

Name of the Applicant: _____

(b) Academic qualification acquired after joining AEES (In chronological order):

S.No.	Examination/ Degree	University/Board/Dept.	Month & Year of passing	Subject(s)

7. (a) SERVICE RECORD (Regular service in AEES)

Name & Address of the School	Designation	Service Duration			Class Subjects Taught		Any other responsibiliti es discharged
		From dd-mm-yy	To dd-mm-yy	Total (yy,mm)			

(b) Service Record prior to joining AEES (In recognized school/ Organisation which is verified and counted by AEES at the time of recruitment.

Name & Address of the School	Designation	Service Duration			Class Subjects Taught		Any other responsibiliti es discharged
		From dd-mm-yy	To dd-mm-yy	Total (yy,mm)			

Name of the Applicant: _____

(c) Total Service.

Experience in	Experience as Administrative & office Staff	Others	Total Experience
No. of years & months	_____ Yrs. _____ Months	_____ Yrs. _____ Months	_____ Yrs. _____ Months

Name of the Applicant: _____

PART – B

8. Record of In-service training programmes, workshops etc. attended as Participant or help to organize the same. (During last 5 years)

Sr.No.	Year	Name of the Course	Duration (Days)	Organized by	In the Capacity of participant / helping to organizing etc.	Remarks

9. Mention your specific attention to the welfare of the organization and contribution towards society.

Sr.No	Particulars	Brief description of the work. (Give details and attach proof for point 1,2)	Remark
a.	Contribution towards community in the form of various social service activities		
b..	Contribution to AEES administration (apart from the routine work)		
c.	Contributing to an exceptionally supportive, team oriented environment in the work place for overall development of the organisation		
d.	Sense of belongingness (voluntary action shown by the employee for the work not relevant to him/her)		
e.	Method of organizing the work for timely completion		
f.	Relationship with peers, teachers, subordinates and authorities		

Name of the Applicant: _____

10. Mention your innovative assignments to the welfare of the organization and contribution towards society. (Provide details and proof)

Sr.No	Particulars	Brief description of the work (attach extra sheet, if required)	Remark
1.	Workshops or seminars organized in your field at National/ State/ AEES level		
2.	Development of software/package/workbook to simplify /orient the administration/accounts work		
3.	Usage of Rajbhasha in day to day work Briefly specify the activities taken upto implement Rajbhasha like notify/drafting /letter writing / quarterly and annual reports etc.		
4.	Any innovative steps taken for simplification of the day to day work or to improve the development of section/department		
5.	Projects/Research undertaken for the improvement of the administration process		

11. Has any article related to the field of office administration in schools and published in any newspaper / magazine / journal or has any text-book been written and published? if yes, give details.

Sl.No.	Name of the Article / Textbook /Office Manual / Course Material	Name of the Newspaper/ Magazine/ Journal/ Publisher	Year of Publication	Remarks

Name of the Applicant: _____

12. Recognition / Award / Prize received at the National / State / AEES / District / Centre level by the Lab Assistant

Name of the Award	The Institution which Awarded	Year of award	Field of recognition	Award received by self /Section	Remark

13. Leave availed during the calendar year 2018 (attach proof with details)

	No. of days	No. of Occasions
EL		
HPL/Commuted Leave		
CCL		
EOL		

14. Any other significant achievement / contribution not mentioned above.

Date :

Place :

Signature of Applicant

Name :

Designation :

Name of the Applicant: _____

PART – C

(GENERAL ATTRIBUTES)

Remarks about the Officer / Clerical Staff based on the Information given in PART A & B

S.No	Particulars	Brief assessment by the recommending authority about the Officer / Clerical Staff		Total No. of Positive/Negative
		Positive	Negative	
1.	<u>Leadership Quality</u>			Positive = Negative =
	▪ Commitment to the authorities and stakeholders			
	▪ Passionate about administrative/accounts work			
	▪ Collaboration with others			
2	<u>Organising Capabilities</u>			Positive = Negative =
	▪ Administrative and managerial excellence for handling office procedures (as applicable for categories)			
	▪ Adaptability of the situation			
	▪ Adhering to the schedule			
3	<u>Office Maintenance</u>			Positive = Negative =
	▪ The officer take interest in maintenance of the infrastructure such as furniture, fittings etc.			
	▪ The officer show interest in beautification of the office and cleanliness/ sanitation / water facility in the school			
	▪ The officer keeps files, folders and computer safely in protected manner.			
4	<u>Working Relationship</u>			Positive = Negative =
	▪ Relationship with administrators, teachers and others			
	▪ Relationship with management and colleagues			
	▪ Managing conflicts and sharing of information			
5	<u>Quality in Work</u>			Positive =
	▪ Ability for handling events/crisis			
	▪ Knowledge and skill of the officer			

