



Roles of Eos in PSL Schools

- Understand and supervise the implementation of the program
- Recommend better allocations of existing teacher workforce (e.g. teachers that can be relocated) so that more classes in Liberia have teachers
- Gathering lessons that can be applied to non-PSL schools (e.g. ideas to improve learning)
- Work with principals in non-PSL schools to apply the same guidelines as in PSL on e.g. length of school day, teacher attendance, use of Teacher Code of Conduct
- School Quality Assessment
- Regular monitoring and inspection visits

PSL Operators are required to work with DEOs and CEOs as part of their regular school monitoring and inspection activities. This includes providing timely and appropriate access to school premises and documentation so that DEOs are able to complete their inspection activities in-line with Ministry standards.

No DEOs or CEOs will have the authority to transfer or remove any teachers or principals from a PSL school without the written consent of the Ministry of Education and the PSL Operator - even if it is for an elevation or promotion.

DEOs will be asked to make recommendations on better deployment of the teacher workforce to ensure we maximize the number of teachers paid and reduce the number of classrooms without a teacher.

DEOs will be informed of all relevant correspondence regarding PSL Operators Schools.

In those instances where DEOs and/or CEOs are in breach of Ministry guidelines, PSL Operators should escalate the concern to the Ministry of Education, who will actively support resolution.

DEO and/or CEOs are required to possess personnel management skills in their performance.

Ministry of Education Central Office	Local Education Officers	PSL Providers
Design and funding of PSL Program	Oversight of PSL contract through SQA and monitoring visit	Day to day school management, including of principals and teachers to ensure:
Drafting of contract; negotiation with providers; monitoring of contract. This includes decisions on what grades each PSL school is to cover.	Engage with providers on any proposed teacher transfers or removals from a PSL school, referring final decisions to the Ministry	<ul style="list-style-type: none"> - Improved literacy / numeracy outcomes (such as through offering teacher training or curriculum materials)
Provision of school buildings, classrooms, desks and chairs, school feeding (where possible)	Recommending better allocation of existing teachers across a district (to fill more classrooms)	<ul style="list-style-type: none"> - Improved teacher and student attendance
Provision of a paid teacher for every classroom + administrators	Noting lessons learned and transferring these to non PSL government schools. This does not include taking decisions on what grades existing PSL schools cover.	<ul style="list-style-type: none"> - More hours of teaching on task in the classroom (including longer school day)
<u>Final decisions</u> on allocation of teachers to schools, moving or transferring any teacher in a PSL school, promotions, removals and salary deductions. This is to ensure as many classrooms as possible are staffed and attended	Ensuring non PSL schools are also operating the same teacher Civil Service Standing Orders and teacher code of conduct rules. Working with principals to encourage this	<ul style="list-style-type: none"> - Reporting on a range of other performance measures e.g. gender balance