



Perspective Plan–School Leadership Academy 2025–2030

Andhra Pradesh

Samagra Shiksha SIEMAT School Leadership Academy

The positioning of school leadership, as per NEP 2020

Effective school leaders play a vital role in initiating and sustaining any change, system-wide. They are the key to encourage all sorts of educational reforms and help in mobilizing the energy and capacities of teachers.

- To ensure students' overall development.
- Incorporating teachers and students in the leadership process.
- Effective and authentic supervision
- Continuous professional development of all
- Working on the school's culture and the country's diversity



It does not matter how small you are your faith and plan of action will lead your goals –Fiedal Castro.

Long Term Goals _Content and Material development

1: Foundational Leadership Development – NIPUN Leadership

Objectives: Developing leadership qualities at tender age

Actions:

- Vision and Mission Clarification:** Collaborate with stakeholders (teachers, parents, community members) to clarify the academy's vision, mission, and values.
- Leadership Training Curriculum:** Designing a curriculum that includes modules on foundational leadership skills, communication, emotional intelligence, conflict resolution, and decision-making.
- AP has developed 60 days certificate course for Primary teachers and 120 day certificate course for Anganwadi and 1 & 2 class teachers
- A module developed on NIPUN Leadership



Short Term Goals -2025-2026

Expanding Leadership Capacity in Vocational Education

Objectives:

- Develop a future leaders in vocational education.
- Equip leaders with practical tools for leading vocational training programs.
- Foster a collaborative leadership culture focused on continuous improvement.

▶ Actions:

- **Leadership Pipeline:** Identify promising instructors, department heads, or administrative staff for leadership training programs and create pathways for their career advancement in vocational education leadership.
- **Professional Development Opportunities:** Create a professional development calendar that includes leadership training in key areas such as strategic planning, instructional leadership, and industry trends. Focus on building a deep understanding of curriculum design and the relationship between skills and industry needs.
- **Cross-Disciplinary Leadership Teams:** Form leadership teams that involve vocational educators, business leaders, and community stakeholders. These teams will work together to implement industry-relevant training programs and ensure vocational education is serving diverse student needs.
- **Collaboration with Industry Experts:** Bring industry experts into the classroom as guest instructors, mentors, or advisory board members to strengthen the link between classroom learning and workplace expectations.
- **Instructional Leadership:** Provide training for vocational leaders especially in ensuring that teaching practices remain up to date with the skills required in industry.



► Mid term goals

Strengthening Safeguarding Measures for Child Safety

Objectives

Strengthen the school's child protection systems and safeguarding measures

Implement early intervention and prevention strategies for student safety.

Foster a culture of vigilance and proactive reporting.

Actions:

Enhanced Safeguarding Protocols: Strengthen existing safeguarding protocols and ensure all staff (including non-teaching staff) understand their roles in ensuring child safety. Develop clear procedures for handling reports of abuse, neglect, or any concerns regarding student well-being. NCPCR Rule

Ensure that staff know how to report concerns and that there are clear and confidential channels for doing so.

Involving parents and Community in Child Safety

Training to School leaders and Community on Stay away from drugs campaign, ToFEi etc

Safe Physical Environment:

Regularly review the school's physical infrastructure to ensure it meets safety standards.

Electric fixtures, Building safety,

Proper lighting in corridors and parking lots.

Secure entry points with controlled access.

Safe playgrounds, restrooms, and activity areas.



Short Term Goals–Understanding and Commitment to Inclusion as Perspective Plan Objectives :

Establish a shared understanding of inclusive education principles among all school leaders and staff.

Align the academy's vision, policies, and practices with inclusive education values.

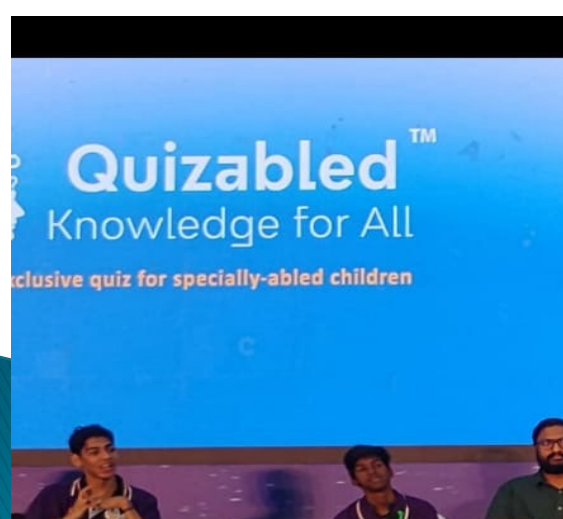
Raise awareness about the importance of inclusive leadership and set clear expectations for fostering inclusion.

