

Contact Details

Mobile: +975 17763283 **Email:** gembotshering.pce@rub.edu.bt (Alternative email: gembo_tshering@yahoo.com)

Current Job: Lecturer and Controller of Examination, Paro College of Education, Royal University of Bhutan, Paro, Bhutan

Education: PhD in Education (La Trobe University, Australia, 2012); MSc in Social Science (University of Twente, Netherlands, 2007); Post Graduate Certificate in Teaching of Information Systems, Sherubtse College, Bhutan, 2004), Bachelor of Education (National Institute of Education, Bhutan, 1998)

Employment History and Positions Held

- Lecturer and Chief Controller of Examination, Paro College of Education, Royal University of Bhutan (Since August 2014)
- Lecture, Paro College of Education, Royal University of Bhutan (Since July 2013)
- Research Intern, Division of Research and Policy Planning, Department of Education and Early Childhood Development, Victoria, Australia (2010)
- Expert Staff, Education Reforms, Royal Education Council, His Majesty's Secretariat, Bhutan (2008)
- Subject Specialist (Mathematics), Bhutan Board of Examinations, Ministry of Education of the Royal Government of Bhutan, Bhutan (2004-2008)
- Subject Specialist and National Education Assessment Coordinator, Bhutan Board of Examinations, Ministry of Education of the Royal Government of Bhutan (2005-2008)
- Research Intern, Department of Psychometrics, Dutch Institute of Measurement (Cito), Arnhem, Netherlands (2006)
- Principal, Sarpang Middle Secondary School, Sarpang, Ministry of Education of the Royal Government of Bhutan, Bhutan (2002-2004)
- Teacher of Mathematics and Physics, Daga Middle Secondary School, Dagona, Ministry of Education of the Royal Government of Bhutan (1998-2002)

- Assistant Principal, Daga Middle Secondary School, Dagana, Ministry of Education of the Royal Government of Bhutan, Bhutan (1999-2002)

Teaching

Developed modules, reviewed modules, taught undergraduate and graduate programmes to both pre-service and in-service students since 2013:

- Educational Evaluation and Assessment
- Qualitative and Quantitative Research
- Skills for Effective Teaching
- Teaching Strategies
- Assessing Learning
- Action Research
- Statistics

Research Supervision (Successfully completed postgraduate thesis)

- Karma Tenzin (2017). *Perception about students bullying in secondary schools in Zemgang District*. An M.Ed thesis submitted to Paro College of Education, Royal University of Bhutan in partial fulfilment of M.Ed in Educational Leadership & Management Programme.
- Rinchen Drukpa (2018). *Factors affecting writing process in upper primary classes*. An M.Ed thesis submitted to Paro College of Education, Royal University of Bhutan in partial fulfilment of M.Ed in Educational Leadership & Management Programme.
- Tshering Phuntsho (2019). *Impact of reading habits on students' learning*. An M.Ed thesis submitted to Paro College of Education, Royal University of Bhutan in partial fulfilment of M.Ed in Educational Leadership & Management Programme.
- Kinley Penjor (2020). *Factors contributing to diminishing interests of students in national dress*. An M.Ed thesis submitted to Paro College of Education, Royal University of Bhutan in partial fulfillment of M.Ed in Dzongkha education Programme.
- Phub Dorji (2020). *Impact of corporal punishment*. An M.Ed thesis submitted to Paro College of Education, Royal University of Bhutan in partial fulfillment of M.Ed in Dzongkha education Programme.

