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Provincial Institute for Teacher Education (PITE) Balochistan



PROGRESS REPORT

April 2019 to April 2021

4 QUALITY
EDUCATION



PROGRESS REPORT

April 2019 to April 2021

Editorial Committee

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Message from

Secretary GOB Secondary Education Department



Government of Balochistan Secondary Education Department is taking education as a mission and committed to undertake all initiatives for the improvement of quality education in the province. Since Education is key to development and prosperity, therefore, educated people, particularly youths can contribute to the society in an effective and efficient way if opportunities of Quality Education are provided to them.

Teacher plays a pivotal role in imparting education. Provincial government is, therefore, committed to change this dream into reality by imparting essential training to the teachers, so that, they become an effective source for human development in the province. Considering the rapid advancements and meeting numerous challenges in education field, Secondary Education Department is continuously making efforts to make the teachers skilled in modern teaching methods through reformed, practicable and feasible mode of teaching learning practices that may produce educated youth, enabling them for meeting the 21st century challenges.

I am pleased that PITE Balochistan is professionally dedicated to the assigned mandate and contributes to the capacity building of the teachers of all categories throughout the province in an effective manner. Its contribution has always added value to the qualitative aspect of teacher education. The institute will continue its magnificent role in teacher training and capacity building for uplifting the quality of education in the province with the same spirit and professionalism.

Sher Khan Bazai
Secretary GOB Secondary Education Department

Message from

Director PITE Balochistan



Professional development has key role in preparing teachers according to the demands of modern era and equipping them with effective teaching methodologies. It enables teachers to develop the knowledge and skills that they need to address students' learning challenges. Students belong to diverse backgrounds, with different learning needs and interests. They can only be addressed technically and efficiently if teachers are professionally well-prepared.

Provincial Institute for Teacher Education Balochistan, the most significant organ of Secondary Education Department, is vibrantly functional to meet the assigned mandate. It develops training resources as well as materials for brining reforms and improvement in teaching learning practices. Being the only organization for professional development of in-service teachers in the province, it builds capacity of teachers of all categories as well as educational managers. Educational research conduction is carried out by the institute in order to find out the most relevant and applicable pedagogical practices and act upon them in a way that is contextually required. Its contribution in uplifting quality of education through teachers' capacity building is highly recognized.

I am glad that PITE Balochistan is constantly achieving milestones of building capacity of teachers throughout the province in multiple professional development programmes. It has always materialized the plans realistically and provided teachers with the most effective teaching skills considering need of the hour.

