Annual Pedagogical Plan for Leading Learning

SchoolName: DEEPALAYA SCHOOL

Affiliation/UDISENumber: 2730589 AcademicSession: 2022-23

Principal’s Name: MR. SHAJU P P

School’s Vision and Mission Statement:

To make children capable of carving a niche for themselves in this world, to become better citizens and reach out and contribute to nation

building.

**To cultivate in young lives intellectual pursuit, productive and responsible behavior for nation building with excellence, harmony self-**

**discipline and self-reliance.**

**To provide opportunities for its students, to learn and to be useful and contributing citizens. The school curriculum aims at promoting holistic i.e. academic, moral, social, emotional, intellectual, cultural and entrepreneur development of each student and preparing its pupils for the opportunities, responsibilities and challenges of life.**

**School’s Value:**

Compassion, Kindness, Cooperation, Accountability and Growth

# StrengthoftheSchool:

* **Collaborativeworkcultureamongstfaculty**
* **Well-equippedlabs.**
* **Goodambienceandpeacefulenvironment.**
* **Goodtransportconnectivity.**
* **Cordialrelationshipwiththestakeholders**

**Freedomtocarryoutinnovativeideasareencouragedand appreciated.**

* **Availabilityof potabletapwater**
* **Goodinterpersonalrelation.**
* **Goodparent–teacher rapport.**
* **Emphasis toparticipatein any one extra-curricular activity**

# Areas of improvement:

* + **Completionof syllabus**
  + **Changeofmindset.**
  + **Moreencouragement to stafftobeinnovative.**
  + **BetterutilisationofLabs.**
  + **Continuous&comprehensiveprofessionallearningisoccasionallypracticed.**
  + **Motivationisrequired topracticenew innovativepedagogies.**
  + **Adjustmentinswitchoverfromexistingassessmentpatterntothenewpatterndueto thepandemic.**

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| **DESCRIPTOR1:EngaginginTeachers’ ProfessionalDevelopment** | | | | |  |
| **STEP1** | **STEP2** | **STEP3** | | **STEP4** | **STEP5** |
| Where are we nowasa school? | Whatdoweneedtodo in the comingyear? | Howwillweachievewhatwewanttodo? | Whois responsible? | What isthetimelineforimplementation? | What will theimpactlooklike? |
| **Actionable 1:**Organisation ofvirtual and offlinetrainings, workshopsand webinars basedonidentifiedschoolsneedsincollaboration withCBSE, NCERT etc.  **Actionable 2:**Engage in a dialoguewithindividualteachers to identifyneeds and the wayahead.  **Actionable 3:**Establish subject-wise committees ofteachersforfeedbackoncurrentknowledge andskills. Also identifyspecificneedsofteachers.  **Actionable 4:**The teacherattendingthe  workshops to sharethe inputs with therestoftheteaching  faculty. | To encourageteachers to enroll foronline and offline workshopstoimprove day-to-daywaysof workingthatinvolvesprofessional learningand goodpedagogy. | Teachers will beencouragedtolearnnew digitaltechniques.  Teachers will beencouraged topreparerubricsfortheassessment.  Teachers will beencouraged to attendthe CBSE courseregularly to knowmore aboutlatest changes and about NEP2020.  Modify rubricsbasedonusageandneed. | Principal  Co-ordinators | Finaldraft 1st February 2022 to 31st March, 2022.  Implementation:1st April,2022. | Teachers will beabletoimplementNEP2020  effectively.  All teachers willuse rubrics todetermine theattainmentoflearningoutcomes. |

