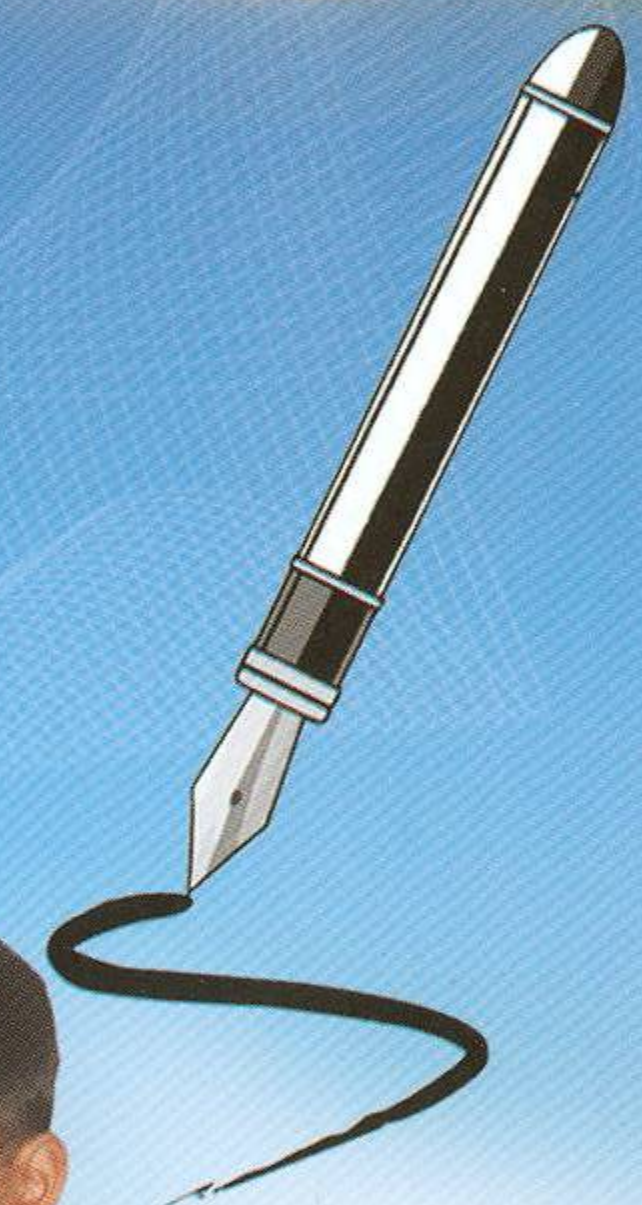
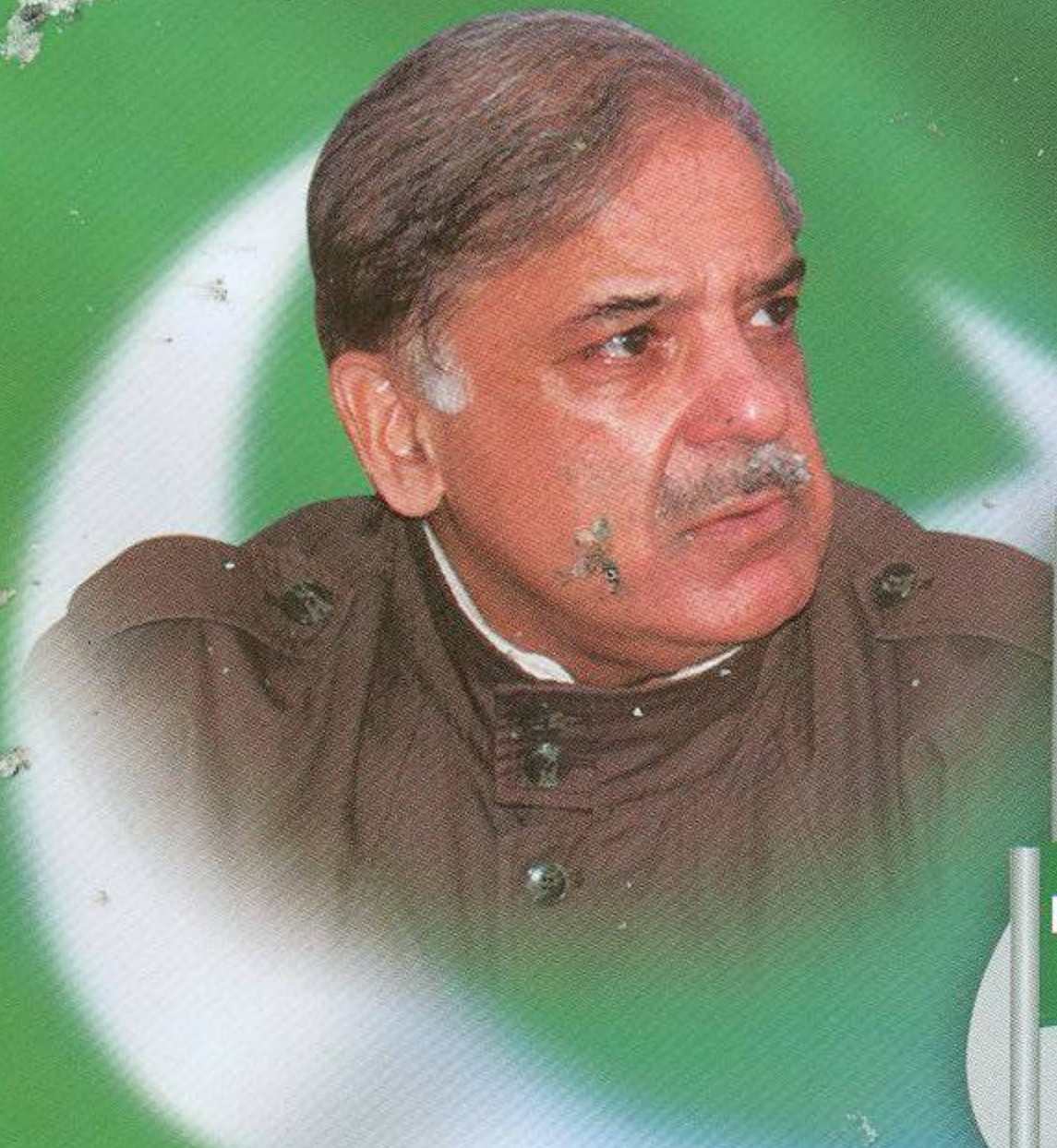
