

Ministry of Education, Cultural Affairs & Sports

1. History and Background with the Mandate

North East Provincial Council which was established in 1987 under the 13th Amendment to the Constitution was bifurcated on the decision of the Supreme Court of Sri Lanka, according to the case filed by residents of the North East Province and after the division, Northern Provincial Council commenced its operation on 12.12.2006 at the proposed Agricultural Ministry Complex at Varodayanagar, Trincomalee.

After expansion of infrastructure facilities through projects all the provincial Ministries and Departments functioned at the same premises to provide efficient service to the beneficiaries.

During the conflict situation and massive displacement from Wanni maximum available service was provided to the

students and teachers to maintain education activities in relief camps.

Before re-settlement some schools in areas which were identified for resettlement were repaired with the fund from Line Ministries under the “Wadakin Wasantham” program Provincial funds & Line Ministry funds, INGOs and NGO funds were used to rehabilitate schools in re-settling areas to be ready for providing education to re-settled children.

The Northern Province office of the Ministry of Education, Cultural Affairs & Sports commenced temporarily in the premises of Zonal Education Office, Jaffna Zone in March 2011. The Provincial Department of Education and Department of Sports moved to Maruthanarmadam, Chunnakam to a newly built office in the premises of the Zonal Education Office, Valikamam.

2. Duties and responsibilities

1. The management and supervision and control of the provincial Departments and Officers attached thereto.
2. Conducting Pre- seminars and in services training for teachers principals and other officers with the approval of the National Institute
3. Coordination with Departments
4. Implementation and monitoring of Education projects
5. Development of Provincial Schools (Managements of School structure, organizing & developing human and physical resources including infrastructure facilities, management of school based financial grants
6. Implementation of curriculum design by NIE
7. Facilitating the National evaluation & testing programmes conducted by Dept. of Examination
8. Registration of Pre schools & Providing Training to Pre school teachers

3. The Departments under Ministry

1. Dept.of Education
2. Dept.of Sports
3. Dept.of Cultural Affairs

4. Strength and Weakness

4.1. Strength

- The office has a team spirit among the staff.
- Maintaining a good co-ordinate with the Departments and Zonal Offices in the sector.
- Young member of the staff are known to study the various subjects.
- Inter-personal relationship is very cordial.

4.2. Weakness

1. Non-rotation of work.
2. Less publicity of the organization.

Medium Term Agency Results Framework (MTARF)
(Results Framework for Planning)

Province: Northern Province

Ministry: Ministry of Education, Cultural Affairs & Sports

Department/ Agency: Ministry of Education

Vision

Creation of new generation with the correct values, knowledge, innovation, discipline, attitudes and skills to meet the challenges existing in the Northern Province

Mission

Formulating policies to ensure co-ordination and guidance regarding activities relating to Education, Cultural Affairs, Sports & Youth Affairs and ensuring the building of the latent potentials in every Individual and creating a society with a balanced personality in the Northern Province.

Thrust Areas

1. Sustaining the human resource of services delivery system
2. Strengthening of Governance efficiency and service delivery in Education
3. Formulating policies and plans to ensure the achievements of Northern Province

Medium Term Agency Results Framework (MTARF)**(Results Framework for Planning)****Province:** Northern Province**Ministry:** Ministry of Education, Cultural Affairs & Sports**Department/ Agency:** Ministry of Education**Thrust Area 1:** Sustaining the human resource of services delivery system

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2013	2014	2015	2016	2017	
1.1	Built up capacity of human resources to do their services efficiently	Outcome							
		i.No. of staff developed their capacity	x	x+10	x+15	x+20	x+25	x+30	
		i.No.of staff trained to develop their capacity of work	X	X+40	X+60	X+80	X+100	X+120	
		Output							
		i.No. of cases handled efficiently	x	x+5	X+10	x+15	x+20	x+25	
		ii No. of files perfectly handled	X	X+20	X+30	X+40	X+50	X+60	
1.2	Necessary amenities of the staff satisfied to motivate them	Outcome							
		i.Gross enrolment rate	X	X+1	X+2	X+3	X+4	X+5	
		ii.Literacy rate	91%	91.2%	91.7%	92%	92.5%	93%	
		iii.No. of Out of School Children reduced	251	270	280	290	300	320	
		Output							
				i.No.of By Lingual Centres conducted.	193	200	220	230	240
		ii.No.of functioning attendance committees	470	530	620	710	850	947	

Medium Term Agency Results Framework (MTARF)

(Results Framework for Planning)

Province: Northern Province**Ministry:** Ministry of Education, Cultural Affairs & Sports**Department/ Agency:** Ministry of Education**Thrust Area 2:** Strengthening of Governance efficiency and service delivery in Education

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets				
			2011	2013	2014	2015	2016	2017
2.1	Posted appropriate staff to relevant positions	Outcome						
		i.No. of Vacancies filled	X	X+5	X+10	X+15	X+20	X+25
		Output						
		i.No of pending cases sorted out	X	X+10	X+20	X+40	X+50	X+60
2.2	Established the Proper monitoring system	Outcome						
		i.No. of Reports obtained from relevant officers	X	X+10	X+20	X+30	X+40	X+50
		Output						
		i.No. of complaints reduces	X	X-5	X-10	X-20	X-30	X-50
2.3	Preplanned for the Works & activities	Outcome						
		i.% of works completion rate	X%	(X+1)%	(X+2)%	(X+3)%	(X+4)%	(X+5)%
		Output						
		i.No. of work extention requests	X	X-5	X-10	X-20	X-30	X-50

Medium Term Agency Results Framework (MTARF)**(Results Framework for Planning)****Province:** Northern Province**Ministry:** Ministry of Education, Cultural Affairs & Sports**Department/ Agency:** Ministry of Education**Thrust Area 3:** Formulating policies and plans to ensure the achievements of Northern Province

