

Government of Jammu and Kashmir
School Education Department: Civil Secretariat

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PUBLIC NOTICE

Subject:- Review of Teacher cadre Structure and recruitment norms,

****Spl.Attention: students, parents, Teachers, Teacher Educators, educationists / academics, researchers, educational planners, administrators, officers in the school system, Teacher Forums / Associations.**

Whereas the J and K School Education (Subordinate) Service Recruitment Rules notified vide Notification SRO 308 dated 16.10.2008 prescribe the following eligibility and method of recruitment for selection (by direct recruitment and promotion) against the post of **Teacher** in the School Education Department :-

- a. **75% Direct Recruitment:** 10+2 ; preference will be given to the candidates having higher qualification and those having passed M.Ed/B.Ed and Diploma in ETT/NTT
- b. **25% by promotion** of Lab. Assistants having passed 10+2, with three years service as such.

2. Whereas there has been a raging debate, over the years, on the need for **review** of teacher recruitment eligibility norms and divergent views and perspectives have emerged in the process.

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3. Whereas a new category of **P.G Masters** in five identified subjects/disciplines viz English, Math , Sciences, Urdu/Hindi and Social Sciences (for the secondary segment of school education) has come into being with creation of **3,132** such posts vide Govt. Order No.57-Edu of 2013 dated 15.01.2013, in terms of Cabinet decision No.182/28/2012 dated 05.10.2012.

4. Whereas the revised SSA Framework also provides for placement of three "**Subject-Teachers**" in Upper Primary Schools @ one each for i) Math & Science ii) Social Science and iii) Language (Urdu / Hindi).

5. Whereas **990** posts of subject-Teachers in 330 (upgraded) Upper-Primary Schools were sanctioned in 2011-2012 and eligibility norms for selection against such posts came to be prescribed vide Govt. Order No.615-Edu of 2013 dated 12.06.2013 in terms of Cabinet decision No.143/17/2013 dated 06.06.2013.

6. Whereas the National Council for Teacher Education (**NCTE**) has vide their Notification F.No.61-03/20/2010/NCTE/N7S dated 23.8.2010 prescribed a certain set of qualifications, besides a Teacher Eligibility Test(TET), as the minimum eligibility requirement for appointment of Teachers.

7. Whereas the NCTE-- designated qualifications have since come into force in all other states of the country.

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8. Whereas the issue of revising the Teacher recruitment norms has, yet again, been considered in this Department, taking on board different possibilities and perspectives with particular reference to the state-specific needs.

9. Whereas, in that process, the following formulations have inter alia emerged:-

- i. instead of a "General-line" Teacher across the school spectrum, a separate cadre each of **Primary** Teacher (with scope for induction of language Teacher at that level) and **Elementary** Teacher be created.
- ii. the minimum eligibility requirement for the post of Teacher be revised introducing Diploma in Elementary Education and Bachelor's in Education (by whatever name known) as an essential element at the relevant level/s. That would rule out, for future, induction of professionally unqualified persons as Teachers in the school system.

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- iii. Likewise, the cadre of Subject-Teachers created for the Upper Primary Schools consistent with the SSA norms /guidelines be correspondingly reflected in the Recruitment Rules.
- iv. the category of P.G Masters for the five identified subjects /disciplines (at the Secondary i.e. 9th and 10th level) be included in the Recruitment Rules.

8. Whereas it is deemed appropriate to roll out these formulations to elicit public opinion, in particular for views and inputs from the stakeholders like students, parents , educationists , academics, experts , officers, educational planners and representative bodies of Teachers.

