



TERMS OF REFERENCE (ToR)

Value Based Education Outcome Harvesting, Learning and Story Identification

1. Background

Basic Needs Basic Rights Kenya (BNBR) implements a range of school-based interventions aimed at strengthening adolescent and teachers' mental health, wellbeing, life skills, and Values-Based Education (VBE) within Kenyan schools.

Over the past years, BNBR has worked with learners, teachers, school leaders, county education stakeholders, and national education institutions to promote safe, supportive, and inclusive learning environments that enable positive learner development and wellbeing. Through these initiatives, BNBR has generated significant learning regarding effective approaches to school-based wellbeing, resilience, life skills, and values of education programming.

As BNBR continues to strengthen and expand its work in schools, there is a need to systematically identify, verify and document outcomes emerging from these interventions, understand the factors contributing to change, and capture lessons that can inform future program design, implementation, scaling and advocacy.

BNBR therefore seeks to undertake an Outcome Harvesting, Learning and Story Identification Exercise focused on understanding what outcomes are emerging from its school-based work and how these lessons can strengthen future practice.

2. Purpose

The purpose of this consultancy is to:

- Identify and verify significant outcomes emerging from BNBR's school-based Life Skills, Wellbeing and Values-Based Education interventions.
- Understand how BNBR's interventions have contributed to observed changes among learners, teachers, schools and education stakeholders.
- Generate evidence and learning to strengthen future program design, implementation and scale-up.
- Identify and curate compelling stories of change that illustrate the value of school-based wellbeing and values education programming.
- Document lessons and promising practices that can support policy engagement, advocacy and institutionalization of school-based wellbeing interventions.

3. Objectives

The consultancy is expected to achieve the following objectives;

Outcome Harvesting

- Identify and verify significant outcomes emerging from BNBR's school-based interventions.
- Develop outcome statements/quotes and contribution narratives.

- Assess outcomes at learner, teacher, school, county and systems levels.

Learning

- Identify key implementation lessons and promising practices.
- Document enabling and constraining factors influencing program outcomes.
- Generate recommendations to strengthen future school-based mental health, wellbeing, life skills and values education programming.
- Identify opportunities for program adaptation, sustainability and scale.

Story Identification

- Identify and verify Most Significant Change stories.
- Develop story profiles suitable for video, podcast, photography and written documentation.
- Support selection of stories for future multimedia documentation and learning products.

4. Scope of Work

The consultant will work in the following stages to achieve the scope of work:

A. Inception Phase

- Review BNBR program documentation.
- Review monitoring, supervision and school support visit data.
- Review previous reports, assessments, learning documents, and evaluations relevant to BNBR's school-based interventions.
- Refine methodology and sampling strategy.
- Develop data collection tools.

B. Sampling and Site Selection

Using existing program monitoring and implementation data, the consultant will identify schools and counties that represent:

- Strong implementation practices
- Moderate implementation practices
- Emerging implementation contexts
- Innovative approaches
- Diverse geographical and socio-cultural contexts

The consultant is expected to propose a sampling framework covering a representative subset of locations where BNBR has implemented school-based interventions. The counties to be sampled from are Kilifi, Mombasa, Kwale, Lamu, Tana River, Taita Taveta, Kajiado, Machakos, Nairobi, Nyeri, Tharaka Nithi, Nyandarua, Isiolo, Garisa and Bungoma

C. Outcome Harvesting

The consultant will identify and verify outcomes emerging from BNBR's school-based interventions among:

- Learners
- Teachers
- School leaders
- County and Sub-County Education stakeholders
- National and sector partners

The exercise should capture outcomes at learner, school, community and systems levels and document BNBR's contribution to these changes.

D. Most Significant Change (MSC)

The consultant shall:

- Collect MSC stories.
- Support story selection processes.
- Produce verified story summaries.
- Develop story briefs for future multimedia documentation.

E. Validation and Learning

- Facilitate validation workshops.
- Conduct stakeholder reflection and learning sessions.
- Generate actionable recommendations and learning products for future programming.

5. Methodology

The consultant is expected to propose a mixed-methods approach incorporating:

- Outcome Harvesting
- Most Significant Change
- Focus Group Discussions
- Key Informant Interviews
- Document Review
- Validation Workshops

The methodology should maximize the use of existing program data and focus on generating actionable learning for future programming.

6. Deliverables

Deliverable	W1	W2	W3	W4	W5	W6	W7	W8	W9	W10
Inception Report										
Sampling Framework										
Data Collection Tools										
Outcome Harvest Matrix										
Verified Outcome Statements										
MSC Story Portfolio										
Story Briefs for Multimedia Production										
Validation Workshop Report										
Draft Report										
Final Report										

7. Duration

Duration of active work 10–12 weeks.

8. Consultancy Amount

The available budget for this work is Kshs 1,500,000

9. Required Qualifications

The consultant or firm should demonstrate:

- Minimum 7 years' experience in evaluation and learning.
- Demonstrated expertise in Outcome Harvesting.
- Experience applying MSC methodology.
- Experience in education, youth development, wellbeing, or resilience programming.
- Strong qualitative research and facilitation skills.
- Experience working with donor-funded programs.

10. Proposal Submission Requirements

Interested consultants should submit **one consolidated application document** containing:

- Technical proposal
- Proposed methodology
- A realistic workplan
- A detailed financial proposal inclusive of all applicable taxes
- CV(s) of key personnel
- Sample Outcome Harvesting report(s) (or links to the reports)
- Three professional references
- Submit a copy of their official registration or business license.
- Submit a copy of their firm's tax certificate (KRA Tax Compliance Certificate).
- Must be ETIMS Registered

Offer Deadline and Protocol: Offers must be received no later than 17.00 hours Kenyan local time (EAT) on July 8, 2026. Please reference the TOR in any response to this Request.

Questions: Questions regarding the technical or administrative requirements of this Request may be submitted no later than July 8, 2026, 17.00 hours Kenyan local time (EAT) by email to info@basicneedskenya.org. Questions must be submitted in writing; phone calls will not be accepted. Questions and requests for clarification and the responses thereto—that BNBR believes may be of interest to other offerors—will be circulated to all Requisition recipients who have indicated an interest in bidding.

Applications should be sent to procurement@basicneedskenya.org no later than **08th July 2026**. Only shortlisted consultants will be contacted.