



PERFORMANCE AGREEMENT
BETWEEN
EXECUTIVE SECRETARY AND
CHIEF THROMDE EDUCATION OFFICER, THIMPHU THROMDE

(July 1, 2018 – June 30, 2019)

TABLE OF CONTENTS

Section 1: Vision, Mission and Objectives

Section 2: Objectives, Actions, Success Indicators and Target

Section 3: Trend Values of Success Indicators

Section 4: Description and Measurement of Success Indicators

Section 5: Requirements from other Ministries, Agencies and Dzongkhags

Preamble

The Performance Agreement is entered into between the Executive Secretary and Chief Thomde Education Officer.

The objectives of this Performance Agreement are:

- a) To establish clarity and consensus about annual priorities for the consistent with the 12th Five Year Plan, and Thomde's other priorities;
- b) To make the Thomde Education Section fully responsible for driving implementation and delivering the results against the annual priorities;
- c) To provide an objective and fair basis for evaluating the overall performance at the end of the year;

The Performance Agreement represents an important accountability mechanism for inculcating a performance-based culture at all levels of government.

THEREFORE, the parties hereto agree as follows:

Section 1: Vision, Mission and Objectives

Vision

An exemplary Thromde (City) in the region that is culturally vibrant, progressive, safe and livable

Mission

1. To provide affordable, equitable, efficient municipal services and facilities
2. To promote Bhutanese Socio-culture, economy, environmental image and financial sustainability of the Thromde

Objectives

- 1) To improve livability, safety and sustainability of human settlements
- 2) To improve quality of education & skills
- 3) To enhance health and nutrition of Thromde residents
- 4) To create gainful employment and enhance local economy
- 5) To promote gender equality and empower women and girls
- 6) Carbon neutral, climate and disaster resilient development enhanced
- 7) To enhance transparent, effective and efficient public service delivery
- 8) To strengthen democracy & decentralization
- 9) To preserve and promote culture & traditions

Section 2: Objectives, Success Indicators & Target

Objective	Weight	Action	Success Indicator	Unit	Weight	Excellent [100%]	Very Good [90%]	Good [80%]	Fair [70%]	Poor [60%]
To improve quality of education & skills		Quality primary and secondary education improved	Out of school students aged 6-12 including Special Needs	Nos	7	250	300	350	400	450
			Shortage of specific subject teachers	Nos	7.5	50	55	60	65	70
			Students scoring above 60% in STEM subjects, Dzongkha and English in BCSE examination by gender	%	7	95	76	66.5	57	47.5
			Enrolment Rate for ECCD by gender	%	7	90	72	63	54	45
			NFE completion rate by gender	%	7.5	100	90	80	70	60
			Students performance in Class VI by gender	%	7.5	90	81	72	63	54
			Proportion of schools with vocational clubs	Nos	7	12	10	9	8	7
		Functional education infrastructure constructed/maintained	Schools with access to safely managed WASH (Water, Sanitation and Hygiene) facilities	%	6	90	81	72	63	54
			No. of schools with ideal student computer ratio (1:30 for primary and 1:10 for secondary schools)	Nos	6	C-4	C-3	C-2	C-1	0
			Schools (100%) with sufficient water supply for drinking	%	8	90	81	72	63	54

			Schools with national standards (1 toilet for every 25 girls, 1 toilet for every 40 boys) toilet facilities	%	7	90	81	72	63	54
			Schools with sanitary pad disposal facilities	%	8	90	81	72	63	54
			Primary schools meeting class size targets	%	7.5	90	88	86	84	82
			Secondary schools meeting class size targets	%	7	90	88	86	84	82

