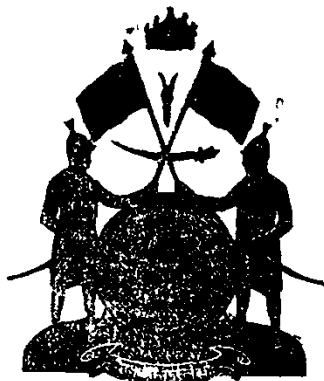


HIS HIGHNESS' GOVERNMENT JAMMU & KASHMIR



REPORT

OF

The Educational Reorganisation Committee

1939.

SRINAGAR.

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APPENDIX A.

(List of ladies and gentlemen who submitted their memoranda to the Committee.)

1. Mr. E. D. Tyndale Biscoe—Copy of note submitted to Un-employment Commission and Memorandum.
2. Mr. Nurud-Din, M. A., of Praja Sabha Secretariate.
3. Mr. G. A. Mukhtar, M. A. B. T. Asstt. Inspector of Schools.
4. Mr. B. K. Madan, M. A. Professor of History, S. P. College.
5. Rev. A. Andrews, St. Joseph's College, Baramulla.
6. Mrs. Z. A. Begum, Headmistress, Govt. Girls High School, Srinagar.
7. Mr. Girdhari Lal Anand, Banker, Jammu.
8. Mr. Frederic Jacob, M. A., C. M. S. High School, Srinagar.
9. Mr. J. L. Kaul, M. A., LL. B. Lecturer in English, S. P. College, Srinagar.
10. Mr. Fazli Haque, M. Sc., B. T., S. P. College, Srinagar.
11. Mr. Ishwar Das, B. A. B. T. Headmaster, H. S. High school, Akhnur.
12. Mr. Mehdiratta, Inspector of Schools, Jammu.
13. Dr. H. L. Tikku, Retired Chief Medical Officer.
14. K. S. Mirza Ghulam Mustafa, Retired Wazir Wazarat, Srinagar.
15. Mr. K. N. Tikku of the Peripatetic Party, Sopore.
16. Dr. E. F. Neve, F. R. C. S., Etc., Srinagar.
17. Miss. M. Gomery, Anantnag.
18. Canon C. E. Tyndale Biscoe, Srinagar.
19. Mr. Das Ram Malik, M. A., B. T. Headmaster, Normal School, Udhampur.
20. Mr. Kashi Nath Koul, Headmaster, Middle School, Hattian Dopatta.
21. Mr. Q. Mohammad Ishaq, M. A., M. O. L. Inspector of Schools, Srinagar.
22. Mr. Kanth Koul, M. A., Librarian, S. P. College, Srinagar.
23. Dr. Sri Ram, Scout Organizer, Srinagar.
24. Mr. Dina Nath Fotedar, Headmaster, Government High School, Bhadarwah.
25. Mr. Balwant Singh, Inspector of Schools (Retired).
26. Mr. S. L. Raina, Headmaster, Sri H. S. National High school, Baramulla.
27. Mr. R. K. Bhan, Professor of Economics, S. P. College, Srinagar.
28. Dr. Sodarshan, Asstt. Surgeon, Srinagar.
26. Mr. Gopi Nath Vishen, Headmaster, H. S. High school, Rainawari.
30. Mr. Mulk Raj Gupta, Headmaster, Government High school, Udhampur.
31. Mr. Lal Khan, Headmaster, Govt. High school, Kishtwar.
32. Mr. Prem Nath Masroor, Sopore, Kashmir.

APPENDIX A (continued)

