

RESOLUTIONS OF 17th ANNUAL EDUCATION CONFERENCE

Ugyen Academy Punakha

25-31 December 2014

Pre Conference Sessions

HR Issues

1. Performance evaluation to be reviewed based on group recommendations and the matter to be taken up with RCSC. (Action: HRD/Dzongkhags/Thromdes)
2. Status quo to be maintained on the points for remote location as spelt out in BCSR 2012
3. Preference to be given to teachers and principals serving in remote schools for training and other opportunities based on relevancy.
(Action: Dzongkhags/Thromdes)

Procurement

4. Instructions to be issued on preparation of science practical examinations by the end of July to ensure timely supply of chemical and science equipment to schools
(Action: BCSEA and DSE).

Budget issues

5. Recurrent budget for schools to be taken up with the Ministry of Finance based on the recommendations of the Education Blueprint to ensure effective implementation of various programmes and initiatives in schools in line with emerging policies and priorities (Action: DSE)

Scouting Programme

6. Starting from 2015, National Scouts Day to be observed on 21st February, which is also celebrated as His Majesty's Birth Anniversary and the National Education Day in the country (Action: Schools/Dzongkhags/Thromdes)
7. Towards strengthening the scouting programme, schools and Dzongkhags/Thromdes to ensure implementation as per the new scouting guidelines and new scout framework circulated by the Department of Youth and Sports. (Action: Schools/Dzongkhags/Thromdes)

Autonomous School

8. A detailed review of the Autonomous Schools to be carried out involving all concerned stakeholders and recommendations submitted to the Ministry (Action: DSE).
9. All Autonomous Schools to maintain proper books of accounts as per the existing financial and procurement norms and the Royal Audit Authority to be requested to carry out auditing on an annual basis. Furthermore, Internal Auditors of the concerned Dzongkhags/Thromdes to be requested to provide necessary support and guidance to all autonomous school.
(Action: Dzongkhags/Thromdes/Autonomous Schools)

School Feeding:

10. A proper analysis to be carried out on the centralized school feeding programme involving all concerned stakeholders based on three parameters: economy of scale, quality and fortification (Action: SAFED, DSE)
11. A separate transportation budget for perishable food items to be budgeted from the next financial year under stipend budget code.
(Action: Dzongkhags/Thromdes/SAFED)
12. A review of existing stipend of Nu. 335 provided by RGoB for third meal to be carried out based on the location and distance of schools from nearest road. Accordingly the matter be taken up with the Ministry of Finance. (Action: SAFED, DSE)

13. National Reading Year

14. Schools to draw up their own reading strategies with adequate monitoring mechanisms in place. (Action: Schools & Dzongkhags)

School Discipline

15. All schools to draw up their own discipline guidelines. Furthermore, teachers and principals to be oriented on the Penal Code of Bhutan with support from Dzongkhag Court (Action: Dzongkhags/Thromdes)

Guidance and Counselling Programme

16. All Principals to provide full support towards institutionalization of guidance and counselling services (Action: Schools/Dzongkhags)
17. School Guidance Counsellors to be involved in framing of the Discipline Policy to ensure that the policy is not punitive and leaves room for corrective measures.

However, SGCs should not be involved in the implementation of the policy.
(Action: Schools)

18. One period in a week to be allocated for guidance class for every class in secondary schools. (Action: Schools)
19. SGCs to be allotted 10-15 maximum periods in a week for Guidance Programme class and rest of the time for individual, group and mandatory counselling services (Action: Schools)
20. The schools to follow a whole school partnership approach and conduct needs assessment, select useful topics looking into existing programmes and develop programme packages for Guidance programmes spearheaded by the SGC with other trained focal teachers being the implementers. (Action: Schools)
21. For administrative purposes, a daily log of activities to be maintained by the SGCs and for clinical supervision, a monthly report of activities to be submitted to CECD verified by the Principal in addition to the bi-annual reports. (Action: Schools)
22. SGCs should not be asked to teach academic subjects and take up duties like ToD, study duty and examination duty that come in conflict with their roles in their schools, as most of these duties require direct monitoring of student activities and behavior. (Action: Schools)
23. Schools to use the standard reporting form in times of critical incident/crisis to facilitate immediate report and also use it as a checklist. (Action: schools)

