### APPENDIX V

**SCORING GUIDE**

**TEST OF CREATIVE THINKING**

<table>
<thead>
<tr>
<th>Category No. I</th>
<th>Originality</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjustment with Students</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Behaviour of students not good</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Cooperation - students not cooperative</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Discussion - students not interested in discussion and healthy talk</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Dislikes class fellows</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Dispute with another student</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Dissatisfaction with class fellows</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Fun - other students make fun of</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Habits - students of different habits</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Intelligence - More intelligent or less intelligent class fellows</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Jealous - students of the section jealous</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Maladjustment in this section</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Nature - students of different nature</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Naughty - students disturb the class</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Pulling on - Cannot pull on with the class</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Remarks - students pass remarks while the teacher teaches</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Speaking terms - not on speaking terms with some students</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Standard - other students of higher standard</td>
<td></td>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Category No. II</th>
<th>Originality</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjustment with Members of Opposite Sex</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dress - girls wear gaudy dress</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Mixing up - unable to mix up with girls</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Minority - difficult to talk to each other because of minority</td>
<td></td>
<td>0</td>
</tr>
</tbody>
</table>
Richness - inferiority complex because of richness of girls 1
Shyness - feels shy in the presence of boys/girls 0
Superiority complex among girls because of majority 0
Teachers of opposite sex 0

CATEGORY - III

ATMOSPHERE OF THE CLASS

Bore - this section a bore 1
Expression - difficult to express in the class 0
Groupism - many groups in the class 0
Inhibitions - many inhibiting factors 1
Mischiefs - many mischiefs in the class 0
Noise - Too much noise in the class 0
Over-crowding in the class 0
Questions - not allowed to ask questions 1
Unity - no unity in the class 0

CATEGORY - IV

BETTER PROSPECTS

Activities - the other group participates in many activities 1
Affection - hope to get more affection in the other section 1
Affectionate - students of other section more affectionate 1
Attention - Hope to get more attention 1
Brilliant - students in the other section brilliant 0
Combination of subjects same as that of students in the other section 0
Competition - more competition in the other section 1
Cooperative - students of the other section more cooperative 0
Inspiration - can get inspiration from other students 1
Lenient - teachers lenient in marking 0
Lovable - students of other section more lovable 0
Marks - Hope to get more marks
- Teachers of the other section award more marks 0
Nature - other students simple-minded and of good nature 1
Qualities - students intelligent and scope for competition 1
Respect - hope to get more respect 1
Responsible - students more responsible and take initiative 1
Subjects - proper attention not paid to my subjects 1

CATEGORY - V
SOME FRIEND OR RELATIVE IN THE OTHER SECTION

Books common with the friend 0
Boredom because of no companion 1
Brother in the other section 0
Friend studies in the other section 0
Loneliness because of no friend 0
Loving a boy in the other section 0
Material same for Art and Craft 0
New friends - difficult to make new friends 1
Presence - friend can get marked present 1
Problems - can discuss problems with friend 1
Range of friends will be more 1
Vacant periods can be enjoyed with friends 1

CATEGORY - VI
LOCALITY OR VILLAGE

Consultation with friend when absent from school 0
Getting free - friends of the same locality get free earlier 1
Leave - hardship when leave is to be obtained 0
Locality - no student of the same locality 0
Notes can be compared and corrected 1
Village - students in the other section come from my village 0
Wasting time - time wasted in waiting for a friend 1
Worried if other friends go earlier 1

**CATEGORY - VII**
**MEDIUM OF INSTRUCTIONS**

Medium different 0

**CATEGORY - VIII**
**MUTUAL EXCHANGE**

A student from the other section wants to come to this section 1

**CATEGORY - IX**
**METHODS OF TEACHING**

Better methods of teaching in the other section 0
Courses - More courses covered in the other section 0
   - Less courses covered there and I got admission late 1
Dictation - Notes dictated in the class 1
Discussion - Too much discussion in the section 0
Individual instruction not provided in this section 1

**CATEGORY - X**
**PHYSICAL FACILITIES**

Accommodation not proper/adequate 0
Airy - Room not airy 0
Black-board missing in this section 0
Fans - No fans in this room 0
Furniture - Room of the other section well-furnished 0
Light - Room not well-lighted 0
- Inadequate light and my eyesight weak 1

CATEGORY - XI
POOR OPINION OF OTHERS ABOUT THE SECTION
Attention - Even peons do not pay adequate attention 1
Inferior - Section thought to be inferior 0
Inferiority complex as the section insulted by others 1
Results - Teachers say that results of this section are always poor 0
Students of this section thought to be bad 1
- of the other section thought to be gifted 1
- of the other section considered to be brilliant by the Principal and teachers 1

CATEGORY - XII
SENTIMENTAL REASONS
Attachment with a room 1
Complex that the section is unlucky for me 1
Feeling homely - Not feeling homely in the present section 0
Liking - Dislikes the section 0
Lucky or unlucky letter 0
Mental peace - Can get mental peace in the other section 0

CATEGORY - XIII
SURROUNDINGS
Bad smell comes from the toilet 0
Disturbance in the adjoining room 0
<table>
<thead>
<tr>
<th>Topic</th>
<th>Description</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Disturbance</strong></td>
<td>Room of the other section away from disturbance</td>
<td>0</td>
</tr>
<tr>
<td><strong>Road - Room near road</strong></td>
<td>Room near road, hence noise of loud-speakers</td>
<td>1</td>
</tr>
<tr>
<td><strong>Passing by</strong></td>
<td>Children pass by frequently</td>
<td>1</td>
</tr>
<tr>
<td><strong>Acquaintance</strong></td>
<td>Teachers of the other section know me</td>
<td>0</td>
</tr>
<tr>
<td><strong>Adjustment with the teachers not proper</strong></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Affectionate teachers of the other section</strong></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Coaching</strong></td>
<td>Under private coaching of a teacher of the other section</td>
<td>1</td>
</tr>
<tr>
<td><strong>Disposition</strong></td>
<td>Teachers of angry disposition</td>
<td>1</td>
</tr>
<tr>
<td><strong>Dissatisfied with the knowledge given by teachers</strong></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Efficient - more efficient teachers in the other section</strong></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Favourite teacher in that section</strong></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Friendship with a teacher in the other section</strong></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Grudge</strong></td>
<td>Teachers have got personal grudge</td>
<td>1</td>
</tr>
<tr>
<td><strong>Hostile teachers in the section</strong></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Knowledge - insufficient knowledge of teachers</strong></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Likable - more likable teachers in the other section</strong></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>- teachers of this section not likable</strong></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Locality</strong></td>
<td>A teacher of my locality in the other section</td>
<td>0</td>
</tr>
<tr>
<td><strong>Objection</strong></td>
<td>Teachers have no objection</td>
<td>1</td>
</tr>
<tr>
<td><strong>Pronunciation - Teachers' wrong pronunciation</strong></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Relations good with teachers of the other section</strong></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Rude and partial teachers</strong></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Reputation - teachers of the other section famous for their expert knowledge</strong></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Teaching - a subject not being taught properly</strong></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Talk - teachers talk mean</strong></td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>
CATEGORY - XV
TIME-TABLE

Clash in time table due to my subjects 1
Fatigue causing subjects taught in the morning 1
Time does not suit me 0
- want to take part in some other activity after the college is over 1
Time table in accordance with my subjects 0

ITEM NO. 2

CATEGORY - I
ACCOMMODATION AND SITUATION

Little accommodation - why little accommodation 0
Situation - why situated near common room 1

CATEGORY - II
AVAILABILITY

Card - when shall cards be available 0
Folk tales - are there books of folk tales 1
Languages - books in which language available 0
- are there books in all languages 0
Novels - are there novels in the library 0
- which novels are there 0
Particular books - is there 'Teaching of History' by D. Ghate 0
- is there 'Satyarth Prakash' 0
- are there books of my favourite authors 0
- are there books on scientific inventions 1
Reference books - is there any encyclopaedia 1
Separate subjects - books of how many subjects
  - books of which subjects
  - are books of all subjects available
  - are there good books of Psychology/Music
Short stories - are there books of short stories
  - are there books of Prem Chand
Types of books - which types of books are there

