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# NEWSLETTER 2014

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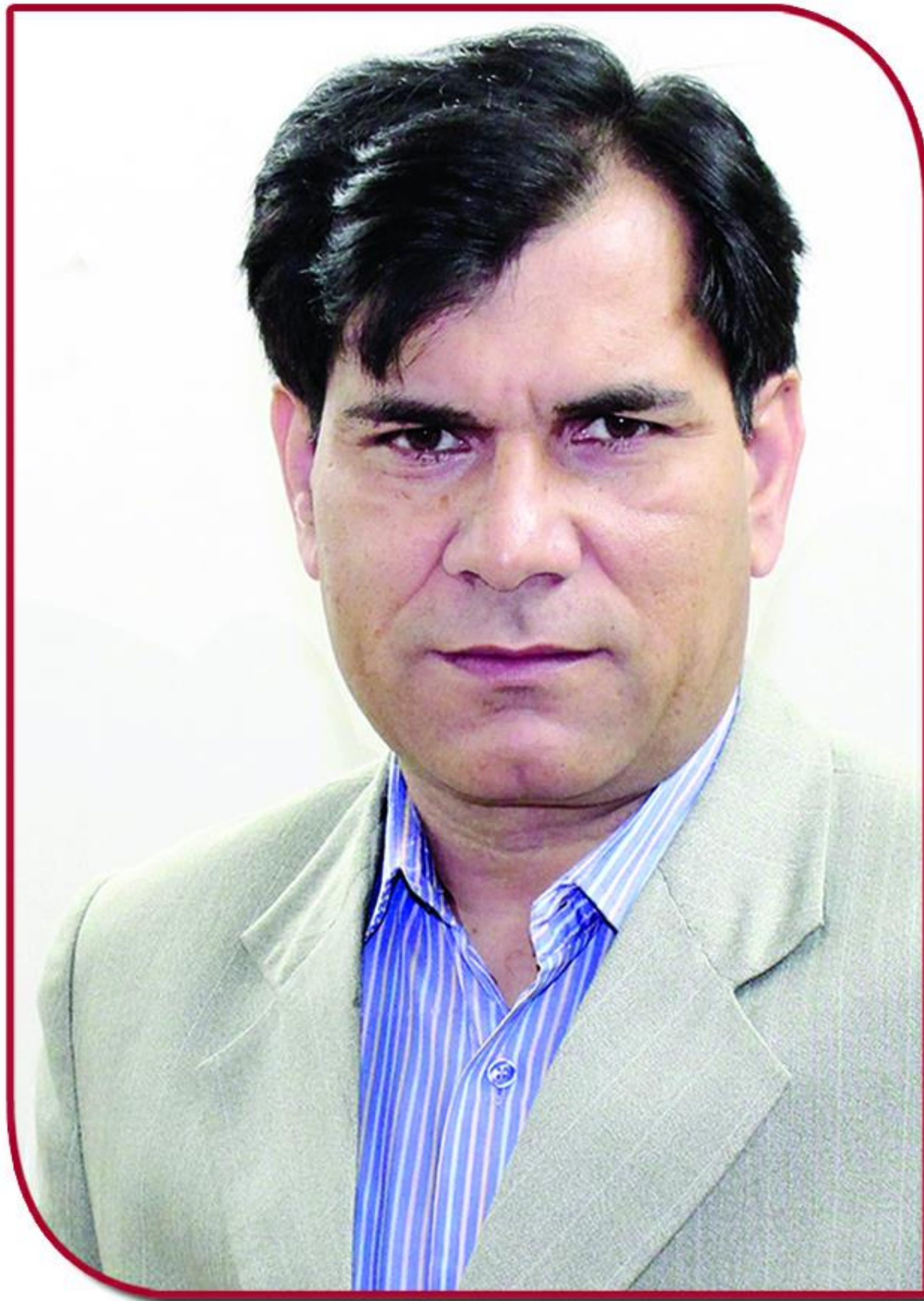


