

**PROCEEDINGS OF STATE PROJECT DIRECTOR,  
SARVA SHIKSHA ABHIYAN, ANDHRA PRADESH: HYDERABAD.  
PRESENT: Smt.V.Usha Rani, IAS.**

RC.No. 25/SSA/A3/2014

Dt. 23/08-2014

Sub:-SSA,A.P., Hyderabad- Performance indicators PINDICS for teachers of Andhra Pradesh developed by NCERT suggested by MHRD-further instructions- issued-Reg.

Ref: Rc.No.25/SSA/A3/2014-Dated: 02-08-2014

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In continuation of the instructions issued in the reference cited, All the District Educational Officers, the Project Officers of SSA and the Principals of DIETs in the Districts are follow the instructions as here under for effective implementation of Performance indicators PINDICS in the schools.

- To print the required formats of PINDICS, as per prescribed norms at district level.
- Two copies of the formats of PINDICS should reach to each teacher and School Complex HM for assessment of the teacher performance.
- The copies of (PINDICS) should reach to all MEOs also to implement the performance appraisal and for taking further course of action in the matter accordingly.

**Use of PINDICS**

- PINDICS can be used by teachers themselves for assessing their own performance and to make continuous efforts to reach the highest level.
- These can also be used for teacher appraisal by the school complex HMs to assess and provide constructive feedback for the improvement of teacher performance.
- Each performance indicator is rated on four point scale ranging from 1 to 4 indicating the levels of performance. The rating points are:

1. Not meeting the expected standard	2. Approaching the expected standard
3. Approached the expected standard	4. Beyond the expected standard
- If the teacher performs tasks in an innovative way and makes extra efforts for improving student performance can be rated as beyond the expected standard.

### **Guidelines for teachers (for PS & UPS)**

Self-assessment by the teacher should be done at least twice in a year, First quarter ending and third quarter ending.

- Fill up the teacher identification information on page 1 of the format ( PINDICS).
- No item should be left blank
- Teachers should read each performance indicator carefully and reflect on it in the context of their classroom practice and give rating point in appropriate box.
- Each teacher should give rating point on the four point scale according to the teacher performance against each indicator.
- Work out total score on the performance standard (area) by adding scores on each indicator of the standard.
- Prepare a descriptive report on the basis of teacher assessment. The report may also include the areas in which help is required.

### **Guidelines for School Complex Head Masters (for PS&UPS)**

Assessment by **School Complex Head Master** should be carried out twice (First quarter ending and third quarter ending) in a year keeping in view following points.

- School Complex HMs should assess the each teacher performance report (PINDICS) at their cluster level twice in a year.
- School Complex HMs should consolidate the rating points of each Standards of the teacher and should give appropriate rating to each performance standards of the teacher.
- Complex HMs should submit the rating points of the each standard of the teacher to MEOs at mandal level.
- Teacher's self-assessment record (PINDICS) should be considere
- Observe actual classroom processes
- Have dialogue with teachers, students and SMC members to supplement teacher's report
- Prepare a descriptive report based on self-observation and report collected from the teacher
- Discuss the report with the teacher concerned to improve his/her level of performance
- Link the information from teacher's assessment using PINDICS with information about student attendance, curriculum coverage and student learning outcomes from Quality Monitoring Tools (QMTs)
- Complete Teacher Performance Sheet and Consolidation Sheet – at complex level.

This has got approval of the State Project Director

The DEOs and POs of SSA in the state.

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23/8/14