A Study to Find out the Effectiveness of Monitoring System in Government Middle Schools, Chiltan Town, Quetta

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Abstract

The role of monitoring and evaluation cannot be neglected in any educational institution. The objectives of this study was to evaluate the present monitoring system in middle schools of Chiltan Town, Quetta and to point out the weaknesses existing in monitoring system. The study was quantitative in nature. In order to achieve the major outputs, both secondary and primary data was used. The primary source of information was collected through data collection by using questionnaire. The results showed that majority of female contributors agreed with the question that Deputy District Education Officers are capable of monitoring their schools as compare to the male participants. The result displays that female participants were in favor that monitoring officer visits classroom to monitor the students learning. Whereas very few of male participants were favoring this question and majority of the female participants were agreeing with question that monitoring officer do monitor educational resources. Most of the participants were agreeing that monitoring officer monitor progress in curriculum. It was concluded that most of the participants were satisfied with current monitoring system. Monitoring system was introduced in education department for the monitoring of schools, schools resources and to make sure punctuality of teachers. The number of employees in such department was very limited. Beside this the secretary of education department formed a number of monitoring committees but currently its role was only to check the punctuality of teachers, these committees somehow covered the existing weakness in monitoring system of schools. The human resource in these committees were also found untrained. So, it was suggested that the education department, government of Balochistan should hire expert human resource for the monitoring and supervision of schools. The education department should provide training opportunities for its untrained monitoring staff and the monitoring unit must be free from political

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interference and their submitted reports should be considered on priority basis.

Key Words: Monitoring, Supervision, Learning coordinators, Evaluate, Controlling Unit, Supporting Unit

Introduction

The challenges both in developed and underdeveloped countries are same related to the effectiveness of monitoring and supervision. Preferably, the supervision of schools is an improvement of series and that would help and support teachers and schools and examining their profiles. The consent in this regard is might getting into the knowledge of ministries and bringing realities to the notice of decision makers.

Monitoring system requires three basic components. It requires basic data collection, information and then to evaluate this information. And most importantly to introduce some new step for the improvement of the activity.

- Expected Results

- Collection of Data / information

- To evaluate the information

- Action taken by educational management

In education system, the monitoring system is a process of learning from experience. The main purpose of M&E is to improve the current activity regarding schooling. The data collection provides a raw material for M&E and here statistical analysis is essential element of it. It is also a process of measuring outcome and performance.

The main activities for M&E are planning, implementation and reporting the goal of the M&E is to improve the quality of overall education, policy reform and to improve the capacity of teachers. According to the 1973 constitution, education is the provincial subject, but the federal Government is responsible for educational policy making and national curriculum development. The standards in education are identified by the federal government. All provinces have established provincial education department headed by educational minister and assisted by education secretary (Shah, 2004, pg. 11)

The knowledge and information related to the effectiveness of education provides provisional suggestions. In conclusion while receiving bulk of research information it was observed that in the developed countries the resource input aspects seems to be small as per the recent studies the

qualification of teachers deserves to be reconsidered. Whereas in the developing states/countries the input aspects were recognized as a large proportion related to studies. The proper evaluation and monitoring system has been neglected unit of education management system for a long period (UNESCO, 2007, pg 12). The monitoring system can bring positive impact on education equality. In education system, Pakistan and others developing countries stress the need for well managed management system, quality control and management for supervision, monitoring and evaluation

Justification of The Study

The study can provide a real picture for the concerned departments to get better understanding of strategies and policy in school monitoring and evolution process. The study showed a clear existing monitoring mechanism and point out its weakness and strength. Deficiencies in existing system and flows were identified. The study suggested and recommended a reliable monitoring mechanism for federal and provincial education department and better mechanism for school and classroom monitoring.

Objectives

- To evaluate the existing monitoring system in middle schools of Chiltan Town Quetta.

- To find out the weaknesses existing in monitoring activities for middle schools

- To suggest some strategies for the improvement of monitoring system in public schools.

Significance of The Study

- The present study presented a clear picture of existing monitoring and supervision mechanism for government and non-government organizations.

- The study is useful for monitoring officers and head teachers of government institutions.

- Highlight the emerging problems regarding monitoring and supervision.