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets				
			2011	2013	2014	2015	2016	2017
3.1	Formulated new policies along with the Line Ministry to avoid unnecessary delays in works	Outcome i.% of achievement	X	(X+1)	(X+2)	(X+3)	(X+4)	(X+5)
		Output i.No. of new policies formulated	X	X+2	X+4	X+6	X+8	X+10
3.2	Developed new plans to improve the achievements of our province people in education, sports and cultural activities	Outcome i.No. of new plans implemented	X	X+1	X+2	X+3	X+4	X+5
		Output i.% of improvement in GCE O/L achievement	X	X+2	X+5	X+7	X+9	X+10
		i.% of improvement in GCE A/L achievement	X	X+2	X+4	X+6	X+7	X+8
		i. % of improvement in National level Sports activities	X	X+3	X+6	X+8	X+10	X+12
		i. % of improvement in cultural activities	X	X+2	X+4	X+6	X+8	X+10

Medium Term Agency Results Framework (MTARF)**(Results Framework for Planning)****Province:** Northern Province**Ministry:** Ministry of Education, Cultural Affairs & Sports**Department/ Agency:** Ministry of Education**Thrust Area 3:** Formulating policies and plans to ensure the achievements of Northern Province

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets				
			2011	2013	2014	2015	2016	2017
3.3	The developed policies and plans strictly followed.	Outcome i. % of Allocated works finishes within time	X	X+5	x+7	x+9	x+11	X+13
		Output % of remainig fund allocation	X	X-2	X-4	X-7	X-10	X-15

Department of Education

1. History and Background

North East Provincial Council which was established in 1987 under the 13th Amendment to the Constitution was bifurcated on the decision of the Supreme Court of Sri Lanka, according to the case filed by residents of the North East Province and after the division Northern Provincial Council commenced its operation on 12.12.2006 at the proposed Agricultural Training Institute at Varodayanagar, Trincomalee.

After expansion of infrastructure facilities through projects, all the provincial Departments functioned at the same premises to provide efficient service to the beneficiaries.

2. Duties and responsibilities

1. The management and supervision and control of the provincial Zones and schools
2. Pre- seminars and in services training for teachers principals and other officers with the approval of the National Institute

3. Coordination with Ministry & Zones
4. Supervision of all the schools within the Northern Province.
5. Construction and Maintenance of all state school buildings and their assets in the Northern Province.
6. Registration and supervision of all Pre-Schools existing in the
7. Recruitment of teachers with Degrees, Diplomas and other recognized teaching Certificates.
8. Transfer and Disciplinary control of all Educational Personnel within the Northern Province.
9. Implementation of Non-Formal and other special Educational Programmes.
10. Monitoring of Pre-Service and In-Service training of teachers, Principals and the other Education Officers.
11. Registering and Organizing of Sports Clubs existing within the Province.
12. Monitoring and supervising the Sports Service.
13. Conduct Sports Festivals at Divisional, District and Provincial levels.
14. Conduct Coaching Camps and training Programmes.
15. Train the Youngsters to appreciate and value the Cultural Traditions of the Northern Province.

- The office has a team spirit among the staff.
- Maintaining a good co-ordinate with the Departments and Zonal Offices in the sector.
- Young staff is known to study the various subject.
- Inter-personal relationship is very cordial.

3. Strength & Weakness

3.1. Strength

- The organization has Constitutional power behind its establishment and function. Under the provision made by the 13th amendment to the constitution, school education has been devolved to the Provincial councils. Therefore Department of Education has authority to plan and develop education in the Province.
- Being a government institution it can exercise Coercive power for the implementation of the plans and the programmes easily than the private organization. For instance, let us consider the following case. Educationists observe that all children should receive schooling at least up to fourteen years of age. To implement this, the following strategies have been adopted which are impossible for the private sector. The compulsory

education law has been legislated so that all have to abide by this law whether they like it or not. And school attendance committees consisting of Divisional secretary, Grama sevaka, education officials, religious leaders and social leaders have been formed for each school under cabinet decision.

- The organization has a suitable structure, system and procedures for better service delivery. Department is differentiated into sub units such as administrative unit, planning unit, development unit and finance unit; this is very conducive for service delivery. To serve the geographically differentiated customers in a better way Zonal Education Offices are set up at various geographical locations. They repeat the services across the board. There are systems and procedures for teacher recruitment, teacher development, competitions, school structure upgrading, etc.
- The access to financial resources can be rated as satisfactory even though it cannot be rated as good. The state allocates around 2% from GDP. Other than state funding INGOs such as UNICEF, Asian Development Bank, and World Bank donate grant to education. Being a conflict affected province, Northern Province is given priority in financial allocations.

- Ensuring uniformity in policy implementation and preventing discrimination in education service delivery at grass root level is possible since, all schools in the province, except six are government schools, therefore policy formulation, regularizing, monitoring are quite easy. It is also quite easy to implement programmes to ensure equity in education opportunities.
- The organization has a suitable organization culture for education development. Its ethical code is high as the expectation of the society is that that educationist should be a good role model for society. Its beliefs, values, attitudes, norms of behavior, and basic assumptions are highly influenced by the Tamil, Sinhala and Muslim traditions of the society.
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3.2 Weakness

1. Non-rotation of work.
2. Space is not adequate for the office.

Less publicity of the organization.

Achievements of Recent Past Education

International Level

Junior Science Olympiad competition conducted in international level and one or two students from Northern Province have been participating in this competition occasionally. But for the 1st time in the year of 2011 in the 8th Junior Science Olympiad competition a student from Jaffna Hindu College won the Bronze medal. In this competition the 2 students who had participated from J/Hindu College got the 3rd and 4th places.



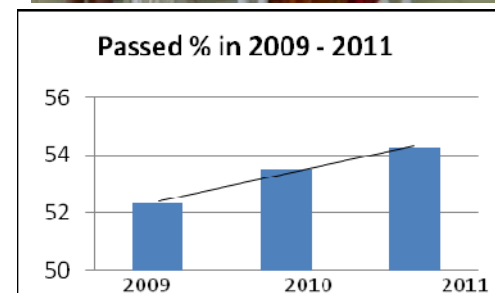
Grade 5 Scholarship

A student from Mu/Nethtaliyaru Tamil Vidyalayam achieved 2nd rank in national level in the grade 5 scholarship exam in the year of 2011. In the same exam the 5th and the 10th rank of national level were also achieved by our province students.



GCE O/L Results

Number of students qualified for GCE O/L exam is increasing by the year at a slow rate. In 2009 it was 52.35% and in 2011 it was 54.26%. This is shown in the graph.



