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ཉེས་རིག

Royal Government of Bhutan
DZONGKHAG ADMINISTRATION
TSIRANG

TD/EDN/4/APA & GPMS/2022-2023/082

Date: 25/08/2022

To
The Principals
All the Schools
Under Tsirang Dzongkhag

Sub: 2022-2023 APA Activities and Targets

Dear Principals,


Education Sector is pleased to share 2022-2023 Annual Performance Agreement Activities and Targets for implementation with proper documentation, timely monitoring of progress of the activities and reporting.

As representative of the Dzongkhag Education Officer, each Principal shall plan, execute, follow up with relevant stakeholders, monitor timely progress and implementation, document report and ensure that activities indicated against each schools is completed before time ensuring achievement of the targets.

The presentation and signing of APA shall be done during the Dzongkhag Education Conference to be held by 1st week of September, 2022. The Principals are requested to present to teachers and other staff and fit into Individual Work Plan.

Looking forward successful implementation of the activities and achievement of the targets as per the APA plan.

Yours sincerely,


(Rinchen Gyelshen)
Chief DEO

Copy to:

1. The Offtg. DASHO DZONGDAG, Dzongkhag Administration, Tsirang for kind information.
2. The Planning Officer, Dzongkhag Administration for information and comment if any.
3. The Finance Officer, Dzongkhag Administration, Tsirang.
4. Other Sector Heads, Dzongkhag Administration, Tsirang for information.
5. Gups, Gewog Administration, Tsirang Dzongkhag for information. Principal concerned shall share both hard and soft copy of the APA activities to the Gup for follow up.



**PERFORMANCE AGREEMENT BETWEEN DZONGKHAG EDUCATION OFFICERS AND THE PRINCIPALS
TSIRANG DZONGKHAG**

(Financial Year: 2022-2023)

ACADEMIC YEAR - 2022

MASTER COPY OF EDUCATION SECTOR

(25th August, 2022)

Endorsed and signed on during

TABLE OF CONTENTS

Preamble.....	3
Section 1: Dzongkhag's Vision, Mission and Objectives.....	
Section 2: Key objectives, priorities, actions, success indicators and target.....	
Section 3: Trend values of the success indicators.....	4
Section 4: Description, definition and measurement of success indicators.....	12
Section 5: Specific performance requirements from other ministries/agencies.....	12

Preamble

The Performance Agreement is entered between the Dzongkhag Education Officer and the Principals, Tsirang Dzongkhag.

The objectives of this Performance Agreement are:

- 1. To establish clarity and consensus about annual priorities for the dzongkhag Education Sector consistent with the 12th FYP document and the Government's new priorities;*
- 2. To make the Dzongkhag Education Sector fully responsible for driving implementation and delivering the results against the annual priorities; and*
- 3. To provide an objective and fair basis for evaluating the Education Sector's overall performance at the end of year.*
- 4. To provide effective and efficient direction and operational services*

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: Education Sector's vision, Mission and Objectives

Vision: 'A sector that focusses the delivery of quality education, conducive environment and sustainable facilities ensuring practice of the dam-tsig ley gju-drey.

Mission: Facilitates development and implementation of policies and plans considering equitable, inclusive, life long and quality education by providing appropriate knowledge, skills, learning opportunities and conducive learning environment

Strategies:

1. Preparing comprehensive long term and short term plans to address the HR related issues, improve conducive learning environment, and build on the capacities of DEOs, Principals, Vice Principals, teachers, support staff, Non-Formal Education Instructors, ECCD Facilitators, Community Learning Centre Managers and students.
2. Facilitating the delivery of quality education and services to improve academic performance of the students, NFE and CLC learners and ECCD children.
3. Providing adequate resources and the facilities to Schools, NFECs, ECCDCs, CLCs and SEN institutes/schools.
4. Recognizing high performing leaders, teachers, support staff , NFE Instructors, ECCD Facilitators, CLC Managers and the students through appreciation certificates and capacity building program.
5. Enhancing safety and conducive school environment through physical greening, enabling practices and building homely relationship.

Dzongkhag Vision: An economically vibrant, Culturally rich, Harmonious Dzongkhag with pristine environment.

Dzongkhag Mission:

1. To bring sustainable socio-economic development through quality infrastructure development, improved nutrition, enhance food security and sustainable management of natural resources;
2. To deliver efficient and effective public service; and
3. To preserve and promote culture and tradition.

