

# **PLANNING FOR QUALITY UNDER RMSA**

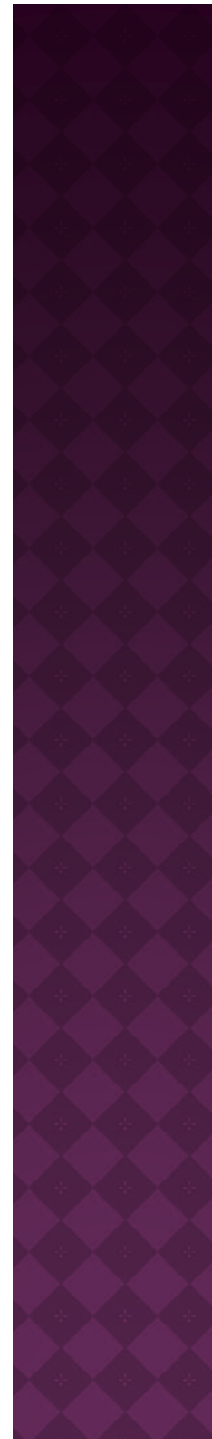
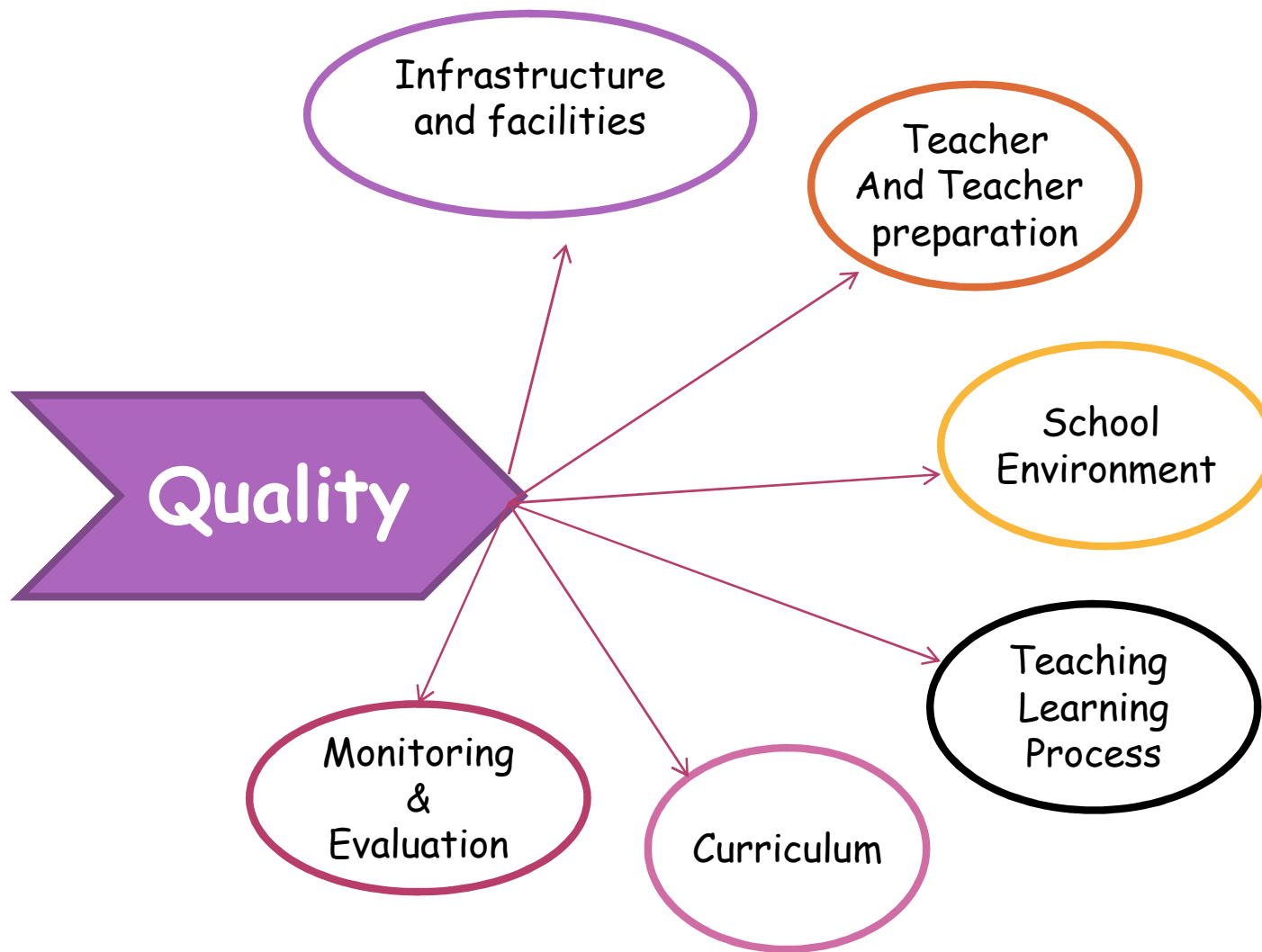
**"PLANNING WITHOUT ACTION IS FUTILE, ACTION  
WITHOUT PLANNING IS FATAL".....ANONYMOUS**

