



100 DAYS AGENDA FOR Ministry of Human Resource Development, (MHRD), GoI

S NO	PARTICULARS	COMMON FOR ALL REALMS OF EDUCATION	SPECIFIC RESOMMENDATIONS FOR SCHOOL EDUCATION	SPECIFIC RECOMMENDATIONS FOR HIGHER EDUCATION
1	National Vision and New Educational Policy	<ul style="list-style-type: none"> • Create a 'National Vision Document 2020 and 2030' for school and higher education with a very fresh and contemporary outlook (Refer FICCI Vision 2030 on Higher Education) • Re write the Education Policy with a major paradigm shift in curriculum that nurtures critical thinking, problem solving and knowledge transfer skills • Reform age old pedagogical practices with student centered approach that promotes 'Life Long Learning' rather than the current institution- centric system. • Give 'skilling' a formal and credible status 		
2	Nurture Institutional Leadership	<ul style="list-style-type: none"> • Disband the existing system of promotion by tenure • Great 'Teacher' or 'Researcher' does not necessarily make a great 'Leader' or 'Administrator' <ul style="list-style-type: none"> ○ Develop extensive leadership development programs – there are enough international best practices ○ Nurture them as 'CEO's' 		
3	Promote Faculty Development and Employment reforms	<ul style="list-style-type: none"> • Run a national communication program to rightfully glorify the teaching profession and thus attract bright youngsters • Create enabling and incentivized environment 	<ul style="list-style-type: none"> • Re-vitalize the Institutions of Education by collaborating with some eminent international bodies, which are already working with various national governments • Reform the B Ed and M Ed 	<ul style="list-style-type: none"> • Create incentivized and welcoming environment for NRI faculty • Create scholarship fund for sponsoring resident Indian faculty to do PhD's in prestigious universities overseas



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		for professionals to switch to teaching <ul style="list-style-type: none"> • Replace tenure appointments with contractual in line with international best practices • Introduce Faculty Appraisal system that also includes student and peer review – there are enough international best practices for the same • Create differentiated salary structures 	programs – pedagogy, ICT, classroom transaction, delivery and communication <ul style="list-style-type: none"> • Track some international best practices in faculty development such as International Baccalaureate 	<ul style="list-style-type: none"> • Increase reciprocal arrangements with various countries for exchange of scholars
4	Create World Class Institutions, Improve Learning Outcomes, make Curriculum Relevant	<ul style="list-style-type: none"> • Mandatory 360 degree review for all educational institutions on a 5 year cycle– follow some international best practices • Carry out faculty assessment particularly in use of ICT 	<ul style="list-style-type: none"> • Create national level check points for numeracy and literacy at grades 3, 5, 8 and 10 • Create a National Assessment Survey and make it mandatory for all schools to participate 	<ul style="list-style-type: none"> • Identify 10 existing universities in government and private sectors, empower them to make it top 100 global rankings by 2020 by creating a strategy and time bound implementation roadmap • Operationalize Council for Industry and Higher Education Collaboration



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				(CIHEC) <ul style="list-style-type: none"> Promote setting up National Knowledge Functional Hubs (NKFH)
5	Build Accountability and Assessment through Accreditations and External Ratings	<ul style="list-style-type: none"> De-centralize the accreditation mechanism with multiple bodies spread within cluster of states Create accreditation cycles and tiered accreditation process Develop multiple scales of rating parameters for different kind and level of institutions Make annual rating mandatory Rating to be done by independent non-governmental agencies in lines of CRISIL, ICRA, etc 		
6	Reform Governance structure and Regulatory framework - provide Autonomy	<ul style="list-style-type: none"> Government should create a 'National Vision Document 2020 and 2030' for school and higher education Clearly distinguish it's roles as 'Enabler', 'Provider' and 'Regulator' Define necessary Disclosures for institutions to ensure full transparency Grant full autonomy to all 	<ul style="list-style-type: none"> Simplify recognition procedures and make them common for all states Do away with multiplicity of recognition requirements and create a national guideline Repeal the recent CBSE Circular that prohibits successful school chains to expand on a 'Franchise' model. It shall do much 	<ul style="list-style-type: none"> Constitute 7 member committee to critically examine provisions of various pending bills as also implement recommendations put forth by several committees (NKC and Yashpal and Narayana murthy Committees in a time bound manner) and commissions set up in the



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		<p>institutions within the above framework</p> <ul style="list-style-type: none"> • Shift from the regime of funding institutions to funding students. Give them the opportunity and choice to select the best institution • Remove cumbersome visa regime for recruiting expat faculty 	<p>more harm than good.</p> <ul style="list-style-type: none"> • Allow schools to offer multiple curriculums from a same campus provided they possess necessary infrastructure and resources • Classify different Genres/Types of schools separately as different schools cater to different needs, follow different curriculum, have differential cost structures, maintain different student : teacher ratios; offer different scholastic and co-scholastic opportunities etc 	<p>past. No need to re-invent the wheel.</p> <ul style="list-style-type: none"> • Create a 'Single Legislation' covering all facets of higher education and keep it simple and precise. This shall avoid conflicting overlaps and duplication that create legal confusions • Create 'Subordinate legislations' under the umbrella of master legislation, which could carry details and can be amended with changing times by an executive order • Promote effective collaboration and co-ordination between all realms of education including medical, legal and professional and promote exchange of people, knowledge and resources