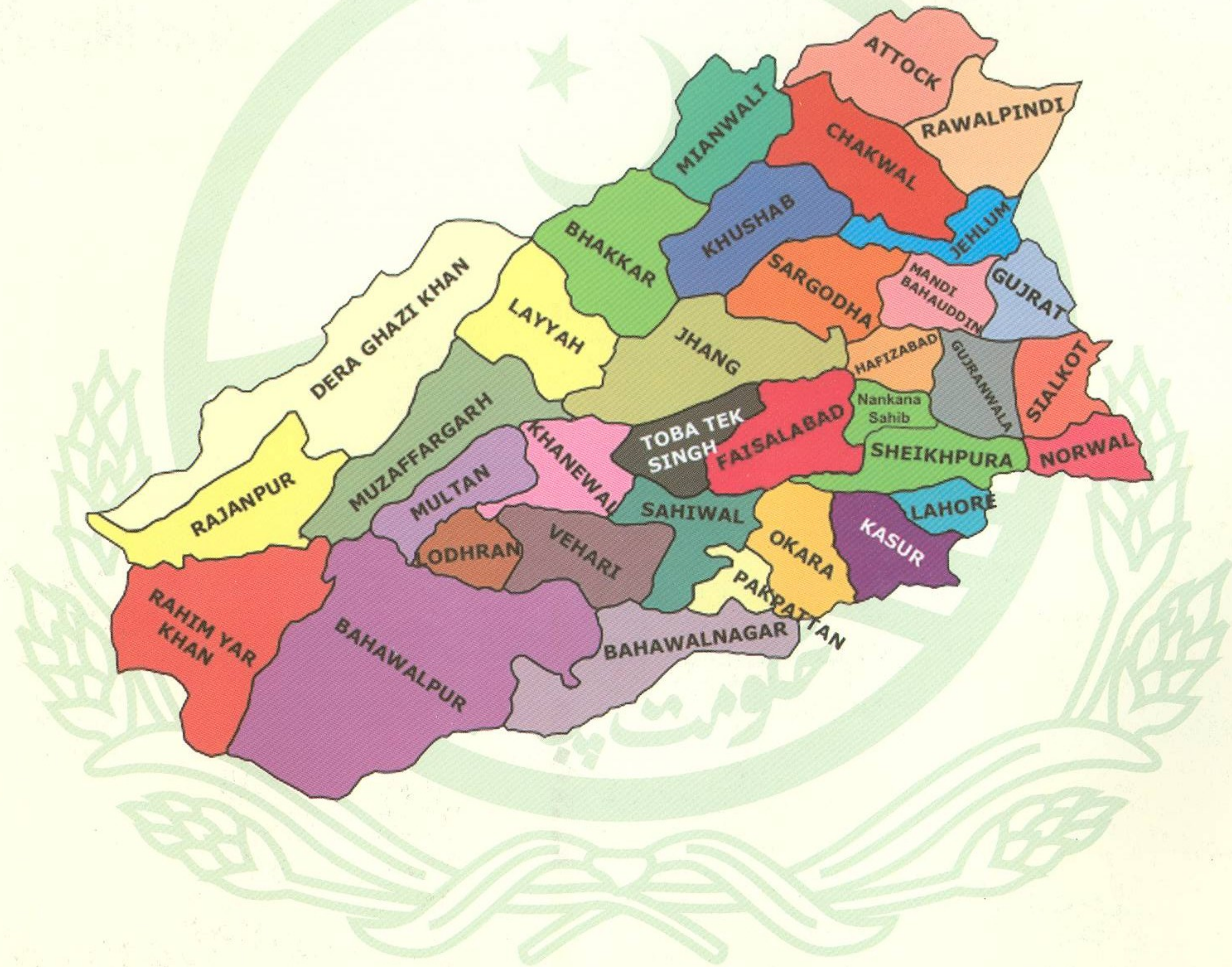


