

RINA RAY, I.A.S (Retd.)

Former Secretary, Government of India

PROFILE

Rina Ray has over 36 years experience in different capacities in the Indian Government's premier civil service, the Indian Administrative Service (IAS), joining the then Union Territories cadre in 1984 and serving in the Governments at the Centre, Delhi, Goa, Mizoram, Puducherry, the Andaman and Nicobar Islands, and with UNICEF. She is an expert in the design and delivery of innovative programmes and is an outstanding public speaker with excellent communication and interpersonal skills. Acquiring a reputation for reaching even the most challenging of goals with dynamic imagination and enthusiastic creativity without compromising on ethics and principles, she has demonstrated a very successful and also very kind and sensitive, value based leadership, taking responsibility for her decisions and pride in her attainments.

COMPETENCIES AND CORE SKILLS

- In depth and extensive knowledge of the school education sector having been Secretary in the Department of Education in the Government of India and Delhi, driving school education across the country including schools, curricula, assessments, teaching standards and qualifications.
- Has a distinguished profile of policy engagement in major domains including managerial and administrative, health, finance, issues relevant to gender and children, and tourism & living heritage.
- Demonstrated an enquiring mind, strategic visioning, critical understanding and ability to conceptualise novel interventions as well as to concurrently evaluate them through real time monitoring tools and ensure the achievement of large scale project outcomes
- Has exhibited in her vast body of work the skills necessary to design programmes for a diverse and rapidly changing world
- Understands and appreciates the value of collaboration and partnerships

PROFESSIONAL EXPERIENCE AND KEY ACHIEVEMENTS

SECRETARY, SCHOOL EDUCATION

Government of India, New Delhi

Secretary for School Education and Literacy at the Government of India, and prior to that, Special Secretary and Additional Secretary in the same Department (from March 2015 to October 2019) where I oversaw the seamless transition of the Sarva Shiksha Abhiyan to the **Samagra Shiksha** covering over 1.10 million schools and 150 million students, started the **NISHTHA** programme for instructing over 4.2 million in service school teachers across the country, reinvented the requirements and standards for teachers by launching the **4 year Integrated Teacher Education Programme**, and handhold the discussions and advance activities leading to the **National Education Policy**.

I implemented the **Swachh Vidyalaya** initiative to provide separate toilets for girls and boys in all schools and totally reworked the **National Teachers' Awards** scheme to enable all excellent teachers to directly apply online, to show evidence of their work by uploading videos, and to explain their performance to an independent jury.

A major achievement was the bundle of initiatives to collect and compile real time data, to verify and analyse these through robust and rigorous mechanisms, predict outcomes and recommend courses of action. Thus, the **Performance Grading Index** evaluated all States and UTs across 70 indicators, guiding them to improve, and the **SHAGUN** Portal created an online repository of success stories by schools etc for easy replication,, while the **UDISE +**, for the first time, launched a sophisticated software using Big Data to collect real time information from the largest school system in the world, for which I received the SKOCH AWARD for GOVERNANCE (PLATINUM) 2019, on behalf of the Department.

Conducted negotiations with the OECD, Paris, and was instrumental in India agreeing to participate in the **PISA** assessment. Also served on the boards of the **CBSE** and **NCERT**, was chair of the **NCTE** and Vice Chair of the **KVS**.

SECRETARY, EDUCATION

Government of Delhi, Delhi

As Secretary for Education in the Government of Delhi (2005 to 2009), I created and launched the **YUVA** programme, an umbrella project to systematically improve the standard of government schools, containing a path breaking **Adolescent Education** component which introduced students to life skills for the first time in the country, including areas which had been considered taboo till then. Writing in The Guardian (August 18, 2006), Sarah Bancroft concludes that the opportunity to talk about such matters (menstruation, sex education etc) was a winner, for teachers and students. **YUVA** also achieved significant success in almost eliminating student suicides which were a serious cause for concern at the time. The overall project , comprising other elements such as capacity building and institutional reforms, was hugely successful in bringing about a massive transformational change in all areas, particularly in the results in national level assessments and in revisualising the school building's physical infrastructure to turn it into a tool for learning (called **BaLA**, ie Building as Learning Aid) .These successes received BHAGIDARI AWARDS from the Chief Minister, Delhi.

