Educating the students at the primary level has gained the utmost importance in the past couple of years. The Indian government believes that every child must have the luxury of primary education. And for that matter the government also has made Education a Fundamental Right known as Right to Education which makes it mandatory for children from all spheres of society even free of cost in government schools. So, the primary education programme ensuring that primary education in Chittoor district is taken care of is no surprise. The programme takes a different view in educating specifically targeting each and every district in person.
Chittoor District Primary Education Programme

The Chittoor District Education Programme is an innovative way though which the government aims to revamp the education scenario of the country. The most essential thing in the programme is that it targets the education scenario according to the district. However, the programme takes into consideration the fact that not all children can be covered by the means of Formal Education system, so, it also takes into account the importance of even non formal means to educate children of the area if needed.

Objectives of the Programme

Providing universal access to education for children from all spheres of society in different districts facilitating primary education for children of different districts through formal and non-formal education systems. Reducing the gap in enrolment and learning among gender and social groups to less than 5 per cent. Reducing the overall dropout rates at primary level in each and every district of Andhra Pradesh. Achieving a minimum of 40 per cent level in basic literacy and number competencies by all primary school children. Neutralizing the bridge between the literacy levels of cities and village areas by targeting each district separately

Funding

The Central Government provides 85 per cent of the funding. However, the rest 15% and other duties involved in the implementation of the programme are carried out by the State Government. The programme has been implemented in different
phases targeting a specific number of districts in each phase so that the district being taken up receives prime importance and the work is implemented with utmost importance in the specific district.

**Focus**

Although the programme fundamentally focuses on the overall education of the children of the district in a particular reference, the programme is also responsible for the functions such as those targeting out-of-school children, who are targeted by the programme to be brought back to primary school for basic education. The programme also takes into account the importance of teacher’s education in order to maintain high standards of education in each district of the state. It also focuses on girls’ education schemes and takes an active part in implementation of various education schemes for girls at district level.¹

**Present Position of District Selection Committee**

The director of school education is the chairman in conducting the district selection committee throughout the state she will collect the vacant position throughout the state through the concerned district education officer. He will issue the notification about the vacancy position, terms and conditions of requirement, qualification, age, and scale of pay of the teachers through all the newspapers. The DEO will collect the applications of their districts and scrutiny the applications. The director of school education will also notify the dates examinations throughout the state.
The district collector and the DEO will conduct the district selection committee examinations according the notification by the director. The question papers will be prepared and issued by the director for the entire state. There will be OMR sheets after examinations the DEO collect the OMR sheets and sent to the Director of School Education. The Director through the computers will publish the mark as per the OMR sheets. There will be no interview. All the question papers are set for 100 maximum marks.

The District Educational Officer and District Collector will announce the selected candidate list taking in to account the communal roaster and 20 per cent of non-local and 80 per cent of the local candidates. The lists of selected candidates are put one side and the other side the list of vacancies if notified. According to the rank got by the candidates each candidate has to select one post. The District Educational Officer will issue posting orders to each candidate of the same day.

Transfer of Teachers

The following committees are competent to order transfer of teachers.

District Level Committee

The district level committee shall consist of the following namely.

1. Chairman, Zilla Parishad – Chairman.
2. Joint Collector an officer not below the rank of Joint Collector nominated by the District Collector, member.
3. Chief Executive Officer, Zilla Parishad, member.
4. District Educational Officer, member – secretary.
   i) The committee shall be the authority for transfer of all categories of teachers working in primary upper primary and high schools.
   ii) The member–secretary shall be the competent authority to issue posting and transfer order after the approval of the committee.
   iii) The member secretary shall receive transfer application as per schedule.

**Transfer at Primary Teachers**

The following criteria shall be observed in making transfer of primary teachers.

1. All the teachers who have completed more than 8 years of service in a particular school in from Gram Panchayat of town or city as on 1st July of the year shall be transferred.
2. All male teachers working girls schools shall be transferred if such male teacher is above 50 years of age and no female teacher has not completed as years of service in that primary school he can be continued in that years, provided that if the teachers is retiring within 2 years, he shall not be transferred without his request.
3. Teachers working against other cadre posts want of vacancy shall be transferred.
4. Teachers found surplus due to rationalization of schools and posts shall be transferred.

5. The teachers who are retiring within 2 years shall not be transferred without their request.

6. No teacher who has not completed 2 years of service in a particular school as on 1st July of the year shall be transferred.

7. The teachers shall not be transferred and posted to a school in the same Gram Panchayat or town or city if he has completed 8 years of service. However this will not apply to the teachers working in Hyderabad district.

8. No teacher shall be transferred on mere allegations either oral or written unless the allegations have been duly enquired into and prima-facie case is established.

9. No teacher should be allowed to region duty after duty after leave in a new school. He shall be posted only in the school from where he has gone on leave.