GCE Advanced Level Results

In the Maths stream a student from J/Uduppidy American Mission School achieved 1st rank and in the Science stream a student from J/St.John's College got the 2nd rank in National Level in 2011 A/L examination.



Do You Know Quiz Contest

In 2011 Northern Province acquired the 2nd place in National level in the Do you Know science quiz contest



Infrastructure Development



Resettlement and rehabilitation works started from the mid of 2009 in Wanni area of the Northern Province. Many schools were reconstructed and repaired thereafter. Many schools were reopened after the resettlement of people. Under several projects many schools got new classroom buildings, libraries, science laboratories, prayer halls, activity rooms, water supply and sanitation facilities and quarters for teachers and principals and boundary walls. They got new furniture for students and teachers, study equipment, computers, play items and new books for libraries. Many class



room buildings were repaired and reconstructed. For all these nearly Rs. 1853 million were invested by both the government organizations and nongovernmental organisations.

- Classroom buildings were built for 56 schools within these 3 years under ESDP, PSDG, Navothaya, UNDP, ENReP, Ministry of Resettlement, SDC, GAMANEGUMA, USAID, and Peace wind, ISURU, UNICEF, Save the Children, SewaLanka, NECORD and Re Awakening Projects.
- 16 library buildings were built under ESDP, PSDG, Navothaya, ISURU, Room to Read and Unicef project for schools and equipped with necessary items.
- 18 Activity rooms were constructed under ESDP, PSDG and Navothaya projects and the practical activities developed in schools.
- One computer Resource Centre, 37 Computer corners, and 89 Computer learning centres were built under EKSP, ESDP, projects. 2 e-libraries were built in 2 schools under ESDP and equipped with necessary instruments.
- 42 science laboratories were built in 42 schools in our province for GCE O/L and GCE A/L students and 6 maths rooms were constructed and equipped with necessary equipments for learning mathematics.
- Supply of water and sanitation facilities were improved in 91 schools under Unicef Wash projects.
- For cooking the meals for the students under the WFP, kitchen for 383 schools were built by WFP and in 15 schools this kitchen facilities were built by World vision.
- 682 School buildings were reconstructed & repaired under several projects (Rs. 704.25 Mn.)
- 80,000 Students received recreational kits, learning kits, Student kits & School bags.
- Free uniforms, books & meals were issued to all IDP students.



- 3,800 bicycles and 18 motorbikes were distributed to returned students and officers.
- 86,202 pieces of furniture for students, 2200 pieces of furniture for teachers, 206 steel cabinets, 12 lab equipment, 120 computers, Rs. 100Mn worth library books, Rs. 20Mn sports material and 8 sets of musical instruments were issued to schools and 5 vehicles were issued to zonal education offices.



- Under the preschool section many sports competitions, exhibitions and cultural shows were conducted.



- In the National Sports festival of 2001 Northern Province won 4 silver medals and one bronze medal.



- Conducted netball coaching camps. Provided play items and constructed basket ball courts and multipurpose hall which had cost nearly Rs.17.5million.

- The Department of Cultural Affairs awards won for best publications and registered 148 cultural unions in Northern Province. Workshops were conducted for professional development of the cultural officers. Many cultural programs were conducted and short films made.



Agency Results Framework (ARF)**(Results Framework for Planning)****Province:** Northern Province**Ministry:** Ministry of Education, Cultural Affairs & Sports**Department/ Agency:** Provincial Department of Education**Thrust Area 1:** Increase equitable access to primary and secondary education

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets				
			2011	2013	2014	2015	2016	2017
1.1	Participation of all students up to grade 11 due to uplifting the age limit of compulsory education from 6 to 14 years to 6 to 16 years ensured	Outcome Survival rate of students up to Gr 11 (Age 16Yrs in the Education system)	92%	94%	95%	96%	97%	98%
		Output Number of students completing GCE O/L.	54%	56%	57%	58%	59%	60%
1.2	Out-of-school children reduced	Outcome Gross enrolment rate	X	(X+1)	(X+2)	(X+3)	(X+4)	(X+5)
		Output Number of out of school children brought back to Education system	251	270	280	290	300	320
1.3	Retention of children in Education system improved	Outcome Survival rate	X	(X+1)	(X+2)	(X+3)	(X+4)	(X+5)
		Output Promotion rate	X	(X+1)	(X+2)	(X+3)	(X+4)	(X+5)

Agency Results Framework (ARF)
(Results Framework for Planning)

Province: Northern Province

Ministry: Ministry of Education, Cultural Affairs & Sports

Department/ Agency: Provincial Department of Education

Thrust Area 1: Increase equitable access to primary and secondary education

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2013	2014	2015	2016	2017	
1.4	Systematic career guidance and counseling programs in school developed.	Outcome							
		Percentage of students reduced education and examination stress	X%	(X+4)%	(X+2)%	(X+2)%	(X+2)%	(X+2)%	
		Percentages of GCE OL students having awareness of selecting university education, vocational and technical education, and high-demand labour market field at local and global levels	X%	(X+2)%	(X+1)%	(X+1)%	(X+1)%	(X+1)%	
		Percentages of GCE AL students select different courses at university levels	X%	(X+2)%	(X+1)%	(X+1)%	(X+1)%	(X+1)%	
		Output							
		No. of centers established and functioned	14	14	14	14	14	14	
		No. of professionally qualified staff engaged on CG&C programmes at school levels	14	24	34	54	100	150	
	Number of schools implemented student CG&C programmes	30	100	250	450	650	900		

Agency Results Framework (ARF)**(Results Framework for Planning)****Province:** Northern Province**Ministry:** Ministry of Education, Cultural Affairs & Sports**Department/ Agency:** Provincial Department of Education**Thrust Area 1:** Increase equitable access to primary and secondary education

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2013	2014	2015	2016	2017	
1.5	Educational rights of children with special educational needs and strengthen inclusive education ensured	Outcome							
		Percentage of children acquired basic education by the programme.	X%	(X+5)%	(X+5)%	(X+5)%	(X+5)%	(X+5)%	
		Output							
		Number of students enrolled in the special education units (OOSC)	1866	1900	1910	1925	1935	1950	
		Number of students learning through inclusive education	X	X+100	X+200	X+300	X+400	X+500	
	Number of professionals (Special education) completed CD programmes	10	24	45	60	75	84		
	Number of centers with adequate facilities established/functioned to provide special education by province	3	5	6	7	8	9		

