

11. PERSONAL VIEW

A major shift in the government's policy towards privatization and liberalization has brought in remarkable changes in terms of growth rate. The work culture of the public enterprises after privatization has also no doubt improved. The reason being the private players make the employees more accountable. The inclination towards the increase in the number of self finance schools is also an extension of the government's policy shift. And this has no doubt given results.

In an industry, there are various means and ways towards consistent improvement in the output like self-appraisal system, swot analysis, quality circles, etc. This is so because the quality of the output produced is considered seriously as this is marketed and ultimately reaches the consumers. Therefore consumer satisfaction is held in a very high esteem by the producers.

Same is the case in educational institutions also. Though the schools are committed to the cause of education and are non-profitable institutions, they consider parents and the society at large to be the consumer and each and every procedure and functioning of the self-finance schools directs towards the maximization of consumer satisfaction.

The study also deals with the fact that, even with the differences in student ability, parental background and the greater resources available to private schools, can the private schools perform better...? The study has established that this is the case.

Concluding personal observations:

- **Raise the standard of govt schools:** If the state governments want to promote primary education, they have to begin with changing this stereotype that government schools are not good. The solution lies in bringing a radical change in the education culture. Awareness programmes promoting primary education in remote areas will be a welcome step. Education should be considered not a money-spinning industry, but a

noble cause. We call our schools temples of learning and our most potent weapons in the war on illiteracy. In the past, the main sources of education were government-aided schools, but now the craze is for modern/model schools that are mushrooming only in cities, with villages remaining ignored. The Ministry of Human Resource should renew the old education policy and give the state governments a free hand in framing own dynamic new education policies. The policy should stress on upgrading government schools rather than controversial decisions like shutting schools where there aren't many students. The government should launch awareness drives to restore the faith that the people had in its schools. All government schools need urgent financial assistance for maintaining just the basic infrastructure. Some part of the revenue raised from taxes should go to government schools.

- **Hold teachers accountable:** In private schools, the flexibility of managers to set wages and dismiss lax teachers means that higher wages are a lever that can be used to enhance teacher incentives. Since government-funded teaching jobs in India are mostly permanent contracts with little chance of dismissal, performance related wages are not available as an effort-motivating device in the public school sector. This has implications for the design of teacher incentives in government funded schools. Thus schools should relate reimbursement of the teachers in accordance with the overall growth and progress of the school. So there would be a great amount of stress given to the teacher's performance. Thus the incentives and monetary returns can be some of the effective ways to instil the feeling of continuous updation for the teachers. This will keep the teachers on their toes with a thirst to achieve more. This competitive instinct which can be brought in by the competitive environment of the school will definitely convert into the students overall achievement which can be ultimately reflected in terms of school's overall growth.
- **Give real education, not mere literacy:** For proper development, our country needs real education and not mere literacy through the 3Rs (read, write, recite) and the 3Ls (look, listen and learn). Grants for education

should no more be treated social expenditure, but an important investment, as it's a growth indicator.

- **Synchronize education, infrastructure:** The framers of the Constitution have emphasized the need for quality education for all. Time has come for education to get as much funds as we allocate for defence. We have a war to fight, a war against illiteracy. The Finance Minister, in his Budget speech, has said that India is not a poor country, but she is poor in many respects, including literacy. Clearly, even our best schools have failed us. Education and infrastructure need to be synchronized, which has been already established in the study in context of Gujarat public school.
- **Take over of the non-functional government schools:** The government can also invite the private players for revamping the non-functional government schools rather than all together closing the school. The private players can work wonders in this respect as they have adequate experience and resources. However, they would not work on a charity basis until and unless there is marginal returns. This can be done by using the premise for teaching the poor children by exempting their fee in one shift and the other shift can cater to those students who can afford a nominal fee. This way the purpose of teaching the have nots is also solved and at the same time the interest of the private players is also taken care of.