



## Ministry of Education

### Agency Score Card

#### Abbreviations

Status of Target achievement is illustrated thus:



Successful- Target achieved



Moderately Successful – Deviation not exceeding 10 %



Unsuccessful – Deviation exceeding 10 %

#### Thrust area 1 – Thrust Area-1- Planning and Performance (3 Indicators)

No	Key Performance Indicator	Status	Base line 2006	Year				
				2007	2008	2009	2010	2011
1	Availability of a Strategic Plan	Target	Preparation in progress	Event	Event	Event	Event	Event
		Achievement						
		Status						
2	% Utilization of Capital Budget	Target	From the present level of 60	60	70	80	90	100
		Achievement						
		Status						
3	% of excess teachers	Target	From present level of 10	9	8	7	6	5
		Achievement						
		Status						

#### Thrust area 2 – Education Quality Development (8 Indicators)

No	Key Performance Indicator	Status	Base line 2006	Year				
				2007	2008	2009	2010	2011
1	% increase of the students attaining mastery or near mastery level in all subjects	Target	From the present level	3	6	9	12	15
		Achievement						
		Status						
2	% increase of students showing outstanding performance	Target	From the present level	1	2	3	4	5

		Achievement							
		Status							
3	Primary Enrollment Rate (Grade 1-5)	Target	96%	96.5%	97.0%	97.5%	98%	98%	
		Achievement							
		Status							
4	% Retention of students at the end of Primary (Grade5)	Target	98	98.5	99	99.5	100	100	
		Achievement							
		Status							
5	% Retention of students at the end of Junior Sec. (Gr. 10)	Target	Present Level of 84.5	85	85.5	86	87	88	
		Achievement							
		Status							
6	% of passes at the GCE (OL)	Target	From the present level of 47	50	53	56	59	62	
		Achievement							
		Status							
7	% of professionally qualified Teachers in the school system	Target	From the present Level of 95	95.5	96.	96.5	97	97.5	
		Achievement							
		Status							
8	Increase of second language teachers as % of the total number of teachers	Target	From the present Level	0.2	0.4	0.6	0.8	1.0	
		Achievement							
		Status							

### Thrust area 3 – Educational Services and Establishment (10 Indicators)

No	Key Performance Indicator	Status	Base line 2006	Year				
				2007	2008	2009	2010	2011
1	% reduction of the gap of available staff against the approved staff cadre in NCCOE	Target	From the present level	0	100	100	100	100
		Achievement						
		Status						
2	% reduction of the gap of available staff against the approved staff cadre in Teacher Training Colleges	Target	From the present level	0	100	100	100	100
		Achievement						
		Status						
3	% reduction of the gap of available professionally qualified officers against the approved cadre	Target	From the present level	10	20	30	40	50
		Achievement						
		Status						
4	Formulation and Implementation of a Strategic HR Plan	Target	In Progress	Event	Event	Event	Event	Event
		Achievement						
		Status						

5	% decrease in the unfilled staff vacancies existing ((SLEAS) under the Ministry of Education	Target	From present level	100	100	100	100	100
		Achievement						
		Status						
6	% reduction of staff officers who do not receive their annual increment in time	Target	From present level	20	40	60	80	100
		Achievement						
		Status						
7	% of officers in the line ministry assigned with list of duties at the beginning of the year	Target	From the present level	-	100	100	100	100
		Achievement						
		Status						
8	% reduction of staff officers do not receive their pension salary and other benefits within the first month of retirement	Target	From present level	20	40	60	80	100
		Achievement						
		Status						
9	% of officials serving in the ministry receive their promotions in time	Target	Present level – Not on time		100	100	100	100
		Achievement						
		Status						
10	% increase of data available to Decision Makers		Present Level	10	20	30	40	50

#### Thrust area 4 – Schools Supplies and Services (5 Indicators)

	Key Performance Indicator	Status	Baseline	Year				
				2007	2008	2009	2010	2011
1	% of libraries completed within the year against the number planned	Target	From the present level of 18 libraries per year	100	100	100	100	100
		Achievement						
		Status						
2	% increase of schools having IT facilities	Target	From the present Level (Only 20% of schools are having IT facilities)	10	20	30	40	50
		Achievement						
		Status						
3	% reduction of books not distributed to students before 31 <sup>st</sup> December	Target	From the present level	20	40	60	80	100
		Achievement						
		Status						
4	% reduction of uniform materials not distributed to students before 31 <sup>st</sup> December	Target	From the present level	20	40	60	80	100
		Achievement						
		Status						
5	% reduction of laboratory	Target	From the present	10	20	30	40	50

	equipment not provided to schools against the quantity requested		level					
		Achievement						
		Status						

### Thrust area 5 – Finance and Administration (6 Indicators)

	Key Performance Indicator	Status	Baseline	Year				
				2007	2008	2009	2010	2011
1	% reduction of the annual disbursement rate gap (100% - actual Dis. Rate) of ESDG component	Target	From present level	20	40	60	80	100
		Achievement						
		Status						
2	% reduction of ministry employees do not receive their annual increment in time	Target	From present level	20	40	60	80	100
		Achievement						
		Status						
3	% reduction of ministry employees do not receive their pension salary and other benefits within the first month of retirement	Target	From present level	20	40	60	80	100
		Achievement						
		Status						
4	% of the number of vacancies filled in the non-academic cadre in National schools	Target	Present level	80	85	90	95	100
		Achievement						
		Status						
5	Number of disciplinary cases attended and solved within the year	Target	Present level	100%	100%	100%	100%	100%
		Achievement						
		Status						
6	Number of vehicles in running condition at any given time in the line ministry	Target	Present level	>90%	>90%	>90%	>90%	>90%
		Achievement						
		Status						