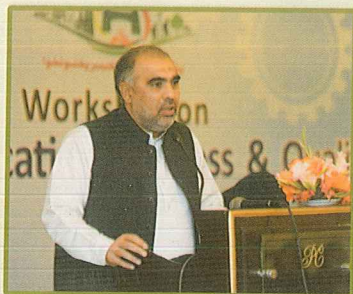
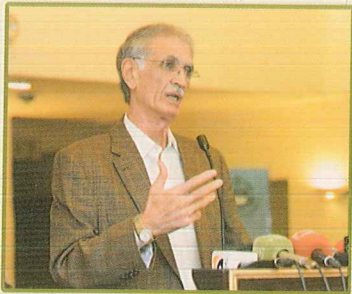


REPORT

Workshop on “Higher Education: Access & Quality”

March 1-2, 2017 at Hotel Pearl Continental Peshawar



Higher Education, Archives & Libraries Department
Government of Khyber Pakhtunkhwa

Frontier Education Foundation

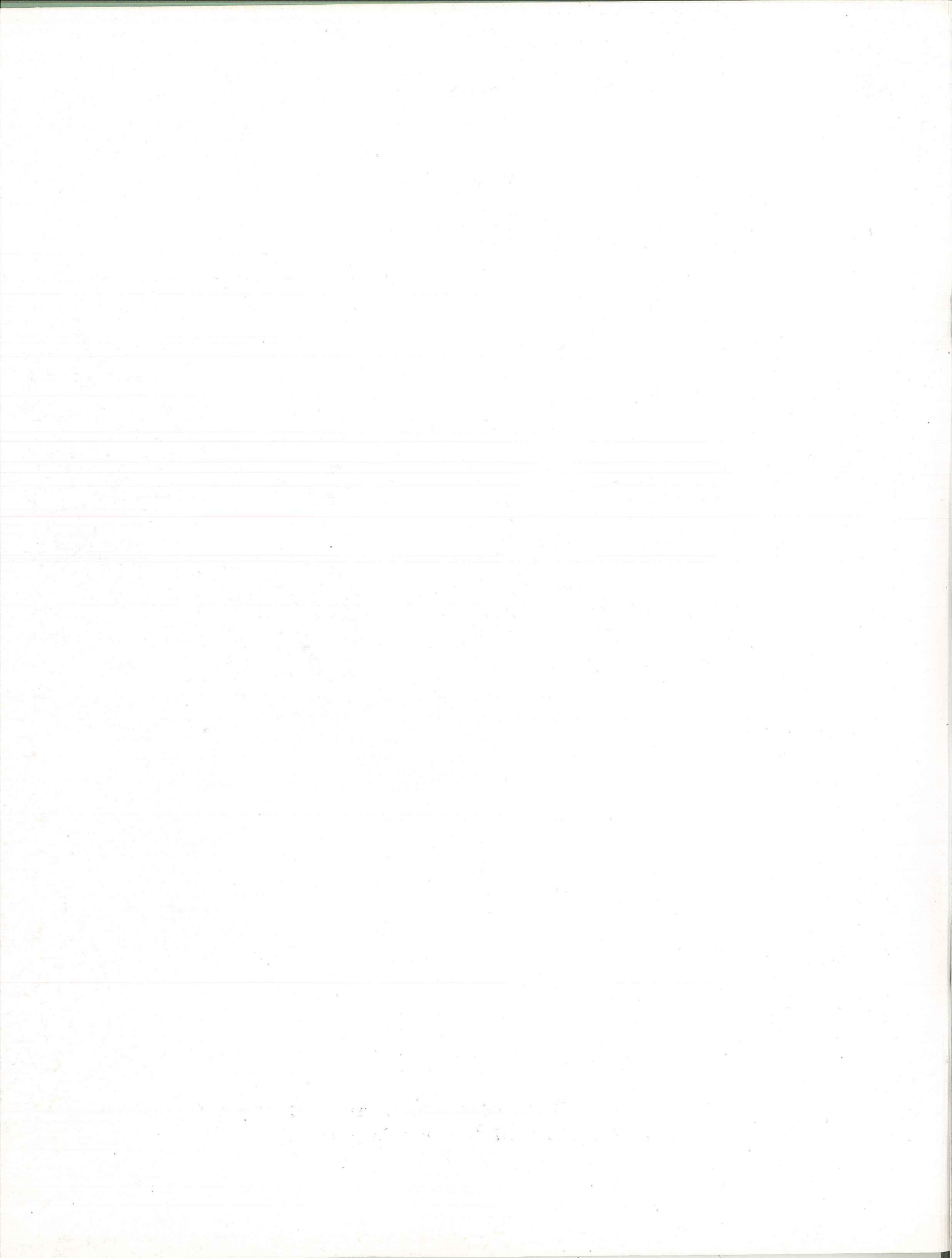


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Section - I: Introduction

Contextual Background:

Frontier Education Foundation working under the ambit and administrative control of Higher Education Department, Government of Khyber Pakhtunkhwa organized a two days consultative workshop on March 1 & 2, 2017 at Hotel Pearl Continental, Peshawar.

