



Government of Haryana

R F D

(Results-Framework Document)
for

School Education

(2014-2015)

Section 1: Vision, Mission, Objectives and Functions

Vision

Universalisation of Equitable & Quality School Education and Promotion of Adult Literacy.

Mission

1. Re-enforcing the national and integrative character of education to promote a society committed to constitutional values. 2. Provide free and compulsory quality education to all children at elementary level as envisaged under the RTE Act, 2009. 3. To provide universal access to Quality Secondary Education. 4. Establish a fully literate society.

Objectives

- 1 Access to School as well as Adult Education.
- 2 Quality Teachers.
- 3 Vocationalization of Secondary Education
- 4 Enhancing learning outcomes & critical faculties of children.
- 5 Promotion of girls education.
- 6 Equitable & inclusive education for disadvantaged groups including minority.
- 7 To carry out institutional, systemic and regulatory reforms.
- 8 Ensure meaningful community participation.

Functions

- 1 To formulate and implement the policies, programmes, schemes & regulatory mechanism of Schools.
- 2 To ensure coordination, consultation, quality monitoring & evaluation of all the Programmes and Schemes of the department.
- 3 To ensure effective enforcement of Right To Education Act 2009 and the rules framed thereunder.
- 4 Providing Quality School Infrastructure.
- 5 To ensure health & hygiene of the students
- 6 To Provide Quality teachers in the school.
- 7 To maintain healthy nutrition level of students at elementary level.

Section 1: Vision, Mission, Objectives and Functions

- 8 To Provide an effective grievance redressal system within the department.

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
[1] Access to School as well as Adult Education.	12.00	[1.1] Mapping of schools	[1.1.1] Identification of un-served areas and deficiencies in existing infrastructure and planning of remedial steps	Date	0.50	16/02/2015	27/02/2015	13/03/2015	21/03/2015	31/03/2015
		[1.2] Improvement in infrastructure in existing schools	[1.2.1] Completion of construction of additional class rooms, HM rooms, toilets, kitchens, ramps, boundary wall etc. in primary, middle, high and Sr. Secondary Schools	No. of Units	1.00	1988	1850	1800	1750	1700
			[1.2.2] Operationlization of additional class rooms, HM rooms, toilets, kitchens, ramps, boundary wall etc. in primary, middle, high and Sr. Secondary Schools	Nos.	1.50	407	365	350	325	300
			[1.2.3] Providing Sports Material.	No. of Items	2.50	5000	4000	3000	2500	2000
		[1.3] Construction of new School buildings.	[1.3.1] Completion of Construction of Primary as well as upper primary schools.	Nos.	0.50	276	250	230	200	180

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
		[1.4] Up gradation of existing schools	[1.4.1] Upgradation of Primary schools to UPS, UPS to Secondary and Secondary to Sr. Secondary Schools	Nos.	3.00	100	85	75	65	60
		[1.5] Participation of community in SLMA.	[1.5.1] Prerak under SLMA appointed with the consultation of community	No. of Preraks	0.75	5908	5317	4726	4136	3545
			[1.5.2] No. of learning centers opened	Nos.	0.75	10000	9000	8000	7000	6000
			[1.5.3] No. of learners	Nos.	0.75	100000	90000	80000	70000	60000
			[1.5.4] Provision of Teaching Learning Material	No.	0.75	100000	90000	80000	70000	60000
[2] Quality Teachers.	2.00	[2.1] In-service Training to Teachers	[2.1.1] Providing in service training to teachers	No. of Teachers	2.00	2000	1800	1600	1400	1200
[3] Vocationalization of Secondary Education	5.00	[3.1] Introduction of Vocational Education in Sr. Secondary Schools	[3.1.1] No. of schools covered under NVEQF scheme	No. of Schools covered	5.00	100	95	90	85	80
[4] Enhancing learning outcomes & critical faculties of children.	18.00	[4.1] To maintain PTR at School level	[4.1.1] Placement of Subject wise teachers as per requirement to maintain PTR	Date	1.00	02/03/2015	09/03/2015	16/03/2015	23/03/2015	30/03/2015
		[4.2] Evaluation of Learning outcomes.	[4.2.1] Implementation of CCE	%age	1.00	100	95	90	85	80