Name of the Applicant: _____

	<ul style="list-style-type: none"> ▪ Any innovative ideas implemented for developing the quality of the result of the concerned section/department 			Negative =
	<ul style="list-style-type: none"> ▪ Resolves problems diplomatically/amicably 			
6	<u>Social responsibility</u>	Positive	Negative	
	<ul style="list-style-type: none"> ▪ Inculcating moral values. 			Positive =
	<ul style="list-style-type: none"> ▪ National integration among the staff without following caste / creed /colour /region/religion. 			Negative =
	<ul style="list-style-type: none"> ▪ Involvement in social activities which are not directly related to school 			
	<ul style="list-style-type: none"> ▪ Any outstanding work which attributes to the development of the community 			
7	<u>Attitude towards work</u>	Positive	Negative	
	<ul style="list-style-type: none"> ▪ Ability to complete assigned duties. 			Positive =
	<ul style="list-style-type: none"> ▪ continuous quality improvement etc. 			Negative =
	<ul style="list-style-type: none"> ▪ Accomplishment of planned work and the quality of the output of the work 			
	<ul style="list-style-type: none"> ▪ Sense of Responsibility 			
8	<u>Personal Traits</u>	Positive	Negative	
	<ul style="list-style-type: none"> ▪ Integrity, Ethics and values 			Positive =
	<ul style="list-style-type: none"> ▪ Fairness towards work 			Negative =
	<ul style="list-style-type: none"> ▪ Analytical thinking with reference to the situation 			
	<ul style="list-style-type: none"> ▪ Accountability 			
9	<u>Individual Strength</u>	Positive	Negative	
	<ul style="list-style-type: none"> ▪ Ability in planning and organizing. 			Positive =
	<ul style="list-style-type: none"> ▪ Creates opportunities to improve skills and abilities of subordinate staff and put efforts for the development of staff 			Negative =
	<ul style="list-style-type: none"> ▪ Up keeping of promises and level of confidence 			
	<ul style="list-style-type: none"> ▪ Attitude in criticism and conflict 			
10	<u>Discipline</u>	Positive	Negative	
	<ul style="list-style-type: none"> ▪ Punctuality and regularity in attendance 			Positive =
	<ul style="list-style-type: none"> ▪ Adherence of orders of superiors 			Negative =
	<ul style="list-style-type: none"> ▪ Responsiveness 			
	<ul style="list-style-type: none"> ▪ Strived hard to meet the given target 			
11	<u>Public relation</u>	Positive	Negative	
	<ul style="list-style-type: none"> ▪ Public relation for enhancing the image of the school/central office in the community 			Positive =
	<ul style="list-style-type: none"> ▪ Accessibility to the teachers, school 			Negative =

Name of the Applicant: _____

	administrators. and parents			
	▪ Accessibility to the parents for any queries and help			
	▪ Support to provide information to the public as per rule			
12.	<u>Computer related work</u>			Positive =
	In use of computers for office work.			
	In handling hardware parts			Negative =
	Maintenance and up keeping			
	Using the same for constructing purpose only.			
13.	<u>Automation</u>			Positive =
	▪ In use of Computer Software (Excel, Access, DTP, Tally etc.)			
	▪ Developing any software for office work.			Negative =
	▪ Ready to get training for developing new software			
	▪ Adopting and solving the requirements of day to day situations in the office.			
14.	<u>Critical Thinking</u>			Positive =
	▪ Ability to analyze effectively.			
	▪ Follows rules and procedures			Negative =
	▪ Suggests viable solutions			
	▪ Maintenance of records for rules/orders and retrieval of information for disposal			

IT IS CERTIFIED THAT ALL THE INFORMATION PROVIDED IN PART-A TO PART-C HAVE BEEN CHECKED AND FOUND CORRECT.