**Directorate of Staff Development**  
Professional Development for Quality Education

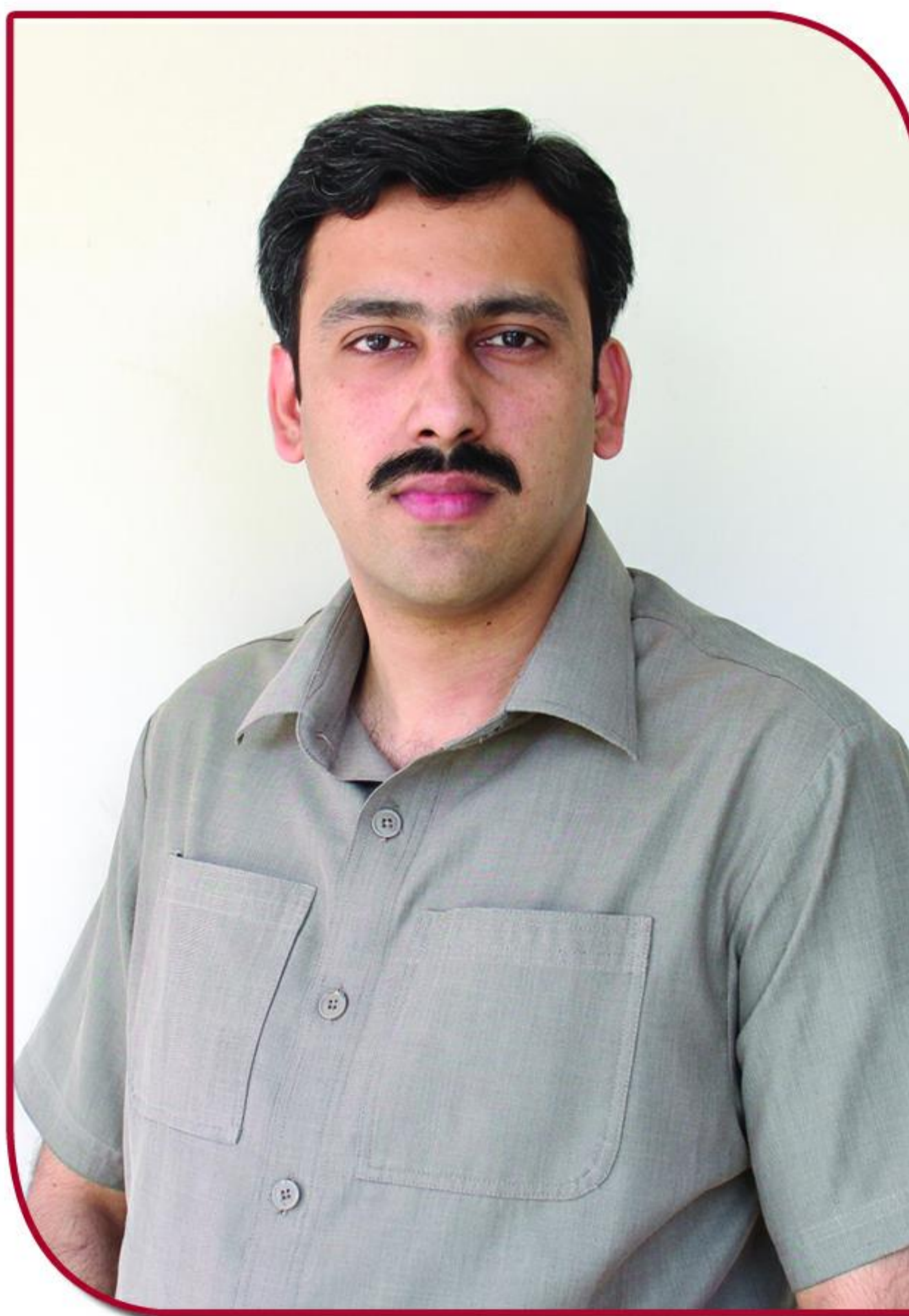


# DSD Welcomes

## Mr. Tariq Mahmood as Additional Programme Director



Mr. Tariq Mahmood is a member of Provincial Management Service (PMS). He has accomplished a number of assignments in the field and in the Punjab Civil Secretariat. Prior to assuming the charge of Additional Programme Director, Directorate of Staff Development, he has served as Executive District Officer (Finance & Planning) in district Chakwal and Gujranwala. He also worked as Deputy Secretary (Establishment) in Health Department and Under Secretary (General) Planning & Development Department. He also remains posted in S&GAD and Home Department in the Civil Secretariat and successfully completed very important assignments. He holds a Master of Science Degree in Programme & Project Management from University of the Warwick, UK, besides Master Degree from University of the Punjab, Lahore.