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
			[4.2.2] Special training to AAA (Age app. Admission)	Nos.	1.00	92644	60000	50000	40000	20000
			[4.2.3] Start Date of External assessment for current academic session - Secondary	Date	1.50	10/03/2015	13/03/2015	16/03/2015	19/03/2015	22/03/2015
			[4.2.4] Start Date of External assessment for current academic session - Sr. Secondary	Date	1.50	10/03/2015	13/03/2015	16/03/2015	19/03/2015	22/03/2015
			[4.2.5] Board Exam results declaration for previous academic session - Secondary	Date	1.50	05/06/2014	06/06/2014	09/06/2014	10/06/2014	11/06/2014
			[4.2.6] Board Exam results declaration for previous academic session - Sr. Secondary	Date	1.50	05/06/2014	06/06/2014	09/06/2014	10/06/2014	11/06/2014
			[4.3] Enrichment of curriculum	[4.3.1] Organization of workshops & seminars.	Nos.	1.00	4	3	2	1
		[4.3.2] Timely distribution of text book of next session	Date	0.50	03/03/2015	09/03/2015	16/03/2015	23/03/2015	30/03/2015	

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
			[4.3.3] Reforms in Pedagogy	No. of workshop	0.50	4	3	2	1	0
		[4.4] Providing Teaching aids (Including ICT Infrastructure)	[4.4.1] Improvement in functionality of Computer Labs	Nos.	1.00	3117	3050	3000	2950	2900
			[4.4.2] Improvement in functionality of Science Labs	Nos.	1.00	82	70	60	55	50
		[4.5] Delivery of content through EDUSAT	[4.5.1] Delivery of content for soft skills (Secondary/Sr. Sec. Classes)	Nos. of Lectures	0.50	400	360	320	280	240
			[4.5.2] Delivery of content for soft skills (D.Ed. classes)	Nos. of Lectures	0.50	530	477	424	371	318
			[4.5.3] Delivery of content for AIEEE	Nos. of Lectures	0.50	530	477	424	371	318
			[4.5.4] Delivery of content for Sr. Sec. Classes	Nos. of Lectures	0.50	1350	1215	1080	945	810
			[4.5.5] Delivery of content for Primary	Nos. of Lectures	0.50	790	711	632	553	474
		[4.6] Sports & Co- curricular activities	[4.6.1] Organizing state level tournaments and co-curricular activities.	No. of Tournaments	1.00	210	190	180	175	165
		[4.7] Achievement of children	[4.7.1] Awards	No. of children	1.50	800	700	650	600	550

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
[5] Promotion of girls education.	4.00	[5.1] Establishment of KGBVs	[5.1.1] Operationalisation of KGBVs hostel in Educationally Backward blocks	No. of Hostels	0.50	27	20	16	12	9
			[5.1.2] Opening of new KGBVs	No. of Schools	2.50	4	3	2	1	0
		[5.2] Special incentives for girls.	[5.2.1] Scholarship to girls belonging to SC, BCA & BPL families.	percentage of students	0.50	100	95	85	75	70
			[5.2.2] Awards for female achievers	percentage of students	0.50	100	95	85	75	70
[6] Equitable & inclusive education for disadvantaged groups including minority.	24.00	[6.1] Providing need based support services for CWSN	[6.1.1] Conducting medical assessment camps for CWSN	No. of camps	1.00	119	107	95	83	71
			[6.1.2] Provision of Aids & Appliances	No. of Children	1.00	6000	5400	4800	4200	3600
			[6.1.3] Provision of transport/Escort allowance	No. of Student	1.00	6000	5400	4800	4200	3600
			[6.1.4] Appointment of special teachers	Nos.	1.00	95	85	76	66	57
			[6.1.5] Provision of Braille Books	No. of Student	1.00	474	426	379	331	284
			[6.1.6] Provision of Large Print Books	No. of Student	1.00	1726	1553	1380	1208	1035
		[6.2] Following inclusive approach in school	[6.2.1] Buddy Assistance Programme	No. of student	1.50	4760	4284	3808	3332	2856

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
		based on equality		s covered						
		[6.2.2] Organising World Disability Day		No. of Student	1.00	15000	13500	12000	10500	9000
		[6.3] Providing barrier free access to the CWSN	[6.3.1] Camps for awareness & sensitization of special needs children for parents, teachers and members of SMCs & SMDCs	No. of Camps	2.50	119	107	95	83	71
		[6.4] Capacity building of special teachers and general teachers for providing quality education to CWSN	[6.4.1] Multi-category training of special teachers	No. of Teachers	1.00	41	36	32	28	24
			[6.4.2] In Service training of General Teachers	Nos	1.00	2380	2142	1904	1666	1428
			[6.4.3] Training of principals-cum-block resource co-ordinators	No.	1.00	119	107	95	83	71
			[6.4.4] Environment Building Programme	Date	0.50	05/01/2015	28/01/2015	04/02/2015	25/02/2015	03/03/2015
			[6.4.5] Training on Punarjjani Software for Resource Teachers (MR) and DRG members	No. of Teachers Covered	1.00	118	106	94	82	70

