

### **Addendum of the RFP (Hiring of Firm for Post Primary subject based Teachers Training (SEF/NP/22-23/01)**

Sr. No	RFP Reference	Query	SEF Response
1	Page 17 of the Data Sheet, Clause 13.1 “The format of the Technical Proposal to be submitted is: FTP, or <b>STP X</b> ”	As per the data sheet, the technical proposal formats to submitted should be STP, however the formats provided in the RFP are FTP formats. Please clarify if FTP formats are to be submitted or STP? Incase of STP, please provide the formats.	“The format of the Technical Proposal to be submitted is: STP
2	Page 18 of the Data Sheet, Clause 16.2 “Consultant must submit the original and two six of the Technical Proposal, and the original of the Financial Proposal”	The clause shows ambiguity as highlighted.  Please let us know how many copies of the Technical proposal are required to be submitted?	Consultant must submit the original and two sets of the Technical Proposal, and the original of the Financial Proposal”
3	Page 20 of the Data Sheet, Clause B of the Key professional staff qualifications and competence for the assignment “Subject/Theme Specialists (English, Mathematics, Science subjects) pool of 10 Lead / Teacher Trainers for each subject”	A) Please let us know the bifurcation of the pool of 10 people mentioned here (subject-wise and/or grade-wise)?  B) How many Lead Trainers and how many co-facilitators are required out of these 10?	A) Subject wise experts are required 10 for each subject. (it could be more then 10)  B) Subject experts will be the lead trainers at each venue and for each subject expert trainer one co-facilitator is required.
4	Page 20 of the Data Sheet Heading - Organization and staffing	How many Quality Assurance Officers are required?	It will depend on the organization’s plan of quality assurance. One QAO for each cluster is advisable so that all the venue of the cluster will be accessible for them.
5	Page 49 of the TORs Subject: Training Execution “The training will be catering to approximately 3000 SEF teachers (will be divided into cohort of 35 to 40 mainly working in the rural areas of the province in low cost private SEF schools”.	A. Please let us know the ideal batch size for each training. Will it be 35 or 40 participants per session?  B. Please let us know the subject, grade-level and district wise bifurcation of 3000 teachers.	A) Ideal will be 30 B) Will be shared after signing of contract. Teachers will be spread across the Sindh, venues may be arranged district wise so that venues will be accessible for the teachers.

6	<p>Page 49 of the TORs, Subject: Training Execution “The training may be implemented in clusters of more than one cycles. But it will be executed in the field simultaneously in at least 05 to 06 districts”.</p>	<p>Will the subject based training be uniform across all grades (i.e. will all English teachers attend the same course)? Or will a training program be designed for elementary teachers separately and for secondary teachers separately?</p>	<p>Yes, but further results of TNA will be helpful for the content.</p> <p>Each subject based training program will be designed in a way so that it can meet the content and pedagogical requirements of elementary and secondary grades.</p>
7	<p>Page 49 of the TORs Subject: Training Execution “The timings would be 7 to 8 hours per day with tea and lunch break and will continue seven days a week”.</p>	<p>Could you please clarify if the trainings will be conducted for 15 consecutive days or will there be any day off between the training’s days?</p>	<p>There will be no OFF day during the training.</p>
8	<p>Page 50 of the Deliverables/ToRs Training module specifications Point No 1: Content Bullet point# 4, “Training modules are required in Urdu, English and Sindhi language in soft and hard copies”</p>	<p>Will the participant’s manuals be developed in English and translated into Urdu and Sindhi as a separate manuals? If yes, then how many translated copies are required for Urdu and Sindhi?</p>	<ul style="list-style-type: none"> <li>• Yes, same manuals will be translated in English, Sindhi and Urdu.</li> <li>• Numbers will be shared later.</li> <li>• Manuals will be shared in soft copy and hard copy both.(soft copy will be shared with SEF only)</li> </ul>
9	<p>Page 50 of the Deliverables/ToRs Training module specifications Point No 1: Content Clause 6, “Training Modules with comprehensive thematic/operational manuals which support the quality teaching/learning of English, Mathematics, and Science with blended learning approach”</p>	<p>Kindly define blended learning approach. As per our understanding, Consulting firm will provide e-learning resources (i.e. presentations, links, videos, etc.) only. And a new LMS/application will not be developed/provided.</p>	<ul style="list-style-type: none"> <li>• Blended learning (also known as hybrid learning) is a method of teaching that integrates technology and digital media with traditional instructor-led classroom activities, giving students more flexibility to customize their learning experience.</li> </ul> <p><b>Consulting firm will provide e-learning resources (i.e. presentations, links, videos, etc.) only.</b></p>

