

DR. MUHAMMAD KHALID MAHMOOD

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Professional Summary:

Have a pretty long experience of teaching, administration and research. I started my professional career as secondary school science teacher after getting Bachelor of Science and Bachelor of Education degrees. Continued my journey of professional development along with my service as science teacher and got my Masters of Education, Masters in Urdu, Masters in Education planning and management and Ph. D in Education degrees. Had an excellent opportunity of working in Punjab Education Assessment System (PEAS) and acquired assessment and Evaluation skills. While working with PEAS and NEAS teams I gained experience of developing assessment frameworks, research instruments, imparting training for instrument development, managing test administration, assessment data analysis and report writing. I had an experience of teaching at post graduate level along with the administrative responsibilities as Director Division of Education, University of Education. Being Director Division of Education, I worked as coordinator Board of Studies (BoS) in Education. I initiated strategic planning for Division of education and directed University task force engaged in strategic planning. I have been working as coordinator Center for Educational Research and Assessment (CERA) at University of Education. Working as coordinator CERA provided me with an opportunity to conduct research and organize capacity building workshops for University faculty in the areas of research, assessment and evaluation. Then I got an opportunity of working in development sector and worked as Director Bridging Programs in USAID teacher education project. I contributed and learned a lot in the field of 'Teacher Education' in University of Education. Having retired from University of Education in March 2016, I joined Karakorum International University Gilgit, and served there as teacher educator for about two years.

Employment History

1. Director Research and Development, FAME Education Consultant Pvt. Ltd.

(February 2019 to June 2019)

- Planning and directing research and develop activities in the organization

2. Assistant Professor Karakorum International University (KIU) Gilgit

(September 7, 2016 to August 31, 2018)

- Teaching, BS, Masters and MPhil Students and supervising MPhil students' research.

3. Educational Assessment Expert FAME Educational Consultants Pvt. Ltd.

(April 1, 2016 to September 6, 2016.)

- Planning and executing assessment related components of research projects conducted by the organization.

4. Assistant Professor University of Education Lahore

(October 1, 2013 to March 29, 2016 Date of Retirement at Superannuation)

- Teaching MPhil and PhD classes, supervising research projects of Masters, MPhil and PhD students.

5. Director Bridging Programs – USAID Teacher Education Project, Islamabad

(November 15, 2012 to September 30, 2013 Leave period from University of Education)

- Plan and establish continuous professional development (CPD) programs for teachers to upgrade their qualifications to an Associate Degree in Education (ADE) and/or Bachelor of Education, Honors, (B.Ed. Hons.) Specifically:
 - Planning for professional development of working public school teachers in Pakistan
 - Manage the implementation of the work plan to design and offer bridging programs.
 - Manage the work of international consultants providing technical assistance to the design and implementation of bridging programs, including drafting Scopes of Work
 - Prepare annual and quarterly work plans to guide implementation of the strategy
 - Developing a roadmap for working teachers, up gradation of professional qualifications.

6. Assistant Professor BS 19 University of Education Lahore (May 23, 2008 to November 14, 2012)

Assigned additional duties of Director Division of Education University of Education and charge of **Coordinator** Center for Educational Research and Assessment (CERA), at University of Education Township Campus Lahore (*May 23, 2008 to Nov, 14, 2012*)

- a. **Administration:** All administrative affairs at Division of Education. Division of education at University of Education is a full-fledged department of education. Offering Ph.D., M.Phil. and Masters in Education programs.
- b. **Convener** Board of Studies (BoS) in Education. This position provided an opportunity to devise and review teacher education programs and courses
- c. **Teaching** ‘Advanced course in Educational Research’ to M. Phil. Education and **Qualitative Research Methods** to Ph. D. Education classes
- d. **Teaching** ‘Educational Assessment’ and ‘Curriculum and instruction’ to MA Education Classes.
- e. **Supervising** MA. MPhil and PhD students’ Research
- f. **Coordinating** Center for Educational Research and Assessment (CERA) University of Education Lahore. Managing faculty development programs in the areas of research and assessment.
- g. Principal researcher, University research team for USAID funded research project.
- h. Chairman taskforce for strategic planning of Division of Education, University of Education

7. Senior Subject Specialist, Punjab Education Assessment System (PEAS) Govt. of the Punjab Lahore (October 1, 2005 to May 23, 2008)

- a. Developing Assessment frameworks and test specifications
- b. Item writing for Urdu, social studies, mathematics and science for Grades 4 and 8.
- c. Training of test administrators for National Assessment.
- d. Supervising National assessment activities
- e. Assessment data handling and analysis
- f. Assessment report writing.