Dzongkhag Objectives

- 1) To increase rural household income and food security in the Dzongkhag
- 2) To enhance education accessibility, quality and literacy
- 3) To enhance health and sanitation in the communities
- 4) To improve urban infrastructure in Damphu Town
- 5) To preserve and promote religion, culture and tradition
- 6) To enhance efficiency and effectiveness of public service delivery
- 7) To enhance and strengthen local economy
- 8) To ensure availability of timely, relevant and reliable data/information at the Dzongkhag level
- 9) To prevent corruption

CORE VALUES OF TSIRANG

T=Team work **S**=Selfless **I**=Integrity **R**=Resourcefulness **A**=Astuteness **N**=Neatness **G**=Growth

Vision of MoE:

“An educated and enlightened society of GNH, built and sustained on the unique Bhutanese values of the dam-tsigley gju-drey”

Mission of MoE:

1. Develop sound education policies that enable the creation of a knowledge-based GNH society.
2. Provide equitable, inclusive and quality education and lifelong learning opportunities to all children and harness their full potential to become productive citizens.
3. Equip all children with appropriate knowledge, skills and values to cope with the challenges of the 21st century.

Section#1: Annual Performance Agreement for 2022 Academic Session (2022-2023)

Objectives	Actions	Success Indicators	Unit	Base Line	12 th FYP Target	APA Target 2022	Remarks
Enhance quality of education and skills	Improve academic performance	Improve Pass % of Classes PP-XII	%	NA	95%	90%	CDEO/PDEO/ Principals
		Improve learning outcome of Class PP-XII	%	NA	Dzo-70 Other -65	Dzo-67 Others-55	CDEO/PDEO/ Principals
		Improve Academic Learning Score of PP-XII	%	NA	50%	56%	CDEO/PDEO/ Principals
		Proportion of students scoring above 60% in subjects by gender from PP-XII	%	NA	M-47% F-47%	M-54% F-54%	CDEO/PDEO/ Principals
		Improve academic growth of students from PP-XII	%	NA	NA	25% & above	CDEO/PDEO/ Principals
		Improve co-relation between Exam & CA of students from PP-XII	%	NA	NA	90%	CDEO/PDEO/ Principals
	Improve NFE literacy rate	NFE Enrollment rate by gender	No	NA	NA	BLC-45 PLC-50	CDEO/PDEO/ Parent school Principals
		NFE completion rate by gender	%	M-60% F-65%	92.50	M-65% F-70% T-67.50%	CDEO/PDEO/ Parent school Principals
	Improve ECCD enrollment rate	ECCD enrollment rate by gender	No.	NA	M-50% F-50%	M-45% F-45%	CDEO/PDEO/ Parent schools Principals
	Improve competencies of teachers, Principals, VPS, NFEIs, CLCMs and ECCDFs	Improve competencies of teachers through 20 hours SBIP, DBIP or NBIP	%	NA	100%	100%	CDEO/PDEO/ Principals
		Improve competency of NFEIs/CLCMs through 20 hours PD virtual or SBIP	%	NA	100%	100%	CDEO/PDEO/ Parent schools Principals
		Improve competency of ECCD Facilitators through 20 hours virtual or SBIP	%	NA	100%	100%	CDEO/PDEO/ Parent schools Principals
	Complete procurement of furniture or maintenance of furniture	Complete procurement of furniture	%	NA	100%	100%	CDEO/PDEO/ Principals
		Complete procurement of Rice Cookers for MCS and other schools	%	NA	100%	100%	CDEO/PDEO/MCS & DCS Principals

Section #2: Objectives, success indicators and targets

Objectives	Weight	Actions	Success Indicators	Unit	Weight	Excellent (100%)	Very Good (90%)	Good (80%)	Fair (70%)	Poor (60%)	SI-Based budget in M
Enhance quality of education and skills	100	Improve academic performance	Improve Pass % of Classes PP-XII	%	4	90	80	70	60	50	40
			Improve learning outcome of Class PP-XII	%	4	Dzo-67 Others-55	Dzo-60 Others-50	Dzo-55 Others-45	Dzo-50 Others-40	Dzo-45 Others-35	Dzo-40 Others-30
			Improve Academic Learning Score of PP-XII	%	4	56%	50%	45%	40%	35%	30%
			Proportion of students scoring above 60% in subjects by gender from PP-XII	%	4	M-54% F-54% T-54%	M-50% F-50% T-50%	M-45% F-45% T-45%	M-40% F-40% T-40%	M-35% F-35% T-35%	M-30% F-30% T-30%
			Improve academic growth of students from PP-XII	%	4	25 & above	21-24	16-20	11-15	6-10	1-5
			Improve co-relation between Exam & CA of students from PP-XII	%	4	90%	80%	70%	60%	50%	40%
			Improve literacy rate of adult population	%	4	BLC-45 PLC-50	BLC-40 PLC-45	BLC-35 PLC-40	BLC-30 PLC-35	BLC-25 PLC-30	BLC-20 PLC-25

