



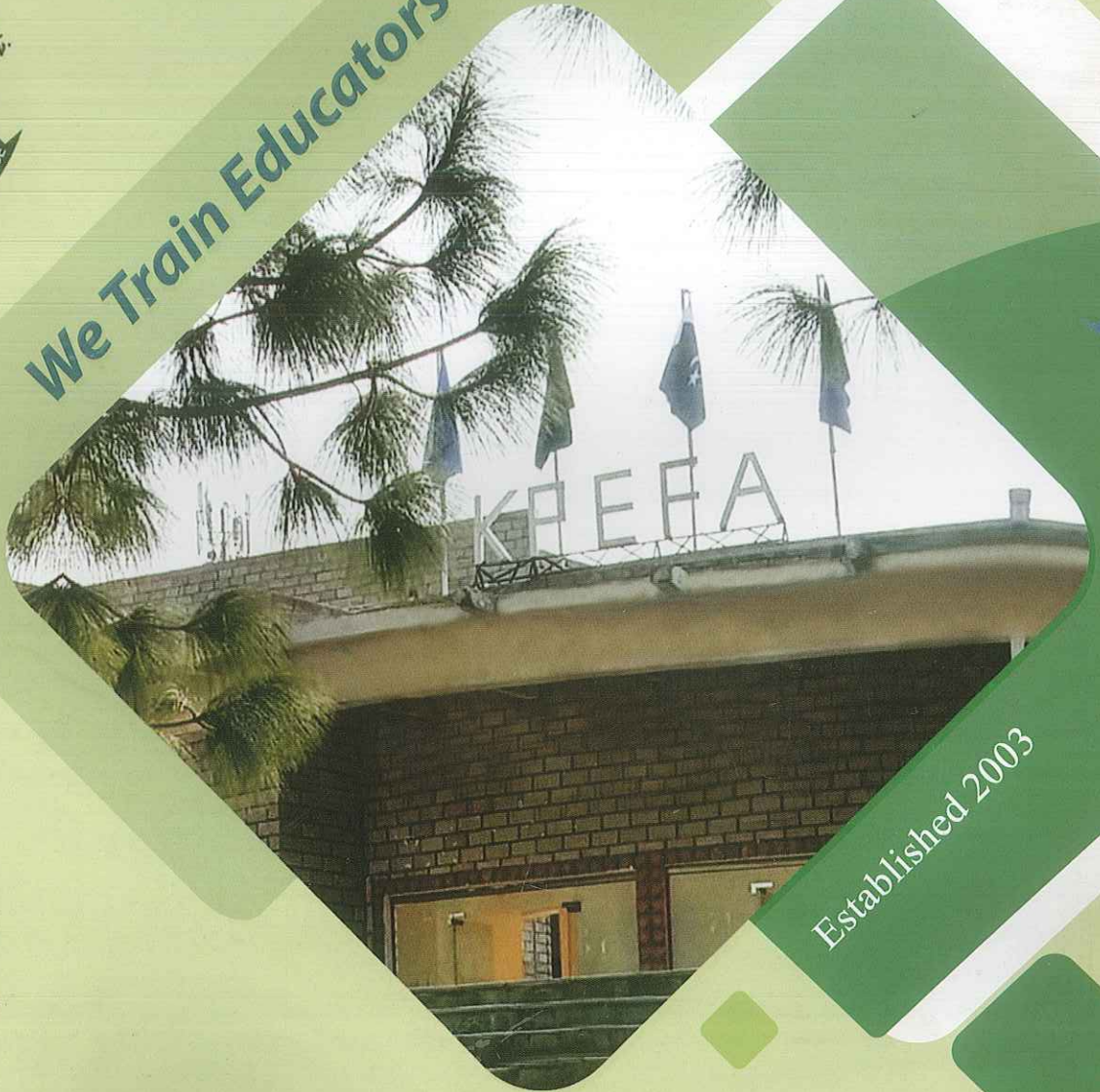
Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

REPORT

One Day
Consultative
Conference



We Train Educators



Established 2003



KHYBER PAKHTUNKHWA EDUCATION FOUNDATION

32-B, Chinar Road, University Town, Peshawar. 091-9216290

info@kpef.edu.pk <https://www.kpef.edu.pk/> <https://www.facebook.com/kpefofficial/>

ANEXI
1902
"C"
Glimp

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

Table of Contents

1- INTRODUCTION	01
2- PROCEEDINGS	02
2.1 Inaugural Session	02
2.2 Brainstorming / Discussion Session	04
2.2.1 Prof. Dr. Hafiz Inamullah, Director IER UOP	04
2.2.2 Ms. Sidra Younas, M&E Officer HERA	04
2.2.3 Mr. Sajid Aziz, Deputy Director PSRA	05
2.2.4 Dr. S. Ghiasul Haq, Dean SUIT	05
2.2.5 Dr. Farzand Ali, Pro-Rector BRAINS Institute	05
2.2.6 Mr. Muhammad Fahim, HOD Media Studies Iqra National University	05
2.2.7 Mr. Aamir Afridi, PhD Scholar IER UOP	06
2.2.8 Ms. Sana Tariq, AP Business Administration SUIT	06
2.2.9 Ms. Fatima Shams, Lecturer in Education Abasyn University	06
2.2.10 Ms. Sarwat Habib, HED	06
2.2.11 Mr. Anthony William, Faculty Member BRAINS Institute	06
2.2.12 Ms. Salmania Zaman Khan KP Text-book Board	07
2.2.13 Mr. Ahmad Yar Khan, Regional Head, AFAQ	07
2.2.14 Mr. Nazar Hussain Chairman National Education Council	07
2.2.15 Mr. Aarfeen Rehman, National Education Network	07
2.2.16 Prof. Dr. Farzana Salim HOD Education, Abasyn University	08
2.2.17 Prof. Dr. Muhammad Ibrahim Khan, Former VC KKK University	08
2.3 Concluding Session	09
3- RECOMMENDATIONS	08
ANNEXURES	12
i. List of Delegates Attended	13
ii. List of Departments / Organizations / Institutions (Invitees)	15
iii. Concept Papers Submitted	17
iv. Pictorial Snapshots	31

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

1-Introduction

With the Changing Economic, Social, National & Global Situation, the role of Higher Education Institutions (HEIs) in the developmental process has gained utmost importance. Focusing on HEIs, to equip them with the better infrastructural & technological facilities along with adaptation of teaching-learning process within the global framework is an obligation. Higher Education Department, Government of Khyber Pakhtunkhwa is well aware of these responsibilities. Khyber Pakhtunkhwa Education Foundation (established under KPEF Act III of Provincial Assembly in 1992) is striving for the promotion of Higher Education in Khyber Pakhtunkhwa Province. Catering the needs of both Public and Private Sector HEIs the KPEF has delivered in facilitating these Institutions in the Financial Assistance, Students' Scholarships and Human Resource Development Activities. The Foundation is also supporting the policies of government and submits various research-based reports for raising the standards in the Higher Education. So far 170 HEIs were given the financial assistance in the form of loans & grants-in-aid. More than 8000 students ranging from Intermediate to PhD level have been granted in-land and foreign scholarships. KPEF Academy since its establishment in 2003 has trained 3738 educators ranging from Lecturers to Professors & Principals of HEIs of KP.

The KP Education Foundation has established in 2003, a first ever training Institute, the KPEF Academy at KDA Kohat over a 20 kanal land, which is facilitating in training services to the public and private sector Higher Education Institutions in the

province Khyber Pakhtunkhwa. Their expertise facilities, resources have been optimally utilized in provision of residential trainings for the continuing professional development of the faculty & management staff of HEIs. The KPEF Academy played a vital role in designing the training models, modules and linking trainings with the promotion of the public sector HEIs (Colleges). It benefitted 2863 educators of public sector Colleges of Higher Education Department through 121 In-service & Pre-service trainings. These include 2588 personnel (In-service trainings) and 275 freshly recruited Lecturers / recommended by KP Public Service Commission (Pre-service Trainings).

Keeping in view the vital role of Private Sector Higher Education Institutions in promoting higher education in the province, different bodies of the Government of Khyber Pakhtunkhwa are in deliverance of their services within their legal framework to them. The Khyber Pakhtunkhwa Education Foundation Academy (KPEFA) in Training Services while the Regulatory Services at General Degree Level Colleges, Professional colleges and universities level, Higher Education Regulatory Authority (HERA) along with, at Intermediate / Higher Secondary level, Private Schools Regulatory Authority (PSRA) are at their services. According to the official statistics given by HERA & PSRA total 644,882 students are under study at 130 Professional & General Degree Colleges and 1592 registered Higher Secondary Schools for which total 28,075 teachers are serving in these private HEIs.

