

One day conference was organized on dated 10th June, 2016 at SCERT Solan, to discuss modalities related to organizing of teacher trainings under RMSA for the year 2016-17. The conference was chaired by Secretary Education Govt. of Himachal Pradesh and the list of participants is as per annexure A. (The participants were drawn from the cadre of Dy. Director Higher Education, District Project Officers, School Principals, BRCC's and Teachers along with representatives of Training Institute viz. SCERT Solan and GCTE Dharamshala)

The Chairman / Secretary Education in his opening remarks stressed upon the need of capacity building of teachers as per the mandate of MHRD so as to improve the quality education at school level. He further emphasized need to give collective thought to the existing paradigm of the training pattern, delivery of content in the classrooms, evaluation and the capacity building of teachers.

The State Project Director (SSA / RMSA) gave a presentation on the overall objectives of RMSA and the different models of teacher training adopted under RMSA since 2010-11. All the participants were further briefed about the strength and weaknesses of the existing system of training model. Presentations were also given by (i) BRCC Mashobra about the BRCC's Model of Teacher Training and (ii) Principal GSSS Katrian about the cluster Model of Teacher Training. The Teacher Training Incharge of RMSA also gave a presentation on "Think it over Model" and initiative under Swayamsidham Project for strengthening of teacher training. Strength and weaknesses of each training model were discussed in detail & thereafter the entire house was divided into four groups to brainstorm about the teacher training model to be adopted for the year 2016-17 under RMSA.

Each group was given sufficient time to discuss, deliberate and, thereafter, presentation on the proposed Model of Teacher - Training by each group was made and the detail is as below:

GROUP I: Group I consisted of the following members:

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| (i) | Sh. Ashok Kumar | Dy. Director |
| (ii) | Sh. Ravi Jamwal | Dy. Director |
| (iii) | Sh. Man Singh Thakur | Distt. Project Officer Distt. Sirmour |
| (iv) | Sh. Ashok Soni | Distt. Project Officer Distt. Shimla |
| (v) | Sh. Rajender Singh | Assistant Professor GCTE |
| (vi) | Raj Kumar | TGT |

(The presentation of the group is enclosed as Annexure B) The proposed model is:

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- (v) Assistant Professor GCTE Distt. Kangra
- (vi) District Project Officer, Distt. Solan

The presentation of the group is as per Annexure D. The proposed teacher training model is:

i) The group has proposed ten days teacher training - 5 days general and 5 days content based at cluster level. The group has given suggestion for ensuring effective training by way of inspection and supervision by involving BRCC's, DIET faculty, SRG, DRG, District level officers like Deputy Directors and District Project Officers.

GROUP IV: The group IV consisted of the following members:

- (i) Dy. Director Higher Education, Distt. Sirmour
- (ii) Distt. Project Officer, Distt/ Bilaspur
- (iii) Principal, GSSS Katrian,
- (iv) BRCC Edu. Block Mashobra
- (v) TGT GSSS Hamirpur
- (vi) Assistant Professor GCTE Kangra

The proposed teacher training model is:

- i) The group has proposed only five days teacher training and it should be at cluster level in the presence of School Heads. Dy. Director Higher Education, Dy. Director Elementary Education, District Project Officer must monitor the training in rotation in different clusters and during terminal exam.
- ii) The Training should not be continuous but in fraction so the teacher should not leave the school for longer time.
- iii) Resource Persons should be trained at DIET or SIEMAT and the training period must not be more than 02 days. The Resource Person could be one subject teacher from each cluster.
- iv) Schedule and module should be uniform in the whole State and should be decided at the State level.
- v) Content should be decided at the State level.
- vi) Monitoring / Feedback register should be maintained.
- vii) Heads of the school to ensure that the training is translated into teaching learning process.
- viii) Training must be completed before September.
(The Presentation of the group is as per Annexure E)

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The strength and weakness of each model were discussed at length by the Secretary Education and the RMSA team. After long deliberations consensus for the following 'Teacher - Training' model of training at State level is proposed.