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| **DESCRIPTOR2: InitiatingInnovationsinschools.** | | | | |  |
| **STEP 1** | **STEP 2** | **STEP 3** | | **STEP 4** | **STEP 5** |
| Wherearewenowasaschool? | What do weneed to do in thecomingyear? | How will we achieve whatwewanttodo? | Who isresponsible? | Whatisthetimelineforimplementation? | What willtheimpact looklike? |
| **Actionable1:** | Weneedto | Challenge teachers to tryinnovative pedagogies andprovide opportunities toreflect ontheirexperience.Showcase the innovations inthewebsites,localnewspaper, othermassmediasources.  Encourage parents toappreciate and co-operatewith theirchildren andschool.  To provide incentives andshowappreciation by givingaway certificates.  To provide students andteachers a big platform byconductingseminars,workshops,exhibitions etc. | Principal | Tobecompleted from | Theinnovation group |
| Not much has been done to this end. Students individually develop their own innovations. An innovation mentors’ group has been set up. | promotea | Subjectteachers | 1st July2022to1stSept., 2022 | willfunction80%to |
|  | positivemindset | Mentors | Review,reflection | articulatetheproblems that |
|  | where failureis |  | andmodificationfrom2nd | havebeeninthesociety. |
|  | seenasa |  | Sept.to30thSept.2022. | Itwillinspirestudentsto |
|  | steppingstone |  | Finaldraft1stSept.to30th | develop newideasforthe |
|  | tosuccess. |  | Oct.2022. | projects. |
|  | Weneedto |  | Implementation:Nov15th | Aminimumof5innovative |
|  | developa |  | 2022. | ideastobesentforeachof |
|  |  |  |  |  |
| **Actionable 2:**Ensure that it isworkingefficiently  and have regularmentor–teacher | professional  learningcommunity forsharing ideasandinnovations. |  |  | thecompetitionsorganized  by Zone, District, State,Regional,Nationallevels. |
| meetings. |  |  |  |  |
| **Actionable3:** |  |  |  |  |
| Provideopportunities |  |  |  |  |
| forstudentstoworkon |  |  |  |  |
| projectsdealingwith |  |  |  |  |
| realworldproblems |  |  |  |  |
| throughdesign |  |  |  |  |
| thinkingforinnovation |  |  |  |  |
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| **Actionable4:** |  |  |  |  |
| Togoonfieldtripto |  |  |  |  |
| understandthelocal |  |  |  |  |
| problems andtakeit |  |  |  |  |
| asathemefortheir |  |  |  |  |
| upcomingprojects. |  |  |  |  |

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| **DESCRIPTOR3:leadingtheteaching–learningprocess** | | | | |  |
| **STEP1** | **STEP2** | **STEP3** | | **STEP4** | **STEP5** |
| Where are we now as aschool? | What do we need to dointhecomingyear? | Howwillbeachievewhatwewanttodo? | Who isresponsible? | What isthetimelineforimplementation? | What will the impact looklike? |
| **Actionable1:**  Create a commonunderstandingthatthepurpose of teachinglearning is to makestudentsfutureready.  **Actionable 2:**Encourage teachers tohave a betterunderstanding of whatis an effective teachinglearning process in theclassroom.  **Actionable3:**  To share the goodacademicpracticesofthe other schools withthe faculty of theschoolforoverallimprovementoftheteaching learningprocess.  **Actionable 4;**Co- constructmechanismswith  teachers that wouldhelpevaluateclassroompractices. | We have planned toexchange programs forteachers and supportteachers to undertakeinnovativeandresearchbased pedagogicalpractices to improvestudentlearning. | Guideteachersonhowtoestablish their SMARTgoals.  To have exchangeprogramswithotherschools.  Actively participate inonlineseminarswiththe other schools. | Principal  Coordinators | Final draft 1st July2022 to 13th Aug. 2022.Implementation:  16thJan2022. | Few of our teachers willvisitotherschools and learnsomegoodpractices.  Bestpracticesofthoseschools will be followed.Two of our teachers willhaveonlinediscussionwithKPSand GoodSamaritan Schools to learn theirteaching learning process.Newshared methodsofpedagogy will bring a totalpositivechange |

