

**31<sup>st</sup> Dzongkhag Education Conference**  
**7th – 8th October, 2022**  
**Mendrelgang Primary School**  
**Theme: “Accelerating education reform with grit and dynamism**  
**Minutes and Resolutions of the 31<sup>st</sup> Dzongkhag Education Conference**

**Day # One (7<sup>th</sup> October, 2022)**




### 1. Background

The 31<sup>st</sup> Dzongkhag Education Conference was convened from 7th – 8th October, 2022 at Mendrelgang Primary School with the theme: “Accelerating reform with grit and dynamism”. The Officiating Dasho Dzongdag (Dasho Karma Dorji, Sr.Dzongrab) graced the opening of the 31<sup>st</sup> Dzongkhag Education Conference which was participated by 17 Principals and coordinated by Chief and Principal DEO. The opening program commenced with offering of butter lamps, zhabten to His Majesty-the King, Marchang Ceremony, welcome note, and presentation of 2021 Annual Examination and 2022 Mid-Term Examination Result Analysis. Result analysis of both 2021 Annual Examinations and 2022 Mid-Term Examinations. The presentation made coverage of pass percentage, learning outcomes, academic learning scores, proportion of students scoring more than 60% in the subjects, academic growth, co-relation between written and continuous examinations, contribution in STEM and Non-STEM subjects.

### 2. Words of wisdom from Offtg. Dasho Dzongdag

Offtg. Dasho Dzongdag shared his happiness and satisfaction of understanding the academic performance of each school classifying pass percentage, learning outcomes, academic learning

  
Chief DEO  
Dzongkhag Administration  
Tsirang

  
ཏཱ་ཤཱོ་རྒྱལ་པོ་འཛུགས་པའི་  
ཏཱ་ཤཱོ་རྒྱལ་པོ་འཛུགས་པའི་  
ཏཱ་ཤཱོ་རྒྱལ་པོ་འཛུགས་པའི་



scores, proportion of students scoring more than 60%, academic growth and co-relation between the written examinations and continuous assessment. The principals need to replicate the school level result analysis against each subject, class or sections and teachers and have academic performance improvement plan strategies put in place ensuring academic growth of each student and the school.

He said Chief DEO is exemplary in documentation which is mandates and similarly all the leaders must follow documentation, be proactive and role model for the subordinates as demanded by reformation. Dasho also highlighted that casual leave cannot be taken as matter of right and should be used on genuine grounds such as during sickness and emergency only. He mentioned that teachers should never miss the class resulting taking extra classes and poor academic performance. Being responsible agent, teachers need to teach students Driglam Namzha with values so that they become competent and civic individual. Wearing Tshoglam during marchang ceremony and important occasions is important and must use with due respect and diligent. Submission of document must be done within given time to avoid lapses and deprive the opportunities of the subordinates. It is also appreciated that principals are fully engaged in monitoring construction and maintenance activities of the respective school and timely reporting for track of progress and follow up to be carried out by the Dzongkhag Tender Committee.

### 3. Result Analysis of Annual Examinations-2021

The Chief DEO presented result of 2021 Annual Examinations to the Chief Guest (Officiating Dasho Dzongdag) and the Principals for follow up to be done by each school for improvement of the academic performance of the students and the schools.

#### A. Home and Common Examinations PP-XII -2021

| SI | Schools          | Pass<br>%<br>T-<br>95% | ALS<br>%<br>T-<br>55% | Propor<br>tion%<br>T-53% | Learning Outcome |             |               |             |
|----|------------------|------------------------|-----------------------|--------------------------|------------------|-------------|---------------|-------------|
|    |                  |                        |                       |                          | Eng<br>(50)      | Dzo<br>(65) | Maths<br>(50) | Sci<br>(50) |
| 1  | Sergithang PS    | 98.51                  | 96.64                 | 83.08                    | 76.94            | 79.62       | 78.27         | 72.50       |
| 2  | Phuentenchu PS   | 98.93                  | 82.67                 | 62.57                    | 66.85            | 69.03       | 73.27         | 65.25       |
| 3  | Semjong PS       | 94.32                  | 83.38                 | 66.29                    | 71.05            | 77.92       | 70.30         | 55.08       |
| 4  | Doonglagang PS   | 94.77                  | 77.11                 | 46.51                    | 67.57            | 68.27       | 65.77         | 67.07       |
| 5  | Kilkhorthang PS  | 100                    | 95.11                 | 88.41                    | 76.73            | 74.53       | 78.27         | 78.34       |
| 6  | Gosaling PS      | 100                    | 97.79                 | 87.25                    | 79.94            | 87.51       | 82.73         | 75.77       |
| 7  | Pemathang PS     | 96.39                  | 78.55                 | 53.01                    | 68.04            | 69.36       | 64.94         | 65.49       |
| 8  | Tsholingkhar PS  | 94.64                  | 92.39                 | 74.30                    | 75.21            | 75.56       | 76.57         | 76.61       |
| 9  | Rangthangling PS | 97.52                  | 81.89                 | 68.48                    | 73.55            | 77.39       | 74.47         | 60.37       |
| 10 | Patshaling PS    | 95.95                  | 89.36                 | 76.03                    | 71.12            | 75.27       | 74.20         | 72.19       |
| 11 | Mendrelgang PS   | 97.30                  | 76.32                 | 40.81                    | 61.15            | 66.34       | 68.69         | 71.13       |



