



## Conference Proceedings

**IBCC 1<sup>st</sup>**  
**ANNUAL**  
CONFERENCE 2023

**Organized By:**  
**Inter Boards Coordination Commission (IBCC)**  
**Ministry of Federal Education and Professional Training**  
**Government Of Pakistan**



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## **PREFACE**

It is with great pride and enthusiasm that I present the proceedings and outcomes of the inaugural Annual Conference 2023, organized by the Inter Boards Coordination Commission (IBCC). This conference marks a significant milestone in our journey towards transforming examination and assessment practices in Pakistan. The event, held at Mohammad Ali Jinnah University, Karachi, brought together experts, policymakers, and educators from across the nation, unified in the pursuit of excellence in education.

The theme of this year's conference, "Examination and Assessment Practices in Pakistan," reflects our commitment to addressing the challenges faced in our education system, from secondary to higher education. Over two days, we delved into various aspects of examination reforms, assessment techniques, and the integration of technology, all with the aim of enhancing the quality and fairness of our educational assessments. The discussions, workshops, and research presentations covered a wide range of topics, including holistic assessment, digital tools, inclusivity, and the development of 21st-century skills, all crucial for equipping our students to meet the demands of the future.

The outcomes of this conference will serve as a foundation for meaningful reforms. Our goal is to sustain a standardized, transparent, and inclusive examination system that nurtures not only academic knowledge but also critical thinking, creativity, and ethical values among students. We are committed to collaborating with examination boards, educational institutions, and policymakers to implement these changes and continuously improve our assessment practices.

As we look ahead, I express my sincere appreciation to all the participants, speakers, and organizers for their invaluable contributions to making this conference a success. I also reaffirm IBCC's dedication to holding such conferences annually in different provinces, creating opportunities for continuous dialogue and collective action towards educational advancement.

Together, we are laying the groundwork for a brighter and more equitable future for Pakistan's education system.

Dr. Ghulam Ali Mallah  
Executive Director, IBCC

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### **The Inter Boards Coordination Commission (IBCC)**

The Inter Boards Committee of Chairmen (IBCC) was established in 1972 through resolution and has been restructured and reconstituted as Inter Boards Coordination Commission (IBCC) through the Act of Parliament No VIII 2023.

The IBCC has two main forums, which include the Board of Governors (BoG) and IBCC Forum, to adhere to its specified mandate as mentioned in its Act.

The IBCC Forum is a forum for the Chairmen or Chairpersons or Chief executives of member Examination Boards and other Allied Member Organizations to exchange information & make recommendations to devise policy for unified implementation at the country level on matters relating to the development & promotion of the academic evaluation, examination & assessment, whereas, the BoG is responsible for all administrative and financial activities of IBCC Secretariat.

### **The Concept of Annual Conference**

The meetings of the IBCC Forum are held after every quarter to deliberate on the standardisation of the examination & assessment system at the SSC/HSSC Level and allied matters.

It was proposed by Dr Ghulam Ali Mallah, Executive Director, IBCC in 177<sup>th</sup> meeting of IBCC Forum held on 09 – 10 October 2023 at Muzaffarabad AJK to organise an International Conference every year with participation from all Boards of Intermediate and Secondary Education (BISEs), Boards of Technical Education (BTEs), Foreign Examination Boards operating in Pakistan and Higher Education Commission (HEC) with a primary objective to provide a platform for educators and policymakers to exchange ideas, experiences, and innovations related to examination reforms in order to promote a comprehensive understanding of the challenges in examination systems at different educational levels.



The forum appreciated and endorsed the idea and accordingly, the IBCC Secretariat organised a two-day conference in December 2023.

### The Annual Conference 2023

The theme, "Examination and Assessment Practices in Pakistan" was selected for the 1<sup>st</sup> Annual Conference 2023.

The conference was organized for two days on 22<sup>nd</sup> & 23<sup>rd</sup> December 2023 at the premises of Mohammad Ali Jinnah University (MAJU), Karachi and dignitaries from all over the country graced the occasion with their enlightening participation contributing substantially to the overall worth of the conference.



### Day 1 (Friday, December 22<sup>nd</sup>, 2023)

#### Session I (Inauguration Session)

The inauguration session started with a recitation of the Holy Quran by --.

