

One-Day Consultative Workshop of School Heads on Annual Performance Appraisal Report (APAR)

SCERT, Gangtok, 18/12/2024

One-Day Consultative Workshop of School Heads on Annual Performance Appraisal Report (APAR) was organized at SCERT today which was attended by 15 selected School Heads of Junior High Schools, Secondary Schools, Senior Secondary Schools of Gangtok and Pakyong district. The objective of the programme was to share the draft APAR prepared by the School Leadership Academy (SLA) SCERT with the school heads and seek their feedback. The day-long programme began by welcoming of participants by the coordinator of the programme who welcomed and thanked the participants for their valuable time.

This was followed by context setting by Director SCERT – Dr. Rabin Chhetri. Director SCERT spoke at length about the CBSE circular no: Acad-15/2019 dated 9th March 2019 that mandated school heads of all CBSE affiliated schools to be the pedagogical leaders of their schools with a crucial role to play in the evolution of the teaching-learning ecosystem. Dr. Chhetri also drew the attention of the school heads to the “Principals Self Evaluation Framework” of CBSE which in itself introspective in nature and focuses towards self-improvement through truthful analysis that help school heads in assessing their strengths and weaknesses and plan the areas for improvement. Director SCERT also apprised the participating school heads about serial no 4 of the Sikkim Government Gazette Notification No: 343 dated 5th July 2024 of Department of Education under which the task of revision of the Performance Indicators of school heads with an aim to standardize quality assessments giving due weightage to different competencies was entrusted upon SCERT. He thanked the participants and solicited constructive critical feedback from them with an aim to improve the APAR. Finally, he urged the participants to maintain confidentiality of the document as it is still in a draft form and not an open document.

The subsequent sessions were facilitated by Mr. Ajay Pokhrel- Principal attached to SCERT cum coordinator of the programme where the participants were divided into groups and were asked to go through the draft APAR. The post lunch session was dedicated to sharing of the feedback by the participants followed by an open house discussion on the areas of concern. The feedback of the participants was duly noted and the programme concluded at 3:15 Pm with a vote of thanks by the coordinator of the programme.