CATEGORY - III
ATTITUDE OF AUTHORITIES

What attitude of authorities towards the library 1
Whether compelled to go against the rules 1

CATEGORY - IV
ATMOSPHERES

Noise - whether students disturb silent and deep reading by making a noise 1
Silence - whether students remain silent 0

CATEGORY - V
AUTHORS

Foreign authors - How many books of foreign authors 0
  - are there books of foreign authors 0
Indian authors - how many books of Indian authors 0
Number of authors - of how many authors books are there 0
Which authors - books of which writers
  - books of which writers purchased in greater number 1
  - novels of which authors 0
  - books of which authors on Philosophy 0
<table>
<thead>
<tr>
<th>CATEGORY - VI</th>
<th></th>
<th>CATEGORY - VII</th>
<th></th>
<th>CATEGORY - VIII</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CONSEQUENCES</strong></td>
<td></td>
<td><strong>EXISTING NUMBER OF BOOKS</strong></td>
<td></td>
<td><strong>ISSUE AND RETURN OF BOOKS</strong></td>
<td></td>
</tr>
<tr>
<td>Amount of fine - how much fine per day for late return</td>
<td>0</td>
<td>Authors - how many books of a particular author</td>
<td>0</td>
<td>Days fixed - what days on which books are issued</td>
<td>0</td>
</tr>
<tr>
<td>- how much fine if book is spoiled</td>
<td>0</td>
<td>Copies - how many copies of a book</td>
<td>0</td>
<td>- number of days on which books are issued</td>
<td>0</td>
</tr>
<tr>
<td>Consequences - what consequences if a book is torn</td>
<td>1</td>
<td>Imported books - how many imported books</td>
<td>0</td>
<td>Particular subjects - how many books on Philosophy/</td>
<td>0</td>
</tr>
<tr>
<td>- what consequences if a book is lost</td>
<td>0</td>
<td>Juvenile literature - how many books on juvenile literature</td>
<td>1</td>
<td>Psychology/Religion etc</td>
<td>0</td>
</tr>
<tr>
<td>- what consequences if books are not returned</td>
<td>1</td>
<td>Languages - in which language greater number of books</td>
<td>0</td>
<td>- how many books on poetry</td>
<td>0</td>
</tr>
<tr>
<td>Imposition of fine - why fine imposed if a student does not return books</td>
<td>1</td>
<td>- number of books in each subject in Hindi</td>
<td>0</td>
<td>- how many books on each subject</td>
<td>0</td>
</tr>
<tr>
<td>Removing a picture - what action if a student removes a picture</td>
<td>1</td>
<td>Total number - what is the total number of books</td>
<td>0</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Days fixed - which days fixed for girls 0
- days for issuing books to different classes 0
- can every student get books issued daily 0
- which days fixed for return of books 0
- can books be returned on any day $n$ 0
- why fixed days for returning 1
- when the book to be returned if issued for the whole year 1

Needy students - whether books provided to needy students 0

Number of books - how many books issued at a time 0

Period - whether books issued for the whole year 0
- for how many days a book can be kept 0
- can we get a book for the whole year on name of a teacher 1

Procedure for getting the books issued 0

Procedure for getting the books for the whole year 0

Reference books - can reference books be got issued 0
- why cannot we take reference books home 1

Re-issue - can we get books re-issued 0
- is some application needed 1

Rules - what rules for issuing books 0

Taking home - whether books can be studied in library only or can be taken home also 0

Text books - can text books be got issued 0
- for how many days a text book can be kept 0
- can we get books other than text books also 0

Time fixed - which is the time fixed for issuing books 0

Encouragement - why don't you encourage the students to read books 1
Rewards - do you give rewards for reading maximum number of books

Weight

Originality

CATEGORY - XI
LIBRARY PERSONNEL

Assistant Librarian - who is the assistant librarian
Duty time - how much time do you spend
Head Librarian - who is the head librarian
Length of service - since how long are you working here
Morning and Evening duty - whether same librarian
Nature of work - do you find your work difficult
Number of Personnel - how many persons working
  - how do you do the whole work all alone
  - do you manage the whole library yourself
Pay - how much pay do you get
Qualifications - what are your qualifications
Selection of the career - why did you choose this career

CATEGORY - XI
MAGAZINES AND NEWSPAPERS

College Magazine - when will you issue the college magazine
Issuing - do you issue magazines
  - can we take magazines home
Newspapers - how much do you pay for newspapers
  - which newspapers do you purchase
  - whether foreign newspapers are purchased
  - whether all newspapers are purchased
  - whether arrangement for reading newspapers exists
Number - how many magazines are subscribed to
  - how many newspapers do you purchase
ORGANISATION AND WORKING OF THE LIBRARY

Arrangement - how do you arrange books 0
Catalogue - whether catalogue is there 0
- are all books included in the catalogue 0
Detecting a student - how would you find a boy who steals books 1
Discussion - can we discuss something in the library 1
Familiarity - what arrangement for making the students familiar with books 0
Keeping account - how do you keep account of books 0
Library card - procedure for getting the library card 0
- when shall we get the card 0
- procedure for getting a new card if previous one lost 1
- is it essential to have the card 0
- is it essential to get the card signed by the Principal 0
- within how much time we have to inform if card is lost 1
- why essential to have photograph on the card 0
- can we get a book without card 0
Membership - what procedure for becoming a member 0
- can anyone become member 0
Open-shelf system - is there open-shelf system 0
Picking out the card - how do you pick out the card of a student while issuing books 1
Remission of fine - can you remit fine 0
- what procedure for getting fine remitted 0
Rules - will you give me a copy of library rules 0
- what are rules and regulations of this library 0
Sections - whether almirahs divided into sections 0
Security - how much security to be deposited 0
| Showing a book - who will show me a book | 0 |
| Signatures - why do you get signatures of students | 0 |
| Sitting arrangement - whether separate arrangement for different classes | 0 |
| - whether separate arrangement for researchers | 1 |
| Sorting - is it difficult to sort out a book | 0 |
| Students' help - do students help you in your work | 1 |

**CATEGORY - XIII**

**ORIENTATION**

| Catalogue - how can we consult catalogue | 0 |
| - what method of looking the catalogue | 0 |
| - how can I find a book from the catalogue | 0 |
| Consultation - can we consult you if we want to know something | 0 |
| - can we consult you for seeking some information | 0 |
| - how to know the name of an author whose book we wish to have | 1 |
| Encyclopaedia - how to use encyclopaedia for writing an article | 1 |

**CATEGORY - XIV**

**PAST AND FUTURE OF THE LIBRARY**

| Establishment - when was the library established | 0 |
| Foundation stone - who laid its foundation stone | 1 |
| Future - what is the future of the library | 1 |

**CATEGORY - XV**

**PURCHASING NEW BOOKS**

| Latest Arrival - which are the latest arrivals | 0 |
| Number - how many books you buy every year | 0 |
Selection - what methods for making the selection easy 1
Students' demand - can you obtain new books if students make a demand 1
Which books you intend to purchase 0
Who makes purchases - who purchases books for the library 0
- do you place order yourself or concerned teachers do this 1

CATEGORY - XVI
PERSONAL RELATIONS

Assistant - what are your relations with your assistant 0
Familiarity - Do you recognize all the students by face 1
Principal - what are your relations with your Principal 0

CATEGORY - XVII
READING IN THE LIBRARY

Card - is card essential for reading in the library 0
Girls - are girls allowed to read in the library 0
- do boys and girls read together 0
Noting - can we note something from a book 0
Number - how many students come to read books etc 1
Permission - can we read here 0
Rules - what are rules for reading in the library 0
Separation - are there separate reading rooms for boys and girls 0
Time - for how long can we read here 0

CATEGORY - XVIII
STUDENTS' BEHAVIOUR

Disfiguring - do borrowers generally disfigure books 1
Removing pictures - do borrowers remove pictures from books or magazines 1
Sense of cleanliness - what is your opinion about the sense of cleanliness of students 1
Silence - do students maintain silence in the library 0

CATEGORY - K1X

TIMINGS

Closing time - when does the library close 0
Coming to library - when can we come to library 0
Holidays - does library open during holidays 0
- does library open on Sundays 0
- for how long library opens during holidays 0
Opening time - when does library open 0
Working time - for how long the library remains open 0
- does it remain open after college hours 0

CATEGORY - K1X

WHEREABOUTS

Catalogue - where is catalogue 0
Dictionary - where are dictionaries 0
Encyclopaedias - where are encyclopaedias 0
Magazines - where is the Almirah containing magazines 0
Newspaper stands - where are newspaper stands 0
Notice-board - where is notice-board of fresh arrival 1
Reference books - where are reference books 0
CATEGORY - I
ACQUISITION

Property - children collect pieces of chalk for increasing their property

CATEGORY - II
BLOTTING

Ink - used to blot ink
Inkstains - used for drying inkstains
- to rub off stains of ink for time being

CATEGORY - III
COLOURING

Colouring - can be used for colouring
Flower - colouring a flower with coloured chalks
Model - to colour a chalk and prepare a model
Paintings - colouring the paintings if white colour is to be used

CATEGORY - IV
DESIGNS, DIAGRAMS ETC.

