

ASWATNA: EDUCATING FOR INCLUSION

Program Mid-Term and Final Evaluation

Scope of Work

Background

[en.v](#) (a division of COMMUN, a General Trading and Contracting company registered in the State of Kuwait) is a women-led, culturally diverse and interdisciplinary team of current and former Kuwait residents and nationals working together to foster a more united, compassionate and resilient society – locally and globally. Over the past decade, we have been working with and building bridges between a wide array of stakeholders, including corporates, governmental, intergovernmental and international institutions, foundations, educators, youth, civil society organizations and migrant community groups. Leveraging our own and our partners' learnings, experience and networks, we design and facilitate inclusive and participatory processes that support the development of more equitable solutions and narratives. Specifically, we:

1. Develop training and programming which promotes informed empathy, critical thinking, and intersectional frameworks;
2. Support the development and institutionalization of more inclusive and equitable processes and policies;
3. Bring together multiple stakeholders to collectively address complex problems, envision possible futures and promote social transformation.

In September 2021, en.v launched the Aswatna program in partnership with [Data4Change](#) and the [Center for Teaching, Learning and Research](#) (CTLR) at the Gulf University for Science and Technology (GUST), to promote more inclusive educational spaces and empower students to create social change within their schools. In our work, we have found that youth feel deeply alienated by the educational system which they move through and are curious about what else is possible. This pilot program is an attempt to honor that curiosity by providing youth with the tools and skills we believe will allow them to reimagine what their schools and communities could look like.

The first phase of the program kicked off with three rounds of five-week immersive training courses, which took place between January and June 2022. 60+ youth from public and private high schools and universities received training in self and systems thinking, equity and human rights, communication, storytelling and Participatory Action Research (PAR). Throughout the training, participants identified issues that move them (e.g. discrimination, bullying, curriculum development, mental health), and have since gone on to develop collaborative research projects to better understand them and gather input from the wider community. In Fall 2022, they were invited to participate in a three-day Ideathon alongside other stakeholders from the education sector (such as educators, administrators and CSOs) to develop innovative initiatives that respond to the challenges they identified through this research. Three of the pilot projects developed were selected for funding and are being implemented over the course of nine months, from March to December 2023.

In addition, en.v and its partners are developing a series of artifacts to document and share learnings from the program, providing stakeholders with data and tools that will enable them to foster more inclusive learning environments across different contexts. These include:

- A white paper with an analysis of insights collected through the program and students' research, with recommendations for decision-makers and other stakeholders;
- An online portal where research projects and other program data is archived and visualized;
- A series of short documentaries and social media campaigns highlighting the progress of pilot initiatives.

As part of a second phase of the program, which will be kicked off in September 2023 and will be finalized by December 2024, en.v will revise the original curriculum to include disability as a transversal theme throughout the modules, and conduct another ToT and two more rounds of student trainings and PAR projects, to increase the reach and scope of the pilot. We will also be developing a workshop to be conducted with public school educators, to explore how we might be able to equip them with the tools, resources and skills to create more safe and responsive classrooms.

In order to further strengthen our learning and that of our stakeholders, we are looking to engage a monitoring and evaluation specialist (or team) that would help us identify and document program outcomes and overall impact in order to inform further iterations. The proposal should include an initial evaluation of the first phase of the program in order to extract key takeaways to incorporate into our second phase, as well as document impact of the pilot overall. Like the program itself, the evaluation methodology should be participatory and responsive to its complex operating environment and the variety of stakeholders involved. Our priority is to document changes in individuals' perceptions and attitudes, shifts in relationships within and between groups, and to understand how individual outcomes may contribute to broader system-wide changes. Proposed approaches could include Most Significant Change (MSC) or outcome harvesting.

The program's logic model and M&E plan will be made available upon request.

Timeline and Budget

The evaluation should kick-off over the summer of 2023, include insights from our first phase lessons learned workshop to be conducted in October 2023, and be finalized by December 2024. Our maximum budget for this activity is 76,000USD, which would need to include any travel required by the consultant should they be based outside of Kuwait.

Expected deliverables include:

1. A detailed workplan to be submitted to the program team for review within two weeks of contract signing;
2. A report on learnings and impact from phase 1, including recommendations for phase 2, to be submitted by December 2023;
3. A draft evaluation report including both phase 1 and phase 2, to be submitted at the latest by end of November 2024;
4. A final report, incorporating feedback from program team and other stakeholders, to be submitted by December 31st 2024.

Qualifications

Ideally, we would want our consultant / consulting team to have:

- ✓ A strong understanding of the Kuwaiti political and social context;



- ✓ Experience with participatory evaluation design, methods, management, and implementation;
- ✓ A background in the field of education reform, and ideally, diversity, equity and inclusion approaches;
- ✓ Experience conducting evaluations for international organizations and / or development cooperation agencies;
- ✓ If possible, bilingual (English and Arabic) language skills.

How to apply

Proposals should be submitted to elisa@envearth.com by 13 July 2023. The contractor must provide information about evaluation team members, including their curricula vitae, and explain how they meet the requirements in the evaluation SOW. Submissions of writing samples or links to past evaluation reports and related deliverables composed by proposed team members are highly desirable.