Mr. Ishtiaq Kolachi and Ms. Hafiza Marium of MAJU proceeded with the proceedings of the conference as per the given program.

#### Welcome Address

In his welcome note, **Dr. Ghulam Ali Mallah, Executive Director, IBCC** highlighted the role of IBCC in reforming the quality of examination nationwide. While congratulating the organizers and President MAJU Prof. Dr Zubair A Shaikh, he affirmed organising such conferences at every province annually from the platform of IBCC. Furthermore, he emphasized collaborative working among examination boards of the country for a unified system of evaluation.



#### Keynote Speech (Importance and Impact of National Conference)

In his speech, **Mr. Nasir Raza Zaidi, President, Pakistan Academic Consortium** pointed out the discrepancies in the education system that bring about heterogeneity in intellectual properties among students. Additionally, he emphasized on inclusion of formative assessment alongside summative assessment throughout all examination boards as formative assessment is more reflective of the consistency of performance.



### Keynote Speech (Technology in Assessment)

Prof. Dr Zubair A. Shaikh, President, Mohammad Ali Jinnah University (MAJU), drew attention towards the use of technology in all spheres of life and, accordingly, the dire need to digitize all facets of the education system specifically examination and assessment. He further recommended continuous monitoring, curriculum planning, data analysis, and improving assessment methods to be implemented for improved tertiary education.

Slides of the presentation given by Prof. Dr. Zubair Ahmad Shaikh during his keynote speech are as under:



### Speech by Chief Guest

Mr. Madad Ali Sindhi, Federal Minister, Ministry of Federal Education & Professional Training, asserted the significance of character building and inculcation of critical thinking skills among students at primary, secondary and tertiary levels. Furthermore, he emphasized that the examination process should be transparent and the use of technology in assessment should be promoted. However, the existing challenges within the education system can be overcome through collaboration and detrimental efforts. Moreover, universities should utilize available resources to train teachers and provide an inclusive environment for students.



### Session II (Panel Discussion)

#### Expectation vs Reality Progression from Higher Secondary to Tertiary Education

##### **Moderator**

Dr. Shehzad Jeeva (Educationist/ Former CEO AKU-EB)

##### **Panelists**

- Ms. Shahnaz Wazir Ali (President, SZABIST University)
- Prof. Dr. Huma Baqai (Rector, Millenium Institute of Technology and Entrepreneurship)
- Prof. Dr. Muhammad Tufail (Pro Vice Chancellor, NED University of Engineering & Technology)
- Dr. Fateh Marri, Vice Chancellor, Sindh Agriculture University, Tandojam



The discussion was aimed to provide a comprehensive understanding of the transition from higher secondary school stage to tertiary education, manage expectations realistically, and equip students with the tools and information necessary to navigate this transition successfully.

The important discussion points are highlighted as under:

**Dr Shehzad Jeeva:** How do you perceive the current state of alignment between higher secondary exams and Tertiary exams in Pakistan?

In response, **Ms. Shahnaz Wazir Ali** emphasized that the admission policies in universities are more inclined towards enrolling the maximum number of students while compromising on the intellectual capacity of students. She also highlighted the shortcomings of secondary and higher secondary boards of education that do not nurture students to successfully pass tertiary level education.



**Prof. Dr Huma Baqai** pointed out the lack of foundational knowledge as the root cause of the gap between Higher Secondary & Tertiary Education. She stressed on skills development and inclusion of outreach and vocational training programs for better prospects of students. She discouraged the summative format of assessment at the secondary and higher secondary levels as it limits the intellectual growth of students. In addition, she held responsible the inane aptitude of test preparatory practices for making students less intellectual.



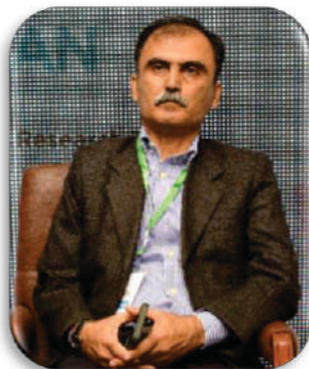
**Dr. Shehzad Jeeva:** In your experience what other expectations students should bring with them when transitioning from Board Exams to University Entrance Exam?