10	<p>Page 50 of the Deliverables/ToRs Point No 2: Worksheets</p> <p>“Firm will provide worksheets for the students of selected content, teacher will use these worksheets while teaching in classroom”</p>	<p>A) How many printed worksheets are to be provided per participant?</p> <p>B) Is the consulting firm also required to provide hardcopies of the worksheets for students as well? If yes, please let us know how many worksheets are required for the students?</p>	<p>A) It will depend on the session, designed by the subject expert.</p> <p>B) All material will be part of the module. Number of worksheets will be decided by the developer of the module as per the need of the content and session plan.</p>
11	<p>Page 50 of the Deliverables/ToRs Heading- List of Resources Bullet point #1 “Firm will provide the list of resources which is required by the schools for the teaching of the core subjects in elementary and secondary level” Bullet point # 3</p> <p>“Essential material required for the learning of second language (2<sup>nd</sup> language)”</p>	<p>A) Is the consulting firm required to share the list and the material/equipment for the science labs?</p> <p>B) What is the second language?</p>	<p>A) YES, and other materials as well which can be used in classroom during the teaching of the lessons of specific topic.</p> <p>B) Here in this contract English is considered as the second language because in rural Sindh, student’s first language is Sindhi and other local languages that is why this language training is designed in a way of teaching English as a second language.(ESL)</p>
12	<p>Page 53 of the Payment Milestones Third and Fourth Installment “On the successful completion of 1500 Teachers”</p>	<p>The 3<sup>rd</sup> and 4<sup>th</sup> installment needs to be revised and be calculated on the basis of the successful completion of the training sessions. Therefore, it should be reworded to: “On the successful completion of 50% of the training sessions”. Reason: as the consulting firm cannot ensure 100% attendance of teachers.</p>	<p>Payment will be done as per the milestone mentioned in the RFP.</p>
13	<p>Page 49 Subjects selected for the training are English, Mathematics and Science for elementary and secondary grades</p>	<p>Please clarify the trainings will be developed for the teachers who are teaching students of Grades <u>6 to 10</u> or <u>6 to 12</u>?</p>	<p>6 to 12 grades</p>

14	Require clarity regarding the registration with SRB, that is mandatory for the lead or partner organization? Is the consortium of two organizations still eligible if the secondary partner is not registered with SRB while the lead partner is SRB-certified?	Require clarity regarding the registration with SRB, that is mandatory for the lead or partner organization?  Is the consortium of two organizations still eligible if the secondary partner is not registered with SRB while the lead partner is SRB-certified?	The SRB registration will be required only for the lead partner.
15		Required clarity that there are two different years 2 and 3 mentioned in the RFP for the contract of teachers training	2 years for the contract of teachers training.
16		Firms concerned about the payment of the TA of the teachers attending the training.	SEF will provide the TA of the teachers
17		Firms were concerned that the time frame to submit the first document was not mentioned.	It depends on the firm planning it should be intelligently and rationally planned. definitely all the activities of this project should be implemented and completed in reasonably calculated time because the comprehensive process of the development of the training material depends on the results of TNA.
18		Firms were concerned about the numbers of the teachers coming to the training.	3000 total number of teachers.
19		At page # 53 payment milestones: After signing of contract about the payment firms were confused about teacher's attendance, saying that teachers' absence would not affect their payments.	Payment will be done as per the milestone mentioned in the RFP.

20		The firms were concerned that the agreement mentions a lump sum amount, does it mean that teachers' absence will not affect the payment.	SEF will pay as per the contract.
22		Firms were concerned about the kind of printing, whether the modules would be printed in black and white or coloured.	All modules should be color printed.
23		One of the concern of firms was that what number of teachers would be recruited from each region for TNA.	Firms will decide as per the standard criteria of TNA for better results.
24		One of the concern of the firms was about the logo, which is printed on the module and resources.	Firm and SEF both logo's will be printed on modules. <b>Before the final printing the module will be shared with SEF for review.</b>