

### 3.2: 29<sup>th</sup> Dzongkhag Education Conference

Tsirang Dzongkhag

24<sup>th</sup> – 26<sup>th</sup> March, 2021

Venue: Doonglagang Primary School

Theme: “Developing competencies in critical and creative thinking, self-discovery and exploration through media literacy and technological skills”

### Minutes and Resolutions of the 29<sup>th</sup> Dzongkhag Education Conference



## **1. Background of the 29<sup>th</sup> Dzongkhag Education Conference**

The 29<sup>th</sup> Dzongkhag Education Conference was convened from **24<sup>th</sup> – 26<sup>th</sup> March 2021** at **Donnlagang Primary School with the theme: “Developing competencies in critical and creative thinking, self-discovery and exploration through media literacy and technological skills”**. The conference began with offering of butter lamp followed by Mr. Rinchen Gyeltshen, Chief Dzongkhag Education Officer welcoming Mr. Kezang Jamtsho, Culture Officer, Principals, Officiating Principals, Teacher In-charges, photographers and minute takers.

He shared agenda for discussion during the conference and said that the themes are not just for the conference but to be kept in mind always and work hard unless the results or targets are achieved. He also informed the participants about the selection of Donnlagang PS as venue on the basis of ideal location, familiarization for most of the Principals and also having spacious and new Multipurpose Hall.

### **23<sup>th</sup> March, 2021 (Tuesday)**

#### **2. Pre-Conference Session on SEMSO and Welfare Scheme**

On the evening of 23<sup>rd</sup> March, 2021, Mr. Tshering, Deputy Chief DEO and Mr. Kelzang Chhodrup, Administrative Assistant convened the pre-session School Level Semso as Chief DEO could not make it due to Annual Tshechu Program. Tshering, Dy. CDEO shared about the Dzongkhag Education Semso policy and how Dzongkhag Semso is organized for better convenience and beneficial during emergencies.

He also informed that it is important and mandatory for every staff to join Dzongkhag SEMSO and withdrawal can be accepted only when an individual leaves the Dzongkhag on transfer or resignation or separation. The house discussed School Level SEMSO thoroughly and resolved to continue as per the existing policy and the system.

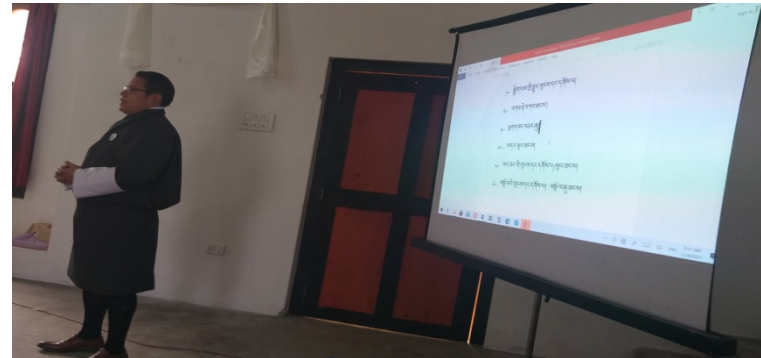
**24<sup>th</sup> March, 2021 (Wednesday)**

### **3. Session # 1-4: Driglam Namzha Session (By Kezang Jamtsho, Cultural Officer)**

After welcoming Mr. Kezang Jamtsho, Cultural Officer by Chief DEO, Culture Officer conveyed his gratitude to Education Sector and the principals for accommodating one day Driglam Namzha training. He said though he has plan to provide Driglam Namzha training to Principals and teachers it could not be done due to lack of budget.

He said Driglam Namzha is not merely about wearing gho and kira or using kapney and rachu, it should be embedded with individual from dawn to dusk. The white colour of the kapney signifies purities of the heart. He covered the following Driglam Namzha areas:

1. Arrangement and entitlement of Thokey
2. Meaning and significance of Marchang Offering followed by individual practice
3. Meaning and significance of Kapney and rachu and requirement for kapney
4. Practice of kapney wearing, bowing with and without kapney to different level of positions
5. How to fold and carry kapney/rachu, how to bow with kapney keeping under armpit
6. How to offer khadhar and make ceremonial knots with khadhar
7. How to offer Ngo and prostrate during Ngo



**25<sup>th</sup> March, 2021 (Thursday)**

### **5. Session-I: Royal Kasho on Education Reform**

The day two commenced with presentation of Royal Kasho on Education Reform by Mrs. Yeshey Wangmo, Deputy Chief DEO. She stated the importance of leadership in reforming the school at the individual level bringing positive change and the impact.

Mr. Buwan Chandra Ghalley, Principal of Damphu CS shared that quality of education is the only result of classroom teaching and the teachers and therefore contribution of every stakeholder is important to enhance creativity and critical thinking of the youths.

Chief DEO shared four pillars of quality education as 1. Relevant and skill based Curriculum, 2. Spacious, conducive and sufficient infrastructure, 3. competent, qualified, competent, committed and hardworking teachers and 4. Disciplined, hard working and committed students which would lead to quality education in a school. Therefore it is imperative to analyze and practice the qualities and mandates so that reform takes place in every individual and an organization. His Majesty's vision priorities of the following points:

1. Employability and success in life
2. Transversal or Portable or Soft Skills (6 Cs)
3. Digitally Literate and Elite
4. Innovative, Creative and Enterprising Individuals
5. High quality in STEM subjects
6. Socially Responsible and Productive
7. Globally Competent and Nationally Rooted

It is resolved that Principals shall convene meeting with teachers and submit school level reformation points to Education Sector on 10<sup>th</sup> April, 2021.

## 6. Session # 2: New Normal Curriculum

Mrs. Yeshi Wangmo, Dy.Chief DEO presented New Normal Curriculum highlighting that 35% of the contents was reduced based on Royal Kasho on education reforms. Mrs.Yeshi, Principals of Tsirangtoe CS stated that many teachers are not very clear about assessment since orientation is done through zoom meeting.

He requested to have face to face orientation to make the teaching and assessment clear. Mrs. Yeshey Wangmo covered expected outcome, challenges, pedagogy and assessment of New Normal Curriculum. It is resolved that the Principals shall share detail of New Normal Curriculum with teachers and submit implementation report to the focal DEO.

