

## **SCHOOL EDUCATION & LITERACY DEPARTMENT**

### **Key Functions**

- Monitoring and Evaluation of Teachers and Schools
- Training and professional development of teachers
- Review and Preparation of Curriculum.
- Production and Distribution of Scientific material.
- Text Book Development and Distribution.
- Literacy and Non Formal Education.
- Engineering works pertaining to construction and maintenance of Schools, miscellaneous education.
- Regulating Private Schools.
- Public Private Partnership for Schools management.
- Examination and Assessment.
- Construction of Schools under donor / Loaner programs.

## **DIRECTORATE GENERAL OF HR & TRAINING**

### **INTRODUCTION OF DG HR&T**

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The Directorate General, HR&T was established in collaboration between Govt. of Sindh and the, “World Bank-led Sindh Global Partnership for Education (SGPE)”. It was established as one of the “attached departments” of SE&LD in 2017. It meant to ensure the effective management of human resources through modern ways of digitalization of data, decision-making, systematic planning, implementation and cyclic reviews. In addition, the Directorate has been functionalized for effective coordination among leadership, sister wings, other attached departments and the field units of School Education and Literacy Department.

Directorate’s three wings (i.e. HR, HR-MIS and Training) coordinate to strive for management of Human resources including staffing, through positive coordination & streamlining under the core command and control of Secretary, School Education and Literacy Department through Director General, HR&T.

#### **Human Resource (HR) WING**

HR Wing plays a pivotal role in the working of Directorate HR&T by strengthening of policy-making processes and its implementations. The wing deals in the areas of employees and related matter including: Recruitment & Staffing, Planning, Framing Recruitment Rules / Policies, Job Descriptions, Drafting & Reviewing HR Policy, Maintenance of Employees Service Record, Support in Effective Administration/Office Management, Role in Appointment, Promotion, Transfer

Posting of Teaching or Non-teaching staff, Performance Evaluation/Incentive Reward, Welfare and Security, Performance Appraisal, Compliance and Implementation on Orders/Policies and Grievances Redressal Section etc.

#### **HR-MIS/I.T. WING**

HR- MIS Wing creates and updates human resources information at provincial level which consists of a central on-line database of all employees/teachers working in schools of Sindh. It not only provides HR application system, but also ensures a new comprehensive and integrated approach in the management of human resources in the public services through advanced digitalization of modern age.

Major roles and responsibilities those supposed to be carried out under the wing are: Scanning and Archiving of Service Record, Biometric based Attendance, Webhosting, Mainlining of BHRMIS, etc. Efficient database system for effective decision making, Effective coordination among related stake holders, Efficient Support to Monitoring and Supervision of entities within the system, Flawless 24x7 system support and play backbone role, Periodic Reviews on existing status of MIS and Identify the Gaps (if any), Coordination between HR and Training Wings and last but not the least is an efficient Reporting mechanism to facilitate the leadership.

#### **TRAINING WING**

The Wing carries out the matters relating to scholarships/admission, academics, capacity building of staff and record keeping related with trained HR in coordination with HR and HRMIS Wings. For HR capacity building, the Wing coordinates with related training providing entities in their planning, implementation and review of outcomes phases.

The Wing compiles data of trained HR and attaches the same to the individuals record, in collaboration with HR-MIS for further analysis, impact evaluation and recommendations. In this regard, the data of the HR, trained through various public and private training providers including PITE, RSU, CIDA, UNICEF, APWA, JICA, AKU-IED, SBEP, SRP-USAID and other organizations, has been collected and made available for further working.

The Wing is supposed to be sharing the loads of HR & MIS related assignments besides Capacity Building Program and Policies, Managing TNA, Organizing Workshops, Refresher Courses Seminars, Academic Researches, Staff management tools etc.

### **DIRECTORATE GENERAL OF MONITORING AND EVALUATION**

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### **REFORM SUPPORT UNIT (RSU)**

#### **VISION**

Reinforce the national and integrative character of education.

Improve quality and standards of school education and literacy towards building a society committed to Constitutional values.

Provide free and compulsory quality education to all children at elementary level as envisaged under the Sindh Right of Children to Free and Compulsory Education Act, 2013 (Sindh Act No. XIV of 2013).

Universalize opportunities for quality secondary education.

Establish a fully literate society.