|    |                  |              |              |              |              |              |              |              |
|----|------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 12 | Barshong PS      | 96           | 88.01        | 78.38        | 72.29        | 74.28        | 74.39        | 67.11        |
| 13 | Nimazor ECR      | 97.04        | 81.50        | 53.85        | 67.18        | 64.00        | 77.78        |              |
| 14 | Damphu MSS       | 88.90        | 79.27        | 65.77        | 68.39        | 66.435       | 62.05        | 64.61        |
| 15 | Tsirangtoe CS    | 77.98        | 71.93        | 36.82        | 67.70        | 67.74        | 63.24        | 59.13        |
| 16 | Mendrelgang CS   | 83.65        | 77.84        | 28.54        | 64.99        | 59.40        | 53.00        | 68.91        |
| 17 | Damphu CS        | 77.02        | 65.42        | 21.90        | 61.01        | 61.32        | 51.38        | 65.80        |
|    | <b>Dzongkhag</b> | <b>87.51</b> | <b>78.05</b> | <b>48.45</b> | <b>66.69</b> | <b>65.73</b> | <b>60.70</b> | <b>65.47</b> |

**B. Result Analysis of Common Examinations for Classes X -2021**

| Sl | Schools          | Pass<br>%<br>T-<br>95% | ALS<br>%<br>T-<br>55% | Proportion%<br>T-53% | Learning Outcome |              |               |              |
|----|------------------|------------------------|-----------------------|----------------------|------------------|--------------|---------------|--------------|
|    |                  |                        |                       |                      | Eng<br>(50)      | Dzo<br>(65)  | Maths<br>(50) | Sci<br>(50)  |
| 1  | Damphu MSS       | 75                     | 68.36                 | 68.75                | 67.69            | 59.84        | 54.41         | 63.23        |
| 2  | Tsirangtoe CS    | 62.25                  | 71.19                 | 33.11                | 65               | 61.40        | 58.90         | 62.70        |
| 3  | Mendrelgang CS   | 64.61                  | 76.19                 | 13.48                | 69.93            | 57.22        | 52.11         | 66.40        |
| 4  | Damphu CS        | 61.11                  | 59.84                 | 17.59                | 66.04            | 58.74        | 48.30         | 59.97        |
|    | <b>Dzongkhag</b> | <b>64.47</b>           | <b>70.16</b>          | <b>27.35</b>         | <b>67.17</b>     | <b>59.30</b> | <b>53.43</b>  | <b>63.08</b> |

**C. Result Analysis of Common Examinations for Classes XII -2021**

| Sl | Schools          | Pass<br>%<br>T-<br>95% | ALS<br>%<br>T-<br>55% | Proportion%<br>T-53% | Learning Outcome |              |               |              |
|----|------------------|------------------------|-----------------------|----------------------|------------------|--------------|---------------|--------------|
|    |                  |                        |                       |                      | Eng<br>(50)      | Dzo<br>(65)  | Maths<br>(50) | Sci<br>(50)  |
| 1  | Mendrelgang CS   | 78.38                  | 61.49                 | 19.46                | 59.12            | 55.32        | 43.34         | 74.28        |
| 2  | Damphu CS        | 80.70                  | 65.75                 | 26.32                | 60.60            | 58.95        | 45.66         | 72.73        |
|    | <b>Dzongkhag</b> | <b>79.79</b>           | <b>64.07</b>          | <b>23.62</b>         | <b>59.86</b>     | <b>57.14</b> | <b>44.50</b>  | <b>73.51</b> |

**D. Result Analysis of Mid-Term Examination -2022**

| Sl | Schools        | Pass<br>%<br>T-<br>90% | ALS<br>%<br>T-<br>60% | Proportion%<br>T-50% | Academic<br>growth | Co-<br>relati<br>on<br>betw<br>een<br>Exa<br>m &<br>CA. | Learning Outcome |             |               |             |
|----|----------------|------------------------|-----------------------|----------------------|--------------------|---|------------------|-------------|---------------|-------------|
|    |                |                        |                       |                      |                    |   | Eng<br>(65)      | Dzo<br>(70) | Maths<br>(65) | Sci<br>(65) |
| 1  | Sergithang PS  | 87.0                   | 74.44                 | 52.5                 | -10.3              | 3.5   | 73.40            | 69.00       | 66.30         | 63.00       |
| 2  | Phuentenchu PS | 89.8                   | 70.3                  | 39.6                 | -5.5               | 24.0  | 64.07            | 69.16       | 61.24         | 56.01       |
| 3  | Semjong PS     | 98.8                   | 78.3                  | 94.0                 | -2.3               | 54.5  | 70.61            | 72.72       | 67.84         | 65.80       |
| 4  | Doonglagang PS | 97.8                   | 57.72                 | 46.6                 | -0.5               | 10.0  | 66.68            | 72.66       | 66.58         | 68.21       |