Cartoons - preparing a cartoon on wall
- preparing a cartoon on a piece of chalk
- making cartoons with a piece of chalk
- making cartoons of teachers on desks
Drawings - Drawing something on the desk
- drawing with chalk on black paper
- coloured chalks used for drawings and maps
Pictures - making a picture on floor
- making pictures and cartoons
Pictures - making an interesting picture for children

**CATEGORY** - V

**DECORATION**

Decoration - chalks coloured and kept for decoration purposes 1
Designs - powdered chalk sprinkled for making some designs 1
Lining - using powder for lining outside the plots 1
Welcome - to write 'Welcome' with chalk powder 0

**CATEGORY** - VI

**EATING**

Eating - can be used for eating by children 0

**CATEGORY** - VII

**FILLING**

Filling - can be used to fill a hole 1

**CATEGORY** - VIII

**MARKING**

Badminton court - used for making a court 0
Boundary line - used for showing boundary lines of a ground 0
Electric fitting - used for marking during fitting of electricity 1
Furniture - used for marking wooden logs meant for making furniture 1
Household work - used for marking in many household works 0
Marking - used for marking on something 0
Sewing - marking cloth when cut for sewing 0
MAKING MISCHIEF AND FUN

April Fool - Pretending chalk powder as salt
- a bundle of chalks given as gift to some one

Fun - A piece of chalk wrapped in a toffee cover and given to a child
- to give powder of chalk to others to create fun
- to give coloured powder in a plate to guests
- to make Burfi and make fun of new brother-in-law

Indiscipline - throwing to create indiscipline
Powdering the face of a person
- used by naughty boys to polish their playmates

Source of mischief making

Striking - to use chalk in place of stone

Sucking inkpots - naughty boys suck the inkpots of their class fellows

Teasing - throwing at the feet of a teacher

Throwing - pieces of chalk at their class fellows

Writing 'To let' on the backs of others

PLAY

Carrom boards - chalk powder used for sprinkling
Dice - used as a dice in indoor games
Games - to play certain games with pieces/coloured pieces

Hole and thread - putting thread in a hole of a chalk and playing with it as a toy

Lines - drawing lines on the ground for playing

Recreation - source of recreation for children
Toy - can be used as a play-thing/toy
    - to make toys with its powder or pieces

**CATEGORY - XI**

**POLISHING**

Canvas shoes - used to polish white canvas shoes
Powder - can be used as a polishing powder

**CATEGORY - XII**

**POWDER AND MAKE UP**

Make-up - used for make-up purposes while staging plays
Plays - used for whitening hair while staging plays
Powder - used as powder

**CATEGORY - XIII**

**PRETENDING**

Showing oneself too busy by dirding hands
Smoking - pretending to be smoking

**CATEGORY - XIV**

**PUNISHMENT AND REWARDS**

Noise - throwing a piece of chalk if students make a noise
Reward - to please the students by giving piece of chalk

**CATEGORY - XV**

**SCIENTIFIC EXPERIMENTS**

Calcium Carbonate - can be used as calcium carbonate in laboratories
Experiments — can be used for conducting experiments 0
Filtering — can be used for filtering purposes 1
Qualitative Analysis — can be used as it contains calcium 1

**CATEGORY — XVI**

**TEACHING AID**

An object — to use as an object while teaching in a class 1
Colour — to show white colour to students 0
Counting — to teach counting with the help of coloured chalks 0
Demonstration — Used for demonstration in lesson on gravitation 0
Interest — coloured pieces of chalk for creating interest 0
Mixture — chalk can be dissolved in water to give the idea of a 'Mixture' 1
Rainbow — to enrich imaginative thinking of students by preparing a rainbow with coloured chalks 1

**CATEGORY — XVII**

**TENSION REDUCING AGENT**

Idleness — to powder a chalk when sitting idle 1
Nervousness — to press a piece of chalk if teacher gets nervous in the class 0
Weeping child — chalk powder can be given to a child weeping for other powder 1

**CATEGORY — XVIII**

**THROWING**

Alerting an inattentive student 0
Attracting attention of a person 0
### Calling students
- Teachers throw chalk to call students: 0
- Dropping a piece of chalk for getting attention: 1
- Pointing out to point out a child by throwing a piece of chalk: 1

### Originality

<table>
<thead>
<tr>
<th>Action</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Calling students</td>
<td>0</td>
</tr>
<tr>
<td>Dropping a piece of chalk</td>
<td>1</td>
</tr>
<tr>
<td>Pointing out</td>
<td>1</td>
</tr>
</tbody>
</table>

### Writing

<table>
<thead>
<tr>
<th>Action</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bad things</td>
<td>0</td>
</tr>
<tr>
<td>Floor or Wood</td>
<td>0</td>
</tr>
<tr>
<td>Giving information</td>
<td>1</td>
</tr>
<tr>
<td>Names</td>
<td>1</td>
</tr>
<tr>
<td>Pencil</td>
<td>1</td>
</tr>
<tr>
<td>Trains</td>
<td>1</td>
</tr>
</tbody>
</table>

### White washing/whitening

<table>
<thead>
<tr>
<th>Action</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Erasing</td>
<td>1</td>
</tr>
<tr>
<td>Lime</td>
<td>1</td>
</tr>
<tr>
<td>Whitening</td>
<td>0</td>
</tr>
<tr>
<td>White washing</td>
<td>0</td>
</tr>
<tr>
<td>Item No. 4</td>
<td>Originality</td>
</tr>
<tr>
<td>------------</td>
<td>-------------</td>
</tr>
</tbody>
</table>

**CATEGORY - I**

**AGITATION**

- Educational system - might be agitating against educational system: 1
- Participation - might have taken part in some agitation against the Principal: 0

**CATEGORY - II**

**APPOINTMENT**

- Appointed against the wishes of the Principal: 1
- Replacement - Principal wants to appoint some other person: 0
- Termination - has received orders of termination from higher authorities: 0

**CATEGORY - III**

**CO-CURRICULAR ACTIVITIES**

- Extending help - does not help in holding functions etc: 1
- Games - not interested in games and school famous for achievement in games: 1
- Social service - never does social service in school: 0
- Taking part - does not take part in any activity of the school: 0

