CIRCULAR NO 002/SCHOOLS/2023

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B/45706/CSB/AWES   20 Nov 2023

GUIDELINES FOR SELECTION OF TEACHERS IN ARMY PUBLIC SCHOOLS

References: **-** Rules and Regulations for Army Public Schools, Vol-I (Administrative), Seventh Edition, 25 Mar 2019   .

- Circular No 0001/SCHOOLS/2020 issued vide AWES letter No B/45706/CSB/AWES dt 07 Dec 2022.
- General Instructions for Candidates – OST: Nov 2023

Appendices :

A	-	Format for Details of Teachers Vacancies in APS
B	-	Grouping of Schools into Clusters for Interview
C	-	Details of Minimum qualification
D	-	Format of application for Teaching Staff
E	-	Sample Call letter for Interview
F	-	Format of Merit List

GENERAL

1.   Army Public Schools (APS) were established with the aim of providing quality education at an affordable cost to wards of serving and retired Army personnel.

2.   The quality of education in any school reflects the quality of teaching staff. To ensure that good quality teachers are selected for Army Public Schools, an elaborate system of screening has been established over the years.

3.   To ensure a basic knowledge threshold among the candidates, a centralized **Online Screening Test** is conducted which is followed by panel interviews and teaching skill evaluation before a teacher is employed in the schools. The last policy on the subject was issued on 07 Dec 2022. Consequent to the feedback received from the Command BoA and approval by competent auth, certain amendments have been carried out in the procedure for hiring of teachers of Army Public Schools.

AIM

4.   To lay down clear guidelines for selection of teachers for APSs across the country.

BROAD METHODOLOGY

5.   The selection procedure will follow three stages as follows: -

   (a)   **Stage I**. Online Screening Test conducted by AWES.
   (b)   **Stage II**. Interview.
   (c)   **Stage III**. Evaluation of Teaching Skills.

Stage 1: Online Screening Test

6.   This exam is conducted on-line by HQ AWES every year on behalf of all Army Public Schools. The screening exam assists schools in shortlisting suitable teachers for selection. Thereafter the procedure for selection and employment will be carried out by the Boards of Administration (BoA) of each Command and the School Administration and Management Committee (SAMC) for each school. Passing the Online Screening Test is henceforth **NOT MANDATORY** for appearing for the interview and evaluation of teaching skills & computer proficiency. However after selection in the post of a teacher (regular & fixed term), the candidate must pass the OST as per details given below :-

   (a)   **Regular Candidate**. Within two years of being appointed with a minimum overall raw score of 50% (100 marks).

   (b)   **Fixed Term Candidate**   Within one year of being appointed with a minimum overall raw score of 40% (80 marks).

   Note. For candidates who have already qualified in OST, the above condition will not apply except for those who would apply on Fixed Term for whom the 40% pass marks will apply.

   (c)   In addition to fresh candidates, the following may also appear for the **Online Screening Test**: -

      (i)   Holders of score cards who want to improve their scores.

      (ii)   Those desirous of upgrading themselves. For eg candidates holding score card of TGT may now want to obtain a card for PGT, having acquired additional qualifications.

7.   **Declaration of Results**.   Results will be declared within a month from the date that the OST is held. These results would be placed on AWES website/Registration Portal. AWES shall forward a copy of results to HQ Command AWES Cells for their record. Clarifications if any can be sought from AWES. The result methodology will be as given below: -

   (a)   For each category there will be one question paper of 200 marks, i.e., one question paper for Foundational stage & PRT, and one question paper in each subject for TGT and PGT.

   (b)   The question paper will have 200 questions for one mark each. For each correct response the candidate will be awarded one mark. There will also be **NEGATIVE MARKING, of 1/4 mark for each wrong answer**.

   (c)   Henceforth, there will be **NO MINIMUM PASS MARKS** in the OST. The result will be based on the raw scores & percentile system.

(d)   **Absolute Result Exam Summary**. Once the candidate has finished attempting the question paper and the answer sheet is submitted and automatic **Absolute Result Exam Summary** will be generated and displayed instantly on the screen. The result summary would indicate the following: -

    (i)   Questions offered.

    (ii)   Questions attempted.

    (iii)   Questions not attempted.

    (iv)   Questions correctly answered.

    (v)   Questions wrongly answered.

(e)   **Final Score Card.**   A final score card will reflect the raw scores obtained in each section as well as the overall aggregate raw score. Additionally, the score card will also depict the percentile score of the candidate. This score card will be available after 21 days from the date of the Online Screening Test. It can be downloaded by each candidate from the website www.awesindia.com.

(f)   The result would be available on the website for a period of 30 days from the day the **Final Score Card** with raw scores and percentile is uploaded. Once the results are removed from the portal, the Final Score Card with raw scores and the percentile can be obtained on a special request and on a payment of a specific administration charge of ₹100/- (Rupees One Hundred only).

(g)   In case a candidate is not satisfied with the OST score, that candidate can apply again for the next schedule of OST to improve the score.

Validity of Score Card.

8.   From the year 2023, those who appear in the Online Screening Test will be given a score card which shall be valid for life.

