



PERFORMANCE AGREEMENT

BETWEEN

PRIME MINISTER AND MINISTER

Ministry of Education

(July 1, 2017 - June 30, 2018)

TABLE OF CONTENTS

Section 1: Vision, Mission and Objectives

Section 2: Objectives, Actions, Success Indicators and Target

Section 3: Trend Values of Success Indicators

Section 4: Description and Measurement of Success Indicators

Section 5: Requirements from other Ministries, Agencies and Dzongkhags

Preamble

The Performance Agreement is entered into between the Prime Minister and Minister, Ministry Of Education.

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the Ministry Of Education consistent with the 11th Five Year Plan, and Government's other priorities;
- b) To make the Ministry Of Education fully responsible for driving implementation and delivering the results against the annual priorities;
- c) To provide an objective and fair basis for evaluating the Ministry's overall performance at the end of the year;

The Performance Agreement represents an important accountability mechanism for inculcating a performance based culture at all levels of government.

THEREFORE, the parties hereto agree as follows:

Section 1: Vision, Mission and Objective

Vision

An educated and enlightened society of GNH, built and sustained on the unique Bhutanese values of *tha dam-tsig ley gju-drey*.

Mission

1. Formulate sound educational policies leading towards knowledge-based GNH society.
2. Provide equitable and inclusive quality education and lifelong learning for all through provision of the necessary learning space and opportunity to harness their full potential as productive citizens.
3. Prepare the young women and men with appropriate knowledge, skills and values to cope with the challenges of the 21st century.

Objective

1. To improve relevance and quality of education
2. To improve access to and sustainability of education
3. To strengthen youth development programme and services
4. To enhance adult literacy and lifelong learning
5. To ensure full utilization of budget
6. To enable effective and efficient ICT Service delivery
7. To implement National Integrity and Anti-Corruption Strategy (NIACS)

Section 2: Key objectives, priorities, actions, success indicators and targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To improve relevance and quality of education	35	Maintain primary completion rate above 100%	Primary completion rate (Class VI)	Percent	2	>100	>99	>98	>97	<96
		Increase % of students who complete secondary education	Secondary completion rate (Class X)	Percent	1	95	94.8	94.6	94.4	<94
		Increase % of schools scoring above 70% on GNH index	Percentage of schools scoring above 70% on GNH index	Percent	2	100	-	-	-	99.80
		Implement ICT Master Plan	Number of secondary and primary schools with computer lab facilities	Number	2	10	9	8	7	6
			Number of schools with internet connectivity	Number	2	10	9	8	7	6
		Implement School Reform Programme (SRP)	Implementation status of infrastructure development of 17 central schools under SRP (SPBD)	Percent	2	100	96	92	90	<85
			Implementation status of infrastructure development of 30 central schools (Dzongkhags/Thromdeys)	Percent	1	100	98	96	94	<90
		Number of additional potential central schools implemented/upgraded under RGoB/other source of funding	Number of additional potential central schools implemented/upgraded under RGoB/other source of funding	Number	2	3	2	1	-	0

