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Edw. J. O. H. Dept. (1918)

M.S. Series

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GO no. 1310 EDW

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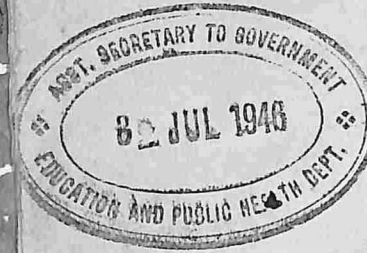
Inspection - Proposals of P.O. 1 for
strengthening direction & inspection
agencies - now proceeded with
Papers recorded.

- - -

SUB:-Post-War Reconstruction - Education - Direction and
Inspection - Strengthening of - Proposals submitted.
.....

R.e. 510 B. / 46.

Dated 29th June 1946.



From

Dr. S.R.U. Savor, M.A., D.Sc., I.E.S.,
Director of Public Instruction,
M a d r a s.

To

The Secretary to Government,
Education & Public Health Department,
Fort St. George, Madras.

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Sir,

1. Direction:

The present staff consists of the following:

- (i) One Deputy Director in charge of Elementary Education and Training Schools.
- (ii) One Deputy Director in charge of Finance and Secondary Education.
- (iii) One Deputy Director in charge of personnel, Colleges and European Education.
- (iv) One Personal Assistant in charge of special institutions, Teachers Provident Fund and other miscellaneous subjects.
- (v) One Additional Personal Assistant in charge of Tappals, certain classes of special schools and miscellaneous work in connection with secondary education and elementary education.

The first three are in the grade of Rs.600-1,000 PLUS a duty allowance of Rs.50/-. The remaining two are in the Madras Educational Service without any duty allowance.

2. As Government are aware there has been striking advance in almost every branch of education and the net increase in work is very considerable as is reflected in the increase of the Education Budget from Rs.2½ crores to Rs.5½ crores in ten years. In addition it is essential if each branch is to evolve on the right lines that officers should have every facility to think out the problems and suggest satisfactory solutions. Important as this is ordinarily, it will be doubly so in the post-war

period with all the problems of expansion and of stabilisation that such an expansion would bring in its wake. I might without any exaggeration say that all the problems have, as a result of expansion and changes in policy, become far more intricate and complex than they were at any time before and the cumulative effect of all this on my immediate Assistants has been of a very exacting nature. Nor should it be forgotten that with the Assembly and the Council in session there will be a marked addition to work of a very urgent kind and unless this is done with the care and exactitude that is expected and it deserves, the department will suffer in the estimation of the public and to that extent its usefulness will be crippled. The work in this office will without doubt increase very greatly during the next five years. This increase will be mainly in the elementary section and in the secondary section. In regard to elementary education, Government have introduced the policy of compulsion throughout the Presidency, and the work involved on account of this will be very great. Already, an additional section in the office had to be sanctioned to cope with the work. Even before the end of three years the work of elementary education and training schools which is dealt with by the Deputy Director of Elementary Education may become so heavy as to necessitate the appointment of an additional officer. Similarly in the case of secondary schools the introduction of bifurcated courses which is going to be taken up from 1947 will involve very heavy work. The enormous increase in the number of secondary schools involves not only the scrutiny of applications for the opening of such schools but the periodical scrutiny of papers connected with inspection, exemption of teachers, ~~propositions~~ staff, buildings and equipment. The work of the Deputy Director in charge of Finance who also deals with secondary schools will thus increase every year. There has been a phenomenal increase in the number of secondary schools opened this year

and if this increase goes on at the same rate during the coming five years, the work involved will be so heavy that it will be essential to have another Officer. Though there may be no immediate necessity for the creation of an extra post, I feel that it will be necessary within the next four years at least to create the post of another Deputy Director to deal only with secondary schools.

3. The designation of Personal Assistant today is a misnomer. He is not doing personnel work which should be done by the Director and in which he is helping to relieve the strain on the Director. He is for all intents and purposes disposing of subjects assigned to him in the same manner as any Deputy Director. But as it would be impossible to keep all the posts in the grade of Deputy Director and as it is also very desirable to provide opportunities for younger officers to work in the head office, I would like to keep it in the Madras Educational Service ~~(which is a grade)~~ changing only the designation into "Assistant Director of Public Instruction." // As regards Divisional Inspectors there will not be any necessity to increase the number of Divisional Inspectors. Their functions are mainly to control the work of the District Educational Officers and to see to the expansion of elementary education. Even with the expansion of elementary education due to compulsion it may be possible to carry on with the present number of Divisional Inspectors, particularly, if Government accept the proposals which I am going to make hereunder regarding the revision of the inspectorate.

