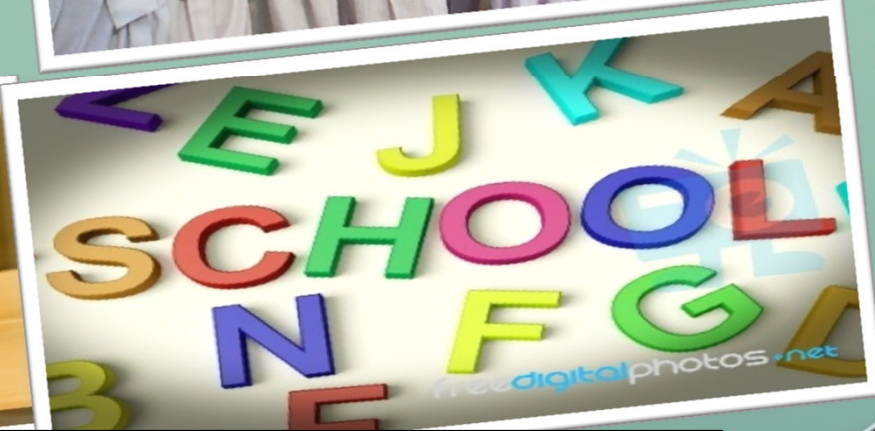




*Welcome
to
Joint Review Mission*



Rashtriya Madhyamik Shiksha Abhiyan, Haryana



TEACHERS' PROVISION IN SECONDARY SCHOOL:

Subject wise teachers from Class 6th onwards

Secondary Schools: TGTs for classes 6th to 10th

At least 6 TGT posts and Headmaster

Sr. Secondary Schools : PGTs for classes 9th to 12th

At least 7 PGTs posts and Principal.



STATE RECRUITMENT POLICY

All direct recruitments made through specialized state recruitment agency

“Haryana State Teacher Selection Board” (HSTSB) constituted in 2011.

Presently recruitment for PGTs is in progress.



CADRE OF TEACHERS

TGT and PGT are borne on State cadre.

District Mewat has separate district level cadre for TGTs , PGTs and school heads



TEACHERS RECRUITED-

TGTs are recruited for teaching classes VI to X in secondary schools

PGTs are recruited for teaching classes IX to XII in senior secondary schools

However lower classes can be given to PGTs as per workload requirement in the school .



SANCTIONED POSITION AND REQUIREMENT

- Sanctioned post under State
- for secondary Classes =10212
- Posts were sanctioned under RMSA = 7323
- Total sanctioned posts =17535
- Total posts required = 17965
- Vacant posts under State Posts are = 277
- Vacant post under RMSA posts are = 7323



RECRUITMENT PROCESS

- ❑ Requisition of 14216 posts of PGTs sent to Haryana State Teacher Selection Board.
- ❑ Nearly 500 candidates recruited and appointed in Mewat.
- ❑ 5243 selected candidates list have been received from selection Board
- ❑ Appointment orders are being issued .



RATIONALIZATION

Rationalization is a continuous process and is taken up on regular basis.


Workload is calculated on the basis of enrolment ,number of periods allocated to each subject and teachers are allocated accordingly.


Redeployment of teachers through counselling process.



TRANSFER POLICY-

- A well defined transfer policy in place
- Initial posting through a transparent counselling process approved by govt.
- Principle of Seniority followed .
- All females have priority over males.
- Within females /males protected categories like disability (self and children), chronic illness ,widow ,divorcee ,couple case get preference.

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- ❑ A minimum stay of 5 years assured.
 - ❑ On request transfer after 3 years
 - ❑ Protected categories not shifted except on administrative grounds
 - ❑ First posting on recruitment or promotion in rural areas.
 - ❑ Relaxation after promotion if already worked for 15 years in rural area.

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- ❑ Transfers carried out once a year after rationalization
 - ❑ Exceptional circumstances -anytime in the session with CM's approval
 - ❑ All teaching cadres/school Heads given re-employment facility till end of academic session -31 March
 - ❑ Minimizes disturbances during session



SCHOOL LEVEL RATIONALIZATION/ENGAGEMENT

- It is based on enrolment.
- Requirement of teachers is ascertained and if there is any requirement, the same is met out either by rationalization or by fresh recruitment.
- Facility to engage retired teachers against long leave-CCL/maternity/medical etc. as per workload at school level



PROMOTION CRITERION

There is well defined promotion criteria provided in service rules of the respective cadre and State policy.

TGTs are promoted to the post of PGTs or Headmasters based on their academic qualification and good performance as TGTs.

PGTs are promoted to the post of Principal .



SALARY STRUCTURE IS PRESCRIBED AS UNDER

- TGT: 9300-34800 + 4600 GP
- PGT: 9300-34800 + 4800 GP
- Headmaster: 9300-34800 + 5400 GP
- Principal: 15600-39100 + 6000 GP



TEACHER APPOINTING AUTHORITY

TGTs :Joint Director, Secondary Education -

PGTs, Headmaster and Principal : Principal Secretary, School Education


TEACHER RECRUITMENT PLANN

The recruitment is planned after assessing vacancies based on school up-gradation , increase in enrolment and likely retirements, -Requisition is sent to Selection board.



CONTRACT TEACHER APPOINTMENT POLICY

- ✓ During 2005-07 Guest teachers were appointed as adhoc arrangement against vacancies
- ✓ In 2009 their status change to Guest teacher on contract basis
- ✓ No contract appointments after 2009
- ✓ State has no Contract Teacher appointment policy for regular cadre of teachers

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- ✓ In special category schools like Aarohi Model Schools in EBBs, Kisan Model Schools ; provision for institutional cadre
 - ✓ Separate service regulations in position
 - ✓ Higher eligibility conditions prescribed
 - ✓ Teachers appointed through departmental selection committee headed by Secretary
 - ✓ Initial appointment on contract basis, to be regularized over number of years



COMMUNITY INVOLVEMENT IN TEACHER MANAGEMENT

School Management Committees (SMCs) and School Development Management Committee (SMDCs) have been constituted to review the functioning of the schools. These committees play a significant role in teacher management in the schools. Teacher attendance, regularity, performance are monitored by school level committees.

DEPLOYMENT OF TEACHERS IN TRAINING AND WORKSHOP

- SCERT coordinates entire in-service training being academic authority
- Provision of in-service training as per RMSA norms
- Peer-group based ,lesson-plan oriented teacher training model facilitated by experts
- Induction training of one month to all new recruits.



Condt...



SUBJECTS TAUGHT - HOURS OF TEACHING

- ❑ In secondary and senior secondary schools subject wise teachers are being appointed.
- ❑ TGT takes maximum of 39 periods
- ❑ PGT takes maximum of 36 periods in a week .



MENTORING SYSTEM

- ❑ Currently no formal mentoring system in place
- ❑ 5 BRPs have been Appointed per block to Monitor Academic Performance of schools.
- ❑ They are being trained and groomed to provide mentoring support
- ❑ DEd Internship model introduced where the interns are attached to individual senior teachers.

