COMPREHENSIVE CRITERIA AND PROCEDURES
For
Selection of Officials for Board Examination
Duties - 2012

BHUTAN COUNCIL FOR SCHOOL EXAMINATIONS AND ASSESSMENT

2012
Acknowledgement

Bhutan Council for School Examinations and Assessment acknowledges Aum Sangay Zam, Secretary, Ministry of Education for her persistent advice to develop the Comprehensive Criteria and Procedures for Selection of Officials for Board Examination Duties - 2012 and members of the 120th MOE HRC meeting of November 29, 2012, chaired by the Secretary herself, for the consequent endorsement of the same.

Profoundly grateful are also Dr. Phup Rinchhen, Secretary of Examinations, BCSEA for guidance and advice; Mr. Tenzin Rabgye, Sr. HRO and Ms. Choden Jr., HRO for representing the MOE in the workshop; Mr. Sangay Tenzin, Controller of Examinations, Mr. Tshering Tenzing, Executive Specialist, Mr. Kinga Dakpa, Chief Research Officer, Ms. Kesang Deki Tshering, Subject Specialist, Mr. Namgay, Subject Coordinator, Mr. Pema Wangdi, Subject Coordinator, Mr. Lobzang Dorji, Subject Coordinator, Mr. Loden Chozin, Subject Coordinator, Ms. Sharda Rai, Subject Coordinator, Ms. Karma Chuki, ICT Technician, Ms. Jambay Wangmo, Asst ICT Officer, and Mr. Tshering Gyeltshen, Adm Asst, BCSEA for their active participation in the document development workshop held at Khasarapchu MSS in September 2012.

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First Edition: 2013

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Contents

ACKNOWLEDGEMENT ........................................................................................................2

BACKGROUND ..................................................................................................................5

SELECTION MODALITY ....................................................................................................9

INTRODUCTION ................................................................................................................10

1. TEST DEVELOPER .........................................................................................................10
2. SUPERVISING EXAMINER ..........................................................................................12
3. ASSISTANT SUPERVISING EXAMINER ........................................................................14
4. INVIGILATOR ................................................................................................................16
5. INSPECTING OFFICER ................................................................................................19
6. VISITING EXAMINER ..................................................................................................20
7. CHIEF ANSWER SCRIPT MANAGER .........................................................................28
8. ANSWER SCRIPT MANAGER .....................................................................................30
9. CHIEF SCIENCE PRACTICAL ANSWER SCRIPT MANAGER (BHSEC) ..................32
10. SCIENCE PRACTICAL ANSWER SCRIPT MANAGER (BHSEC) .............................34
11. CHIEF MARKER ..........................................................................................................36
12. MARKER .....................................................................................................................37
13. DATA TABULATOR ......................................................................................................40

CONCLUSION ...................................................................................................................42
Selection of Officials for Board Examination Duties-2012

BACKGROUND

Bhutan Council for School Examinations and Assessment (BCSEA) carries out various examination and assessment related programs and activities every year. As much of these programs and activities have direct bearing on academic programs of schools, the Ministry of Education (MOE) is the major stakeholder of the BCSEA. The BCSEA, therefore, relies largely on school teachers for their expertise for its major programs and activities including test development, supervision and invigilation of examinations and marking of papers.

While the BCSEA requires expertise of the teachers, the MOE has been concerned with the fairness and equal opportunities being provided to all teachers in the ministry. As a means to find a middle-path between such conflicting interests of the two agencies, a couple of meetings were convened between the BCSEA and MoE. The meetings identified a genuine need to develop comprehensive criteria and procedures for the selection of the teachers for the various duties in the programs and activities conducted by the BCSEA. Accordingly, the BCSEA conducted a weeklong workshop involving the representatives from the HRD, MoE in September 2012. The outcome of the workshop was the Comprehensive Criteria and Procedures for Selection of Board Examination Duties - 2012 which was presented to and endorsed by the HRC, Ministry of Education, chaired by the Honorable Secretary of the Ministry.