The theme of the workshop was: "Higher Education: Access & Quality".

The workshop was attended by officers and officials from higher Education sector from different cities of Pakistan, Educationists from Private Sector, Faculty Members of prominent Public and Private Sector Educational Institutes of Khyber Pakhtunkhwa, Members of the Board of Directors of Frontier Education Foundation and representation from different walks of life and members of Civil Society.

Frontier Education Foundation:

The Frontier Education Foundation (FEF) is a body corporate established under Act-III of 1992 of the Provincial Assembly. It has been mandated primarily to strengthen, support and promote education in Private Sector. Since its inception in 1992, FEF has significantly contributed to the promotion of education in Khyber Pakhtunkhwa province through various schemes and programmes focusing the key issues of Access and Quality. FEF has been providing financial support in the form of grant of loans to facilitate the private education sector for developing or extending infrastructure or other educational facilities. In order to promote access, another significant contribution of FEF is to grant

scholarships to deserving students on the basis of "merit-cum in afford ability". With an objective to reduce gender gap in college sector, FEF established 16 degree colleges for girls in different parts of the province which have been providing quality education and producing remarkable results in annual exams.

In order to augment and supplement the government's efforts to ensure high teaching standards in public sector colleges, FEF established a teachers training academy at Kohat in the year 2003. FEF Academy has imparted in-service training to the Principals and teaching faculty of Government colleges through 91 training courses and 8 short duration training workshops since its inception in December 2003. The FEF Academy has trained more than 2800 personnel including Principals, Associate Professors, Assistant Professors, Lecturers, Senior English Teachers of government schools and also teaching staff of government colleges working in FATA.

Higher Education, Archives & Libraries Department Government of Khyber Pakhtunkhwa:

The Department of Education was reorganized into two separate Departments with effect from July 2001, i.e. Elementary & Secondary Education and Higher Education, Archives and Libraries. Presently the following Directorates are under the administrative control of the Department: Directorate of Higher Education, Directorate of Archives & Libraries, and Higher Education Teachers Training Academy.

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Higher Education Archives and Libraries Department has been established to provide affordable quality education which emphasizes on transferring skills and ensuring conducive learning environment with a view to develop knowledge based economy. The Department constantly endeavors to promote higher education and to ensure increased intake by upgrading learning facilities and standards through introduction of market oriented courses, expansion of facilities / infrastructure, provision of better-trained teaching staff/faculty and managers. In achieving these goals, the department employees' 5,531 teaching staff at 177 colleges catering to 150,691 enrolled students (95,014 male and 55,677 female). In 2012/13, out of total number of degree colleges, 68 are female colleges. Out of 20 postgraduate colleges, 5 are female colleges. Enrolment of female students stands at 37 percent in degree colleges. Functioning through Directorate of Higher Education and Directorate of Archives and Libraries, the department is also supported by seven autonomous/semi-autonomous bodies placed under HED.

Higher Education Department established Project Management Unit (PMU) for introducing much desired reforms for the improvement of various areas of higher education in the province. The specific objective of the PMU is to implement 04 years Degree Bachelor of studies (BS) program in Government Colleges in replacement of conventional 02 years degree program.

Objectives of the Workshop:

The workshop aimed to obtain actionable recommendations / suggestions in the following areas relating to Access and Quality in Higher Education:

1. How to further expand the scope and magnitude of Student Support Schemes/ Programs including scholarships etc. to promote Access to Higher Education.
2. How to actualize additional utilization of existing resources for promoting Access to Higher Education.
3. How to strengthen the functioning of training institutes meant for Faculty Development to improve the quality of Academics at Higher Education level.
4. How to improve effectiveness and relevance of existing Examination system.

Program Overview:

It was a two days consultative workshop aimed at generating relevant and practical recommendations to promote Access and to improve Quality of Higher Education. The activity was planned to provide meaningful feedback from the stakeholders and beneficiaries including civil society, which would resultantly help develop effective operational plan and practical future targets by the Department of Higher Education.

The Chief Minister Khyber Pakhtunkhwa Mr. Pervez Khattak as Chief Guest graced the Opening day of the two days consultative workshop.

In his welcome note, the Secretary Higher Education, Archives and Libraries Department Syed Zafar Ali Shah stated the

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innovative steps being taken to strengthen higher education in Khyber Pakhtunkhwa. He explained the need and rationale for the two days consultative workshop, i.e. generating relevant and practical recommendations to promote Access and to improve Quality of Education at Higher Level.

Mr. Mushtaq Ghani, Advisor to CM on Higher Education spoke about the value of having quality educational services at Higher Education rather than building sheer college and university infrastructure. Mr. Pervez Khattak, CM KP, stressed the need for everyone's combined effort for developing higher education in Khyber Pakhtunkhwa. He also elaborated on the importance of ensuring merit and keeping transparency.

