



REFORMERS

A Newsletter by Reform Support Unit

EDUCATION AND LITERACY DEPARTMENT
GOVERNMENT OF SINDH

SEP-NOV'15 Volume (I) ISSUE (II)



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Faisal Ahmed Uqaili
Chief Program Manager



It was an elated moment and sense of achievement for me and my team that the first issue of "Reformers" was a huge success. Today, yet another issue is in our hands to maintain the continuity and further strengthen the bond that we have developed with all of our valued stakeholders. The second issue of Reformers is dedicated to the imperative element of our education system "The Teachers". In order to pay tribute to these vital change agents and applaud their significance and huge contribution to the society, The Education and Literacy Department had been making efforts to provide opportunities of academic and career development for the teachers focussing especially on inculcating critical thinking amongst them to be accurate, analytical, adaptive and creative. They must be purposeful, organized and adopt a cognitive process in order to contribute effectively to the Education Development in the Province.

Dear Reader

Welcome to the second issue of Reformers!

Learning is a basic need and right of every child. Teachers play an extremely important role in imparting this knowledge to them. They are the ones who mould their students into responsible citizens of the country. This issue of Reformers is dedicated to public school teachers of Sindh who are making all efforts for the betterment of the education system. Issue's main feature is on "Biometric". This issue will also give you a taste of latest developments at RSU. Enjoy a pleasant reading!

Faiza Shafiq
Editor



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TECH FOR GOVERNANCE

BIOMETRIC WEB SPREAD ALL OVER THE PROVINCE!

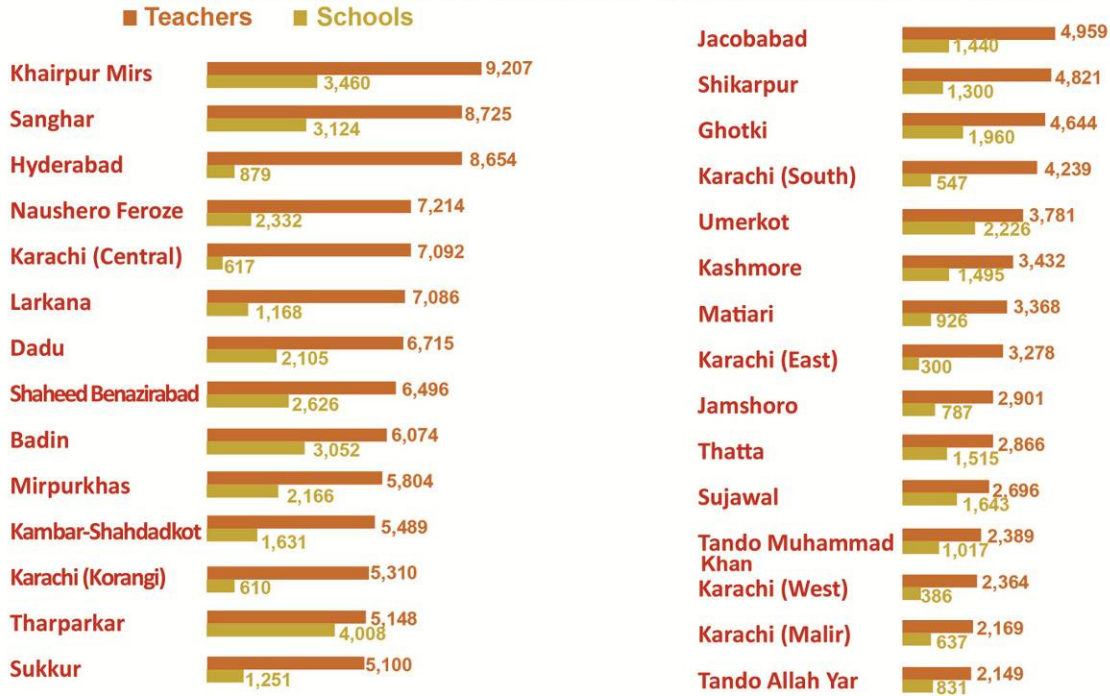
Teacher Absenteeism and Ghost Teachers have been haunting the Education Governance for a very long time despite the number of efforts made by the Education Department. To overcome this situation the department called upon the information technology as a saviour.

During the past few months the Education Department has successfully initiated the biometric data collection of all teaching and non-teaching staff in Sindh and about 185,000 teaching and non-teaching staff have been verified under this system. Secretary Education and Literacy Department, Dr. Fazlullah Pechuho, has been instrumental throughout in the implementation of this project successfully.