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
		[6.5] Entitlement of children	[6.5.1] School uniform, Stationary, work book, test book, School Bag	No. of students covered	3.50	2036864	2030000	2025000	2020000	2015000
		[6.5.2] Scholarship	No. of students covered	2.50	370000	360000	355000	350000	345000	
		[6.5.3] Assessment of Mid-day-meal by an external agency of repute	No. of inspections carried out	1.00	4200	4000	3800	3600	3400	
		[6.6] Special Focus on Minorities	[6.6.1] Identification of minorities	Date	1.50	03/11/2014	17/11/2014	01/12/2014	15/12/2014	31/12/2014
[7] To carry out institutional, systemic and regulatory reforms.	6.00	[7.1] To conduct periodic inspection by Officers.	[7.1.1] No. of inspections carried out.	Nos.	2.50	2200	2000	1800	1600	1400
		[7.2] Examination reforms	[7.2.1] Policy change, new initiative	No. of workshops	2.50	5	4	3	2	1
		[7.3] Teacher Performance measurement & management system	[7.3.1] Writing of Annual performance/appraisal reports PAR/ACR	Date	1.00	15/10/2014	31/10/2014	14/11/2014	28/11/2014	15/12/2014
[8] Ensure meaningful community participation.	19.00	[8.1] Community participation through SMCs & SMDCs for proper management & monitoring of schools.	[8.1.1] Reformation of SMC.	Nos.	3.00	14524	14000	13500	13000	12500
			[8.1.2] Annual social audit.	Nos.	3.50	14524	14000	13500	13000	12500

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
			[8.1.3] Training of SMC & SMDC Members.	Nos.	3.50	14524	14000	13500	13000	12500
			[8.1.4] Direct Fund transfer to SMCs & SMDCs from state HQ.	Nos.	3.50	14524	14000	13500	13000	12500
		[8.2] Community participation through SMDC in secondary education	[8.2.1] Community participation through SMCs & SMDCs for proper management & monitoring of secondary schools	Nos.	3.50	14524	14000	13500	13000	12500
		[8.3] Operation of MDM through SHG	[8.3.1] MDM Activity handed over to self help groups for smooth and transparent functioning.	%age of schools handed over	2.00	95	90	80	75	70
* Efficient functioning of RFD.	4.00	Finalize a strategic plan.	Finalize the strategic plan for the next year.	Date	2.0	24/02/2015	25/02/2015	26/02/2015	27/02/2015	28/02/2015
Timely submission of draft for approval.		On-time submission.	Date	2.0	25/04/2014	30/04/2014	07/05/2014	15/05/2014	20/05/2014	
* Improving internal efficiency/responsiveness/services delivery of department	6.00	Develop RFDs for all responsibility centres.	percentage of RCc covered	%	2.0	100	90	80	70	60
		Implementation of Harsamadhan	Percentage of complaints resolved within prescribed timeline.	%	2.0	100	90	80	70	60

* Mandatory Objective(s)

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
		Delivery of services as per Citizen Charter.	Percentage of targeted services	%	2.0	100	90	80	70	60

* Mandatory Objective(s)

Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
[1] Access to School as well as Adult Education.	[1.1] Mapping of schools	[1.1.1] Identification of un-served areas and deficiencies in existing infrastructure and planning of remedial steps	Date	31/12/2012	12/02/2014	27/02/2015	31/12/2015	31/12/2016
	[1.2] Improvement in infrastructure in existing schools	[1.2.1] Completion of construction of additional class rooms, HM rooms, toilets, kitchens, ramps, boundary wall etc. in primary, middle, high and Sr. Secondary Schools	No. of Units	9982	3728	1850	2000	2000
		[1.2.2] Operationlization of additional class rooms, HM rooms, toilets, kitchens, ramps, boundary wall etc. in primary, middle, high and Sr. Secondary Schools	Nos.	9982	3000	365	400	400
		[1.2.3] Providing Sports Material.	No. of Items	--	6500	4000	5000	5000
	[1.3] Construction of new School buildings.	[1.3.1] Completion of Construction of Primary as well as upper primary schools.	Nos.	0	11	250	--	--
	[1.4] Up gradation of existing schools	[1.4.1] Upgradation of Primary schools to UPS, UPS to	Nos.	151	140	85	100	100

Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
		Secondary and Secondary to Sr. Secondary Schools						
	[1.5] Participation of community in SLMA.	[1.5.1] Prerak under SLMA appointed with the consultation of community	No. of Preraks	5561	5223	5317	6000	6000
		[1.5.2] No. of learning centers opened	Nos.	5887	12468	9000	20000	20000
		[1.5.3] No. of learners	Nos.	58164	142229	90000	200000	200000
		[1.5.4] Provision of Teaching Learning Material	No.	--	--	90000	200000	200000
[2] Quality Teachers.	[2.1] In-service Training to Teachers	[2.1.1] Providing in service training to teachers	No. of Teachers	1900	7632	1800	2000	2000
[3] Vocationalization of Secondary Education	[3.1] Introduction of Vocational Education in Sr. Secondary Schools	[3.1.1] No. of schools covered under NVEQF scheme	No. of Schools covered	40	100	95	100	100
[4] Enhancing learning outcomes & critical faculties of children.	[4.1] To maintain PTR at School level	[4.1.1] Placement of Subject wise teachers as per requirement to maintain PTR	Date	31/05/2013	24/03/2014	09/03/2015	01/03/2016	01/03/2016
	[4.2] Evaluation of Learning outcomes.	[4.2.1] Implementation of CCE	%age	684000	100	95	100	100
		[4.2.2] Special training to AAA (Age app. Admission)	Nos.	78290	54454	60000	80000	80000

Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
		[4.2.3] Start Date of External assessment for current academic session - Secondary	Date	11/03/2013	21/03/2014	13/03/2015	10/03/2016	10/03/2017
		[4.2.4] Start Date of External assessment for current academic session - Sr. Secondary	Date	11/03/2013	10/03/2014	13/03/2015	10/03/2016	10/03/2017
		[4.2.5] Board Exam results declaration for previous academic session - Secondary	Date	06/06/2012	06/06/2013	06/06/2014	08/06/2015	06/06/2016
		[4.2.6] Board Exam results declaration for previous academic session - Sr. Secondary	Date	06/06/2012	06/06/2013	06/06/2014	08/06/2015	06/06/2016
	[4.3] Enrichment of curriculum	[4.3.1] Organization of workshops & seminars.	Nos.	5	3	3	4	4
		[4.3.2] Timely distribution of text book of next session	Date	--	--	09/03/2015	07/03/2016	06/03/2017
		[4.3.3] Reforms in Pedagogy	No. of workshop	6	6	3	4	4
	[4.4] Providing Teaching aids (Including ICT Infrastructure)	[4.4.1] Improvement in functionality of Computer Labs	Nos.	3143	3143	3050	3117	3117

Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
		[4.4.2] Improvement in functionality of Science Labs	Nos.	--	68	70	70	70
	[4.5] Delivery of content through EDUSAT	[4.5.1] Delivery of content for soft skills (Secondary/Sr. Sec. Classes)	Nos. of Lectures	400	491	360	360	360
		[4.5.2] Delivery of content for soft skills (D.Ed. classes)	Nos. of Lectures	542	600	477	500	500
		[4.5.3] Delivery of content for AIEEE	Nos. of Lectures	533	600	477	500	500
		[4.5.4] Delivery of content for Sr. Sec. Classes	Nos. of Lectures	1360	1353	1215	1300	1300
		[4.5.5] Delivery of content for Primary	Nos. of Lectures	792	790	711	780	780
	[4.6] Sports & Co- curricular activities	[4.6.1] Organizing state level tournaments and co-curricular activities.	No. of Tournaments	205	131	190	200	200
	[4.7] Achievement of children	[4.7.1] Awards	No. of children	700	700	700	700	700
[5] Promotion of girls education.	[5.1] Establishment of KGBVs	[5.1.1] Operationalisation of KGBVs hostel in Educationally Backward blocks	No. of Hostels	--	--	20	24	24
		[5.1.2] Opening of new KGBVs	No. of Schools	--	--	3	0	0
	[5.2] Special incentives for girls.	[5.2.1] Scholarship to girls belonging to SC, BCA & BPL families.	percentage of students	100	100	95	100	100

Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
		[5.2.2] Awards for female achievers	percentage of students	100	100	95	100	100
[6] Equitable & inclusive education for disadvantaged groups including minority.	[6.1] Providing need based support services for CWSN	[6.1.1] Conducting medical assessment camps for CWSN	No. of camps	119	119	107	119	119
		[6.1.2] Provision of Aids & Appliances	No. of Children	--	--	5400	5500	5500
		[6.1.3] Provision of transport/Escort allowance	No. of Student	500	500	5400	5500	5500
		[6.1.4] Appointment of special teachers	Nos.	211	133	85	85	85
		[6.1.5] Provision of Braille Books	No. of Student	--	--	426	450	450
		[6.1.6] Provision of Large Print Books	No. of Student	--	--	1553	1550	1550
	[6.2] Following inclusive approach in school based on equality	[6.2.1] Buddy Assistance Programme	No. of students covered	--	--	4284	4300	4300
		[6.2.2] Organising World Disability Day	No. of Student	--	--	13500	15000	15000
	[6.3] Providing barrier free access to the CWSN	[6.3.1] Camps for awareness & sensitization of special needs children for parents, teachers and members of SMCs & SMDCs	No. of Camps	119	119	107	119	119

Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
	[6.4] Capacity building of special teachers and general teachers for providing quality education to CWSN	[6.4.1] Multi-category training of special teachers	No. of Teachers	--	--	36	36	36
		[6.4.2] In Service training of General Teachers	Nos	--	1738	2142	2200	2200
		[6.4.3] Training of principals-cum-block resource co-ordinators	No.	--	--	107	119	119
		[6.4.4] Environment Building Programme	Date	--	30/09/2013	28/01/2015	30/09/2015	30/09/2016
		[6.4.5] Training on Punarjani Software for Resource Teachers (MR) and DRG members	No. of Teachers Covered	--	--	106	118	118
	[6.5] Entitlement of children	[6.5.1] School uniform, Stationary, work book, test book, School Bag	No. of students covered	1605018	1685018	2030000	2030000	2030000
		[6.5.2] Scholarship	No. of students covered	31000	31000	360000	370000	370000
		[6.5.3] Assessment of Mid-day-meal by an external agency of repute	No. of inspections carried out	200	4568	4000	4200	4200
	[6.6] Special Focus on Minorities	[6.6.1] Identification of minorities	Date	29/11/2012	26/11/2013	17/11/2014	16/11/2015	15/11/2016

Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
[7] To carry out institutional, systemic and regulatory reforms.	[7.1] To conduct periodic inspection by Officers.	[7.1.1] No. of inspections carried out.	Nos.	1958	2000	2000	2000	2000
	[7.2] Examination reforms	[7.2.1] Policy change, new initiative	No. of workshops	7	6	4	4	4
	[7.3] Teacher Performance measurement & management system	[7.3.1] Writing of Annual performance/appraisal reports PAR/ACR	Date	--	--	31/10/2014	30/10/2015	31/10/2016
[8] Ensure meaningful community participation.	[8.1] Community participation through SMCs & SMDCs for proper management & monitoring of schools.	[8.1.1] Reformation of SMC.	Nos.	14927	14968	14000	14000	14000
		[8.1.2] Annual social audit.	Nos.	14927	14968	14000	14000	14000
		[8.1.3] Training of SMC & SMDC Members.	Nos.	14927	14968	14000	14000	14000
		[8.1.4] Direct Fund transfer to SMCs & SMDCs from state HQ.	Nos.	14927	14968	14000	14000	14000
	[8.2] Community participation through SMDC in secondary education	[8.2.1] Community participation through SMCs & SMDCs for proper management & monitoring of secondary schools	Nos.	14927	14968	14000	14000	14000
	[8.3] Operation of MDM through SHG	[8.3.1] MDM Activity handed over to self help groups for smooth and	%age of schools handed over	90	86	90	90	90

Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
		transparent functioning.						
* Efficient functioning of RFD.	Finalize a strategic plan.	Finalize the strategic plan for the next year.	Date	--	16/09/2014	25/02/2015	25/02/2016	24/02/2017
	Timely submission of draft for approval.	On-time submission.	Date	--	--	30/05/2014	29/05/2015	31/05/2016
* Improving internal efficiency/responsiveness/services delivery of department	Develop RFDs for all responsibility centres.	percentage of RCc covered	%	--	--	90	100	100
	Implementation of Harsamadhan	Percentage of complaints resolved within prescribed timeline.	%	--	--	90	100	100
	Delivery of services as per Citizen Charter.	Percentage of targeted services	%	--	--	90	100	100

* Mandatory Objective(s)

Section 4: Acronym

Sl.No	Acronym	Description
1	AAA	Age Appropriate Admission
2	ACR	Additional Class Room / Annual Confidential Report
3	BEEO	Block Elementary Education Officer
4	BEO	Block Education Officer
5	CCE	Continuous and Comprehensive Evaluation
6	CWSN	Children with Special Need

Section 4: Acronym

Sl.No	Acronym	Description
7	D.Ed.	Diploma in Education
8	DEEO	District Elementary Education Officer
9	DEO	District Education Officer
10	HTET	Haryana Teachers Eligibility Test
11	ICT	Information and Communication Technology
12	IEP	Individualized Education Programme