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

Extensive Trainings opportunities to the Human Resources of Public Sector HEIs are available. Nevertheless, under clause 13 (iii) & (ix) of its Act, the Foundation has focused on HRD activities. It is to worth mention that KPEF Academy Kohat is in field to fulfil the training needs of the HRs of the Private HEIs. The Academy has outreached to the private sector Intermediate & Degree Level colleges for the purpose of “Free of Cost” training courses. So far total 648 (403 m + 245f) faculty staff members of Private sector Higher Education Institutions have been benefited with the professional staff development training courses.

In order to Streamline the government priorities to facilitate the private sector

Higher Education Institutions (HEIs) in Khyber Pakhtunkhwa, in quality assurance through providing them human resource development opportunities to their faculty / management staff, a one day consultative conference of the stakeholders was organized by KP Education Foundation Academy (KPEFA) on 12 October, 2023 at Peshawar. The main purpose of the conference was to have a brainstorming to provide recommendations to the government of Khyber Pakhtunkhwa to develop strategy and device policy on training of the faculty / management staff of private sector HEIs. It would definitely bring betterment in promotion of Higher Education in KP Province benefitting the students.

2-Proceedings

Different associations of private educational institutions claim for being the topmost representative association but it is a matter of fact that there is no unified representative body of these institutions. At government level again there are two regulatory bodies i.e., HERA & PSRA which deals with the clientele of KPEF Academy. HERA deals with the private sector general degree colleges, professional colleges and universities while PSRA with the intermediate / higher secondary level schools. The Foundation felt the need of gathering the stakeholders to have a consultation for professional cooperation with its KPEF Academy in facilitating the private sector HEIs in professional development training courses. A one-day consultative conference, titled as “Developing Strategy / Policy for the training of Faculty & Management Staff of Private Sector Higher Education Institutions”

was held on October 12, 2023 at Institute of Education & Research, University of Peshawar. The conference was organized by Khyber Pakhtunkhwa Education Foundation Academy (KPEFA).

2.1 Inaugural Session:

The proceedings of conference were started with the recitation from Holy Quraan. Mr. Fazal Khaliq, the Managing Director KPEF while inaugurating the conference has welcomed all the delegates and stressed the need of professional commitment and cooperation for the noble cause of human resource development in Higher Education Institutions working in private sector. He appreciated the role of private HEIs in sharing the responsibilities on the other end with those of public sector. Referring the HEIs as a backbone in the development of a country, he

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

said the teacher-student professional approach for solving the afore-head problems in economic, technological, environmental, ethical and sociological fronts is the utmost responsibilities of the research-based knowledge inculcation and creation of the scholarly attitudes and aptitudes of the professionals which are provided by HEIs. "In this scenario training of the teachers of HEIs has gained a pivotal importance", the MD KPEF said. He urged upon the delegates to bring viable recommendations to each agenda item of the conference to help the KPEF for devising a policy & strategy regarding the faculty development program of the private sector HEIs in Khyber Pakhtunkhwa.

Earlier, Mr. Arif Shah, Director KPEFA while highlighting the Objectives of the conference told that the conference has provided a unified platform to all stakeholders to sit together and to discuss the issues per following agenda:

- Identification of topics / themes for trainings
- Duration of the residential trainings (03 / 05 / 07 days)
- Nomination Authority of trainees (HERA for Degree Colleges & PSRA for Inter Colleges)
- Funding Authority (HERA, PSRA, Private Sector Institutions / Grant from HED to KPEF). It is to worth mention that KPEF which is not on the annual budgetary input of Provincial Government but is executing all the educational promotion activities out of its own financial resources. It is a time to indicate that some substantial amount of a grant is needed to boost up the financial

position of KPEF. Moreover, it would be appreciated if donors may donate to KPEF. The Foundation requests the private sector HEIS to spare their staff for training and bear the travelling cost of its nominated staff from their Institute to KPEFA and back to Institute.

- Constitution of Course Designing Committee
 - ◆ Dr. M. Ibrahim Khan, Former VC KKK University--- Educationist (convener)
 - ◆ Dr. Salma Masood Khan, Director LIMS / Member KPEF BOD.... Educationist
 - ◆ Mr. Zafarullah Khan, Rector BRAINS/ Member KPEF BOD.... Educationist
 - ◆ Prof. Talat Khursheed, Former Advisor HEC
 - ◆ Abdul Wahid Mir, MD MAPS / former member KPEF BOD.... Educationist
 - ◆ Dr. Salim Ur Rehman, VC SUIT / President KP Private Sector Universities.... Educationist
 - ◆ Dr. Farzana Salim, HOD Education, Abasyne University
 - ◆ HEC Nominee
 - ◆ HERA Nominee
 - ◆ PSRA Nominee
 - ◆ Director KPEFA.... (Secretary)

Mr. Arif Shah told that adopting new instructional strategies, academically planed with strong classroom management skills along with learners psychological handling skills and Students' Learning Outcomes (SLO) assessment techniques is the core

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

responsibility of Teachers. Students' Personality Development with inculcation of patriotism, ethical, moral and civic sense is the intensely needed topics to be focused in developing training modules. Training of Teachers to deal with the career & personality counseling of students of the era of 5G and artificial intelligence is an obligation.

2.2 Brainstorming / Discussion Session:

Prof. Dr. Muhammad Ibrahim Khan, former Vice Chancellor Khushal Khan Khattak University Karak (Former Chairman Department of English / Education) as moderator initiated the session. The delegates took keen interest in the session and presented their view points on agenda items. Following is the detail:

2.2.1. Prof. Dr. Hafiz Inamullah, Director IERUOP:

Lauding the HRD activities of KPEFA, he stressed upon the need to give priorities to the teachers & students of remote areas HEIs of the province as they have been always neglected and HEIs of main cities were always focused. He said the courses designed by National Academy for Higher Education (NAHE) Islamabad including pedagogical skills, Survey / study reports of KPEF, M.Phil./ PhD Thesis must be get benefitted while devising any policy. Dr. Inam told to include Hardware skills like pedagogy, students learning outcomes, effective teaching methods & techniques, innovative assessments along with software skills i.e., integration of technologies with hardware skills. He recommended that teachers without skills in conceptual clarity and 25 teaching methods should not be allowed to teach in the class. He further recommended that

management staff be trained in leadership skills for change management.

2.2.2. Ms. Sidra Younas, M&E Officer HERA:

She recommended two distinct types of trainings; on academic aspects and the other on administrative aspects. The training at academic level should include how to build good relationships with their students and bridge any gap that exist. This training should also cover topics like how to teach, different ways of teaching, and using technology and online tools for teaching. She said, it's important for teachers to grow personally, which mean learning how to communicate well. The training should also include lessons about acting professionally & ethically as a teacher as well as how to mentor / advise students effectively. In addition, she said that teachers be trained for knowing the importance of appropriate attire addressing professionally. They should learn about the significance of dressing in a manner that reflects the respect and professionalism expected in an educational setting.

While elaborating the administrative level trainings Ms. Sidra said these should encompass guidance on interactions with students' parents, proper representation and attire for faculty along with a thorough understanding of policies including policies related to anti-harassment, drugs control, code of conduct, and disciplinary matters. She said how the faculty should communicate to these policies to students ensuring their awareness & understanding would be an utmost requirement.

The M& E officer recommended for a split training program with trainings on

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

different themes with intervals. She appreciated, 3-days residential trainings and said that HERA would get nominations for professional development trainings and would pass the information to KPEFA.

2.2.3. Mr. Sajid Aziz, Deputy Director PSRA:

Mr. Sajid Aziz has recommended 3-days residential trainings but emphasized to conduct at District level for maximum participation. He said that PSRA may share with KPEFA, the nomination list for trainees from amongst staff teaching at higher secondary level after thorough selection with the stakeholder institutions. He further said that PSRA have no provision of funding / financial contribution to KPEFA for the conduction of professional development trainings.

He indicated themes like effective teaching & Pedagogy, educational leadership & administration, students' support & services, professional ethics & academic integrity, assessment & continuous improvements, Technology integration & e-learning and mental health in the training program. Mr. Sajid Aziz proposed for incentivizing the private sector educational institutions upon training their staff by KPEFA.