9. Now, therefore, draft amendments, along the lines cited hereinabove, proposed to be made in relation to Class **III** category **(A)** and Class **II**, category **(A)** in Schedule II to the Jammu and Kashmir School Education (Subordinate) Service Recruitment Rules

notified vide SRO 308 dated 16.10.2008 forming Annexure to this Notice are notified for **public comment**, in particular for views of students, parents, teachers, teacher educators, educationist/academics, researchers, educational planners, administrators, officers of the School Education Department and representative bodies of the Teacher Community. The views /comment so offered should reach this Department by **15th October, 2013** on the following address:-

Secretary to Government,
School Education Department,
Room No. 164 (Ist Floor).
Civil Secretariat, Srinagar-190011.

e.mail : jkedu.nic.in@gmail.com
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Detailed draft rules are available on the departmental
Website: www.jkeducation.gov.in

Sd/=

(Hirdesh Kumar Singh) IAS
Secretary to Government
School Education Department

**Annexure “B” (Schedule-II) to the(proposed) J&K Teacher Cadre Structure
Subordinate Service Recruitment Rules**

E X I S T I N G	P R O P O S E D								
Cl as s	Category	Minim um Qualifi cation for direct recruit ment	Meth od of Recr uitme nt	Pay Ban d and Gra de Pay	Cl ass	Cate gory	Design ation	Minim um Qualifi cation for direct Recrui tment	Method of Recrui tment
III	'A' Teachers (including Teachers of Mobile Schools)	10+2 Prefere nce will be given to the candid ates having higher qualifi cation and those having passed M.Ed, B.Ed & diplom a in ETT/ NTT	75% by direct recrui tment and 25% by prom otion from class IV, Categ ory 'B' who are 10+2 with 3 years subst antive servic e in that class.	(52 00- 202 00) G.P - I.(2 400) For und er grad uate s (52 00- 202 00) G.P - I.(2 800) for Grad uates and abo	III	Cate gory 'A'	Teacher (Primar y)	i). 10+ 2 Pass ii).Dipl oma in ETT / El.Ed d (by what ever nam e know n) Prefere nce will be given to the candid ates having higher academ ic and profess ional	75% by direct recrui tment and 25% by promotio n from class IV Category 'B', having passed:- i). 10+2 ii). Diplo ma in El. Ed./ ETT (by whate ver name know n) In case of non- availabil ity of

				ve				qualific ation.	eligible candidate s, the vacancies thus left unfilled (by reference to 1 st January each year) shall be referred for direct recruitme nt.
III				(52 00- 202 00) G.P - I.(2 400) For und er gra dua tes (52 00- 202 00) G.P - I.(2 800) for Gra dua	III	Catego ry 'B'	Teacher Primar y (Langu age)	i). 10+2 with Urdu/ Hindi/ Kashm iri/ Dogri/ Panjabi as one of the subject s at +2 (i.e., 11 th and 12 th level ii). Diplom a in ETT/El .Ed(by whatev er name known) Prefere nce will be	75% by direct recruitme nt and 25% by promotio n from the officials in class IV Category 'B' who have passed:- i). 10+2 wit h Urdu/Hin di/ Kashmiri / Dogri/ Panjabi/ Bodhi as one of the subjects at +2 (i.e., 11 th

				tes and above				given to the candidates having higher academic and professional qualification.	and 12th) level ii). Diploma in El. Ed./ ETT (by whatever name known). In case of non-availability of eligible candidates, the vacancies thus left unfilled (by reference to 1 st January each year) shall be referred for direct recruitment.
				(5200-20200) G.P-I.(2800) Graduates and above	III	Category 'C' sub. Category "i)".	Subject Teacher (Upper Primary):- I. Subject Teacher (Math and Science	i). BSc. (with Physics, Chemistry and Math (PCM) or Physics, Chemis	75% by direct recruitment and 25% by promotion from the officials in class IV

