



Directorate of Staff Development

Professional Development for Quality Education

Vision

To develop a well trained, motivated, knowledgeable, competent, committed and ethically sound cadre of teachers and education personnel who understand quality education and demonstrate the capability to deliver it to the public school students in Punjab.

Editorial Board

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A Proud Moment



DSD sustains its ISO certification.

DSD is an ISO certified organization with 9001-2008 certification. ISO certification is an evidence of quality regulations adopted and implemented by the organization. It was a huge milestone to be among internationally certified organizations. In 2012 DSD has successfully accomplished its activities according to prescribed quality standards. During second overall survey of ISO 9001-2008 certification, not even a single major non-conformance was observed by OAS and therefore ISO certification is sustained to terminal (3rd) year that is 2014.



Now

Mr. Ehsan Bhutta will Lead

DSD



Ehsan Bhutta

Programme Director

Mr. Ehsan Bhutta joined DSD as a Programme Director. He is a senior management Officer working with government of the Punjab. He has accomplished a number of assignments in the field and in the secretariat at both federal and provincial levels. Prior to assuming the charge of programme Director, Directorate of Staff Development Punjab, he has served as a additional secretary in S&GAD, Higher Education and School Education Department. He also worked as Deputy Secretary in Planning and Development Department, S&GAD, local government & CM Secretariat. He has served as District Coordination Officer (DCO) in Vehari and Okara Districts. He holds a Master Degree in Public Administration from national university of Singapore besides B.Sc (Civil Engineering) from University of Engineering and Technology Lahore.



Directorate of Staff Development

Professional Development for Quality Education

Four week Induction Training of SSS's completed.

Senior Subject Specialists (SSS) (BS- 18) and Subject Specialists (BS-17) who were recruited through Punjab Public Service Commission completed their four week induction training in Directorate of Staff Development (DSD). These trainees included 29 specialists of statistics, 25 specialists of Physics, 22 specialists of Chemistry and 17 specialists of History and Pakistan Studies, 3 specialists of Mathematics, 7 specialists of Commerce and Book Keeping, specialists of Economics, 20 of English, 10 of Biology and 2 of Computer Science were trained.



During the course of training, trainees took part in sports activities and visited Crescent Model Higher Secondary School, Nazariya Pakistan Trust, Science Museum, Shalimar Gardens and Wahga Border. On the completion of training, a prize distribution Ceremony was held in which Programme Director DSD Ehsan Bhutta appreciated the performance of trainees and distributed medals, trophies and certificates among trainers who secured positions 1st, 2nd and 3rd. On this occasion Secretary Education Abdul Jabbar Shaheen while addressing the trainees and advised them to keep the mental capacity of school children in mind while adopting a method of



2 week training for DEOs attended by 100 participants



DSD organised a 2 week training for Education Managers (DEOs) to update and refresh their knowledge and brush up skills regarding administrative, financial, academic and behavioural aspects of education management. 100 participants from 36 districts of Punjab were trained in 3 batches.

Training of Master Trainers

Training on Early Childhood Education



Four days training for Master Trainers was organised by DSD. 69 participants attended the training in 2 batches. These trainers will further train teachers to carry out Early Childhood Education (ECE) initiative. ECE classrooms will be established in 1000 selected schools across Punjab.



Training of Master Trainers for CTSCs Heads Training

One week-long training of Master Trainers was organised by DSD. The training was attended by 58 Master trainers who will be responsible for training of heads of Cluster Training and Support Cells (CTSC) about their role and responsibilities in implementing CPD framework.

Training on Inclusive Education

DSD organized Four day training for master trainers on Inclusive Education to equip them with new methodologies and teaching strategies about Inclusive Education. These Master trainers will further train teachers and help them in developing skills and attitude needed for Inclusive Education. They will instill the knowledge and understanding of the needs of students enrolled in Inclusive Schools.



Specialised Training in Collaboration with NCHD

A specialized one-week training was designed for Education Managers (DEOs) by National Commission of Human Development (NCHD) to act as Master Trainers. This training was aimed at understanding curriculum of English, Urdu, Mathematics and Science for primary level and development and use of lesson plan. The training session was visited by DG NCHD Khusro Pervaiz who appreciated the conduct and professionalism of the master trainers.

Trainings in the Field

- Two weeks training for in-service SST's was organised to improve the capacity and efficiency of SST's in the subjects of English, Physics, Maths, Chemistry and Biology. A Total no of 11852 took part in the training in 3 batches.
- Extensive Training of DTE's regarding up-scaling of Quality Teaching, pilot in all districts of Punjab was carried out by DSD. During the training 2125 DTEs were trained in 5 batches. The duration of training was three days.
- 1968 CTSC Heads attended the training at district level in two batches.

