Post Pandemic Reforms In Education And Role Of Leadership In Critical Situation At Higher Education Institutions Of Pakistan

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ABSTRACT

Pandemic modified the educational setting and brought reformation in education at all levels especially in higher education level through innovation trends of technology and moderation. Higher Education Commission has framed a holistic mechanism for the sustainability and flow of education and established the flexible policy to facilitate the students for future calamities and disasters. This study explored the post Pandemic Reforms at higher education and role of leadership to encounter the critical situation in higher education institutions of Pakistan. Qualitative methodology was used for this study and narrative research technique was utilized and data was collected conveniently from 20 administrators of higher educational institutions through semi structured interview tool. Study explored that higher education Commission has design policy
and framework to mitigate the losses of education and brought the revolutionary steps at higher educational institution such as hybrid educational system, virtual classroom, electronic evaluation and assessment, scholarship and financial aids facilitation of digital library and flexibility of teaching personnel.

**Keywords:** Post Pandemic Reforms, Role of leadership, Critical situation, Higher Education

**Introduction**

It is widely endorsed and acknowledged that the nature and calamity compels to modify values, norms and modes of living. Pre Covid-19 and Post Covid-19 has antagonistic values and temperament of truth and uncertainty created the challenging path and enhanced the depth against the sustainability of living and its Scio political setting in the World. It has modifies the need and demand of workers, teachers and leadership and unlike to classical operations of school leadership such as organization of curriculum, pedagogical training to teachers, teaching learning policy and reforms and implication of those operation practically. Although Pandemic compelled the leaders to modify the education policy and encouraged the educators for consensus on the creational and recreational opportunities for the teachers and students therefore higher education institutions diverse the objectives of education through professional and skill development, financial and economic platforms of earning and learning and counseling and guidance forum for the students and community and provide the extensive opportunities and ground of learning and employability in desired market. Covid-19 extended the approaches in the field of research and development, online and hybrid teaching learning opportunities for teachers and students, online engagement of community and encouraged the distance learning modes for teachers and students across the World during lockdown period (Segura and Zaim 2020) Higher Education institutions across the globe announced the packages of online course through Future Learn, Coursera and offered short course with the accreditation of USA and Austrian government in order to facilitate the teachers and students through intellectual development, development skills and subject competency, professional and leadership abilities in order to minimize the losses of education during Pandemic. Education leaders encouraged the teachers and assigned to dispatch the information and motivation of distance learning among the students so that they enable the vocational and technical learning at home without wasting the lockdown period. Higher education institutions identified the complete of activities of teaching learning instructions and offered blend mode of teaching learning to sustain the flow of education (Davies 2020). Government of Pakistan organized the Webinar, session and YouTube share videos even higher education administration instructed the teachers and educationists to recorded the prior lectures as per topic and subject and share it through YouTube so that students can be easily facilitated through online learning. Higher education of Pakistan with the consultation of federal government of Pakistan conducted online assessment of students through Zoom, Microsoft Team and other online applications. USA, China, Iran and Japan have launched new applications of learning and invented learning and animated software to encouraged the learning and facilitate the learners at home and even entertain the people who are
quarantined. Higher education institution Pakistan reformed the policy and procedures of education and conducted online session and training programs for the education leaders to instruct the innovative strategies and professional expertise to mitigate the teaching learning losses. HEC & NDMA Pakistan generated SOPs for the teachers and students and ensures the 50% attendances for the teachers and students and made the lab and laboratory work compulsory for the researchers and scholars. Pakistan declared to close the lockdown and open the institutions as per the schedule and time strict SOPs. Slow and gradually all the institutions were opened and calculated the losses in education. Higher educational institutions will provide choice for the classroom learning and facilitate the education as per the need and demand of time. Arizona State University offered three different modes for the delivery of teaching instructions through on campus along with blended practices. Most of the higher educational institutions in Europe through off-campus and digital delivery for teaching learning process (Crow 2020).

Leadership tactic and managerial competency play magnificent role to tackle such grave losses under control most of the private sector higher education institutions in Pakistan made permanent hybridization approach in education and ministry of education and professional training introduced the online training and professional development session and seminar for the teachers and students with consultation of Higher education Commission of Pakistan (Segura and Zaim 2020). The trend of hybridization in education has been swept across the globe and distance teaching learning mode has been scattered across the World. The situation was highly challenging and critical teachers and school leaders after COVID-19 pandemic. The immediacy and urgency of schools' responses to this unfolding situation positioned teachers and school leaders as education's frontline responders. School leader developed the shifts and alternative of classes and most of the reputed higher education institutions provided both options to teachers and students such physical presence and online learning. It was almost critical situation for the education leaders to reopen of institution without warning, future planning or mechanism for planning s, the work of teachers and school leaders continued, but in an entirely unfamiliar form (Larkins and Marshman 2020).

