

CIRCULAR NO 001/SCHOOLS/2025

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26 Dec 2025

GUIDELINES FOR SELECTION OF TEACHERS IN ARMY PUBLIC SCHOOLS

- References:**
- Rules and Regulations for Army Public Schools, Vol-I (Administrative), Seventh Edition, 25 Mar 2019.
 - General Instructions for Candidates - OST: Sep 2025.

- Appendices :**
- | | | |
|---|---|--|
| A | - | Format for Details of Teachers Vacancies in APS. |
| B | - | Grouping of Schools into Clusters for Interview. |
| C | - | Details of Minimum Qualifications. |
| D | - | Format of Application for Teaching Staff. |
| E | - | Sample Call letter for Interview. |
| F | - | Format of Merit List. |

GENERAL

1. Army Public Schools (APS) have been established with the aim of providing quality education at an affordable cost to wards of serving and retired Army personnel.
2. The quality of teaching staff in any school impacts the quality of education imparted. To ensure that good quality teachers are selected for Army Public Schools, a multi-level screening system has been implemented.
3. To ensure a basic threshold knowledge among the candidates, a centralized Online Screening Test is conducted which is followed by panel interviews and teaching skill evaluation before a teacher is employed in the school. With effect from 01 Jan 2026, all teachers/employees will be employed initially on Term Basis (Four Years) through LSB.

AIM

4. To lay down guidelines for selection of teachers for APSs.

BROAD METHODOLOGY

5. The selection procedure will be conducted in three stages as follows: -
 - 5.1. Stage I. Online Screening Test conducted by AWES.
 - 5.2. Stage II. Interview.
 - 5.3. Stage III. Evaluation of Teaching Skills.

Stage 1: Online Screening Test

6. The Online Screening Test will be conducted by HQ AWES on behalf of all Army Public Schools. The screening test assists schools in shortlisting suitable teachers for selection. Thereafter, the procedure of selection and employment of teachers will be carried out by the Board of Administration (BoA) of each Command and the School Administration and Management Committee (SAMC) for each school. Passing the Online Screening Test is not mandatory for appearing for the interview and evaluation of teaching skills and computer proficiency. **However, OST qualified candidates will be preferred.** Non-OST qualified candidates after selection to the post of a teacher, must pass the OST within two years of being appointed with a minimum overall raw score of 50% (100 Marks), failing which their appt will be terminated (the same should be endorsed in the appt letter of non-OST qualified teachers appointed).

7. In addition to fresh candidates, the following may also appear for the Online Screening Test :-

7.1. Candidates who want to improve their OST scores.

7.2. Those desirous of upgrading themselves. For eg candidates holding score card of TGT may want to obtain a card for PGT, having acquired additional qualifications.

8. **Declaration of Results.** Results will be declared within a month from the date of conduct of OST. These results would be placed on AWES website / Registration Portal. The result will be based on the raw scores / normalized scores (where exam is held in more than one shift). There will be **NO MINIMUM PASS MARKS** in the OST.

8.1. **Score Card.** A score card will be issued to each candidate who has appeared in the online screening test which will reflect the raw scores obtained in each section as well as the overall aggregate raw score. Additionally, the score card will also give the normalized score of the candidate where the exam was conducted in more than one shift. In such cases, normalized score will be considered for inter-se merit. **All Score Cards issued till date are valid for life.**

8.2. The result would be available on the AWES website till 31 Mar 2026 from the day the Score Card is uploaded. Once the results are removed from the portal, a Duplicate Score Card can be obtained on a special request and on payment of ₹ 250/- (Rupees Two Hundred fifty only).

Stage II: Interview

9. Interviews will be held under the aegis of Board of Administration at HQ Commands / School Administration and Management Committees. The details are given in the succeeding Paras.

10. **Forecast of Vacancies.** Schools will work out the details of subject wise vacancies of teaching staff likely to arise in the ensuing academic year. These details will be forwarded to AWES Cell at Command HQs and HQ AWES and also placed on the respective School websites. The format for forwarding vacancy details is at **Appendix A.**

11. **Advertisement.** HQ Command (AWES Cells) will organize publication of advertisements by schools for cluster wise interviews after declaration of results of OST. The details will also be placed on the websites of respective schools prominently. Grouping of schools into clusters for the purpose of interview is given at **Appendix B.** In case the HQ Commands' desire any change in the clusters, they may do so under intimation to HQ AWES.

12. **Eligibility.** All candidates who have been shortlisted as per the raw scores/normalized score are eligible to appear for the interview. Candidates seeking appointment for teaching subjects for which Online Screening Test was not conducted are also eligible if vacancies of these subjects have been announced. Candidates who have not been shortlisted for the interview as per the raw scores/normalized score system and those who have not qualified in the OST may however be considered for adhoc vacancies if they arise at any time during the academic session. For teachers being appointed on Adhoc appointments, possession of an OST Score Card and CTET/TET would not be a mandatory requirement but a preferred requirement.

13. **Qualifications.** Minimum qualifications for teaching staff at various levels, i.e., PGT, TGT and PRT will be in accordance with the guidelines issued by NCTE / CBSE / KV Sangathan. Though these minimum qualifications have been considered, in some instances AWES has raised the minimum standards further for the benefit of the students.

13.1. Detailed list of minimum qualifications for candidates is given at **Appendix C.**

13.2. **Qualification Criteria.** The requisite qualifications are as under:-

Ser No	Post	Minimum Qualifications			
		Education	Aggregate %	Professional	Aggregate %
13.2.1	PGT	Post-Graduation	50	B. Ed (From a NCTE recognized institution)	50
13.2.2	TGT	Graduation	50*	B. Ed (From a NCTE recognized institution)	50
13.2.3.	PRT	Graduation	50*	B.El.Ed /Two-year D.El.Ed (From a NCTE recognized institution) AND Teachers who were already in service with Army Public Schools/APPS and those with B Ed degree and applied for Bridge Course in Elementary Education.	50

Note:

(i) *A Post-Graduate with less than 50% aggregate marks in Graduation can also apply for the post of a TGT / PRT provided the candidate has scored a minimum of 50% or more aggregate marks in Post- Graduation.