- Sithar Phuntsho (2020). *Phuentsholing Primary School students' perspectives on corporal punishment*. An M.Ed thesis submitted to Paro College of Education, Royal University of Bhutan in partial fulfillment of M.Ed in Dzongkha education Programme.
- Tashio yangzom (2020). *Factors contributing to unequal participation by 7th grade students of Chokorling Middle secondary School when teaching Dzongkha*. An M.Ed thesis submitted to Paro College of Education, Royal University of Bhutan in partial fulfillment of M.Ed in Dzongkha education Programme.
- Yeshey Loday (2020). *The types of teaching strategies used by the teachers of Drugyel Central School*. An M.Ed thesis submitted to Paro College of Education, Royal University of Bhutan in partial fulfillment of M.Ed in Dzongkha education Programme.
- Kuenzang Dorji (2021). *Assessment of 10th grade students' interests in Agriculture Education and consequent benefits*. An M.Ed thesis submitted to Paro College of Education, Royal University of Bhutan in partial fulfillment of M.Ed in Dzongkha education Programme.
- Sangay Pem (2021). *Difference in children's behavior and education because of their parents' involvement or non-involvement*. An M.Ed thesis submitted to Paro College of Education, Royal University of Bhutan in partial fulfillment of M.Ed in Dzongkha education Programme.
- Tashi dorji (2021). *Challenges faced by Thrimshing Middle Secondary School students when pronouncing འགྲུབ་མཁའ་ལྷན་པོ་*. An M.Ed thesis submitted to Paro College of Education, Royal University of Bhutan in partial fulfillment of M.Ed in Dzongkha education Programme.
- Tshewang Choden (2021). *Impact assessment of parents' divorce on their children's education*. An M.Ed thesis submitted to Paro College of Education, Royal University of Bhutan in partial fulfillment of M.Ed in Dzongkha education Programme.
- Ugyen (2021). *Assessment of impact of banning corporal punishment on thinking and behavioral changes of the students of Damphu Middle Secondary School, Damphu Central School, and Mendral Gang Central School*. An M.Ed thesis submitted to Paro College of Education, Royal University of Bhutan in partial fulfillment of M.Ed in Dzongkha education Programme.
- Kanjur Tshering (2021). *Effectiveness of distributed leadership practices in Bhutanese School System*. An M.Ed thesis submitted to Paro College of Education, Royal University of Bhutan in partial fulfillment of M.Ed in Educational Leadership & Management Programme.

Policy and Programme Development

- Submitted a concept paper for online open-book examination in response to COVID-19 pandemic (2019).
- Developed and submitted a concept paper on research and innovation to Research and Innovation Committee, Office of the Vice Chancellor, Royal University of Bhutan, Bhutan (2018).
- Initiated policy debate through print media on adverse effects of carrying school bags on students, which resulted in circulation of policy directives by the Ministry of Education of the Royal Government of Bhutan (2016).
- Improved examination procedures, including logistics and archival (2016).
- Revised the staffing pattern of the Evaluation and Examination Unit of the Paro College of Education (2015).
- Developed and submitted a concept paper on examination paper leak and malpractice to Academic Board Meeting (2015).
- Developed Educational Evaluation and Assessment Module for MEd Dzongkha programme (2014-2015).
- Participated in MEd Dzongkha programme (2014-2015)
- Reviewed Assessing Learning module (2014).
- As part of Ex-Officio Member on the School Mathematics Curriculum Committee, CAPSD, Ministry of Education of the Royal Government of Bhutan, worked on the standards for Mathematics curriculum that resulted in school Mathematics curriculum reform (2004-2008).

Publications

Books

- Tshering, G. (2019). *A quick guide for taking online open-book examinations: A guide for taking the online open-book examination during the COVID-19 pandemic*. Paro: Paro College of Education.
- Co-author (2015). *Understanding Mathematics: Textbook for Class X*. Thimphu: DCRD, Ministry of Education, Royal Government of Bhutan

- Co-author (2015). *Teacher's guide to understanding Mathematics: Textbook for Class IX*. Thimphu: DCRD, Ministry of Education, Royal Government of Bhutan
- Co-author (2007). *Mathematics curriculum guide for teachers: Class XI*. Thimphu: DCRD, Ministry of Education, Royal Government of Bhutan
- Co-author (2006). *Mathematics curriculum guide for teachers: Class XII*. Thimphu: DCRD, Ministry of Education, Royal Government of Bhutan
- Co-author (2005). *Mathematics curriculum framework: Classes PP-XII*. Thimphu: DCRD, Ministry of Education, Royal Government of Bhutan

Journal Articles

- Jigyel, K., Tshering, G., Dendup, P., Phuntsho, T. (2020). Investigating student teachers, mentors and supervising lecturers' perceptions of school practicum feedback in Bhutan. *In: Phanchung, S Chitra, Tshering Choden, Tshering Om Tamang and Pema Choezom. Ed. Reaching New Heights through Policy Research and Practice, Thimphu, iGHNaS.*
- Tshering, G. (2018). Effects of policy developers' beliefs on school education environment. *RABSEL-The CERD Educational Journal, 19(2), 38-56.*
- Tshering, G. (2018). Assumptions of Bhutanese educational policy developers and their impacts on school education environment. *Bhutan Journal of Research and Development, 7(2), 30-49.*
- Tshering, G. (2018). Developing a model for assessing school education system. *RABSEL-The CERD Educational Journal, 19(1), 1-23.*
- Tshering, G., & Cox, P. (2017). Interaction between teachers' demographic profiles and student performance. *RABSEL-The CERD Educational Journal, 18(2), 1-10.*
- Tshering, G. (2017). Setting performance standards by using the Bookmark Method. *RABSEL-The CERD Educational Journal, 17(1), 23-26.*
- Tshering, G. (2014). Indicators for knowing the trajectory of the Bhutanese Education System. *Bhutan Journal of Research and Development, 3(1), 17-28.*
- Tshering, G., Prain, V. (2011). Benchmarking the performance of Bhutanese students with the performance of the students from the OECD's PISA countries. *Educational Research and Evaluation, 17(4), 263-281.*

