

## TORs for Mentors of Teach for Change

The tentative remuneration packages planned for MENTORS of *Teach for Change* with various qualifications will range from Rs. 40,000 to Rs. 60,000.

The basic TORs for the MENTORS to be hired for *Teach for Change* include the following:

- (i) The MENTORS would be deputed to teach only at SEF supported schools as per selection criteria of SEF, so as to better utilize his or her superior knowledge of a subject area.
- (ii) The MENTORS would be deployed in a clusters of two or three schools, located in a rural / semi-urban / slum / underserved urban areas, where he or she would be required to teach at least FOUR periods a day at each school (around 5+2 hours a day for teaching and reporting/counseling for 06 days a week) with two days per school or as prescribed and hold a capacity building session on periodic basis as per the guidelines of Learning Support Unit, SEF.
- (iii) The MENTORS would also hold formative/summative assessments of his or her classes once a month (or as per guidelines of Technical Units), and would forward the results to the SEF Technical Team.
- (iv) The MENTORS would also work with the School Operators on whole school development in their respective clusters. With the start of the new Academic Year, they will be supposed to assist the Operators in implementation of their respective Academic Plans. These MENTORS will also be responsible for planning and holding vacations / remedial sessions at their respective schools as per the guidelines of LSU-SEF.
- (v) As part of the SDP/SIP, the MENTORS would also work with the School Operators and SEF's technical unit (Learning Support Unit) for his or her schools to hold a cluster-based teacher training program, and would work with the school administration to coordinate the program. The MENTOR will also guide and facilitate the existing teachers on assessment planning, design and execution for improved teaching-learning outcomes as per the guidelines provided by SEF Technical Units.
- (vi) The MENTORS would maintain a record of his or her daily activities at work, including a lesson planner clearly delineating his or her teaching methodology and syllabus as per the guidelines provided by the LSU-SEF. It is important to note that academically, these MENTORS will be reporting to the Learning Support Unit while Professional Development Centers (PDCs) of SEF will serve as a *Learning Hub* for the MENTORS for having a larger pool of trainers at the PDCs in order to organize training programs under the overall Academic and Training Framework of the Learning Support Unit, SEF.
- (vii) The MENTORS will not only work with subject teachers for student performance optimization and improved learning outcomes but will also work with these teachers for value addition in co-curricular activities.
- (viii) The MENTORS will be readily coordinating with the School Operators (at school level) and reporting to SEF. The MENTORS will share day to day updates with School Operators and will follow the Academic Plan set out by the School Operator as per the guidelines shared by the LSU. However, the MENTORS will report to the SEF Regional Office (academically to the LSU) regarding overall progress and issues related to the school on monthly basis in form of a Consolidated Monthly Report forwarded to the Regional Office SEF. The RADs will

coordinate between MENTORS, schools and SEF team (LSU, Program etc.) by holding monthly / quarterly / periodic meetings at Regional Offices for progress updates of MENTORS.

- (ix) The MENTORS will be obligated to attend relevant activities notified by SEF including training programs (around 30 days of annual training programs), meetings, seminars, events organized by SEF.

Besides teaching in two or three schools, they will be guided by LSU and Regional teams for inputs in assessment design, learning and program support of SEF partner schools, while also serving at grass-roots for the purpose of monitoring.