

**KENDRIYA VIDYALAYA SANGATHAN
MUMBAI-REGION
KENDRIYA VIDYALAYA MANKHURD**

**Results – Framework Document (RFD) for the period
April 1, 2011 – March 31, 2012**

SECTION-1

VISION

To be a global leader in the field of school education.

MISSION

1. To impart man making education.
2. To provide opportunities to students for their holistic development
3. To strengthen the value system in the society by creating individuals with high moral, social & cultural values.
4. To transform students into global citizens with national ethos

OBJECTIVES

1. To cater to the educational needs of transferable Central Govt. Employees' children and other floating population including those belonging to undeveloped areas.
2. To pursue excellence and set the pace in the field of school education.
3. To initiate and promote experimentations and innovations in collaboration with other bodies like CBSE, NCERT etc.
4. To develop the spirit of national integration and create a sense of Indianness among children.
5. RFD and its implementation.
6. Implementation of Sevottam.

FUNCTIONS

1. To impart quality education.
2. To recruit teachers and other employees on contractual basis against the vacant posts.
3. To plan & organize quality training programmes for staff development.
4. To plan effective academic programmes in consultation with NCERT/CBSE etc. which include use of modern technological aids
5. To promote innovation/experimentation in school.

Section 2

Key Objectives, Success Indicators and targets

Table 1: Format of the Results – Framework Document (RFD)

Objective	Weight age	Actions	Success Indicators	Unit	Weight	Target/Criteria value				
						Excellent 100%	Very Good 90%	Good 80%	Fair 70%	Poor 60%
1. To Cater to the educational needs of transferable Central Govt. employees' Children and others	15	1. To frame common programme for the whole school.	1. To ensure distribution of Vidyalaya calendar of activities including CCA, Clubs & Exam in synchronization with KVS calendar of activities.	Date	2	April' 11	May' 11	June' 11	July' 11	Sept' 11
			2. To ensure the availability & distribution of common split up syllabus for all classes.	Date	2	April' 11	May' 11	June' 11	July' 11	Sept' 11
			3. To distribute the schedule of scout/ guides, games/sports, adventure and excursion etc. activities.	Date	2	April' 11	May' 11	June' 11	July' 11	Sept' 11

		2. To monitor available infrastructure.	1. To ensure the maintenance of school building	Date	1	May- June 11	June- July11	July- Aug11	Aug- Sept11	Sept- Oct11
			2. To procure furniture suitable for the students	Date	1	May 11	June 11	July 11	Aug 11	Sept 11
			3. To provide hygienic & clean environment to the vidyalaya	Date	1	Once in 2 days	Bi- Weekly	weekly	Fortnightly	Monthly
			4. To ensure timely utilization of funds by all departments	%	2	100	90	80	70	60 or Less
		3. To open more sections	1 To send vacancy positions to RO & approval for new staff sanction as per KVS instructions	Date	1	March 11	April 11	May 11	June 11	July 11
			2 To send requirement of additional section well in advance	Date		Aug 11	Sept 11	Oct 11	Nov 11	Dec 11

		4. To prepare a panel of contractual teachers.	1. To ensure timely appointment of contractual teacher for vacant posts.	Date	1	April 11	May 11	June 11	July 11	August 11
			2. To pursue for teacher exchange program.	Date	1	July 11	Aug 11	Sept 11	Oct 11	Nov 11
2. To pursue excellence and set the pace in the field of school education	45	1. To organize staff empowerment programmes	1. To conduct monthly subject committee with a model class	Date	2	1 in each month	1 in each 2 month	1 in 3 month	1 in 4 month	1 in 5month
			2. To conduct training programmes for teachers in computer and latest audio visual aids	Date	1	1 in each month	1 in each 3 month	1 in 6 month	yearly	yearly
			3. To ensure full participation of staff in all training programmes	%	1	95	90	85	80	75 or below
			4. To ensure utilization of staff trained in various training programmes including in-service	%	1	100	98	96	92	90 or below
			5. To enhance speaking abilities of teachers both in English & Hindi	%	1	100	98	96	94	90 or below