9.   However, the earlier OST Score Cards held by candidates who have passed the OST as per the earlier system will remain valid. These score cards held from previous Screening tests are valid for three years from date of issue. Their validity automatically gets extended for life provided all of the following conditions are fulfilled:

(a)   The candidate should have served in any CBSE Recognized School within **three years** of passing the OST.

(b)   The candidate should have served at the level i.e., PGT/TGT/PRT for which the score card made the candidate eligible for employment in an APS.

(c)   The employment so taken up {Para 8(b)} should be unbroken service of **at least nine continuous months of an academic session**.

10.   Those in possession of Valid Score Cards of previous years shall be eligible for interviews even if they did not have 50% marks in Graduation/PG as well as B.Ed.

Stage II: Interview

11.   Interviews will be held under the aegis of Board of Administration at HQ Commands / School Administration and Management Committees. The details are given in the succeeding Paras.

12.   **Forecast of Vacancies.** Schools will work out the details of vacancies of teaching staff likely to arise in the ensuing academic year, subject wise. These details will be forwarded to AWES cell at Regional Commands and HQ AWES and also placed on the respective School web sites. The format for forwarding vacancy details is at **Appendix A**.

13.   **Advertisement.** HQ Command (AWES Cells) will organize publication of advertisements by schools for cluster wise interviews after declaration of results of screening exam. Grouping of schools into clusters for the purpose of interview is given at **Appendix B**. The details will also be placed on the websites of respective schools.   In case the HQ Commands' desire any changes in the clusters they may do so under intimation to HQ AWES.

14.   **Eligibility.**   All candidates who have been shortlisted as per the raw scores/percentile system and those who had qualified as per the earlier pass percentage system in an OST are eligible to appear for the interviews. Candidates seeking appointment for teaching subjects for which Online Screening test was not conducted are also eligible if vacancies of these subjects have been announced.   Candidates who have not been shortlisted for the interviews as per the raw scores/percentile system and those who have not qualified in the OST as per the earlier system for which exam was conducted will not be considered for **Regular or Fixed-Term** employment. Such candidates may however be considered for adhoc vacancies if they arise at any time during the academic session.

15.   **Qualifications**: Minimum qualifications for teaching staff at various levels, i.e., PGT, TGT and PRT will be in accordance with the guidelines issued by NCTE/KV Sangathan/ Navodaya Vidyalaya samiti/CBSE. Though these minimum qualifications have been considered, in some instances AWES has raised the minimum standards further for the benefit of the students.

    (a)   Detailed list of minimum qualifications for candidates is given at **Appendix C**.

Qualification Criteria. The requisite qualifications are as under:-

Ser No	Post	Minimum Qualifications				
		Education	Aggregate %	Professional	Aggregate %
1.	PGT	Post-Graduation	50	B. Ed.	50
2.	TGT	Graduation	50*	B. Ed.	50
3.	PRT	Graduation	50**	Two-year D.El.Ed./B.El.Ed. **OR** candidates with B.Ed. can also apply with fulfillment of the condition of six-month PDPET/Bridge Course from an NCTE recognized institute as and when NCTE approves any institution to conduct the said course within two years of recruitment as PRT or beginning of the course whichever is later.	50

Note 1

(i)   In addition to the minimum aggregate percentage mentioned in the table above, a candidate should have scored no less than 50% marks in each of the subjects in which they have graduated/ post- graduated. Detailed mark sheets will be scrutinized during the interview.

(ii)   *A Post-Graduate with less than 50% aggregate marks in Graduation can also apply for the post of a TGT provided the candidate has scored a minimum of 50% or more aggregate marks in Post- Graduation.

(iii)   ** A Post-Graduate with less than 50% aggregate marks in Graduation can also apply for the post of a PRT provided the candidate has scored a minimum of 50% or more aggregate marks in Post- Graduation.

(b)   CTET / TET is not mandatory for appearing in the Online Screening Test. However, CTET / TET conducted by Centre / State government is mandatory at the time of appointment as TGTs/PRTs in the REGULAR and FIXED TERM category. Therefore, candidates must ensure that they clear CTET/TET before their appointment as TGTs/PRTs. Candidates who have not qualified CTET/TET but found fit in all other aspects may be considered for appointment on vacancies which may be ADHOC in nature.

(c)   Candidates are required to ensure that they at least fulfill NCTE rules, regulations and notifications for minimum qualifications, KV Sangathan recruitment rules and regulations and Appendix- VII of CBSE Affiliation Bye-Laws 2018 before they register for OST.

(d)   Aggregate percentage will be based on the marks for the entire duration of Graduation/Post Graduation.

Note 2 For teachers being appointed on Adhoc appointments possession of a Score Card of AWES, CTET/TET would not be a mandatory requirement but a preferred requirement.

(e)   No specific academic qualification is laid down for activity teachers. Their selection will be subject to suitability based on experience and knowledge as assessed by the Board. Good communication skills in English is mandatory.

16.   **Age and Experience Criteria of Candidates**.   As on 01 April of the year of appointment, the age and experience of the candidate should be as under: -

(a)   **Army Spouses**.

