



དཔལ་ལྷན་འབྲུག་གཞུང་།
 རྒྱལ་གཞུང་གི་གཡོག་ལྷན་ཚོགས།
 ROYAL GOVERNMENT OF BHUTAN
 ROYAL CIVIL SERVICE COMMISSION



Excellence in Service

RCSC/LS/63/2020-21/ 929

November 2, 2020

Notification

Subject: Integration of BPST into Managing for Excellence (MaX) System for Teachers, VPs and Principals of School

The Royal Civil Service Commission in its 65th Commission Meeting held on October 29, 2020 has endorsed the integration of the Standards and Focus Areas from the **Bhutan Professional Standards for Teachers (BPST)** into the Managing for Excellence System (**Max**), which shall be prescribed as the "Performance Appraisal Form/IWP. The new prescribed Performance Appraisal Form will be implemented from the Academic Year 2020 onwards for all the Teachers, Vice/Principals who are covered under the BPST. For those non-teaching staff (not covered under BPST) at all levels, they shall follow the existing MaX Online System and calendar.

The following timeline shall be followed to ensure that the newly developed system is implemented smoothly for the academic year 2020:

Sl. No	Phase	Timeline	Action	Responsibility
1	Submission of IWP	Nov 2 – 30, 2020	Review the prescribed Focus Area and Target values from the BPST and submit IWP.	All Teachers
			i. Review the prescribed Focus Area and Target values from the BPST. ii. Insert relevant Competency Behavior against competency area and submit the IWP	Vice Principal/Principals
2	Evaluation of Performance for 2020	January 1 - March 31, 2021	Evaluate the IWP of all employees.	Principal (for teachers /VP/non-teaching staff) and DEOs/TEOs (for Principal)

RCSC, THIMPHU BHUTAN, Post Box No. 163. Telephone: PABX: 00975-2-322491, 322956, 322954, Fax No. 323086, 325980.
 Director: 332475, HRMD: 332476, HRDD: 336270, PPD: 336131, MISD: 332473, CSED: 339237, LS: 332471, HRAS: 329993,
 AFS: 332472. www.rcsc.gov.bt



དཔལ་ལྷན་འབྲུག་གཞུང་།
རྒྱལ་གཞུང་གི་གཡོག་ལྷན་ཚོགས།
ROYAL GOVERNMENT OF BHUTAN
ROYAL CIVIL SERVICE COMMISSION



Excellence in Service

Please note the above schedule pertains only to the academic year 2020 which was disrupted due to the Pandemic. Henceforth, schedule for the cycle of Planning, Review and Evaluation of performance shall follow the MaX Manual 2020.

For further clarification, refer MaX Manual 2020 or contact Policy, Planning and Performance Division of the RCSC at 02-322491.

(Karma Hamu Dorjee)
CHAIRPERSON

Copy to:

1. Hon'ble Secretary, Ministry of Education for kind information
2. Dasho Dzungda/Executive Secretary of 20 Dzongkhag/4 Thromde for information
3. Chief Program Officer, TPSD, DSE, MoE for necessary sensitization
4. Chief/Offtg. DEO/TEOs of 20 Dzongkhag/4 Thromde for necessary sensitization
5. Sr/Asst/HR Officer of 20 Dzongkhag/4 Thromde for necessary sensitization

RCSC, THIMPHU BHUTAN, Post Box No. 163. Telephone: PABX: 00975-2-322491, 322956, 322954, Fax No. 323086, 325980.
Director: 332475, HRMD: 332476, HRDD: 336270, PPD: 336131, MISD: 332473, CSED: 339237, LS: 332471, HRAS: 329993,
AFS: 332472. www.rcsc.gov.bt