			1. To ensure timely distribution of study material.	Date	2	Aug 11	Sept 11	Oct 11	Nov 11	Dec 11
		2. To improve Board result (Class X , Class XII)	2 To identify slow learners from the beginning of the session and take remedial classes after school hours.	Date	2	April 11	June 11	July 11	Aug 11	Oct 11
			3 To counsel students with motivational lectures	Number	1	Monthly	Once in 2 months	Once in three months	Twice a year	Yearly
			4.To ensure availability of model papers and previous 5 years papers to all students.	Date	1	July 11	Aug 11	Sept 11	Oct 11	Nov 11
			5. To conduct pre-board test I & II and to analyze pre-board result for finding out pit falls by doing error analysis.	Date	2	Dec(I & II Week) Jan (II & III week)				
			6. To provide tips and specialized inputs for improvement in results.	Date	1	Dec(III Week) Jan (IV week)				

			7. To conduct residential / short term programmes for the identified students and to ensure proper counseling and remedial action to the students.	Date	1	Oct 11 Dec 11 Feb 11	Oct 11 Dec11	Dec 11		
			8.To achieve board results: Class X Class XII	%	2	98 93	96 91	95 90	94 89	93 88
			9. To conduct monthly PTA meetings	Number	1	Each Month	Once in 2 months	Once in 3 months	Once in 6 months	Yearly
		3. To implement CCE	1. To conduct workshops for familiarization of teachers with CCE.	Date	2	March 11	April 11	June 11	July 11	Aug 11
			2 To supervise proper implementation of CCE in all classes.	Date	1	Monthly	Once in 2 months	Once in 3 months	Once in 6 months	Once a year
			3 To prepare FA tools lesson wise for all subjects, all classes.	Date	1	March	April	June	July	Aug
			4. To monitor timely conduct of FA's & SA's	Date	1	Monthly	Once in 3 months	Once in 4 months	Once in 6 months	Once a year

			5. To monitor proper record for maintenance of activities and evaluation.	Number	1	Monthly	Once in 2 months	Once in 3 months	Once in 6 months	Once in year
			6. To discuss detail of CCE in PTA meetings.	Number	1	4	3	2	1	0
		4.To implement CMP	1.To ensure proper implementation of CMP in all primary classes	%	2	100	98	95	90	85
			2 To ensure regular CMP meeting at vidyalaya level.	Date	2	Every Month	-Once in 2 months	Once in 3 months	Once in 6 months	Once in a year
			3. To ensure implementation of decesions taken at cluster level meeting on CMP	%	1	100	98	95	90	85
			4. Proper collection and display of CMP material (TLM).	%	1	100	98	95	90	85
			5. Proper utilization of CMP budget.	%	1	100	98	95	90	85

		5.To monitor improvement in spoken English	1.To ensure improvement in spoken English – How to promote competencies in listening, speaking, reading and writing	%	1	90	85	80	75	70
			2 Ensure availability of contractual teacher for spoken English.	Date	1	April	June	July	Aug	Sep
			3 To ensure conduct of CCA activities specific to test communication & expression in English	%	1	100	98	95	90	85
		6. To Supervise and assess classes	1. Conduct class supervision by Principal, VP and HM.	%	2	100	98	95	90	85
			2. To ensure periodic assessment of correction work of notebooks	Number	1	Every Month	Once in 2 months	Quarterly	Half yearly	Annually
			3.To ensure follow-up / action taken for suggestions given	%	1	100	98	95	90	85

		7. To ensure augmentation ICT infrastructure	<p>1. Creation of school website with a link for Hindi also.</p> <p>2. Timely and regular updation of website</p> <p>3. Student: PC Ratio</p> <p>4. Ensuring Broad Band Connectivity</p>	%	2	100	90	85	80	75
				Number	1	Weekly	Twice a month	Once a month		
				Ratio	1	15:1	18:1	20:1	22:1	25:1
				%	1	100	95	90	88	85
3. To initiate and promote experimentations and innovations in collaboration with other bodies like CBSE, NCERT etc	15	1. To ensure promotion of a culture of innovation in Vidyalaya	<p>1. To encourage trs for innovative practices</p> <p>2. To ensure implementation of school level and teacher level methods of innovative practices in the vidyalaya</p>	%	2	80	75	70	65	60
				Number	2	4	3	2	1	0