Ser Nos	Age (years)	Minimum(Teaching) Experience Required	Weightage in Points for Interview Selection Process	Remarks
(i)	Below 40	Fresh candidates (No Teaching Experience)	04	-
(ii)	Below 45	05 years#	08	Experience is cumulative
(iii)	Below 50	07 years#	09	
(iv)	Below 57	09 years#	10	

Note 1.   **# For Ser 16(a), (ii), (iii) and (iv) experience should be in the appropriate category (For PGT category the candidate should have worked as PGT/TGT. Experience gained as PRT in the same period shall not be counted for appointment as PGT. For the post of TGT, experience gained as PRT shall however be accepted and as per extant qualifications laid down by regulatory bodies).**

(b)   **Others**

Ser No.	Age (years)	Minimum(Teaching) Experience Required	Remarks
(i)	Below 40	Fresh Candidates (No Teaching Experience)	-
(ii)	Below 57	05 years@	-

@ For Ser 16 (b) (ii), 05 years' experience should be essential in the appropriate category (For PGT category the candidate should have worked as PGT/TGT. Experience gained as PRT in the same period shall not be counted for appointment as PGT. For the post of TGT, experience gained as PRT shall however be accepted during last 10 years, and as per extant qualification laid down by regulatory bodies).

17.   **Registration of Candidates.** Since there is no pass percentage henceforth, BOA, Command is at liberty to decide the cut-off percentile for selection of teachers for each post both at the level of the CSB as well as LSB depending upon the number of vacancies available and location of employment. Candidates who have qualified as per the earlier system and other valid score card holders from exam held in previous instances may apply for interview. The registration procedure will be as follows: -

(a)   Candidates will download the application form from AWES website /websites of schools. Format of application form is placed at **Appendix D**.

(b)   Only one application form will be filled up for one cluster. The application form along with a DD for Rs. 100/- will be sent to the school in which the candidate is seeking appointment, as per the date notified by the convening authority. The schools will submit the applications sorted out category wise, subject wise (for PGTs/TGTs/PRTs) to the school conducting interviews for the cluster along with the interview fees.

(c)   The conducting schools will compile lists of candidates' categories wise, subject wise, scrutinize the documents and work out the interview schedule. Applications for posts on fixed-term contracts and Adhoc posts will be retained by the schools and considered in the LSB interviews.

(d)   Call letters will be sent to the candidates by post as well as e-mail by the organizing school. Sample call letter is placed at **Appendix E**.

18.   **Conduct of Interview.** Procedures for conduct of interviews shall be as follows: -

(a)   **Combined Selection Board (CSB)**. This will be constituted for selection of **PGTs, TGTs and PRTs for all vacancies of 'Regular' appointments**. **These boards shall be held in Dec-Feb** and teachers recruited by them shall be appointed from the beginning of the next academic session. Teachers selected by these boards shall be required to undergo probation for a maximum period of two years. Teachers who were holding fixed-term appointments in the same school and in the same category (TGT/PRT) may be allowed waiver of probation at the discretion of the board. Any further extension of probation beyond the duration stipulated above on extreme and justifiable grounds would need approval from BOA at respective Command HQ.

(b)   **Local Selection Board (LSB)**. These boards shall be held **once in Jan-Mar each year** and **again in May-Jun**. It may also be constituted on as required basis any time of the year. The board constituted in **Jan-Mar shall be responsible for selection of teachers for fixed-term contract** (a term **not exceeding three academic sessions**) and the one in May-Jun and/or any time of the year shall be responsible for selection of teachers for **Adhoc appointment** (for a **tenure not exceeding beyond the last day of the current academic session**). If rare and justifiable grounds exist, the LSB held in the remaining year may also appt teachers on fixed-term contract but such contracts should culminate with the end of the third academic session.

Note:

(i)   It will be ensured that no member of the board is related to any of the candidates. A certificate to the effect will be attached to the Board Proceedings.

(ii)   In case the CSB is being held for a standalone school, a Principal of another school should be a member of the Board.

(iii)   Suitable advertisements shall be placed in newspapers / school website giving out the list of vacancies as per category (PGT/TGT/PRT) and subjects.

19.   **Combined Selection Board (CSB).**

(a)   **Convening Auth**. HQ Commands (AWES) will convene CSB for each cluster/school in the period Dec-Feb each year.

(b)   **Composition**: Composition of CSB will be as follows: -

(i)   Presiding Officer   – Brig (Preferably a Chairman of one of the schools)

(ii)   Members   - Principals of schools where vacancies exist.
- Two educationists
- One subject expert
- One Psychologist (may be school counselor)
- Dir/Additional Dir (AWES) of Command/Corps/Area HQ if available in station where the board shall assemble.

20.   **Local Selection Board (LSB).**

(a)   **Convening Auth**: Patron of the School shall convene the Board each year for the Board to be held in Jan-March and in May-Jun for board to be held in Jun. He may also convene the board at any time during the academic session if the need arises.

(b) **Composition**: The composition of the Board will be as under: -

    (i)   Presiding Officer   - Brig/Col (Selection Grade)

    (ii)   Members   - Principal
- Two Educationists (Not more than one teacher from the same school)
- Subject Expert for PGT&TGT)
- Junior Wing Coordinator/Headmaster/ Headmistress
- One Psychologist (may be school counselor)
- One member of SAMC

Stage III: Evaluation of Teaching Skills

21.   This will be conducted along with the interview. Candidates will not be called separately for this stage of the selection process unless the number of candidates is large and cannot be managed on the same day. This would be conducted in two parts: -

(a)   **Part I.** Teaching practice where the candidate will be asked to conduct a class.

