

3.0. **Staff Development**

Various organizations are involved in staff development at various levels both pre-service and in-service education and training:

1. **University Education:** There are also university-based institutes/ departments as well as affiliated institutions that offer advanced training programs in education leading to BS, M.A. Edu., B.Ed., B.Ed. (Hons), M.Ed. M. Phil and Ph.D. degrees. These include Institutes of Education and Research or Departments of Education. There are four Institutes of Education and Research along with many departments of education in Public Sector universities. Private universities also offer these programs.

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A University of Education has been established at Lahore and some colleges of education of Punjab province have been made its campuses. It is running various programs to prepare teachers for all levels and for the enhancement of professional growth offers degree programs leading to even Ph. D.

Colleges of Education: The institutions preparing secondary school teachers are called colleges of education. They mainly offer one-year program leading to B.Ed. degree. The course includes wide variety of subjects to develop necessary knowledge and skills. There are 11 colleges of education in public sector. Private universities also offer B.Ed. programs.

Elementary School Teachers: The institutions that prepare teachers for elementary level (grade I-VIII) are called colleges of elementary education. They offer two kinds of programs- Primary Teaching Certificate (PTC) and Certificate of Teaching (CT). The PTC program

qualifies a teacher to teach primary classes (I-V) and CT program prepares teachers to teach subjects up to 8th grade. Both PTC and CT programs are of one-year duration.

After the shelving of PTC and CT programs in Punjab now these colleges are offering Associate degree programs of three years duration.

4. **Allama Iqbal Open University:** The Allama Iqbal Open University also offers PTC, CT, B.Ed., M.Ed., M.Phil. and Ph.D. programs in education through distance learning.
5. **Provincial Institutes of Teachers Education (PITE):** In order to reorganize in-service training of teachers, professional institutes have been established in every province. There are 13 in-service teachers training centers in the country that conduct in-service training and refresher courses.

Examinations

- Terminal or Annual examinations are held at the end of the middle and secondary education and is totally external.
- At secondary and higher secondary level, students are also examined at the end of 2 years course by Boards of Intermediate and Secondary Education (BISEs).
- For university degree, examination is held by the universities
- These examinations are held semester-wise as well as annually.

4.0. Examinations

Examinations are important part of the curriculum. At elementary level, schools conduct the examination. However District Education Authorities also conduct terminal examinations after grade V and VIII. At secondary level grade X and grade XII are terminal stages requiring certification. At these levels there are public examinations. Boards of Intermediate and Secondary Education conduct these examinations in parts.

1. **Boards of Intermediate and Secondary Education:** There are 22 boards of intermediate and secondary examinations in Pakistan. They conduct examinations and offer Secondary School Certificate after grade X and Higher Secondary School Certificate after grade XII.
2. **Boards of Technical Education:** There are three boards of technical education in Pakistan. These boards conduct examinations in technical education and offer diplomas and certificates in different trades.

3. **Armed Forces Examination Board:** There is one board of examination for only in-service people of armed forces.

4. **Private Examination Boards:** Recently government has changed its policy and has allowed the establishment of examination boards in the private sector. Agha Khan Board has been established as a private examination board.

5.0. School Management Committees (SMCs)

The emphasis of devolution program is on community participation. A devolved school management system has been introduced by making School Management Committees (SMCs) functional for seeking more community involvement. This will make school more responsive to the local community. On the other hand, it will eliminate top-down approach, thereby creating a broad base for decision-making to enhance community participation and accountability.

Idea of school management committees is recent and getting off the ground. The community participation is now-a-days considered essential to involve local people in the affairs of education. It is intended to ensure involvement of representatives of the community to resolve the problems of quality, construction, repair and maintenance of buildings, management of day to day problems of schools, teacher absenteeism, and purchase out of non-salary recurrent grants. It is being hoped that resource position of education sector will improve through social mobilization and community participation. The major role of communities is to focus on the enrolment of females in rural areas.

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