## 7. Session # 2: School Feeding Program

Mrs. Yeshey Wangmo, Dy.Chief DEO presented back ground of World Food Program, Mission of School Feeding, status of feeding program, Roles and responsibilities of feeding unit, menu and upkeep of the kitchen and store, documentation of the receipt and the issue and the reports. Some of the referendum for implementation is:

### A.Stipend Ratio for three categories of meals

Sl	Category of meals	Stipend for FCBL supply (MoE)	Stipend for Perishable food items (Dzongkhag)	Total stipend/child/month
1	3 Meals	Nu.600/child/month	Nu.900/child/month	Nu.1500
2	2 Meals	Nu.400/child/month	Nu.605/child/month	Nu.1005
3	1 Meal (Non-CS Day students)	Nu.200/child/month	Nu.303/child/month	Nu.503
4	1 Meal for CS Day students	Nu.503/child/month fully claimed and school manages both perishable and non-perishable food items at the school level		Nu.503

## B. List of Centrally supplied food items

Sl	Food Items for 3 and 2 Melas	Sl	Food Items for one Meal
1	Fortified Rice (Vitamin A, B1, B3, B6, B12, folic acid, Iron & Zinc)	1	Fortified Rice (Vitamin A, B1, B3, B6, B12, folic acid, Iron & Zinc)
2	Fortified Oil	2	Fortified Oil
3	Lentils (Dhal)	3	Lentils (Dhal)
4	Chick Pea (Chana)	4	Processed Cheese
5	Processed Cheese	5	Salt
6	Salt		
7	Milk Powder		
8	Sugar		
9	Tea Leaves		

## C. Ration Scale Per Child Per Day

Category of Meals	Boarders/ Dayscholars	Rice (g)	Pulses (g)	Oil (g)	Chick Peas (g)	Salt(g)	Sugar (g)	Milk powder (g)	Tea Leaf (g)	P.Cheese (g)
3 Meals	Boarders	400	60	45	13	5	5	5	1	3
2 Meals	Dayscholars	265	30	30	13	3.5	5	5	1	3
1 Meal	Dayscholars	135	30	15	0	2	0	0	0	3
<i>Note: Ration scale per child per day is in grams while chick peas to be served 3 times a week and processed cheese two times a week</i>										

### D.Sample Revised Menu for 3 Meals

Day	Breakfast	Lunch	Snacks	Dinner
Monday	Rajma Dal, cucumber, rice with milk	Mixed vegetable curry, rice and dhal	Seasonal fruits with less than 150/kg (apples/banana/orange/ water melon etc)	Rice, potato fried with channa, pumpkin soup (lentils added for protein)
Tuesday	Spinach and channa fried rice with milk	Meat and mixed vegetable curry, rice and pumpkin soup (with dhal). soya chunk and mixed vegetable for vegetarians	Milk tea	Mixed vegetable curry with dhal and rice
Wednesday	Egg and carrot fried rice with milk	Slippery gourd and potato datse, dhal and rice	Milk tea	Channa & saag curry, rice and potato with spinach soup
Thursday	Cabbage and carrot channa fried rice with milk	Egg curry, stir fried vegetables, dhal and rice	Milk tea	Pumpkin, potato broccoli curry with dhal and rice
Friday	Beans and soya chunk fried rice with milk	Channa and spinach curry, dhal and rice (with kharang)	Yoghurt/curd	Rice, stir fried mushroom and cabbage with dhal
Saturday	Lentils and spinach fried rice with milk	Rice with mixed vegetables with rajma dal	Milk tea	Bean dates and dhal and rice
Sunday	Egg and broccoli fried rice and (Kharang) with milk	Mixed vegetable curry, pumpkin soup (with dhal) and rice	Milk tea	Rice and mixed vegetable curry with dhal

## E. Sample Revised Menu for 2 Meals

<b>Day</b>	<b>Breakfast</b>	<b>Lunch</b>	<b>Snacks</b>
Monday	Rajma Dal, cucumber, rice with milk	Mixed vegetable curry, rice and dhal	Seasonal fruits with less than 150/kg (apples/banana/orange/water melon etc)
Tuesday	Spinach and channa fried rice with milk	Meat and mixed vegetable curry, rice and pumpkin soup( with dhal). soya chunk and mixed vegetable for vegetarians	Milk tea
Wednesday	Egg and carrot fried rice with milk	Slippery gourd and potato dates dhal and rice	Milk tea
Thursday	Cabbage and carrot channa fried rice with milk	Egg curry, stir fried vegetables, dhal and rice	Milk tea
Friday	Beans and soya chunk fried rice with milk	Channa and spinach curry, dhal and rice (with kharang)	Yoghurt

## F. Sample Revised Menu for 1 Meal

<b>Day</b>	<b>Lunch</b>
Monday	Mixed vegetable curry, rice and dhal and fruits
Tuesday	Meat and mixed vegetable curry, rice and pumpkin soup( with dhal). soya chunk and mixed vegetable for vegetarians
Wednesday	Slippery gourd and potato datse, dhal and rice
Thursday	Egg curry, stir fried vegetables, dhal and rice
Friday	Channa and spinach curry, dhal and rice (with kharang) and yogurt/curd

## **G.Information Quarterly Supply of Food Items**

<b>Quarter Number</b>	<b>Period of quarter</b>	<b>Delivery to schools</b>	<b>Color of Bags marked</b>
1	February, March & April	January	Blue
2	May and June	April	Green
3	August & September	July	Black
4	October, November, December	September	Red
Quarterly food supply is being carried out based on the stock balance & beneficiaries of the schools			
FCBL must supply/schools must receive food as per the Food Release Note (FRN) shared			

## **H.Observations made by SHND during the monitoring time and areas to improve by schools.**

1. Schools do not receive food commodities as per Food Release Note (FRN)
2. Schools do not follow First In and First Out (FIFO) rule.
3. Schools do not have the idea of Food Release Note (FRN) and have been receiving the food commodities based on Way Bill which is not correct.
4. Dzongkhag account sections not releasing full stipend for perishable food items to schools
5. Difficulty in food delivery tracking- as per Food Release Note (FRN)
6. Schools are including day students in the list of boarder information intentionally to claim food supply from FCBL
7. Schools are complacent with the incomplete food supply from FCBL
8. Principals and Mess In-Charges are not aware of fortified rice in feeding schools
9. Schools do not have proper issue record

## **I. Recommendations for implementations**

1. Warden/support staff are recommended to be Mess In-charges
2. Schools to follow food delivery deadline strictly for correct stock balance submission

3. Dzongkhag/Principal to share complete pages of FRN to Mess In-charges
4. Schools to submit correct students' information
5. One meal modality to CS day students is different from that of Non-Cs Day students
6. Dzongkhag to write to SHND if 2<sup>nd</sup> campus of CS has problem in getting meals as per requirement after the bifurcation
7. Trace the trained Mess In-charges if any came on transfer from other schools or districts and delegate the responsibility of Mess In-Charges
8. Schools to include whole quantity of food reflected in FRN whether fully received or not
9. Include food stock of other schools (if brought from other schools) in stock balance submission
10. No feeding on Saturdays for Day Students as per 2018 AEC. In case of running classes and program on Saturdays, schools need to inform SHND in writing through Dzongkhag for inclusion of meals on Saturdays.
11. ECRs to have separate FRN and ECRs to submit stock balance separately starting from 3<sup>rd</sup> October, 2021
12. Write to SHND for any change of delivery point of food commodities
13. Dzongkhag to distribute FRN to all the feeding schools once received from SHND
14. Dzongkhag to arrange exchange program among Mess In-Charges or Training at Dzongkhag Level-SHND to facilitate if necessary
15. Principal and DEOs to ensure that every feeding school maintains proper issue record

## **8. Session # 2 : Scouting Program:**

Mrs. Yeshey Wangmo, Deputy Chief DEO commenced presentation with Mission of Scouting Program - to provide education for the wholesome development of young Bhutanese through meaningful integration of values, Scout Promise, Scout Laws. It is to produce responsible citizens, protect, strengthen, and diligently serve the Tsa-wa-sum (King, People and the Country) thereby contributing to the fulfillment of our beloved King's vision "Gross National Happiness". It was followed by sharing concepts of Scouting, statistics and Purpose of Scouting.