33. Mr. Ghulam Rasul, Headmaster, Government High School, Srinagar.
34. Mr. A. K. Kichlu, Professor of Philosophy, S. P. College, Srinagar.
35. Mr. Damodar Das Kachru, Headmaster, Babapore Middle School, Srinagar.
36. Mr. Ram Lal Basur, M. A., LL. B. Mohalla Gupan, Jammu.
37. Mr. Habib Ullah, Rangteng Middle School.
38. Miss. M. P. Mallinson, Principal, C. M. S. Girls' School, Srinagar.
39. Mr. J. L. Pandita, S. P. High School, Srinagar.
40. Mr. Prithvi Nath Koul, Malapora, Srinagar.
41. Mr. R. K. Sapru, Office of the Director of Education, Jammu.
42. Mr. B. D. S. Chopra, Sri Ranbir Ganj, Srinagar.
43. Mr. Q. Qamar-ud-Din, S. R. High School, Jammu.
44. Mr. Ghulam Mustafa, Ist. teacher, Daulerpora, Sopore.
45. Mr. Radhakishen Koul, H. S. High School Rainawari, Srinagar.
46. Mr. Shridar Koul, Headmaster, Govt. High School. Sopore.
47. Mr. Mohammad Hussain, teacher Akbar Islamia High School, Jammu.
48. Mr. Jagan Nath Raina, Normal School, Udhampur.
49. Mr. Nand Lal Dhar, Ist teacher, Kalashpora, Srinagar.
50. Mr. Noor-ud-Din, Rangteng School, Srinagar.
51. Mr. Dina Nath Dhar, S. P. High School, Srinagar.

APPENDIX B.

The Educational Reorganisation Committee was appointed by His Highness' Government of Jammu and Kashmir under Government order No. E. D. B. 517/38 dated 27th June 1938 for the reorganisation of the existing educational system in the State. The Director of Education, Mr. K. G. Saiyidain was appointed the Chairman of the Committee and the following gentlemen as members :—

1. Dr. Zakir Husain, Principal, Jamia Millia, Delhi.
2. Mr. Eric Tyndale Biscoe, Principal, C. M. S. School, Srinagar.
3. Q. Mohammad Ishaq, Inspector of Schools, Kashmir.
4. Mr. R. C. Mehdiratta, Inspector of Schools, Jammu.
5. Pt. Nand Lal Kitroo, Headmaster, S. P. High School Srinagar, Secretary.

The following are the terms of reference under which the Committee was appointed.

In view of the urgent need for a new orientation of educational policy and a reorganisation of the existing educational system in the state, the Government have appointed an Educational Reorganisation Committee consisting of the Director of Education as Chairman, and the above noted gentlemen as members, to examine the suitability and adequacy of the present system of primary and secondary education and to make recommendations for bringing it into more vital touch with the needs of the people of the State and the ideals of the good life, and to awaken a keener and healthier civic and social sense. The following were the terms of reference to the Committee :—

1. To make a brief but comprehensive survey of the present position of primary and secondary education in the State with special reference to the following points :—
 - (a) the adequacy of the existing facilities for the educational needs of the people,
 - (b) the method of recruitment, qualifications and status of teachers,
 - (c) the facilities available for the training of teachers and the maintenance and improvement of their professional efficiency during their period of service,
 - (d) the existing curricula and methods in schools,
 - (e) the relation of the school to the social and cultural life of the community as a whole and the pursuits and occupations of the people,
 - (f) the facilities available for games, physical education, scouting and other extra-mural and extra-curricular activities,
 - (g) existing machinery for "continuation education" of

- students when they pass out of the schools,
 (h) does the State get full value for the money spent on education?
2. To recommend to the Government ways and means for bringing education into closer touch with the existing socio-economic conditions so as to make it more useful and practical as well as improve its quality and, in this connection, to consider the following points :-
- (a) the length of the primary and secondary school courses and of the period of schooling,
 - (b) the overhauling of the courses of instruction in accordance with the objects laid down in the preamble,
 - (c) the medium of instruction,
 - (d) the introduction of compulsory primary education,
 - (e) the correlation of the present academic education with the teaching of crafts, and ways and means of doing it,
 - (f) the diversification of courses at the secondary stage so as to provide for different types of students, to reduce the pressure on clerical services, and help to place national economy on a more rational basis,
 - (g) the improvement of the professional efficiency of teachers, both trained and untrained, and provision of craft courses for them,
 - (h) the feasibility of utilising private effort and non-official agencies in the development of education, particularly with regard to Adult Education,
 - (i) ways and means of making the school a living centre of social work and service.

By order of His Highness' Government.

