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GOVERNMENT OF INDIA

MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION & LITERACY
SHASTRI BHAVAN
NEW DELHI-110 115

D.O. No. 1-42/2011-Sch.1

Dated: 3rd August, 2011

Subject: Providing additional teachers in existing government secondary schools under RMSA

Dear

As per the framework of RMSA, it has been envisaged that additional teachers would be provided to States for existing schools in order to bring the schools at par with the RMSA Student Classroom Ratio and Pupil Teacher Ratio. The issue of additional teachers is very complex when it comes to providing teachers for various subjects in existing secondary school. In absence of a clear strategy, additional teachers could not be provided in existing schools till now.

2. The Ministry of Human Resource Development has decided on the methodology for calculating additional teachers for existing schools, the norm would be to provide a minimum of 5 subject teachers for a secondary school (Classes IX and X) with up to two sections in each class. Since the RMSA scheme envisages a Student Classroom Ratio (SCR) of 40:1, a two section school would normally mean an enrolment of 160 students. A minimum of 5 subject teachers will have to be provided even if the enrolment is less than 160. **Any short fall in such schools over sanctioned posts will be provided under RMSA. For every incremental enrolment of 30 students, one additional teacher may be provided as per the RMSA norm of PTR of 30:1.** The total number of teachers for a school may be arrived at following the above method, which will be aggregated for all schools to estimate the total number of teachers a State is eligible as per RMSA norms. The number of sanctioned posts will be deducted from the total number of teachers so estimated to arrive at the number of additional teachers a State will get under RMSA for existing secondary schools.

3. The calculation of the number of additional teacher has also thrown up the issue of sanctioned posts that are common for both upper primary (Class VI, VII & VIII) and secondary schools (Class IX & X). It has been decided that under such a circumstance, a ratio of 3:2 would be adopted to divide the teachers notionally between the upper primary and secondary sections. It may so happen that there is a common cadre between Classes VIII, IX & X. Here again a



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notional division of teachers may be adopted. Two-third of the teachers may be allotted to the secondary sections (Class IX & X) and one-third may be allotted to Class VIII.

4. It was also felt that the subject-wise distribution of additional teachers (after the first five of Maths, Science, Social Science, English and MIL) will be left to the State Government. The States would be requested to provide emphasis on appointment of science and math teachers in order to achieve the primary objective of universal access to quality secondary education.

Based on the state specific peculiarities with reference to the sanctioned posts, medium of instruction and multiple shifts running in secondary schools, there are various scenarios that may be considered:

Scenario I

This would be applicable for States where the teacher posts are sanctioned posts at the school level. The teacher requirement would be calculated at the level of the school using the formula that has been cited above. The sanctioned posts at the school level would then be deducted from the teacher requirement calculated to arrive at the additional requirement at the school level. The total number of teachers would be aggregated at the state level. **Table A1** would be required to be filled up by states that belong in his category.

Scenario II

This would be applicable for states where teacher posts are sanctioned at the district level. The total teacher requirement would be calculated at the school level. Since the sanctioned posts are unavailable at the school level, therefore the additional posts from the total teacher requirement. **Table B1 and B2** may be filled up by states belonging to this category.

Scenario III

This would be applicable for states where teacher posts are sanctioned at the state level. The total teacher requirement would be calculated at the school level. Since the sanctioned posts are unavailable at the school level, therefore the additional teacher requirement would be calculated at the state level by subtracting the sanctioned posts from the total teacher requirement. **Table C1 and C2** may be filled up by States belonging to this category.

Scenario IV

It has also been noticed that there are several state where there are schools that have multiple language medium of instruction and shifts running in the same school. In case there are multiple medium of instruction for secondary school or

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where multiple shifts of secondary school are running, each of these schools may be considered as a separate entity and details of the schools may be provided in different rows. **Table D** may be used for only those schools where this situation exists. Moreover in these schools, the sanctioned posts may be at the state or the district level. Therefore looking at the scenario as it exists, the state would have to provide data for the calculation of additional teachers. For the rest of the schools in the state where multiple shifts/ medium of instruction do not exist, **Table A,B,C** may be used as applicable.

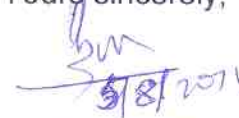
For the requirement of additional teachers in the existing schools, information as sought in Table A,B,C & D may be provided at the earliest.

5. Based on the state specific peculiarities with reference to the sanctioned posts, medium of instruction and multiple shifts running in secondary school, various scenarios may exist which are given at **Annexure-I**.

6. In addition to the above, I request that the information with regard to sanctioned teacher posts in schools, their cadres, whether cadre is same for upper primary and secondary section, Secondary and Higher Secondary or separate cadre exists. I would be grateful if the information is sent to the Ministry as early as possible.

With regards,

Yours sincerely,



(Caralyn Khongwar Deshmukh)

State Project Director (RMSA) of all States/UTs