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| **DESCRIPTOR4:DevelopingalearningCulture** | | | | | |
| **Step1** | **Step2** | **Step3** | | **Step4** | **Step5** |
| Wherearewenowas a  school? | Whatdoweneedtodo  inthecomingyear? | How willweachieve  what wewant todo? | Whois responsible? | What is thetimelinefor | Whatwillbetheimpact  looklike? |
| **Actionable1:**  We createopportunities for staffand students wellbeing.  **Actionable2:**  We establish an opendoor policy andtransparentcommunicationamongststakeholders.  **Actionable3:**  Efforts are taken todevelop pre-vocational andvocationalskillsandphysical educationthrough anintegratedcurriculum. | We need to providechallengingopportunities forstudents to imbibeknowledge throughexperiential,innovative andcollaborativemethods.  Listen actively toand supportsuggestions,ideasand commentsprovided byteachers andstudents. | Encourage inclusiveandcompetencybasedlearning.  Implementationof21stcentury skills oflearningalongwiththeNEP2020.  Practical learningwill be encouragedSoproper time tableshallbepreparedforfullutilization of labs.Celebrate successstories with the largerschoolcommunity  Set high expectationsfor students andcommunicate theseeffectively. | PrincipalCoordinator  TeachersParents | Tobecompleted inquarterI:  14th March,2022to 16th April 2022.Review, Reflection andmodification:  18th April to30thApril2022.Finaldraft:  17th Mayto20thMay2022  Implementation :1st July2022 | Quality of learning willbeimprovedandatthe same timeresult willalsoimprove.  School average willalso go at a high leveliflearning ismorejoyfulandstressfree. |
| **Actionable4:** |  |  |  |  |
| To invite speakers ontalks related to joyfullearning,managingstressandoncreatinganatmosphereof |  |  |  |  |
| ‘NoAnger’toimprove the quality oflearning. |  |  |  |  |

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| **DESCRIPTOR5:Buildinganinclusiveculture** | | | | |  |
| **STEP 1** | **STEP 2** | **STEP 3** | | **STEP 4** | **STEP 5** |
| Wherearewenowasaschool? | Whatdoweneedtodointhecomingyear? | How will be achievewhatwewanttodo? | Who isresponsible? | Whatisthetimelineforimplementation? | What willtheimpact looklike? |
| **Actionable1:**  Formulateinclusive | Improveteachers  knowledgeandskillsin | Provide teachersopportunity to work inteams, shareideas&reflectonbestpractices.  Identify suitable resourcepersons.  Use ICT digital resourcesandassistivetechnologytoprovide experiences tochildren.  Use positive behaviour andsupport strategies to addressbehaviouralissues.  Teachers regularly reviewthe learning outcomes,instruction to supportcurricular goals of students.All the teachers in theschoolundergotrainingfrom CBSE to learnbehaviourand emotionalproblems of the childrenwhich helps to focus oneducationalneeds.  Maintainaprofileofeachstudent.  Casestudyofeachchildrenhelps child in additionallearning and designingactivities to increaseparticipation inclass. | Principal,  Coordinators,  Teachers, Parents | Final draft 1stMarch2022 to 30th March 2022.Implementation:  1stApril,2022. | Allteacherswillbetrainedin  inclusivepractices. |
| policiesand structures | supportingstudentswith |  | Allteachersgetample |
| Sensitizeteachers,peer | specialneedsinthe |  | opportunities toupgradetheir |
| group, supportstaffand | teachinglearningprocess. |  | skillsandareresponsivetothe |
| thecommunitytothe | Focusonchildrenfacing |  | needsoflearners. |
| uniqueneedsofdiverse | learning difficultiesand |  | Allteachers willbeableto |
| groupoflearners. | utilizingdatafrom |  | identifyandexperience |
| **Actionable 2:**Teachers are trained tomake a grouppresentationusingresourcesinschool.  It will focus on thespecialeducational | learningoutcomes ofeach  child to build a studentprofile.  Improve teachersknowledge usingDIKSHA,NISHTHAapp.  Complete competencybased education and artintegratedteaching. |  | learningdifficulties andhow  the changes will impactstudentlearning.  Enhance engagement andvalue the achievement of alllearners. |
| needs ofeachcategory |  |  |  |
| ofstudentsandteaching |  |  |  |
| strategiestobeadopted |  |  |  |
| toaccommodatethem. |  |  |  |
| **Actionable4:** |  |  |  |
| Toidentifytheslow |  |  |  |
| learners andgive |  |  |  |
| themacademic |  |  |  |
| supportforbetter |  |  |  |
| performanceandto |  |  |  |
| boosttheir |  |  |  |
| Confidence, remedial classes are conducted. |  |  |  |