Non Formal Education

24. A detailed review of the Non Formal Education programme to be carried out. (Action: NFCED)
25. Monitoring and support mechanism to be strengthened to enhance retention and completion in Basic and Post Literacy Courses. (Action: Dzongkhags)
26. Literacy mapping to be conducted in Dzongkhags/Thromdes to enhance Adult Literacy Rate. (Action: DAHE/Dzongkahgs/Thromdes)

Main Conference

Enhance Teacher Competency

27. 21st century pedagogy to be enhanced with a focus in languages, mathematics and science. (Action : MoE and Schools supported by REC and BCSEA)
28. Teacher development to be strengthened through SBIP/TRC (Action: HRD/MoE ,DEO/TEO and Schools)

Enhance Competency of School Leadership

29. 21st Century leadership training to be conducted in schools (Action: Schools supported by HRD/MoE)

Reorganise Organizational/Functional Structure of Schools

30. Organizational and functional roles of school management to be restructured to enhance school effectiveness and efficiency (Action: Schools supported by Dzongkhag/Thromde/DSE)
31. Schools to be empowered with greater autonomy in decision making (Action: DSE)

Upscale Implementation of Youth Education Programmes

32. Implementation of life skills education programmes to be enhanced (Action: Schools/Dzongkhags supported by DYS)
33. Student leadership programmes to be strengthened (Action: Schools supported by Dzongkhags/Thromdes)
34. Youth enrichment programmes to be up-scaled (Action: Schools supported by Dzongkhags/Thromdes)

Strengthen Sustainability of Educating for GNH Programmes

35. Implementation of educating for GNH to be reinforced (Action: Schools)
36. School guidance and counselling programmes to be strengthened (Action: Schools supported by Dzongkhag and DYS)
37. Strengthen health, nutrition and safety programmes (Action: Schools supported by Dzongkhags and MoE)

Enhance Learning Outcome Scores in English, Dzongkha, Maths and Science

38. Teaching proficiency in Languages, Sciences and Mathematics to be up scaled (Action: Schools supported by Dzongkhags and REC)

Promote learning to learn through the creation of professional learning communities

39. Professional Learning Communities to be created in all schools (Action: Schools supported by Dzongkhags/Thromdes and REC)

Bhutan Education Blueprint 2014-2024 Implementation Plan for Schools January - December, 2015									
Programme	Prioritized Activity	Sub-activities	Timeline				For whom (Target group)	Responsible Agency	Supporting Agency
			Q 1	Q 2	Q 3	Q 4			
1. Enhance Teacher Competency	1.1. Enhance 21st century pedagogy with focus in languages, mathematics and science	1.1.1 Train teachers in 21st century teaching skills in Dzongkha, English, Mathematics, and Science	X	X	X	X	Teachers	MoE	REC
		1.1.2 Reinforce continuous formative assessment practices in schools	X	X				School	REC BCSEA
	1.2. Strengthen teacher development through SBIP/TRC	1.2.1 Revamp the conduct of SBIP	X	X	X	X	Teachers	DEO/TEO/School/REC	
		1.2.2 Conduct teacher motivation workshops	X	X	X	X			
		1.2.3 Appoint Master Lead Teachers, Cluster Lead Teachers, and School Lead Teachers	X	X				HRD	
		1.2.4 Develop training modules to enhance English teaching proficiency	X	X					REC/CIE
2. Enhance Competency of School Leadership	2.1. 21st century leadership training	2.1.1 Conduct transformational/instructional leadership trainings	X	X	X	X	DEOs/TEOs/Principals	HRD	REC
		2.1.2 Promote research and development	X	X	X	X	School	School	REC
		2.1.3 Initiate exchange programmes - attachment/internships		X	X		Principals/Teachers	DSE/HRD	
3. Reorganise organisational/functional structure of school	3.1. Restructure organizational and functional roles of school management to enhance school	3.1.1. Redefine TOR of HRC, Teachers, SMT, SMB, SGB, PTA	X				SMB, SGB, SMT, SHRC	MoE (Executive Order)	
		3.1.2. Develop basic school organisational		X			School	School	