Capacity Enhancement of DSD Officers

- Course Coordinator, Mr. Azmat Siddique, Ms. Humaira Siddiqui and Subject Specialist Ms. Adeela Khanum attended 3-day conference on "Assessment and Leadership Integrity" at Karachi.
- Assistant Director, Regional Programme Syed Ali Akber Zaidi attended 4-day training on "Change Management" at Nathiagali.
- Assistant Director Admn Irfan Gondal, Subject Specialist Amina Ghulam Nabi, Subject Specialist Mohsin Tufail and Subject Specialist Asma Ghafoor attended 3-day National level Orientation workshop for Teacher Trainers on "social cohesion and resilience and active learning" at Islamabad.
- Subject Specialist Muhammad Adnan Bashir participated in 4-day training on Statistical and Mathematical Tools for Policy Making (Quantitative Analysis) at Pakistan Planning and Management Institute Islamabad.
- Senior Subject Specialist Misbah Haseeb and Senior Subject Specialist Muhammad Shahid attended 4-week training at Academy for Educational Planning and Leadership Management (AEPALM) under Educational Leadership and Institutional Management Project phase III at Islamabad.
- Subject Specialist Hina Ashraf and Subject Specialist Mohsin Tufail participated 5-day training on Managerial Effectiveness conducted by Establishment Division at Institute of Administrative Sciences, University of the Punjab Lahore. Hina Ashraf also won best performer award.

Workshop: "The way forward for the Continuous Professional Department (CPD) Model."

A one day workshop on "the way forward for the CPD model" was held at Avari Hotel Lahore. It was attended by former Programme Directors of DSD, Deputy Director Planning DSD, Field staff of DSD and all the stakeholders including teachers, educationists from the private sector, and donor representatives. The workshop was arranged with the technical and financial support of GIZ and facilitated by Mr. Shahid Saleem, Deputy Director Planning DSD. The workshop was organized to involve stakeholders in the process of reforming the existing CPD model implemented by the Directorate of the Staff Development, in order to make it sustainable after the completion of the programme. The workshop therefore served as a fruitful exercise for developing the foundation in the concept of "Embedding of CPD Model" in our government schools.



One day workshop on School Reform Roadmap



One day workshop on School Reform Roadmap held at DSD as a part of Punjab Enrolment Emergency Campaign, this workshop was attended by Sir Michael Barber head of PAK UK Task Force Provincial Minister of Education Rana Mashhood Ahmad Khan, Secretary Education Schools Abdul Jabbar Shaheen, Director Programme DSD Ehsan Bhutta and EDOs, Regional Programme Managers and various education experts from 36 districts of Punjab.

Provincial minister for Education said that EDOs should perform their duties as an agent of change. He made the announcement that top 5 best performing EDOs will be sent to Malaysia for further training so that they can acquaint themselves with the international educational practices. Secretary School Education Abdul Jabbar Shaheen told the audience that School Education depth aims to enroll 35 hundred thousand children in schools and EDOs have an important role to play in this mission.



Anti-Dengue Day Walk

DSD organized a Walk on Dengue Day which was participated by Program Director DSD Ehsan Bhutta, Additional Programme Director Syed Bilal Haider, Deputy Director Planning Shahid Saleem and the staff of DSD. Participants were carrying banners which expressed the resolve to support government in prevention of Dengue Programme Director surveyed the premises of DSD to ensure that preventive measures are being taken to check the spread of Dengue.