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
		Implement Teacher HR policy	Percentage of teachers trained on ELPC	Percent	2	100	90	80	70	60
			Percentage of Dzongkha teachers trained on Dzongkha related PD programmes	Percent	2	100	90	80	70	60
			Timeline by which the Teachers' standard is developed	Date	2	Dec 2017	Jan 2018	Feb 2018	Mar 2018	Later than Mar 2018
	Enhance learning outcomes in core subjects		Learning outcome mean scores (Class III)	Percent	1	Dz = 65 Eng = 65 Math = 65	Dz = 64 Eng = 64 Math = 64	Dz = 63 Eng = 63 Math = 63	Dz = 62 Eng = 62 Math = 62	Dz = 61 Eng = 61 Math = 61
			Learning outcome mean scores (Class VI)	Percent	1	Dz = 70 Eng = 60 Math = 60 Sci = 65	Dz = 69 Eng = 59 Math = 59 Sci = 64	Dz = 68 Eng = 58 Math = 58 Sci = 63	Dz = 67 Eng = 57 Math = 57 Sci = 62	Dz = 66 Eng = 56 Math = 56 Sci = 61
			Learning outcome mean scores (Class X)	Percent	1	Dz = 70 Eng = 60 Math = 60 Sci = 60	Dz = 69 Eng = 59 Math = 59 Sci = 59	Dz = 68 Eng = 58 Math = 58 Sci = 58	Dz = 67 Eng = 57 Math = 57 Sci = 57	Dz = 66 Eng = 56 Math = 56 Sci = 56
	Improve examination and assessment system in collaboration with REC & BCSEA		Number of examination and assessment system reviewed and improved by subjects	Number	1	4	3	2	-	1
			Percentage of board examination system reviewed to make it more competency based	Percent	1	30	29	28	27	<25
	Review and revise subjects to incorporate international best		Number of subjects reviewed and revised	Number	1	4	3	2	-	1

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
		practices of teaching, learning and assessment								
		Accredit Tertiary Education Institutions (TEIs) and provide recognition of qualifications	Number of institutes accredited	Number	2	6	5	4	3	<3
			Time taken for the recognition of qualifications from the day of application	Days	2	2 weeks	2-3 weeks	3-4 weeks	4-5 weeks	>5 weeks
		Implement Sherig Endowment Fund	Number of schools taking up action research under Sherig Endowment Fund	Number	1	>50	40	30	20	10
		Conduct National Level Drama Festival	Timeline by which the National Level Drama Festival is initiated	Date	2	Mid Aug 2017	End Aug 2017	Mid Sept 2017	End Sept 2017	Mid Oct 2017
		Participate in PISA-D	Timeline by which pretest-3 for PISA-D is completed	Date	2	End Sept 2017	1st Wk Oct 2017	2nd Wk Oct 2017	3rd Wk Oct 2017	End Oct 2017
To improve access to and sustainability of education	26	Enhance nutritional standards and the health of students	Percentage of RGoB stipend boarding schools providing fortified rice	Percent	3	100	95	90	85	80
			Percentage of schools meeting 3-Star on health and hygiene promotion	Percent	2	>10	9	8	7	6
			Number of additional schools implementing intervention programme on gardening, nutrition and WASH concept	Number	2	20	18	16	14	<12
			Number of schools reporting cases of peripheral neuropathy outbreaks	Number	3	0	1	2	3	>4

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
		Expand ECCD and special education services	Number of additional ECCD centres established	Number	3	30	25	20	15	10
			Number of additional schools with SEN programme established	Number	2	1	-	-	-	0
		Expand access to primary, basic and tertiary education	Adjusted Primary Net Enrolment Ratio (6-12 yrs old)	Percent	2	>96	95	94	93	92
			Basic Net Enrolment Ratio (6-16yrs old)	Percent	2	>96	95	94	93	92
			Gross Enrolment Ratio (GER) at tertiary level (19-21 years old)	Percent	2	40	39	38	37	<37
			Number of students enrolled under students Loan Scheme for Tertiary Education	Number	3	56-60	50-55	44-49	38-43	<38
			Number of undergraduate scholarships implemented	Number	2	195-200	190-194	185-189	180-184	<180
		To strengthen youth development programme and services	15	Promote mass participation of students in sports and physical activities	Percentage of schools implementing sports calendar	Percent	4	~100	95	94
Promote scouting among students	Number of additional students taking up scouting			Number	4	1500	1400	1300	1200	<1200