CHIEF MINISTER'S SCHOOL REFORMS ROAD MAP





RAHIM YAR KHAN

BAHAWALPUR

BAHAWALNAGAR

PARKPATTAN

LODHRAN

VEHARI

SAHIWAL

OKARA

KASUR

LAHORE

TOBA TEK SINGH

FAISALABAD

SHEIKHPURA

NORWAL

HAFTZABAD

GUJRANWALA

SIALKOT

MANDI BAHAUDDIN

GUJRAT

JHANG

SARGODHA

LAYYAH

BHAKKAR

KHUSHAB

CHAKWAL

RAWALPINDI

ATTOCK

MIANWALI

JEHLUM

DERA GHAZI KHAN

RAJANPUR

MUZAFFARGARH

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KHANEWAL

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LAYYAH

BHAKKAR

KHUSHAB

CHAKWAL

RAWALPINDI

ATTOCK

MIANWALI

JEHLUM

Message by the Chief Minister



Quality education for all is the top most priority of the Government of Punjab. It remains the corner-stone of our policy and the School Education Sector has been the focus of our attention and resource allocation since 2008. The initiatives under taken for teachers, students, infrastructure, governance and quality education are now being strategized under a “Road Map” ensuring:

- 100% Enrollment of all children of school going age;
- 100% Retention of all enrolled students upto 16 years;
- Free, Compulsory and Internationally Competitive education for all;
- Merit Based Recruitment and Transfers of HR;
- Targets for officers and ranking of districts on targets;
- Transparent selection of officers and their retention linked with targets; and
- Incentives for good performance

This requires the commitment of all stake-holders. My Government shall provide the requisite resources and ensure all supportive actions. I will personally monitor the progress of each and every step of the roadmap.

Assuring you of our utmost resolve and commitment!

Muhammad Shahbaz Sharif

Chief Minister's Initiatives for Teachers

- 109,000 Contract Teachers have been regularized
- Pay Scales of teachers have been Up-graded
 - o Primary Teachers Grade 7 to 9
 - o Elementary Teachers Grade 9 to 14
- Upward Mobility formula given for better service structure
 - Primary Teachers Upward Mobility
 - o 15% in Grade 14, 35% in Grade 12 and 50% in Grade 9
 - Elementary Teachers Upward Mobility
 - o 15% in Grade 16, 35% in Grade 15 and 50% in Grade 14