**Dr Fateh Marri** highlighted that due to the obsolete summative assessment format till intermediate, students lack basic knowledge and do not project the intellectual capabilities required at the tertiary level. This gap burdens the tertiary teachers with a great responsibility to instil critical thinking skills among such students.



**Dr. Shehzad Jeeva:** What skills in particular are expected from the students?

**Prof. Dr Muhammad Tufail** pinpointed that students seeking admissions at the tertiary level lack basic skills and fundamental knowledge as the admission policies focus on acing aptitude tests and securing grades. He also highlighted that the education system focuses primarily on quality controlling rather than quality assurance and as a result, students are classified as low and high achievers. Furthermore, he stressed upon the dire need to include ethics as a part of the education system. To triumph over the aforementioned challenges, he proposed that there should be alignment between education and educational boards. He also stressed that ethical training is becoming extinct and there is a need to inculcate it at primary and secondary levels.



Responding to the same, **Ms Shahnaz Wazir Ali** highlighted the absence of rational and inquiry-based learning, project-based knowledge and skill-based teaching practices within the classrooms at the secondary and higher secondary levels. She pointed out that schools and colleges must be reformed as they put greater emphasis on preparing students to clear admission tests rather than preparing them to deal with real-world problems.



Conclusively, she emphasized that schools ought to prioritize students' mental and emotional development in addition to uniformity and legitimization.

**Dr Huma Baqai** emphasized that building foundational knowledge and necessary competencies in students is a prerequisite before assessing their quality. She drew attention to the factor that since students lack the necessary skills and competencies, they are unable to secure jobs even after completing 4-year degree programs and, unfortunately, are unable to contribute to the stability and economic growth of the country.



### PANEL DISCUSSION



### Session III (Workshops)

#### Workshop on Learning Domains – Holistic Assessment

**Trainers:** Mr. Affan, Ms Shahneel

**Chaired by:** Dr. Muhammad Shafique Awan, Chairman BISE Abbottabad'

Ms. Shahneel Jawaid is an expert in curriculum and assessment in mathematics and possesses an extensive career of over a decade. Muhammad Affan Siddiqui is an expert in K-12 education, holding an MPhil in Behavioral Economics.

Mr Affan and Ms Shahneel of Agha Khan Examination Board conducted a workshop while the emphasis of the workshop was on Holistic assessment in the context of learning domains referring to evaluating student's overall development and understanding across various dimensions, rather than focusing solely on specific skills or knowledge in isolation.

The Cognitive Domain focuses on the assessment of Knowledge, Understanding, Application and Analysis of a given problem and how the solution was created, evaluated, analyzed, applied, comprehended, and recalled.

The Psychomotor Domain is skill-based and refers to the learning of physical skills. Physical skills are the ability to move, act, or manually manipulate the body to perform a physical movement. The assessment focuses on origination, adaptation, complex overt response, mechanism, guided response, set, and perception.

The affective domain includes the manner in which we deal with things emotionally, such as feelings, values, appreciation, enthusiasm, motivations and attitudes. It focuses on internalizing, organizing, valuing, responding and receiving.



#### Workshop on Flourishing Growth Mindset

**Trainer:** Mr. Hassan ud Din

**Chaired by:** Dr. Farooq Hasan Chairman BISE Nawabshah

Mr. Hasan-ud-Din, Assessment specialist and ICT consultant at Agha Khan Examination Board conducted a workshop based on the theme of a Flourishing Growth Mindset in education.

He demonstrated the two kinds of mindsets prevailing in the education system of Pakistan as fixed and growth mindsets. Furthermore, he explained the former as a rigid mindset dismissing adaptability and transformation, whereas the latter as a growing mindset accepting change and progress.

Moreover, he emphasized the need for a transition from a fixed to a growing mindset within the education system of Pakistan to meet the requirements in this digital era.



#### **WORKSHOPS**



### Workshop on Eliminating Single Textbook Practices

**Trainers:** Mr. Kashif Hussain & Ms. Madam Anita Saleem

**Chaired by:** Mr. Qaiser Alam, Chairman FBISE, Islamabad

Mr. Qaiser Alam Chairman, FBISE, Islamabad inaugurated the workshop by pinpointing the importance of eliminating single textbook practices across Pakistan. He highlighted the importance of placing a strong emphasis on conceptual knowledge pertaining to the subjects covered in the curricula at secondary and upper secondary education levels. He further emphasized that eliminating single textbook practices allows students to seek knowledge from different reference books rather than rote memorizing information from a single source.