Research Questions of The Study

- What is the existing mechanism of monitoring for government middle schools in Chaltan Town, Quetta?

- What are the effects of monitoring and supervision on learning process?

- Is existing monitoring mechanism effective?

Research Method

This study was quantitative survey based in its nature and the data was collected randomly.

Research Tools

Secondary data and questionnaire was the research tools for the study. Document studies were also used as an instrument.

Respondents

The following were the respondents for the study;

21 female teachers

10 male teachers

Population and Sample

The Chiltan Town Quetta was total population and thirty-one teachers from 25 schools were sample size. The data was collected from the following schools.

Name of Schools for Data Collection

S#	Name of School	Number of Respondents
1	GBMS, Samungli	2
2	GBMS, Nohisar	2
3	GBMS, Killi Khanozai	2
4	GGMS, Killi Nohisar	2
5	GGMS, Khanozai	2
6	GGMS, KilliNohisar	2
7	GGMS, Khanozai	1
8	GGMS, Zarai Colony	1
9	GGMS, Khudo Daiba	1

10	GGMS, Ibrahimzai	1
11	GGMS, Randozai	1
12	GGMS, Badeni	1
13	GGMS, Dewar Colony	1
14	GGMS, BMC	1
15	GGMS, Livestock	1
16	GGMS, Killi Gul Muhammad	1
17	GGMS, Polytechnic	1
18	GGMS, Chachma Achozai	1
19	GGMS, HijiNiaz	1
20	GGMS, Shamozai	1
21	GGMS, Amenabad	1
22	GGMS, Pirkani Abad	1
23	GGMS, Sabzal	1
24	GGMS, Killi Bilal Mian Ghundi	1
25	GGMS, Kuchlak Sofi	1
Total		**31**

Limitation and Delimitation of The Study

The study was limited to government Middle boys and girls schools of Chiltan Town, Quetta It was impossible to study the monitoring system of schools in whole Quetta city. So, the limited population was selected and the sample was kept small.

Literature Review

Education make three types of understandings, first is knowledge second is subject and the third one is the process. When someone gets a degree of specific level it is not called as education like if a person has achieved Master's degree

people call it utilization of education in a narrow sense. The second one is said to be the utilization of education in a sense of obedience, the third sense is making use of such as a process. The word education is a reflection of two Latin words. The word "Educate" means to train and the word "Educatum" means teaching. Various definition related to education can be;

- Education is a demonstration of excellence already available in man, knowledge is available in mind. ideas is the differentiation of views

- The meaning of education is an all-round sketch the best in Child and in man's body and strength of mind. (Kumar and Sajjad, 2007, pg 1,2)

As a matter of fact effectiveness of monitoring still and will be a key concern, basically it is a system to effectively monitor education system through visiting and examining schools and classrooms. The thing that is essential for monitoring of schools is to work out on effective control. From the last two decades some countries have improved particular tools whereas others have developed more possibilities of monitoring systems. There have been made different systematic research following the effectiveness of monitoring system such as frequently visiting schools, classrooms and teachers whereas teachers consider this as a disrespect. The challenges both in developed and underdeveloped countries are same related to the effectiveness of monitoring or supervision. Preferably, the supervision of schools is an improvement of series and that would help and support teachers and schools and examining their profiles. The consent in this regard is might getting into the knowledge of ministries and bringing realities to the notice of decision makers.

The disagreement between helping and control both are related to and the responsibilities of supervisors, however it is hard to mix up both and to apply as one approach. Monitoring and supervision in common are a combination of supporting unit and controlling unit. But time to time the concentration moves towards increase in the intensity of control. A research done by a Kenyan came to a conclusion that inspection of school is primarily a process of control and to make sure respect of rules and faithfulness of the systems or authorities (Wanzare in 2003 pg 3). The basic part is how to assess an exercise such as, may it be analyzed on a result of a student? It is important to mention here that the conflict related to the supervision is from the side of teachers with respect to external monitoring basically this a protection of advantages particularly available to teachers and their professional independence that they think might affect. It is a misleading notion to acknowledge that evaluating results may through supervision, results of examinations or auditing would lead to a better supervision and change in the certainty. (Grauwe, 2009, pg 1-3,5)

Study reveals that there is a relation among various forms of monitoring related to the learning of students and its outcomes. From various forms of monitoring systems that have been investigated mainly focusing on asking teachers about the understanding of students in schools including seat work, assignments, homework the other one is review of class at intervals, determining testing and analysis of records. the way thorough investigated learning a teacher can ask about a lesson in brief to examine the level of understanding in the shape of quizzes and other forms like asking the students to demonstrate in this way a teacher is be able to understand his/her methodology either working or to work in some other techniques.

