

GOVERNMENT OF ANDHRA PRADESH
DEPARTMENT OF SCHOOL EDUCATION – SAMAGRA SHIKSHA
STATE INSTITUTE OF EDUCATIONAL MANAGEMENT AND
TRAINING

School Leadership Academy



Southern Regional Seminar on
‘LEADERSHIP - SHARING AND LEADING BEST
PRACTICES’

22nd, 23rd, and 24th February, 2024

In collaboration with NCSL-NIEPA- New Delhi

Documentation

Seminar Date: Feb-22nd to 24th /2024

Location: SALT Building, Vijayawada

The seminar was held at the SALT Building on 22nd to 24th with selected team of School heads by SIEMAT, School Leadership Academy to discuss the different topics **on Leadership –Sharing and Leading Best Practices** and to present in seminar. The following school heads, MEOs, DIET Lectures and representatives from Telangana, Goa and Delhi attended the meeting physically and Karnataka, Chhattisgarh representatives joined online presentation.

Members attended the Seminar

1. Sri V.N.Masthaniah, Director, SIEMAT
2. Dr. Charu Smitha Mallik, Professor, NCSL, NIEPA, New Delhi.
3. Sri Prathapa Reddy, Director, SCERT, A.P.
4. Sri Vijaya Bhaskar, JD. SS.
5. Dr. A. Suhasini, Professor & Nodal Officer, SLA, AP.
6. Dr. P. Mohan, Manager & Telugu Editor, National Book Trust, New Delhi
7. Dr. S. Suresh Kumar, Nodal Officer, SLA, Telangana.

8. Dr. S. Prasad Rao, Lecturer SIEMAT.
9. Sri, Dharshan Kumar, Coordinator, SLA, Chattisgarh.
10. R. Srinivasan, H.M. ZPHS, Nadupuru.
11. Sri, B. Suresh Kumar MEO, Bapulapadu, Krishna (Dt)
12. Y Bhavani, HM, Penamaluru, Krishna Dt.
13. Dr. N.V. Nagamani,, H.M. ZPHS, Raavela, Guntur (Dt)
14. Smt. G. Aparna, Faculty, SIEMAT.
15. Smt. D. Tulasi Joythi, Principal APMS, Venkatagiri, Tirupati (Dt)
16. Sri. P. Ashok, Telangana.
17. Smt. U. Uma, Telangana.
18. Sri, Ch. Somayajulu, Lecture, DIET, VSKP.
19. Smt Dr . Kalesha Begum, GCDO, VSKP.
20. Sri. Suraj Naik, Goa.
21. Sri. G. Vishal Signapurkar, Goa.
22. Sri. Baburao, Kaivalya Education Foundation.
23. Ms. Mulmul Kaivalya Education Foundation.
24. Sri. Sai Krishna, Kaivalya Education Foundation.
25. Smt. Nagamma Kaivalya Education Foundation.
26. Sri. Chengala Raju, DIET, Karvetinagr, Chittoor.
27. Sri. Boya Das ,Faculty DIET, Kurnool
28. Sri, Ayub Hussien, Faculty DIET, Kurnool.
29. Smt. S.S. Harini, Faculty, DIET, VISAKHA.
30. Smt. D. Madhavi Latha, Faculty, SS, AP
31. Dr. K. Sarada. Kumari, SS, AP.
32. Dr. R Aruna, SS, AP.
33. G. Maheswar Reddy , SIEMAT
34. Dr. Md. Ismail, SS, AP.
35. Smt. G. Aparna , SS, AP.
36. Sri Keshava Reddy Reddy, Faculty, SCERT, AP.
37. Sri. Ganesh Behra, Media and Press ,SS, AP
38. SIET members (3)

Brief Introduction to SLA Andhra Pradesh

AP, SLA is a Centre of Excellence which strives to position itself as a creator, implementer and repository of knowledge, expertise relating to policies, people, processes and institutions within the education system.

NCSL –NIEPA concentrating on the concept Every Child Learns and Every Child Excels promotes Capacity building programs in all states by establishing School Leadership Academies. The Centre has designed leadership development activities that ensure continuous engagement and long term development of school heads and systemic administrators.

Andhra Pradesh School Leadership academy was established in the year 2019-2020 as per the guidelines of NIEPA and NCSL under the purview of State Project Director, Samagra Shiksha Andhra Pradesh and Director, SIEMAT ,Samagra Shiksha, Andhra Pradesh.