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
		Expand youth friendly facilities & services	Number of additional youth centers	Number	3	1	-	-	-	0
		Strengthen guidance and counseling services in schools	Percentage of schools with functional guidance and counseling programme	Percent	4	52% (sec schools)	51% (sec schools)	50% (sec schools)	49% (sec schools)	48% (sec schools)
To enhance adult literacy and lifelong learning	9	Enhance NFE basic literacy completion rate	Percentage of BLC learners completing the course	Percent	3	>93	91	90	89	<89
		Develop equivalency framework	Timeline by which the draft Equivalency Framework is finalized	Date	3	Mid May 2018	End May 2018	Mid June 2018	End June 2018	Later than June 2018
		Strengthen CE programme	Percentage of Class XII CE learners completing BHSEC Examination	Percent	3	90	85	80	75	<75
To implement National Integrity and Anti-Corruption Strategy (NIACS)	5	Conduct face to face sensitization program on Ethics and Integrity Tools by concerned TOT participants (Gift Rules & its management, Asset Declaration Rules & its management, Conflicts of Interest Declaration & its management, Code of Conduct and Grievance Redress Mechanism).	Percentage of Employees sensitized on Gifts, Conflicts of Interest, Code of Conduct, Asset Declaration and Grievance Redress Mechanism	Percent	5	>90	89-80	79-70	69-60	<59
To ensure full utilization of budget	5	Ensure full budget utilization	Percentage of budget utilization	Percent	5	100	-	-	-	<100

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To enable effective and efficient ICT Service delivery	5	Enhance basic ICT skills of non ICT staff members.	Percentage of non ICT staff trained.	Percent	2	50	45	40	35	30
		Improve public service delivery through innovative ICT services/improve LAN and internet services.	Acceptable downtime of LAN and internet connectivity per incidence.	Days	2	1	1.5	2	2.5	>2.5
		Ensure compliance to e-GIF standards.	Percentage compliance to e-GIF standards.	Percent	1	100	-	-	-	>100

Section 3: Trend values of the success indicators

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
To improve relevance and quality of education	Maintain primary completion rate above 100%	Primary completion rate (Class VI)	Percent	112	109	111	121.1	>100
	Increase % of students who complete secondary education	Secondary completion rate (Class X)	Percent	74	79	93.1	94	95
	Increase % of schools scoring above 70% on GNH index	Percentage of schools scoring above 70% on GNH index	Percent	-	98	99.08	99.80	100
	Implement ICT Master Plan	Number of secondary and primary schools with computer lab facilities	Number	-	172	182	187	195
		Number of schools with internet connectivity	Number	-	88 secondary schools	170+ secondary and 10 PS	186+ secondary schools and 52 PS	246 secondary and selected PS
	Implement School Reform Programme (SRP)	Implementation status of infrastructure development of 17 central schools under SRP (SPBD)	Percent	-	Tendering and master plan completed	26.52	78.67	100
		Implementation status of infrastructure development of 30 central schools (Dzongkhags/Thromdeys)	Percent	-	Tendering and master plan completed	37.17	75.13	100
	Number of additional potential central schools implemented/upgraded under RGoB/other source of funding	Number of additional potential central schools implemented/upgraded under RGoB/other source of funding	Number	-	24	51	60	63

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
	Implement Teacher HR policy	Percentage of teachers trained on ELPC	Percent	-	-	-	-	100
		Percentage of Dzongkha teachers trained on Dzongkha related PD programmes	Percent	-	-	-	-	60
		Timeline by which the Teachers' standard is developed	Date	-	-	-	-	Dec 2017
Enhance learning outcomes in core subjects		Learning outcome mean scores (Class III)	Percent	Dz = 56 Eng = 52 Math = 51	Dz = 58 Eng = 54 Math = 54	Dz = 69.21, Eng =65.23, Math =63.69	Dz = 68.4, Eng = 54, Math = 59.5	Dz = 65 Eng = 65 Math = 65
		Learning outcome mean scores (Class VI)	Percent	Dz = 55 Eng = 50 Math = 49 Sci = 57	Dz = 58 Eng = 52 Math =52 Sci = 58	Dz = 64.7 Eng = 59.45 Math = 55.43 Sci =62	Dz = 59.1 Eng = 47.7 Math = 41.3 Sci = 54	Dz = 70 Eng = 60 Math = 60 Sci = 65
		Learning outcome mean scores (Class X)	Percent	Dz = 63 Eng = 55 Math = 55 Sci = 50	Dz = 65 Eng = 56 Math = 56 Sci = 53	Dz = 59.97 Eng = 56.10 Math = 46.35 Sci =47.54	Dz = 66.69 Eng = 54.16 Math = 53.49 Sci =49.44	Dz = 70 Eng = 60 Math = 60 Sci = 60
Improve examination and assessment system in collaboration with REC & BCSEA		Number of examination and assessment system reviewed and improved by subjects	Number	2 (Pry Sci, Math)	3 (Dzo, EVS, Eco)	4 (Rigzhung/ Eng/ Pry ICT/Env.Sci .)	4 (Media Studies, AgFS, VSDC, HPE)	4 (Accts, Geo, Commerce, LCS)
		Percentage of board examination system reviewed to make it more	Percent	5-10	10-15	15-20	20-25	30