Agency Results Framework (ARF)**(Results Framework for Planning)****Province:** Northern Province**Ministry:** Ministry of Education, Cultural Affairs & Sports**Department/ Agency:** Provincial Department of Education**Thrust Area 1:** Increase equitable access to primary and secondary education

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets				
			2011	2013	2014	2015	2016	2017
1.6	Education in the affected areas Improved	Outcome						
		Number of lost Education hours remedied	2700	1860	1440	1020	600	0
		Output						
		Number of ALP classes conducted	380	400	450	500	550	600
		Number of children benefited through ALP programmes	20,000	20,100	20,200	20,300	20,400	20,500
1.7	Child rights secured in all school	Outcome						
		Number of schools follow Child Friendly approach 100%	30	200	380	420	490	534
		Output						
		Number of awareness programme on child rights.	5	50	100	150	200	250

Agency Results Framework (ARF)
(Results Framework for Planning)

Province: Northern Province

Ministry: Ministry of Education, Cultural Affairs & Sports

Department/ Agency: Provincial Department of Education

Thrust Area 2 : Improving the quality of primary and secondary education

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets				
			2011	2013	2014	2015	2016	2017
2.1	Students enabled to receive good quality education within their neighborhood	<p>Outcome</p> <p>Percentage of students pass GCE OLs/ qualifying for GCE ALs increased;</p> <p>Percentage qualifying for universities/tertiary education increased</p> <p>Output</p> <p>Number of fully fledged secondary schools per DS division.</p> <p>Number of high performing feeder schools per DS division.</p>	54%	55%	55.50%	56%	56.50%	57%
			3%	4%	4.5%	5%	5.5%	6%
			0	20	40	60	80	90
			0	75	150	225	300	336
2.2	The quality of primary education improved	<p>Outcome</p> <p>Percentage of students achieved mastery in specified competencies.</p> <p>Output</p> <p>Percentage of high performing primary section.</p>	X%	(X+1)%	(X+2)%	(X+3)%	(X+4)%	(X+5)%
			X%	(X+10)%	(X+20)%	(X+25)%	(X+30)%	(X+35)%
2.3	School libraries to enhance independent learning and lifelong learning developed	<p>Outcome</p> <p>Percentage of students having independent learning habit.</p> <p>Output</p> <p>Number of schools with library facilitated</p>	X%	(X+1)%	(X+2)%	(X+3)%	(X+4)%	(X+5)%
			176	186	200	210	225	240

Agency Results Framework (ARF)
(Results Framework for Planning)

Province: Northern Province

Ministry: Ministry of Education, Cultural Affairs & Sports

Department/ Agency: Provincial Department of Education

Thrust Area 2 : Improving the quality of primary and secondary education

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2013	2014	2015	2016	2017	
2.4	Bilingual education opportunities ensured.	Outcome							
		Pass rates of GCE OL (proxy indicators for outcomes) of students followed BLEPs	60%	62%	63%	64%	65%	66%	
		Output							
		No. of teacher training programmes conducted	24	24	24	24	24	24	
2.4	Bilingual education opportunities ensured.	No. of schools provided with supplementary materials (Books & CDs)	33	38	42	48	52	60	
		No. of awareness programme conducted to students and parents.	36	48	36	24	24	24	
2.5	The teaching and learning of full curriculum in schools ensured	Outcome							
		Pass percentage of students pass GCE OL	54.26%	55%	56%	57%	58%	59%	
		Pass percentage of GCE AL	61.81%	63%	64%	65%	66%	67%	
		Pass percentage of Gr.9 provincial level examination	X%	(x+1)%	(x+2)%	(x+3)%	(x+4)%	(x+5)%	
		Percentage of student obtain more than 100 in Gr.5 scholarship examination	51%	52%	53%	54%	55%	56%	
		Output							
		No. of ISAA training programmes conducted	24	34	40	45	50	50	
		Percentage of resources allocated for quality inputs.	4%	4.5%	4.7%	4.9%	5%	5.1%	
		No. of model examination conducted	X	X+10	X+15	X+20	X+20	X+20	
		No. of student based programme conducted	X	X+40	X+80	X+100	X+100	X+100	
		No. of school having IT facilities	557	577	625	700	750	800	
		Percentage of professionally qualified teachers	84%	88%	90%	92%	94%	96%	
No of schools with science education facilities.	155	160	180	200	220	240			
Pupil teacher ratio.	18	18	18	18	18	18			

Agency Results Framework (ARF)
(Results Framework for Planning)

Province: Northern Province

Ministry: Ministry of Education, Cultural Affairs & Sports

Department/ Agency: Provincial Department of Education

Thrust Area 2 : Improving the quality of primary and secondary education

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2013	2014	2015	2016	2017	
2.6	The increased participation of co-curricular activities ensured.	Outcome							
		Percentage of school students actively participate co-curricular activities	X%	(X+2)%	(X+3)%	(X+4)%	(X+5)%	(X+6)%	
		Output							
		No. of schools conducted school level sports meet	926	940	950	960	970	980	
		No. of divisions conducted sports meet	34	34	34	34	34	34	
		No. of zones conducted sports meet	12	12	12	12	12	12	
		No. of events conducted provincial level sports meet	170	171	172	173	174	175	
		No. of schools conducted school level cultural and language competitions & festivals	926	940	950	960	970	980	
		No. of divisions conducted cultural and language competitions & festivals	34	34	34	34	34	34	
		No. of zones conducted cultural and language competitions & festivals	12	12	12	12	12	12	
No. of events conducted provincial level cultural and language competitions & festivals	10	12	14	16	18	20			

Agency Results Framework (ARF)
(Results Framework for Planning)

