

**GOVERNMENT OF THE PUNJAB
SCHOOL EDUCATION DEPARTMENT**

Dated Lahore, 28rd April, 2011

NOTIFICATION

No. SO(S-III) 2-16/2007: The Chief Minister Punjab has been pleased to approve Teachers' Performance Incentive - High Achievers Program for teachers working in 20 % top performing schools. The School Education Department hereby notifies the Category-wise entitlement of Performance Incentive, Selection Committees, Selection Criteria and relevant terms and conditions as per following.

CATEGORY-WISE ENTITLEMENT OF INCENTIVES

i)	Primary level Teachers including Heads of the Community Model Schools and Junior Model Schools.	Rs. 1,000/- P.M	Rs. 12,000/- Per annum
ii)	Elementary level teachers including Heads of selected schools.	Rs. 1,500/- P.M.	Rs. 18,000/- Per annum
iii)	High & Higher Secondary level teachers including Heads of selected schools.	Rs. 2,000/- P.M.	Rs. 24,000/- Per annum
iv)	Class-IV Servants and Lab. Attendants etc.	Rs. 100/- P.M.	Rs. 1,200/- Per annum
v)	Clerks/Assistants/Library Clerks etc.	Rs. 200/- P.M.	Rs. 2,400/- Per annum

SELECTION AND APPELATE COMMITTEES

a) Selection Committee for Primary/Elementary Schools

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|--|------------------|
| i) District Education Officer (M/W-EE) concerned | Chairman |
| ii) Deputy DEO. (M/W-EE) of the Tehsil concerned | Member/Secretary |
| iii) Senior most Headmaster of High School in Tehsil | Member |

b) Appellate Committee for Primary/Elementary Schools:

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|--------------------|------------------|
| i) EDO (Education) | Chairman |
| ii) DEO (M/W-EE) | Member/Secretary |

- iii) Senior most Headmaster/Principal of High/Higher Secondary School in the District Member
- c) Selection Committee for High & Higher Secondary Schools:**
- i) EDO (Education) Chairman
- ii) DEO (SE) Member/Secretary
- iii) Senior most Headmaster/Principal of High/Higher Secondary School in the District Member
- d) Appellate Committee for High/Higher Secondary Schools:**
- i) District Coordination Officer or his representative Chairman
- ii) EDO (Education) Member/Secretary
- iii) EDO (F&P) Member

PERFORMANCE EVALUATION PARAMETERS FOR PRIMARY & ELEMENTARY SCHOOLS:

Sr. #	Factors and Criteria	Weightage & formula for score
1.	<p><u>EXAM RESULTS / SCHOOL ACHIEVEMENT :</u></p> <p>For class 5 the unadjusted Mean score will be considered as obtained by the students of a school/portion for the MCQs part of 6 subjects of English, Urdu, Science, Mathematics, Social Studies and Islamiat, in the PEC Examination of class 5 conducted in the year 2011.</p> <p>For class 8 the unadjusted Mean score will be considered as obtained by the students of a school/portion for the MCQs part of 6 subjects of English, Urdu, Science, Mathematics, Social Studies and Islamiat, in the PEC Examination of class 8 conducted in the year 2011.</p> <p><u>How to calculate:</u></p> <p>Score for Exam Results = unadjusted Mean Score of school/portion in MCQs Part of 6 subjects in class 5 or class 8 PEC Examination in %age * 0.70</p>	<p>70%</p> <p>SCORE = Unadjusted Mean score in MCQs part of 6 subjects in %age* 0.70</p>
2.	<p><u>TEST PARTICIPATION RATE (TPR):</u></p> <p>Participation Rate of class 5 or class 8 students in the PEC Examination as conducted in the year 2011 will be considered.</p> <p><u>How to calculate:</u></p> <p>Students who appeared in PEC Exam of Class 5 or Class 8 held in 2011 * 100</p> <p>TPR in %age = -----</p> <p>Enrollment of Class 5 or Class 8 as of 31st Oct 2010</p>	<p>15%</p> <p>SCORE = TPR in % age * 0.15</p>

	Score for TPR= TPR in %age * 0.15	
3.	<p><u>Gain in School Enrollment (GSE):</u> Gain in school enrollment will be calculated on the basis of Annual School Census conducted by PMIU-PESRP for two consecutive years of 2009 and 2010. <u>How to calculate:</u> $\text{GSE in \%age} = \frac{\{\text{School Enrollment as of 31}^{\text{st}} \text{ Oct 2010} - \text{School Enrollment as of 31}^{\text{st}} \text{ Oct 2009}\} * 100}{\text{School Enrollment as of 31}^{\text{st}} \text{ Oct. 2009}}$ </p> <p>Score for Gain in School Enrollment = GSE in %age * 0.15</p>	<p>15 %</p> <p>SCORE = GSE in %age * 0.15</p>

FINAL SCORE

= unadjusted Mean Score of the School/Portion in MCQ Part of 6 subjects in %age* 0.70 + TPR in %age * 0.15 + GSE in %age * 0.15