Mr. Kashif Hussain & Ms. Madam Anita Saleem began the workshop by conducting an interactive activity which highlighted key differences between objectives and outcomes. They demonstrated that objectives are intended outcomes that are only achievable by implementing appropriate pedagogical practices. They further explained the importance of the 3Cs while curating questions for assessment. They illustrated through examples how command, content and context should be kept in mind while crafting the assessment questions. The trainers concluded the workshop by emphasizing the notion that teachers should implement the aforementioned techniques within their classroom practices.

Prof. Dr. Zubair A Shaikh, President, Mohammad Ali Jinnah University (MAJU), extended his support by providing premises of the University for activities of the conference.

Dr. Shehzad Jeeva, Former CEO, Aga Khan University Examination Board (AKU-EB) and the team of AKU-EB pro



### Session IV (Research Talks)

Session 4 of the IBCC Annual Conference 2023 focused on the presentation of research talks that addressed various aspects of examination and assessment practices. This session aimed to bring forward innovative approaches and critical evaluations regarding language assessment, high-stakes testing, inclusivity in examinations, and 21st-century skill assessment.

#### Research Talk 1 (Language Assessment in High-Stakes/ Classroom Practices for High-Stakes Examinations)

**Moderator:** Mr. Ijaz Ahmad Baloch, Chairman BBISE, Quetta

The first research talk focused on the role of language assessment in high-stakes examinations and classroom practices. The session featured three speakers who shared their insights on different aspects of language assessment.

##### **Ms. Rabia Hirani (AKU-EB)**

- **Topic:** Language Assessment in High-Stakes Examinations

Ms. Hirani highlighted the need for fair and reliable language assessment in high-stakes examinations. She discussed how these assessments influence students' futures and the importance of using appropriate techniques that are reflective of students' true abilities in language comprehension and application.



##### **Mr. Mohsin Tejani (President, SPELT)**

- **Topic:** Classroom Practices for High-Stakes Examinations

Mr. Tejani emphasized the alignment of classroom teaching practices with the requirements of high-stakes examinations. He stressed the importance of incorporating continuous assessment methods, such as formative assessments, to improve student performance in high-stakes environments.





### Syed Mubashir Ali Shah (ACT)

- **Topic:** Challenges in Language Assessment

Mr. Shah discussed the challenges of assessing language proficiency, particularly in a multilingual society like Pakistan. He recommended the implementation of diverse assessment tools that cater to students from different linguistic backgrounds.

The session concluded with an interactive Q&A session, where the audience engaged with the speakers on topics related to the fairness and reliability of language assessments.

### Research Talk 2 (High-Stakes Assessment – Ensuring Reliability and Fairness (Issues and Practices))

**Moderator:** Prof. Nasrullah Khan, Chairman BISE, Peshawar

This talk was centered on ensuring reliability and fairness in high-stakes assessments, which have a significant impact on students' academic and professional futures.



### Ms. Munira Muhammad (AKU-EB)

- **Topic:** Issues in High-Stakes Assessments

Ms. Muhammad presented on the inherent challenges in ensuring fairness and reliability in high-stakes assessments. She discussed various biases that can affect assessment outcomes and proposed solutions such as using multiple forms of assessments to ensure a holistic evaluation of students' abilities.



### Mr. Tariq Iqbal (CEO, Punjab Examination Commission)

- **Topic:** Fairness in High-Stakes Assessments

Mr. Iqbal highlighted the practical challenges of implementing fair high-stakes assessments at the provincial level. He pointed to resource constraints and inconsistent standards as key barriers to fairness, suggesting reforms in policy and execution.

### Ms. Gull Zeba (CEO, RedMarker Systems)

- **Topic:** Ensuring Reliability in Digital Assessments

Ms. Zeba focused on the use of digital tools to enhance the reliability of high-stakes assessments. She introduced technological solutions that can minimize human error, such as automated scoring systems and AI-based evaluation methods, which could improve the objectivity of assessments.



The session was followed by an engaging discussion on how digital advancements could be further integrated to ensure fair and reliable assessment practices.