Cultural Evening

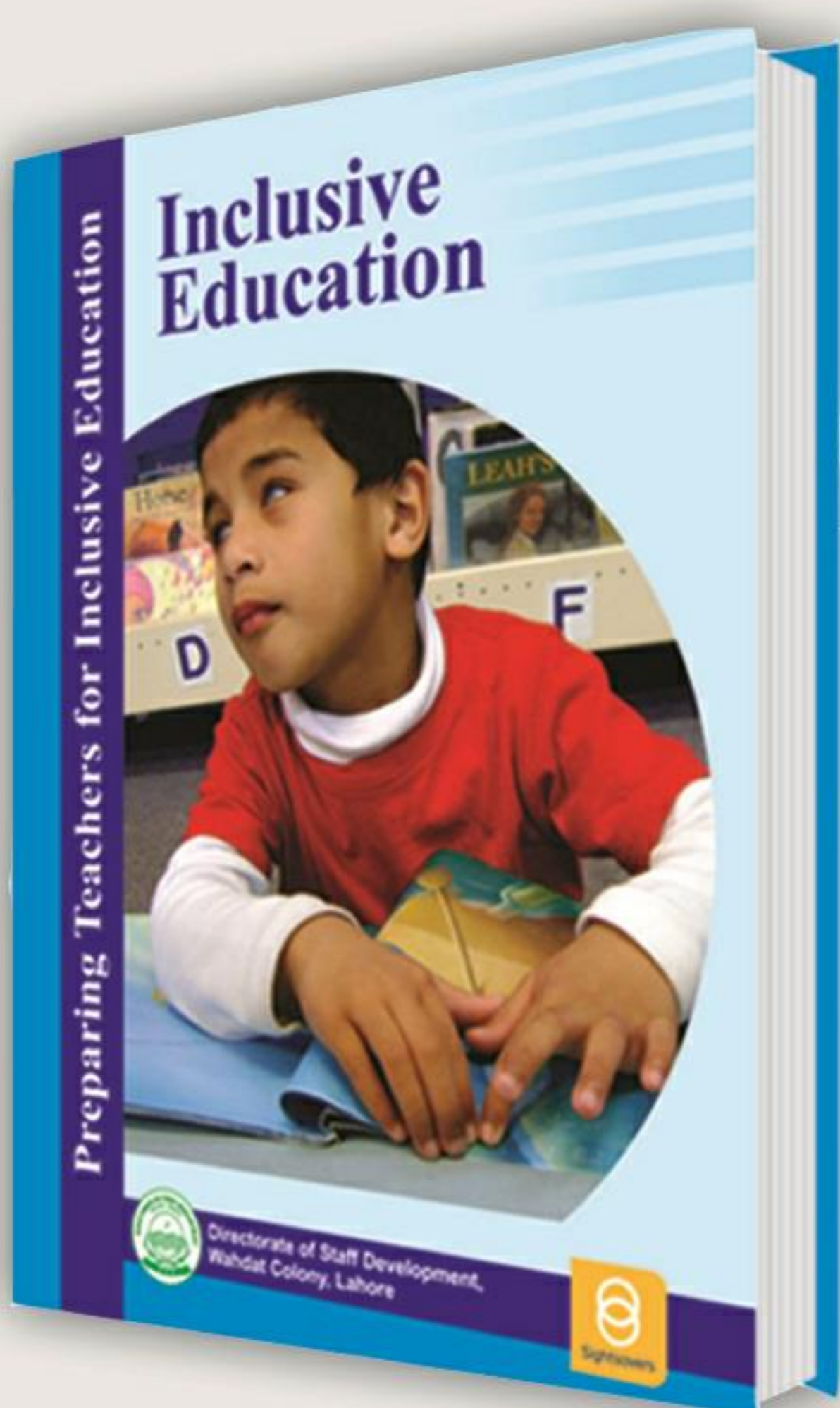
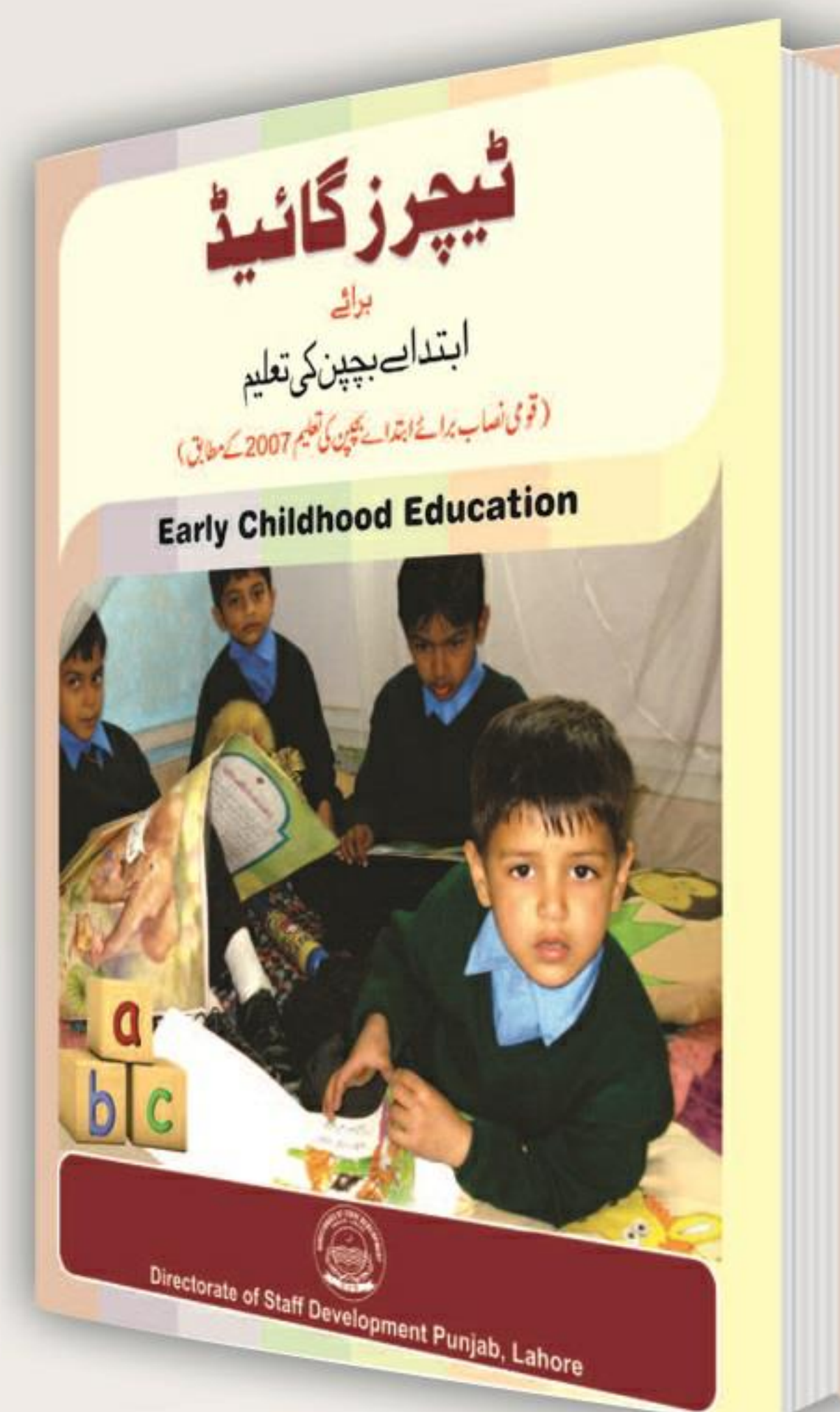
was celebrated at the completion of four week induction training of SSS and SS.