The department believes that through Biometric verification, it will be able to combat the persistent issue of teacher absenteeism in Sindh. All teachers have to physically update their biometric information in the system. This system is a fool proof system of monitoring teachers' attendance. It will also scrutinize and update the salaries data at Accountant General Sindh office, and those teachers who do not verify through the system, will not receive the salaries. The launch of biometric system has addressed such ghost teacher phenomena who does not attend the school and draw salary or is a case of fraudulent recruitment. Parallel to the Biometric system, the department has also initiated a monitoring project through which monitors will be placed at each Taluka level in order to do the real time check. The department has created mobile based android application which allows the biometric data to be synchronized immediately with department's dashboard collection of thumb impressions using portable biometric device. The device detects impressions automatically. This system aims to create a centralized system of attendance for all the teaching and non-teaching staff using mobile data services. This data will also provide qualitative indicators for teachers and students' performance via enrolment verification.



Total Number of Schools and Teachers in all Districts



TEACHER OF 21st CENTURY SHOULD BE

Policy makers can provide best teachers by adopting quality HR practices / trainings. They must employ value added data so that teachers may embark on the higher levels of teaching. Twenty first century must have high standards of education to evolve the new vistas of development, reduce poverty, achieve the Sustainable Development Goals (SDGs). For this, the emphasis should be on the teachers. Teacher of 21st century must be:

- * Dedicated, committed and adaptive
- * Visionary
- * Tolerant and agent of change
- * Honest and sublime
- * Able to make teaching his/her passion
- * Able to communicate clearly
- * Able to share knowledge with students in a positive manner
- * Able to use necessary tools of pedagogy
- * Able to launch the target on the path of learning
- * Able to acquire training which inculcates in him or her a capacity, purpose fullness
- * Able to make students to achieve their goals through practicing the methods/methodology which will lead them to be beneficial for the future
- * Able to involve him/her with the children and take them along at a high level
- * Able to deter the vilification or character assassination.
- * Able to acquire the modern modules of techniques to apply for teaching
- * Able to understand the psyche of the student
- * Able to make teaching meaningful
- * Able to adopt best practices in teaching
- * Able to involve himself/ herself in performance based practices of learning /teaching.
- * Able to motivate

Total Number of Male and Female Teachers In Sindh

1,44,170

(According to Sindh Education Profile 2014-15)

31%
44677



69%
99493



“Reform Support Unit is playing a significant role in streamlining education reforms. It has a greater and challenging role ahead in implementing the emerging trends and ensuring equitable and quality education for all.”

Mr. Kazi Ayaz Mahessar

Provincial Coordinator, Sindh
United Nations Educational,
Scientific and Cultural Organization
UNESCO

JOB RESPONSIBILITIES OF HST, JST & PST

HIGH SCHOOL TEACHER (HST)

Science and General Teachers, appointed under Teachers' Recruitment Policy (TRP) 2012, will teach all the Science & General subjects at elementary and / or secondary level.

JUNIOR SCHOOL TEACHER (JST)

Science & General Teachers, appointed under TRP 2012, will teach all the Sciences and General subjects at 6 to 8 level.

PRIMARY SCHOOL TEACHER (PST)

Appointed teachers under TRP 2012, will teach all the subjects i.e English, Mathematics, Social Studies, Islamiat, Science, Arts & Crafts, and Sindhi/Urdu as per the curriculum. The teacher will be well-versed with the curriculum content of the relevant subject.

OVERALL DUTIES:

HST, JST and PST will develop a scheme to teach the assigned subject in the class based on the student learning outcomes of the curriculum to ensure pupils learning. The teacher will develop and deliver lesson plans, conduct activities, do field visits, hold science exhibitions, encourage students' participation, assess children and maintain records.

HST, JST and PST will assist head teacher in school affairs, admissions, meetings and co-curricular activities and liaise with other stakeholders. Their responsibilities also include:

- * Teaching of science subjects
- * Development of teaching plan
- * Development of lesson plans
- * Delivery of lesson plans
- * Assistance in school affairs
- * Maintenance of students records
- * Professional binding
- * Liaison with colleagues, parents and other stakeholders

Inspiring Pillars



Ms. Parveen Akhtar

Position: Head Mistress
District: Tando Allah Yar
Teaching Experience: 33 Years

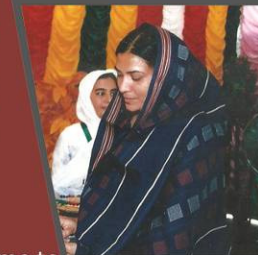
"If your conscience is alive, you can work with utmost sincerity"



Mr. Amanullah Chandio

Position: High School Teacher
District: Qambar-Shahdadkot
Teaching Experience: 33 Years

"I am content with the profession I chose because one teacher impacts the lives of so many and can define for them a right trajectory for a successful life ahead."



