

**Government Model Sanskriti & PM Shri School Teacher's
Deployment Policy, 2025**
School Education Department, Government of Haryana
(Amended till 18.02.2026)

Order No. KW-2/1-2024-MSS

Dated: 18.02.2026

1. Vision

To ensure fair, equitable and a rationale based deployment of teachers and Heads of schools to protect academic interest of students studying in GMS/PMS schools.

2. Applicability

The Policy shall be applicable to teachers working in the Department of School Education Haryana, for the purpose of their deployment into, and exit from Government Model Sanskriti Schools and PM Shri Schools.

3. Definitions

- a. **"Blocked posts"** means the posts in a cadre that shall not be included in the vacant post for transfer in a transfer drive.
- b. **"Competent authority"** The administrative Secretary of School Education, Haryana.
- c. **"Cut-off Date"** means the date specified by the Competent Authority as the last date for assessing student count for the rationalization of posts.
- d. **"Eligible Teacher"** means a teacher who is shortlisted for Deployment in Government Model Sanskriti Schools and PM Shri Schools based on minimum qualifying points earned by him in the screening process including marks obtained in academics and screening test and thus has been declared eligible to participate in deployment drive meant for GMS/PMS schools.

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However, beside the process of shortlisting, the transfer shall be on criteria specified in General Teacher Transfer Policy, 2025.

- e. **“Guest Teacher”** means a teacher defined under Haryana Guest Teacher Service Act, 2019 (notified on 12.03.2019).
- f. **“Immediate family”** means all the members of a family holding common ‘*Parivar Pehchan Number*’ issued under the *Haryana Parivar Pehchan Act, 2021*.
- g. **“Minimum Tenure”** means a minimum period of stay at one unit, after which a screened teacher can voluntarily opt to exit from the Government Model Sanskriti/PM Shri School, which is 03 years for the purpose of this policy. However the minimum tenure for an unscreened teacher posted/ transferred through General Transfer Drive will be 01 year, at a particular unit.

While calculating the minimum tenure of a Teacher at one unit on the qualifying date for deployment drive, the following periods shall be included:

- i. Duty period spent in a unit;
 - ii. Period of training/deputation, provided posting is made in the same unit where posted before proceeding on training / deputation;
 - iii. Period of suspension, if the headquarter is not changed for suspension period and posted on reinstatement within the same unit where the posting was before suspension;
 - iv. The period spent by the Teacher on a temporary transfer at some other unit(s), during the aforesaid of stay will also be included;
 - v. The period spent by the Teacher on Extraordinary Leave/Child Care Leave will not be included.
- h. **“Minimum qualifying marks”** means total minimum points decided by the competent authority which a teacher have to earn to become “Eligible Teacher”.

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- i. **“Prescribed Tenure”** means the maximum tenure of stay of a teacher at one given unit, for a period, which is 10 years for a screened teacher and 05 years for an unscreened teacher posted/ transferred through General Transfer Drive, from the date of posting/transfer in that particular unit.

In addition to the above, while calculating the prescribed tenure of a teacher in a unit, as on the qualifying date, the following shall be taken into account:-

- i. Duty period spent in a unit
 - ii. Period of training / deputation, provided posting is made in the same unit where posted before proceeding on training / deputation;
 - iii. Period of suspension, if the headquarter is not changed for suspension period and posted on reinstatement within the same unit where the posting was before suspension;
 - iv. The period spent by the Teacher on a temporary transfer at some other unit(s), during the aforesaid of stay will also be included;
 - v. The period spent by the Teacher on Extraordinary Leave/Child Care Leave will be included.
- j. **“Protected Teacher”** as per provisions of Teacher Transfer Policy 2025.
- k. **“Qualifying date for Screening Test”** A date fixed by the competent authority, to be the last date of applying for screening process will be the qualifying date, for calculating the age, merit criteria for deployment of teachers in Government Model Sanskriti/PM Shri Schools.
- l. **“Qualifying date for Deployment Drive”** – As per the definition of ‘Qualifying Date’ in the Teacher Transfer Policy 2025.

