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 teacherattendingtheworkshops to sharethe inputs with therestoftheteachingfaculty. | 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. | PrincipalCo-ordinators | Finaldraft 1st February 2022 to 31st March, 2022.Implementation:1st April,2022. | Teachers will beabletoimplementNEP2020effectively.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 isworkingefficientlyand have regularmentor–teacher | professionallearningcommunity forsharing ideasandinnovations. |  |  | thecompetitionsorganizedby Zone, District, State,Regional,Nationallevels. |
| meetings. |  |  |  |  |
| **Actionable3:** |  |  |  |  |
| Provideopportunities |  |  |  |  |
| forstudentstoworkon |  |  |  |  |
| projectsdealingwith |  |  |  |  |
| realworldproblems |  |  |  |  |
| throughdesign |  |  |  |  |
| thinkingforinnovation |  |  |  |  |
|  |  |  |  |  |
| **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- constructmechanismswithteachers 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. | PrincipalCoordinators | 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 aschool? | Whatdoweneedtodointhecomingyear? | How willweachievewhat wewant todo? | Whois responsible? | What is thetimelinefor | Whatwillbetheimpactlooklike? |
| **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 largerschoolcommunitySet high expectationsfor students andcommunicate theseeffectively. | PrincipalCoordinatorTeachersParents | Tobecompleted inquarterI:14th March,2022to 16th April 2022.Review, Reflection andmodification:18th April to30thApril2022.Finaldraft:17th Mayto20thMay2022Implementation :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 | Improveteachersknowledgeandskillsin | 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. | Allteacherswillbetrainedininclusivepractices. |
| 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 ofeachchild to build a studentprofile. Improve teachersknowledge usingDIKSHA,NISHTHAapp.Complete competencybased education and artintegratedteaching. |  | learningdifficulties andhowthe 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. | Takingfeedbackfromtimetotimeandrectifyingthe samebytaking | Principal | Implementation from 1st April, 2022. | Bycreatingpersonaldevelopmentplanand |
| Goals. | alongwithmeallinvolved inthe |  |  | enhancingmyselfasa |
| **Actionable 2:**To create apersonal visionand check howmy personalvision isperceivedbyallstakeholdersof | smoothfunctioningoftheinstitution.By assessing the academicperformance improvement as per thevarious descriptors. |  |  | pedagogicalleader.Theschool 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 andidentifyspecificteacher’sneeds. |  |  |  | √ |  |
| EstablishSMARTtargetsforteachers. |  |  | √ |  |  |
| **Create opportunitiesfor continuous andcomprehensiveprofessionallearning** | Encourageteachers toobserveandstudyeffectiveinstructionalpracticesofcolleaguesintheirownschoolaswellasinotherschools,wherepossible. |  |  | √ |  |  |
| Organizein-schoolworkshops,trainingandtalks calling expertsandalsobytheschoolleadersthatarebasedonidentifiedschoolneeds. |  |  | √ |  |  |
| Encourageteacherstoenrollforonlineprofessionalcoursesforadvancedlearning. |  |  |  | √ |  |
| Holdteacherseminarswherebestpracticessharedacross gradelevelsandsubjects. |  |  | √ |  |  |
| Createlearninggroupswithintheschool,andifpossible,withotherschools,whereteachersdiscussanddeliveritoneducationaldiscourse. |  |  | √ |  |  |
| Designprofessionaldevelopmentmodules, byusingtechnologysolutions, thathelpteachersshiftpracticefrombeingteachercentric tostudentcentric . |  |  | √ |  |  |

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| **Promotereflective** | Developday-to-day ways ofworkingintheschoolthatembedtheprofessionallearningand |  |  |  | √ |  |
| **thinkingand meta** | constructivistpedagogy. |  |
| **cognitive thinkingpractices amongteachers** |  |  |
| Createmechanismssuchaschecklists,rubrics,reflectivejournalsthatencourageteacherstobecomeself-awareoftheirpractice. |  |  | √ |  |  |
| Encouragewithteacherstodeconstructwhatstudent-centredlearningprocesses looklikeina |  |  |  | √ |  |
|  | classroomandaroleofateacherinsuchaclassroom. |  |
|  | Challengeteacherstocontinuallyexaminetheextenttowhichtheirpracticessupport student |  |  | √ |  |  |
|  | learning. |  |
| **Empowerteacherstobecomeagentsofchange** | Believeinteachers’abilitytoseekandprovidesolutions |  |  |  | √ |  |
| Practicedistributedleadershiptoimproveoverallschoolsystems,processes,andenvironment. |  |  |  | √ |  |
| Createacollaborativecultureintheschoolforteacherstoworktogether. |  |  |  | √ |  |
| EncourageteacherstoidentifyareasoftheschoolwherechangecouldbebroughtthroughActionResearch. |  |  |  | √ |  |
| 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 ofdiverseinterests,subjectknowledgeandskillsets toworktogether. |  |  | √ |  |  |
| Promoteagrowth mindsetwherefailureis seenas asteppingtosuccess. |  |  |  | √ |  |
| Regularlyconductmeetingswithteachers,parentsandcommunitymemberstoexplorewaystoseeksupportfor innovationstowardsenhancingstudentlearning. |  |  | √ |  |  |
| **Expand theperspectivesofteacherstoimplementinnovativepedagogies.** | Promotecollectiveresponsibilityamongteachers by encouragingteamteaching,shadowteachingetc.fordesigninginnovativepedagogies. |  |  | √ |  |  |
| Developprofessionallearningcommunitiesfor sharingideas, bestpractices, andinnovation. |  |  | √ |  |  |
| Encourageandsupportteachers totryoutnewideas. |  |  |  | √ |  |
| Encouragecollaborationandsetasidetimeforplanning. |  |  |  | √ |  |
| Leaddiscussiononalternativepractices andtheirrelativemerits. |  |  | √ |  |  |
| Challengeteachers totryinnovativepedagogies andprovideopportunities toreflectontheirexperiences. |  |  | √ |  |  |
| Explore technology platforms, tools, gamifications and applications for enhancing instructionalpracticessuchasblendedandflippedlearning. |  |  | √ |  |  |

