



A Presentation
On
**Teacher Management,
Deployment &
Recruitment**

**Education (School) Department
Government of Tripura**

Number of Schools

(as per UDISE 2012-13)

Management-wise No. of Schools	High Schools	H.S. Schools	Total
State Govt.	522	311	833
Sports	0	1	1
Tribal / Social Welfare	0	5	5
TTAADC Managed	0	1	1
Central Govt.	2	9	11
Pvt. Aided	7	31	38
Pvt. Unaided	40	16	56
Total	571	374	945

Key Educational Indicators

(as per UDISE 2012-13)

#	Indicators	Boys	Girls	Total
1	Enrolment (IX - X)	69629	66354	135983
2	GER	73.73	72.32	73.03
3	GER (SC)	82.69	82.91	82.80
4	GER (ST)	78.04	72.46	75.34
5	NER	52.13	51.15	51.65
6	Transition Rate (VIII - IX)	99.89	97.68	98.80
7	Pupil Teacher Ratio (PTR)			37:1

Provision of Teachers

- As per State norm, the minimum requirement of teachers in Secondary School is indicated below: -
 - I. 04 Graduate Teacher (GT) per school (01 B.A + 02 B.Sc (pure) + 01 B.Sc (Bio)) for Secondary Sections (IX-X),
 - II. 01 Graduate Teacher (Local Language) per Secondary School,
 - III. 01 HM per Secondary School.

Provision of Teachers (Contd...)

- As per UDISE 2012-13, number of schools in the State (Govt. & Govt. Aided) and enrolment is indicated below: -

	Govt.	Govt. Aided	Total
No. of High Schools	522	7	529
No. of H.S. Schools	318	31	349
Total Schools	840	38	878
Enrolment	122585	7102	129687

Provision of Teachers (Contd...)

- As per UDISE 2012-13, number of teachers teaching classes VI to X in the State (Govt. & Govt. Aided) including SSA & RMSA contract teachers is indicated below: -

Graduate Teachers'	Govt.	Govt. Aided	Total
Total no. of G.T.	14902	592	15494
No. of G.T. posted in High/HS Schools	8579	566	9145
RMSA PGT	415	0	415

*As per UDISE 2012-13

State Recruitment Policy

- Teachers recruitment as per state norms i.e., 5 graduate teachers and 1 HM per secondary school.
- Break-up of 5 GTs: 2 GT (BA), 2 GT (B.Sc Pure) and 1 GT (B.Sc. Bio).
- Posts of Graduate teachers are being created against newly upgraded High Schools as well as Upper Primary Schools.
- The same cadre of Graduate Teachers are teaching in class VI-X in the State.

State Recruitment Policy (Contd...)

- Vacancies are being filled-up as per requirement.
- Merit-cum-seniority and need based norms are followed in the State.
- Reserved quota for ST (31%) and SC (17%) are maintained.
- Recruitment Rules of Graduate Teacher are being revised to make Pre-service training mandatory provision.

Required Qualifications

- Required qualification of the teachers are as follows :-
 - a) Post-Graduate Teacher (PGT) - Honours or Master Degree from a recognized University.**
 - b) Graduate Teacher (GT) - Graduate from a recognized University.**
- Pre-service training is being made compulsory.

Cadre of Teachers

- The following cadre of teachers are there in the State at Secondary level :-
 - a) Post-Graduate Teacher (P.G.T.)**
 - b) Graduate Teacher (G.T.)**
- Teachers in secondary schools of Tripura are deployed for teaching the students in the following manner :-
 - a) Post-Graduate Teacher - For teaching in classes- XI and XII.**
 - b) Graduate Teacher - For teaching in classes- VI to X.**

Subject Taught

- The teachers are appointed to teach the subjects in the following manner at secondary level:
 - a) Graduate Teacher (B.Sc–Pure Sc.) :-**
Mathematics & Physical Sciences.
 - b) Graduate Teacher (B.Sc–Bio Sc.) :-**
Life Sciences.
 - a) Graduate Teacher (B.A.) :-**
SST & Languages.

Sanctioned Position & Requirement

- HM/AHM of Govt. High & HS Schools

Name of Post	Sanctioned	In Position	Vacancy	Addl. Requirement of Post
HM, Secondary	390	343	47	132
AHM, Secondary	160	74	86	362
HM, Higher Secondary	208	199	09	110
AHM, Higher Secondary	208	175	33	110
Total	966	791	175	714

Sanctioned Position & Requirement

- GT/PGT of Govt. High & HS Schools

Name of Post	Sanctioned	In Position	Vacancy
Graduate Teacher	14636	12773	1863
Post Graduate Teacher	5201	4668	533

PTR & Requirement/Rationalization

- PTR at secondary stage (Class IX-X) in the State is 37:1 as per UDISE 2012-13.
- Requirement of secondary teacher for class IX -X for 840 secondary schools of the state @ 5 Graduate teacher per school (*min.*) for single sectioned school comes to 4245.
- Steps are taken for re-deployment of teachers to meet the shortfall in schools due to various reasons like deputation for training/retirement etc. from time-to-time by the Director, School Education, based on proposals from districts.

