

Minutes of Meeting

Date: May 29, 2019

A meeting was held on May 29, 2019 at Jharkhand Education Project Council, Ranchi under the chairmanship of Shri A. P. Singh, Principal Secretary, Department of School Education and Literacy to review progress in multiple initiatives under SATH. The meeting was attended by Director Primary, initiative leaders and component in-charges from the Department and JEPC and representatives from BCG.

The key points of discussion have been summarized below:

1. Time on task
 - a. SPMU was given a detailed presentation on actual teaching hours available to students during a full academic year which includes 60+ holidays observed for multiple occasions by districts, time spent on multiple non-academic activities during the school hours such as admin work, preparation for 'Jayantis', 'Prabhat Pheris', rallies and other events etc. which leads to only ~90-100 effective days of teaching in an academic year. It was decided that the freedom given to the district on deciding school calendar should be limited and a central calendar be prescribed for all the government schools which overlaps with the calendar of Jharkhand Government. Further, some flexibility may be provided to the districts of 2-3 days to accommodate local festivals and celebrations.
 - b. PS suggested that on the days of 'Jayantis', schools should be asked to spend a maximum of 2 hours in activities that would engage students (essay writing, painting) on Jayanti-specific work. The rest of the day should be utilized in teaching and a normal daily academic routine shall be followed. Further, only those 'Jayantis' shall be observed that have been declared by the State. Further, in case elaborate preparations are required for any celebration, the same shall be conducted after school hours without affecting the teaching time during the school hours.
 - c. In order to prepare the common calendar, PS directed that academic calendars from all districts be collected and collated to create the final list of holidays which shall be limited to 60 days in an academic year.
 - d. SPMU was also apprised of the time spent by teachers on admin work such as MDM and reports, notebook correction etc. PS directed that such activities shall be performed after regular school hours.

- e. Further, it has been observed that the period after MDM is generally not used for teaching since most of the teachers and students tend to leave. SPMU directed that the salary of a teacher be deducted if the teacher is not found in the school on a working day during the designated school hours which can be tracked through visits by CRP/BRP.
- f. SPMU was apprised that due to unfavorable school timings, students tend to reach school at least 45-60 minutes late. It was suggested that schools should follow a 9am - 3pm timing throughout the academic year with exception for extremely hot months when an early schedule may be considered such as 06:30am-11:30am.
- g. SPMU agreed that teacher should have a working day of at least 7 hours in line with other government officials. Therefore they must spend at least an hour before/after school hours to finish all the admin work. So for a school time of 9am-3pm, teachers must arrive at 8am and leave by 4 pm.
- h. Further, PS proposed to consult the best practices of KV and rules mentioned in Education Code to further develop the working schedule for the teachers. He also suggested to organize workshops with teachers to identify solutions for increasing the teaching hours in the schools and to decide working schedule for teachers.

[Compliance: BCG, AO]

Div PE/SE

2. Teacher rationalization

- a. A detailed presentation was given to SPMU on the teacher rationalization analysis based on e-Vidya Vahini data of teachers and enrollment in schools. It was decided that the scope of rationalization exercise for this academic year shall be limited to Primary and Upper Primary schools only. ~9400 surplus teachers were identified in Primary and Upper Primary schools across Jharkhand against ~15000 vacancies based on district level PTR. Further, to satisfy RTE norms, ~25000 vacancies have been identified in Primary and Upper Primary schools.
- b. The process of teacher rationalization exercise was discussed and approved in the SPMU as follows:
 - a. Central analysis: It was decided that e-Vidya Vahini data shall be used to do the analysis centrally at the State and districts be given a window to address grievances of teachers by updating their correct data on e-Vidya Vahini.
 - b. Surplus teachers: Surplus teachers shall be identified basis district PTR or RTE norms (whichever is higher). Further, the surplus teachers shall be ranked on the basis of age, gender, disability, years of service in current school. This was in line with the latest teacher transfer policy being drafted.