|    |                  |              |              |             |            |              |              |              |              |              |
|----|------------------|--------------|--------------|-------------|------------|--------------|--------------|--------------|--------------|--------------|
| 5  | Kilkhorthang PS  | 100.0        | 93.6         | 72.6        | -2.2       | 22.6         | 73.50        | 77.64        | 72.04        | 81.18        |
| 6  | Gosaling PS      | 99.1         | 42.9         | 54.2        | -5.1       | 4.3          | 72.59        | 75.94        | 77.09        | 75.57        |
| 7  | Pemathang PS     | 100.0        | 79.8         | 76.9        | 3.4        | 18.1         | 72.51        | 73.85        | 72.50        | 70.70        |
| 8  | Tsholingkhar PS  | 90.7         | 87.0         | 73.8        | 0.7        | 5.9          | 76.58        | 76.4         | 75.7         | 72.5         |
| 9  | Rangthangling PS | 87.4         | 63.4         | 50.9        | -5.9       | 9.6          | 62.52        | 75.7         | 70.0         | 60.7         |
| 10 | Patshaling PS    | 83.6         | 78.1         | 59.8        | -4.4       | 1.6          | 71.51        | 70.6         | 70.7         | 68.2         |
| 11 | Mendrelgang PS   | 80.4         | 80.4         | 54.2        | 4.9        | 6.5          | 68.25        | 72.5         | 75.1         | 69.6         |
| 12 | Barshong PS      | 89.9         | 88.8         | 67.1        | 0.8        | 7.8          | 72.64        | 78.1         | 74.1         | 75.1         |
| 13 | Nimazor ECR      | 100          | 92.5         | 85.0        | 2.9        | 40.5         | 77.75        | 76.0         | 85.4         |              |
| 14 | Damphu MSS       | 71.37        | 68.6         | 35.2        | -6.7       | 7.6          | 68.2         | 66.2         | 64.5         | 66.4         |
| 15 | Tsirangtoe CS    | 56.18        | 59.7         | 22.4        | -5.5       | 10.9         | 59.54        | 69.0         | 62.4         | 70.5         |
| 16 | Mendrelgang CS   | 70.76        | 73.8         | 41.9        | 3.1        | 17.1         | 64.18        | 69.8         | 65.1         | 62.2         |
| 17 | Damphu CS        | 70.88        | 69.2         | 21.6        | -1.3       | 18.2         | 58.09        | 63.4         | 55.1         |              |
|    | <b>Dzongkhag</b> | <b>75.60</b> | <b>70.44</b> | <b>41.1</b> | <b>-34</b> | <b>15.45</b> | <b>68.98</b> | <b>72.27</b> | <b>69.50</b> | <b>68.37</b> |

### E. Way forward

The Education Sector recommended following way forward to improve academic performance of the school:

- Focus more on writing and spoken language.
- Focus on Dzongkha and Mathematics subjects.
- Ensure that every school get more than the average of previous year's average marks.
- Focus on reading, creativity, innovativeness and learn by doing.
- Every subject teacher to ensure that all the targets are achieved in their subjects.
- Need to provide proper and quality feed backs with follow up.
- Carry out Mid-Term Result Analysis, make presentation and discuss interventions and support areas with parents.
- Conduct weekly test on completion of topic or unit.
- Supervise the reading program.
- Identify and conduct remedial program to the weaker students at least one hour daily after school.
- Keep library and ICT labs open on Saturday afternoons for students to explore the resources on different subjects.
- Solve at least 5 years past question papers to provide practice.
- Create teachers – parents' forum and discuss the conduct, behavior and performance of the students of the respective class.
- Carry out extra academic support program for academically challenged students.
- Schools to carry out study tips, Value Education, and Life skill education program.

### 4. Bhutan Baccalaureate

Mr. Sherab, teacher from Damphu CS who received Diploma in Bhutan Baccalaureate at Pangbisa covering the following topics implemented at Damphu CS.



- Curriculum based on His Majesty's wisdom and vision which is "constructive and contributory citizens of a just and harmonious society".
- Focus on treasure discovery and water marks.
- Five areas of development (Cerebral, Physical, Emotional, Social and Spiritual)
- Roadmap -a plan of action that help individuals to overcome weaknesses, achieve goals, and reflect on learning which includes (Goal/Aspiration/Focus Area, Skills, Processes and Watermarks).
- Assessment is the engine that drives the learning process and has 9 attributes (Individualism, Joy, Student as Teacher, Teacher as Student, Risk Taking, Engaging with Community, Sense of Purpose, Leadership and Mastery). Role of Students to review, do self-reflection, prepare roadmap, maintain progress document and maintain self portrait while role of teacher is to do self -appraisal, prepare domain report, area coordinators report.
- Damphu CS functions with conscious time without bells.
- No IWP for Bhutan Baccalaureate since rating is based on 5 learning cycles of observations and evaluations.
- Challenges in BB schools are Infrastructure, Human Resource, Immediate Results and Management Support.
- Way forward for BB at Damphu CS are proper effective and efficient conduct of 5 Learning Cycles, conduct of 5 Reviews, Review and implementation of School Curriculum Framework and Aesthetics and Sports as Domain

### 5. Good Practices of Semjong Primary School

Mr. Cheten Wangchuk, Principal of Semjong PS made presentation on Good Practices of his school which has significant reformation for the academic year 2021 as mentioned below:

- 100% Scouts member
- Recommendation provided during SPMS monitoring time
- Has furnished IT lab with modified computer tables with support of contribution from parents and School Care-Taker led by Lopen Sonam Tshering, Teacher of the same school.
- Has Smart TV in all the classrooms supported by Semjong Geog Administration.
- Reading Day as culture on every Tuesday
- Has established open reading p near assembly ground
- Conducts Driglam Namzha sessions frequently using invited guest speaker

### 6. Holistic Approaches of School Performance Management System

Mr.Tandin Wangdi, Focal Education Monitoring Officer presented on observation of implementation and practices of schools during his short visit to schools under Tsirang Dzongkhag as outlined below:

- Purpose of Education as to create a learning society from creating a literate society.



