

Krousar Thmey

Phnom Penh, Cambodia

Terms of Reference

Consultancy: Technical assistance to produce educational videos for the *Accelerating Sign Language in Cambodia* project.

I. Background

The problem: Children with hearing impairments lack access to primary education

Despite decades of development and strong economic growth in Cambodia, children with hearing impairments remain highly marginalised. Following years of gradual development, Cambodian Sign Language (CSL) is now ready to be promoted and used around the country; however, awareness of sign language remains low and formal sign language education is only available in urban centers¹.

Children with hearing impairments living in more remote areas of Cambodia are left isolated, without any opportunity to access CSL education, or to learn even basic sign language. Due to a lack of available support for people with hearing impairments and a limited understanding of deafness and hearing impairment in rural communities, many Cambodian children with hearing impairments are only able to communicate using hand gestures.

In the absence of reliable data, Krousar Thmey estimates that over 50,000 profoundly deaf people and 500,000 hard of-hearing people currently live in Cambodia. Less than 4% of them have been formally identified, and those that have are most often without any access to school and other services, particularly those living in rural areas such as Bakan district of Pursat province.

Field observations by Save the Children and partner staff, as well as local education authorities, show that children with hearing impairments in Bakan district who are attending school are unable to understand their teachers or peers, and rely on family members to interpret for them. These children have limited educational achievement². Later in life, young people and adults with hearing impairments are more likely to be excluded from employment opportunities, and are vulnerable to exploitation, including forced marriage³ and other human rights abuses.

¹See, for example, *NGO Helps Break Isolation of Deaf People in Cambodia*, VOA Khmer: <https://www.voacambodia.com/a/ngo-helps-break-isolation-of-deaf-people-in-cambodia/3451595.html> ; accessed October 12th, 2017

² Save the Children's *Inclusive Education for All* project (see section 4.b for further details) operates in this same target location and has made these observations following successful targeting of out of school children in the Project: Accelerating Sign Language in Cambodia

³ <https://voices.nationalgeographic.org/2015/04/06/deaf-hearing-marriages-in-cambodia/>

Project summary

The Accelerating Sign Language in Cambodia (ASLC) project is funded by the Department of Foreign Affairs and Trade Australia (DFAT). It focuses on an innovative way to begin delivery of Cambodian Sign Language education to children with hearing impairments living in Bakan district through local primary schools and online video and digital content. The project will use an iterative design approach with frequent user testing to build a foundation of evidence for future use of digital technology to enable children in very remote areas of Cambodia to access sign language.

Save the Children has partnered with Krousar Thmey, a leading national disability inclusion NGO, and the Cambodian Ministry of Education, Youth and Sport (particularly the Special Education Department) to develop open source video tutorials (and supporting materials) on sign language for children with hearing impairments, and their families and teachers, accessible via laptops, tablets and smart phone devices, and delivered by Learning Facilitators in primary schools. Online modules will predominantly target primary school students with hearing impairments, but will also target teachers, peers, and families of children with hearing impairments through complementary modules, enabling more people to learn sign language while providing a more supportive environment for children with hearing impairments.

The project will test the effectiveness of this delivery platform (using video and digital content for delivery of Cambodian sign language education through a distance education modality), and, as an additional result, encourage children with hearing impairments who are not at school to (re)enroll.

Project goal: To create an enabling learning and social environment for children with hearing impairments living in remote areas of Cambodia.

- **Outcome 1:** Cambodian children have access to Cambodian Sign Language digital content online.
- **Outcome 2:** Children with hearing impairments in Pursat province are supported to learn Cambodian Sign Language in a supportive school and community environment.
- **Outcome 3:** Relevant national and sub-national level government departments use evidence based approaches in adoption of Cambodian Sign Language digital contents into broader government strategies.

Project location

The project will be implemented in 9 primary schools of the Bakan district, Pursat province.

Bakan district was chosen considering both partners have experience implementing programs in this area.

II. Purpose of the consultancy

Krousar Thmey initiates a call for tender to recruit an external consultant in order to produce educational videos which will be made available online, in collaboration with Krousar Thmey's Education Programme team, members of the Sign Language Committee and representatives of the Ministry of Education, Youth and Sports (MoEYS).

Objectives of the consultancy

Main objective

To produce educational videos which will spread Cambodian Sign Language education and promote the social inclusion of children with hearing impairment within their communities

Specific objectives

- 1) To facilitate workshops to consult with Krousar Thmey's special education trainers and representatives of the Ministry of Education, Youth and Sports (MoEYS) on script writing and development of educational videos.
- 2) To develop scripts for educational videos, based on the lessons created by Krousar Thmey's special education teachers and on the workshops' outputs.
- 3) To produce child-friendly educational videos to support children with hearing impairments to learn Cambodian sign language and communicate with their community
- 4) To produce educational videos to support parents, caregivers and peers of children with hearing impairment to learn Cambodian sign language and improve their communication with these children
- 5) To produce educational videos to support public school teachers to learn Cambodian sign language and to enable them to teach children with hearing impairment efficiently
- 6) To produce educational videos to support volunteer learning facilitators to learn Cambodian sign language and to enable them to support children with hearing impairment in using the videos directed towards them

Supervision

The consultant will work under supervision of Krousar Thmey's Programme implementation. The deaf Education programme manager will provide written lessons which will guide the development of the online modules.

