

Name of field investigator:

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**Centre of Excellence in Teacher Education
Tata Institute of Social Sciences**

Tool 1: Interview Schedule - DEO/BEO

- 1) Name:
- 2) District and State
- 3) Tehsil/block
- 4) Qualification and current designation
- 5) Total years of experience
- 6) What is the PTR in schools in your district?
- 7) What is your view on teacher availability in schools?
- 8) Are there enough subject teachers in schools? (Note for each subject and level - primary, secondary, science, Maths, Social science, Languages, physical edu, arts/music, special edu)

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9) Are there surplus teachers in your district? Which levels and subjects?

10) What is the proportion of local teachers in your block/ district?

11) What is the rationalisation policy/is any rationalisation carried out recently? Please share your experiences

12) What is the process of teacher recruitment? Please explain and share your experiences.

13) When was the recruitment carried out?- the year, the no. of teachers recruited.

14) What is the ratio of contract/permanent teachers?

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15) What is the recruitment process for contract teachers? Who is the decision maker? Does the hiring happen at the school/ local level?

16) Please explain the process of teacher deployment.

17) What are the challenges in teacher recruitment?

18) What are the challenges you have experienced in teacher deployment?

19) What is the process of teacher transfer?

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20) What are the challenges in teacher transfers?

21) What are the teacher's qualifications? how qualified are teachers? Are there untrained teachers, if yes, how are they being trained?

22) Please comment on teacher responsibilities and other non-teaching duties that teachers might have.

23) What are the trends in the teaching profession? How has it changed in the few years in terms of who is choosing to become a teacher? (Local/ others and social categories/ first generation learners etc.)

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24) Who is choosing to become teachers (male/ female) and any trends in subjects and levels taught?

25) What is the proportion of single-teacher schools in your district?

26) What is the proportion of multi-grade teaching?

27) What is the proportion of schools with designated head teachers?

28) What is the proportion of teachers retiring in the next three years?

29) How often do you conduct school visits?

30) What is the role of SMC with respect to teacher availability and teacher vacancy?

31) Is there an issue of teacher absenteeism in the district? If so, how is it managed?

32) Do you have recommendations for filling the vacancies and staffing needs?

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