GUIDELINES FOR SELECTION OF TEACHERS IN ARMY PUBLIC SCHOOLS

1. **Qualifications.** Minimum qualifications for teaching staff at various levels, i.e., PGT, TGT and PRT will be in accordance with the guidelines issued by NCTE / CBSE I KV Sangathan. Though these minimum qualifications have been considered, in some instances AWES has raised the minimum standards further for the benefit of the students.
Detailed list of minimum qualifications for candidates is given at Appendix C

1.1 Qualification Criteria. The requisite qualifications are as under:-

Ser No	Post	Minimum Qualifications			
		Education	Aggregate %	Professional	Aggregate %
1.1.1.	PGT	Post-Graduation	50	B. Ed (From a NCTE recognized institution)	50
1.1.2.	TGT	Graduation	50*	B. Ed (From a NCTE recognized institution)	50
1.1.3.	PRT	Graduation	50*	B.El.Ed /Two-year D.El.Ed (From a NCTE recognized institution) AND Teachers who were already in service with Army Public Schools/ APPS and those with B Ed degree and applied for Bridge Course in Elementary Education	50

Ser No	Post	Essential Qualification:
1.1.4.	Librarían	Bachelor's degree in Library Science OR Graduate with a one-year diploma in Library Science.
1.1.5.	Counsellor	Graduate with Psychology or Graduate with Diploma in counselling with mínimum experience of three as Wellness Teacher/Consellor.
1.1.6	Special Educator	Graduate with B.Ed. (Special Education). OR B.Ed. (General) with a one-year or two-year Diploma in Special Education. OR B.Ed. (General) with a Post Graduate Professional Diploma in Special Education (PGPC) OR Post Graduate Diploma in Special Education (PG DSE) in specific areas like Mental Retardation or Multiple Disabilities.
1.1.7.	IT Supervisor	Advance Diploma or Diploma in Computing & Hardware with knowledge in at least two of the following: - (a) Networking and LAN Administration (b) Operating Systems (c) RDBMS with programming, Proficiency in one language

Ser No	Post	Essential Qualification
1.1.7.	Innovation Lab Instructor	A graduate degree (B.E. or B.Tech.) in Computer Science/IT/ Electronics and Communication or a Master's degree (MCA/M.Tech/MSc Computer Science) is typically required. Proficiency in programming languages (e.g., Python, Java), AI, Robotics, IoT, and knowledge of emerging technologies is essential. • **Experience**: A minimum of 1-3 years of relevant teaching or work experience in the field is frequently preferred.
1.1.9.	Shooting Coach	Graduate + Certificate on Shooting Coach. **Experience as a Shooter:** Must be a former International Shooter, a National Medalist, or a recognized shooter with extensive experience in the discipline. **Coaching Experience:** Minimum of three years of active coaching experience in shooting sports. **Certifications:** **NIS Diploma:** Diploma in Coaching from the National Institute of Sports (NIS) is highly preferred. **ISSF Certification:** ISSF (International Shooting Sport Federation) Coaches License (C, B, or A Level) is considered a major added advantage. **NRAI Certified:** Certification from the National Rifle Association of India (NRAI)

Note:

(i) *A Post-Graduate with less than 50% aggregate marks in Graduation can also apply for the post of a TGT / PRT provided the candidate has scored a minimum of 50% or more aggregate marks in Post- Graduation.

(ii) Aggregate percentage will be based on the marks for the entire duration of Graduation/Post Graduation.

1.2 Qualified in CTET or appropriate State TET. CTET/TET is not mandatory for appearing in the Online Screening Test. However, applicable CTET/TET conducted by Central/State government is mandatory at the time of appointment as TGTS/PRTS. Therefore, candidates must ensure that they clear CTETITET before their appointment as TGTS/PRTS. Candidates who have not qualified CTET/TET but found fit in all other aspects may be considered for appointment on vacancies which may be ADHOC in nature.

1.3 Candidates are required to ensure that they at least fulfil NCTE rules, regulations and notifications for minimum qualifications, KV Sangathan recruitment rules and regulations and Appendix- VII of CBSE Affiliation Bye-Laws 2018 before they register for OST.