Ijaz Azeem Baloch
Director PITE Balochistan

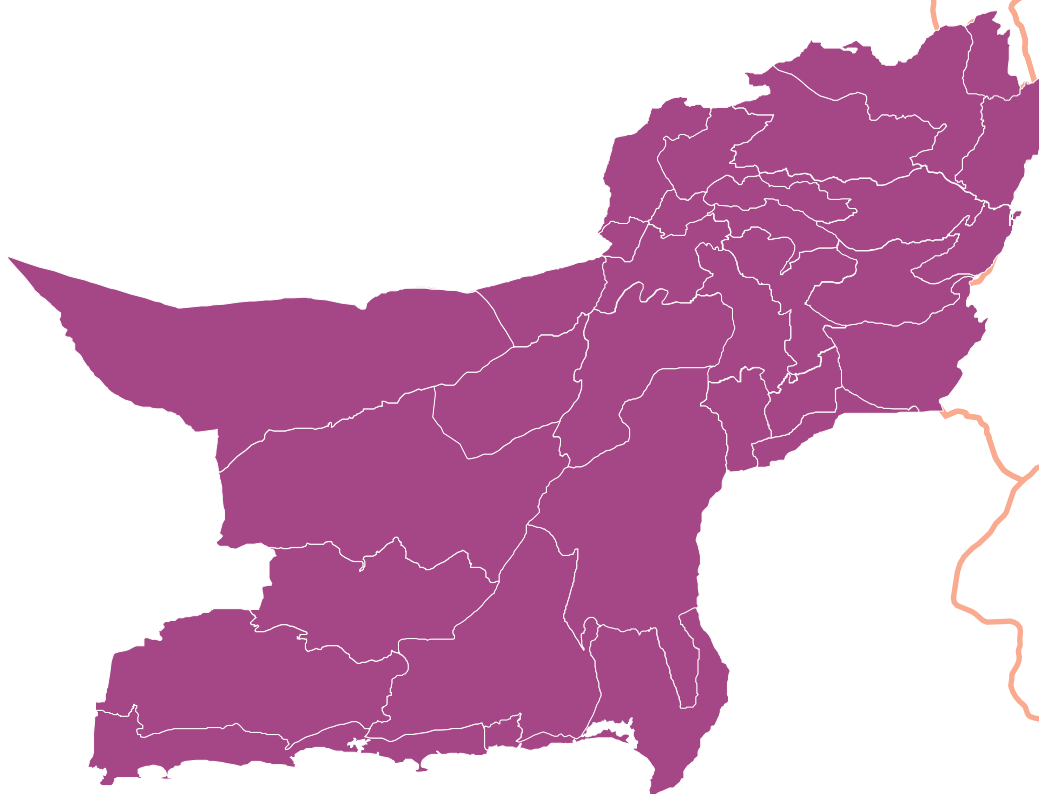


Our Vision

PITE has the vision to improve the quality of education in Balochistan through in-service teacher education.

Our Mission

The mission of coveted institution is to enhance the quality of education in the field of building professional capacity of teachers, leaders and managers, develop instructional material and conduct research activities in order to assess the impact of its mandate.



Our Objectives



TEACHER TRAINING

- To boost up the quality of education through in-service teacher professional development.
- To build capacity of managers in educational leadership and management.



RESOURCE DEVELOPMENT

- To develop materials for professional development of teachers and managers.
- To develop materials for effective teaching learning practices.



RESEARCH

- To carry out research activities for the betterment of teaching learning practices.
- To conduct TNA (Training Needs Assessment) for the identification of hard areas for teacher training.

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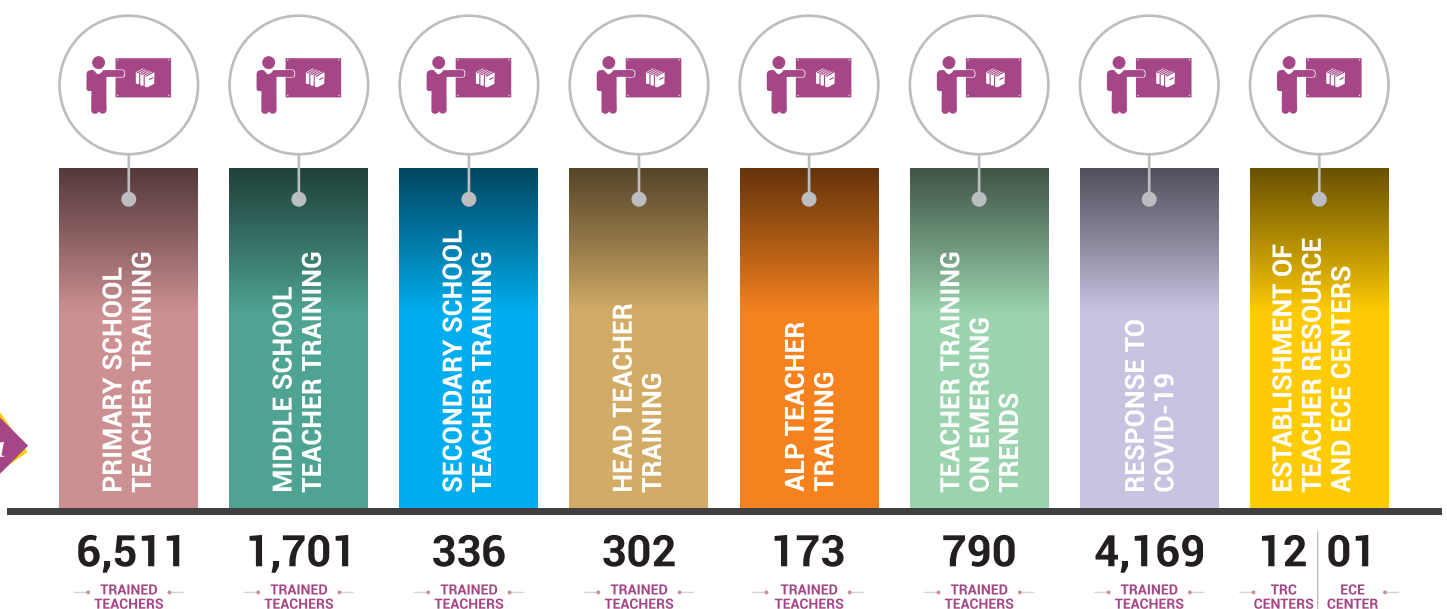
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EXECUTIVE SUMMARY