(ii) Aggregate percentage will be based on the marks for the entire duration of Graduation/Post Graduation.

13.3. Qualified in CTET or appropriate State TET. CTET/TET is not mandatory for appearing in the Online Screening Test. However, applicable CTET/TET conducted by Central/State government is mandatory at the time of appointment as TGTs/PRTs. Therefore, candidates must ensure that they clear CTET/TET before their appointment as TGTs/PRTs. Candidates who have not qualified CTET/TET but found fit in all other aspects may be considered for appointment on vacancies which may be ADHOC in nature.

13.4. Candidates are required to ensure that they at least fulfil NCTE rules, regulations and notifications for minimum qualifications, KV Sangathan recruitment rules and regulations and Appendix- VII of CBSE Affiliation Bye-Laws 2018 before they register for OST.

14. **Age and Experience Criteria of Candidates.** As on 01 April of the year of appointment, the age and experience of the candidates and weightage to Army Spouses will be as under: -

14.1. **Army Spouses (Experience).**

Ser No	Age (in years)	Minimum (Teaching) Experience Required	Remarks
14.1.1	Below 40	Nil	-
14.1.2.	40 to 55	05 years	Experience is cumulative

Note. For Ser 14.1.2 experience should be in the appropriate category (For PGT category the candidate should have worked as PGT/TGT, Experience gained as PRT in the same period shall not be counted for appointment as PGT. For the post of TGT, experience gained as PRT shall however be accepted and as per extant qualifications laid down by regulatory bodies).

14.2. **Army Spouses (Weightage).**

Ser No	Experience in years	Weightage in Points for Interview Selection Process	Remarks
14.2.1	With Nil Experience	04	-
14.2.2	05 yrs and above	08	-
14.2.3	07 yrs and above	09	-
14.2.4	09 yrs and above	10	-

14.3. **Others (Experience).**

Ser No	Age (in years)	Minimum (Teaching) Experience Required	Remarks
14.3.1.	Below 40	Nil	-
14.3.2.	40 to 55	05 years	In last ten years

Note. For Ser 14.3.2., 05 years experience is mandatory in the appropriate category in the last ten years (For PGT category the candidate should have worked as PGT/TGT, Experience gained as PRT in the same period shall not be counted for appointment as PGT. For the post of TGT, experience gained as PRT shall however be accepted and as per extant qualification laid down by regulatory bodies).

15. **Registration of Candidates.** Since there is no pass percentage, BOA, Command is at liberty to decide the cut-off percentage for selection of teachers for each post depending upon the number of vacancies available, number of applicants and location of employment. The registration procedure will be as follows: -

15.1. Candidates will download the application form from AWES website / website of schools. Format of application form is placed at **Appendix D**.

15.2. Separate application form will be filled up for each category (PGT/TGT/PRT). The application form along with a Registration fee for Rs. 250/- (Rupees two hundred fifty only) for each application, in the form of DD will be sent to the school in which the candidate is seeking appointment, as per the date notified by the convening authority. The schools will submit the applications duly sorted out category and subject wise (for PGTs/TGTs/PRTs) to the school conducting interviews for the cluster along with the Registration Fee.

15.3. The conducting schools will compile category and subject wise lists of candidates, scrutinize the documents and work out the interview schedule.

15.4. Call letters will be sent to the candidates by post as well as e-mail by the organizing school. Sample call letter is placed at **Appendix E. List of teachers invited for interview** alongwith interview schedule will also be mandatorily displayed on the website of respective school prominently.

16. **Conduct of Interview.** All appointments will be made through a **Local Selection Board (LSB)**. These boards shall be held **once in Jan-Mar each year and again in May-Jun**. It may also be constituted on as required basis at any time of the year. The board constituted in **Jan-Mar shall be responsible for selection of teachers for fixed-term contract (a term not exceeding four academic sessions)** and the one in May- Jun and/or any time of the year shall be responsible for selection of teachers for **Adhoc appointments (for a tenure not exceeding beyond the last day of the current academic session)**. If justifiable grounds exist, the LSB held in the remaining year may also appt teachers on fixed-term contract but such contracts should culminate with the end of the fourth academic session.

Note:-

(i) It will be ensured that no member of the board is related to any of the candidates. Certificate to the effect will be attached to the Board Proceedings.

(ii) In case the LSB is being held for a standalone school, a Principal of another school should be a member of the Board.

(iii) Suitable advertisements shall be placed in newspapers / school website giving out the list of vacancies as per category (PGT/TGT/PRT) and subjects. **The same will also be displayed on each schools' website prominently.**

17. **Local Selection Board for Term Based Teachers (LSB).**

17.1. **Convening Auth.** HQ Commands (AWES) will convene LSB for each cluster/school in the period Dec-Feb each year.

17.2. **Composition:** Composition of LSB will be as follows: -

17.2.1 Presiding Officer - Brig (Regular).

17.2.2. Members

- Principals of schools where vacancies exist.
- Two educationists (Not more than one teacher from the same school).
- One subject expert (for PGT/TGT). For PRT, HM/Jr Wg Coordinator to be detailed.
- One Psychologist (may be qualified school counselor).
- Dir/Additional Dir (AWES) of Command/Corps/Area HQ if available in station where the board shall assemble.

