

**GOVERNMENT OF ANDHRA PRADESH
EDUCATION DEPARTMENT**

From:
K. Sandhya Rani, I.Po.S.,
Commissioner of School Education,
Andhra Pradesh,
Hyderabad

To:
The Secretary to Government,
School Education Department,
Government of Andhra Pradesh,
Hyderabad

Lr.Rc.No.25/Estt.III/2015, Dated:30/06/2015

Sir,

Sub:- School Education – Rationalization of Schools , Posts and Staff Posts – under various managements viz., Government, Zilla Parishad, Mandal Parishad , Muncipal Schools – Proposals submission – Reg.

Ref:- 1. G.O.Ms.No. 55 Edn (Se.Ser.III) Dept dt. 23.4.2011.
2.G.Ms.No. 61 Edn (Se.Ser.III) Dept dt. 16.05.2011
3. Procs. Rc.No. 25/Estt-3/2015,dt. 6.6.2015.

-x-x-x-

I submit that Government have issued orders in pursuant to promulgation of RTE Act 2009 and accordingly, orders were issued for Rationalization of teachers / posts/ schools in order to provide staff in the schools for quality education to the children. In this background the department constituted a Working Group.

I submit that the brief of the issue as follows:

- (i) The Working Group has examined all the aspects i.e., (a) the Aadhar Mapped U-DISE and Child Information Data (b) children yet to be enrolled in new academic year (c) No. of Schools (d) No. of Teachers (e) No. of Gram Panchayats, (f) Schools in each Gram Panchayat (g) the scope of positive consolidation of the schools within the Gram Panchayat where the enrollment is less than 30 in each school (h) availability of Schools within 1 Km radius in respect of Primary Schools, 3 KM radius in respect of Upper Primary Schools, 5 Kms radius in respect of High Schools/Success Schools, (i) the scope for Resource Redistribution – Rationalization in terms of infrastructure and human resources etc.
- (ii) the Working Group also took into consideration the performance of Andhra Pradesh in terms of Key Education Indicators. It also studied the key findings relating to the learning levels of students in Government schools in the State as per the National level Annual Status of Education Report 2014 (ASER) and State Level Achievement Survey 2014-15 (SLAS).
- (iii) the Working Group noted that while the Teacher – Pupil Ratio (TPR) at the State and district level is higher than the national average, at the School level it needs to be improved. Further, it found that there are some schools with higher student strength vis-à-vis the sanctioned teaching posts and on the other hand some schools with uneconomic strength of students have more teachers.
- (iv) The Working Group also noted that there are several Primary Schools within a radius of 1 Km with less than 30 enrollment and with more than 30 enrollment. The Working Group recommended that positive consolidation of such Schools and staff/posts in these schools may be done by pooling them to develop as a Model Primary Schools in the Gram Panchayat / Municipality. Such Resource Redistribution – Rationalization help in making best use of the available resources – infrastructure, teachers, etc. It will make it possible for ensuing one Teacher for one Class and minimize multi grade teaching by single teacher which is resulting in poor learning levels.

I submit that, in the above analogy the Working Group recommended the following norms for undertaking the positive consolidation and for developing a Adarsha Pradhamika Paatasala (Model Primary School) in every Gram Panchayat/Municipality. The Primary School that does not fulfill the norms will continue to function as regular Primary School.