**PRESENTED BY:- BEAS BHOWMIK  
EMAIL:**

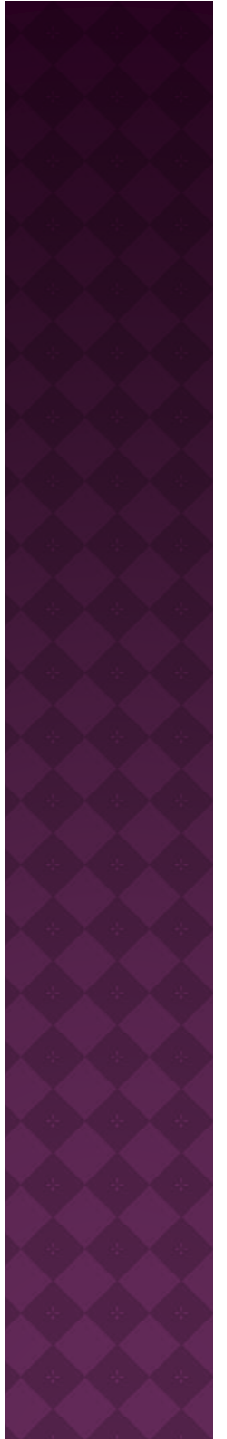
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# CONTENT

- ◉ Factors affecting Quality and their indicators
- ◉ Connecting Norms and the factors affecting quality: What's being done under RMSA?
- ◉ Going Beyond the Norms
- ◉ Checklist for Quality Planning
- ◉ Chapter on Quality in the AWP&B



# Infrastructure and facilities





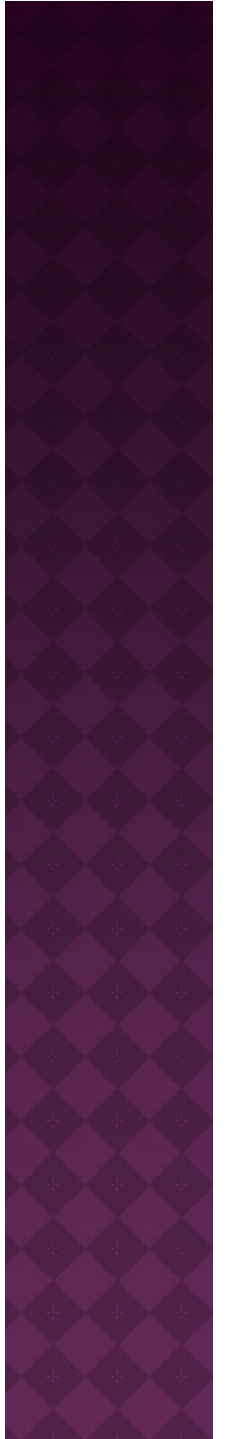
# Structural Factors

- Building age
- Windows and Flooring
- Age of the Science Laboratory
- Laboratory Equipment
- Lighting and Colour
- Student Density
- Site Acreage

# Cosmetic Factors

- Interior Painting
- Exterior Painting
- Painting Cycle
- Floors mopped and swept
- Graffiti and Graffiti Removal
- Arrangement of the Furniture