- Provide quality education by creating learning society and fitting purpose of education as free education is not enough.
- Strategic leadership focuses on direction (shared goals), drive (Individual to organizational drive) and delivery (Center around learners)
- Positive school culture – sharing beliefs, values & assumptions of schools with stakeholders in creating a positive school culture.
- Culture as representation of behavioral patterns or style of an organization that new employees are automatically encouraged to follow or have tendency to influence other (Kottler and Heskett, 1992, p. 4).
- Quality curriculum and quality learners will not exceed the quality of Teachers and therefore focus on shift of curriculum and the system for textbook less curriculum, competency based questions, data driven teaching (research based), instructional leadership, mentoring and coaching and means to minimize duplication of works.
- Preservation and promotion of culture, tradition & etiquette-organize outing to local temples and practice offering butter lamps, prostration and offering prayers.
- School environment-focus on creating physical ambience and critical external life such as educational activities/programs, creativity & innovation, games & sports, education exhibitions & fairs, recognition and awards.
- Academic domain – includes academic targets, remedial programs, dedicated study hours and tests
- Other observations covers acute water problem, vacancy for matron and requirement of fence near girls' hostel at Tsirangtse CS, requirement of staff quarters and water problem at Patshaling PS, SEN program established in Non-SEN school like DMSS and which is not feeding school, duplication of works and gearing for paperless system.

#### **7. SPMS Implementation at the School Level**

Rinchen Gyeltshen, Chief DEO and Mr.Pema Rinzin, PDEO jointly presented concept and mandates of School Performance Management System covering the following topics:


- Revised SPMS framework
- Purpose of SPMS Implementation
- Concept, requirement and documentation for each domains, areas, parameters and indicators
- Examples of policy, action plans and implementation report

#### **8. School Based Substance Prevention Framework**

Mr.Rinchen Gyeltshen, Chief DEO who attended workshop on School Based Substance Abuse Prevention from 8-10<sup>th</sup> June, 2022 at Sonamgang, Punakha oriented the Principals covering the following topics:

- Background history of Substance Use Prevention Framework
- Screening and referral

  
Chief DEO  
Dzongkhag Administration  
Tsirang

  
ཕུན་པལ་རིན་པོ་ལུ་  
ཕུན་པལ་རིན་པོ་ལུ་  
ཕུན་པལ་རིན་པོ་ལུ་



- Strategic Prevention Framework Model
- School Based Substance Use Prevention
- Planning and Implementation
- Narcotics Drugs, Psychotropic Substance and Substance Abuse Act of Bhutan-2018
- Tobacco Control Act of Bhutan -2014
- Responsibilities of Dzongkhag Level PLAT
- Responsibilities of School Level PLAT

Every school is required to orient staff and students on the above Health Program and display signboard "School Free of Smoking, Alcohol, Drugs and Tobacco. Failure to provide orientation and display signboard on restriction of drugs, substance, alcohol and drugs shall lead to penalty.

### 9. Annual Performance Agreement Targets and Implementation

Mr.Rinchen Gyeltshen, Chief DEO and Mr.Pema Rinzin, PDEO made presentation on 2022 (2022-2023) Annual Performance Agreement targets and Implementation ensuring to achieve all the listed targets on time. The APA document for 2022-2023 is signed between Principals of all the schools and DEOs on 8<sup>th</sup> October, 2022. All the Principals and DEOs shall work hard to achieve the APA targets as deemed mandatory and requirement. The targets for the academic year is as listed below:

**Vision:** A sector that focuses on delivery of quality education, conducive environment and sustainable facilities ensuring practice of *tha damtsig lay bju drey*.

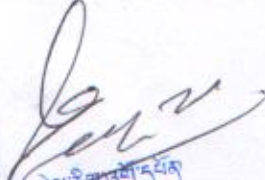
**Mission:** Facilitates development and implementation of policies and plans considering equitable, inclusive, lifelong and quality education by providing appropriate knowledge, skills, learning opportunities and conducive learning environment.

#### 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.
6. Upscale and strengthen Bhutan Baccalaureate System in the schools.

| Sl | APA Activities | Targets | Remarks |
|----|----------------|---------|---------|
|----|----------------|---------|---------|


  
 Chief DEO  
 Dzongkhag Administration  
 Tsirang

  
 རྒྱལ་ཁབ་ཁྲིམས་འཛིན་པའི་འཕྲིན་པ་  
 རྒྱལ་ཁབ་ཁྲིམས་འཛིན་པའི་འཕྲིན་པ་  
 རྒྱལ་ཁབ་ཁྲིམས་འཛིན་པའི་འཕྲིན་པ་



|    |   |                            |  |
|----|---|----------------------------|--|
| 1  | Improve Pass % of students from PP-XII  | 90%                        | All the schools to get minimum of 90% pass                                   |
| 2  | Improve Learning Outcomes of students from PP-XII                                 | Dzo-70, Other subjects-60  | All the students to score minimum of 70 in Dzongkha and 60 in other subjects |
| 3  | Improve Academic Learning Scores of students from PP-XII                          | 56%                        | All the schools to get minimum of 55% ALS                                    |
| 4  | Improve Proportion of students scoring more than 60% in every subject from PP-XII | 54%                        | All the schools to get minimum of 54% proportion                             |
| 5  | Improve academic growth of students from PP-XII                                   | 25%                        | All the schools to get more than 25% academic growth than 2021 annual exams  |
| 6  | Improve co-relation between Exams and CA  | 90%                        | All the schools to get 90% co-relation scores                                |
| 7  | Improve NFE learners enrollment rate  | BLC-45<br>PLC-50<br>T-95   | At least 95 learners enrolled in BLC and PLC between July 2022 to June, 2023 |
| 8  | Improve NFE completion rate   | M-65%<br>F-70%<br>T-67.50% | At least 67.50% completed the course between July 2022 to June, 2023         |
| 9  | Improve ECCD enrollment rate  | 45%                        | At least 45% of the 2.6 to 5 years enrolled in ECCD Program                  |
| 10 | Improve competencies of Principals and teachers through SBIP and DBIP             | 100%                       | All the principals and teachers attend 40 hours of PD through SBIP & DBIP    |
| 11 | Improve competencies of NFE Instructors and CLC Managers through SBIP and DBIP    | 100%                       | All the NFEIs and CLC Manager attend 40 hours of PD through SBIP & DBIP      |
| 12 | Improve competencies of ECCD Facilitators through SBIP and DBIP                   | 100%                       | All the ECCDFs attend 40 hours of PD through SBIP & DBIP                     |
| 13 | Complete procurement of furniture or maintenance of furniture                     | 100%                       | Pema Rinzin, PDEO and Principals of all the schools shall follow up          |
| 14 | Complete procurement of Rice Cookers for MCS and other schools                    | 100%                       | Pema Rinzin, PDEO & Principals who required budget shall follow up           |
| 15 | Complete procurement of ECCD materials  | 100%                       | Pema Rinzin, PDEO and Principals with ECCDC shall follow up                  |
| 16 | Complete scouts materials for schools   | 100%                       | Pema Rinzin, PDEO and Principals of all the schools                          |