Action Points

Leadership Training on Inclusion: Provide professional development for school leaders on the principles and practices of inclusive education. Focus on differentiation, Universal Design for Learning (UDL), accessibility, and anti-bias education.

Inclusive Education Audit: Conduct an audit of current school policies, practices, and resources to assess inclusivity. This includes reviewing curriculum, teaching practices, physical spaces, and support services.

The Best and most beautiful things in the world are can not be seen not even touched .The must be felt with heart – Hellen Keller



Short term Goals _Institutionalizing mental Health practices

Objectives

- Raise awareness of mental health issues among school leaders, staff, students, and the community
- Create a mental health leadership team integrating into leadership training
- Begin integrating mental health into the overall school culture.

▶ Actions:

- **Mental Health Leadership Team:** Form a multidisciplinary team that includes school counselors, administrators, teachers, and mental health professionals. This team will be responsible for developing and implementing mental health initiatives.
- **Professional Development:** Provide training for school leaders and staff on recognizing mental health issues, reducing stigma, and responding appropriately to students' mental health needs. This may include topics such as trauma-informed practices, mental health first aid, and self-care for educators.
- **Mental Health Policies and Procedures:**
- **Mental Health Awareness Campaigns:** Launch a school-wide mental health awareness campaign that includes mental health literacy and resources for students, staff, and families. Include activities such as mental health days, workshops, and guest speakers.
- **Community and Parent Engagement:** Foster relationships with local mental health organizations to enhance support systems. Engage parents through workshops or informational sessions about supporting children's mental health.



Content Development _Perspective plan for School Leadership Magazine -SLA

Objectives

- Define the purpose and mission of the magazine.
- Establish a planning team and resources to produce the magazine.
- Launch the first issue with relevant and impactful content.
- ▶ **Actions:**
 - **Define Purpose and Vision:** Clearly articulate the goals of the magazine, such as providing school leaders with practical insights, research, and inspiration on leadership practices, educational trends, and professional development.
 - Decide whether the magazine will be digital, print, or both.
 - Define the target audience (e.g., principals, assistant principals, department heads, and aspiring school leaders).
 - **Form a Editorial Team:**
 - Leadership insights and interviews with successful leaders.
 - : Prepare and launch the first issue with a clear focus, such as "Effective Leadership in the Digital Age" or "Building Inclusive School Cultures." The inaugural issue should set the tone for the magazine's future content.



-Capacity development Building Capacity and Collaborative Leadership

Establishing District level SLAs

Members:

SLA District Nodal :DIET Principal

Members: 5 School heads from different Managements

- A. ZPHS
- B. KGBV
- C. APMS
- D. APSWRES
- E APTWRES

Objectives

- Cultivate a culture of shared leadership and collaboration at Mandal Level
- Expand leadership development programs at School complex level
- Foster a focus on equity and inclusion in leadership practices.

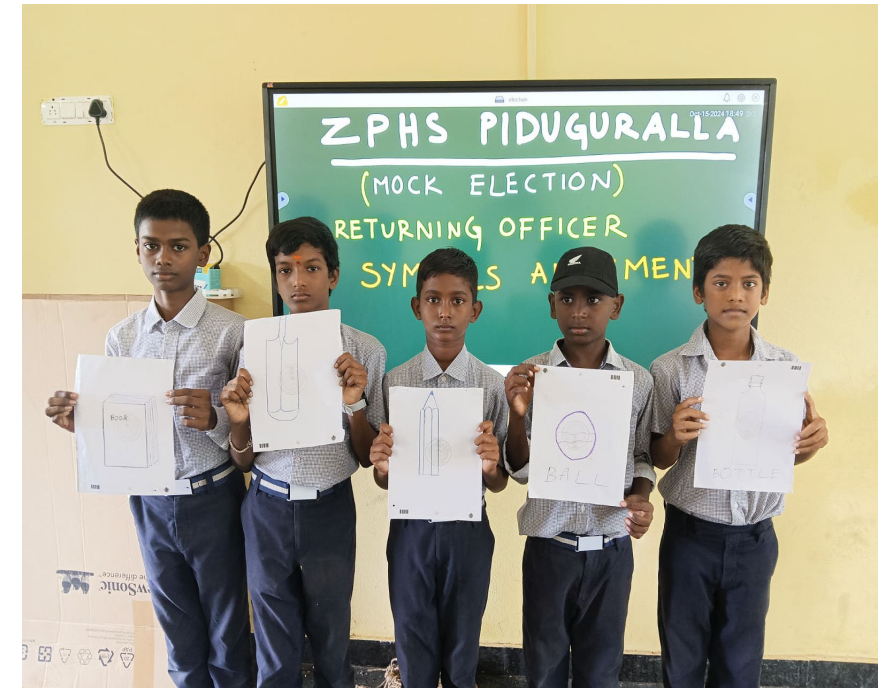
Actions:

- Collaborative Leadership Structures:** Implement and promote teacher leadership teams that focus on instructional improvement, curriculum development, and student achievement.
- Professional Learning Communities (PLCs):** Establish PLCs where leaders can regularly meet



Net work institutional Building

- ▶ Empowering school leaders on govern policies like Vidyanjali
- ▶ Organizing Kalostav /Rangostav
- ▶ Bharatiya bhasha ustav
- ▶ Swachhata hi seva
- ▶ Vikasit Bharat
- ▶ Pareeksha pe Charcha
- ▶ Vikasit bharat
- ▶ 75th Anniversary of Indian constitution
- ▶ Veer Gatha 4.0



Strengthening Research Impact and Integration with Leadership Practice

Objectives

- Ensure that research findings are integrated into school leadership practice
- **Integrating Research into Leadership Development:** Integrate research findings into leadership training and professional development programs. This could include case studies, workshops, and webinars that highlight successful practices based on research.
- **Conferences and Symposia:** Organize and host conferences or symposia where school leaders, researchers, and policy experts come together to discuss recent findings in school leadership research. Provide platforms for school leaders to share their own research or action research outcomes.
- **Research Mentoring Program:** Establish a mentoring program where experienced researchers support emerging scholars or school leaders in conducting their own research. Encourage school leaders to pursue advanced degrees or professional certifications in educational leadership.
- **Research Journal/Publication:** Publish a dedicated journal or special section in an existing educational journal that features research in school leadership. Aim for peer-reviewed articles that focus on both theoretical and practical applications.

Key challenges when I joined

- Ambience was too disheartening.
- Under MBNN 1 Crore contract awarded to contractor to construct 4 rooms and renovation of toilets.
- No online teaching - learning.

Interventions

- Project from contractor to community.
- 9 components of MANA BADI NADU NEDU were taken up.
- Raised 33 lakhs fund from the community.
- Created WhatsApp groups.
- Distribution of story books along with dry ration
- Door to door interaction with parents.
- Online classes through zoom.

invites you for
LIVE STREAMING on
School Leadership Development
Leading Teaching and Learning during the Pandemic: Case of a Primary School in Andhra Pradesh
17 JUNE 2022 | EVERY FRIDAY | 5.30-6.15 PM
Channel for airing live
Channel No. 6, 9 & 12
Catch it Live on Youtube Channel
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For Live Chat write to us:
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dth.class22@ciet.nic.in | CONTRACTNO:8800440559

NATIONAL CENTRE FOR SCHOOL LEADERSHIP
LIVE STREAMING on
School Leadership Development
“Leading Initiatives in a Model School in an Economically Backward Block in Andhra Pradesh”
Friday 08 November 2024 11:00 am-11:30 am
Dr. Tripti Singh
Assistant Professor
NCSL, NIEPA
Dr. Ravinik Bhukya
Principal
APMS Vipinreddypalem
Rongicherla Mandal
Channel for airing live
Channel No.
6, 9 & 12
Watch on Cable Network:
DD free dish#28, #31, #34,
& Jio TV
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NATIONAL CENTRE FOR SCHOOL LEADERSHIP
LIVE STREAMING on
School Leadership Development
“Leading Student Learning through Innovative Practices in Andhra Pradesh”
Every Friday 06 September 2024 5:30 pm-6:15 pm
Dr. Gyaneshwari Longjam
Assistant Professor
NCSL, NIEPA
D. Tulasi Jyothi
Principal
AP Model School, Venkatagiri
Tirupati District
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Gaps in School Leadership academy Visibility on SLA portal

Back ground

Names

Adding logo

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Specific details to be added in the SLA Decadal Report 2018– 2025

- ▶ Case studies
- ▶ Videos



Thank you

DR. Suhasini.A
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Andghra Pradesh