Christmas Celebration

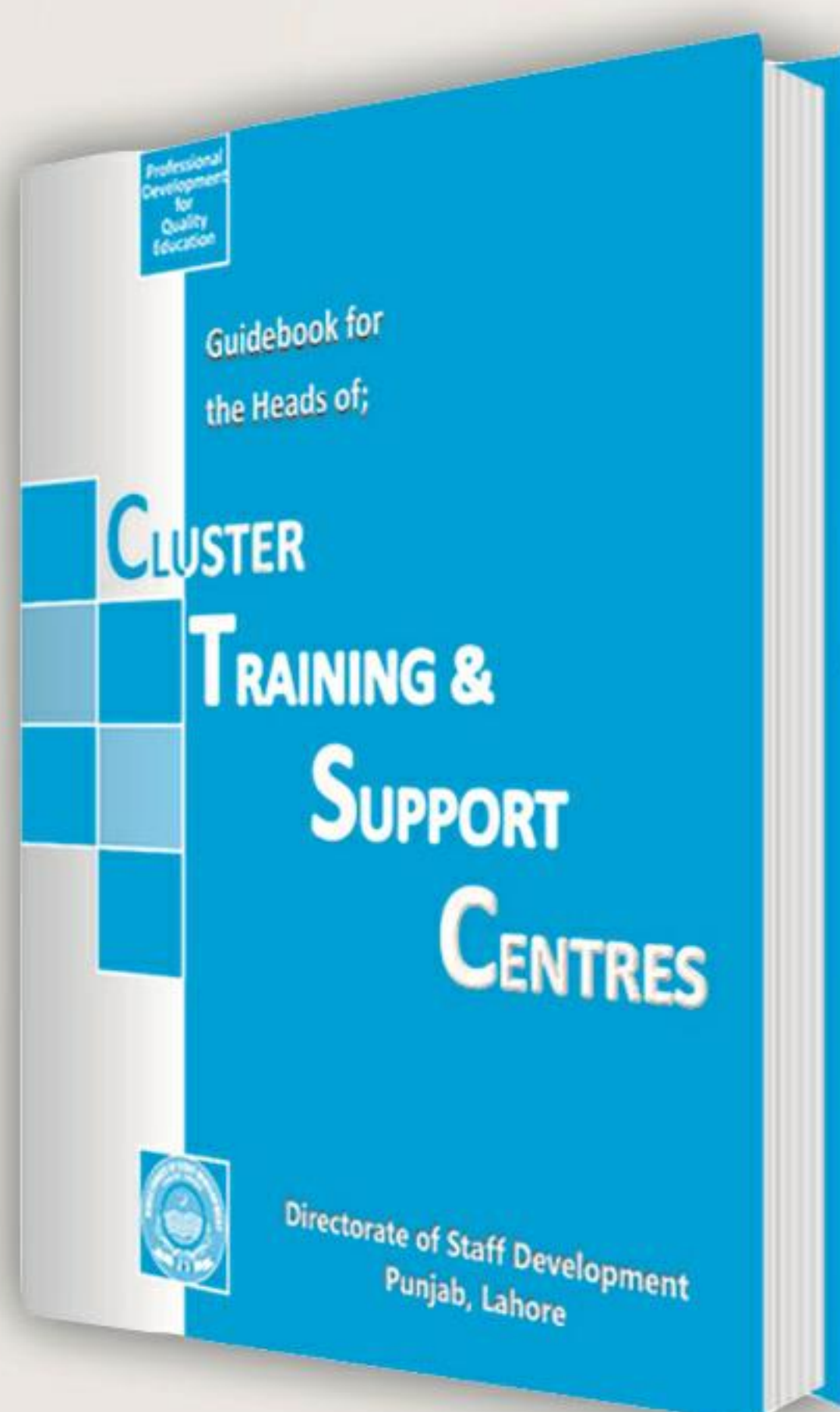
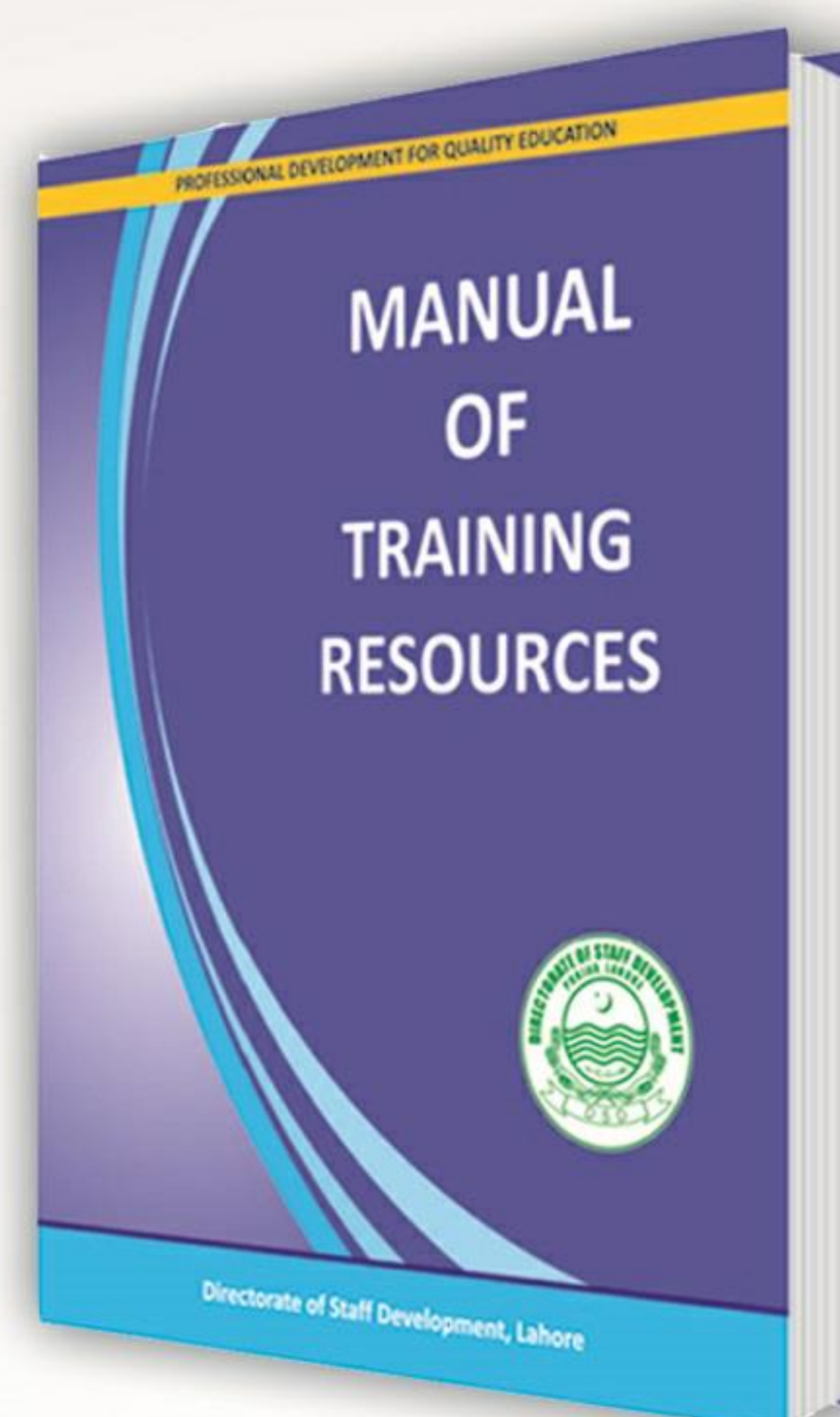