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				<ul style="list-style-type: none"> • Grant complete autonomy to institutions for selecting course curriculum, creating inter, trans and multi disciplinary degree nomenclatures • Remove the tag 'Deemed to Be' • Re-instate the autonomy and status of 350 odd institutions that are offering PGDM programs and remove the judicial sword hanging in them • Enable Credit Transfers between institutes of higher learning
7	Allow For-Profit investment to come in education	<ul style="list-style-type: none"> • As laid down in the 12th plan document, examine the feasibility of allowing setting up of for-profit institutions • Define strict standards and disclosures to ensure transparency • Remove entry barriers and allow 'For Profit' investment in education. This shall motivate large corporates with huge liquidity to invest in education, which they can otherwise not do since these are largely held for-profit companies and cannot obtain shareholders approval to invest in non profits. Their entry shall re-define the quality, standards and governance in education space 		



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		<ul style="list-style-type: none"> • Unlike in most part of the world, dependence on private sector for education is a reality in India that the nation cannot do without. • Follow international best practices such as in Brazil. Collect taxes and re-deploy them in offering scholarships to poor students 		
8	Create PPP models to unlock under-utilized national assets	<ul style="list-style-type: none"> • Make this an 'Era of Collaboration' • Create financially sustainable and attractive models that shall attract right kind of takers • Make a critical assessment of potential capacity and current utilization in terms of student to land area ratio for all central and state institutions • Pick from international best practices such as the Swedish school education system or private investment on public land in Australia etc 	<ul style="list-style-type: none"> • Reputed schooling bodies should be encouraged to adopt government schools • Create self-sustainable and mutually beneficial models for upgrading and expanding infrastructure and teaching resources 	<ul style="list-style-type: none"> • Reputed private institutes should be allowed to create facilities on idle land sitting with several government institutions
9	Promote Employability and Entrepreneurship	<ul style="list-style-type: none"> • Mainstream Skill based and Vocational Programs within the formal 	<ul style="list-style-type: none"> • Post grade 8 and 10, offer a choice for students to go for technical and vocational 	<ul style="list-style-type: none"> • Launch dual curriculum programs like in Germany and Switzerland where



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		education system <ul style="list-style-type: none"> • Create certification and recognition at par with formal education system • Make them credible and give them status so as to attract students to this realm 	courses <ul style="list-style-type: none"> • Study international best practices such as in Ethiopia 	after grades 10 and 12, students do apprenticeship + classroom theory and secure a diploma at par with an undergraduate degree
10	Set up 'National Scholarship Council'	<ul style="list-style-type: none"> • Create as a Section 25 Company at arm's length with the government • Attract private endowments too • To be offered to students displaying merit in scholastic, arts and sports • To study in institutions within India as well as overseas • Also offer scholarships to foreign students to study in India • Make it available to faculty too • Study the Chinese model 		
11	Set up 'National Research Foundation'	<ul style="list-style-type: none"> • Create as a Section 25 Company at arm's length with the government • Flow of funds should be unbiased and available to both government and private institutions based on merit • Create an accountability mechanism that is outcome based 		
12	Promote Private Investments and contributions to upgrade existing infrastructure and resources and create new Promote private investments	<ul style="list-style-type: none"> • Simplify the entry and compliance requirements that currently prevent right kind of operators from entering this space 	<ul style="list-style-type: none"> • Ensure self-sustainability of all un-aided private schools by assessing the financial burden due to RTE Act 	<ul style="list-style-type: none"> • Compare various state acts for setting up private universities and propose a national guideline incorporating best



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	and increase capacity	<ul style="list-style-type: none"> • Eligibility requirements should be driven by the Vision, Credibility, and long term Intent of the promoting entity rather than financial capacity • Provide 'Single Window Clearance' for setting up educational institutions having investment of Rs 50 cr and above (like SEZ's) • Allow and facilitate existing institutions to convert their promoting entity format to Section 25 company – greater transparency, compliances, audits and access to funds • Institutionalize an effective mechanism for channelizing 2% CSR contribution for human resource development by creating channels for deployment of the same for financial aid to students 	<ul style="list-style-type: none"> • Easing of restrictive regulations that are discouraging next generations in the promoter families and making them dis-interested to take these up as their full time careers 	<p>elements from all, thus creating an enabling and inviting environment for right kind of players to come forward</p> <ul style="list-style-type: none"> • Allow setting up of spread out 'City Universities' like in New York and London as against requirement of a minimum campus size in terms of land area



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		and teachers and infrastructure upgrade. <ul style="list-style-type: none"> • Incentivize charitable and philanthropic donations by offering tax breaks on private contributions to all recognized educational institutions irrespective of the nature of the institution's promoting entity 		
13	Enable Funding for Creation of Educational Infrastructure		<ul style="list-style-type: none"> • Increase government spend on education to 6% of GDP • Define lending to educational institutions as 'Priority Sector Lending' and charge interest at sovereign rates • Make available long tenor funding – 10-15 years for projects up to 50 cr and 15-20 years for projects above 50 cr • Allow all kind of institutions to operate from leased premises with minimum lease tenor of 30 years – FDI shall flow in automatically • Create education centric 'Real Estate Investment Trust' (REIT's) that can be listed on stock exchanges • Create a stock exchange for listing of non-profits 	
14	Promote 'Education Tourism'		<ul style="list-style-type: none"> • Develop this as a National Mission • Countries such as USA, UK, Canada, Australia etc treat this as a major 'Industry' that earns considerable amount of foreign exchange and boosts economic activity as a whole • Reverse the flow of students 	



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		<ul style="list-style-type: none">• Create a list of reputed (accreditation/rating based) educational institutions in both government and private sector and upload them on a national portal giving details of courses, facilities, fee etc• Liberalize the visa regime for faculty and students		