

REPORT OF NATIONAL SCHEME FOR IN
SERVICE TRAINING OF SCHOOL
TEACHERS IN THE

ANDHRA PRADESH

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REPORT ON NATIONAL SCHEME OF INSERVICE TRAINING OF TEACHERS
DEPARTMENT OF SCHOOL EDUCATION: A.P.: HYDERABAD.

With the announcement of the New Education Policy the Central and State Level Organisations have taken up the teacher Orientation Programmes on a Massive scale. At the Centre the N.C.E.R.T. besides providing necessary funds have also given a number of guidelines for the conduct of teacher orientation programmes. At the State Level the S.C.E.R.T. has studied and interpreted these guidelines for effective implementation of these programmes during the months of May, June and July, 1986.

1. PLANNING:

A. Selection of Key persons:

- (i) The Director of School Education identified 24 key person for the programme keeping in view their academic qualification, experience and administrative capabilities. Since most of the Resource Centres were located in Colleges of Education six Principals of Colleges of Education were drafted with a view that they may act as Course Directors for the second level programme of Orientation of Resource Personnel. The remaining '18' were selected from S.C.E.R.T., A.P., consisting of 10 Professors 8 Lecturers.
- (ii) Selection was done keeping in view that all the general subjects and school subjects would be covered by the 24 members.
- (iii) Out of 24 Key Personnel drafted (as per the norms of N.C.E.R.T.) 23 attended the programme at Regional College of Education, Mysore from 9th to 11th and 12th to 14th April, 1986.

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(iv) Among the 23 identified key persons 10 were for Primary, 4 were for Upper Primary and 9 were for Secondary Teacher Programme.

(v) The list of Key Personnel who attended the training programme at Regional College of Education, Mysore is appended herewith.

1. Sri V. Krishnamachari, Principal, Govt. Comp. College of Education, Rajahmundry.
2. Sri M.R. Natarajan, Professor, S.C.E.R.T., Hyderabad.
3. Sri M. Sankar Rao, Professor, S.C.E.R.T., Hyderabad.
4. Dr. Krishnamacharyulu, Professor, S.C.E.R.T., Hyderabad.
5. Dr. E.V. Ratnaiah, Professor, S.C.E.R.T., Hyderabad.
6. Sri P. Balakrishna Rao, Professor, S.C.E.R.T., Hyderabad.
7. Sri Rama Murthy, Principal, Govt. College of Education, Kurnool.
8. Smt. G.S. Manikyam, Principal, Govt. College of Education Warangal.
9. Sri D.V.S.N. Murthy, Professor, S.C.E.R.T., Hyderabad.
10. Smt. Chaya P. Kathi, Professor, S.C.E.R.T., Hyderabad.
11. Kum. A. Ranganayakamma, Professor, S.C.E.R.T., Hyderabad.
12. Sri Sambasiva Reddy, Professor, S.C.E.R.T., Hyderabad.
13. Dr. D. Damodar, Principal, Govt. College of Education, Nagarjunasagar.
14. Sri M. Ramachandra Reddy, Professor, S.C.E.R.T., Hyderabad.
15. Sri P.V. Subba Rao, I/c. Principal, G.C.C.E., Nellore.
16. Sri B. Srinivasulu, Lecturer, S.C.E.R.T., Hyderabad.
17. Sri Kistaiah, Lecturer, S.C.E.R.T., Hyderabad.
18. Sri M. Mohan Reddy, Lecturer, S.C.E.R.T., Hyderabad.
19. Sri B. Srisailam, Lecturer, S.C.E.R.T., Hyderabad.
20. Smt. K. Hymavathi, Lecturer, S.C.E.R.T., Hyderabad.
21. Sri Seshavataram, Lecturer, S.C.E.R.T., Hyderabad.
22. Sri P.V. Rama Rao, Lecturer, S.C.E.R.T., Hyderabad.
23. Sri D.V.R. Bhaskara Sastry, Asst. Lecturer, S.C.E.R.T., H

B. SELECTION OF RESOURCE CENTRES AND RESOURCE PERSONS:

The following 12 resource centres were identified in the

1. Govt., Comp., College of Education, Masab Tank, Hyderabad.
2. Govt., Junior College, Marredpally, Secunderabad.
3. Govt., College of Education, Mahabubnagar.
4. Govt., College of Education, Nagarjunasagar.

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5. Govt., College of Education, Warangal.
6. Govt., College of Education, Kurnool.
7. Mont Fort High School, Khammam.
8. Andhra Luthern College of Education, Guntur.
9. Sharada Municipal High School, Ananthapur.
10. Govt., Comp., College of Education, Rajahmundry.
11. Govt., Comp., College of Education, Nellore.
12. M.R. College of Education, Vijayanagaram.

620 Resource Persons cum learners were identified by the Director of School Education keeping in view their academic and professional qualifications, teaching experience and the subject requirements, from various agencies indicated below:

(a) S.C.E.R.T.	8 Lecturers.
(b) Colleges of Education	45 Lecturers.
(b) Govt., T.T.Is.	87 Principals including Lecturers and Co-ordinators.
(d) Deputy Educational Officers.	86
(e) Deputy Inspectors of Schools	250
(f) Headmasters of Secondary Schools	144

Total:	620

Out of 620 identified 542 Resource Persons had undergone the Orientation Programmes at 12 Resource Centres.