10. Teachers shall be transferred against a clear vacancy and of the same category subject and media.

This dichotomy is normally reflected through the public and private systems of education. While this may generally be true it must be recognized that not all government schools are bad and not all private schools are good many issues have perpetuated as far as the quality of educational processes and output is concerned. These
include spatial in the imbalances in the development of educational facilities of comparable².

**Entitlement Points**

The points shall be awarded to each applicant for teacher who applied for transfer as follows:

a) Service in the present primary school located in the areas as on 1st July of the year

(b) For service in category IV areas Ten point per every year of service.

(c) For service in category III areas five points per every year of service.

(d) For service in the category II areas: Three points per every year of service.

(e) For service in the category I areas: one point per every year of service

**Service as a Teacher**

One point for 5 years of service in the present cadre as on 1st July of the year.

1. Special categories:

   (i) Ten points for the teachers who are retiring within two years from 1st July of the academic year.

   (ii) Ten points for un-married female teachers.

   (iii) Ten points for teachers whose spouse is working in government or public sector or local body or Aided institutions.
(iv) Ten points to the president and the general secretary of district units and the state level president and general secretary of recognized associations.

Primary teachers transferred through, counseling system. This system is introduced in 1997. At the time of counseling the teachers are given five points like.

a) Those who are drawing 20 per cent HRA they are given 1 point one year.

i) Physically handicapped i.e. those with not less than 70 per cent orthopedically handicapped.

ii) Windows

iii) Legally separated single women.

iv) Teachers who are suffering with the following diseases certified by specialized institutions for the concerned diseases as specified by the director of school education in consultation with the director of medical education

b) Cancer

c) Heart operation

d) Neuro surgery

e) Bone T.B

f) Kidney Transplantation
**Promotion of Head Masters**

The post of head master of low female literacy school is created in the year 1997. It is equivalent to the post of a school Assistant. There are 10,000 of posts of Low Female Literacy (LFL) head masters through out the state. The secondary grade teachers are promoted to the post of LFL head master. According to the seniority in the cadre of secondary grade teachers promotion should be given to the post of head master LFL in these villages where there is low percentage of female literacy, the posts of head masters are created according to the literacy population 2001. In the remaining primary schools the senior most secondary grade assistant will act as a head master of that primary school in that post no promotion scale will be given as a head teacher of LFL. In those, head Teacher is given an allowance of Rs 60 per month to primary schools.

**Duties of Head Master LFL Schools**

The post of head master is created to a school where there is a low percent of female literacy. In that school the head master has to meet the parents of girl’s students who do not attend the school regularly he should explain the importance of education especially girls students in the school. He should also make the dropouts to be enrolled that means he has to improve the total literacy in that villages.
Disciplinary Control

While discharging their duties, the employees working in the primary schools are likely to commit a number of lapses and irregularities punishing the employees for such omissions is as important as awarding promotions to them for dedicated and efficient work some of the minor penalties provided for in these rules, like censure, are intended to be of corrective nature so that the employee may not repeat such lapses in future on the other extreme, the continuation of an employee’s who is guilty of serious lapses may prove to be injurious to the interests of the organization and hence he has to be either removed or even dismissed.

The punishments adversely affect the advancement of one’s own career. Thus the imposition or non-imposition of a penalty on an employee makes considerable the judgement of assessing authority when subsequent lapses are repeated, however small and insignificant they may be. It is also true that the punishments have an important bearing an the morale of the employees. It the punishing authority is lenient in his attitude the employees make take things easily. Hence it is said that the punishments should be administered carefully as a drug but not as a regular diet.

Under Andhra Pradesh Public Service and Mandal Parishad Services (classification, control and appeal) rules passed by the government in 1960 the various types of punishments that may be imposed on the employees working in the Mandal Parishad as well as the persons to whom the authority of disciplinary action is vested, are
prescribed. These punishments may be divided into two categories viz., (1) Minor and (2) Major keeping in view the seniority of the case. Thus, there are punishments such as dismissal, suspension, termination of service or removal which may be termed as major punishments. Secondly, there are punishments such as censure, withholding of increments, with holding of promotion recovery of pay, which may be called as minor punishments. The authorities concerned has taken a disciplinary action against the primary schools teacher number is 127.

**Minor Punishments**

Usually for all minor lapses slackness and inefficiency the disciplinary authority may prefer to warn the employee first that resort to disciplinarily action only when the employee fails to improve.

At the lowest level; there is a very minor punishment of censure which may be described as nothing but recording of displeasure at the conduct of the employee. A little more serious that this is the stoppage of annual increment.

In case of grave misconduct of the employee or of gross inefficiency, the disciplinary authority may withhold his promotion. In such cases, the employees advancement will be affected as his juniors by him. Next, where the conduct of an employee is responsible for any pecuniary loss to the school, the amount of the loss may be recovered from him. In this case it has to be proved that such loss is the direct result of the negligence of the employees.
The rules clearly specify that none of the minor punishments mentioned above can be inflicted on an employee without first giving him an opportunity to show cause for the action proposed to be taken against him. The minor punishments are 127.