Technical Reports and Proposals

- Tshering, G., Jigyel, K., & Dorji, S.W. (2019). *Optimizing Bloom's taxonomy of educational objectives as teaching, learning, and assessment approach*. A proposal submitted to Department of Research and External Relation, Office of Vice Chancellor, Royal University of Bhutan, for Annual University Research Grant.
- Tshering, G., Jurme, K., Dorji, T., & Phuntsho, T. (2019). *Tracer study: M.Ed. in educational leadership and management programme*: Paro: Paro College of Education.
- Tshering, G. (2019). *Using open-book examination during the COVID-19 pandemic*. A concept paper submitted to the College Academic Task Force to oversee academic measures in response to COVID-19 pandemic.
- Tshering, G., Lethro, D., Penjor, et al. (2019). *Evaluation of the Dzongkha school curriculum PP-XII*. A proposal submitted to Royal Education Council, Royal Government of Bhutan in response to its national RFP.
- Tshering, G., Hemkar, B. Bernard, V., et al. (2018). *Development of National education Assessment Framework for Bhutan*. A proposal submitted to BCSEA, Royal Government of Bhutan, in response to its international RFP.
- Tshering, G. (2018). *Concept paper to assist Research and Innovation Committee in its discourse on innovation*, submitted to Research and Innovation Committee, Office of the Vice Chancellor, Royal University of Bhutan.
- Tshering, G. (2017). *Measuring up teaching and learning outcomes in Paro College of Education: Use of semester examination results*. Paro: EEU, Paro College of Education, Royal University of Bhutan.
- Sherab, K.; Dorji, K.; Lhendup, K.; Zangmo, D.; & Tshering, G. (2017). *Consultancy report on evaluation of the school (PP-XII) English curriculum*. Paro: Paro College of Education, Royal University of Bhutan.
- Tshering, G. (2015). *Study and assessment of lecture method of teaching in the Royal University of Bhutan*. A proposal presented at the First Workshop for 2015-2016 AURG Applicant at Samtse College of Education, Samtse, Bhutan, from 23rd September to 25th September 2015.

- Penjor, G., Wangyel, T., Gyeltshen, S., Tenzin, C., Tshering, G., ... Rajagopalan, S. (2010). *Bhutan's annual status of student learning*. Ahmedabad: Educational Initiatives Pvt. Lt. Website: <https://www.ei-india.com/wp-content/uploads/2018/05/Bhutan-Annual-Status-of-Student-Learning-Report.pdf>
- Bass, H.; Peter, N.; & Tshering, G. (2008). *National education assessment in Bhutan: Class X Mathematics and English literacy report*. Thimphu: BBE, Ministry of Education, Royal Government of Bhutan.
- Tshering, G., & Rinchen, P. (2007). *Capacity building of examination subject specialists in Classical Test Theory, Item Response Theory and Principles of Test Constructions*. A project proposal for the Ministry of Education, Royal Government of Bhutan, for submission to NFP, NUFFIC Fund from the government of the Netherlands.

Publication in Print Media

- Tshering, G. (2018). *iSherig and ban on students' use of ICT-enabled mobile devices in schools*. Website: <http://www.kuenselonline.com/isherig-and-ban-on-students-use-of-ict-enabled-mobile-devices-in-schools/>
- Tshering, G. (2017). *Carrying heavy school bags adversely impacts students*. (This article generated policy discourses and policy directives and it has been broadcast on BBS: www.bbs.bt/news/?p=69896 and on a news channel in Pakistan: <https://www.siasat.pk/forums/threads/carrying-heavy-school-bags-adversely-impacts-students.616313/>) Website: <http://www.kuenselonline.com/carrying-heavy-school-bags-adversely-impacts-students/>

Conference Presentations/Invited Talks

- Tshering, G. (2015). Developing a national assessment model to inform educational policy in Bhutan. A paper presented in the conference, 'First National PhD Conference- Towards Building a Knowledge Based Society' organized by Royal University of Bhutan at Thimphu in Bhutan, on 2 July 2015