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
		competency based						
	Review and revise subjects to incorporate international best practices of teaching, learning and assessment	Number of subjects reviewed and revised	Number	Eco: 11-12 AgFS: 11-12 Math: 7-10 Sci: 8 Art: 2-3	Eco-11-12 AgFS-11-12 Math-3 Sci-8 Art-4	Sci-9-10 Media-11 Env. Sci-11	Media-cl 12 Sci-cl 11&12	Env. Sc,Media and History-9-10
	Accredit Tertiary Education Institutions (TEIs) and provide recognition of qualifications	Number of institutes accredited	Number	-	-	2	6	12
		Time taken for the recognition of qualifications from the day of application	Days	15 weeks	-	2-3 weeks	2 weeks	2 weeks
	Implement Sherig Endowment Fund	Number of schools taking up action research under Sherig Endowment Fund	Number	-	-	-	89	140
	Conduct National Level Drama Festival	Timeline by which the National Level Drama Festival is initiated	Date	-	-	-	-	Mid Aug 2017
	Participate in PISA-D	Timeline by which pretest-3 for PISA-D is completed	Date	-	-	-	-	End Sept 2017
To improve access to and sustainability of education	Enhance nutritional standards and the health of students	Percentage of RGoB stipend boarding schools providing fortified rice	Percent	-	-	-	-	100
		Percentage of schools meeting 3-Star on health and hygiene promotion	Percent	-	-	-	-	10
		Number of additional schools implementing intervention programme on gardening, nutrition and WASH concept	Number	-	230	270	300	320

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
		Number of schools reporting cases of peripheral neuropathy outbreaks	Number	-	-	0	1	0
	Expand ECCD and special education services	Number of additional ECCD centres established	Number	165	231	260	290	320
		Number of additional schools with SEN programme established	Number	10	12	12	14	15
	Expand access to primary, basic and tertiary education	Adjusted Primary Net Enrolment Ratio (6-12 yrs old)	Percent	98.5	98.7	98.8	98.6	>96
		Basic Net Enrolment Ratio (6-16yrs old)	Percent	94	93	94.5	96.2	>96
		Gross Enrolment Ratio (GER) at tertiary level (19-21 years old)	Percent	34	35	36.6	37.3	40
		Number of students enrolled under students Loan Scheme for Tertiary Education	Number	-	90	228	518	578
		Number of undergraduate scholarships implemented	Number	799	1004	1204	1401	1596
To strengthen youth development	Promote mass participation of students in sports and physical activities	Percentage of schools implementing sports calendar	Percent	60	70	80	99	~100