			3. Ensuring Participation in Science Olympiad /Maths Olympiads/GK Olympiads and other Olympiads.	Number	2	500	400	300	200	100
			4 To promote participation of teachers in workshops /training programmes arranged by TIFR, IIT, NCERT, RIE ets for exposure to latest teaching methodology.	Number	1	20	15	10	8	5
			5. To ensure submission of completed innovative projects to RO for KV innovation & experimentation award.	Number	1	05	04	02	01	0
		2.To provide guidance and counseling services	1. Motivate trs to participate in training programmes by NCERT/RIE & other agencies.	Number	1	3	2	1	0	0

			2. Creation of guidance and counseling cells in vidyalaya	Date	1	April 11	June 11	July 11	Aug 11	Sept 11
			3. To ensure utilization of professionals for guidance & counseling including guest lecturers	Number	1	5	4	3	2	1
		3.To ensure Implementation of Adolescent Education Programme	1.AEP thro CCA programmes in schools	%	1	100	98	95	92	90
			2.Training of all trs under AEP	%	1	100	98	95	90	85
			3.To ensure identification of various skills related to diff. Subjects & integrating them in teaching .	Date	1	March 11	April 11	June 11		
			4.Creation of Adolescents Clubs	Date	1	April 11	June 11	July 11	Aug 11	Sept 11

4. To develop the spirit of national integration and create a sense of Indianness among children	14	<p>1. To ensure the exposure of students to cross cultural experiences</p> <p>2.To monitor implementation of Rajbhasha</p>	<p>1. Organization of Science and social science exhibition at school level.</p> <p>2. Organization of educational excursions</p> <p>3. Participation in Adventure Programmes</p> <p>4. Organization of various cluster/Regional/ National level/ Youth Parliament programmes assigned by KVS</p> <p>1. To ensure timely conduct of Hindi Pakhwada.</p> <p>2. To ensure 100% implementation of Govt. Policy for the use of official language in the vidyalaya</p>	Date	2	Aug 11	Sept 11	Oct 11		
				Number	1	5	4	3	2	1
				Number	1	5	4	3	2	1
				Number	1	10	8	7	6	5 or less
				Date	1	Sept 1 st week	Sept 2 nd week	Sept 3 rd week		
				%	1	100	98	95	90	85

			3. To encourage on-Hindi teachers to appear for Hindi language proficiency	Number	1	04	03	02	01	0
		3. To ensure promotion of scout/guide movement in school	1. To ensure registration of the unit including PM Shield	Date	1	April 11	May 11	June 11	July 11	Aug 11
			2. To ensure maximum enrollment of the students in the movement	Number	1	500	400	300	200	100
			3. Ensure 100% participation of students selected for dwitiya/Tritiya/Rajya/Rashtrapati puraskar/Jamburees	%	1	100	98	95	90	85
			4. To organize various camps assigned by KVS RO for different levels	Number	1	4	3	2	1	0
			5. Ensure participation of teachers in Training camps of- HWB Guide Captains Scout Masters Flock Leaders Cub Masters	Number	1	12	10	8	6	5 or less

		4. To ensure promotion of NCC activities	1.To motivate to enroll students & raise NCC Unit	%	1	100	95	90	88	80 or less
5. Efficient functioning of the RFD System	5	1. Timely submission of Draft for approval	1. On time submission	Date	2	25Dec 10	5 Jan'10	15 Jan 10	30 Jan'11	20 Feb'11
		2. Timely submission of results	2. On time submission	Date	1	June'11	July'11	Aug'11	Sept'11	Oct'11
		3. Finalize strategic Plan	3. Finalize the strategic plan for next 5 years	Date	2	25Dec 10	5 Jan'10	15 Jan'10	30 Jan'11	20 Feb'11
6. Improving Internal Efficiency/responsiveness/ service delivery of Ministry/Department	6	1.Implimentation of Sarvottam	1 To ensure implementation of Sarvottam compliant system as created by KVS, to implement and display of Citizen's Charter as reviewed time to time by the KVS	Date	2	As per directions received from KVS.				

