



Client: Ministry of Education and Higher Education (MEHE) Lebanon  
Product: School Information Management System (SIMS)



## Overview

The Ministry of Education and Higher Education (MEHE), in collaboration with the World Bank and international donors, sought to implement a solution to manage and provide visibility into the incentive packages for public school teachers, school workers, and education professionals. The initiative covered the 2022-2021 school year, spanning approximately seven months.

To address this challenge, MEHE Lebanon partnered with Intalio to implement the School Information Management System (SIMS), extending its capabilities to ensure efficient tracking, management, and verification of incentives. This system streamlined administrative processes, ensured transparency, and provided real-time monitoring of attendance to guarantee accurate incentive distribution.



## Needs and Challenges

MEHE's reasons to implement the SIMS were quite simple. The ministry faced several operational challenges including:

- Lack of visibility into incentive distribution for public school teachers and staff, leading to potential inefficiencies and misallocations.
- Difficulty in verifying attendance and eligibility for incentives, which could result in inaccuracies.
- The need for a centralized database that categorizes employees based on contractual and salaried status.
- A lack of real-time attendance tracking, ensuring only eligible staff received incentives.
- Demand for a secure, scalable, and compliant system that integrates seamlessly with existing infrastructure.



## Implementation Highlights

Intalio played a key role in enhancing MEHE Lebanon's ability to manage incentives efficiently through the SIMS extension. The solution included:

- › **Enhanced Visibility and Management:** Intalio's solution provided a centralized platform to monitor and manage incentive packages for public school teachers, school workers, and education professionals.
- › **Integrated Employee Records:** SIMS categorized beneficiaries based on contractual and



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salaried status, ensuring comprehensive and structured data management.

- › **Attendance Verification:** Intalio's attendance module ensured that incentives were awarded only to personnel who met attendance requirements.
- › **Real-Time Tracking:** School heads updated attendance records through the system, allowing MEHE to get full visibility through Intalio's solution and facilitate accurate incentive distribution.
- › **Security & Compliance:** The platform was built on Windows Server 2016 Standard Edition, with Apache Tomcat Java and PostgreSQL or MS SQL Enterprise Edition 2016, ensuring reliability and scalability.



### Impact and Achievements

Intalio's solution delivered tangible improvements in MEHE Lebanon's incentive management process. Here are some of the highlights:

- › Intalio's automated processes reduced the risk of human error and ensured fair allocation of incentives.
- › The streamlined verification workflow reduced administrative burdens and expedited incentive approvals.
- › With Intalio's implementation, MEHE gained immediate access to attendance data, allowing for proactive decision-making.
- › The system's architecture was designed to allow for scalability and integrations that might be needed in the future.



### Conclusion

By extending the capabilities of SIMS, Intalio helped MEHE Lebanon successfully digitize the incentive management process, ensuring fair distribution, transparency, and efficiency. The implementation of SIMS not only improved accountability but also reinforced MEHE's commitment to optimizing operations in the education sector. The success of this initiative proves Intalio's expertise in delivering tailored digital solutions that enhance governance and operational effectiveness.