Leadership potential and true effective leader can easily mitigate the dames and vain of education and utilize all professional abilities and technical competency to ensure the healthy teaching learning environment and provide the diverse opportunities and flatworms of online learning more over skillful education facilitate the students for diverse online jobs and earning so that students may utilize all their bit for the successful and professional career. Educator initiated the online training and workshop for the teachers and students such as online earning, freelancers and monetizing the videos and blogs. Most of the countries which are sufficient in technological resources no longer need to be solely campus-based education but could include distance teaching learning approach and conducted survey from the teachers and students regarding the ON and OFF campus learning and explored that most the students and academic staff support distance learning to physical learning after Pandemic (Benhayoun 2020).

Research Objectives

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1. To analyze the post Pandemic reforms in education at higher education Pakistan
2. To analyze the role of leadership in critical situation at higher education institutions of Pakistan

**Research Questions**

1. What are the post Pandemic reforms in education at higher education institutions of Pakistan
2. What is the role of leadership in critical situation at higher education institutions of Pakistan

**Research Methodology & Research Design**

Qualitative method was used to conduct this study and narrative research was used to conduct this study and through narrative design the experiences and stories of educational leader were collected and future policy and strategies were asked to tackle the Pandemic losses in education. Convenience sampling was used to collect data from the population of educational administrators at higher education institutions of Pakistan. Sample size of population was 20 educational administrators from higher educational institutions of Pakistan and was collected through dual ways tool of interview protocol and research developed semi structured interview format collected from the sampled participants of higher education institutions and documents were analyzed related to reforms and policy mechanism of HEC Pakistan and magazines & news papers.

**Data Analysis & Interpretation**

1. **Innovative and Creative Educational Leadership for Critical Time**

Higher education commission Pakistan strives for the professional development and skill management among educational leaders to sustain in critical time and face the severe crises and challenges such as COViD-19 closure, summer vacation, rite of teachers, students union and future unexpected circumstances, stances at institutions. Education leader are made trained to deal with the unexceptional conditions, socio political threats and interior danger. Further more educational management is strictly instructed to meet the expense of academic non academic activities at campuses and reduce the sunk cost and expenditure so that institution can easily management the resources and maintain the quality education in the institution. Leader are guided to take extra care of teachers and students and provide them total security and health measures to meet the standard of discipline and healthy teaching learning environment in the classes and campuses.

2. **Strategic Role of Education Leadership for Rehabilitation Quality Education**

Contribution of educational leader is quite significant throughout the waves of COVID-19, strategic role of education leaders for upbringing the professional training to academic and non-academic staff, encouragement of students for creating self-learning skills and learning through online, compensates the virtual resources and engagement of stakeholders. Most important role of educational leaders to rented the enrollment of through the online learning perspective for both teachers and students most probably education administration login itself in online classes so it the transparency and punctuality of teachers and students can be ensured. Although Pakistan is
counted as the under developing country due to meager facilitation of internet and 4G access therefore it was almost difficult to conduct online classes and proceed the flow of education. Educational leader were constant touch with internet providing companies and even to launch the facilities of internet in far flung areas of Sindh and Balochistan so that it may facilitate the students through online teaching learning process. It is highly observed and explored through the concurrent studies that USA there was hardly (3% domestic and 11% international), 65% of colleges and university have started Fall 2020 semester with blended and evaluated through online classes (Coronavirus Hits Campus” 2020) Moreover study explored that 72% of students wanted to return to F2F classes in USA and majority of students preferred online learning over the physical classes in USA (Alexander et al. 2020). Educational leader farmed the long term strategies and used bottom line approach and started more 159 programs across the World to compensate the need and demand of education after Pandemic.

3. Developing Comprehensive and logical Thinking Abilities among the Students
Higher education institutions of Pakistan developed the analytical thinking approach and problem solving attitude among the students and encouraged the students to learn through internet and social media by themselves. Institution recorded lectures, prepared blogs, and recommended software and application and conduct online training of the students for the usage and implication of virtual resources of learning. Professional personnel facilitate the different programs and practices sessions for the students and motivate them to access by themselves through the learning websites available on internet moreover institutions provide the access of digital resources, digital library and HEC repository to students.

4. Establish the Code of Conduct and Ethical Values for Virtual Resources
Higher education establish the code of conduct and ethical values for the protection and privacy of virtual resources and develop the strict network for the dishonest means, piracy and hacking aspect of virtual media. Strict sanctions were formed globally to protect and sustain the confidentiality of internet resources. Service proving companies and global learning communities with the consensus of cyber team has set the ethical norms and standards for the online resources and social media norms for maintaining the standards of cyber security.