(b)   **Part II.** This is applicable only to language teachers both PGT and TGT. A written test will be conducted to assess the written expression of the candidate. Two questions (essay writing and comprehension) of 15 marks each will be set by the Board.

Note:

(i)   The Interview board shall peruse the Education documents and Experience Certificates and ascertain their authenticity.

(ii)   The Interview Board may conduct a computer proficiency test at their discretion. Respective HQ Command (AWES) may devise the test and scoring system for this purpose.

(iii)   Maximum marks for this stage will be 100. The scores obtained by language teachers will be normalized to 100 at the time of compilation of results.

(iv)   The interview shall be for a Group of Schools called a cluster and the selected candidate for only the regular category may be appointed in any one of the schools in that cluster. Cluster wise list of all Army Public Schools is given at ANNEXURE 1.

(v)   Authorities conducting the Interview may carry out additional screening of candidates if the number of candidates is large and administratively unmanageable.

(vi)   Candidates who receive a letter of offer of appointment for the post of a teacher in any category are required to get a police verification certificate at the earliest and in no case later than 30 days from date of joining. Spouses of serving Army, Navy and Air Force personnel will get verification of their antecedents from the Commanding Officer/ Formation Commander/ Station Commander of the establishment where their spouses are serving.

Common Provisions.

22. **Pass Percentage.** Minimum 50% marks in each of the stages described above for selection.

23. **Minimum Number of Candidates to be Interviewed**. The minimum number of candidates to be interviewed per vacancy should not be less than five. If number of candidates available is less than this, the board shall record that all possible means to advertise the vacancy were made and no eligible applicant was denied an opportunity to be interviewed on grounds of short-listing.

24. **Board Proceedings cum Merit List**. The School nominated as the centre for holding of interviews shall prepare the basic documents for the conduct of interviews. The suggested format is given at **Appendix F**. The members of the board shall assign marks on independent sheets and a consolidated merit list shall be prepared separately for each subject. Depending upon the marks obtained in each stage (stage I, II & III explained above) a category wise, subject wise merit list will be drawn up. Command HQ may modify the format as per their requirement. Merit Lists will be processed as under: -

Ser No	Procedure	Level of Initiation	Approving Authority	Data to reach Approving Auth	Remarks
(a)	CSB	Cluster (by Presiding Officer)	Chairman BOA	Within 15 days of date of interview	The Board will assign teachers to individual schools
(b)	LSB	School	Patron	-do-	

Note:

(i) The board shall also recommend the salary and increments if any to be paid to the prospective candidate. This shall be included as part of the board proceedings.

(ii) Board Proceedings of CSB and LSB held in Dec-Feb and Jan-Mar respectively are required to be approved as early as possible so that appointments can be made before the beginning of next academic session.

25. **Declassification of Results.** Results of Interview will be placed on the School notice board and website on approval by the competent authority as mentioned at Para 25 above as per following format.

Ser No	Name of Candidate	Son/Daughter/Wife of	Post PGT/TGT/PRT	Subject	Remarks to include Appointed/Reserve

26. **Appointments.** Appointments will be made based on merit list. Sufficient No of reserves from amongst candidates who are found suitable will be maintained. It is not mandatory to keep all candidates in the reserve list. Appointment Letters will be issued by Chairman of schools as given at Appendix K to N of Rules & Regulations for Army Public Schools, Volume I, 2019 Edition.

27. **Validity**. The Board Proceedings of CSB and LSB once approved will be valid for the entire academic session or convening of the next CSB and LSB respectively.

28.   **Retention of Documents**. Documents pertaining to applications, and board proceedings shall be preserved for 10 years. Original Documents of the candidates shall not be retained by the School/interviewing Boards.   A copy of approved Board Proceedings shall be sent to AWES for purpose of records.

29.   The above directions shall apply to all selection boards to be convened and conducted from the date of signing this letter. Previous instructions and guidelines issued on the procedure of selection of teachers stand superseded.

30.   For early dissemination to all concerned please.

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Sd/x x x x x x x x
(KK Sharma)
Col (Retd)
Dir Schools
For MD AWES

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Distribution :-

List `A'   -   By e mail.

Appendix B
(Refer Para 13 of Guidelines)