**Major Punishments**

As mentioned earlier dismissal, removal, compulsory retirement and reduction to a lower post or rank are the major punishments provided in the rules. In addition to them there is also suspension, which sometimes may be described as a serious punishment. In the normal course, a suspension is intended to facilitate that enquiry against an employee who is charged with misbehaviour. Thus, suspension of an employee would be unjust where his continuance in service does not affect the enquiry in any way several instances have come to the notice of the government in which the employees of Mandal Parishad have been kept under suspension for more than six months even for simple reasons and

The authorities have failed to frame the charged against the delinquents even after the lapse of six months. Further they failed to send the proposals for extension of the period of suspension in before the expiry of the period of six months to the government.

In order to put an end to these irregularities government issued order not to put an employee under suspension for simple reasons, further the charge against the delinquent employee should be framed immediately and the disciplinary proceedings are to be completed within six months under normal conditions. Suspension is of two
kinds viz., inter in suspension and suspension as a penalty. Suspension under departmental enquiry or criminal proceedings is called interim suspension. After departmental enquiry if the employee is found guilty, a penalty by way of suspension is imposed further it is established in law that an order of suspension or dismissal cannot be made with retrospective effect. Therefore, the competent authority can keep the employee under suspension a fresh with effect from a prospective date, after reinstating him in service, if there is justification to keep him suspension. The major punishments are 150 teachers.

For serious offences the employees may be shifted to a lower rank and lower time scale of pay.4
DIFFERENCES BETWEEN GOVERNMENT SCHOOLS AND PRIVATE PRIMARY SCHOOLS

Government Primary Schools

1. Managed by the education department.

2. No regular supervision on the teachers as well as headmasters from time to time.

3. There is protection of employment hence many of the teachers are taking easy in attending duties.

4. Funds are being conducted at the government school level.

5. Students are not being given progress cards for each term and examination.

6. Many of the parents are learning their children at the schools and they are not taking interest as they are not being paid any fesses.

7. No extra classes are being taken to the backward and dual students.

8. Special coaching is not given in many schools to the intelligent and top rankers.

9. There is no competition between the Government and private schools.

10. As no test or examination is being conducted regularly children are becoming less competitive against themselves moreover if any test is conducted it is not valued by the
teachers properly as well as the parents are not showing much interest upon their children’s academic programme.

Table 5.1 shows the department of school education, Chittoor district existing school infrastructure as on 2014.

**Table 5.1**

**DEPARTMENT OF SCHOOL EDUCATION, CHITTOOR DISTRICT**

**EXISTING SCHOOL INFRASTRUCTURE AS ON 2014**

<table>
<thead>
<tr>
<th>S.No</th>
<th>Particulars</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Total Number of primary schools class rooms in Chittoor</td>
<td>11,453</td>
</tr>
<tr>
<td>2.</td>
<td>No. of primary schools without drinking water facility</td>
<td>2,782</td>
</tr>
<tr>
<td>3.</td>
<td>No.of primary schools without common toilet facilities</td>
<td>1,350</td>
</tr>
<tr>
<td>4.</td>
<td>No. of primary schools without girls toilets</td>
<td>800</td>
</tr>
<tr>
<td>5.</td>
<td>No. of primary schools without access ramps</td>
<td>350</td>
</tr>
<tr>
<td>6.</td>
<td>How many teachers transferred</td>
<td>2700</td>
</tr>
<tr>
<td>7.</td>
<td>How much parents associations in Chittoor district</td>
<td>4475</td>
</tr>
<tr>
<td>8.</td>
<td>Schools with single room</td>
<td>1972</td>
</tr>
<tr>
<td>9.</td>
<td>Schools without toilets</td>
<td>3200</td>
</tr>
<tr>
<td>10.</td>
<td>Schools without drinking water</td>
<td>2452</td>
</tr>
<tr>
<td>11.</td>
<td>Schools without kitchen rooms</td>
<td>1500</td>
</tr>
<tr>
<td>12.</td>
<td>Schools without boundary walls</td>
<td>1100</td>
</tr>
<tr>
<td>13.</td>
<td>Schools without electricity</td>
<td>586</td>
</tr>
<tr>
<td>14.</td>
<td>Schools without Gas connection</td>
<td>1735</td>
</tr>
<tr>
<td>15.</td>
<td>Schools without T.V</td>
<td>3680</td>
</tr>
<tr>
<td>16.</td>
<td>Schools without Aayas, Sweepers</td>
<td>-</td>
</tr>
<tr>
<td>17.</td>
<td>Major punishments</td>
<td>150</td>
</tr>
<tr>
<td>18.</td>
<td>Minor punishments</td>
<td>127</td>
</tr>
<tr>
<td>19.</td>
<td>How many teachers suspended</td>
<td>127</td>
</tr>
<tr>
<td>20.</td>
<td>When will stars the Night schools</td>
<td>2009</td>
</tr>
<tr>
<td>21.</td>
<td>How many Mandal Resource Centers (MRC’s) in Chittoor District</td>
<td>66</td>
</tr>
<tr>
<td>22.</td>
<td>How many schools Committees in Chittoor District</td>
<td>4475</td>
</tr>
<tr>
<td>23.</td>
<td>Is there any donation from Primary education</td>
<td>--</td>
</tr>
</tbody>
</table>