			2 To ensure implementation of Sarvottam Compliant system to redress and monitor public grievances	Date	2	As per directions received from KVS.					
			3 To ensure independent Audit of Implementation of Citizen's Charter as per directions of the KVS (HQ.)	Percentage	1	100	95	90	80	70	
			4 To ensure independent Audit of implementation of public grievance redressal system	Percentage	1	100	95	90	80	70	

Section 3

Trend Values of the Success Indicators

Table 2: Format of the Results – Framework Document (RFD)

Objective	Weight age	Actions	Success Indicators	Unit	Weight	2008-09	2009-10	2010-11	2011-12	2012-13
1. To Cater to the educational needs of transferable Central Govt employees' Children and others	15	1. To frame common programme for the whole school.	1. To ensure distribution of Vidyalaya calendar of activities including CCA, Clubs & Exam in synchronization with KVS calendar activities.	Date	2	April 08	April 09	April 10	April 11	April 12
			2. To ensure the availability & distribution of common split up syllabus for all classes.	Date	2	July 08	July 09	July 10	April 11	April 12
			3. To distribute the schedule of scout/guides, games/sports, adventure and excursion etc. activities.	Date	2	April 08	April 09	April 10	April 11	April 12

		2. To monitor available infrastructure.	1. To ensure the maintenance of school building	Date	1	May-June 08	May-June 09	May-June 10	May-June 11	May-June 12
			2. To procure furniture suitable for the students	Date	1	Sept-Oct 08	July-Aug 09	May 10	May-June 11	May-June 12
			3. To provide hygienic & clean environment to the vidyalaya	Date	1	Daily	Daily	Daily	Daily	Daily
			4. To ensure timely utilization of funds by all departments	%	2	70	80	90	100	100
		3. To open more sections	1 To send vacancy positions to RO & approval for new staff sanction as per KVS instructions	Date	1	Oct 07	Aug 08	Aug 09	July 10	July 11
			2 To send requirement of additional section well in advance	Date	1	Dec 07	Dec 08	Dec 09	Oct 10	Oct 11

		4. To prepare a panel of contractual teachers.	1. To ensure timely appointment of contractual teacher for vacant posts.	Date	1	March 08	March 09	March 10	March 11	March 12
			2. To pursue for teacher exchange program.	Date	1	July 08	July 09	July 10	July 11	July 12
2. To pursue excellence and set the pace in the field of school education	45	1. To organize staff empowerment programmes	1. To conduct monthly subject committee with a model class	Date	2	Monthly	Monthly	Monthly	Monthly	Monthly
			2. To conduct training programmes for teachers in computer and latest audio visual aids	Date	1	1	1	5	6	6
			3. To ensure full participation of staff in all training programmes	%	1	90	95	100	100	100
			4. To ensure utilization of staff trained in various training programmes including in-service.	%	1	100	100	100	100	100
			5. To enhance speaking abilities of teachers both in English & Hindi	%	1	90	90	100	100	100

		2. To improve Board result (Class X , Class XII)	1. To ensure timely distribution of study material.	Date	2	Oct 08	Nov 09	Nov 10	April 11	April 12
			2 To identify slow learners from the beginning of the session and take remedial classes after school.	Date	2	July 08	July 09	April 10	April 11	April 12
			3 To counsel students with motivational lectures	Number	1	Once in 4 months	Once in 2 months	Monthly	Weekly	Weekly
			6. To ensure availability of model papers and previous 5 years papers to all students.	Date	2	Dec 08	Dec 09	Oct 10	July 11	July 12
			4. To conduct pre-board test I & II and to analyze pre-board result for finding out pit falls by doing error analysis.	Date	2	Dec(I & II Week) Jan(II & III Week)	Dec(I & II Week) Jan(II & III Week)	Dec(I & II Week) Jan(II & III Week)	Dec(I & II Week) Jan(II & III Week)	Dec(I & II Week) Jan(II & III Week)
			5. To provide tips and specialized inputs for improvement in results.	Date	1	Dec(III week) Jan (IV Week)	Dec(III week) Jan (IV Week)	Dec(III week) Jan (IV Week)	Dec(III week) Jan (IV Week)	Dec(III week) Jan (IV Week)