2. **Age and Experience Criteria of Candidates**. As on 01 April of the year of appointment, the age and experience of the candidates and weightage to Army Spouses will be as under: -

2.1 Army Spouses (Experience)

Ser No	**Age (in years)**	**Minimum (Teaching) Experience Required**	**Remarks**
2.1.1.	Below 40	Nil	-
2.1.2.	40 to 55	05 years	Experience is cumulative

Note. For Ser 2.1.2 experience should be in the appropriate category (For PGT category the candidate should have worked as PGT/TGT. Experience gained as PRT in the same period shall not be counted for appointment as PGT. For the post of TGT, experience gained as PRT shall however be accepted and as per extant qualifications laid down by regulatory bodies).

2.2 **Army Spouses** (Weightage)

Ser No	**Experience in years**	**Weightage in Points for interview Selection Process**	**Remarks**
2.2.1.	With Nil Experience	04	
2.2.2.	05 yrs and above	08	
2.2.3.	07 yrs and above	09	
2.2.4.	09 yrs and above	10	

2.3 **Others** (Experience).

Ser No	Age (in years)	Minimum (Teaching) Experience Required	Remarks
2.3.1.	Below 40	Nil	-
2.3.2.	40 to 55	05 years	In last ten years

Note. For Ser 2.3.2., 05 years experience is mandatory in the appropriate category in the last ten years (For PGT category the candidate should have worked as PGT/TGT. Experience gained as PRT in the same period shall not be counted for appointment as PGT. For the post of TGT, experience gained as PRT shall however be accepted and as per extant qualification laid down by regulatory bodies).

Appendix C(Contd)
(Ref Para 13.1.)

MINIMUM QUALIFICATIONS FOR TEACHERS IN ARMY PUBLIC SCHOOLS
Level—PGT (Eligible for teaching classes IX-XII)

<table>
<tr><th>S. No</th><th>Name of Post</th><th colspan="3">Post Graduate Teacher (PGT)</th></tr>
<tr><td rowspan="18">1.</td><td rowspan="18">Essential and other qualification less PGT (Computer Science), PGT (Informatics Practice) and PGT (Physical Education)</td><td colspan="3">Essential: -
1. Two years Integrated Post Graduate MA/M.Sc. Course of Regional College of Education of NCERT in concerned subject with at least 50% aggregate marks.
OR
Post-Graduation with minimum 50% marks or equivalent grade and three-year integrated B.Ed./M.Ed.
OR
Master Degree from a recognized University with at least 50 % marks in aggregate in any of the following subjects: -</td></tr>
<tr><td>S. No</td><td>Subject</td><td>Educational Qualification (Master Degree)</td></tr>
<tr><td>(i)</td><td>PGT English</td><td>English</td></tr>
<tr><td>(ii)</td><td>PGT Hindi</td><td>Hindi or Sanskrit with Hindi as one of the Subjects at graduation level</td></tr>
<tr><td>(iii)</td><td>PGT Economics</td><td>Economics/Applied Economics/Business Economics</td></tr>
<tr><td>(iv)</td><td>PGT History</td><td>History</td></tr>
<tr><td>(v)</td><td>PGT Geography</td><td>Geography</td></tr>
<tr><td>(vi)</td><td>PGT Pol Science</td><td>Political Science</td></tr>
<tr><td>(vii)</td><td>PGT Psychology</td><td>Psychology</td></tr>
<tr><td>(viii)</td><td>PGT Home Science</td><td>Home Science</td></tr>
<tr><td>(ix)</td><td>PGT Mathematics</td><td>Mathematics/Applied Mathematics</td></tr>
<tr><td>(x)</td><td>PGT Fine Arts</td><td>Fine Arts</td></tr>
<tr><td>(xi)</td><td>PGT Physics</td><td>Physics/Electronics/Applied Physics/Nuclear Physics</td></tr>
<tr><td>(xii)</td><td>PGT Chemistry</td><td>Chemistry/Bio Chemistry</td></tr>
<tr><td>(xiii)</td><td>PGT Biology</td><td>Botany/Zoology/Life Science/Bio Science/Genetics/Microbiology/Bio Tech provided they have studied Botany/Zoology at graduation level.</td></tr>
<tr><td>(xiv)</td><td>PGT Biotechnology</td><td>Biotechnology</td></tr>
<tr><td>(xv)</td><td>PGT Accountancy</td><td>Accountancy</td></tr>
<tr><td>(xvi)</td><td>PGT Business Studies</td><td>Business Studies</td></tr>
</table>

Appendix C(Contd)
(Ref Para 13.1.)

