

LEADERSHIP FOR INCLUSION EQUITY IN SCHOOLS

➤ Introduction

Skilled Leadership for quality, modern management or beautifully good management in school education is considered important. The role of the school leadership is considered very important to keep the school dynamics in the current technique era. As the head teacher of the school, I worked in this direction with pleasure of the success. The information for the same as presented here.

➤ School Introduction

Our school Gumda Masjid Primary School is located at Patan District (The capital of Gujarat during the Medieval) in the Gujarat State.

Market and middle class families live around the school but the children come to study from labor class families. The guardians of the children studying are mostly linked to the labor work.

The school was established in 1893. It was located in the minority area during that time. Hence the school has been given the name Gumda Masjid based on the area. The girls from all the categories were coming to the school for study but presently only the girls from the labor -class come to study in the school. The school was in the center of the city when it was established but presently the school has been shifted to main bazaar. Hence the enrollment of the children is less in number. Middle class girls do not enroll in our school instead they prefer private school near our school. The school functions smoothly in spite of having lots of buildings and chaos.

➤ School Information

1. **School Name:** - Gumda Masjid Prathmik Kanya Shala, Patan
2. **Establishment Year:** - 12/10/1893
3. **Standard:** - 1st to 8th
4. **Type of School:** - Upper Primary School (Girls)
5. **Strength of the School:** - 330 girls
6. **Teachers' strength:** - 12
7. **Rooms of the School:** - 14 (ComputerLab – LCD equipped with Gyankunj)
8. **Others:** - The school has library, computerized saving bank, RO plant, Herb garden, Kitchen Garden
9. **Education System:** - Education work in the school is done through subject method. There is a separate subject room for all the subjects. The child goes to different subject

classes to learn the different subjects. The classes are equipped with educational tools of that subject.

10. E-mail: - www.gumdamasjid@gmail.com

11. School Website: - www.eschoolptn.webs.com

➤ Problems of School management: -

Gumda masjid Primary girls' school was located in the court area of patan city. Patan was the capital of Gujarat in Rajput and Sultant era. At the start of the school, it used to sit in a municipal owned rented building. During that time the girls from all the classes of the society were getting admission in the school but slowly only the girls from middle class as well as labor class continue to get admission in the school. The moment was Zila Parishad Education Committee took control of the management of the school from nagarpalika created problem of the school building. The school got a place near old PTC college (DIET). The school got a new government building but only labor class families children were getting admission in the school. Which include minority, Devipujak, Thakor, Bhavad, Senma, Harijan and Bhil communities. The guardians of the children studying in the school were of the labour class but many of them were involved in gambling and consuming alcohol. The children were constantly remaining absent and sometime leaving the school due to constant fighting at home, Superstitious beliefs. Hence the children were leaving the school due to improper educational environment in their surroundings. Due to this our school faced acute shortage of the students at that time moreover the girls from the middle class were taking moreover the girls from the middle class were taking admission in private school which were more than 10 around our school. The girls who were from the labour class families also getting admission in private schools due to RTE Act. Many disabled children from the labor class were not getting education due to unavailability of the schools needed for them.

One more problem that we experienced was related to the name of the school and the location. Earlier the school building was in minority area, but currently new building of the school is far from that area. The name of the school remained the same like Gumda Masjid Shala. Hence the guardians of the girls from other classes were having hesitation to send their girls to school due to its name because of that girl students numbers were decreasing day by day. We have studied the whole situation and found out bellowed stated problems:

1. lack of awareness of education among the guardians
2. Enrollment was mainly from the labor class families
3. Less strength due to new place of the school
4. Less number of students due to many private school near by our school
5. Old school building was a building of civil Hospital
6. The number of girls was declining due to the feeling that the school of the minority community as well as the school of the minority community went to another area.

7. Disabled children were out of the school due to the lack of needed facilities for them
8. Lack of religious equality among the guardians
9. The school's strength decreases due to RTE Act

➤ Action Plan for the problem solving: -

The action plan was prepared after studying above stated problems for equality and inclusion based education in the school. The main aim was to have the development of equality among guardians. Involvement of the disabled was of the prime importance for this, the below stated planning was done.

1. Frequent meeting with SMC and Guardians for enrolment.
2. Propaganda of school is co-curricular activities.
3. To develop modern building of the school equipped with all the facilities.
4. To make the school prayer's meeting interesting and diverse.
5. To increase vocational activities to develop the skills of the students.
6. To celebrate all the festivals of all religious for equality.
7. Planning of theme based excursion.
8. Planning of value based activities like Khoya-Paya, Ram Dukan, Nasta gruh, Aaj no dipak, Aaj nu gulaab etc.
9. Planning of activities like school library, Saving bank, Eco club, Kitchen garden, Herb garden for group work.
10. to make the school equipped with latest and required items like decorative walls, bulletin board, maps-charts etc.
11. To plan Special trained teachers, resource room, braille script for the disabled.
12. Planning of the subject room education system to ensure that children get education of that subject.

➤ Implementation of the action plan: -

We planned different activities for implementation of above stated action plan. We got fund from the society people for different activities. we did meetings with different communities and got the desired support. The description of different activities is stated below which helped us to create the feelings of liking about the school.

