



GOA BOARD OF SECONDARY AND HIGHER SECONDARY EDUCATION

(A Corporate Statutory Body constitute by an Act of the State Legislature)

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No. GBSHSE/EXAM/SSC-HSSC/CWSN/2023

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CIRCULAR NO. 69

16

To,
The Heads of all recognized
Secondary and Higher Secondary Schools,
within the jurisdiction of this Board.

Sub: Support for staff of Schools (Teaching and Non-teaching) who are parents of
Specially abled Children regarding.....

Sir/Madam,

1. In our ongoing commitment to fostering an inclusive and supportive educational environment, schools are informed to recognise and accommodate teaching and non- teaching staff who are parents of specially abled children.
2. Goa Board of Secondary and Higher Secondary Education (GBSHSE) is sensitive to this issue and understand that teachers / non-teaching staff who are also parents of special needs children face unique challenges, juggling the responsibilities of both educator and caregiver.
3. To ensure they can effectively discharge their duties in both capacities, the following measures may be adopted:-

- ❖ **Flexibility in Board's examination** (Theory/Practical) work without hampering Board's examination schedule.
- ❖ **Flexibility in time**: Whenever possible, grant flexibility in their schedules without hindering the overall functioning of the school.

This flexibility could include adjusting their teaching/ working hours, providing relief when needed or making reasonable accommodations as required.

- ❖ **Monthly meeting Schedule:** Staff monthly meetings shall be held during morning session to provide them with the necessary flexibility.

This will allow them to participate in school meetings while still being able to fulfil their parental responsibilities.

- ❖ **Confidentiality and support:** Maintain utmost confidentiality regarding the personal circumstances of these staff.

- ❖ **Offer a supportive Environment** where they can openly discuss their needs and concerns without fear of discrimination or bias.

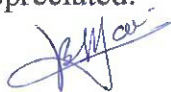
- ❖ **Professional development:** Encourage professional development opportunities that specifically address the needs of specially abled children, enabling these staff (teaching / non-teaching) to better support their own children and the students they educate.

4. By taking this proactive measures, GBSHSE and affiliated Schools aim to support staff (teaching / non-teaching) who are parents of specially abled children, ensuring to fulfil their dual roles effectively.

GBSHSE strongly believe that accommodating these staff (teaching /non-teaching) is not only a legal requirement but also in line with Board's core values of the inclusion and support. GBSHSE appreciate your dedication to create an inclusive and supportive educational community.

All the heads are informed to share these guidelines among all staff members of the School for information and for wholehearted implementation.

Action taken in this regard to be sent to this office which will be highly appreciated.



(V. B. Naik)
Secretary

Copy to:-

1. The Director of Education, Porvorim-Goa.
2. The Director of SCERT, Alto Betim-Goa.
3. The P.A. to Chairman (GBSHSE).
4. The Guard/Office File.