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
programme and services	Promote scouting among students	Number of additional students taking up scouting	Number	23200	23500	28896	33843	35343
	Expand youth friendly facilities & services	Number of additional youth centers	Number	9	10	11	12	13
	Strengthen guidance and counseling services in schools	Percentage of schools with functional guidance and counseling programme	Percent	30% (sec schools) & 23% (pry schools)	38% (sec schools) & 34% (pry schools)	43% (sec schools) & 45% (pry schools)	47% (sec schools) & 57% (pry schools)	52% sec schools
To enhance adult literacy and lifelong learning	Enhance NFE basic literacy completion rate	Percentage of BLC learners completing the course	Percent	-	89	90	93	>93
	Develop equivalency framework	Timeline by which the draft Equivalency Framework is finalized	Date	-	-	-	-	Mid May 2018
	Strengthen CE programme	Percentage of Class XII CE learners completing BHSEC Examination	Percent	78.3	80	73.6	82	90
To implement National Integrity and Anti-Corruption Strategy (NIACS)	Conduct face to face sensitization program on Ethics and Integrity Tools by concerned TOT participants (Gift Rules & its management, Asset Declaration Rules & its management, Conflicts of Interest Declaration & its management, Code of Conduct and Grievance Redress Mechanism).	Percentage of Employees sensitized on Gifts, Conflicts of Interest, Code of Conduct, Asset Declaration and Grievance Redress Mechanism	Percent	-	50	70	80	above 90

Objective	Action	Success Indicator	Unit	Actual Values [FY 2013-14]	Actual Values [FY 2014-15]	Actual Values [FY 2015-16]	Actual Values [FY 2016-17]	Target Values [FY 2017-18]
To ensure full utilization of budget	Ensure full budget utilization	Percentage of budget utilization	Percent	-	-	-	-	100
To enable effective and efficient ICT Service delivery	Enhance basic ICT skills of non ICT staff members.	Percentage of non ICT staff trained.	Percent	-	-	-	-	50
	Improve public service delivery through innovative ICT services/improve LAN and internet services.	Acceptable downtime of LAN and internet connectivity per incidence.	Days	-	-	-	-	1
	Ensure compliance to e-GIF standards.	Percentage compliance to e-GIF standards.	Percent	-	-	-	-	100

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Primary completion rate (Class VI)	Total number of students successfully completing CI VI in a given year expressed as a percentage of 12 yrs old population in the country	Annual Student Census	Annually	Annual Education Statistics
Secondary completion rate (Class X)	Total number of students successfully completing CI X in a given year expressed as a percentage of 16 yrs old population in the country	Annual Student Census	Annually	Annual Education Statistics
Implementation status of infrastructure development of 17 central schools under SRP (SPBD)	Measures the average progress of the construction works of 17 PTA central schools executed by SPBD	Reports from the site engineer	Biannually	SPBD, DSE, MoE
Implementation status of infrastructure development of 30 central schools (Dzongkhags/Thromdeys)	Measures the average progress of the construction works of 30 Central Schools executed by Dzongkhags/Thromdes	Reports submitted by Site Engineers	Quarterly	SPBD, DSE, MoE
Percentage of teachers trained on ELPC	ELPC: English Language Proficiency Course	Training report	Annually	TPSD, DSE, MoE
Learning outcome mean scores (Class III)	The Mean Scores are derived by dividing the total marks obtained by the entire students of a particular year.	Actual Mean Scores for each year.	Annually	BCSEA
Learning outcome mean scores (Class VI)	The Mean Scores are derived by dividing the total marks obtained by the entire class VI students of a particular year.	Actual Mean Scores for each year.	Annually	BCSEA
Learning outcome mean scores (Class X)	The Mean Scores are derived by dividing the total marks obtained by the entire class X students of a particular year.	Actual Mean Scores for each year.	Annually	BCSEA