The Comprehensive Criteria and Procedures for Selection of Board Examination Duties - 2012 shall fulfill the following broad objectives in the selection of teachers:

a) Institutionalize a systematic selection of officials for all BCSEA duties requiring teachers;
Selection of Officials for Board Examination Duties-2012

b) Fulfill the expertise requirements for various professional activities conducted by the BCSEA;

c) Ensure proper and effective conduct of all examination and assessment related activities of the BCSEA;

d) Ensure fair and transparent selection of teachers for various duties;

e) Enhance the opportunity to have equal chances for all teachers to participate in the BCSEA organized activities; and

f) Decentralize the process of selection to schools and dzongkhags.
Selection of Officials for Board Examination Duties-2012

Comprehensive Criteria & Procedures

Bhutan Council for School Examinations and Assessment Page 7
Selection of Officials for Board Examination Duties-2012

8.

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10.
Selection Modality

Selection of Officials for Board Examination Duties-2012

Comprehensive Criteria & Procedures

Not Selected

Not Selected

Not Selected

Examination Duty Officials
INTRODUCTION

Bhutan Council for School Examinations and Assessment (BCSEA) engages teachers from schools for various examination related duties before, during and after the examinations. There are different categories of duties for which the selection criteria and selection procedures are provided in this booklet.

1. Test Developer

A test developer is a competent subject expert appointed by BCSEA to set test items for board examinations and other educational assessments.

1.1 Selection Criteria

a) Should have three or more years of teaching experience,
b) Should have taught the relevant subject and the level for at least three years,
c) Should be currently teaching the subject at the level,
d) Should have strong content knowledge in the relevant subject,
e) Should have knowledge and experience in test development,
Selection of Officials for Board Examination Duties-2012

f) Should not have any adverse records (disciplinary, irregular attendance, criminal conduct, etc.,)

h) A competent test developer may be selected for a maximum of three times,

i) A test developer even after having served three times may be re-selected after a cooling off period of two years, and

j) Should not be enrolled in any award bearing programs.

1.2 Selection Procedure

a) The BCSEA sends out nomination forms along with the selection criteria to DEOs/TEOs in March

b) Schools provide the nomination of suitable teachers available for test development through DEOs/TEOs to BCSEA by the end of May, and

c) The HRC of the BCSEA makes the selection and sends out appointment letters to the selected test developers.

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k) གོང་རྒྱུ་གྲྭ་ཕྱི་ཆོས་ཚན་མཁས་མཆོག་ཅྱིག་ཨྱིན།

l) གོང་རྒྱུ་གྲྭ་ཕྱི་ཆོས་ཚན་མཁས་མཆོག་ཅྱིག་ཨྱིན།

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o) གོང་རྒྱུ་གྲྭ་ཕྱི་ཆོས་ཚན་མཁས་མཆོག་ཅྱིག་ཨྱིན།

p) གོང་རྒྱུ་གྲྭ་ཕྱི་ཆོས་ཚན་མཁས་མཆོག་ཅྱིག་ཨྱིན།

q) གོང་རྒྱུ་གྲྭ་ཕྱི་ཆོས་ཚན་མཁས་མཆོག་ཅྱིག་ཨྱིན།
Selection of Officials for Board Examination Duties-2012

2. Supervising Examiner

A Supervising Examiner (SE) is the key officer responsible for the overall management during the conduct of examinations in a centre. He / she is selected or appointed by the BCSEA based on the nominations endorsed by the HRC of Dzongkhag/Thromde.