)	try and Biology (PCB) with additional Math as the Subject combination at +2(i.e., 11 th and 12th) level ii. B.Ed/ B.El.Ed (by whatever name known) or M.Ed.	Category 'B' who have passed:- i).B.Sc (with Physics, Chemistry and Math (PCM) or Physics, Chemistry and Biology (PCB) with additional Math as the Subject Combination at +2 (i.e., 11 th and 12th) level ii. B.Ed/ B.El.Ed (by whatever name known) or M.Ed. In case of non-availability of eligible candidates, the
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									vacancies thus left unfilled (by reference to 1 st January each year) shall be referred for direct recruitment.
				(52 00-202 00) G.P-I.(280 0) Graduates and above	III	Category 'C' sub. Category "(ii)".	ii). Subject Teacher (Social Science)	i). B.A/B. Com. with B.Ed/ B.El.Ed (by whatever name known) or M.Ed. OR ii). B.Sc with Geography or Geology or Environmental Science as one of the Subjects in B.Sc.	75% by direct recruitment and 25% by promotion from the officials in class IV Category 'B' who have passed:- i).B.A/B. Com. with B.Ed/ B.El.Ed (by whatever name known) or M.Ed. ii).B.Sc with Geography or

									<p>Geology or Environmental Science as one of the subjects in B.Sc.</p> <p>In case of non-availability of eligible candidates, the vacancies thus left unfilled (by reference to 1st January each year) shall be referred for direct recruitment.</p>
					III	Category 'C' sub. Category "(iii)"	iii) Subject Teacher (Language (Urdu/ Hindi/ Dogri/ Kashmiri/ Panjabi))	i). B.A. with Urdu/ Hindi/ Dogri/ Kashmiri/ Panjabi as one of the subjects in B.A	75% by direct recruitment and 25% by promotion from the officials in class IV Category 'B' who

							<p>ii).B.Ed/B.El.Ed (by whatever name known) or M.Ed.</p>	<p>have passed:-</p> <p>i). B.A. with Urdu/Hindi / Dogri / Kashmiri/Panjab as one of the subjects in B.A</p> <p>ii).B.Ed/B.El.Ed (by whatever name known) or M.Ed.</p> <p>In case of non-availability of eligible candidates, the vacancies thus left unfilled (by reference to 1st January each year) shall be referred</p>
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									for direct recruitment.
Class-I	Category 'A' Master	100% by promotion from class III Category 'A' holding Graduate Degree with B. Ed from a recognized University with 05 years experience as Sr. teacher		9300-34800 G.P - II(4200)	Class-I	Category 'A'			100% by promotion from class III Category 'A' holding Graduate Degree with B. Ed from a recognized University with five years service as Teacher
				9300-34800 G.P - II(4200)	Class-I	Category 'B' sub category "(i)".	P.G. Master ** (in High/Hr. Sec. schools) in the following disciplines/ subjects:- P.G.		100% by promotion from class III Category "A", "B" & "C" fulfilling the following criteria:- i. five years service in

						Master (English)		<p>the relevant Class and Category.</p> <p>i. P. G degree in the relevant subject.</p> <p>ii. B. Ed (by whatever name known) or M.Ed. In case of non-availability of eligible candidates, the vacancies thus left unfilled (by reference to 1st January of each year) shall be referred for Direct recruitment.</p>
					Class -I	Category 'B' sub category '(ii)'.	P.G Mater (Math)	100% by promotion from class III Category "A", "B" & "C" fulfilling the following

									<p>criteria:-</p> <p>i. fi ve years servi ce in the relev ant Clas s and Cate gory.</p> <p>ii. M .Sc/ M.A. Math</p> <p>iii. B. Ed/ B.El. Ed (by what ever nam e kno wn) or M.E d.</p> <p>In case of non- availabi ty of eligible candidat es, the vacancies thus left unfilled (by reference to 1st January</p>
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									of each year) shall be referred for Direct recruitment.
					Class -I	Category 'B' sub category '(iii)'	Science		100% by promotion from class III Category "A", "B" & "C" fulfilling the following criteria:- i. five years service in the relevant Class and Category. ii. M.Sc. (Bio-Sciences/ Physical Sciences) iii. B.Ed/B.El.Ed (by whatever name known) or M.Ed. In Case of non-availability of eligible candidates, the vacancies