			7. To conduct residential / short term programmes for the identified students and to ensure proper counseling and remedial action to the students.	Date	2	Oct 08 Dec 08	Oct 09 Dec 09	Oct 10 Dec 10 Feb 11	Oct 11 Dec 11 Feb 12	Oct 12 Dec 12 Feb 13
			8. To achieve board results: Class X Class XII	%	2	97.4 93.4	96.4 86.2	100 100	100 100	100 100
			9. To conduct monthly PTA meetings	Number	1	Monthly	Monthly	Monthly	Monthly	Monthly
			1. To conduct workshops for familiarization of teachers with CCE.	Date	1	_____	Oct 09	March 10	March 11	March 12
		3. To implement CCE	2 To supervise proper implementation of CCE in all classes.	Date	1	_____	Monthly	Monthly	Monthly	Monthly
			3 To prepare FA tools lesson wise for all subjects, all classes.	Date	1	_____	_____	July 10	March 10	March 10
			4. To monitor timely conduct of FA's & SA's	Date	1	_____	_____	Monthly	Monthly	Monthly

			5. To monitor proper record maintenance of activities and evaluation.	Number	1	_____	Monthly	Monthly	Monthly	Monthly
			6. To discuss CCE in PTA meetings.	Number	1	_____	1	3	4	4
			1.To ensure proper implementation of CMP in all primary classes	%	2	90	100	100	100	100
			2 To ensure regular CMP meeting at vidyalaya level.	Date	1	Monthly	Monthly	Monthly	Monthly	Monthly
		4.To implement CMP	3. To ensure implementation of decisions taken at cluster level meeting on CMP	%	1	100	100	100	100	100
			4. Proper collection and display of CMP material (TLM).	%	1	90	95	100	100	100
			5. Proper utilization of CMP budget.	%	1	100	100	100	100	100

		5.To monitor improvement in spoken English	1.To ensure improvement in spoken English – How to promote competencies in listening, speaking, reading and writing	%	1	90	95	100	100	100
			2 Ensure availability of contractual teacher for spoken English.	Date	1	July 08	July 09	April 10	April 11	April 12
			3 To ensure conduct of CCA activities specific to test communication & expression in English	%	1	100	100	100	100	100
			1. Conduct class supervision by Principal, VP and HM.	%	2	100	100	100	100	100
		6. To Supervise and assess classes	2. To ensure periodic assessment of correction work of notebooks	Number	1	Quarterly	Quarterly	Monthly	Monthly	Monthly
			3.To ensure follow-up / action taken for suggestions given	%	1	90	95	100	100	100

		7. To ensure augmentation ICT infrastructure	1. Creation of school website with a link for Hindi also. 2. Timely and regular updation of website 3. Student: PC Ratio 4. Ensuring Broad Band Connectivity	% Number Ratio %	2 1 1 1	90 Monthly 22:1 100	90 fortnightly 16:1 100	100 Weekly 15:1 100	100 Weekly 15:1 100	100 Weekly 15:1 100
3. To initiate and promote experimentations and innovations in collaboration with other bodies like CBSE, NCERT etc	15	1. To ensure promotion of a culture of innovation in Vidyalaya	1. To encourage trs for innovative practices 2. To ensure implementation of school level and teacher level methods of innovative practices in the vidyalaya 3. Ensuring Participation in Science Olympiad /Maths Olympiads/GK Olympiads and other Olympiads.	% Number Number	2 2 2	70 3 300	80 2 400	90 5 500	100 5 600	100 5 700

			4 To promote participation of teachers in workshops /training programmes arranged by TIFR, IIT, NCERT, and RIE etc for exposure to latest teaching methodology.	Number	1	15	20	25	30	30
			5. To ensure submission of completed innovative projects to RO for KV innovation & experimentation award.	Number	1	0	1	3	5	5
		2.To provide guidance and counseling services	1 Motivate trs to participate in training programmes by NCERT/RIE & Other agencies.	Number	1	0	0	1	2	2
			2 Creation of guidance and counseling cells in vidyalaya	Date	1	July 08	July 09	April 10	April 11	April 12

		3.To ensure Implementation of Adolescent Education Programme	<p>3 To ensure utilization of professionals for guidance & counseling including guest lectures</p> <p>1.AEP thro CCA programmes in schools</p> <p>2.Training of all trs under AEP</p> <p>3.To ensure identification of various skills related to diff. Subjects & integrating them in teaching.</p> <p>4.Creation of Adolescents Clubs</p>	Number	1	5	7	10	15	15
				%	1	100	100	100	100	100
				%	1	--	--	100	100	100
				Date	1	--	--	Nov 10 & March 11	Monthly	Monthly
				Date	1	--	--	Dec 10	April11	April12
4. To develop the spirit of national integration and create a sense of Indianness among children	14	1. To ensure the exposure of students to cross cultural experiences	<p>1. Organization of Science and social science exhibition at school level.</p> <p>2. Organization of educational excursions</p>	Date	2	Aug 08	Sept 09	Aug 10	<u>Aug 11</u>	<u>Aug 12</u>
				Number	1	4	4	5	5	5