Province: Northern Province

Ministry: Ministry of Education, Cultural Affairs & Sports

Department/ Agency: Provincial Department of Education

Thrust Area 2 : Improving the quality of primary and secondary education

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2013	2014	2015	2016	2017	
2.7	The participation in science and commerce streams in GCE AIs increased	Outcome							
		Percentage of students offering science stream	19.57%	20%	20.50%	21%	21.50%	22%	
		Percentage of students offering commerce stream	19.1%	20%	20.50%	21%	21.5%	22%	
		Output							
		No. of awareness programme conducted	0	30	35	38	42	45	
2.8	Peace education for the purpose of realizing social harmony and national integrity strengthened	Outcome							
		No. of students and teachers having relationships with other communities.	X	X+100	X+200	X+300	X+400	X+500	
		Output							
		Number of programmes conducted	10	20	30	40	50	60	

Agency Results Framework (ARF)
(Results Framework for Planning)

Province: Northern Province

Ministry: Ministry of Education, Cultural Affairs & Sports

Department/ Agency: Provincial Department of Education

Thrust Area 3: Providing non-formal education opportunities to children who cannot cope up with the formal systems

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets				
			2011	2013	2014	2015	2016	2017
3.1	Non formal education facilities provided to children who cannot cope up with the formal systems	Outcome Percentages of GCE OL students having ability to select university education, vocational and technical education, and high-demand labour market field at local and global levels	X%	(X+1)%	(X+2)%	(X+3)%	(X+4)%	(X+5)%
		Output Number of career guidance workshops conducted	10	30	30	30	30	30
3.2	Proper career guidance and vocational training furnished	Outcome Gross enrolment rate	X	X+1	X+2	X+3	X+4	X+5
		Literacy rate	91%	91.2%	91.7%	92%	92.5%	93%
		No of OOSC reduced	251	270	280	290	300	320
		Output Number of BLC conducted.	193	200	220	230	240	250
		Number of functioning attendance committee	470	530	620	710	850	947

Agency Results Framework (ARF)
(Results Framework for Planning)

Province: Northern Province

Ministry: Ministry of Education, Cultural Affairs & Sports

Department/ Agency: Provincial Department of Education

Thrust Area 4: Ensuring high quality service delivery of education.

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2013	2014	2015	2016	2017	
4.1	School Improvement programme strengthened.	Outcome							
		No of schools having fully functioning SDC and SMT.	0	323	500	645	920	1043	
		Percentage of schools which have community involvement in school development programmes.	X%	(X+1)%	(X+2)%	(X+3)%	(X+4)%	(X+5)%	
		Percentage of school where decision making is done by SMT.	X%	(X+2)%	(X+3)%	(X+4)%	(X+5)%	(X+6)%	
		Output							
		No of school principals and management teams completed certificate in strategic school management training programmes.	0	323	500	645	920	1043	
No of schools formed SDC and SMT.	926	950	975	1000	1020	1043			
No of awareness programme conducted to social community.	0	3	2	2	2	3			

Agency Results Framework (ARF)
(Results Framework for Planning)

Province: Northern Province

Ministry: Ministry of Education, Cultural Affairs & Sports

Department/ Agency: Provincial Department of Education

Thrust Area 4: Ensuring high quality service delivery of education.

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2013	2014	2015	2016	2017	
4.2	Improve The professionalism of managerial staff improved.	Outcome							
		No. of complaints from customers.	72	55	36	25	13	3	
		Percentage of services delivered according to the citizen charter.	30%	50%	60%	70%	80%	90%	
		No. of audit queries.	44	30	25	20	15	10	
		Output							
	No. of capacity development programmes conducted	10	20	25	30	35	40		
	No. of scholarships awarded for masters/doctoral programmes	0	2	3	3	3	3		
4.3	Strengthen Management capacity of the education divisions strengthened.	Outcome							
		No. of divisions maintain an updated EMIS	20	34	34	34	34	34	
		No of schools conducted board of survey	802	850	900	950	1000	1043	
		No of schools ARR completed	600	650	700	750	825	900	
		No of schools where demand side incentives delivered without any issues/complaints.	X	X+5	X+6	X+7	X+8	X+9	
		Output							
	No. of division facilitated with necessary equipments.	24	30	34	-	-	-		
	No. of capacity development programmes.	7	8	10	12	12	12		

Agency Results Framework (ARF)
(Results Framework for Planning)

Province: Northern Province

Ministry: Ministry of Education, Cultural Affairs & Sports

Department/ Agency: Provincial Department of Education

Thrust Area 4: Ensuring high quality service delivery of education.

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2013	2014	2015	2016	2017	
4.4	Management capacity of zones and province strengthened.	Outcome							
		Percentage of teacher promotion and conformation completed	670	720	750	770	800	850	
		Percentage of updating information on learning achievements	X%	(X+5)%	(X+10)%	(X+15)%	(X+20)%	(X+25)%	
		Percentage of education development projects planned and implemented	80%	85%	87%	90%	92%	95%	
		Percentage of In-service and pre-service trainings conducted for Identified needs	77%	80%	83%	86%	89%	92%	
		Vital statistics and annual statistical reports published.	7	7	7	7	7	7	
		Output							
		No. of zones facilitated with necessary equipments.	3	5	7	9	11	12	
		No of In-service and pre-service training arranged	120	160	165	170	175	185	
No of monitoring and evaluation conducted	80	80	80	80	80	80			
No. of capacity development programmes.	14	15	17	18	19	20			

Agency Results Framework (ARF)
(Results Framework for Planning)

Province: Northern Province

Ministry: Ministry of Education, Cultural Affairs & Sports

Department/ Agency: Provincial Department of Education

Thrust Area 4: Ensuring high quality service delivery of education.

