



Rashtriya Madhyamik Shiksha Abhiyan Tamil Nadu

Second Joint Review Mission RMSA

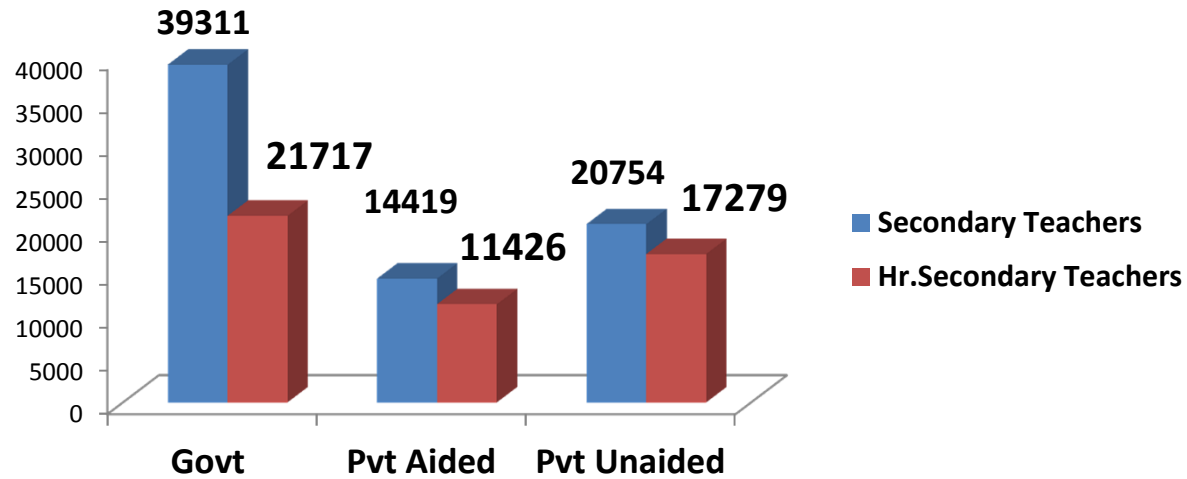
State Profile



NER at Secondary level	94.7
NER at Upper Primary level	98.93
Dropout Rate	8.33
Retention Rate	91.67
Transition rate from (class VIII to IX)	99.2
Gender Parity Index (GPI)	0.99
Gender Gap	3.19
Pupil Teacher Ratio (PTR) in Government Schools	29.0
Student Classroom Ratio (SCR) in Government Schools	49.2



Teachers Profile by Number



Category	Govt	Pvt Aided	Pvt Unaided	Total
Secondary Teachers	39311	14419	20754	74484
Hr. Secondary Teachers	21717	11426	17279	50422
Total	61028	25845	38033	124906