			3. Participation in Adventure Programmes	Number	1	3	4	5	5	5
			4. Organization of various cluster/Regional/National level /Youth parliament programmes assigned by KVS	Number	1	3	4	3	3	5
		2.To monitor implementation of Rajbhasha	1. To ensure timely conduct of Hindi Pakhwada.	Date	1	Sept 2 nd week 08	Sept 3 rd week 09	Sept 2 nd week 10	Sept 1 st week 11	Sept 1 st week 12
			2. To ensure 100% implementation of Govt. Policy for the use of official language in the vidyalaya	%	1	80	80	90	100	100
			3. To encourage teachers to appear for Hindi language proficiency	Number	1	2	2	1	3	4
			1. To ensure registration of the unit including PM Shield	Date	1	July 08	July 09	April 10	April 11	April 12
			2. To ensure maximum enrollment of the students in the movement	Number	1	300	200	500	500	500

		3. To ensure promotion of scout/guide movement in school	3 Ensure 100% participation of students selected for dwitiya/Tritiya/Rajya /Rashtrapati puraskar Jamburees.	%	1	90	95	100	100	100
			4. To organize various camps assigned by KVS RO for different levels	Number	1	3	3	4	4	4
			5. Ensure participation of teachers in Training camps of- HWB Guide Captains Scout Masters Flock Leaders Cub Masters	Number	1	10	10	10	10	12
		1. To ensure promotion of NCC activities	1.To motivate to enroll students & raise NCC unit	%	1	--	--	--	100	100

5. Efficient functioning of the RFD System	5	1. Timely submission of Draft for approval 2. Timely submission of results 3. Finalize strategic Plan	1. On time submission 2. On time submission 3. Finalize the strategic plan for next 5 years	Date	2	-	-	25Dec 10	31 March 11	31 March 12
				Date	1	June	June	June	June	June
				Date	2	-	-	Dec	March	March
6. Improving Internal Efficiency/responsiveness/ service delivery of Ministry/Department	6	1. Implimentation of Sarvottam	To ensure implementation of Sarvottam compliant system as created by KVS, to implement and display of Citizen's Charter as reviewed time to time by the KVS To ensure implementation of Sarvottam Compliant system to redress and monitor public grievances To ensure independent Audit of Implementation of Citizen's Charter as per directions of the KVS (HQ.) To ensure independent Audit of implementation of public grievance redressal system	Date	2	As per directions to be received from KVS.				
				Date	2	As per directions to be received from KVS.				
				Percentage	1	-	-			
				Percentage	1	-	-			

Section 4

DESCRIPTION AND DEFINITION OF SUCCESS INDICATORS AND PROPOSED MEASUREMENT METHODOLOGY.

The Central Sector Scheme of Kendriya Vidyalayas was started in 1962 with the object of providing educational facilities of a uniform standard throughout the country to the children of Central Govt. employees liable to be transferred. To begin with, 20 regimental schools were taken over from the Ministry of Defence and converted to Central Schools in 1963-64. In 1965, Kendriya Vidyalaya Sangathan (KVS) was set up by the Govt. of India (Ministry of Education) and registered as a society under the Indian Societies Registration Act of 1860, to open and manage the Kendriya Vidyalayas. Ministry of Human Resource Development is the Chairman of KVS,

As approved by the Cabinet, the mandate of Kendriya Vidyalaya Sangathan is to establish schools with common medium of instruction and syllabus to meet the needs of the Defence Personnel, the Central Govt. employees, the Personnel of All India Services and others who are liable to transfer from place to place. However, Board of Governors of KVS has proposed the amendment to this mandate as under:-

“To provide, establish, endow, maintain, control and manage schools, herein after called the “Kendriya Vidyalayas’ for the children of transferable employees of the Govt. of India, floating population and others including those living in remote and undeveloped locations of the country and to do all acts and things necessary for or conducive to the promotion of such schools.

