Government of Himachal Pradesh
Department of Technical Education

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No. EDN(TE)F(10)-9/2024   Dated   Shimla-02, the 03 April, 2025

NOTIFICATION

The Governor, Himachal Pradesh is pleased to notifiy the Himachal Pradesh Scheme of State Award for Teachers in Technical Education Department, 2025 as per Annexure-A, with immediate effect, in the public interest.

By order

Kadam Sandeep Vasant
Secretary (Tech. Edu.) to the
Government of Himachal Pradesh

Endst. No. EDN(TE)F(10)-9/2024   Dated Shimla- 02, the   April, 2025

Copy for information and necessary action is forwarded to:-

1. The Secretary to the Governor, Himachal Pradesh, Shimla-02.

2. All the Administrative Secretary to Govt. of HP, Shimla-02.

3. The Spl. Private Secretary to the Chief Minister, HP Shimla-02.

4. The Sr. Private Secretary to the Hon'ble Minister (Technical Education), HP, Shimla-02.

5. The Sr. Private Secretary to the Chief Minister, Govt. of H.P. Shimla-02.

6. The Director, Technical Education, Vocational & Industrial Training, H.P., Sundernagar, District Mandi with the requested to take necessary action in the matter.

7. The Joint Secretary (GAD) to the Government of H.P. with reference to Item No. 26 dated 02.04.2025

8. The Controller, Printing & Stationary, H.P. Shimla-03 for publication in the Rajpatra.

9. Guard file.

(Suneel Sharma)
Special Secretary (TE) to the
Government of Himachal Pradesh

HIMACHAL PRADESH SCHEME OF STATE AWARD FOR TEACHERS IN TECHNICAL EDUCATION, 2025

DEPARTMENT OF TECHNICAL EDUCATION

(HIMACHAL PRADESH)

INTRODUCTION

The scheme of "State Award to teachers in technical education" is an initiative of Government of Himachal Pradesh to recognize and honor exemplary teachers who have demonstrated exceptional contribution in the fields of academics, research, innovation, and other educational activities within technical education institutions in the state. The scheme underscores the State government's commitment to acknowledge the dedicated services rendered by its educators.

1. Scope of the Award

The awards shall be conferred upon teachers serving in Engineering Colleges, Pharmacy Colleges, Polytechnics, and Industrial Training Institutes (ITIs) under the jurisdiction of the Department of Technical Education, Himachal Pradesh.

2. Award Components

The award shall include a medal, Himachali cap or scarf, shawl, books, memento, certificate of recognition and citation. The awards shall be presented annually on 5th September (Teachers' Day) by the Hon'ble Governor of Himachal Pradesh in a formal ceremony.

3. Eligibility Criteria

To be eligible for the award, the applicant must fulfill the following criteria:

(i). Teachers with minimum 10 years teaching experience including (contract and regular) services in technical education institutions under the jurisdiction of Technical Education Department,

Himachal Pradesh as on 31st December of the preceding year.

(ii). The percentage of results in all the courses taught in the last five years should be higher than the university/ board average for that examination. Only the results of institutions served by the teacher for more than 50 % duration of the semester or year (or proportionately) shall be considered for best teacher award category.

(iii). Normally retired teachers shall not be eligible for the award. However, all the teachers serving up to 30th April of the year to which award relates shall be eligible.

(iv). No adverse disciplinary proceedings against her/him in the service career.

(v). Should have a novel and innovative contribution in at least one area in academic excellence, industry collaboration, research, patent filing or student placements.

(vi). State Award will be given only once in the entire service career.

(vii). All heads of Technical Educational Institutions (TEI's) and teachers holding non-teaching jobs/ supervisory roles will not be eligible for the best teacher award category.

4. Criteria for Assessing Nominees

(i). **Academic Excellence:** Excellent results, innovative practices adopted in imparting instructions/ training, guiding innovative projects, curriculum development, development of instructional content, institutional development etc.

(ii). **Research & Development:** Research publications, patents, development of innovative tools, devices, software applications

etc.

(iii). **Community Engagement and Outreach:** Contributions to community development, engagement in social initiatives and contribution in awareness programmes for promoting technical education.

(iv). **Sponsored Research/ Faculty Development Programme/ Consultancy:** Sponsored research projects, consultancy projects and conducting of faculty development programmes.

(v). **Industry-Academia Collaboration:** Contribution in industrial collaborations, internships, campus placement drives and industrial visits.