**CATEGORY - IV**

**CHARACTER AND UNDESIRABLE HABITS**

- Advances - makes advances towards female teachers: 0
- Affairs - has got affairs with female teachers: 0
- Bad habits - may have certain bad habits: 0
- Dress - wears undesirable dress: 0
- Drinking and gambling - drinks and gambles during school time: 1
- Girls - more interested in girls: 0
<table>
<thead>
<tr>
<th>Category</th>
<th>CORRUPTION AND DISHONESTY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bribe</td>
<td>- gets bribe from people 0</td>
</tr>
<tr>
<td></td>
<td>- gets bribe from students to promote them 1</td>
</tr>
<tr>
<td></td>
<td>- gets bribe and allows the students to copy in the examination 1</td>
</tr>
<tr>
<td>Dishonesty</td>
<td>Principal dishonest and Mr. Sharma does not like it 1</td>
</tr>
<tr>
<td>Funds</td>
<td>collects funds from students 1</td>
</tr>
<tr>
<td>Keeping accounts</td>
<td>does not keep proper accounts of fees 0</td>
</tr>
<tr>
<td>Misappropriation</td>
<td>misappropriation of school money done by him and accounts not submitted 1</td>
</tr>
<tr>
<td>Prescribing a book</td>
<td>Principal compelling him to prescribe a book which may fetch money 1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Category</th>
<th>VI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Complaints</td>
<td>Bad teaching - complaints regarding his bad teaching 0</td>
</tr>
<tr>
<td></td>
<td>Complaints - Principal might have received complaints 0</td>
</tr>
<tr>
<td></td>
<td>Misbehaviour - complaints from students regarding misbehaviour 1</td>
</tr>
<tr>
<td></td>
<td>- complaints from parents regarding misbehaviour 1</td>
</tr>
<tr>
<td>Category</td>
<td>Description</td>
</tr>
<tr>
<td>-------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Understanding</td>
<td>students do not follow his overflowing knowledge</td>
</tr>
<tr>
<td>Casteism</td>
<td>Principal hates the caste of the teacher</td>
</tr>
<tr>
<td>Groupism</td>
<td>teacher belongs to a rival group</td>
</tr>
<tr>
<td></td>
<td>leader of an anti-Principal group of teachers</td>
</tr>
<tr>
<td>Ideology</td>
<td>sharp ideological differences</td>
</tr>
<tr>
<td></td>
<td>teacher conservative, Principal progressive</td>
</tr>
<tr>
<td>Language</td>
<td>belong to different language-groups</td>
</tr>
<tr>
<td>Politics</td>
<td>teacher interested in politics</td>
</tr>
<tr>
<td>Political parties</td>
<td>alliance with different political parties</td>
</tr>
<tr>
<td>Propaganda</td>
<td>he does political propaganda in the school</td>
</tr>
<tr>
<td>DIS-SATISFACTION</td>
<td>Caught red-handed - Principal visits only when he is in the library</td>
</tr>
<tr>
<td></td>
<td>Changes - may be wanting change in time, subjects etc</td>
</tr>
<tr>
<td></td>
<td>Interference - Principal interferes unnecessarily</td>
</tr>
<tr>
<td></td>
<td>Opposed decisions - opposed some decision taken by the Principal</td>
</tr>
<tr>
<td></td>
<td>Rules disliked - does not like rules of the Principal</td>
</tr>
<tr>
<td></td>
<td>Satisfaction - students not satisfied with his teaching</td>
</tr>
<tr>
<td></td>
<td>Principal not satisfied with his work</td>
</tr>
<tr>
<td></td>
<td>Work-load - the teacher given maximum work</td>
</tr>
</tbody>
</table>
CATEGORY - IX

DISINTERESTED IN TEACHING

Teaching - never takes interest in teaching 1
Profession - no interest in profession 1

CATEGORY - X

DEALINGS WITH STUDENTS

Beating - beats the students over minor things 0
  - may have beaten a child badly 0
  - may have beaten a child without reason 0
Behaviour - not good with students 0
  - rude behaviour with students 0
Handling - handles students wrongly 0
Politeness - may not be polite towards students 0
Punishment - gives severe punishment to students 0

CATEGORY - XI

DEALINGS/RELATIONS WITH PRINCIPAL

Abuses - might have abused the Principal before other teachers 0
Arguing - in the habit of arguing with the Principal 1
Bad eye - might have kept a bad eye on some Principal's relative 1
Bad words - might have used bad words for the Principal before students 0
Behaviour - not satisfied with the behaviour of the Principal 0
Caught red-handed - might have seen the Principal doing some bad work 1
Coaching - might have refused to teach his children free 0
Cooperative - may not be cooperative 0
Criticism - habitual of criticising Principal and his administration 1
<table>
<thead>
<tr>
<th>Originality</th>
<th>weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Daughter — might have proposed to marry his daughter</td>
<td>1</td>
</tr>
<tr>
<td>— might have behaved rudely with his daughter</td>
<td>1</td>
</tr>
<tr>
<td>Flattery — Principal wants to be flattered but teacher does not like it</td>
<td>0</td>
</tr>
<tr>
<td>— does not like to flatter because of self-respect</td>
<td>0</td>
</tr>
<tr>
<td>Grudge — some personal grudge</td>
<td>0</td>
</tr>
<tr>
<td>Habits — might have conflicting habits</td>
<td>1</td>
</tr>
<tr>
<td>Hatred — Principal hates the father of the teacher</td>
<td>1</td>
</tr>
<tr>
<td>Insult — might have insulted the Principal before the students</td>
<td>0</td>
</tr>
<tr>
<td>Levelling charges — might have levelled charges against the Principal</td>
<td>0</td>
</tr>
<tr>
<td>Narrow-mindedness — Attitude of narrow-mindedness</td>
<td>0</td>
</tr>
<tr>
<td>Opinion — The teacher does not think the Principal a good person</td>
<td>0</td>
</tr>
<tr>
<td>Personal work — might have refused to play with Principal's children on Sundays</td>
<td>1</td>
</tr>
<tr>
<td>— might have refused to do personal work of the Principal</td>
<td>0</td>
</tr>
<tr>
<td>Quarrel — might have quarreled with the Principal</td>
<td>0</td>
</tr>
<tr>
<td>— might have quarreled before joining the school</td>
<td>0</td>
</tr>
<tr>
<td>— might have quarreled on personal grounds</td>
<td>0</td>
</tr>
<tr>
<td>Relations — having bad relations with each other</td>
<td>0</td>
</tr>
<tr>
<td>Salary — Principal makes no efforts to get his salary increased</td>
<td>1</td>
</tr>
<tr>
<td>Talking against — might have talked against the Principal</td>
<td>0</td>
</tr>
<tr>
<td>Temper — might have conflicting tempers and temperaments</td>
<td>1</td>
</tr>
<tr>
<td>Terms — may not be on good terms</td>
<td>0</td>
</tr>
<tr>
<td>Trust — Principal does not trust him</td>
<td>0</td>
</tr>
<tr>
<td>Unpleasant words — spreads unpleasant words against the Principal</td>
<td>0</td>
</tr>
</tbody>
</table>
Untolerable - has uttered intolerable words 0
Yesman - may not be a yesman 0
Wishing - never wishes good morning etc. 0

CATEGORY - XII
DEALINGS WITH OTHER MEMBERS OF STAFF

Behaviour - rude behaviour with colleagues 0
- not good with other teachers 0
- not good with peons etc. 1
Cooperation - does not cooperate with colleagues 0
Jealousy - jealous of other colleagues 0
Kindness - may not be kind to other members of staff 0
Mixing up - does not mix up with other teachers and is busy in reading only 1
- does not like to sit in the staff-room in free periods 0
Opposition - opposes suggestions given by staff 1
Quarrel - Quarrels with other teachers 0
Relations - not good with other teachers 0
Terms - not on good terms with other teachers and Principal wants to satisfy them 1

CATEGORY - XIII
INCAPABILITY AND INCOMPETENCY

Capability - not capable of becoming a teacher 0
Control - uses illegal ways of controlling the students 1
Lazy - the teacher might be lazy 0
Mastery over subject - no mastery, hence teaching ineffective 1
Noise - students remain idle in his class and make a noise 1
Originality
Weight

Physical fitness - physically unfit 0
Poor hold - being a scholar, may not have hold over students 1
Preparation - does not make adequate preparation for teaching 0
Slow in work 0
Teaching - not effective 0
- not proper 0
- does not teach methodically and students dissatisfied 1
Wrong subject matter - might have taught something wrong 0