- Tshering, G. (2015). Extrapolating gender and student achievement moderators. A paper presented in an international conference, “Let’s talk about sex!” organized by UNFPA at the Paro College of Education, Paro, Bhutan, from 1-2 December 2015
- Tshering, G. (2014). Is our education system doing enough for entrepreneurship? Talk delivered at ‘Global Entrepreneurship Week’ organized jointly by Loden Foundation, DHI, MoLHR, BCCI, BOIC and BITC at Thimphu on 20 November 2014
- Tshering, G. (2007). Quality education for all in Bhutan: Issues, perspectives, and measures. A paper presented in an International Conference, ‘Quality Education for ALL: International Perspectives’ organized by the Board of School Education, Harayana and Council of Boards of School Education (COBSE) at Harayana, India, from 23-25 January 2007
- Tshering, G. (2007). Setting performance standards. A paper presented in a workshop, ‘Capacity Building for National Educational Assessment Coordinators’ organized by World Bank Institutes at Kuwait City, Kuwait, (2007)

Institutional Affiliations

- Member, Research and Innovation Committee, Department of External Relations and Industrial Linkages, Office of Vice Chancellor, Royal University of Bhutan, Thimphu, Bhutan (Since 2017)
- Member, PhD Programme Committee, Paro College of Education, Royal University of Bhutan, Paro, Bhutan (Since 2017)
- Member, MEd Dzongkha Programme Committee, Paro College of Education, Royal University of Bhutan, Paro, Bhutan (Since 2016)
- Member, College Academic Committee, Paro College of Education, Royal University of Bhutan, Paro (Since 2014)
- Member, School Mathematics Committee, CAPDS, Ministry of Education, Royal Government of Bhutan, Thimphu, Bhutan (2004-2008)

Grants Secured

- Nu. 120,000 for a project, ‘Optimizing Bloom’s taxonomy of educational objectives as teaching, learning, and assessment approach’ from Annual University Research Grant, Department of External Relations and Linkages, Office of Vice Chancellor, Royal University of Bhutan, Thimphu, Bhutan (2019-2021)
- Nu. 12,000 for a project, ‘Action Research Workshop for Principals’ from Department of Education, Ministry of Education, Royal Government of Bhutan, Thimphu, Bhutan (2018)
- Nu. 100,000 for a team proposal, ‘Study of lecture method as a teaching strategy in the Royal University of Bhutan’ from Annual University Research Grant, Department of External Relations and Linkages, Office of Vice Chancellor, Royal University of Bhutan, Thimphu, Bhutan (2015-2017)
- Nu. 971,837 for a team project, ‘Evaluation of Current English Curriculum from PP-XII Grades’ from Royal Education Council, Ministry of Education, Royal Government of Bhutan, Paro, Bhutan (2017)
- Nu. 30,000 for a project, ‘Institution of Evaluation and Examination System at Khesar Gyalpo University of Medical Sciences’ from Khesar Gyalpo University of Medical Sciences, Thimphu, Bhutan (2016)
- Nu. 65,000 for a project, ‘Research Workshop for Royal Education Council’ from Royal Education Council, Paro, Royal Government of Bhutan, Bhutan (2016)
- Nu. 2,260 for a project, ‘Research Method Workshop for Dzongkha Faculty’ from Department of Research and External Relation, Office of Vice Chancellor, Royal University of Bhutan, Thimphu, Bhutan (2016)
- Nu. 9,900 for a project, ‘Evaluation of Annual University Research Grant’ from Department of Research and External Relation, Office of Vice Chancellor, Royal University of Bhutan, Thimphu, Bhutan (2016)
- Nu. 9,900 for a project, ‘Qualitative Research Methodology Workshop’ from Department of Research and External Relation, Office of Vice Chancellor, Royal University of Bhutan, Thimphu, Bhutan (2014)

- Nu. 10,000 for a project, ‘Global Entrepreneurship Week Keynote Speaker/ Panelist on the theme: Is our Education System Doing Enough for Entrepreneurship?’ from Loden Foundation, Thimphu, Bhutan (2014)
- Nu. 70,000 for a project, ‘Teaching, Assessment, and Evaluation Methods for College of Language and Cultural Studies’ from the College of Language and Cultural Studies, Taktse, Trongsa, Royal University of Bhutan, Bhutan (2014)
- AUS\$ 20,000 for a project, ‘Benchmarking Bhutanese students’ performance with the performance of students from OECD countries’ from La Trobe University, Melbourne, Victoria, Australia (2012)
- US\$ 50,000 for a project, ‘Development of National Assessment Test Instruments for Grade 10 Mathematics and English Literacy Assessments’ from the World Bank Institutes, Bhutan Board of Examinations, Ministry of Education, Royal Government of Bhutan, Thimphu, Bhutan (2007)