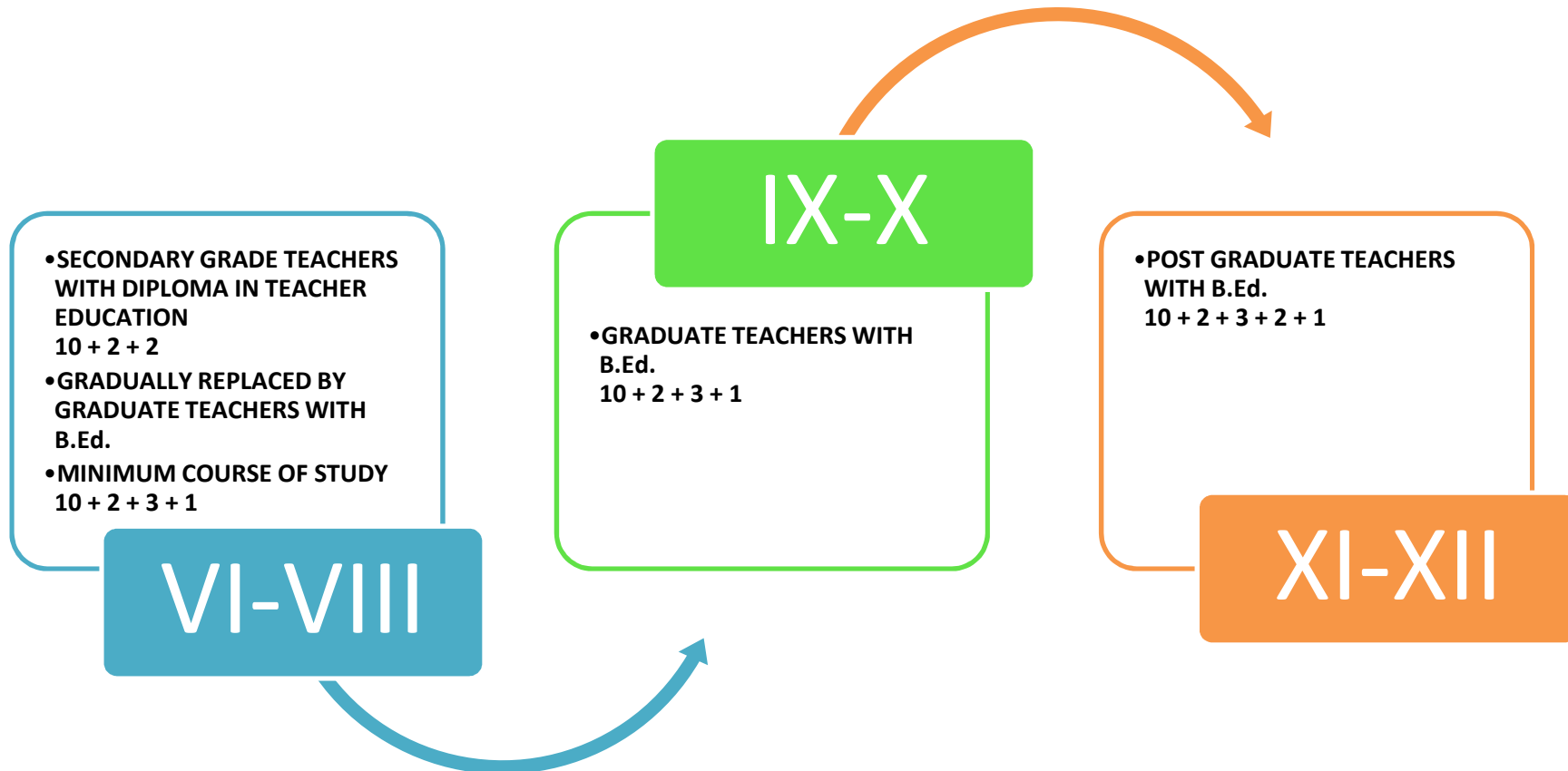
State Recruitment Policy conducting Teacher Eligibility Test (TET) (RTE Act 2009)



- The Teachers Recruitment Board is the Nodal Agency for recruitment of teachers.
- Constituted in 1987
- Conducts Teacher Eligibility Test for Graduate and Secondary Grade Teachers.
- Applications called for through notifications in newspapers in advance.
- A pass with 60% marks in TET is mandatory for selection.
- No relaxation in marks.
- Communal roster will be followed in appointment.
- Qualification Certificates verified before appointment to ensure genuineness.
- TRB prepares the selection list and hands it over to the Directorate of School Education.
- Appointment through online counseling by Director of School Education
- Secondary Grade Teachers are appointed on the basis of Statewide seniority in Employment registration.
- Post Graduate Teachers are selected through subject specific Competitive Examination.



Teaching Cadres



Transfer Policy – Inter & Intra Districts



- Vacancies are estimated at the District level as on 31st of May
- One year service in the old station is mandated
- Intra District transfer is conducted on the first day
- Inter District transfer is conducted on the second day
- Online counselling is facilitated

Promotion Criteria



POST GRADUATE TEACHERS

- 50% by Direct Recruitment
- 50% by Promotion from feeder categories

GRADUATE TEACHERS

- 50% by Direct Recruitment
- 50% by Promotion from feeder categories
- G.O. (Ms) No. 100, School Education (2) Department, dated 27.06.2003

LANGUAGE TEACHERS

- 33.33% by Direct Recruitment
- 66.66% by Promotion from feeder categories
- G.O. (Ms) No. 100, School Education (2) Department, dated 27.06.2003

Headmasters

- No direct recruitment

School Level Rationalization / Engagement



Norm for Teachers	Criteria for Appointment / Deployment
Secondary / High School	5 BT posts for strength upto 160 For every additional 30 students 1 B.T post allowed Strictly as per RMSA norms (D.O. No. 1-42 / 2011- Sch.1, dated 3 rd August, 2011 from Director (Secondary Education), MHRD, New Delhi)
Higher Secondary School	9 PG teachers and one Headmaster (G.O. (Ms) No. 573, Education, dated 20.03.1978 & subsequent amendments)