18. Local Selection Board for Adhoc Teachers (LSB).

18.1. **Convening Auth:** Patron of the School shall convene the LSB each year for the recruitment of Adhoc teachers. He may also convene the board at any time during the academic session if the need arises.

18.2. **Composition:** The composition of the Board will be as under: -

- | | |
|--------------------------|---|
| 18.2.1 Presiding Officer | - Brig (Regular) / Col (Selection Grade). |
| 18.2.2. Members | - Principal of school where vacancies exist. |
| | - Two Educationists (Not more than one teacher from the same school). |
| | - One subject expert (for PGT/TGT). For PRT, HM/Jr Wg Coordinator to be detailed. |
| | - One Psychologist (may be qualified school counselor). |
| | - One member of SAMC. |

Stage III: Evaluation of Teaching Skills

19. This will be conducted along with the interview. Candidates will not be called separately for this stage of the selection process unless the number of candidates is large and cannot be managed on the same day. This would be conducted in two parts: -

19.1 **Part I.** Teaching practice where the candidate will be asked to conduct a class.

19.2. **Part II.** This is applicable only to language teachers both PGT and TGT. A written test will be conducted to assess the written expression of the candidate. Two questions (essay writing and comprehension) of 15 marks each will be set by the Board.

Note:

- (i) The Interview board shall peruse the Education documents and Experience Certificates and ascertain their authenticity.
- (ii) The Interview Board will conduct a computer proficiency test for all applicants. In this case respective HQ Command (AWES) may devise the test and scoring system for this purpose.
- (iii) Maximum marks for this stage will be 100. The scores obtained by language teachers will be normalized to 100 at the time of compilation of results.
- (iv) The interview shall be for a Group of Schools called a cluster and the selected candidate for term-based appointment may be appointed in any one of the schools in that cluster.
- (v) Authorities conducting the Interview may carry out additional prior screening of candidates if the number of candidates is large and administratively unmanageable (Refer HQ AWES letter No B/45706/CSB-Teachers/AWES dt 18 Aug 2025 fwd vide our email dt 19 Aug 2025).

(vi) Candidates who receive a letter of offer of appointment for the post of a teacher in any category are required to get a police verification certificate at the earliest and in no case later than 30 days from date of joining. Spouses of serving Army, Navy and Air Force personnel will get verification of their antecedents from the Commanding Officer/ Formation Commander/ Station Commander of the establishment where their spouses are serving.

Common Provisions

20. **Pass Percentage.** Minimum 50% marks in Stage-II and III described above for selection.
21. **Minimum Number of Candidates to be Interviewed.** The minimum number of candidates to be interviewed per vacancy should not be less than five. If number of candidates available is less than this, the board shall record that all possible means to advertise the vacancy were made and no eligible applicant was denied an opportunity to be interviewed on grounds of short-listing.
22. **Board Proceedings cum Merit List.** The School nominated as the centre for holding of interviews shall prepare the basic documents for the conduct of interviews. The suggested format is given at **Appendix F**. The members of the board shall assign marks on independent sheets and a consolidated merit list shall be prepared separately for each subject. Depending upon the marks obtained in each stage (stage I, II & III explained above) a category wise and subject wise merit list will be drawn up. Command HQ may modify the format as per their requirement. Merit Lists will be processed as under: -

Ser No	Procedure	Level of Initiation	Approving Authority	Date to reach Approving Auth	Remarks
22.1.	LSB (Term Based)	Cluster (by Presiding Officer)	Chairman BOA	Within 15 days of date of interview	The Board will assign teachers to individual schools
22.2.	LSB (Adhoc)	School	Patron	-do-	

Note.

- (i) The board shall also recommend the salary and additional increments if any to be paid to the prospective candidate. This shall be included as part of the board proceedings.
- (ii) Board Proceedings of LSB held in Jan-Mar are required to be approved as early as possible so that appointments can be made before the beginning of next academic session.

23. **Declassification of Results.** Results of Interview will be placed on the School notice board and school website on approval by the competent authority as mentioned at Para 22 above as per following format.

Ser No	Name of Candidate	Son/Daughter/ Wife of	Post PGT/TGT/PRT	Subject	Remarks to include Appointed/Reserve

24. **Appointments.** Appointments will be made based on merit list. Sufficient No of reserves from amongst candidates who are found suitable will be maintained. It is not mandatory to keep all candidates in the reserve list. Appointment letters will be issued by Chairman of Schools as given at Appendix K to N of Rules & Regulations for Army Public Schools, Volume I, 2019 Edition.

25. **Validity.** The Board Proceedings of LSB once approved will be valid for the entire academic session or convening of the next LSB respectively.

26. **Documents.** Principals of the appointing schools will be responsible for ensuring the correctness of qualifications and eligibility of the teachers **selected** for appointment.

27. **Retention of Documents.** Documents pertaining to applications and board proceedings shall be preserved for 10 years. Original Documents of the candidates shall not be retained by the School/interviewing Boards. A copy of approved Board Proceedings shall be sent to AWES for purpose of records.

28. The above guidelines shall apply to all selection boards to be convened and conducted from the date of signing this letter. Previous instructions and guidelines issued on the procedure of selection of teachers stand superseded.

