

A Study of Organisational Structure and Functions of Managing Committees in Government Aided Schools With Reference to Delhi

***Aftab Alam**

Research Scholar, Department of TT & NFE, Jamia Millia Islamia, New Delhi, India

****Prof. Naheed Zahoor**

Professor, Department of TT & NFE, Jamia Millia Islamia, New Delhi, India

Abstract

The present paper focuses on the provision, legal status, powers, functions, role, responsibilities and composition of managing committees which operate and run government-aided schools that fall under the administrative control of Directorate of Education, Government of NCT of Delhi. Managing Committee may be defined as such a constituted group of people and a well-organized committee which looks after the whole management of a government-aided school. The paper also discusses educational management and especially the management of school education. School management is a process of making optimum use of all resources for the accomplishment of set objectives of the school. It also throws light on the historical development and present status of government-aided schools in India and around Delhi. Government aided schools are those private and recognized schools which get grants in aid 95 per cent of the total expenditure made on the salary of their staffs only and occasionally other grants as well from local bodies such as Municipal Corporations, state government or central government. NCERT's Eighth All India School Educational Survey 2009 found that 93,581 schools in the country are receiving grants from government and according to Selected Educational Statistics (SES) 2005-2011 of MHRD, government-aided schools are 24% of the total schools of the country.

Key Words: Organizational Structure, Government Aided Schools, Managing Committees, Educational Management & School Management.

Introduction

Education is a foundation and base of human resource development. A country cannot develop its human resources unless it imparts education to all sections of the population. Education is

essential to get knowledge and develop skills and values etc. Education is a requisite instrument to make individuals aware and responsive to their duties and rights. The school is a basic and an important institution of education and it has a very significant role in the transmission of knowledge, understanding and creativity and developing skills and interest as well as socializing and instilling values. Education prepares generations for future and trains them for tomorrow. Most importantly, education is the key factor for modernization and transformation of Indian society and it plays a key role in integrating such divergent nation as well as economic growth. Quality education is always a cause of concern and an important requirement of the society and the country at all stages. Especially school education is a foundation and beginning stage for students' all-round growth and development. Basic education is provided by various kinds of schools in the country as private unaided schools, government schools and government-aided schools.

School Management

Management is a process which deals with the set of activities directed at the utilization of resources effectively and efficiently in the accomplishment of institutional goals. Koon and Weihrich defined it as "Management is the process of designing and maintaining an environment in which individuals, working together in groups, efficiently accomplish selected aims." According to Fredrick W. Taylor, "Management is an art of knowing exactly what you want to do and then seeing that they do it in the best and economical way." Educational management is the dynamic side of education which deals educational practices comprehensively. G. R. Terry and J.B. Thomas defined educational management as "Educational management is the theory and practice of the organization and administration of existing educational establishment and systems."

School management is an important part of educational management which deals with various activities to provide a better educational experience to students. School management is a process of making optimum use of all resources for the accomplishment of set objectives of the school. There two important resources in school management and these are human resources which include teachers, administrators, non-teaching staffs, students, parents and other community members and material resources which include physical infrastructure, instructional aides and

instruments and technical supports etc. The process school management comprises some process of planning, organizing, staffing, co-coordinating, budgeting and evaluating.

Government Aided Schools in India

The history of India witnessed that in the beginning school education was completely managed by individuals or private agencies but some time these private schools used to get fund and grant-in-aid from the king and government. Later, after the recommendation of Wood Dispatch 1954, the government started providing fund and grant-in-aid regularly in various forms. The logic behind the grant-in-aid system was to help local communities in the functioning of the school effectively and efficiently. Consequently, a lot of private aided schools came into existence. Growth of type of schools from 1973 to 2011 in India given below:

Growth of Secondary Schools by Types of Management in India in Percentage

Year	Govt. Schools	Govt. Aided Schools	Private Schools
1973-74	37.4	57.00	5.6
1985-86	45.94	43.98	10.08
1990-91	44.05	43.63	12.33
1991-92	43.51	43.37	13.13
1992-93	43.82	41.77	14.42
1993-94	43.03	37.80	15.17
1994-95	45.32	37.84	16.85
1995-96	45.02	36.62	18.36
1996-97	45.70	36.19	18.10
1997-98	39.20	34.85	19.40
1998-99	38.82	34.12	20.68
2001-02	42.45	33.99	23.56
2005-06	31.93	27.78	31.08
2006-07	30.73	27.19	33.38
2007-08	30.23	26.11	34.63
2009-10	31.66	23.94	36.06
2010-11	31.03	24.00	36.02

Source: Selected Educational Statistics (2005-2011, MHRD), Govt. of India.

The aforementioned table shows that from 1973 to 2006 government-aided secondary schools were in majority in India in comparison to other types of secondary schools. 2005-06 would be seen as a transitional phase for Indian schools because from this phase private unaided secondary

schools started increasing in the country and till 2011 it left other types of schools (as government and government-aided schools) behind. This is the time of globalization where privatization was promoted in the country. There was a question mark on quality education in government schools. Hence, many parents preferred private unaided schools. This is the main cause of the increase in private unaided schools.

National Council of Educational Research and Training (NCERT) carried out the Eighth All India School Educational Survey in 2009 and its provisional statistics of the number of schools as per its management is shown in the following table:

Public Sector Schools		Private Sector Schools		
	Government	Local body	Govt. aided	Private unaided
Primary	524,234	140,765	26,484	68,203
Upper primary	219,451	59,961	22,742	63,748
Secondary	42,119	11,582	27,053	36,252
Higher secondary	24,808	1,847	17,302	20,441
Total	810,612	214,155	93,581	188,644
Sector wise total	1,024,767		282,225	

(Eighth All India School Educational Survey in 2009)

Government Aided Schools in Delhi

Management in education system means planning, policy-making and its execution to ensure the system to function properly to accomplish the set goal of an organization. There are numerous issues, problems and challenges about operation and collaboration etc. are expected to sort out and to take measures for attaining the educational goals. Government aided schools are those private and recognized schools get grants in aid 95 per cent of the total expenditure of salary of their staffs only and occasionally other grants as well from local bodies such as Municipal Corporations, state government or central government. Presently, there are 221 government-aided schools in Directorate of Education (DOE) of the government of National Capital Territory (NCT) of Delhi, 44 aided schools come under the supervision of Municipal Corporation of Delhi (MCD) and 3 aided schools come under the supervision of New Delhi Municipal Council

(NDMC). 129 schools working under the supervision of DOE are Minority Schools which managed by various Minority communities. Out of them, 122 schools are managed through the Delhi School Education Act and Rules, 1973 (DSEAR) and 7 schools are managed under Right to Education (RTE). Minority school implies a school founded and managed by minority communities of the country having right under the clause (1) of Article 30 of the constitution.

Managing Committees

Presently, there are 221 government-aided schools in Directorate of Education (DOE) of the government of National Capital Territory (NCT) of Delhi, 44 aided schools come under the supervision of Municipal Corporation of Delhi (MCD) and 3 aided schools come under the supervision of New Delhi Municipal Council (NDMC). 129 schools working under the supervision of DOE are Minority Schools which managed by various Minority communities. Out of them, 122 schools are managed through the Delhi School Education Act and Rules, 1973 (DSEAR) and 7 schools are managed under Right to Education (RTE). Minority school implies a school founded and managed by minority communities of the country having right under the clause (1) of the article of the constitution (DEAR, 1973).

