

REVISED GUIDELINES FOR SELECTION OF TEACHERS FOR

“CM- Vashishta Guru Puraskar, 2025-26”

Introduction

The purpose of State Awards to Teachers is to celebrate the unique contribution of some of the finest teachers in the State of Goa and to honour those teachers who through their commitment and industry have not only improved the quality of school education but also enriched the lives of their students.

State Government has declared 10 State Awards to Teachers. Each Award is consisting cash Rs.1, 00,000/- and a Citation.

The category-wise distribution of State Awards to Teachers working in the institutions of School Education shall be as follows:-

- | | | |
|-------------------------------|---------------|-------------------------|
| 1. Primary Teacher | - Two Awards | - One in each District. |
| 2. Secondary Teacher | - Four Awards | - Two in each District. |
| 3. High School Headmaster | - Two Awards | - One in each District. |
| 4. Higher Secondary Teacher | - One Award | - One in entire State. |
| 5. Higher Secondary Principal | - One Award | - One in entire State. |

Out of 10 awards, 1 award is reserved for differently abled teacher or Head of the School /Special Educators from Regular or Special Schools and are allowed to apply for State Awards under the category at Sr. No. 1 to 5. *

NOTE:- Old Pattern of North Goa and South Goa will be followed as approved by the State Government vide File No.DE/Adm. III/State Awards/2025-26 dated 16/06/2026.

Conditions of Eligibility of Teachers for consideration for the Awards:-

- (1) School teachers, Special educators and Heads of schools working in recognized govt or aided primary/middle/high/higher secondary schools. In-service teachers shall have to fulfil the required academic and professional qualifications as per cadre for State Award to Teachers.
- (2) In-service Regular Teachers / Special Educators shall have to complete at least 15 years of regular teaching service and for Headmaster out of 15 years, 5 years administrative experience is required in the State of Goa as on 30th June of that Academic year for which he/she is applying eligible for State Award to Teachers.*
- (3) Those teachers who are due for retirement for the year to which the State Awards relates are not eligible for State Award to Teachers.
- (4) In case, if no sufficient, suitable and eligible teacher/ Head of the Institution/Special Educator is available in that particular category, then it shall not be binding on the Government to grant award.
- (5) Teacher/Head of School should not have indulged in tuitions.
- (6) Contractual Teachers, Para Teachers, Part-time Instructors and NSQF Instructors are not eligible for the State Awards to Teachers.
- (7) There shall be no vigilance /criminal case pending against the applicant.

Evaluation Matrix

Teachers will be evaluated based on the evaluation matrix given at **Annexure-I**. Evaluation matrix contains two types of criteria for evaluation:

a) Objective criteria:

Under this the teachers will be awarded marks against each of the objective criteria. These criteria are given the weightage of 20 out of 100.

b) Criteria based on performance:

Under this, teachers will be awarded marks on criteria based on performance e.g. initiatives to improve learning outcomes, innovative experiments undertaken, organization of extra and co-curricular activities, use of Teaching Learning Material, social mobility, ensuring experiential learning, unique ways to ensure physical education to students etc. These criteria are given the weightage of 80 out of 100.

Procedure for application and selection

- (i) All the applications would be received *by hand to the respective Zonal Heads*. *
- (ii) Every applicant shall submit a portfolio, along with the Entry Form. The portfolio shall include relevant supporting material such as documents, tools, reports of activities, field visits, photographs, audios or videos etc.
- (iii) **Undertaking by the applicant:** Each applicant shall give an undertaking that all the information/data submitted is true to the best of his/her knowledge and if anything is found at any later date to be untrue then he/she will be liable to disciplinary action.

District Selection Committee:

- i) First level scrutiny will be done by District Selection Committee (DSC) headed by the **Deputy Director of Educations**. Members of DSC would be as under:
 - a) Deputy Director of Education :Chairperson
 - b) District Education Officer : Member
 - c) One Reputed academician nominated by *Government* * : Member
- ii) The major functions to be performed by DSC are as under:
 - a) Physical verification of the facts/ information provided by the applicant by forming verification teams.
 - b) Evaluation/ marking of the applicants as per the format at **Annexure-I**.
 - c) Certificate by DSC: The DSC shall certify that marks have been awarded after due verification of the facts.
 - d) After the detailed evaluation of the applications, DSC will shortlist the names 3 times of awards in each category and forward these to State Selection Committee with vigilance clearance certificate of each of the applicants.
 - e) DSC may take into account performance of teachers in various streams of studies viz. Science, Arts, Music, Physical Education etc.

State Selection Committee (SSC):-

The State Selection Committee (SSC) will be headed by Director of Education. Members of SSC will be as under:

- a) Director of Education : Chairperson
- b) Director (SCERT) : Member
- c) Chairman (GBHSE) : Member
- d) Principal DIET : Member
- e) Academician nominated by
Hon'ble Minister for Education
- f) Assistant Director of Education : Member Secretary
(Adm. III) *

The major function of the State level Selection Committee will be:

The SSC will carry out fresh assessment of the nominations sent by the District level committees.

a. Each nominee is required to make a **presentation** before the Committee.

b. The committee shall select names from the list subject to the maximum 9+1 for Special Category for differently abled teachers / Head of the Institutions / Special Educators etc.).

Annexure-I

Evaluation Matrix for Goa State Award to Teachers-2025-26

Category A : Objective criteria		
Sr. No.	Criteria	Max. Marks
1	Work undertaken by the teacher to encourage community and parental contributions to the school, such as support for school infrastructure, CSR activities, thithi bhojan, uniform, notebooks, etc.	3
2	Publications authored by the teacher including research papers and articles in national/international journals over the past three years.	3
3	Salient features of your work done which are reflected in your resume for APARs for last 3 years.	3
4	The teacher's attendance at school is consistent with no issues of late coming observed and recorded.	3
5	Details of In-service trainings/workshops attended and visible outcomes of its implementation in school situations.	2
6	The initiatives taken by the teacher to enhance student enrollment and implemented strategies to promote school activities within the community.	2
7	Steps taken by the teacher to enhance professional growth by enrolling in online capacity building courses under iGOT Karma yogi, SWAYAM, or MOOCs.	2
8	Involvement in developing e-content, textbooks and teachers handbooks for GSCERT, Goa Board, NCERT, NIEPA or NCTE.	2
Subtotal		20

Category B : Criteria based on performance (indicative and illustrative only)		
Sr. No.	Criteria	Max. Marks
01	Teaching Effectives. <ul style="list-style-type: none"> • Use of ICT tools. • Innovative pedagogy align with NEP 2020. • Teaching learning resources. • Classroom management. • Involvement of learners. • Learner's visible performances. 	30
02	Contribution towards designing and conducting curricular and co-curricular initiatives for holistic development of learners.	30

03	<ul style="list-style-type: none"> a) Efforts undertaken to engage society in supporting school infrastructure development and spreading social awareness among children. b) Initiatives aimed at fostering nation building and advancing national integration among students and the community. c) Demonstration of leadership skills and participation in National programs including Ek Bharat, Shresta Bharat and Kartivya Palan Bahia. d) Display of commitment through participation in road safety programs and advocacy against drug and tobacco consumption 	20
Subtotal		80
Grand Total		100