Government of Jammu and Kashmir School Education Department: Civil Secretariat

.

PUBLIC NOTICE

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

<u>**Spl.Attention</u>: 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.

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. 9^{th} and 10^{th} 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 stake-holders 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 **15**th **October,2013** on the following address:-

Secretary to Government, School Education Department, Room No. 164 (Ist Floor). Civil Secretariat, Srinagar-190011. e.mail : <u>jkedu.nic.in@gmail.com</u> <u>nakakpore@gmail.com</u>, Fax : 0194-2450574,2450738, Detailed draft rules are available on

Detailed draft rules are available on the departmental Website: <u>www.jkeducation.gov.in</u>

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

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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.

<u>**Spl.Attention</u>: 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".

towards that end, seek ideas and inputs from the ii) civil society at large, in particular from the stakestudents, holders like teachers, scholars, researchers, teacher educators, educational educationists, officers planners, 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.

e.mail : jkedu.nic.in@gmail.com

nakakpore@gmail.com,

Fax: 0194-2450574,2450738,

Detailed draft rules are available on the departmental Website: <u>www.jkeducation.gov.in</u>

Sd/=

(Hirdesh Kumar Singh) IAS

Secretary to Government School Education Department

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

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