This document entitled “Progress Report April 2019 to April 2021” highlights the achievements of Provincial Institute for Teacher Education Balochistan in terms of number of teachers trained and resource centers established during the two-year period. It also describes the significant information regarding the institute including vision, mission, objectives, human resource, etc. PITE Balochistan is the only organization for professional development of in-service teachers in the province which is functional since 1996 with the mandate of developing resources, executing teacher training and conducting educational research to boost up the overall quality of education. It has got well-qualified, trained, dedicated and professional faculty that has always contributed effectively to the qualitative aspect of teaching learning practices throughout the province.

Government of Balochistan Secondary Education Department is supervising and supporting PITE Balochistan for various training programmes. Besides the department, national and international donor organizations also collaborate with the institute for different initiatives. All the training programmes are implemented through systematic process. Resources are developed keeping in view the Training Needs Assessment (TNA), objectives of the programme and contextualized needs. Master trainers are fully prepared in Training of Trainers (TOT) prior to the rolling out of the training. Coordination with all the relevant stakeholders is made and the training is executed. Pre and post training evaluation helps to gauge the learning of the trainees and the effectiveness of the training in specific course. Reporting mechanism involving all the stakeholders helps to effectively obtain the set objectives. All the procedure ensures quality execution of the activities and achievement of the luminous outcomes.

PITE Balochistan has trained 13,982 teachers (7,436 males and 6,546 females) during the two years in seven training categories with different thematic areas. The number of trained teachers in the area of Primary School Teacher Training is 6,511 (3,252 males and 3,259 females), Middle School Teacher Training 1,701 (911 males and 790 females), Secondary School Teacher Training 336 (261 males and 75 females), Head Teacher Training 302 (192 males and 110 females), ALP Teacher Training 173 (140 males and 33 females), Teacher Training on Emerging Trends 790 (314 males and 476 females), and Response to COVID-19 is 4,169 (2,366 males and 1,803 females). It also established twelve Teacher Resource Centers and one Early Childhood Education Center to provide teachers with multiple resources and conducive learning environment.

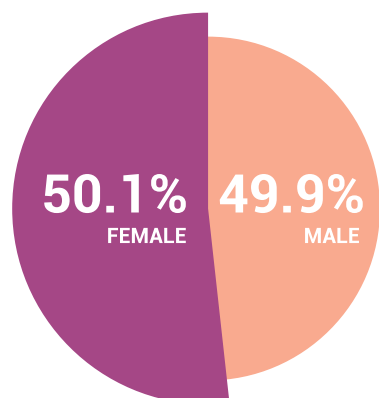


Primary School Teacher Training



TRAINING CONTENT

- Multigrade Teaching
- Child-centered Approach
- Development of Teaching Aids
- English Language
- Mathematics
- Science
- Early Childhood Education
- Pakistani Curricula of English, Urdu and Mathematics for Grade 1 to 3
- Pakistani Curricula of English, Urdu, Mathematics and Science for Grade 4 to 5
- Lesson Planning
- Classroom Management
- Assessment



TRAINED TEACHERS

6,511

3,252 MALE **3,259** FEMALE

PRE & POST TEST RESULT



PRE TEST **39.50%** POST TEST **76.69%** (DIFFERENCE 37.19%)