Mr. Makhdoom M. Aamir Duryab Hashmi has joined DSD as Deputy Director (Admn). He has successfully accomplished a number of assignments as Assistant Director (Administration /Establishment) at University of Education Lahore. He has also served as Executive (HR) in Qarshi Industries Private Limited. He holds a Bachelor of Science Degree in Computer Sciences from UMT and Master Degree in Business Administration from PAK-Aims besides MS Management from UMT.

## Orientation and Training of DSD Staff

Professionally developed human resources of any organization play a vital role to achieve its goals and objectives. Recently DSD has inducted new officials and officers in its establishment. In order to give them orientation about the organization, its various programmes & initiatives and build their professional capacity, Planning Wing planned two week training on communication skills, official correspondence, record management and financial discipline.



# Trainings



## Four Week Induction Training of Senior Subject Specialists and Subject Specialists

To pursue the educational goals set by the Punjab government, Directorate of Staff Development arranged four week induction training of Senior Subject Specialists and Subject Specialists (Computer Sciences, Physics, Urdu, Pakistan Studies/History Commerce and Book keeping , Biology, English, Chemistry and Mathematics) recruited through Punjab Public Service Commission. The purpose of the training course was to equip the newly recruited SSS/SS with modern teaching methodologies and teaching techniques. Trainees participated in sports activities and also visited a number of educational institutions / organizations for Simulation Exercises. On the completion of training, a prize distribution ceremony was held to distribute medals, trophies and certificates among trainees who secured First , Second and Third positions. Speaking on the occasion, Programme Director said that teachers are the central component of our education system and quality of education is largely shaped by the quality of teachers.



## Induction Training of District Teacher Educators (DTEs)

Four (04) Week induction training of newly recruited DTEs was arranged at 14 training venues i.e; Lahore, Sahiwal, Faisalabad, Jhang, Multan, Khanewal, D.G. Khan, Muzaffargarh, Bahawalpur, Bahawalnagar, Rahim Yar Khan, Gujranwala, Sargodha and Rawalpindi. Newly recruited 952 DTEs successfully completed the training. First two weeks of training was focused on content knowledge and other two week, they were trained in teaching methodologies, assessment practices and mentoring strategies to build professional capacity of DTEs to provide effective coaching to primary school teachers to improve their classroom practices. DTEs who were getting training at DSD, took part in sports activities and visited Punjab Education Foundation, Children Library Complex, National Science Museum and Wahga Border. Programme Director, appreciated the performance of trainees and distributed medals, trophies and certificates among them.



## Four Week Induction Training of Teacher Educators (TEs)

Induction training for newly recruited TEs was conducted at DSD. The objective of the training was to sensitize them about their role for effective implementation and monitoring of CPD activities, timely reporting and to prepare them for the challenging situations in the field. Moreover, to improve their managerial and administrative skills required to perform their duties efficiently and effectively. Major emphasis was given to enhance communication skills of trainees through group work, simulation exercises, syndicate work, personality development, confidence building through presentations and improving teaching skills. Participation in sports activities was as an essential component of the training.

## Early Childhood Education (ECE) Project

### “Investment in ECE is a Commitment to the Bright and Prosperous Future”

Keeping in view, the importance of ECE, DSD initiated a project to develop ECE class rooms in 1000 primary schools in Punjab. Under this initiative, school environment will be made child friendly through the following interventions (i) ECE room will be made more attractive for kids by painting walls with some themes , (ii) providing learning resource material in accordance with National Curriculum on ECE, (iii) training of ECE teachers and Head teachers, and (iv) provision of caregivers to assist ECE teachers. Accordingly, DSD organized four (04) day training of one Teacher and Head Teacher of ECE School in 25 districts of Lahore, Sahiwal, Faisalabad, Rawalpindi, Gujranwala and Sargodha Divisions. The training in the districts of DG Khan, Multan and Bahawalpur Divisions will be completed during April, 2014. These trainings will help in building professional capacity of teachers for effective interaction with early year kids. ECE initiative will be supportive to retain those students, who have been enrolled in universal enrollment campaign launched by worthy Chief Minister, Punjab.