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Number of subjects reviewed and revised	No of subjects where changes would be made. Review involves needs assessment and situational analysis, while revision involves revising information and content based on the review reports. Reform on the other hand is a major overhaul of the curriculum, often requiring shift in pedagogy.	To be reported annually based on reports from REC	Annually	REC
Number of institutes accredited	Number of TEIs accredited by Bhutan Accreditation Council.	-	Annually	QAAD, DAHE
Time taken for the recognition of qualifications from the day of application	Time taken for issuing the certificate/letter of attestation from the date of application to the Secretariat of BAC.	Official documents with QAAD	Annually	QAAD,DAHE
Timeline by which the Teachers' standard is developed	Teachers' standard outlines the minimum required competencies of teachers to teach in any schools within the country	Letter or email record of final report submitted to the Ministry	Annually	TPSD, DSE, MoE
Percentage of schools meeting 3-Star on health and hygiene promotion	3-Star is an approach to promote hygiene and sanitation in schools holistically through assessment of certain defined indicators/criteria.	Reports from Dzongkhags & Thromdeys compiled by SHND,DSE	Annually	SHND,DSE
Adjusted Primary Net Enrolment Ratio (6-12 yrs old)	It measures the participation of 6-12 yrs old population in the primary education including those in secondary and monastic education and those studying abroad.	Student enrollment from EMIS and population data from NSB	Annually	Annual Education Statistics
Basic Net Enrolment Ratio (6-16yrs old)	It measures the participation of 6-16 yrs old population in basic education (PP-X)	Student enrollment from EMIS and population data from NSB	Annually	Annual Education Statistics

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Gross Enrolment Ratio (GER) at tertiary level (19-21 years old)	It measures the participation of 19-21 yrs old population in the tertiary education (both within and outside Bhutan).	Annual student census conducted by RUB/KGUMS/RIM/RITH etc. and compiled by MOE	Annually	Annual Education Statistics
Number of students enrolled under students Loan Scheme for Tertiary Education	It measures the number of students actually selected.	Record with HEPD, DAHE.	Annually	HEPD Database.
Percentage of schools implementing sports calendar	It indicates the number of primary and secondary schools out of the total number of existing schools that have implemented sports activities as per their annual sports calendars	Reports from Dzongkhags & Thromdeys	Annually	Annual report of DYS
Number of additional youth centers	It indicates the actual number of youth centers established with adequate staff, facilities and services in place together with involvement of youth volunteers in the Dzongkhags or Thromdeys	Progress report of the Division & Reports from Dzongkhags & Thromdeys	Annually	Annual report of DYS
Percentage of schools with functional guidance and counseling programme	It measures the percentage of schools with school guidance counsellors (full time) offering general prevention programmes, intervention, and responses services in the school. Actual recruitment of full time SGC and placement in schools.	52% = 93 SGCs of 183 public secondary schools (71 LSS+70 MSS+42 HSS)	Annually	Annual report of DYS
Percentage of BLC learners completing the course	Percentage of NFE learners enrolled in Basic Literacy Course who complete the course.	Data collected from NFE Centers.	Annually	NFCED,DAHE

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Percentage of Class XII CE learners completing BHSEC Examination	It measures the percentage of Class XII CE students passing BHSEC examination.	Total passed CE students divided by total CE students who appeared for BHSEC (Class XII) examination.	Annually	BCSEA Board Examination Results
Percentage of services delivered on time for the 6 G2C services under DAHE	Percentage to be derived from PM'seDesk	Percentage to be derived from PM'seDesk	Monthly	PM's e-Desk
Percentage of budget utilization	This Success Indicator measures the amount variation between revised budget and expenditure of an agency for a fiscal year	Through analysis of annual budget and expenditure	Annually	MYRB
Percentage of non ICT staff trained.	This success indicator measures the percentage of staffs other than ICT professional provided with training on basic ICT skills. This will reduce the turnaround time of providing basic troubleshooting services. The training will be provided by ICT Division.	Admin record on training.	Biannually	Admin record
Acceptable downtime of LAN and internet connectivity per incidence.	Description: This success indicator measures the minimum downtime of LAN and internet connectivity in Ministries/Agences/Thromde/Dzongkhag administration office. If the downtime is caused by incidents which are out of ICT Division's control, ICT Division should maintain a record of such incidences and provide periodic report to DITT. This downtime does not include the travel time for ICT officers working in Dzongkhag need to travel to gewogs/CC to rectify connectivity issues.	Admin record	Monthly	admin record
Percentage compliance to e-GIF standards.	This success indicator measures and ensures that Ministries/Agencies/ Thromdes/dzongkhags comply to e-GIF standards in all ICT related activities.	Records of e-GOV review meetings.	Biannually	admin record