### **A.Benefits of Scouts**

1. Learn more skills.
2. Acquire a vision which goes beyond their immediate environment.
3. Able to get along with others irrespective of colour, sex, cultural background.

4. Consider from a different prospective.
5. Has a sense of belonging and usefulness.

### B. DSA Statistics for 2018 & 2019

Scouts /Year	2018			2019		
	Male	Female	Total	Male	Female	Total
Nazhoen	350	291	641	330	361	691
Nachung	300	201	501	385	315	700
Cheychey	100	150	250	254	200	454
<b>Total by gender</b>	<b>750</b>	<b>642</b>	<b>1392</b>	<b>989</b>	<b>876</b>	<b>1845</b>

The guiding values such as Integrity, Respect, Care, Beliefs and Co-operation need to be kept in mind being Scout Member. She also shared **Future Scouting Programs** Such as Scouts YONGDREL Camp, Scout annual conference, training on new normal scouting, Nachung camp, CBS gathering, Spiritual/Religious discourse and Visits of religious sites.

### C. Stages of Scouting and Scout Leaders

Sl	Stage of Scouting	Sl	Stages of Scout Leaders
1	Cheychey Scout (Class PP-III)	1	Wood badge
2	Nachung Scout Section- Class IV-VI)	2	BULT
3	Nazhoen Scout (Class VII-XII)	3	Adult Leader Trainer (ALT)
4	Rover Scout Section ( Colleges and Institutes)	4	Leader Trainer (LT) (Outside country training )
5	Community Based Scouting		

## C.Scout Fees Structure

Sl	Level of Scouts	SSA	DSA/TSA	BSA	Total
1	Cheychey	15	10	10	35
2	Nachung	15	10	10	35
3	Nazhoen	15	10	10	35
4	Rovers	15	10	10	35
5	Community Based Scouts	100	10	5	114
5	Unit Leaders	50	30	20	100
	<b>Total</b>	<b>210</b>	<b>80</b>	<b>65</b>	<b>354</b>

## D.Challenges and Way Forward

Sl	Challenges	Sl	Way forward
1	Retaining active scout leaders in the system.	1	Membership Growth plan for DSA
2	Lack of fund for the programs.	2	Monitoring System (DYS portal)
3	Shortage of scout leaders	3	Programs for capacity building of leaders.
4	Lack of Resources	4	Youth Programme
5	Timely supply of scouting materials.	5	Re-orientation on scouting programs to the community/other sector.
6	Support from the stakeholders.	6	SA executive body to manage the scouting program.

## 9. School Agriculture Program

Mrs. Yeshey Wangmo, Dy.Chief DEO (Focal DEO for SAP) presented School Agriculture Program policies, guidelines, observations, reporting system and challenges. She also highlighted SAP implementation report in the form of SAP produce till date.

### A. Information on Acreage and Income generated from SAP

Sl	Schools	Acreage	Income	Challenges of SAP
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1	Sergithang PS	1	3,01,577	Water scarcity
2	Phuentenchu PS	0.90	2000	Lss space
3	Semjong PS	0.30	0	Time
4	Doonglagang PS	0.50	20,000	Market
5	Kilkhorthang PS	0.25	7980	Shortage of tools
6	Gosaling PS	0.40	4000	Decreasing enrollment for SAP
7	Pemathang PS	0.30	1265	
8	Tsholingkhar PS	0.25		
9	Rangthangling PS	0.50	1000	
10	Patshaling PS	1.30	6125	
11	Barshong PS	0.25	1000	
12	Nimazor ECR		0	
13	Mendrelgang PS	0.30	0	
14	Damphu MSS	0	0	
15	Tsirangtoe CS	1	18,000	
16	Mendrelgang CS	0.25	8000	
17	Damphu CS	7		

## B.Agriculture Tools Available in Schools

Sl	Name	Spades	Shovels	Pickaxe	Sickles	Hoe	Crowbars
1	Sergithang PS	26	6	15	15	0	10
2	Phuentenchu PS	20	0	10	20	0	6
3	Semjong PS	12	0	10	15	0	10
4	Doonglagang PS	30	3	16	25	10	8
5	Kilkhorthang PS	15	0	10	15	0	10
6	Gosaling PS	20	0	6	20	0	6
7	Pemathang PS	12	0	10	20	0	8
8	Tsholingkhar PS	25	0	12	0	0	10

9	Rangthangling PS	17	10	10	0	0	10
10	Patshaling PS	68	14	27	4	11	12
11	Barshong PS	23	0	13	15	0	10
12	Nimazor ECR	0	0	0	0	0	0
13	Mendrelgang PS	15	0	10	0	0	15
14	Damphu MSS	20	0	5	15	0	10
15	Tsirangtoe CS	22	8	10	15	4	10
16	Mendrelgang CS	20	0	10	0	0	10
17	Damphu CS	50	0	10	20	0	6
	<b>Total</b>	<b>395</b>	<b>41</b>	<b>184</b>	<b>199</b>	<b>25</b>	<b>151</b>

## **B.Recommendations for schools:**

1. Follow up on implementation as per 2020 Action plan
2. Fruit bearing trees to be planted during Social Forestry Day
3. Transparency to be maintained for SAP through presentation and joint signing of the document
4. Need to conduct program to students on Safety and health protocols considering Physical, emotional, mental protection
5. Need to prepare Annual School Calendar and share with Education Sector.

## **10. Session # 3: Games and Sports Program**

Tshering, Deputy Chief DEO presented policies, guidelines and latest changes of Games and Sports Activities and Plans including the following points to be noted and implemented.

- Higher Secondary Schools shall be participating for Football Tournament to be organized by Bhutan Football Federation (BFF)
- Bhutan Higher Secondary School Championship (BHSSC) will be an annual event in line with BFF's grassroots football development agenda.

- BHSSC is to be conducted for both men and women.
- 22 teams from the dzongkhags will play a single league format in the Regional Higher Secondary Championship in July during the 2<sup>nd</sup> phase.
- Seven teams selected from regional tournaments will play in the National Higher Secondary Championship at a centralized venue in December (league and knockout.)
- Taekwondo tournament will be organized at the Dzongkhag Level
- DMSS will organize Sports for Primary Schools and coordinate procurement of sports goods.

## **11. Early Childhood Care and Development Program**

**Mr.Tshering, Deputy Chief DEO (Focal DEO for ECCD) presented concepts, policies, guidelines, benefits, monitoring and reporting system, plans, challenges and way forward.**

### **A.Benefits of ECCD**

- Improve individual learning competency in school
- Reduce wastage on class repetitions
- Reduce vulnerability to involvement in anti-social activities
- Increase economic productivity of parents and families

### **B. Policy Guidelines & Strategies**

1. Increase access to the ECCD programs by at least 50 percent with coverage of 3-5 year old children
2. Establishment of 'One ECCD Centre in every Chewog within the 12th Plan
3. Mobile ECCD Centre for centres with less than 10 children
4. ECCD centers shall be housed in any available infrastructures within the Chewog ensuring safe, appropriate and conducive for the children.