The concept of Adarsha Pradhamika Paatasala (Model Primary Schools) is to develop as a Model Primary Schools in the Gram Panchayat / Municipality duly identifying the Primary Schools within a radius of 1 Km with less than 30 enrollment and with more than 30 enrollment , consolidation of such Schools and staff/posts by pooling them in order to maintain the TPR as per norms _and to provide quality education to children. The norms suggested by the Working Group are at Annexure – I. With regard to Upper Primary & High Schools and High Schools (English Medium) the Working Group recommended the proposed staffing pattern indicated at Annexure - II

1. Norms for establishment of Model Primary Schools:

- a. Under one teacher, One Class room norm, five (5) Secondary Grade Teachers for Five (5) classes will be provided for Adarsha Pradhamika Paatasala (Model Primary School) per GP/Municipality, provided the minimum enrolment from Class I to V is at least 100. (However, for the year 2015-16 the required enrolment is at least 80)
 - b. One of the 5 teachers in the Adarsha Pradhamika Paatasala (Model Primary School) will be exclusively identified as English Teacher
 - c. Beyond 130 students enrolled, 5 SGTs + 1 Head Master post will be provided.
 - d. If the enrolment is <80, 4 Secondary Grade Teachers shall be provided, and on increased enrolment, the norm as at v(a) shall be made applicable.
 - e. The schools will be identified which are having sufficient class rooms, strength, staff and infrastructure and centrally located access to the children will be started as a Model school in the Grampanchayat.
 - f. The staff /posts of such identified schools which were meant for shifting /amalgamation in to the school which will evolve as Model school shall be distributed as per staffing pattern prescribed under rules. Even after adjustment into the Model Schools if the posts/person are still remain will be shifted to the needy schools / nearby UPS as such no posts were sanctioned since no posts were sanctioned consequent on upgradation of such UP Schools
2. To provide infrastructure facilities for Model Primary School are (a) Adequate class rooms, (b) Toilets & Water supply, (c) Furniture, (d) Library room with adequate books, (e) Audio-Visual equipped class rooms and (f) attached Early Childhood Center (ECE) as feeder Center.
 3. To give Academic support will be provided on priority for Model Primary School for, quality enhancement and improving learning levels of students, special Training in English Teaching to the identified Teacher, Academic Coordination & Monitoring support by additional teachers (if required) and adequate Teaching-Learning Material will be provided to the Model PS.
 4. Any of the teachers to be adjusted after allocation to the Adarsha Pradhamika Paatasala (Model Primary School), such teachers services will be utilized as an Academic Support to M.E.O. / Dy.E.O. / D.E.O. / D.I.E.T. / S.S.A etc., and as Cluster Academic Coordinators in Special projects for enhancing learning levels.

5. Norm for consolidation of schools as Adarsha Pradhamika Paatasala (Model Primary School)
- a. Gram Panchayat / Municipality will be the Unit.
 - b. Identify the Number of Primary schools (Govt./MPP/Mpl)functioning in the Gram Panchayat / Municipality.
 - c. Where there are multiple Primary Schools in a Gram Panchayat / Municipality within 1 km radius and with < 30 students enrolled, they may be consolidated as one Model Primary School.
 - d. The Schools with <30 enrolment is to be consolidated with the schools with >30 enrolment (or vice-versa) within 1 KM radius in the Gram Panchayat
 - e. The identified school to be designated as Adarsha Pradhamika Paatasala (Model Primary School) shall be Centrally located and accessible.
 - f. Primary/Upper Primary School may be identified and designated as Adarsha Pradhamika Paatasala (Model Primary School) for that GP/Municipality
 - g. The identified Adarsha Pradhamika Paatasala (Model Primary School) must have adequate land for future expansion.
 - h. There will be no multi grade/class teaching by 1 Teacher in the Model Primary School.
 - i. In no instance should any Primary school beyond 1 Km be included in this positive consolidation exercise.
 - j. The basic data for positive consolidation of Primary Schools shall be “Child Info – Aadhar seeded enrolment data”.
 - k. **Exceptions for positive consolidation** are (i) where there is only one primary school in the whole Gram Panchayat (even with <30 enrolments), (ii) Schools which have Physical barriers – Canal, National Highway, Railway track, etc., (iii)schools located in Primitive Tribal Groups’ habitations,(iv) Minor medium schools, (v) Primary Schools in exclusive SC, ST colonies. If the minor media schools and the schools in SC/ST colonies prefer to be consolidated with the Model Primary School of the Gram Panchayat such request may be agreed to.
 - l. **The scope for identifying** more than one Model Schools in a GP/Municipality if the enrolment after consolidation is over 150 in the first Model Primary School.
 - m. Other Primary Schools that continue to function within 1 Km in the same GP/Municipality where positive consolidation is undertaken will be provided Teachers as per RTE norm of 1:30. One Class-One Teacher norm will be applied when enrolment improves in these schools.
 - n. **The Premises** of the Primary School which is consolidated with the Model Primary School in the Gram Panchayat **can be used as an attached ECE** (Early Childhood Centre). This will help in improving enrolment in the Adarsha Pradhamika Paatasala (Model Primary School). The necessary logistical support will be provided in coordination with the Women and Child Welfare Department.