| 24.  | Is there any grants for Primary Education and Mandal Education: School grants (Rs.) | 5000     |
|      | Maintenance grant (Rs.)                                                     | 5000      |
| 25.  | How many senior most Head Masters?                                          | 650       |

Table 5.2 shows the department of school education, Chittoor district.

### Table 5.2
DEPARTMENT OF SCHOOL EDUCATION :: CHITTOOR DISTRICT

<table>
<thead>
<tr>
<th>S.No</th>
<th>Management</th>
<th>School Category</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Primary Schools</td>
</tr>
<tr>
<td>1</td>
<td>Central Govt. Kendriya Vidyalaya</td>
<td>2</td>
</tr>
<tr>
<td>2</td>
<td>Central Govt. Navodaya Vidyalaya</td>
<td>1</td>
</tr>
<tr>
<td>3</td>
<td>State Govt.</td>
<td>4</td>
</tr>
<tr>
<td>4</td>
<td>State Govt. (DNT)</td>
<td>8</td>
</tr>
<tr>
<td>5</td>
<td>APREI Society Schools</td>
<td>8</td>
</tr>
<tr>
<td>6</td>
<td>KGBVs (APREIS)</td>
<td>10</td>
</tr>
<tr>
<td>7</td>
<td>tSBVs (SSA)</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>APSWREI Society Schools</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>APTWREI Society Schools</td>
<td>2</td>
</tr>
<tr>
<td>11</td>
<td>KGBVs Run by APTWREI</td>
<td>3</td>
</tr>
<tr>
<td>12</td>
<td>TW DEPT. ASHRAM</td>
<td>1</td>
</tr>
<tr>
<td>13</td>
<td>GOVT TW DEPT. PRIMARY</td>
<td>31</td>
</tr>
<tr>
<td>14</td>
<td>AP Model Schools</td>
<td>16</td>
</tr>
<tr>
<td>15</td>
<td>MPP. ZPP SCHOOLS</td>
<td>3805</td>
</tr>
<tr>
<td>16</td>
<td>MUNCIPAL</td>
<td>109</td>
</tr>
<tr>
<td>17</td>
<td>Pvt. Aided</td>
<td>29</td>
</tr>
<tr>
<td>18</td>
<td>Pvt. Aided Sanskrit</td>
<td>1</td>
</tr>
<tr>
<td>19</td>
<td>Pvt. Aided Oriental Schools</td>
<td>2</td>
</tr>
<tr>
<td>20</td>
<td>Pvt. Unaided</td>
<td>459</td>
</tr>
<tr>
<td>21</td>
<td>Pvt. Unaided (CBSE)</td>
<td>5</td>
</tr>
<tr>
<td>22</td>
<td>Pvt. Unaided (ICSE Syllabus)</td>
<td>1</td>
</tr>
<tr>
<td>23</td>
<td>Pvt. Unaided (Blind)</td>
<td>1</td>
</tr>
<tr>
<td>24</td>
<td>Pvt. Unaided (Deaf and)</td>
<td>1</td>
</tr>
<tr>
<td>25</td>
<td>Pvt. Unaided (Mentally)</td>
<td>1</td>
</tr>
<tr>
<td>26</td>
<td>Unrecognised Schools</td>
<td>21</td>
</tr>
<tr>
<td>27</td>
<td>Madarsa recognized (by</td>
<td>1</td>
</tr>
<tr>
<td>28</td>
<td>Madarsa unrecognized</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>4475</td>
</tr>
</tbody>
</table>

Table 5.3 shows the number of teachers.