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2013	2014	2015	2016	2017	
4.5	Deployment of teachers of English, Mathematics and Science streamlined	Outcome							
		Percentage of pass rate Mathematics	50.49%	60%	60.50%	61%	61.50%	62%	
		Percentage of pass rate Science	50.25%	51%	51.50%	52%	52.50%	53%	
		Percentage of pass rate English	26.5%	27%	27.5%	28%	28.5%	29%	
		Output							
		Percentage of schools balanced approved and available Teacher of Mathematics	60%	61%	62%	63%	64%	65%	
		Percentage of schools balanced approved and available Teacher of Science	61%	63%	64%	65%	66%	67%	
Percentage of schools balanced approved and available Teacher of English	54%	56%	57%	58%	59%	60%			
4.6	Recruitment of teachers according to the school cadre	Outcome							
		Percentage of pass rate O/L	54.26%	55%	56%	57%	58%	59%	
		Percentage of pass rate A/L	61.81%	63%	64%	65%	66%	67%	
		Output							
Percentage of schools balanced approved and available Teacher	51%	55%	56%	57%	58%	59%			

Agency Results Framework (ARF)

(Results Framework for Planning)

Province: Northern Province**Ministry:** Ministry of Education, Cultural Affairs & Sports**Department/ Agency:** Provincial Department of Education**Thrust Area 5:** Developing capacity of teachers

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2013	2014	2015	2016	2017	
5.1	School based teacher development Programme strengthened	Outcome							
		Percentage of pass rate O/L	54.26%	55%	56%	57%	58%	59%	
		Percentage of pass rate A/L	61.81%	63%	64%	65%	66%	67%	
		Output							
		No of teacher training conducted	200	400	500	600	700	800	
5.2	The professional teacher development programme strengthened	Outcome							
		Percentage of pass rate O/L	54.26%	55%	56%	57%	58%	59%	
		Percentage of pass rate A/L	61.81%	63%	64%	65%	66%	67%	
		Percentage of professional teachers	90%	92%	93%	94%	95%	96%	
		Output							
		No of teacher professional training conducted	500	550	550	550	550	550	
		No of teachers who selected the professional studies	210	225	250	250	250	250	
5.3	The capacity of In Service Advisers improved	Outcome							
		Percentage of teachers guided by ISAA	X%	(X+1)%	(X+2)%	(X+3)%	(X+4)%	(X+5)%	
		Percentage of professionally qualified(M.Ed) ISAA	15%	20%	22%	23%	24%	25%	
		Output							
		No of ISAA capacity building programmes conducted	10	11	12	13	15	15	

Agency Results Framework (ARF)

(Results Framework for Planning)

Province: Northern Province**Ministry:** Ministry of Education, Cultural Affairs & Sports**Department/ Agency:** Provincial Department of Education**Thrust Area 5:** Developing capacity of teachers

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2013	2014	2015	2016	2017	
5.4	The capacity of teacher development institutions (Teacher Centers, CRCs, PICTEC, RESC, PESC)enhanced	Outcome							
		Percentage of teachers with IT skill	34.26%	35%	36%	37%	40%	45%	
		Percentage of teachers with language skills	61.81%	65%	70%	75%	80%	85%	
		Output							
		No of teacher training conducted	200	400	500	600	700	800	
No of materials of Education produced	10	15	20	25	25	25			
No. of centres facilitated with necessary equipments.	8	15	20	22	24	27			

Medium Term Agency Results Framework (MTARF)
(Results Framework for Planning)

Province: Northern Province

Ministry: Ministry of Education, Cultural Affairs & Sports

Department/ Agency: Provincial Department of Education

Thrust Area 6: Improving Health Promotion in schools

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets				
			2011	2013	2014	2015	2016	2017
6.1	School health activities strengthened	Outcome No of schools certified as health promoting school	X	X+20	X+40	X+60	X+80	X+100
		Output No of schools conduct medical screening programme	3	12	15	25	30	35
6.2	Proper nutritional status of school children ensured	Outcome Percentage of students having satisfactory BMI	X%	(X+1)%	(X+2)%	(X+3)%	(X+4)%	(X+5)%
		No of schools implementing midmorning meal programme	512	512	512	512	512	512
		No of schools implementing milk supply programme	487	550	600	700	800	950
		No of schools implementing egg supply programme	487	550	600	700	800	950

Medium Term Agency Results Framework (MTARF)**(Results Framework for Planning)****Province:** Northern Province**Ministry:** Ministry of Education, Cultural Affairs & Sports**Department/ Agency:** Provincial Department of Education**Thrust Area 6:** Improving Health Promotion in schools

No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets				
			2011	2013	2014	2015	2016	2017
6.3	WASH facilities provided.	Outcome						
		Percentage of schools having water facilities according to norms	X%	(X+1)%	(X+2)%	(X+3)%	(X+4)%	(X+5)%
		Percentage of schools having sanitary facilities according to norms	X%	(X+1)%	(X+2)%	(X+3)%	(X+4)%	(X+5)%
		Output						
		No of schools- water facilities provided	54	60	75	80	85	90
	No of schools- sanitary facilities provided	54	60	75	80	85	90	
6.4	Awareness creation on health issues implemented.	Outcome						
		Percentage of children who have gained health precaution	X%	(X+1)%	(X+2)%	(X+3)%	(X+4)%	(X+5)%
		Output						
	No of workshop in health issues	5	8	10	12	14	15	

Department of Cultural Affairs

1. History and background

Ministry of Education, Cultural Affairs & Sports commenced temporarily in the premises of Zonal Education Office, Jaffna Zone,

2. Duties & responsibilities

1. Increasing culture Artistes to develop Cultural activities
2. Providing cultural equipments and facilities
3. Participating in Provincial and District Cultural festival yearly.
4. Conducting workshop to Cultural officers, Artistes and Children
5. Formation of a Cultural Troupe in Northern Province
6. Creation of a Model Village with Cultural Awareness Workshop on the Cultivation of Good behaving youth towards leadership
7. Improving the character and behavior in the youth through Action Theater

8. Producing the Short Film regarding the Child Abuse to create awareness among the parents.

9. Promote the Cultural Religious Festivals –

The aim for the Cultural Religious festival is tolerance, acceptability and mutual understanding of the values of the Religions by others

3. Strength and Weakness

3.1 Strength

- The office has a team spirit among the staff.
- Maintaining a good co-ordination
- Young member of the staff are known to study the various subjects.
- Inter-personal relationship is very cordial

Department Cultural Affairs

Achievement of Recent Past

Cultural Performance



Medium Term Agency Results Framework (MTARF)
(Results Framework for Planning)

Province : Northern Province
Ministry : Ministry of Education,Sports and Cultural Affairs
Department/ Agency : Department of Cultural Affairs

Vision :- “ A Society, based on the Rich cultural traditions & values , which encourages modernization & Conforms to the aspect design of living”