# **NORMS AFFECTING INFRASTRUCTURE**



# Facilities

**Strengthening of Schools**

**Staff Along with Infrastructure**

Required Infrastructure to be provided after gap assessment by the state

Provision of providing additional classroom, Laboratory along with equipment, Computer Room, Art, Craft, Culture Room and Toilet and Drinking water facility

Aimed at maximum utilization of the infrastructure provided

**Rs.  
36.85  
Lakh  
per  
school**

**As per  
state  
norm**

# Cont...

Major &  
Minor Repair

Aim is to make the  
building a safe  
space for children

To inspire  
confidence in  
parents for  
increased  
participation

Rs.4 lakh for  
a 2 section  
school and  
Rs.2 lakh for  
a 1 section  
school

Rs.25000 per  
school

# School Annual Grant

Annual Grant to be used for supplementing facilities in the school

Repair/ replacement of laboratory equipment, purchase of lab consumables, purchase of books, periodicals, news paper, electricity charge, water charges

Any other activity to be specifically planned taking into account the school specific reality

Cannot be diverted to other schools if the fund is unutilized in a school

Rs.  
50000/  
- per  
school

# Science and math Kit

To be used to enhance  
understanding of science and  
math practically at the classroom

To be particularly used by the  
state where there is no  
laboratory

Maximum 10 kits per school

Rs.  
1500/-  
per kit

# Teacher and Teacher Preparation

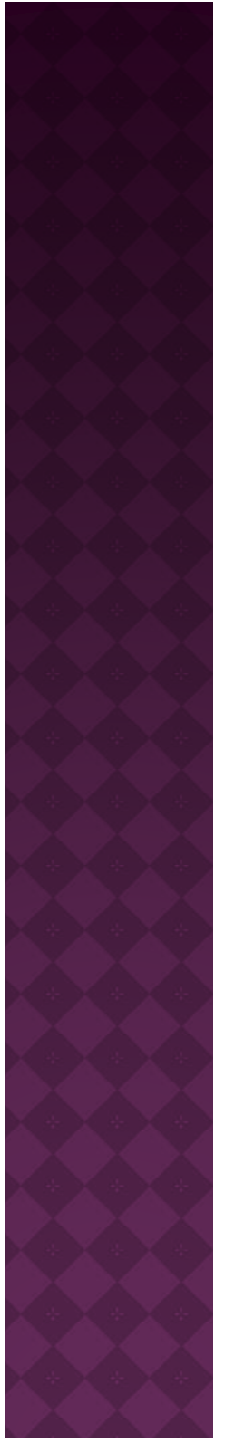




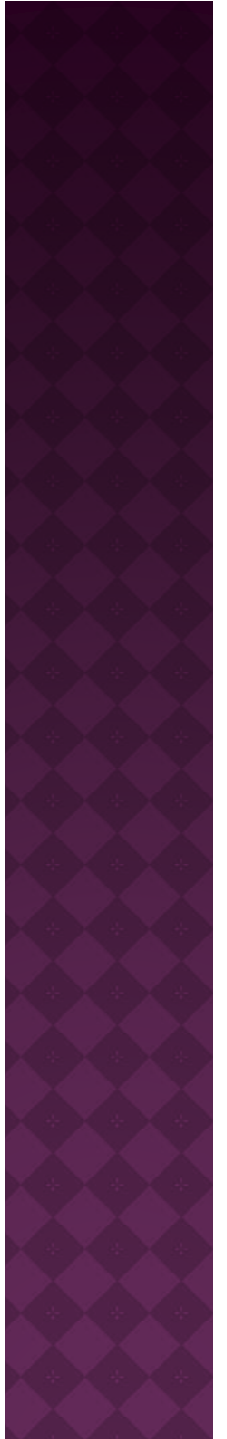


## Recruitment and Professional Development of Teachers

- Teacher profile
- Subject teacher system
- In-service experience
- Support available to the teachers in the school
- Motivation level of teacher
- Teacher-community relationship



# Norms affecting Teacher and Teacher Preparation



# Teacher of new schools

5 Subject  
Teachers  
and 1  
Principal

1 Science  
Teacher, 1 Math  
Teacher, 1 Social  
Science Teacher,  
2 language  
Teacher

Head Teachers to  
teach if essential

Teachers to be  
recruited as per  
state policy

Salary to be  
decided as  
per state  
norms

# Additional Teachers for Existing Schools

Up to an enrolment of 160, 5 subject teachers .  
Then, 1 teacher for every additional 30 enrollment.

