



State Council of Educational Research and Training
(An autonomous body under Department of Education, Govt. of NCT of Delhi)
Varun Marg, Defence Colony, New Delhi 110024

Task No.
42
Guidelines

File No. F3(2)/NEP2020/Task Guidelines/SCERT/2024-25/421-30 Date: 09/04/25

Guidelines for NEP 2020 Implementation

Guidelines to Ensure Availability of Adequate Number of Teachers in Each School at Each Grade from Pre-Primary to Grade 5

Task No. 42 as per SARTHAQ document

To successfully implement the Foundational Literacy and Numeracy (FLN) mission, ensuring adequate teacher availability from pre-primary to Grade 5 is essential. The following recommendations outline a strategic approach to address the deficit in the pupil-teacher ratio (1:30) and improve educational outcomes:

1. Recruitment and Training Initiatives

● **Recruitment Drives:**

- Conduct state-wide recruitment drives to hire qualified teachers, particularly for the pre-primary level, where the deficit is most pronounced.
- Increase the number of sanctioned posts to account for teachers on maternity, medical, or child care leave, ensuring continuity in teaching.

● **Teacher Training:**

- Develop FLN-focused training modules to enhance the pedagogical skills of existing teachers.
- Regular capacity-building workshops should be conducted to familiarize teachers with FLN goals and methodologies.

2. Monitoring and Tracking Mechanisms

● **Live Teacher Availability Tracking System:**

- Create an all-time live tracking portal to monitor the availability and deployment of teachers in every school.
- Use the data to identify deficits and ensure equitable distribution of teachers across schools.

3. Community Engagement and Volunteer Involvement

● **Volunteer Portal:**

- Launch a state-managed portal where suitable community volunteers can register to teach students.

- The Head of School (HoS) can invite volunteers based on the school's needs, ensuring an immediate response to teacher shortages.

4. Innovative Staffing Solutions

- **Co-Teaching Concept:**
 - Introduce co-teachers in classrooms to enhance teaching quality and reduce the strain on existing teachers.
 - Co-teaching fosters collaborative learning and improves student outcomes.
- **Administrative Support:**
 - Hire administrative staff to reduce the non-teaching workload on teachers, enabling them to focus more on classroom instruction.

5. Rationalizing School Resources

- **School Mergers:**
 - Merge schools with low enrollment to optimize the teacher-pupil ratio and make efficient use of resources.
- **Controlled Transfers:**
 - Require HoS approval for teacher transfers to ensure sufficient staffing levels in schools. Transfers should only be permitted if subject-specific teaching requirements are met.

6. Empowering School Leadership


- **Temporary Teacher Recruitment:**
 - Empower HoS to recruit temporary teachers based on immediate school requirements. This will help address urgent teacher shortages effectively.
- **Primary In-Charges:**
 - Free primary in-charges from additional duties to allow them sufficient time to address the challenges faced by primary teachers, ensuring smooth implementation of FLN goals.

7. Strengthening School-Level Policies

- **Sanctioned Posts Increase:**
 - Increase the number of sanctioned teacher posts per school, factoring in leave and other absences. This will maintain uninterrupted instruction and reduce teacher workload.
 - Regularly update staffing norms to align with evolving student enrollment patterns and FLN targets.



Addressing the teacher deficit is critical to achieving the FLN mission and improving foundational education. By adopting a multifaceted approach that includes recruitment, training, volunteer engagement, and innovative staffing solutions, schools can create an environment conducive to effective learning. Empowering school leadership and ensuring equitable teacher distribution will further strengthen the foundation of education and support the holistic development of children in the critical pre-primary to Grade 5 stages.



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1. PS to Secretary, Education, GNCT Delhi
2. PS to Director, Education, DoE, Delhi
3. PS to Director, SCERT, Delhi
4. PS to SPD, SS, GNCT, Delhi
5. Addl. DE (Schools) DoE, Delhi
6. All DDE's (Districts and Zones) with request to monitor the training programs under their Jurisdiction, DoE, Delhi
7. Director, Education & DDE Zone of all the Local Bodies (MCD, NDMC & DCB)
8. DDE Private School, DoE
9. WIM SCERT, Delhi
10. Guard file


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