8. Senior Subject Specialist, Provincial Education Assessment Center (PEACE)

University of Education Lahore (September 22, 2004 to September 30, 2005)

- a. Teaching Ph.D. in Education Classes & Research activities
- b. Implementing National Assessment activities in Punjab.
- c. Participating in National Education Assessment System (NEAS) activities.
- d. Participating in capacity building workshops organized by NEAS

9. Senior Subject Specialist, GHSS Okanwala Distt. Sahiwal

(February 19, 2002 to September 21, 2004)

- a. Teaching Intermediate classes
- b. Mentoring elementary school teachers

10. Secondary School Teacher (Science), GHS Chichawatni, GHS Okanwala, GHS 30/11.L in district Sahiwal and GHS 477/ EB, in district Vehari

(January 6, 1981 to February 18, 2002)

- a. Teaching Physics, Mathematics and chemistry to Secondary Classes.

Education

<i>Degree</i>	<i>Major/Minor</i>	<i>Institution Board/University</i>	<i>Completion Date</i>
Ph. D.	Education	Institute of Education and Research (IER) University of the Punjab	03/2004
M. A.	Education Planning and Management (EPM)	Allama Iqbal Open University	01 /1997
M. A.	Urdu	As a private candidate from BZU, Multan	11/1992
M.Ed.	Science Education	Institute of Education and Research (IER) University of the Punjab	01/1985
B. Ed.	Teaching of Math, & Physics	Govt. College of Education Faisalabad affiliated with University of the Punjab	11/1979
B. Sc.	Mathematics A & B Physics	Govt. College Sahiwal Affiliated with Baha-ud-Din Zikirya University Multan	
F. Sc.	Pre-Engineering Group	Govt. College Sahiwal BISE Multan	08 /1973
SSC	Math., Phy., Che., G & TD	District Council High School 168/9.L BISE, Multan	07/1971

Research Work

B. Ed. Thesis: - An analytic study of family system in Pakistan

M.Ed. Thesis: - A comparative study of the development of attitude towards teaching among the prospective teachers in different programs at IER Punjab University.

Ph. D. Thesis: - A comparison of traditional method and computer assisted instruction on students' achievement in general science.

Research Projects

1. A commissioned research project on '**Dropout and divergent behavior of students at elementary level**' as a co-researcher with Prof. Dr. Munawar S. Mirza former Vice Chancellor University of Education. This research project has been completed and report has been submitted. This research was funded by National Education Foundation, Pakistan.
2. Principal Researcher of research project titled "**Pedagogical Practices of Teacher Educators in Bachelors of Education (B. Ed) Honors and Associate Degree in Education (ADE) Programs**" This research project has been completed it was funded by USAID teacher education project.
3. Research Project under Center for Educational Research and Assessment (CERA) at University of Education titled "**Stakeholders beliefs on values, aims and objectives of education in Punjab**" Data have been collected and analyzed, draft report has been written. A paper on this study was presented in Education conference organized by USAID teacher education project in Karachi on August 20-21, 2013
4. Research Project under Center for Educational Research and Assessment (CERA) at University of Education titled "**Entrance level characteristics of UE B.Ed. and MA Education students as predictors of success in UE programs**" This project has been completed

Research Supervision

Two Ph.D, 35 M. Phil and more than 40 MA Education students have completed their research theses/projects under my supervision

