63 provinces x 6 days/course x 1 course)- 8 subjects x 5 persons/subject/province x 63			
	1h Support for Academically Disadvantaged Groups	Organize in-country in-service training to teachers to guide students' self-study (14 subjects x 1 teacher/subject x 63 provinces x 12 days)	Q2/2014 (0.060) Q2/2015 (0.170) Q2/2016 (0.170) Q2/2017 (0.076)	SSS	14 subjects x 1 subject/teacher x 63 provinces x 12 days= <b>\$0.476mn</b>
	1h Support for Academically Disadvantaged Groups	Organize in-country training to teachers (8 subjects x 1 teacher/subject x 5 days x 3 courses x 63 provinces)	Q2/2014 (0.058) Q2/2015 (0.100) Q2/2016 (0.100) Q2/2017 (0.082)	SSS	1 material/subject x 8 subjects x 3 grades)= <b>\$0.340mn</b>
	2c. Inclusive Education for Disabled Students	Organize in-service training for teachers and education managers for deaf students (600 teachers from centres x 6 days).	Q4/2014 (0.050) Q4/2015 (0.080) Q4/2016 (0.032)	SSS	600 teachers from centres x 6 days x \$45= <b>\$0.162mn</b>
	2d Sustainable Development Support for Disadvantaged Groups	Provide in-service training for teachers on active teaching methods and active disciplines- 20 participants x 33 provinces x 2 courses	Q2/2014 (0.050) Q2/2015 (0.080) Q2/2016 (0.080) Q2/2017 (0.087)	SSS	20 participants x 33 provinces x 2 courses-5 days x \$45= <b>\$0.270mn</b>
	2d Sustainable Development Support for Disadvantaged Groups	Organize in-service training for teachers on life skills, environmental education and social issues including gender and ethnic minority- 20 participants/province x 33 provinces x 2 courses x 6 days/course	Q2/2014 (0.050) Q2/2015 (0.100) Q2/2016 (0.100) Q2/2017 (0.106)	SSS	20 participants/province x 33 provinces x 2 courses x 6 days/course x \$45= <b>\$0.356mn</b>
	2d Sustainable Development	Organize in-service training for	Q2/2014 (0.020) Q2/2015 (0.020)	SSS	10 participants/provinc

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	Support for Disadvantaged Groups	teachers on EM cultural preservation- 10 participants/province x 33 provinces x 1 course x 6 days	Q2/2016 (0.020) Q2/2017 (0.029)		e x 33 provinces x 1 course x 6 days x \$50= <b>\$0.089mn</b>
	3a Development Capacity of Managers for USE	Organize in-country training for development of management capacity for USS principals- 2,700 principals x 4 days/course x 3 courses	Q4/2014 (0.096) Q4/2015 (0.200) Q4/2016 (0.400) Q4/2017 (0.400) Q4/2018 (0.362)	SSS	2,700 principals 4 days/course x 3 courses x \$45= <b>\$1.458mn</b>
	3a Development Capacity of Managers for USE	Organize in-country training for development of capacity for directors of CECs and principals of complementary education schools- 600 participants x 3 courses 3 days/course	Q2/2015 (0.050) Q2/2016 (0.050) Q2/2017 (0.050) Q2/2018 (0.093)	SSS	600 participants x 3 courses 3 days/course x \$45= <b>\$0.243mn</b>
	3d Support for NIEM	Organize academic exchange program of teaching and scientific research skills with selected overseas research institutes (60 participants x 6 days/course x 2 course + 2 international experts	Q2/2014 (0.020) Q2/2015 (0.024)	SSS	60 participants x 6 days/course x 2 course x \$45 + 2 international experts x \$6,000/person= <b>\$0.044mn</b>
	4a Capacity Development of CPMU, PPMUs and other implementing agencies	Provide in-country training on project management, procurement, financial management and civil works management.	Q2/2014 (0.060) Q2/2015 (0.100) Q2/2016 (0.100) Q2/2017 (0.100) Q2/2018 (0.090)	SSS	10,000 person days x \$45= <b>\$0.450mn</b>
<b>Staff Development Overseas Training (OST)</b>	1a Improvement of Teaching Strategies through PRESETT and INSETT	Organize OST courses on curriculum and textbook drafting skills and teaching methods in TTUs for around 100 lecturers in TTUs who will be core	Q3/2014	FBS	5 teams x 15 persons/team x 14 days x \$600= <b>\$0.630mn</b>