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- m. **“Screening Process”** means a process adopted by the competent authority to shortlist the teachers for deployment in Government Model Sanskriti Schools and PM Shri Schools.
- n. **“Screened Teacher”** A teacher who has undergone any form of screening process adopted by School Education Department, so far, viz. interview, screening test conducted through some vendor like *Center for Teacher Accreditation (CENTA)* or written test conducted by Board of School Education, Haryana, Bhiwani, and any other method adopted by School Education Department, shall be called as ‘Screened Teacher’ for the purpose of this policy. All other teachers, will be called as ‘Un-screened Teachers’, for the purpose of this policy.
- o. **“Rationalization of posts”** means an exercise to calculate actual requirement of posts of Teachers in a school based on the student strength on cut-off date.
- p. **“Surplus Teacher”** means a Teacher occupying a post declared surplus upon rationalization, or else. Such Teacher will have to mandatorily participate in the deployment/transfer drive.
- q. **“Teacher”** for the purpose of this policy; will be regular or guest, PRTs, Head Teachers, TGTs, Elementary School Head Master, Head Masters, PGTs & Principals, serving at all levels of Government Model Sanskriti (GMS) (Senior Secondary, High, Middle & Primary) & PM Shri (PMS) (Senior Secondary, High, Middle & Primary) Schools of Haryana.
- r. **“Temporary Transfer”** means and includes a posting, by any nomenclature, made temporarily within the Department on administrative or personal grounds or in the public interest. It includes temporary transfers, deputations, shifting of headquarters, etc.
- s. **“Transfer”** For the purpose of this policy, ‘Transfer’ means posting or transfer from one unit to another, either before or upon completion of the prescribed tenure in a unit.

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- t. **“Unit”** means a Government Model Sanskriti /PM Shri School for the purpose of this policy that will be termed as ‘GMS/PMS school’.
- u. **“Vacant Post for Transfer”**: means posts available after normalization and will include posts from amongst the following categories:
- a) A post not occupied by any Teacher shall be called an **Actual Vacancy**.
- b) A post presently occupied by a Screened Teacher in a GMS/PMS school, who has completed the prescribed tenure of 10 years or a post occupied by a teacher who is working in a GMS/PMS school without undergoing screening process and has completed the prescribed tenure i.e. 05 years and a post presently occupied by a teacher by way of temporary transfer or by a screened or unscreened Guest teacher, Contractual, or Ad-hoc Teacher shall be called a **Deemed Vacancy**.
- c) A post occupied by a Screened Teacher who has completed the minimum tenure of 03 years, or by a unscreened who has completed the minimum tenure of 01 years, at a GMS/PMS School and has exercised her/his option to voluntary participate in the Transfer Drive;

Or

A post occupied by a screened teacher, in a GMS/PMS school, who opts out to get deployed into another GMS/PMS school, before completion of a minimum tenure of 03 years in a GMS/PMS school; shall be called a **Voluntary Vacancy**.

- d) A post occupied by a Teacher on initial appointment, promotion, reinstatement after suspension, or repatriation from deputation from another Department/Organization after

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the preceding online transfer drive shall be called a **Notional Vacancy**.

Further, as a one-time measure for the first transfer drive under this policy, the period in all the above four cases shall be calculated from:

The date of order generation in the last online transfer drive conducted under the Teacher Transfer Policy, 2017 (as amended subsequently) up to the Qualifying Date of the first transfer drive under this policy.

However, transfers/postings made under the grievance clause of the earlier transfer drive shall not be treated as Notional Vacancies.

4. **Merit criteria for allotment of post**

The merit point for allotment of Unit/ post will be as per provision of Teacher Transfer Policy, 2025.

5. **Procedure for Screening of Teachers**

There will be a Screening process for all teachers who intend to get deployed/posted/transferred in GMS/PMS Schools. The screening process shall comprise of following two components having a weightage of total credit 100 points:

i) *Academic Performance*: Academic performance shall have a maximum weightage of 40 points (for TGT, ESHM, HM, PGT & Principal) and 30 points (for PRTs & HTs) or as decided by the competent authority. Maximum 10 points, will be assigned to a degree / diploma /certificate including 10th, 12th, Graduation, Post-Graduation & B.Ed. etc The credit point will be calculated at a rate of 0.1% for every 01% marks obtained.

i.i) The division of 30/40 points allocated to academic qualifications for every category of teachers shall be as explained ahead:-