LIST OF ARMY PUBLIC SCHOOLS

S. No.	Name of School/Cluster	S. No	Name of School/Cluster	S. No	Name of School/Cluster
	CLUSTER 1		**CLUSTER 6**	43.	APS Bengdubi
1.	APS Pune	22.	APS Secunderabad (RKP)	44.	APS Sukna
2.	APS Kirkee	23.	APS Secunderabad (Bolarum)	45.	APS Gangtok
3.	APS Dighi	24.	APS Golconda	46.	APS Darjeeling
4.	APS Dehu Road		**CLUSTER 7**	47.	APS Kalimpong
5.	APS Khadakvasla	25.	APS Bangalore		**CLUSTER 12**
	CLUSTER 2	26.	APS ASC Centre & College	48.	APS Tezpur
6.	APS Devlali	27.	APS PRTC	49.	APS Tenga Valley
7.	APS Mumbai	28.	APS Chennai	50.	APS Missamari
8.	APS Ahmednagar	29.	APS Wellington	51.	APS Rangapahar
9.	APS Kamptee	30.	APS Trivandrum		**CLUSTER 13**
	CLUSTER 3	31.	APS Cannanore	52.	APS Agartala
10.	APS Jaisalmer		**CLUSTER 8**		**CLUSTER 14**
11.	APS Jodhpur	32.	APS Kolkata	53.	APS Dinjan
12.	APS Nasirabad	33.	APS Barrackpore		**CLUSTER 15**
	CLUSTER 4	34.	APS Panagarh	54.	APS Chandimandir
13.	APS Ahmedabad		**CLUSTER 9**	55.	APS Dagshai
14.	APS Dharangdhara	35.	APS Narangi		**CLUSTER 16**
15.	APS Bhuj	36.	APS Basistha	56.	APS Ambala
	CLUSTER 5	37.	APS Shillong	57.	APS Patiala
16.	APS Bhopal	38.	APS Umroi	58.	APS Sangrur
17.	APS Gwalior	39.	APS Happy Valley	59	APS Nahan
18.	APS Babina		**CLUSTER 10**		**CLUSTER 17**
19.	APS Saugor	40.	APS Jorhat	60.	APS Jalandhar
20.	APS Jhansi		**CLUSTER 11**	61.	APS Kapurthala
21.	APS Talbehat **(Responsibility of SC**)	41.	APS Binnaguri	62.	APS Ferozpur
		42.	APS Bagrakote	63.	APS Amritsar

S. No.	Name of School/Cluster	S. No	Name of School/Cluster	S. No	Name of School/Cluster
64.	APS Tibri	87.	APS Lucknow (LSB)	108.	APS Roorkee No.1
65.	APS Beas	88.	APS Faizabad	109.	APS Roorkee No.2
	CLUSTER 18	89.	APS Kunraghat	110.	APS Lansdowne
66.	APS Mamun Cantt	90.	APS Agra	111.	APS Meerut
67.	APS Yol Cantt		**CLUSTER 22** **(Responsibility of CC)**	112.	APS Raiwala
68.	APS Unchibassi	91.	APS Bareilly	113.	APS Clement Town
69.	APS Kandrori	92.	APS Pithoragarh (BCJ)	114.	APS Birpur
70.	APS Janglot	93.	APS Ranikhet		**CLUSTER 28**
71.	APS Madhopur	94.	APS Almora	115.	APS Gopalpur
72.	APS Pathankot	95.	APS Hempur		**CLUSTER 29**
	CLUSTER 19	96.	APS Fatehgarh	116.	APS Udhampur
73.	APS Kaluchak		**CLUSTER 23**	117.	APS Dhar Road
74.	APS Sunjwan	97.	APS Jabalpur No.1	118.	APS Leh
75.	APS Damana	98.	APS Jabalpur No.2	119.	APS Srinagar
76.	APS Ratnuchak		**CLUSTER 24**	120.	APS Akhnoor
77.	APS BD Bari	99.	APS Mhow	121.	APS RakhMuthi
78.	APS Samba		**CLUSTER 25**	122.	APS Nagrota
79.	APS Jammu	100.	APS Danapur		**CLUSTER 30**
80.	APS Miran Sahib	101.	APS Ramgarh	123.	APS Jaipur
	CLUSTER 20	102.	APS Gaya	124.	APS Itarana (Alwar)
81.	APS Delhi Cantonment		**CLUSTER 26** **(Responsibility of NC)**	125.	APS Kota
82.	APS Dhaula Kuan	103.	APS Allahabad		**CLUSTER 31**
83.	APS Shankar Vihar	104.	APS Varanasi	126.	APS Bikaner
84.	APS NOIDA	105.	APS Mathura	127.	APS Suratgarh
	CLUSTER 21	106.	APS Old Cantt Allahabad		**CLUSTER 32**
85.	APS Lucknow (SP)	107	APS Kanpur	128.	APS Bhatinda
86.	APS Lucknow (NR)		**CLUSTER 27** **(Responsibility of CC)**	129.	APS Fazilka

S. No.	Name of School/Cluster
130.	APS Faridkot
131.	APS Abohar
132.	APS Ganganagar
133.	APS Lalgarh
	CLUSTER 33
134.	APS Hisar
	CLUSTER 34
135.	APS Ranchi
	CLUSTER 35
136	APS Birchgunj (A&N)