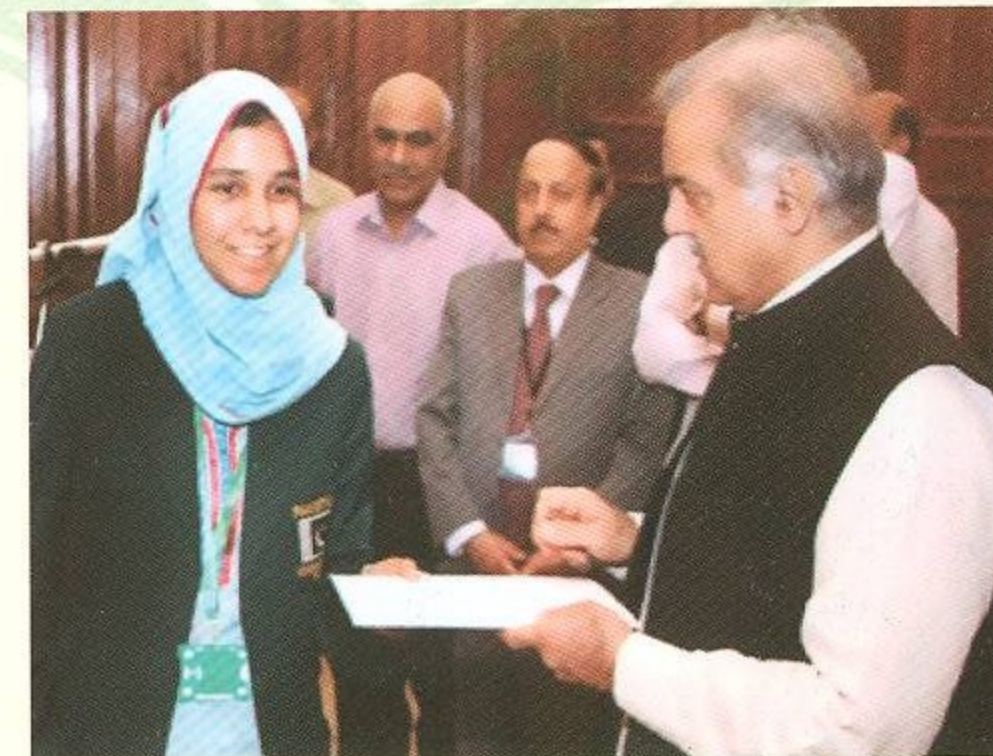
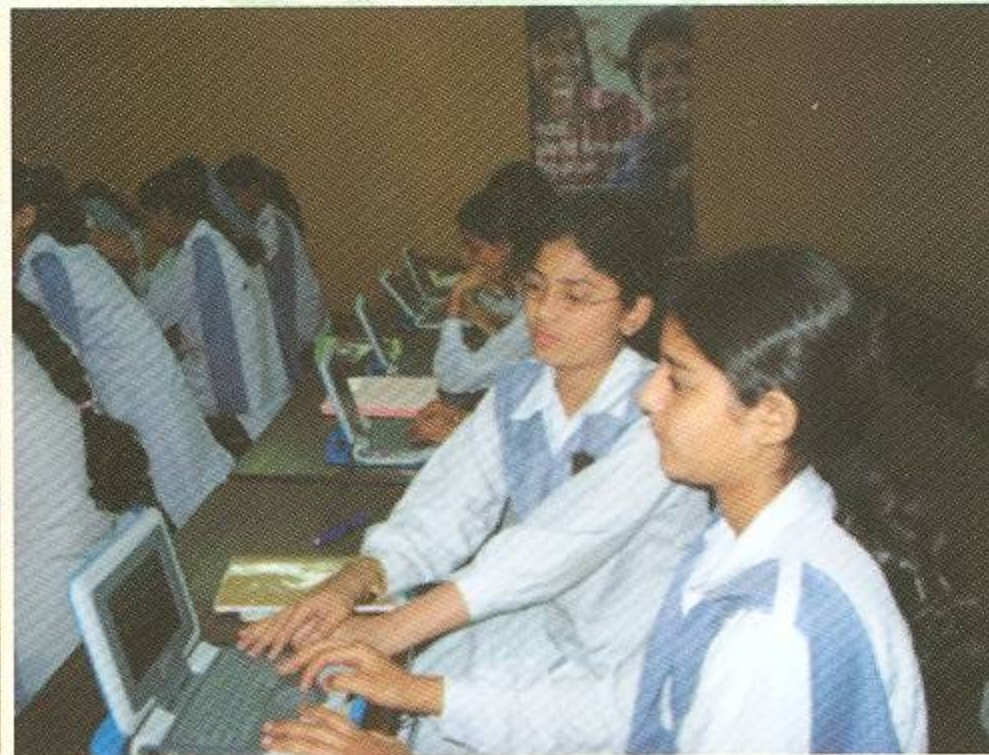
- Secondary School Teachers Upward Mobility
 - o 15% in Grade 18, 35% in Grade 17 and 50% in Grade 16
- 100% increase in Mobility Allowance of teachers
- 100% increase in Charge Allowance of Head teachers
- Incentives of Rs. One Billion for best performing teachers
- 1000 Cash Prizes of Rs. 50,000/- for best teachers
- Qualification for recruitment of primary teachers enhanced from matriculation to B.A. / B.Sc.