After the formal opening on the first day, Mr. Abdul Wahid Mir, Member FEF Board of Directors, presented the salient features and achievements of Frontier Education Foundation over the last 25 years

The Keynote speakers Mr. Masoom Yaseenzai and Mr. Mehmoodul Hassan Butt elaborated and emphasized the need for further increasing access to higher education alongside the necessary steps for ensuring quality improvement and enhancement to bring Higher education in Pakistan at par with international standards. Later the delegates and participants divided into relevant groups to consult on bringing forth feasible suggestion for increasing access to and improving quality of higher education in Khyber Pakhtunkhwa.

The keynote speaker for second day, Mr. Syed

Akhtar Ali Shah stressed the importance of all those who are playing their respective role in strengthening the Higher education. He elaborated on the need of an integrated approach that could cater to the need for both increasing access and improving quality.

Afterwards the working groups presented their recommendations.

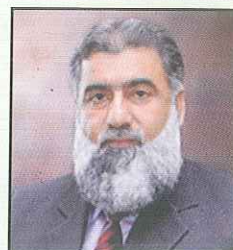
At the closing of the two days' workshop, Mr. Asad Qaiser, Speaker Provincial Assembly KP graced the occasion as Chief Guest. Dr. Salma Masood Khan presented the brief of the event to the Chief Guest. Mr. Syed Zafar Ali Shah, Secretary Higher Education department presented major recommendations of the workshop to the participants and the guest of honor. In his address, Mr. Asad Qaiser reiterated the commitment and focus of current incumbent PTI Government for providing all possible opportunities for better higher education to the people of this province. He prayed for the success of these endeavors and assured that the government will consider these recommendations in future planning for Higher Education in KP.

Section - II: Keynote Speakers

KEYNOTE SPEAKER 1:

Professor Dr. Muhammad Masoom Yaseenzai

Professor Dr. Muhammad Masoom Yaseenzai is Rector of International Islamic University, Islamabad. He is one of the most prominent educationists in Pakistan. During his course of service in Higher Education sector Dr. Masoom Yaseenzai has served as Vice Chancellor of various universities in Pakistan. He is a very active research as well with many research papers and works published in international research Journals.



Dr. Masoom Yaseenzai talked about both access to and quality of higher education. He mentioned that many steps have been taken to ensure greater access to higher education in the form of Scholarship being offered and establishment of new university and college campuses across Pakistan. He emphasized the importance of ensuring quality education in all Higher education Institutions. He spoke in great detail about the importance of research and its vital role in the betterment of the country. He mentioned that one of the key objectives of Higher education is to revive the culture of regional research for developing localized solutions to the issues.

KEYNOTE SPEAKER 2:

Dr. Mahmood-ul-Hassan Butt

Dr. Mahmood-ul-Hassan Butt is currently the Advisor to Chairman HEC, Islamabad. He has previously served in different administrative and academic positions at home and abroad, including Eastern Illinois University, Indiana University and Rockford College, USA. He has a number of research articles on the art of curriculum development, training and educational management. He has presented papers in national and international educational conferences and seminars.



Dr. Mahmood-ul-Hassan elaborated on the key pointers for improving access; however, he greatly focused on the importance and role of ensuring quality Higher Education. He shared with the audience different initiatives that have been taken by Higher Education Commission of Pakistan for quality assurance in all private and public universities of Pakistan. He requested all the participants of the workshop to check and read quality assurance material on the website of HEC and asked them to further share the information in their respective circles. He expressed the focused approach and full commitment of HEC in ensuring international standards of education in the universities. He stressed the need for stronger correspondence between HEC and Higher Education Department KP to further the quality of education imparted in the higher education institutes.

KEYNOTE SPEAKER 3:

Syed Akhtar Ali Shah



Currently, Additional Inspector General Police Headquarters/ Elite Force, KP. Mr. Akhtar as career civil servant of Police services Pakistan has managed public order, security and rule of law at district, division and provincial level during the most sensitive security environment in Pakistan.

Mr. Akhtar has a very profound interest in Academia; hence, he has produced several research works and is member of editorial board of Pakistan Journal of Criminology and Pakistan Society of Criminology.

Mr. Akhtar Ali Shah spoke about the value of quality at Higher Education. He said that Education for All is a great motto; however, we need to ensure that this education imparted to all is the highest in quality. Mr. Akhtar very aptly pointed out that "Balance is the key to quality". He said that Higher Education is charged with Capital Building of a Nation/Country. He mentioned that faculty development plans must be in relevance with the evaluation system.

Section - III: Working Groups

Group-1: How to Promote Access to Higher Education:

Dr. Salma Masood Khan (Moderator Working Group 1):

Dr. Salma Masood Khan holds a Ph.D in Education from USA. She has completed her higher education in UK & USA on merit scholarships. She is the lead trainer for British Council in 5 cities, i.e. Peshawar, Islamabad, Lahore, Kashmir and Gilgit. She is also the chairperson of Board of Directors of KhwendoKorr; and member of FEF Board of Directors since its inception. She is Director of LIMS (Learning Institute of Modern Studies) and a well renowned social worker & humanitarian.