MINIMUM QUALIFICATIONS FOR TEACHERS IN ARMY PUBLIC SCHOOLS
Level—PGT (Eligible for teaching classes IX-XII)

S. No	Name of Post	S. No	Subject	Educational Qualification (Master Degree)
2.	PGT	(xvii)	PGT Computer Science	At least 50% marks in aggregate in any of the following: - 1. B.E or B. Tech (Computer Science/IT) from a recognized University or equivalent Degree or Diploma from an Institution/ university recognized by the Govt of India OR B.E or B Tech (any stream) and Post Graduate Diploma in Computer from recognized University. OR M.Sc. (Computer Science/ MCA or Equivalent from a recognized University. OR B.Sc. (Computer Science/BCA or Equivalent and Post Graduate degree in subject from a recognized University. OR Post Graduate Diploma in Computer and Post Graduate degree in any subject from recognized University. OR 'B' Level from DOEACC Ministry of Information and Communication Technology and Graduation.
		(xviii)	PGT Informatics Practices	At least 50% marks in aggregate in any of the following: - B.E./B.Tech. in Computer science/IT/ Computer Engineering/ Electronics/ Electronics& Communications OR M.CA./M.Sc. Computer Science/IT OR M.Sc. Math/Physics/ Statistics and B.Sc. Computer Science/BCA/ 3yr Diploma in Computer Engineering or IT/PGDCA recognized by AICTE OR B Level from DOEACC
		2. **B.Ed. or equivalent degree from a NCTE recognized university / institution with minimum 50% aggregate marks.** 3. Proficiency in teaching in English and Hindi. 4. Knowledge of Computer Application.		

Appendix C(Contd)
(Ref Para 13.1.)

S.No	Name of Post	Educational Qualification (Master Degree)
3.	PGT (Physical Education)	(a) Bachelor of Physical Education (B.P.Ed.) or Bachelor of Physical Education (BPE) or Bachelor of Science (B.Sc) in Health and Physical Education and Degree in Sports with at least 55 % marks as per National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2009. Or At least 50 % marks in the B.P.Ed. degree/B.P.Ed. (Integrated) 4 years professional degree in accordance with the and National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007). Or B.P.Ed. with at least 55 % marks or B.P.E Course (or its equivalent) of 3 years duration with at least 50% marks (in accordance with the National Council for Teacher Education Form of application for recognition, the time of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002. And (b) M.P.Ed. of at least 2 years duration from any National Council for Teacher Education recognized Institution.

Appendix C(Contd)
(Ref Para 13.1.)

MINIMUM QUALIFICATIONS FOR TEACHERS IN ARMY PUBLIC SCHOOLS
Level—TGT (Eligible for teaching classes VI-X)

<table>
<tr><th>S. No</th><th>Name of Post</th><th>Trained Graduate Teacher (TGT)</th></tr>
<tr><td>1.</td><td>Essential and other qualification required (Less TGT) (Physical Education)</td><td>Essential: -
1. Four years "Integrated Degree Course of Regional College of Education of NCERT in the concerned subject with at least 50 % marks in aggregate.
OR
Post-Graduation with a minimum 50% marks or equivalent grade and three-year integrated B.Ed./M.Ed.
OR
Bachelor Degree with at least 50 % marks in the concerned subjects/ combination of subjects and in aggregate in one of the following: -

<table>
<tr><th>S. No</th><th>Subject</th><th>Educational Qualification</th></tr>
<tr><td>(i)</td><td>TGT (Sanskrit)</td><td>Sanskrit as a subject in all three years of Graduation</td></tr>
<tr><td>(ii)</td><td>TGT (Hindi)</td><td>Hindi as a subject in all three years of Graduation</td></tr>
<tr><td>(iii)</td><td>TGT (English)</td><td>English as a subject in all the three years of Graduation</td></tr>
<tr><td>(iv)</td><td>TGT (S.St.)</td><td>Any two of the following: - History, Geography, Economics and Political Science of which one must be either History or Geography.</td></tr>
<tr><td>(v)</td><td>TGT (Mathematics)</td><td>Bachelor degree in Mathematics with any two of the following subjects: - Mathematics, Physics, Chemistry, Economics, Computer Science, Statistics.</td></tr>
<tr><td>(vi)</td><td>TGT(Science)</td><td>Bachelor degree in Science with any two of the following subjects: - Botany, Zoology, Chemistry and Physics</td></tr>
<tr><td>(vii)</td><td>TGT (Computer Science)</td><td>BCA or Graduation in Computer Science or BE/B.Tech (Computer Science/IT) or Graduation in any subject and A level course from DOEACC, Min of Info & Communication & Technology, GOI</td></tr>
</table>
2. B.Ed. from a NCTE recognized institution / University with minimum 50% marks.
3. Pass in Central Teacher Eligibility Test (CTET) / Teachers Eligibility Test (TET), conducted by CBSE/State Govts in accordance with the guidelines framed by the NCTE for the purpose.
4. Proficiency in teaching in English and Hindi medium.
5. Knowledge of Computer Application.</td></tr>
</table>

Appendix C(Contd)
(Ref Para 13.1.)