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| **DESCRIPTOR 6:Becomingandbeinga‘self-aware’leader** | | | |  |  |
| **STEP 1** | **STEP 2** | **STEP 3** | | **STEP 4** | **STEP 5** |
| **Wherearewenowasaschool?** | **Whatdowe needtodointhecoming**  **year?** | **How will be achieve what we wanttodo?** | **Who isresponsible?** | **What is the time lineforimplementation?** | **What will the impactlooklike?** |
| **Actionable1:**  TocreateSMART | To repose and buildtrust from amongstall the functionariesof the schoolandthe society.Tomake myself have abetter understandingof the tools likeJohari window andto identify thestrengths andweaknesses of theschool. | Takingfeedbackfromtimetotime  andrectifyingthe samebytaking | Principal | Implementation from 1st April, 2022. | Bycreatingpersonal  developmentplanand |
| Goals. | alongwithmeallinvolved inthe |  |  | enhancingmyselfasa |
| **Actionable 2:**To create apersonal visionand check howmy personalvision isperceivedbyall  stakeholdersof | smoothfunctioningoftheinstitution.  By assessing the academicperformance improvement as per thevarious descriptors. |  |  | pedagogicalleader.The  school will be a‘Schoolwith adifference’  and an enjoyable placeto work for students aswellasthestakeholders. |
| theschool. |  |  |  |  |
| **Actionable3:** |  |  |  |  |
| Tomergemyown |  |  |  |  |
| personalvision |  |  |  |  |
| withthevision of |  |  |  |  |
| theinstitution, |  |  |  |  |
| stakeholdersand |  |  |  |  |
| schoolleaders |  |  |  |  |
| **Actionable4:** |  |  |  |  |
| Toinvolveall |  |  |  |  |
| thestakeholders |  |  |  |  |
| ineverydecision |  |  |  |  |
| oftheinstitution |  |  |  |  |
| andenhance |  |  |  |  |
| myselfasagreat |  |  |  |  |
| ‘Pedagogical |  |  |  |  |
| leader’ |  |  |  |  |

RATINGSCALE

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| **Descriptor1:Engaginginteachers’ProfessionalDevelopment** | | | | | | |
| **Actionable** | **Sub–points intheactionable** | **1** | **2** | **3** | **4** | **5** |
| **Ascertain the needsfor professionaldevelopment throughcollaborativepractices** | Co-construct mechanisms with faculty, that suit the context of the school, in order to identifytheirprofessionalneeds (eg:,co-createrubrics,checklists,ratingscaleswithfaculty). |  |  |  | √ |  |
| Usetheseco-constructed mechanismsonaregularbasis. |  |  | √ |  |  |
| Engageinadialoguewith individualteachers toidentifyindividual needs andthewayforward. |  |  |  | √ |  |
| Establishsubject-wisecommittees forfeedbackoncurrentknowledgeandskills ofteachers and  identifyspecificteacher’sneeds. |  |  |  | √ |  |
| EstablishSMARTtargetsforteachers. |  |  | √ |  |  |
| **Create opportunitiesfor continuous andcomprehensiveprofessionallearning** | Encourageteachers toobserveandstudyeffectiveinstructionalpracticesofcolleaguesintheirownschoolaswellasinotherschools,wherepossible. |  |  | √ |  |  |
| Organizein-schoolworkshops,trainingandtalks calling expertsandalsobytheschoolleaders  thatarebasedonidentifiedschoolneeds. |  |  | √ |  |  |
| Encourageteacherstoenrollforonlineprofessionalcoursesforadvancedlearning. |  |  |  | √ |  |
| Holdteacherseminarswherebestpracticessharedacross gradelevelsandsubjects. |  |  | √ |  |  |
| Createlearninggroupswithintheschool,andifpossible,withotherschools,whereteachers  discussanddeliveritoneducationaldiscourse. |  |  | √ |  |  |
| Designprofessionaldevelopmentmodules, byusingtechnologysolutions, thathelpteachersshiftpracticefrombeingteachercentric tostudentcentric . |  |  | √ |  |  |