2.2.4. Dr. S. Ghiasul Haq, Dean SUIIT:

Dr. S. Ghiasul Haq, Dean of Management Sciences of Sarhad university of Science & Information Technology has stressed upon the inclusion of performance management, communication skills, high performance team building, time management, conflict resolution, leading &

adapting to change, classroom management, instructional technologies and collaborative activities.

2.2.5. Dr. Farzand Ali, Pro-rector BRAINS Institute:

The Pro-rector of BRAINS Institute has suggested that trainings to the teachers of under-graduate, graduate & post-graduate level be designed separately. Topics like paper setting, personality development, assessment techniques, exams conduction techniques curbing cheating, institutional development, health & safety, moral & personality development, and use of educational software. He stressed upon the curriculum-based examination system. He was of the opinion that HERA & PSRA should not charge fee of their visits to institutes and have strong monitoring of HEIs while registering them. He requested the government for incentives to the exemption of Income tax to the faculty / management staff of private sector HEIs as those of public sector were benefitting. He said that the experience of private sector HEIs should be counted while making appointments in public sector HEIs. Plots for private sector HEIs was proposed to be allotted in developmental authorities' schemes.

2.2.6. Mr. Muhammad Fahim, HOD Media Studies Iqra National University:

The Head of Department of Media Studies Iqra National University has suggested topics like communication skills, professional attitudes, students' guidance & career counseling be included in the training program. He complaint that while appointing teachers at HEIs, Degrees & research papers

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

are quantified but weightage to the personality and aptitude towards teaching profession has never been given.

2.2.7. Mr. Aamir Afridi, PhD Scholar IER UOP:

Mr. Aamir Afridi complained that at Public Service Commission while appointing teachers / management staff, no attention was given to the professional attitude & aptitude but non-academicians retired bureaucrats ask irrelevant questions from the candidates. He proposed every personality developmental aspect, professional attitudes / aptitudes development in training programs. He stressed on developing presentation skills among teachers.

2.2.8. Ms. Sana Tariq, AP Business Administration SUIT:

She proposed a 7 days residential training covering classroom management, stress management, use of soft skills & artificial intelligence, emotional intelligence, mental wellbeing, conflict management, presentation skills and communication skills. She told the forum that she has received training at KPEF when she was serving as Lecturer and found it very much beneficial. She said that her professional skills for teaching profession were very much improved after the KPEFA training. She attributed her promotion to the level of Assistant professor to her performance enhancement after KPEFA training. Ms. Sana was of the opinion that regulatory authorities should provide incentives to HEIs who cooperate & spare their staff for KPEFA Trainings.

2.2.9. Ms. Fatima Shams, Lecturer in Education Abasyn University:

Ms. Fatima Shams proposed for a 5 days training program including topics on themes like mental health, hi-tech educational tools, presentation skills and professional code of ethics. She suggested to provide incentives for trainees and arranging online trainings too. She said registrar offices in private sector universities should be the nominating authorities.

2.2.10. Ms. Sarwat Habib, AP Govt. Degree College Dargai Charsadda, HED:

Ms. Sarwat complained that there was no service structure for the teachers serving in private sector HEIs. She indicated low salaries of teachers, turning HEIs into business firms, heavy workload and no training opportunities by institutions as the key problems to be resolved by the concerned quarters. She suggested topics for incorporating in training modules like communication skills, usage of IT based educational technologies, students' psychology, conceptual clarity techniques, presentation skills, awareness to smart classrooms in teaching and professional ethics.

2.2.11. Mr. Anthony William, Faculty member BRAINS Institute:

He was of the opinion to bring reforms for private sector HEIs by strong check & balance systems. He opined for reforms like banning the Coaching academies, Industry-academia linkages development, use of artificial intelligence, bringing vision, mission and strategic goals along with key-performance indicators, scholarships to students, tax exemption, coordination among the public & private organizations governing the HEIs systems. While talking about topics

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

for faculty development, Mr. Anthony William suggested for inclusion of personality development, classroom management, paper setting, paper checking, exam conduction, curbing cheating and importance of physical & mental health in education.

2.2.12. Ms. Salmana Zaman Khan KP Text-book Board:

Ms. Khan said that she had a past experience of serving at Beaconhouse system of O & A level education. She urged upon teachers to be of dynamic role. She said, they should teach according to Students Learning Outcomes (SLO) and clear their concepts about topics.

2.2.13. Mr. Ahmad Yar Khan, Regional Head, Association for Academic Quality:

Mr. Ahmad Yar Khan said that collaborative efforts for designing & delivering professional development courses, flexible duration, establishing a fair nomination process and exploring diverse funding sources would bring significant results in HRD activities for private sector HEIs. He emphasized for removal of gaps between government and non-government stakeholders for which the organizing of the first ever consultative conference by KP Education Foundation was lauded. He said that HEIs management spare less time for the long duration courses. Therefore, he suggested for split- training durations in sessions, not more than 3-days. Mr. Khan was of the opinion to have separate training courses for the management and teaching staff. He proposed topics for teaching staff courses as, how to teach different subjects,

blooms' taxonomy, curriculum management, assessment, teaching strategies and integration of technologies in education. For courses of management staff, he emphasized on inclusion of monitoring & evaluation, human resource management, leadership styles & tactics, effective communication, financial management, character building, working with parents & communities, managing co-curricular activities, foundation of education, guidance & counseling, effective examination/assessment systems, managing curriculum, Students' psychology, presentation skills, 21st century leadership, staff appraisal, health & safety.

2.2.14. Mr. Nazar Hussain, Chairman National Education Council:

Mr. Hussain complained for no provision of plots to private sector educational institutions in development authorities' schemes. While talking about the quality of education he criticized the examination system adopted by Boards of Intermediate & Secondary Education (BISEs) which he said, has created quantitative enhancement of marks but with no conceptual clarity. He stressed the need of character building among students by taking prophet Muhammad Peace Be upon Him as Role Model. He proposed for positive thinking and good mental health techniques.

2.2.15. Mr. Aarfeen Rehman, National Education Network:

He appreciated the efforts of KPEF for bringing private sector HEIs with the other key stakeholders at one platform to develop a strategy and devise policy for private sector HEIs to have better future Pakistan.

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

2.2.16. Prof. Dr. Farzana Salim HOD education, Abasyne University:

Dr. Farzana Salim, Head of Education Department, Abasyne University 25 credit hours training course expanded on 5 days covering topics; identifying potential skills, curriculum mapping using bloom's taxonomy, digital teaching & learning with special reference to artificial intelligence, developing research culture, fostering mental health, creating educational games for teaching, motivating students in learning Urdu, professional code of ethics, open book assessment tool. She proposed that federal & provincial governments and entities should fund the trainings at KPEFA.

2.2.17. Prof. Dr. Muhammad Ibrahim Khan, Former VC KKK University:

While summarizing the discussion, the moderator Dr. Muhammad Ibrahim Khan said that HERA & PSRA should make amendments in their registration rules and give incentives to the institutions on at least 5% of their faculty & management staff get trained at KPEFA. He said while designing courses for teachers the level to which they are teaching should be kept in consideration. While explaining the concept of "Total Institution" in trainings, he said that residential training at KPEFA is of immense importance as it ease the overall grooming of teachers in less time and had far-reaching effectiveness as compared to non-residential trainings at teachers own place. Dr. Ibrahim said, "3 or 5- or 7-days duration does not matter, the training design should focus to be beneficial in human resource development". He recommended for patronizing the KPEF by the provincial government in release of substantial 'grant-in-aid' as an endowment

fund for the training activities. He urged the foundation to find some donors like MOLE, Pakistan Science Foundation and others for seeking funds. He also stressed the need of strong contributing role of HERA & PSRA in nominations of staff & ensuring cooperation by private sector HEIs with KPEFA. He endorsed on behalf of forum the proposal of KPEF for the constitution of following "Course Designing Committee" for private sector HEIs

- ◆ Dr. M. Ibrahim Khan, Former VC KKK University--- Educationist (**convener**)
- ◆ Dr. Salma Masood Khan, Director LIMS / Member KPEF BOD.... Educationist
- ◆ Mr. Zafarullah Khan, Rector BRAINS/ Member KPEF BOD.... Educationist
- ◆ Prof. Talat Khursheed, Former Advisor HEC
- ◆ Abdul Wahid Mir, MD MAPS / former member KPEF BOD.... Educationist
- ◆ Dr. Salim Ur Rehman, VC SUIT / President KP Private Sector Universities.... Educationist
- ◆ Dr. Farzana Salim, HOD Education, Abasyne University
- ◆ HED KP Nominee.... Educationist
- ◆ Finance Department KP Nominee
- ◆ HEC Nominee
- ◆ HERA Nominee
- ◆ PSRA Nominee
- ◆ Director KPEFA.... (**Secretary**)

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

2.2 Concluding Session:

The concluding session was chaired by Prof. Dr. Qasim Jan, KP Minister for higher education and Vice- chairman KP Education Foundation Board of Directors. He addressed the audience and said that the private sector in higher education is playing a pivotal role in sharing the education promotion activities with the government. He said that in present scenario private sector HEIs have no financial issues as compared to those of public sector. Dr. Qasim Jan said that no one can deny the importance of teachers training which make equip the teachers with the needs of time and benefiting the students, the future leaders. He lauded the efforts of KP Education Foundation in promoting & raising the standards in higher education. He appreciated the efforts of KPEF for gathering the stakeholders for the noble cause of HRD in private sector HEIs.