2	TGT (Physical Education)	(a) Bachelor's degree with Physical Education as an elective subject with 50% marks. OR Bachelor's degree with physical Education as an elective subject with 45 % marks and participation in National or State or Inter University competition in sports or games or athletics recognized by Association of Indian University or Indian Olympics Association. OR Bachelor's degree with 45 % marks and having participated in National or State or Inter-University sports or games or athletics. OR For deputed in-service candidate (i.e. trained Physical Education Teachers/Coaches)-Graduation with 45 % marks and at least 3 years of teaching experience as per National Council for Teacher Education (Recognition Norms & Procedure) Regulations, 2009. OR Graduation in Physical Education with 40 % Mark OR Graduation with Physical Education as an elective subject with 40 % marks OR Graduate who participated school, Inter-Collegiate in sports/games or passed NCC 'C' Certification in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007 OR Graduation in Physical Education i.e., B.P.Ed. course (or its equivalent) of 3 years duration. OR Graduate having represented State/University in sports/games/athletics. OR Graduate who has secured 1st, 2nd or 3rd position in Inter-Collegiate sports/games tournaments/possessing NCC 'C' Certificate or passed basic course in Adventure Sports. OR Graduate with one-year training programme in Sports Science, Sports Management, Sport Coaching, Yoga, Olympic Education, Sports Journalism etc. (in accordance with the National Council for Teacher Education Form of application for recognition, the time limit of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002 And (b) Bachelor of Physical Education (B.P.Ed) of at least one year duration (or its equivalent) from any National council for Teacher Education recognized institution.

Appendix C(Contd)
(Ref Para 13.1.)

MINIMUM QUALIFICATIONS FOR TEACHERS IN ARMY PUBLIC SCHOOLS

Level—PRT (Eligible for teaching classes I-V)

S. No	Name of Post	Primary Teacher (PRT)
1.	Essential and other qualification required less PRT (Physical Education)	Essential: - 1. Graduate holding Bachelor's degree with at least minimum 50% marks in aggregate. 2. B.El.Ed./ 02-year D.El.Ed. OR Teachers who were already in service with Army Public Schools/APPS prior to 11 Aug 2023 with B Ed degree can also apply / continue, subject to enrolment/completion of Bridge Course launched by NCTE. 3. Pass in Central Teacher Eligibility Test (CTET)/Teachers Eligibility Test (TET), conducted by CBSE/State Govt for PRTs in accordance with the guidelines framed by NCTE for the purpose. 4. Proficiency in teaching in English and Hindi medium. 5. Knowledge of Computer Application.
2.	PRT (Physical Education)	(a) Bachelor's degree with Physical Education as an elective subject with 50% marks. Or Bachelor's degree with physical Education as an elective subject with 45 % marks and participation in National or State or Inter University competition in sports or games or athletics recognized by Association of Indian University or Indian Olympics Association. Or Bachelor's degree with 45 % marks and having participated in National or State or Inter-University sports or games or athletics. Or For deputed in-service candidate (i.e., trained Physical Education Teachers/Coaches)- Graduation with 45 % marks and at least 3 years of teaching experience as per National Council for Teacher Education (Recognition Norms & Procedure) Regulations, 2009. Or Graduation in Physical Education with 40 % Marks Or Graduation with Physical Education as an elective subject with 40 % marks Or Graduate who participated school, Inter-Collegiate in sports/games or passed NCC 'C' Certification in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007 Or Graduation in Physical Education i.e., B.P. Ed course (or its equivalent) of 3 years duration. Or Graduate having represented State/University in sports/games/athletics. Or Graduate who has secured 1st ,2nd or 3rd position in Inter-Collegiate sports/games tournaments/possessing NCC 'C' Certificate or passed basic course in Adventure Sports. Or Graduate with one year training programme in Sports Science, Sports Management, Sport Coaching, Yoga, Olympic Education, Sports Journalism etc. (in accordance with the National Council for Teacher Education (Form of application for recognition, the time limit of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002 And (b) Bachelor of Physical Education (B.P.Ed) of at least one year duration (or its equivalent) from any National council for Teacher Education recognized institution.