As the terms of reference indicate, the Committee was appointed to consider the existing situation with regard to Primary and Secondary education, and to make recommendations for its re-organisation, so as to bring it into more vital touch with the needs of the people of the State, awaken a keener civic and social consciousness in them, and strengthen the ideals of the good life. What the Committee has therefore attempted to do, is not merely to suggest small formal changes in the curriculum and methods of teaching, but to work out a scheme of education inspired by a new educational ideology which will, on the one hand, be in harmony with the needs and requirements of the present age, and on the other, be effectively correlated with the ideals of the people of the State.

The Committee met from 7th to 25th of July 1938 and considered in detail the various questions arising out of the terms of reference. A large number of memoranda had been received in response to the appeal published in the papers by the Chairman of the Committee, and these memoranda, which

gave evidence of the keen interest taken by the public in problems of educational policy, were carefully examined by the members of the Committee. They also considered statistical data, relating to educational conditions in the State, which had been prepared by the Secretary with great care and diligence. In connection with certain specific questions on which the Committee wanted to have the benefit of the opinion of public men and certain officials of relevant Departments, the following ladies and gentlemen were invited to give evidence before the Committee, which they kindly consented to do:—

1. K. B. Thakur Aga Syed Hussain, ex-Minister and State Counsellor.
2. Mr. Kotibhaskar, Director of Industries.
3. Mr. M. R. Fotadar, Director of Agriculture.
4. Miss Shaw, officiating Chief Inspectress of Schools.
5. Miss Mallinson, Principal, C. M. S. Girls' School, Srinagar.
6. P. Shive Narayan Fotadar, M. L. A.
7. Mirza Mohamed Afzal Beg, M. L. A.
8. Mian Ahmad Yar Khan, M. L. A.
9. P. Amar Nath Kak, M. L. A.

The Committee adjourned on the 25th, and decided to meet again some time in September, in order to consider the draft report to be prepared by the Chairman and the Secretary. There are certain questions which required more detailed examination and these also will be considered when the Committee meets again for the final consideration of its recommendations.

The Director of Industries, the Director of Agriculture and the officiating Chief Inspectress of Schools have been requested to prepare notes on certain questions with which they are specially concerned in regard to the scheme of education which was discussed with them. The Chairman of the Committee has also appointed the three following sub-committees, in order to prepare the syllabus of studies for the basic schools and the Teachers' Training School.

1. The Social Studies and Mother tongue Sub-Committee, consisting of:—
 - (i) Mr. L. D. Suri ... Lecturer, P. W. College, Jammu.
 - (ii) Mr. G. A. Mukhtar ... Assistant Inspector, S. Division.
 - (iii) Mr. Veshnath Dar ... Teacher, S. P. High School.
 - (iv) Pir Zada Ghulam Rasul .. Assistant Inspector, Western Division. (Convener)
2. Mathematics General Science Sub-Committee, consisting of:—
 - (i) Mr. R. C. Pandita ... Professor, P. W. College, Jammu.
 - (ii) Mr. Fazle Haq ... Lecturer, S. P. College, Srinagar.
 - (iii) Mr. Nand Lal Kitroo ... Head Master, S. P. High School, Srinagar. (Convener)

3. Teachers' Training Syllabus Sub-Committee, consisting of :-
- (i) Mr. L. D. Suri ... Lecturer, P. W. College,
Jammu.
 - (ii) Mr. G. A. Mukhtar...Assistant Inspector,
Southern Division.
 - (iii) Mr. Fazle HaqLecturer, S. P. College,
 - (iv) Mr. Nand Lal Kitroo...Head Master, S. P. High
School, (Convener)
 - (v) Mr. Das Ram Malik...Head Master. Normal
School, Udhampur.

The committees have been given powers to co-opt more members, if necessary, and it is expected that they will submit their draft syllabus to the General Committee in September.

In the *Interim Report*, which I have the honour to submit, on behalf of the Committee, I have included only those recommendations, about which the Committee has come to final decision and have not included those points about which further consultation and discussion is to be held next month. These proposals should not, therefore, be regarded as exhaustive, but merely as giving a general idea of the lines, along which it is proposed to reorganise the educational system. In this connection, a brief report giving the financial implications of such of the schemes as are proposed to be introduced with effect from the beginning of the next financial year, has already been submitted to the Government, to enable the Council to consider the financial side of the proposals at the time of the formulation of the Budget for the coming year, and I understand, that the Government has viewed the proposals favourably, and a certain amount of money has been provided for making a beginning in connection with the proposed educational scheme.