- Early Childhood Education (ECE) teachers' guide developed in collaboration with UNICEF to introduce teachers with the modern practices of teaching in ECE.

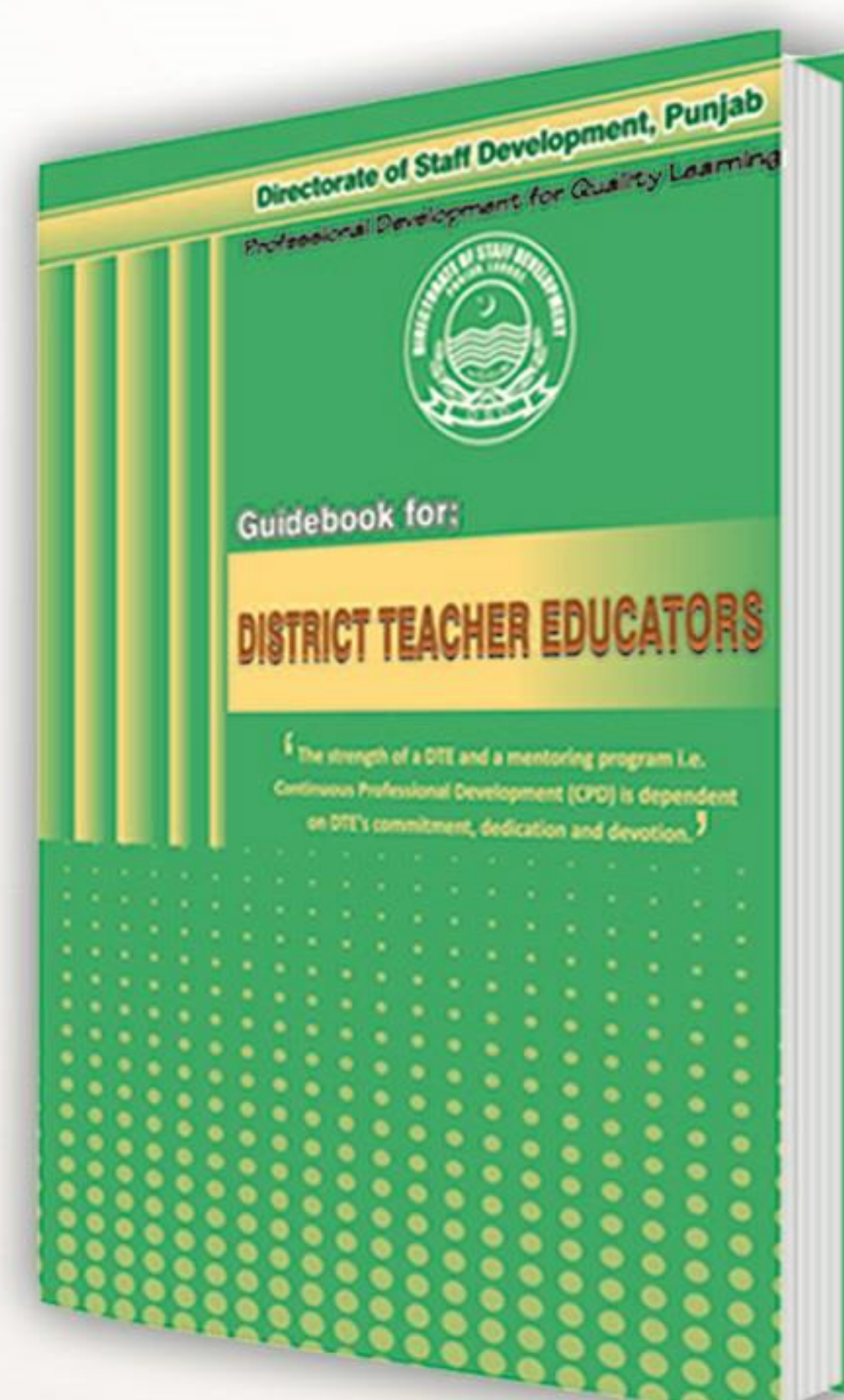


- Teacher guide on Inclusive Education developed in collaboration with Sight savers aimed at training and providing guidance in the area of inclusive education.

- Manual of Training Resources consists a list of training courses with aims and objectives of