Managing Committee is a constituted group of people and a well organized committee which looks after the whole management of a government-aided school as Human Resource Management, Management of Physical Resources, Material Management, Conflict and Stress Management, Financial Management and Management of Curriculum as Classroom Management, Management of Evaluation, Management of Academic Resources and Management of Curricular and Co-curricular Programmes and Activities. Managing Committee in Delhi is constituted under Rule 59 of Directorate of Education of NCT of Delhi. The Delhi School Education Rules, 1973 has laid down the following guidelines:

“(a) There will be only fifteen members in the Managing Committee of a recognized aided school, and on the other hand, the Managing Committee of an unaided recognized school will comprise not more than twenty-one members. (b) Subject to the total number of members specified in clause (a), every Managing Committee shall consists of the following, namely:- (i) the head of the school; (ii) one parent, who is a member of the Parent-Teachers' Associations of the school constituted in accordance with such instructions as may be issued by the

Administrator, and is elected by that Association; (iii) two teachers of that school, to be elected by the teachers of that school from amongst themselves; (iv) two other persons (of whom one shall be woman), who are, or have been, teachers of any other school or of any college, to be nominated by the Advisory Board; (v) two members, to be nominated by the Director, of whom one shall be an educationist and the other an officer of the Directorate of Education, Delhi, not below the rank of the Principal of a higher secondary school; (vi) the remaining members to be nominated or elected, as the case may be, in accordance with the rules and regulations of the society or trust by which the school is run” (DEAR, 1973).

If any change takes place in the composition of the managing committee, it should be communicated to the Director within seven days. The committee has various duties, immense power and multiple responsibilities such as control over appointments, disciplinary action and control on staff. The committee will ensure that no financial irregularity is committed or any irregular procedure is followed in the school. The committee will ensure that the school gets the coordination of the teachers and community and full complement of the staff furniture, science equipment, library books and other teaching aids and requisite sports materials.

In the Case of Minority Schools

In the case of these recognized aided schools are minority schools then such members of the Managing Committee will be nominated by the concerned society or the trust instead of being elected which are required by this rule for non-minority aided schools. The educationist who will be recommended by the Director should be a non-official and should be from the minority community by the school is established and run. (DSE(A) R. 1990. R.15 (a)) “Provided also that in the case of a minority school, the Managing Committee shall co-opt two senior-most teachers out of a panel of ten senior-most teachers of the school by rotation and in case the school works in two shifts, then, one senior-most teacher shall be co-opted from a panel of five senior-most teachers in each shift by rotation; Provided also that nothing in sub-clause (iv) shall apply to a minority school; Provided also that the members nominated under clause (v) shall not be entitled to take part in the management of the minority school and shall function as advisers and observers to put forward the views of the Govt. in the meeting” (DSE (A) R. 1990.R.15 (b)).

Managers of the Managing Committees

The only head teacher or principal could be appointed as the manager of the school. If other than the head teacher or principal are working such as the manager then not grant shall be given for the salary of the manager. If the head teacher or principal of the school holds the additional post of the manager of the school thereof, not additional salary and other remuneration will be admissible for holding the post of the manager. Every type of school bills such as salary bills & medical bills etc. will jointly be signed by the head of the school and the manager. In case, the head of the school is working as the manager then another member of the committee will be authorised by the committee to sign (DEAR, 1973).

The manager will interfere with the day-to-day administrative and academic work of the school but the head of the school will deal with all day-to-day administrative and academic activities except where the head of the school himself/herself is the manager. The members of the managing committees are not entitled to any honorarium, remuneration and allowance but it is permissible to draw allowance for attending meetings of the committees only at the rate of daily allowance following guideline and order of the government of India. One cannot hold the post of the manager for more than one school as well as at the same time manager of the school cannot be the chairman of the committee or the chairman cannot be the manager of the committee (DEAR, 1973).