Focus on Students

- Free text books for all students up to Matric
- Stipend for girls students in 15 districts
- Special cash prizes for position holders
- Foreign visits for top position holders
- Scholarships for brilliant students through PEEF
- Speech and debate competitions
- Progress towards a Uniform Education System
- Compulsory External Examination of Grade 5 and 8 on best international practices and internal merit scholarships
- Monthly class and term tests through DTEs
- Teaching of Science and Math in English
- Compulsory Computer Subject for Class 6 to 8
- Exemption from examination fee
- Elimination of Unfair Means in Examinations

Focus on Schools

- Provision of 4,286 computer labs in High Schools
- 2500 schools have been up-graded
- Rs. 4 Billion every year for missing facilities in schools
- Special funds for School Councils
- Conversion of Government Schools into English Medium
- Establishment of Daanish Schools for poor but intelligent students in Southern Punjab
- Establishment of Five Cadet Colleges in Punjab: Okara, Pasrur, Chakwal, Esa Khel and Multan
- Agreement with Microsoft for I.T. training
- Provision of libraries to Middle and High Schools



What has been Achieved

Government Schools Matriculation Results

Year	2007	2008	2009	2010	% Age increase
Students Appeared	350,676	378,053	395,506	396,897	13%
Students Passed	205,882	236,711	278,723	293,764	35.4%
Pass Percentage	58.70%	62.60%	70.50%	74.02%	16.32%
A+ Grades	11,610	14,043	16,792	17,063	47%

Data of BISEs in Punjab

Mean Scores PEC Exams – Grade 8

Govt. Schools			Private Schools	
Year	Students Appeared	Mean Score	Students Appeared	Mean Score
2008	600,427	492	224,182	479
2009	615,132	431	239,695	439
2010	622,140	449	289,898	379.6

PEC Data of Exams

Mean Scores PEC Exams – Grade 5

Govt. Schools			Private Schools	
Year	Students Appeared	Mean Score	Students Appeared	Mean Score
2006	790,558	152	352,797	154
2008	790,239	159	363,758	169
2009	812,173	274	383,997	290
2010	864,957	249	495,788	236

PEC Data of Exams

100% Enrolment to be ensured before

31st October 2011

- Survey of all admissible students
- District Plans based on Survey
- Action Plans with Timelines Circulated to Districts
- 50% Targets before 31st May
- Second Phase from 14th August
- 100% Targets till 31st Oct, 2011
- Chief Minister's announced the target of 100% enrollment by 2012
- Art 25 A inserted subsequently in the Constitution
- Free and compulsory education upto 16 years a fundamental and enforceable right of every child
- Chief Minister has approved all SNE posts
- DCO and EDO (Education) to ensure enrollment of every child through Teachers and Head Teachers