In addition, Chief DEO shared how monitoring report is generated from the visit and reinstated that the Principals and the Focal DEO to follow same kind of monitoring report since it is derived from the monitoring tools of ECCD.

## **12. Session # 3: Gyalpoi Tozey Program**

Mr.Rinchen Gyeltshen, Chief DEO presented His Majesty's wisdom on leadership, concept of Gyalpoi Tozey, Role of Gyalpoi Tozey Coordinator, types of scholarships for Gyalpoi Tozey and Result Analysis of Gyalpoi Tozey beneficiaries and the list of Gyalpoi Tozey members and the Coordinators.

## **13. Session # 4: NFE Program**

Mr.Rinchen Gyeltshen, Chief DEO presented on general NFE policy , NFE Equivalency Frame work, plans, monitoring tools, reporting system and establishment procedures. He shared how to prepare yearly plan, yearly calendar, daily plan and how and what kind of registers to be maintained. He also shared monitoring report derived from the monitoring tools and insisted to follow the same monitoring report.

## **14. CLC Program**

Mr.Rinchen Gyeltshen, Chief DEO made presentation on Community Learning Centre policy, guidelines, courses, plans, sharing of establishment procedures, maintenance of file and registers, types of courses available and career path for the learners were done.

## **15. Individual Work Plan**

The Individual Work Plan linking with Annual Performance Agreement, areas to cover for IWP, phases of IWP such as Planning, Review and Evaluation were presented by Chief DEO. He also shared the components of IWP for Principals and teachers.

## **16. Bhutan Professional Standards for Teachers**

Mr.Rinchen Gyeltshen, Chief DEO presented the mandates and requirement of BPST for 2020 and 2021 as the detail can be accessed from TPSD website. He shared focus areas to be practiced by teachers and the leaders (Principals and Vice Principals) for 2021 as follows:

### A. Prioritized Focus Areas for Teachers and Principals/VPs for 2021

Sl	25 Prioritized Focus Areas for Teachers	Sl	Prioritized Focus Areas for Principals and Vice Principals
1	Language, cultural, religious, and socio-economic backgrounds (1.1)	1	Language, cultural, religious, and socio-economic backgrounds (1.1)
2	Learners' gender, needs, interests and abilities (1.3)	2	Content and pedagogical knowledge (3.1)
3	Safe and protective learning environment (2.1)	3	Higher order thinking skills (3.5)
4	Management of classroom setting and activities (2.3)	4	Teaching learning plans and processes (4.2)
5	Support for learner participation (2.4)	5	Teaching learning resources including ICT (4.3)
6	Management of learner behavior (2.6)	6	Monitoring and evaluation of learners' progress and achievement (5.2)
7	Content and pedagogical knowledge (3.1)	7	Use of assessment data to enhance teaching practice (5.5)
8	Literacy and numeracy strategies (3.4)	8	Professional ethics and conduct (7.2)
9	Higher order thinking skills (3.5)		
10	Communication strategies (3.6)		
11	Medium of instruction (3.7)		
12	Learning outcomes aligned with learning competencies (4.1)		
13	Teaching learning plans and processes (4.2)		
14	Teaching learning resources including ICT (4.3)		
15	Linking assessment to learning (4.4)		
16	Design and utilization of classroom assessment strategies (5.1)		
17	Monitoring and evaluation of learner progress and achievement (5.2)		

<b>18</b>	Feedback to improve teaching and learning (5.3)		
<b>19</b>	Design and utilization of a variety of testing strategies (5.4)		
<b>20</b>	Use of assessment data to enhance teaching practice (5.5)		
<b>21</b>	Philosophy of teaching (6.1)		
<b>22</b>	Professional networks with colleagues (6.5)		
<b>23</b>	Engagement of parents and community (7.1)		
<b>24</b>	Professional ethics and conduct (7.2)		
<b>25</b>	Bhutanese culture and values (7.4)		

**26<sup>th</sup> March, 2021 (Friday)**

## **17. Session-1: 2020 Result Analysis Presentation**

### **A.Result Analysis**

Mr.Rinchen Gyeltshen, Chief DEO presented and shared the achievements status and targets of academic performance for 2020 followed by sharing the overall achievement of Tsirang Dzongkhag APA score of 99.80%. CDEO also shared the determinants of quality education as quality person, conducive environment, quality curriculum and quality infrastructure and resources.

### **B. Pass % and Academic Learning Scores**

Sl	Schools	Pass % (PP-XII) (93%)	Compete ncy ranking	Pass % of X (93%)	Pass % of XII (93%)	ALS of IX-XII	Proportion of X scoring 60 and above in STEM subjects		
							Boys	Girls	Total
1	Nimazor ECR	100	87.74						
2	Rangthangling PS	100	84.54						
3	Tsholingkhar PS	100	93.08						
4	Pemathang PS	100	84						

5	Gosaling PS	100	90						
6	Kilkhorthang PS	100	90.99						
7	Doonglagang PS	100	84.47						
8	Patsaling PS	100	85.71						
9	Barshong PS	100	92.81						
10	Semjong PS	97.75	82.02						
11	Phuentenchu PS	100	83.02						
12	Sergithang PS	100	84.98						
13	Mendrelgang PS	100	80.16						
14	Damphu MSS	99.82	82.32			42.31			
15	Tsirangtoe CS	99.63	83.01	98.91		55.50	60.97	60.04	60.51
16	Mendrelgang CS	99.41	83.93	98.88	94.20	68.79	62.05	60.68	61.36
17	Damphu CS	99.39	NA	99.50	98.25	75.08	58.39	59.37	58.88
	<b>Dzongkhag</b>	<b>99.65</b>	<b>84.10</b>	<b>99.15</b>	<b>97.32</b>	<b>69.59</b>	<b>60.47</b>	<b>60.03</b>	<b>60.25</b>

### C.Competency Ranking of PP – VIII

Due to covid-19 problem, the schools had to resort to online teaching through google classrooms, Self Instructional Materials (SIMs), BBS TV and radio lessons. So awarding was based on competency ranking under the following category as:

1. Beginning (1-19.99)
2. Approaching (20-49.99)
3. Meeting (50-79.99)
4. Exceeding (80-100)

Accordingly the record against each student was maintained and implementation achievement in percentage is as follows:

Sl. No.	Schools/No. & %	Beginning (1 – 19.99)	Approaching (20 – 49.99)	Meeting (50 – 79.99)	Exceeding (80 – 100)	Total (100)
1	Sergithang PS	0	0	60.10	24.88	84.98
2	Phuentenchu PS	0	0	67.93	15.08	83.02