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PRT

Sr. No.	Qualification	Maximum credit points (30)@ 0.1 mark for 01%
1	10 th	10
2	12 th	10
3	D.El.Ed	10

HM/ESHM/TGT/C&V

Sr. No.	Qualification	Maximum credit points @ 0.1 mark for each 01%
1	10 th	10
2	12 th	10
3	Graduation	10
4.	B.Ed./O.T.	10

PGT

Sr. No.	Qualification	Maximum credit points @ 0.1 mark for each 01%
1	10 th	10
2	Graduation	10
3	Post-Graduation	10
4.	B.Ed.	10

Principal

Sr. No.	Qualification	Maximum credit points @ 0.1 mark for each 01%
1	10 th	10
2	Graduation	10
3	Post-Graduation	10
4.	B.Ed.	10

Further, the teacher/s for whom B.Ed. was not a compulsory qualification for appointment they will get weighted average of marks obtained in rest of three qualifications viz. Matriculation, Graduation & Post Graduation.

Nothing in this provision stops the teacher to fill marks obtained in B.Ed, if they have passed B.Ed. although it was not a compulsory condition for their appointment.

Example:

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If a teacher's requisite qualification for being eligible for applying for the post of TGT is Graduation in a particular subject with minimum 50% marks along with B.Ed. and her marks obtained are following:

Table 1: Conversion of Marks obtained into Credit points

Class	Marks obtained (M.O)/ Maximum Marks (M.M)	Credit points (C.P) C.P = $\frac{M.O \times 10}{M.M}$
10th	402/600	$\frac{402 \times 10}{600} = 6.7$
12th	365/500	$\frac{365 \times 10}{500} = 7.3$
Graduation	250/500	$\frac{250 \times 10}{500} = 5.0$
B.Ed.	720/900	$\frac{720 \times 10}{900} = 8.0$
Total		= 27

ii) Screening Test: A teacher who is willing for deployment in these schools shall have to undergo a screening process as decided by the competent authority, from time to time. Screening test will be a written test of 60 marks for TGT, ESHM, HM, PGT & Principal, whereas it will be 70 marks for PRTs & HTs, or as decided by the competent authority, from time to time.

iii) The final credit will be the sum of credit points explained under sub-clause (i) & (ii) above

6. Procedure to be adopted

- i. A screening process will be undertaken by the Department as detailed in Clause 5 and a list of eligible teacher will be prepared.
- ii. The department will issue schedule for undertaking deployment/posting of eligible employees in GMS and PMS schools. Further, the schedule shall include timelines, cut-off date, qualifying date and Instructions to be followed during the process.
- iii. Further, to deploy the teachers in Government Model Sanskriti Schools and PM Shri Schools, following special procedure shall be adopted:

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- a) A teacher, who opts for getting posted to a GMS/PMS School after successfully passing the screening process and she/he opts to participate in the Transfer/Deployment Drive, she/he will have to choose at least 03 GMS/PMS Schools or more as she/he wishes. If the screened teachers gets any of the unit of his/her choice; she/he will be posted to that unit, mandatorily.
- b) If a teacher doesn't get any station of his/her choice of GMS/PMS schools, she/he can stay in the same unit (if prescribed tenure is not completed), or participate in General Transfer Drive as per provisions of Teacher Transfer Policy 2025.
- c) After the first round of allocation of posts to screened regular teachers, similar process shall be carried out to allocate remaining vacancies to the screened guest teachers.
- d) If some posts still remain vacant, these posts will be offered to the unscreened teachers by considering such posts as '*Unfilled posts of GMS/PMS Schools*' as described in Teacher Transfer Policy 2025.
- e) If the number of teachers who qualify the screening is more than the vacant posts in GMS/PMS schools; such teachers shall remain in a pool of teachers, to be maintained for deployment against the vacancies arising in future. The validity of passing screening test shall be maximum three years for all teachers in the pool.
- f) The teachers who were deployed into Aarohi Model schools on the basis of test conducted by the agency 'Centre for Teacher Accreditation' i.e. CENTA can directly participate in the deployment drive meant for GMS/PMS schools, without undergoing the screening process again. But, if such teachers choose to continue staying in Aarohi Model Schools; they will not be entitled for tenure & other special benefits available to

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teachers posted in GMS/PMS schools through screening process.

