

MINUTES OF REGIONAL REFORM OVERSIGHT COMMITTEE (RROC) MEETING
HELD ON 14.01.2019 AT SHAHBAZ HALL, SHAHBAZ BUILDING, HYDERABAD

Participants: DSEs, DCs, DEOs, CMOs, LSUs, DAOs, XENs, Representatives of RSU
(List attached).

Recitation:-The meeting started with the recitation of few Verses from The Holy Quran.

Fatiha:- Worthy Commissioner/ Chairman RROC, Mr. Muhammad Abbas Baloch, requested participants of the meeting to offer Fatiha on the sudden death on account of an accident of honorable Asghar Ali Laghari, Director Primary, Hyderabad Region, Hyderabad. All members of RROC offered Fatiha.

Welcome Speech:- Chairman RROC:- Worthy Commissioner Hyderabad/ Chairman RROC welcomed all the participants on attending the meeting which was called on a short notice, specially to those who came from far areas.

He highlighted the importance of education for progress and development of the nation. He said that the education system of Pakistan is facing multiple s and the performance of the public sector schools is not up to the mark. If the public sector schools improve the standard of quality education, the parents would not be compelled to get their children admitted in private schools which receive high fees. He said that most of the parents of the bright students are not able to bear the expenses of the private schools, therefore, their talented kids are getting admissions in the public schools. In such a way, we are losing our talent due to inefficiency of the public sector schools. He emphasized on all Deputy Commissioners to take interest in this high priority task and utilize the forum of DROCs for uplifting of the standard of education in their respective districts. They should consider that forum as their most important one.

Introduction: - The chair requested all participants to present their introduction. All members of RROC introduced themselves one by one.

Presentation of DSE ESHS/P Hyderabad:- Mr. Chairman RROC invited Sayed Rasool Bux Shah, Director Schools Education (ES&HS), Hyderabad Region, Hyderabad and Mr. Ghulam Qadir Wassan DDSE, Primary to demonstrate the presentations on already distributed agenda.

During the detailed Power Point Presentations, The Director Schools Education (ESHS) and DDSE Primary presented progress on DLIs and other additional agendas as under:

S.No	DLIs	Description	Decisions/ Suggestions
1-	Annual School Census (ASC)	It was informed to the forum that Annual School Census (ASC) 2017-18 was not proceeded. The same condition is still present for the academic year 2018-19. The due date for ASC was 31 st October 2018, till that no exercise was executed.	
2-	Standardized Achievement Test (SAT)	It was informed that the Standardized Achievement Test (SAT) was held in the month of March, 2018 in Hyderabad Region which was conducted by IBA Sukkur as third party. This test consisted of three subjects 1- Language (whatever the Language of instructions at school which may be English, Sindhi and Urdu), 2- Maths and 3- Science of classes V and VIII.	The Worthy Commissioner Hyderabad showed his satisfaction on securing four positions in first six positions in SAT-VI 2017-18. He showed his dissatisfaction over low performing districts and directed them to take the issue of this assessment seriously. He directed them to decide effective measures for uplifting the quality of education in the region.

		The results of the SAT-VI has been shared, in which out of first six positions of 29 districts, four positions have been secured by the districts of Hyderabad Division. The topper is district Thatta of Hyderabad Division.	
3-	School Specific Budget (SSB)	It was informed to the forum that the activity of School Specific Budget (SSB) has been closed from previous year. Therefore, no further budget has been allocated for the year 2018-19, due to which no activity of it has been done.	
4-	School Management Committee (SMC), Fund	It was informed that there are 906 schools under the management of DSE ESHS Hyderabad, out of those the SMC Funds of 819 schools have been released and the SMC funds of 87 schools are still remaining.	
5-	School Consolidation	<p>The DSE (ES&HS) informed that the 5th Phase of school consolidation process is in progress, but the activity of shifting of the posts of merged schools to the Cost Centers of campus schools is very slow. Two years ago around 18000 posts were planned to be shifted but only around 6000 (one third) of the posts were transferred. The department has requested finance department for shifting of posts. The processes of shifting has been planned which will hopefully be done in upcoming financial year.</p> <p>As shifting of posts has not been done for last six years therefore, this issue has created severe administrative problems in campus schools, employees are working under an administrative controlling officer and drawing salary from other financial controlling officers (DDOs).</p>	It was decided that a letter will be written to the Department to coordinate with Finance Department for shifting of posts from cost centers of merged schools to the cost centers of campus schools as it is proper time to address this issue.
6-	School Infrastructure Development (SID)	<p>The Director Secondary informed that we had severe problems regarding infrastructure like construction of wash rooms, and boundary walls, furniture fixture etc.</p> <p>He informed that during process of elections, a number of schools were facilitated with different missing facilities through Education Works Department, but there are various schools remaining in infrastructure missing facilities. He showed his concern over the unavailability of the boundary walls and wash rooms in Girls Schools.</p>	<p>The worthy Commissioner directed all DCs to take the issue of unavailability of wash rooms and boundary walls in girls' schools, saying that they should include this budget demand in different budgetary provisions to provide wash rooms to all girls' schools. He said DCs should take serious initiatives in this regard.</p> <p>He said that it is good to know that during the process of elections most of the missing facilities have been provided but, if some are still remaining, the DCs should take efforts for that. They should visit schools</p>