**MINIMUM QUALIFICATIONS FOR TEACHERS IN ARMY PUBLIC
SCHOOLS**
Level—PGT (Eligible for teaching classes IX-XII)

S No	Name of Post	Post Graduate Teacher		
1.	Essential and other qualification less PGT (Computer Science), PGT (Informatics Practice) and PGT (Physical Education)	**Essential:** - 1. Two years Integrated Post Graduate MA/M.Sc. Course of Regional College of Education of NCERT in concerned subject with at least 50% aggregate marks. OR Post-Graduation with minimum 55% marks or equivalent grade and three-year integrated B.Ed./M.Ed. OR Master Degree from a recognized University with at least 50 % marks in aggregate in any of the following subjects: -		
		S No	**Subject**	**Educational Qualification (Master Degree)**
		(i)	PGT English	English
		(ii)	PGT Hindi	Hindi or Sanskrit with Hindi as one of the Subjects at graduation level
		(iii)	PGT Economics	Economics/Applied Economics/Business Economics
		(iv)	PGT History	History
		(v)	PGT Geography	Geography
		(vi)	PGT Pol Science	Political Science
		(vii)	PGT Psychology	Psychology
		(viii)	PGT Home Science	Home Science
		(ix)	PGT Mathematics	Mathematics/Applied Mathematics
		(x)	PGT Fine Arts	Fine Arts
		(xi)	PGT Physics	Physics/Electronics/Applied Physics/Nuclear Physics
		(xii)	PGT Chemistry	Chemistry/Bio Chemistry
		(xiii)	PGT Biology	Botany/Zoology/Life Science/Bio Science/Genetics/Microbiology/Bio Tech provided they have studied Botany/Zoology at graduation level.
		(xiv)	PGT Biotechnology	Biotechnology
		(xv)	PGT Accountancy	Accountancy
		(xvi)	PGT Business Studies	Business Studies

**MINIMUM QUALIFICATIONS FOR TEACHERS IN ARMY PUBLIC
SCHOOLS**
Level—PGT (Eligible for teaching classes IX-XII)

S. No	Name of Post	S No.	Subject	Educational Qualification (Master Degree)
2.	PGT	(xvii)	PGT Computer Science #	At least 50% marks in aggregate in any of the following: - 1. B.E or B. Tech (Computer Science/IT) from a recognized University or equivalent Degree or Diploma from an Institution/ university recognized by the Govt of India OR B.E or B Tech (any stream) and Post Graduate Diploma in Computer from recognized University. OR M.Sc. (Computer Science/ MCA or Equivalent from a recognized University. OR B.Sc. (Computer Science/BCA or Equivalent and Post Graduate degree in subject from a recognized University. OR Post Graduate Diploma in Computer and Post Graduate degree in any subject from recognized University. OR 'B' Level from DOEACC Ministry of Information and Communication Technology and Graduation. 2. Proficiency in teaching in Hindi and English. Note: For subsequent promotion the incumbent will have to acquire B.Ed. or equivalent degree.
		(xviii)	PGT Informatics Practices	At least 50% marks in aggregate in any of the following: - B.E./B.Tech. in Computer science/IT/ Computer Engineering/ Electronics/ Electronics& Communications **OR** M.CA./M.Sc. Computer Science/IT OR M.Sc. Math/Physics/ Statistics and B.Sc. Computer Science/BCA/ 3yr Diploma in Computer Engineering or IT/PGDCA recognized by AICTE OR B Level from DOEACC
		2.		B.Ed. or equivalent degree from a recognized university.
		3.		Desirable: Knowledge of Computer Application.
		Note:		**#** B.Ed. is not mandatory for PGT (Computer Science) as per KV Sangathan Recruitment Rules with subsequent modifications through its Office Memorandum F. No. 11- RPSO19/1/2017-AC(RPS)/476-479 dated 21/09/2017.

S No.	Name of Post	Educational Qualification (Master Degree)
3.	PGT (Physical Education)	(a) Bachelor of Physical Education (B.P.Ed.) or Bachelor of Physical Education (BPE) or Bachelor of Science (B.Sc) in Health and Physical Education and Degree in Sports with at least 55 % marks as per National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2009. Or At least 50 % marks in the B.P.Ed. degree/B.P.Ed. (Integrated) 4 years professional degree in accordance with the and National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007). Or B.P.Ed. with at least 55 % marks or B.P.E Course (or its equivalent) of 3 years duration with at least 50% marks (in accordance with the National Council for Teacher Education Form of application for recognition, the time of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002. And (b) M.P.Ed. of at least 2 years duration from any National Council for Teacher Education recognized Institution.

MINIMUM QUALIFICATIONS FOR TEACHERS IN ARMY PUBLIC SCHOOLS
Level—TGT (Eligible for teaching classes VI-X)

S No	Name of Post	Trained Graduate Teacher
1.	Essential and other qualification required (Less TGT) (Physical Education)	**Essential:** - 1. Four years "Integrated Degree Course of Regional College of Education of NCERT in the concerned subject with at least 50 % marks in aggregate. OR Post-Graduation with a minimum 55% marks or equivalent grade and three-year integrated B.Ed./M.Ed. OR Bachelor Degree with at least 50 % marks in the concerned subjects/ combination of subjects and in aggregate in one of the following: -

S No	Subject	Educational Qualification
(i)	TGT (Sanskrit)	Sanskrit as a subject in all three years of Graduation
(ii)	TGT (Hindi)	Hindi as a subject in all three years of Graduation
(iii)	TGT (English)	English as a subject in all the three years of Graduation
(iv)	TGT (S.St.)	Any two of the following: - History, Geography, Economics and Political Science of which one must be either History or Geography.
(v)	TGT (Mathematics)	Bachelor degree in Mathematics with any two of the following subjects: - Mathematics, Physics, Chemistry, Economics, Computer Science, Statistics.
(vi)	TGT(Science)	Bachelor degree in Science with any two of the following subjects: - Botany, Zoology, Chemistry and Physics
(vii)	**TGT (Computer Science) @**	BCA or Graduation in Computer Science or BE/B.Tech (Computer Science/IT) or Graduation in any subject and A level course from DOEACC, Min of Info & Communication & Technology, GOI