Objectives	Weight	Actions	Success Indicators	Unit	Weight	Excellent (100%)	Very Good (90%)	Good (80%)	Fair (70%)	Poor (60%)	SI-Based budget in M
			NFE completion rate by gender	%	4	M-65% F-70%	M-60% F-65%	M-55% F-60%	M-50% F-55%	M-45% F-50%	M-40% F-45%
		Improve enrollment rate of children 3-5	ECCD enrollment rate by gender	%	4	M-45% F-45%	M-40% F-40%	M-35% F-35%	M-30% F-30%	M-25% F-25%	M-20% F-20%
		Improve competencies of teachers, principals, vice principals, NFE Instructors, ECCD Facilitators, CLC Managers	Improve competencies of teachers through 20 hours SBIP, DBIP or NBIP	%	4	100%	90%	80%	70%	60%	50%
			Improve competency of NFEIs/CLCMs through 20 hours PD virtual or SBIP	%	4	100%	90%	80%	70%	60%	50%
			Improve competency of ECCD Facilitators through 20 hours virtual or SBIP	%	4	100%	90%	80%	70%	60%	50%
		Improve facilities of schools and ECCD Centres	Complete procurement of furniture or maintenance of furniture	%	4	100%	90%	80%	70%	60%	50%
			Complete procurement of Rice Cookers for MCS and other schools	%	4	100%	90%	80%	70%	60%	50%
			Complete procurement of ECCD materials for ECCD Centres	%	4	100%	90%	80%	70%	60%	50%
			Complete scouts materials for schools	%	4	100%	90%	80%	70%	60%	50%
		Improve school infrastructure facilities	Complete maintenance of Buildings of schools	%	2	100%	90%	80%	70%	60%	50%

Objectives	Weight	Actions	Success Indicators	Unit	Weight	Excellent (100%)	Very Good (90%)	Good (80%)	Fair (70%)	Poor (60%)	SI-Based budget in M
			Complete maintenance of Equipment of schools	%	2	100%	90%	80%	70%	60%	50%
			Complete maintenance of Computers of schools	%	2	100%	90%	80%	70%	60%	50%
			Complete maintenance of MPH, re-electrification of structures and kitchen cum store at Damphu CS	%	2	100%	90%	80%	70%	60%	50%
			Complete maintenance of MPH at Menderlgang CS	%	2	100%	90%	80%	70%	60%	50%
			Complete re-electrification of structures at Tsirangtoe CS	%	2	100%	90%	80%	70%	60%	50%
			Complete Complete maintenance of Gosaling PS	%	2	100%	90%	80%	70%	60%	50%
			Complete re-electrification of structure at Mendrelgang PS	%	2	100%	90%	80%	70%	60%	50%
			Complete re-electrification of structure at Barshong PS	%	2	100%	90%	80%	70%	60%	50%
			Complete re-electrification of structure and 3 phase connection at Sergithang PS	%	2	100%	90%	80%	70%	60%	50%
			Complete re-electrification of structure at Patshaling PS	%	2	100%	90%	80%	70%	60%	50%
			Complete construction of Inclusive Toilets at	%	2	100%	90%	80%	70%	60%	50%