STAFF PATTERN

ANNEXURE – I-A (G.O.Ms.No. , Dated: -05-2015)

Model Primary School (I to V Classes)

Enrolment range (I to V Classes)	Head Master	No. of SGTs	Total
Up to – 80	----	4	4
81-130	-	5	5
131-160	1	5	6
161-200	1	6	7
201-240	1	7	8
241-280	1	8	9
281-320	1	9	10
321-360	1	10	11
361-400	1	11	12

ANNEXURE –I-B

Primary School (which are not identified as Model Primary School)

Enrolment range (I to V Classes)	Head Master	No. of SGTs	Total
Upto -19	-	1	1
20-60	-	2	2
61-90	-	3	3
91-120	-	4	4
121-150	-	5	5
151-200	1	5	6
201-240	1	6	7
241-280	1	7	8
281-320	1	8	9
321-360	1	9	10
361-400	1	10	11

If there are no multiple primary schools for consolidation as Model Primary School in the Gram Panchayat / Schedule areas such schools shall function with the norm at annexure 1(b)

- a) Head Master of a Primary School should be of School Assistant cadre in terms of Scale though it is an S.G.T post (LFL HM), and shall be treated as SGT in the school where the enrollment is <130 for Model Primary School and <150 in Primary School.
- b) There shall be no separate LFL post of H.M. Existing LFL posts will be rationalized as per the above enrollment table showing H.Ms post for a Primary School.
- c) After providing LFL post of H.M to the Primary Schools having strength of 151 and above, the balance of LFL HM post may be adjusted to the schools in the descending order of strength, i.e., 151 below.
- d) Priority shall be given in providing the teachers/posts to the Model Primary School .

ANNEXURE – II-A (G.O.Ms.No. , dated: -05-2015)

Upper Primary School

1. For I to V Classes of an Upper Primary School, same staff pattern as stated in Annexure – I-B (for a primary school) is to be followed.
2. For classes VI to VII, additional subject teachers (posts) are to be added according to enrollment for handling various curricular subjects, as given in the Table given below.

Enrolment range in VI & VII	S.A.(Maths /Science)	S.A.(S.S)	S.A. (English)	Language Pandit (I Lang)	Language Pandit (II Lang.)	Total Posts
<35	Un-Viable					
36 -140	1	1	-	1	1	4
141-175	1	1	1	1	1	5
176-210	2	1	1	1	1	6
211-245	3	1	1	1	1	7
246-280	3	1	2	1	1	8
281-315	4	1	2	1	1	9
316-385	4	2	2	1	1	10

Note:

1. In schedule areas the slabs <35 and 36-140 may be read as <30 and 35-100 respectively.
2. Senior most School Assistant in the Upper Primary School shall be Head of the institution.
3. School Assistants (Maths/Science) can be occupied by SA (Maths), SA (PS) or SA (BS) as per the subject post already sanctioned or allotted in the Rationalisation for the UPS.
4. If LFL HM post is available in any UPS should be shifted to a needy Primary School in the same Mandal / nearby mandal based on strength. (as per norms mentioned in the annexure 1-B)