- g) Lastly, The competent authority may deploy any regular, guest, contractual or Adhoc teacher temporarily to any GMS/PMS school, on administrative grounds but such teachers shall have to compulsorily participate in the next General Transfer Drive

7. General Terms and Conditions

- a. **Age for applying for deployment:** To ensure minimum three years' service in Govt. Model Sanskriti Schools or PM Shri Schools, a teacher should not be more than 55 years of age on the '*qualifying date for screening test*'.
- b. **Deployment in another GMS/PMS school:** A screened teacher already working in a GMS/ PMS shall be eligible to participate voluntarily for deployment in another Government Model Sanskriti/ PM Shri School even without completing minimum tenure of three years' in a Government Model Sanskrit/ PM Shri School.
- c. **Effect of voluntary exit from GMS/PMS schools:** Any screened teacher who takes exit from Government Model Sanskriti School/ PM Shri School voluntarily, without completing prescribed tenure, shall have to compulsorily undergo the screening test again, to become eligible for deployment in Govt. Model Sanskriti Schools/ PM Shri Schools again.
- d. **Effect of rationalization/surplus:** If any screened teacher, who was posted to any GMS/PMS School but gets ousted from that school upon rationalization or upon being declared as surplus; she/he may be posted to other GMS/PMS School, on the basis of choice-cum-merit, against the vacant post, without undergoing the screening test, again.

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- e. **Effect of Promotion:** Any teacher/Principal serving in a GMS/PMS, if gets promoted, she/he, after promotion, will get temporary station. The previous status of having cleared screening shall stand annulled after promotion. In case she/he wishes to get deployed to a GMS/PMS school, she/he will have to again undergo the screening procedure meant for his new post.
- f. **Mewat Cadre vs. ROH:** Any teacher, belonging to Mewat cadre will not be deployed in a school falling in RoH i.e. Rest of Haryana cadre but a teacher who belongs to RoH can be posted in a GMS/PMS school in Mewat provided s/he is willing for that. However the priority will be given to teachers from Mewat cadre while filling the posts of GMS/PMS Schools of Mewat cadre.

g. **No change of cadre for district cadre posts**

No teacher who is holding a district cadre post will be allowed to apply or get posted to a vacant post of GMS/PMS school, in a district other than the district in which she/he is posted.

- h. **Screening compulsory for Associate NCC Officers:** To ensure uninterrupted National Cadet Corps (NCC) program in the schools having NCC units, Associate NCC Officers (ANO) shall not be transferred unless they opt for voluntary participation or post occupied by them is declared surplus. If any ANO Teacher participates in the online transfer drive he will be treated as a non-ANO (general) Teacher. In case there are two ANOs working in a unit the ANO having greater stay in the unit continuously or cumulatively, shall be dislocated. Under general Teacher Transfer policy teachers are liable to be transferred in/at any unit and/or post or anywhere in the state.

However, for getting posted or continue posting in a GMS/PMS school, an unscreened ANO will have to compulsorily and successfully pass the screening procedure i.e. the screening test, under this policy.

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- i. **Applicability of teacher transfer policy 2025:** The proposed policy includes a special screening process, tenure, extension, and service conditions. Additionally, it offers the extra benefits in lieu of service rendered in these schools. Beside this, all other processes and criteria under the Teacher Transfer Policy, 2025 of the Department of School Education will remain applicable to transfer of teachers seeking deployment in these schools.
- j. **Special benefits:** The screened teachers, posted in GMS/PMS schools, will be given priority in National/International exposure visits / training / workshops.
- k. However, merely passing the screening process for deployment in Model Sanskriti Schools and PM Shri Schools does not grant a teacher, the right to be compulsorily deployed in these schools.
- l. There is no compulsion, for any teacher, to participate in Deployment Drive for posting in GMS/PMS schools under the deployment policy 2025, just because they have cleared the screening test.
- m. If posting station allocated to a female teacher in Teacher Transfer Drive, is changed after availing Child care Leave (CCL), for 90 days or more, she will have to compulsorily participate in the upcoming Teacher Transfer Drive.

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26/2/26

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