C. IDENTIFICATION OF TRAINING CENTRES:

The 23 District Educational Officers in the Districts were requested to identify schools where there were adequate facilities as T.V., accommodation, furniture, Electricity, Water supply etc. N.C.E.R.T., has suggested to have 148 centres throughout the State. Accordingly the Director of School Education had identified 69 Centres for Primary teachers 27 Centres for Upper Primary Teachers and 52 for Secondary School Teachers.

The number of training centres in the Districts ranged from 4 to 7 except in twin-cities of Hyderabad and Secunderabad where there were 12 centres.

D. SELECTION OF PARTICIPANT TEACHERS AND HEADMASTERS:

The Director of School Education has suggested to all the District Educational Officers in the State to select teachers and Headmasters of different categories like Primary/ Upper Primary and Secondary Schools keeping in view their teaching experience and also from different managements such as Government/Aided/Municipalities/Local Bodies (Panchayat Samithis and Zilla Parishads).

E. Some voluntary agencies came forward to provide T.V. facility in some centres.

(2) Implementation:

(a) Time schedule for translation.

The modules were received from 31-3-1986 to 25-4-1986 and they were given to the staff of S.C.E.R.T. for translation and editing as and when they were received from N.C.E.R.T. Translation into Telugu and Urdu was done upto 4-5-1986 and editing was done upto 12-5-1986. There was delay in printing of modules by a period of fort night due to administrative reasons.

(b) Material used in training:

For the Second Level Programme conducted from 26-5-1986 cyclostyled material in English (Modules) supplied by N.C.E.R.T. was cyclostyled and distributed to the Resource Persons cum participants who could use material very conveniently.

Training of Resource Persons:

Time schedule - 26th to 28th May, 1986 at 12 Centres simultaneously, as mentioned Vide. item 1-B.

(c) Despatch of material:

Cyclostyled material was despatched to the centres from S.C.E.R.T., by Road Transport. The Course Directors of Second Level Training Programmes at 12 centres were provided with the required amount on 24-5-1986 through person or post alongwith the norms of expenditure.

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d) Steps taken to facilitate reception of telecast.

The Course Directors had taken initiative (both for Resource Personnel Orientation and Teacher Orientation Programmes) to arrange T.Vs. at the Centres wherever there was telecast facility.

c) Guidelines communicated by N.C.E.R.T., New Delhi from time to time had been communicated to the Course Directors in the State through concerned District Educational Officers.

(3) Monitoring and Evaluation:

a) State Plan for Supervision and Evaluation. The State had deputed 23 officers to 23 districts to supervise and give guidelines wherever necessary at the teacher training Centres. With regard to Evaluation aspect the Teacher participants were asked to fillup the Questionnaire-III and send them to N.C.E.R.T., directly, and their opinions were collected informally with regard to the programme.

b) Use of feed back:-

The inputs used for the courses are the Modules supplied by the N.C.E.R.T., Lecturers by Resource Persons and guest speakers and the telecast. The general feeling of the participants expressed in the informal discussions is that the inputs are of good quality and all the speakers were able to diffuse the spirit involved in the modules among the participants and make the modules more effective instruments of implementing the New Education Policy by their clear and comprehensive lectures. The interest and motivation of participating teachers was ensured by allowing the participants in free and frank discussions. With regard to the time element comparatively less time was devoted to lectures and more time participants discussions which brought in the expected outcomes.

Problems:

In the organisation of the programmes there was a minor delay in the supply of translated and printed reading materials for the first spell due to certain unavoidable reasons which was rectified in the subsequent courses. In a majority of the centres T.V. Sets were provided and in certain centres they could

not be supplied. However this aspect will be taken care of in the future. Participants generally felt that Stationery material supplied to them was not adequate. The contingent charges were not sufficient. The Boarding and Lodging charges was a source of dissatisfaction among the participants. These problems could be discussed and solutions arrived at in the ensuing National Review Meeting.

The suggestions offered by teacher participants cover a wider area. In some centres there was some difficulty in locating specialists in SUPW activities which was pointed out by the participants and this will be taken care of in the next programmes. This will be possible only when the condition of two local Resource Persons and two non-local resource person is not insisted at training centres. Further it has been pointing out that the gap between one spell and the other may be more than one day for purposes of careful review and organisations of future spells. A marked importance is to be given for more number of extension talks, field trips and programmes should be of longer duration for resource persons. The staff of S.C.E.R.T. who are connected with the conduct of programme may also be paid suitable remuneration.

(4) It is a good augury to conduct these courses to acquaint the teaching community with the New Educational Policy on a Massive scale covering length and breadth of the country. With these programmes conducted during this year it is generally accepted that an awareness has been created unequivocally among the teaching community. The expected outcomes has been successfully achieved fulfilling the aims of the planning of National Education Programme. It may not be out of place to remark here that the teaching community and certain sections of the public are aware of N.E.P. even in the nook and corners at the State, Thanks to Mass Media like the T.V. and the Radio, Organisation of Training Programmes, supply of Modules and so on. It is for the first time that a co-ordinated effort has been launched by different sections of the society, centre and the states, different media and the academic bodies and the professional organisations.

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With regard to the planning for the future programmes the well documented feed-back systems will be taken into account and strive for achieving the expected results.

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