3	Semjong PS	0.22	4.04	59.78	17.98	82.02
4	Doonglagang PS	0	1.34	58.55	24.58	84.47
5	Kilkhorthang PS	0	0.42	34.93	55.63	90.99
6	Gosaling PS	0	0	40	50	90.00
7	Pemathang PS	0	0	64	20	84
8	Tsholingkhar PS	0	0	27.69	65.38	93.08
9	Rangthangling PS	0	0	61.84	22.70	84.54
10	Pastshaling PS	0	0.54	55.71	29.46	85.71
11	Barshong PS	0	0	28.76	64.04	92.82
12	Mendrelgang PS	0	0	79.34	0.82	80.16
13	Nimazor ECR	0	1.94	43.87	41.94	87.74
14	Damphu MSS	0.08	0	70.23	12.01	82.32
15	Tsirangtoe CS	0	0	67.95	15.06	83.01
16	Mendrelgang CS	0	2.03	60.47	21.04	83.53
17	Damphu CS	NA	NA	NA	NA	
	<b>Dzongkhag</b>	<b>0.09</b>	<b>0.49</b>	<b>62.12</b>	<b>21.46</b>	<b>84.10</b>

Chief DEO reiterated that schools with low ALS, pass % and proportion are required to work hard and improve the performance through remedial program or other academic initiatives. Failure has a lot of negative implications over government budget and revenue. Students who scored less than 45% or failure of the examinations do not contribute any point in the education system so it is important for every student to receive more than 45% and pass with more than 60% in STEM subjects.

#### **D. Learning Outcomes of classes IX and XI**

Sl	Schools	Classes	Eng	Dzo	Maths	Sci	Hist	Geo	Eco	EVS	AgFs
1	Damphu MSS	IX	61.91	71.52	52.08	55.13	55.06	58.50	62.95	67.10	91.80
2	Tsirangtoe CS	IX & XI	60	66.98	51.63	53.57	53.26	49.02	69.49		50.91
3	Mendrelgang CS	IX & XI	62.72	77.69	58.39	60.80	59.18	62.04	58.31		77.50
4	Damphu CS	IX & XI	55.94	70.52	67.82	64.59	66.60	58.28	61.18		80.66
	<b>Dzongkhag</b>		<b>60.37</b>	<b>71.78</b>	<b>57.48</b>	<b>58.52</b>	<b>58.53</b>	<b>56.96</b>	<b>62.98</b>	<b>67.10</b>	<b>75.22</b>

### E. Learning Outcomes of classes X

Sl	Schools	Classes	Eng	Dzo	Maths	Sci	HCG	Eco	EVS	AgFs	
1	Tsirangtoe CS	X	58.28	69.57	54.60	54.52	64.65	67.63	73.81	90.33	
2	Mendrelgang CS	X	61.40	63.50	45	58.30	60.70	53	70.40	90.60	
3	Damphu CS	X	66.80	66.70	46.10	53.90	64.30	62.80	69.80	93.50	
	<b>Dzongkhag</b>		<b>62.16</b>	<b>66.59</b>	<b>48.57</b>	<b>55.57</b>	<b>63.22</b>	<b>61.14</b>	<b>71.34</b>	<b>91.48</b>	

### F. Learning Outcomes of classes XII

Sl	Schools	Classes	Eng	Dzo	Maths	Sci	Hist	Geo	Eco	EVS	Accts	Com	Media	Rigzhung
1	Mendrelgang CS	XII	56	61	61.15	71.13	60.20	69.40	48	65.80	63.70	47.60	78.90	
2	Damphu CS	XII	60.90	61.10	45.20		74.30	71.50	62.60		75.90	64	86.40	66.50
	<b>Dzongkhag</b>		<b>58.45</b>	<b>61.05</b>	<b>53.18</b>	<b>71.13</b>	<b>67.25</b>	<b>70.45</b>	<b>55.30</b>	<b>65.80</b>	<b>69.80</b>	<b>55.80</b>	<b>82.65</b>	<b>66.50</b>

### G. Strategies for Improving Academic Performance

The Chief DEO also shared Strategies to improve academic performance.

1. Set academic target for every student by class and display a copy in the class information board while a copy to be retained with subject teachers and the principal.
2. Teacher to review their teachings and re-teach if required.
3. Principal and Vice Principals to monitor the teachers and their performance on weekly basis or monthly basis to keep track of students' academic performance.
4. Do result analysis by subjects and class, subjects and stream.
5. Provide remedial program and extra support to students who required support in improving their performance.
6. Practice the past five years question papers and rejuvenate the students' performance.
7. Engage teachers in proper monitoring of studies (Morning and evening) and maintain record of what each teacher in supervision has done.

7. Allocate at least one hour general reading session under close monitoring of teachers.
8. Show videos related to the subjects or topics they learnt example: merchant of Venice.
9. Get feed backs and recommendations from the students against each subject teacher and change the teaching style if required.
10. Monitor the self-learning time and guide in learning during exam time
11. Provide hot water or whatever school can during Common Exams time.
12. Collect trial exams question papers from other schools and discuss with students so that students get well oriented to the type of questions.
13. Peer learning (Brighter students helping to the slow learners)
14. Provide enough time or extended time for internet and library/e-library)
15. Conduct mock exam.

## **18. 2020-2021 APA Activities and implementation status**

Mr.Rinchen Gyeltshen, Chief DEO presented the 2020-2021 APA activities and discussed on the implementation status and achievement. It is found that the academic APA targets have been achieved with vigor and rigorous implementation of the academic and non-academic activities. It is resolved that the 2020-2021 APA implementation report shall be submitted within 10<sup>th</sup> May, 2021 for compilation and sharing with stakeholders.

## **19. 2021-2022 APA Activities and Targets**

Chief DEO presented Annual Performance Agreement targets for 2021-2022 and signing of Annual Performance Agreement with the Principals was done in the presence of the Chief Guest (Dasho Tashi Yangzom, Drangpon). The APA activities and targets as shown below:

<b>Actions</b>	<b>Success Indicators</b>	<b>Units</b>	<b>12<sup>th</sup> FYP target</b>	<b>APA Target for 2021</b>	<b>Responsible Person</b>
Improve class size of Primary and secondary schools	Class size of Primary and Secondary Schools with 26 students or less for Primary and 34 students or less in Secondary schools	%	Pry-40% Sec-25%	Pry-80% Sec-70%	DEOs
Improve ECCD	ECCD enrollment rate by gender	No	M-50%	M-35%	Dy.CDEOs