5. District Educational Officers are now more or less administrative officers and are not educationists in the real sense of the word. Most of the District Educational Officers are fairly capable as administrative officers but as Inspectors of schools ~~with the duty of evaluating~~ ~~the work~~ done by School assistants and ~~of~~ giving suggestions for

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Principals
& papers
B section
1944-46
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improvement in the schools only a few of them have succeeded. This is one of the reasons why school managements do not have great respect for District Educational Officers. Apart from this, we have got to consider ~~xxxxxxxxxxxx~~ with reference to the very large increase of work that will devolve on District Educational Officers with the introduction of compulsion and feeding of poor children, whether it will be possible for District Educational Officers to pay sufficient attention to the educational side of the work in secondary schools. I personally feel that the time has come when a clear distinction has got to be made between the administrative work of a District Educational Officer and his educational work in the school.

6. District Inspectors of Elementary Schools and ~~xxxxxxx~~ Inspectors of Secondary and Training Schools:

We have been all along proceeding on the assumption that girls schools should be inspected and controlled by women officers. In view of the inherent impossibility of treating girls elementary education and boys elementary education as two -- different compartments it seems to me that the time has arrived when the whole of elementary education, boys and girls, should be controlled in each area by one officer. This officer cannot obviously be a woman executive officer. It should be the same male officer as controls the boys education, but he should for purposes of inspection be helped by women inspectors. Considering the social progress made already and the fact that this part of education will be concerned mainly with children under the age of 12 and also that the problems involved are more or less of the same nature, whether boys or girls, there does not appear to be any necessity to treat the so-called boys and girls schools as two different units. It should also be remembered that of recent years consequent on the express policy of the department to encourage larger enrolment of girls in boys schools, the department has been insisting on a certain minimum of girls in

the boys schools. As a corollary to this the number of women teachers also in boys schools will increase. The effect of all these various factors is ultimately to abolish the line of demarkation between boys and girls schools. At the same time the need for women executive officers to study the particular needs of girls in schools whether of boys or girls should be met by appointing a larger number of women Sub-Assistant Inspectresses.

During the last decade or two compulsory elementary education has received a good deal of encouragement and compulsory elementary education with all its accompanying social work, like midday meals, is now an accepted objective of Government. This has resulted in a large expansion of work both in the districts and at the head office. It will not be possible for one officer unless his range is restricted, to look after both elementary education and secondary education. In view, therefore, of the very large expansion of elementary education and secondary education respectively, of the intensive development in secondary education involving the employment of specialist teachers at every stage, it is necessary to have, in future, two different cadres, one to deal with elementary education who may ~~xxxxxxxx~~ be called ~~District Educational Officers~~ ^{Elementary} ~~xxxxxxx necessary called~~ District Inspectors of Schools and the other to deal with secondary education called ~~Subxxxx~~ ^{and Training} ~~Inspectors~~ Inspectors of Secondary Schools.

It is suggested that the control and co-ordination of the entire work in the elementary education field including the giving effect to the compulsory scheme and feeding scheme should be entrusted to a set of carefully selected officers recruited from the ranks of Deputy Inspectors and School Assistants. These ~~District Educational Officers~~ ~~xxxx District Inspectors of elementary schools~~ may be placed in charge each of one district and be responsible directly

to the Divisional Inspectors. By training and experience there cannot be better men for this purpose than what we can get from the Deputy Inspectors and School Assistants cadre. Admission to the cadre of these officers may be made to a limited extent from carefully selected clerks or Superintendents of the Director's office as at present.

This cadre may carry a lesser ^{maximum} salary than that now assigned to the Madras Educational Service. ~~Kxxxxxx~~
~~xxxxxx Rs. 250-300-400.~~

7. Subject Inspectors or Inspectors of Secondary and Training Schools:

At present teachers in secondary schools do not get much help by way of suggestions from the District Educational Officers. In England and other enlightened countries there are "Subject Inspectors" who go round secondary schools periodically and deal with particular subjects of the curriculum. Theirs is not a one day or two-day inspection which consists of scrutiny of registers, fault-finding and general criticism; ~~there~~ theirs is a constructive programme of going to a school for tackling one or the other subject from the lowest class to the highest class, ~~and~~ holding ~~of~~ conferences of the teachers in that particular subject with the one idea of raising the standard of work in that subject.