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		specialists to be appointed by MOET to develop new curriculum and textbooks (5 teams x 15 persons/team x 14 days).			
	1c Support for Academic Environment for Gifted USS Students	Organize short-term overseas training for core staff (teachers + vice principals in charge of academics) -14 days x 15 persons/team x 1 team.	Q3/2015	FBS	\$600 x 14 days x 15 persons/team x 1 team= <b>\$0.126mn.</b>
	1f Establishment of Centres for Pedagogical Excellence	Organize OST for TTU lecturers (15 persons x 14 days) (1 person/centre x 6 centres + 9 persons from MOET: experts on construction, equipment design).	Q3/2014	FBS	15 persons x 14 days - (1 person/centre x 6 centres + 9 persons from MOET x \$600= <b>\$0.126mn</b>
	1g Improvement of Quality of Teaching of Selected Subjects	Organize OST for 4 subjects (15 persons x 1 course x 10 days/course)	Q3/2014	FBS	15 persons x 1 course x 10 days/course x \$600= <b>\$0.090mn</b>
	3a Development of Capacity of Managers of USE	Organize OST for key managers for USE (15 persons x 1 course x 14 days/course).	Q3/2014	FBS	15 persons x 1 course x 14 days/course x \$600= <b>\$0.126mn</b>

CEC = continuing education center, FBS = fixed-budget selection, INSETT = in-service teacher training, MOET = Ministry of Education and Training, NIEM = National Institute for Educational Management, OST = overseas staff training, PRESETT = pre-service teacher training, SSS = single source selection, TTU = teacher training university, USE = upper secondary education, USS = upper secondary school.

Source: Asian Development Bank.

## A. Training

1. Extensive in-country and limited overseas training will be provided under the Project for a total of about \$11,000,000. In-country and overseas training programs will be provided to upgrade the skills, knowledge, and experience of qualified individuals who will be implementing project components. In-country training programs shall follow single source selection (SSS) procedures and overseas short-term programs shall follow ADB's fixed budget selection (FBS) procedures. Overseas short-term training will focus on specialized subjects related to quality improvement programs under the Project. The Government will establish and submit criteria acceptable to ADB on the award of overseas training. ADB will be provided with a list of (i) the nominated candidates, (ii) their qualifications, (iii) nominated institutions and agencies, and (iv) detailed cost of the proposed courses. ADB approval will be required before the award of

overseas training. In-country training will be held at Ministry of Education and Training (MOET)/Department of Education and Training (DOET) facilities or other relevant training institutions selected from among reputable training institutions, on a contractual basis. Priority will be given to women participants to achieve at least the same proportion of women as in the overall pool of the targeted candidates.

**B. Single Source Selection (SSS)**

2. In-country training will be held at Ministry of Education and Training/Department of Education and Training facilities or other relevant training institutions selected from among reputable training institutions, on a contractual basis as only these institutions have the required experience to deliver the training. These institutes are non-profit organisations and operate according to standard fixed government rates.

**C. Fixed-budget Selection (FBS)**

3. This method is appropriate only when the assignment is simple, can be precisely defined, and the budget can be fixed. The request for proposal (RFP) should indicate the available budget and request shortlisted consultants to provide their technical and financial proposals in separate envelopes, within the budget. The terms of reference (TOR) should be particularly well prepared to make sure that the budget is sufficient for the consultants to perform the expected tasks. The RFP sets down a minimum qualifying mark of 750 points (out of a possible score of 1,000 points) for quality. Evaluation of all technical proposals should be carried out first. Then the financial proposals should be opened in public and prices announced. Proposals that exceed the indicated budget are rejected. If a proposal does not cover particular technical aspects included in the TOR, the offered price may be increased to reflect the estimated cost of the missing activities or items. If this increased price exceeds the requested budget, the proposal is rejected. The highest-ranked technical proposal within the stipulated budget is selected.