MANAGING DIRECTOR, DELHI TOURISM AND TRANSPORTATION DEVELOPMENT CORPORATION (DTTDC)

Government of Delhi, Delhi

I organised the DELHI CELEBRATES 2010, a two month long cultural festival where over 5,000 artists and performers from every part of the country participated. Its unique feature was that almost every art form in India was represented and even unsung or unknown artists performed side by side with some of the most well known ones, and the event thus created an opportunity to revive and promote living heritage.

SECRETARY, WOMEN AND CHILD DEVELOPMENT

Government of Goa, Goa

In my capacity as Secretary, Women and Child Development (February 2001 to December 2003) I pioneered the landmark **Goa Children's Act in 2003** to protect all children from abuse, particularly sexual abuse and exploitation such as paedophilia, and entitle them to additional rights with state support. This was the first legislation of its kind in the country, and today every State and UT has Children's Commissions and exclusive Courts for adult offenders, just a few of the unique features of this path breaking Act. It paved the way for the passing of the POCSO (Protection Of Children against Sexual Offences) Act at the national level nine years later.

SECRETARY FINANCE AND PLANNING

Government of Goa, Goa

I was responsible for furnishing the State's responses and working with the Planning Commission and the INDIA TODAY group in the first definitive ranking of quality of life and work across India, and played a major part in the ranking by that magazine of Goa at number one in the country , that is, the Best State. (India Today magazine, May 19, 2003)

MAJOR PUBLICATIONS

1. India Report On The World Summit For Children

(Department of Women and Child Development, Government of India, with support from UNICEF India, 2000)

2. Convention on the Rights of the Child : India First Periodic Report 2001

(Department of Women and Child Development, Government of India with assistance from UNICEF India, 2001)

3. YUVA School Adolescence Education Programme 2005
(*Department of Education, Delhi and Delhi State AIDS Control Society, 2005*)
4. Guidelines for BaLA: Building as Learning Aid
(*Department of Education, Delhi and Kabir Vajpeyi & Vinyas, 2007*)
5. A Quick Report 2008: Status and major achievements in Delhi
(*Department of Education, Delhi and SCERT, Delhi*)
6. YUVA School Lifeskills Programme 2009
(*SCERT, Delhi*)
7. Performance Grading Index of all States and UTs, 2018: Catalysing Transformational Change in School Education
(*Department of School Education, MHRD, Government of India*)
8. UDISE + Unified District Information System for Education Plus, 2019
(*Government of India, MHRD, Department of School Education*)

INTERNATIONAL EXPERIENCE

Has worked as a Consultant with UNICEF and was the Project Head of the UN and World Bank assisted Integrated Child Development Services (ICDS) and Sarva Shiksha Abhiyaan (SSA) Programmes all over India (1995 to 2000 and 2015 to 2019).

As an International Commonwealth Observer to the Parliamentary Elections there, she toured Lesotho in 2012. She has travelled to many countries and has represented India at a number of conferences abroad in addition to chairing numerous global level conclaves within India.

EDUCATION AND QUALIFICATIONS

- Holds a Graduate degree in Political Science (Honours) and Post Graduate in Sociology
- Completed programmes in Public Policy at the University of Cambridge and the Goldman School of Public Policy, University of California, Berkeley, and also on Public Management in a Market Economy at the Institute of Development Studies, University of Sussex
- Fluent in English and Hindi, with a working knowledge of French and Bengali

INTERESTS

She is the Founder CEO of a charitable Trust set up in memory of her differently abled sister to benefit children. A voracious reader and keen storyteller, she hopes to be a published author soon, and her fascination for the cosmos and star gazing has led her towards amateur astronomy.

Contact: rinarayias@gmail.com