enrollment			F-50%	F-35%	
Improve NFE completion rate	NFE completion rate by gender	%	T-92.50	94%	CDEO
Improve NFE enrollment rate	NFE Enrollment rate by gender	%		BLC: M-20 F-25 PLC:M-10 F-40	CDEO
Enhance Class X proportion in STEM subjects	Proportion of Class X students scoring above 60% in STEM subjects by gender	%	M-47% F-47%	M-35% F-25%	DEOs
Improve Learning Outcomes of students	Improve learning outcome of Class X	%		Dzo-65% Others-50%	DEOs
	Learning outcome of Classes of XII	%		Dzo-65% Others-50%	DEOs
Improved Pass % of students	Improve Pass % of Classes PP-IX and XI	%		95%	DEOs
	Improve Pass % of Class X	%		94%	DEOs
	Improve Pass % of Class XII	%		94%	DEOs
Improve ALS	Improve Academic Learning Score of X	%		55%	DEOs
	Improve Academic Learning Score of XII	%		55%	DEOs
Enhance teachers' competencies through PD program	% of teachers availing 40 Hours of PD program through SBIP, CBIP and DBIPs (Nu.2.500 m for DBIP + 0.275 for SBIP & Nu.0.380m PD through Resource Centre)	%		80%	DEOs
Improve facilities of schools, NFECs, ECCDCs and CLCs	% of furniture procured for Schools, NFECs, ECCDCs & CLCs (2.630 M including Nu.1.000 m for NFECs, CLCs & ECCDCs)	%		100%	DEOs
	% of equipment procured for schools, NFECs, CLCs and ECCDCs (Nu.1.105 m including Nu.0.500 m for NFECs, CLCs and ECCDCs)	%		100%	DEOs
	% of computers and peripherals procured for DEOs and schools (Nu.4.500m)	%		100%	DEOs
Improve facilities and competencies of NFEIs, ECCDFs, CLCMs and Scout Masters	% of stationeries procured for NFE and CLC learners and the centres, TA/DA provided, awareness program provided and transportation cost met (Nu.0.500m)	%		100%	DEOs
	% of stationeries and materials procured for ECCD centres, TA/DA provided, awareness program provided and transportation cost met (Nu. 0.585m)	%		100%	DEOs
	% of Competencies based program provided to Scouts Masters and Members (Nu.0.300 m)	%		100%	DEOs

	% of Youth Forums or Programs provided to Gyalpoi Tozey and other youth (Nu.0.300 m)	%		100%	DEOs
Improve services to special needs children	Number of students covered under special education services by gender	No		20	DEOs
Reduce out of school youths	Number of out of school children admitted (including special needs (age 6-12 years) in schools	No		7	DEOs
Promote traditional values and culture	% of traditional and culture program conducted in schools and at the Dzongkhag (0.200 m)	%		100%	DEOs
Provide safety and protection services to women and children	% of awareness program and services provided to women and children (Nu.0.700 m)	%		100%	DEOs
Improve infrastructures of the schools	Complete construction of 6 units staff quarter at Tsirangtoe CS (31/1/21) (Nu.2.300m)	%		100%	DEOs
	Complete construction of 2 blocks of 180 bedded hostel at Tsirangtoe CS (24/8/21) (Nu.28.471m)	%		100%	DEOs
	Complete construction of 1 block of 120 bedded hostel at Damphu CS (20/6/21) (Nu.5.901m)	%		80%	DEOs
	Complete construction of 6 units staff quarter at Damphu CS (22/3/21) (Nu.2.610m)	%		80%	DEOs
	Complete construction of 1 block of 4 units staff quarter at Mendrelgang CS (2/12/21) (Nu.1.170m)	%		100%	DEOs
	Complete construction of Science Lab at Damphu MSS (21/2/21) (Nu.2.980m)	%		100%	DEOs
	Construction of low cost dining hall at Pemathang PS (Nu.1.500m)	%		40%	DEOs
	Construction of low cost dining hall at Patshaling PS (Nu.1.500m)	%		40%	DEOs
	Maintenance of academic building at Patshaling PS (Nu.0.800m)	%		100%	DEOs
	Construction of principal's quarter at Gosaling PS (Nu.2.500m)	%		40%	DEOs
	Construction of reservoir tank and maintenance of pipe line at Patshaling PS (Nu.0.500m)	%		100%	DEOs
	Major renovation of principal's quarter at Damphu CS (Nu.0.400m)	%		100%	DEOs
	Construction of water reservoir tank in the girls' hostel at Damphu CS (Nu.0.200m)	%		100%	DEOs
	Construction of 2 blocks of 120 bedded hostels at Mendrelgang CS (Nu.5.000m)	%		40%	DEOs
	Maintenance of septic tank in girls' hostel at Mendrelgang CS	%		100%	DEOs

	(Nu.0.200m)				
	Renovation of temporary hostel at Mendrelgang CS (Nu.0.200m)	%		100%	DEOs
	Compound fencing at Mendrelgang CS (Nu.0.500m)	%		100%	DEOs
	Re-electrification of hostels and academic block at Mendrelgang CS (Nu.1.000m)	%		100%	DEOs
	Maintenance of staff quarter at Mendrelgang CS (Nu.0.500m)	%		100%	DEOs
	Upgradation and maintenance of CC Camera at Mendrelgang CS (Nu.0.800m)	%		100%	DEOs
	Construction of additional water tank at Mendrelgang CS (Nu.0.300m)	%		100%	DEOs
	Construction of 6 units classrooms block at Damphu MSS (Nu.5.000m)	%		40%	DEOs
	Construction of kitchen cum store at Mendrelgang PS (Nu.2.000m)	%		40%	DEOs
	Construction of principal's quarter at Mendrelgang PS (Nu.2.500m)	%		40%	DEOs
	Procurement of school bus (32 seater) at Damphu MSS (Nu.2.000m)	%		100%	DEOs
	Major renovation of old block at Damphu CS (Nu.1.000m)	%		100%	DEOs
	Construction of staff toilet at Damphu CS (Nu.0.700m)	%		100%	DEOs

## 20. Session # 2: School Performance Management System (SPMS)

### A. SPMS Observation and Feedbacks of Mendrelgang CS and Damphu CS in January, 2021

Chief DEO shared observation and feedbacks photos which are exemplary and which need improvement covering the following areas:

1. Documentation of required documents for SPMS (Policy, action plans and evidence report for every activity in action plan)
2. Maintaining physical areas and work places clean and conducive (School surrounding, play ground, classrooms, hostels, labs, library, offices, kitchen, store, MPH, dining hall and the toilets)
3. Providing proper and relevant feed backs to students and some of the feed backs are not clear, readable and relevant
4. Proper labeling and display of subject corners
5. Proper display of clear, correct, relevant and visible TLMs
6. Clean toilets and usable WC pan and taps
7. Proper arrangement of books, materials and other items ( classrooms and work places)

8. Creating beautiful and conducive school environment
9. Maintaining conducive inter-personal relations within and outside organization
10. Schools to focus on Self School Assessment (SSA) and School Improvement Plan (SIP)

**Examples of observations and feed backs (Damphu CS and Mendrelgang CS) shared for implementation by all the schools.**

**B. Observations and feed backs for Mendrelgang CS by Monitor (CDEO)**

Class	Score award during observations			Observations
	Subject corners and TLMs display	Correction & feedbacks	Cleanliness and conduciveness	
IXA	2.5	2	4	Maths corner label is written wrongly as math. Has at least enough TLMs for History but no TLMs for Dzongkha and rest subject corner has just one or two. Feedbacks given are quite less
IXB	3	3	4	TLMs are half or less than half filled
IXC	3	3	4	Corner labels for Dzongkha, History are clear but rest corner labels need to be changed
IXD	2	3.5	4	TLMs for Biology, Geography, civics and Dzongkha are less and no TLMs for other subjects
IXE	2.5	3	4	Use of TLM boundary is ok
IXF	3	2.5	4	Subject corner labels are not visible. Subject boundary is ok
XA	3	3.5	4	Good comments provided to students with examples in Chemistry subject
XB	3	3.5	4	Some comments given by teachers are not readable
XC	4	3.5	4	TLMs displayed are presentable and has more TLMs compared to other classes but corner label need to be big enough to be seen
XD	3	3.5	4	Comments reads-keep same spirit of writing but what kind of same spirit not mentioned
XE	2	2.5	4	Has less TLMs and corner labels are not big enough to be seen
XF	2.5	3	4	Subject corner labels are not visible
XI Arts A	3	3	4	Incomplete TLMs. Comments not found in Geography, Dzongkha, Economics subjects