Sanctioned Post to be subtracted from the total teacher requirement.  
Sanctioned Posts to be identified by the state, either at the school, district and state level

Focus should be on science and math teacher.  
Shortfall in subject to be analyzed by the state and to be filled

Only qualified teachers are to be recruited.  
Salary to be decided as per state norms

# Professional Development of Teachers

## Module Development

Workshop for development of module for training of teachers

Specific need based plan to be provided by the state

Budget as per state plan

# Cont...

## Training of Key Resource Persons and Master Trainers

Key Resource Persons and Master Trainers to be identified keeping in mind the realities of training preferably from institutes and universities

The number of KRP and Master Trainers would depend on the number of Master Trainers and teachers to be trained respectively

Rs.300  
per  
person  
per day

# Cont...

## In-service Training

Continuing the education of the teacher to keep them in tune with changes in theory and practice of education

Upgrading the qualifications of teachers who are under qualified or unqualified

Motivating the teachers to take on more educational innovation

Counter balance the increasing phenomena of burn-out in teachers

Rs.300 per  
day for 5  
days

Convergence  
to be  
explored

# Cont...

## Onsite Support

To enable teachers translate training into reality in the classroom

Continuity after the In-service training Programme

Mentoring of teachers and handholding

On-site training and support sets the stage for successful program implementation

Training directly prepares teachers to present the lessons, and, in the process, helps to foster teacher confidence, enthusiasm, and commitment to program goals

**Budget**  
as per  
state  
plan



# Cont...

## Short Term Professional Development Courses/Study Tour

Opportunities to expand learning and to reflect on teaching, devise new curricula, consider pedagogy, and expand horizons

Linked to curriculum and teaching practices

Innovative Teaching Practices to be explored

Experiential Learning for teachers.

Rs. 200  
per  
teacher  
for travel  
within the  
state/  
Rs.20000  
per  
teacher  
for travel  
outside

# Cont...

Distance Learning Programme  
Through SIT/ROT

School Specific Planning

Facilitate Learning at one's  
own pace and according to  
one's own time

Convergence to be explored  
for programme to be aired

Budget as per  
state plan. But  
detailed  
estimate to be  
provided

# Cont...

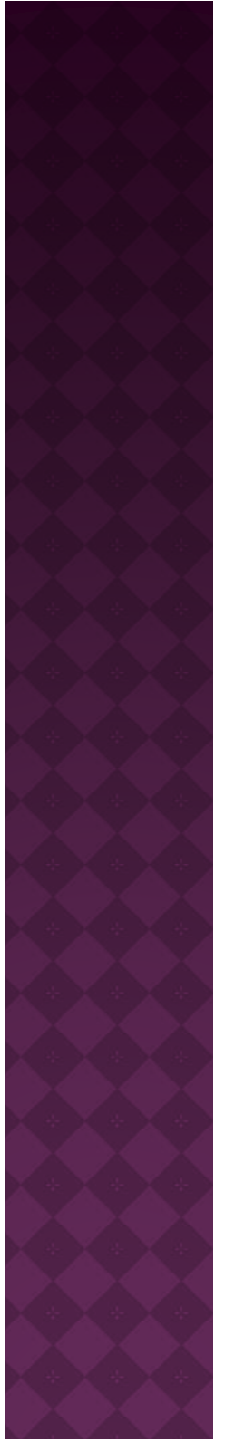
Induction Training for Newly Recruited Teachers

Involvement of Directorates of School Education/ SCERT/SIE/Teacher Training Institutes in the training

Split Model of Training may be used

Rs.300 per day  
for 10 days

# Learning Environment



# School Environment

- Physical Environment
- Social Environment
- Affective Environment
- Academic Environment

# **Norms affecting Learning Environment**



# Management Training

## Leadership Training of Head Teachers

Aimed at improving the skills for handling the school, the community and the teachers