CATEGORY - XV

INSTIGATION

Against the Principal - may be instigating other teachers 0
Bad work - instigates the students for bad work 0
Conspiracy - might have hatched a conspiracy 1
Country - instigates students against the country 1
Differences - Principal thinks him responsible for creating differences 1
Discipline - may be instigating to break discipline 0
Misguidance - may be guiding others to work irregularly 0
Misleading - Misleads the students 0
Other teachers - might have instigated the Principal against him 1
Strike - may be instigating students to go on strike 0
- may be instigating other teachers to go on strike 0

CATEGORY - XV

INSUBORDINATION/DEFIANCE OF ORDERS

Call - does not reach immediately when called by the Principal 1
<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Care</td>
<td>does not care about what Principal says</td>
<td>0</td>
</tr>
<tr>
<td>Defying warnings</td>
<td>might have beaten a student inspite of repeated warnings</td>
<td>1</td>
</tr>
<tr>
<td>Direction</td>
<td>does not work as directed by the Principal</td>
<td>0</td>
</tr>
<tr>
<td>Disobedience</td>
<td>might have disobeyed the Principal</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>- disobeyed when confident that Principal is wrong</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>- rules of the school not obeyed</td>
<td>0</td>
</tr>
<tr>
<td>Hindrance</td>
<td>engages other teachers in talks and puts hindrance in their work</td>
<td>1</td>
</tr>
<tr>
<td>Ignorance</td>
<td>about rules and regulations</td>
<td>0</td>
</tr>
<tr>
<td>Obedience</td>
<td>refused to obey the Principal before the peon</td>
<td>1</td>
</tr>
<tr>
<td>Principles</td>
<td>might be working against the principles of the Head</td>
<td>0</td>
</tr>
<tr>
<td>Respect</td>
<td>does not respect the Principal</td>
<td>0</td>
</tr>
<tr>
<td>Revolt</td>
<td>revolts against bad habits</td>
<td>1</td>
</tr>
<tr>
<td>Warning</td>
<td>paid no heed to Principal's warning</td>
<td>1</td>
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<tr>
<td>Work not completed</td>
<td>does not complete the work assigned to him</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>- might not have done the Principal's work</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>- may not be doing office work assigned to him</td>
<td>0</td>
</tr>
<tr>
<td>Works as he himself wishes</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td><strong>CATEGORY - XVI</strong></td>
<td><strong>IRREGULAR AND NEGLIGENT</strong></td>
<td></td>
</tr>
<tr>
<td>Absence without leave</td>
<td>enjoys leave without prior sanction</td>
<td>0</td>
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<tr>
<td>Correction work</td>
<td>does not check note books of students</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>- does not do correction work in free periods</td>
<td>1</td>
</tr>
<tr>
<td>Issue</td>
<td>Weight</td>
<td></td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td>--------</td>
<td></td>
</tr>
<tr>
<td>Idle gossip - does not go to class and wastes time</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>- interested in gossip only</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>In time - does not come to school in time</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Irregular - may be irregular in teaching</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Irrelevant talk in the class</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Last bell - goes home before the last bell goes</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Late comer - habitual late comer</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>- reaches late in the classes</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Leaves - gets too many leaves</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Leaving classes - goes to library after giving some work to students</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Library - sits in the library for the whole day</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>- goes on reading magazines in the library</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Meetings - does not attend meetings etc</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Missing periods - tries to miss his periods</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>- does not take periods and enjoys in the library etc</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>- reads newspapers when he should be in the class</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Morning assembly - always tries to miss morning assembly</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Neglecting duties - neglects duties and reads books all the day</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Not duty bound - perhaps unmindful towards duty</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Other pursuits - spends time in pursuits other than teaching</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Responsibility - never takes responsibility of a particular subject</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Singing - does not teach, asks the students to sing songs</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Stroll - stroll outside and does not go in classes</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Supplementary reading - reads newspapers in place of books of his subject</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Teaching - does not teach, asks the students to read their own books</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Unpunctual - may be unpunctual in the school</td>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>
Wasting time - wastes much time in library and staff room 0
Work not completed in time 0
Working - does not work properly 0
- does not work hard for the benefit of students 1

 CATEGORY - XVII
JEALOUSY AND RIVALRY

Ability - considers himself more able than the Principal 0
Achievement - Principal jealous of his achievement 1
Better teaching - jealousy because of his better way of teaching 1
Claims ignored - Mr. Sharma was to become Principal, but management appointed an outsider 1
Conflict - because of rivalry, conflict continues 1
Economic condition- economically better 0
Efficiency - more efficient than the Principal 0
Expert - they teach same subject but Mr. Sharma more expert 1
Hatred - Principal hates him because he is the Vice-Principal 1
Hindrance - teacher hindrance in the way of getting more popularity 1
Honesty - Students want him to become Principal because of honesty 1
Jealousy - jealous of each other 0
- wants to get rid of by levelling baseless charges because of jealousy 1
- chances of Mr. Sharma becoming Principal 0
Ousting - wants to take his post by spreading rumours 0
- might have approached authorities to become Principal 1
- trying to become Principal 0
Pay & scale - teacher's pay almost equal to that of Principal
Pride - teacher proud of his richness
- teacher proud of his abilities
Qualification - Mr. Sharma more qualified
- disobeys because more qualified
Replacement - Mr. Sharma likely to become
Principal as he is about to retire
Seniority - the teacher senior to the Principal
Statement - might have given statement against
the Principal before Education Board
Status - higher social status of the teacher
Strong position - Principal intends to strengthen
his position

Category - XVIII
MENTAL DISTURBANCE
Absent minded - might be absent minded in school
Disturbance - mentally disturbed person
Emotionally immature
Mental health not good

Category - XIX
MISUNDERSTANDING
Selfishness of the peon
Wrong thing conveyed by the peon
Wrong information received by the Principal

Category - XX
PRINCIPAL'S PERSONALITY TRAITS AND NATURE
Aggressive
Anger
Bad habits
Short tempered 0
unsympathetic 0

**CATEGORY - XXI**

**PASS PERCENTAGE**

*Detailed Exposition of the subject might have resulted in poor pass percentage* 1

*Poor - pass percentage might have been very poor* 0

**CATEGORY - XXII**

**COURSES**

*Detailed exposition - might have resulted in unfinished course* 1

*General knowledge - gives general knowledge only* 1

*Sufficient course - might not have covered sufficient course* 0

**CATEGORY - XXIII**

**UNDESIRABLE ACTIVITIES**

*Complications - may be creating complications in the school* 1

*Disliked activity - has done something which Principal did not like* 0

*Hindrance - may be putting some hindrance in school work* 0

*Propaganda - telling wrong things about school at home* 0

- Principal against tuition work 0

*Wrong work - doing some wrong work in the school* 0

- has done something which does not deserve to be imitated 1
ITEM NO 5

CATEGORY - I

ASSAULT

Assault - the teacher may assault the Principal 0
Bothering - may bother the Principal with the help of goondas 0
Injuring - may injure other members of the staff 0
Life - may think of taking Principal's life 0
Murder - may murder the Principal if services terminated 1
Sympathisers of the teacher may assault the Principal 0
Threat - may give threat to the life of the Principal 0

CATEGORY - (II)

EFFECT ON FAMILY RELATIONS / CONDITIONS

Affection - members of family may not have affection for him. 0
Burden - will be a burden on his family 0
Circumstances - domestic circumstances may deteriorate 0
Condition - condition of family may become pitiable 0
Confidence - his own children may lose confidence in him 1
Disregard - may be disregarded by the family 0
Ill-treatment - may be ill treated at home 0
Livelihood - no other means of livelihood 0
Loss - will have financial loss 0
Making both ends meet may become difficult 1
Quarrel - may have quarrel with everyone at home 1
Respect - may lose respect in the family 0
Starvation - his children may have to starve 0
CATEGORY - III
EFFECT ON TEACHER’S SOCIAL STATUS

Colleagues - the colleagues may stop respecting him 0
Disregard - may be disregarded by the society 0
Exposure - students will come to know of his faults 1
Influence - will lose influence in society 1
Reputation - will become poor in the school
  - will receive a setback 0
Respect - will lose respect in the school 0
  - will lose respect in society 0
  - will lose respect in neighbourhood 0
Social life will start suffering 1
Students may stop respecting him 0