5. Hybrid Mode of Teaching learning Activities & Blended Approaches
Higher education institutions offered physical and online facility and created alternative presence of students. Higher education commission instructed the private and public sector institution to avail the required virtual resources moreover it has insisted to develop the online procedure of admission and scrutiny of document of students and facilitate online fee payment mode so that SOPs and social distancing can be maintained. Higher education institution insisted to campuses that organize the virtual webinars and session for the admission process, fee payment and selection and registration of prior courses and subjects. It offered virtual applications and software to conduct online experiments and experience of the studies furthermore institutions provide
intellectual forum virtually for the guidance, counseling and discussion for the discussion of learning community. Blended Modes for the Teachers & Students through OFF & ON Campus were introduce in higher education institutions and offered choices to teachers and students for selecting the alternative option to proceed the teaching learning activities. Virtual Information Mechanism and Guidance and Counseling Services provided and launched blended learning mode, e-learning concept for students, enhanced the use of academic mentors, student motivation programs, and IT support programs and hub were developed for the facilitation of students and parents.

6. Financial Support for Sustainability in Research & Development

Pandemic outbreak was furious threat to contribution and of research and development and intellectual contribution of scholars Much more alarming is the threat to the university research capability and countries like China, USA and Italy have warned the students to leave the country and proceed their education through virtual means. Although government of Pakistan has not given certain warning to foreign students and tried hard to facilitate their research and exploration virtual moreover higher education Pakistan cut off the fees and expenditure of the students. Further more higher education intuitions speed up the process of scholarship through AHSAS program, need based scholarship and research grant to enrolled students at all levels of graduate, post graduate and doctorate respectively. Higher education institution of Pakistan decided to avail the services of young scholars therefore it facilitated them as research assistant and teaching assistant to share their learning and research experiences to students. Financial Support and Compensate the Academic and Research Grants to face financial challenges of pandemic and precede the higher education and Higher Education Commission of Pakistan increased the portion of grant for the hard areas universities more over reduced the taxes and interest rate in order subsidized the resources.

7. Training and Professional Development of Academic & Non Academic Staff

Higher education institution of Pakistan prepared the mechanism of training and development for the teachers and non teaching staff for making the better flow of education through hybrid approaches. It develops the skills, subject knowledge, experimental competency and ICT skills among teachers and clerical staff in order to facilitate the students. Adding it higher education commission introduced the innovative applications and software and tool for online teaching learning process. Higher education commission Pakistan took accreditation and affiliation of short courses and skill development forum from renowned international universities such as Oxford, Cambridge and Lincon institution for the professional grooming and knowledge enhancement of teachers and students. Further more higher education commission Pakistan introduced professional courses for the teachers and students to deliver the planed education to masses of Pakistan. Education leadership introduced and invited trainers and experts virtual to share their teaching learning and research experiences to teachers and graduates & post graduate students. Education leadership sought permission from the international learning excellence centers and prestigious
higher education institutions of the World and digital access for the teachers and students to provide better teaching learning environment.

8. Developing the World Wide Teaching Opportunities for Teachers & Students

Institutions have widened the scope of teaching and employability and invited teachers and professionals to deliver their services online. Educational administration of higher education offered sound fringes to international experts and dynamic teacher for the guidance and counseling services of students. Leadership shows serious and committed approach to tackle the losses of Pandemic and sustain the better quality of education in higher education institutions of Pakistan. HEC focused and highly supported Allama Iqbal Open University and Virtual University Pakistan for the better facilitation in the distance education and promotional activities of virtual learning. HEC introduced separate budget and potion of relief fund for the restoration and sustainability of quality education and better environment ON and OFF campus teaching learning at higher education institutions of Pakistan. Higher education commission Pakistan has framed mechanism of online examination and evaluation of teachers and students performance through this concern HEC is trying to reform the assessment and evaluation skeleton and shift it hybrid mood permanently. Education management encourages the third parties to participate and share their agenda for the online evaluation for the admission test; registration test and performance evaluation test moreover renovate the applications and website of the higher education institution to provide better access to teacher and students throughout their career.

Conclusion

Sudden unexpected disruption of COVID-19 in 2020 brought the worst and challenging situation for the educational leadership to think and reform the educational mechanism at higher education. Leadership calculated the losses and showed true commitment for the sustainability of quality and momentum education through certain reforms and innovation such as hybrid teaching learning activities and ON & OFF campus learning, encouraging global professional and expert to support and reform the education setup of Pakistan, virtual facilitation like as global virtual access of digital resources and digital library to teachers and students and introduced short courses affiliated to international learning corridors in order to develop the professional skills and practical competency to execute the virtual support in learning and employability. Pandemic compelled the educational leadership to think and rethink towards the traditional and outdated policy and system of education in higher education institution and push forward to innovate as per the need and requirement of international and national standard of education.

References


