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Payyavula Ramaswamy
Zilla Parishad High School
Indiranagar, Siddipet, Telangana

Email id: hmzphsindiranagar@gmail.com, ramaswamyhm09@gmail.com

Abstract

The head teacher and teachers of this school as a team have envisioned several innovative approaches for improving functional aspects of school so that public trust can be reposed in government schools. As a result the school enrollment has increased from 450 to 850 from Classes VI to X. Now there is a great demand for admissions, however, the admissions are closed due to lack of adequate infrastructure as well as teaching faculty. There is a great appreciation and support for the school from various stakeholders. The school was overlooked by parents and community for the past few years as it is located in slum area "waddera colony" habitation in Siddipet town. Unlike the traditional parents meeting, parents were invited cordially, offered lunch and were sensitized individually with the help of mentors. A mobile app ZPHS INDIRANAGAR is developed for sharing of mutual information between school and parents.

Socio-Cultural Context of the School

Introduction:

The vision, management skills of a school leader will certainly have positive impact in improving the school functional aspects and in making it effective. We, the head teacher and teachers as a team, have envisioned with several innovative approaches, improved the school functional aspects and developed public trust on Government school. As a result the school enrollment has been increased from 450 to 850 from Classes VI to X. Now there is a great demand for admissions, however, the admissions are closed due to lack of adequate infrastructure as well as teaching faculty. There is a great appreciation and support for the school from various stake holders.

School Context:

The school was overlooked by parents and community for the past few years as it is located in slum area "waddera colony" habitation in Siddipet town. ("Waddera" is a community in Telangana, which is most backward caste, main occupation is stone cutting , excavation , knitting mats etc.) Most of the population is daily waged labour and from unprivileged professions. There is no remarkable awareness on culture and education. Politically they are not attaining any representation at any level.

Efforts Initiated or the Process of Transformation

Situation - challenges in school:

At present the enrollment in Government schools is decreasing year on year. Parents lost their trust on Government schools and prefer to join their wards in private schools even though they are quite expensive.

- In Government schools, most of the time, both head teacher and teachers are being engaged in clerical works and non academic works which are causing lack of seriousness towards the behavior of the students and lack of accountability in teaching learning process results poor academic levels in children.
- The children are not engaged properly, irregular in attendance, not given responsibility in undertaking some of the works and participating in school activities.
- The undesired gap between school and community is increasing day by day. The available resources are not being utilized to the optimum level for an effective transaction of curriculum.

(A). Process of transformation - Preparatory strategies:

(i) Human Resources:

- In-house orientation: Firstly, an in-house orientation was conducted to our staff stating the present situation and the strategies to redress the challenges. Held discussions to inspire self and to understand the effects of family back ground, socio-economic status, and emotional imbalances of students on achievement levels.
 - **Caring the children - Pity to Empathy:** Inspired the teachers to feel empathy towards the children rather than showing pity, pity towards under privileged children lowers the self confidence and expectations. Encouraged teachers to establish a school culture of caring.
 - **Embodying respect:** Students of low socio economic status should feel that they are normal and respected. Hence respecting culture is established, irrespective of their standards and behaviour. With this environment they can regain the confidence what they lost in society. Discipline is also ensured through positive relations only, not by exerting power or authority.
 - **Being inclusive:** Teachers are requested to use inclusive language to create a familiar atmosphere. Identifying every child for their talent in one or other thing and appreciating them in assembly to make them feel special. Not only achievements but the efforts are also identified and honored. Labeling, demeaning, bullying are avoided.

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- **Parents Sensitization:** unlike the traditional parents meeting, parents were invited cordially, offered lunch, sensitized them individually with the help of mentors and class teachers regarding child development and affecting factors. With this, they got faith in school that their wards are being cared by teachers.
- **Community mobilization:** A grand meeting “aathmeeya sammelanam “ was arranged in festive manner in which the officials, local public representatives, voluntary organizations, NGO’s, donors, media representatives and other stake holders were invited and after explaining the school’s vision and mission , they have given assurance to support the school in all aspects.