  
**Chief DEO**  
**Dzongkhag Administration**  
**Tsirang**

  
**Pema Rinzin**  
**PDEO**  
**Dzongkhag Administration**  
**Tsirang**



|    |  |      |   |
|----|--|------|---|
|    |  |      | shall follow up   |
| 17 | Complete maintenance of Buildings  | 100% | Rinchen Gyeltshen, CDEO and Principals who required MoP-Building budget shall follow up |
| 18 | Complete maintenance of Equipment  | 100% | Rinchen Gyeltshen, CDEO and Principals who require MoP-Equipment budget shall follow up |
| 19 | Complete maintenance of Computers  | 100% | Rinchen Gyeltshen, CDEO and Principals who require MoP-Computers budget shall follow up |
| 20 | Complete maintenance of MPH, re-electrification of structures and kitchen cum store at Damphu CS | 100% | Rinchen Gyeltshen, CDEO and Principal of DCS shall follow up                            |
| 21 | Complete maintenance of MPH at Menderlgang CS  | 100% | Rinchen Gyeltshen, CDEO and Principal of MCS shall follow up                            |
| 22 | Complete re-electrification of structures at Tsirangtoe CS                                       | 100% | Rinchen Gyeltshen, CDEO and Principal of TCS shall follow up                            |
| 23 | Complete maintenance of Gosaling PS  | 100% | Rinchen Gyeltshen, CDEO and Principal of Gosaling PS shall follow up                    |
| 24 | Complete re-electrification of structure at Mendrelgang PS                                       | 100% | Rinchen Gyeltshen, CDEO and Principal of Mendrelgang PS shall follow up                 |
| 25 | Complete re-electrification of structure at Barshong PS  | 100% | Rinchen Gyeltshen, CDEO and Principal of Barshong PS shall follow up                    |
| 26 | Complete re-electrification of structure and 3 phase connection at Sergithang PS                 | 100% | Rinchen Gyeltshen, CDEO and Principal of Sergithang PS shall follow up                  |
| 27 | Complete re-electrification of structure at Patshaling PS  | 100% | Rinchen Gyeltshen, CDEO and Principal of Patshaling PS shall follow up                  |
| 28 | Complete construction of Inclusive Toilets at Damphu MSS (Deposit work)                          | 100% | Rinchen Gyeltshen, CDEO and Principal of DMSS shall follow up                           |
| 29 | Complete construction of 6 unit classrooms at Damphu MSS (spill over of 2021-2022 to 2022-2023)  | 100% | Rinchen Gyeltshen, CDEO and Principal of DMSS shall follow up                           |
| 30 | Complete major renovations of academic block at Damphu CS (spillover of 2021-2022 to 2022-2023)  | 100% | Rinchen Gyeltshen, CDEO and Principal of DCS shall follow up                            |



|    |  |      |  |
|----|--|------|--|
| 31 | Complete construction of 120 bedded hostel at Damphu CS (Spillover over of 2019 to 2023)   | 100% | Rinchen Gyeltshen, CDEO and Principal of DCS shall follow up |
| 32 | Complete construction of 6 units staff quarters at Damphu CS (Spill over of 2019 to 2023)  | 100% | Rinchen Gyeltshen, CDEO and Principal of DCS shall follow up |
| 33 | Complete construction of 6 units classrooms at Tsirangtoe CS (Spill over of 2019 to 2023)  | 100% | Rinchen Gyeltshen, CDEO and Principal of TCS shall follow up |
| 34 | Complete construction of 4 units classrooms at Mendrelgang CS (Spill over of 2019 to 2023) | 100% | Rinchen Gyeltshen, CDEO and Principal of MCS shall follow up |

#### 10. 2022-2023 Approved Budget and Budget Distribution to Schools

Mr. Rinchen Gyeltshen, CDEO made presentation on approved budget and budget distribution of the financial year 2022-2023 to schools for implementation based on the financial rules and regulations. He also informed that every sector has to save 3% of the approved budget as per the directives of the Ministry of Finance. The detail of budget approved for the financial year is as below:

##### A. Capital Budget Approved for 2022-2023

| Sl | Activities/Programs  | Amount Approved | Remarks  |
|----|--|-----------------|--|
| 1  | Maintenance of old furniture and procurement of additional furniture for schools                             | 2.000           | For procurement additional, replacement and maintenance of furniture |
| 2  | Procurement of 12 nos Rice cookers for MCS and balance for other schools                                     | 0.300           | For Mendrelgang CS and balance shall be provided to DCS, TCS & PS    |
| 3  | Procurement of play and learning materials for ECCD centres  | 0.100           | For ECCD Centres   |
| 4  | Procurement of scouts materials such as badges, scarves and the advancement badges                           | 0.300           | For Scouts members   |
| 5  | Maintenance of Multi-Purpose Hall (MPH), kitchen cum store and re-electrification of structures at Damphu CS | 2.500           | For DCS  |
| 6  | Maintenance of Multi-Purpose Hall (MPH) at Mendrelgang CS  | 0.320           | For MCS  |
| 7  | Re-electrification of structures at Tsirangtoe CS  | 1.502           | For TCS  |
| 8  | Re-electrification of structures at Mendrelgang PS   | 1.370           | For Mendrelgang PS   |
| 9  | Maintenance of dining hall at Gosaling PS  | 0.153           | For Gosaling PS  |



|    |  |               |                    |
|----|--|---------------|--------------------|
| 10 | Re-electrification of structures (Damaged by thunder & lightning) at Barshong PS | 0.200         | For Barshong PS    |
| 11 | 3 Phase connection, street light and re-electrification at Sergithang PS         | 0.395         | For Sergithang PS  |
| 12 | Re-electrification of structures at Patshaling PS                                | 0.530         | For Patshaling PS  |
| 13 | Construction of Inclusive Toilets at DMSS  | 1.402         | Lowest quoted rate |
|    | <b>Total of Capital Budget</b>   | <b>11.072</b> |                    |

**B. Spill over Activities and Budget for 2022-2023**

|   |   |               |                        |
|---|---|---------------|------------------------|
| 1 | Construction of 6 units classrooms at DMSS (Spillover)    | 5.370         | Spillover of 2021-2022 |
| 2 | Construction of 120 bedded hostels at DCS (Spillover)     | 9.650         | Spillover of 2019-2023 |
| 3 | Construction of 6 units staff quarters at DCS (Spillover) | 7.960         | Spillover of 2019-2023 |
| 4 | Construction of 6 units staff quarters at TCS (Spillover) | 9.490         | Spillover of 2019-2023 |
| 5 | Construction of 4 units staff quarters at MCS (Spillover) | 1.080         | Spillover of 2020-2023 |
| 6 | Maintenance of Classrooms at Damphu CS                    | 1.367         | 2021-2023              |
|   | <b>Total</b>  | <b>34.917</b> |                        |

**C. 2022-2023 Current Budget Approved**

The budget approved for current activities for the financial year 2022-2023 as follows:

| Sl    | Activities  | Approved Budget |       |       |       |       | Total |
|-------|---|-----------------|-------|-------|-------|-------|-------|
|       |   | PS              | DMSS  | TCS   | MCS   | DCS   |       |
| 14.01 | S & M - Office Supplies, Printing, Publications (Basic Education) | 0.015           |       |       |       |       | 0.015 |
| 12.01 | Utilities-Telephones, Telex, Fax, E-mail, Internet                | 1.365           | 0     | 0.150 | 0.150 | 0.150 | 1.815 |
| 12.03 | Utilities - Electricitty, Water, Water, Sewerage                  | 0.418           | 0     | 0.338 | 0.380 | 0.441 | 1.577 |
| 12.05 | Utilities - Fuelwood  | 1.182           | 0     | 0.356 | 0.380 | 0.234 | 2.152 |
| 14.01 | S & M - Office Supplies, Printing, Publications                   | 0.214           | 0.076 | 0.095 | 0.087 | 0.137 | 0.609 |
| 14.02 | S & M - Medicines & Laboratory Consumables                        | 0.292           | 0.100 | 0.060 | 0.124 | 0.038 | 0.614 |
| 15.01 | Maintenance of Property - Buildings                               | 0.492           | 0.042 | 0.148 | 0.054 | 0.020 | 0.756 |
| 15.02 | Maintenance of Property-Vehicles                                  | 0               | 0     | 0.270 | 0.280 | 0.280 | 0.830 |
| 15.05 | Maintenance of Property - Equipment                               | 0.110           | 0.030 | 0.030 | 0.020 | 0.020 | 0.210 |



|       |   |              |              |              |              |              |              |
|-------|---|--------------|--------------|--------------|--------------|--------------|--------------|
| 15.07 | Maintenance of Property - Computers             | 0.052        | 0.030        | 0.030        | 0.020        | 0.020        | 0.152        |
| 17.03 | Op. Exp. - Transportation                       | 0            | 0.038        | 0            | 0            | 0            | 0.038        |
| 17.08 | Op. Exp. - In-country Meetings and Celebrations | 0.295        |              | 0.050        | 0.050        | 0.050        | 0.445        |
|       | <b>Total of Current Budget</b>                  | <b>4.435</b> | <b>0.316</b> | <b>1.527</b> | <b>1.545</b> | <b>1.390</b> | <b>9.213</b> |

## DAY TWO (8<sup>th</sup> October, 2022)

### 11. Revised Quality Monitoring Guideline of ECCD


Mr.Pema Rinzin, Principal DEO commenced the day with orientation on Quality Monitoring of ECCD Centres as roll out program of Training of Trainers attended at Paro in September, 2022. The principals are required to use the guideline during monitoring of ECCD Centres:

1. Aims and objectives, ECCD Mandates and Goals and Strategy
2. Quality Assurance & Sustainability Measures, Plans and Projection for Enhancing Access to ECCD and Plan for Professionalization of ECCD Facilitators
3. Challenges and Way Forward (Local Level)
4. Reasons for professionalize ECCD Services and immediate gains for Children
5. Framework for Quality ECCD Centres – Quality Learning Outcomes, Quality ECCD programme, Quality ECCD Facilitators
6. Guiding Principle, Learning outcome (Curriculum) Framework and ECCD Facilitator Competency Framework
7. Resources for ECCD – You tube channel, face book
8. ECCD Monitoring Structure, Quality Learning Environment
9. Concept of QMTEC, Scoring Criteria for Indicators, Analysis and QMTEC Tool

