

Learning Achievement Contract Model

The Learning Achievement Contract model could be set up in three easy steps, outlined here:

1. The local government (panchayat or municipality) identifies underperforming schools based on actual enrolment and retention levels, regularity of teaching activity in the school and availability of reasonable physical infrastructure in the school premises (pucca building, clean drinking water facility, fire safety, enough number of separate toilets for girls and boys etc). The government then calls for interested parties to bid for the schools. To be eligible to bid, a party should be a renowned NGO with at least 5 years experience in running a school or an educational society/ trust that has one or more schools of its own, or a company that manages at least 10 schools, or the CSR wing of a corporate house that is ready to hire an educationist to run the school.
2. A successful bidder will be solely responsible for the proper running of the school. He will be responsible for the hiring of the principal, and the hiring, in-service training and performance of the teachers. The school contractor will face no interference in the management of the school from local government. The school infrastructure (buildings, playgrounds, etc) shall be maintained by the local government. It is suggested that the contract period shall be that of ten years. The school staff (both, teaching and non-teaching) will be hired by the school contractor. The teachers appointed will be of the same minimum qualification requirements as that of para-teachers in the state and other administrative negotiations will be the responsibility of the school contractor, and the local government shall not interfere in this process.
3. The school will be required to allocate a fixed number of seats (say 40 per class). Admission to these seats will be open to any one residing in the neighbourhood/ habitation region. In the case of there being more applications to a class than permitted number of seats, the school would use a lottery system to decide which students will be admitted. At end of every year academic achievement evaluation by a third party and an intra year assessment of the quality of management (quality of staff, training inputs, infrastructure etc) by another third party will be used to rate the service provided.