After making a comprehensive survey of the educational conditions in the State, and examining the immediate, as well as the future needs of educational expansion, the Committee has come to the following conclusions :-

1. The new scheme of education should aim at the establishment, in due course, of a system of free, compulsory and universal basic education for all the children in the State, between the ages of 7 and 14.
2. For this purpose, it is necessary to draw up a 25 years' plan, so that, during this period, education should be made universal and compulsory, and the requisite provision of schooling facilities be made throughout the State.
3. The Committee is of opinion, that in order to achieve this end, it is necessary to accelerate the

pace of educational expansion very considerably, so as to ensure that, in the first ten years, all the villages having a population of over 500 should be provided with schools. This is not an ambitious but a modest proposal. As far back as 1916, Mr. Sharp had recommended in his report that during the next 10 years, schools should be established in all villages, having a population of over 500. This proposal thus requires, that, at least, 100 Primary schools should be opened every year, so that, during the next 10 years it should be possible to open schools in all such villages (which number about 1000) and thus the first part of the 25 years' plan should be completed. In the subsequent 15 years, it should be the effort of the Government to provide suitable schooling facilities for the villages having smaller population.

4. The Committee is of opinion that, side by side with the accelerating of the pace of educational expansion, an attempt should be made to thoroughly overhaul and improve the quality of education imparted, and for this purpose, they suggest, that a scheme of basic education should be drawn up, in which craft teaching and book teaching should be imparted simultaneously, in integral relationship with each other.

This coordination of theoretical and practical education is absolutely essential for academic, psychological and vocational reasons. In the Jammu and Kashmir State, where people are gifted with unusual skill in craftsmanship, the introduction of the craft element in education is particularly urgent and desirable. For this purpose, the committee has given detailed suggestions to its sub-committees as to how the new syllabus of primary education is to be drafted.

5. The introduction of the new scheme of education and the opening of basic schools requires that adequate arrangements should be made for the proper training of teachers in the light of the new requirements. The Committee strongly feels that no educational reform is possible, unless the system of teachers' training is thoroughly reorganised. They have therefore, recommended that two Training Schools, properly staffed and equipped, should be opened, one in Jammu and the other in Srinagar, where one hundred teachers might be trained every year. This period of one year however, is merely proposed as an emergency measure, because in the opinion of the Committee, one year is too short a period for providing adequate professional training to teachers. The recommendation is that ultimately, the teachers' training course should last 3 years after the completion of the basic school education. The

Committee further recommends that one basic school of the new type should be established in association with each Training School, where teachers may receive practical training in the art of teaching, and which may serve as an inspiration and a model to other schools in the province. If these schools are properly staffed and organised, they would not only serve as model schools but may also assume a position of All-India importance, because in many provinces and states, experimental attempts are being made to organise schools on these lines.

6. The Committee also recommends that provision should be made for the construction of 100 buildings for basic Primary schools every year, because such schools which are to provide craft education, side by side with academic instruction, must be housed in buildings specially constructed for the purpose. The Department of Education should get plans prepared of simple and inexpensive buildings for such schools. The co-operation of the villagers can be obtained in this work and the cost of construction can be considerably minimised if they are constructed, not through the Public Works Department but under the general supervision of the Education Department itself.

7. With regard to Secondary education, it is the opinion of the Committee that in comparison with the facilities for Primary education, the facilities available for Secondary education are fairly satisfactory and that, in future, the resources of the State should be primarily concentrated on the expansion and consolidation of Primary education. But, in order to make the existing Secondary schools really effective, and educationally satisfactory, it is essential to remove the congestion, which at present characterises practically all of them, and makes effective education almost impossible, and which is having a most detrimental effect on the physical health and mental peace of students, as well as teachers. It is therefore, necessary to set a reasonable limit to the size of each section of a class and although the ideal number should be 30 pupils in each section, the Committee realises that this may be very difficult immediately and therefore suggests that the number of students in a section should under no circumstances exceed 40. In order to give effect to this recommendation, it will be necessary to increase the accommodation in existing schools and to provide extra staff, wherever it may be necessary.