- A 45 members of robust core group of AP SCHOOL LEADERSHIP ACADEMY is formed to lead AP, SLA.
- A YOUTUBE CHANNEL was also created titled as “AP SCHOOL LEADERSHIP ACADEMY.(AP SLA).
- Nearly 45 to 50 videos on best practices were collected and up loaded in you tube channel of AP, SLA.
- A five day webinar was organised to and live streaming was given by AP SLA you tube Channel.
- Our school leaders got a chance to interact with NIEPA faculty and shared common dais to discuss upon leadership practices on PM e Vidya channel.
- Government of Andhra Pradesh has trained 250 school leaders at IIM Ahmadabad so as to sustain the leadership traits among school heads.
- 14000 School heads were trained as part of capacity building under Supoorting Andhra’s transformation (SALT) project aided by World Bank funds.
- AP SLA Modules for the year 2024.

DIET KURNOOL

Modules Titles:

1. Leading self-reliance in rural youth and school community relations in the state of Andhra Pradesh.
2. Leading Girl Child Education in the state of Andhra Pradesh.
3. Leading the integration and strengthening of vocational Education in secondary schools of Andhra Pradesh

DIET NELLORE

1. Value leadership for creating opportunities for equitable education in Andhra Pradesh.
2. Assessment practices at secondary level in the state of Andhra Pradesh.
3. Digital initiatives implemented in schools of Andhra Pradesh.

4. Leadership in secondary schools.

DIET Visakhapatnam

1. A report on Educational needs of Tribal children.
2. Leadership for diversified learning abilities at elementary level in Andhra Pradesh.
3. Challenges and opportunities to deal schools having high enrolment.

Southern Regional Seminar on “*LEADERSHIP - SHARING AND LEADING BEST PRACTICES*”

Is organized from 22nd to 24th of February with the collaboration of NCSL and NIEPA

Participants are DIET faculty, School heads of SLA Core group, SIEMAT faculty and other visionaries of Education Department of Andhra Pradesh. Dr Charu Smitha Mallik Asst Professor NIEPA is guiding the progress of AP SLA from NCSL- NIEPA.

Best practices are sets of methods and techniques that produce optimal results, increase efficiency and develop structured processes and learning outcomes.

School leaders can share their best practices and learn from each other so as to lead and transform the schools' shared leadership is **based on the belief that leadership is not confined to a single individual but can be distributed across team members**. It enhances team performance and organizational effectiveness by leveraging the diverse expertise and perspectives of team members.

Best practices sharing is **the process of communicating a superior method from one person, unit, or institution to another**. It requires the identification of the best practice (knowledge capture), some mode of handover (knowledge transfer) and acceptance by the best practice receiver (knowledge acquisition)

Sharing best practices within an educational institution can **help to ensure that everyone is working together to achieve the goals and objectives**. It can help to improve the efficiency and productivity of the educational organization, increase teachers' morale, promote innovation, and encourage collaboration and bring best learning outcomes

Objectives of the Seminar

Foster a culture of continuous improvement

Discover new approaches, more effective techniques and solutions to problems they encounter

Continuous learning, enabling "up to date" with the best practices

Disseminating best practices across the States.

Boost collaboration by sharing best practices

Stimulating participative innovation

Sharing best practices to promote individual skills development

Measure the impact of Sharing

Sharing helps in leading to set up bench mark in learning out comes.

A three day Seminar will enable each participant to exchange their best practices on school leadership from different states in specific and from AP SLA core group members and school heads in general

1. *Frist day on 22/02/24*

Morning Session:

A Short Welcome Speech

- Welcome address by Dr.A. Suhashini, Nodal Officer, SLA, SIEMAT, A.P.
- Introductory Speech by Sri, V.N.Masthaniah, Director, SIEMAT
 - Introduced about SLA, SIEMAT, Samagra Shiksha activities and welcomed Chief Guest, Dr. Charu Smitha Mallik, Professor, NCSL-NIEPA for joining program.
 - SCERT, Director, Sri Prathap Reddy highlighted the role of school Heads in promoting the quality education in schools and holistic development among students.
 - New letter SMRITHIKA of School Leadership academy SIEMAT, AP was inaugurated by Sri Vn Masthanaiah, Director SIEMAT and Dr . Charu Smitha mallik . Asst Professor, NIEPA , New Delhi.

Dr. Charu Smitha mallik addressed the gathering of School heads, DIET faculty of Andhrapradesh regarding the role of the School Leadership academies across India. She elaborately explained about activities on School Leadership development and different aspects of school leadership for qualitative education.