Through institutes identified by the state

Up-to 7-10 days

Going beyond administrative training only

Rs.30000 per  
Head Teacher  
per year

# Training of SMDC MEMBERS

Training for all members for  
2 days

To be targeted at all SMDC  
members

Training need analysis to be  
done before proposing

Training not be restricted to  
administrative issues alone

Rs. 300 per day



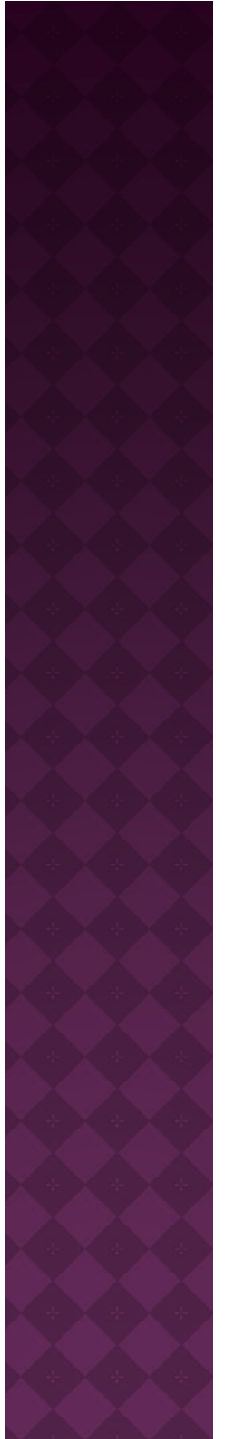
# Teaching and Learning Process



# Learning Process

- Classroom organization
- Display of materials in the classroom
- Methods of introducing the topic
- Pupil-Teacher Ratio (PTR)
- Assessment procedure followed

# **Norms affecting Teaching Learning Process**



# Trip for Students

Local Tour and Tour out of the state

Not Just an excursion or a picnic. District level planning based on need from the school

Would Require to connect to the classroom

Rs. 200/ per student per year for Local Tour

Rs.2000/- per student per year for tour outside the state

# Special Teaching

To provide extra help for students who have a learning gap

Restricted to maximum 20% of the total enrolment

Bridge any gap in learning assessment of Class VIII graduates

Need assessment to be done before the funds are utilized

Not to be targeted at specific communities

Not a coaching class

Rs. 500/-  
per child

# Sports equipment

Equipment for the Development of Sports

Maximum of 100 schools in a State /UT

Planned at the school level for sports equipment

For schools with a history of excellence in sports

Convergence with Sports Department to be explored

Rs.  
20000/-  
per  
school

# Book Fair and Science Fair

Innovative Methods of organizing the book and the science Fair. To look at the Train Exhibition that travels all over India

To begin from the classroom and to come back to it

Convergence to be explored

Rs. 1.00 lakh  
per district per  
year

# Guidance & Counseling

Strengthening of  
the Guidance Cell  
at SCERT

Resource Persons  
at the state and  
district level

Sensitization  
programme

In-service Training

Rs.50000 per year

5 post at state level  
(salary @ 2.4 Lakh per  
person year) and

Salary for RP @ Rs  
1.00 Lakh per year

Rs.40000 per  
programme

Part of Training of  
teachers

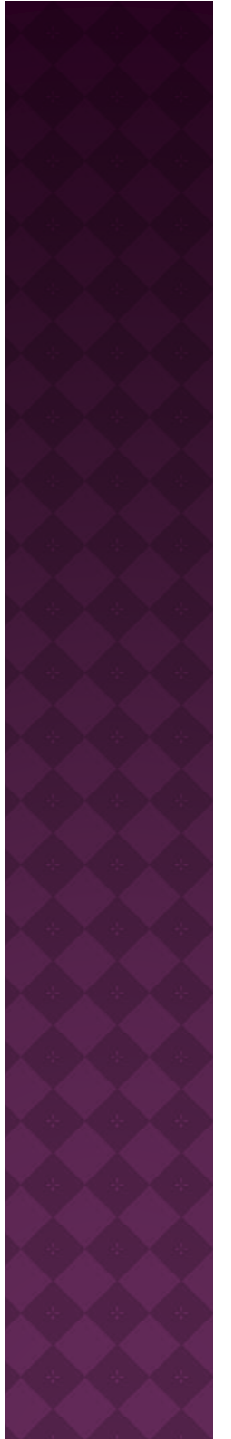


## Examination Reform & curriculum reform

Adapting or  
Adopting  
the NCF  
2005

Any activity  
that is not  
taken  
responsibility  
of the state  
may be taken  
up under RMSA