100% Retention

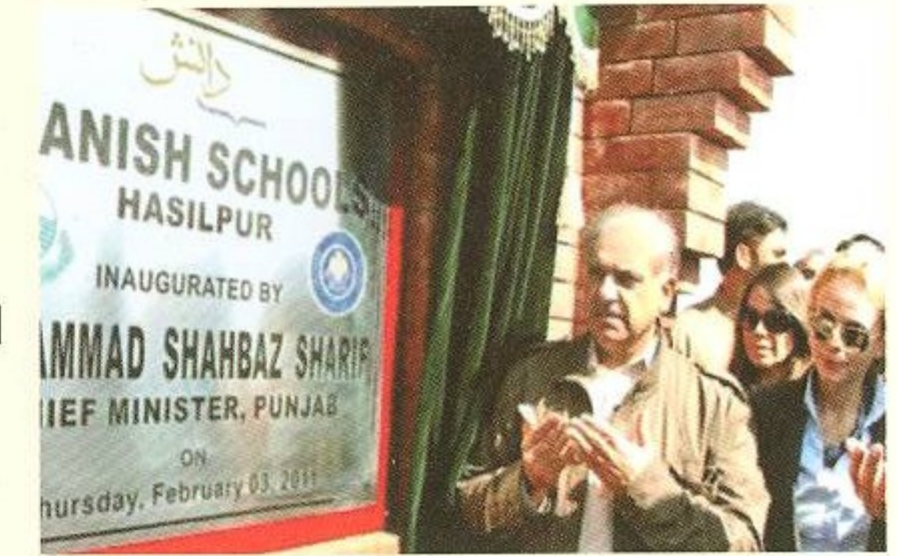
- Bigger challenge than enrollment
- Monthly monitoring of enrolment attendance gap of each school and district by DMOs
- School Census on 31st October
- Special household survey will be done with smart phones
- Rationalization of staff on basis of enrollment and retention
- DMOs to mainly will focus on their original assignment i.e. monitoring and ensuring education targets
- There will be zero tolerance for dropouts

Ranking of Districts on Targets

- Districts and District officers will be ranked on 13 indicators
- In every quarter two months additional salary will be given to 5 best performing DCOs and 5 EDOs (Education) as reward. There will be Special Annual Ranking of officers as well as annual rewards. Separate as well
- All DCOs to ensure District Review Committee Meetings every month
- Periodic review meetings will be chaired by the Chief Secretary, Punjab to oversee the ranking
- Chief Minister, Punjab will review the progress after every three months

Ensuring Quality Education

- Lesson Plans will be given to every school
- Teacher Guides will be provided
- Monthly and Term Tests of students will be arranged on solo taxonomy through District Teacher Educators
- Compulsory PEC Examinations of all Govt. and Private students to promote healthy competition
- Teaching of Science, Mathematics and Computer in English
- Training will be given to all Education Managers
- Training of Teachers through International Experts
- Provision of Science Labs
- All earlier initiatives shall continue



Governance

- All Education Managers Executive District Officers, District Education Officers and Deputy District Education Officers will be selected on merit through Search Committees. The tenure of selected officers will be linked with achievement of targets and performance. The normal tenure may be three years
- All recruitments of Teachers and Education Managers are purely on merit through PPSC and Recruitment Committees: ZERO POLITICAL QUOTA
- The placement of selectees of PPSC and promoted officers is being ensured on merit and seniority basis as far as practicable near to their homes without any extraneous pressure. All placements, postings and transfers will be based on merit through transparent policies
- Teaching and non teaching staff will be rationalized every year according to enrollment and retention of students on actual school need basis.
- All Head Teachers along with their teaching staff will be responsible for enrollment and retention targets and quality of education

Supportive Actions

- Chief Minister's personal monitoring;
- Periodic Review by the Chief Secretary;
- District Coordination Officers on-board;
- Merit based Transfers and Postings Policy;
- Extension of PEF for provision of facilities where up-gradation of schools is required or Government Schools do not exist;
- District Monitoring Officers mainly to focus on Education;
- E-Governance for service delivery through a fully functional website "www.schools.punjab.gov.pk"
- Consolidation of Schools to ensure a Teacher and a Classroom for each class at the Primary level

Merit Based Transfer Policy

On initial recruitment through Punjab Public Service Commission the selectees will be posted according to the inter-se merit of each selectee. The Officers who are promoted against in-service promotion quota will be posted according to their inter-se seniority.

As far as practicable, the officers may be adjusted in the district of their domicile subject to inter-se merit or inter-se seniority within district subject to availability of vacancies and policy. The female officers may also exercise their option according to their husband's domicile.