DETAILS

PITE Balochistan executed Primary School Teacher Training in eight thematic areas, i.e. (1) 12-day Multigrade Training for Primary School Teachers (2) 12-day Multigrade and English Training for Primary School Teachers (3) 12-day ECE and Primary School Teacher Training (4) Six-day Primary School Teacher Training on Early Childhood Education (5) 12-day Primary School Teacher Training on Early Childhood Education (6) 15-day Training for Afghan Refugee Teachers on Pakistani Curricula Phase 1 (7) Five-day Refresher Training Course for Afghan Refugee Teachers on Pakistani Curricula (8) 15-day Training for Afghan Refugee Teachers on Pakistani Curricula Phase 2. Resources were developed for each training and Training of Trainers (TOT) was conducted to prepare master trainers before rolling out the training. Various formats of the training were executed keeping in view the needs of trainees and time required for the specific content. The training programmes were executed in collaboration with Government of Balochistan Secondary Education Department and supporting donor organizations. As the number of primary school teachers are highest in the province, they were given priority in the teacher training programmes to build capacity and prepare them for quality teaching learning practices at the grassroots level. All the training programmes were planned, executed, monitored and reported systematically to obtain the desired objectives.

TRAINING HOURS

S.#	Training Programme	Hours
1	12-day Multigrade Training for Primary School Teachers	60
2	12-day Multigrade and English Training for Primary School Teachers	60
3	12-day ECE and Primary School Teacher Training	60
4	Six-day Primary School Teacher Training on Early Childhood Education	30
5	12-day Primary School Teacher Training on Early Childhood Education	90
6	15-day Training for Afghan Refugee Teachers on Pakistani Curricula Phase 1	75
7	Five-day Refresher Training Course for Afghan Refugee Teachers on Pakistani Curricula	25
8	15-day Training for Afghan Refugee Teachers on Pakistani Curricula Phase 2	75



Focused Districts

Awaran, Barkhan, Chaghi, Dera Bugti, Duki, Gwadar, Harnai, Jaffarabad, Jhal Magsi, Kachhi, Kalat, Kech, Kharan, Khuzdar, Killa Abdullah, Killa Saifullah, Kohlu, Lasbela, Loralai, Mastung, Musa Khel, Naseerabad, Nushki, Panjgur, Pishin, Quetta, Sherani, Sibi, Sohbat Pur, Surab, Washuk, Zhob and Ziarat

Supporting Organizations

03

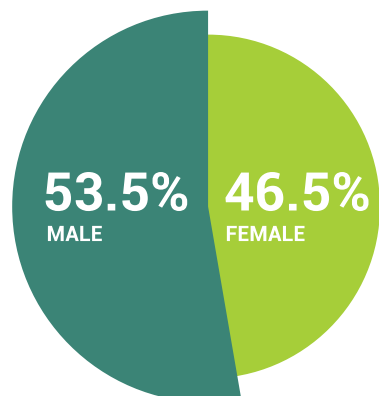


Middle School Teacher Training



TRAINING CONTENT

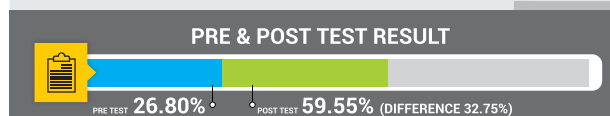
- Child-centered Approach
- Effective Teaching Methodologies
- Development of Teaching Aids
- English Language
- Mathematics
- Science
- Lesson Planning
- Classroom Management
- Assessment
- 21st Century Skills



TRAINED TEACHERS

1,701

911 MALE **790** FEMALE



DETAILS

Middle School Teacher Training was executed by PITE Balochistan in two thematic areas, i.e. (1) 12-day Content-based Training for Middle School Teachers (2) 12-day Middle School Teacher Training. Keeping in view the needs of middle school teachers, training materials were developed and Training of Trainers (TOT) was conducted to prepare master trainers before rolling out the training. Middle school teachers belong to different categories having diverse context. Students in transition phase from primary to middle grades need skillful manipulation.

They also need specific skills and knowledge for sending them ahead to secondary grades. Systematic implementation was ensured by identifying needs of working teachers, planning properly, developing resources through many consultative meetings, delivering the training effectively and reporting logically to obtain the set objectives. The training programmes were implemented successfully in collaboration with Government of Balochistan Secondary Education Department and supporting donor organizations in various districts of Balochistan.