8. The Committee is also of opinion, that the grant-in-aid rules should be so modified that private effort on behalf of Secondary education may be forthcoming in a larger measure than is the case at present. If this can be done, and the responsibility for Secondary education is taken over by private agencies to a greater extent, it would be possible for the Government to spend a larger amount of money on the

expansion of Primary education.

9. The Committee has under contemplation a scheme for the re-organisation of Secondary education, whereby the present unhealthy and exaggerated emphasis on one type of schools only, namely the academic type, may be diminished and the principles of diversification be introduced in the interest, both of individual students, and the needs and demands of community life. The details of this scheme will be given in the full report of the Committee, to be submitted later. But it may be pointed out that the object of the Committee is not to limit the facilities for Secondary education now available. Their desire, rather, is to see that Secondary schools of different types, some of them with a bias in technical, commercial and agricultural directions, may be established and students may be selected on the basis of their natural aptitude for admission to these schools. But the Committee strongly feels, that free Secondary education of the academic type should be mainly provided for those who, on the basis of their intelligence and aptitudes, are fitted to receive it. If such facilities are thrown open indiscriminately and the Secondary schools are crowded with students who are unable to profit from them, it is neither in the interest of the individual students nor in the interest of national progress and advancement.

10. The Committee strongly feels that the educational problem facing the State, as well as the public, will not be solved merely by the multiplication of facilities for Primary or Secondary education. It is necessary to attack the existing illiteracy and ignorance from the other end also, namely, by organising a scheme of Adult Education and of a free library service in rural areas. The Committee, therefore, recommends that the State should provide adequate funds for carrying on the work of Adult Education, partly through teachers working in rural schools, partly by helping voluntary effort in this direction, and partly by encouraging outside agencies, particularly the students of secondary institutions and colleges, to take up this work of national service as a labour of love. Detailed suggestions for this purpose will be found in the final report of the Committee.

11. As a necessary complement to this scheme, the Committee recommends the establishing of libraries in rural areas, which will be placed in charge of some competent teachers of the village schools who would not only work as librarians, but also give readings from books and newspapers and generally help the literate population of the village in the selection of their readings. These libraries are necessary, not only to raise the general standard of knowledge and culture among the rural population, but also to arrest the lapse into illiteracy, which is such a common and deplorable feature of the present educational system. The Committee is of opinion,

that the work of Adult Education, which is to be placed in charge of an Adult Education Officer, should consist not merely in the teaching of reading and writing, but also include the imparting of useful knowledge about subjects of everyday interest to the villagers, and aim at widening their knowledge and their interests. In this work, the co-operation of various other Departments will be necessary, for which detailed suggestions will be made in the final Report. The Committee is of opinion, that if various departments, which are concerned with different aspects of national reconstruction can co-operate in this endeavour, it will, within a short time, have a very healthy reaction on the life of the people of the State.

12. The training of new teachers by itself, will not be sufficient for the work of educational reconstruction that has to be carried out, because it would leave a large number of teachers, at present in service, without any idea of the methods and principles of the new education. In order to add to their knowledge and efficiency, and to give them new enthusiasm for their work, it is essential to organise Refresher courses for these teachers, so that they may acquire a new orientation and outlook towards their professional duties. The Committee has drawn up a scheme which will be incorporated in the final Report for providing these Refresher courses at a comparatively small cost. The Committee is of opinion that such Refresher courses, if properly conducted, will be of the greatest value in giving a stimulus to the cause of better education. Another problem which has been considered by the Committee, is that of providing the right kind of text books, supplementary reading books, charts, diagrams and illustrative material that would be needed for the new basic schools, as soon as they are established. As these schools will organise their work according to the coordinated technique of teaching, which aims at relating the various branches of knowledge to one another and to the child's life and environments, it is necessary to have books especially prepared by competent educationists who are conversant with this idea. The Committee has therefore proposed, that an adequate sum of money should be sanctioned for this purpose in order to get manuscripts of such books prepared which may later on be either published by the Government or given over to approved publishers, on reasonable terms. The Committee expects that by adopting this method, the amount sanctioned and spent on remuneration to authors will be recovered and good books will be provided without the State having ultimately to incur any expenditure.