Brief Intro:

The moderator and participants of this group discussed "How to further expand the scope and magnitude of students support schemes /programs to promote access to higher education?"

- The government and various organizations are running various schemes or programs, which are meant to provide monetary or material support to deserving students so that their access to education is facilitated. Award of educational scholarships is most prominent example. Tawana Pakistan project, student voucher scheme and distribution of laptops among the students are some other models.
- The working group members discussed various aspects of such programs and explored ideas about what could be done to improve the scope and magnitude of such schemes.

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Resume of Working Group 1 Recommendations:

Working Group -1 came up with a number of suggestions on how to promote access to higher education.

Their suggestions included offering admission to a fixed percentage totally free of cost. In this regard NGOs can be asked to offer scholarships. They also suggested that free Education should be provided to deserving students. Besides, student loan to students, which would be refunded when they get jobs. Cash incentives in loan or scholarship form can attract more students.

Group-1 suggested that in over-populated areas afternoon and evening shifts should be started so that majority of public can avail the opportunity. It was also suggested that FA/FSC should be shifted to secondary schools so that more space is left for BS students in colleges.

Teacher training, effective check and balance, offering skill based courses in summer vacations are few of suggestions for improving quality of services in education. Community could be involved for keeping the process transparent.

Group-2: How to optimize utilization of exiting resources/ available facilities for promoting access to Higher Education

Professor Talat Khursheed (Moderator Working Group-2):

Professor Talat Khursheed is the Pro Rector of Rahim Education Foundation, Lahore. During his 37 years of professional carrier, he was involved in lot of activities for the advancement of Higher Education in Pakistan from 9 Universities to 150. Headed various Committees of UGC/HEC, Projects of World Bank, and USAID. He has contributed great amount in fields like Scholarships, Teachers Training, Curriculum Development and Implementation Seminars, Conferences, Pacts/Protocols/ MOUs, International Collaborations etc.



He has MS in Education, University of Pittsburgh, PA USA. He has also done MS in Pakistan Studies from Quaid i Azam University, Islamabad. Professor Talat Khursheed has been part of many national and international conferences, trainings and seminars. He has been awarded Palmes Academiques, French Government Academic Civil Award in Nov 1999.

Brief Intro:

The moderator and participants of this group worked out various possible options to address the issue of "How to optimize additional utilization of existing sources and available facilities to promote access."

- The private educations sector ensures that their resources are not underutilized. Similarly, in

recent past the public sector has also taken few initiatives like public and private partnership and second shift classes in public sector educational institutions.

- The group discussed effectiveness and productivity of such initiatives.
- The group recommended practicable options to maximize utilization of public resources for the benefit of poor masses that are unable to afford the cost of education in private institutions.

Resume of Working Group-2 Recommendations:

Group 2 worked on the possibilities of optimal utilization of existing resources for promoting access to higher education.

Overview of existing resources in 210 colleges with staff of 7200 (male and female).

Student enrollment is 60,000 (BA, BSC, BS, and MA/MSc); with these existing resources the targeted increase in enrollment is 20 percent annually.

Recommendation of promotion for Higher Education included standardization of faculty requirement and removing staff deficiencies. Facilities and incentives should be provided in this regard. Introducing financial support program is also recommended in this regard.

Strengthening of existing laboratories in institutes, shifting of secondary level to school, utilizing internal and external resources in giving incentives to students and faculty, introduction of market oriented Education system in colleges were also recommended.

There were also suggestions for improving quality of services that is linkages of institutes with foreign universities, and introduction of technology based education.

Group- 03: How to strengthen the functioning of training institutes

Mr. Abdul Wahid Mir (Moderator Working Group-3):

Mr. Abdul Wahid Mir is currently the Principal of Modern-age Public School & College Abbottabad. He is also Member of FEF Board of Directors.

Mr. Abdul Wahid Mir has completed his MA TESOL from USA. He has 30 years' long career as an educationist. He has contributed greatly in strengthening teacher education and curriculum development.



Brief Intro:

Quality of education is primarily dependent on the quality of teaching practices with technological advancement. Student access to information has been improved; however, the huge influx of diversified and unverified information requires appropriate analyzing skills to

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determine the authenticity and objectivity of incoming information. These skills are developed through education or experience. 21st century poses a great challenge to education managers and instructors regarding teaching methods coping with the advancement of technology in perspective of social and cultural barriers. The job of teachers has become difficult and they need professional capacity building from time to time.

The moderator and participants of this group had a mammoth task to explore how to strengthen the functioning of teacher training programs and institutions to improve the quality of education.

- Government of KP approved the institutionalized college teacher training in 2002 by directing FEF to establish an academy for the college faculty and Principals.
- With the success of College Teacher Training Program run by FEF Academy with annual ADP support by the Department of Higher Education, KP government took another bold step in the year 2010 by linking promotion with trainings.
- Considering the expansion of training needs of the College Faculty, HE department approved establishment of another Academy at Peshawar initially titled as HETTA (Higher Education Teachers' Training Academy) and presently titled as HEART (Higher Education Academy for Research and Training). This project is operational since 2013.

