

# Ghana Play Acceleration Project

## Terms of Reference

### Unpacking Teacher Intrinsic Motivation

05 December 2025

#### 1. About Right To Play

Right To Play (RTP) is a global organisation that protects, educates and empowers children to rise above adversity using the power of play. By harnessing play, one of the most powerful and fundamental forces in a child's life, we enable 2.3 million children each year to stay in school and graduate, resist exploitation and overcome prejudice, stay safe from disease and heal from the harsh realities of war and abuse. RTP is the only global development organisation focussed exclusively on using play to transform the lives of children and youth impacted by poverty, war, disease, and inequality.

Since starting our operations in Ghana in 2001, RTP has worked in different program areas including positive child and youth development, education, child protection and inclusion, health, gender equality and girls' wellbeing through our play-based approach, partnering with different stakeholders both in the civil society and public sector space.

For more information, follow @RightToPlayIntl and visit [www.righttoplay.com](http://www.righttoplay.com).

#### 2. Project Overview

Project description	<p>Right To Play is developing a comprehensive asynchronous Play-Based Learning (PBL) E-training and Certification program for 2025-2026. This initiative aims to train and certify up to 3,000 primary school teachers, both male and female, across three regions in Ghana—Greater Accra, Volta, and Northern. The program is designed to equip teachers with the skills to create more collaborative, engaging, and playful learning environments. It will be implemented in partnership with the National Teaching Council, which is responsible for regulating the teaching profession, with a strong focus on teacher capacity building and continuous professional development.</p> <p>The asynchronous PBL online course is one of the ways that Right To Play is leveraging technology as a cost-effective and scalable model to build teacher capacity, increase access to training, and reach more children with quality, play-</p>
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	<p>based education. Our objective with the PBL online project is to develop a comprehensive e-training that will build the capacity of primary teachers to deliver the standard Based curriculum.</p> <p>The ultimate outcome of the Ghana Play Acceleration project is that primary teachers have improved capacities to deliver the standard Based curriculum.</p>
Timeline	January 2025 – July 2026 (18 months)
Target audience	<p>Primary teachers in 15 districts across the Northern, Volta and Greater Accra regions.</p> <p>These teachers were exposed to the Partners in Play project through the indirect delivery model, and therefore they should be familiar with the PBL methodology and Standards-base curriculum (SBC) for Ghana.</p>
Reach	<p>30 District Course Coordinators in 15 districts</p> <p>375 curriculum leads</p> <p>3,000 teachers in 375 schools</p> <p>120,000 learners</p>
Delivery model	<p>Blended teacher training package on Play Based Learning to deliver the SBC:</p> <p>Online: a 15-to-20-week online course hosted on the NTC platform.</p> <p>In person: The online course is supplemented by bi-weekly ongoing in person support in professional learning communities, led by Curriculum Leads. In these in person sessions are supported with:</p> <ol style="list-style-type: none"> <li>1. Example lesson plans</li> <li>2. Professional learning community guides</li> <li>3. Coaching and mentoring guides.</li> </ol>
Project activities	<ul style="list-style-type: none"> <li>- NTC to validate the course content.</li> <li>- Build capacities of District Course Coordinators on how to enrol on the NTC Learning Management System (LMS) and understand the content of the course.</li> <li>- Provide basic to intermediate digital literacy skills training to primary teachers.</li> <li>- Provide monthly coaching and mentoring to District Course Coordinators.</li> <li>- Engage with the curriculum leads on managing and facilitating Professional Learning Communities (PLCs).</li> <li>- Develop offline training manuals for District Course Coordinators.</li> <li>- Produce videos on digital training.</li> <li>- Develop guidance for Professional Learning Communities (PLCs) to include sessions on digital training.</li> <li>- Conduct a district level review meeting</li> <li>- Conduct a national level review meeting</li> </ul>

### 3. Purpose of Consultancy

RTP has built into the Play Acceleration Project robust external motivators for teachers to complete this course, including the NTC validation, CPD accreditation, in-person PLC support, and relevant, play-based training content, aligned with the Ghana Standards base curriculum. However, evidence from a previous pilot in Rwanda indicates that intrinsic teacher motivation is a central determinant of sustained engagement with online professional development, even when strong structural incentives are in place. As we develop our scale-up strategy and look ahead to long-term goals of fostering broader cultural and societal shifts in how teachers value and independently pursue continuous professional development, there is a critical need to deepen our understanding of the motivational landscape within the Ghanaian context. The current implementation phase offers an opportune moment to explore entry points to learn about teacher intrinsic motivation. This consultancy will have two objectives:

- Uncovering key opportunities to boost teacher intrinsic motivation to complete the current blended project.
- Generating actionable recommendations that can inform project adaptation.
- Providing strategic guidance on what RTP should consider to effectively tackle teacher intrinsic motivation into the forthcoming scale-up strategy, where motivation-informed methodologies can be more fully embedded to influence social norms around online learning and CPD.

Right To Play reserves the right to cancel or withdraw this Call for Proposals at any time and for any reason, without any obligation to engage a consultant or award a contract. This decision may be made at the sole discretion of Right To Play, and no liability shall be incurred by the organization for any costs or damages incurred by the applicants as a result of such cancellation or withdrawal. All applicants will be notified of the cancellation in writing as soon as possible.

### 4. Application

Please, submit your proposals to Sheila Crespo, [screspo@righttoplay.com](mailto:screspo@righttoplay.com) including, but not limited to, a list of key deliverables, tentative timeline and a proposed budget in EUR. Deadline: 30<sup>th</sup> January 2026. Proposals should not exceed 4 pages. Those received outside the indicated deadline will not be considered.