Mr. Muhammad Shahid Saleem Deputy Director (Planning) is a focal person of ECE project.



### One Week Training for District Training & Support Center (DTSC) Heads



DSD organized one week training of DTSC Heads to build their capacity regarding their roles and responsibility, CPD activities, effective monitoring & reporting and new initiatives. They were also given group tasks for discussion and making presentation on effective training management at DTSCs and CTSCs, role of Early Childhood Education (ECE) in the retention of students and administrative & financial management. In the training, DTSC Heads were told about the various initiatives of Punjab Government for quality education. All DTSC Heads participated in the training.

# Workshops



## Workshop for Directors/ Deputy Directors and Senior Officers of Gilgit- Baltistan

On the request of Aga Khan Foundation (AKF) Pakistan, DSD arranged two (02) days workshop for Directors, Deputy Directors and other senior officers of Education Department of Gilgit Baltistan on "Educational Governance, Institutional Leadership and Management". The main objective of the workshop was to build capacity of education managers for effective educational planning, monitoring and tracking of development programmes and put in place check & balance system for effective service delivery.



## Workshops for Item Developers



Three (03) workshops were organized during the month of February and March, 2014 at DSD for Item Developers. Each workshop was of five days duration and 27 Item Developers participated in each workshop. The main objective was to update the item bank for monthly assessment of students of grade 3, 4 and 5 under CPD programme.

## Training Need Assessment Workshops

Material Development Wing conducted Training Need Assessment (TNA) workshops for the Induction Training of Educators of primary, elementary and secondary level on March 06, 2014. The objective of the workshop was to get feedback from stakeholders to design training as per their job description/requirements. Similarly, another Training Need Assessment (TNA) workshop was conducted to finalize the training content of the District Teacher Educators (DTEs). The heads of DTSCs & CTSCs, Teacher Educators, District Teacher Educators and primary school teachers attended the workshops and gave valuable suggestions for developing need based training curricula.



## Review Workshop for Teacher's Guide on General Knowledge of Grade I-III

DSD is developing Teacher's Guide on General Knowledge for Grade I-III as supplementary material for teachers to improve their classroom practices to enhance students' learning at primary level. A review workshop was held at DSD to finalize the content of the Teacher Guide on General Knowledge. Reviewers from public and private sector participated in the review workshop.



# Conferences



## Divisional Level Stakeholders Conferences on CPD Programme

Continuous Professional Development (CPD) Program was launched by DSD in a phased manner in Punjab to enhance professional capacity of primary school teachers (PSTs), improve their classroom practices by providing on site professional support/ coaching , resulting in improved learning outcome. Although, the results of CPD programme have shown gradual improvement in the learning of students, yet it is felt imperative to share details of CPD frame work, its achievements with the stakeholders and get feedback to further strengthen CPD Programme. Owing to these objectives, Directorate of Staff Development (DSD) organized Divisional level Stakeholders' conferences on CPD programme in collaboration with UNICEF. These CPD conferences were arranged at Dera Ghazi Khan, Bahawalpur, Sargodha, Sahiwal and Lahore Divisions. The conferences were attended by EDOs (Education), DEOs, Dy. DEOs. DTSC Heads, CTSC Heads, TEs , DTEs, Teachers and parents.





## Regional Programme Managers (RPMs) Conference

One day conference of Regional Programme Managers (RPMs) and DTSC Heads was organized at DSD. The core purpose of the conference was to assess the effects of Continuous Professional Development (CPD) on the quality of Primary Education of Public Schools of Punjab. In the Conference, DTSC Heads gave presentations about the CPD activities of their district and impact on student's learning. They discussed problems faced in the implementation of CPD Programme in the field as well as gave suggestions to further strengthen the programme. Mr. Ehsan Bhutta, Programme Director said that the Government Primary Schools showing below 30% results will be strictly monitored and DSD will take the preparatory Pre-PEC exams of these weak schools so that their results should be improved. Mr. Shahid Saleem, Deputy Director (Planning) shared the details of ECE Project. He told the participants that ECE initiative will be instrumental in retaining newly enrolled students in public schools. In the first phase, ECE rooms are being established in one thousand primary schools throughout Punjab. He also instructed the DTSC heads to ensure the establishment of ECE rooms in their respective districts before the commencement of new academic year.