Earlier, Mr. Fazal Khaliq, MD KPEF while welcoming the chief guest has briefed about the conference proceedings. The Managing Director said “although Foundation financial resources are not much

more encouraging but we believe that financial support to private sector HEIs, in this regard, is not an expense but is an investment for developing our next generations i.e., our young students, the future of Pakistan.” Professor Talat Khursheed, former Advisor to Chairman HEC during his speech has congratulated the audience for their wonderful contribution in the noble HRD activities in private sector HEIs. Lauding the expertise & experience of KPEF Academy he said that he would take the matter with Chairman HEC for involving KPEF Academy in NAHE trainings at Kohat. He suggested that a substantial amount in the form of special grant should be given by KP Government to Foundation as seed money for the training activities of both public & private sector HEIs. Prof. Talat said that the pre-service trainings of freshly recruited lecturers of government colleges may be assigned to KPEF Academy. He further added that if the staff of HEIs of far-flung areas face difficulties in seeking trainings at Kohat, the Academy may outreach its activities to them at their places.

3-Recommendations

1. The following topics / themes be included in the training courses for the professional development of Faculty Staff of the Higher Education Institutions;

- Academic Planning & Curriculum Management
- Classroom Management
- Students Psychology
- Teaching methods, techniques & strategies
- Personality Development
- Mental Health & Stress Management
- Emotional intelligence
- Communication Skills
- Assessment & exams conduction Techniques
- Paper Setting & marking
- Professional ethics & moral values

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

- Guidance & counseling skills
- Career planning
- Professionalism in teaching

2. While designing Courses of the management staff of Higher Education Institutions, the following topics /themes be included;

- Monitoring & evaluation
- Human resource management
- Leadership styles & tactics
- Effective communication
- Financial management
- Character building
- Working with parents & communities
- Managing co-curricular activities
- Foundation of education
- Guidance & counseling
- Effective examination/assessment systems curbing cheating
- Managing curriculum
- Students' psychology
- Presentation skills
- 21st century leadership
- Staff appraisal
- Health & safety
- Total Quality Management
- Time Management
- Office Management
- Conflict management

- Drugs Control policies & techniques
- Anti- harassment policies & techniques
- Team Development
- Institutional Development

3. A comprehensive split training program with 3-days residential training courses on different themes should be made mandatory for the staff of private sector HEIs. These trainings must be linked with incentives to the teachers & institutions. HERA & PSRA should ensure for ease in rules for registration / regulation and categorization of institutions who at least get trained 5% of staff at KPEF Academy. Such trained teachers be given some special allowance by institutions in their monthly salaries.

4. PSRA & HERA must patronage the process of nomination of staff of Higher Secondary, under graduate, graduate & post-graduate level of private sector HEIs and ensure for their active participation / attendance in trainings.

5. Traveling allowance to the nominated staff for trainings at KPEFA must be given by private sector HEIs. HERA & PSRA must monitor / ensure for it.

6. Higher Education Commission Islamabad should engage KPEF Academy Kohat with financial assistance in its NAHE trainings at Kohat for the private / public sector HEIs.

7. A substantial amount in the form of special grant should be given by KP Government to Foundation as seed money for the training activities of both public & private sector HEIs.

8. Foundation should find some donors like

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

- MOLE, Pakistan Science Foundation and others for seeking funds.

9. The following Course Designing Committee is recommended for designing different training courses of KPEF Academy for the staff of public & private sector HEIs.

- ◆ Dr. M. Ibrahim Khan, Former VC KKK University - Educationist (convener)
- ◆ Dr. Salma Masood Khan, Director LIMS / Member KPEF BOD. Educationist
- ◆ Mr. Zafarullah Khan, Rector BRAINS/ Member KPEF BOD. Educationist
- ◆ Prof. Talat Khursheed, Former Advisor HEC
- ◆ Abdul Wahid Mir, MD MAPS / former member KPEF BOD. Educationist
- ◆ Dr. Salim Ur Rehman, VC SUIIT / President KPEF Private Sector Universities. Educationist

- ◆ Dr. Farzana Salim, HOD Education, Abasyn University
- ◆ HED KP Nominee. Educationist
- ◆ Finance Department KP Nominee
- ◆ HEC Nominee
- ◆ HERA Nominee
- ◆ PSRA Nominee
- ◆ Director KPEFA. (Secretary)

10. The department of Higher Education, Archives and Libraries, Government of Khyber Pakhtunkhwa may notify the strategy / policy for the mandatory trainings of the faculty & management staff of the private sector HEIs at KPEF Academy, adopting recommendations 1-9, above. This would be the first ever policy of KP Government on the Human Resource Development of faculty / management staff of the private sector HEIs in Khyber Pakhtunkhwa.

ANNEXURES

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

ANNEXURE-I

LIST OF DELEGATES ATTENDED

#	Name & Designation	Department / Organization	Contact Number
1.	Prof. Talat Khursheed, Former Advisor to chairman	Higher Education Commission, Islamabad	03335145579
2.	Awais Ahmad, Dy. Director Coordination	Higher Education Commission, Islamabad	03336130899
3.	Prof. Dr. Muhammad Ibrahim Khan, Former Vice- chancellor	Khushal Khan Khattak University, Karak	03339718666
4.	Dr. Hafiz Inamullah, Director	Institute of Education & Research, University of Peshawar	03005941337
5.	Dr. S. Ghias ul Haq, Dean Management Sciences	Sarhad University of Information, Science & Technology	03459110236
6.	Ms. Sana Tariq, Asstt: Prof. of Business Administration	Sarhad University of Information, Science & Technology	03349010649
7.	Prof. Dr. Farzand Ali, Pro-Rector	BRAINS Institute	03133336262
8.	Mr. Anthony William, Faculty Member Law	BRAINS Institute	03214409009
9.	Dr. Farzana Salim, Head of Education Department	Abasyn University	03459043050
10.	Ms. Fatima Shams, Lecturer in Education	Abasyn University	03025216105
11.	Ms. Samina Riaz, Principal	Learning Institute of Miraj & Salma	03339266578
12.	Mr. Azam Farooq, Director HRDC	IM Sciences	03339155112
13.	Mr. Muhammad Faheem, Head of Mass Communication Department	Iqra National University	03339141259
14.	Mr. Nazr Hussain, Chairman	National Education Council	03339888944
15.	Mr. Aarfeen Rehman, MD	Education News Network	03489353316
16.	Ms. Salman Zaman Khan, SS	KP Text Book Board	03009032862
17.	Mr. Ahmad Yar Khan, Regional Head	Association for academic Quality (AFAQ)	03369531445
18.	Ms. Sarwat Habib, Asstt: Prof. GGDC Dargai, Charsadda	Higher Education Department, KP	03349527176

