



GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT
Block-"A" Opposite MPA's Hostel, Civil Secretariat Peshawar
Phone No. 091-9223588

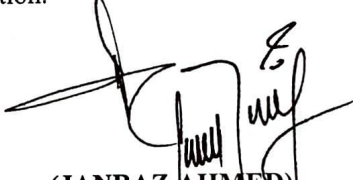
No. SO(EMC)E&SED/KPIs
Dated Peshawar, the 18th March, 2025

To

1. The Director General,
Education Monitoring Authority.
2. The Director,
Elementary & Secondary Education.

Subject: - **KPIs FOR DISTRICT EDUCATION OFFICERS**


I am directed to refer to the subject noted above and to enclose herewith KPIs (*Appendix*) to evaluate the performance of District Education Officer (Male/ Female) Khyber Pakhtunkhwa for information and further necessary action.


(JANBAZ AHMED)
SECTION OFFICER (EMC)

Encl: as Above:

Copy for information to the: -

1. All DEOs (Male/Female), Khyber Pakhtunkhwa.
1. PSO to Chief Secretary, Khyber Pakhtunkhwa.
2. Director EMIS, E&SE Department with the request to upload the same on the official website of the department.
3. PS to Minister E&SE Khyber Pakhtunkhwa.
4. PS to Secretary, Establishment, Khyber Pakhtunkhwa.
5. PS to Secretary, E&SE Department, Khyber Pakhtunkhwa.
6. Officer concerned.
7. Master File.


SECTION OFFICER (EMC)



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(Appendix)

KPIs FOR DISTRICT EDUCATION OFFICERS

1. DEO PERFORMANCE

Sr. #	Indicators	Grading	Data Source
1	DEO Attendance: maintain an attendance record of at least 95% for the DEO	A. 90% B. 85% C. 80%	PEMIS/Biometric
2	Budget Execution: Ensure timely and efficient execution of the district education budget (CRC, Petty repair, Conditional grant and others budget) with at least 80% utilization of allocated funds.	A. 80% & above B. 70% to 79% C. 69% & below	SAP/PIFRA/DDU
3	Online Action Management: Ensure timely and effective management of online actions, with at least 95% of actions completed within the specified timeframe.	A. 95% & above B. 90% to 94% C. 89% & below	OAMIS/EMA
4	Actions Taken Other than OAMIS: Action taken (enquiries conducted/ordered, major and minor penalties, recoveries)	A. 95% & above B. 90-94% C. 89% & below	EMA
5	Complaints Resolved in Pakistan Citizen Portal: Resolve at least 90% of complaints related to education within the Citizen Portal	A. 60 & above B. 51-59% C. 50%	PCP
6	Tasks Completed in IPMS: Complete at least 100% of tasks assigned to the DEO in the Integrated Performance Management System (IPMS).	A. 100% B. 95% C. 90%	PMRU
7	DEO Office Staff Attendance: Maintain an average attendance record of at least 90% for DEO office staff.	A. 95% B. 90% C. 85%	PEMIS/Biometric
8	IEMIS Updates: Ensure that the Integrated Education Management Information System (IEMIS) is updated in all respects.	A. 100% B. 95% C. 90%	PEMIS
9	DEO Field Visits: Conduct at least 10 field visits per month to schools, with a focus on monitoring and supporting school improvement.	A. 100% B. 95% C. 90%	EMA
10	Field Staff Visits: Ensure that field staff (e.g. Dy: District Education Officer (12), SDEOs (12), ASDEOs (15) conduct regular visits to schools.	A. 100% B. 95% C. 90%	EMA
11	Transparent recruitment and their placement (if made)	A. 100% B. 95% C. 90%	Directorate/PEMIS/EMA
12	Effective Implementation of E-transfer Policy	A. 100% B. 95% C. 90%	PEMIS
13	Functionality of Schools in his District during his/her tenure	A. 100% B. 95% C. 90%	EMA



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14	Ensuring basic facilities (water Supply, utility services, Boundary wall etc) in Schools under his/her AOR	A. 90% B. 85% C. 80%	EMA
15	Teacher attendance punctuality and performance	A. 95% B. 90% C. 85%	EMA

2. EXAMINATION RESULTS

Sr. #	Indicators	Grading	Data Source
1	SSC Result: Achieve a minimum pass percentage of 80% in SSC examinations.	A. 85% & above B. 70 -84% C. 60-69%	BISEs
2	HSSC Result: Achieve a minimum pass percentage of 80% in HSSC examinations.	A. 80% & above B. 70-79% C. 50-69%	BISEs

3. ENROLLMENT

Sr. #	Indicators	Grading	Data Source
1	Enrollment Rate: Increase enrollment rate of students in public schools by at least 5% annually.	A. 90% & above B. 80-89% C. 60-79%	PEMIS/EMA
2	Retention Rate: Maintain student retention rate of at least 90% from one academic year to the next.	A. 90% & above B. 80-89% C. 60-79%	PEMIS/EMA

4. QUALITY OF EDUCATION

Sr. #	Indicators	Grading	Data Source
1	Student Learning Outcomes: Improve student learning outcomes in core subjects (e.g., math, reading, science) by at least 10% annually.	A. 90% & above B. 80-89% C. 60-79%	EMA
2	Teacher Training and Development: Ensure that at least 90% attendance of teachers of the district in regular training and Continuous Professional Development.	A. 100% B. 91-99% C. 80-90%	DPD
3	School Cleanliness: Based on EMA reporting.	A. 90% & Above B. 80-89% C. 70-79%	EMA

5. COMMUNITY ENGAGEMENT

Sr. #	Indicators	Grading	Data Source
1	Parent-Teacher Council: Establish and activate Parent-Teacher Councils in at least 100% of schools and conduct regular monthly meeting.	A. 95% B. 90% C. 85%	EMA

6. INTERNAL AUDIT AT DISTRICT LEVEL

Sr. #	Indicators	Grading	Data Source
1	Internal Audit at District Level (if conducted)	A. 90% & Above B. 80-89% C. 70-79%	Internal Audit Cell at Directorate E&SE
2	Internal Audit of schools	A. 95% B. 90% C. 85%	Directorate/ DEOs

Key: Total Points=100 wherein A=4, B=2, C=1 and Qualifying points=50