Monitoring at seat work is almost essential part if educationist compare the effective monitoring of teachers like for example those students whose achievements are higher than expected with those who are lesser in achievements reveals the significance of monitoring during seat work. If we talk about the monitoring of homework such as while giving assignments to students at home are to be carefully monitored can lead to achievement and increase learning time of students at classrooms. When concentration is given to study estimation and evaluation techniques it would quickly support to point out the role that consisting class room testing. Student monitoring have several characteristics such as when a teacher is setting higher standards and mentoring the progress of students at a higher level it would increase the achievements and efforts of students. During the process of learning if it is followed by giving rewards and appreciations against achievements of students would enhance the capability/capacity of learning and achievements. The Monitoring of teachers as well as students besides seatwork, homework testing or other researches the only way is the regularity of monitoring activities which is the major reason of effectiveness. (Cotton, 1988, pg. 2-5)

Methodology

This study was quantitative in its nature. In order to fulfill the studies objective, both secondary and primary information and data was collected. The primary data and information was collected through questionnaire. The Secondary data was compiled and collected through reports prepared by United Nations Organization, Balochistan Government and non-government organizations. Balochistan Education Managment Information System (BEMIS) data was also considered. The site for this research study was Chilton Town Quetta. Twenty five girls and boys public middle schools were selected for data collection. Questionnaire was prepared for head teachers and teachers. Primary data was analyzed. The information collected in the field was tabulated, complied and processed.

Analysis and Results

Table 4.1 shows satisfaction with the monitoring system of schools.

	gender	N	Mean	Std. Deviation	Std. Error Mean
m1	male	10	1.7000	.94868	.30000
	female	21	3.5238	1.28915	.28132

Table 4.2 Shows monitoring officers visits classroom to monitor the teaching of teachers.

gender	N	Mean	Std. Deviation	Std. Error Mean
male	10	1.7000	.94868	.30000
female	21	4.1429	.65465	.14286

Table 4.3 shows monitoring officer visits classroom to monitor the students learning.

	gender	N	Mean	Std. Deviation	Std. Error Mean
m 3	male	10	1.7000	.67495	.21344
	female	21	3.8095	.98077	.21402

Table 4.4 Shows monitoring officers monitor educational resources.

	gender	N	Mean	Std. Deviation	Std. Error Mean
m 4	male	10	2.7000	1.25167	.39581
	female	21	3.8095	.98077	.21402

Table 4.5 Shows monitoring officer monitor progress in curriculum.

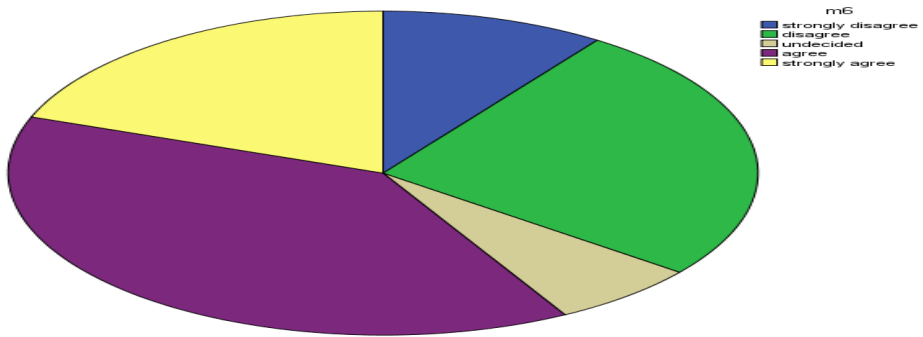|	gender	N	Mean	Std. Deviation	Std. Error Mean
m 5	male	10	2.6000	1.07497	.33993
	female	21	3.8095	1.03049	.22487