Section 4: Definition of Success Indicators

Success Indicator	Description	Data Collection Methodology	Data Collection Frequency	Data Source
Out of school students aged 6-12 including Special Needs	This indicator measures numbers of Out of school students aged 6-12 including Special Needs	Office records	Annually	TEO
Shortage of specific subject teachers	This indicator measures teacher shortage against approved teacher strength subject wise	Office records	Annually	TEO
Students scoring above 60% in STEM subjects, Dzongkha and English in BCSE examination by gender	This indicator measures students scoring above 60% in STEM subjects [Science, IT and Mathematics], Dzongkha and English in BCSE examination.	Office records	Annually	TEO
Enrolment Rate for ECCD by gender	The indicator measures the participation of 3-5 years old children in ECCD out of total resident 3-5 years old.	Office records	Annually	TEO
NFE completion rate by gender	The indicator will measure completion rate of NFE learners	Office records	Annually	TEO
Students performance in Class VI by gender	The indicator measures the percentage of students who score at least 60 percent in English, Dzongkha, Math and Science in Class VI	Office records	Annually	TEO
Proportion of schools with vocational clubs	This indicator measures percentage of schools with vocational clubs such as cultural, agriculture, horticulture, arts and crafts, literary, democracy, science and technology, culinary etc.	Office records	Annually	TEO

Schools with access to safely managed WASH (Water, Sanitation and Hygiene) facilities	This indicator measures the number of schools (in percentage) which implements WASH related programs in School	Office records	Annually	TEO
No. of schools with ideal student computer ratio (1:30 for primary and 1:10 for secondary schools)	This indicator measures number of schools with ideal student computer ratio (1:30 for primary and 1:10 for secondary schools)	Office records	Annually	TEO
Schools (100%) with sufficient water supply for drinking	This indicator measure number of Schools with sufficient water supply for drinking	Office records	Annually	TEO
Schools with national standards (1 toilet for every 25 girls, 1 toilet for every 40 boys) toilet facilities	This indicator measures number of Schools with national standards (1 toilet for every 25 girls, 1 toilet for every 40 boys) toilet facilities	Office records	Annually	TEO
Schools with sanitary pad disposal facilities	This indicator measures number of Schools with sanitary pad disposal facilities	Office records	Annually	TEO
Primary schools meeting class size targets	The indicator measures percentage of schools with class size of 24 in Primary	Office records	Annually	TEO
Secondary schools meeting class size targets	This indicator measures the number of secondary schools with required sizes of 30 students	Office records	Annually	TEO

Section 5: Requirements from other Ministries, Agencies & Dzongkhags

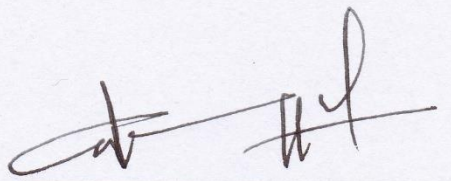
Organization Name	Relevant Success Indicator	Requirement from the Organisation	Justification for the Requirement	Requirement detail	Impact (If Not Met)
MINISTRY OF EDUCATION	Shortage of specific subject teachers	The MoE in collaboration with RCSC to provide Thromde with subject specific teachers so that the subject specific teacher shortage has been solved and also provide skills development training for Teachers	Teacher recruitment and training are carried out by MoE in collaboration with RCSC	Subject specific teachers and skills development training for Teachers	Subject specific teacher shortage may not be solved and teacher's skills enhancement training won't happen

Whereas,

I, the Chief Thromde Education Officer commit to the Executive Secretary to deliver the results described in this Annual Performance Agreement.

I, the Executive Secretary, commit to the Chief Thromde Education Officer, on behalf of the Secretariat to provide the necessary fund and resources for delivery of the results described in this Annual Performance Agreement.

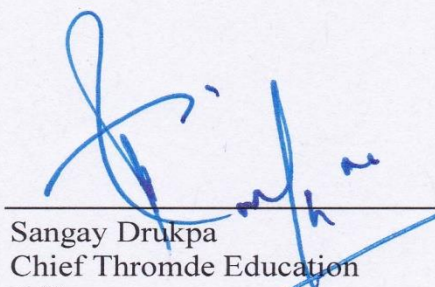
SIGNED:



Karma Namgyel
Executive Secretary

28/2/19

Date



Sangay Drukpa
Chief Thromde Education
Officer

28/2/19

Date