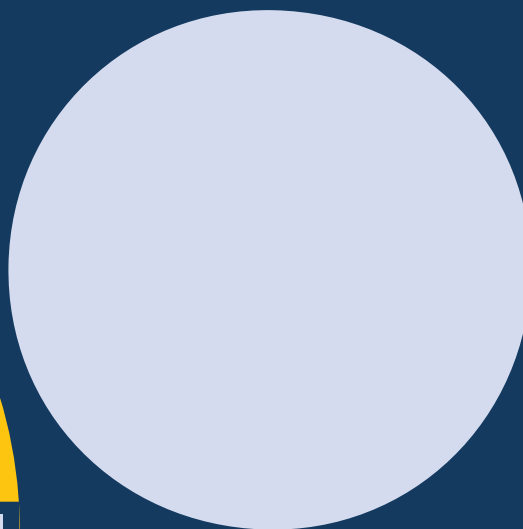


FACT SHEET

School Heads' Summit, Punjab

Empowered Headteachers,
Improved Schools



Overview

The Headteacher Innovation Pilot is a pioneering initiative in Punjab to introduce designated leadership roles in public primary schools. It aims to strengthen school management and classroom instruction by empowering headteachers with structured responsibilities and targeted training.



Why it matters

- ✓ In Punjab, primary schools lack formally designated headteachers.
- ✓ Senior-most teachers are assigned administrative duties without clear role definitions or capacity building.
- ✓ This contributes to weak leadership, low accountability, and limited instructional oversight.



What we are doing?

97 headteachers across Phases I and II received comprehensive training.

50 headteachers (**30 women, 20 men**) - Phase I

47 headteachers (**38 women, 9 men**) - Phase II

- ✓ Conducted pre- and post-assessments in **100** treatment and **100** control schools
- ✓ Prioritizing female leadership: **80%** of Phase II headteachers are women

Teacher Satisfaction with the Intervention

95% of teachers expressed satisfaction:

75% satisfied

20% very satisfied

5% remained neutral

0% reported dissatisfaction

What's Changed – Results from the Field

Teaching Practices

- ✓ Positive and statistically significant improvement
- ✓ **+0.509** points increase in classroom observation scores in treatment schools
- ✓ Reflects stronger instructional guidance and lesson execution post-training



School Environment

- ✓ Marked improvement in classroom climate, HT-teacher interactions, and resource management
- ✓ **+10.6 points** in treatment schools vs. control group
- ✓ Confirms that headteacher-led change improves the learning environment

Teacher Motivation & Engagement

Statistically insignificant results in Teacher Motivation & Teacher Engagement



After this training, our school management and teacher relationships have improved a lot. We've engaged more with the community, received donations, and have seen an increase in student enrollment; especially girls.

*Fatima Iqbal, Headteacher,
Braidlaw Hall Rattigan Road School, Lahore*



This training taught me the importance of leading with positivity. I witnessed a transformation in myself, from taking an authoritative approach to a collaborative one, working closely with teachers to solve problems and support every student.

*Muhammad Muazzam Ali Khan, Headteacher,
GPS Fazalia Colony, Lahore*

Next Steps

- ✓ Share results with the department in May 2025
- ✓ Draft recommendations for provincial scale-up

#LeadershipforChange



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