## Universities Coordination Meeting on Accreditation of Pre-Service Programmes

A coordination meeting of the universities was arranged by DSD for deliberation on accreditation of Pre-service Programmes. Representatives of various universities attended the meeting. The participants discussed the issue in detail and valuable recommendations were presented regarding Pre-service certification programme to improve the quality of education and training.



# Events



## Book Fair at DSD

DSD organized two-day book fair to introduce modern trends in teaching methodologies, promoting the cause of imparting quality education. Book Fair was inaugurated by Mr. Tariq Mahmood, Additional Programme Director, DSD. He said that library has total collection of 30000 books in hard form and 13000 in soft form to meet information needs of library users.



## Celebration of Eid Milad-un-Nabi

Pilot Secondary School, Wahdat Colony recently declared as Laboratory School of DSD. Pilot Secondary School celebrated Eid Mil- un- Nabi in the auditorium of DSD. Naat, Qirat and speech competitions were organized and the students of Laboratory Schools of district Kasur, Sheikhpura and Lahore participated in the competitions. Mr. Ehsan Bhutta, Programme Director was the chief guest of this event. He said that the life of the Holy Prophet (PBUH) is the perfect guideline for us so we need to follow His footsteps to succeed in this world and the Hereafter. He also distributed certificates among the winners.



## Co-Curricular activities in GCETs

DSD arranged Co-Curricular activities in GCETs at Regional, Divisional and Provincial level in the Punjab. These activities include Bazm-e-Adab (Qirat, Naat, Debates, Essay Writing, Kalam-e-Iqbal, Quiz etc.), Lesson Plan Development, Low Cost, No-Cost Model Development, Instructional Videos Development and Sports Competition among prospective teachers and in service teachers. These programmes were attended by the concerned DCOs, EDOs, DEOs and appreciated students and teachers for their creative work. Mr Tariq Mahmood, Additional Programme Director, attended the programme at GCET Lahore. He encouraged and acknowledged the efforts of GCETs for making this mega event a great success. He also distributed prizes among the winners.



## Models Display on Low-Cost No-Cost Teaching Learning Material at DTSCs across Punjab

Exhibitions on Low-Cost, No-Cost teaching learning material and science models prepared by DTEs during their content training were held at all DTSCs across Punjab. These exhibitions were inaugurated by the Public Representatives, District Coordination Officers and EDO (Education) arranged at DTSCs. A large number of teachers, students, educationists and community members visited the exhibitions and appreciated the efforts of Directorate of Staff Development for arranging such splendid exhibitions and building capacity of District Teacher Educators (DTEs) to improve quality of teaching and learning in public schools. The purpose of the exhibition was also to sensitize teachers about the importance of Low-Cost, No-Cost teaching material to improve teaching methodology & giving practical exposure to students. Mr. Ehsan Bhutta, Programme Director, DSD also visited DTSC Sialkot to inaugurate the event and appreciated the efforts of DTEs and DTSC Head to make possible this splendid science models display.



## Prize Distribution Ceremony at Pilot Secondary School

A prize distribution ceremony was held at Pilot Secondary School, Wahdat Colony, Lahore. Teachers, students, parents and community members participated in the ceremony. Mrs. Aneela Hassan, Course Coordinator and Mr. Ameer Safdar, Deputy Director (GCETs) graced the occasion as a Chief Guest, and Mr. Tariq Mahmood Additional Programme Director as a guest of Honour distributed trophies and certificates among the students. They also shared DSD's efforts to make Pilot School as a Model School of the district.



## IT training in Pilot School

One Week IT training for teachers of Pilot Secondary School, Wahdat Colony was organized by DSD in collaboration with Intel Education. DSD intends to make the school a model school of the district. Mr. Ehsan Bhutta, Programme Director appreciated the trainers and trainees who enthusiastically participated in the training activities. He expressed his immense gratitude for Intel Education for their support in building teachers' capacity.