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

#	Name & Designation	Department / Organization	Contact Number
19.	Mr. Adnan Yousaf Section Officer U-III	Higher Education Department, KP	03139796934
20.	Mr. Ayaz Ali, Assistant	Higher Education Department, KP	03350902809
21.	Mr. Sajid Aziz, Dy. Director	KP Private Schools Regulatory Authority	03349588247
22.	Ms. Sidra Yonas, Monitoring & Evaluation Officer	KP Higher Education Regulatory Authority	03369505592
23.	Mr. Umar, Assistant	KP Higher Education Regulatory Authority	03361909865
24.	Mr. Fazal Khaliq, Managing Director	KP Education Foundation	03448802002
25.	Mr. Arif Shah, Director KPEF Academy	KP Education Foundation	03009367176
26.	Mr. Shahab Saqib, Director Academics	KP Education Foundation	03149091922
27.	Mr. Shahid Gul, Dy. Director Administration	KP Education Foundation	03215085092
28.	Mr. Junaid Ahmad, Data Base Administrator	KP Education Foundation	03329090414
29.	Mr. Manzoor Ali, In-charge KP Language Center	KP Education Foundation	03211900464
30.	Ms. Uzma Rafiq, Research & Publication Officer, KPEFA	KP Education Foundation	03365125996
31.	Mr. Muhammad Ali, Administration Officer KPEFA	KP Education Foundation	03339646575
32.	Ms. Madiha Hafeez, Coordination Officer	KP Education Foundation	03119240536
33.	Mr. Anwar Ali, Assistant KPEFA	KP Education Foundation	03349268500
34.	Mr. Yaqoob Ali, Assistant	KP Education Foundation	03089255531
35.	Ms. Saiqa Rani, Assistant	KP Education Foundation	03178506636

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

ANNEXURE-II

LIST OF DEPARTMENTS / ORGANIZATIONS / INSTITUTIONS (INVITEES)

#	Name & Designation	Department / Organization	Contact Number
Invitees who confirmed for their participation			
01	Mr. Zafarullah Khan, Member KPEF BOD	Brain Institute, Peshawar	03005909852
02	Ms. Shaista Afridi, Member KPEF BOD	KPEF BOD	03478930683
03	Mr. Sajid Inam, Secretary HERA	HERA, Peshawar	03329234343
04	Ms. Sidra Younus, M& E officer, HERA Peshawar	HERA, Peshawar	03369505592
05	Mr. Sajid Aziz, Deputy Director MIS, PSRA, Peshawar	PSRA, Peshawar	03349583247
06	Mr. Muhammad Adnan, SO U(III) HE, KP	HED, Go KP	03139796934
07	Dr. Farooq Azam, HOD (HRM) IM Sciences	IM Sciences, Peshawar	03339155112
08	Dr. Hafiz Inam, Director IER UOP, Peshawar	IER, UOP Peshawar	03005941337
09	Dr. Owais Ahmad, Dy. Director Coordination,	HEC, Islamabad	03336130899
10	Prof. Dr. Ghias- ul- Haq, Dean, Faculty of Managt Sc SUIT,	SUIT, Peshawar	03459110236
11	Ms. Sana Tariq, Asst. Prof. SUIT, Peshawar	SUIT, Peshawar	03349010649
12	Dr. M. Ibrahim Khan, Former VC KKK University, Karak	Former VC KKK University, Karak	03339718666
13	Dr. Arshad Ali, Director Advance Studies, UOP	Advance Studies , UOP Peshawar	03339112903
14	Ms. Fatima Shams, Lecturer, Absyn Uni.	Absyn University, Peshawar	03025216105
15	Mr. Abdul Wahid Mir, MD MAPS, Abbottabad	MAPS, Abbottabad	03459585555
16	Prof. Talat Khursheed, Former Advisor, HEC, Islamabad	HEC, Islamabad	03335145579
17	Dr. Nasir Iqbal, HOD, Deptt of English	Edwards college, Peshawar	
18	Mr. Salman Ahmad, Prof. St. deptt / Coord.r Curricular Activities,	Edwards college, Peshawar	03339214457
19	Mr. Fazlullah Daudzai, Private Education Network, KP	Private Education Network, KP	03139317830
20	Mr. Aqeel President Hub of Private Education (HOPE) KP	Hub of Private Education (HOPE) KP	03339104335
21	Mr. Nazar Hussain, President NEC Peshawar.	NEC Peshawar.	03339888944

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

#	Name & Designation	Department / Organization	Contact Number
22	Mr. Hidayatullah Khawar, Director PEF College University, Peshawar	PEF College University, Peshawar	03339111788
23	Ms. Salmana Zaman Khan, SS, Text Book Board, Peshawar	Text Book Board, Peshawar	03329917593
24	Mrs. Samina Riaz, Principal LIMS, Peshawar	LIMS, Peshawar	03339266578
25	Ms. Anila Fahim, DS Finance Deptt, KP	Finance Deptt, KP	03351888505
26	Mr. Ahmad Yar Khan, Reginal Head, AFAQ KP	AFAQ KP	03369531445
27	Ms. Sarwat Habib, Asst. Prof. GGDC Dargai Charsadda	GGDC Dargai Charsadda	03349527176
28	Mr. Muhammad Fahim, HOD Mass Communication	Iqra National University, Peshawar	03339141259
Invitees who Regretted for their participation due to the reason being abroad / other official engagements			
29	Dr. Salma Masood Khan, Member KPEF BOD	Member KPEF BOD	03459147099
30	Dr. Iffat Ara Hussain, Qurtuba University, Peshawar	Qurtuba University, Peshawar	03005916670
31	Ms. Tamkina Kishwar, Principal, The Learners College, Peshawar	The Learners College, Peshawar	03339155540
32	Dr. Sumaira Taj, Member	KP Text Book Board.	03339933303

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

ANNEXURE-III

CONCEPT PAPERS SUBMITTED

Consultative Meeting / Conference of KPEF Academy

(12-10-2023)

1. With the Changing Economic, Social, National & Global Situation, the role of KPEFA need to be relooked
2. Their Expertise, Facilities, Resources should be optimally utilized
3. Their Original mandate be restored
4. The Role and Mandate of HEART, need to be relooked with the growing of Higher Education sector, some task be given back to KPEFA, Like Training programs for fresh inductees college teachers in B 17 and for their Promotion from B17- 18 teachers,
5. Subject Orientation courses be made mandate task for college teachers through KPEFA
6. Pre Service Training programs for fresh Inductees Universities Teachers be made part of Mandate of KPEFA, and for that they may develop a liaison with National Academy of Higher Education, HEC
7. All Studies, Feasibility reports, National & International conference be given to KPEFA, with a timeline, they have the capacity and approached to be Target orientated, and would give good results to KP Government.
8. Effective and efficient Utilization of Government Funds related Education, can be done through KPEFA
9. KPEFA can play very efficient and effective role in enhancement of standards of Private Sector Educational Institutions:-
 - a) Training of their teachers through various Cohorts, as weekend session in major Cities to make it economical for them both in Methodology and Subjects.
 - b) Training of Managements of Private Educational institution
 - b) Feasibility studies, Monitoring their Programs, Institutional Requirements as PSEIRA (PRIVATE SECTOR EDUCATIONAL INSTITUTION REGULARITY AUTHORITY) be assigned to KPEF
10. A very serious and Practical confidence need to be show by KP Government in KPEF and KPEFA, relating programs, activities & funding.

PROF. TALAT KHURSHED

Former

ADVISER Academics/P&D, HEC, ISB

ADVISER to RECTOR, COMSATS (CIIT), ISB

ADVISOR External Programs, CPS, (UCP), Lhr

CONSULTANT / SPECIALIST. World Bank, ISB

EMAIL: fcetalat@gmail.com

CELL# 0092-333-5156679; 03335145579; 0308 5145579

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa



Association For Academic Quality

Working for Future...

Meeting for Professional Development Courses for Private Sector Colleges

Meeting Date: 12/10/2023

Subject: Brainstorming session at IER UOP on Thursday, October 12, 2023

Agenda for the brain-storming:

- Trainees' Need Assessment for designing Professional Development Courses
- Duration of Professional Development Courses
- Nomination Authority of trainees for Professional Development Courses
- Funding Authority/Financial Contribution for Professional Development Courses.
- Any other

a) Trainees' Need Assessment for Designing Professional Development Courses:

- We propose a comprehensive needs assessment process that involves private sector colleges. This should include surveys, focus groups, and consultations to understand the specific skills and knowledge gaps within the private sector colleges.
- Collaboration between the government and non-government stakeholders to create a standardized framework for needs assessment to ensure consistency and relevance in course design.
- Regular reviews and updates of the needs assessment to adapt to changing demands.

b) Duration of Professional Development Courses:

- In our experience with private sector, we have notice that principal spare less time for the long duration training. therefore, we suggest that a specific course for leadership / management & teachers should be designed for a duration of at least 3 years. These courses should be divided in session of not more than 3-days.
- We propose that there should be separate courses for leadership and faculty members of private educational institute.

c) List of suggested Topics for Schools Head/ Management.

