

THE STAR

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FINANCIAL and non-financial rewards will be given to school heads who exceed targets, as of this year.

These include a payment of RM7,500, accelerated promotion, and a certificate of recognition. An attachment programme with a reputable local or overseas institution awaits those who exceed targets for three consecutive years.

Also, teachers in schools with heads who qualify for the reward will also be eligible for a financial reward. The top 5% of teachers will receive RM1,800, the next 90% receives RM900 while the bottom 5% will not be eligible for the reward.

According to the GTP Roadmap, there is a need to invest heavily in school heads as the primary drivers of change to upgrade the school system as research has shown that an improvement in their performance has a significant positive impact on student outcomes.

Based on a simulation of past performance, an estimated 2% of school heads would be eligible for the reward under this programme. The eligibility criteria include a specified

Reforming the education system

Perks for high-achieving school heads and teachers

target composite score or target improvement in their performance rankings, an annual appraisal report score higher than 90, an unqualified financial audit report from the state education department, and being free from disciplinary actions.

Approximately 10% of the bottom performing school heads will be identified based on the lowest composite score. They will be provided with training to help them improve their performance. If they don't improve with coaching and mentoring by the seventh year, they would be in a pool post and offered a vol-

untary separation scheme.

The incentives for high performance schools consist of an annual allocation of RM700,000 per school, and RM1000 and RM700 for school heads, teachers and non-academic staff in secondary and primary schools respectively.

According to the Roadmap, parents of top-performing students would also be given the option of allowing their child to complete the relevant syllabus in a shorter time period.

For the first time, the performance of all 9,900 government schools

will be ranked on a yearly basis and published from this year onwards and high-performance schools will be rewarded with benefits aimed at allowing them to excel further.

The reform in education includes the setting up of a trust school initiative, which are government schools to be jointly managed by private sector partners and Education Ministry officials, and revamping school curricula to bring education standards up to international level, as well as to fill the country's future needs.

Languages will also be given a strong focus, along with those who



teach it. The Government will focus on ensuring excellent instruction in English across the school system, as well as strong Tamil and Mandarin instruction essential for initial learning and literacy.

Targeted training programmes will be offered to both teacher and teacher assistants to improve the skills of approximately 30,000 existing and new staff over the next three years.

The Government wants to increase the pre-school enrolment rate to 87% by 2012. The National Pre-school Curriculum Standard, developed to ensure the level of standard and consistency among the schools, includes activities to promote understanding among the different races.