Working Group -3 deliberated upon the existing professional performance standards and relevant key performance indicator.

Resume of Working Group-3 Recommendations:

Quality courses of capacity building should be imperative to teachers of all levels. Annual performance audit if made a part in institutes for evaluation, would help improving standard of teachers and teaching. Merit based selection of teachers would be also helpful. All the institutes irrespective of being public or private should be given equal importance.

Short-term plan in this regard would be equipping institutes with smart technology so that they can do video conferencing and webinar. Proper incentives after yearly evaluation would help in getting human resource on track.

Learning outcomes of curriculum should be compatible with international standards. In Medium term plan it was suggested to initiate a journal to publish researches, outcome of training etc.

In long term plan, it was suggested that teaching licenses should be given to teachers for a period of 3 to 4 years, and publishing minimum of two articles should be made compulsory for this period. HEART and FEFA should collaborate in this regard.

Group-4: How to improve Examination System

Prof. Dr. Ghulam Qasim Khan (Moderator Working Group-4):

Professor Dr. Ghulam Qasim Marwat is currently Chairman, KP Board of Technical Education Peshawar. He has also been Director, Higher Education Academy of Research and Training at Govt. Degree College, Peshawar; Director, Higher Education (Colleges), Khyber Pakhtunkhwa and many more such positions.



He has a Ph.D in Pakistan Studies from Quaid i Azam University, Islamabad. He has published multiple researches and participated in national and international conferences, trainings and seminars. Prof. Dr. Qasim has supervised numerous research works during his course of career as an educationist. Prof. Dr. Qasim has contributed to higher education sector in the capacity of a faculty as well as administrative and managerial posts.

Brief Intro:

"Evaluation" is the highest cognitive skills which requires carefully designed assessment tools and plans. The outcome and output of the education process and teaching practice is measured by examination system. The moderator and participants of this group discussed "How to ensure the effectiveness and relevance of examination system?"

- Currently, both the annual and semester examination system are being run in colleges. The government is gradually changing 2-year degree program to 4 year BS program.
- The moderator and participants of this group prepared a list of concrete recommendations after critically analyzing the strengths and weaknesses of both systems.

Resume of Working Group-4 Recommendations:

Working Group 4 worked on Evaluation and Examination. Mostly institutes have annual system, which has its own merits and demerits. Merits include its being economical, catering for the evaluation of large number and its involving third party in evaluations. Demerits include its promoting rote learning, not developing communicable skills and its weakening academic discipline.

Suggestions of Group 4 included shifting Assessment and evaluation from traditional way to semester system and ensuring uniformity in Assessment and Evaluation system.

Teachers should be trained in assessment and evaluation practices. HEC pattern be followed in Assessment and evaluation which include paper setting, conduct and discipline, Assessment & marking, record keeping, dissemination of results, result analysis, reliability, validity and impact. Collaboration among colleges and universities should be enhanced for smooth functioning of system.

Group Work & Suggestions

Group-1: How to Promote Access to Higher Education:

Suggestions:

- A fixed %age of students admitted in Private Colleges compulsorily free of cost and Tax rebate to be given for this social service
- Identification of Philanthropists/NGOs for scholarships
- Scholarship Award processes and procedures to be simplified and decentralized
- Free education for bright but poor students
- Active involvement of community (PTAs / Union Councils) in overseeing Scholarship Award
- Efficient usage of existing buildings, through definite afternoon shifts in overpopulated Urban areas
- Boys Classes in the afternoon and Girls in the morning in the same buildings (where Girls colleges don't exist)
- Academic/ Quality Audit of colleges to be carried out to combat drop outs
- FA/ FSC should be shifted to Secondary Schools to make space for BS students in colleges
- Skill based courses in the Summer Holidays with proper facilities for developing self-reliance & dignity of labour/ to make education meaningful
- Teachers should be trained to be role models to attract & retain more studentsIntellectual and moral role models
- Effective Check & Balance: Incentives for good work & withdrawal of increment for poor result
- Career Counseling at the Secondary level
- Modern & market oriented subjects to be taught
- Sessions for the change of mindset/ Awareness campaigns for education and diversified education
- Interest free loans to be provided on need basis
- Subject based scholarships to be granted
- Admission criteria to be relaxed for disadvantaged areas

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- A system of paying back by students, when on job, should be introduced
- Political interference & nepotism to be curbed
- Establishment of Student Welfare societies
- Student health card to be introduced to motivate parents
- More teachers to be appointed for proper student teacher ratio as per Education Code
- Additional charges to be paid by out of district students to control overpopulated Urban areas
- HEC must introduce international Scholarships for college staff to build international vision
- Physical & sports facilities should be increased to attract more students
- Cash incentives to bright but poor students to improve access

Group-2: How to optimize utilization of exiting resources/ available facility for promoting access to Higher Education