2.1 Selection Criteria

(a) Should have five or more years of teaching experience,
(b) Should have worked as an invigilator for at least two times,
(c) Should have worked as an Assistant Supervising Examiner at least once,
(d) Should not have any adverse records (disciplinary, irregular attendance, criminal conduct, etc.,)
(e) Should have the highest integrity,
(f) Should be nominated/ recommended by the HRC of the school,
(g) An SE, based on his/her performance, may be selected for a maximum of three times,
Selection of Officials for Board Examination Duties-2012

(h) An SE even after having served three times may be re-selected after a cooling off period of two years, and  
(i) Should not be enrolled in any award bearing programs.

2.2 Selection Procedure

(a) The BCSEA sends out nomination forms along with the selection criteria to DEOs/TEOs in March,  
(b) Schools provide the nomination of suitable teachers available for SE through DEOs/TEOs to the BCSEA by the end of May, and  
(c) The HRC of the BCSEA makes the selection and sends out appointment letters to the selected SEs.
3. **Assistant Supervising Examiner**

An Assistant Supervising Examiner (ASE) is an officer responsible for assisting the SE during the conduct of examinations in a centre.

### 3.1 Selection Criteria

(a) Should have three or more years of teaching experience,
(b) Should be currently teaching in middle/higher secondary schools,
(c) Should have served as an invigilator in the Board Examinations for at least two times,
(d) Should not have any adverse records (disciplinary, irregular attendance, criminal conduct, etc.,)
(e) Should have the highest integrity,
(f) Should be the most capable person among the invigilators in a centre, and
(g) Should not be enrolled in any award bearing programs.

### 3.2 Selection Procedure
Selection of Officials for Board Examination Duties-2012

(a) **ONE** ASE is appointed for a centre having 150 to 299 candidates and **TWO** ASEs for a centre exceeding 300 candidates, and

(b) An ASE is selected jointly by the SE, Convener and Invigilators from amongst the invigilators appointed in a centre.

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**Bhutan Council for School Examinations and Assessment**

Page 15
4. Invigilator

An Invigilator is any teacher appointed for the actual conduct of examinations in a centre.

4.1 Selection Criteria

a) Should have three or more years of teaching experience,

b) Should be physically fit and mentally sound,

c) Should not have any adverse records (disciplinary, irregular attendance, criminal conduct, etc.,)

d) Should have the highest integrity,

e) Should not be enrolled in any award bearing programs,

f) Should not be selected more than once in two years, and

g) Should not be nominated for any winter marking centre duties (applicable to Class PP-VIII teachers only).

4.2 Selection Procedure

a) The BCSEA sends the number of invigilators required for each centre to DEOs/TEOs along with the selection criteria,

b) The DEOs/TEOs in consultation with other DEOs/TEOs make arrangements to appoint invigilators for centres in adjoining Dzongkhags/Thromdes and also for the centres under their jurisdictions,

c) Requirement of invigilators is worked out at the ratio of 1:18 candidates in each examination room and at the ratio of 1:25 candidates in each examination hall,

d) The HRCs of schools submit their nominations to DEOs/TEOs,

e) 70% of the invigilators should be the teachers teaching Classes PP-VIII and 30% teachers teaching Classes IX-XII,

f) Should have a maximum of two ZLT invigilators in each centre,

g) Should have a minimum of two female invigilators in each centre,
Selection of Officials for Board Examination Duties-2012

h) The HRCs of Dzongkhags/Thromdes make the final selections and send out appointment letters with copies to the BCSEA and MOE,

i) In case of shortage, the SE and Convener in consultation with DEOs/TEOs can appoint additional invigilator(s) with the approval of BCSEA,

j) Utmost care is taken to avoid conflict of interest while appointing invigilators from adjoining schools, and

k) Both the nominating HRCs of schools and the appointing HRC of Dzongkhags/Thromdes shall be accountable for any unsatisfactory performance of invigilator in the examination centres.
Selection of Officials for Board Examination Duties-2012

Comprehensive Criteria & Procedures
Selection of Officials for Board Examination Duties-2012

5. Inspecting Officer

An Inspecting Officer is an official appointed by BCSEA to visit and inspect the examination centres during the examinations to ensure the smooth and fair conduct of the examinations.

