

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

**Rc.No.25 / SSA/A3/2014.**

**Dt. -11-2014.**

Sub:-A.P.SSA-Performance Indicators PINDICs for teachers of Andhra Pradesh developed by NCERT suggested by MHRD -Further instructions- Regarding.

Ref:-1. This office Progs. Rc.No.25/S.S.A/A3/2014, Dt.02-08-2014.  
2. This office Progs. Rc.No.25/S.S.A/A3/2014, Dt.23-08-2014

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In continuation of instructions issued in the references cited, all the District Educational Officers, Project Officers of Sarva Siksha Abhiyan and Principals of DIETs in the state are requested to take initiation for implementation of PINDICs by teachers and H.Ms effectively during the year 2014-15 and also instruct all the teachers in primary and upper primary schools for its effective implementation and development of teaching professionalism.

The activities of teachers, complex H.Ms , M.E.Os and D.P.Os are as follows:

**Teachers**

- Self assessment of teacher twice in an academic year i.e Ist quarter and 3<sup>rd</sup> quarter end in academic year 2014-15.
- Every assessee teacher shall keep ready the PINDICs format for observation by complex Head Master.
- The teacher shall maintain record of PINDICs for higher officials observations.

**Complex H.Ms.**

- The complex H.M shall fill the PINDICs format twice in an academic year by observing the teacher format and also practical observation of the teacher performance in class room teaching .
- The complex H.M must assign grade to every teacher in his jurisdiction.
- The complex H.M must give the grade to every teacher and send the grade to Mandal Resource Centre after the completion of I Quarter ending and III rd quarter ending.

**MEOs.**

- The Mandal Resource Centre must maintain the record of PINDICs and consolidate the data of teachers on basis of reports furnished by the complex H.Ms after 1<sup>st</sup> quarter and 3<sup>rd</sup> quarter ending.

**District Project Officers.**

- The District Resource Centre shall maintain the grading record send by the Mandal Resource Centre and send the district level consolidated teachers grading report to SPO after the completion of 3<sup>rd</sup> quarter ending in the academic year 2014-15 in the prescribed format communicated by SPO.

All the complex H.Ms are requested to discuss and clarify doubts raised by the teachers on PINDICS at complex level meetings to be conducted in the month of November 2014 and ensure that the teachers understand the PINDICS absolutely.

PINDICS can be used by teachers themselves for assessing their own performance for improvement of teaching professionalism in the teachers and to make continuous efforts to reach the highest levels.

Therefore all the DEOs and Project Officers of Sarva Siksha Abhiyan are requested to take necessary action for effective implementation of PINDICS and submit compliance report to State Project Office after the completion of 3<sup>rd</sup> quarter ending and also report on present initiation.

Further they are informed that a teleconference programme is scheduled to be held on 20-11-2014 in the matter. They are therefore requested to attend the programme along with MEOs., SCH.Ms and MRGs/ Resource Persons without fail.

*This has got the approval of the state project Director, SSA. AP Hyd.*

*H.V. Sambhu*  
11/11/14  
For State Project Director.

*H.V. Sambhu*  
11/11/14

To

All the District Educational Offices in the state.  
All the Project Officers, Sarva Siksha Abhiyan in the State.  
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