13. The Committee is of opinion that the Direction office and the offices of Inspecting officers are greatly understaffed and it is impossible to carry on the work of educational direction and supervision unless the establishment is strengthened

and the officers are thereby released from some of the mechanical routine work which at present takes up a good deal of their time. Since these officers were appointed and their office establishments were sanctioned, the number of schools has greatly increased and the work done by each officer has become much heavier. The Committee has therefore proposed certain additions being made to these offices, so that the work may be carried on more efficiently and the officers may be able to devote a greater part of their time to their real duties.

14. The Committee has noted the fact that during the last few years there has been a considerable lapse of educational grants every year, which could have been utilised for working out financial measures of educational reorganisation and expansion. In view of this fact and also for various other reasons, the Committee is of the opinion that the budget of the Education Department should be placed on a contract basis, in order to enable the Department to utilise the savings of one year in the following years. The suggestion is, that for the present the budget may be drawn up on a three years' basis. This is specially necessary, because some of the schemes recommended by the Committee, for example the construction of new school buildings, cannot be definitely expected to be completed within any particular calendar year. In some other States also, for example in the Hyderabad State, certain departmental budgets, like that of the Usmania University, have been drafted on this basis.

15. The Committee has also examined very carefully the grades and salaries of the teachers in the various cadres of the Education Department, and it has been struck forcibly by two facts, firstly, that in comparison with other Departments and even in comparison with some clerical services, the teachers' salaries are low; secondly with the exception of a few grades, all other salaries are ungraded, and teachers, as a rule, have no regular increments and can look up to promotions only when there are some vacancies in the higher posts.

It is essential, in the opinion of the Committee, that this anomalous position should be remedied, and the Government should try to secure a reasonably contented personnel of teachers, so that they may work with devotion and enthusiasm, without constant anxiety about their financial position. The Committee has therefore drawn up a scheme for regradation of teachers' salaries and to place them in the time scale, and it is hoped that if these recommendations are accepted, which do not imply any large increase of expenditure, it would have a very healthy reaction on the work and the spirit of most of the teaching profession.

There are many other matters, for example, girls' education,

medical inspection of school children, physical education and medium of instruction etc., about which the recommendations of the Committee have not been included in the present pages. The reason for this omission is, that on some of these points, the Committee has still to form its definite conclusions while the rest are points of detail, though extremely important in themselves, which need not be included in this interim report. But in the final report of the Committee, due attention will be paid to all these points and the Committee's recommendations clearly formulated.

In submitting the above interim report, on behalf of the Committee, I make bold to hope that the State with its keenness and deep interest in the problems of education, and the Praja Sabha with its pronounced policy of aiding and developing the educational facilities available in the State, will look upon our proposal with favour, and that the necessary funds will be provided for this great work of educational and national reconstruction. The Committee is hopeful that if the scheme is worked under favourable auspices and with the cooperation of all concerned, it will react most favourably on the life and character of the people, and the State of Jammu and Kashmir will, in due course, become educationally one of the most advanced and progressive States in this great country.

K. G. SAIYIDAIN,

(*Chairman, Educational Reorganisation Committee.*)

APPENDIX C

TEACHERS' TRAINING INSTITUTION.

1. Head Master.	100-10-200	190/-plus 50/- D. A.
2. Science and Math. teacher.	75-5-125	75/-
3. Social studies teacher.	75-5-125	75/-
4. Teacher of Method.	75-5-125	75/-
5. Arts teacher.	55-5-100	55/-
6. Agriculture teacher.	55-5-100	55/-
7. Vernacular teacher.	55-5-100	55/-
8. Supervisor of teaching practice	55-5-100	55/-
9. Clerk & Librarian.	60-4- 80	60/-
10. Physical Instructor.	50/-	50/-
11. Teacher of spinning and weaving	50/-	50/-
12. Teacher of Woodwork	50/-	50/-
13. Allowance to Hostel Superintendent	20/-	20/-
14. Two peons @ Rs. 14/- each		28/-
15. 4 coolis @ Rs. 12/- each		48/-
16. 2 Kitchen servants @ Rs. 8/- each		16/-
17. 2 Farm hands @ Rs. 12/- each		24/-
18. 2 Sweepers @ Rs. 12/- each		24/-

Total Rs. 1055/- p. m.
or Rs. 12660/- p. a.