	effectiveness and efficiency	structure								
		3.1.3. Recruit administrative assistants for primary schools	X	X			Primary schools	HRD (MoE)	RCSC	
		3.1.5. Enhance use of ICT in school management and teaching learning	X	X	X	X	School	School		
	3.2 Empower schools with greater autonomy in decision making	3.2.1. Recurrent budget to be released to schools as Block Grant	X	X			Students	MoE/School		
		3.2.2. Dedicate Saturdays for PD programmes	X	X	X	X	Teachers	MoE		
4. Upscale implementation of Youth education programmes	4.1. Enhance the implementation of life skills education programmes	4.1.1 Conduct CBIP and SBIP	X	X	X		Teachers	School/Dzongkhag		
		4.1.2 Enhance delivery of life skills education programmes	X	X	X	X	Students	School/DYS		
	4.2. Strengthen student leadership programmes	4.2.1 Provide leadership training to student leaders	X	X	X	X	Student leaders	School		
		4.2.3 Strengthen student collaboration through promotion of team works	X	X	X	X	Students	School		
	4.3. Upscale youth enrichment programmes	4.3.1 Reinforce language enrichment programmes (drama, skits etc.)		X	X	X	Students	School		
		4.3.2 Cascade scouting principles to all students	X	X	X	X	Students	Dzongkhag/School	DYS	
		4.3.3. Promote youth festivals in schools		X	X		Students	School		
	5. Strengthen sustainability of educating for GNH programmes	5.1 Reinforce implementation of educating for GNH	5.1.1 Conduct refresher programme on Educating for GNH	X	X			Teachers	School	
			5.1.2 Reorient on School Self-Assessment Tool (SSAP)	X	X			Teachers	School	
5.1.3 Implement School Improvement Plan (SIP) collectively			X	X			Teachers	School		
5.3 Strengthen school guidance and counselling programmes		5.3.1 Provide mass orientation on student counselling	X		X		Teachers	School/DYS		
		5.3.2 Initiate programmes such as 'Know your child/sharing time', etc.	X	X	X	X	Teachers/Students	School		
5.4 Strengthen health, nutrition and safety		5.4.1 Initiate and promote advocacy programmes on nutrition	X	X	X	X	Students	School/Dzongkhag	MoE	

	programmes	5.4.2 Link with farmers for supply of vegetables to schools	X	X	X	X	Farmers /School	School/ Dzongkhag	
		5.4.3 Mainstream games and sports in the school system	X	X	X	X	Students	School/ Dzongkhag	DYS
		5.4.4 Ensure provision of proper toilets based on student strength	X	X	X	X	Students	School/ Dzongkhag	MoE
6. Enhance learning outcome scores in English, Dzongkha, Maths and Science (aligned to 11th FYP)	6.1 Upscale teaching proficiency in Languages, Sciences and Mathematics	6.1.1 Develop and use innovative teaching and learning materials in the subjects	X	X	X	X	Teachers	School/Dzongkhag	
		6.1.2 Employ variety of teaching methods - student centred/activity based teaching	X	X	X	X	Teachers	School	
		6.1.3 Improve classroom management skills	X	X	X	X	Teachers	School	
7. Promote learning to learn through the creation of professional learning communities	7.1 Create Professional Learning Communities in all schools	7.1.1 Institutionalize professional learning communities through peer-led culture	X	X	X	X	Teachers	School/ Dzongkhag	

Post Conference

Teacher Deployment

40. Existing staff in schools to be reviewed and excess teachers, if any, to be redeployed to schools where shortage exists. In the event that there is no requirement for excess teachers within the Dzongkhag/Thromde, the Ministry to be informed for redeployment to other Dzongkhags/Thromdes based on need. (Action: Dzongkhag/Thromde/HRD)
41. Secondary subject teachers to be encouraged to teach primary classes to curb teacher shortage at primary level. (Action: Schools/Dzongkhags/Thromdes)
42. Teacher deployment tool to be reviewed involving all concerned stakeholders. (Action: HRD)

iSchool

43. A review of iSchool to be carried out covering all aspects including budget. (Action: DSE)

Central School

44. Ministry to follow-up recurrent budget with the Ministry of Finance for procurement of recurrent items. (Action: PPD)
45. Due to lack of technical capacity in Dzongkhags, SPBD to support in carrying out survey and master plan in all central schools. Furthermore, if Dzongkhags require support, SPBD to assist in monitoring of the projects. (Action: SPBD/DSE)

Others

46. In order to pay respect and draw support for school principals, the school theme for 2015 to be **'Our Principal'**
47. Ministry to prepare guidelines to strengthen Driglam Namzha in schools (Action: SCED/DYS)
48. The theme for celebration of the 60th Birth anniversary of His Majesty the Fourth King to be **'Kadrinche Mewong Chog'**