2.   B.Ed. or equivalent degree from a recognized University.
3.   Pass in Central Teacher Eligibility Test (CTET)/ Teachers Eligibility Test (TET), conducted by CBSE/State Govts in accordance with the guidelines framed by the NCTE for the purpose.
4.   Proficiency in teaching in English medium.
5.   Desirable: Knowledge of Computer Application.
Note: @ Relaxation in B.Ed. qualification is not available for TGT (Computer Science)

2	TGT(Physical Education)	(a) Bachelor's degree with Physical Education as an elective subject with 50% marks.
		OR
		Bachelor's degree with physical Education as an elective subject with 45 % marks and participation in National or State or Inter University competition in sports or games or athletics recognized by Association of Indian University or Indian Olympics Association.
		OR
		Bachelor's degree with 45 % marks and having participated in National or State or Inter- University sports or games or athletics.
		OR
		For deputed in-service candidate (i.e. trained Physical Education Teachers/Coaches)- Graduation with 45 % marks and at least 3 years of teaching experience as per National Council for Teacher Education (Recognition Norms & Procedure) Regulations, 2009.
		OR
		Graduation in Physical Education with 40 % Marks
		OR
		Graduation with Physical Education as an elective subject with 40 % marks
		OR
		Graduate who participated school, Inter-Collegiate in sports/games or passed NCC 'C' Certification in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007
		OR
		Graduation in Physical Education i.e., B.P.Ed. course (or its equivalent) of 3 years duration.
		OR
		Graduate having represented State/University in sports/games/athletics.
		OR
		Graduate who has secured 1st ,2nd or 3rd position in Inter-Collegiate sports/games tournaments/possessing NCC 'C' Certificate or passed basic course in Adventure Sports.
		OR
		Graduate with one-year training programme in Sports Science, Sports Management, Sport Coaching, Yoga, Olympic Education, Sports Journalism etc. (in accordance with the National Council for Teacher Education Form of application for recognition, the time limit of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002
		And
		(b) Bachelor of Physical Education (B.P.Ed) of at least one year duration (or its equivalent) from any National council for Teacher Education recognized institution.

MINIMUM QUALIFICATIONS FOR TEACHERS IN ARMY PUBLIC SCHOOLS
Level—PRT (Eligible for teaching classes I-V)

S No	Name of Post	Primary Teacher(PRT)
1.	Essential and other qualification required less PRT (Physical Education)	**Essential:** - Graduate holding Bachelor's degree with at least 50% marks in the concerned subject/combination of subjects and in aggregate. 2. B.El.Ed./ 02-year D.El.Ed. OR Candidates with B.Ed. or Integrated B.Ed. can also apply with fulfillment of the condition of six-month PDPET/Bridge Course from an NCTE recognized institute as when NCTE approves any institute to conduct the said course within two years of recruitment as PRT or commencement of the course whichever is later. 3. Pass in Central Teacher Eligibility Test (CTET)/Teachers Eligibility Test (TET), conducted by CBSE/State Govt in accordance with the guidelines framed by the NCTE for the purpose. 4. Proficiency in teaching in English medium. 5. Knowledge of Computer Application is desirable.
	PRT(Physical Education)	(a) Bachelor's degree with Physical Education as an elective subject with 50% marks. Or Bachelor's degree with physical Education as an elective subject with 45 % marks and participation in National or State or Inter University competition in sports or games or athletics recognized by Association of Indian University or Indian Olympics Association. Or Bachelor's degree with 45 % marks and having participated in National or State or Inter-University sports or games or athletics. Or For deputed in-service candidate (i.e., trained Physical Education Teachers/Coaches)- Graduation with 45 % marks and at least 3 years of teaching experience as per National Council for Teacher Education (Recognition Norms & Procedure) Regulations, 2009. Or Graduation in Physical Education with 40 % Marks Or Graduation with Physical Education as an elective subject with 40 % marks Or Graduate who participated school, Inter-Collegiate in sports/games or passed NCC 'C' Certification in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007 Or Graduation in Physical Education i.e., B.P. Ed course (or its equivalent) of 3 years duration. Or Graduate having represented State/University in sports/games/athletics. Or Graduate who has secured 1st, 2nd or 3rd position in Inter-Collegiate sports/games tournaments/possessing NCC 'C' Certificate or passed basic course in Adventure Sports. Or Graduate with one-year training programme in Sports Science, Sports Management, Sport Coaching, Yoga, Olympic Education, Sports Journalism etc. (in accordance with the National Council for Teacher Education (Form of application for recognition, the time limit of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002 And (b) Bachelor of Physical Education (B.P.Ed) of at least one year duration (or its equivalent) from any National council for Teacher Education recognized institution.