(ii) **Administrative aspects for accountability:**

- **Data Management:** To relieve the teachers from clerical activities (like preparation of marks lists, grading, attendance reports, progress reports and non academic works like MDM reports, incentives, service related issues) software programs were prepared by self, using M. S. Excel. All the school data has been computerized which reduced the manual work of the teachers.
 - Admissions& withdrawals management
 - Evaluation reports in CCE
 - Incentives like MDM bills preparation, scholarships
 - Service issues like pay bills, annual increments etc.
- **Mobile application:** A mobile app ZPHS INDIRANAGAR is developed and asked the parents to download from Google Play store. It can be accessed with registered mobile no. as user id and admission number as password. The relevant information can be shared between school and parents through this app.
- **Work distribution, utilizing grants and funds:** Based on interests and abilities, in charges were identified for data management, academics, incentives, resources &community support, celebrations, cleanliness and greenery etc. School grants and other funds will be utilized through the committee of teachers and transparency in utilization of grants lead to heartfelt involvement of teachers in all activities as well as establishes a healthy relationship between teachers and head teacher.
- **Teacher Profile:** Teachers were instructed and prepared TEACHER PROFILES containing
 - Complete bio-data including interests, abilities and good practices.
 - Vision and mission towards profession
 - Material related to educational policies like job chart, NCF, SCF, CCE and RTE etc.
 - Plans, strategies , testing tools and activities to be taken up in TLP

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- Evaluation sheets and remedial plans for achieving MLL
- Self assessment report (to be updated at the end of every month) :
- **Class Profile:** Shows overall status of all class children in all aspects, maintained by class student committees.
 - Class students' admission details with mobile no's,
 - Attendance and evaluation details
 - Details of class student committees.
 - Attendance monitoring report,
 - Academic monitoring report,
 - Discipline monitoring report,
 - Health and hygiene monitoring report,
 - Participation in Cultural & celebrations monitoring report,
- **Class Diary:** to ensure the accountability in engaging the class, every day the academic committee of the class will record all the class work done during the day in Class diary which enables the Headmaster to follow up the teaching learning process.
- **Student Profile:** Each student is provided with a personal profile consisting of the following:-
 - "About Me" sheet, (information filled in by student about his strengths, goals etc.)
 - Information sheet from Parent,
 - admission form,
 - health record,
 - leave tokens
 - Subject wise "Minimum Levels of Learning" status check list.
 - answer scripts
 - cumulative reports

This student profile is with student which makes them feel special and made available for parents all the time.

- **Student diary, Leave Tokens:** To follow up students' attendance regularly, in the beginning of the academic year, each student is provided with 3 types of Leave Tokens viz. 10-Green (for "with prior permission"), 5-Yellow (for "with later permission"), and 5-Red coloured (for "without permission"). After utilizing these tokens student has to approach for special permission with genuine reason. On the closing day, the student who returns more tokens will be appreciated with prizes. Biometric Attendance System with automated messages to parents' mobiles is planned for the forthcoming academic year.
- **Classes:** Reorganized with ideal strength as per pattern to ensure effective teaching and individual attention.

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- **Grievances:** compliant and suggestions box is arranged to address the grievances of students.

(iii) Infrastructural aspects:

To redress the effects of acute and chronic stress - altered the school environment:

- **School premises:** Greenery with flower, fruit bearing, and medicinal plants is developed for pleasant environment. Every plant is adopted by a student, tagged with a laminated paper containing the details of the plant (scientific name, uses, name of the student adopted it and a slogan related to protection of environment).
- **Cleanliness:** Attractive dust bins were arranged in every class room and in school premises. The Bio waste is recycled to compost and used for plants.
- **Running green boards:** throughout the verandah either presenting the students work or showing the inspiring/valuable learning material.
- **Play ground:** with the help of revenue officials, re-occupied the school place which was encroached by others. Leveled the ground and made it useful for sports/games.
- **A well planned meeting / dining shed:** is planned for everyday meditation of students which is useful as auditorium for meetings and also serves as dining hall. Approached CSR arm of NATCO and got approval for its construction.
- **Class rooms:** Interior is designed with attractive wall colours, inspiring drawings and quotations. The wall-space is divided subject wise, and the students work will be displayed. Every class is properly labeled; all the updated information of class students is displayed.
- **PAS:** Public address system and automatic timer bell were arranged.
- **Display of Information:** Academic calendar, monitoring schedule, supporting committees etc. displayed on walls to make convenient to students and visitors.

(iv) Community Support:

- **Furniture:** Sufficient furniture, other material procured from NGOs like Balavikasa, Lions Club, Vasavi Club, local public representatives, social workers etc. Some civilians are extending their support to meritorious and needy children.
- **Student Welfare Fund:** with the fund rose from the community, SWF is being maintained by the committee constituted with students, parents and teachers. The school provides everything including consumable/stationery free of cost as almost all children are from poor families.

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- **Incentives:** It is ensured that all the inputs/incentives either from Govt. or from community to reach the students in a proper and useful way.

(v) **To redress the health issues:**

- Mid-day meal provided by Govt. is well planned to be nutrient.
- Safe drinking water -processed mineral water also provided sufficiently
- Modern toilets for both boys and girls are provided with the help of NATCO, a pharma company.
- Girls are educated about their health and hygiene issues with the help of lady teachers.
- Continuous and intensive health checkups were provided with the help local doctors.

(B) Process of transformation – Implementation

(i) To redress the effects of emotional imbalance:

Session for “behavioral change”: A 30 minute special session is being conducted every day before commencement of regular school hours. It is an open dais for all to share opinions, feelings and to prove their caliber in any aspect.

- Meditation- which frees their minds from all stress is being practiced every day.
- With the support of Lions club, a special Program “ Skills For Adolescent” is introduced through which the students are being trained and empowered on memory and concentration, dealing with stress and anger, conflict resolution skills, relations and response ability, communicative skills etc.

(ii) To improve cognitive abilities:

- **Mini and meaningful chunks of syllabus:** In view of the low learning abilities, the whole syllabus is divided into meaningful, mini chunks integrating minimum levels and academic standards. A check-list showing the progress of the student in every item is kept in his profile and updated periodically. Remedial teaching is planned effectively with the help of this assessment. Thus minimum levels and academic standards are assured.
- **Reading Pens:** A set of 10 reading pens were used to improve the language ability of the low level children. As the children are less exposed to language in their home, vocabulary deficit and fluency problem occurs both in mother tongue and other languages. For that, a wide variety of language activities, language fests were held.
- **Class wise libraries:** Books useful to every class were identified by the subject teachers and established a small library within the class room. The books will be replaced by other books from main (school) library every month.

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- **Class wise science Lab/ kit:** All the material useful for science activities to that particular class included. It is important to note that 90% of science activities do not need a separate Science Lab and can be done within the classroom.
- **Class wise TLM Kit:** As many of our students cannot afford to procure minimum stationery for their class/home work, a box containing all the TLM (consumables and non-consumables) is provided in every class. This facility improved individual and group work and also fulfilled the purpose of CCE.
- **Digital teaching:** Teachers are given orientation to go digital in their teaching and encouraged for.
- **Teacher made question banks for tests:** The teachers are encouraged to prepare their own question banks and administer the tests with the questions from those question banks.
- **Subject wise presentations:** Presentation of Project Works in every subject was planned. It resulted in improvement of many skills in students. Annual Science Festival, in-house science exhibitions, science seminars are held.
- **Guest lectures:** orientation in different areas is arranged with the help of enthusiastic teachers, lecturers from outside institutions.
- **Home works:** Special training conducted to improve Handwriting. Enjoyable tasks are provided while learning and stress free home work is given.
- **Academic celebrations:** like language fests, Maths day, science fairs, constitutional day, field trips are being organized as per schedule.