									thus left unfilled (By reference to 1 st January of each year) shall be referred for Direct recruitment.
					Class -I	Category 'B' sub category '(iv)'	P.G Master (Social Science).		100% by promotion from class III Category "A", "B" & "C" fulfilling the following criteria:- i. five years service in the relevant Class and Category. ii. P. G degree in any subject in the "Social Sciences". iii. B. Ed/ B.El.Ed (by whatever name known)

								or M.Ed. In Case of non- availabili ty of eligible candidate s, the vacancies thus left unfilled (By reference to 1 st January of each year) shall be referred for Direct recruitme nt.
					Cl ass -I	Catego ry 'B' sub catego ry '(v)'	Langua ge (Urdu/ Hindi)	100% by promotio n from class III Category "A","B" & "C" fulfilling the following criteria:- i. fi ve years service in the relevant Class and Category. ii. M .A. Urdu/ Hindi iii. B. Ed/ B.El.Ed

									(by whatever name known) or M.Ed. In Case of non-availability of eligible candidates, the vacancies thus left unfilled (by reference to 1 st January of each year) shall be referred for Direct recruitment.
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Government of Jammu and Kashmir
School Education Department: Civil Secretariat

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PUBLIC NOTICE

Subject:- Building up a separate, specialist cadre of Teacher Educators.

****Spl.Attention: Scholars, teachers, teacher educators, educationists, planners, administrators, researchers, officers of School Education Department and media persons.**

Whereas over the years, a need has widely been felt for revamp of the **DIETs** (**District** Institutes of Education and Training) and **SIEs** (State Institutes of Education) with a view to making them more agile and efficacious institutions capable of sustained professional development of teacher cadres.

2. Whereas, in an initiative under the Centrally-sponsored scheme for Teacher Education, the Union Ministry of Human Resource Development (MHRD) appointed Joint Review Missions (**JRM**) for different states inter alia to examine issues related to coverage, content and quality of the whole teacher training paradigm, including the institutional foundations and framework thereof.

3. Whereas the JRM on Teacher Education in J and K visited the state (in March/April' 2013), examined the given systems and structures of teacher preparation, had extensive inter-action with DIETs, SIEs, teachers, teacher educators and educational administrators, besides with the University system.

4. Whereas the JRM inter alia recommended "**creating a cadre of teacher education both within the University system as well as in the SIEs and DIETs and all other institutions concerned with teacher education, and to assure their professional development and capacity development at all levels of the school system**"

5. Whereas, consistent with the changes and challenges emerging in the contemporary educational scenario, and with due regard to the state-specific needs, it has become expedient to :-

- i) explore carving out a separate cadre of teacher educators with built-in scope for horizontal and

vertical induction of the core inter disciplinary faculty from the School and University systems and research institutions, essentially on positions becoming available for "direct recruits".

- ii) towards that end, seek ideas and inputs from the civil society at large, in particular from the stakeholders like students, teachers, scholars, researchers, teacher educators, educational planners, educationists, officers of School Education Department, academics, administrators and media persons.

6. Whereas creating a separate cadre of professionals in Teacher Education, with desirable ingredients of experience, expertise, orientation and acumen would involve **bifurcation** of the (existing) J and K School Education (Gazetted) Service in a two-fold process:-

i) decaderisation of all the (Gazetted) posts in SIEs and DIETS (i.e JD(Trgs)/Prpl.SIE / DIET Prpls /HODs, Lecturer, Research Officer, Librarian) from Schedule-II to the J&K School Education (Gazetted) Service Recruitment Rules notified vide SRO:481 Dt: - 2010.

ii) structuring (concurrently) a separate cadre of teacher educators comprising the "Jammu and Kashmir Teacher Education (Gazetted) Service" with encadrement therein of the posts indicated at (i) above.