**Table 5.3**  
**NUMBER OF TEACHERS**

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Management</th>
<th>School Category</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Primary</td>
</tr>
<tr>
<td>1</td>
<td>State Govt.</td>
<td>12</td>
</tr>
<tr>
<td>2</td>
<td>State Govt.(DNT)</td>
<td>11</td>
</tr>
<tr>
<td>3</td>
<td>APREI Society</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>KGBVs(APREIs)</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>KGBVs(SSA)</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>APSWREI Society</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>KGBVs Run by</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>APTWREI Society</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>KGBVs Run by</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>TW DEPT. Ashram</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>GOVT TW</td>
<td>46</td>
</tr>
<tr>
<td>12</td>
<td>MPP_ZPP Schools</td>
<td>6843</td>
</tr>
<tr>
<td>13</td>
<td>Municipal</td>
<td>322</td>
</tr>
<tr>
<td>14</td>
<td>Pvt Aided</td>
<td>52</td>
</tr>
<tr>
<td>15</td>
<td>Pvt.Aided Sinikrlt</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Pvt.Aided Oriental</td>
<td>6</td>
</tr>
<tr>
<td>17</td>
<td>Pvt.Unaided</td>
<td>3174</td>
</tr>
<tr>
<td>18</td>
<td>Pvt.Unaided (CBSE)</td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Pvt.Unaided (ICSE)</td>
<td>8</td>
</tr>
<tr>
<td>20</td>
<td>Pvt.Unaided (Blind)</td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Pvt.Unaided (Deaf)</td>
<td>7</td>
</tr>
<tr>
<td>22</td>
<td>Pvt.Unaided</td>
<td>6</td>
</tr>
<tr>
<td>23</td>
<td>Kendriya Vidyalaya</td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Navodaya Vidyalaya</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Unrecognised</td>
<td>119</td>
</tr>
<tr>
<td>26</td>
<td>AP Model Schools</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>Madarsa recognized</td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>Madarsa</td>
<td>9</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>10615</td>
</tr>
</tbody>
</table>

Source: UDISE 2013-14.

**Private Primary School**

1. Managed by the correspondence of the school.

2. Regular supervision is being conducted on all teachers and head masters in every minute.
3. There is no protection of employment so every teacher who is taking less salary when compared to Government is doing their duties regularly.

4. As the manager or the correspondent is entirely one and for want of name and fame to develop the school he is taking personal interest at the school level.

5. Students are being given progress cards for every term and examinations.

6. Many of the parents are to pay tuition fees per month. So they are taking keen interest on their children studying in private schools.

7. Extra classes are being taken to the backward and dull students.

8. Special coaching is given to the top rankers and intelligent students.

9. There is competition between the Government and private institution.

10. Every test is being conducted and they are properly valued by the teachers and the teachers/management is issuing progress cards regularly to the students so that their parents are about their children progress in education at the school level.

**Andhra Pradesh Acts, Ordinances and Regulatory**

The following act of the Andhra Pradesh Legislative Assembly received the assent of the Governor on the 20th April, 1998 and the
said assent is hereby first published on the 22nd April, 1998 in the Andhra Pradesh gazette for general information.

**Act No. 13 of 1998**

An Act to provide for reforming school education in Andhra Pradesh by ensuring peoples participation in the administration of schools and to private for matters connected there with or incidental there to where as the constitutional goal of universal primary education remained elusive over the decades, due to largely the fact that the prevailing educational system is not geared to achieve that objective.

And where as it is necessary that children should be given an opportunity for their potentialities to manifest to the fullest extent through the universalization of education and by improving the quality of education.

And where, as the active participation of the local community through empowerment of parents who care most for the future of the children is imperative to ensure effective functioning of the schools.

And where as decentralization of school administration is necessary to ensure a more effective of school administration is necessary to ensure a more effective functioning of the school educational system, promote accountability and better motivated teachers and better molded students.

And where, as for achieving the above purposes, self-correcting democratic institutions should be established.\(^5\)
Be it enacted by the Legislative Assembly of the state of Andhra Pradesh in the forty ninth year of the Republic of India as following

part – I

Preliminary

(a) This Act can be called the Andhra Pradesh school education (Community Participation) Act 1998.

(b) It extends to the whole of the state of Andhra Pradesh.

(c) It shall come into force such date as the state Government may be notification appoint.

(d) It applies to all educational institutions in the state imparting education from pre primary stage up to tenth class and includes non- formal education centre or adult education centre or continuing education centre functioning under the control of government local bodies are institutions, aided by government under private management.

People’s Participation at School Level

In order ensure people’s participation at the school level there shall be constituted for every school a parent teacher association and a school committee.

Constitution Powers and Functions of Parent Teacher Association

(1) Every parent teacher association shall consist of all teachers of the school and parents of all children enrolled in the school as members. Only one of the children in a family enrolled in the school shall have the right to vote.
(2) The association shall meet as often as necessary as but not less than two times a year. The headmaster or instructor or as the case may be perk of the school or institution shall be the convener. A parent member elected for the purpose shall preside over the meeting of parent teacher association.

(3) It shall be the duty of the association to review, from time to time in the manner prescribed, the functioning of the school in regard to the following matters, namely.

(a) Ensuring universal access and enrolment.

(b) Motivating regular attendance of children to the school their retention and effectively arresting dropouts.