Objectives	Weight	Actions	Success Indicators	Unit	Weight	Excellent (100%)	Very Good (90%)	Good (80%)	Fair (70%)	Poor (60%)	SI-Based budget in M
			Damphu MSS (Deposit work)								
			Complete construction of 6 unit classrooms at Damphu MSS (spill over of 2021-2022 to 2022-2023)	%	2	100%	90%	80%	70%	60%	50%
			Complete major renovations of academic block at Damphu CS (spillover of 2021-2022 to 2022-2023)	%	2	100%	90%	80%	70%	60%	50%
			Complete construction of 120 bedded hostel at Damphu CS (Spillover over of 2019 to 2023)	%	2	100%	90%	80%	70%	60%	50%
			Complete construction of 6 units staff quarters at Damphu CS (Spill over of 2019 to 2023)	%	2	100%	90%	80%	70%	60%	50%
			Complete construction of 6 units classrooms at Tsirangtoe CS (Spill over of 2019 to 2023)	%	2	100%	90%	80%	70%	60%	50%
			Complete construction of 4 units classrooms at Mendrelgang CS (Spill over of 2019 to 2023)	%	2	100%	90%	80%	70%	60%	50%

Section # 3: Trend Values of Success Indicator

Objectives	Actions	Success Indicators	Unit	Actual Values (FY2018-2019)	Target Values (FY2019-2020)	Projected Values (2020-2021)	Projected Values (2021-2022)	Projected Values (2022-2023)

Section # 4: Definition of success indicators

#	Success Indicator	Description (Purpose of the Indicator)	Data Collection Methodology	Data collection frequency	Data Source
1	Improve Pass %	This indicator measures % of students promoted to next grade from Annual Examinations. It is calculated by dividing total students who promoted divided total students who appeared examinations multiply by 100.	Compile result analysis from schools and generate Dzongkhag Level Result Analysis.	Annually	Principals/DEO
2	Improve Learning Outcomes of classes PP-XII	This indicator measures product of students' performance in a year. Learning Outcomes or Mean Marks are derived by dividing all the total marks obtained for each subject by the number of students for each subject, class in a year.	Compile result analysis from schools and generate Dzongkhag Level Result Analysis.	Annually	Principals/DEO

#	Success Indicator	Description (Purpose of the Indicator)	Data Collection Methodology	Data collection frequency	Data Source
3	Improve Academic Learning Scores	This indicator measures product of students' performance in a year. Academic Learning Scores is derived by calculating number of students scored above 70%, 60% and 45%.	Compile result analysis from schools and generate Dzongkhag Level Result Analysis.	Annually	Principals/DEO
4	Proportion of Students scoring more than 60% from PP-XII	This indicator measures number of students who scored more than 60 in all the subjects divided by total students multiplies by 100.	Compile result analysis from schools and generate Dzongkhag Level Result Analysis.	Annually	Principals/DEO
5	Improve academic growth of students from PP-XII	This indicator measures academic growth of students' performance between the current and the previous year. The score of 100 shall be awarded for having score of 25 points and above. 90 for 21-24 score, 80 for 16-20 score, 70 for 11-15 score, 60 for 6-10	Compile result analysis from schools and generate Dzongkhag Level Result Analysis.	Annually	Principals/DEO
6	Improve co-relation between Exam & CA of students from PP-XII	This indicator measures marks received for both Examinations and CA where maximum points shall be awarded to performance having zero gap or less gap and lowers points for highest gap. 100 points for having 46 in CA and Exam of 90 for having gap of 10.	Compile result analysis from schools and generate Dzongkhag Level Result Analysis.	Annually	Principals/DEO
7	NFE Enrollment rate by gender	This indicator measures the number of learners enrolled in BLC and PLC by male and female. Enrollment rate is calculated based on number of male and female enrolled against the population of male and female illiterate	Focal DEO compile number of learners by enrollment from the information collected from the centres and derived Dzongkhag enrollment rate.	Annually	Principals/DEO

#	Success Indicator	Description (Purpose of the Indicator)	Data Collection Methodology	Data collection frequency	Data Source
		population.			
8	Improve NFE Completion rate by gender	This indicator measures number of male and female learners who completed the course and completion rate is calculated as number of learners who completed course by total learners enrolled multiplied by 100.	Focal DEO compile number of learners by enrollment and completion from the centres and derived Dzongkhag completion rate.	Annually	Principals/DEO
9	Improve ECCD Enrollment rate	This indicator measures number of 3-5 years children enrolled in ECCDC of the total population of 0-5 years children in locality/village/chiwog/gewog	Focal DEO compile the enrollment of children and find out the population of children to ensure enrollment rate – No. of 3-5 years children enrolled by number of 0-5 years children in the village/chiwog/gewog *100	Annually	Principals/DEO
10	Improve competencies of teachers through 20 hours SBIP, DBIP or NBIP	This indicator measures % of teachers who received 20 hours PD through SBIP	PD report from schools and summary PD report	Annually	Principals/DEO
11	Improve competency of NFEIs/CLCMs through 20 hours PD virtual or SBIP	This indicator measures % of NFE Instructors and CLC Managers who received 20 hours PD through SBIP or virtual meeting.	PD report from schools and summary PD report	Annually	Principals/DEO
12	Improve competency of ECCD Facilitators through 20 hours virtual or SBIP	This indicator measures % of ECCD Facilitators who received 20 hours PD through SBIP or virtual meeting.	PD report from schools and summary PD report	Annually	Principals/DEO