ANNEXURE – II-B (G.O.Ms.No. ,dated: -05-2015)

Upper Primary School (I to VIII Classes)

1. For I to V Classes of an Upper Primary School, same staff pattern as stated in Annexure – I-B (for a Primary school) is to be followed. However the post of Head master of Primary School, if sanctioned already is treated as S.G.T when the school is running with VI and VII Classes.
2. For classes VI to VIII, additional subject teachers (posts) are to be added according to enrollment for handling various curricular subjects, as given in the Table given below.
3. The teachers / Posts required for the recently upgraded schools (Class VIII) shall be provided, after arriving at the need in such schools.

Enrolment range in VI, VII & VIII	S.A. (Maths)	S.A. Science (Phy.)	S.A. Science (BS)	S.A. (S.S)	S.A. (Eng)	Language Pandit (I Lang)	Language Pandit (II Lang.)	Total Posts
<55	Non-viable							
56-160	1	0	0	1	1	1	1	5
161-200	1	0	1	1	1	1	1	6
201-240	1	1	1	1	1	1	1	7
241-280	2	1	1	1	1	1	1	8
281-320	2	1	1	1	2	1	1	9
321-360	2	1	1	2	2	1	1	10
361-400	2	1	2	2	2	1	1	11

Note:

1. Senior most School Assistant in the Upper Primary School shall be Head Master of that school.
2. School Assistants (Maths/Science) can be occupied by SA (Maths), or SA (PS) or SA (BS) as per the subject post already sanctioned or allotted in the Rationalization for the UPS.
3. LFL HM post if nay in any UPS should be shifted to a Primary School in the same Mandal.

ANNEXURE – III-A (G.O.Ms.No. _____,dated: -05-2015)
Success High School (VI to X) English Medium

Enrolment Slab (VI to X Classes)	HM	SA M	SA PS	SA BS	SA Eng	SA SS	SA/LP I Lan	SA/LP II Lan	SA (PE) /PET	Total Posts
101-280	1	1	1	1	1	1	1	1	1	9
281-340	1	2	1	1	2	1	1	1	1	11
341-400	1	2	1	1	2	1	2	1	1	12
401-460	1	2	1	2	2	1	2	1	1	13
461-520	1	2	2	2	2	2	2	1	1	15
521-580	1	3	2	2	2	2	2	2	1	17
581-640	1	3	2	2	2	2	3	2	1	18
641-700	1	3	2	3	3	2	3	2	1	20
701-760	1	3	3	3	3	3	3	2	1	22
761-820	1	4	3	3	3	3	3	2	1	23
821-880	1	4	3	3	3	3	4	2	2	25
881-940	1	4	3	4	4	3	4	2	2	27
941-1000	1	4	4	4	4	4	4	2	2	29
1001-1060	1	5	4	4	4	4	4	2	2	30
1061-1120	1	5	4	4	5	4	5	2	2	32
1121-1180	1	5	4	4	5	5	5	3	2	34
1181-1240	1	5	4	5	5	5	5	3	2	35

Note :

For SUCCESS schools, Parallel Media Schools, Minor Media Schools, additional teachers over and above this staff will be provided as per norms.

- 1) In respect of School situated in Scheduled area, the enrolment slabs < 75 and 75 – 160 may be read as < 50 and 50 – 160 respectively.
- 2) 2nd PET in a Co-educational school is meant for Lady PET.
- 3) If SA (I Lang. & II Lang.) are not sanctioned for the school, Language Pandits can be posted in their place.

ANNEXURE – III-B, to G.O.Ms.No. _____, dated: -05-2015

Staff pattern of a High School (VI to X Classes)

Success & Non-Success High Schools

(Since in Andhra Pradesh, a secondary School (High School) includes Elementary Education classes VI to X it is covered under Right to Education ACT). The staff pattern for a High School is given as follows.