#### **OBJECTIVES**

Create a capacity that would strengthen the Education Department's ability to adopt and implement the education policy and strategy.

Install a well-integrated and functional monitory system through and institutional Tracking System for tracking the outreach of incentives.

The Unit's areas of expertise would include data collection, data analysis, and its institutionalized impact on policy and strategy.

Coordination of policy & its implementation.

## **SINDH EDUCATION FOUNDATION (SEF)**

### **PROMOTING EDUCATION THROUGH PUBLIC-PRIVATE PARTNERSHIP**

The concept of Public Private Partnership (PPP) has emerged as a response and a means to enhance the educational system's impact, outreach, and most importantly, its institutional and educational quality. In this regard, the technical expertise and extensive resources possessed by the private sector makes it ideally positioned to assume a facilitative role. Given its viability, the formation of Public Private Partnerships is SEF's core mandate and has become an instrumental concept and approach throughout the organization's programs. This has helped in mobilizing technical, financial and human resource services of the private, public and community sectors for revitalization and enhancement of educational opportunities for the marginalized segments of society.

## **MONITORING & EVALUATION (M&E)**

The objectives of the Directorate General include achieving basic profiling of schools, gathering accurate information about school HR and infrastructure, establishing a field force for assigned functions, evaluating data to prioritize issues and upgrade infrastructure, and monitoring attendance and overall school conditions.

Directorate of Registration & Inspection of Private Institutions

Vision and Mission

To create a prosperous dynamic and inspiring educational environment in Privately Managed Colleges in Sindh.

To stimulate citizens of all ages to trust in, invest in, and benefit from privately managed colleges, so that they can make their best contribution to the country.

To foster student's success in Privately Managed Colleges in the Province by facilitating, monitoring and providing good Environment for better Educational Facilities.

## **PROVINCIAL INSTITUTE OF TEACHER EDUCATION (PITE)**

About Provincial Institute Of Teacher Education PITE Sindh, Nawabshah.

New Role of PITE according Sindh School Standards and Curriculum Act 2015: The Provincial Institute of Teacher education PITE Sindh shall be responsible for implementing pre-services teacher education and continuous professional development programs based on school educational standards and curriculum for developing professionally competent teachers, teacher educators and head teachers. The PITE shall be responsible of academic supervision of teacher

education programs, whereas all constituent teacher education institutes as well as PITE work under the administrative control of education and literacy department.

### **Teachers Training Institute (TTI)**

The Directorate of Teachers Training Institution in Sindh is a vital organization responsible for enhancing the quality of education in the province. With its jurisdiction spanning across the entire province of Sindh, the Directorate oversees 41 institutions that offer various (Pre-Service / In-Service) Teacher Training Programs. The Directorate in promoting effective teaching practices and preparing qualified teachers for Sindh's educational institutions.

### **Sindh Text Book Board (STTB)**

As a result of 18th Amendment the Development of Textbooks have become provincial Subject

The Key areas of development of Textbook are as under:

The Curriculum Development

Notifying scheme of studies from class I-XII

Approval and NOC of the developed Textbooks

Constitution of review committees and Quality Assurance Committees are being dealt by the Provincial Boards and Bureau of Curriculum.

The Sindh Textbook Board has the mandate to developed Textbooks from Class I-XII in all subjects of Science and Humanties in Line with the Curriculum Contents.

In an accordance with New Curriculum the Sindh Textbook Board have developed following Textbooks.

In 1st phase class I to V 59 Titles were developed

In 2nd phase class VI to VIII 42 Titles were developed

In 3rd phase Social Studies and Science of Class VII and Class IX-X are in process.

Expression of Interest has been called of Class IX-X

### **SINDH TEACHERS EDUCATION DEVELOPMENT AUTHORITY(STEDA)**

Sindh Teacher Education Development Authority (STEDA) has been established to oversee and regulate the teacher development activites and to maintain the standards of the trainings and the training providers.

Government of Sindh is enriched with 29 institutes for initial teacher education that were delivering out-dated pre-service training courses till 2010.

## DIRECTORATE OF CURRICULUM AND RESEARCH(DCAR)

### **Functions**

#### **Curriculum**

- Development
- Review
- Orientation

#### **Textbooks**

- Review
- Quality Assurance
- Field Testing

#### **Assessment**

- Students Achievement
- Head Teacher, Teacher, Students/ Parent Survey