(c) Creating interest in education by improving infrastructural facilities in the schools and the quality of teaching and ensuring the attainment of the primary objective of universal enrolment and zero dropout rates.

(d) Mobilization towards collection of the membership fee and corpus fund for the school; and

(e) Sanctioning of the budget and approving the accounts of the school education fund placed before it by the school committee.
Mandal Resource Centers (Block Resource Centers) in Chittoor District

The Mandal Resource centers have been established at each mandal head quarter to accommodate the MEO & MRPs and to give them independent office to act efficiently to raise the standards of education at their mandal. Each MRCs have been provided with a big hall for the training purpose along with the computer room and rooms for the staff members. There MRCs have to function as professional development centers for the teachers of that particular mandal the MRC will be provided with library books and many of the MRCs have been provided the computers and the furniture along with Over Head Projector (OHP) and other required furniture.

Progress Overview

1. Use of MRC as a resource center for the teachers dealing I-VIII class.
2. Conducted mandal level training at MRCs.
3. Academic support by MRPs, DRPs & DIET faculty members to Teachers at MRC.
4. Conducted regular monthly meetings at MRCs on CLAPS.
5. Formation of teacher forums in each mandal.
6. Developing low cost Teaching learning material at every MRC level.
7. Organizing of Teleconferences to the teachers.
Constitution Powers and Functions of the School Committee

In Chittoor district there are school committees like other districts in Andhra Pradesh each school committee shall consists of five members of whom there shall be four parents of the children enrolled in the school and elected by the parents of the children enrolled in the school; and Head master or where there is no head master, The senior most teacher of the school shall be the member convener, of the four parent member, there shall be at least two women and one person belonging to scheduled caste or scheduled tribes or back word classes or minorities. The chairman of the committee shall be elected by the member from among the parent members. All Decisions shall be taken by a majority of the member of the committee parent and voting.6

Chittoor School Education Fund

School Education fund for every school consisting of the following:

(i) Funds released by the government or local bodies for management or improvement of infrastructure of the school which will not include salary grant released by government.

(ii) Funds for school contingencies released by local bodies or Government.

(iii) All amounts transferred from the panchayat education fund from taxes levied and collected under sub-section.
Panchayat Education Committee

This committee will look after the primary education in their respected jurisdiction constitution powers and functions of the panchayat education committee.

1. In every Grampanchayat there shall be constituted a panchayat education committee which shall consists of the following members namely.

(a) The sarpanch of the high school or upper primary school or where there is no high school or upper primary school, the head master of the primary school who shall be the member convener.

(b) Two parent representatives from each school committee in the Gram Panchayat of whom one shall be the chairperson of the school committee and the other shall be women to the nominated by the concerned parent teacher association:

(c) Non- Governmental organization working in the field of education donors, philanthropists residing in the panchayat area– not exceeding one-third or the membership of the parent representations of the committee co- opted by the panchayat education committee.

2. The panchayat education committee shall take all steps required for the effective functioning of the schools in the
Gram Panchayat and to achieve total literacy for all adults up to thirty five years of age in their area.

3. The committee shall have the following powers and functions namely.
   
   (a) To undertake appropriate and suitable measures to encourage parents to send their children to school and institute incentives and disincentives that will decide people from engaging children in child labour.

   (b) To determine the school calendar and school timings subject guidelines of the education department and the district education board:

   (c) To help augment infrastructure facilities and supplement the resource base for the school.

   (d) To take all other steps as are necessary for the effective functioning of the schools in the Grampanchyat and for the furtherance of the objective of this act.

4. All decisions shall be taken by a majority of members of the committee present and voting.  

**Chittoor Panchayat Education Fund**

1. In Chittoor district panchayat education committee shall maintain a separate fund called panchayat education fund’ by crediting.
a) Any donations received for the development of education; and

b). Grant-in-aid, not being salary grant, received from state and central Government.

**Mandal Education Fund**

In Chittoor district there is a Mandal Education Fund (MEF)

1. The mandal education committee shall maintain a “Mandal Education Fund” which shall consist of the grant-in-aid received from the state government and the Zilla Parishad or from any other source, the funds allocated to education in the mound budget and public donations.

2. The mandal education fund shall be utilized by the mandal education committee for the purpose of its functions;

3. The fund shall be operated by the mandal education committee for each municipality or Municipal Corporation.

**The Chittoor District Municipal Education**

There shall be constituted a municipal education committee for each Municipality of Municipal Corporation. Every municipal education committee shall consist of the following members, namely;

(a) The Chairperson of the municipality or major of the Municipal Corporation as the case may be, shall be the Chairperson of the committee.
(b) The Municipal commissioner, shall be the member convener;

(c) One councilor to be co-opted by the committee in such manner as may be prescribed.

(d) Two teachers (The senior most headmaster of the primary schools and the senior most headmaster of high schools) in the municipality or Municipal Corporation.