PROPOSED TEACHER TRAINING MODEL UNDER RMSA 2016-17

The teacher training component under RMSA as approved by Project Approval Board / MHRD mandates training of 4075 (TGT (A), LT's, OT's) and 2933 (Science and Mathematics) teachers during the academic year 2016-17. The 10 days teacher training has been further divided into following two parts:

1. Content based Teacher Training - 5 days.
2. General Teacher Training - 5 days.

On the basis of deliberations as noted above it was found that the BRC model of training (Cascading Model) has failed to deliver as the Resource Persons engaged during the training have not been found acceptable to the teachers on account of:

- i) Being fellow teachers
- ii) Sometimes not possessing requisite skills to train teachers.

Further, it was noticed that in this model of training the School Heads / Principals has shown negligible interest. In short this kind of training has not helped in creating required teaching learning environment in the schools.

To associate Principals in the training process, pilots were conducted in 68 schools under a project called "Think it Over" and on the basis of the success of that model, the same was up scaled to 628 schools and named as Swayamsidham Initiative in 2014-15. This type of training model has shown some improvement in the learning level of students as the term wise results were analyzed by each Principal and the lesson Planning Methodology promoted through the RMSA trainings was adopted in teaching learning process in the classrooms.

As per the presentation given by Principal GSSS Katrian, a cluster was formed on their own consisting of 11 schools and Principal GSS Katrian acted as cluster head for the purpose of:

- (i) Training of teachers.
- (ii) Monitoring and evaluation of teaching learning process.

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- (iii) The training period staggered over the year instead of continuous training.

This model of training, therefore, include the School Heads / Principal in the training process along with teachers and monitoring / evaluation of teaching learning process along with resultant learning level of the students. In this model of training the associated problem of selection of Resource Persons has been handled by introducing Peer Group Learning among teachers and School Heads. The only problem associated to this kind of training model is that such training process is not institutionalized and availability of resource persons for general awareness of teachers of subject like ICT, IEDSS etc. has been found missing.

On the basis of the strength and weaknesses of each model as discussed above, the following model of teacher training is being suggested for the academic year 2016-17 after elaborate deliberations with different stakeholders i.e. Teachers, Principals, Dy. Directors / District Project Officers and institutions like SCERT and GCTE Dharamshala which were specially invited for this one day workshop, the objective of which was to formulate a sustainable teacher training model under RMSA so that effective teaching learning environment is maintained in each school in the State.

PROPOSED MODEL

1. The five day General Training on subjects like ICT, IEDSS,CWSN etc. to be conducted at DIET level in each district.
2. Five days subject specific training to be conducted at cluster level.
3. The training manual to be developed and partition in five parts and the training to be conducted once in a month of each part. After the training the teacher will go back and introduce the concept in the classroom and attend the training next month along with proper feedback.
4. The cluster heads will ensure that all the school heads / Principal of Schools are associated with monitoring and evaluation process.
5. All the training should be concluded before September, 2016.
6. The Cluster Head in association with the Principal of his cluster will select two Resource Persons in each subject and there Resource Persons shall be trained at DIET level.



The modalities for transfer of funds to Cluster Heads shall be worked out by State Project Office and shall be conveyed to the District Project Officers at the earliest.

The meeting ended with the vote of thanks to the chair.

Sd/-

Secretary Education,
to the Govt. of Himachal Pradesh
2016

Endst. No. Even Dated: Shimla- 171001, the

Copy to:

1. The Additional Chief Secretary (Edu.), to the Govt. of H.P., Shimla - 1.
2. The Director, Directorate of Higher Education, H.P..
3. The Director, Directorate of Elementary Education, H.P.
4. The State Project Director (SSA /RMSA) to coordinate the conference as per discussion held with him on the subject.
5. The Principal SCERT Solan.
6. The Principal GCTE Dharmashala, District Kangra.
7. All the Dy. Directors Higher Education / Elementary Education in the State.
8. All Cluster Heads/ School Principals of Govt. High Schools and GSSS in the State.


State Project Director,
Sarva Shiksha Abhiyan & RMSA
Himachal Pradesh, Shimla - 1