

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 interaction 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 15<sup>th</sup> october'2013 on the following address:-

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Detailed draft rules are available on the departmental  
Website: [www.jkeducation.gov.in](http://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			
I.	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-ordinators/ Chief Editor of SIEs)			<b>Joint Director (Central)/ Principal SIE</b>	100% by selection from class II category “A” viz Professor (presently: Principal DIETs / Field Advisors/Co-ordinators/ Chief Editor of SIEs)	<p>i.Upon initial constitution of the J&amp;K Teacher Education (Gazetted) Service (by virtue of these rules), all members of the existing (combined) J&amp;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&amp;K Teacher Education (Gazetted) Service.</p> <p>ii.The option thus exercised for inclusion in the (proposed) J&amp;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</p>

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. iv. The selection process as at (iii) above may inter-alia factor in:-  
a) Inter se Seniority 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	<b>15600-39100 G.P.(6600)</b>	Principal DIETs / Field Advisor/ Co-ordinator/ Chief Editor <u>N.B.</u> In the existing rules, this	100% by selection from class II category "B" with at least 05 years substantive service in that class possessing Masters Degree with B.Ed			<b>Principal DIET / Professor of SCERT / SIE</b>	100% by selection from class III category "A" viz Associate Professor (presently : HODs DIET)

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			category includes CEOs which is proposed to be 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 Principal HSS, Dy. CEO and DEPO which are proposed to be deleted as a feeding cadre in the separate T.E Service rules))	(i) 80% by promotion from class II category "E" from candidates having Masters degree besides possessing 03 years substantive service as such; and (ii) 20% from class III category B from candidates having Masters degree besides possessing 03 years substantive service as such.			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-
	A	9300-30100 G.P.(5400)	(Lecturer DIET/ Research Officer SIE)	i.50% by direct recruitment. ii. 50% by promotion from Masters having Masters Degree in the 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.	Masters Degree in the relevant subject.	i. Masters Degree in the relevant subject, with not less than 55% marks in PG. ii.B.Ed (by whatever name known) or M.Ed iii..Extra weight-age may be considered for:- a) Research work. b) Experience as Teacher Educator or Resource Person in teacher training. a)	Assistant Professor	i. 50% by direct recruitment. ii.50% by promotion from class "III" category "D","E","F" & "G" of J&K School Education (Gazetted) Service Recruitment Rules 2010 (viz Lecturer of HSS).	Relaxation upto 05 years may be allowed in the prescribed upper age limit to:- b) In-service candidates c) Candidates with exceptional merit/ contribution in teacher education.
	A	9000-34800	Chief Librarian	i.50% by direct	Masters	Masters	Chief	i. 50% by	-do-

G.P.(4800)

recruitment.  
ii. 50% by  
promotion from  
Librarian / Classifier/  
Cataloguer and other  
equivalent posts  
provided the  
incumbents possess the  
degree in Library  
Science and having at  
least 05 years  
substantive service as  
such.

degree in  
Library  
Science

degree in  
Library  
Science

Librarian

direct recruitment.  
ii.50% by  
promotion from  
Librarian (Class II  
category (a) of J&K  
Sub-ordinate  
School Education  
Service ) provided  
the incumbents  
possess degree in  
Library Science  
with at least 05  
years substantive  
service as such.