Salary Structure



Sl. No.	Name of Post	Band	Grade Pay
1.	Headmaster-HSS	Rs.15600-39100	5400
2.	Headmaster-HS	Rs.9300-34800	4600
3.	PG Assistant	Rs.9300-34800	4600
4.	Physical Director Gr I	Rs.9300-34800	4600
5.	BT Assistant	Rs.9300-34800	4400
6.	Language Pandits	Rs.9300-34800	4400
7.	Physical Director Gr II	Rs.9300-34800	4400
8.	Physical Education Teacher	Rs.5200-20200	2800
9.	Junior Assistant	Rs.5200-20200	2000
10.	Lab Assistant	Rs.5200-20200	1900

Deployment of Teachers



- ❖ Assessment after completion of enrolment as on 31st July every year.
- ❖ Based on RMSA norms.
- ❖ Minimum 5 teachers for a school of strength up to 160.
- ❖ Additional teacher for every 30 students.
- ❖ Calculation of teachers need in schools according to norms.
- ❖ Redeployment of surplus teachers to needy schools.

Administration of Teachers Service Benefits



Maintenance of Service Registers, Sanction of Leave Benefits, Loans and Advances from Provident Fund and other Advances

- ❖ Graduate teachers and PG Teachers by the respective School Headmasters
- ❖ Headmasters of High Schools by the District Educational Officers concerned
- ❖ Headmasters of Higher Secondary Schools by the Chief Educational Officers concerned
- ❖ Permission to travel abroad for all categories of Teachers and Headmasters – Head of Department (Directorate of School Education)

Leave Benefits



Permanent Teachers and Headmasters in Government and Aided Schools are entitled to enjoy the following kinds of leave subject to specific conditions

- ❖ Casual Leave
- ❖ Restricted Leave for important occasions
- ❖ Special Casual Leave for specific reasons
- ❖ Compensatory Leave
- ❖ Earned Leave
- ❖ Maternity Leave
- ❖ Unearned Leave on Personal Grounds
- ❖ Unearned Leave on Medical Grounds
- ❖ Extra ordinary Leave on loss of pay on Medical Grounds

Appointing Authority



Cadre	Appointing Authority
Headmasters of High and Higher Secondary Schools	Director of School Education
P.G. Assistants	Joint Director (Higher Secondary)
Graduate Teachers	Joint Director (Personnel)

Teaching Hours



Secondary Subjects	Periods of Teaching
First Language	7 Periods
Second Language (English)	7 Periods
Mathematics	7 Periods
Science	7 Periods
Social Science	5 Periods
Life Oriented Education (Arts, Music and Craft)	3 Periods
Physical Education and Health Education	2 Periods
Value Education	2 Periods
Total	40 Periods

Teachers Professional Development Plan



School Leadership Training to School Heads

10 days Training

In Coordination with NCSL , NCTL and NUEPA

In-service Training for Regular Teachers

5 days per Year

Induction Training for New Teachers

10 days per Year

Induction Training & In-service Training for Teachers



- Subjects specific training is given for five days in a year through RMSA for Graduate and Special Teachers.
- Coordinated with SCERT.
- Faculties from IIT, University Departments, College Professors and Teachers of eminence form the core of Resource Persons.

Components	2009-10		2010-11		2011-12		2012-13			Overview as on 31 st March, 2013	
	Sanctioned*	Progress	Sanctioned	Progress	Sanctioned	Progress	Sanctioned	Progress	Progress in % (2012-13)	Total Sanctioned	Progress
Teachers Training	15000	15000	29162	29162	59580	59580	29176	7848	26.89	132918	111590



No. of Teachers who received appointment order from the Hon'ble Chief Minister on 13.12.2012

Cadre	No. of Teachers
Post Graduate Teachers	4251
Subject wise appointment of Graduate Teachers	
Tamil	1812
English	2998
Mathematics	1367
Science	1199
Social Science	1260
Total	8636

State Initiatives Student Welfare Schemes



Laptops



Cycles



Educational Kit



Smart Card



Scheme	Standard	Beneficiaries (in lakhs)
Text books	I - XII	92.28
Note books	I - X	81.02
School bag	I - XII	92.28
Uniform (4 sets)	I - VIII	48.63
Footwear	I - X	81.02
Bus pass	I - XII	14.02
Colour pencil/Crayons	I - V	35.00
Geometry Box	VI - X	45.01
Atlas	VI - X	46.01

Bag, Geometry
box, colour pencil



ICT@School



Trimester Pattern



Chess



Thank You