	<p>He also reported that there is an acute shortage of furniture in various schools which should be addressed on top priority basis.</p>	<p>to see on ground position and collect the data of remaining missing facilities</p> <p>The Education Department along with Education Works Department should do their homework and submit their report within one week. After that, one month will be the time for the completion of the work in the supervision of DCs. The lists of remaining missing facilities should be given to the DCs and a copy should also be provided to the office of the commissioner. The commissioner office will also take it on the priority. After that, the DCs will verify and plan to provide wash rooms to the girls' schools.</p> <p>He suggested that, as soon as the survey of missing funds gets completed, the request for provision of funds should be sent to the government.</p> <p>He again and again emphasized that this task should be taken as top priority</p> <p>The Worthy Commissioner advised DCs to add one item of furniture purchase in their upcoming ADP schemes.</p> <p>The second main issue raised by worthy commissioner was the external and internal condition of the schools. He said that the schools look is in worst condition. No one is taking interest in getting admissions in the public schools, on the other hand private schools are much active in this area. Therefore, the focus of school administration is required to be on the beautification of the buildings of the schools.</p> <p>Worthy Commissioner suggested that the M&R budget should be spent on the basis of priorities. The priority list can be as under:</p> <ol style="list-style-type: none">1. Girls' Schools for washroom and boundary wall construction.2. Roof repair if needed.3. Construction of rooms in shelter-less schools. <p>Worthy Commissioner said that it is our duty to provide schools to our children,</p>
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			adding that if the schools are available but without facilities, we can not improve the access of the children to the schools, so it is mandatory to provide missing facilities.
7-	Education Management	<p>The DSE (ESHS) informed that 662 new Cost Centers in Hyderabad Region were created for high priority schools and it was planned to recruit new HMs for these Schools, but in 2017, only 303 HMs were appointed through IBA and 359 posts are still remaining. The problem is that all new IBA HMs have not been given DDO powers, therefore, they are facing serious issues in running schools with effective administrative control.</p> <p>On the other hand various posts of HMs other than high priority schools are vacant, and since 2012, no appointment has been made on direct quota of 50% of total available seats.</p>	<p>The worthy Commissioner showed his concern over the complex process of the selection and recruitment of the Head Teachers in which the limitations of professional degrees become the main hurdle for talented candidates to join this profession. He said that the most important jobs of PAS, DMG and Ex-PCS have minimum requirement of graduation so a high number of the applicants try to join and apply for those posts. After joining their departments the newly appointed employees do degrees of specialization. The same approach should be adopted here in Education Department to invite maximum talent. After appointment, employees can do on-job professional degrees.</p> <p>The worthy Commissioner asked that the recommendation regarding minimizing qualification criteria will be sent to the Education Department on behalf of this forum.</p> <p>The forum suggested that the recruitments of the Head Teachers on vacant posts should be made immediately without delay of further time.</p>
8-	Teacher Management / Teachers Recruitment	The DSE (ES&HS) informed that the vacant posts from BPS-01 to BPS-15 teaching & non-teaching in ESHS Hyderabad region are 6469 due to which schools are suffering badly.	The Additional Commissioner Hyderabad suggested that the teachers' recruitment should be done on need basis. He said employees were appointed in past without need analysis. Now, the condition is that there is severe shortage of Science teachers in the schools. He suggested that science teachers should be appointed in the schools as soon as possible on all vacant posts of teachers.
9-	Girls' Stipends	It was informed that during the year 2017-18, Girls' Stipend was distributed among 54805 out of 67128 girls' students and stipend of 12323 students remained uncollected. The process of distribution of girls' stipends was very transparent by introducing technology in it. There were some issues of mobile numbers and CNICs of the parents. Due to that, the small number of Girls' Stipend Fund remained unutilized. RSU gave several chances for	