- | | |
|---------------------------------------|--|
| 1. Monitoring and Evaluation | 11. Effective examination system / assessment System |
| 2. Human Resource Management | 12. Managing Curriculum |
| 3. Leadership styles & tactics | 13. improvement plan |
| 4. Effective Communication in | 14. Basics of education management |
| 5. Financial management | 15. Conducive Learning Environment |
| 6. Character Building in School | 16. health & safety |
| 7. Working with parents & communities | 17. Staff appraisal |
| 8. Managing Co-Curricular Activities | 18. Integration of Technology |
| 9. Foundation of Education | 19. 21 st century leadership |
| 10. Guidance & Counseling | |

Continue Professional Development System in Private Sector

20. Financial Intelligence
21. Student Psychology
22. Parental involvement
23. Career Guidance

Handwritten notes:
Ahmadyar - Rana Hameed
953144

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

BULLET-POINTS ON AGENDA ITEMS

Trainees' Need Assessment for Professional Development Courses.

Two distinct types of training are recommended: one focusing on academic aspects and the other on administrative aspects.

The administrative-level training should encompass guidance on interactions with students' parents, proper representation and attire for faculty, along with a thorough understanding of policies. This includes policies related to anti-harassment, drug control, code of conduct, and disciplinary matters. It should also address how faculty communicates these policies to students, ensuring their awareness and understanding.

The training at the academic level should include how to build good relationships with their students and bridge any gaps that exist. This training should also cover topics like how to teach, different ways of teaching, and using technology and online tools for teaching. It's important for teachers to grow personally, which means learning how to communicate well. The training should also include lessons about acting professionally and ethically as a teacher, as well as how to mentor and advise students effectively. In addition, teacher training at the academic level should also address the importance of appropriate attire and dressing professionally. Teachers should learn about the significance of dressing in a manner that reflects the respect and professionalism expected in an educational setting.

- **Duration of the residential trainings:**

The residential training may be scheduled for a duration of three days, each day consisting of three hours, with a 15-minute break or interval.

- **Nomination Authority of Trainees:**

The Authority will ask private sector degree-awarding institutions/colleges to submit their nominations for professional development trainings. Once they share the details of their nominated faculty, this information will be passed on to KPEF.

Siana Jahan
Mgmt Officer

HERA

0330-7505572

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

PSRA

ONE PAGER ON AGENDA ITEMS SHARED BY KPEF FOR THE BRAINSTORMING SESSION

- **Trainee's Needs Assessment:**

Conducting a comprehensive survey or assessment of trainees' needs. This survey can be designed in collaboration with KPEF, PSRA and other stake holders and administered to private schools administration, teaching staff, and students. The data collected will help identify specific areas of professional development that are most urgently needed, such as teaching methods, curriculum development, or administrative skills.

- **Duration of Professional Development Courses:**

Duration of professional development courses be tailored to the specific needs and objectives of each course. It may vary from short-term workshops or seminars to longer term programs, depending on the depth and breadth of the topics covered. Flexibility should be a key consideration to accommodate diverse schedules and commitments of trainees.

- **Nomination Authority for Trainees:**

A joint committee consisting of representatives from PSRA, KPEF, and representatives of private education institutions and other stakeholders be formed for the nomination of trainees. This committee should ensure fairness and transparency in the selection process considering factors such as merit, experience, and the institution's specific needs.

- **Funding Authority/Financial Contribution:**

PSRA has no provision of professional development of private institutes in its budget.

- **Others**

The venues for these professional development trainings may be selected such that the school staff does not have to travel far away for this training as this will diminish their prospects of participation in the trainings to a considerable level. District wise training is proposed

*Amid Aziz
Dl-Director PSRA
0334-9583247*

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

PSRA

1. **Effective Teaching and Pedagogy:**
 - Teaching methodologies and strategies.
 - Classroom management and student engagement.
 - Assessment and feedback techniques.
 - Incorporating technology in education.
2. **Educational Leadership and Administration:**
 - Leadership skills for academic and administrative roles.
 - Strategic planning and institutional management.
3. **Student Support and Services:**
 - Advising and counseling services.
 - Diversity and inclusion in higher education.
 - Student engagement and retention strategies.
4. **Professional Ethics and Academic Integrity:**
 - Ethical considerations in education.
 - Plagiarism detection and prevention.
 - Academic integrity policies and procedures.
5. **Assessment and Continuous Improvement:**
 - Data-driven decision-making.
 - Evaluation and assessment techniques.
 - Using assessment data for improvement.
6. **Technology Integration and E-Learning:**
 - Online course design and delivery.
 - Learning management systems (LMS) usage.
 - Educational technology tools and trends.
7. **Mental Health and Well-being:**
 - Supporting student and faculty mental health.
 - Recognizing and addressing stress and burnout.
 - Promoting a positive campus environment.

Sajid Aziz
Dy. Director PSRA
0384958247

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

ABASYN UNIVERSITY PESHAWAR DEPARTMENT OF EDUCATION

Participant: Ms Fatima Shams

Designation: Lecturer

Subject: Professional Development Training Courses for the Faculty & Management Staff of Private Sector Degree & Intermediate Colleges of Khyber Pakhtun Khawa at KPEF Academy Kohat.

S.no	Agenda Points	Themes
1	Trainees Need Assessment <i>for designing Professional development courses.</i>	1. Mental Health 2. Hi Tech Training 3. Professional Code of ethics
2	Duration of Professional Development Courses	5days (20hours)
3	Nomination Authority of Trainees for Professional Development Courses	Registrar & Dean
4	Funding Authority / Financial Contribution for Professional Development Courses	-
5	Any Other	1. Incentive for trainee and trainers 2. Online training

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

✓

PROFESSIONAL DEVELOPMENT TRAINING COURSES OF FACULTY OF MANAGEMENT SCIENCES OF PRIVATE UNIVERSITIES KP EDUCATION FOUNDATION (KPEF)

SUGGESTED ^{AREAS} ~~AREAS~~ OF TRAINING:

1. Performance Management.
2. Communication Skills for Professionals
3. Building High-Performance Teams
4. Time Management
5. Report Writing. ...
6. Conflict Resolution.
7. Leading and Adapting to Change
8. Classroom Management.
9. Instructional Technology.
10. Collaboration.


Dr. S. Ghasul Haq
Dean Faculty of Management Sciences
Sarhad University of Science & Information Technology
PESHAWAR

0365-9110236

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

Professional Development Courses for the Faculty and Management Staff of Private Sector Degree & Intermediate Colleges of Khyber Pakhtunkhwa at KPEF Kohat

AGENDA

- a) Trainee's need assessment for designing Professional Development
- b) Nomination authorities of trainees for PDC
- c) Duration of PDC
- a) Funding authority/ Financial contributions for PDC

Suggestion: According to agenda of the conference Following Topics are suggested to be adopted for the Professional Development Courses

S#	Trainee's need assessment for designing Professional Development	Total Duration of PDC (25 hours Five days per month)	Nomination authorities of trainees for PDC	Funding authority/ Financial contributions for PDC
1	Identify potential skills	2 hours	Dean & Registrar	Federal and provincial governments and entities
2	Curriculum Mapping Using Bloom's Taxonomy	3 hours		
3	Digital Teaching and Learning with special reference to Artificial Intelligence	3 hours		
4	Develop a Research Culture	3 hours		
5	Fostering Mental Health	3 hours		
6	Creating Educational Games for Teaching	3 hours		
7	Motivating and creating interest among students in learning urdu	3 hours		
8	Professional Code of Ethics	2 hours		
9	Open book test (Assessment tool) to inculcate interest for reading books	3 hours		

F/Salim

Dr. Farzana Salim
Head of Department of Education
Abasyn University, Peshawar

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

Contents of Training:

1. Class Room Mgt.
2. Shree-Management (Creating positive class-room environment / shree free environment etc).
3. Mental wellbeing.
4. Student Centred learning
5. Computer / IT / AI literacy skills.
6. Creativity & soft skills.
7. Bullying, Emotional Intelligence & Conflict Mgt

Duration of Training.

7 days.

Sana Tariq.

Contact no. 0334-9010649.

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

Suggestion / Recommendation.

