

SCHOOL HEADS SUMMIT 2025

Empowered Headteachers, Improved Schools



Overview:

The Headteacher Innovation Pilot is a pioneering initiative in Khyber Pakhtunkhwa 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 Khyber Pakhtunkhwa, 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're Doing?

- Providing comprehensive training to 108 headteachers (across Phase I & II)
 - 50 headteachers (25 women, 25 men) – Phase I
 - 58 new headteachers (26 women, 32 men) – Phase II
- Conducted pre- and post-assessments in 100 treatment and 100 control schools
- Balancing male female leadership as per the need of the era, where 48% are women

What's Changed – Results from the Field

- Teaching Practices:** Positive and statistically significant impact noted; the treatment group showed less negative change over time compared to the control group, with an average positive difference of 0.3 points.
- Overall School Environment:** Scores improved significantly in both groups, with the treatment group showing a substantially larger increase (6.5 points on average, statistically significant).
- Head Teacher (HT) Survey Results:**
 - **90%** of HTs reported satisfaction with training.
 - **100%** found training useful, with **70%** rating its effectiveness as very high.
 - **95%** applied training techniques regularly, **55%** daily, and **40%** weekly.
 - Mixed satisfaction regarding stipend: **40%** satisfied, **30%** neutral, **15%** dissatisfied, and **15%** reported not receiving it.
 - Intervention impacted parental engagement positively (**50%** very/extremely effective, **40%** moderately effective).
 - **90%** believed the intervention improved teachers' motivation levels.
- Teacher Survey Results:**
 - **75%** reported the intervention significantly enhanced HT support for teachers.
 - **80%** received structured feedback, with **75%** noting improved feedback quality.
 - **90%** confirmed a better school environment post-intervention.
 - Parental engagement increased significantly (**70%** reported high impact).
 - **95%** reported improved student engagement after the intervention.
- Satisfaction Levels:** Overall, **70%** of teachers were satisfied or very satisfied with the intervention, **25%** were neutral, and only **5%** were dissatisfied.

Voices of the Field

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I gained valuable insights into leadership styles, school management techniques, and team building while better understanding students' behaviors. B-TAG's support has been crucial in this journey.
(Mr. Abdul Sattar, HT, GGPS Palodhand, Swabi)

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It helped me create a friendly environment amongst the staff, especially learnt how to observe and conduct classroom assessments, which improved both student and staff efficiency. I also learned how to conduct meetings with parents of struggling students, which led to 100% results.
(Ms. Salma, GGPS No. 1 Maneri Bala)

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The Head Teacher Innovation Programme enhanced my coordination and leadership skills, enabling me to manage public dealings with parents effectively and conduct classroom assessments seamlessly.
(Ms. Majida, HT, GGPS Panjpir, Swabi)

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The programme strengthened my role as a headteacher, guiding me on staff management, task delegation, and effective collaboration with PTCs and parents.
(Mr. Muzzamil Shah, HT, GPS Botaka, Swabi)

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A first of nature programme, the training helped me understand my responsibilities and improve my school in terms of timelines, results, and overall environment.
(Ms. Shaista Qamar, HT, GGPS No. 2 Jaibini Panj, Swabi)

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The programme is highly effective, helping me develop action plans for the entire year, streamline daily operations, and coordinate with parents efficiently.
(Ms. Naheed Akhtar, HT, GGPS Gulshanabad, Swabi)

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Next Steps

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



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