29. For early dissemination to all concerned please.



(KK Sharma)
Col (Retd)
Dir Schools
For MD AWES

Distribution :-

List 'A'

All APS

Appendix A
(Refer Para 10 of Guidelines)

DETAILS OF TEACHER VACANCIES IN APS

Ser No	School	Category	Subject	Anticipated vacancies	Remarks

GROUPING OF SCHOOLS INTO CLUSTERS FOR INTERVIEW

S. No.	Name of School/Cluster	S. No.	Name of School/Cluster	S. No.	Name of School/Cluster
	CLUSTER 1		CLUSTER 6	45.	APS Bengdubi
1.	APS Pune	23.	APS Secunderabad (RKP)	46.	APS Sukna
2.	APS Kirkee	24.	APS Secunderabad (Bolarum)	47.	APS Gangtok
3.	APS Dighi	25.	APS Golconda	48.	APS Darjeeling
4.	APS Dehu Road		CLUSTER 7	49.	APS Kalimpong
5.	APS Khadakvasla	26.	APS Bangalore		CLUSTER 12
	CLUSTER 2	27.	APS ASC Centre & College	50.	APS Tezpur
6.	APS Devlali	28.	APS PRTC	51.	APS Tenga Valley
7.	APS Mumbai	29.	APS Chennai	52.	APS Missamari
8.	APS Ahmednagar	30.	APS Wellington	53.	APS Rangapahar
9.	APS Kamptee	31.	APS Trivandrum		CLUSTER 13
10.	APS MIC & S Ahmednagar	32.	APS Cannanore	54.	APS Agartala
	CLUSTER 3	33.	APS Belgaum		CLUSTER 14
11.	APS Jaisalmer		CLUSTER 8	55.	APS Dinjan
12.	APS Jodhpur	34.	APS Kolkata		CLUSTER 15
13.	APS Nasirabad	35.	APS Barrackpore	56.	APS Chandimandir
	CLUSTER 4	36.	APS Panagarh	57.	APS Dagshai
14.	APS Ahmedabad		CLUSTER 9		CLUSTER 16
15.	APS Dharangdhara	37.	APS Narangi	58.	APS Ambala
16.	APS Bhuj	38.	APS Basistha	59.	APS Patiala
	CLUSTER 5	39.	APS Shillong	60.	APS Sangrur
17.	APS Bhopal	40.	APS Umroi	61.	APS Nahan
18.	APS Gwalior	41.	APS Happy Valley		CLUSTER 17
19.	APS Babina		CLUSTER 10	62.	APS Jalandhar
20.	APS Saugor	42.	APS Jorhal	63.	APS Kapurthala
21.	APS Jhansi		CLUSTER 11	64.	APS Ferozpur
22.	APS Talbehat	43.	APS Binnaguri	65.	APS Amritsar
		44.	APS Bagrakote	66.	APS Tibri

S. No.	Name of School/Cluster	S. No.	Name of School/Cluster	S. No.	Name of School/Cluster
67.	APS Beas		CLUSTER 22	118.	APS Gopalpur
68.	APS Ludhiana	94.	APS Bareilly		CLUSTER 29
	CLUSTER 18	95.	APS Pithoragarh (BCJ)	119.	APS Udhampur
69.	APS Mamun Cantt	96.	APS Ranikhet	120.	APS Dhar Road
70.	APS Yol Cantt	97.	APS Almora	121.	APS Leh
71.	APS Unchibassi	98.	APS Hampur	122.	APS Srinagar
72.	APS Kandrori	99.	APS Fatehgarh	123.	APS Akhnoor
73.	APS Janglot		CLUSTER 23	124.	APS RakhMuthi
74.	APS Madhopur	100.	APS Jabalpur No.1	125.	APS Nagrota
75.	APS Pathankot	101.	APS Jabalpur No.2		CLUSTER 30
	CLUSTER 19		CLUSTER 24	126.	APS Jalpur
76.	APS Kaluchak	102.	APS Mhow	127.	APS Itarana (Alwar)
77.	APS Sunjwan		CLUSTER 25	128.	APS Kota
78.	APS Damana	103.	APS Danapur	129.	APS Bharatpur
79.	APS Ratnuchak	104.	APS Ramgarh		CLUSTER 31
80.	APS BD Bari	105.	APS Gaya	130.	APS Bikaner
81.	APS Samba		CLUSTER 26	131.	APS Suratgarh
82.	APS Jammu	106.	APS Allahabad		CLUSTER 32
83.	APS Miran Sahib	107.	APS Varanasi	132.	APS Bhatinda
	CLUSTER 20	108.	APS Mathura	133.	APS Fazilka
84.	APS Delhi Cantonment	109.	APS Old Cantt Allahabad	134.	APS Faridkot
85.	APS Dhaura Kuan	110.	APS Kanpur	135.	APS Abohar
86.	APS Shankar Vihar		CLUSTER 27	136.	APS Ganganagar
87.	APS NOIDA	111.	APS Roorkee No.1	137.	APS Lalgarh
	CLUSTER 21	112.	APS Roorkee No.2		CLUSTER 33
88.	APS Lucknow (SP)	113.	APS Lansdowne	138.	APS Hisar
89.	APS Lucknow (NR)	114.	APS Meerut		CLUSTER 34
90.	APS Lucknow (LSB)	115.	APS Raiwala	198.	APS Ranchi
91.	APS Faizabad	116.	APS Clement Town		CLUSTER 35
92.	APS Kunraghat	117.	APS Birpur	140.	APS Bnchgunj (A&N)
93.	APS Agra		CLUSTER 28		