(e) One distinguished educationist or philanthropist or nominee of a non-governmental organization to be nominated by the district collector; and

(f) One representative from the recognized teacher unions to be co-opted as may be prescribed.

All decisions of the Municipal education committee shall be taken by a majority of the members of the committee present and voting. The term of office of the Municipal education committee shall be two years. A parent member shall, however, cease to be a member when he has no enrolled child in the municipality/ municipal corporation school or when recalled by the parent Teacher association concerned in the manner prescribed.8

The Municipal education committee shall be responsible for the overall development of primary and secondary education in the municipality or Municipal corporations as the case may be and for the purpose. It shall provide the necessary infrastructures to the schools under its control and monitor their functioning.
The committee shall have the following powers and functions namely:

1. To undertake annual evaluation of the performance of the school, facilitate and provide for academic supervision and inspection of schools to be undertaken by appropriate and competent authorities to be specified by the education department organize sports, cultural and other related activities. Prepare annual budget for the municipal education committee and assist in the maintenance of proper accounts; and

2. To promote sports and cultural activities among the students in municipality or Municipal corporation schools.

**Municipal Education Fund**

There shall be constituted a municipal education fund for every municipality or Municipal Corporation which shall be utilized by the municipal education committee for the performance of its functions.

The fund shall consists of the funds allocated for education in the municipality/Municipal corporation budget grants-in-aid from the state government and public donations and tax revenue as may be available to the municipal council or corporation as the case may be under sections 37, 38 and 39 at the Andhra Pradesh Education Act, 1982; provided that the salary grant shall be operated in the manner
as may be prescribed. The fund shall be operated in such manner as
may be prescribed.

**Constitution of Powers and Functions of District Education
Committee**

There shall be constituted for each district a district education
committee of consisting of following members namely:-

(a) The Chairman of the Zilla Parishad who shall be
chairman of the committee;

(b) The Chief Executive Officer of the Zilla Parishad who shall
be the member convener;

(c) Ten parents to be elected in the prescribed manner by
and from among the parent members of the school
committees in the district of whom not less than five shall
be women and one shall be from scheduled caste or
scheduled tribes and one from minority community.

(d) Two Headmasters of Zilla Parishad high schools co-
operated in the committee in the manner prescribed.

(e) One educationist or social activities or nominee of a
voluntary organization to be nominated by the district
collector.

(f) One Chairperson of mandal education committee to be co-
opted in the manner prescribed;

(g) The District Educational Officer;
(h) The minorities welfare officer of the district or in the absence of that officer an officer belonging to the minorities from any of the departments/ officers nominated by the district collector;

(i) Project officer integrated tribal development agency; or the district tribal welfare officer;

(j) One representative from the recognized Teacher unions to be co-opted in such manner as may be prescribed;

(k) Two Zillah Parishad Territory council members to be nominated as may be prescribed;

(l) Deputy Director of Social welfare department and

(m) District backward classes welfare officer.

All decisions of the committee shall be taken by majority of the members of committee present and voting. The term of office of the committee shall be two years. A parent-member when he has no enrolled child in Zillah Parishad School or when recalled by the concerned parent teacher association in the manner prescribed. The committee shall be responsible for the overall development of secondary education in the district and for that purpose it shall provide the necessary infrastructure to the schools fund monitor their functioning.

The committee shall have to undertake annual evaluation of the performance of the schools, facilitate and provide for academic supervisions and inspection of schools to be undertaken by
appropriate and competent authorities to be specified by the education department; organize sports, cultural and other related activities, prepare annual budget for the district education committee and assist in the maintenance of proper accounts.\textsuperscript{9}

**District Education Fund**

There shall be district education fund consisting of:

a) All the grants received from government

b) Donations received for the purpose of educational development in the district.

c) The fund shall be administered by the district education committee.

d) The fund shall be operated in such manner as may be prescribed.

**Constitution, Powers and Functions of State Advisory Board of School Education**

1. They shall be established by the government by notification, a state advisory board of school education which shall consist of the following namely.

a) Minister for School Education who shall be the chairperson;

b) Minister for Municipal Administration;

c) Minister for Panchayat Raj;

d) Minister for Women welfare.

e) Minister for Backward Class Welfare;
f) The Secretaries to Government in-charge of planning, labor, social welfare, tribal welfare, family welfare, women development and child welfare, minority welfare, Panchayat Raj and rural development.

g) Two educational experts to be nominated by the government.

h) Teachers to be nominated by the government.

i) Two representations of non-government organizations to be nominated by the government.

j) One nominee of the ministry of education Government of India.

k) The Chairman, State Council of Higher Education.

l) Three chairpersons of the state to be nominated by the government.

m) One chairperson of school committee to be co-opted as prescribed.

n) State project director, district primary education programmes

**Village Panchayats and Education**

The school committee of the village panchayat plays a great role in providing equipment midday meals uniform and text books, preparing the census of school going children and encouraging the play festivals and national festivities.
Midday meals programme was abolished by the government as there were many hurdles in its implementation. In its place, the uniform dresses to the school children have been supplied through the education department. In most of the villages, there are no school committees. The panchayats do not pay due attention to the requirement of primary education because of managerial and financial constraints.