## Pre-PEC Preparatory Test



To improve the PEC results of government primary schools, Directorate of Staff Development arranged special three weeks coaching classes for grade 5th students in the subject of English, Mathematics and Science. For this purpose, the best teachers & subject specialists were deputed in these weak schools for three weeks. Programme Director said that this coaching programme has been designed to support the students of the weak schools to improve their results. The heads of DTSCs & CTSCs, Teacher Educators (TEs), District Teacher Educators (DTEs) and school teachers actively participated in this activity. The Pre-PEC exams were conducted in all the three subjects and DSD officers were deputed to monitor the pre PEC exams to ensure its transparency. This initiative of DSD was appreciated at all levels.

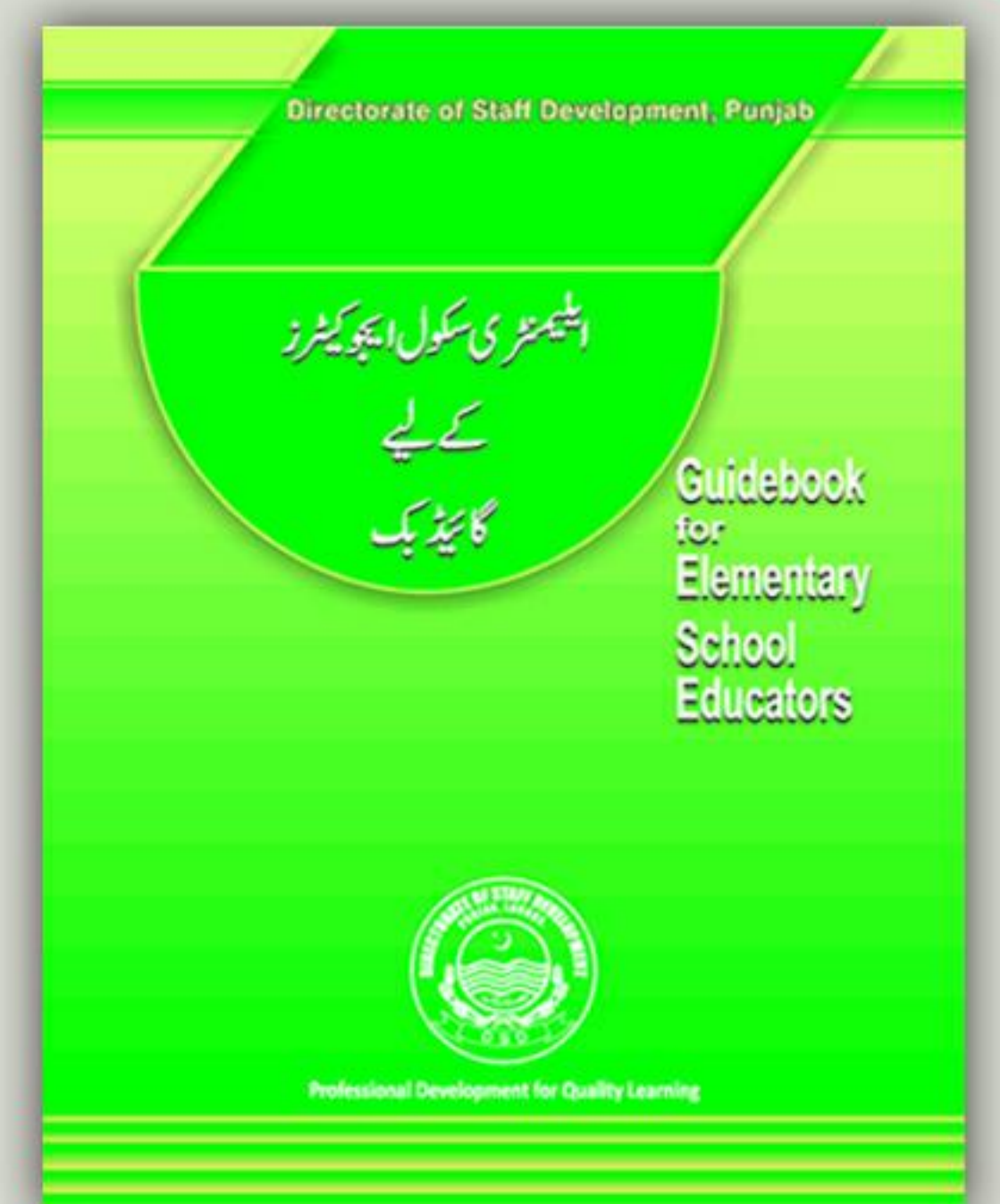
## Pre-Board Exams in Six Lab Schools Attached With GCETs

