

JD(17)



**GOVERNMENT OF SIKKIM
HUMAN RESOURCE DEVELOPMENT DEPARTMENT
TASHILING, GANGTOK**

NO...317 HRDD/ P4

Date: 3/3/2016

OFFICE ORDER

The following policy decisions have been taken by the Government which is notified for strict compliance at all levels:

1. All Principals/ HM may take serious note on the issue of teachers who are not regularly present in their new place of posting and initiate disciplinary action without further delay.
2. Higher accountability shall rest with the teachers henceforth. The performance of students depends on the commitment and motivation of the teachers and not necessarily on the number of teachers. Hence, the quality of teaching may be strictly monitored and reported by the school heads and JDs.
3. In order to appoint / post a particular language teacher in any school, the minimum number of students will be 15. The existing notification indicating the minimum number of 10 stands amended accordingly.
4. **A primary language teacher shall compulsorily teach one more subject at primary levels.**
5. **The minimum number of teaching periods for a single teacher has been fixed at 24 a week.**
6. Post graduate teachers shall not be restricted to teaching the plus two levels alone. They shall take classes at the secondary levels as well.
7. In JHS, SS and SSS one teacher from the primary wing shall be appointed as Primary Section -in-charge on rotation basis for 2 years to enhance their leadership qualities and for better information flow.
8. All schools shall mandatorily adopt the "Teacher Guardian" module from the academic year 2016 wherein each teacher is responsible for the performance and well being of minimum of 10 students.
9. All JDs shall share updated data of the student enrolment and teaching units regularly. Also they shall send a complete list of the teaching and non teaching staff across all schools in the State. The same shall be shared with the Planning Directorate.

A. POSITIONING OF PRIMARY TEACHERS IN STAND ALONE PRIMARY SCHOOLS

Student Enrolment	Head Master	Primary Teacher	Total teachers including HM
10- 20	1	2	3
21-50	1	3	4
50-150	1	4	5
150 and above	Maintain Teacher student ratio at 1:30		

NOTE: The HM will be counted as a teacher and shall also take classes in case of stand alone primary schools

B. POSITIONING OF PRIMARY TEACHERS IN JHS /SS & SSS

Student Enrolment	Primary Teacher
10- 20	3
21-50	4
51-150	5
151 and above	Maintain Teacher student ratio at 1:30

NOTE: HM is not counted as primary teacher

C. POSITIONING OF GTs (ARTS, BIOLOGY AND MATH) IN JHS

Number of teaching Units in School	Positioning of School Head and Teachers			
	Head master	GT Arts	GT Biology	GT Math
3 & 4	1	2	1	1
5	1	3	1	2
6	1	4	2	2
7	1	4	2	2

D. POSITIONING OF GTs (ARTS, BIOLOGY AND MATH) IN SS & SSS

Number of teaching Units in School	Positioning of School Head and Teachers			
	Head master	GT Arts	GT Biology	GT Math
5	1	3	2	2
6	1	3	2	2
7	1	4	2	2
8	1	5	2	3
9	1	6	3	3
10	1	7	4	4

By order,

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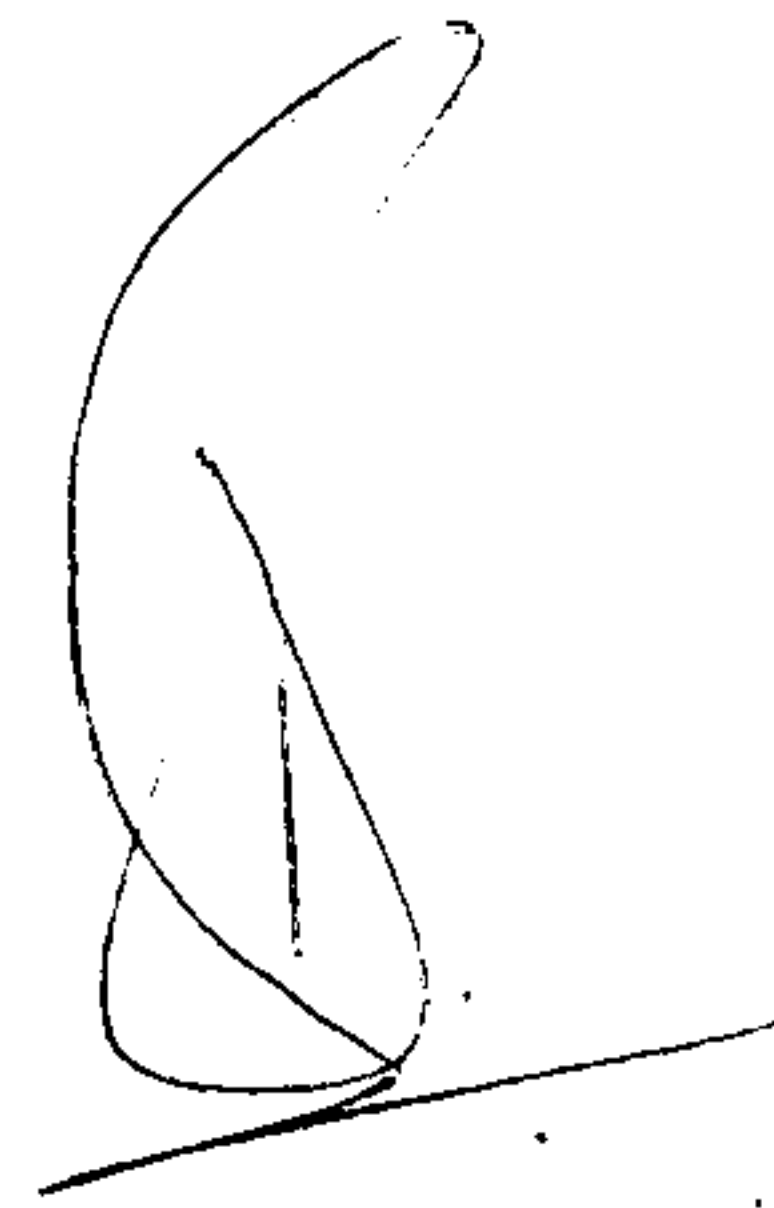
(G.P. Upadhyaya)

Principal Secretary

Human Resource and Development Department

Copy to:

1. P.S. to H.M., HRDD
2. Pr. Secretary, HRDD
3. All Directors
4. District Joint Directors
5. All School Principals
6. File
7. Guard file



Director Planning/PME
Human Resource and Development

DIRECTOR
Planning Monitoring & Evaluation
Human Resource Development Department
Government of Sikkim