**MINIMUM QUALIFICATIONS FOR TEACHERS IN ARMY PUBLIC SCHOOLS
Level—PGT (Eligible for teaching classes IX-XII)**

S. No	Name of Post	Post Graduate Teacher (PGT)																																																			
1.	Essential and other qualification less PGT (Computer Science), PGT (Informatics Practice) and PGT (Physical Education)	<p>Essential: -</p> <p>1. Two years Integrated Post Graduate MA/M.Sc. Course of Regional College of Education of NCERT in concerned subject with at least 50% aggregate marks. OR Post-Graduation with minimum 50% marks or equivalent grade and three-year integrated B.Ed./M.Ed. OR Master Degree from a recognized University with at least 50 % marks in aggregate in any of the following subjects: -</p> <table border="1"> <thead> <tr> <th>S. No</th> <th>Subject</th> <th>Educational Qualification (Master Degree)</th> </tr> </thead> <tbody> <tr> <td>(i)</td> <td>PGT English</td> <td>English</td> </tr> <tr> <td>(ii)</td> <td>PGT Hindi</td> <td>Hindi or Sanskrit with Hindi as one of the Subjects at graduation level</td> </tr> <tr> <td>(iii)</td> <td>PGT Economics</td> <td>Economics/Applied Economics/Business Economics</td> </tr> <tr> <td>(iv)</td> <td>PGT History</td> <td>History</td> </tr> <tr> <td>(v)</td> <td>PGT Geography</td> <td>Geography</td> </tr> <tr> <td>(vi)</td> <td>PGT Pol Science</td> <td>Political Science</td> </tr> <tr> <td>(vii)</td> <td>PGT Psychology</td> <td>Psychology</td> </tr> <tr> <td>(viii)</td> <td>PGT Home Science</td> <td>Home Science</td> </tr> <tr> <td>(ix)</td> <td>PGT Mathematics</td> <td>Mathematics/Applied Mathematics</td> </tr> <tr> <td>(x)</td> <td>PGT Fine Arts</td> <td>Fine Arts</td> </tr> <tr> <td>(xi)</td> <td>PGT Physics</td> <td>Physics/Electronics/Applied Physics/Nuclear Physics</td> </tr> <tr> <td>(xii)</td> <td>PGT Chemistry</td> <td>Chemistry/Bio Chemistry</td> </tr> <tr> <td>(xiii)</td> <td>PGT Biology</td> <td>Botany/Zoology/Life Science/Bio Science/Genetics/Microbiology/Bio Tech provided they have studied Botany/Zoology at graduation level.</td> </tr> <tr> <td>(xiv)</td> <td>PGT Biotechnology</td> <td>Biotechnology</td> </tr> <tr> <td>(xv)</td> <td>PGT Accountancy</td> <td>Accountancy</td> </tr> <tr> <td>(xvi)</td> <td>PGT Business Studies</td> <td>Business Studies</td> </tr> </tbody> </table>	S. No	Subject	Educational Qualification (Master Degree)	(i)	PGT English	English	(ii)	PGT Hindi	Hindi or Sanskrit with Hindi as one of the Subjects at graduation level	(iii)	PGT Economics	Economics/Applied Economics/Business Economics	(iv)	PGT History	History	(v)	PGT Geography	Geography	(vi)	PGT Pol Science	Political Science	(vii)	PGT Psychology	Psychology	(viii)	PGT Home Science	Home Science	(ix)	PGT Mathematics	Mathematics/Applied Mathematics	(x)	PGT Fine Arts	Fine Arts	(xi)	PGT Physics	Physics/Electronics/Applied Physics/Nuclear Physics	(xii)	PGT Chemistry	Chemistry/Bio Chemistry	(xiii)	PGT Biology	Botany/Zoology/Life Science/Bio Science/Genetics/Microbiology/Bio Tech provided they have studied Botany/Zoology at graduation level.	(xiv)	PGT Biotechnology	Biotechnology	(xv)	PGT Accountancy	Accountancy	(xvi)	PGT Business Studies	Business Studies
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MINIMUM QUALIFICATIONS FOR TEACHERS IN ARMY PUBLIC SCHOOLS
Level—PGT (Eligible for teaching classes IX-XII)

S. No	Name of Post	S. No	Subject	Educational Qualification (Master Degree)
2.	PGT	(xvii)	PGT Computer Science	At least 50% marks in aggregate in any of the following: - 1. B.E or B. Tech (Computer Science/IT) from a recognized University or equivalent Degree or Diploma from an institution/ university recognized by the Govt of India OR B.E or B Tech (any stream) and Post Graduate Diploma in Computer from recognized University. OR M.Sc. (Computer Science/ MCA or Equivalent from a recognized University. OR B.Sc. (Computer Science/BCA or Equivalent and Post Graduate degree in subject from a recognized University. OR Post Graduate Diploma in Computer and Post Graduate degree in any subject from recognized University. OR 'B' Level from DOEACC Ministry of Information and Communication Technology and Graduation.
		(xviii)	PGT Informatics Practices	At least 50% marks in aggregate in any of the following: - B.E./B.Tech. in Computer science/IT/ Computer Engineering/ Electronics/ Electronics & Communications OR M.CA./M.Sc. Computer Science/IT OR M.Sc. Math/Physics/ Statistics and B.Sc. Computer Science/BCA/ 3yr Diploma in Computer Engineering or IT/PGDCA recognized by AICTE OR B Level from DOEACC
2. B.Ed. or equivalent degree from a NCTE recognized university / institution with minimum 50% aggregate marks. 3. Proficiency in teaching in English and Hindi. 4. Knowledge of Computer Application.				