5. Categories of Awards

A maximum of 10 awards will be conferred annually across 6 categories as given below: -

(i) Best Teacher Award (ITI Level):03

(ii) Best Teacher Award (Polytechnic Level):01

(iii) Best Teacher Award (Pharmacy College Level):01

(iv) Best Teacher Award (Engineering College Level):01

(v) Research Excellence & Innovation Award (Degree Level):02

(vi) Industry Collaboration Award (Polytechnics & ITIs):02

6. Selection Procedure

(i) **Call for Nominations:** The nominations shall be invited through the head of the institutions with a schedule notified by the Directorate of Technical education.

(ii) **Submission of Applications:** Applicants fulfilling the eligibility

criteria as per this scheme will be required to submit the application containing detailed information, academic accomplishments, research contributions, and innovative practices as per the evaluation criteria for different categories (Engineering/ Pharmacy, Polytechnic, and ITIs). Each application must be accompanied by an undertaking stating that all the information given is true and signed by the applicant. In case, undertaking is found untrue at later stage, then the applicant shall be liable for disciplinary action as per service rules.

(iii) **Selection Process:** After receiving the nomination from institutions, a committee of experts nominated from the Technical Education Department will screen the applications. Thereafter, a high-level committee chaired by the Director of Technical Education, Vocational & Industrial Training, Himachal Pradesh will approve and forward its recommendations to the State Selection Committee. Then, the final selection shall be done by the State Selection Committee under the Chairmanship of Secretary, Technical Education, Government of Himachal Pradesh.

(iv) **Evaluation (Selection) Criteria:**

Only the applicants fulfilling the eligibility criteria as per scheme shall be evaluated according to the following evaluation (selection) criteria:-

A. **Engineering/ Pharmacy Colleges:** The selection of the teachers for the award in Engineering/ Pharmacy colleges will be carried out through a screening process having the following parameters:

Sr. No.	Parameter	Weightage
(i).	Teaching Learning Effectiveness	65%
(ii).	Outreach Activities	10%
(iii).	Research & Innovation	15%
(iv).	Sponsored Research /Faculty Development Programmes/ Consultancy	10%
TOTAL		100%

(i). Teaching Learning Effectiveness

The key indicators to be considered for evaluating teaching-learning effectiveness are as below:

a. Courses taught .(Theory/Tutorial/Lab) and results of the last five years.

b. Innovative practices adopted in enhancing the quality and effectiveness of the teaching-learning process.

c. New courses /content developed including Openware/ MOOCs / NPTEL etc.

d. New experiments or demonstration experiments introduced to explain fundamentals including new simulation tools.

e. Online courses conducted with detailed information on the number of students registered for the course, method of evaluation, revenue generated for the institute (proof .is needed to be furnished).

f. Contribution in curricular design/ improved pedagogical approaches/ promoting multidisciplinary & experiential learning/ effective assessment of learning outcomes/ teaching methodology (Online/ Offline/ Blended).

g. Students mentoring/handholding.

h. Participation in Faculty Development Programmes (FDPs) or Quality Improvement Programmes (QIPs).

i. FDPs/ Seminars/ Conferences/ Refresher Courses (as a Resource Person or as an Organizer).

j. Emphasis on tutorials and individual problem solving for weak students.

k. Contribution in developing new laboratory experiments.

l. Contribution on internship or placement for students.

m. Lectures of industry experts arranged for new knowledge or career development.

n. Any innovation in teaching and learning which goes beyond regular classroom lectures.

o. Incubation support for start-ups.

p. Contribution to co-curricular activity/Sports/NSS/NCC activities.

q. Contribution to NBA/ NAAC /NIRF accreditation /Internal Committees.

r. Contribution in Hackathons / Students Clubs / Skill Competitions.

s. Contribution towards Collaborative academia industries-interface for Research and Innovation / Placement / Technology transfer, etc.

t. Any other relevant achievements (please specify with proof)

(ii). **Outreach Activities**

a. In-Charge of Incubation Centre / Institute Industry Cell / Institution Innovation Cell / Start up Cell etc.

b. Contribution towards UN Sustainable Development Goals (SDGs).

c. Contribution to Regional /Rural Development /Extension Services etc.

d. Contribution to policy making and advocacy for issues pertinent to the society and nation such as Unnat Bharat Abhiyan, CDTP.

e. Membership of the Govt. of India Committees/initiatives, if any.

f. Recognition/Awards/Prizes at state or national or international level.

g. Creation of socially responsible academia impact through teaching and/or research.

h. Membership of the institute committee for curricular and extra-curricular activities.

i. Any other relevant achievements (please specify with proof).