XI Arts B	3	3	4	Has better TLMs boundary and use of feedbacks
XI Arts C	3.5	3.5	4	Incomplete TLMs and less comments
XI Com	3	3	4	Incomplete TLMs and no comments seen in Accountancy
XI Sci	3	3	4	Incomplete or less TLMs
XII Arts	3	3	4	Incomplete or less TLMs. Comments not clear
XII Com	3	3	4	Incomplete or less TLMS
IT Lab	NA	NA	4	Use of IT lab during periods and off hour's record maintained. Books in cupboards are arranged properly
Counselors' Room	NA	NA	4	Books in cupboard need to be arranged properly
Science Lab	NA	NA	3	Properly maintained
Library	NA	NA	4	Arrangement of books to be improved
Store	NA	NA	3	Clean and well maintained
Phycsics Lab	NA	NA	3	Ok
Girls' hostel toilets	NA	NA	3	Need to fit one door
Boys hostels	NA	NA	3	Need to remove papers pasted on the wall
Boys hostel toilet	NA	NA	3	Need to remove moss under the tap base
Kitchen	NA	NA	3	MCB box cover to be made for safety reasons.
Kitchen door	NA	NA	3	Public notice board to be rewritten
Mistakes	NA	NA	3	When there is whole paragraph mistaken, multiple striking is used instead on one has used slanting strike
Use of lines	NA	NA	3	Some students are not able to use lines in their note books so hand writing is not as expected
use of letters	NA	NA	3	Some students are not able to use appropriate way of writing letters in both English and Dzongkha so hand writing is not good
Girls' hostel	NA	NA	3	Photos pasted on the walls to be removed
Notice board	NA	NA	3	Recommended to have one notice board outside the room to paste cleaning rosters and information
Boys hostel (classrooms)	NA	NA	3	Need to change as Boys' hostel instead of girls' hostel written on the wall of the boys' hostel
File Index	NA	NA	3	File index to be written in both Dzongkha and English
Academic certificates	NA	NA	3	2019 students Class X PCA/PCNA certificates are kept in the office. Need to deliver to the students.

Lockers	NA	NA	3	Scribbling on the lockers to be removed and re-written with students' name and class using proper print
Quotation/proverbs	NA	NA	3	Quotations and proverbs pasted on the walls to be removed and created quotation corner while quotation written should be printed

### C. Observation and Feed backs for Damphu CS (2021) by Monitor (CDEO)

Class	Score for TLMs	Observation Feedbacks
IXA	3	TLM boundary -ok but corner label to be improved. Quotation to be removed
IXB	2	Corner label to be improved
IXC	3	Handwritten corner label to be replaced with printed corner label. TLMs displayed are students' work and not presentable. Books arrangement to be improved
XA	2	Hand written corner labels to be replaced with printed corner labels and No TLMs seen
XB	2	Hand written corner labels to be replaced with printed corner labels. No TLMs seen. Need to fit one window glass
XC	3	Corner labels and TLMs corner boundary OK. Maths TLM not presentable. Geography corner has no TLMs. Window glasses to be fitted and old TLM is used for covering the window which is not presentable
XD	3	Corner label to be replaced with printed corner labels and need to make TLMs boundary
XE	2	Corner labels not visible and No TLMs seen. Quotation on the ceiling walls to be removed
XF	2	Need to replace labels with printed labels. No TLMs seen. Quotation to be removed.
XI Arts A	4	Corner labels not visible. Has enough TLMs but not displayed properly
XI Arts B	4	Hand written corner labels to replace with printed corner labels. Only few TLMs seen
XI Arts C	4	Door labels to be replaced. Corner label is too small and need to replace with visible printed corners. More TLMs seen. Quotation to be removed.
XI Arts D	4	Corner labels OK. More TLMs seen in History subject. Quotation to be removed
XI Com A	2	Has corner labels but no TLMs seen.

XI Com B	4	Has TLMs but no corner labels seen. A comment given is just Lekso. No other comments as seen from 8 students note books.
XI Com C	3	Hand written corner labels to be replaced with printed corner labels. TLMs corner size too small and need to resize and remake the boundary corners.
XI Sci A	4	Have corner labels. History has more TLMs. Quotation to be removed
XI Sci B	4	No TLMs boundary. TLMs presentable and Dzongkha TLMs can be used as example for other subjects.
XII Sci A	4	Corner labels missing. TLMs for English and Physics OK. Comments- OK. In one corner, Dzongkha and English displayed by mixing subjects.
XII Sci B	4	No corner labels for Biology and Maths. TLMs encroaching other boundaries. English TLM torn. Comments given for Maths subject as VV Good which is not clear.
XII Com A	2	No TLMs seen but corner labels are seen
XII Com B	2	Corner labels seen but no TLMs. Quotations to be removed. A lot of strikes by teachers and comments given by teachers are not readable
XII Arts A	2	No TLMs seen. Corner labels and corner boundary can be used as model for other classes
XII Arts B	2	No TLMs seen. Corner labels are seen.
Chemistry Lab	3	Need to rearrange Equipment. Need to remove dust in the equipment cupboard. Things in carton box to be taken out and arranged properly
IT Lab	4	Things in cupboard to be arranged properly.
Cooperative Store	4	Books to be rearranged
Library	4	Scraps at upper store of library to be disposed immediately
Physics lab	4	Furniture and equipment to be rearranged. Wiring to be done. Could not see store as it was locked
Biology Lab	4	Equipment dusty and need to rearranged
Exam cell	3	Outside the door is full of spider's web. Inside the unusable toilet, scrapes are kept which need to be removed and keep other materials. One toilet is in use. Books in cupboards to be arranged properly.
VP's office	4	Has toilet attached. File index to be written both in Dzongkha and English. Need to remove outdated 2020 calendar which is torn
IT Lab 2	4	Ceiling plywood about to fall down. Rearrange papers on the tables. Need to re-arrange materials, telephone set, key boards and others properly

Meals timing board	4	Need to re-write
Lockers	3	Remove scribbling and paste printed one
Girls hostels	3	Remove photos from the walls
Matron's quarter	3	Ceiling plywood about to fall down. Sockets spoiled. Geyser not working. Sick room toilet door broken. Requires maintenance.
Girls toilet(2)	3	One door about to fall, Need to be refitted.
Boys hostel	3	Need to remove photos from the walls of the hostel. Empty beds to be used for keeping suit cases. Nails at the door pillar to be removed. Shoe rack at the 1st floor of the hostel is too big and not presentable. Table kept on the beds which should be avoided. Mirror stand is not presentable. Planks at the bottom of the door to be removed.
Adm's cupboard	3	Books and materials to be properly arranged
Adm Office	3	File index to be written in both Dzongkha and English