Till a complete separation was effected between colleges and the inspectorate, it used to be the custom to draw for the inspectorate from the Training Colleges and to send inspectors as Lecturers and Principals of the Training Colleges. That was a very wholesome practice. This connection has however ceased now and the result has not been beneficial either to the Training College or to the inspectorate. Our Training Colleges do work with special reference to secondary schools and they should be articulated to the secondary school system. Professors and Lecturers should go out on the specialist's job each in his turn and the specialists should work as

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Lecturers or Principals. For this purpose I suggest that there should be one Subject Inspector attached to each district. He should be an expert in his own subject. ~~The Subject Inspector will be in the ordinary cadre of the~~
~~xxxxxx Service xxxxxx~~ Each of our divisions under the Divisional Inspectors consists of about 6 or 7 districts. Thus in each division if there were one Subjects Inspector for each district the number of subjects, viz., the appropriate Indian Languages, English, Mathematics, Science, History & Geography and Commerce will be covered. The work of the Subject Inspector will be organised by the Divisional Inspector who will co-ordinate the activities of the Subject Inspectors, each one of whom will keep a record of the progress of each institution and of each teacher in his own department. He may be freed from much of the routine duties of having to check up all the registers and such like work. This may be done by Assistant Inspectors of Secondary ^{and Training} schools who should ~~also~~ be M.A. L.T's. ~~xxxxxx the cadre of Deputy~~
~~Inspectors~~ These latter may ~~be attached to~~ inspect middle schools and submit reports to their chiefs. ~~The~~ Subject ^{Senior} Inspectors should be interchangeable with the Lecturers in the Training Colleges so that there will always be a constant influx of new people and new ideas from the portals of the Training Colleges, which will be readily available for the teachers in the secondary schools. This item of reform is strongly recommended for the acceptance of Government in the cause of secondary education.

Subject Inspectors
are Inspectors

8. Subordinate Inspecting Officers:—The subordinate inspecting agency consists of Deputy Inspectors, Sub-Assistant Inspectresses for girls schools and Junior Deputy Inspectors for boys schools. In the first place I would suggest the abolition of the cadre of Junior Deputy Inspectors. This cadre was created on the grounds

Paper

of financial stringency. It consists of B.A. L.T's who are as well qualified as Senior Deputy Inspectors and secondary grade teachers who have been promoted from secondary grade teachers' posts. B.A. L.T's who are Junior Deputy Inspectors enter that cadre merely with the idea of being promoted as Senior Deputy Inspectors. So, these men are generally a very discontented lot and in many cases they are not a very co-operating lot because they do not like the control of the Senior Deputy Inspectors. Further, not having either the pay or the status of ²/~~an~~ Senior Deputy Inspector but having to do exactly the same work as ~~an~~ a Senior Deputy Inspector, these men naturally feel that their lot is rather hard. The Junior Deputy Inspectors who are secondary grade men are in an even worse position because very often they have got to test the work of men who are better qualified than themselves. From every stand-point I consider it is very necessary that the cadre of Junior Deputy Inspectors should be abolished immediately.

9. Deputy Inspectresses:-- This will leave behind Senior Deputy Inspectors and Sub-Assistant Inspectresses. It seems to me that it is very essential that in any scheme of overhauling this portion of the Inspectorate a larger proportion of women officers should be provided for and the entire number of schools should be divided amongst the men and women officers so that roughly each male officer will get 100 schools and each woman officer will get 80 schools. ^{These} ~~This~~ will be in as compact an area as possible. One woman officer will be stationed in each taluk and the schools ordinarily classified as girls schools in that taluk and a sufficient number of boys schools to supplement their number and bring it up to the total minimum required, will be assigned to her. This plan has a number of advantages. At present the number of schools assigned to each woman officer is between 45 to 75. Even so some of the Sub-Assistant Inspectresses have jurisdiction over three or four taluks and sometimes even