CATEGORY - IV
EFFECT ON THE PRINCIPAL

Anxiety - may become anxiety-ridden 1
Arrest - Principal may be arrested 0
Control - will face a problem to control other teachers 1
Exposure - may be exposed for his dishonest practices 1
Fear - will develop fear 0
Freedom from problems - will not have any problem now 0
Removal - due to strikes, may be removed 0
Replacement - may be removed to give Principalship to the teacher 0
Reputation - will suffer 0
Resignation - may have to resign because of insult 0
Respect - will lose respect among children 0
Suspension - may be suspended 0
Suspicious - will become suspicious 0
Transfer - may be transferred 0
**CATEGORY - V**

**EFFECT ON OTHER TEACHERS**

<table>
<thead>
<tr>
<th>Effect</th>
<th>Description</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Afraid</td>
<td>other teachers will get afraid</td>
<td>0</td>
</tr>
<tr>
<td>Alert</td>
<td>other teachers will become alert</td>
<td>0</td>
</tr>
<tr>
<td>Attentive</td>
<td>may become more attentive</td>
<td>0</td>
</tr>
<tr>
<td>Bad effect on his colleagues</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Fear</td>
<td>they will start fearing the Principal</td>
<td>0</td>
</tr>
<tr>
<td>Good effect</td>
<td>on others as they have got afraid</td>
<td>0</td>
</tr>
<tr>
<td>Harder work</td>
<td>the other teachers will have to work harder</td>
<td>0</td>
</tr>
<tr>
<td>Improvement</td>
<td>will improve for fear of dismissal</td>
<td>0</td>
</tr>
<tr>
<td>Lady teacher</td>
<td>the involved lady teacher will have to resign</td>
<td>0</td>
</tr>
<tr>
<td>Lesson</td>
<td>Others may learn a lesson</td>
<td>1</td>
</tr>
<tr>
<td>Missing badly</td>
<td>other teachers may not work properly as they miss him badly</td>
<td>1</td>
</tr>
<tr>
<td>Proper teaching</td>
<td>they will start teaching properly</td>
<td>0</td>
</tr>
<tr>
<td>Punctual</td>
<td>all teachers will become punctual</td>
<td>0</td>
</tr>
<tr>
<td>Regular</td>
<td>teachers get frightened and will become regular</td>
<td>0</td>
</tr>
<tr>
<td>Rules</td>
<td>other teachers will follow the rules of the school</td>
<td>0</td>
</tr>
<tr>
<td>Thinking to leave</td>
<td>they get frightened and start thinking of leaving</td>
<td>1</td>
</tr>
<tr>
<td>Work-load</td>
<td>Principal will give them more periods to teach</td>
<td>1</td>
</tr>
</tbody>
</table>

**CATEGORY - VI**

**EFFECT ON STUDENTS' STUDIES**

<table>
<thead>
<tr>
<th>Effect</th>
<th>Description</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bad effect on the children</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Improvement</td>
<td>studies will improve, he was a bad teacher</td>
<td>0</td>
</tr>
<tr>
<td>Loss</td>
<td>in studies of students</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>the students will suffer a loss</td>
<td>0</td>
</tr>
</tbody>
</table>
Loss - studies will suffer if he was a good teacher
- no further loss of students in studies

New appointment - studies may suffer until a new man is appointed
- loss of students if new man not appointed immediately
- loss of students if new man not available

New teacher - students will be unable to understand the new teacher

**CATEGORY - VII**

**EFFECT ON SCHOOL**

Atmosphere - will be changed
- deterioration can be arrested by expelling the teacher

Closure - the school may be closed because of strikes

Democracy - may be assassinated in the school

Deprived of - will be deprived of the services of a good teacher

Discipline - may deteriorate
- will improve
- will improve as he missed morning assembly daily

Efficiency - will slow down

Existence - may come to an end

Improvement - in school and results

Pass percentage will be lowered

Progress - school will make progress when all will become dutiful

Proper functioning - functioning will be regulated

Reputation - will deteriorate

Results - will improve of all classes as all will become regular
Savings - if the teacher was dishonest 1
Strength - number of teachers will fall 0
- number of students will fall 0
Vacant periods - number of vacant periods will increase 0
Virtues - had a virtue which no other teacher possesses 1

CATEGORY - IX
FUTURE PROSPECTS/EMPLOYMENT STATUS

Break - there will be a break in his service 1
Career - career of the teacher may be spoiled 0
Confidence - will not be able to work with confidence 0
Confidential Report - may not get a job if confidential report is bad 0
Disappointment - greatly disappointed as he will have to search a new job 0
Dismissal - will be dismissed 0
Leaving the city - may settle in some other city 0
New job - being a learned teacher, will find a new job 1
- will have to find a new job 0
- may get a better job 0
- will not get a new job 0
- will have to go here and there to search a new job 0
- will face difficulty in finding a new job 0
- will not get elsewhere easily and respectfully 0
- will be unable to get job elsewhere as ill talk has spread about him 1
Principalship - will lose a chance to become Principal in other schools 1
Respect - will not get respect in another school 0
Slur — will be a slur on his name for whole life
Spoiled - his whole life will be spoiled and will start hating the society
Suspicion - Principal of the next school will suspect him
Unemployed - will become unemployed
  - will think himself unemployed
  - one more person in the list of unemployed

CATEGORY - VIII
EFFORTS FOR REINSTATEMENT/JUSTICE

Appeal — may appeal to the higher authorities and Principal will be suspended
  - may approach Public grievances officer for getting justice
Bribe — may give bribe to the Principal
Help — may get help from staff members
Higher authorities - may approach higher authorities
  - may approach the management
Re-appointment - may regain his job

CATEGORY - X
FURTHER DETERIORATION IN THEIR RELATIONS/LITIGATION

Court - the teacher may go to court
Enmity - their enmity will increase
Hatred - for each other will develop
Writ Petition — may file a writ petition

CATEGORY - XI
MENTAL DISTURBANCE

Disappointment - will be disappointed
Depression - may be depressed
<table>
<thead>
<tr>
<th>Originality weight</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>Emotional disturbance - will be emotionally upset</td>
</tr>
<tr>
<td>0</td>
<td>Health - adverse effect on physical and mental health</td>
</tr>
<tr>
<td>0</td>
<td>- will not be able to settle his mind</td>
</tr>
<tr>
<td>0</td>
<td>- adverse effect on his health and nature because of jealousy</td>
</tr>
<tr>
<td>1</td>
<td>Illness - keeps ill due to these worries</td>
</tr>
<tr>
<td>0</td>
<td>Irritable - may become irritable</td>
</tr>
<tr>
<td>0</td>
<td>Isolation may become isolated</td>
</tr>
<tr>
<td>0</td>
<td>Madness - may go mad</td>
</tr>
<tr>
<td>1</td>
<td>Psychological fitness - may become psychologically unfit</td>
</tr>
<tr>
<td>0</td>
<td>Suicide - may commit suicide</td>
</tr>
</tbody>
</table>

**CATEGORY - XII**

**NEW TEACHER**

<table>
<thead>
<tr>
<th>Description</th>
<th>Originality weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjustment - will be difficult for students to adjust with new teacher</td>
<td>1</td>
</tr>
<tr>
<td>Appointment - a new teacher will have to be appointed</td>
<td>0</td>
</tr>
<tr>
<td>Difficulties - many difficulties for the new teacher</td>
<td>0</td>
</tr>
<tr>
<td>Economic condition - economic condition of the new teacher will become better</td>
<td>1</td>
</tr>
<tr>
<td>Interest - students may not be interested in the new teacher</td>
<td>0</td>
</tr>
<tr>
<td>Liking - students may not like to study from the new teacher</td>
<td>1</td>
</tr>
<tr>
<td>Respect - students may not respect the new teacher</td>
<td>0</td>
</tr>
<tr>
<td>Satisfaction - students will not be satisfied with new teacher</td>
<td>1</td>
</tr>
<tr>
<td>Substitute - will be difficult for Principal to appoint equally trained person</td>
<td>0</td>
</tr>
<tr>
<td>Unsympathetic - the new teacher will be more unsympathetic and irregular</td>
<td>1</td>
</tr>
</tbody>
</table>