PERFORMANCE EVALUATION INDICATORS FOR HIGH & HIGHER SECONDARY SCHOOLS:

Sr. #	Factors and Criteria	Weightage & formula for score
1.	<p><u>EXAM RESULTS / SCHOOL ACHIEVEMENT</u> Pass percentage of students of a school in SSC or HSSC Exam conducted in 2010 by the respective Boards of Intermediate & Secondary Education will be considered. <u>How to calculate:</u> $\text{Pass percentage of the school} = \frac{\text{No of students who Passed} * 100}{\text{Total no. of students appeared}}$ </p> <p>Score for Exam Results = Pass percentage of School * 0.70</p>	<p>70%</p> <p>SCORE = Pass Percentage * 0.70</p>
2.	<p><u>TEST PARTICIPATION RATE (TPR):</u> Participation Rate in BISE Annual Exam 2010 of SSC or HSSC will be considered. <u>How to calculate:</u> $\text{Students who appeared in Annual Exam of SSC or HSSC held in 2010} * 100$ </p>	<p>15%</p> <p>SCORE = TPR in %age * 0.15</p>



	$\text{TPR in \%age} = \frac{\text{Enrollment of Class 10/Class 12 as of 31}^{\text{st}} \text{ Oct 2009}}{\text{Enrollment of Class 10/Class 12 as of 31}^{\text{st}} \text{ Oct 2009}}$ $\text{Score in Test Participation Rate} = \text{TPR in \%age} * 0.15$	
3.	<p><u>Gain in School Enrollment (GSE):</u> Gain in school enrollment will be calculated on the basis of Annual School Census conducted by PMIU-PESRP for two consecutive years of 2009 and 2010.</p> <p><u>How to calculate:</u> $\text{GSE in \%age} = \frac{\{\text{School Enrollment as of 31}^{\text{st}} \text{ Oct 2010} - \text{School Enrollment as of 31}^{\text{st}} \text{ Oct 2009}\} * 100}{\text{School Enrollment as of 31}^{\text{st}} \text{ Oct. 2009}}$ </p> <p>Score for Gain in School Enrollment = GSE in % age * 0.15</p>	<p>15 %</p> <p>SCORE = GSE in % age * 0.15</p>

FINAL SCORE: = Pass %age of school * 0.70 + TPR in % age * 0.15 + GSE in % age * 0.15

DOMAIN OF COMPETITION:

Schools organized in four ranking lists			
1	2	3	4
Primary schools (classes up to 5)	Elementary/middle schools (classes up to 8)	Secondary schools (classes up to 10)	Higher secondary schools (classes up to 12)
Ranked at the markaz level	Ranked at the tehsil level	Ranked at the district level	Ranked at the district level
Grade 5 PEC test	Grade 8 PEC test	Grade 10 Board examination	Grade 12 Board examination

ELIGIBILITY:

- a. No school will be eligible for Performance Incentive which does not fulfill following criteria of minimum number of students that must have appeared in PEC/BISE Exam from that school in the particular year for which the calculations are made.
 - i) Primary School Level = 20
 - ii) Elementary School Level = 30
 - iii) Secondary School Level = 40
 - iv) Higher Secondary School Level = 30

- b. For High and Higher Secondary Schools the BISE Annual Exam of 2010 for Matric or for FA / F Sc will be considered and only those teachers will be eligible who remained posted for at least 9 months of the Academic Year 2009-10 in the eligible High and Higher Secondary Schools.
- c. For Primary schools and Elementary Schools the PEC Mean Score for the MCQs portion in the PEC Examination 2011 will be considered and only those teachers who remained posted for at least 9 months during the Academic Year 2010-11 in the eligible schools/ portion will be entitled to receive the incentive amount.
- d. Result of a school for 10th and 12th classes will be calculated on overall strength of the class and not on different groups i.e. Science Group, Arts Groups and Commerce Group etc.

DURATION AND MODE OF PAYMENT:

- a. Duration of the allowance will be from 1st July to 30th June of current FY (2010-2011) and the Incentive amount will be transferred in lump sum to the bank account of the eligible teacher of the selected school, as one transaction in the whole financial year and will not be provided on monthly basis.
- b. A teacher, even if transferred from a selected school, to a non selected School, will get performance based allowance.

SECRETARY SCHOOL EDUCATION

No. & Date Even:

A Copy is forwarded for information and necessary action to:-

1. The PS to Secretary School Education, Govt. of the Punjab.
2. All the Additional Secretaries / Deputy Secretaries of School Education Department.
3. The DPI (SE/EE), Punjab, Lahore.
4. The Programme Director PMIU/PESRP, Lahore.
5. The Programme Director, DSD, Lahore.
6. All the Executive District Officers (F&P) in the Punjab.
7. All the Section Officers of School Education Department.
8. All the District Education Officers (SE/EE M&F) in the Punjab.
9. All the Deputy DEOs (EE) (Male & Female) in the Punjab.
10. The Notification File.


UNDER SECRETARY (SE-III)