- * Private School / Sector Business model
- Private School Salary (30-50).
- No service structure
- * No incentive of ~~to~~ training
- * Modern techniques of Advance teaching methodology
- * Professional ~~etc~~ Ethics
- * Consider jobs internationally.
- * Incentive / communication skill.
- Govt. Sector - Work load policy (exploit)
- Heavy colleges:-
- * Lack of Quality Educator (Training)
- * How to perform for duties in less resource
- * Background knowledge of students.
- * Small class room. (Awareness)

From
Sawal Habib
AP Economics
Kohat

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

DR. FARZAND ALI, Pro-rector
BRANNIS Institute

Paper Settings → Incentives

Trainings be divided keeping in
view the needs of different levels.

- Communication Skills
- Curriculum Development
- Curriculum based examination
- Teaching Skills
- Assessment
- Integration of Technology
- Leadership
- ~~Parent~~ Teachers-Parents relationship
- Handling Students
- Counseling + Guidance
- HR Development of Institution
- Health + Safety
- Teaching Faculty - Leadership
- Training for various levels
i.e. Undergraduate - Graduate

Moral Development

Stress Management
for students

Professional Code
ethical &
moral values

AI - Tools

Teaching Skills - Moral Development / Personality Development

Paper Settings / Marking / Assessment / Evaluation

Post Graduate

Across Leadership Skills

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

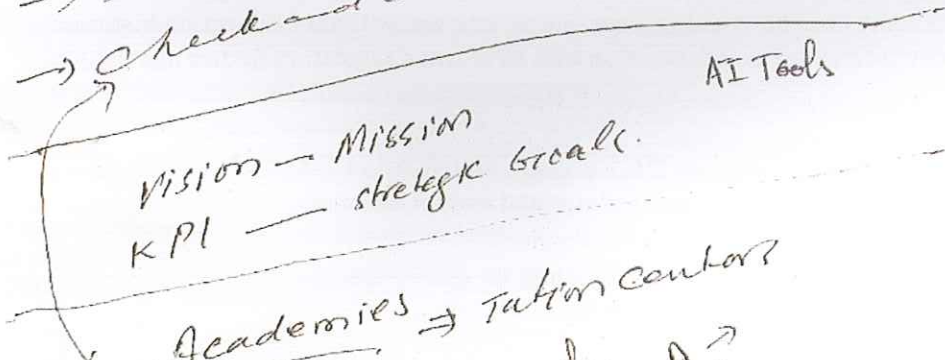
Private vs Public

- Buildings — space issue
- Libraries — Asia Foundation
- Franchises —
- Experience — NIL consideration
- Taxation — Income Tax
- Quality vs Quantity
- Grounds at Thesis, Union Council
- PERM facilities
- Tuition —
- Scholarships — HEC
- Check and Balance — O.A Level ??

BRAINS
Institute

0321-4401009

Anthony Williams



- HERA Policies
- Industry Education
- Personalized Learning
- soft skills
- classes room about
- Exam conducting
- paper setting
- physical
- Feed back
- FDA
- HERA - HEC
- NBEAC
- visitation fee
- standards setting
- from one to other

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

12th October, 2023

EC/P/2103

Director KPEF Academy

Subject: Suggestions for KPEFA Regarding Professional Training Courses at KPEFA

Dear Sir,

I hope this letter finds you in good health. I regret the unfortunate circumstance that led to our institution missing our scheduled meeting, during which we intended to brainstorm ideas concerning proposals for professional training courses for the faculty and staff of degree and intermediate colleges of Khyber Pakhtunkhwa. Despite this delay, we remain committed to our collective goal to promote excellence in education.

We suggest the following suite of training programs, which we believe will bolster the capabilities of colleges in KP.

Here are some possible training ideas that private sector Higher Education Institutions (HEIs) could consider in collaboration with KPEFA and regulatory bodies like PSRA and HERA:

- 1. Curriculum Development Workshops:** This will help HEIs and KPEFA update and align curriculum with industry standards and market demands.
- 2. Quality Assurance Training:** Training on quality assessment and improvement processes to enhance the overall quality of education.
- 3. Faculty Development Programs:** Programs to train faculty members in pedagogies, innovative teaching methods, and the use of technology.
- 4. Student Counseling and Support Training:** Training faculty members to provide career counseling to students so they can make better career decisions.
- 5. Professional Development for Administrators:** Training for administrators/management staff on effective office management softwares, administration, financial planning, and governance of HEIs.

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

6. **Industry-Academia Interaction/Collaboration Conference:** More of a networking session/conference to promote interaction and collaboration between HEIs and local industries.

7. **Personal Development Workshop:** Training on personal development, to help faculty members identify their development areas, and make development plans to overcome them.

8. **Presentation Skills:** Training for faculty members in communication and presentation strategies, dressing up for success, and personal grooming.

9. **English Language Skills:** Courses for both faculty and management staff to learn and improve their usage of the English Language.

10. **Online Learning and Digital Skills:** Courses for faculty and staff on transitioning to online education, including e-learning tools and techniques.

11. **Accreditation and Compliance Workshops:** Training on meeting accreditation requirements and regulatory compliance (with regards to UoP, HERA, PSRA, KPEFA, HED, etc.).

12. **Entrepreneurship and Innovation Bootcamp:** Training courses on how to build a business, startup, raise investment, prototype, market products, and to encourage entrepreneurial thinking and innovation among students and faculty.

We are eager to participate in your next brainstorming or meeting to provide more ideas and details of these trainings/courses and explore how they can be tailored to the unique needs of each institution.

We look forward to the opportunity to engage with you soon to further enhance the educational experience in Khyber Pakhtunkhwa.



Dr. Nasir Iqbal,

Coordinator BS Programs,
And HoD English Department,
Edwardes College Peshawar.



Salman Ahmad,

Coordinator Cocurricular Activities
Lecturer Dept. of Professional
Studies, Edwardes College Peshawar

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa

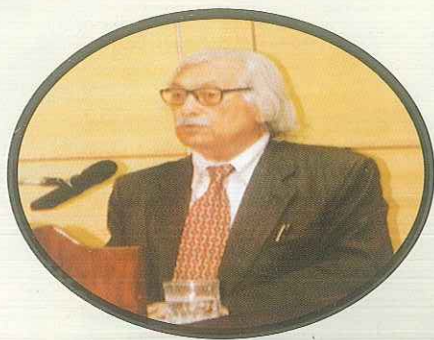


- INAUGURAL SESSION



CONCLUDING SESSION

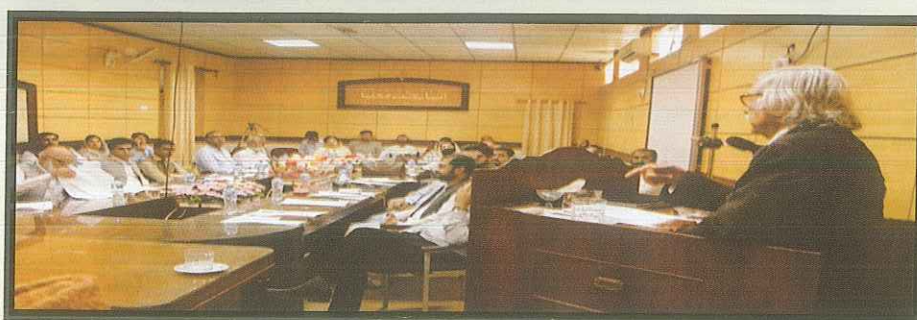
Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa



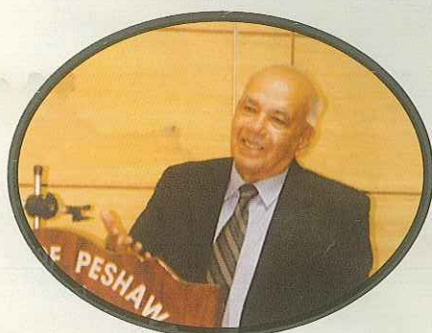
DR. QASIM JAN
(Minister for Higher Education KP)



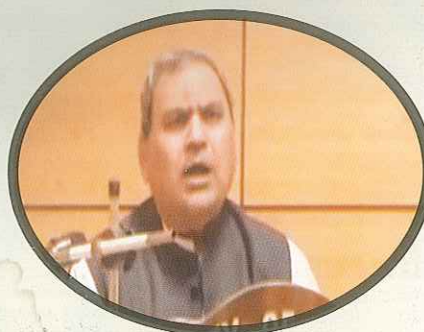
MR. FAZAL KHALIQ
(MD KPEF)



Dr. Qasim Jan Minister for HEKP addressing the conference



PROF. TALAT KHURSHEED
(Former Advisor HEC)