CONTINGENCIES.

1. Furniture.	300	1400 N. R.
2. Science apparatus	200	300 N. R.
3. Implements for Crafts & Agricul- ture. 300	300	1400 N. R.
4. Animals for ploughing	100	100 N. R.
5. Library	300	600 N. R.
6. Newspapers and Magazines.	100	
7. Maps and Charts	200	300 N. R.
8. Hostel Furniture	100	900 N. R.
9. Contingencies	200	
10. Service Stamps	100	
11. Stationery	200	
12. Uniforms to menials	75	
13. Games material	100	
14. Travelling allowance	600	
15. Scholarships at 15/- for 75 students, 25 will join on their own expenses	75 13300	

16,475 plus 5,000 N. R.

APPENDIX C. (Continued)

Total Establishment	...	12,660/-	
Contingencies	...	16,375/-	5,000 N. R.
Total	...	<u>29,035/-</u>	5,000 N. R.

Note :— Cost of 20 acres of land not included.
Cost of School and Hostel building not included.

BASIC SCHOOL SRINAGAR.

one teacher @	...	...	55-5-100	660/-
three teachers @	...	...	35-2-55	2260/-
three teachers @	...	...	20-1½-35	720/-
one Peon @	...	...	14/-	168/-
			Total	<u>3808/-</u>
Furniture	...	...	200/-	
Sweeping	...	...	60/-	
Firewood	...	...	40/-	
Books	...	...	200/-	N. R. 50/-
Maps charts	...	...	100/-	N. R. 50/-
Games material	...	...	50/-	
Contingencies	...	...	100/-	
			<u>Total</u>	650/-
Craft equipment	...	...	500/-	N. R. 100/-
			<u>1150/-</u>	N. R.
Total	...	Rs.	4958/-	

BASIC SCHOOL JAMMU.

- Head teacher at 75-5-125 Rs. 900/-
The rest same as for Srinagar.
Total ... Rs. 5198/-
- Grand total for two schools 10156/-

APPENDIX D.

Estimate expenditure for 10 Refresher Courses for Primary school Teachers in both the Circles.

Each course shall provide for teachers.

Number of teachers undergoing the course:- 350 per year.

(i) Actual Mileage to 250 teachers (100 being within a radius of 15 miles) at Rs. 6/- per head Rs. 1500/-.

(ii) Food allowance to 300 teachers (50 being local) at -/8/- per head for 30 days ... Rs. 4500/-.

Allowance to 15 temporary teachers in the Muzaffarabad District where the course is to be held in Maghar at Rs. 20/- per teacher Rs. 300/-.

Allowance to 120 temporary teachers for 15 days (in Jammu Circle) at Rs. 20/- p. m. each ... Rs. 1200/-.

Contingencies e. g. Stationery, carriage of furniture and library books, maps and charts printing of pamphlets on educational topics, etc, at Rs. 50/- per course Rs. 500/-.

Total Rs. 8000/-.

APPENDIX E

One month's Refresher Course for

Graduate teachers 20 teachers in each course.

T. A. both ways at 20/- each	...	...	400-0-0
Food Allowance at 15/- each per month	...	...	300-0-0
Books, Maps and Charts, Stationery etc, at Rs. 200/-	...	...	200-0-0
		Total	<u>900-0-0</u>

For two such courses, one at each Training School $900 \times 2 = 1800$

APPENDIX F

Scheme of a Post Graduate Training College.

In order to open a post graduate Training class (B.T.) in the State where about 30 teachers including aided school teachers and private candidates may receive training every year, the following expenses will have to be incurred.