**CATEGORY - XIII**

**REACTIONS OF STUDENTS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Originality weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Against - will become against the Principal</td>
<td>0</td>
</tr>
<tr>
<td>Reaction</td>
<td>Originality</td>
</tr>
<tr>
<td>--------------------------</td>
<td>-------------</td>
</tr>
<tr>
<td>Angry</td>
<td></td>
</tr>
<tr>
<td>Assault</td>
<td></td>
</tr>
<tr>
<td>Asking Reasons</td>
<td></td>
</tr>
<tr>
<td>Conflict</td>
<td></td>
</tr>
<tr>
<td>Curse</td>
<td></td>
</tr>
<tr>
<td>Disrespect</td>
<td></td>
</tr>
<tr>
<td>Fast</td>
<td></td>
</tr>
<tr>
<td>Happiness</td>
<td></td>
</tr>
<tr>
<td>Insistence</td>
<td></td>
</tr>
<tr>
<td>Insult</td>
<td></td>
</tr>
<tr>
<td>Less regard</td>
<td></td>
</tr>
<tr>
<td>Murder</td>
<td></td>
</tr>
<tr>
<td>Opinion</td>
<td></td>
</tr>
<tr>
<td>Removal</td>
<td></td>
</tr>
<tr>
<td>Sadness</td>
<td></td>
</tr>
<tr>
<td>Strike</td>
<td></td>
</tr>
<tr>
<td>Taking sides</td>
<td></td>
</tr>
</tbody>
</table>

**CATEGORY - XIV**

**REACTIONS OF OTHER TEACHERS**

<table>
<thead>
<tr>
<th>Reaction</th>
<th>Originality</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Against</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>- will become against the Principal if they liked the teacher</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>- will turn against him as they know that their turn may also come</td>
<td></td>
<td>1</td>
</tr>
</tbody>
</table>
Angry - will get angry 0
Conflict - there will be conflict between Principal and teachers 0
Fast - will go on fast 0
Happiness - will feel happy if his behaviour was not good 0
Hatred - may develop hatred for the Principal 0
- hatred for Principal will increase 0
Help - will help him in clearing off the charges 1
Less regard - will have less regard for the Principal 1
Opinion - will not think good of the Principal, 0
Quarrel - there may be a quarrel between Hindu and Sikh teachers 0
Religion - teachers belonging to his religion will get angry 0
Strike - will go on strike 0

CATEGORY - XV
REACTIONS OF PARENTS AND GENERAL PUBLIC

Disapproval - society will disapprove the teacher 0
Happiness - will be happy if he was corrupt 0
Opinion - people's opinion about the Principal may change 0
Reality - Reality will come before the public 1
Resistance - Public may resist and let the Principal down 1
Standing against - people will stand against the Principal 1
Strike - will be on strike till he is re-instated 1

CATEGORY - XVI
REACTION OF THE MANAGING COMMITTEE/AUTHORITIES

Action - will take action against the Principal 0
Stir - there will be a stir in the management also 1
CATEGORY - XVII
REACTIONS OF TEACHERS' UNION

Assault - members may assault the Principal 0
Publicity - teachers union may move in and give it a wide publicity 1

CATEGORY - XVIII
REACTIONS OF THE PRINCIPAL

Beating - may beat the teacher 0
Feeling sorry - will feel sorry if does not get a suitable teacher 1
Happiness - will feel happy 0
Interference - will interfere in the teacher's adjustment in the school 1
Missing - will now miss him 0
Murder - may murder the teacher 0
Repentance - will have to repent 0
Suspension - may suspend his beloved also 1
Taking back - may be obliged to take him back 1

CATEGORY - XIX
REACTIONS OF THE TEACHER

Action - may take some action against the Principal 0
Anti-Principal party - may set up such a party in the city 1
Apology - will apologize 0
  - will apologized if proved at fault 0
Change - will go to another school 0
Company - may fall in bad company 0
Damaging school building - will think of damaging the school building 1
Drunkard - may become a drunkard or gambler 0
Happiness - will feel happy to get rid of bad Principal

Harm - will try to cause maximum harm to the Principal and school

Hindrance - will come in the way of new appointment

Instigation - will instigate other teachers
  - will instigate the public against the Principal
  - will instigate students to go on strike
  - will instigate students to break furniture
  - will instigate intimate teacher friends

Jealous - will become more jealous of the Principal

Lesson - will learn a lesson if he was at fault
  - will not do such things in future
  - will start taking interest in his profession
  - will repent and realize his shortcomings
  - will learn a lesson and improve

Private coaching - will stop coaching the Principal's children

Publicity - will publicize the shortcomings of the school
  - will publicize the weaknesses of other teachers

Propaganda - will propagate bad things about the school

Party - may form a party against the Principal

Rationalization - will rationalize by saying that he was to become Principal

Realization - will realize his mistakes

Rebellion - may rebel against the Principal

Repentance - will repent for not respecting the Principal
  - will repent for misdoings
  - Principal will have to repent

Revenge - may think of taking revenge
  - can actually take revenge

Running after - may run after girls

Rumours - will spread rumours about the Principal's character

Undesirable activities - may indulge in

Vagabond - may become a vagabond
**CATEGORY — I**

**ACCOMMODATION**

- Bigger — should be housed in a bigger room — 0
- Cabins — there should be separate cabins for study — 1
- Reading room — should be housed in a separate room — 0
- Reference books — a separate room for consulting these books — 1
- Study — a separate hall for 'study' should be constructed — 1
- Sufficient — accommodation should be sufficient — 0

**CATEGORY — II**

**ARRANGEMENT OF BOOKS**

- Better — arrangement of books should be better — 0
- Binding — should be checked from time to time — 1
  - proper binding of torn out books — 1
- Cover page — name of the book and writer's name should be on the title page so that they are easily traceable — 1
- Newspaper stands— should be in one corner — 0
- Order — books should be kept in suitable order — 0
- Sections — books should be divided into different sections — 0
- Students' help — can be sought in decorating, arranging the books and Almirahs — 1
- Subjects — books of different subjects should be arranged separately — 0
- Traceable — books should be easily traceable — 0
- Use — proper use of books should be made — 0
- Writers — books of different subjects be arranged separately so that there is no difficulty in tracing out — 0
CATEGORY - III
ATTITUDE/BEHAVIOUR OF THE LIBRARIAN

Active - should be active and alert 0
Affectionate - should be affectionate to all 0
Attention - should listen to everyone attentively 1
Behaviour - librarian's behaviour should be good 0
Cheerful - should be cheerful 0
Guidance - should help in suggesting good books 1
Partiality - should not be partial 0
Presence - should always be present in the library 0
Politeness - should be polite 0
Refusal - books available but refuses to issue 1
Strict - should not be strict 0

CATEGORY - IV
ATMOSPHERE

Attractive - library should be so attractive that students should like to study 1
Calm - there should be calmness in the library 0
Discipline - should be proper discipline 0
Loud reading - should be forbidden 1
Noise - should be no noise in the library 0
- should be no noise on library side 0
Rush - should be no rush in the library 0
Silence - 'Silence please' should be written on every table 1
Talking - should be forbidden 0

CATEGORY - V
AUTHORS

Every writer - books of every writer should be there 0
Favourite writers - good books of writers like Prem Chand 0
Foreign authors - books of foreign authors should be added 1
Good authors - more books of good authors should be purchased 0
Maximum number - books should be of maximum number of writers 0
Text books - should be of new writers 0
different writers 0