S.No	Name of Post	Educational Qualification (Master Degree)
3.	PGT (Physical Education)	<p>(a) Bachelor of Physical Education (B.P.Ed.) or Bachelor of Physical Education (BPE) or Bachelor of Science (B.Sc) in Health and Physical Education and Degree in Sports with at least 55 % marks as per National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2009.</p> <p style="text-align: center;">Or</p> <p>At least 50 % marks in the B.P.Ed. degree/B.P.Ed. (Integrated) 4 years professional degree in accordance with the and National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007).</p> <p style="text-align: center;">Or</p> <p>B.P.Ed. with at least 55 % marks or B.P.E Course (or its equivalent) of 3 years duration with at least 50% marks (in accordance with the National Council for Teacher Education Form of application for recognition, the time of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002.</p> <p style="text-align: center;">And</p> <p>(b) M.P.Ed. of at least 2 years duration from any National Council for Teacher Education recognized Institution.</p>

MINIMUM QUALIFICATIONS FOR TEACHERS IN ARMY PUBLIC SCHOOLS
Level—TGT (Eligible for teaching classes VI-X)

S. No	Name of Post	Trained Graduate Teacher (TGT)																								
1.	Essential and other qualification required (Less TGT) (Physical Education)	<p>Essential: -</p> <p>1. Four years 'Integrated Degree Course of Regional College of Education of NCERT in the concerned subject with at least 50 % marks in aggregate. OR Post-Graduation with a minimum 50% marks or equivalent grade and three-year integrated B.Ed./M.Ed. OR Bachelor Degree with at least 50 % marks in the concerned subjects/ combination of subjects and in aggregate in one of the following: -</p> <table border="1"> <thead> <tr> <th>S. No</th> <th>Subject</th> <th>Educational Qualification</th> </tr> </thead> <tbody> <tr> <td>(i)</td> <td>TGT (Sanskrit)</td> <td>Sanskrit as a subject in all three years of Graduation</td> </tr> <tr> <td>(ii)</td> <td>TGT (Hindi)</td> <td>Hindi as a subject in all three years of Graduation</td> </tr> <tr> <td>(iii)</td> <td>TGT (English)</td> <td>English as a subject in all the three years of Graduation</td> </tr> <tr> <td>(iv)</td> <td>TGT (S.St.)</td> <td>Any two of the following: - History, Geography, Economics and Political Science of which one must be either History or Geography.</td> </tr> <tr> <td>(v)</td> <td>TGT (Mathematics)</td> <td>Bachelor degree in Mathematics with any two of the following subjects: - Mathematics, Physics, Chemistry, Economics, Computer Science, Statistics.</td> </tr> <tr> <td>(vi)</td> <td>TGT (Science)</td> <td>Bachelor degree in Science with any two of the following subjects: - Botany, Zoology, Chemistry and Physics</td> </tr> <tr> <td>(vii)</td> <td>TGT (Computer Science)</td> <td>BCA or Graduation in Computer Science or BE/B.Tech (Computer Science/IT) or Graduation in any subject and A level course from DOEACC, Min of Info & Communication & Technology, GOI</td> </tr> </tbody> </table> <p>2. B.Ed. from a NCTE recognized institution / University with minimum 50% marks. 3. Pass in Central Teacher Eligibility Test (CTET) / Teachers Eligibility Test (TET), conducted by CBSE/State Govts in accordance with the guidelines framed by the NCTE for the purpose. 4. Proficiency in teaching in English and Hindi medium. 5. Knowledge of Computer Application.</p>	S. No	Subject	Educational Qualification	(i)	TGT (Sanskrit)	Sanskrit as a subject in all three years of Graduation	(ii)	TGT (Hindi)	Hindi as a subject in all three years of Graduation	(iii)	TGT (English)	English as a subject in all the three years of Graduation	(iv)	TGT (S.St.)	Any two of the following: - History, Geography, Economics and Political Science of which one must be either History or Geography.	(v)	TGT (Mathematics)	Bachelor degree in Mathematics with any two of the following subjects: - Mathematics, Physics, Chemistry, Economics, Computer Science, Statistics.	(vi)	TGT (Science)	Bachelor degree in Science with any two of the following subjects: - Botany, Zoology, Chemistry and Physics	(vii)	TGT (Computer Science)	BCA or Graduation in Computer Science or BE/B.Tech (Computer Science/IT) or Graduation in any subject and A level course from DOEACC, Min of Info & Communication & Technology, GOI
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(i)	TGT (Sanskrit)	Sanskrit as a subject in all three years of Graduation																								
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(iii)	TGT (English)	English as a subject in all the three years of Graduation																								
(iv)	TGT (S.St.)	Any two of the following: - History, Geography, Economics and Political Science of which one must be either History or Geography.																								
(v)	TGT (Mathematics)	Bachelor degree in Mathematics with any two of the following subjects: - Mathematics, Physics, Chemistry, Economics, Computer Science, Statistics.																								
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2	TGT (Physical Education)	<p>(a) Bachelor's degree with Physical Education as an elective subject with 50% marks. OR Bachelor's degree with physical Education as an elective subject with 45 % marks and participation in National or State or Inter University competition in sports or games or athletics recognized by Association of Indian University or Indian Olympics Association. OR Bachelor's degree with 45 % marks and having participated in National or State or Inter-University sports or games or athletics. OR For deputed in-service candidate (i.e. trained Physical Education Teachers/Coaches)- Graduation with 45 % marks and at least 3 years of teaching experience as per National Council for Teacher Education (Recognition Norms & Procedure) Regulations, 2009. OR Graduation in Physical Education with 40 % Mark OR Graduation with Physical Education as an elective subject with 40 % marks OR Graduate who participated school, Inter-Collegiate in sports/games or passed NCC 'C' Certification in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007 OR Graduation in Physical Education i.e., B.P.Ed. course (or its equivalent) of 3 years duration. OR Graduate having represented State/University in sports/games/athletics. OR Graduate who has secured 1st, 2nd or 3rd position in Inter-Collegiate sports/games tournaments/possessing NCC 'C' Certificate or passed basic course in Adventure Sports. OR Graduate with one-year training programme in Sports Science, Sports Management, Sport Coaching, Yoga, Olympic Education, Sports Journalism etc. (in accordance with the National Council for Teacher Education Form of application for recognition, the time limit of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002 And</p> <p>(b) Bachelor of Physical Education (B.P.Ed) of at least one year duration (or its equivalent) from any National council for Teacher Education recognized institution.</p>
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**MINIMUM QUALIFICATIONS FOR TEACHERS IN ARMY PUBLIC SCHOOLS
Level—PRT (Eligible for teaching classes I-V)**