over the whole district. This means girls elementary schools do not get more than a single inspection by the Sub-Assistant Inspectress concerned. On account of the extensive journey and the difficulties which women officers generally feel in regard to travelling in remote places in the mofussal, girls education does not receive ^{as} much attention at the hands of the Sub-Assistant Inspectresses ^{as it should}. Therefore, it is essential that there should be one Sub-Assistant Inspectress per taluk. No doubt they will not ordinarily have a sufficient number of girls schools in a taluk but there is no reason why they should not inspect elementary schools for boys. There is no need to apprehend any difficulties over this arrangement. The present tendency is to have mixed schools and in most of the compulsory areas it is found that girls and boys go to common schools. Again, we have consistently encouraged the entertainment of women teachers in boys schools. Further it is a well-known fact that in a large number of girls schools, even in Moplah girls schools, there are only men teachers and such teachers are always inspected by women ^{and} officers/not by men officers. I definitely visualize a day when this distinction between men inspecting officers and women inspecting officers will be done away with, in the not very distant future, but for the present, a separate women inspecting officers' cadre has got to be retained on account of the orthodox ideas of a certain section of the public and on account of the Muslim schools. By having one Sub-Assistant Inspectress in each taluk, she will be able to do better propaganda work in regard to women's education and get in contact with parents. She could also pay more attention than now to the girls schools actually under her, besides looking after the interests of the women teachers employed in boys schools. The designation of these officers may perhaps be changed to Deputy Inspectresses.

10. The employment of one Sub-Assistant Inspectress

per taluk will naturally mean the reduction in the number of the proposed Senior Deputy Inspectors. ~~xxxxxx taluk xxxxxxxx~~ At present there are 53 Sub-Assistant Inspectress for the whole Presidency. As there are 218 taluks, 165 more Sub-Assistant Inspectresses will be required. Much of the additional expenditure involved will be covered by the abolition of the Junior Deputy Inspectors cadre referred to previously. There are of course certain taluks which have only one Senior Deputy Inspector as the number of schools is only about 70. In such cases, it may be necessary for some time to come, to extend the jurisdiction of the Sub-Assistant Inspectress over perhaps two taluks. This however is a matter of detail which will be worked out if the Government approve of the general principle discussed above.

11. Attendance Officers for compulsory areas: Government have been addressed separately on this matter.

12. Inspection of Training Schools: It is anticipated that there will be a large increase in the number of training schools in the Presidency and also schools for Basic Education. The inspection of training schools by District Educational Officers and Inspectresses has not been very satisfactory for reasons which I have already discussed above. We cannot get an officer, man or woman, who is so versatile as to deal expertly with all the work done in a training school. ~~The administrative side of a training school may be under the proposed District Inspector of Elementary Schools who are to be the administrative officers for each district.~~ The work in the training schools can be inspected, ~~and~~ organised/and controlled by the Subject Inspectors or Inspectresses proposed above. These officers will be experts from the Training Colleges and they will be in a ~~real~~ position to guide the work in the training schools. I therefore feel that there is no necessity for organising a cadre of district or regional training

Special officer
for home
education

With SS

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In regard to proposals
in this para,
no. 1. Les been
asked to send them
in more details for
for consideration
in connection with
part II of the Budget
(1948-49).

school Inspectors. The training schools can be inspected and guided by the Subject Inspectors under the general control of the Divisional Inspectors or Inspectresses of Schools. However in view of the fact that training schools for Basic Education are just being started and most of our officers do not have acquaintance with the methods of Basic Education it is for the consideration of Government whether a Special Officer for Basic Education should not be appointed in the immediate future as Bombay and other Provinces have. It is also desirable to have a Basic Education Advisory Committee as in these Provinces.

13. Inspectresses of Secondary and Training Schools:-

As mentioned above, these officers will have to be retained for the present because of orthodox ideas among certain sections of the public and on account of the question of Muslim education. We have now eight Inspectresses but even so their jurisdiction is rather large and they have to go over 3 or 4 districts. Most of the work in regard to compulsion and feeding will be done by Attendance Officers and by the District Inspectors of Elementary Schools. The work in the jurisdiction of the Inspectresses will no doubt increase considerably during the next five years and hence provision may be made for two more Inspectresses during the coming five-year period.

14. Deputy Director and Regional Inspectors for Technical Education:--

The Education Department is responsible for the working of the Engineering College at Guindy, the Arthur Hope College of Technology at Coimbatore and the two new Colleges proposed to be located later on at Waltair and Anantapur. The Three new colleges in full working condition will each involve not less than Rs.15 lakhs worth of buildings and probably not less than Rs.20 lakhs worth of equipment. In other words, they will, during the next five years, involve an expenditure

of about Rupees one crore. From the replies I have recently received to some enquiries made about technical equipment, I see that if orders are placed now such equipment will be ready for export from England only a year or even 18 months hence. The Director being a non-technical man has largely to be guided by the Principals of the various colleges. In order that the large expenditure may be properly utilised it is for the consideration of the Government whether there should not be one central co-ordinating officer to be called the "Deputy Director for Technical Education" who will always be near at hand for consultation and quick disposal of highly technical questions. He will need the assistance of an upper division clerk and a steno-typist in his work.