Following are the inspecting officers:
- BCSEA Officials,
- Other officials from the Ministry assigned by the BCSEA and
- District Education Officers (DEO) and Assistant District Education Officer (ADEO).
Selection of Officials for Board Examination Duties-2012

6. Visiting Examiner

A Visiting Examiner (VE) is a teacher appointed as an external examiner to assess the Class XII project works in Geography and Science subjects (Biology, Chemistry and Physics). He/she is also responsible for conducting Practical Examinations in Science subjects (Biology, Chemistry and Physics), Computer Studies (XII) and Computer Applications (X) in the centre where he/she is appointed.

6.1.1 Selection Criteria (Science Subjects)

a) Should have three or more years of teaching experience,
Selection of Officials for Board Examination Duties-2012

b) Should be currently teaching the subjects in Classes X, XI or XII,

c) Should not have any adverse records (disciplinary, irregular attendance, criminal conduct, etc.,)

d) Should have the highest integrity,

e) Should not be enrolled in any award bearing programs,

f) Should be teaching either Chemistry or Biology to be nominated to conduct both Chemistry and Biology practical examinations,

g) A VE, based on his/her performance, may be appointed for a maximum of three times, and

h) A VE even after having served for three times may be reselected after a cooling off period of two years.

6.1.2 Selection Procedure (Science Subjects)

a) **ONE** VE is assigned for a centre having two batches using one or two laboratories,

b) **TWO** VEs are assigned for a centre with three or more batches of candidates,

c) A required number of VEs, based on the requirement submitted by the centre, is assigned for each large centre,

d) VEs are selected from the schools within one day’s travelling distance to the examination centres,

e) BCSEA sends the nomination forms along with the selection criteria to DEOs/TEOs,

f) The HRCs of schools submit their nominations to DEOs/TEOs,

g) The HRCs of Dzongkhags/Thromdes endorse and send the nominations to BCSEA, and

h) The final selection is done by the HRC of the BCSEA and appointment letters issued.

*Note:*
Selection of Officials for Board Examination Duties-2012

Prior to selection of VEs for Science Practical, a survey form is sent to higher secondary schools offering science. This survey form should be filled in with information on logistics such as:

- the number of students appearing the practical examinations,
- the number of laboratories/rooms going to be used and
- the number of batches in each stream.

Based on the above information the number of VEs for each centre is worked out by the BCSEA. During the practical examinations, the Class XII science subject teachers remain in the school for technical support. Therefore, science teachers teaching Classes X and XI are selected as VEs.
## Selection of Officials for Board Examination Duties-2012

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**Bhutan Council for School Examinations and Assessment**  
*Page 23*
6.2.1 Selection Criteria (Computer Subjects)

a) Should have three or more years of teaching experience,

b) A Science teacher with Computer subject combination,

c) Should not have any adverse records (disciplinary, irregular attendance, criminal conduct, etc.,)

d) Should have the highest integrity.

e) Should not be enrolled in any award bearing programs,

f) A VE, based on his/her performance, may be appointed for a maximum of three times, and

g) A VE even after having served three times may be re-selected after a cooling off period of two years.
Selection of Officials for Board Examination Duties-2012

6.2.2 Selection Procedure (Computer Subjects)

a) **ONE VE** is assigned for a centre having two batches using one or two laboratories,

b) **TWO VEs** are assigned for a centre with three or more batches of candidates,

c) A required number of VEs, based on the requirement submitted by the centre, is assigned for each large centre,

d) VEs are selected from the schools within one day’s travelling distance to the examination centres,

e) BCSEA sends the nomination forms along with the selection criteria to DEOs/TEOs,

f) The HRCs of schools submit their nominations to DEOs/TEOs,

g) The HRCs of Dzongkhags/Thromdes endorse and send the nominations to BCSEA, and

h) The final selection is done by the HRC of the BCSEA and appointment letters issued.
### Selection of Officials for Board Examination Duties-2012