Section 4: Acronym

Sl.No	Acronym	Description
13	KGBV	Kasturba Gandhi Balika Vidyalya
14	MDM	Mid-Day-Meal
15	NVEQF	National Vocational Educational Qualification Framework
16	PAR	Personal Assessment Record
17	PTR	Pupil-Teacher Ratio
18	SLMA	State Literacy Mission Authority

Section 4: Acronym

Sl.No	Acronym	Description
19	SMC	School Management Committee
20	SMDC	School Management and Development Committee
21	UPS	Upper Primary School

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
1	[1.2.1] Completion of construction of additional class rooms, HM rooms, toilets, kitchens, ramps, boundary wall etc. in primary, middle, high and Sr. Secondary Schools	<p>On receipts of proposals /estimates from DEOs/DEEOs, Grant is released for special/ minor routine repairs.</p> <p>Additional Classrooms & Special Repair in existing schools sanctioned on need basis due to increase in the enrollment in the schools. Proposal are received from respective DEO's. The available budget is allotted to DEO's as per their demands.</p> <p>As there was no proper place for cooking the mid-day-meal, therefore, it was decided to construct kitchen cum stores in the schools for cooking mid-day-meal.</p>			
2	[1.4.1] Upgradation of Primary schools to UPS, UPS to Secondary and Secondary to Sr. Secondary Schools	As per RTE norms to provide primary schools (I to V) within a distance of 1 KM and upper primary schools within a distance of 3 KM is the main objective of the department. To achieve this objective proposals are received from District offices (DPC's) through their annual work plan which are approved by the Govt.:		Under RMSA the Upper Primary Schools are upgraded to High Schools. The upgradation is based on increased enrolment of students and also to ensure to provide Secondary Education as near as possible to the students.	

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
2	[1.4.1] Upgradation of Primary schools to UPS, UPS to Secondary and Secondary to Sr. Secondary Schools	As per RTE norms to provide primary schools (I to V) within a distance of 1 KM and upper primary schools within a distance of 3 KM is the main objective of the department. To achieve this objective proposals are received from District offices (DPC's) through their annual work plan which are approved by the Govt.:		The upgradation from Secondary to Senior Secondary is also based on enrolment, distance from nearest Senior Secondary Schools and other infrastructural parameters. The main aim of upgradation is to ensure availability of Senior Secondary Education to the nearest possible distance to all the aspirants.	
3	[3.1.1] No. of schools covered under NVEQF scheme	The goals of National Vocational Education Qualification Framework (NVEQF) are to; (i) provide a closer integration of learning and work; (ii) integrate general academic education and vocational education; (iii) encourage continuous up-gradation of knowledge and skills; (iv) support flexible educational pathways between sectors and across qualification; (v) encourage parity of esteem between academic and vocational qualification; (vi) promote greater involvement of industry and social partners in vocational education and	As part of this framework, Haryana has been selected as the pioneering state to implement the initial pilot. The Induction Training Programme is designed to develop vocational pedagogy skills and generic skills amongst vocational teachers of the Haryana State under the NVEQF. The training programme will be helpful in implementing the NVEQF levels 1-4 in schools and to prepare teachers for		To implement this project, Haryana has partnered with Wadhawani Foundation, a philanthropic organization and is managing the Project Management for this programme under an MOU with the Government of Haryana, The scheme was introduced in 40 Schools in 8 districts namely Ambala, Faridabad, Gurgaon, Jhajjar, Mewat Palwal, Rohtak and Yamuna Nagar, Four Vocational courses Automobile, Retail Security and IT/ITES are being introduced in class 9th to

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
3	[3.1.1] No. of schools covered under NVEQF scheme	training; (vii) support inclusive growth by providing equal access to VET.	the new role and functions.		12th.
4	[4.3.2] Timely distribution of text book of next session	It is the obligatory duty of Govt. of Haryana to provide free of cost text books under RTE rule. The books from Class I-Vth are printed and distributed by printing and stationery department Govt. of Haryana while class 3-8th are printed and distributed by BOSEH. The objective of free textbooks is that all students in the age group 6-14 get free education without giving any financial burden to their parents. It will be helpful to increase literacy rate & retention of drop out in state.			
5	[4.6.1] Organizing state level tournaments and co-curricular activities.	Overall development of the child is the main objective of the department. This can be achieved by organizing tournament and co-curricular activities from school to state level tournament. These tournaments are helpful to keep physical fitness & growth of children since healthy body can have sound mind.			