TRAINING HOURS

S.#	Training Programme	Hours
1	12-day Content-based Training for Middle School Teachers	60
2	12-day Middle School Teacher Training	60



Focused Districts

Gwadar, Jaffarabad, Kachhi, Kalat, Kech, Khuzdar, Killa Abdullah, Killa Saifullah, Lasbela, Loralai, Mastung, Musa Khel, Naseerabad, Panjgur, Pishin, Quetta, Sherani, Sibi and Zhob

Supporting Organizations

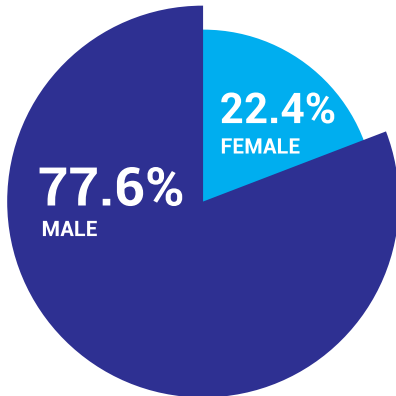


Secondary School Teacher Training

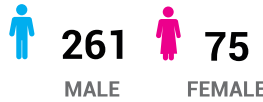
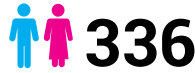


TRAINING CONTENT

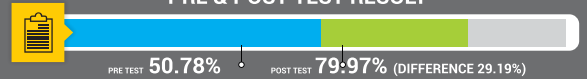
- Effective Teaching Methodologies
- Classroom Management
- Practical Conduction
- Mathematics
- Physics
- Chemistry
- Biology
- Assessment



TRAINED TEACHERS



PRE & POST TEST RESULT



DETAILS

Role of secondary school teachers in preparing learners for higher studies cannot be undermined. As an initiative of capacity building of SSTs, PITE Balochistan executed 12-day Content-based Training for Secondary School Teachers (Science) in eleven focused districts of the province. The training material not only focused significant content of the major science subjects but also included effective pedagogical skills that can facilitate teachers to teach skillfully ensuring activity based learning. The trainees were also given sense of conducting practical in effective and efficient way.

Training of Trainers (TOT) was conducted before training to prepare master trainers for effective delivery. The training was implemented in collaboration with Government of Balochistan Secondary Education Department. The trained SSTs were enabled to create conducive learning environment and provide learners with experiential learning.

TRAINING HOURS

S.#	Training Programme	Hours
1	12-day Content-based Training for Secondary School Teachers (Science)	60



Focused Districts

Barkhan, Harnai, Kharan, Killa Abdullah, Killa Saifullah, Kohlu, Mastung, Nushki, Panjgur, Sohbat Pur and Surab

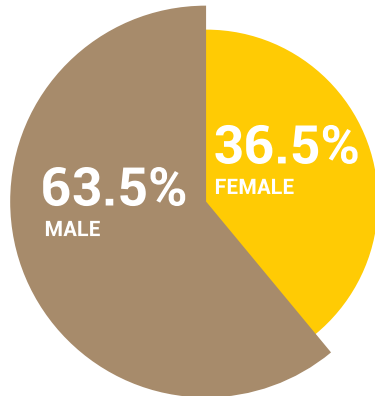
Supporting Organizations

Head Teacher Training

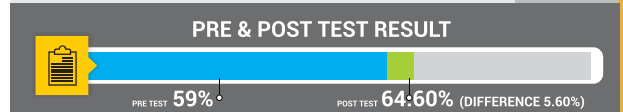
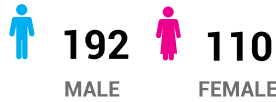


TRAINING CONTENT

- 21st Century Skills
- Leadership and Management
- Academic Management
- Administrative Management
- Financial Management
- Rules and Policies



TRAINED TEACHERS



DETAILS

In recent years, the role of educational managers / head teachers has been redefined. In addition to being effective managers, they must also be motivational leaders because they are seen as key agents of change. They have to perform academic, administrative as well as financial management. PITE Balochistan planned and executed Six-day Head Teacher Training in eleven districts of the province. Purpose of the training was to equip head teachers with attitudes, skills and knowledge essential for effective management of schools.

Resources for the training were systematically developed keeping in view the current managerial trends, rules and policies. Training of Trainers (TOT) was conducted prior to the conduction of training. It was implemented in collaboration with UNICEF in which the head teachers were professionally enriched to play their role effectively in schools for bringing transformative reforms and improvements.

