Punjab Education Sector
Reforms Programme

PMIU

PROGRAMME MONITORING
& IMPLEMENTATION UNIT (PMIU)

NEWSLETTER
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Innovative Teaching Support Package (ITSP)

Introduction

The Innovative Teacher Support Package (ITSP) is a newly launched Continuous Professional Development (CPD) course for primary school teachers across Punjab.
ITSP utilizes a blended learning approach for improving pedagogical skills of primary school teachers. Blended learning combines face to face instructions and digital learning where teachers will have access to digital materials to use at home.

The course content includes **11 units,** covering each of the **11 practices** of the Classroom Observation Tool **(COT)** and is designed to help primary school teachers and Assistant Education Officers **(AEOs)** better understand the 11 teaching practices. **ITSP** content will be taught by **AEOs** to primary school teachers using monthly Teacher Forums which will be held at markaz level.

What are Teacher Forums?

Teacher Forums are monthly meetings where an Assistant Education Officer (AEO) will teach ITSP units to their respective primary school teachers. These meetings are designed to have all teachers completing the 11 units of the Innovative Teacher Support Package (ITSP) course by end of May 2021. Therefore, it requires Teachers forums to begin from December 2020

Duration of Teacher Forums

As AEOs are required to cover two ITSP units per teacher forum meeting, each meeting will be **3 hours long.** Hence, AEOs will prepare each session such that they can cover two ITSP units within 3 hours duration. The teacher forums will be held after school hours when the academic year is in session. In case the schools are closed, either due to vacations or the Covid 19 pandemic, the **AEOs** will organise the teacher forums online using the Zoom platform, in line with the instructions issued by **QAED** from time to time.
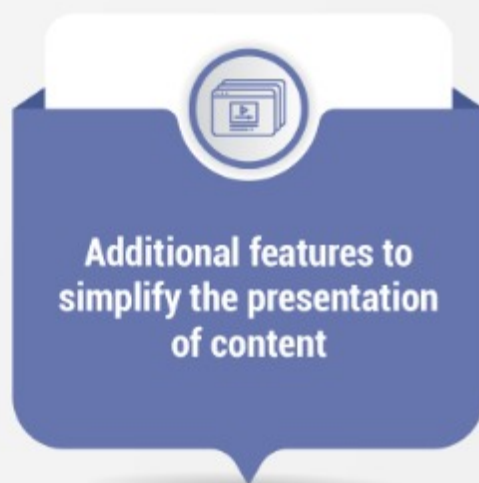
ITSP App

In May 2020, the PESP III TA Team conducted an online ITSP pilot, using a web-based Learning Management System (Moodle). The recommendation that came out of the pilot was to switch to a mobile app to deliver course content, as apps allow content to be stored for offline use and can be easily accessed on a mobile phone. As a result, the ITSP application is designed with an emphasis on keeping the app interface as user-friendly and self-explanatory as possible. This is important as users with varying degrees of technological capability can navigate and use the app with ease.

The ITSP app is divided into

Courses **Units** **Activities** **Quizzes** **Additional Reference Materials**

Some new features to improve usability were also added, these include

Additional features to simplify the presentation of content

Provision to allow the tracking of progress, so at the backend course administrators could see overall progress of each user

The option to download content onto a mobile device or a tablet to enable offline use

All the 3,300 AEOs and 190,000 primary school teachers were provided with the ITSP app logins in November, 2020 and they will have access to ITSP content during the teacher forums starting from December 2020.

INNOVATIVE TEACHING SUPPORT PACKAGE (ITSP) LAUNCH

The Innovative Teaching Support Package (ITSP) was officially launched by the Education Minister, **Dr. Murad Raas**, on 18th December 2020. The event was conducted to emphasize the importance of ITSP and its contribution towards improving pedagogical skills of 190,000 primary school teachers. The event was attended by all the stakeholders involved in the process of developing the ITSP course; namely, PESP III, QAED and PMIU Team. With the event, the ITSP app was officially lunched and is now accessible by all the AEOs and primary school teachers.

AEOs COT Refresher and ITSP Training

With the support of the Technical Assistance (TA) team provided by Cambridge Education, **COT refresher and ITSP training was provided to all the 3300 AEOs in Punjab.**

A 3-tier cascade model of training was utilized	12 lead trainers were trained	Those trainers cascaded the training to 180 Master Trainers	Who then went to the field to train rest of the 3100 AEOs

The training improved AEOs understanding of the 11 COT practices, and also introduced them to the ITSP course. The training also served the purpose of receiving feedback from the AEOs regarding the COT practice and the COT app. The feedback was used to improve the COT form and app in order to increase the effectiveness of the process. The trainings were completed by the 30th of November, 2020.

School Improvement Framework (SIF)

Schools are sites of teaching and learning. All reform efforts, regardless of their specific nature, aim to transform schools into places where children are enrolled, retained, and provided with high-quality educational service. The School Education Department (SED) plans to introduce the School Improvement Framework (SIF) in Punjab as the new mechanism of school support and monitoring aimed at identifying and addressing school-specific needs at all level of the District Education Authority (DEA).

The SIF organizes monitoring indicators into key domains of school performance. Those indicators include

| Student Participation and Personal Development | Teachers and Teaching | Leadership and School Support | School Environment |

Indicators within each of these domains are assigned points based on their respective values in contributing to school performance and wellbeing. The new regime was developed through an exhaustive consultative process led by PMIU and PESP-II Technical Assistance. PMIU, in collaboration with PITB, has developed a dashboard to view and track performance against these indicators through carefully developed reports.

Reports Can Be Accessed at

Provincial → District → Tehsil → Markaz → School levels

Thus, SIF aims to make schools the unit of analysis as well as a site of action and reform.

In November 2020, PMIU arranged a training of nine Divisional Field Officers (DFOs) on the School Improvement Framework and the implementation of field routines. The training was led by consultants from the PESP-II Technical Assistance. Further trainings and introductions on SIF will be rolled out by PMIU in the field in December, with the official launch of SIF projected for January 2021.

Divisional Field Officers (DFOs)

PMIU has hired nine Divisional Field Officers (DFOs), one for each division of Punjab. The DFOs are hired to support the ongoing activities and provide technical support to

The District Education Authorities (DEAs)   **District Monitoring Office (DMO) staff**

They have been extensively trained and oriented regarding all the activities that are going on in the field (for example, **Classroom Observation Tool (COT), Early Childhood Education (ECE), etc.).**

DFOs have already started to engage with stakeholders in the field and so far have provided training sessions to DEAs on:

Early Childhood Education (ECE)   **Science, Technology, Engineering and Mathematics (STEM) competition**

In the month of December, DFOs will hold trainings for all district officials (CEO, DEO, DDEO, AEOs) on School Improvement Framework (SIF), COT and the upcoming Continuous Professional Development (CPD) activities.

Annual School Census

Each year data is collected across all 52,000 public sector schools in Punjab during the Annual School Census (ASC). The ASC is a major source of educational statistics in Punjab, creating a repository of information at the level of:

Students   **Teachers**   **Non-Teaching Staff**   **Schools**

The data collected across multiple indicators is used to inform key-stakeholders, including policy makers, implementers and researchers. A series of trainings have been conducted leading up to the census to ensure the process runs smoothly.

A key change in the 2020-21 ASC is the inclusion of **students' B-Form number** as a **unique identifier,** which is mandatory for all students. This change will

Increase data credibility   **Allow robust tracking of student enrollment, retention and completion**

6- Wahdat link Road Asif Block,
Alama Iqbal Town, Lahore