Kendriya Vidyalayas are considered as model schools in the country in terms of physical infrastructure, teaching resources, curriculum and academic performance. These schools constitute important educational infrastructure spread over the length and breadth of the country. These are looked upon as pace setting institutions.

KVS is committed to the national goals of education for the holistic development of the child with strong value education. Though intended initially to cater to the children of transferable employees of Central and State Govts. and their undertakings, eventually an amendment was made to the objectives of KVS to include children belonging to undeveloped areas and other floating population.

Recruitment of quality teachers is ensured through All India Competition and selection. KVS also constantly plans need based and meaningful in-service teacher training programmes and their follow up intended to reinforce the teacher competence and subsequent improvement in the classroom transaction.

KVS has well set policies and programmes meant for the holistic development of the child through activities such as games & sports, NCC, Scouts/Guides/various exhibitions, Olympiads, excursion etc. along side good academic programmes.

In the backdrop of National Curriculum framework 2005 as envisaged by NCERT and the subsequent examination reforms brought out by CBSE, there is every need to incorporate the changes in the existing policies & programmes of KVS and also familiarize all the stake holders with the changes.

Sl.No.	Success Indicator	Description/Definition
1.1.1	To prepare a calendar of activity	Kendriya Vidyalaya Sangathan conducts lot of activities throughout the year along with academic activities. Hence there is a need to have a calendar of activities monthwise to maintain uniformity in the vidyalaya.
1.1.2	To prepare a common split up syllabus.	Uniform split up of syllabus monthwise for all classes is required, since the students have high mobility throughout the year, by virtue of transfer of their parents.
1.1.3	To prepare calendar for Scout/Guide, Sports, Adventure, Excursion etc.	Regional level calendar of Scouts/Guides activities and Sports/Games is finalised in advance in its Divisional /Regional meeting and accordingly the activities are regulated throughout the year in the vidyalaya
1.2.1	To ensure maintenance of school building	The School remains closed during the summer vacation for 50 days during which all repair & maintenance of the school building like painting, repair work etc. can be done.
1.2.2	To procure furniture suitable for the students	The furniture required can be estimated at the beginning of new session in April and accordingly the required furniture can be procured during summer vacation.
1.2.3	To provide hygienic & clean environment to the vidyalaya	To have hygienic atmosphere in the vidyalaya proper supervision is required that the cleaning is done regularly on daily basis.

1.2..4	To ensure timely utilization of funds by all departments	Allocation of fund is done for each department in the annual budget of the vidyalaya which must be utilized by each department for its maintenance and purchases
1.3.1 and 1.3.2	To open more sections.	Vidyalaya demands for more sections in a class based on more number of applications of category I students.
1.4.1 and 1.4.2	To prepare a panel of contractual teachers	A panel of teachers is made for all posts by conducting interviews in the month of March by giving advertisement in leading local news paper. The panel is used for the next academic session against clear vacancies and leave vacancy.
2.1.1	To conduct monthly subject committee with a model class	Every month subject committee meeting is held to discuss about syllabus, teaching schedules and a model class is taken by a teacher
2.1.2	To conduct training programmes for teachers in computer and technology.	Training of teachers is organized periodically in order to augment capacity building as well as expose the teachers to the latest developments in the field of education.
2.1.3 , 2.1.4 & 2.1.5	To ensure full participation of staff in all training programmes and their utilization and also to enhance bi-lingual communication skill	Every teacher is supposed to attend one 21 day training programme at least in 6 years. Trs having undergone different trainings are made to guide others.
2.2.1 to 2.2.9	In order to improve Board results, study material is made available, remedial classes including various inputs for improvement and counseling is given throughout the year as per requirement	The academic result, especially in Board classes has been excellent and the excellence is to be sustained by various remedial steps and monitoring.