		the proper utilization of funds till the dead line.	
10-	Enrollment Drive	<p>The Enrollment Drive Campaign for the enhancement in the enrollment of the public schools was organized in two phases. It was systematically organized under the directives of SE&LD.</p> <p>-Sindh Enrollment and Retention Drive 2018 completed successfully</p> <p>-Regional and District Level Seminars were conducted regarding enhancement of enrollment and awareness to the communities.</p> <p>-A good number of Private schools students got admission in Government schools</p> <p>-Online enrollment portal entries completion work is in process.</p> <p>-Orientation Session of Regional DEOs on IM-DEP were held.</p> <p>-The Up-dating process of data entry on IM-DEP portal by DEOs was also done.</p> <p>-Orientation sessions on SESP were conducted in all districts.</p> <p>Significant results have been achieved in retention of enrollment and a good number of additional enrollment has been achieved in comparison of previous years.</p> <p>The DSE requested Worthy Commissioner to help Public Schools in getting furniture for the additional enrollment in the schools as the Government has not provided furniture to the schools for approximately a decade.</p>	<p>The worthy Commissioner showed his satisfaction on the successfully completion of the Enrollment Drive campaign. He suggested that the DCs should be given the schedule of the campaign so that they will be involved in it. The commissioner office will give shield to the DC, who will launch most successful enrollment campaign in his district.</p> <p>He said it is good sign that the enrollment has been increased, but what will happen if the attention of the teacher will not be on effective teaching? He suggested that the increments and promotions should be based on the teaching performance of a teacher. He presented the example of SEF organized schools, where the incentives are bound with the attendance and performance of the students. In the result of that, the teachers of SEF are highly conscious for the performance of the students, their attendance and enrollment.</p> <p>Similarly, our expectation from public sector schools is that the teachers should not only perform their duties, but they should show their interest in the betterment of teaching learning process of the school.</p> <p>He urged DCs to play active role in the betterment of the performance of public schools. They should assign 10 schools to each of their ACs. The performance of the ACs should be evaluated by including performance of their adopted schools. Their appraisals should be done on the basis of the performance of their adopted schools. Therefore, DCs should motivate their ACs for taking their part in the activity and engage them in the process. The same number of adopted schools should be assigned to DEOs, CMOs and TEOs. The DCs should monitor performance of all DEOs, CMOs and TEOs on the basis of the performance of adopted schools.</p> <p>The ACs adopted schools should be observed at the first stage. Since they have nothing to do with the budget, they can invite notable persons for their support in the progress of the schools. He presented</p>


			<p>example of SIUT. He said that honesty and dedication of the management has given confidence to the public. In the result, public has taken responsibility of the running of that institute. If same type of trust is developed by our team, we are hopeful that the people of Pakistan will never be left behind.</p> <p>He asked DCs to create budget from different heads of their budget to handle the situation in a good manner.</p>
11-	Vehicles for field officers	The DSE ESHS expressed the condition of the vehicles for the field officers. He said that after District Government, vehicles have not been provided to the field teams. Now, our teams have out dated vehicles and most of them even do not have any transport for field visits.	The Worthy Commissioner decided that the Commissioner Office will send its recommendation for provision of government vehicles to the field officers. He said that mobility of the officers can be improved by providing them vehicles.
12-	Tree Plantation Campaign	The DSE ESHS reported that the tree plantation campaign was launched at high scale; 30,000 (thirty thousand) trees were planted with the help of students, boys' scouts, girls' guides and teachers. Most of the plants were bought from Forest Department. They can also assure the number of plants implanted by Education Department.	The Worthy Commissioner appreciated the efforts taken by Education Department for tree plantation across the division. He proposed that advanced plantation planning should be done for upcoming tree plantation campaign which is due in the month of February 2019. He advised DCs to take part with their ACs in this noble cause.
13-	Online Monitoring	The DSE ESHS informed that online monitoring system through an application "Click Meeting" has been introduced at Directorate (ES&HS) level. Through that, the monitoring of Annual Inspection 2017-18 and Annual Examination 2017-18 was done successfully. About 50 monitors with Android Cell Phones and Internet Devices were in the field for the whole period of both activities. A control room was established at Directorate under the control of an officer of ADSE level. It was a pleasant experience which produced highly effective results. Same activity has been planned for the upcoming similar events.	The Worthy Commissioner appreciated the efforts of Regional Directorate of School Education and Literacy Department Hyderabad.
14-	Local Examination 2018-19	The DSE (ESHS) informed that the planning of local Annual Examination 2018-19 is in process. The officials are facing great problems in arranging papers and answers books for students as the funds for examination are not released till the date as usual. It is previous practice that funds are not only provided late but also insufficient.	