### Research Talk 3 (Examination Administration and Access Arrangement for Inclusivity)

**Moderator:** Muhammad Adnan Khan, Chairman BISE Rawalpindi

This research talk revolved around the importance of inclusivity in examination administration and access arrangements for students with special needs.

### Mr. Amjad Ali Shah (AKU-EB)

- **Topic:** Access Arrangements for Inclusive Examinations

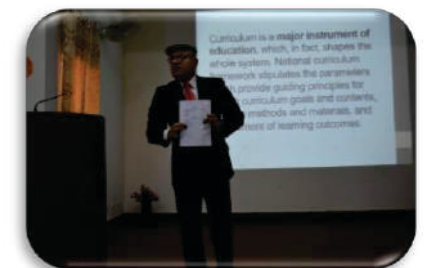
Mr. Shah provided an overview of the current access arrangements for inclusive examinations, stressing the need for more comprehensive policies that cater to students with disabilities. He outlined the role of assistive technologies in leveling the playing field for all students.



### Mr. Mirza Ali (FBISE)

- **Topic:** Challenges in Implementing Inclusive Examination Practices

Mr. Ali discussed the barriers to inclusivity in the examination system, such as lack of awareness and inadequate resources. He emphasized the importance of training examination administrators and teachers to accommodate the needs of all students.



### Mr. Fareed Athar Shaikh (Regional Development Manager, Pearson)

- **Topic:** Technological Solutions for Inclusive Assessments

Mr. Shaikh presented on how Pearson has been utilizing technology to promote inclusive assessments worldwide. He shared case studies on how digital tools have helped provide equal opportunities for students with learning disabilities.

The session ended with a vibrant discussion on how Pakistani educational institutions can adopt similar practices to make assessments more inclusive.

### Research Talk 4 (School-Based/Formative/21st Century Skill Assessment)

**Moderator:** Mr. Fahim Zuberi, Head of Academics, Greenwich Global Institute

The final research focused on school-based assessments and the need to incorporate 21st-century skills into formative assessments.

#### Mr. Minhas Tejani (Habib School)

- **Topic:** Formative Assessments in Schools

Mr. Tejani discussed how formative assessments can be used to continuously evaluate and improve student performance. He argued that formative assessments should be an integral part of the curriculum, as they provide timely feedback that helps students adjust their learning strategies.

#### Mr. Salahuddin Isa (Knowledge Platform)

- **Topic:** Assessing 21st-Century Skills

Mr. Isa focused on the importance of assessing 21st-century skills such as critical thinking, creativity, and collaboration. He shared examples of how schools can integrate these skills into their assessment frameworks.

#### Ms. Sukaina Hasnain (Vice Principal, Fatimiyah College)

- **Topic:** Implementing School-Based Assessments

Ms. Hasnain discussed the challenges of implementing school-based assessments in Pakistan, such as resistance from educators and lack of standardized tools. She suggested practical strategies to overcome these challenges, including professional development for teachers and the creation of assessment guidelines.

The session concluded with an in-depth discussion on the role of formative assessments in preparing students for the future, with a focus on developing skills that are relevant to the 21st-century job market.

### Conclusion

Session 4 of the IBCC Annual Conference 2023 provided a platform for educators, policymakers, and administrators to share their insights on key issues related to examination and assessment practices in Pakistan. Each research talk offered practical solutions and forward-thinking approaches to improve assessment fairness, inclusivity, and skill development, setting the stage for meaningful reforms in the education system.



**Day 2**  
**(Saturday, December 23<sup>rd</sup>, 2023)**

**Session I (Main Hall)**

The second day of the IBCC Annual Conference 2023 focused on various critical aspects of examination and assessment, with discussions, keynote speeches, and workshops aimed at improving the education system.

**Keynote Speech (Formative Assessment vs. Summative Assessment – Striking the Right Balance)**

**Prof. Dr. Nasir Mahmood, Vice Chancellor, Allama Iqbal Open University** explored the significance of both formative and summative assessments. He emphasized that while summative assessments help in assigning grades and evaluating overall achievement, formative assessments are crucial in tracking ongoing student progress and informing teaching strategies. He discussed the need for a balance between the two approaches to create a holistic education system. Formative assessments focus on continuous feedback and improvement during the learning process, whereas summative assessments evaluate student learning at the end of an instructional period (KS - IBCC Conference). The use of formative assessments in daily classroom activities is vital for real-time feedback, helping both students and teachers adjust their strategies.

