

## CHAPTER-9

### 9. Teacher Training

**9.1** Teacher Training (TT) is an important component under SSA. The scheme provides for **20/10 days in service training** for all teachers each year, **60 days refresher course** for untrained teachers already employed as teacher and **30 days orientation course** for the newly trained recruits. Various angles of TT have been discussed in the succeeding paragraphs:

*Physical status as on 31 March 2008:*

**9.2** Status of working teachers, trained and untrained teachers in the State as a whole as well as in the two selected districts is as given below:

State			Sibsagar			Nalbari			Test checked school		
Working teachers	Trained teachers	Untrained teachers	Working teachers	Trained teachers	Untrained teachers	Working teachers	Trained teachers	Untrained teachers	Working teachers	Trained teachers	Untrained teachers
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1,31,195	59,177	72,018 (55%)	13,031	5,775	7,256 (57%)	7,819	2,617	5,195 (66%)	204 (Sib)	115 (Sib)	89 (Sib) (44%)

1. Based on Table 16 of DISE)

2. Data under Column.10,11,12 compiled from 25 schools.

#### Target and Achievement

##### a) Financial:

Year	State			Sibsagar			Nalbari		
	Approved fund	Expenditure	Shortfall	Approved fund	Expenditure	Shortfall	Approved fund	Expenditure	Shortfall
(Rupees in lakh)									
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
2006-07	1,970.19	1,163.59	806.60	129.32	38.58	90.74	106.62	66.34	40.28
2007-08	2,215.34	1,300.18	915.16	177.15	62.81	114.34	204.41	138.06	66.35
2008-09	2,834.89	1,051.91	1,782.98	231.85	23.05	208.80	190.63	36.00	154.63
<b>Total</b>	<b>7,020.42</b>	<b>3,515.68</b>	<b>3,504.74</b>	<b>538.32</b>	<b>124.44</b>	<b>413.88</b>	<b>501.66</b>	<b>240.40</b>	<b>261.26</b>
<b>Percentage of Shortfall</b>	<b>50</b>			<b>87</b>			<b>48</b>		

##### b) Physical:

Year	20 days in service training to all teachers					60 days refresher course for untrained teachers				
	Total Working teachers	Target	Achievement	Shortfall	Percentage of shortfall	Total Working teachers	Target	Achievement	Shortfall	Percentage of shortfall
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
2006-07	1,79,014	1,56,133	1,32,281	123,852	15	72,018	4,000	2,607	1,393	35
2007-08	1,79,014	1,67,267	1,39,640	27,627	17	72,018	8,700	4,977	3,723	43
2008-09	1,79,390	1,77,390	-	-	-	72,018	3,424	-	-	-

1. Information under Column.2 pertains to teachers both of Government Schools and Government Aided Schools: Ref: Table 14-15.

2. Status under Column.7 to 11 pertains to Government L.P. and U.P. only.

- Numbers of untrained teachers in the State (Refer table at Para-9.2) as a whole as well as in the districts of Sibsagar and Nalbari were fairly large. Untrained working teachers account for 55 per cent of the State working

teachers while it is 57 and 66 *per cent* in Sibsagar and Nalbari districts respectively. Percentage of untrained working teachers in the 26 Schools covered under sample check stood at 44 *per cent*.

- Under the 20 days in service teachers training the PAB approved training duration only for 12 days for 2006-07 and 15 days for 2007-08 and 20 days for 2008-09. While achievements for the year 2008-09 had not been computed till January 2009, physical performance of 2006-07 and 2007-08 was fairly good. The trainings was imparted on piecemeal basis in 3/4 rounds of 3/5 days each round.

Training of teachers						
Year	Trained teachers		Untrained teachers		Newly recruited teachers	
	Number	Given in service training for 20 days	Number	Given in service training for 60 days	Number	Given in service training for 30 days for fresh recruited teachers
(1)	(2)	(3)	(4)	(5)	(6)	(7)
2006-07	1,79,014	1,32,281	72,018	3,535	Nil	Nil
2007-08	1,79,014	1,39,640	72,018	4,977	Nil	Nil
2008-09	1,79,014	Nil	72,018	7,612	Nil	Nil