S. No	Name of Post	Primary Teacher (PRT)
1.	Essential and other qualification required less PRT (Physical Education)	<p>Essential: -</p> <ol style="list-style-type: none"> 1. Graduate holding Bachelor's degree with at least minimum 50% marks in aggregate. 2. B.El.Ed / 02-year D.El.Ed. <p align="center">OR</p> <p>Teachers who were already in service with Army Public Schools/APPS prior to 11 Aug 2023 with B Ed degree can also apply / continue, subject to enrolment/completion of Bridge Course launched by NCTE.</p> <ol style="list-style-type: none"> 3. Pass in Central Teacher Eligibility Test (CTET)/Teachers Eligibility Test (TET), conducted by CBSE/State Govt for PRTs in accordance with the guidelines framed by NCTE for the purpose. 4. Proficiency in teaching in English and Hindi medium. 5. Knowledge of Computer Application.
2.	PRT (Physical Education)	<p>(a) Bachelor's degree with Physical Education as an elective subject with 50% marks.</p> <p align="center">Or</p> <p>Bachelor's degree with physical Education as an elective subject with 45 % marks and participation in National or State or Inter University competition in sports or games or athletics recognized by Association of Indian University or Indian Olympics Association.</p> <p align="center">Or</p> <p>Bachelor's degree with 45 % marks and having participated in National or State or Inter-University sports or games or athletics.</p> <p align="center">Or</p> <p>For deputed in-service candidate (i.e., trained Physical Education Teachers/Coaches)- Graduation with 45 % marks and at least 3 years of teaching experience as per National Council for Teacher Education (Recognition Norms & Procedure) Regulations, 2009.</p> <p align="center">Or</p> <p>Graduation in Physical Education with 40 % Marks</p> <p align="center">Or</p> <p>Graduation with Physical Education as an elective subject with 40 % marks</p> <p align="center">Or</p> <p>Graduate who participated school, Inter-Collegiate in sports/games or passed NCC 'C' Certification in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007</p> <p align="center">Or</p> <p>Graduation in Physical Education i.e., B.P. Ed course (or its equivalent) of 3 years duration.</p> <p align="center">Or</p> <p>Graduate having represented State/University in sports/games/athletics.</p> <p align="center">Or</p> <p>Graduate who has secured 1st, 2nd or 3rd position in Inter-Collegiate sports/games tournaments/possessing NCC 'C' Certificate or passed basic course in Adventure Sports.</p> <p align="center">Or</p> <p>Graduate with one year training programme in Sports Science, Sports Management, Sport Coaching, Yoga, Olympic Education, Sports Journalism etc. (in accordance with the National Council for Teacher Education (Form of application for recognition, the time limit of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002</p> <p align="center">And</p> <p>(b) Bachelor of Physical Education (B.P.Ed) of at least one year duration (or its equivalent) from any National council for Teacher Education recognized institution.</p>

Appendix D
(Refer para 15.1 of Guidelines)

**ARMY PUBLIC SCHOOLS
APPLICATION FOR TEACHING STAFF**

Application form for the post of PGT/TGT/PRT

School where you would like to work-

Please paste
recent
passport size
colour
photograph
Do not staple

1. PERSONAL DATA :

1.1. Name in full (Block letters) _____

1.2. Son/Daughter/wife of _____

1.3. Date of Birth _____

1.4. Nationality _____

1.5. State _____

1.6. Address - - - - -

- - - - -

- - - - -

- - - - -

1.7. Contact Details: -

Landline No (with STD Code) _____

Mob No _____

Email ID _____

2. PRESENT /PREVIOUS OCCUPATION:

2.1. Designation of Post _____

2.2. Name and Address of Institution/Organization _____

2.3. Designation of superior in-charge
Contact No of superior (for verification if need be) _____

2.4. Period of notice you will have to give, if selected? _____

2.5. What salary are you drawing? _____

3 FAMILY LIFE

3.1. Marital status

Single/Married/Widowed

3.2. If married/widowed

Name & occupation of spouse

No of children with age and sex

4. **EDUCATIONAL RECORDS: School, College or University**

Give details of all exams starting from Secondary School onwards

Examination	Marks Obtained	Percentage	Division	Year of passing	Subjects taken	Name of University/ Board/Institute

Graduation/Post Graduation through correspondence or regular _____

5. Have you cleared OST: _____ CTET/TET: _____
(date) (date)
6. Name of classes you would prefer to teach with subjects:-
6.1. Classes _____ 6.2. Subjects: _____
7. Training in NCC, Scouts, Music/Art, Dramatics or other such activities, Give rank, status/proficiency achieved.....
8. Merit Scholarship won? If so what? _____
9. Languages you can read write and speak fluently.
9.1. _____ 9.2. _____ 9.3. _____
10. Any books/articles written? If so, give their titles/ Magazines in which published?

11. **EXPERIENCE.** Fill the particulars in chronological order starting with your appointment (if there is not enough space attach a separate sheet).

Experience as PGT in years (Exact dates to	School/College	Subject taught	Classes taught	No of pupils taught	Total Exp in Years
From To					
Experience as TGT year (Exact dates to					
From To					
Experience as PRT year (Exact dates to					
From To					

Include any other post held which are relevant to the field of Education

12. **APTITUDE:**

- 12.1. Subject(s) which you enjoy teaching most? _____
 12.2. Other area (Cultural activities): _____

13. 13.1. Can you take indoor/outdoor games with boys and girls?
 Indoor Boys : _____ Outdoor Boys: _____
 Girls : _____ Girls: _____
 Which major games do you play? _____

14. **HEALTH:**

- 14.1. What kind of health do you keep?.....
 14.2. Do you need any medical treatment/assistance for the disease you are suffering from _____
 14.2. Are you differently abled? Give details _____

15. **CO-CURRICULAR ACTIVITIES/GAMES AND SPORTS**

What co-curricular activities can you teach? _____

16. **COMPUTER KNOWLEDGE** (Separate sheet can be att.)