1. through school SMC and parents meeting the feelings towards the school was created among the people and the trust was created by making everyone feel that the school is their own. Involved them in every program to get community participation in the development of the school. Parents were given the responsibility of community mobilisation of school's development and co-curricular activities which got good results. The community started to feel the school as their own.

2.the school prayer meeting was made flexible. In which things like thought of a day, news reading, tables, children's songs, stories etc were included. The management of the prayer meeting was entrusted to the children. Selected prayers were chosen to create an atmosphere of equality among all religions. Girls of class 6 to 8 were combined with girls of class 3 to 5 to form a new team.

3. since the labour class girls used to study in the school, most of the girls were arranged for work after primary education by families then such girls who get married are given like skills trainings with the aim of supporting their parents after marriage. In this school, home industry training like Mehndi, art, Tailoring, Jewellery making, Asaniya, or foot wires were imparted. Many school girls are earning good money in this way today and have earned many names.

4. festivals of both religions were celebrated so that parents and children joined together and an atmosphere of communal harmony was created in the school.

5. to create an environment of equality and equanimity and to make teaching work interesting theme based educational tours were organised in the school. Tourist destinations include such as geographical and natural sites industrial sites, rivers etc. they are as below stated

- **Sagar darshan** : voyage from Dwarka to diu which included veraval industry, Alag industry of breaking ships, lion sanctuary (gir forest), streams of hot water (Tulsi shyam) etc
- **“kutch Darshan”** – included Ashapura temple, hajipir darshan, kandla port, desert safari etc
- **Delhi darshan** – included parliament CCRT, Rajghat, different museums, Red fort, Akshardham, Gurudwara, Jama masjid and Humayun's tomb.
- **Aravalli darshan** –included shamlaji temple, lake city Udaipur, puskar talav, and dargah of khwaja mo'uddin chisti of ajmer.

Apart from this one-day trip soldiers at indo-pak border, sundhaji temple, Gujarat assembly, dharoi dam etc were planned as theme based excursion students were given details information about the place before excursion and after having the excursion the students were told to write their experiment during the excursion in a note book which was given by the school. Moreover, questionnaire based on the excursion were given to the students to fill the details.

6. various value based activities like Khoya-puja, children saving bank, Aaj no Deepak, eco-club, Aaj nu gulab, Nastagruh etc were started in the school. Children started celebrations the birthdays of one another. Lost things were found easily. The cases of stealing become less.

7. Some equipment like IED resource room was purchased in the school for disabled children who were out of school. The walls of the school were designed so that children with disability could learn by sight or touch. A special teacher has been arranged to visit once a week. Because of this, the number of disabled children in the school increased. All

these children were given the benefit of various schemes of government. Today we are very happy to state that our school has the largest number of children with disability in the entire city. There are 8 children with disabilities in our school.

8. Plans were made to increase physical facilities in the school the design of the old building was not for a school but for a hospital and the building was too small so the chief minister of that time who was the MLA of our constituency of our area was requested for a new building for the school. It was sanctioned and old building was demolished and the new school was constructed with new advanced design at a cost of two crores and eighty lakhs. Later physical facilities like talking walls, Beautiful play-ground, Bulletin board, RO Plant were increased in the school. The parents of the city were attached to school and number of children begun to increase.

9. In the school, the subject rooms have been prepared with all kinds of facilities for the children to get education in on interesting way. Children get education by Dalton Method and they do not have period method (Tas Method), in which they don't feel the burden of their bags.

Apart from this, Co-Curricular activities like self-defence training, Maths-Science team activities, Mock assembly, Lok-Adalat, School Panchayat Elections, Educational Exhibitions, Question Forums etc are conducted in the school. Hence, the middle class and working class parents from the city now rush to send their children to this school. Now parents consider our school as their own school and spread the propaganda.

➤ **Results: -**

After all these efforts the following results have been obtained.

1. Enrollment of 269 children from private school in our school from 2013 to 2023.
2. Again we received 50% strength of the girls from minority community.
3. Enrollment of children from all class in the school now.
4. The school maintained an Enrollment ratio higher than any other school in the city.

The school strength was 370 in the year 2012-13. Other school in the city had over 400 students. The numbers started to decline in 2014-15 as new admissions came in and also the building of the school was shifted to new place. In a government school of the city Bagwada, Vanraj, Ghikata, Manavati, the number of the students is 100-125 in the year 2023 while in our school, the number is maintained up to 350 in the year 2023.

5. The number of children with disabilities in the school is 8 to 10 every year. We have a favourite School for disabled children in the city.
6. Working class children join in large numbers as the school provides skill enhancing and life useful activities.

7. Middle and working class children started getting admission as the school had subject rooms, physical facilities and computer based education.

8. As the school has an atmosphere of interfaith, children of all classes study together.

9. Incidents of theft in school have become a negligible. Children have been shopping in the market and doing bank transactions by themselves. Parents also admit their children from private school due to our quality base education.

In this way the school is getting result, today the school has established trust among the parents. The numbers of the children have increased as the trust of community has been built due to advanced physical facilities, beautiful garden, taking walls, subject rooms education system in the school, the number of students has increased but still there are some challenges for quality based education.

1. Absence of children

2. To help in domestic work.

3. Weakness in basic reading, numbering and writing

4. Unawareness of the parents

To achieve the goal of proficient India for basic reading, numbering and writing among the children. Planning as per FLM framework till education work is in progress.

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PHOTO GALLERY