<table>
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*Note:* The table above contains details of the selection criteria and procedures for officials involved in board examination duties in 2012.
6.3.1 Selection Criteria (Geography)

a) Should have three or more years of teaching experience,
b) Should be currently teaching the subject in Classes X, XI or XII,
c) Should not have any adverse records (disciplinary, irregular attendance, criminal conduct, etc.,)
d) Should have the highest integrity,
e) Should not be enrolled in any award bearing programs,
f) A VE, based on his/her performance, may be appointed for a maximum of three times, and
g) A VE even after having served three times may be re-selected after a cooling off period of two years.

6.3.2 Selection Procedure

a) A required number of VEs is assigned based on the number of candidates in a large centre,
b) VEs are selected from the schools within one day’s travelling distance to the examinations centres,
c) BCSEA sends the nomination forms along with the selection criteria to DEOs/TEOs,
d) The HRCs of schools submit their nominations to DEOs/TEOs,
e) The HRCs of Dzongkhags/Thromdes endorse and send the nominations to BCSEA, and
f) The final selection is done by the HRC of the BCSEA and appointment letters issued.
7. Chief Answer Script Manager

A Chief Answer Script Manager is an official responsible for the overall management of answer scripts during the marking process.

7.1 Selection Criteria
Selection of Officials for Board Examination Duties-2012

a) Should have five or more years of teaching experience,
b) Should have served as an answer script manager at least once,
c) Should be selected from the pool of answer script managers,
d) Should not have any adverse records (disciplinary, irregular attendance, criminal conduct, etc.,)
e) Should have the highest integrity,
f) Should have a written evidence of possessing a strong leadership quality,
g) Should not be nominated for invigilation duty, and
h) Should not be enrolled in any award bearing programs.

7.2 Selection Procedure

a) The SED, BCSEA prepares a pool of capable answer script managers and submits to the HRC, BCSEA for approval and appointment, and
b) A Chief Answer Script Manager, based on his/her performance, may serve for a maximum of two times.
8. Answer Script Manager

An Answer Script Manager is an official responsible for management of the answer scripts of a particular subject for marking.

8.1 Selection Criteria

a) Should have three or more years of teaching experience,
b) Should be physically fit,
c) Should be from amongst the teachers teaching Classes PP-VIII,
d) Should not have any adverse records (disciplinary, irregular attendance, criminal conduct, etc.,)
e) Should have the highest integrity,
f) Should not be enrolled in any award bearing programs.
g) Should not be selected more than twice in ten years, and
h) Should not be nominated for the invigilation duty.

8.2 Selection Procedure

a) The SED, BCSEA sends the nomination forms along with the selection criteria to DEOs/TEOs,
b) The HRCs of schools submit their nominations to DEOs/TEOs,
c) The HRCs of Dzongkhags/Thromdes endorse and send the nominations to BCSEA, and
Selection of Officials for Board Examination Duties-2012

d) The final selection is done by the HRC of the BCSEA and appointment letters issued.


d) བློ་སྦྱོང་བཞིན་སྐྱོང་བ།


d) བློ་སྦྱོང་བཞིན་སྐྱོང་བ་འདི་དམྱིགས་བསལ་ཆོས་ཚན་གྱི་ལན་ཤོག་དབྡེ་ཞྱིབ་ཀྱི་དོན་ལས་ལན་ཤོག་འཛིན་སྐྱོང་གྱི་འགན་འཛིན་པ་ཅྱིག་ཨྱིན།