**Mandal Parishads and Education**

After the adoption of democratic decentralization in the form of Panchyati Raj, most of the primary schools are run under the management of Panchyat samithies. Since the new pattern of Panchyat Raj System came into vogue on the basis of the recommendations of the Ashok Mehta committee the primary schools came under the preview of mandal parishads. The state of Andhra Pradesh indents to being the primary education administration which almost constitutes mass education closer to the people and ensure their direct involvement and participation in it.

The Mandal perished carries the task of primary education through the standing committee for education. The primary schools are supervised by the mandal educational officer under the overall supervision and control of the Mandal Development Officer and the president of mandal parishad. The primary schools are also supervised by deputy educational officer who works under the overall control of the district educational officer.
Zillah Parishad and Education

While primary education is run by the mandal parishad, the secondary education is run by Zilla parishad control the vocational and industrial schools, which are being looked after by the department concerned.

The Zilla Parishad carried out the task of secondary education the assistance of the standing committee for education in same cases, the government also appoints adhoc committees education. The secondary schools are supervised by the parishad educational officer supervised by the Parishad educational officer under the overall control and supervision of the district development officer and the president of the Zillah parishad. The secondary schools may also he supervised by the deputy educational officers who work under the overall control of the district educational officer.

Duties of Head Master of Primary School Academic:-

The Headmaster of primary school shall grant leave, special casual leave to the teachers of primary schools.

1. Guiding teachers of his own subjects in particular and others in general.

2. Arranging for professional guidance from his own and also from local experts if available, in others subject areas.

3. Informing the departmental inspecting officers for the guidance he requires in specific areas.
4. Formulating minimum academic program and institutional plan with the help of his assistance and implement it.

5. Arranging demonstration lessons in all the subjects areas by complement subject teachers.

6. Undertaking action research programmes.

7. Arranging conferences, workshops seminars etc.\textsuperscript{10}

**Supervision**

(a) Periodical (Monthly) check – up of the lesson plans and year plans prepared by the assistant teachers of his own school.

(b) Preparation of time table and their proper implementations.

(c) Observation of class room teaching of the assistants to the extent of one period during a working day (preferable X\textsuperscript{th} class) and recording it with suggestions for improvement.

(d) Proper organization of activity namely physical education, health education creative activity and social useful productive work (SUPW) and moral education.

(e) Introduction of cups as co-curricular activity and their proper supervision.

(f) Organize book bank sanchayika school bank co-op stores etc. Where ever possible.
(g) Maintain a watch register to the academic and para academic work turn out by assistance.

**Administration**

(i) Observation of class room teaching of every assistant of extent of one period for each term

(ii) Maintain all the register prescribed, if supplied by the managements’.

(iii) Submit pay bills, promptly

(iv) Ensure regular attendance of pupil and teachers.

(v) Conduct daily school assembly arrange for proper maintenance and utilization of library, prescribe school uniform celebration of national festivals; make the pupil to participate in the competition of academic importance;

(vi) Conduct of tests and examinations efficiently.

(vii) Any other assignment and responsibilities specifically entrusted by the department or management.

(viii) Organize parent teacher association.

(ix) Enlist community support for school improvement programme.

**Duties of a Teacher**

**Academic**

(a) To teach the allotted subjects during the allotted periods.

(b) Guiding subject to junior teacher, if any

(c) Correction of written work of the pupils regularly.
(d) Correction of answer scripts relating to all unit tests and terminal examinations.
(e) Developing aptitude for professional advanced participation.
(f) Implementation of minimum academic programme chalked out in his subjects.
(g) Recognizing pupils deficiencies and conducting remedial teaching.
(h) Proper use of teaching material and aids available in the schools.
(i) Improving black board work.
(j) Undertaking action, research and innovative practices.

**Class Room Administration**

(a) Maintenance of class room discipline
(b) Maintenance of attendance registers
(c) Encouraging pupil in maintaining personal hygiene and class room clean lines
(d) Attending the classes regularly
(e) Assisting the head master in the sale of text books Teachers day flags, etc.,
(f) Participation and organization of national festivals in the school.
(g) Arrangement and organization of national festivals in the school
(h) Encouraging pupils to follow dress restrictions and general discipline in school.

(i) Adhering to the duties and responsibilities specially designed to the subject departments.

(j) Any other duties and responsibilities assigned to him by the head master under order of his superiors.\textsuperscript{11}
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11. Interview with District Administrative Officer, Chittoor, on 25th January, 2014.