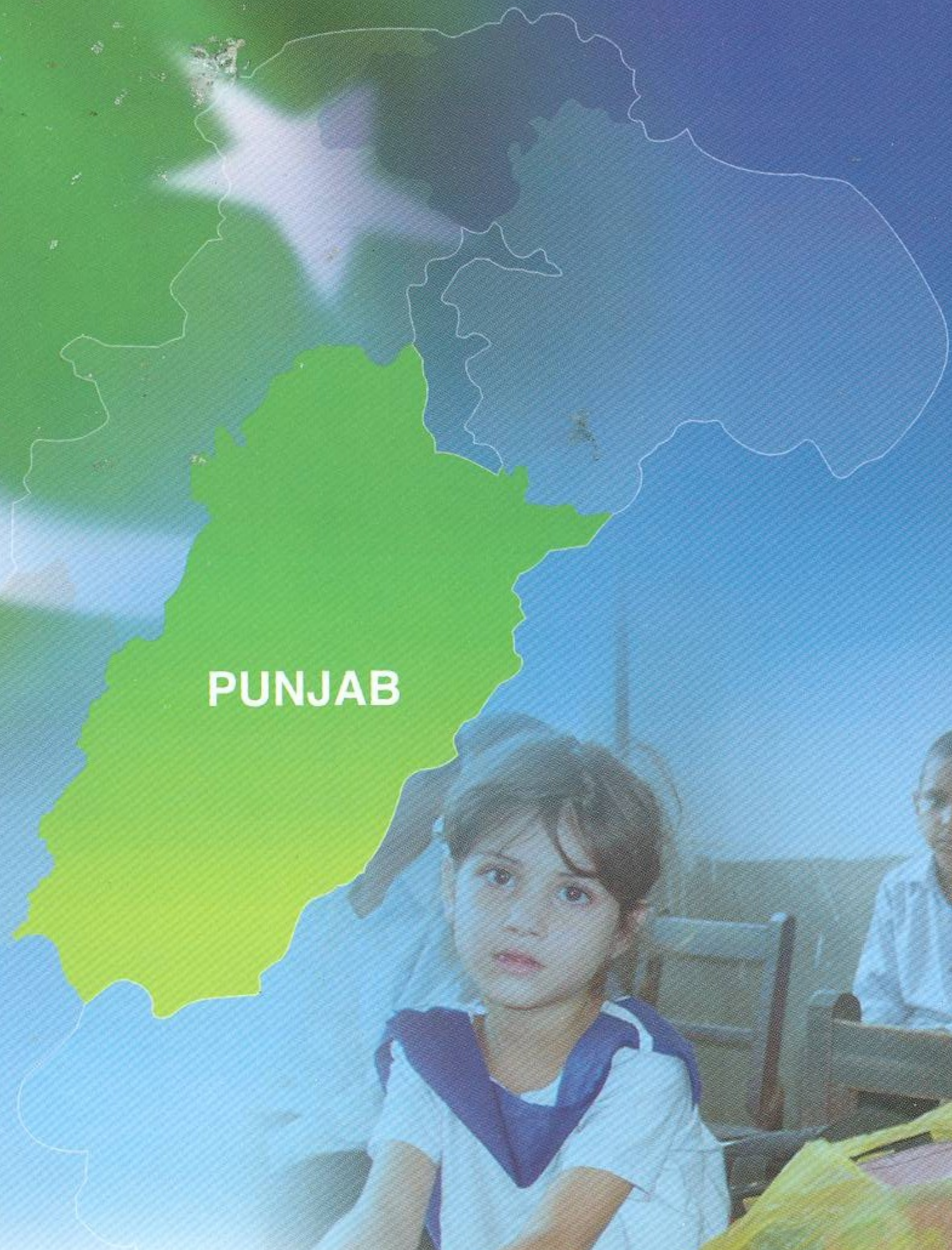
In case of dispute between two or more persons for a seat the senior in merit or inter-se seniority within district may take precedence.

The vacancies that are occupied erratically, if any, at the time of placement may be considered vacant for the purpose of adjusting the selectees or the promoted officers of relevant grade. Once the orders of an officer of proper grade or subject are issued the erratically placed incumbent will stand relieved of his duties with immediate effect. The posted Officer may assume the charge without formal relinquishment of the charge by the incumbent placed erratically.