d) སྦྱོང་ནོར་བཙག་འཐུའྱི་ཚད་གཞི།


d) གཟུགས་ཁམས་སྐྱེས་དགོ།


d) སོབ་སོན་ལོ་ངོ་གསུམ་ཡང་ན་དྡེ་ལས་མངམ་ཡོད་དགོ།


d) ཁོས་རྒྱུགས་ལ་རྟོག་པའྱི་ལཱ་འགན་ནང་བསོ་བཞག་མ་འབད་མྱི་དགོ།


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d) སྦྱོང་ནོར་བཙག་འཐུའྱི་ཚད་གཞི།


d) གཟུགས་ཁམས་སྐྱེས་དགོ།


d) ཀྱིན་ཁམས་དེ་རིག་པོས་བཅོད་མ་བཞག་པ་འབད་མྱི་དགོ།


d) ཀྱིན་ཁམས་དེ་རིག་པོས་བཅོད་མ་བཞག་པ་འབད་མྱི་དགོ།
9. Chief Science Practical Answer Script Manager (BHSEC)

The Chief Science Practical Answer Script Manager is an official responsible for the overall management of science practical answer scripts during the marking. Unlike the theory marking, the answer scripts are marked centre-wise because the measurement of instruments and the specimens used differ from school to school. To have a smooth and fair marking, a separate Chief Science Practical Answer Script Manager is appointed.

9.1 Selection Criteria
   a) Should have five or more years of teaching experience,
   b) Should have served as a science practical answer script manager at least once,
   c) Should be selected from the pool of science practical answer script managers,
   d) Should not have any adverse records (disciplinary, irregular attendance, criminal conduct, etc.,)
   e) Should have the highest integrity,
   f) Should have a written evidence of possessing a strong leadership quality,
   g) Should not be nominated for the invigilation duty, and
   h) Should not be enrolled in any award bearing programs.
9.2 Selection Procedure

a) The SED, BCSEA prepares a pool of capable science practical answer script managers and submits to the HRC, BCSEA for approval and appointment, and

b) A Chief Science Practical Answer Script Manager, based on his/her performance, may serve for a maximum of two times.
10. Science Practical Answer Script Manager (BHSEC)

A Science Practical Answer Script Manager is an official responsible for discipline-wise management of science practical answer scripts during the marking.

10.1 Selection Criteria
a) Should have three or more years of teaching experience,
b) Should be physically fit,
c) Should be from amongst the teachers teaching Classes PP-VIII,
d) Should not have any adverse records (disciplinary, irregular attendance, criminal conduct, etc.,)
e) Should have the highest integrity,
f) Should not be enrolled in any award bearing programs,
g) Should not be selected more than two times in ten years, and
h) Should not be nominated for the invigilation duty.

10.2 Selection Procedure
a) The SED, BCSEA sends the nomination forms along with the selection criteria to DEOs/TEOs,
b) The HRCs of schools submit their nominations to DEOs/TEOs,
c) The HRCs of Dzongkhags/Thromdes endorse and send the nominations to BCSEA, and
d) The final selection is done by the HRC of the BCSEA and appointment letters issued.
Selection of Officials for Board Examination Duties-2012

 BCHT ལྷོའི་འིད་ཐུབ་ཅིག་འཇོག་འཐད་པའི་ སྨིན་པོ་ཆོས་དུས་ བཅོམ་བྱ་སྟོང་པ་གྱི་སྲིད་ཐུན་བུ་མི་བབས་ བཏགས་ཆོས་ཐུབ་ཅིག་འཐད་པའི་འིད་ ཐུབ་ཅིག་འཇོག་འཐད་པའི་འིད་ཐུན་བུ་ འཇོག་འཐད་པའི་འིད་ཐུན་བུ་མི་བབས་


tson ra'gyig lung dpon bar lung jam dpon

"ཆོས་རྒྱུགས་བཤད་པ་ཚོགས་ཆུང་གྱིས་ཞབས་བོད་བཙག་འཐུ་འབད་དེ་ཡིག་ཚང་བཀའ་རྒྱ་གནང་ནྱི་ཁ་"