TRAINING HOURS

S.#	Training Programme	Hours
1	Six-day Head Teacher Training	30



Focused Districts

Gwadar, Jaffarabad, Kachhi, Killa Abdullah, Killa Saifullah, Lasbela, Naseerabad, Pishin, Quetta, Sherani and Zhob

Supporting Organizations

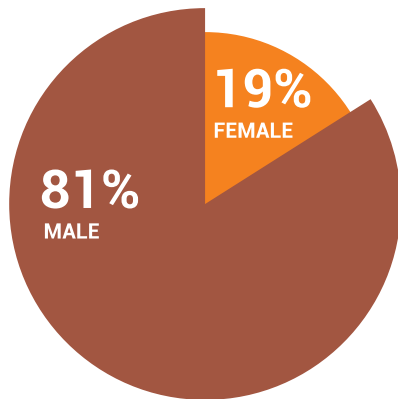


ALP Teacher Training



TRAINING CONTENT

- Pedagogy
- Classroom Management
- English Language
- Mathematics
- Science
- Urdu
- Assessment



TRAINED TEACHERS

173

140 MALE **33** FEMALE



DETAILS

PITE Balochistan in collaboration with BRSP (Balochistan Rural Support Programme) executed Six-day Training for ALP Teachers in seven districts. Purpose of the training was to train teachers of Deeni Madrassas on Accelerated Learning Programme and empower them to impart productive teaching. A large number of students are enrolled in the Deeni Madrassas and they are getting both religious and modern education. Teachers of Deeni Madrassas have strong background of religious education but they needed capacity building in ALP course. Training materials were developed for each package and contextualized needs of the targeted teachers were considered.

Training of Trainers (TOT) was conducted before the rolling out of the training which enabled the master trainers to comprehend the ALP course and ensure quality delivery. Capacity of the trainees was built and they were made considerably proficient for creating conducive learning environment and teaching the students of Deeni Madrassas as per the demands of curriculum and need of the hour.

TRAINING HOURS

S.#	Training Programme	Hours
1	Six-day Training for ALP Teachers	42



Focused Districts

Killa Abdullah, Killa Saifullah, Loralai, Pishin, Quetta, Zhob and Ziarat

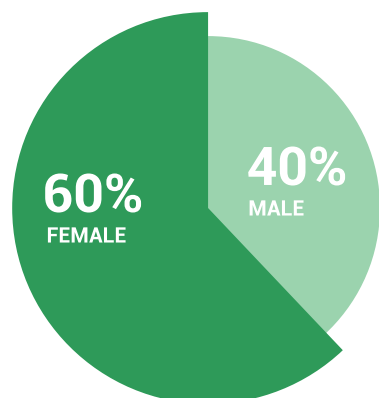
Supporting Organizations

Teacher Training on Emerging Trends



TRAINING CONTENT

- Conducive Learning Environment
- Effective Teaching Methodologies
- Lesson Planning
- Convention on the Rights of the Child
- Balochistan Child Protection Act 2016
- Corporal Punishment and its Effects



TRAINED TEACHERS

790

314 MALE **476** FEMALE



DETAILS

PITE Balochistan implemented the project of “Programme for Retention, Enrollment, and Protection” which consisted of two phases. In phase 1, Four-day Teacher Training on Best Teaching Practices and Child Safeguarding and in phase 2, Three-day Teacher Training on Child Rights and Protection were executed for the focused schools' teachers of district Quetta. The main purpose of the initiative was to enable Afghan refugees and host community children and adolescents to have safe and equitable access to formal schooling and have the support, knowledge, and skills to cope with safety and psycho-social issues affecting their lives. Training materials were developed and Training of Trainers (TOT) was conducted to orient the deputed master trainers to the content of the training. The trainees were trained on the emerging trends to ensure professionally the rights, safety and protection of the children in their institutions. The training was supported by Mercy Corps Pakistan.