MR. ARIF SHAH
(Director KPEFA)



BRAIN STORMING SESSION

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa



Ms. Sana Tariq
(Delegate)



Ms. Sarwat Habib
(Delegate)



Ms. Sidra Younas
(Delegate)



Mr. Muhammad Faheem
(Delegate)



Prof. Dr. Muhammad Ibrahim Khan
(Moderator)



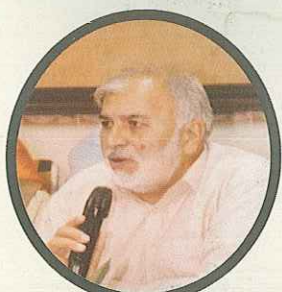
Mr. Ahmad Yar Khan
(Delegate)



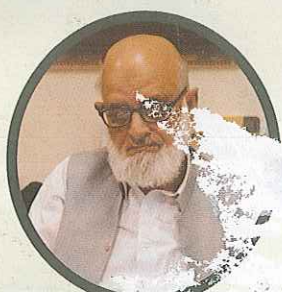
Ms. Salmana Zaman Khan
(Delegate)



Mr. Nazar Hussain
(Delegate)



Dr. Farzand Ali
(Delegate)



Dr. S. Ghiasul Haq
(Delegate)

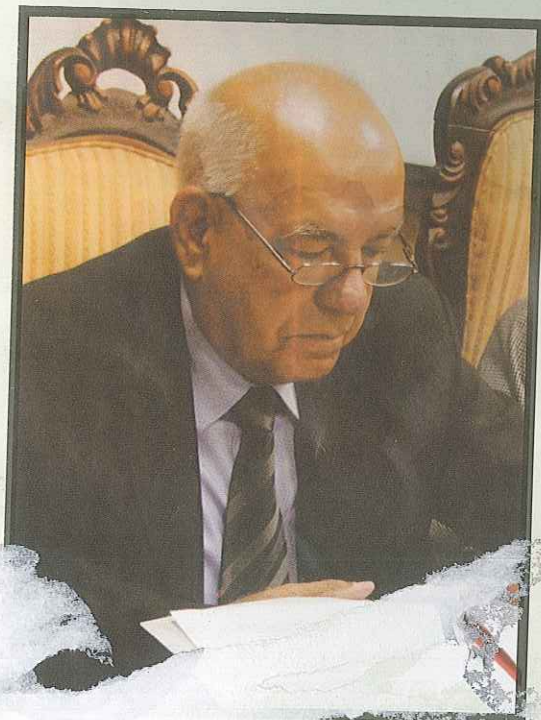


(Delegate)

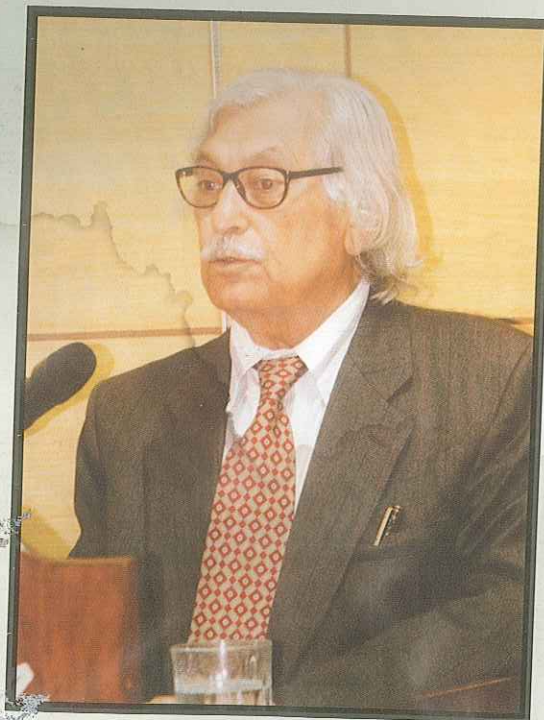
Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa



MD KPEF presenting shield to Minister for HE KP

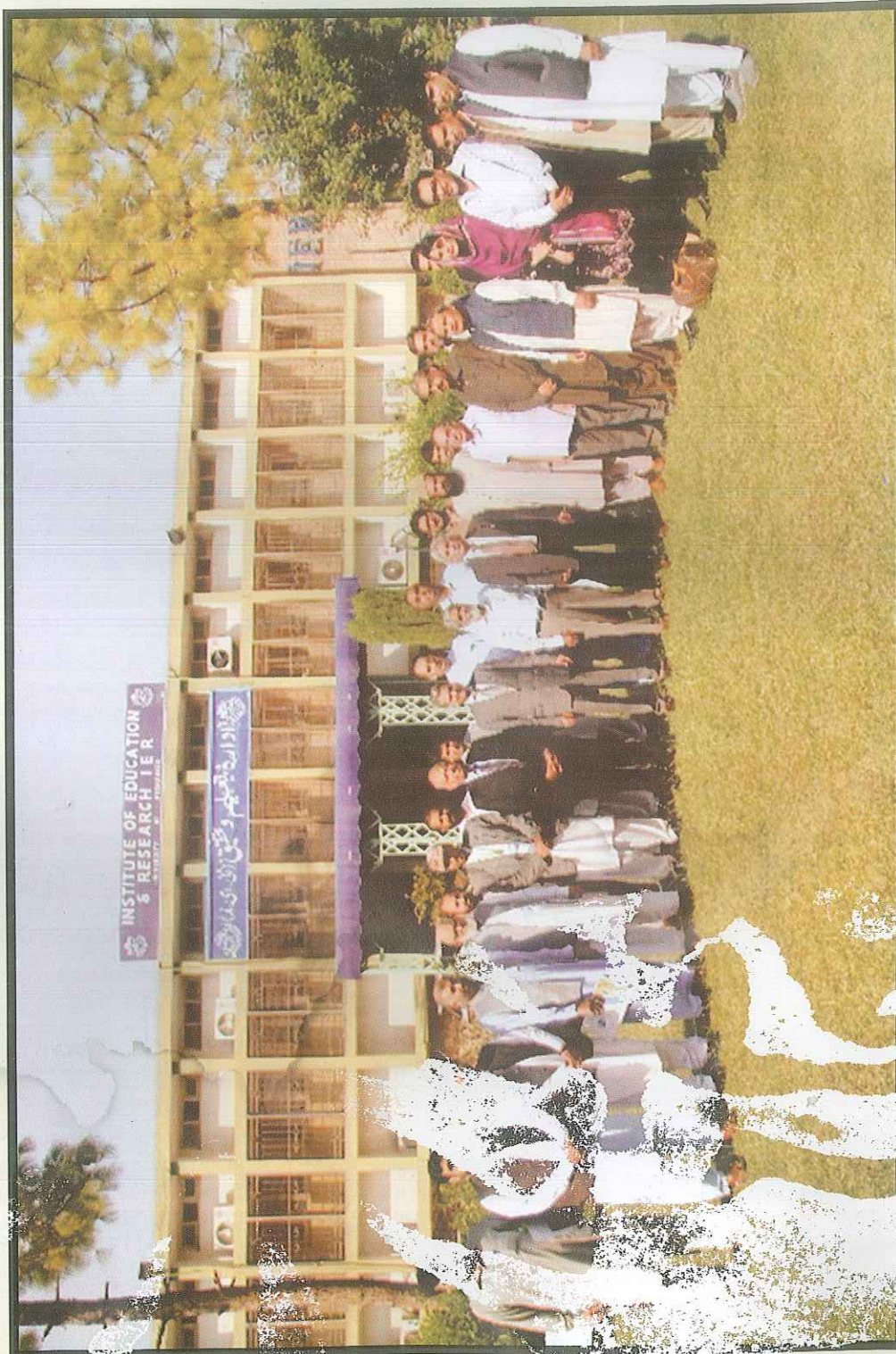


MD KPEF at Khursheed



Dr. Qasim Jan

Developing Strategy to Devise Policy for Training of Faculty & Management Staff of Private Sector Higher Education Institutions in Khyber Pakhtunkhwa



(Delegate)

Group Photo of Delegates with Dr. Qasim Jan, Minister for HE KP

THE HISTORY OF





Higher Education Archives & Libraries Department
Government of Khyber Pakhtunkhwa

Khyber Pakhtunkhwa Education Foundation Academy

🏠 Sector-09, Gate # 03, near KDA Park, Kohat ☎ 0922-513943

✉ kpefacademy@kpef.edu.pk