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| **Create opportunitiesfor student learningandinnovation** | Allowforexcitingjuxtaposition ofideas thatiffreefromrigidsubject boundaries. |  |  | √ |  |  |
| Encourageinquiry-basedlearningbybuildingcriticalthinkingandproblem –solvingapproach. |  |  |  | √ |  |
| Focusoncompetencybuildingbyencouragingapplications ofconcepts,experientialandhands –onlearningthroughinnovations. |  |  | √ |  |  |
| Provideopportunityto workonprojectsdealingwithrealworldproblems throughdesignthinkingforinnovativesolutions. |  |  |  | √ |  |
| Givevoicetostudentideas encouragingthemtotakeinitiatives atschool. |  |  |  | √ |  |
| Widenstudents’perspectivesandhorizonsbyinvitingexpertsfordifferentfields. |  |  |  | √ |  |
| Encouragestudentstoundertakecourses,summerprojectsintheirareasofinterestundertheguidanceofsubjectspecialists. |  |  |  | √ |  |
| Developskillsandbehavioursneededforinnovationsandencourageself–reliancebyprovidingopportunitieslikegeniushour, codinghour,STEMlabandonline/digitalplatforms. |  |  |  | √ |  |

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

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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. |  |  | √ |  |  |
| Supportteacherstoundertakeinnovativeandresearchbasedpedagogicalpracticestoimprovestudentlearning. |  |  |  |  | √ |
| Encouragestudentstoreflectontheir learning,areasofstrengthanddevelopment. |  |  |  | √ |  |
| Createa culturethathelpsstudentstolearnwithjoyandnotfear. |  |  |  | √ |  |
| Provideadequateresourcesforstudentstolearn. |  |  |  | √ |  |
| Encourageteacherstobethefacilitatorsofstudentlearningandcreatorsofproductiveclassroomenvironments,inwhichstudentscandevelopfuture-focusedskills. |  |  |  | √ |  |
| Promotelearningexperiencesoutsidetheclassroomthroughexperientiallearning. |  |  |  | √ |  |
| **Encourage teachers tobecomereflectivepractitioners** | AssistteacherstoestablishtheirownSMARTgoalsforteaching-learning,withparticularfocusondevelopingself-awarelearners. |  |  | √ |  |  |
| Guideteachers onhowtoachievetheirSMARTgoals. |  |  | √ |  |  |
| Undertakeregular lessonobservations,engagewith teacherstoreflectontheir teachingpracticeandprovidedevelopmentalfeedback. |  |  |  | √ |  |
| Provideteacherswithopportunitiestoobserveeffectiveinstructionalpracticesamongcolleaguesintheirownschools as wellas inotherschools,whereeverpossible. |  |  | √ |  |  |
| Demonstratetoteachers whatoutstandingpracticelooks likebyco-teaching with them. |  |  | √ |  |  |
| Collaboratewithdifferentschools,locally, nationally,andgloballyandplanexchangeprogramsforteachersandstudents. |  |  | √ |  |  |