TRAINING HOURS

S.#	Training Programme	Hours
1	Four-day Teacher Training on Best Teaching Practices and Child Safeguarding	28
2	Three-day Teacher Training on Child Rights and Protection	15



Focused Districts

Quetta

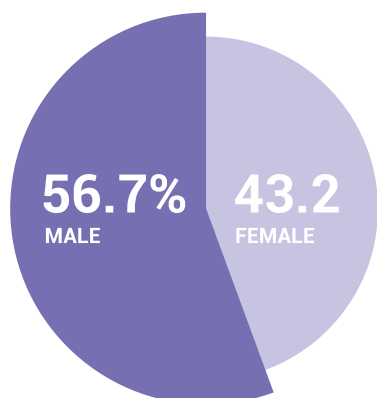
Supporting Organizations

Response to COVID-19





TRAINING CONTENT

- Effects of COVID-19 on schools
- Required Preventive Measures in the wake of COVID-19
- SOPs for Safe Re-opening of Schools
- Condensed Syllabus
- Disaster Risk Management
- Mental, Social and Emotional Needs of Children
- Role of Educators in the Prevention of COVID-19



TRAINED TEACHERS

  **4,169**

 **2,366**  **1,803**
MALE FEMALE

DETAILS

In response to COVID-19 pandemic, PITE Balochistan initiated the conduction of Online Professional Development Days sessions in eleven districts through “Zoom” free application. The trained teachers were engaged during the closure of schools to comprehend the preventive measures needed in the wake of COVID-19, play their role and know about the condensed syllabus. Undoubtedly, the global lockdown of educational institutions caused major, and likely unequal interruption in students' learning. After the re-opening of educational institutions, actionable strategies required to be taken for helping head teachers and teachers navigate changes to learning environment so that stress and anxiety might be reduced.

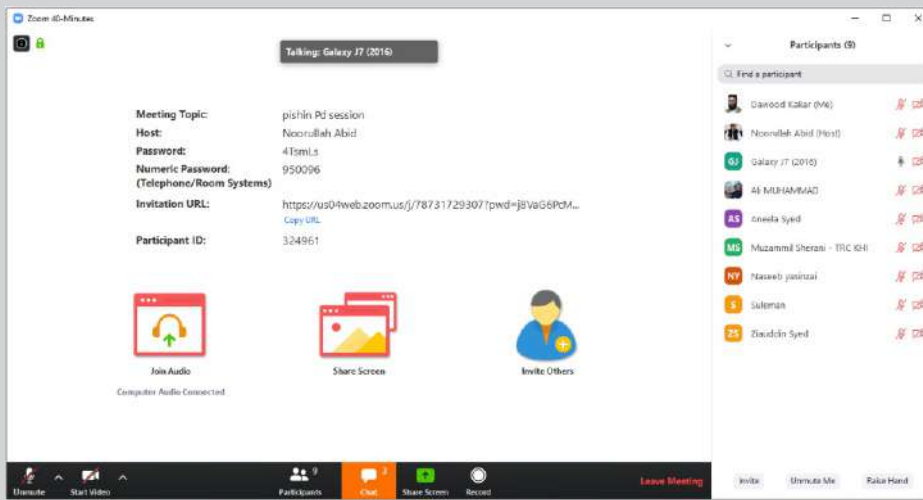
One-day Cluster Heads Training on SOPs for Re-opening of Educational Institutions was conducted in all 33 districts to prepare head teachers for safely re-opening of schools. One-day Orientation of SSTs on SOPs related to COVID-19 for Safe Re-opening of Schools was also conducted in seven districts in which secondary school teachers were prepared to ensure conducive learning environment by removing stress and anxieties among the students as a result of COVID-19. The materials were prepared for each initiative and Training of Trainers (TOT) was conducted before rolling out which helped the successful execution. All the initiatives proved highly relevant and timely remedies considering COVID-19 pandemic.

TRAINING HOURS

S.#	Training Programme	Hours
1	Online Professional Development Days	1 and Half Hour
2	One-day Cluster Heads Training on SOPs for Re-opening of Educational Institutions	05
3	One-day Orientation of SSTs on SOPs related to COVID-19 for Safe Re-opening of Schools	05



Jam Kamal Khan @jam_kamal · 8m
 Government #Balochistan starts preparatory sessions on what and how the SOPs be adopted for upcoming schools and colleges.