Exiting Resources

- Physical Infrastructure
210 College
- Human Resources
7200 Faculty (Male & Female)
- Out Put (Student Enrollment)
BA BSc _ BS _ MA/MSc (60,000)
(Including BS 20,000)
- Targeted increase in Enrollment
20% annually

SWOT analysis of existing Higher Education System in Colleges Standardization / Optimization of existing infrastructure

- Purpose built buildings
- Purpose Based Laboratories
- IT/Libraries / Machineries / Equipments
- Standardization of Faculty requirements & removal of staff deficiencies

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- Facilitation & incentivisation of faculties
- Faculty capacity building with focus on professional developmental program
- Attraction of meritorious students to the colleges
- Facilitation & Financial Support Programs in the colleges
- Optimization & Strengthening of existing Laboratories in the Colleges
- Shifting of secondary level of education from colleges to school department
- Internal & External Resource Generation in the Colleges for Financial support to the faculty & students
- MOUs of colleges with other organizations for academic development
- University financial support to Meritorious college students
- Equal opportunities of Staff with student support in University & Colleges by HEC
- College Faculties financial support for foreign exposure / research seminars
- Introduction of Market oriented Education System in Colleges
- Liaison with Industries for hands on Job Training of College Students
- Utilization of PERN in HEIs
- Semester Based hiring of faculties in Colleges from all over Pakistan
- Degree awarding status to post graduate colleges at divisional & district level
- Linkages of Colleges with foreign Universities
- Technology based Education in Colleges
- Check and balance on quality standards in Private Colleges / Universities
- QECs in every Degree Colleges

ORIC in each HEIs.

- Laws governing Degree Colleges be regularly reviewed to create enabling environment for Higher Education in Colleges
- Home Economics, Commerce and other professional institutes should organize professional courses
- To get recommendations study groups should be formed

Group- 03: To strengthen the functioning of training institute

Matter of Principle:

- Quality Teacher Education is imperative from Elementary to Tertiary level for the development of professionals
- Annual performance Audit of all Teachers Training institutions should be carried out regularly, according to national or international Quality standards of teaching
- Transparent examination should be ensured at every level from Primary to tertiary level
- Upholding merit based selection of teachers at all stages
- Rationalize the policies of Distance Education degree awarding Institutions
- Affiliations and Recognitions by Universities should be given to institutes that have high professional standards and required infrastructure
- Curriculum should be revised continuously to include newly introduced best practices, researches and findings
- Teaching Practice and Practical component need to be strengthened
- Training for Master Trainers should be arranged
- Quality Management should be emphasized in all aspects
- Private and Public Institutes should be given equal importance
- Teachers Transfer especially BS teachers in the mid of Academic session should be banned
- There should be no Political interference
- Ad-hoc and Contract appointments should be discouraged

Short Term Plan:

- Teachers Training Institutes should be equipped with Smart Technologies:
 - Smart Boards
 - Internet
 - Access to International Online Libraries
 - Audio Video Bank
 - Skype
- So they could do:
 - Video Conferencing

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- Webinar
- Networking of Teachers Training Institutes within the province and across Pakistan
- In-service training should be made compulsory for the promotion to the next grade.
- The training should be:
 - Needs based
 - Near the city of trainee
- On the basis of the academic audit of the teacher, extra increments/incentives should be given such as Gold medal or best teacher award
- Teacher Aptitude test may be made compulsory for entering the profession
- Creating online Teachers' forum
- Teacher should have mastery on his subject
- Teacher should be well versed in the language of instruction
- Subject specific Training
- Proper monitoring and evaluation by a competent body for better coordination and performance.
- Continuous training of teachers may be ensured
- Pre and Post Training evaluation
- Objective evaluation of trainees

Medium Term Plan:

- Learning Outcomes of Curriculum of Teachers Training should be compatible with:
 - National Professional Standards for Teachers
 - International Standards:
 - ISO 21001 P.C. 282-8.3.3.3
 - American Standards Z.1.1.7
 - Washington Accord
- A group of Teachers Training Institutes/ HED should initiate a Journal to publish researches, outcome of action researches and experiences of practicing teachers. This journal should be made available on paper and online
- Meaningful dissertation work should be introduced as well as Graduate and Post Graduate courses

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- Well stocked libraries with Internet Connections in every institute
- Subscribe national/ International Journals

Long Term Plan:

- Teaching Licenses should be given to teachers for a period of 3/4 years. It should be made compulsory for the renewal of the license for teachers to publish one or two articles, attend certain number of national/international conferences, take training for certain hours
- On the pattern of Civil Services Academy, an academy for newly selected teachers should be established where training of fresh inductees should be arranged for a period of 9 to 12 months

Standards for teachers:

- Knowledge & Understanding (Content)
- Dispositions (Behavior Attitudes & Values)
- Performances (Skills, what Teacher can do & should be able to do)

Suggestion:

- Collaboration & Partnership of HEART & FEFA

Group-4: Evaluation and Examination

Current Systems In Vogue:

- Annual System
- Semester System
- Term System

Merits of Annual System:

- It is economical.
- Ample time for students to study
- It caters for the evaluation of large number of students
- It is third party evaluation
- It cultivates competition
- Extra time for co-curricular activities

Demerits of Annual System:

- It promotes rote learning

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- It weakens student-teacher relationship
- It weakens academic discipline of faculty
- It tests memory of students
- Courses are not covered due to lack of interest by faculty
- Encourages selective studies
- Students do not care about their attendance
- It does not develop communicable skills in students

Policy Perspective on Assessment and Evaluation:

- As a matter of policy higher education institutions are expected to shift from traditional conventional system to semester system
- Globally internal assessment and evaluation practices are preferred
- The shift in itself is a challenge for education system in Pakistan

Recommendations:

- Uniformity in Assessment and Evaluation System needs to be established
- Capacity Building for faculty should be developed in assessment and evaluation practices
- HEC patterns for semester system must be followed in letter and spirit:
 - Paper Setting
 - Conduct and Discipline
 - Assessment & Marking
 - Record Keeping
 - Dissemination of Results
 - Result Analysis
 - Reliability, Validity and Impact
- The office of local controller should be strengthened
- Collaboration between colleges and universities should be enhanced for smooth functioning of system
- Faculty Development program should focus on the capacity building in assessment practices

Workshop Recommendations

- A fixed percentage of students should be admitted on the basis of free of cost education in Private Colleges. Tax rebate to be given for this social service
- Scholarship Award Processes to be simplified and decentralized. Subject based scholarships to be granted
- Active involvement of community (PTAs / UCs) in over-viewing Scholarship Award
- Efficient usage of existing buildings, through definite afternoon shifts in overpopulated Urban areas
- Boys Classes in the afternoon and Girls in the morning in the same buildings (where Girls colleges don't exist)
- FA/ FSC should be shifted to Secondary Schools to make space for BS students in colleges
- Skill based courses in the Summer Holidays with proper facilities for developing self-reliance & dignity of labor
- Career counseling at the Secondary level. Sessions for the change of mindset / Awareness campaigns for education and diversified education
- Interest free loans to be provided on need basis
- Establishment of Student Welfare societies
- SWOT analysis of existing Higher Education System in Colleges Standardization / Optimization of existing infrastructure
- Standardization of Faculty requirements & removal of staff deficiencies
- Facilitation & incentivizing faculties
- Optimization & Strengthening of existing Laboratories in the Colleges
- HEC must introduce international Scholarships for college staff and students to broaden the academic exposure for college level faculty members
- College Faculties financial support for foreign exposure / research seminars
- Introduction of Market oriented Education System in Colleges. Liaison with Industries for Hands on Job Training of College Students. Home Economics, Commerce, and other technical professional institutes should organize professional courses
- Utilization of PERN in HEIs
- Degree awarding status to post graduate colleges at divisional & district level
- Linkages of Colleges with foreign Universities

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- Introduction of technology for educational purposes, i.e. Technology based Education in Colleges
- Establishment of QEC in every Degree College and establishment of ORIC in each HEIs
- Laws governing Degree Colleges be regularly reviewed to create enabling environment for Higher Education in Colleges
- Annual Performance Audit of all Teachers Training institutions should be carried out regularly in accordance with national or international Quality standards of teaching
- Rationalize the policies of Distance Education degree awarding Institutions
- Curriculum should be revised regularly to include newly introduced best practices, researches and findings
- Teaching Practice and Practical component need to be strengthened
- Teachers Transfer especially BS teachers in the mid of Academic session should be banned
- Teachers Training Institutes should be equipped with Smart Technologies: such as, Smart Boards, Internet, Access to International Online Libraries etc
- Networking of Teachers Training Institutes within the province and across Pakistan
- Teacher Aptitude test may be made compulsory for entering the profession
- Creating online Teachers' forum
- Subject specific Training; Continuous training of teachers may be ensured; Pre and Post Training evaluation
- Learning Outcomes of Curriculum of Teachers Training should be compatible with national Professional Standards for Teachers and International Standards; alongside Objective evaluation of trainees
- A group of Teachers Training Institutes/ HED should initiate a Journal to publish researches, outcome of action researches and experiences of practicing teachers. This journal should be made available on paper and online
- Free subscription to national/ International Journals be made available at college level
- Uniformity in Assessment and Evaluation System need to be established
- Capacity Building for faculty should be developed in assessment and evaluation practices
- HEC's patterns for semester system must be followed in letter and spirit
- Uniform Assessment and Marking systems should be introduced at all levels and in both private and public institutions

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- Digitalization of Record Keeping, Analysis and Dissemination of Results for efficient conduct and performance
- The office of local controller should be strengthened
- Collaboration between colleges and universities should be enhanced for smooth functioning of Examination and Evaluation systems
- Specific Faculty Development program should be introduced to help strengthen their skills in assessment and evaluation practices

CERTIFICATE DISTRIBUTION

The consultative workshop was followed by certificate distribution ceremony. Certificates were distributed among all delegates and participants for their efforts and contribution in the consultative workshop. The Secretary Higher Education, Archives & Libraries Department Syed Zafar Ali Shah distributed certificates. The workshop ended with vote of Thanks by Dr. Mujeeb Tahir (Director, FEF Academy) on behalf of Frontier Education Foundation to all the guest, participants, delegates and HRDC IMSciences.