Professional Services (Reviewer/editor)

- Reviewer of an article for Journal of Education Action Research (2016-)
- Reviewer of an article for Bhutan Journal of Research and Development (2014)
- Reviewer of articles for Rabsel-The CERD Education Journal (Since 2014)
- Reviewer of an article for Education and Science (2014)

Professional Services (Research and Teaching)

- Resource person for teacher professional development workshop, ‘Bloom’s Taxonomy of educational Objectives in Assessment’ for teachers of Karma Academy, Paro (2021)
- Resource person for a workshop, ‘Action Research for Associate Teachers of Student Teachers on Practicum’ (2018)
- Resource person for a workshop, ‘Action Research for Teachers of Jigme Losel Primary School, Ministry of Education, Royal Government of Bhutan’ at Institute of Management Studies, Thimphu, Bhutan (2018)
- Resource person for a workshop, ‘Supervision and Research Method’ at College of Science and Technology, Royal University of Bhutan, Phuentsholing, Bhutan (2017)

- Resource person for a professional development programme, ‘Lecture Method’ at Paro College of Education, Royal University of Bhutan, Paro, Bhutan (2017)
- Resource person for a professional development programme, ‘Developing Question Papers’ at Paro College of Education, Royal University of Bhutan, Paro, Bhutan (2016)
- Resource person for a workshop, ‘Research Method’ at College of Language and Cultural Studies, Royal University of Bhutan, Taktse, Bhutan (2016)
- Resource person for a workshop, ‘Institution of Examination and Evaluation System’ at Khesar Gyalpo University of Medical Sciences, Thimphu, Bhutan (2016)
- Resource person for a workshop, ‘Research Method and SPSS for Royal Education Council’, at Paro College of Education, Royal University of Bhutan, Paro, Bhutan (2016)
- Resource person for a workshop, ‘Qualitative Research Methodology’ at Gedu College of Business Studies, Royal University of Bhutan, Gedu, Bhutan (2014)

Expert Service (Others)

- Review and Feedback Panel Member for applicants of Annual University Research Grants, Department of External Relation, Office of the Vice Chancellor, Royal University of Bhutan, Thimphu, Bhutan (2017)
- Scoring semester-end student feedback form, Paro College of Education, Royal University of Bhutan, Paro, Bhutan (2017)
- Team Member for Evaluation of Annual University Research Grants, Department of External Relation, Office of the Vice Chancellor, Royal University of Bhutan, Thimphu, Bhutan (2016).
- As a focal person for consultancy from Educational Initiatives Pvt. Ltd., India, for Annual Assessment of Student Learning and Student Tracking System of Royal Education Council (2008)
- As a focal person for consultancy from ACER, Australia, for Grade Six Literacy and Numeracy Assessments of Bhutan Board of Examinations (2004-2005)

Scholarships and Awards

- International Post Graduate Research Scholarship of La Trobe University, Victoria, Australia for PhD (2008)
- La Trobe University Post Graduate Fellowship of La Trobe University, Victoria, Australia for PhD (2008)
- Nuffic Fellowship, University of Twente, Enschede, The Netherlands for MSc (2005)
- Department of School Education Scholarship, Ministry of Education, Royal Government of Bhutan, Thimphu, Bhutan for PGCTIS (2004)

Academic and Research Leadership Training (Selected)

- Enhancing Analysis and Implementation course conducted as parts of Capacity Building in National Educational Assessment by World Bank Institute, Washington DC (2007)
- Test Item Development Training & Coaching by Training Institute for Technical Instruction TITI, Nepal (2005)
- Report Writing courses conducted as parts of Capacity Building in National Educational Assessment Washington DC (2004)
- Statistics and Report Writing courses conducted as parts of Capacity Building in National Educational Assessment by World Bank Institute, Washington DC (2004)
- Instructional Leadership Training for Principals, Department of School Education, Ministry of Education, Royal Government of Bhutan, NIE, Paro, Bhutan (1999)

Dissertation/Thesis

- Tshering, G. (2012). PhD thesis titled, 'Developing a national assessment model to inform educational policy in Bhutan', La Trobe University, Victoria, Australia. Website: <http://hdl.handle.net/1959.9/535358>
- Tshering, G. (2006). MSc thesis titled, 'IRT in Item Banking, Study of DIFF Items and Test Construction', University of Twente, Enschede, Netherlands. Website: <http://purl.utwente.nl/essays/773>