(iii). Research & Innovation

a. Number of Masters / PhD dissertations guided.

b. Fellowship of one of the four national academies of Science and Engineering, Humanities, etc.

c. Membership of Professional Bodies.

d. Numbers of publications / Single author / Group member.

e. Numbers of patents granted /Single author / Group member.

f. Citation Index (Google scholar data).

g. Books/Chapters/Monographs/Project reports / Laboratory manuals Prepared.

h. Editor/Member of Editorial Board of Journals.

i. Number of Technology transferred along with royalty received.

j. Number of start-ups created / supported along with valuation.

k. Any other relevant achievements (please specify with proof).

(iv). Sponsored Research/Faculty Development Programs/ Consultancy

a. Consultancy/Projects/Industrial R&D (Completed /in progress).

b. Consultancy funding (Routine testing not to be included).

c. Research funding/International or National Projects/Programs.

d. Patents/IPR/Transfer of Technology/Product Innovation.

e. Any other relevant achievements (please specify with proof).

Video Submission: Apart from information requested above, every candidate will have to submit a 2-3 minutes video clip/link highlighting the outstanding achievements for the award.

B. Polytechnics: The selection of the Polytechnic teachers for the award will be carried out through a screening process having the following parameters:

Sr. No.	Parameter	Weightage
(i).	Teaching Learning Effectiveness	80 Points

(ii).	Outreach Activities	10 Points
(iii).	Research &Innovation	05 Points
(iv).	Sponsored Research/Faculty Development Programmes/ Consultancy	05 Points
	TOTAL	**100 Points**

(i). Teaching Learning Effectiveness

The key indicators to be considered for evaluating teaching-learning effectiveness for Polytechnic teachers are as below:

a. Courses taught (Theory/Tutorial/Lab) and results of the last five years.

b. Innovative practices adopted in enhancing the quality and effectiveness of the teaching-learning process.

c. New courses/content developed including Openware/MOOCs/ NPTEL etc.

d. New experiments or demonstration experiments introduced to explain fundamentals including new simulation tools.

e. Online courses conducted with detailed information on the number of students registered for the course, method of evaluation, revenue generated for theinstitute (proof is needed to be furnished).

f. Contribution in curricular design/ improved pedagogical approaches/ promoting multidisciplinary & experiential learning/ effective assessment of learning outcomes/ teaching methodology (Online/ Offline/ Blended).

g. Students mentoring and handholding.

h. Participation in Faculty Development Programmes (FDPs) or Quality Improvement Programmes (QIPs).

i. FDPs/ Seminars/ Conferences/ Refresher Courses (as a Resource Person or as an Organizer).

j. Emphasis on tutorials and individual problem solving for weak students.

k. Lectures of industry experts arranged for new knowledge or career development.

l. Any innovation in teaching and learning which goes beyond regular classroom lectures.

m. Contribution to co-curricular activity/Sports/NSS/NCC activities.

n. Contribution in Hackathons /Students Clubs/Skill Competitions.

o. Any other relevant achievements (please specify with proof)

(ii). **Outreach Activities**

a. Role in Institute Industry Cell/Institution Innovation Cell/Startup Cell etc.

b. Contribution to Regional/Rural Development/Extension Services etc.

c. Contribution in community-centric schemes like Unnat Bharat Abhiyan, CDTP.

d. Membership of external committees constituted at DTE or higher level.

e. Recognition/Awards/Prizes at state or national or international level.

f. Membership of the institute committee for curricular and extra-

curricular activities.

g. Any other relevant achievements (please specify with proof).

(iii). Research &Innovation

a. Membership of Professional Bodies.

b. Number of publications in national/international journals as single/group author.

c. Number of patents granted/filed as single/group author.

d. Books/Chapters/Monographs/Project reports /Laboratory manuals Prepared.

e. Contribution in establishing start-ups.

f. Any other relevant achievements (please specify with proof).

(iv). Sponsored Research/ Faculty Development Programs/ Consultancy

a. Consultancy/Projects/Industrial R&D (completed/in progress).

b. Project funding secured in schemes for institution development like MODROBS.

c. Research funding/International or National Projects/Programs.

d. Patents/IPR/Transfer of Technology/Product Innovation.

e. Any other relevant achievements (please specify with proof).