## 21. Session # 3: Presentation of 12<sup>th</sup> FYP Targets and APA linkages

**Mrs. Karma Wangmo, Planning Officer presented on the following areas:**

- Presentation of Annual Performance Agreement
- Integration of APA with IWP
- The five year plan book is a bases for APA
- Presentation of education APA
- Activities related to construction in APA should be with timeline not in percentage

## **22. Presentation of HR policies and mandates**

**Mrs. Kinley Choden, Human Resource Officer presented on the following areas:**

1. A civil servant is *in principle on official duties for twenty four hours* a day and seven days a week and is accordingly paid for and, as such, is liable for call to duty anytime. Otherwise, a civil servant shall generally follow the following official working time from Mondays to Fridays, inclusive of a lunch break of half an hour:
2. A Civil Servant shall read, understand and abide by all provisions of the constitution, CSAB 2010 and BCSR 2018
3. A civil Servant Shall Not:
  - Criticize or undermine policies, programmes and actions of the Royal Government in public and/or media (broadcast, Print and online) and
  - Communicate/transmit/post hate messages or any content with the intent to defame a person or Government agencies.
  - Code of conduct and ethics as per BCSR
  - Civil Service Semso membership, benefits and deduction,
  - Types of leave and the process to take leave
  - Types and deadline of Promotions
  - IWP phases and deadline
  - Types of Contact Teachers, benefits and duration
  - Contact extension of staff
  - ZEST (evidence), asset declaration and contact person

## **23. Financial policies and related matters**

**Miss Dawa Dem, Assistant Finance Officer presented on following areas:**

- Budgeting and financing
- Overall budget for fiscal year 2020-2021
- Capital budget
- Budget prioritization
- Recurrent expenditure to be met from domestic revenue

- Cost cutting
- Re-appropriation
- e-DATS ( timely and uniform mileage)

## 29. Session # 4: Closing Program



Dasho Tashi Yangzom, Drangpon of Tsirang Dzongkhag Court graced the closing program on 26<sup>th</sup> March, 2021 evening. Dasho shared her appreciation for being able to participate for the 29<sup>th</sup> DEC and meet with all the Principals and other stakeholders. Dasho said that Education Sector being main pillar of the development, it is always good to find time and support morally at the best capacities as appreciation of the contributions by Principals and the teachers. As an appreciation and gratitude to the Education Sector and the Principals, Dasho has honored the participants with refreshment.

## 30. Resolutions of the Conference:

1. Principals to discuss with teachers and submit school level reform plans by 10<sup>th</sup> April, 2021
2. Principals shall continue to practice or implement Safety and health protocols
3. Principals shall implement school conducive policy with constant and proper monitoring by the Principals and DEOs
4. Principals shall present result analysis by class and subjects and develop strategic plan to improve academic performance
5. Principals shall enroll at least 25% of students for Scouting Program

6. Principals shall orient and train teachers and students on Driglam Namzha within first few weeks of April, 2021
7. Principals shall have Scout Den (Scout Area) with skills training materials in place for other students to learn by visiting scout Den
8. Principals shall submit school level semso policy to Dzongkhag education office on or before 10<sup>th</sup> April, 2021
9. Requisition for badges, scarves and others shall be submitted within 31<sup>st</sup> March, 2021 to the Dzongkhag Education Office
10. Principals shall submit the list of untrained cooks for the purpose of training through exploration of budget
11. Principal shall submit the list of students with disability by the end of March, 2021
12. Separate budget for procuring safety equipment for cooks to be followed up by including in budget head
13. Transfer of excess properties to other schools shall be done along with stock transfer
14. Principals shall make presentation to teachers of their schools on New Normal Curriculum within 4<sup>th</sup> week of March, 2021

## 31. Gratitude

The Education Sector would like to convey our heartfelt gratitude to Dasho Dzongdag for considering the approval to conduct 29<sup>th</sup> Dzongkhag Education Conference at Doonglagang Primary School. Our special gratitude is conveyed to Dasho Tashi yangzom, Drangpon of Tsirang Drangthrim for gracing the closing of 29<sup>th</sup> Dzongkhag Education Conference on 26<sup>th</sup> March, 2021 despite busy schedule. Dasho Drangpon is also remembered for her soelra of refreshment to the participants and motivating and encouraging words of wisdom. We also convey our gratitude to the Dzongkhag Sector Heads who participated as the part time speaker and shared their wisdom on important agenda and issues:

1. Kezang Jamtsho, Culture Officer for providing one day driglam Namzha Training to Principals on 24<sup>th</sup> March, 2021
2. Karma Wangmo, Planning Officer
3. Kinley Choden, Human Resource Officer
4. Dawa Dem, Finance Officer

Special gratitude goes to Gup and the Gewog Administration staff of Doonglagang Gewog for their full support in arrangement of the conference hall and participation for the program. Principal, Minute Taker, Photographer, Mess & cooking Team, Serving Team and other staff of Doonglagang PS cannot be forgotten for their arrangement, organization, participation and making the 3 days conference very meaningful, enriching and memorable one. The Deputy Chief DEOs, Administrative Assistant, all the Principals, Officiating Principals and Teacher In-charges are conveyed gratitude for facilitation, participation and making the conference enriching, meaningful and successful. We look forward successful year ahead. Thank you.

### List of participants for the 29<sup>th</sup> Dzongkhag Education Conference

Sl	Name	Designation	School
1	Bhuwan Chandra Ghalley	Principal	Damphu CS
2	ChokeyWangchuk	Principal	Mendrelgang CS
3	Yeshi	Principal	Tsirangtoe CS
4	ChuzangNorbu	Principal	Damphu MSS
5	Gyeltshen	Offtg. Principal	Mendrelgang PS
6	ShaBahadurSubba	Principal	Sergithang PS
7	NidupWangdi	Principal	Phuentenchu PS
8	ChetenWangchuk	Principal	Semjong PS
9	DawaPenjor	Principal	Doonglagang PS
10	TekBahadurKharka	Principal	Kilkhorthang PS
11	GyeltshenDrukpa	Principal	Gosaling PS
12	Tshitrim	Principal	Pemathang PS
13	Sonam Tenzin	Principal	Tsholingkhar PS
14	Cheku	Principal	Rangthangling PS
15	TashiWangchen	Principal	Barshong PS
16	Shiva LalRaika	Offtg. Principal	Patsaling PS
17	PassangDukpa	Teacher In-charge	Nimazor ECR
18	Chencho	Teacher	Doonglagang PS
19	Mon BdrMongar	SSI	Doonglagang PS
20	KelzangChhodup	Adm. Asstt	Education Sector
21	YeshiWangmo	Dy. CDEO	Education Sector
22	Tshering	Dy.CDEO	Education Sector
23	Rinchen Gyelsthen	Chief DEO	Education Sector

*Minutes taken by: Chencho, Teacher, Doonglagang PS*

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