**CATEGORY - VI**

**ISSUING BOOKS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Book demanded - only that book should be given which had been demanded</td>
<td>1</td>
</tr>
<tr>
<td>Boys - different time should be fixed for boys</td>
<td>0</td>
</tr>
<tr>
<td>Children - special arrangement should be made for giving them books</td>
<td>0</td>
</tr>
<tr>
<td>Dictionaries - should also be issued</td>
<td>0</td>
</tr>
<tr>
<td>Fixed days - different days for different classes should be fixed</td>
<td>0</td>
</tr>
<tr>
<td>Fixed time - time should be fixed for issuing books</td>
<td>0</td>
</tr>
<tr>
<td>Girls - days should be fixed for girl students</td>
<td>0</td>
</tr>
<tr>
<td>Identity card - books should be issued without identity card also</td>
<td>1</td>
</tr>
<tr>
<td>Impartiality - should be issued without partiality</td>
<td>0</td>
</tr>
<tr>
<td>Number - greater number of books should be issued at one time</td>
<td>0</td>
</tr>
<tr>
<td>- should be issued for a greater number of days</td>
<td>0</td>
</tr>
<tr>
<td>- arrangement for daily issue should be made</td>
<td>0</td>
</tr>
<tr>
<td>Procedure - of issuing books should be simplified</td>
<td>0</td>
</tr>
<tr>
<td>Quick service - books are not given in time</td>
<td>0</td>
</tr>
<tr>
<td>Queu - students should make a queu</td>
<td>0</td>
</tr>
<tr>
<td>Re-issue - of books should not be difficult</td>
<td>0</td>
</tr>
<tr>
<td>- of books should be stopped</td>
<td>1</td>
</tr>
<tr>
<td>Rules - strict rules should be there for issuing books</td>
<td>0</td>
</tr>
<tr>
<td>Several months - some get for several months, so others do not get</td>
<td>1</td>
</tr>
</tbody>
</table>
Syllabus - should also be issued
Teachers - should not get books from the quota fixed for students
Time - too much time should not be wasted
  - for getting books should be more
Whole year - books should not be issued to the teachers for the whole year
Whole year - books issued to some for the whole year, so others fail to get

CATEGORY VII
LANGUAGES

All languages - books in all those languages should be available which are used by students as medium
Duration - Hindi books should also be given for two weeks like books in other languages
Particular language - there should be more subjects in Hindi

CATEGORY VIII
LIBRARY STAFF

Assistant librarian - salary of assistant should be increased
Convenience - librarian should be conscious of the convenience of students
Knowledge of books - librarian should know names of books, so, he should be replaced
Lady librarian - should be appointed
Qualified staff should be appointed
Replacement - librarian should be replaced
Strength - strength of staff should be increased to save time
Suspension - librarian should be suspended
CATEGORY - IX
MAGAZINES AND NEWSPAPERS

Change - daily newspapers should be changed daily 1
Copies - at least two copies of each newspaper 0
Display - magazines and newspapers should always be on the tables 0
Issue - magazines should be issued 0
Kinds - magazines of all kinds should be subscribed to 0
Modern magazines for increasing knowledge of current affairs 1
New periodicals - should be arranged 0
Number of magazines - more good magazines should be subscribed to 0
Political papers - should be stopped 0
Students' interests - magazines of students' interests should be subscribed to 1

CATEGORY - X
NATURE OF BOOKS

Adolescents - books suitable for adolescents should also be there 1
Content - books should be of healthy content 0
Educative novels should also be there 0
Good books - should be made available 0
Good literature - should be made available 0
Human life - besides text-books, books related with human life 1
Interesting - Besides Text-books, there should be other interesting books also 0
- interesting and latest books should be there 0
Juvenile literature - should also be there 1
Liberal authorities - towards all religions, castes and Ideologies - so all sorts of books should be purchased 1
Medical books - should be there to remove sexual difficulties 1
**New books** - should be made available 0
**Obscene** - in place of obscene books, educative books should be there 0
**Patriotism** - books on patriotism and love should be there 1
**Purposeful** - books of stories should have clear aims 1
**Recreation** - books for recreation should be there 0
**Reference section** - there is need for a separate reference section 1
**Religion** - religious books should be there 0
**Short stories** - books of short stories should be there 0
**Variety** - there should be variety in books 0
**Youth** - books suitable for youth should also be there 1

**CATEGORY - XI**

**NUMBER OF BOOKS**

| Existing number - is limited | 0 |
| Greater number - number should be greater so that no student is disappointed | 1 |
| - so that students are benefitted | 1 |
| Least number - at least twenty books on each subject | 0 |
| Literature - more books are needed | 0 |
| Maximum number - number of books of different subjects should be maximum | 0 |
| More copies - there should be more copies of certain books | 1 |
| New books - should be purchased | 0 |
| Old books - should be written off | 1 |
| Particular subjects - there is no book on certain subjects | 0 |
| Total number - should be increased | 0 |

**CATEGORY - XI**

**ORGANISATION AND WORKING OF THE LIBRARY**

Al-mirahds - should not be locked 0
Box — there should be a box for putting slips
Catalogue — must be there
- must be there so that there is no difficulty in tracing books
- must be complete
- cards should be arranged by authors' names
Children — should be forbidden to do whatever they like
Committee — there should be a committee of students for the organisation of library
- a small committee of staff to supervise its working
Dictionary — should be placed on each table
Girls — there should be a separate library
Glass Almirahs — so that no difficulty in reading labels on books
Guidance — one teacher should always be present
Maximum benefit — should be given to each student
New arrivals — titles of such books on notice board
Open shelf system — should be introduced
- should be introduced partly if not wholly
Reference books — should not be locked in almirahs
Rules — should be got obeyed strictly
- should be framed in accordance with convenience of students
Saving time — date should not be entered for saving time
Selection — students should be free to select books
Separate — library should be separate for teachers and students
Slip system — there should be a system of giving a slip one day and getting the book the next day
Originality

Acquaintance - he should acquaint us with maximum number of books 1
Discipline - students should speak slowly 0
Help - should help in finding the books 0
Library seminar - library seminar should be arranged 1
Library week - library week should be celebrated 1

Punishment

Books spoiled - there should be fixed fine for spoiling or tearing out books 1
Late return - no fine if books are not returned in time 0
- less fine if books not returned in time 0
- fine should be imposed if books not returned in time 0
- there should be minimum possible fine 0

Physical Facilities/Conditions/Equipment

Air-conditioned - should be air-conditioned 0
Airy - library should be airy 0
Almirahs - number of almirahs should be increased 0
- should be got repaired 0
Cleanliness - full attention should be paid 0
Doors - there should be at least two doors 0
Fans - fans should be provided 0
Furniture - better furniture be made available 0
- should be comfortable 0
Fresh arrivals - there should be a notice-board for fresh arrivals 1
Glass Almirahs - should be arranged 1
| Light arrangement for light should be proper | 0 |
| Material - librarian should be well-equipped with all the material | 1 |
| Number - of chairs and tables should be maximum | 0 |
| Seating arrangement - should be better | 0 |
| Setting - of furniture should be better | 0 |
| Separate sitting arrangement for scholars | 1 |

**CATEGORY - XVI**

**READING IN THE LIBRARY**

- Any book - should be free to get any book | 1 |
- Any time - should be free to read books at any time | 1 |
- Books - should be given for studying in the library | 0 |
- Compulsory study - children should study at least for one hour daily | 1 |
- Fixed time - time should be fixed for reading books in the library | 0 |
- Girls - should also be allowed to sit in the library | 0 |
- Groups - should not sit in groups in the library | 1 |
- Notes - should be allowed to consult maximum number of books for the preparation of notes | 1 |
- Permission - should be allowed to read books in the library | 0 |
- Vacant periods - there should be more vacant periods for students so that they may get more time for reading in the library | 1 |

**CATEGORY - XVII**

**SITUATION OF THE LIBRARY**

- Better place - some better place should be selected for library | 0 |
- Canteen - library should be away from canteen | 0 |
- Class rooms - should be away from class rooms | 0 |
- Common room - should be away from common room | 0 |
Noisy rooms — should be away from noisy rooms 0
Road — should not be near the road 0
Situation — situated at a dirty place 0

**CATEGORY — XVIII**

**TIMINGS**

Before school time — should open one hour before school time 0
Closed days — should remain open on closed days also 1
Fixed time — Time for opening and closing should be fixed 0
Holidays — should open during holidays also 1
Longer duration — should remain open after school hours also 0
Opening & Closing — should open at 7.30 AM and close at 8 P.M. library staff can have rest from 9.30 A.M. to 1.30 P.M. 1
Working hours should be increased 0

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