tson ra'gyig lung thug pa gsum

"ཆོས་རྒྱུགས་ལ་རྟོག་པའི་ལཱ་འགན་ནང་བསོ་བཞག་མ་འབད་མྱི་དོན་"


tson ra'gyig lung yig pa'i me si

"ཆོས་རྒྱུགས་ལ་རྟོག་པའི་ལཱ་འགན་ནང་བསོ་བཞག་མ་འབད་མྱི་དོན་"


tson ra'gyig lung yig pa'i me si

"ཆོས་རྒྱུགས་ལ་རྟོག་པའི་ལཱ་འགན་ནང་བསོ་བཞག་མ་འབད་མྱི་དོན་"


tson ra'gyig lung yig pa'i me si

"ཆོས་རྒྱུགས་ལ་རྟོག་པའི་ལཱ་འགན་ནང་བསོ་བཞག་མ་འབད་མྱི་དོན་"


tson ra'gyig lung yig pa'i me si

"ཆོས་རྒྱུགས་ལ་རྟོག་པའི་ལཱ་འགན་ནང་བསོ་བཞག་མ་འབད་མྱི་དོན་"


tson ra'gyig lung yig pa'i me si

"ཆོས་རྒྱུགས་ལ་རྟོག་པའི་ལཱ་འགན་ནང་བསོ་བཞག་མ་འབད་མྱི་དོན་"


tson ra'gyig lung yig pa'i me si

"ཆོས་རྒྱུགས་ལ་རྟོག་པའི་ལཱ་འགན་ནང་བསོ་བཞག་མ་འབད་མྱི་དོན་"


tson ra'gyig lung yig pa'i me si

"ཆོས་རྒྱུགས་ལ་རྟོག་པའི་ལཱ་འགན་ནང་བསོ་བཞག་མ་འབད་མྱི་དོན་"


tson ra'gyig lung yig pa'i me si

"ཆོས་རྒྱུགས་ལ་རྟོག་པའི་ལཱ་འགན་ནང་བསོ་བཞག་མ་འབད་མྱི་དོན་"


tson ra'gyig lung yig pa'i me si

"ཆོས་རྒྱུགས་ལ་རྟོག་པའི་ལཱ་འགན་ནང་བསོ་བཞག་མ་འབད་མྱི་དོན་"
11. Chief Marker

The Chief Marker is a subject expert appointed to supervise the quality and fairness of the marking process.

11.1 Selection Criteria
   a) Should have five or more years of teaching experience,
   b) Should have served as a marker for three times,
   c) Should be currently teaching the subject in Classes X and XII,
   d) Should have strong content knowledge in the subject,
   e) Should not have any adverse records (disciplinary, irregular attendance, criminal conduct, etc.,)
   f) Should have the highest integrity,
   g) Should have a written evidence of possessing a strong leadership quality, and
   h) Should not be enrolled in any award bearing programs.

11.2 Selection Procedure
   a) The SED, BCSEA prepares a pool of capable markers and submits to the HRC, BCSEA for approval and appointment,
   b) Based on his/her performance, a Chief Marker may be selected for a maximum of three times,
   c) A Chief Marker after having served three times may be re-selected after a cooling off period of two years and
   d) The final selection is done by the HRC of BCSEA and appointment order issued.
12. Marker

A Marker is a subject expert appointed for marking the board examinations answer scripts.

12.1 Selection criteria
a) Should have three or more years of teaching experience,
Selection of Officials for Board Examination Duties-2012

- b) Should be teaching the subjects in Classes X, XI and XII,
- c) Should not have any adverse records (disciplinary, irregular attendance, criminal conduct, etc.,)
- d) Should have the highest integrity,
- e) For other subjects in Class X, markers may be considered for re-selection for a maximum of three times based on their performance, but in English and Dzongkha subjects they may be re-selected more than three times until there is no shortage,
- f) For all subjects in Class XII, markers may be re-selected more than three times until there is no shortage, and
- g) Should not be enrolled in any award bearing programs.