The consultant will share all materials produced and data collected in the context of this assignment with Krousar Thmey and Save the Children.

Location of the assignment

This assignment will imply to participate in meetings in Phnom Penh, Siem Reap, Battambang and Kampong Cham and to conduct field visits in Bakan district, Pursat (see details below). Therefore, the consultant should be based in Cambodia.

Outputs of the consultancy

At this stage Krousar Thmey's special education teachers have planned to develop 20 lessons to improve the sign language proficiency of the different target groups of the project: children with hearing impairments, their peers, parents and caregivers ; teachers and learning facilitators. The consultant will consult with Krousar Thmey, the Sign Language Committee and MoEYS representatives them to agree on the number and duration of videos to develop.

The modules created should respond to the needs expressed by the different project target groups, as well as take into account cross-cutting issues like gender equality and adaptation to climate change.

Timeline and deliverables

Throughout the duration of the assignment, the consultant will be involved in various meetings and workshops with Krousar Thmey's deaf teachers, Save the Children's team in charge of implementing the project and representatives from the Ministry of Education, Youth and Sports. Krousar Thmey teachers will support the development of video scripts and all participants will provide their feedback on the videos produced. The duration and location of the meetings are listed below. Exact dates will be agreed upon with the successful candidate.

Activities	Timeline
Meeting to discuss how to develop: a) modules (guide book), b) videos script, c) prepare shooting schedule	1 day, June / July 2018 Location: Phnom Penh
KT's technical staff, SLC and videos makers work on modules development (guide books) and develop videos script (on going routine activities)	5 meetings Location: Phnom Penh
Meeting among technical team to improve the quality of the modules (guide books) and develop videos script	4 meetings Location: Krousar Thmey schools (Siem Reap Battambang Kampong Cham Phnom Penh)
Meeting between SCI, KT & MoEYS (SED, IT department) to present and improve the modules and draft videos script	4 meetings Location: Phnom Penh
Test each guide book and video by technical team and video makers	15 meetings in Phnom Penh 4 3-day field visits in Pursat
Meeting to 1) improve guide books and videos by technical team and 2) to seek feedback from management team (SCI, KT , PoE, DoE and MoEYS)	4 1-day meetings Location: Phnom Penh
Produce final version of videos	Throughout the assignment, Final deadline 31 st October 2018

Total duration of the assignment:

-starting date: as soon as possible

-end date: 31st October 2018

Fees and Payment schedule

The contract amount and payment schedule will be negotiated with the successful candidate being guided by the budget allocated to the project.

Qualification and Selection Criteria of the consultant

Criteria	Scoring
<ul style="list-style-type: none"> Professional training in video shooting, script writing, or any related field 	10
<ul style="list-style-type: none"> Experience in developing scripts for online tutorials / educational videos 	15
<ul style="list-style-type: none"> Experience in producing tutorial / educational videos 	15
<ul style="list-style-type: none"> Understanding of issues related to education and technology 	15
<ul style="list-style-type: none"> Knowledge / Experience related to inclusion (including deaf education) an asset 	15
<ul style="list-style-type: none"> Experience of work in Cambodia 	15
<ul style="list-style-type: none"> Languages: English required, notions in Khmer an asset 	15
Total:	100

Note: Only consultants obtained minimum 70 scoring invited to interview and contract negotiation.

Persons living with a disability and women are encouraged to apply.

The successful applicant shall comply with Krousar Thmey's and Save the Children's Child Safeguarding policies.

General conditions:

- The consultant is expected use his/her own equipment: cameras, computers.
- Krousar Thmey will not pay for the use of printers, the internet and other services used outside its office.
- Krousar Thmey will provide transport for travel inside Cambodia related to the assignment.
- Consultants are not paid for weekends or public holidays.

- Consultants are not entitled to payment of overtime. All remuneration must be within the contract agreement.
- No contract may commence unless the contract is signed by both Krousar Thmey and the consultant.
- Consultants will not have supervisory responsibilities or authority on Krousar Thmey budget.
- For the time in Cambodia, consultant will be required to document that they have appropriate health insurance, including medical evacuation, prior to taking up the assignment.

Application process

Applicants should send:

- 1) A CV highlighting how their profile meets the requirement of the assignment
- 2) A portfolio of previous assignments and / or productions
- 3) A tentative budget for this assignment

The deadline for applications is **20th June end of day.**

Applications should be sent to:

- Mr. Kimchhorn HANG, Programme coordinator for Deaf Education at Krousar Thmey mail address: education_deaf@krousar-thmey.org, phone 012 841 047
- Mrs Zoë de Melo, Project Officer, mail address: pr@krousar-thmey.org, phone 092 211 260