

Terms of Reference (TOR) for Curriculum Framework Development Consultant
Project: Debate Institute Africa - Public Speaking and Debating Programs
Location: Uganda (with remote collaboration possible)
Duration: 4 weeks

Background :

Debate Institute Africa (DIA) delivers public speaking and debating programs to students and youth across Uganda and other African countries. To further enhance the quality, consistency, and scalability of these programs, DIA seeks to develop a comprehensive curriculum framework that aligns with the standards of the National Curriculum Development Centre (NCDC) and recognized international curriculum frameworks. This initiative aims to provide a clear structure for program delivery while ensuring best practices in teaching, learning, and assessment are upheld.

Objective of the Assignment:

To design a structured, flexible, and scalable curriculum framework for DIA's public speaking and debating programs that can guide coaching, training, and assessment, while aligning with NCDC standards and best practices in international education.

Scope of Work:

The consultant will be expected to:

1. Review existing DIA training materials, session plans, and coaching approaches.
2. Conduct a benchmarking analysis of debating and public speaking curricula locally and internationally.
3. Engage with DIA staff, coaches, and relevant stakeholders to understand program objectives and learning outcomes.
4. Develop a structured curriculum framework that includes:
 - Program philosophy and objectives

- Learning outcomes for different levels (beginner, intermediate, advanced)
 - Suggested module sequencing and session flow
 - Teaching and learning strategies
 - Assessment and evaluation guidelines
5. Recommend mechanisms for integrating the curriculum framework with NCDC standards and policies.
 6. Produce a final curriculum framework document and a concise implementation guide for coaches.

Deliverables:

1. Inception report outlining approach and timeline.
2. Draft curriculum framework document.
3. Workshop facilitation (if required) for staff review of draft curriculum.
4. Final curriculum framework document, incorporating feedback.
5. Implementation guide for coaches.

Qualifications and Experience:

- Advanced degree in Education, Curriculum Development, Pedagogy, or related field.
- Proven experience in curriculum design, preferably in extracurricular, youth, or civic education programs.
- Familiarity with Ugandan education system and NCDC standards is an advantage.

- Excellent communication and stakeholder engagement skills.
- Experience in public speaking, debating, or leadership development programs is a plus.

Reporting:

The consultant will report to the Executive Director of Debate Institute Africa or their designated project lead.

Duration & Timing:

The consultancy is expected to last 4 weeks, starting 1st September, 2025 with periodic deliverables as agreed.

Application Requirements:

Interested consultants should submit the following to (edoffice.debateinstituteafrica@gmail.com) by 25th August, 2025:

1. Technical proposal outlining understanding of the assignment, methodology, and timeline.
2. CV highlighting relevant experience.
3. Samples of previous curriculum development work (if available).
4. Financial proposal/consultancy fee.