#	Success Indicator	Description (Purpose of the Indicator)	Data Collection Methodology	Data collection frequency	Data Source
13	Complete procurement of furniture or maintenance of furniture	This indicator measures budget utilized and procurement done on time through procurement of new furniture and maintenance of old furniture.	Maintain record of note sheet approval, quotation, supply order, receipt bills or note.	Annually	Principals/DEO
14	Complete procurement of Rice Cookers for MCS and other schools	This indicator measures budget utilized and procurement of rice cookers done on time.	Maintain record of note sheet approval, quotation, supply order, receipt bills or note.	Annually	Principals/DEO
15	Complete procurement of ECCD materials for ECCD Centres	This indicator measures budget utilized and procurement of ECCD materials done on time.	Maintain record of note sheet approval, quotation, supply order, receipt bills or note.	Annually	Principals/DEO
16	Complete scouts materials for schools	This indicator measures budget utilized and procurement of ECCD materials done on time.	Maintain record of note sheet approval, quotation, supply order, receipt bills or note.	Annually	Principals/DEO
17	Complete maintenance of property-Buildings of schools	This indicator measures completion of maintenance of property-buildings of the schools is done.	Maintain record of note sheet approval, quotation, supply order, receipt bills or note.	Annually	Principals/DEO
18	Complete maintenance of property-Equipment of schools	This indicator measures completion of maintenance of property-equipment of the schools is done.	Maintain record of note sheet approval, quotation, supply order, receipt bills or note.	Annually	Principals/DEO

#	Success Indicator	Description (Purpose of the Indicator)	Data Collection Methodology	Data collection frequency	Data Source
19	Complete maintenance of Computers of schools	This indicator measures completion of maintenance of property-computers and peripherals of the schools is done.	Maintain record of note sheet approval, quotation, supply order, receipt bills or note.	Annually	Principals/DEO
20	Complete maintenance of MPH, re-electrification of structures and kitchen cum store at Damphu CS	This indicator measures completion of maintenance of MPH and re-electrification of structures, kitchen cum store at Damphu CS.	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs
21	Complete maintenance of MPH at Menderlgang CS	This indicator measures completion of maintenance of MPH at Menderlgang CS.	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs
22	Complete re-electrification of academic and non-academic structures at Tsirangtoe CS	This indicator measures completion of re-electrification of academic and non-academic structures at Tsirangtoe CS.	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs
23	Complete maintenance of dining hall at Gosaling PS	This indicator measures completion of maintenance of dining hall at Gosaling PS	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs
24	Complete re-electrification of structure at Menderlgang PS	This indicator measures completion of re-electrification of structures at Menderlgang PS.	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs

#	Success Indicator	Description (Purpose of the Indicator)	Data Collection Methodology	Data collection frequency	Data Source
25	Complete re-electrification of structure at Barshong PS	This indicator measures completion of re-electrification of structures at Barshong PS.	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs
26	Complete re-electrification of structure and 3 phase connection at Sergithang PS	This indicator measures completion of re-electrification of structures and 3 phase connection at Sergithang PS.	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs
27	Complete re-electrification of structure at Patshaling PS	This indicator measures completion of re-electrification of structures at Patshaling PS.	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs
28	Complete construction of 6 unit classrooms at Damphu MSS (spill over of 2021-2022 to 2022-2023)	This indicator measures completion of 6 units classrooms at Damphu MSS	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs
29	Complete construction of Inclusive Toilets at Damphu MSS	This indicator measures completion of Inclusive Toilets at Damphu MSS	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs
30	Complete major renovations of academic block at Damphu CS (spillover of 2021-	This indicator measures completion of major renovation of academic block at Damphu CS.	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs

#	Success Indicator	Description (Purpose of the Indicator)	Data Collection Methodology	Data collection frequency	Data Source
	2022 to 2022-2023)				
31	Complete construction of 120 bedded hostel at Damphu CS (Spillover over of 2019 to 2023)	This indicator measures completion of construction of 120 bedded hostels at Damphu CS	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs
32	Complete construction of 6 units staff quarters at Damphu CS (Spill over of 2019 to 2023)	This indicator measures completion of construction of 6 units staff quarter at Damphu CS	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs
33	Complete construction of 6 units classrooms at Tsirangtoe CS (Spill over of 2019 to 2023)	This indicator measures completion of construction of 6 units staff quarter at Tsirangtoe CS	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs
34	Complete construction of 4 units classrooms at Mendrelgang CS (Spill over of 2019 to 2023)	This indicator measures completion of construction of 4 units staff quarter at Mendrelgang CS	Maintain record of technical sanction, administrative & financial sanctions, work award letter, handing taking letter.	Annually	Principals/DEOs

Section # 5: Requirement from Ministries, Agencies and Dzongkhags

#	Organization Name	Relevant success indicator	Requirement from the organization	Justification for this requirement	Requirement detail	Impact if not met
1	Dzongkhag	Infrastructure Development of schools, ECCD and CLC structures	Technical and administrative support	Sector cannot do without timely support from Engineering Sectors, Planning Officer, Accounts sections and direction from authority	Estimates, tendering, award, monitoring	Poor quality and non-completion on time
2	Ministry of Education	PD, ECCD, CLC and Schools Infrastructure Development	Technical and administrative support on approving and releasing budget and materials for ECCD and CLC and coordinating budget approval and release for SDP	MoE to facilitate timely release of fund for PD, ECCD and CLC infrastructure development and procurement of materials.	ECCD and CLC budget for materials procurement and infrastructure development.	ECCD and CLC cannot be established as per the APA target.
3	Ministry of Finance (DNB)	Infrastructure development, maintenance and PD program	Approval and release of budget	To support with timely approval and release of budget	Budget approval and budget release	If budget is not approved, planned activities will be hampered
4	Ministry of Agriculture	Improvement of SAP	Technical and financial support for SAP	Ensure that SAP is properly implemented and nutrition is supplemented	Supply of Agriculture tools, fence materials and budget support	If timely and proper support is not rendered, supplementation of nutrition will be problem.

Whereas,

I, the Principal,.....commit to the Dzongkhag Education Officer and

the people of to deliver the results described in this Annual Performance Agreement.

I, the Dzongkhag Education Officer, commit to the Principal,, on behalf of the Government and the people of Bhutan, to provide the necessary fund and resources for delivery of the results described in this Annual Performance Agreement.

SIGNED:

**Bhuwan Chandra Ghalley, Principal, Damphu CS
Tsirang Dzongkhag**

Date

**Chokey Wangchuk, Principal, Mendrelgang CS
Tsirang Dzongkhag**

Date

**Yeshi, Principal, Tsirangtoe CS
Tsirang Dzongkhag**

Date

**Chuzang Norbu, Principal, Damphu MSS
Tsirang Dzongkhag**

Date

**Rigzin Thinley, Principal, Mendrelgang PS
Tsirang Dzongkhag**

Date

**Sha Bahadur Subba, Principal, Sergithang PS
Tsirang Dzongkhag**

Date

**Nidup Wangdi, Principal, Phuentenchu PS
Tsirang Dzongkhag**

Date

**Cheten Wangchuk, Principal, Semjong PS
Tsirang Dzongkhag**

Date

**Dawa Penjor, Principal, Doonglagang PS
Tsirang Dzongkhag**

Date

**Tek Bahadur Kharka, Principal, Kilkhorthang PS
Tsirang Dzongkhag**

Date

**Tshiltrim, Principal, Pemathang PS
Tsirang Dzongkhag**

Date

Sonam Tenzin, Principal, Tsholingkhar PS
Tsirang Dzongkhag

Date

Cheku, Principal, Rangthangling PS
Tsirang Dzongkhag

Date

Tshewang Tenzin, Principal, Patsaling PS
Tsirang Dzongkhag

Date

Tashi Wangchen, Principal, Barshong PS
Tsirang Dzongkhag

Date

Pema Rinzin, Principal DEO
Tsirang Dzongkhag

Date

Rinchen Gyeltshen, Chief DEO
Tsirang Dzongkhag

Date

WITNESSED BY:

Dzongdag/Offtg.Dzongdag

