

Project Proposal

1. Name of The Project:

Providing substitute "Para Teachers" in Government Primary Schools of Bharuch District.

2. Introduction Background:

The term 'para teacher' covers a wide range of incentive based appointment for teaching in schools where no of teachers less are and alternative learning centres or support education training centre. In a broad sense, any appointment, that is a deviation from the past practice in that state, is referred to as a para teacher. This broadly refers to teachers appointed by Gram Vikas Trust in association with school management committee including school principal, on incentive of Rs.2500 to 3000 per month which is less than the regular teacher pay scale, for the formal as well as Alternative schools, to meet the demand for basic education, in the shortest possible time. Engagement of para teach-is also seen as a concerted effort to universalize access in the remote un-served habitations that do not qualify for formal primary school and have no school within an approachable distance of one kilometer. The recruitment of para teachers, in some cases has been visualized as an interim strategy to provide adequate number of teachers, without compromising on quality. In other instances, the programme of para teachers is envisaged as continuing along with regular teachers, though there may be possibilities of individuals graduating from the first category to the second. There also exists a trend of departing from the earlier system of teacher recruitment, with GVT opting for appointing teachers only on incentive base, through School Management Committee.

3. Problem Analysis or Present Situation:

During the year 2012 & 2013 Gram Vikas Trust has provided 87 para teachers in the primary schools of Bharuch district with the help of various donors. After new session began from 6th June'2016 there is actuate shortage of regular primary teachers in the primary schools. There are many schools in the district there is a shortage of regular teacher ranges from 1 to 2 teacher's shortage. There are 5 schools where is only 2 teachers and more no of children from 1st to 8th std. The details of the schools are as under:

Sr.Nos.	Name of the schools	Total no of children from 1st to 8th std.	Requirement of Para Teacher
1	Primary School - Goladara	138	02
2	Primary School - Janiyadra	129	01
3	Primary School - Sukaltirth	229	01
4	Primary School - Pakhajan	129	01
5	Primary School - Pipaliya	243	01

4. Goal of the project :

Proposal to hire substitute "para teachers" in Government primary schools where there is currently an acute shortage of teachers.

5. Approach/es that will we use in our project to achieve the change/s that we have thought:

1. Promotion of the culture of higher education among the marginalize people:

Gram Vikas Trust in association with school management committee providing assistance to the poor family to invest in the education of their child and on other way promote the culture of education for all specially girl child. The most challenging task is to create the motivation among the marginalized communities for the education.

2. Providing substitute "Para Teachers"

The programme is carry out in association with School Management Committee and Gram Vikas Trust with in coordination with District Education Department. The main idea behind it is to provide "Para Teachers" in the Government run school where is shortage of teachers in schools. The idea behind running the programme on the interest is that once the Gram Vikas Trust gets the grants to get the children teach through the para teachers and it will help to reduce drop out.

6. Project Innovation:

The para teachers will be selected in association with school management committee as well as district education department. The candidate will give priority within the village school or cluster school. Para Teachers will report to the concern school principal.

7. Para Teachers :

Para teachers appointed in formal primary schools. This has been done with a view to address the problems of single teacher schools as well as the high Pupil Teacher Ratio. There are many schools existing in the project area where sufficient teachers not exist.

Apart from this, there has been number of teacher posts vacant in most of the block of the district. These vacancies have arisen partly because of the retirement of teachers and partly due to increase in enrolment. State governments are finding it difficult to fill these vacancies by appointing teachers in regular pay scales. The para teacher programme have been conceived as measures to provide teachers at a lower cost, especially on incentive base.

Para teachers replacing formal primary schools teachers. In this category the response to meeting the problems of teacher absenteeism in remote villages in areas of Bharuch District. Regular teachers are replaced by Gram Vikas Trust who are qualified and trained specially.

8. Duration of the Project :

10 Months

9. Project Beneficiaries:

868 Children of age group 6 to 14 years

10. Project Budget:

Number of Para-teachers	Monthly Salary	# of months	Total
6	₹ 7,500	10	4,50,000.00

11. Results / Outcomes:

1. 6 para teachers will be deployed in primary schools where there is shortage of regular teachers.
2. 868 children of age group will get regular education in primary schools.
3. The dropout rate of children after 5th & 8th std will be reduced.
4. Parents seem self-assured confident and happy for their children education and building their future.
5. School Management Committee will take leading role in local self-governance
6. New found dignity amongst weaker section in particular & people in general

Monitoring & Evaluation:

Monitoring and evaluation, both **programmatic and financial** will be conducted **on a regular basis** to ensure that intervention is on track to meet desired impact. The incentive to the para teachers will be paid through school management committee on the monthly every month. Each disbursement will be audited and then the next installments will be released.

Modification:

Fund 4 para-teachers instead of 6

Number of Para-teachers	Monthly Salary	# of months	Total
4	₹ 7,500	10	3,00,000.00