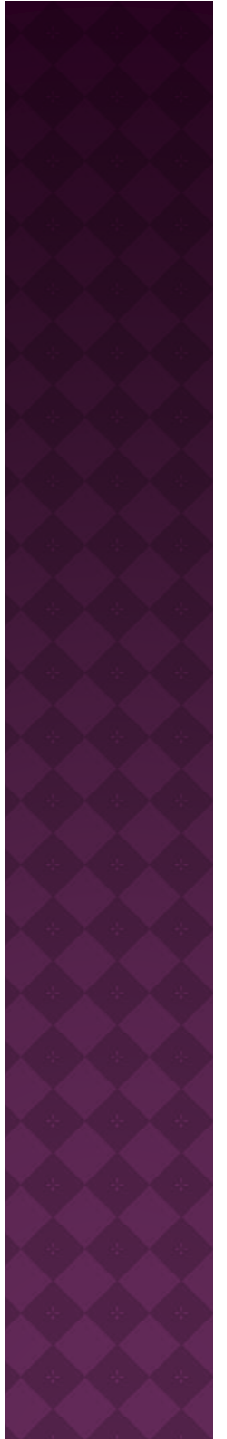
# Monitoring & Evaluation



## **Monitoring and Evaluation**

- **Participation of the community**
- **Involvement of parents**
- **Continuous assessment of Progress**

# Norms on Monitoring and Evaluation



# TRAINING OF SMDC MEMBERS

Training  
for all  
members  
for 2  
days

Should be  
aimed at  
monitoring  
of  
infrastruct  
ural and  
academic  
facilities

Identification  
of Best  
practices

Rs.  
300  
per  
day

***What is Missing ?***



# ISSUES ON PLANNING FOR QUALITY

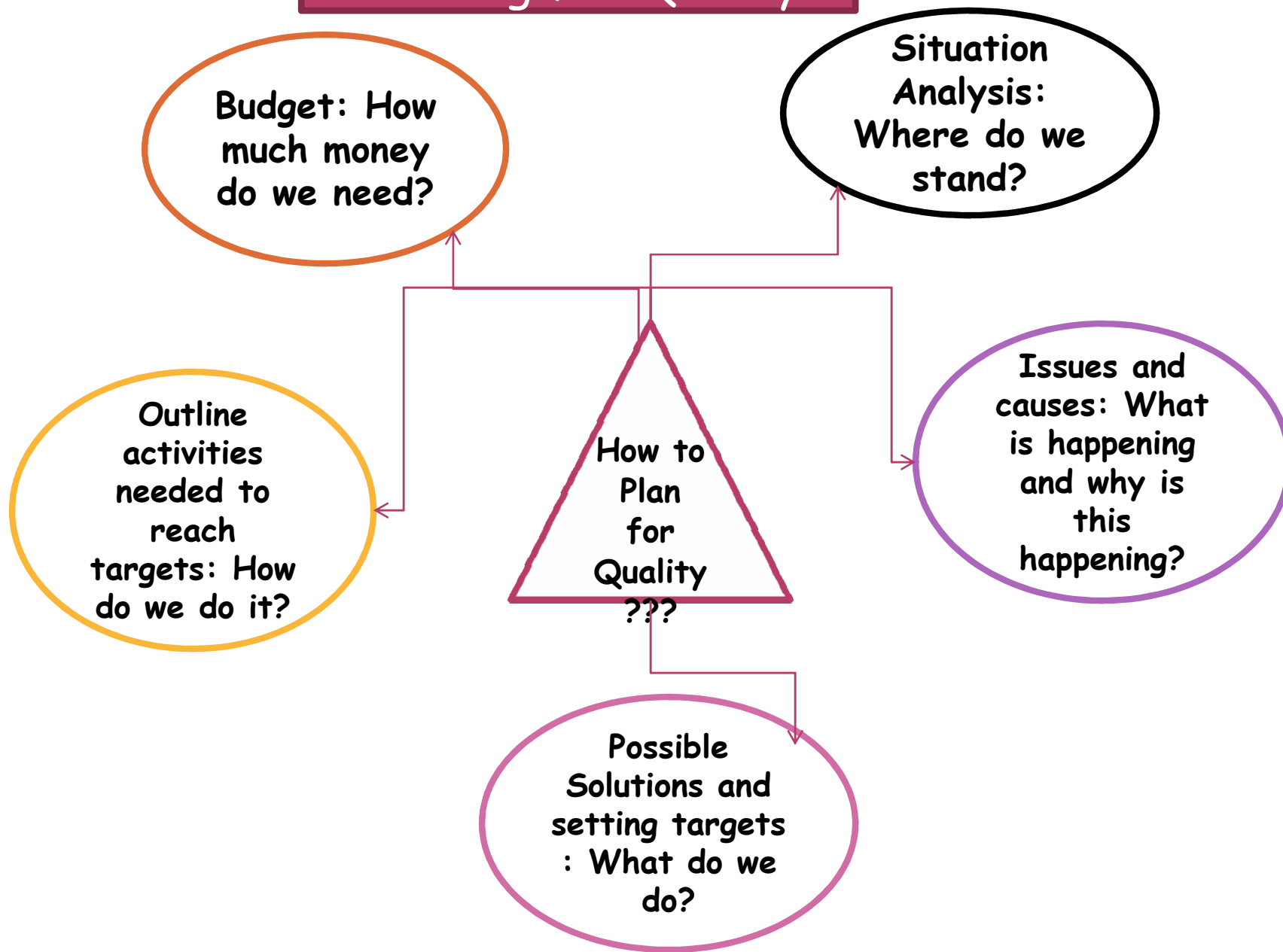
- Absence of a Cohesive, Logical and Realistic Plan
- Planning is focused on providing inputs
- Evidence of centralised planning
- Absence of School Quality Improvement Plans
- Beginning with the Budget