**Keynote Speech (AI and Education – How Do We Chart Our Pathways?)**

**Prof. Dr. Shoaib Zaidi, Provost, UIT University** delivered a forward-looking talk on the integration of artificial intelligence (AI) in education. He discussed the potential of AI to revolutionize assessment practices by offering personalized learning experiences, automated grading, and data-driven feedback. His speech highlighted the role of AI in identifying learning gaps and customizing content delivery based on individual student needs and how AI can support educators in improving both teaching methods and learning outcomes by utilizing data analytics to inform instructional decisions.



**Session II (Workshops)**

**Workshop 1 (Item Writing – Breaking Test Wiseness)**

- **Trainer:** Ms. Mahrukh
- **Chair:** Prof. Ehsan Ullah, Chairman, BISE DI Khan

This workshop focused on the art and science of item writing, specifically addressing the concept of "test wiseness." Ms. Mahrukh emphasized the need to craft test items that accurately measure students' knowledge rather than their ability to outguess test formats. She discussed the techniques for constructing clear, unambiguous test items and methods for minimizing the impact of test-taking strategies on student performance.

**Workshop 2 (Providing Feedback – Data-Based Decision Making)**

- **Trainer:** Mr. Rahim Daudani
- **Chair:** Mr. Qaisar Alam, Chairman, FBISE

Mr. Daudani's workshop highlighted the importance of using data to drive instructional decisions. He introduced strategies for collecting and analyzing assessment data to provide constructive feedback that helps students improve. Mr. Rahim reflected upon the role of formative assessments in generating actionable data and methods for using data to tailor instruction to individual student needs.

**Workshop 3 (Assessing 21st-Century Skills)**

- **Trainer:** Ms. Afreen Kanwal
- **Chair:** Mr. Riaz Ahmad, Chairman, KPBTE

This workshop focused on the assessment of critical 21st-century skills such as critical thinking, creativity, and collaboration. Ms. Kanwal provided practical guidelines for embedding these skills into both formative and summative assessments. Ms Afreen explained the designing assessment tasks that reflect real-world applications of these skills and the importance of aligning assessments with the future workforce's demands.



**Session III:****Conference Summary, Panel Discussion, and Motivational****Conference Summary**

- **Speaker:** Prof. Dr. Sharaf Ali Shah, National Coordinator IBCC/ Chairman, BSE Karachi

Dr. Shah provided a comprehensive summary of the two-day conference, reflecting on the insights shared during the sessions. He emphasized the need for a coordinated effort between educational boards, policymakers, and educators to implement the proposed reforms in examination and assessment practices.

**Panel Discussion (Using Technology for Better Assessment Practices in Classrooms)**

- **Moderator:** Mr. Arsalan Farooqi, Vice President, PAC
- **Panelists:**
  - Dr. Jawad A. Shamsi (Dean, FAST NU Karachi)
  - Ms. Farzana Jamal (Principal, Habib Girls School)
  - Mr. Nayab Shah (CEO, NASRA Public School)

The panel discussed how technology can enhance assessment practices in the classroom. Panelists shared their experiences with various digital tools and platforms that have improved both formative and summative assessments. They also addressed the challenges of integrating technology into traditional classroom settings, emphasizing the importance of teacher training and resource allocation.

**Motivational Talk**

- **Speaker:** Mr. Samad Abbas, Director & Consultant (Training & Consultancy Services)

Mr. Abbas delivered a motivational talk on leadership, resilience, and the importance of a growth mindset in both education and life. He encouraged educators to embrace change and innovation as they work to shape the future of Pakistan's education system.

**Closing Ceremony**

The closing ceremony marked the end of the conference, with a vote of thanks and distribution of souvenirs to the participants. Dignitaries expressed their appreciation for the successful execution of the conference and reaffirmed their commitment to implementing the reforms discussed over the two days.

**Conclusion:**

Day 2 of the IBCC Annual Conference 2023 was filled with insightful discussions and practical workshops that provided participants with valuable tools and strategies to improve examination and assessment practices in Pakistan. The day concluded with a sense of optimism and a commitment to making meaningful changes in the education system. The conference highlighted the importance of formative assessments, AI integration, and 21st-century skill development in shaping the future of education in the country.





