

**Proposal for organising & conducting
Leadership Development Programme
on
School Leadership and Mentoring of Principals and Vice-Principals of School Affiliated to CBSE**

Proposal submitted to
Central Board of Secondary Examination
New Delhi

Submitted by

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Leadership Development Programme
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Objectives:

India over the years has really earned its reputation of being centre of high quality knowledge workers. The everchanging Socio-economic environment has placed huge expectations on the education sector especially the Primary , Secondary and Senior Secondary sectors. To meet the multiple expectations and demands of growth, social equality, skill up gradation and employment, the education sector has to gear itself up to the onerous task of delivering. The school education sector has more responsibility of ensuring quality and consistency of the output that will enter the university / higher education system.

School Principals in particular carries the onus of responsibility to ensure that the deliverable is met. Capacity building in the school education system therefore must start with the leaders of the units: the school principals.

The objective of this Leadership Development Program (LDP) will thus be to:

- i. Prepare the Principals and Vice-Principals with the qualities of an academic administrator who can deliver (focus being on the implementation)
- ii. Sensitizing them to the vision of the state social policy and their role in implementing them with responsibilities to all stakeholders, internal and external
- iii. Equipping the participants with the tools to achieve quality in administration, assess quality in teaching and above all to develop their personal role as quality leaders in their own sphere.

Programme Need & Coverage Assessment Workshop

The entire LDP will be divided into five broad themes, one theme being dealt with every day. The pedagogy adopted will be a participative, workshop oriented approach using standard tools like video films, group discussions, video recordings etc.

Leadership Training:

The topics and the broad themes to be covered will be as follows:

1. Institutional Leadership:

This theme would focus on assessing the current economic environment and the challenges posed to the school education system both in terms of knowledge, technology and changing age mix of the catchment population. Focus will be to look at using motivation as a tool for creating organizational excellence and using school education as a tool for community mobilization.

2. Quality in Education:

This theme will cover the skills sets requirement for school principals, time management, technology and conflict resolution between the different stake holders.

3. Personal Effectiveness/ Role Modelling:

This theme will start with understanding self through a tested instrument MBTI and exposure to the basics of transactional analysis. Communication is a key factor in the leadership development, and therefore emphasis will be given on communication skills, understanding and improving. We intend to use video recording techniques to demonstrate at the individual level the different aspects of communication.

4. Managing Schools effectively:

The principal as a leader is also required to be a good manager. The programme would focus on managing a school as an organization, setting of mission and vision, and translating them into objectives and goals. The session would emphasise the role of leadership in establishing culture, facilitating institutional planning to achieve targets and setting up of an appropriate MIS to facilitate decision making.

5. Leadership and Change Management:

As mentioned above, the current environment is very turbulent. The role of the principal as a change master becomes all the more important. It is, therefore, important to understand the leadership requirements, planning for growth, using technology and benchmarking education with the best practices in the industry.

There will be group activities planned in the evening 6:00pm to 9:00pm, to fully leverage the residential status of the program.

Each day after the sessions participants will taking different projects based on the days learning and their background, interest and requirement of the school for the benefit of the secondary education in the State. The indicative topics for the project work which they may work for includes themes like :

1. Developing an effective MIS system in my school
2. How to have Outcome based Education in my classrooms.
3. How to make Learning more Participant Centred and Interactive.
4. How to include different Pedagogy and tools to improve learning
5. What is my schools vision and plan for 2024
6. How I plan to assess the quality of teaching in my school and how do I link it to performance appraisal
7. How I plan to mobilize and use the larger community to ensure that the quality of education, both scholastic and extra-mural for the students.

Participants:

The participants will be Principals and Vice-Principal of affiliated schools of CBSE.

Duration:

The LDP will be conducted over 5 days in each batch, Monday to Friday with sessions in the day and project work as a last session over four days in this Residential Program.

Batch Size: Not exceeding 25

Faculty:

The faculty would be from IIM Bodh Gaya.

Program Duration:

The LDP will be conducted on residential basis over five days :

Leadership Training: 5 days intensive training programme will be conducted. Classes will start at 9:30 AM and will continue till 9:00 PM from Monday to Friday followed by Case Preparation and Project Presentation.

Program Fee:

The academic fees for the LDP would be Rs 37,500 per participant for Five days programme. The fee would attract the GST of 12.% and any other taxes, if any as applicable.

Arrangements:

The program will be conducted on a residential basis. IIM Bodh Gaya will make necessary arrangement for Training Centre, good lodging and boarding facility in consultation with CBSE.

All participants are required to stay at venue of the programme and report to the venue on Sunday on or before 7:00 pm. They would be free to leave on Friday after 6:00 pm