15. Physical Education:--The Chief Inspector of Physical Education has just been appointed; I would like him to gather some more experience before consulting him on any re-organization that may be necessary in the inspection of Physical Education. For the present the existing scheme of Regional Inspectors might continue.

16. Staff of Director's Office:--One additional section was added by March 1946 and since then another section has been organised to deal with the increased work in the elementary education section. The additional clerks asked for the Issue Section have not yet been sanctioned. The work in the elementary education section which deals with compulsion and feeding will go on increasing at a very rapid rate and the work in the secondary schools section will increase equally rapidly. It is therefore obvious that the present sections in the Director's office will not be able to keep pace with the increase in work. Even in 1947-48 it may not be possible to manage with the work with the additional sections so far sanctioned. Provision should be made for at least three additional sections during the next five years.

Detailed schemes with estimates of expenditure will be worked out if Government approve of the above proposals.

S. R. S. S. S.
Director of Public Instruction,
Madras.

C.35288. From the D.P.I., R.C. No. 510-51/46, dated 20-8-46.

Proposals of the Dir. for strengthening of
Direction and Inspection agencies of the Edn.
Dept.

H.M. (Edn.) has proposed separately that a
Conference may be convened to consider the question of
reorganisation of the system of education in this Province.
H.M. has indicated the subjects to be discussed at the
Conference; the question of reorganisation of the Direction
and Inspection agencies is one of the subjects. The D.P.I.
has been asked to prepare a questionnaire. The Dir.'s ^{proposal} ~~file~~
in this file can appropriately be examined by the Conference--
by discussion among the members and Chairman. For orders
whether this may lie over till the Conference is convened or
till 20-8-46.

May L.O.

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3.8.46BPM
2/8/46 B 3.8.46

6/8/46

H.M. (Edn.)
TSA
8-8-46

The D.P.I. has forwarded the questionnaire for the
Conference. Orders of H.M. (Edn.) as to the persons to be
invited to the Conference and the date by which it is to be
held, are being taken separately. This may continue to lie
over till the Conference is convened.

P.G.
20.8.46 B
20-8-46 BPM
20/8/46

This may lie over till the Conference

TSA
15-9-46

The proposals contained in

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para 2
p. 3 cf.

- para 3, p. 3 of

5 CF

Op. 5-7 Cr.

2.7-8 cf

pp. 89 CF

pp. 10-11 c.f.

para 13, p. 11 of

pp. 11-12 cr

8. a - pp. 12-13, 61

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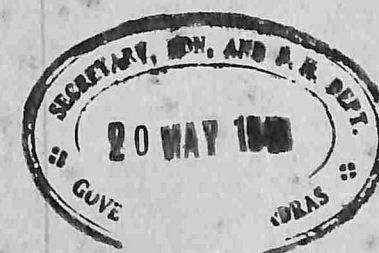
3/2/61



But, in view of the note on p.2 ante, no further action seems necessary on the D.P.I.'s letter in this file. If, as and when it is found that a particular post shd. be sanctd. ~~for~~ or that a particular change in the present system ^{shd. be effected,} it is open to the D.P.I. to make independent proposals. Now, the Govt. are considering ways to effect retrenchments w.r.t. the recommendations of the R. & R. Committee.

The papers may, it seems, merely be recorded,
after circn. to H.M.(Edn.).

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G.O. (Ms.) no. 1310 Edu., dt-24/5/18

Inspection - (Dilection & Inspection agencies) -
Proposals of ~~the~~ D.D.I. for strengthening -
not proceeded with - Papers recorded

Read: — from the ~~D.I.~~ D.I., no. 570 B, 1/26
4/29, 6/2/4

Recorded

Read: — from the D.O.
 Recorded
 To the D.O.
 20/5/48
 20/5/48

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2.9.47

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This contemplates appointment of 2 sets of officers in each district, one for secondary education and one for elementary education. I do not know whether it is good to keep the district as a unit and appoint two different sets of officers.

After all, co-ordination between these 2 sections is very necessary.

If the work is heavy, will it not be conducive to greater efficiency, if we divide the area & put one officer in charge to look after both these duties? xx

T. S. A (Vaniashikham),
8.7.47.