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| **Promotereflective** | Developday-to-day ways ofworkingintheschoolthatembedtheprofessionallearningand |  |  |  | √ |  |
| **thinkingand meta** | constructivistpedagogy. |  |
| **cognitive thinkingpractices amongteachers** |  |  |
| Createmechanismssuchaschecklists,rubrics,reflectivejournalsthatencourageteachersto  becomeself-awareoftheirpractice. |  |  | √ |  |  |
| Encouragewithteacherstodeconstructwhatstudent-centredlearningprocesses looklikeina |  |  |  | √ |  |
|  | classroomandaroleofateacherinsuchaclassroom. |  |
|  | Challengeteacherstocontinuallyexaminetheextenttowhichtheirpracticessupport student |  |  | √ |  |  |
|  | learning. |  |
| **Empowerteacherstobecomeagentsofchange** | Believeinteachers’abilitytoseekandprovidesolutions |  |  |  | √ |  |
| Practicedistributedleadershiptoimproveoverallschoolsystems,processes,andenvironment. |  |  |  | √ |  |
| Createacollaborativecultureintheschoolforteacherstoworktogether. |  |  |  | √ |  |
| Encourageteacherstoidentifyareasoftheschoolwherechangecouldbebroughtthrough  ActionResearch. |  |  |  | √ |  |
| Developteachers’capacitytoundertakeActionResearch. |  |  |  | √ |  |

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| **Descriptor2:Initialinginnovationsintheschool** | | | | | | |
| **Actionable** | **Sub–points intheactionable** | **1** | **2** | **3** | **4** | **5** |
| **Creating a culture ofinnovation** | Buildexpertise,knowledgeandnecessaryskillsofteachersandstudents. |  |  | √ |  |  |
| Providethefreedomtoexploreandthetimeforideastoincubateanddevelop. |  |  |  | √ |  |
| Allowflexibilityandrisk–takingwithnofearofjudgement. |  |  |  | √ |  |
| Provideintellectualstimulationbybringingtogethergroups ofstudentsandteachers ofdiverse  interests,subjectknowledgeandskillsets toworktogether. |  |  | √ |  |  |
| Promoteagrowth mindsetwherefailureis seenas asteppingtosuccess. |  |  |  | √ |  |
| Regularlyconductmeetingswithteachers,parentsandcommunitymemberstoexplorewaysto  seeksupportfor innovationstowardsenhancingstudentlearning. |  |  | √ |  |  |
| **Expand theperspectivesofteacherstoimplementinnovativepedagogies.** | Promotecollectiveresponsibilityamongteachers by encouragingteamteaching,shadowteachingetc.fordesigninginnovativepedagogies. |  |  | √ |  |  |
| Developprofessionallearningcommunitiesfor sharingideas, bestpractices, andinnovation. |  |  | √ |  |  |
| Encourageandsupportteachers totryoutnewideas. |  |  |  | √ |  |
| Encouragecollaborationandsetasidetimeforplanning. |  |  |  | √ |  |
| Leaddiscussiononalternativepractices andtheirrelativemerits. |  |  | √ |  |  |
| Challengeteachers totryinnovativepedagogies andprovideopportunities toreflectontheir  experiences. |  |  | √ |  |  |
| Explore technology platforms, tools, gamifications and applications for enhancing instructionalpracticessuchasblendedandflippedlearning. |  |  | √ |  |  |

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| **Create opportunitiesfor student learningandinnovation** | Allowforexcitingjuxtaposition ofideas thatiffreefromrigidsubject boundaries. |  |  | √ |  |  |
| Encourageinquiry-basedlearningbybuildingcriticalthinkingandproblem –solving  approach. |  |  |  | √ |  |
| Focusoncompetencybuildingbyencouragingapplications ofconcepts,experientialand  hands –onlearningthroughinnovations. |  |  | √ |  |  |
| Provideopportunityto workonprojectsdealingwithrealworldproblems throughdesign  thinkingforinnovativesolutions. |  |  |  | √ |  |
| Givevoicetostudentideas encouragingthemtotakeinitiatives atschool. |  |  |  | √ |  |
| Widenstudents’perspectivesandhorizonsbyinvitingexpertsfordifferentfields. |  |  |  | √ |  |
| Encouragestudentstoundertakecourses,summerprojectsintheirareasofinterestunder  theguidanceofsubjectspecialists. |  |  |  | √ |  |
| Developskillsandbehavioursneededforinnovationsandencourageself–relianceby  providingopportunitieslikegeniushour, codinghour,STEMlabandonline/digitalplatforms. |  |  |  | √ |  |