Focused Districts

Awaran, Barkhan, Chaghi, Dera Bugti, Duki, Gwadar, Harnai, Jaffarabad, Jhal Magsi, Kachhi, Kalat, Kech, Kharan, Khuzdar, Killa Abdullah, Killa Saifullah, Kohlu, Lasbela, Loralai, Mastung, Musa Khel, Naseerabad, Nushki, Panjgur, Pishin, Quetta, Sherani, Sibi, Sohbat Pur, Surab, Washuk, Zhob and Ziarat

Supporting Organizations





Establishment of Teacher Resource and ECE Centers

DETAILS

Supporting teachers to explore modern teaching learning resources and eventually use them contextually is the need of time. Keeping in view the importance of utilizing relevant teaching resources, PITE Balochistan established 12 Teacher Resource Centers which are equipped with modern gadgets that allow teachers to explore and get connected at their convenience. All the 12 TRCs are fully functional out of which one is at PITE Balochistan, Quetta while the 11 are in the focused districts, i.e. Gwadar, Jaffarabad, Kachhi, Killa Abdullah, Killa Saifullah, Lasbela, Naseerabad, Pishin, Quetta, Sherani and Zhob. The initiative of TRCs establishment was supported by UNICEF through the funding of European Union and technical backstopping of Teachers' Resource Centre Karachi.

An Early Childhood Education Center has also been established at PITE Balochistan, Quetta in collaboration with PMU / BSP funded by European Union. The ECE center is fully equipped with teaching aids required for creating conducive learning environment in an ECE classroom. The initiative will provide teachers with pedagogical skills that are needed for imparting innovative and productive teaching to the learners for enhancing their critical thinking and creativity.

Supporting Organizations





Our Human Resource

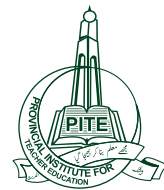
S. No.	Designation	Scale	Number of Sanctioned Posts	S. No.	Designation	Scale	Number of Sanctioned Posts
1	Director	BPS-19	1	25	Stenographer	BPS-14	1
2	Deputy Director (Admin)	BPS-19	1	26	Care taker	BPS-11	1
3	Deputy Director (Training)	BPS-19	1	27	Junior Clerk	BPS-11	5
4	Deputy Director (Planning)	BPS-18	1	28	Studio Assistant	BPS-09	1
5	Assistant Director (Training)	BPS-18	1	29	Cameraman	BPS-08	1
6	Assistant Director (Planning)	BPS-18	1	30	Electrician	BPS-08	1
7	Senior Subject Specialist	BPS-18	7	31	Laboratory Assistant	BPS-07	4
8	Subject Specialist	BPS-17	16	32	Security Guard	BPS-05	2
9	Training Specialist	BPS-17	3	33	Driver	BPS-04	5
10	Research Officer	BPS-17	1	34	Janitor	BPS-03	2
11	Manager	BPS-17	12	35	Laboratory Attendant	BPS-02	2
12	TOT (Training Outpost Tutor)	BPS-17	18	36	Chowkidar	BPS-01	4
13	Testing and Evaluation Officer	BPS-17	1	37	Naib Qasid	BPS-01	7
14	Computer Programmer	BPS-17	1	38	Cook	BPS-01	4
15	IT Teacher	BPS-17	1	39	Mali	BPS-01	1
16	Librarian	BPS-17	1	40	Sweeper	BPS-01	6
17	Superintendent	BPS-17	2	41	Waiter	BPS-01	2
18	Assistant	BPS-16	2	Total		127	
19	Assistant Accounts Officer	BPS-16	1				
20	Hostel Warden (Male)	BPS-16	1				
21	Hostel Warden (Female)	BPS-16	1				
22	Audio Visual Operator	BPS-16	1				
23	Computer Operator	BPS-16	1				
24	Senior Clerk	BPS-14	2				

Challenges

- Professional development of all teachers in the province
- Unavailability of digital coverage, connectivity issue and lack of skilled ICT teachers
- Continuity of professional development programmes in the wake of COVID-19

Recommendations

- Continuous Professional Development programme may be implemented to widen the spread of teacher training and sustain the quality of teaching learning practices in schools
- Schools may be digitalized, equipped and teachers may be trained in ICT to enable them for benefitting of online resources conveniently
- Policies may be framed and implemented considering COVID-19 pandemic in the arena of teachers' professional development



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Teacher Education Balochistan***

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