12.2 Selection Procedure

- a) The SED, BCSEA sends the nomination forms along with the selection criteria to DEOs/TEOs,
- b) At least 50% of Markers should be those who have never attended marking duties before,
- c) The HRCs of schools submit their nominations to DEOs/TEOs,
- d) The HRCs of Dzongkhags/Thromdes endorse and send the nominations to the BCSEA,
- e) The final selection is done by the HRC of the BCSEA and appointment letters issued, and
- f) The final list of markers is not made public.
Selection of Officials for Board Examination Duties-2012

1. Bhutan Council for School Examinations and Assessment

Comprehensive Criteria & Procedures
13. Data Tabulator

A Data Tabulator is a person responsible for tabulating item data in a specific computer format for data analysis.

13.1 Selection Criteria
a) Should have three or more years of teaching experience,
b) Should have sound computer knowledge and skills,
c) Should be from amongst the teachers teaching Classes PP-VIII,
d) Should not have any adverse records (disciplinary, irregular attendance, criminal conduct, etc.,)
e) Should have the highest integrity,
f) Should not be enrolled in any award bearing programs,
g) Should not be selected more than twice in ten years,
h) Should not be nominated for invigilation duty in the current year.

13.2 Selection Procedure
a) The SED, BCSEA sends the nomination forms along with the selection criteria to DEOs/TEOs,
b) The HRCs of schools submit their nominations to DEOs/TEOs,
c) The HRCs of Dzongkhags/Thromdes endorse and send the nominations to BCSEA, and
d) The final selection is done by the HRC of the BCSEA and appointment letters issued.
Selection of Officials for Board Examination Duties-2012

༡) གེལ་ལུང་(བོད་ཁ་) ེུན་ལེམ་བྱེད་པར་ཞིག་བཤད་ཀྱིས་

༢) གེལ་ལུང་(བོད་ཁ་) ེུན་ལེམ་བྱེད་པར་ཞིག་བཤད་ཀྱིས་

༣) གེལ་ལུང་(བོད་ཁ་) ེུན་ལེམ་བྱེད་པར་ཞིག་བཤད་ཀྱིས་

༤) གེལ་ལུང་(བོད་ཁ་) ེུན་ལེམ་བྱེད་པར་ཞིག་བཤད་ཀྱིས་

༥) གེལ་ལུང་(བོད་ཁ་) ེུན་ལེམ་བྱེད་པར་ཞིག་བཤད་ཀྱིས་

༦) གེལ་ལུང་(བོད་ཁ་) ེུན་ལེམ་བྱེད་པར་ཞིག་བཤད་ཀྱིས་

༧) གེལ་ལུང་(བོད་ཁ་) ེུན་ལེམ་བྱེད་པར་ཞིག་བཤད་ཀྱིς་

༨) གེལ་ལུང་(བོད་ཁ་) ེུན་ལེམ་བྱེད་པར་ཞིག་བཤད་ཀྱིས་

༩) གེལ་ལུང་(བོད་ཁ་) ེུན་ལེམ་བྱེད་པར་ཞིག་བཤད་ཀྱིས་

༩) གེལ་ལུང་(བོད་ཁ་) ེུན་ལེམ་བྱེད་པར་ཞིག་བཤད་ཀྱིς་

༩) གེལ་ལུང་(བོད་ཁ་) ེུན་ལེམ་བྱེད་པར་ཞིག་བཤད་ཀྱིས་
General Exception:

For all categories of duties, if the teachers with three to five years of teaching experience are not available, teachers with one or two years of teaching experience can be selected.

CONCLUSION

The criteria and procedures as laid down in this booklet are crucial to the smooth conduct of the board examinations. However, they will go through reviews and amendments as and when required.
Selection of Officials for Board Examination Duties-2012

Comprehensive Criteria & Procedures

Bhutan Council for School Examinations and Assessment Page 43