- 16.1. Have you done any degree/diploma in computer give details:
 16.2. Any experience on working on computer Details.
 16.3. Do you own a personal Laptop, if yes give details:
 16.4. Your knowledge of computer hardware :

17. **OTHER ACTIVITIES**

- 17.1. In answering please indicate personal characteristics, interests and aspirations you have which you believe will be valuable to this institution:
 17.1.1 _____
 17.1.2. _____
 Give names of two references, which should know you well personally and have an intimate knowledge of your work (not relatives)
 17.2. Name _____ (b) Name _____
 Address _____ Address _____

18. I have / have not been selected at the CSB Interviews held at _____ on _____
 and I have been /have not been selected for appointment at _____.

Agreement

19. If appointed:-

- 19.1. I agree to abide by the AWES Rule and Regulation for Army Public Schools
 19.2. I undertake to serve the school till the end of the final term, ie upto the finalization of the results of the class taught or a period specified/ fixed by the management.
 19.3. I confirm that I am aware that my services would be liable to transfer in organizational interest at the discretion of the management.
 19.4. I solemnly state the all the above particulars/statements are true to the best of my knowledge and belief.

Date

.....

(Signature of applicant)

INSTRUCTIONS TO CANDIDATES

1. Please download and print the Application Form.
2. Fill the name of only one school in a cluster.
3. All details at Ser 1(Personal data) are mandatory. Fill up in Block Capitals.
4. Paste one recent coloured passport size photograph on the form and attach one additional photograph for Call Letter.
5. Send by post. No applications will be accepted via e-mail.
6. Send DD for Rs 250/- payable at a bank close to the location of the school.

SAMPLE CALL LETTER FOR INTERVIEW

File No :

Office/School Address

To

Shri/Smt

Regn No

Photograph**CALL LETTER FOR FOR INTERVIEW FOR TEACHERS SELECTION**

Dear Sir/Madam

1. Please refer to your application for _____ post dated _____
2. You are required to present yourself along with the OST Score Card and all Original Certificates (academics, experience and other achievements) on _____ at _____ (place) at _____ time for a panel Interview.

OR

4. As on date, there is no vacancy of a PGT/TGT/PRT in _____ (Subject) _____ (School). However, this situation may change. You may appear for the interview. Based on your performance in the interview, you will be kept in the reserve panel of school/cluster.

(Principal)

LOCAL SCREENING BOARD HELD AT (Location)
Category : PGT/PT/PRT
(Schools in the cluster covered : _____)
FINAL MERIT LIST
(Separate sheet for each subject)

Sheet _____ of _____
Subject _____
Date _____

Ser No	Title	Name	PGT/ TGT/ PRT	Age as on 01 Apr	Online Screening Test (OST) qualified	CET/ TET	Academic qualification Graduation/ Post Graduation/ B.Ed/M.Phil/ PhD with % marks	Validated Experience	Yrs Eligibility for No of increments	OST Marks (Max)	Interview Marks (Max)	Eval of Teaching Skills (Max)	Total	Weightage for Army Spouses (Max) 10	Bonus Pts (Fixed Marks)	Grand Total	Overall Posn	Recomm- ended increments	Remarks		
																				Acad	B.Ed/ M.Ed

To be filled from Application Forms before the conduct of the interviews by the School
 nominated for the conduct of interviews

To be filled by the Board

Signatures : Presiding officer _____ Members 1. _____ 2. _____ 3. _____

Members 4. _____ 5. _____ 6. _____

Data correctly compiled from Application Forms. Sign _____ Name _____ Designation _____

Note 1 :-

- This sheet will be signed by Presiding Officer and all members.
- OST Marks will be calculated by dividing total raw score/normalized score as applicable by 4.
- To be selected, a candidate must score 50% or more marks in interview and evaluation of teaching skills
- Separate merit sheet will be prepared for each subject and category (PGT/TGT/PRT).
- The breakdown of marks for Interview and Eval of Teaching skills are at Annexures 1 and 2 respectively.

Legend:

- @ - Applicable only to serving Army Personnel Spouses (Para 13 (b) of Guidelines).
- # - Applicable to widows of Army personnel who die in service and to wives of those who are boarded out with 100% disability (Read in conjunction with Article 311 of Rules and Regulations for Army Public Schools, Vol I (Administrative), 2019).

ALLOTMENT OF MARKS FOR INTERVIEW

Ser No	Attribute	Marks
1.	Gen Appearance, Personality, Confidence	10
2.	Experience	10
3.	Knowledge and clarity of concept	20
4.	Communication Skills, Fluency in English	15
5.	Ability to contribute to extra curricular activities	10
6.	Gen Awareness	05
7.	Computer Literacy	10
8.	General Attitude	10
9.	Emotional Balance and Stability	10
	Total	100

ALLOTMENT OF MARKS FOR EVAL OF TEACHING SKILLS

Ser No	Attribute	Marks
1.	Introduction of Topic	05
2.	Subject Knowledge, lesson plan and delivery	20
3.	Communication skills including body language	15
4.	Concept Clarity	15
5.	Student Involvement	15
6.	Confidence & voice modulation	10
7.	Teaching aids/TAL	10
8.	Board Work	05
9.	Conclusion/Confirmation	05
	Total	100