ANNEXURES

- Pictorial Glimpses
- List of Participants
- Organizing Team

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PICTORIAL GLIMPSES



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02-DAY WORKSHOP ON HIGHER EDUCATION -ACCESS & QUALITY PESHAWAR, MARCH 1-2, 2017

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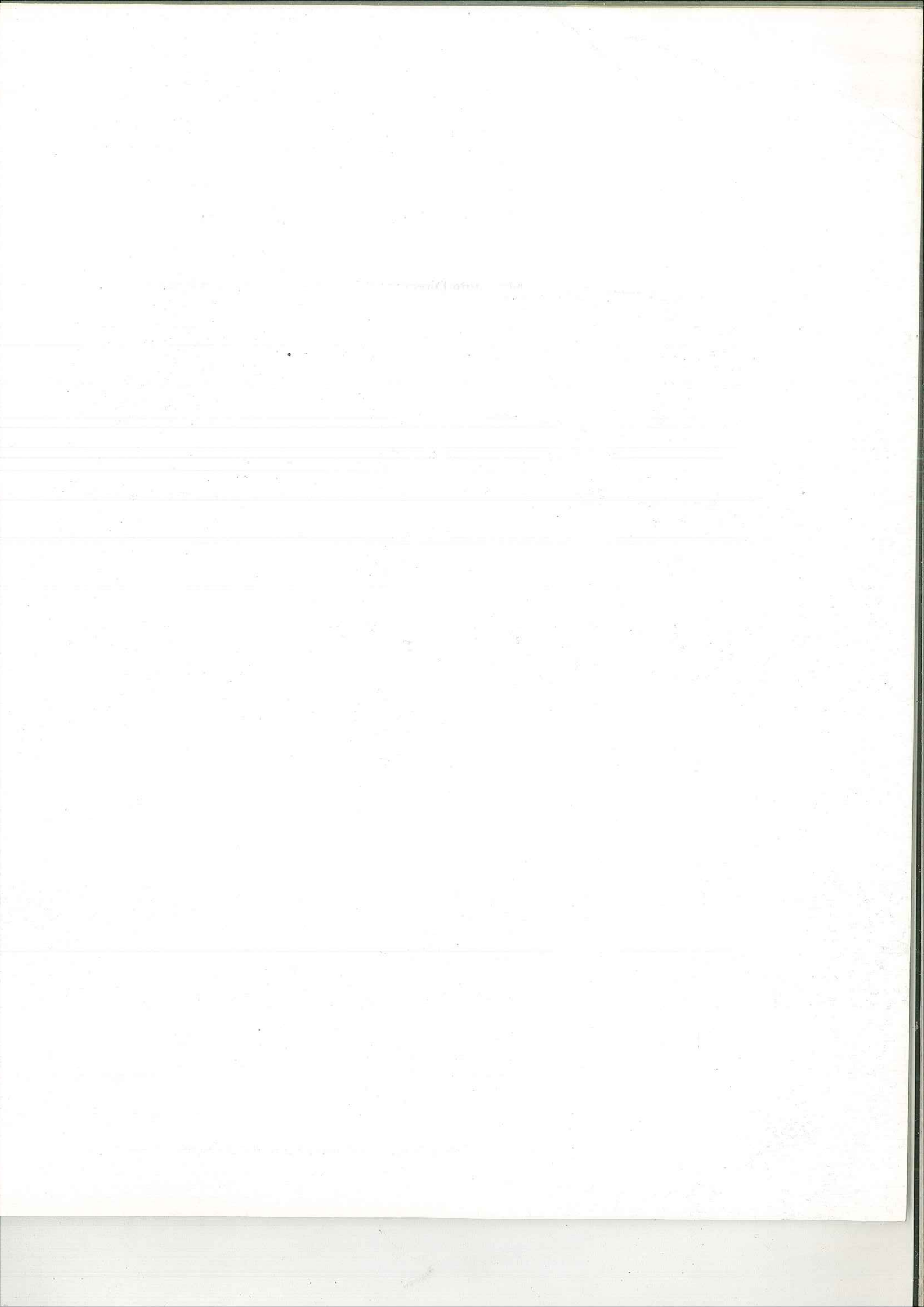
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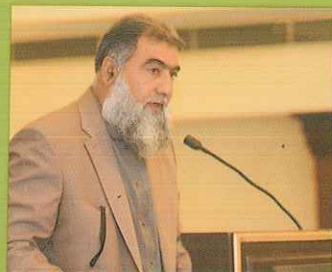
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2 Days' Consultative Workshop on
"Higher Education: Access & Quality"

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Government of Khyber Pakhtunkhwa

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