4. Embedding values and social skills:

- **Special activities for last period:** Giving the responsibilities as a group in different class committees enhances the social skills. Activities which need peer sharing, group work are assigned.
- **Kinesthetic arts:** like drama, role plays, drawing, dancing, singing, anchoring, gardening, quiz etc. are practiced.
- **Physical activities:** mass drill, yoga, and martial arts provided.
- **Special programs:** like “Mathru vandanam”, celebration of all important days are planned to inculcate the morals and values to enrich the family and human relationships.
- **Social awareness programmes:** like mock assembly, Swach Bharath, Haritha haram, fire safety, drug abuse, traffic rules, prevention of child labour / child marriages, health awareness etc. will hold periodically with the support of respective department officials.

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- Students are being encouraged to participate in all the literal, cultural competitions outside the school.

(C) Process of transformation - Monitoring:

- All the above activities are being monitored by the head teacher periodically with the help of senior teachers.
- The performance is recorded, displayed on boards in front of office room.
- Constructive suggestions and needed support is given for betterment and followed up.

Visible Results of Transformation

Result of transformation-Impact:

- A significant change appeared in both behavior and academic performance of students.
- The emotional stability is achieved. The side effects of adverse socio, emotional disturbances vanished to some extent. Now involving and enjoying the teaching learning process is increased.
- The culture of taking responsibility has been developed and everyone works with increased vigor and passion.
- The regularity (average attendance is 90%) and learning levels (average pass % in SSC is 90) have been improved
- **The net impact is** - improved public trust and great demand for admissions in school.

Change after school transformation:

- With continuous efforts and the initiation as School Leader in getting the support of the teachers, a positive message was sent to community. By the next academic year more than 200 students were admitted and some were refused due to lack of accommodation.
- The Local Legislator and Minister Mr. Harish Rao garu focused on the issue, appreciated the team efforts and entrusted the corporate society to support the School. With his instructions, now the school is being supported by NATCO trust, a CSR wing of NATCO PHARMA-Hyderabad. Additional class rooms (8 no's), room for integrated laboratory, kitchen, modern toilets, Water facility with hand wash area were constructed and Digital classes, furniture, play material etc. provided with more than 1 crore Rupees). With this support, accommodation as well as amenities was developed, quality of education improved and created a great reputation for the school image.

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- **Atal Tinkering Lab** - sanctioned by NITI Ayog.
- **Google:** Google Future Class project is going to be launched.
- In this academic year (2018-19) on the first day itself, more than 200 students were admitted and admissions were closed.

Further Areas for Change/ Transformation

- To introduce skill based (vocational) courses giving minimum guarantee for livelihood.
- To implement full fledged computer education to meet the future needs.

School leader and Transformation

Myself as school leader today:

- Many success stories of school were published in all leading news papers, magazines including National media like THE HINDU focusing on the activities taken up in school.
- Documentaries on school were telecasted in all the electronic media channels across the state.
- The presentation "Innovations in School Administration" by Head Teacher, P. Ramaswamy at Benguluru work shop , was specially appreciated by the Hon'ble HRD Minister, Govt. of India.
- To know the field facts, Hon'ble Dy. Chief Minister -Telangana state visited the school surprisingly and spent about 2 hours with students. After his satisfaction, he instructed Departmental Officials to implement the strategies of this school all over the state.
- The Head teacher Payyavula Ramaswamy was nominated by officials and felicitated with special award by Govt. of Telangana on Teachers' day.
- So many organizations are visiting the school to observe the practices.

WE ARE EXPECTING SUGGESTIONS FROM ALL THE EDUCATIONALISTS FOR
FURTHER IMPROVEMENT.
TRYING OUR LEVEL BEST TO KEEP THE FAITH BY SUSTAINING THE
QUALITIES AND VALUES.