Mission :- Preserve & improve traditional arts & culture, encourage research; provide facilities for creative activities & honoring of outstanding personalities in these field & facilitate enrichment in language and literary development

Thrust Areas (Key Result Areas)

- 1 Preservation and respect of Multicultural values
- 2 Improving the tallent of Artistes,Cultural groups,Art societies and Students
- 3 Industrial Capacity development
- 4 Good Governance

Medium Term Agency Results Framework (MTARF)
(Results Framework for Planning)

Province : Northern Province
Ministry : Ministry of Education,Sports and Cultural Affairs
Department/ Agency : Department of Cultural Affairs
Thrust Area 1 : Preservation and respect of Multicultural values

Goal No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets						
			2011	2012	2013	2014	2015	2016	2017	
1.1	Promoted traditional cultural events, ritual and arts	Outcome:-								
		i. %Artistes Benifited	5%	10%	15%	20%	25%	30%	35%	
		ii. % Mutual understanding among communities	45%	48%	51%	54%	57%	60%	63%	
		Output:-								
		i. No of Cultural events organaized	15	19	24	29	33	38	43	
		ii. No of Cultural festivals organaized	12	18	24	30	36	42	48	
1.2	Promoted and conserved religious faith among respctive religious followers,among communities cultural relation	iii. No of Workshops and Seminars perfomed	25	29	34	40	45	51	58	
		iv No of type of arts Documendation produced	5	7	10	12	15	19	25	
		Outcome:-								
		i. % Mutual understanding among people of Various Religion	60%	63%	66%	69%	72%	75%	78%	
		ii. % of Enhanced religious faith and rituals within the religious followers	62%	65%	68%	71%	74%	77%	81%	
		Output:-								
	i. No of National religious festivals organaized	15	18	21	24	27	30	33		
	ii. No of Multicultural program Organaized	25	35	45	55	65	70	75		

Medium Term Agency Results Framework (MTARF)
(Results Framework for Planning)

Province : Northern Province
Ministry : Ministry of Education,Sports and Cultural Affairs
Department/ Agency : Department of Cultural Affairs

Thrust Area 2 : Improving the tallent of Artistes,Cultural groups,Art societies and Students

Goal No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2012	2013	2014	2015	2016	2017
2.1	Encouraged Internal Zonal Artistes for quality programs or production	<p>Outcome:-</p> <p>i. % students make use of reeding Material and playing verious Instruments</p> <p>ii. Encourageed Artistes to participate the National and regional countries</p> <p>Output:-</p> <p>i. No. of musical Instruments Supplied</p> <p>ii. No.of literary books Purchased</p> <p>iii. No. of Literary books Donated to school and Club</p> <p>iv No of literary writers & Arts competetion organaized</p> <p>v No. of tallent shows organaized</p>	45%	47%	52%	57%	62%	67%	72%
			15	25	35	45	55	65	70
			15	Nil	20	25	30	35	40
			40	45	50	55	60	65	70
			30	35	40	45	50	55	60
			7	9	11	13	15	17	20
			5	5	7	9	11	15	15

Medium Term Agency Results Framework (MTARF)
(Results Framework for Planning)

Province : Northern Province
Ministry : Ministry of Education,Sports and Cultural Affairs
Department/ Agency : Department of Cultural Affairs
Thrust Area 3: Industrial Capacity development

Goal No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2012	2013	2014	2015	2016	2017
3.1	Trained and Skilled Managerial, Programming,planning and Cultural Department Staff	Outcome:- i. % skill improved on Cultural Department Staff ii. No of Art Clubs and Societies Benifitted Output:- i. No. of Cultural Department Staff trained	45%	47%	52%	57%	62%	67%	72%
			25	30	35	40	45	50	55
			39	39	39	42	42	45	45
3.2	Strengthened cultural and art societies	Outcome:- i. % skill improved on Cultural DepartmentS taff ii. No. of Art Clubs and Societies Benifitted Output:- iv No of Musical instruments purchased & Supplied v No of Cultural film documentaries prepared	7%	12%	15%	17%	19%	22%	27%
			125	150	175	200	225	250	275
			40	45	50	55	60	65	70
			1	3	5	7	10	12	15

Medium Term Agency Results Framework (MTARF)
(Results Framework for Planning)

Province : Northern Province
Ministry : Ministry of Education,Sports and Cultural Affairs
Department/ Agency : Department of Cultural Affairs
Thrust Area 4: Good Governance

Goal No.	Goals	Key Performance Indicators (KPIs)	Baseline	Targets					
			2011	2012	2013	2014	2015	2016	2017
4.1	Performance of Institutions, programme and project monitored and evaluated	Outcome:- i. % Satisfaction of clients ii. % Satisfaction of Artistes family Output:- i. Review physical Progress by Monthly ii. Review Financial Progress by Monthly	45%	47%	52%	57%	62%	67%	72%
			35%	40%	45%	50%	55%	60%	65%
			10	10	10	10	10	10	10
			11	10	10	10	10	10	10
4.2	Circulars, Guidelines recommendation complied with and implemented	Outcome:- i. % complains received from clients Output:- i. No. of Circular guidelines issued by Department of Cultural N.P	19%	17%	14%	10%	8%	6%	4%
			6	8	10	13	16	19	22

Department of Sports

History and background

The Department of Sports which was earlier known as Department of Sports, North East Province which was renamed as Department of Sports Northern Province since 01.01.2007

Through sports, the youth can develop valuable qualities like tolerance, self confidence and leadership. Sports will also contribute to overcome the challenges of the future and convert the social environment to peace and development through the enhancement of good governance. It is accepted that many worthy citizens have been produced through sports in every nation.

Northern Province is coming up in Sports activities after the war and it would be a great opportunity to encourage athletes and motivate them to participate at the National, and international level meets. As such we are looking for those who have a strong body and ability to do hard work. This is important for the sports achievers. So this is the proper period to push them up to

develop their ability and skill in sports so as to enable them to participate in international sport events.

Department of sports has a vision to develop the sports activities actively. To achieve this vision we have a mission to develop sports activities providing sports equipments, physical and technical assistance to develop the standard of sports in Northern Province.