Ms. Sajida Alamdar

Position: High School Teacher
District: Shaheed Benazirabad
Teaching Experience: 20 Years

"My Students are my assets"



Ms. Roohi Jamali

Position: Head Mistress
District: Shaheed Benazirabad
Teaching Experience: 18 Years

"Teaching is my passion. I want my students to be good humans. We call our practices Good Deeds"



Ms. Shahnaz Lakho

Position: Head Mistress
District: Shaheed Benazirabad
Teaching Experience: 10 Years

"Always work hard to succeed"



Ms. Amber Jokhio

Position: Sindhi Language Teacher
District: Shaheed Benazirabad
Teaching Experience: 3 Years

"Strong communication is the key to success"

LAUNCHING CEREMONY OF SINDH EDUCATION PROFILE 2014-15

Sindh Education Profile 2014-15, the 24th profile was officially launched in a ceremony attended by more than 150 representatives from different NGOs, INGOs, academicians, media organizations and educational experts besides ELD and RSU officials. Senior Minister for Education Mr. Nisar Ahmed Khuhro stated that the data indicates the strength of the system, therefore, Sindh Education Profile helps in taking remedial policy and reform actions. Secretary Education and Literacy Department Dr. Fazlullah Pechuho said that based on the facts and figures of the profile, teachers' biometric verification is undergoing which will curb the issue of teacher absenteeism. Chief Program Manager, Reform Support Unit, Mr. Faisal Ahmed Uqaili briefed the audience about the utilization of SEMIS data for various educational reforms. He indicated that the reference date for the data is 31st October, 2014. Views on the importance of Sindh Education Profile data usage were also expressed by Dr. Sajid Ali, Associate Professor at Agha Khan University Institute for Educational Development, Ms. Baela Raza Jamil, pioneer of ASER, Idara-e-Taleem-o-Aagahi, Mr. Nasir Amin, Incharge National Educational Management Information System (NEMIS) Islamabad and Mr. Salman Naveed, Campaign Manager Alif Ailaan.



STANDARDIZED ACHIEVEMENT TEST (S.A.T) TASK FORCE NOTIFIED



Over the period of last three years, the Education & Literacy Department has been conducting the Standardized Achievement Test-SAT in Sindh for class V and VIII. Unfortunately, the SAT results so far have shown a very alarming situation which indicate that despite a number of initiatives the learning standards have not improved instead the results show a downward trend. Reform Support Unit realizes that it is high time that the data collected through SAT is used for decision making so that concrete steps are taken to mend this detrimental situation. Looking at this scenario, a task force to work over this subject has been constituted and notified by Education and Literacy Department on 7th September, 2015 to review and analyse the SAT data results, draw implications and propose solutions. A number of external partners and aligned departments are part of this Task Force. Furthermore Thematic Working Groups have also been constituted to work over the recommendations on Themes such as Curriculum, Teacher Education, Learning Materials Development & Resource Allocation.

EARLY CHILDHOOD CARE & EDUCATION (ECCE) POLICY FOR SINDH APPROVED

Reform Support Unit and the Sindh ECCE Task Force have been putting tremendous efforts in the development of Early Childhood Education Policy and Standards from last two years. The members of the Task Force are included from various key officials of the education department, development partners, INGOs, civil society organizations, volunteers, and ECE practitioners. The task force has supported the Government in developing the first ECCE Policy for Sindh and endorsed the final draft on 16th October, 2015. The endorsed ECCE Policy draft has been approved and notified by the Education & Literacy Department. ELD further plans to translate the policy into an actionable implementation plan with technical support from its partners.



INAUGURATION OF NEWSLETTER

Reformers was formally launched by RSU on 29th September, 2015. The ceremony was inaugurated by the Secretary Education and Literacy Department, Sindh as the chief guest. Reform Support Unit initiated this communication medium after realizing that many of the initiatives and contributions of the department remain unnoticed. Participants from Development Partners, Government Officials, Civil Society members and media attended the ceremony. Mr. Faisal Ahmed Uqaili, Chief Program Manager of RSU shared the objectives and contents of the Newsletter and explained that the introductory issue has mainly focused upon the Education Development initiatives and RSU working areas. Dr. Fazlullah Pechuho applauded the efforts of RSU team for their accomplishment and assured his continuous support to RSU in its future endeavors. Appreciation Certificates were given to the members of the editorial board and the newsletter copies were distributed to all participants and dispatched to Internal and External stakeholders.



STRENGTHENING OF NON-FORMAL EDUCATION(NFE) DIRECTORATE

Secretary Education & Literacy Department notified NFE sub-committees on 7th October, 2015 comprising Government bodies and Internal and External stakeholders. Apart from strengthening and developing a comprehensive NFE Policy for the province, these Sub-Committees will be working for various other related initiatives. These activities include development of NFE Curriculum, Teacher Recruitment and Capacity Building, establishment of NFE Centres, Community Mobilization, Sensitization and Monitoring & Evaluation of the NFE Programs. NFE Directorate further plans to create linkages with Formal Education System to bring the children in the mainstream in due course.



