



No. SO(EM-I)Principal-Criteria/2021
GOVERNMENT OF THE PUNJAB
HIGHER EDUCATION DEPARTMENT

Dated Lahore, the 18th July, 2023

To,

1. **The Director Public Instructions (Colleges)**
Punjab, Lahore
2. **The Director Public Instructions (Colleges)**
South Punjab, Multan
3. **All the Director of Education (Colleges),**
in Punjab

SUBJECT: REVISED EVALUATION CRITERIA FOR THE APPOINTMENT OF PRINCIPALS IN PUBLIC SECTOR COLLEGES / DIRECTORS OF EDUCATION (COLLEGES) IN PUNJAB.

I am directed to refer to the subject noted above and to state that the following revised Evaluation Criteria for the Appointment of Principals in Public Sector Colleges / Directors of Education (Colleges) in Punjab has been approved by the Competent Authority/Chief Minister, Punjab:-

Sr. No.	Benchmarks	Detail of Marks			Max. Marks
1.	Educational Qualification	Ph.D	M.Phil		07
		07	03		
		Journal Publications (National/International) (during last 05 years) 1×3=3			03
2.	ACRs for the last 05 year	Average	Good/ Satisfactory	V.Good	15
		5×1=5	5×2=10	5×3=15	
3(a)	Length of Service (years)	25 or more= 10 , 20-25= 08 , 15-20= 06 , 10-15= 04 , Minimum to 10= 02			10
3(b)	Seniority in respective scale	1-100= 05 , 101-200= 04 , 201-300= 03 , 301-400= 02 , 401-500= 01 , 501-last= 00			05
4(a)	Administrative Experience (up to five years)	Chairperson in BISEs (on deputation) / Director of Education (Colleges) / defunct EDO (Education) / Principal Deputy Secretary in HED (on technical quota / attachment / loan basis) (4×5 =20)			20
4(b)		Secretary / Controller of Examinations in BISEs (on deputation) / Deputy Director of Education (Colleges) / defunct DO/DDO (Education) / Vice Principal / In-Charge Principal / Section Officer (on technical quota / attachment / loan basis) (3×5 =15)			
4(c)		Experience as Chairman / HOD and activities / experience(s)	<ul style="list-style-type: none">• Assistant Director (Colleges)• Purchase Committee• Admission Committee• Discipline Committee• Cleanliness Committee		

4(d)		<ul style="list-style-type: none"> • College Council • Hostel Superintendent / Hostel Warden • Bursar / Focal Person (Dengue, Health Profile, etc) • Controller of Examinations (Internal) <p>(2×5 =10)</p>	
	Experience as a member of the Committees	<ul style="list-style-type: none"> • Member of Purchase Committee • Admission Committee • Discipline Committee • Cleanliness Committee • College Council • Assistant / Deputy Hostel Superintendent • Assistant / Deputy Warden • Assistant Bursar • Assistant Controller of Examinations (Internal) <p>(1×5 =05)</p> <p>Note: Cumulative experience will be considered.</p>	
5.	Posting in Hard Area (for a period of 05 years)	Posting in notified Hard Area colleges 5×2=10, 4×2=08, 3×2=06, 2×2=04, 1×2=02	10
6.	Training / Workshops (other than mandatory training)	Minimum 03 days from a recognized institute (1×5=05)	05
7.	Result (last 05 results)	Above Board / University results (1×5 =05)	05
Total Marks			80

Interview Marks		
Management Aptitude		20
Leadership Qualities		
Communication Skills and Subject Knowledge		
TOTAL (80 + 20)		100

02. I am further directed to request you to prepare all the working papers for placing before the Selection Committee as per above mentioned approved criteria for the appointment of the Principals in Public Sector Colleges and Directors of Education (Colleges) in Punjab.


(MASOOD AHMAD)
 Section Officer (Estt. Male-I)

CC to:-

- (i) PSO to Principal Secretary to Chief Minister, Punjab.
- (ii) PSO to Chief Secretary, Punjab.
- (iii) PSO to Minister for Higher Education Department.
- (iv) PS to Secretary / Special Secretary, Higher Education Department.
- (v) PS to Secretary, Higher Education Department, South Punjab, Multan.
- (vi) PS to Additional Secretary (E&G), HED.
- (vii) PA to Deputy Secretary (EM) / (EF), HED.