2. Duties & responsibilities

1. Implementing the provincial & national policy on sports development youth affairs
2. Giving equal opportunity to the participants to participate at Divisional, District & National levels
3. Maintaining the standard of national achievements to allow the youth to participate in national level
4. Providing an opportunity for competitors to train on synthetic grounds
5. Providing Sports infrastructure and equipment facilities
6. Conducting coaching camp to Players, Sports officers & Coaches.
7. Providing training to national level players to compete with high standard players

3. Strength and Weakness

3.1 Strength

- The office has a team spirit among the staff.
- Maintaining a good co-ordinate with the Departments and Sports Offices
- Young member of the staff are known to study the various subjects.
- Inter-personal relationship is very cordial.

Department of Sports

Achievement Recent Past



|
Medium Term Agency Results Framework(MTARF)
(Results Framework for Planning)

Province : Northern Province

Ministry : Ministry of Education, Sports & Cultural Affairs

Department/ Agency : Department of Sports

Vision: Develop talented Sports men and women to participating National and International level

Mission: Develop sports activities providing sports equipments, physical and technical assistance to develop the standard of sports in Northern Province

Thrust Areas (Key Result Areas)

- 1 Provision of Sports facilities in equitable manner
- 2 Social enhancement
- 3 Institutional capacity enhancement
- 4 Good governance

Medium Term Agency Results Framework(MTARF)
(Results Framework for Planning)

Province : Northern Province
Ministry : Ministry of Education, Sports & Cultural Affairs
Department/ Agency : Department of Sports

Thrust Area 1 : Provision of sports facilities in equitable manner

Goal No.	Goals	Key Performance Indicators (KPIs)	Targets							
			2011	2012	2013	2014	2015	2016	2017	
1.1	Majority of players participated in sports at Provincial, National level.	Outcome	i. % increased of formal athletes participation	25%	30%	50%	65%	75%	80%	90%
			ii Identified talented men & Women	20	25	30	40	50	60	70
		Output	i No.of medals taken	5	6	7	8	10	15	16
			ii No.of records broken	3	8	10	12	15	16	17
			iii No.of.Events conducted by Divisional and District level	40	42	45	45	45	45	45
			iv No.of sports equipment & infrastructure facilities provided	X	X+1	X+2	X+3	X+4	X+5	X+6
1.2	Sustainably developed continues participation in sports	Outcome	i. Increased the No.of outstanding athletes produced	50	60	70	80	90	100	120
		Output	ii No.of Divisional,District & Provincial level sports festival conducted	40	40	40	40	40	40	40
			iii No.of coaching camps Conducted	40	40	40	40	40	40	40

Medium Term Agency Results Framework(MTARF)
(Results Framework for Planning)

Province : Northern Province
Ministry : Ministry of Education, Sports & Cultural Affairs
Department/ Agency : Department of Sports

Thrust Area 1 : Provision of sports facilities in equitable manner

Goal No.	Goals	Key Performance Indicators (KPIs)	Targets						
			2011	2012	2013	2014	2015	2016	2017
1.3	Improved involvement of players participating in special games in Northern Province.	Outcome i % Increased the talented players in special games.	25%	30%	35%	40%	45%	50%	70%
		Output i No.of Divisional,District & Provincial level sports festival held and included special events	40	40	40	40	40	40	40
		ii No.of Coaching camps conducted for special games such as Judo Teakwon do, Karate, Wrestling , Swimming, Hockey	388	388	389	390	390	390	390

Thrust Area 2 : Social enhancement

Goal No.	Goals	Key Performance Indicators (KPIs)	Targets						
			2011	2012	2013	2014	2015	2016	2017
2.1	Increased Rural level sports players to participated the game in provincial level	Outcome: i % of qualified players increased	35%	40%	45%	50%	60%	70%	85%
		ii No of competitors motivated	150	160	180	190	200	250	260
		i No of proper sports platform Provided	X	X+1	X+2	X+3	X+4	X+5	X+6
		ii No of play ground renovated	5	10	12	10	15	20	25
		Output iii No of Sports Clubs renovated	X	X+1	X+2	X+3	X+4	X+5	X+6

Medium Term Agency Results Framework(MTARF)
(Results Framework for Planning)

From 1

Province : Northern Province
Ministry : Ministry of Education, Sports & Cultural Affairs
Department/ Agency : Department of Sports

Thrust Area 3 : Institutional capacity enhancement

Goal No.	Goals	Key Performance Indicators (KPIs)	Targets							
			2011	2012	2013	2014	2015	2016	2017	
3.1	Trained and skilled sports officers , coaches and players	Outcome	% Increased sports men & women coaching with technology	50	55	60	65	70	75	80
			ii % increased the back ground of sports gradually with proper body frame	35%	35%	40%	45%	55%	65%	75%
		Output	i No. of awareness programme Conducted	40	40	40	40	40	40	40
3.2	Strengthened divisional level sports clubs actively	Outcome	% Increased village level sports entertainments & athletes participation	25%	30%	40%	50%	60%	70%	80%
		Output	ii No. of tournaments conducted more sports	X	X+1	X+2	X+3	X+4	X+5	X+6
			iii No. of members in rural level sports club increased	140	150	200	250	300	350	400

Medium Term Agency Results Framework(MTARF)
(Results Framework for Planning)

From 1

Province : Northern Province
Ministry : Ministry of Education, Sports & Cultural Affairs
Department/ Agency : Department of Sports

Thrust Area 4 : Good Governance

Goal No.	Goals	Key Performance Indicators (KPIs)	Targets						
			2011	2012	2013	2014	2015	2016	2017
4.1	Performance of athletes programmes and projects monitored and evaluated	Outcome i % increased of successful	30%	40%	50%	60%	70%	80%	90%
		Output:- i No.of visits by the department	5	5	8	10	12	14	16
		ii No.of Progress Review meeting conducted	40	40	40	40	40	40	40
4.2	Followed up circulars , Guidelines from Provincial Public Administration, Finance Commission	Outcome i % reduced the compliance received from public	X	X-6	X-7	X-8	X-9	X-10	X-11
		Output i No.of meetings & workshop held with sports service officers	5	6	8	10	12	14	16