# Going Beyond the Norms

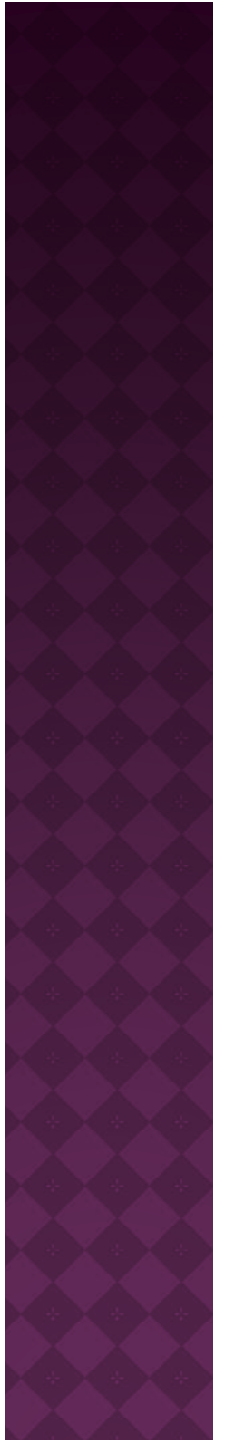




# Planning for Quality



**SOME EXAMPLES**



# Teacher and Teacher Preparation

## **Additional Teacher Issue:**

### **Situational Analysis**

- Total Teachers
- Sanctioned Positions
- Total Number of Male and Female Teachers
- Subject-wise Deployment
- Vacancy
- Enrolment
- State Policy of Recruitment
- Minimum Teacher Norm at the Secondary level

### **Issues:**

Single cadre across Class VIII, IX & X

Single Cadre across Class VI-X

Single Cadre across Class IX-XII

State Vacancy may be very high

Teacher positions not rationalized

Any other issue specific to the state

# Cont....

## **Strategy:**

To calculate Teachers keeping all factors in mind including rationalization

## **Action Plan:**

Actual Calculation keeping in mind the national norms, school-wise enrolment and sanctioned posts.

# Teaching Learning Process

## Situational Analysis

- Teaching Learning method and its impact on students' achievement level
- Display of materials in the classroom
- Pupil-Teacher Ratio (PTR)
- Teaching-Learning Process (Pedagogy)
- Use of Teaching-Learning Materials
- Students initiative in Teaching-Learning Process
- Assessment procedure followed
- Frequency of Assessment

Cont....