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
5	[4.6.1] Organizing state level tournaments and co-curricular activities.	Overall development of the child is the main objective of the department. This can be achieved by organizing tournament and co-curricular activities from school to state level tournament. These tournaments are helpful to keep physical fitness & growth of children since healthy body can have sound mind.			
6	[5.1.1] Operationalisation of KGBVs hostel in Educationally Backward blocks	The Kasturba Gandhi Balika Vidyalaya (KGBV) scheme was launched by the Govt. of India in August, 2004 for setting up residential schools at upper primary level for girls belonging predominantly to the SC, ST, OBC and minorities in difficult areas. Initially it ran as a separate scheme, but was merged with the SSA programme with effect from 1st April 2007. KGBVs can be opened in Educationally Backward Blocks (EBBs), with a rural female literacy rate below the national average (46.13%: Census 2001) and gender gap in literacy higher than the national average (21.59%: Census 2001)			

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
7	[5.2.1] Scholarship to girls belonging to SC, BCA & BPL families.	Scholarships to girls belonging to SC, BC-A & BPL students will increase their financial position and will increase the literacy among girls of these categories.			
8	[5.2.2] Awards for female achievers	To achieve the target of universalisation of elementary education and to improve accessibility to quality education for all, special incentive schemes are being implemented for girls in the state to increase the enrollment and check the dropouts. Also 393 model cluster schools in the 31 educationally backward blocks of 10 districts setup under NPEGEL component are instrumental in bringing about awareness, self confidence among girls, enrolment & retention of children in these where the female literacy is low as compares to national average.			
9	[6.1.3] Provision of transport/Escort allowance	As per the provision under the scheme, CWSN will be provided free transportation for coming to School. The norms of transportation will be fixed by H.O. and SMDC of the school will be authorized to assess the need and mode of transport required			

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
9	[6.1.3] Provision of transport/Escort allowance	on the basis of number beneficiaries and will provide the same to the children as per the approved norms. Transport allowance will be provided for those CWSN who does not reside in the school premises. Schools will be given the amount where they arrange the vehicle. In other case, parents may be given the amount. The transport allowance will be given to the blind, locomotor & cerebral palsy CWSN.			
10	[6.1.4] Appointment of special teachers	The process for the appointment of 435 Resource Teachers has already been started by the department. Approx. 5000 applications were received in response to an advertisement given by the department. After scrutiny of the applications has been completed and process for selection of the special teachers is under process. The pre-recruitment test will be conducted by the Board of School Education, Bhiwani (BOSE).			

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
11	[6.3.1] Camps for awareness & sensitization of special needs children for parents, teachers and members of SMCs & SMDCs	This orientation will developed strategies for management of Inclusive Education. The awareness and sensitization programme will be conducted for the parents, sibling and other family members of the CWSN. This programme will be organized by the help of NGO's working in this area. Parents of children with disability may be given counselling and training and how to bring them up, teach them basic survival skills and develop their positive self concept.			
12	[6.4.1] Multi-category training of special teachers	There could be three types of special teacher training programme General orientation- Part of 5 days in service general teachers training. Special orientation- A 3 to 5 days training will be done for 5 teachers for each Model Resource Schools, Principals, Headmaster, Administrators &parents and 20 teachers from every block exclusively on	After the appointment of special teachers, a micro level survey would be conducted for identification of no. of CWSN in secondary and senior secondary schools and the number of disabled children of this age group outside schools.		

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
12	[6.4.1] Multi-category training of special teachers	<p>inclusive education to make them understand the problems, needs and effective class room management of children with disability as per State norms.</p> <p>Long term training- For Resource support with the help of RCI and universities the long term training through distance mode of in service teachers will be under taken so that, every child is provided the necessary support, he/she needs.</p>	<p>After the appointment of special teachers, a micro level survey would be conducted for identification of no. of CWSN in secondary and senior secondary schools and the number of disabled children of this age group outside schools.</p>		
13	[8.1.2] Annual social audit.	<p>A social audit done by General Body of school in which parents and guardians of all students participated and evaluated works of SMC done in previous year. Record of all grants received from Center, State, Department and Society with expenditure of 2011-12, was shown to everybody. Directorate of Elementary collects social audit reports from all districts.</p>			