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
<p>Percentage of Employees sensitized on Gifts, Conflicts of Interest, Code of Conduct, Asset Declaration and Grievance Redress Mechanism</p>	<p>This indicator will measure the proportion of employees sensitized through face to face sensitization program on the above mentioned Ethics and Integrity Management Tools.</p> <p>The indicator will assess both the proportion of employees sensitized and the level of awareness created among the employees on the tools. Of the total weightage (100 percent), 40 percent is assigned on the delivery part and 60 percent on the level of awareness created. Further 40 percent weightage is apportioned as:</p> <ol style="list-style-type: none"> 1) No. of tools sensitized – 5 tools (10%); 2) Mode of Delivery - face to face sensitization program (10%); 3) Duration - one day or more (10%); and 4) Percent of employees sensitized – 80 & above (10%). <p>The agencies will report on the above weightage (40 percent) using the standard form developed by ACC.</p>	<ul style="list-style-type: none"> • Supporting documents from the agencies • Questionnaire based desk survey 	<p>Annually</p>	<p>Administrative Records, HRD, MoE</p>

Section 5: Requirements from other Ministries, Agencies & Dzongkhags

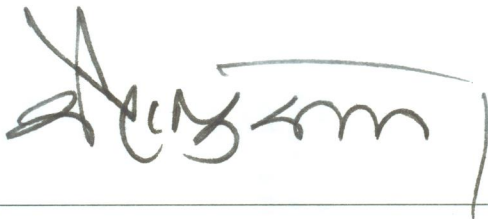
Organisation Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
All Dzongkhags	Implementation status of infrastructure development of 30 central schools (Dzongkhags/Thromdeys)	Constructions	The success of the central school would depend on the timely constructions of required infrastructure by the Dzongkhags	Ensure 100% of all capital works related to central schools in their Dzongkhags are completed by the end of FY 2017-18	Any spillover activities would seriously hamper the overall progress of the implementation of central schools to be implemented within the plan period
ROYAL CIVIL SERVICE COMMISSION	Number of additional youth centers	Recruitment of Youth Center staff	To enable the Youth Centers to offer better services, facilities and programmes for youth	Recruit 2 staff for each Youth Center	Targets cannot be achieved
ROYAL UNIVERSITY OF BHUTAN	Percentage of schools with functional guidance and counseling programme	Provision of Post Graduate Diploma in School Guidance and Counseling	To equip School Guidance Counsellors with skills to provide relevant programs and services in the schools	Continued provision of Post Graduate Diploma in School Guidance and Counseling.	Functional guidance and counseling program in 43% of sec schools and 45% of pry schools may not be achieved.
ROYAL CIVIL SERVICE COMMISSION	Percentage of schools with functional guidance and counseling programme	Approval to recruit SGCs from the already existing pool of teacher counselors in schools Recruitment of SGCs from amongst the fresh graduates	To facilitate provision of guidance and counseling services in the schools	Recruit a minimum of 20 SGCs annually	Functional guidance and counseling program in 43% of sec schools and 45% of pry schools may not be achieved.

Whereas,

I, the Minister, Ministry of Education commit to the Prime Minister, the Government and the Bhutanese people to deliver the results described in this annual performance agreement

I, the Prime Minister, commit to the Minister, Ministry of Education, on behalf of the Government and the Bhutanese people, to provide the necessary fund and resources for delivery of the results described in this annual performance agreement.

SIGNED:



Tshering Tobgay
Prime Minister of Bhutan

28.7.17

Date



Norbu Wangchuk
Minister

28/7/17

Date