Role of the Committee in Grant-In-Aid

No aid and grant to be given unless and until suitable undertakings are given by the managing committee: the managing committee has to abide by the provisions and acts of Directorate of Education of the government of the NCT of Delhi. As such the committee has to fill in the posts in the school in accordance with the reservation policy and instructions of government of India and also maintain roster etc. this is the responsibility of the committee to deposit five percent share for pay and allowances, medical facilities, pension, gratuity, provident fund and other prescribed benefits with the administrator every month. The managing committee shall not stop any aid of the employees and staffs of the school without giving a reasonable opportunity of showing cause any of the proposed action. In such circumstance, the managing committee shall act in accordance with the instructions of the Director (DEAR, 1973).

Role of the Committee in Recruitment

The appointment of every employee in each recognized government-aided school shall be made on the recommendation of the selection committee. In case of appointment of the head of the school, the selection committee shall consist of the chairman of the managing committee and two educationists nominated by the Director out of whom at least one shall be a person having experience of school education and a person having experience of the administration of schools nominated by the Director.

In the case of recruitment of a teacher (other than the head of the school), the selection committee shall consist of the chairman of the managing committee or a member of the managing committee nominated by the chairman, the head of the school, in case of a primary school, a female educationist having experience of school education, in the case of an aided school, one educationist to be nominated by the Director and one representative of the Director and in the case of appointment of a teacher for any class in the middle stage or any class in the higher secondary stage, an expert on the subject in relation to which the teacher is proposed to be appointed, to be nominated by the Director (DEAR, 1973).

In the case of recruitment of any other employee, not being an employee belonging to group-D, the selection committee shall consist of the chairman of the managing committee or a member of the managing committee nominated by the chairman, head of the school and a nominee of the Director as well as two officers having experience of the administration of school nominated by the Director. Where any selection made by the selection committee is not acceptable to the managing committee of the school, the managing committee shall record its reason for such non-acceptance and refer the matter to the Director for his decision and the Director shall decide the same (DEAR, 1973).

The Committee as Appointing Authority

The appointment of every employee of a recognized and government-aided school shall be made by its managing committee. Every appointment made by the managing committee of an aided school shall initially be provisional and shall require the approval of the Director and approval of the Director is required only where Director's nominee was not present in the selection committee or in case there is difference of opinion among the members of the selection committee but this provision shall not apply to a minority aided school. The particulars of every

appointment made by the managing committee of an aided school shall be communicated to the Director within seven days from the date of appointment. The Director shall be deemed to have approved an appointment made by the managing committee within fifteen days (DEAR, 1973).

The Committee as Disciplinary Authority

Disciplinary committee of recognized government-aided school shall include the chairman of the committee, the manager, a nominee of the Director, the head of the school, except where the disciplinary proceeding is against him and where the disciplinary proceeding is against the head of the school, the head of any other school nominated by the Director and a teacher who is a member of the managing committee and nominated by the chairman (DEAR, 1973).

Conclusion

The managing committee plays a key role in the smooth functioning of the government-aided school and this committee is the most powerful and significant as well as takes all major administrative decisions in the school. Managing Committee in Delhi is constituted under Rule 59 of Directorate of Education and the Delhi School Education Rules, 1973. Managing Committee may be defined as such a constituted group of people and a well-organized committee which looks after the whole management of a government-aided school. The managing committee should function and run the school smoothly in the interest of society and all-round development of children and for effective organization and better quality of school education. The committee will ensure that the school gets the coordination of the teachers and community and full complement of the staff furniture, science equipment, library books and other teaching aids and requisite sports materials. The committee should not create and cause such situation which hinders the smooth functioning of the school and obstructs in day-to-day affairs of the school. The committee should abide by and follow the rules, guidelines and other provisions prescribed in the Act such as recognition, utilization of aids, fees, donations of people, maintenance of property and recruitment etc. as well as maintaining and keeping of records. Moreover, the committee should provide all necessary facilities for inspection of the school and its documents such as admission, and attendance register and account book etc. which are required to be maintained by such schools in accordance to the Act. Managing committee shall

not conduct the affairs of the school in such a way as to adversely affect the interests of the school.

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