

**GOVERNMENT OF PAKISTAN
PRIME MINISTER'S SECRETARIAT
NATIONAL COMMISSION FOR GOVT. REFORMS**

Following recommendations of the Commission given in the Working Paper on "Government Reforms in Education Sector", at para-5 from a to l alongwith certain amendments have been approved by the Steering Committee (S.C) in its meeting held on 4th August, 2007.

AGENDA ITEM NO.1

GOVERNANCE REFORMS IN EDUCATION SECTOR
DISTRICT EDUCATION BOARDS

- a. The Commission proposes the establishment of District Education Boards to be headed by a person of repute and integrity having demonstrated understanding and knowledge of education related issues.
- b. The main functions of the Board will be;
 - i). Developing criteria and standards for establishing primary and secondary schools in the district and ensuring that these criteria are met in practice.
 - ii). Ensuring that the selection of teachers is made in a transparent manner and their training is rigorously carried out by developing and enforcing recruitment and promotion criteria, contracting procedures, teachers deployment and pre-service and in-service training.
 - iii). Establishing institutional arrangements and empowering Education Officers to inspect schools and receiving inspection reports for initiating actions against teachers absenteeism, laxity of standards and other lapses in the smooth functioning of schools.
 - iv). Developing criteria and standards and acting as the accreditation/ registration body for private schools in the district.
 - v). Working with communities and civil society organizations such as CCBs, RSPs, NCHD, PPAF etc in enrolment of out of school children.

Contd.../2.

SEPARATION OF TEACHING AND MANAGEMENT CADRES

- c. The Commission recommended organization of separate teaching and management cadres. Any teacher having acquired 5 years experience either in schools or college having aptitude for management should be able to apply for selection to the management cadres in schools and college streams. They would be tested for aptitude, suitability and skills and those selected would assume the position of Head teachers and Principals rising to other management positions in the Districts and Provinces. After their selection they should be given rigorous training at educational management academies, including soft skills and those found fit should be inducted into the management cadres.
- d. The management and supervisory personnel will have to be appropriately empowered administratively to hold service providers and teachers accountable for service delivery.

INCREASING FEMALE ENROLMENT RATIOS

- e. In order to raise the female enrolment ratio in the rural and backward areas of the country, female teachers may be employed at primary school level wherever possible.

SCHOOL MANAGEMENT COMMITTEES/ PARENT TEACHER ASSOCIATIONS

- f. SMCs/PTAs should be empowered through greater administrative autonomy (with the majority of members and Chairperson from among parents) and financial powers. Also, more financial resources should be placed at their command (as is being done in the Punjab) to recruit teachers to fill temporary vacancies, monitor teacher absenteeism and utilize allocated funds to improve the schooling environment.

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ROLE OF PROVINCIAL/ DISTRICT GOVERNMENTS

- g. Powers of recruitment, postings and transfers of teachers for primary, secondary and high schools should be delegated to District Governments. As pointed out above the District Education Boards will carry out the selection and recruitment of teachers on behalf of the District Governments.

FUNDING FOR INFRASTRUCTURE AND TEACHERS

- h. To address the lack of basic physical infrastructure in schools the Federal and the Provincial Governments particularly in Punjab have undertaken projects for providing additional funds on school completion basis to District Governments in the form of conditional grants. It is recommended that other Provincial Governments should also provide such conditional grants to District Governments for expeditious completion of missing facilities.

TESTING AND EXAMINATION SYSTEM

- i. The reforms underway to improve the testing and examination systems aimed at enhancing critical thinking and analytical skills should be taken to their logical culmination. Provinces should adopt a uniform system so that the variations in the standards do not put the students of any province at a relative disadvantage. Proliferation of examination boards should be discouraged and ultimately a National Testing Service should be entrusted the task of designing the examinations while the boards become responsible for administration of these examinations and certification.

PUBLIC PRIVATE PARTNERSHIP

- j. Keeping in view the role being played by the private schools there is a need for greater public private partnerships through Adopt-a-School programmes, allowing the private sector to use government school buildings for evening classes/schools.

MERIT BASED SCHOLARSHIPS

- k. Private schools of quality can either be provided per capita grants or subsidies for teachers by the Government. In return these schools will provide admission to deserving and talented students from poor families. An alternative proposal is to establish an Endowment Fund for merit based scholarships for the deserving students from poor families.

DATA AND MANAGEMENT INFORMATION SYSTEMS

1. There is a need to support the institution of GIS systems to help locate schools, check duplication of facilities and rationalization of staff in different localities. The Federal Ministry of Education has developed National Management Information System which should be linked with the Provincial Systems. The Provincial Management Information System, in turn, should be based on the District System. Such an integrated system which is updated in real time and has on line access to managers will help a great deal in decision-making and remedial action.

2. The above recommendations were approved by the Steering Committee with the following amendments.

- i. District Education Boards to be headed by the nominee of the Zila Nazim selected through a process of Search Committee.
- ii. Powers to recruit and transfer teachers in all the schools upto matric should be transferred from the provinces to the districts.
- iii. Voucher Scheme and aid to private school schemes for poor and deserving students being followed in Punjab to be followed by all the other three provinces.
- iv. Provincial Governments should set up Endowment funds out of budget and other donations to provide merit based scholarships to deserving students and needy position holders who are admitted to reputable institutions on merit.

3. The President of Pakistan also observed that (National Reconstruction Bureau (NRB) had done a lot of work in the education sector and developed vast district database. The President, therefore, advised the provinces to benefit from NRB's database system. It was also desired that NRB should keep the Provincial Governments informed of its efforts in different sectors of local governance.