Dr. Charu Smitha Mallik, Prof NCSL, NIEPA further spoke about the clear demarcation of the functions performed by NCERT and NIEPA. NCERT works on the development of curriculum, Textbooks and Teacher, while NIEPA focuses on higher education, policy making, administration and planning. It is also concerned with school education Government by empowering school leaders. She also spoke about NEP 2020, NCSL establishment in 2012, Vision, Mission, CPD and PM Shri schools. While addressing the challenges faced by school heads, madam gave the example of Ladak where winter in-service camps were conducted in their school itself to empower the teachers.

She discussed in detail about the role of the School Leadership academies in capacity building of School Heads, MEOs, DyEOs and other District administrative staff. She observed all the aspects of the seminar and interacted with the core group members who attended the Southern Regional Seminar at Andhra Pradesh.. She arranged online sessions of interaction with SLAs of Kerala and Karnataka states.

Dr. A Suhasini , Nodal Officer, SLA, AP ,explained the activities done by the School Leadership academy for 2022-2023 years and the activities

School Leadership Academy, Nodal Officer from Chhattisgarh. Mr. Darshan Kumar came up with a presentation on Systemic Leadership. He presented the best practices of Chhattisgarh Schools and discussed about the systemic changes implemented in the Chhattisgarh School Leadership Academy (CGSLA) and showcases best practices, focusing on enhancing educational leadership and promoting excellence.

The role of systemic leadership in educational institutions cannot be underestimated. It serves as a cornerstone to promote excellence, innovation and equity in the education landscape. In this presentation, we will shed light on the complexities of systemic leadership and explore strategies to empower leaders to drive transformational change.

Afternoon Session:

Dr. S. Prasada Rao of SIEMAT discussed the role of SIEMAT, Samagra Shiksha, Andhra Pradesh in general and School Leadership Academy in Particular.

In the afternoon session Mr. Ashok, GHM, ZPHS Laxmepur Adilabad district shared the best practices taken up in their schools. Sir, mentioned about the language enrichment activities like story writing, storytelling which helped in nurturing the creativity of their students. They ever developed a school magazine "Pillala Prapancham" with stories written by their children, poems, word puzzles, Maths puzzles, drawing etc. Summer library, activities during corona period, online classes were also highlighted.

R. Srinivas, H.M. ZPHS, Nadupuru, Visakhapatnam district spoke in detail about the Vision, Communication skills, positive school culture, Judicious Resource Management, team management, school activities, Planning, Evaluation and best practices implemented in their school.

Mrs. Uma, Gazetted Head Mistress, GBHS Mogalpur No. II, enlightened on innovative thinking, task management and strategic planning, steps taken to create student centric learning environment, building positive relationships with staff and students. She played video on best practices implemented in their school. Before closing the session of first day all the members participated in an open discussion on Best Practices.

Sri. B. Suresh Kumar, MEO, Bapulapadu, National Awardec came up with a presentation on Social Responsibility of a School Leader.

Second day on 23/02/24 presentation of the topics and Panel Discussion.

Southern Regional Seminar on "School Leadership Sharing and Leading Best Practices, in collaboration with NCSL – NIEPA New Delhi, Day-2 morning session started with Chethana Geeth followed by brief up of the Day – 1 session by Mrs. Uma, Headmistress, GBHS Mogalpur, Telangana.

Dr. P. Mohan, Manager & Telugu Editor, National Book Trust, New Delhi gave his presentation on "School Leadership for ease of living" Outing the golden words of Swami Vivekananda "Education is the manifestation of perfection, already in man" he stressed on the qualities of a leader perfection and commitment. Sir, stressed on importance of reading of usage of library effectively.

Director SIEMAT, Sri V.N. Masthanaiah, shared his childhood expresses of the teacher's commitment towards fulfilment of their responsibilities. He stressed that teachers play a crucial role in the all-round development of the child.

The next presentation was given by Dr. Aruna, National awardee Lecturer, SIEMAT, came up with the best practices which she implemented in science learning. According to her Joyful classroom learning system Joyful Activity Based Learning, Project based activities help in making science learning interesting.

Dr. S. Suresh Kumar, Nodal Office, SLA Telangan came up with the Best Practices in schools of Telangana State Sir, presented state level data of school heads online and off line training. He spoke about the National Initiatives taken up school heads and for teachers holistic advancement and about the hand book released by School Leadership Academy Dr. Charu Smitha Madam enlightened the participants with NCSL website and certificate course for school heads.