Research Articles Published in HEC Recognized Journals

1. Mirza, M. S. & Mahmood, M. K. (2011). **Determinants and Structure of Divergent Behavior and dropout in public Primary schools: Across Sectional Study** in *Journal of Research and Reflection in Education* Vol No. 1.
2. Mahmood M. K. & Mirza, M. S. (2012). [Effectiveness of Computer-Assisted Instruction in Urdu Language for Secondary School Students' Achievement in Science.](#) *Language in India* Volume 12.
3. Mahmood, M. K., Kalsoom Q., Dilshad, M. & Butt, I. H. (2014). Professional Development Portfolio: A Tool for Student Teachers' Development. *Journal of Educational Research* Vol. 17 No, 1. 60-76.
4. Nisar, N., Mahmood, M. K. & Dogar A.H. (2015). Prevailing Study Habits at Secondary Schools: Students' Perceptions. *AYER*. Vol. 2
5. Nisar, N., Mahmood, M. K. & Dogar A.H. (2017). Determinants of Students' Academic Achievement at Secondary School Level. *Bulletin of Educational Research* Vol. 39, No. 1 pp. 145-158.
6. Mahmmod, M. K., Iqbal, J. & Ramzan M. (2017) Issues in Implementation of Associate Degree in Education and Bachelor of Education Honor Programs in Teacher Education Institutions in Gilgit Baltistan. *NICE Research Journal of Social Sciences (S.I)* pp. 153-177
7. Iqbal, M, Jilal, S. & Mahmood, M., K. (2018), Factors Influencing Research Culture in Public Universities of Punjab: Faculty Members' Perspective. *Bulletin of Education and Research*, Vol. 40, No. 3 pp. 178-200.
8. Ranjha, F., A., Mahmood, M., K. & Butt, I., H. (2019). Use and Utility of Teacher Guides for Primary School Teachers in Punjab. *Review of Economics and Development Studies*. Vol. 5, No. 1 pp. 5-10.

Areas of Specialization: - Educational **Assessment**, Educational Research, Curriculum and Instruction and Teacher Education.

Areas of Interest: - Educational Research, **Assessment and Evaluation**, Curriculum and instruction, Teacher education, Philosophy of Education, Educational Psychology. Instructional technology

Capabilities:

- Planning and Executing Educational Assessment activities like, development of ‘Assessment Framework’, ‘Organizing test item development workshops’, ‘Organizing test administration training’. ‘Planning and managing large scale data collection’, ‘Assessment Data Analysis’ and ‘Report writing’.
- Developing research instruments for measuring various constructs, especially achievements tests in language, science and mathematics
- Devising teacher education programs and courses.
- Developing plans for provision of quality teacher education
- Conducting research projects employing qualitative, quantitative and mixed methods approaches.
- Teaching courses at M.A, MPhil and Ph. D. levels
- Conducting training workshops in the areas of research and assessment
- Analysis and interpretation of quantitative data through computer software SPSS, Conquest, Quest, Item and test analysis and ITAMAN
- Analysis, interpretation and synthesis of Qualitative data
- Writing and reviewing test items and developing achievement tests especially for assessing language proficiency in reading and writing
- Writing research reports.
- Analyzing evaluating and reviewing curriculum and text books

Study tours

1. Workshop on *National Assessment: Enhancing Analysis and Implementation* **Kuwait City, Kuwait, March 17-28, 2007** organized by **World Bank Institute**.
2. **Participated and worked as resource person in Teacher Professional Development Study Tour to Manila Philippines.**
Organized by Southeast Asian Ministers of Education Organization Regional Center for Educational Innovation and Technology (SEAMEO INNOTECH) Manila Philippines for the USAID Teacher Education Project in Pakistan.
3. **Summer Camp** for Chinese Language Learning (FSK2) organized by Confucius Institute Beijing China, at Hannan University Kaifeng China.

Participation in Capacity Building Programs/Workshops

Worth mentioning programs/workshops attended on various aspects of research and assessment are:

1. Series of capacity building workshops in the area of research organized by Pre-STEP at Islamabad and Lahore.
2. Workshops for capacity building in the area of research and assessment conducted by John B. Hache International Consultant for Center for Educational Research and Assessment (CERA), University of Education Lahore.
3. World Bank Institute workshop on item writing and Background Questionnaire Development (April 21-26, 2008) at Islamabad organized by NEAS.
4. Three week item writing and review workshop (June 26 to July 13, 2007) organized by NEAS at Abbotabad.
5. Three week item writing and review workshop (September 3-21, 2007) organized by NEAS at Hyderabad.
6. Participated in Certificate course on testing and assessment for lead trainers organized by IER under NEAS in collaboration with **Australian council for Educational Research (ACER)**.
7. Workshops on item writing based on SOLO taxonomy organized by Punjab Education Department with the assistance of UNICEF.
8. Item analysis and sample design workshops organized by NEAS, Islamabad.
9. Workshop on logical framework development and standardized testing procedures organized by NEAS, Islamabad.
10. Workshops for Assessment frameworks and test item development, Coding and scoring of instruments.
11. Scientific Report Writing workshops organized by NEAS, Islamabad.
12. Various capacity building workshops in the area of research, and course development organized by USAID teacher education project, Pakistan