Transfer Policy

- All categories of teachers can be transferred in the schools anywhere in the State of Tripura.
- Director of School Education is the transferring authority.
- DEOs of District office submit proposal for teacher deployment to the Director as and when required.
- The subject wise, school-wise, district-wise database is maintained and updated from time to time by Statistics Section.
- If any deficiency is found in a particular school it is removed by deploying required teacher.
- Emergency temporary adjustments are made by districts if required.

School Level Rationalization

- There is no sanctioned post at school level.
- Teachers are recruited centrally at State Level.
- After selection of teachers at state level, teachers are deployed in different schools across the state as per state norms.

Promotion Criterion

- Secondary teachers are given promotion to AHM to HM of secondary schools based on the seniority list and also as per reserved quota for ST and SC candidates.
- Minimum teaching experience required for promotion is 7 years in case of general category and 5 years for SC/ST candidates.
- Institutional teacher training / B.Ed is mandatory for promotion.
- Promotion restricted to no. of vacant posts available.
- 35% of vacant posts is filled up directly by TPSC and 65% by promotion through DPC.

Salary Structure

- **Headmasters (Higher Secondary) - Pay scale Rs.13575-37000/- and Grade Pay Rs.4500/-**
- **Head Master (Secondary)/Asstt. Headmasters (Higher Secondary) - Pay scale Rs.9570-30000/- and Grade Pay Rs.3500/-**
- **Head Master (Upper Primary)/Asstt. Headmasters (Secondary) - Pay Scale Rs.9570-30000/- and Grade Pay Rs.3100/-**
- **Head Master (Primary) - Pay scale Rs.5310-24000/- and Grade Pay Rs.2400/-**
- **Post-Graduate Teacher - Pay scale Rs.5310-24000/- and Grade Pay Rs.2400/-**
- **Graduate Teacher - Pay scale Rs.5310-24000/- and Grade Pay Rs.2100/-**

Teacher Recruitment Plan

- Required posts are created against newly up-graded high schools with concurrence of state finance department.
- Teachers profile are being maintained by district and state office and attrition rate of teachers is calculated.
- Based on current vacancy and newly created posts, action is initiated for filling up the teacher posts by inviting application and through interview by the district level selection board constituted by the department.

Teacher Recruitment Plan *(Contd...)*

A no. of teachers were recruited from the year 2010 onward, as follows:

- ❑ Graduate Teachers - 4685 nos.
- ❑ Post Graduate Teachers - 1047 nos.
- ❑ Asstt. Teacher (Science) - 994 nos.
- ❑ Teachers under Grant-in-aid - 398 nos.
- ❑ PGT under RMSA - 415 nos.

- Most of the newly recruited teachers have been posted in rural areas.

Teacher Appointing Authority

- In the State of Tripura, teachers are appointed at State level.
- Director of School Education is the authority for appointment of teachers in the state.
- Director of School Education is the transferring authority.
- DEOs of District office submit proposal for teacher deployment to the Director as and when required.

Contract Teacher Appointment

- Teachers are engaged @5 teachers per school in newly up-graded schools under RMSA on contract basis for 1 year observing 100 point roster.
- No post is created for the contractual teachers i.e, contract teachers are not engaged against vacant posts.
- Contract teachers are selected at district level through walk-in interview.
- The advertisements are published in the local dailies.
- Based on the performance of the engaged teachers, further continuation is considered. [21]

Community Involvement

- Tripura has a strong base of 3-tier PRI bodies and also urban bodies like MC and Nagar Panchayet, which are assigned responsibilities of monitoring and supervision of teachers & student attendance and smooth functioning of schools.
- SMCs/SMDCs consists of representatives from women, ST/SC/OBC/RM communities from the locality.
- Moreover, there are PTAs and MTAs constituted under RMSA and SSA for monitoring of effective implementation of the said schemes at school level.

Deployment of Teachers in Training & Workshop

- Large no. of teachers are deputed for undergoing short teacher training course /workshops under SSA and RMSA being organized at Block/District/State level.
- Steps are taken for deployment of teachers against the deputed teachers out of reserved stock of teachers for smooth functioning of schools.
- The temporary teacher deployment is managed by the District Education Officers.

Professional Development Plan for Teachers

- SCERT is given responsibility to organize programmes for professional development with faculties from IASE, DIETs and University Departments.
- Resource persons from outside the state are also invited.
- NERIE is also organizing such programmes where teachers from the states are deputed to participate.

Mentor-ship System

- Mentor-ship system has not been put in place in the state.
- However, such system would be adopted or replication of models being followed in other states would be done in the state in future.



Thank You...