### 12. Implementation status of 30<sup>th</sup> DEC resolutions and 1<sup>st</sup> round SPMS monitoring recommendations

Mr.Pema Rinzin, PDEO made presentation on Implementation Status of 30<sup>th</sup> Dzongkhag Education Conference and 1<sup>st</sup> Round SPMS monitoring recommendations. It was reported that all the schools implemented the resolutions of 30<sup>th</sup> DEC and recommendations of 1<sup>st</sup> Round SPMS monitoring (Planning Phase) as received from the schools. Chief DEO shared that few schools who fail to implement some of the recommendations of 30<sup>th</sup> DEC and 1<sup>st</sup> round SPMS monitoring to be completed by the end of October, 2022 positively which otherwise shall affect rating of the 2<sup>nd</sup> round SPMS monitoring (Evaluation Phase).

  
Chief DEO  
Dzongkhag Administration  
Tsirang

  
ཁོང་ལག་གིས་ཐུགས་རྒྱུ་ལྟོང་།  
ཁོང་ལག་གིས་ཐུགས་རྒྱུ་ལྟོང་།  
ཕྱི་རང་།



### 13. School Conduciveness Guideline and Standard Operating Procedures

Mr.Rinchen Gyeltshen, Chief DEO presented School Conducive Guideline or Standard Operating Procedures with intention to maintain clean school environment. The conduciveness guideline includes work places (Principals & VP's Office, General Office, Staff Rooms, Science Laboratory, Library Room, ICT Laboratory, Store Room, Warden/Matron/Care-Givers' Quarter, hostels, toilets) and playgrounds.

### 14. National Day Celebration Program

Mr.Pema Rinzin, PDEO led the discussion for Celebration of National Day from 11<sup>th</sup> November till 17<sup>th</sup> December, 2022 by the school as per instruction of the Ministry of Home and Culture Affairs. The program shall involve mass participation and make it enjoyable and memorable. Celebration shall be organized without disturbing the examinees and not coinciding the examinations. School shall maintain brief report and submitted as single report on 20<sup>th</sup> December, 2022. The program is confirmed as below:


1. PP to III - Reading and drawing program
2. IV to VI – Quiz and Sports program
3. VII to VIII – Essay and Extempore speech program
4. IX to X – Debate and Quiz competition program
5. XI – XII - Folk tale, declamation and videography program

### 15. Dzongkhag Education Welfare Scheme

Mr.Cheku, Principal of Rangthangling PS (Member Secretary of DEWS) made presentation on status of semso fund, payment detail, beneficiary, contributors, balance and challenges. After sharing successes and challenges, participants reviewed Education Sector Welfare Scheme as follows:

1. The collection of semso of Nu.1000 shall be done upon exhaustion of the semso fund or when a fund balance is Nu.1,50,000 and collection shall be completed within three months period after notification provided by the coordinator or upon joining Tsirang Dzongkhag. The member who did not contribute semso shall not be eligible for semso.
2. The member who received semso shall not be eligible to withdraw from the membership until and unless resigned or transferred from Tsirang Dzongkhag.
3. Nu. 5000/- shall be paid to beneficiary of late Cook of Damphu CS as per the revised policy of of Nu.25,000 upon demise of member since member secretary made payment of Nu.20,000 which is 5000 less.
4. Any contribution made for religious or semso to be done jointly as Education Sector Family instead of individual school identity. The Semso coordinator to initiate the contribution upon consultation and consensus of the members.

  
Chief DEO  
Dzongkhag Administration  
Tsirang

  
ཁོང་གི་མཛུགས་སྐོར་བླ་མ་  
རྒྱལ་ཁབ་ཁྲིམས་ཁྲུང་།  
ཕྱི་རང་།



## 16. Administrative Issues

Mr.Pema Rinzin, Principal DEO led the discussion of administrative issues and following were pertinent issues for follow up.

- Current practice of performing “Tomchoe” by standing near the meals serving place is not appropriate and value laden. Hence, Chief DEO recommended to have meals prayer together when all the students are seated or perform meals prayer in the class after the bells for meals is rung. Hence, schools shall practice “prayer” either after every one has received meals or perform prayers in the classrooms right after meals prayer bell. School shall also explore other best strategy that is suitable and value laden
- The chalk supplied till date were not as per the sample (dustless chalk). The schools shall return the goods which are not as per specification and payment shall not be processed.
- There is problem of supplying firewood by NRDCL as quotation is done by NRDCL and work order issued to supplier from Wangdi who is not willing to supply for schools at Tsirang owing to longer distance. Mr.Pema Rinzin, PDEO (Focal DEO for School Feeding) shall follow up with NRDCL and Procurement Officer either by negotiating rates or going for separate spot quotation.
- One of the issues is late submission of important document such as promotion, contract extension, asset declaration, result analysis and other information which leads to deprivation of the individual. For this, managers are responsible and accountable and need to ensure that priority is given for timely submission of document.
- Most of the participants recommended for recreational time to release stress of works. For this, majority of the principals proposed night halt picnic as outdoor entertainment program where Mr.Pema Rinzin, Principal DEO is delegated responsibility of exploring venue and organizing the program.