each course, suggesting the essential training areas and by citing the training materials / modules for the courses.



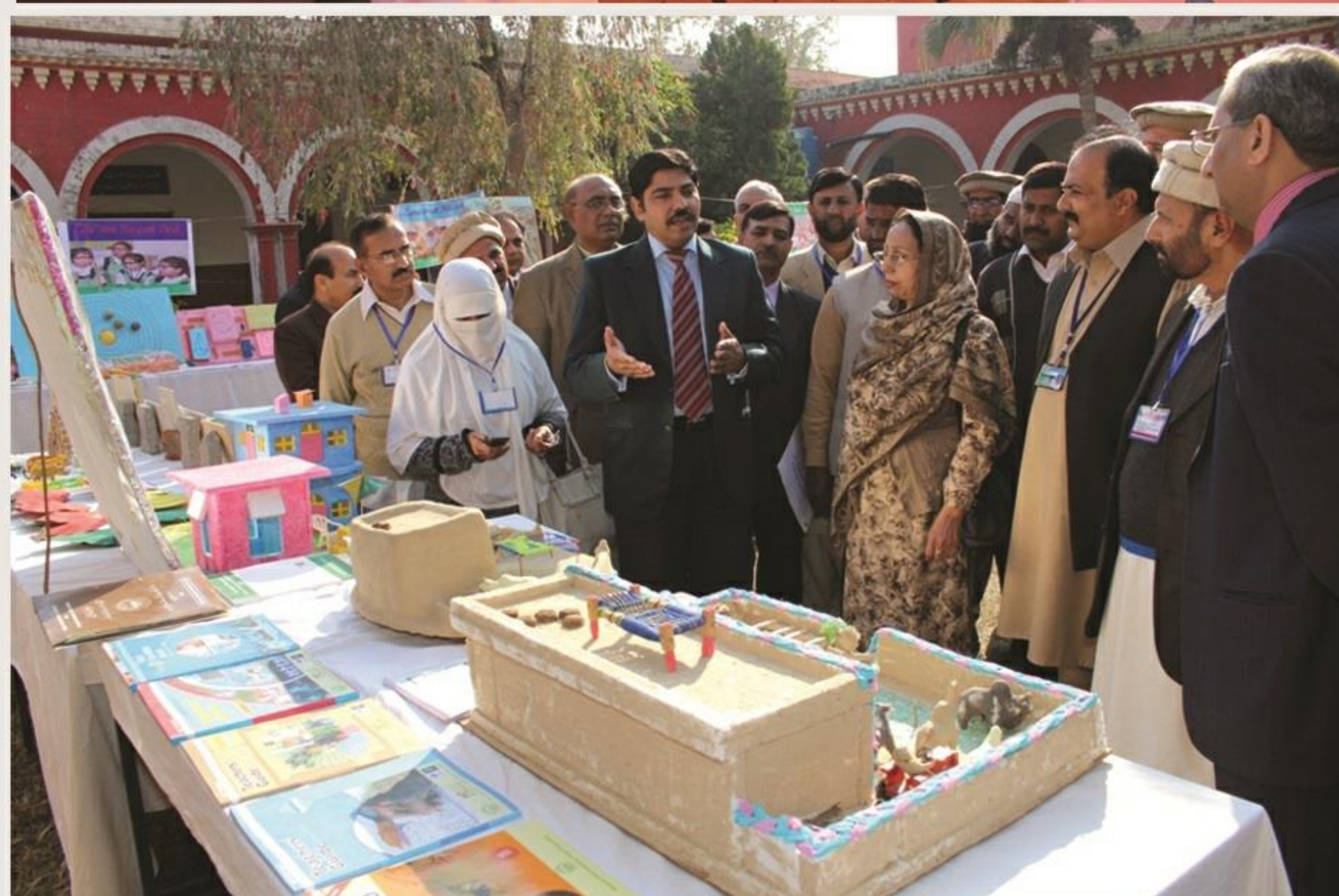
- Guidebooks for District Teacher Educators (DTEs) and CTSC Heads containing material concerning the functioning, roles and responsibilities of DTEs and CTSC Head so that they can play their role of continuous mentoring and monitoring of teaching learning process in their assigned schools .