Video Submission: Apart from information requested above, every candidate will have to submit a 2-3 minutes video clip/ link highlighting the outstanding achievements for the award.

.C. For ITI Teachers:

The selection criteria for teachers of Industrial Training Institutes is different from the faculty of other technical education institutes and polytechnics as more practical skills are considered relevant in imparting the training to students. The selection of meritorious teachers in ITIs will be carried out through a screening process having the following parameters: -

Sr. No.	Parameter	Sub-parameter	Max. Marks
1.	Pass Percentage of the trainees for the last session.	91%- 100% pass	15 Marks
		81%- 90% pass	10 Marks
		70%-80% pass	05 Marks
2.	Guiding Trainees project including selection of projects, continuous guidance and finalization.	For project completion	10 Marks
		For utility, quality and working condition of the project.	10 Marks
3.	Industry Exposure/OJT (For trade Instructor /Trainer)	More than 150 Hrs	30 Marks
		Less than 150 Hrs	15 Marks
4.	Placement of the pass out trainees of the recently pass out batch. (For trade Instructor /Trainer)	Above 60%	30 Marks
		41% to 60%	20 Marks
		20% to 40%	10 Marks
5.	Timely maintenance of training record. i.e. Daily Diary, Lesson plan, Demonstration Plan, Evaluation Sheet, Work Order	Record maintained and verified by the competent authority within 15 days	15 Marks
		Within 30 days	10 Marks

	Register etc. The marks will be given as per time-line adhered to by the applicant.	Within 60 days	05 marks
		After 60 days	No Marks
6.	Punctuality /Discipline (Late Arrival/ Early Departure Percentage)	Less than 5%	15 Marks
		5% to10%	05 Marks
7.	Use of latest teaching methodologies to impart training like PPT, AI, indoor/outdoor activity, audio/video tutorials and for organizing trade related quiz, debate etc.	For using Power point presentations	05 Marks
		For using AI	05 Marks
		For using indoor/outdoor activity	05 Marks
		For using audio/video tutorials	05 Marks
		For organizing trade related quiz, debate etc.	05 Marks
8.	Maintenance of Workshop/Theory Room/Machinery and Equipment/ Concerned charge.	Implementation of 5S methodology	05 Marks
		Any KAIZEN activity	05 Marks
		Working condition of items in the charge	05 Marks
9.	Contribution towards all round development of the trainees i.e. Sports activity, Cultural activity, Social welfare activity.	Sports Activities	10 Marks
		Cultural Activities	10 Marks
		Social welfare activities	10 Marks
10.	Any other significant achievement		05 Marks

Maximum Marks for Trade instructors: 200.

Maximum Marks for Non Trade instructors (Math, Drawing, Employability skill):140 (Except Sr. No. 3 & 4 of above table).

An Industrial Training institute level committee comprising Principal/ DDO, Group Instructor and Office Superintendent shall screen the nominations at institute level before forwarding them.

7. The Composition of Committees

The committees shall have the discretion to ask for the original copy of the documents from the applicants at anytime. The screening of applications for Industry Collaboration Award and Research Excellence & Innovation Award shall be done by Directorate level Committee only after deciding the benchmark level. The composition of Committees at Directorate and State level shall be as follows:

DIRECTORATE LEVEL COMMITTEE:

(i) Director Technical Education (Chairman)

(ii) Add./Jt./Deputy Director, Technical Education (Member Secretary)

(iii) One Director-cum- Principal, Govt. Engineering or Principal, Pharmacy college to be nominated by the Director of Technical Education (Member)

(iv) One Principal, Polytechnic/ITI to be nominated by the Director of Technical Education (Member)

(v) Any industry representative or expert to be nominated

by the Director of Technical Education (Member)

STATE SELECTION COMMITTEE:

(i) Secretary, Technical Education (Chairman)

(ii) Director, Elementary Education (Member)

(iii) Director Higher Education (Member)

(iv) Director, Technical Education (Member Secretary)

(v) Add./Jt./ Deputy Director, Technical Education (Member)

(vi) Any industry representative or expert to be nominated by the Secretary, Technical Education (Member)

8. Funding

The scheme will be funded from State Council for Vocational Training (SCVT) Fund maintained at Directorate level in the Technical Education Department, Himachal Pradesh.

9. Monitoring and Review

The Technical Education Department will review the scheme as and when required to ensure its effectiveness and relevance. Any necessary amendments will be made based on feedback from stakeholders.

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