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Delhi Cantt-110010

B/45706/CSB-Teachers/AWES

08 Jan 2024

List A

GUIDELINES FOR SELECTION OF TEACHERS IN APS

1.   Ref Guidelines for Selection of Teachers in Army Public Schools issued vide this office Circular No 002/Schools/2023 dt 20 Nov 23.

2.   Clarifications / corrections on the OST and selection of teachers received from the envt are given in succeeding paras.

3.   **Para 6 (a) & (b)**

(a)   Instructions on the subject are clear and have already been issued to all concerned after compiling BoA recommendations. Status quo be maint. OST qualified / non qualified teachers can be appointed as Regular/Fixed Term appointees. Candidates who have appeared in OST earlier but not having requisite cut off may be treated as non OST candidate.

(b)   It is mandatory to clear OST within stipulated period. In case OST is not cleared, service of the candidate may be terminated. A requisite clause highlighting this aspect must be included in the contract at the time of appointment. BoA is the competent authority to order termination of such candidate. Date of termination of such candidate will be decided by BoA.

4.   **Point : Para 14 and 17 : Eligibility and Regn of Candidates**.

Para 14 is amended as follows:- All OST qualified / non qualified candidates are eligible to apply for the regular / fixed term teachers appts. BoA Command is at liberty to decide the criteria /methodology for shortlisting of teachers for each post taking all parameters under consideration. However, a min ratio of 1:5 should be maint for each appt, if sufficient eligible applicants are avl.

5.   **Point : Para 15 (b)**. With respect to CTET qualification it is intimated that CTET is mandatory for joining as teacher and the is no relaxation as per existing policy.

6.   **Point : Para 16.**

(a)   No weightage of any type to applicants is permitted except the one applicable to Army Spouses as approved by competent authority. However, BoA may give weightage to experienced teachers applying during shortlisting of candidates, if resorted to (Ref para 4 above).

(b)   As far as Army spouses are concerned, age and teaching experience are co-related. An army spouse applying for a teachers appt between 50 to 57 yrs of age must have min 09 years cumulative experience (Not limiting to last 10 yrs only as compared others). Similarly, experience and weightage awarded are co-related. An applicant below 40 yrs of age having 09 yrs experience will get 10 weightage pts and so on.

(c)   As far as other teachers (between Age 40 to 57 yrs) are concerned, the 05 years experience must be in last 10 years from the date of application.

7.   **Appx F (Note 4)**.   Appx F be amended (To be filled by the Board head) as follows:-

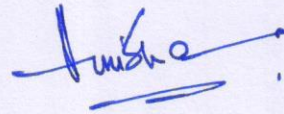(a)   Coln on Relevant OST (100 mks) be deleted.

(b)   **New Colns to be added**.

(i)   A new column needs to be inserted / added in the Assessment Sheet for Army spouses, with max 10 marks.

(ii)   A second new coln to be added for widows of army personnel who die in service / wives of Army pers boarded out with 100% disability should be incl. They would be awarded a bonus of 20 marks (Article 311 of AWES Rules and Regs for APSs, Edition Mar 2019).

(iii)   Total marks with CSB / LSB would thus be 230.

8.   This disposes off of HQ Western Comd (AWES) letter No 46353/CSB/AWES dt 13 Dec 2023, APS Chandimandir letter No APS/Adm/1/23 dt 15 Dec 2023 recd vide HQ Western Comd (AWES) e-mail dt 19 Dec 2023 and APS Jabalpur No 2 letter No 4032/CSB/APS2 dt 06 Dec 2023.

(KK Sharma)
Col (Retd)
Director (Schools)
For MD AWES

Encls : As above.

COMBINED / LOCAL SCREENING BOARD HELD AT (LOCATION) CATEGORY : PGT/TGT/PRT

(Schools in the cluster covered : _____)

FINAL MERIT LIST

(Separate sheet for each subject)

To be filed from application forms before the conduct of the interviews by the School nominated for the conduct of interviews									To be filed by the Board							
Ser No	Title Mr / Mrs / Ms	Name	Age / PGT / TGT / PRT as on 01 Apr	Online Screening test (OST) qualified	CTET / TET	Academic qualification — Graduation / post Graduation / B. Ed / M. Phil / PhD with % marks		Validated Experience		Weightage pts for Army Spouse	Bonus pts for Widows / Wives of 100% disabled soldiers	Interview	Eval of Teaching skills	Total Out of	Overall position	Recommended Increments	Remarks
						Acad	B. Ed / M.Ed	Yrs	Eligibility for No of increments							
				Y / N	Y / N	Acad				10	20	100	100	230		

Data correctly compiled from Application Forms :

Sign ..._____

Name ...   Designation ....

Signatures : Presiding Officer ....

Members 1. _____   2. _____   3. _____

Member 4. _____   5. _____   6. _____

Note :-

1. This sheet will be signed by Presiding Officer and members.
2. To be selected a candidate must score 50% or more marks.
3. Separate merit sheet will be prepared for each subject. PGT and TGT listed separately.
4. Widow / Wives of Army pers to be indicated clearly and addl 20 marks be awarded (Ref Article 311 of Rules and Regulations for APSs, Vol-I)Administrative), Seventh Edition dt 25 Mar 2019.
5. The breakdown of marks for Interview and Eval of Teaching skills are at Annexures 1 and 2 respectively.