

**PROCEEDINGS OF THE STATE PROJECT DIRECTOR, SARVA SHIKSHA
ABHIYAN, TELANGANA STATE, HYDERABAD.**

Proc.Rc.No.13/SSA/T6/2014

Dated : 18.08.2014

Sub: Implementation of Performance Indicators (PINDICS) of
teachers prepared by NCERT and communicated by TSG-
EDCIL in the Schools at Elementary level in Telangana State
– Certain instructions – Issued - Reg.

All the Project Officers, Sarva Shiksha Abhyian in the Telangana State are informed that NCERT has designed the performance Indicators (PINDICS) to assess the performance and progress of teachers periodically. It consists of Performance Standards (PS), specific standards and performance indicators.

In this context, all the POs are informed that these indicators are based on the provisions in Sections 24,29 and the schedule specifying norms and standards for schools in the RTE Act 2009, NCF-2005 and SSA Framework-2011. These PINDICS have to be used by the teachers as self assessment of performance and can be used for the teacher appraisal by the supervisory staff to assess and to provide constructive feedback for the improvement of the teacher performance.

In view of the above, all the POs, SSA in the state are hereby instructed to take necessary steps in the implementation of the PINDICS in the schools for every teacher by making available PINDICS format at each school point either by printing the PINDICS formats as per norms at district level or by keeping the formats in district official website and instruct the School HMs to download the formats and appraise the performance of the teachers as per the guidelines given in the formats. The printing cost of formats shall be borne from the Management cost of the DPO.

For implementation of performance indicators, two sets are designed, one set is at school level complex a) The importance of PINDICS, b) Procedure for use of PINDICS, c) Teacher information d) Performance indicators, e) Teacher performance to be completed by Head Master,

f) Consolidation sheet to be filled by Head Master. The second set includes the above components mentioned in Set – I and consolidated sheet at School complex level and at mandal level to be filled by school complex HM and MEOs respectively.

Further the DPOs are also requested to take necessary steps to keep the record of the PINDICS of every teacher in the school and has to be appraised by School HM, School complex HM and MEO periodically for every three months. The same information of performance of each teacher have to be furnished in QMT tools under SMF – part-c for every quarter duly preserving the filled in PINDICS formats of each teacher at school level for further use / check.


For State Project Director.

To

All the Project Officers, SSA in the State.