2.3.1 to 2.3.6	Familiarization of teachers parents and students with CCE and monitoring at school level	CBSE has introduced CCE in classes IX & X. For smooth transition, KVS has extended it to Classes VI to VIII. There is a need to develop common modalities for its implementation and since CCE is a relatively new concept, teachers need to be familiarized so as to ensure its proper implementation.
2.4.1 to 2.4.5	Implementation of CMP	CMP has been introduced for improvement in primary education, which is taken care by the primary teachers.
2.5.1 to 2.5.3	Improvement in spoken English	In order to improve spoken English of students, contractual teachers are appointed in the Vidyalaya
2.6.1 to 2.6.3	To supervise & assess classes and follow up.	Uniform policies and programmes in line with the latest developments in the field of school education are continuously designed at KVS. A proper monitoring mechanism is required to ensure their implementation in the vidyalaya.
2.7.1 & 2.7.2	Creation of school website in Hindi also & its timely updation.	It is essential that every KV creates its own website for effective dissemination of information such as admission, achievements etc which should be regularly updated..
2.7.3	Student: PC ratio	For effective computer aided learning and ICT education, an optimum student: PC ratio is required. Accordingly, there is a need to augment the computer infrastructure in schools.

2.7.4	Ensuring broad band connectivity.	Net based learning throws out tremendous opportunities for the user. Hence broad band connectivity which enables maximum number of children to use the net is the need of the hour.
3.1.1 & 3.1.2	Award to teachers for innovative practices.	Many teachers in vidyalaya are involved in innovative practices & experimentation. There is a need to boost up their morale & encourage them by identifying & awarding them.
3.1.3	Participation in Maths Olympiad.	There is a need to sharpen the intellect of children and bring out their latent talents by exposing them to Olympiads etc.
3.2.4	Training of teachers at NCERT/TIFR/IIT/RIE etc	NCERT has reserved seats in their 9 months guidance/counseling programme for KVS teachers. This would ensure availability of trained counselor at school level. Also institutes like TIFR, IIT, and RIE conduct workshops for resource persons.
3.2.1 to 3.2.3	To provide guidance and counseling services	In view of exploding opportunities available in the society and the confusion & turbulence a child can be subjected to, a guidance & connecting cell is required to be established in every school
3.3.1	AEP through CCA programmes in schools	UNFPA is funding adolescence education programme to bring about awareness of adolescence problems and inculcate life skills among growing children.
3.3.2	Training of all teachers	Teachers training is necessary for conducting the CCA programmes under AEP.

3.3.3 & 3.3.4	Identifying various skills in each subject & Creation of adolescents clubs.	It is intended to create adolescent clubs in order to exchange ideas and assist conduct of AEP programmes.
4.1.1 to 4.1.4	Organization of Science and Social Science, Exhibition, Educational Excursion, Adventure Programme, Youth Parliament	KVS has special focus on organizing three tier exhibitions in Science and Social Science, organization of educational excursions and adventure programme and Youth Parliament so as to ensure the proper exposure to the students for developing the spirit of national integration and create sense of Indianness
4.2.1 to 4.2.3	Monitoring implementation of Rajbhasha	Being the part of the Govt. organization, KVS also ensures the various rules, norms, programmes of Rajbhasha Adhinium is implemented in its letter and spirit with a special focus on increasing the correspondence in Hindi and bi-lingual issuance of documents under rule 3 (iii).
4.3.1 to 4.3.5	Promotion of Scout / Guides movement in schools	KVS has a exhaustive programme for promoting the Scout / Guide movement by organizing various training programmes for the youngsters (students) and the elders (teachers) in different sections of Scouting / Guiding movement including preparing Scouts / Guides for Rajya Puraskar and Rashtrapati Awards.
4.4.1	Promotion of NCC activities	NCC has also been introduced in Kendriya Vidyalayas for the development of spirit of national integration and creation of the sense of Indianness amongst the children.

SECTION-5

SPECIFIC PERFORMANCE REQUIREMENTS FROM OTHER DEPARTMENTS

1. KVS depends on various State Govts / UTs and Defence Ministry for allotment & transfer of land for construction of school buildings & staff quarters.
2. Construction agencies such as CPWD/MES/PWDs of State Govts. Undertakings such as HSCL/MHPB etc. are required to take up & complete the allotted construction work on concept to commissioning basis, within stipulated time.
3. Ministry of HRD needs to provide sufficient funds for running projects as well as new projects under Plan/Non-plan.
4. Collaboration and Cooperation is required from NCERT/CBSE for formulating academic programmes.
5. Defence Ministry has to allot sufficient troops of NCC to Kendriya Vidyalayas for the success of NCC in KVS.