Afternoon session moved forward with the presentation given by Sri, Suraj Naik and Sri, C Visal from Goa. They introduced the participants with the vision and the best practices include yoga sessions for SSS students, reuse of plastic, energy club activities, zero hour activities kibitz a feast of joy, kitchen garden, activities under NSQF, Bazar day, visit to primary school, Chathurang (summer camp) fitgul, class management, Remedial classes, Art corner, Poushtik Aahar Abhiyan, Swatchatha ki karthary, waste management and covid-19 awareness programmes.

D. Tulasi Jyothi, Principal of A.P. Model School Venkatagiri, Tirupati district gave a presentation on "Transformational Leadership for sustainable development. The overview of the presentation included – what is transformative leadership elements and characteristics of Transformational Leadership Development? Madam also came up with the sustainable practices taken up at school level with examples.

Next presentation was given by Sri, Ch. Somayjulu garu, Lecturer, DIET, Visakhapatnam on the topic "Diversity, Equity and Inclusion is Leadership" Sir, spoke about the qualities of leadership, importance of leadership and leadership skills.

Dr. Kalesha Begam, GCDO, Visakhapatnam gave her presentation on the topic "Role of GCDO's in neutering adolescent Girls" Madam presented the activities taken up in KGBV'S like concluding Medical Camps, Girls Awareness Programme, self Defence training, Cultural performances and social activities. The presentation came to an end on the success note of the KGBV students in the area of academics.

Mrs. Bhavani, H.M., ZPHS, Penamaluru came up with a presentation on "Visionary Leadership for futuristic skills" Madam focused on Go A.P. Vision which is empowering tomorrow's leaders today and Government School kids as Global leader. Passion for excellence, communication, adaptability, Persistence, learning from the best emotional intelligence, out of box thinking help in awakening the visionary in school.

Panel discussion (9.30 am to 11.00 am)

Sri V.N Masthanaiah Chairperson , key

Dr. Charu Smitha Malik, Professor, NCSL, NIEPA, Delhi

Dr. A, Suhashini, Nodal Officer, SLA, SIEMAT, A.P.

Smt. G. Aparna, Faculty, SIEMAT

Dr. K Sarada kumara, SIEMAT

Third day on 24/02/24 presentation of the topics

Program started with prayer song and Chetana Geet followed by panel discussion led by Smt. G. Aparna, Faculty SIEMAT and Dr. Suhasini. SIEMAT SLA,, AP . The discussion had many components regarding the school administrative practices.

, Ms. Mulmul , faculty at Piramal group of Leadership Academy discussed about the capacity building program designed with 13 competencies which was a part of strengthening SIEMAT and part of SALT program, Supporting Andhra's learning Transformation a World Bank aided Project.

As part of SALT project, Environmental Social Systems Assessment (ESSA) , School Related Gender Based Violence (SRGBV) and concept of Harithapatashala aspects were discussed by Dr.A.. Suhasini, Faculty SIEMAT SLA., A.P.

SIESLAP – State School Leadership Educational Planning and Management Organisation, Karnataka displayed best practices in Chikmangalur, High School. Kutir constructions, School Garden platform, Eco Club activities of their Schools. They joined by online session.

Vinay and Smitha from Shiksha Lokam explained on domains of education, TOEFL curriculum and capacity building of the teachers and School heads in this regard.

Dr. N.V. Nagamani, HM, ZPHS, presented on the topic 'Vocational Education' to be the best part of quality education.

Afternoon Session:

Sri. Chengalraju, Lecturer in DIET, Karvetinagar , presented on THE Importance of Girl Child Safety in Education. Also he spoke on school safety plan, POSCO ACT,. Dropout rate of girl child, bullying, gender bias.

SMT. Harini DIET Bhimunipatnam shared her experiences on Girl child Safety.

Finally a PowerPoint presentation given by Smt. SS.Harini. Principal APMS, on 'Innovative Environment Safety Practices.'

Feedback of all participants was taken from the participants and post-test google form is circulated among participants.

Concluding Remarks:

Sri. VN. Masthanaiah, Director SIEMAT insisted up on the self-discipline among all school heads and he said that students will remember the best teachers throughout their life .Being the part of student's heart is the greatest achievement for any teacher and said that because of his Primary school teachers care, he was in the present position. He wished all the school heads to work sincerely to the objectives of quality education.

Vote of thanks was proposed by Smt. Madhavi Latha, followed by National anthem.