(A) Telugu Medium:

Enrolment Slab (VI to X Classes)	HM	SA M	SA PS	SA BS	SA Eng	SA SS	SA/LP I Lan	SA/LP II Lan	SA (PE) /PET	Total Posts
<75	Non Viable									
76-280	1	1	1	1	1	1	1	1	1	9
281-340	1	2	1	1	2	1	1	1	1	11
341-400	1	2	1	1	2	1	2	1	1	12
401-460	1	2	1	1	2	2	2	1	1	13
461-520	1	2	2	2	2	2	2	1	1	15
521-580	1	3	2	2	2	2	2	2	1	17
581-640	1	3	2	2	2	2	3	2	1	18
641-700	1	3	2	3	3	2	3	2	1	20
701-760	1	3	3	3	3	3	3	2	1	22
761-820	1	4	3	3	3	3	3	2	1	23
821-880	1	4	3	3	3	3	4	2	2	25
881-940	1	4	3	4	4	3	4	2	2	27
941-1000	1	4	4	4	4	4	4	2	2	29
1001-1060	1	5	4	4	4	4	4	2	2	30
1061-1120	1	5	4	4	5	4	5	2	2	32
1121-1180	1	5	4	4	5	5	5	3	2	34
1181-1240	1	5	4	5	5	5	5	3	2	35

(B) Parallel English Medium Section - Additional Posts

Enrolment Slab for (VI to X class) (English Medium)	SA Maths	SA (Phy. Sci)	SA (Bio. Science)	SA (Social Studies)	Total Posts
< 75	Non viable				
76-280	1	1	1	1	4
281-340	2	1	1	1	5
341-400	2	1	1	2	6
401-460	2	1	2	2	7
461-520	2	2	2	2	8

Parallel Medium High School – Minor medium Staff pattern i.e. Additional posts required(i.e. for Urdu/ Hindi / Kannada/ Oriya/ Tamil medium)

Enrolment Slab for (VI to X class)	SA Maths	SA (Phy. Sci)	SA (Bio. Science)	SA (Social Studies)	Total Posts
Upto 280	1	1	1	1	4
281-340	2	1	1	1	5
341-400	2	1	1	2	6
401-460	2	1	2	2	7
461-520	2	2	2	2	8

Note:

1. In respect of exclusive Telugu medium High Schools the staff pattern as prescribed in Annexure III (B) (A).
2. Where there are 2 or more media in a High School, with one medium as English, Teachers cannot refuse to handle English Medium classes when allotted in the Time Table.
3. For counting the teachers for parallel media High School Annexure III(B)(A) is to be followed for main medium enrolment and Annexure III (B)(B) for English medium enrolment in general. However, for purpose of Language Teachers total enrolment slab of Annexure – III (B)(A) shall be taken into account for arriving at the requirement of teachers.
4. For Telugu Medium enrolment Annexure – III (B)(A) is to be followed for counting posts, Teachers (SAs except English) and for English Medium, Annexure III (B)(B)/for minor media enrolment Annexure III (B)(C) is to be followed for additional posts (SA-Maths, SA-Phy. Sci, SA- Bio. Sci and SA-SS) and for counting School Asst. English, other Language Teachers and Specialist Teachers total enrolment of the School is to be taken in to account.
5. Though, for the sake of Resource Redistribution - Rationalization exercise School Assts.(Non-language subjects) are shown separately for English and Telugu Medium, all (8) teachers have to handle subject classes, whether English or Telugu medium according to Time Table prepared.
6. Language Teachers and Specialist Teachers are Common for both media (2 or more). Hence, these teachers cannot refuse to handle classes of different media if allotted in the time table.

Hence, I request the Government to issue necessary orders approving the Working Group recommendations in the matter.

Yours faithfully
Sd/K. SANDHYA RANI
Commissioner of School Education

//TRUE COPY ATTESTED//

Assistant Director (Ser.I)