



NEW ERA SENIOR SECONDARY SCHOOL

FACULTY RECRUITMENT POLICY

1. Introduction

New Era Senior Secondary School is committed to recruiting qualified, competent, and passionate educators who align with the school's vision of academic excellence and holistic development. The recruitment process is designed to be **transparent, merit-based, and in accordance with CBSE norms.**

2. Objectives

- To attract and recruit highly qualified and skilled teachers
- To ensure compliance with **CBSE qualification norms and guidelines**
- To maintain high standards of teaching and learning
- To promote fairness, transparency, and equal opportunity in recruitment

3. Scope

This policy applies to recruitment of:

- Primary Teachers (PRT)
- Trained Graduate Teachers (TGT)
- Post Graduate Teachers (PGT)
- Special Educators, Counsellors, and Activity Teachers

4. Eligibility Criteria

All candidates must fulfill:

- **Educational qualifications** as per CBSE norms (B.Ed., relevant degree)
- Proficiency in **English communication and ICT skills**
- Relevant **teaching experience** (preferred but not mandatory for entry-level roles)

5. Recruitment Process

1. Advertisement of Vacancies

Vacant teaching positions are widely publicized through:

- The official school website
- Leading national and regional newspapers

This ensures broad outreach and attracts a diverse pool of qualified candidates.



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2. Screening of Applications

- Applications received are carefully reviewed based on:
 - Academic qualifications
 - Relevant teaching experience
 - Subject knowledge and specialization
- Only candidates meeting the prescribed criteria are shortlisted for further evaluation.

3. Selection Process

Shortlisted candidates are required to undergo a multi-stage assessment process:

Subject Competency Evaluation

- Candidates appear for a written test (teacher paper) to assess:
 - Subject knowledge
 - Conceptual clarity
 - Analytical ability

4. Demonstration Lesson

- Candidates conduct a classroom teaching session to evaluate:
 - Teaching methodology
 - Communication skills
 - Classroom engagement techniques
 - Use of innovative pedagogical practices



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5. Panel Interview

- Final interaction is conducted by a panel comprising:
 - The Principal
 - Senior academic leaders
- The interview assesses:
 - Professional attitude
 - Alignment with school values
 - Adaptability and commitment to continuous learning

6. Selection Criteria

- Final selection is strictly merit-based.
- Decisions are based on cumulative performance across all evaluation stages.
- The school prioritizes candidates who demonstrate:
 - Strong subject expertise
 - Effective teaching practices
 - Alignment with modern educational approaches and NEP 2020

7. Compliance and Standards

- The institution strictly adheres to norms and qualifications prescribed by CBSE.
- Recruitment practices are periodically reviewed to ensure relevance and quality enhancement.

5. Review of Policy

This policy is reviewed periodically to align with regulatory updates and institutional needs.



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6. Conclusion

The school ensures a robust recruitment system to build a team of dedicated educators who contribute to academic excellence and holistic student development.

Principal
New Era Sr. Sec. School
Nizampura, Vadodara.



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