

NEWSPAPER CLIPPING
PERDANA LEADERSHIP FOUNDATION

NEW STRAITS TIMES

DATE: 29/1/2010

EDUCATION

All schools to be ranked this year

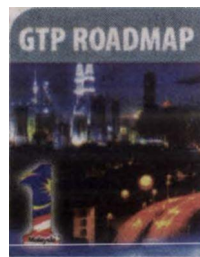
KUALA LUMPUR: The government will publish the ranking of all 10,000 primary and secondary schools beginning this year.

The ranking is based on the schools' results for the 2008 academic year as well as their scores in the Standard for Quality Education in Malaysia.

This is the first time that schools will be ranked.

"By publishing this information we hope to encourage engagement with the public and ensure that parents know how schools actually perform. Transparency will also motivate the schools to raise their level of performance," the government said.

It said the ranking would be the basis of rewards and remedial programmes under the new deal for head teachers



and principals.

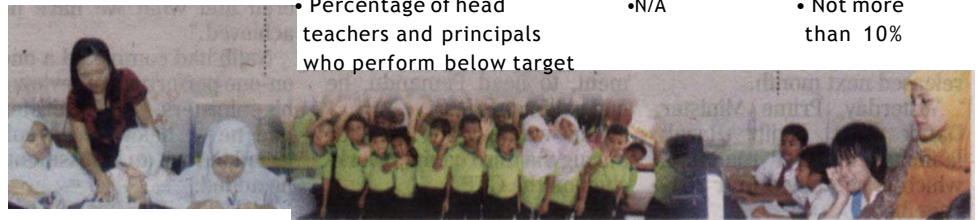
Based on a simulation of past performance, it is estimated that approximately two per cent of head teachers and principals will be eligible for the reward under this programme.

The eligibility criteria are:

- A specified target composite score or target improvement in their performance rankings. This would give head teachers and principals

NKPIs AND TARGETS FOR FOR EDUCATION

Focus area	KPI	BASELINE	2010
Pre-school education	• Enrolment rate (4+ and 5+)	• 67%	• 72%
Literacy and numeracy	• Literacy rate	• Year-1:87%	• Year-1:90%
	• Numeracy rate	• Year-1:76%	• Year-1:90%
High performing schools	• Number	• N/A	• 20
New deal for head teachers and principals	• Percentage of head teachers and principals who exceed target	• N/A	• 2%
	• Percentage of head teachers and principals who perform below target	• N/A	• Not more than 10%



a chance to receive the reward regardless of their starting point; even those with lower starting positions will be able to receive the reward if they show significant improvement in their ranking.

- Annual Appraisal Report score higher than 90
- Unqualified financial audit report from the state's Education Department
- Free from disciplinary action
- Achieves school literacy and numeracy targets (for primary schools)

The head teachers and principals, who exceed their targets, will be rewarded financially and non-financially by a RM7,500 payment, accelerat-

ed promotion and a Certificate of Recognition.

For those who significantly exceed targets for three consecutive years, an attachment programme to a reputable institution, locally or abroad, will be offered.

Teachers in schools where the head teacher or principal qualifies for the reward will also be eligible for a financial reward.

The top five per cent of teachers in the school will receive RM1,800, the next 90 per cent receives RM900 while the bottom five per cent will not be eligible for the reward.

About 10 per cent of the bottom performing head teachers and principals will be

provided with training in an effort to improve their performance.

In the first year, these head teachers and principals will undergo the Institut Aminuddin Bald's Performance Management Programme to draw up plans to improve the performance of their schools.

If the situation continues for a second year, these head teachers and principals will be given coaching and mentoring support by qualified officers from the institute to help them improve.

If, despite these measures performance continues to be poor, action such as transfers and voluntary separation will be taken.