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
14	[8.1.3] Training of SMC & SMDC Members.	14927 SMCs were constituted in all Government schools of Haryana State on 22-03-2011 according to Rule 21 A of RTE Act, 2009. 75% members of these SMCs are parents or guardians of children studying in respective schools. On 22-03-2012 all these SMCs were reconstituted after completing their first year. At the end of this first year, our department collected detailed information about the functioning of SMCs, to place a statement of where SMCs stand with respect to infrastructure of schools, curriculum, facilities at school, quality teaching, punishment related matters, teacher's cooperation, utilization of various grants, improvement in Mid-Day-Meal, timely distribution of text books, uniforms, school bags, stationery and SMCs participation in beautification of school etc.	Many of SMC members have not had the opportunity of schooling and are working as labourers for their livelihood or are indulged in agriculture activities in the fields so Directorate of Elementary Education (DEE) and SSA collectively have started trainings for all SMC members to aware them about provisions of RTE Act, duties and rights as an SMC member, the functioning of SMCs to improve quality education and their coordination with school administration so that they can actively participate in development for enhancement of their children's education. For this purpose 230 Master Trainers were trained by the Head Office and are imparting training to SMCs at cluster level in		

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
14	[8.1.3] Training of SMC & SMDC Members.	14927 SMCs were constituted in all Government schools of Haryana State on 22-03-2011 according to Rule 21 A of RTE Act, 2009. 75% members of these SMCs are parents or guardians of children studying in respective schools. On 22-03-2012 all these SMCs were reconstituted after completing their first year. At the end of this first year, our department collected detailed information about the functioning of SMCs, to place a statement of where SMCs stand with respect to infrastructure of schools, curriculum, facilities at school, quality teaching, punishment related matters, teacher's cooperation, utilization of various grants, improvement in Mid-Day-Meal, timely distribution of text books, uniforms, school bags, stationery and SMCs participation in beautification of school etc.	all districts of Haryana. The SMC members are trained by Directorate to prepare School Development Plan. 90084 SMC members are trained by the Master Trainers till date.		

Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
Central Government		Departments	Telecom	[4.4.1] Improvement in functionality of Computer Labs	Broadband connectivity is a critical factor affecting the success of the ICT programme	The CSS "ICT in Schools" aims to bridge the digital divide. A lot of computer based learning is intended to be web based.	Full Support	
			Food Corporation of India	[8.3.1] MDM Activity handed over to self help groups for smooth and transparent functioning.	Timely release of foodgrains	To implement the Mid Day Meal Scheme in Schools	Full support and commitment	
State Government	Haryana	Departments	Finance	[1.2.1] Completion of construction of additional class rooms, HM rooms, toilets, kitchens, ramps, boundary wall etc. in primary, middle, high and Sr. Secondary Schools	Timely release of funds	To achieve the objectives of the programmes and schemes	Full Support and commitment	
				[1.2.2] Operationlization of additional class rooms, HM rooms, toilets, kitchens, ramps, boundary wall etc. in primary, middle, high and Sr. Secondary Schools	Timely release of funds	To achieve the objectives of the programmes and schemes	Full Support and commitment	
				[1.2.3] Providing Sports Material.	Timely release of funds	To achieve the objectives of the programmes and schemes	Full Support and commitment	

Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				[1.3.1] Completion of Construction of Primary as well as upper primary schools.	Timely release of funds	To achieve the objectives of the programmes and schemes	Full Support and commitment	
			Supplies and Disposals, Haryana	[1.2.3] Providing Sports Material.	Procurement of Sports material and -dual desks, vehicles etc.	To fulfill infrastructural requirements of the department.	Full support	
			Sports and Youth Affairs	[4.6.1] Organizing state level tournaments and co-curricular activities.	Expert manpower and support	To organize sports activities in the Department	Full support as and when required	
		Corporation	Haryana State Electronics Development Corporation (Hartron)	[4.4.1] Improvement in functionality of Computer Labs	Hartron Procures the Computer hardware for the Department.	Automation of different functions of the Department	Full support	

Section 6: Outcome/Impact of Department/Ministry

Outcome/Impact of Department/Ministry	Jointly responsible for influencing this outcome / impact with the following department (s) / ministry(ies)	Success Indicator	Unit	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY 16/17
1 Improvement of nutritional standards of children.	Department of Health	Number of children covered under MDM	Nos.	2340000	2340000	2030000	2030000	2030000
2 Motivating students towards sports	Department of Sports	Number of children covered under Sports activities	Nos.	50000	50000	55000	58000	60000
3 Vocationalization of Secondary Education	MHRD	No. of students covered under NVEQF	Nos.	10000	10000	10000	10000	10000
4 Participation of community in SLMA	National Literacy Mission Authority	Improvement in Adult Literacy	No. of new Literates	1300000	1300000	1300000	1300000	1300000
5 Reduction in Gender Gap in enrolment	SSA/RMSA	Reduction in Gender Gap in enrolment	Gender GAP	9.82	9.82	9.82	9.82	9.82