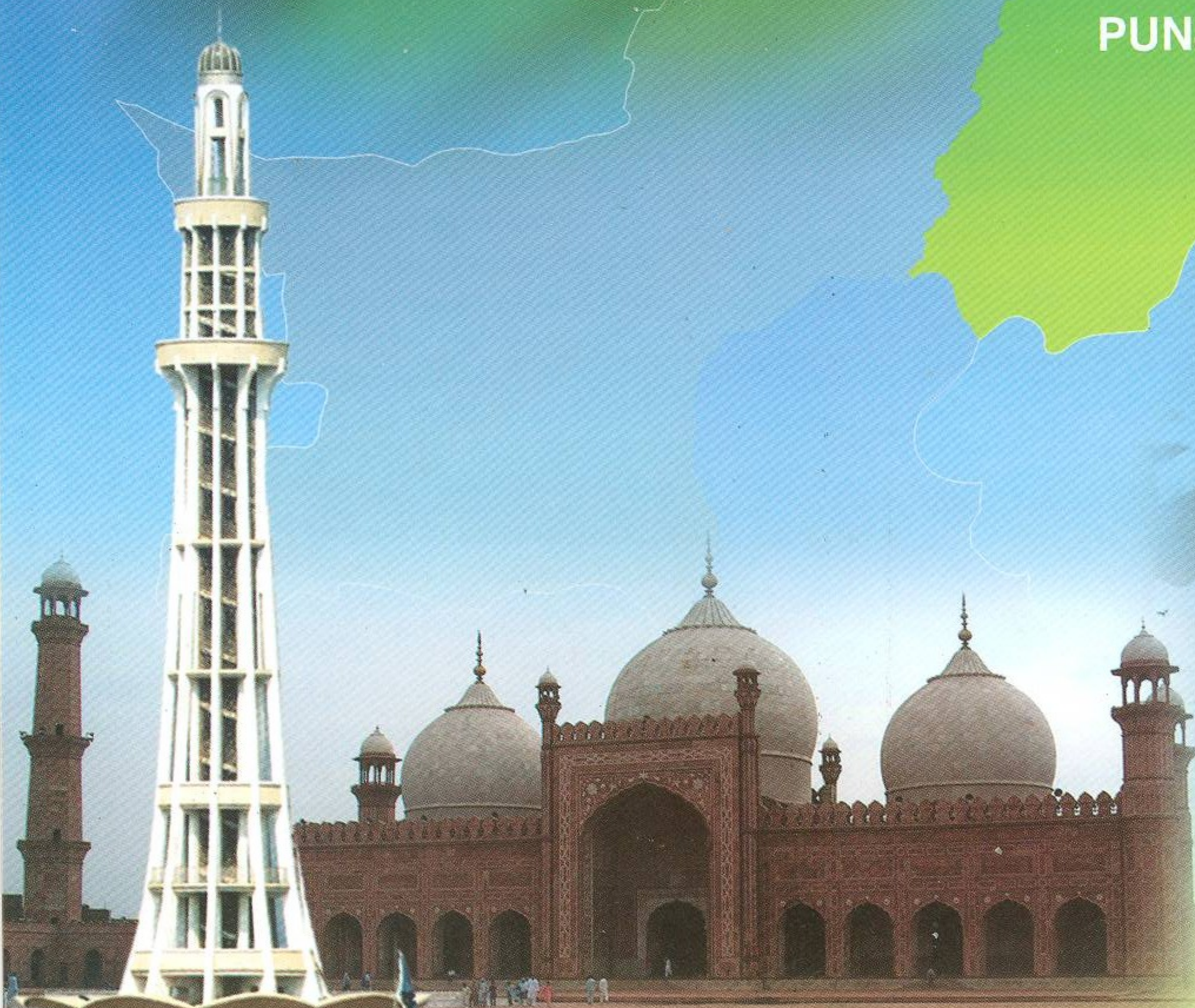
The selectees of Punjab Public Service Commission as Head Teacher or those who are promoted as Head Teachers may not be adjusted as Subject Specialists/ Senior Subject Specialists.

Indicators for Ranking of Districts

Achievement	Achievement in PEC Examination Mathematics English Urdu Science
Teacher quality	Teacher presence DTE visits Teacher guide presence and use
Enrolment and Attendance	Enrolment attendance gap Increase in School Enrolment (School Census)
District management	Provision of free Text Books School visits Meeting of district review committee
Facilities and resources	Functioning of school facilities School cleanliness Non-Teaching Staff presence
Others	Curtailling illegal fee Progress of Up-gradation of schools Progress of missing facilities Reduction of Audit Paras Transfer of SC Funds into bank accounts of School Councils



PUNJAB



**School Education Department
Government of the Punjab**

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