FIRST DIALOGUE ON GENDER EQUITY IN EDUCATION IN SINDH

The first dialogue on gender equity in education in Sindh arranged by Indus Resource Centre (IRC) at RSU office and focussed on promoting equal educational opportunities for girls. Participants shared their insights and observations, discussed key findings from different researches and the need for a systematic, target based approach to gender analysis. Participants also highlighted successful education models currently operating in different villages. Recommendations were made to review those models for the government and to incorporate best practices into the national education system. Towards the end of the dialogue, a Gender Working Group was formed to take collaborative actions for promoting gender inclusiveness in education with full commitment by all stake holders.



STEERING COMMITTEE SERP –II MEETING

A Steering Committee comprising of Additional Chief Secretary Development (Chairman), Accountant General-Sindh, Secretary Finance Department, Secretary Education and Literacy Department, Secretary Local Government Department, Secretary Works and Services Department, Managing Director-SPPRA and Chief Program Manager, Reform Support Unit was notified on 10th December, 2012 whereas major objective of this committee was to provide overall strategic guidance and enabling support to SERP II, and serve as a forum for high-level, interdepartmental decision making and an interface with the political leadership on SERP-II. The first meeting of the Steering

Committee for SERP-II was held on 23rd November, 2015. The meeting was chaired by Additional Chief Secretary, (Dev) Planning and Development Department. The discussions revolved around resolving the issue of decreasing enrolment and increasing drop out rates in the Province. The Committee suggested and decided upon the strategic involvement of all the members and respective organizations to overcome these challenges through available resources and donor support. The meeting ended with the assurance by all the members of the Committee to play steering role and ensure that all the set indicators, in all the donor driven programs, are achieved.

REGIONAL REFORM OVERSIGHT COMMITTEE (RROC)

Regional Reform Oversight Committee was constituted by Chief Secretary of Sindh for all the administrative region of Sindh i.e: Hyderabad, Karachi, Larkana, Mirpurkhas, Shaheed Benazirabad and Sukkur,



on 21st February, 2013. The commissioner of each region is the head of the RROC working in their respective region

with participation by RSU, district administration and education officer in all districts and Directors of School Education.

The main purpose of RROCs is to oversee and support in the administrative issues of the institutions with well-specified terms of reference and to guide and review region/district as per Sindh Education Sector Program's (SERP II) implementation, progress and performance.

It reviews the performance of fiduciary controls, procurement and supplies to the district education and formulate mechanism for efficient utilization and timely reporting. RROCs with all stakeholders may guide or instruct as and when needed by the departments and agencies at all levels in the regions/districts and provincial level to address various issues. Regular meetings are part of working at all regions.



“ The RSU plays an extremely important role in the education sector in Sindh and we applaud efforts like this to bring more awareness to the education community about its initiatives through this newsletter.”

Mr. Randy L. Hatfield, Ph.D.

Sr. Policy Adviser and Managers
Sindh Basic Education Program
USAID/Pakistan

SUCCESS STORIES



PRIDE OF SINDH

We are pleased to celebrate the phenomenal success of our two students from District Thatta who have redefined public education for all. Darakhshan Jokhio an intermediate student and an alumnus of Government Girls High School Ward No.1, Thatta and Sana Iqbal, a student of grade 9 Government Girls High School Mirpur Sakro went to the United States of America to address the United Nations General Assembly as elected members of students' "Representative Council" to represent the girls of Pakistan in New York on 25th September, 2015. They along with other girls from across the world coupled with Malala Yousufzai, the noble laureate, prepared a charter of Action to address issues of Female Education and their rights and security. Their success shows that poor, and difficult conditions cannot deter students determined to work hard and prosper. Darakhshan and Sana both are extremely grateful to their teachers and parents. Their support encouraged them, motivated them and inspired them to believe in their potential and confidence.



APTIS TEST FOR HST's

Aptis is a modern and flexible English assessment tool designed by the British Council to meet the diverse needs of organizations and individuals around the world. The Reform Support Unit (RSU), Education & Literacy Department, Government of Sindh planned to check English language proficiency i.e. listening, reading, speaking and writing skills of newly recruited Round - III High School Teachers (HSTs) through Aptis test. In June 2015, total 530 HSTs were tested. The overall results were outstanding. Out of the total teachers, 64 secured 75% (or above) marks. Mr. Amanullah from Dadu district (out of 200 secured 188 marks) topped the test. He was awarded a certificate by worthy Secretary Education on 2nd October, 2015.



European Union Mission visit
Government Girls High School Gizri, Karachi



School Consolidation Ceremony
Government Boys Primary School Makli, Thatta

RSU IN PICTURES



2nd Meeting of SESP Steering Committee
Chaired by
Secretary Education Dr. Fazlullah Pechuho



Early Childhood Education Class
Mahraj Deep Chand. T Ojha School Lyari, Karachi

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