RECOMMENDATION OF THE COMPETENT AUTHORITY:

Name of the Applicant: _____

Name of Member	Signature
1	
2	
3	
4	
5	

Date:

Place :

SIGNATURE OF THE COMPTENT AUTHORITY

Name :

Designation :

Seal :

Name of the Applicant: _____

PART – D

(Evaluation by School/Centre Level Committee)

Supporting documents for Part-D, wherever applicable, should be referred from PART A,B and C and the marks will be awarded by the school/centre level committee

Contribution by Clerical staff

(30 Marks)

S.No	Parameter	Particulars of Parameters	Marks to be allotted	Total Maximum marks to be awarded
1.	Training Programme (During last 5 years service)	Participation in training programmes or worked as resource person at National/AEES Level for 5 times.	5	___ out of 5
		Participation in training programmes or worked as resource person at National/AEES Level for 4 times.	4	
		Participation in training programmes or worked as resource person at National/AEES Level for 3 times, it may include one such program at centre level/District/Zone level	3	
		Participation in training programmes or worked as resource person at National/AEES Level for 2 times, it may include one such program at centre level/District/Zone level	2	
		Participation in training programmes or worked as resource person at National/AEES Level for 1time (OR) at centre level/District/Zone level for 2 times	1	
		Not participated in any training programme	0	
2.	Personal Contribution	Contribution towards community in the form of various social service activities	4	___ out of 10
		Contribution to AEES administration (apart from the routine work)	4	
		Contributing to an exceptionally supportive, team oriented environment in the work place for overall development of the organisation	3	
		Sense of belongingness (voluntary action shown by the employee for the work not relevant to him/her)	3	
		Method of organizing the work for timely completion	3	
		Relationship with peers, teachers, subordinates and authorities	3	

Name of the Applicant: _____

3.	Use of Administrative Rules/ Technology	Efficiency in use of computers for office work (including installation of printers, antivirus and knowledge of minimum maintenance)	2	___ out of 8
		Efficiency in use of Computer Software (Excel, Access, DTP, Tally etc.) in day to day work	2	
		Ability to analyze effectively with reference to rules/procedures and suggests viable solutions	2	
		Maintenance of records for rules/orders and retrieval of information for disposal	2	
4.	Giving extra time	Showing additional interest and ready to spend extra time for completing the task.	3	___ out of 3
5.	Attitude towards work	Ability to complete assigned duties & continuous quality improvement etc.	2	___ out of 4
		Accomplishment of planned work and the quality of the output of the work	1	
		Sense of Responsibility	1	
Total				___ out of 30

IT IS CERTIFIED THAT ALL THE INFORMATION PROVIDED IN PART-A TO PART-C HAVE BEEN CHECKED AND FOUND CORRECT.

Name of the Applicant: _____

Name of Member	Signature
1	
2	
3	
4	
5	

Date:

Place :

SIGNATURE OF THE CHAIRMAN, LMC

Name :

Designation :

Seal :

Name of the Applicant: _____

PART-E

(Evaluation by the Cluster Committee)

The Evaluation must be done based on the Information of Part A/B/C/D

Contribution by Officer / Clerical Staff

(30 Marks)

S.No	Parameter	Particulars of Parameters	Marks to be allotted	Total Maximum marks to be awarded
1.	Previous recognition	National/ State level/ international NGO award	01	__ out of 2
		Region/Centre level/District level/ Local bodies / NGOs/DAE/AEES	01	
2.	Social responsibility	Inculcating moral values and national integration	1	__ out of 3
		Involvement in social activities which are unrelated to organization	1	
		Any outstanding work which attributes to the development of the community	1	
3.	Personal Traits	Integrity & Ethics Fairness towards work	1	__ out of 3
		Analytical thinking with reference to the situation	1	
		Accountability	1	
4.	Individual Strength	Ability in planning and organizing. Creates opportunities to improve skills and abilities of subordinate staff and put efforts for the development of staff	2	__ out of 4
		Up keeping of promises and level of confidence	1	
		Attitude in criticism and conflict	1	
5.	Office Maintenance	<ul style="list-style-type: none"> ▪ The officer take interest in maintenance of the infrastructure such as furniture, fittings etc. ▪ The officer show interest in beautification of the department and cleanliness, proper sanitation / proper drinking water facility ▪ The officer keeps files, folders and computer safely in protected manner? ▪ the officer maintain sufficient books for his/her subject for additional preparation. 	4	__ out of 4
6	Innovative work	1. Contribution to AEES administration (apart	04	__ out of 4

Name of the Applicant: _____

	and personal traits and contribution	from the routine work), 2. Rajbhasha usage in day-to-day work. 3. Contributing to an exceptionally supportive, team oriented environment in the work place for overall development of the organization		
			Total	__ out of 20 To be converted __ out of 30

REMARKS / RECOMMENDATIONS OF THE CLUSTER LEVEL COMMITTEE

Name of Member	Signature
1	
2	
3	
4	
5	

SIGNATURE
CHAIRMAN. CLUSTER LEVEL COMMITTEE

Date:

Name :

Place :

Designation :

Seal :

Name of the Applicant: _____

PART - F

(FORM TO BE FILLED IN BY THE CENTRAL COMMITTEE)
Evaluation at central level for clerical staff working in School

S.No	Parameter	Particulars of Parameters	Marks to be allotted	Total Maximum marks to be awarded	
1.	Professional Advancement	Higher education acquired which attributes to the professional/ administrative competence		___ out of 5	
		Category	Degree		Marks
		Officer	P.G. qualification / P.G. Diploma in administration/law/ Human Resource/ Management or equivalent		2
			Graduation		2
			Diploma		1
		Office staff (ASAC, Asst., Sr. Clerk, UDC, LDC)	P.G. qualification / P.G. Diploma in administration/law/ Human Resource/ Management or equivalent		2
Graduation	2				
Diploma/Certificate/ H.Sc in case of LDC	1				
2.	Publication/ Submission (During the service period in AEES)	Research papers /Articles etc. at international level/ Any manuals prepared and submitted to the heads on self initiative	01	___ out of 2	
		Any consolidation/compilation of office procedure/guidelines submitted to the I/C.	01		
3.	Discipline	Punctuality and regularity in attending duty with responsibility	1	___ out of 2	
		Following the orders of superiors and strive hard to meet the targets	1		
4.	Public relation	Public relation for enhancing the image of the school/central office in the community	1	___ out of 4	
		Accessibility to the teachers, school administrators and parents	2		
		Support to provide information to the public	1		

Name of the Applicant: _____

		as per rule		
*5.	Leadership / Working relations	<ul style="list-style-type: none"> ▪ Commitment to the authorities and stakeholders and ready to work in Team ▪ administrative/accounts work ▪ Collaboration with others / managing conflicts ▪ Communication and rapport/ with management and colleagues 	4	___ out of 4
*6.	Organising Capabilities	<ul style="list-style-type: none"> ▪ Administrative and managerial excellence for handling office procedures (as applicable for categories) ▪ Adaptability of the situation ▪ Adhering to the schedule ▪ Timely completion of tasks entrusted 	4	___ out of 4
*7.	Quality in Work	<ul style="list-style-type: none"> ▪ Ability for handling events/crisis ▪ Knowledge and skill of the officer ▪ Any innovative ideas implemented for developing the quality of the result of the concerned section/department ▪ Resolves problems diplomatically/amicably 	4	___ out of 4
8.	Leave *		3	___ out of 3
			Total	___ out of 28

***Point no. 5 to 7 can be assessed by taking input from point no. 1, 2, 3, &5 in part C by following the table with proper cross checking given below.**

TABLE

	Observations	Marks
a	Four positive observations to be considered as Outstanding	4
b	Three positive observations to be considered as Very Good	3
c	Two positive observations to be considered as Good	2
d	One positive observations to be considered as Satisfactory	1
e	No positive observation to be considered as Poor	0

Additional contribution can be quantified as per the following method

1	Staff availed any leave except CL up to 10 days	3 marks
2	Staff availed any leave except CL up to 10 days 20 days	2 marks
3	Staff availed any leave except CL up to 20 days 30 days	1 mark

Name of the Applicant: _____

PART – G
(To be filled in by Central Committee)

APAR/ACR Grading obtained by the candidate in last 3 years

Year	Grade obtained	Grade Point
Total Grade Points (Out of 12)		

APAR Grading	Outstanding	Very Good	Good	Satisfactory	Poor
Grade Point	4	3	2	1	0

TOTAL MARKS AWARDED BY CENTRAL COMMITTEE (OUT OF 30):

EVALUATION (Part F) (Out of 28)	APAR (Part G) (Out of 12)	CENTRAL LEVEL (Total=Part F + Part G) (Out of 40)

TOTAL MARKS OBTAINED BY THE CANDIDATE IN ALL LEVELS

SCHOOL LEVEL (Part D) (Out of 30)	CLUSTER LEVEL (Part E) (Out of 30)	CENTRAL LEVEL (Part F + Part G) (Out of 40)	TOTAL (Out of 100)

REMARKS / RECOMMENDATIONS OF THE CENTRAL LEVEL COMMITTEE

Name of the Applicant: _____

Name of Member	Signature
1	
2	
3	
4	
5	

Date :

Place :

SIGNATURE
CHAIRMAN, CENTRAL LEVEL COMMITTEE
Name :
Designation :
Seal :