Conferences

Conferences on CPD Programme held in 4 Divisions.

DSD organised 4 conferences on CPD programme at DTSCs in Gujranwala, Multan, Rawalpindi and Faisalabad divisions. Programme Director Ehsan Bhutta, Deputy Director Planning Shahid Saleem. Education Managers, DTSC Heads, CTSC Heads, TEs, DTEs, Parents and Teachers from all the adjoining district attended the conferences. The conference was arranged with the financial support of UNICEF and facilitated by Mr. Shahid Saleem, Deputy Director Planning DSD. The objective of these conferences was to share the CPD Programme details with the stakeholders, its impact on students' learning and to get feedback to make it more effective and productive.



Visit of Canadian Delegation

A delegation comprising of Ms. Susan Steffen, Director Pakistan Programme for Canadian Department of Foreign Affairs, Trade and Development; Mr. David Fournier, Head of Cooperation, Canadian High Commission (CHC); and Ms. Huma Mirza, Senior Education Advisor Canada PSU visited DSD and attended a meeting with Additional Programme Director DSD Syed Bilal Haider and heads of all the wings of DSD.



The meeting was chaired by Additional Programme Director in which he shared some statistical data and gave the reasons about the decline in quality of education in Punjab. He briefed the delegation about the role of DSD in improving the quality of education by capacity building of Teachers through Continuous Professional Development programme and the problems faced by DSD in implementation of this programme. The Deputy Director Planning Shahid Saleem gave briefing about organizational history, structure and future plans of DSD.

The delegation visited ECE Resource Center and also attended a meeting with the Project Management Unit, Pak Canada Debt Swap Project, Punjab. The agenda of the meeting was to share the project's achievements and discuss the future plans for remaining period of the project. The delegation appreciated the remarkable comments and thoughts of the Project Director Syed Bilal Haider and ensured to address the mentioned areas in future.





The qualification equivalence of ADE with BA/BSc discussed in university co-ordination meetings

Two meetings on Universities Coordination were held at Directorate of Staff Development. The meetings were attended by education officers from various universities including University of the Punjab, University of Education Lahore, GCU Faisalabad, BhaahuddinZakariya University Multan, FJWU Rawalpindi, LCWU Lahore and UoG. Principals of selected GCETs also attended the meeting. The participants discussed the Equivalence of Associate Degree to B.Sc and B.Ed and Alignment of B.Ed(Hons) with recruitment policy of school education and put the recommendations to school education department so that pre-service teachers could be provided better employment opportunities.

Quarterly GCETs principals' Meetings

Two "Quarterly GCETs Principal meeting" were held at DSD in which principals from all GCETs of the Punjab participated in the meeting. APD syed Bilal Haider chaired the first meeting in which two committees were constituted. One committee was made to finalize the ranking criteria for the academic Year 2013-14 and second committee was made to plan co-curricular activities in GCETs. The second meeting chaired by the PD Ehsan Bhutta in which first constituted committee submitted ranking mechanism with assessment tools for GCETs, principals, and prospective teachers. The second committee setup for co-curricular activities advised to arrange mega sports event at district, divisional and provincial level.