Figure 4.1. Shows monitoring have checklist while monitoring schools. The above figure 4.1. shows that most of the female participants are in favor of this question that monitoring have checklist on their school while monitoring.
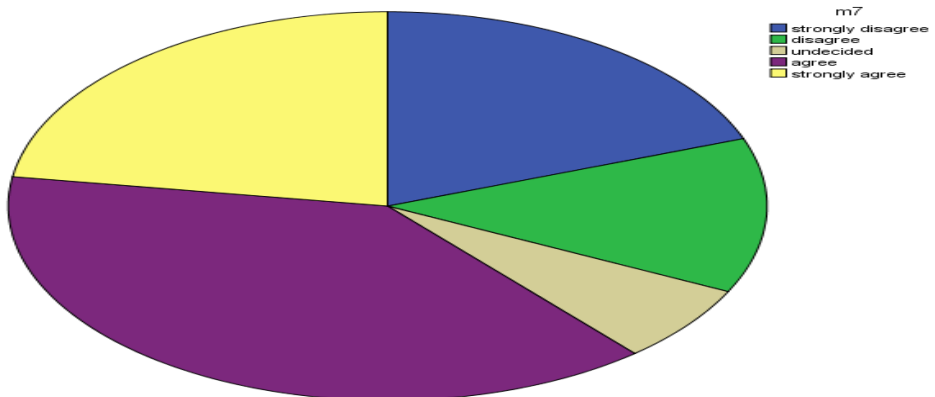

Figure 4.2 Shows DDEOs capability to monitor schools.
The figure above 4.2 describes that most of the female participants answered the question yes that DDEOs are capable to monitor their schools. While some male participants also agreed with the question yes

Discussion

The capacity of human resource regarding monitoring job plays important role, the results showed that majority of female contributors agreed with the question that EDDOs are capable to monitor their school as compare to the male participants. Many male respondents were not agreed with the same question. The job description of learning coordinator was to help the teachers in their teaching process and to introduce new teaching methodologies among primary school teachers. But they were not performing their jobs according to their job description. Even they did not take a single class in primary schools.

Most of the female participants said that action has been taken when the reports by monitoring officer are submitted as compare to the male participants. The sufficient quantity of visit by the supervisors directly effects the outcomes of schools so the results showed that most of the female contributors agreed with the question that sufficient number of supervisors visit their school whereas the male participants also agreed with the question but not so much as compare to the females. National Education Policy 2009 suggested the active role of communities in schooling system, for the above mentioned purpose the education department has formed PTSMCs in middle and secondary schools. The result displayed that most of the female participants said that the monitoring officers meets community member regarding to the progress of school. While male participants also agreed with the question but not as much as compare to the females. Beside this most of the female participants agreed that monitoring officers share monitoring report with them whereas male participants also agreed with the question.

Conclusion

The education department of Balochistan government has developed a monitoring mechanism for the supervision of government schools. A strong management system was existed in this regard. At district level the management system was consisted of District Education Officer (DEO), Deputy District Education Officer (DDEO), Assistant District Education Officers (ADEOs) and Learning Coordinator (LCs) and the same management structure was involved in the schools monitoring. The term of reference TOR or job description was not cleared among these officials. They were involved to use each other authorities. The same officials were supposed to monitor the schools and performance of teachers. The junior officer were occupied the posts of the senior one. This scenario effected the system of monitoring. The officers were enjoying the key post on political basis. Many senior teachers or officers were not supposed to agree with the monitoring reports submitted by the monitors. Many head teachers were on the view that the monitoring is not concerned with these officers. The job disruption of the officer is to manage the education system, not to monitor the ability of school teachers. But on the other hand the higher authorities has given the responsibilities of monitoring to these officers.

Recommendations

- The education department, government of Balochistan should hire expert human resource for the monitoring and supervision of schools.

- The education department should provide training opportunities for its untrained monitoring staff.

- The monitoring unit must be free from political interference and their submitted reports should be considered on priority basis.

- Job description should be cleared and its copies should be provided to every employees.

- In field, the monitoring officers should motivate teachers and head teachers toward high performance.

- Regular and frequent visits should be carried out by all monitors and supervisors.

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