## Issues:

### Low Learning Achievement

- Inadequate Teacher capacity (lack of trained and experienced teachers, in modern teaching method, and new curriculum)
- Inadequate teaching learning condition (high pupil class and pupil teacher ratio)
- Low number of school periods
- Inadequate curriculum
- Inadequate Learning material

## Cont.....

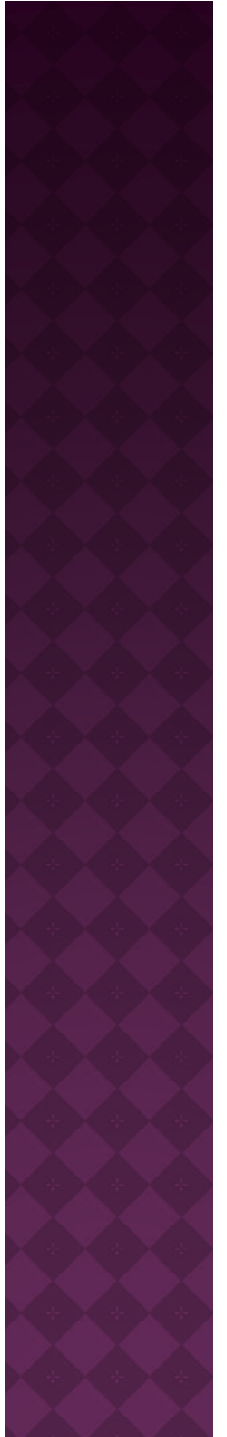
### Possible Solutions and Target Setting

- Solutions
  - Special Intensive Teacher In-service Training Programme
- Target
  - Design in-service training programme and train trainers

### Action Plan:

- All subject specific training as per NCF 2005
- Other trainings pertaining to gender, adolescent health, guidance and counseling

CHECKLIST FOR  
COMPREHENSIVE QUALITY  
PLANNING:



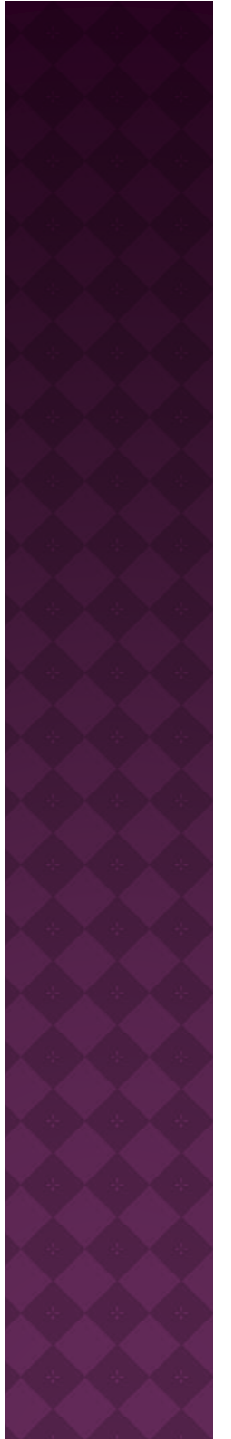


# CHILD FRIENDLY SCHOOL

Child friendly schools strive for quality in the following five areas.

- ◉ **Quality learners:** healthy, well-nourished, ready to learn, and supported by their family and community
- ◉ **Quality content:** curricula and materials for literacy, numeracy, knowledge, attitudes, and skills for life
- ◉ **Quality teaching-learning processes:** child-centred; (life) skills-based approaches, technology
- ◉ **Quality learning environments:** policies and practices, facilities (classrooms, water, sanitation), services (safety, physical and psycho-social health)
- ◉ **Quality outcomes:** knowledge, attitudes and skills; suitable assessment, at classroom and national levels

# CHAPTER ON QUALITY



# DETAILS IN THE CHAPTER ON QUALITY

- Situational Analysis
- Issues and their Causes
- Possible Solutions and Target Setting
- Intervention/Action Plan
  - Background
  - Description of the Programme
  - Rationale
  - Outcome
- Budget

School is not merely a structure, or a building. Neither is it only an assembly of children and teachers. It is a specialized, indeed, a very special, place for children to learn and grow.....Kabir Vajpeyi

THANK YOU