I. STAFF		Grade.
1. Principal		Rs. 200 - 400/-.
(He should be a trained and experienced teacher with outstanding academic qualifications and some knowledge of training technique.)		
2. Lecturer		Rs. 100 - 200/-.
(Trained and experienced teacher with adequate knowledge of Modern methods of teaching preferably an M. A. in some school subject.)		
3. Supervisor of Teaching Practice.		Rs. 75 - 125/-.
(Trained and experienced teacher B.A., B.T. or M.A., B.T.)		
4. Teacher of Science & Mathematics		Rs. 75 - 125/-.
(B Sc. B. T. or M. Sc. B. T.)		
5. Clerk & Typist		Rs. 25-2-55/-.
6. Peon	two	Rs. 12/- × 2/-.
II. EQUIPMENT.		
	Non-recurring.	Recurring.
Library grant.	1000/-	250/-
Apparatus & equipment	2000/-	300/-
Furniture	700/-	300/-
Contingencies		100/-
Stationery (including postage)		150/-
T. A.		300/-
Type-writer	300/-	
Allowance to Superintendent Hostel	360/-	
Magazines	100/-	
Duplicator	300/-	
Science equipment	200/-	100/-
Firewood or fans	100/-	250/-
Hostel furniture & utensils	500/-	100/-
Sweeper at 12/-		144/-
III. OTHER EXPENSES		
1. Pay of 20 substitute teachers at Rs. 35/- p m. for 10 months	7000/-	
2. It is presumed that the Government will provide building for the college and arrange to accommodate students in the hostel of the college or elsewhere; No rent has therefore been included.		

APPENDIX F. —*Continued*

IV. Some other relevant points :-

1. The teachers deputed by aided schools and private candidates should pay a tuition fee of Rs. 6/- p.m. but no proportionate cost.
2. The teachers in State service should be paid their full salary during the period of training and should not be charged any tuition fees.
3. A practising and demonstration secondary school should be attached to the Training college and it should be directly under the Principal of the Training College. This arrangement might also make possible some economy so far as the staff is concerned, which can however, be worked out only when the scheme is put into practical shape.

APPENDIX G.

S. V. class for Girls.

10 students every year.

Students under Training draw their own pay. Substitutes will be engaged on Rs. 25/- p.m.

One Graduate trained on Rs. 100/-	...	1200/-.
One Graduate trained on Rs. 100/-	...	1200/-.
10 substitute teachers at Rs. 25/- each	...	3000/-.
Travelling Allowance.	...	300/-.
Hostel rent at Rs. 25/- p. m	...	300/-.
Allowance to Superintendent 20/- p. m.	...	240/-.
Servant at Rs. 14/-	...	168/-.
Sweeper at Rs. 8/-	...	96/-.
Library	...	300/-(150/-N.R.)
Contingencies	...	150/-.
Furniture for School and Hostel	...	400/-(200/-N.R.)
Educational apparatus and appliances	...	350/-(200/-N.R.)
Total Rs.	...	<u>7654/-(550/-N.R.)</u>

APPENDIX H.
DIRECTION OFFICE.

Statement of Increase and decrease.

Add one Personal Assistant to the Director at 240/- p. m.	
Add two Head Assistants in the grade of 65-5-100 at 65/- and Rs. 75/- p. m. each.	
Add two clerks in the grade of 25-2-55 at 25/- p. m. each.	
Add two clerks in the grade of 25-2-55 at 25/- p. m. each.	
Add two peons at Rs. 14/- p. m. each.	
Total increase per mensem Rs. 458/- p. m.	
Increase per annum Rs. 5496/-	
Reduce one clerk in the grade of 30-3-75 at 72/- p. m.	Rs. 864/- per annum
Net increase.	Rs. 4632/-

APPENDIX I.

Reduce.	Create.
1. Head clerk 60-4-80 at 80/-+2 82	2. Head clerks 65-5-100 at 85/- each... .. 170
2. Head clerks 60-4-80 at 80/- 80	2. clerks 30-3-75 at 30/- each 60
5. Relieving teachers 20-1½-35 at 27½ & 29/- p. m. each 141	5. clerks in 25-2-55 at 29/- each 175
1. Relieving teacher at 24½ & 26/- 25	7. clerks 25-2-55 at 25/- p. m. each ... 175
1. -do- 20-1-25 (@) 23 & 24...24	
Total 352/-	Total 550/-

Increase 198/-
or 2376/- for the year.

Note :—

The relieving teachers are provided for on pages 99 and 113 of the current budget.

Add one clerk to each Asstt. Inspector of Schools' office at Rs. 25-2-55. 10 such clerks will cost Rs 250/- a month.