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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.Thesecouldincludepoliciesonchildprotectionandsafeguarding, healthandsafety,cybersafety, behaviormanagementetc. |  |  |  | √ |  |
| Establishmechanismsandproceduresforeffectivelyimplementingthepolicies.Forinstance,setupsystematicproceduresthataddressconcernsandgrievancesofallstakeholders. |  |  |  | √ |  |
|  | 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,andcollaboratively. |  |  | √ |  |  |
| Encouragestudentstotakeresponsibilityfortheirownlearning,attheirownpaceandaspertheirlearningstyles. |  |  |  | √ |  |
| Encouragestudentstouseassessmentsasfeedbackandasanopportunitytolearn. |  |  |  | √ |  |
| Developstudents’abilitytoreflect ontheirownstrengthsandareasofdevelopmentacrosssubjects. |  |  |  | √ |  |
| Inculcatevalues,gendersensitivityandlifeskillsbyembeddingthesewithinthelearningexperiences. |  |  |  |  | √ |
| Develop pre-vocationalandvocationalskills,artappreciationandphysicaleducationthroughanintegratedcurriculum. |  |  | √ |  |  |
| **Encourage teacherstodeepenlearning.** | Encourageteacherstobereceptivetonew ideas,practicereflectiveandmetacognitivethinkingtoimprovestudentlearning. |  |  | √ |  |  |
| Supportandbuildaclimateforadoptinginnovativeinstructionalstrategiesforeffectivelearning. |  |  | √ |  |  |
| Establishnormsforsharingbestpractices and innovationintheschoolthatleadtohealthyandconstructiveacademicdebates. |  |  | √ |  |  |
| Explorethepotential ofICTandonlinelearningplatforms,adopt flippedlearning,blendedlearning,useofaugmentedrealityand virtualrealityin theclassrooms to enrichthelearningexperienceof students. |  |  | √ |  |  |
| Guideteacherstoutilizedataforeffectiveplanningandexecutionofinstructionalplans. |  |  |  | √ |  |
| **Makeparentsactivepartners in theeducational journeyoftheir child** | Designinnovativewaystoengageparentsintheirchild’slearningjourney. |  |  |  | √ |  |
| Engageparentstocollaborateandparticipateinvariousschoolactivities. |  |  |  | √ |  |
| Holdworkshopsandseminarsonparentingandotherrelevant topics. |  | √ |  |  |  |
| Inviteparentstoaddress studentsontheirchosencareersorareasofexpertise. |  |  | √ |  |  |
| CreateParentGroups thatwork withtheschoolprincipalonimprovingandstrengtheningschoolsystems. |  |  | √ |  |  |

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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 ofovercomingthembyinvolvingstudents, teachers,parentsandthecommunity. |  |  |  | √ |  |
| Sensitizeteachers,peergroup,supportstaffandthecommunitytotheuniqueneedsofdiversegroupoflearners. |  |  |  | √ |  |
| **Formulate inclusivepoliciesandstructures** | Buildknowledgeandskilltoteachadiversegroup oflearners throughcontinuous professionaldevelopment. |  |  | √ |  |  |
| Optimumutilizationofmaterialandhumanresources. |  |  |  | √ |  |
| Enhanceengagement andvaluetheachievementofalllearners. |  |  |  | √ |  |
| Emphasizegroupprocesses andaproblem–solvingapproach. |  |  |  | √ |  |
| Practicedistributedleadershipthat seekstoempowerandinspireparticipatorydecision-making. |  |  | √ |  |  |
| **adopt inclusiveteachingpractices.** | Provideteachers opportunitytoworkinteams,shareideas andreflectonbestpractices. |  |  |  | √ |  |
| Evolvesharedexpectationsforteacherstoworktogethertoimprovelearningoutcomesofstudents. |  |  |  | √ |  |
| Promoteimprovisation,risktakingandevolveinnovativestrategies. |  |  |  | √ |  |
| UseinclusivepracticeslikeDifferentiatedInstruction,UniversalDesign ofLearningtoprovidegreateraccesstocurriculum. |  |  | √ |  |  |
| Monitor,trackandsupport childrenwhoareatriskofexclusion,marginalizationorunderachievement. |  |  |  | √ |  |
| **Support studentlearning.** | Encouragebuddysupport orpeerlearningandchild-to-childco-operation. |  |  |  | √ |  |
| Encourageflexiblegroupingofstudentsduringlearning. |  |  | √ |  |  |
| Identifygaps,planforearlyinterventionandindividualizelearning. |  |  |  | √ |  |
| UseICT,digitalresourcesandassistivetechnologytoprovidemeaningfullearningexperiencetochildren. |  |  |  | √ |  |
| Usepositivebehaviorandsupportstrategiestoaddressbehaviorissues. |  |  |  | √ |  |

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| **Descriptor6:Becomingandbegina‘Selfaware’leader** |
| ***Actionable*** | **1** | **2** | **3** | **4** | **5** |
| KnowyourselfbetterbyusingtoolsliketheJohariWindowandidentifyingstrengths andareasofdevelopment |  |  | √ |  |  |
| Self–assessthepersonalcontribution madetoschoolimprovement andstudent learningbyevaluating goalsachievedundervariousdescriptorsoflayer1and2ofthepedagogicalleadershipframework. |  |  |  | √ |  |
| Takefeedbackfromteachers,students,parentsandSMContheirperceptionofyourwork,valueskills,dispositionsacrossdescriptorsdetailedinlayers1and2of thepedagogicalleadershipframework. |  |  | √ |  |  |
| Analyzefeedbackreceivedfromstakeholders andmapittotheselfanalysis. |  |  | √ |  |  |
| DevelopaPersonalDevelopment Plantoenhanceyourselfasapedagogical leader. |  | √ |  |  |  |