Secretary School Education Abdul Jabbar Shaheen is addressing in RPM's meeting.



Annual Award Distribution Ceremony

Annual award distribution ceremony of Directorate of Staff Development was organized in main auditorium of DSD for the year 2013-14. Shields and certificates were given to Prospective Teachers of GCETs, GCET Faculty members, GCET Principals, CPD Field staff and DSD staff. Mr Gulab was awarded the best employee in Class IV category, Iqrar Aslam was chosen the best employee from amongst the BS 5-16 and Mrs. Yasmeen Weyne was awarded the best faculty member of DSD in SSS/SS category.



The main purpose of the ceremony was to encourage and create motivation in the staff for working hard to achieve future targets. Additional Program Director briefed about the initiative of award ceremony for DSD staff working all over Punjab and criteria for selection of best performers to make it merit based and transparent. In the end the Program Director DSD congratulated the award winners and appreciated the efforts of all DSD staff either working in GCET's, CPD activities in DSD to uplift the organization on International standards.



Standard based Ranking of GCETs issued by Pre-service Wing

The pre-service wing of Directorate of Staff Development issued result of standard based ranking of GCETs which includes ranking of both the students and the faculty. Faisalabad district ranked 1st in GCET ranking whereas Sahiwal secured 2nd and Gakkhar 3rd position. In the faculty ranking Qazi Mohammad Rafiq of Kot Addu stood 1st, Sajida naheed of Kamalia as 2nd and Shazia Anees of Lahore as 3rd. B.Ed and M.Ed results were also announced. Ayesha Afzal of Multan, Qudsia Shami of Rawalpindi and Romana Yasmeen of Mianwali secured 1st, 2nd and 3rd position respectively in B.Ed whereas Samra Javaid of Khanpur, Ayesha Siddiqa of Pasroor and Hina Kalsoom of Shahpur Sadar secured the top 3 positions in M.Ed.

Ranking of districts on CPD framework

As a part of CPD Programme DSD also ranked the districts on the basis of the Performance based analysis of head teachers of 36700 schools in compliance with DTEs, Multan Secured 1st Position where as Kasoor and Sialkot 2nd and 3rd position in the Month of October 2013. Besides these in the month of November 2013 the 1st, 2nd and 3rd position secured by Vehari, Sialkot and Jehlum respectively.

DSD officers monitor the field activities

- Monthly meeting of head teachers took place at Cluster Training and Support Centres across 36 districts of Punjab on November 16, 2013. It was monitored by 36 DSD officers.
- 36 DSD Officers moved in the field and observed the proceedings of the Cluster Training and Support Centers Heads meeting at District Training and Support Center across the Punjab on 2nd December 2013.
- DSD officers also observed Professional Development day in all districts of Punjab.
- The Monitoring cell at DSD is currently carrying out Mobile Monitoring Pilot Project and is monitoring different Continuous Professional development programme activities in the field through skype.



Data Online

DSD is fully equipped with all the modern equipments and house-in a fully functioning Data Centre which maintains online record of DTSCs, CTSCs, Lab Schools and online profile of DSD field Staff including TEs and DTEs. DSD aims to make the database accessible through internet and integrate it with schooleducation department.

Degrees

Pre- Service Wing makes effort to improve Degree Programmes in GCETs

The Pre Service wing of DSD has successfully phased out ADE Programme during academic year 2013-14. While B.Ed (Hons) programme is being successfully conducted in 26 GCETs with total number of 1079 students enrolled. The efforts of Pre-Service wing of DSD in this regard have been remarkable. B.Ed ECE is also successfully up-scaled in 12 GCETs with 380 students enrolled.

“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 systems 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.

DSD Welcomes



Jawad Amir Malik
Planning Officer



Nauman Tahir
Monitoring and
Evaluation Officer



Asma Malik
Subject Specialist
(Computer Science)



Aqsa Rehan
Subject Specialist
(English)



Hafiz Waqas Ahmed
Subject Specialist
(Mathematics)



Shahid Iqbal
Subject Specialist
(Physics)



Muhammad Abbas
Subject Specialist
(Social Studies)

Ghufran Ali (Data Entry Operator)
Baber Munawar (Data Entry Operator)
Nouman Zafar (Data Entry Operator)
Naseer Ali (Data Entry Operator)
Shafqat Inayat (Data Entry Operator)
Waqas Rasool (Data Entry Operator)
Muhammad Shahzad (Data Entry Operator)

Muhammad Ali Shafi (Personal Assistant)
Mohammad Afzal Ali (Personal Assistant)

Saad Saleem (I.T Lab Technician)
Zeshan Hussain (Lab Assistant)
Mohammad Sajid (Lab Assistant)

Tehsin Tahir (Accountant)
Waseem Hussain (Cashier)
Imran Ishaq (Accounts Assistant)

Husnain Raza (Store officer)
Muhammad Zia Iftikhar (Store Keeper)

Zafar Iqbal (Stenographer)
Naseer Ahmed (Stenographer)
Basit Ali (Stenographer)
Muhammad Usman (Stenographer)



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