## 17. Resolutions of 31<sup>st</sup> DEC

The following resolutions were endorsed by the Principals during 31<sup>st</sup> DEC:

1. Result analysis of the respective school shall be prepared and presented to schools staff and the students covering pass percentage, learning outcomes, academic learning scores, proportion of students scoring more than 60% in every subject, academic growth, correlation between examinations and the Continuous Assessment and way forward (**Action: Principals & DEOs**)
2. Schools shall display “**Drugs Free Zone**”, “**Alcohol Free Zone**”, and “**Smoking Free Zone**” signboard before 31<sup>st</sup> October, 2022. School shall also form **Prevention**



**Leadership Action Team (PLAT)** and share a copy endorsed by PLAT member before 31<sup>st</sup> October, 2022 (**Action: Principals & DEOs**).

3. Schools shall implement meals prayer when all the students are seated with meals or perform meal prayer in the respective classroom before coming for meals of also explore other best strategy that is suitable and value laden to have meal prayer being performed uniformly (**Action: Principals & DEOs**).
4. Schools shall ensure to achieve APA targets with proper evidence record maintained at the school (**Action: Principals & DEOs**).
5. The budgeted activities shall be carried out as per the guideline and the plans (**Action: Principals and DEOs**).
6. Schools shall maintain evidences report of Individual Work Plan (IWP) either in soft or hard copies and produce on demand during assessment time (**Action: Principals & DEOs**).
7. Bhutan Baccalaureate system such as road map, mentor –mentee, seven gift and cross pollination shall be introduced in other Non-Bhutan Baccalaureate schools (**Action: Principals and DEOs**).
8. The schools supplies shall be processed through Procurement Officer to ensure that supplies are done as per specification and quality (**Action: Principals and DEOs**).
9. The movement of Staff shall be made upon approval of Dzongkhag HRC whether within or outside Dzongkhag (**Action – Principals & DEOs**).
10. Leadership certificates shall be awarded to the students holding leadership position (**Action –Principals**).
11. School conducive guideline and standard operating procedures shall be used in implementation of clean school campus and conducive environment (**Action: Principals & DEOs**).
12. Tshoglam shall be worn during offering of Marchang (**Action: Principals & DEOs**).


### 18. Closing Program

Mr. Rinchen Gyeltshen, Chief DEO as the organizer of the 31<sup>st</sup> Dzongkhag Education Conference conveyed gratitude to Offtg. Dasho Dzongdag and the Dzongkhag Administration for considering approval, supporting in financial and human resource, gracing the opening of the conference and sharing valuable words of wisdom on reform, values, driglm namzha and academic performance of the schools.

He conveyed his gratitude to the Principal and the staff of Mendrelgang Primary School for hosting the 31<sup>st</sup> DEC, preparation of the logistics, conference hall, catering meals and refreshment, and providing other logistics. Tshering Tobgay, SSI of Mendrelgang PS is extended gratitude for being photographer for the two days of the conference.

He also extended his gratitude to Tandin Wangdi, Focal EMO for Tsirang Dzongkhag for his valuable presentation made on school performance management system, Mr. Sherab, teacher of

  
Chief DEO  
Dzongkhag Administration  
Tsirang

  
Tandin Wangdi  
Focal EMO  
Tsirang Dzongkhag



Damphu CS for making presentation on implementation of Bhutan Bacculaureate and Mr. Cheten Wangchuk, Principal of Semjong PS for presentation of Good Practices of his school.

He conveyed his gratitude to all the Principals and the Teacher In-charges for their presence and contribution despite busy schedule.

Finally, gratitude is extended to Mr. Pema Rinzin, Principal DEO, Kelzang Chhodup, Administrative Assistant of Mendrelgang CS and Tandin Wangmo, Administrative Assistant of Rangthangling PS for support in logistics and administration.



**Participants of the 31<sup>st</sup> Dzongkhag Education Conference**

| Sl.No | Name               | Designation      | School                  |
|-------|--------------------|------------------|-------------------------|
| 1     | Ratan Bdr Joji     | Vice Principal   | Damphu CS               |
| 2     | Chokey Wangchuk    | Principal        | Mendrelgang CS          |
| 3     | Yeshe              | Principal        | Tsirangtoe CS           |
| 4     | Chuzang Norbu      | Principal        | Damphu MSS              |
| 5     | Sha Bahadur Subba  | Principal        | Sergithang PS           |
| 6     | Nidup Wangdi       | Principal        | Phuentenchu PS          |
| 7     | Tashi Wangchen     | Principal        | Barshong PS             |
| 8     | Dawa Penjor        | Principal        | Doonglagang PS          |
| 9     | Tek Bahadur Kharka | Principal        | Kilkhorthang PS         |
| 10    | Tshiltrim          | Principal        | Pemathang PS            |
| 11    | Gyeltshen Drukpa   | Principal        | Gosaling PS             |
| 12    | Sonam Tenzin       | Principal        | Tsholingkhar PS         |
| 13    | Cheku              | Principal        | Rangthangling PS        |
| 14    | Tshewang Tenzin    | Principal        | Patshaling PS           |
| 15    | Rigzin Thinley     | Principal        | Mendrelgang PS          |
| 16    | Cheten Wangchuk    | Principal        | Semjong PS              |
| 17    | Passang Dukpa      | Teacher Incharge | Nimazor ECR             |
| 18    | Tandin Wangmo      | Adm Asstt        | Education Sector        |
| 19    | Pema Rinzin        | PCDEO            | Education Sector        |
| 20    | Rinchen Gyeltshen  | CDEO             | Education Sector        |
| 21    | Tandin Wangdi      | EMO              | MoE-Part time presenter |
| 22    | Sherab             | Teacher          | DCS-Part time presenter |

Minutes taken by:  
Kelzang Chhodup, Adm Asstt, MCS

Edited by:  
Rinchen Gyeltshen, Chief DEO