- Apart from actual Teacher Training (TT) discussed above, State level workshops on planning and finalization of modules, district level workshops with RTs, CRCCs and DIET faculties, district level monitoring meetings and block level meetings of the head Masters, quarterly meetings with the President and Secretary of L.P. School SMCs *etc.* were also organized under TT.
- Overall fund utilisation during 2006-09 period (Upto December 2008) in the State fell short of the approved funds by 50 *per cent* and in Sibsagar district, it was 87 *per cent* and in Nalbari district 48 *per cent* (Ref: Table under Para-9.2).
- The SPD, Assam by an arrangement with IGNOU launched a scheme of refresher course under the **60 days refreshers course** for untrained teachers under IGNOU's CPE (Certificate of Primary Education) programme. This is a weekly two days training programme on Saturdays and Sundays for 6 months duration from January to June and July to December implemented through largely DIET faculties.

Analysis revealed that performance level under the programme was not too encouraging during the past two years *i.e.* 2006-07 and 2007-08. Against an overall target of 12,700 teachers, teachers actually completing the training were only 7,584 signifying a shortfall of 5,116 (40 *per cent*) as shown below:

Year	Total untrained teachers	Target for training	Achievement	Shortfall	Cost per trainee	Funds released (In lakh)	Funds due for adjustment	Variation
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
2006-07	72,018	4,000	2,607	1,393	3,030	121.20	78.99	176.24
2007-08	72,018	8,700	4,977	3,723	3,630	313.20	179.17	
2008-09	-	12,700	7,584	5,116	-	434.40	258.16	176.24

- As per implementation plan, training of the aforesaid 4,000 teachers targeted for 2006-07 and 8,700 teachers targeted for 2007-08 was to be imparted in two spells from January to June and July to December with equal number of trainees in each. Therefore, advance fund needs of IGNOU for the purpose should have been regulated after need based assessment made with reference to numbers of teachers to be covered in the first spells (January to June) of the respective years. Precisely, advance fund of Rs.60.60 lakh only for the first spell training of 2,000 teachers during 2006-07 and Rs.156.60 lakh for 4,350 teachers during 2007-08 should have been made to IGNOU.
- Study, however, revealed that SIS had not regulated advance to IGNOU for the aforesaid training as above and instead released the entire fund projected for the whole year (2006-07: Rs.121.20 lakh, 2007-08: Rs.313.20 lakh) although, immediate need was only Rs.60.60 lakh and Rs.156.60 lakh for the first spell training course of 2006-07 and 2007-08 respectively. This implied premature advance of Rs.217.20 lakh (2006-07: Rs.60.60 lakh, 2007-08: Rs.156.60 lakh) to IGNOU made at least 6 months ahead of actual requirement. This resulted in interest loss to SSA.
- As per information available on DISE, there was 72,018 untrained serving teachers in the Government L.Ps and U.Ps as of 31 March 2008. Training the entire untrained teachers is a huge task and would need special effort.
- Considering that yearly achievement rate of training through IGNOU venture was in the vicinity of only 3,972, it is highly unlikely that SIS would be in a position to accomplish this task within the SSA project period. Therefore, training venture through IGNOU proved to be not adequate enough for covering all of the untrained teachers.

***State level:***

Ten days residential computer training through NIIT was also imparted to two teachers each from the smart schools. The training was imparted on the following aspects of computer usage.

- Basics of computer usage, familiarization with basic windows features.
- Use of word processing facilities using Microsoft word.

- Use and running of the educational software.
- Basics of system administration, such as virus checking, file system *etc.*

Status of training under this programme was as detailed below:

Year	Target	Physical		Financial		(-) Short (+) Excess
		Achievement	Shortfall	Estimated cost	Actual Expenditure	
2007-08	800	728	72	58.56	49.70	(-) 8.86
	200	152	48	23.50	10.85	(-) 12.65
	120	102	18	8.78	6.98	(-) 1.80
<b>Shortfall</b>			<b>138</b>			<b>(-) 21.31</b>

Recovery of excess advance of Rs.21.31 lakh has not been effected as of December 2008.

**9.3** Status of physical performance under TT could not be made available to the study team. The new incumbent DPO (TT) could neither furnish the required information nor did the records made available to the study team contain the information although quarterly physical progress of training was rendered to SMD through Annexure IX regularly. However, poor financial performance as detailed below was indicative of poor physical performance.

Year	Approved budget	Expenditure	Percentage
2006-2007	129.37	38.58	29.82
2007-2008	177.16	60.47	34.13
2008-2009	231.85	23.64	9.94