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| **Build teachercompetencyinusingdatatoinformTLP** | Assistteachersinunderstandingtheimportanceofstudentassessmentforimprovinglearning. |  |  |  | √ |  |
| Focusonassessmentsfor andaslearning. |  |  |  | √ |  |
| Handholdteachers tointerpretanalyseandusestudentdataeffectivelytodesignthenextstepsoflearningandsupportforstudents. |  |  |  | √ |  |
| Collaboratewithteacherswhileinterpretingthedataon student assessment todesignaction  researchprogrammes. |  |  |  | √ |  |

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| **Descriptor3:Leadingtheteaching –learningprocess** | | | | | | |
| **Actionable** | **Sub – points intheactionable** | **1** | **2** | **3** | **4** | **5** |
| **Develop a sharedunderstanding ofteaching-learning** | Createacommonunderstandingthatthepurposeofteaching learningistomakestudents futureready. |  |  |  | √ |  |
| Dialoguewith teacherstodeconstructtheories oflearning. |  |  | √ |  |  |
| Encourageteacherstodevelopwhatgood teachingandlearningwould looklikeintheclassroom. |  |  |  | √ |  |
| Co-constructmechanisms,withteachers,thatwouldhelpevaluateclassroompractices. |  |  | √ |  |  |
| **Create a conduciveenvironment forlearning.** | Acknowledgeteachersastheleadersofclassroominstructionalpracticethatguidesstudentlearning. |  |  |  | √ |  |
| Encourageteacherstoplan lessonscollaborative. |  |  | √ |  |  |
| Supportteacherstoundertakeinnovativeandresearchbasedpedagogicalpracticestoimprovestudent  learning. |  |  |  |  | √ |
| Encouragestudentstoreflectontheir learning,areasofstrengthanddevelopment. |  |  |  | √ |  |
| Createa culturethathelpsstudentstolearnwithjoyandnotfear. |  |  |  | √ |  |
| Provideadequateresourcesforstudentstolearn. |  |  |  | √ |  |
| Encourageteacherstobethefacilitatorsofstudentlearningandcreatorsofproductiveclassroom  environments,inwhichstudentscandevelopfuture-focusedskills. |  |  |  | √ |  |
| Promotelearningexperiencesoutsidetheclassroomthroughexperientiallearning. |  |  |  | √ |  |
| **Encourage teachers tobecomereflectivepractitioners** | AssistteacherstoestablishtheirownSMARTgoalsforteaching-learning,withparticularfocusondevelopingself-awarelearners. |  |  | √ |  |  |
| Guideteachers onhowtoachievetheirSMARTgoals. |  |  | √ |  |  |
| Undertakeregular lessonobservations,engagewith teacherstoreflectontheir teachingpracticeand  providedevelopmentalfeedback. |  |  |  | √ |  |
| Provideteacherswithopportunitiestoobserveeffectiveinstructionalpracticesamongcolleaguesintheirownschools as wellas inotherschools,whereeverpossible. |  |  | √ |  |  |
| Demonstratetoteachers whatoutstandingpracticelooks likebyco-teaching with them. |  |  | √ |  |  |
| Collaboratewithdifferentschools,locally, nationally,andgloballyandplanexchangeprogramsfor  teachersandstudents. |  |  | √ |  |  |