15-	Biometric change of employees	It was informed that the biometric change of an employee is centralized at Secretariat level. Due to that, the initiatives taken for opening of closed schools are not result oriented. When DEOs open schools on directives of DCs, the biometric of those employees remain in the same previous school where biometric monitoring assistants mark them absent. In such a way all officers including DCs and DEOs are ineffective in district based administration of the schools.	It was decided that the SE&LD will be requested to shift biometric change process from center to the districts.
16-	Co-Curricular Activities	The DSE (ESHS) presented detail of various co-curricular activities, including scouting, girls' guide, sports week, lateef Shanasai etc.	Worthy Commissioner suggested that district government should be involved in all co-curricular activities by informing and inviting them. He was astonished to know that in most of the districts, DCs were not informed about events of co-curricular activities. He suggested that displeasure notes can be served to all of those, who are not involving informing DCs and ACs about such type of activities.
17-	Awards for students	The DSE (ESHS) informed that his office is working for improvement of the performance of the toppers in the board examination, but we are helpless in the field. The Director, DEOs and TEOs have no budget to reward the high achievers for their achievement. They are unable to reward high achievers for their encouragement.	The worthy Commissioner suggested that a committee should be formed for working on encouragement of the high achievers. That committee can suggest the deserving candidates to whom trophies, medal or scholarships should be given.
18-	Opening of the closed schools	The Additional Director Primary Mr. Iqbal Ahmed presented his data of closed schools. He informed that many schools are closed due to unavailability of teaching staff as a number of teachers have got retirement but the posts of PSTs have not been filled since long.	The worthy commissioner forced DCs to look into the matter of closed schools whether these are viable or unviable. He said that Government has spent money for construction of the schools. Therefore, it should be our target to open all closed schools.
19-	Reforms in examination system	The DSE (ESHS) informed that the team of directorate is working on the transparency in examination system. He said that the item writer, paper setters and curriculum experts have been given task to work on the needs of the time and design a reliable assessment process.	The worthy commissioner directed all concerned that the main focus should be given on the stoppage of copy culture. He said it is prime time of working on the betterment of the examinations system. DCs should work on it. Committees should be notified for vigilance. Close coordination should be planned in Police, District Government and Education Department for stoppage of copy culture. Closed Circuit Cameras can be installed in the examination centers. The DCs and DEOs should suggest working strategies for the transparent examination system.

20-	Exposure visit to Rashidabad	Worthy commissioner suggested that there should be some schools as model schools. DCs and DEOs should work on it.	Worthy commissioner asked DSE (ESHS) Hyderabad to arrange a group of about 100 persons for an exposure visit of Rashidabd. The members of group will be able to have ideas from that visit for improvement of their schools.
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Closing speech of Worthy Commissioner Hyderabad Region Mr. Muhammad Abbas Baloch:

The Chairman RROC/ Commissioner Hyderabad insisted DCs and DEOs of concerned Districts to take the forum of DROCs at their high priorities for the enhancement of Quality Education and for improvement of governance. The meetings of DROCs should be conducted regularly on monthly basis. It is a direct forum of implementation of DLIs, which can address shortcomings, deficiencies, and negligence at District Level. It is our wish that the system of Education should be improved. He suggested that the College Education Department should also be invited at this forum.



(MUHAMMAD ABBAS BALOCH)
 Commissioner
 Hyderabad Division/ Chairman
 Regional Reform Oversight Committee

No. DSE/P&D/ 2437 /2018-19

Hyderabad Dated 01/02/2019

C.C. to:-

1. The Secretary, School Education & Literacy Department, Govt. of Sindh Karachi.
2. The Director General Monitoring & Evaluation, Education & Literacy Department Karachi.
3. The Additional Commissioner-I Hyderabad Division.
4. The Chief Program Manager, Reform Support Unit, Karachi.
5. The Superintending Engineer, Education Works Department, GoS, Karachi.
6. The Deputy Commissioner _____ (All Hyderabad Region).
7. The Director School Education (Primary), Hyderabad.
8. The Director Colleges Education Department Hyderabad.
9. The Deputy Director Non-formal Education, Hyderabad Division.
10. The Deputy Director (Private Schools), Hyderabad.
11. The Chief Monitoring Officer _____ (All Hyderabad Region).
12. The Representatives of Local Support Unit Sindh Education Department _____ (All Hyderabad Region).
13. The Section Officer (C-IV), SGA&CD, GOS, Karachi.
14. The District Education Officer _____ (All Hyderabad Region).
15. The District Accounts Officer _____ (All Hyderabad Region).
16. PS to Commissioner Hyderabad Division.
17. Master File.


(SAYED RASOOL BUX SHAH)
 Director School Education
 Elementary Secondary & Higher Secondary
 Hyderabad Region, Hyderabad