7. Whereas the main portents and process of **transition** to the (proposed)J&K Teacher Education (Gazetted) Service would be:-

- i. a separate cadre of teacher educators will be created as a reform initiative enabling the long-awaited revamp of SIEs and DIETs. That should also help foster a sustained understanding and expertise in

theory and practice of the highly specialized and multi-disciplinary area of teacher preparation which, in turn, could hopefully unleash, over a period of time, a whole process of quality assurance in the school system.

- ii. the J and K Teacher Education (Gazetted) Service thus coming into being will provide for horizontal and vertical induction of the core faculty, also drawing upon the expertise available in University system, Higher Education Department and research institutions, as and when so expedient, besides from the open market, against positions as may come to be earmarked (under rules) for "direct recruitment" or for appointment by "transfer or deputation".
- iii. In the (proposed) Service, there will be a provision for "10% leave, training and deputation reserve" over and above the sanctioned cadre strength.
- iv. for initial **constitution** of the J&K Teacher Education (Gazetted) Service (by virtue of a new set of recruitment rules), all members of the (existing) J&K School Education (Gazetted) Service, holding substantive positions of Lecturer and above, shall be offered an **option** as to whether (or not) they would like to be considered for inclusion as members of the (proposed) J&K Teacher Education (Gazetted) Service.
- v. the options that may be exercised, thus, for inclusion in the (proposed) J&K Teacher Education (Gazetted) Service will be examined by a Committee, to be constituted by the Government, for acceptance or otherwise.
- vi. The "promotions" shall also be regulated by way of selection (from among the eligible officers in the feeding cadre) by a Committee to be constituted by the Government in consultation with PSC.
 8. Whereas the selection process as indicated at sub-para (Vi) of para 7 above will inter alia factor in the following:-
 - i) inter-seniority and relative merit of the eligible officers in the feeding "Class and Category" of the (proposed) J and K Teacher Education (Gazetted) Service;
 - ii) their experience/contribution, aptitude and acumen for teacher education/training.
 9. Whereas the **reform** process contemplated would also seek to engender , over a period of time, **performance-**

based career path, in the School system ,in place of the given "**seniority alone**" syndrome .

10. Now, therefore, Schedule-II to draft Recruitment Rules of the (proposed) **J and K Teacher Education (Gazetted) Service** forming Annexure "A" to this Notice, seeking to incorporate the rationale and formulations cited hereinabove, is notified for **public comment**, in particular for views of the students, teacher, teacher educators, academics / educationists, scholars, researchers, educational planners, administrators and media persons, which may be mailed to this Department, by 15th october'2013 on the following address:-

Secretary to Government,
School Education Department,
Room No. 164 (Ist Floor).
Civil Secretariat, Srinagar-190011.

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Fax : 0194-2450574,2450738,

Detailed draft rules are available on the departmental
Website: www.jkeducation.gov.in

Sd/=

(Hirdesh Kumar Singh) IAS
Secretary to Government
School Education Department

Annexure “A” (Schedule-II) to the proposed J&K Teacher Education (Gazetted) Service Recruitment Rules

Class	Category	Pay Band and Grade Pay	Designation (Existing)	Existing Method of Recruitment	Minimum Qualification for Direct Recruitment	Change in Designation (Proposed)	Proposed method of recruitment	Remarks	
					Existing	Proposed Change			
	A	15600-39100 G.P.(7600)	Joint Director Trainings / Principal SIE	100% promotion from class II category “B” (viz CEOs / Principal DIETs / Field Advisors / Co-ordinator s/ Chief Editor of SIEs)			Joint Director (Central)/ Principal SIE	100% by selection from class II category “A” viz Professor (presently: Principal DIETs / Field Advisors/Co-ordinators/ Chief Editor of SIEs)	i.Upon initial constitution of the J&K Teacher Education (Gazetted) Service (by virtue of these rules), all members of the existing (combined) J&K School Education (Gazetted) Service, holding substantive positions of