- c. Vacancies: Vacancies shall be identified basis district PTR or RTE norms (whichever is higher). Further, it was decided that to ensure all critical vacancies are filled, the vacancies shall be prioritized. This shall be done based on number of teachers with highest preference to >60 enrolment single teacher schools followed by number of vacancies in each school.
 - d. Grievance window: A 10-day window shall be given to the districts after publishing the first list of surplus and vacancies for all districts to verify and sign off the data on e-Vidya Vahini. After the window, the final list of surplus and vacancies shall be published centrally from the state through the PTR analysis and provided to all the districts for counselling. Based on final list of vacancies, the districts shall take adequate steps to sanction posts where required before getting into counselling exercise.
 - e. Counselling: The counseling exercise shall be carried out in an open setting with full transparency in front of the all surplus candidates. The surplus teachers shall be called one by one basis their rank and be provided with the priority vacancies. It was decided that rationalization shall be carried out in batches of 100 teachers with top 150 vacancy options presented to them for their choice of posting. This will facilitate filling of highest priority vacancies in batches. SPMU agreed that the highest priority vacancies shall be filled first through this process.
- c. PS suggested that subject wise vacancies be identified for Upper Primary schools and preference be given to posting of English language teachers (based on availability) for the vacancies where minimum 3 teachers (Lang, Math, Social Science) are already in place. Further, teacher's educational qualifications and their appointment shall be considered to identify subjects of teachers.
 - d. PS suggested to explore the list of teachers appointed for UP but teaching class 9 and 10 in upgraded schools and directed that such teachers shall be brought back to teaching UP grades.
 - e. Further, SPMU recommended to use attendance data instead of enrollment numbers for calculation of PTR and subsequent rationalization of teachers.

[Compliance: Director Primary]

SE

3. Strengthening of schools

- a. Detailed analysis was presented to SPMU on strengthening of identified 654 Adarsh schools and overlap in scope and funds with existing schemes. SPMU was apprised of the schools that have been sanctioned money in overlapping schemes. PS suggested to check whether these overlapping schools required as many classrooms as sanctioned under each scheme.

- b. Further, for the list of 654 Adarsh schools, it was decided to prioritize the investment on the immediate needs. PS directed that repairing of classrooms which are repairable and dismantling of classrooms which are irreparable be done at the earliest. SPMU suggested to re-look at the list of schools under various schemes and the 654 schools identified for strengthening to explore the possibility of replacing a school from Adarsh list with another school of high enrollment within the same block which already has sanctioned funds or adequate classrooms under some scheme.
- c. SPMU was informed about excess classrooms identified in schools across Jharkhand. Further, it was decided to do one more round of verification of the eVV and UDISE data to finalize the list of schools with excess classrooms and take action accordingly.
- d. SPMU suggested to check if there are upgraded schools with low enrolment number so that they be downgraded and in lieu of that another school identified in the block with high enrolment could be upgraded.

[Compliance: Ratan Srivastav]

4. Master Trainer

- a. Director Primary and the SPMU was given a detailed presentation on the plan for long term teacher training. As a part of the training, a cadre of 480 Master Trainers is being prepared. It was decided that MT cadre should be developed through existing institutional structures rather than ad-hoc mechanisms.
 - i. Incorporation of as many MTs as possible (basis qualifications) into DIETs would be explored.
 - ii. For remaining MTs, as discussed in previous SPMUs, retired or private teachers may be invited.
 - iii. If there are still empty MT positions thereafter, it may be discussed in future SPMUs for final solution.
- b. A discussion was held on the honorarium to be paid to such retired or private teachers. It was decided that an honorarium upto Rs 1000 may be advertised.

[Compliance: JCERT]

5. Other

- a. SPMU discussed the enrolment rate in class 9-12 and observed that retention of students in secondary grades is important. PS suggested that AADHAR data shall be updated for 100% of the students in SDMIS and additionally mobile number of

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parents shall be collected. Further, quarterly PTA meet in schools should be conducted on a regular basis to ensure retention rates are high.

[Compliance: MIS Co-ordinator]

Dr

Dr
13/04/19
(Amrendra Pratap Singh)
Principal Secretary, SE&L

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