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| **Descriptor4:Developingalearningculture** | | | | | | |
| **Actionable** | **Sub–points intheactionable** | **1** | **2** | **3** | **4** | **5** |
| **Createthe‘social** | Engageactivelywithstaffandstudents,inafairandtransparentmanner,tounderstandindividual |  |  |  | √ |  |
| **glue’bybuildinga** | teachersandstudents. |  |
| **cultureoftrustand** |
| Practicethehabitof‘understandothersandseekingtobeunderstoodbyothers’. |  |  |  | √ |  |
| **self-improvement** |
| Encouragepositivityandempathyamongstakeholders. |  |  |  | √ |  |
|  | Createopportunitiesfor staffandstudents’wellbeing. |  |  |  | √ |  |
|  | Celebratesuccessstorieswiththelargerschoolcommunity. |  |  |  | √ |  |
|  | Providea‘psychologicallysafe’environmentwherefailures(unsuccessfulpractices)areperceived |  |  |  | √ |  |
|  | aslearningopportunities. |  |
|  | Listenactivelytoandsupportsuggestions,ideas and comments onschoolimprovement thatare |  |  |  | √ |  |
|  | providedbyteachersandstudents. |  |
|  | Bearolemodelforteachers andstudents anddemonstratethataprincipalis alife-longlearner. |  |  |  | √ |  |
| **Developpolicies** | Establishanopen– doorpolicyandtransparent communicationamongst stakeholders. |  |  |  | √ |  |
| **andsystemsthat** |  |  |
| **supportacultureoflearningbyincludingallstakeholders** |
| Formulatepoliciesthatestablishtheschoolas beingsafeandsecure.Thesecouldincludepolicies  onchildprotectionandsafeguarding, healthandsafety,cybersafety, behaviormanagementetc. |  |  |  | √ |  |
| Establishmechanismsandproceduresforeffectivelyimplementingthepolicies.Forinstance,setup  systematicproceduresthataddressconcernsandgrievancesofallstakeholders. |  |  |  | √ |  |
|  | Minimizedisruptions toclassroominstructionaltimeby monitoringtheamountoftimespent by |  |  |  | √ |  |
|  | teachersonnon–instructionalactivitiesor outofschool(official)assignments. |  |
|  | Holdstudents,teachers,andparateachersaccountablebybeingtransparent. |  |  |  | √ |  |
|  | Regularlyinvitestakeholders(students,teachers,parents,andSMCmembers)todiscussonhowthe |  |  |  | √ |  |
|  | visionoftheschoolisbeingfulfilledthroughinnovativepedagogicalandinclusivepractices, |  |
|  | studentsachievementsandareasofacademicconcern, ifany. |  |
|  | Ensuredecisionsarebackedbyresearchandaredata driven. |  |  | √ |  |  |

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| **Keep students at theheartofthelearningculture** | Sethighexpectationsforstudentsandcommunicatetheseeffectively. |  |  |  | √ |  |
| Providechallengingopportunitiesfor studentstolearnexperientially, innovatively,and  collaboratively. |  |  | √ |  |  |
| Encouragestudentstotakeresponsibilityfortheirownlearning,attheirownpaceandaspertheirlearningstyles. |  |  |  | √ |  |
| Encouragestudentstouseassessmentsasfeedbackandasanopportunitytolearn. |  |  |  | √ |  |
| Developstudents’abilitytoreflect ontheirownstrengthsandareasofdevelopmentacross  subjects. |  |  |  | √ |  |
| Inculcatevalues,gendersensitivityandlifeskillsbyembeddingthesewithinthelearning  experiences. |  |  |  |  | √ |
| Develop pre-vocationalandvocationalskills,artappreciationandphysicaleducationthroughan  integratedcurriculum. |  |  | √ |  |  |
| **Encourage teacherstodeepenlearning.** | Encourageteacherstobereceptivetonew ideas,practicereflectiveandmetacognitivethinkingto  improvestudentlearning. |  |  | √ |  |  |
| Supportandbuildaclimateforadoptinginnovativeinstructionalstrategiesforeffectivelearning. |  |  | √ |  |  |
| Establishnormsforsharingbestpractices and innovationintheschoolthatleadtohealthyandconstructiveacademicdebates. |  |  | √ |  |  |
| Explorethepotential ofICTandonlinelearningplatforms,adopt flippedlearning,blended  learning,useofaugmentedrealityand virtualrealityin theclassrooms to enrichthelearningexperienceof students. |  |  | √ |  |  |
| Guideteacherstoutilizedataforeffectiveplanningandexecutionofinstructionalplans. |  |  |  | √ |  |
| **Makeparentsactivepartners in theeducational journeyoftheir child** | Designinnovativewaystoengageparentsintheirchild’slearningjourney. |  |  |  | √ |  |
| Engageparentstocollaborateandparticipateinvariousschoolactivities. |  |  |  | √ |  |
| Holdworkshopsandseminarsonparentingandotherrelevant topics. |  | √ |  |  |  |
| Inviteparentstoaddress studentsontheirchosencareersorareasofexpertise. |  |  | √ |  |  |
| CreateParentGroups thatwork withtheschoolprincipalonimprovingandstrengtheningschool  systems. |  |  | √ |  |  |