Directorate of Staff Development, Punjab has 27 Elementary Schools and 6 Secondary Schools attached with GCETs. DSD has been continuously making endeavours to improve the PEC results in these schools. In 2014, DSD introduced centralized Pre-Board Exams mechanism in its six Secondary Laboratory Schools for 9th and 10th classes to improve board results. The students from the following laboratory schools participated in this activity.

- i) Govt. Pilot Secondary School, Wahdat Colony, Lahore
- ii) Govt. H/S School No-1, Gakhar, Gujranwala
- iii) Govt. Excellent Girls H/S School, Sharaqpur, District Sheikhpura
- iv) Govt. Excellent Lab School, Rawalpindi
- v) Govt. Girls High School, Kachi Basti, Kamalia, District Toba Tek Singh
- vi) Govt. Laboratory High School, Kamalia, District Toba Tek Singh

## Guide book for Elementary School Educators (ESE)

Directorate of Staff Development has planned 04 week training of newly recruited Elementary School Educators (ESE) to familiarize them with new teaching methodologies and update content knowledge of English, Mathematics and Science subjects. On the basis of TNA, DSD has developed a guidebook for ESEs that will help them to make their teaching child-friendly, activity based, effective and interesting.



## Visit of Baluchistan Education Department Delegation to DSD

A six member delegation of Baluchistan Education Department headed by Mr. Ghulam Ali Baloch, Secretary Secondary Education Department paid an exposure visit to DSD. The other members of the delegation were Ms. Saira Atta, Additional Secretary, Mr. Saleem Akhtar, Director School Education, Mr. Abdul Qayyum, Chairman Baluchistan Text Book Board. Mr. Ehsan Bhutta welcome the delegation and said that DSD has extended professional support to Baluchistan and provided soft material of teachers' guides developed by DSD and also trained their Master Trainers at Quetta for cascading training to all teachers of Baluchistan province. Mr. Shahid Saleem, Deputy Director (Planning) briefed the delegation about various initiatives of DSD for quality education in the Punjab. He also shared details of CPD programme and training methodology of DSD.



## Exposure Visit To BRAC Bangladesh

Mr. Muhammad Shahid Salem, Deputy Director (Planning), DSD paid an exposure visit from March 15-20, 2014 to Dhaka, Bangladesh. The purpose of the visit was to see BRAC Education Programme and get an in depth understanding about their approaches to education. BRAC is an international development organization working in more than 10 countries including Pakistan in education, health, community empowerment, microfinance sectors and successfully implementing ultra poor programmes for poverty alleviation. BRAC believes that investing in their people and empowering them, is the only way to get them out of poverty.

## Anti Dengue Efforts

DSD has made stringent efforts to ensure that its campus is neat and clean without allowing mosquitoes to breed. Moreover, in line with the instructions of the Government of the Punjab, DSD not only developed & printed anti dengue material but also specified time in its training programmes for raising awareness among the trainees about dengue.



## “Quality Education: Role of Directorate of Staff Development (DSD), Punjab”

The founder of Pakistan, Quaid-e- Azam Mohammad Ali Jinnah emphasized to Re-envision education after partition, as a tool to build the character of our young generation to compete with others across the globe and respond to the challenges faced by rapidly changing society. Although, a number of policies were introduced yet we failed in materializing the vision of the Quaid development of a knowledgeable and vibrant society at par with others, through our education system.

To judge the socio-economic development of any country in the world, one should observe its education system. Strong industrial base, high economic growth and civilized tolerant society of such countries are due to their strong education system with professional teaching force and well defined standards to measure & gauge the performance of institutions and individuals. To compete with the other nations in the highly competitive global market, it is imperative for our youth to equip themselves with modern skills and acquaintance with the emerging technologies. This could only be materialized when we have standard based quality education system in place and having professional & trained teaching force. More or less, the followings are the major ingredients of quality education system i) Quality of teachers, ii) Pre-Service teacher education quality of teacher preparation, iii) Effective pedagogy/teaching skills, iv) Balanced curriculum and assessment system, v) Students' engagement in learning, vi) Conducive/enabling learning environment, and vii) Improved student learning outcomes.