								<p>Lecturer and above, shall be offered an option as to whether (or not) they would like to be considered for inclusion as members of the (proposed) J&K Teacher Education (Gazetted) Service.</p> <p>ii. The option thus exercised for inclusion in the (proposed) J&K Teacher Education (Gazetted) Service will be examined, by a Committee to be constituted (by the Govt.)</p> <p>iii. The promotions shall also be regulated by way of selection (from among the eligible officers (in the feeding cadre) by a Committee to be constituted by the Government in consultation with the PSC or, otherwise, by invoking exemption (through a specific order from the GAD) under the J&K PSC (Limitation of Functions) Regulations, 1957.</p> <p>iv. The selection process as at (iii) above may inter-alia factor in:-</p> <p>a. Inter se Seniority</p>
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								and relative merit of the eligible officers. b. their experience/ contribution, aptitude and acumen for teacher education/ training. v. The selection process so provided for will also apply, mutatis mutandis, to "recruitment by transfer" wherever envisaged in these rules.	
II.	A	15600-39100 G.P.(6600)	Principal DIETs / Field Advisor/ Coordinator/ Chief Editor (N.B. In the existing rules, this category includes CEOs which is proposed to be	100% by selection from class II category "B" with at least 05 years substantive service in that class possessing Masters Degree with B.Ed			Principal DIET / Professor of SCERT / SIE	100% by selection from class III category "A" viz Associate Professor (presently : HODs DIET)	-do-

			deleted as a feeding cadre in the separate T.E Service rules)						
III	A	15600-39100 G.P.(5600)	(HOD DIET) (N.B. In the existing rules, this category includes Princip al HSS, Dy. CEO and DEPO which are proposed to be deleted as a feeding cadre in the separate T.E Service rules))	<p>i. 0% by promotion from class II category "E" from candidates having Masters degree besides possessing 03 years substantive service as such; and</p> <p>ii. 0% from class III category B from candidates having Masters degree besides possessing 03 years substantive service as such.</p>			Associate Professor	100% by selection from class IV category "A": viz Assistant Professor (presently: senior Lecturer/ HoD DIETs) with 03 years experience as such and possessing professional degree of B.Ed (by whatever name known) or M.Ed.	-do-
I V	A	9300-30100 G.P.(5400)	(Lecturer DIET/ Research Officer SIE)	<p>i. 0% by direct recruitment.</p> <p>ii. 0% by promotion from Masters having Masters Degree in the</p>	Masters Degree in the relevant subject.		Assistant Professor	<p>i. 50 % by direct recruitment.</p> <p>ii.50% by promotion from class "III" category "D","E","F" & "G" of J&K School Education (Gazetted) Service</p>	<p>Relaxation upto 05 years may be allowed in the prescribed upper age limit to:-</p> <p>b. I n - s e r v</p>

				relevant subject and in case no suitable candidate is available from Masters grade then by promotion from Sr. Teachers having Masters Degree in the relevant subject and if no suitable candidate is available , then by promotion from General Line Teachers having Masters Degree in the relevant subject with at least 03 years substantive service as teacher.		t, with not less than 55% marks in PG . ii.B.Ed (by whatever name known) or M.Ed iii.. Extra weightage may be considered for :- a. Research work. b. Experience as Teacher Educator or Resource Person in teacher training. a.	Recruitment Rules 2010 (viz Lecturer of HSS).	icccanditates with exceptional merit/ contribution in teacher education.	
V	A	9000-34800 G.P.(4800)	Chief Librarian	i. 0% by direct recruitment. ii. 50% by promotion from Librarian / Classified	Masters degree in Library Science	Master's degree in Library Science	Chief Librarian	i. 50% by direct recruitment. ii. 50% by promotion from	-do-

				<p>r/ Cataloguer and other equivalent posts provided the incumbents possess the degree in Library Science and having at least 05 years substantive service as such.</p>		e			<p>Librarian (Classification category (a) of J&K Subordinate School Education Service) provided the incumbents possess degree in Library Science with at least 05 years substantive service</p>	
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