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| **Descriptor5:Buildinganinclusiveculture** | | | | | | |
| **Actionable** | **Sub–points intheactionable** | **1** | **2** | **3** | **4** | **5** |
| **Createanenvironment ofacceptance** | Establishsharedbeliefs ofrespect andcare. |  |  |  | √ |  |
| Celebratedifferences as naturalhumandiversityandtreatthemas anopportunitytolearn. |  |  |  | √ |  |
| Promotesocialinteractions amongstudents andwithteachers. |  |  |  | √ |  |
| Scrutinizeexistingbarriers toinclusionand elicitways ofovercomingthembyinvolving  students, teachers,parentsandthecommunity. |  |  |  | √ |  |
| Sensitizeteachers,peergroup,supportstaffandthecommunitytotheuniqueneedsofdiverse  groupoflearners. |  |  |  | √ |  |
| **Formulate inclusivepoliciesandstructures** | Buildknowledgeandskilltoteachadiversegroup oflearners throughcontinuous professional  development. |  |  | √ |  |  |
| Optimumutilizationofmaterialandhumanresources. |  |  |  | √ |  |
| Enhanceengagement andvaluetheachievementofalllearners. |  |  |  | √ |  |
| Emphasizegroupprocesses andaproblem–solvingapproach. |  |  |  | √ |  |
| Practicedistributedleadershipthat seekstoempowerandinspireparticipatorydecision-making. |  |  | √ |  |  |
| **adopt inclusiveteachingpractices.** | Provideteachers opportunitytoworkinteams,shareideas andreflectonbestpractices. |  |  |  | √ |  |
| Evolvesharedexpectationsforteacherstoworktogethertoimprovelearningoutcomesof  students. |  |  |  | √ |  |
| Promoteimprovisation,risktakingandevolveinnovativestrategies. |  |  |  | √ |  |
| UseinclusivepracticeslikeDifferentiatedInstruction,UniversalDesign ofLearningtoprovide  greateraccesstocurriculum. |  |  | √ |  |  |
| Monitor,trackandsupport childrenwhoareatriskofexclusion,marginalizationorunderachievement. |  |  |  | √ |  |
| **Support studentlearning.** | Encouragebuddysupport orpeerlearningandchild-to-childco-operation. |  |  |  | √ |  |
| Encourageflexiblegroupingofstudentsduringlearning. |  |  | √ |  |  |
| Identifygaps,planforearlyinterventionandindividualizelearning. |  |  |  | √ |  |
| UseICT,digitalresourcesandassistivetechnologytoprovidemeaningfullearningexperienceto  children. |  |  |  | √ |  |
| Usepositivebehaviorandsupportstrategiestoaddressbehaviorissues. |  |  |  | √ |  |

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| **Descriptor6:Becomingandbegina‘Selfaware’leader** | | | | | |
| ***Actionable*** | **1** | **2** | **3** | **4** | **5** |
| KnowyourselfbetterbyusingtoolsliketheJohariWindowandidentifyingstrengths andareasofdevelopment |  |  | √ |  |  |
| Self–assessthepersonalcontribution madetoschoolimprovement andstudent learningbyevaluating goalsachieved  undervariousdescriptorsoflayer1and2ofthepedagogicalleadershipframework. |  |  |  | √ |  |
| Takefeedbackfromteachers,students,parentsandSMContheirperceptionofyourwork,valueskills,dispositionsacrossdescriptorsdetailedinlayers1and2of thepedagogicalleadershipframework. |  |  | √ |  |  |
| Analyzefeedbackreceivedfromstakeholders andmapittotheselfanalysis. |  |  | √ |  |  |
| DevelopaPersonalDevelopment Plantoenhanceyourselfasapedagogical leader. |  | √ |  |  |  |