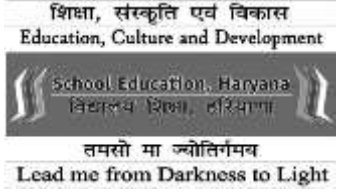




GOVERNMENT OF HARYANA / हरियाणा सरकार

Directorate School Education

विद्यालय शिक्षा निदेशालय



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From

Director Secondary Education
Haryana Panchkula.

To

All The District Education Officers
All The District Elementary Education Officers

Memo No. 4/2-2015- CO (1)
Dated Panchkula the 01.06.2017

Subject: Clarifications on the Annual Performance Appraisal Report.

The performance of a teacher is primarily adjudged on the basis of his/her class results. So, this system of assessment needs to be fair and transparent. ***Credit must be given where credit is due.***

It has been observed that many Heads of Schools are facing difficulties in deciding as to how to apportion the responsibility for the results of a class for a particular academic year to the teachers. As a consequence, many Heads have been seen to be arbitrary in this matter. Some have indulged in favouritism too. Such approaches to a serious and sacrosanct matter are deplorable.

Particularly when a teacher gets promoted/transferred/ adjusted/deputed from one school to other during an academic year, confusion surfaces over as to how results (either previous place of posting or new place of posting) are to be credited into accounts of APARs.

Therefore, for clarity and uniformity sake, it has been decided that in case a teacher gets promoted/transferred/ adjusted/ deputed in some other school during a particular academic year, then the school/board results of that particular teacher would be governed by the ***duration principle.***

A teacher's accountability for results is determined by the duration for which he/she worked on the students concerned.

So, the teacher who worked for longer duration shall be responsible for the results. Accordingly, the APAR shall be filled in. For example, X teacher teaches a class for two months, Y for four months and Z teacher for five months, then the responsibility for results of such class would be credited to the Z teacher in the APAR or otherwise.

First of all, a teacher needs to be given his **core responsibility** of teaching in his core subject. But sometimes the exigencies of a school may demand innovative and emergent work allocation by a School Head. Wherever an institution gives additional work beyond the core responsibility to a teacher, then credit of that must also be given within the broad framework of longer duration. For example, a PGT (Physics) has core responsibility to teach Physics to Senior Secondary classes and Science to Secondary classes. Yet, if such teacher is given **non core** work of teaching mathematics or other subject, in the best wisdom of the School Head and with the confident consent of the teacher concerned, then result responsibility for the non core teaching would be credited to this PGT in his APAR or otherwise.

Any deviation from these norms shall invite exemplary action against the APAR authorities.

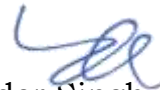


Virender Singh, HCS
Additional Director Administration
for Director Secondary Education
Haryana Panchkula

Endst. No. 4/2-2015- CO (1) Dated Panchkula the 01.06.2017

A copy is forwarded to the following for information and necessary action:-

1. Director SCERT, Haryana, Gurugram.
2. All the Principal DIET in the State.
3. PS/DSE.
4. PS/DEE.



Virender Singh, HCS
Additional Director Administration
for Director Secondary Education
Haryana Panchkula