Punjab Government has taken a number of initiatives to provide opportunities to its people for quality education. It has allocated considerable time, energy and resources for educational improvement. Punjab Government has invested heavily in the education sector to improve the infrastructure, a roadmap for school education reforms focusing on 100% enrollment of the school going children, 100% retention of students of 5-16 years of age and to ensure that every child in Punjab is provided free, compulsory and quality education compatible with international standards and relevant to market requirement. Punjab Government has made considerable improvement in the status and packages for the teachers. To this end, Punjab Government ensured merit-based recruitment of teachers, qualification for recruitment of teachers has been enhanced from matric to B.A./B.Sc. with one year professional qualification, even for primary teachers. The grades and salaries of teachers were improved to ensure a respectable image and status for teachers. In rural areas Mobility Allowance of the teachers and the Charge Allowance of Head Teachers were doubled. Incentives of over one Billion rupees are being given every year to better performing teachers and teachers have been regularized to ensure job security. After inclusion of Article of 25-A in the Constitution of Islamic Republic of Pakistan, which enshrined free and compulsory education to every child between 5-16 years of age is the state responsibility. Special enrollment campaigns were launched to bring millions of children to the schools. Now, the challenge is how education department can reduce dropout and retain these children. It is only possible through quality education, which is a fundamental right of all citizens around the world. It contributes towards increasing retention of students, decreasing dropout and repetition rate. It also enhances thinking capacity and ability of students to contribute to country's economic growth.

Directorate of Staff Development (DSD), Punjab is a sole institute in the province mandated to plan, design and execute various training and professional development programmes for teachers and education managers. There are about 55, 000 schools in the Punjab with enrollment of around 10.6 million. The total teaching force comprises about 350, 000 teachers and about 100,000 non-teaching staff involved in teaching activities and management of public sector schools. These figures show the size and nature of challenge of DSD. Quality of education is directly dependent upon the quality of our teaching force. It is a fact that majority of teachers have joined the teaching profession by force not by choice. Poor quality education in public schools neither economically viable nor does it contribute towards improving efficiency and effectiveness of education system in the country.

DSD is endeavoring to build the capacity of teachers, improving their teaching skills through trainings and on site professional support through its CPD Programme and enhancing managerial capabilities of education managers to manage the education system for better students' learning. DSD has committed to provide standardized services to its teachers. All training programmes are planned and designed on the basis of feedback received from the stakeholders through structured “Training Need Assessment”. During actual trainings, monitoring mechanism is in place to ensure quality assurance at every step to ensure that every public penny is being spent prudently and efficiently. It enable DSD to plan targeted and focused trainings which can directly enhance teaching skills/ pedagogies, improve classroom practices and better student's learning. To this end, DSD has not only developed training material for its trainees but also produced quality supplementary material for teachers in the form of teacher guides/ lesson plans. This knowledge material is being appreciated and used in public and private sector institutions equally. Even DSD's developed supplementary material (Teacher's guide/ Lesson Plans) are being used in other provinces of Pakistan. Every new entrant in the public education sector has to undergo four week induction training which focused on teaching methodologies, Information & Communication Technology (ICT) and English language skills as well as acquaintance about the teaching profession and whole education sector.

DSD through its CPD Programmes, is providing on site support primary school teachers to improve their teaching skills and build their capacities for active engagement of students in the learning process. Teachers are also provided with supplementary material for activity based teaching by Audio Visual aids and the use of low cost/ no cost material. Students' learning is being assessed on monthly student learning outcome (SLO) based standardized assessments. All these initiatives of DSD are resulting in gradual improvement in the students' learning. DSD has also started working on Inclusive education, Early Childhood Education (ECE) and developing ECE centres in all public schools in a phased manner. Under ECE initiative, DSD will develop ECE rooms by making them attractive for kids, learning resource material will be provided in these ECE rooms for joyful learning and teachers / caregivers will be trained on ECE for friendly interaction with children. Despite all these steps, still we have a lot of challenges to improve quality of our education system and DSD will continuously pursue its objective of quality education compatible with national and international standards.



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