

# **PERSPECTIVE PLANNING** **by** **School leadership Academy** **2025-2030**

**STATE/UT NAME: ASSAM**

**YEAR OF ESTABLISHMENT: 2016**

# STATE LEADERSHIP ACADEMY (SLA) ASSAM





# School Leadership Academy, Assam

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- ▶ SLA, Assam was established in the year 2016.
- ▶ Dr. Nirada Devi is the Director of SLA Assam and Shri Sanjib Kakoty, Additional Director, SCERT, Assam is the designated nodal officer of SLA Assam
- ▶ Transforming schools into centers of excellence in collaboration with NCSL – NIEPA, SCERT Assam has been working with determined goal to bring quality improvement in schools.





# LONG-TERM GOALS 2025-2030

- ▶ **Adoption of secondary** schools of all the districts (in a phase wise manner) by the trained faculties of DIETs in each districts to provide **continuous monitoring** and necessary support until desired transformation is achieved.
- ▶ Collaborate and promote **sustainable development** by engaging community and other stakeholders to utilize locally available resources among the teachers and learners.
- ▶ Promoting digital transformation and handling of the ICT tools in the school environment.
- ▶ Preservation of the rich biodiversity and local resources by creating the avenues of employability among the rural youths.

# MEDIUM-TERM GOALS 2025-2028

- ▶ Adoption of schools at each block followed by training to all school heads for school transformation.
- ▶ Collaborate and organize Inter SLA seminar on Prospects of **Life skills and Vocational skills** in the light of NEP,2020.
- ▶ Training and collaboration of teachers and heads to actively participate in **community resource mobilization** of the area, locality or district.
- ▶ Review the progress and current status of **school development plan** in respective districts.



# SHORT-TERM GOALS 2025-2026

- ▶ Identification and continuous monitoring of the gap areas.
- ▶ Documentation of the best practices of the schools from 5 districts of the state.
- ▶ Provide support to District leadership Cell in monitoring the progress of the heads and school teachers in bringing school transformation.
- ▶ Training and supervision of teaching skills among the teachers in each district on monthly basis.
- ▶ Communicate the prospects and programmes of vocational courses, Life skills education among the teachers, parents as well as the learners.
- ▶ Provide necessary support to Identify the gap areas of the annual assessment Gunotsav conducted by Government of Assam.
- ▶ Review the progress and current status of school development plan in respective districts.
- ▶ Creating mass awareness on mental wellbeing and academic achievement of the learners among the parents, community and stakeholders.



# STRAND 1: CONTENT AND MATERIAL DEVELOPMENT

Development of Handbook for school heads on leadership skills in the light of NEP, 2020

Creation of E-resources on best practices and case studies of schools and school heads.

# STRAND 2: CAPACITY DEVELOPMENT

1 month  
continious  
professional  
development  
programme will  
be reviewed  
and new areas  
will be  
included in the  
light of  
NEP,2020

Capacity  
building  
programme  
for  
educational  
functionaries  
of the state

Capacity  
Building  
Programme for  
the newly  
appointed  
Vocational  
Teachers and  
school heads in  
pedagogical  
leadership



## STRAND 3: NETWORKING AND INSTITUTIONAL BUILDING

- ▶ Incorporation of SLA resources in channel no 62 (Teacher Education) of PM e Vidya DTH channel.

# STRAND 4: RESEARCH AND DEVELOPMENT

- ▶ Documentation of Case studies will be provided



# Gaps in school leadership academy's visibility on the SLA portal

Webinars

Name of the school heads are missing in videos

CPD data

Live streaming/  
Special lectures

Online PSLM

Networking and institutional building

Case studies

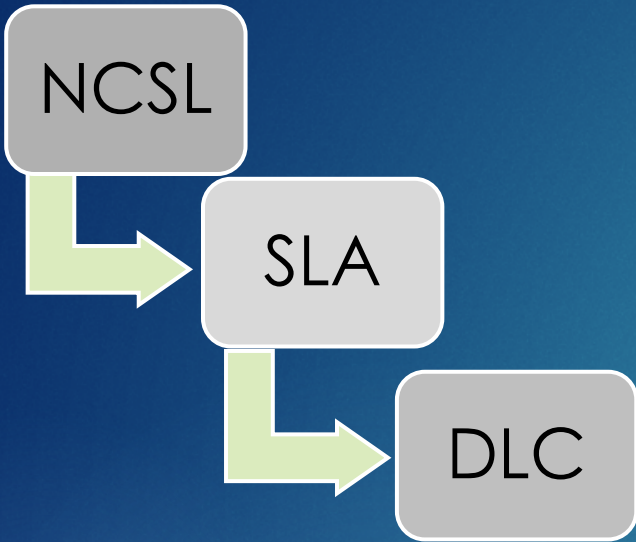
Documentation in Research

# Specific details to be added in the SLA Decadal Report 2015-2025

SLA Establishment year	SLDP Programme	Elementary Level participation	No of School Heads/Principals at Elementary level
2020-2021	<ul style="list-style-type: none"> <li>• 50 hours of online CDP for addressing principals of secondary school</li> <li>• Development of online module on school leadership in regional languages</li> </ul>	70	
2021-2022	<ul style="list-style-type: none"> <li>• Development of 50 hours online CPD for principals in Secondary schools in Assam</li> </ul>	95	
2022-2023	<ul style="list-style-type: none"> <li>• Online orientation on resource book (Pedagogical Leadership : Leading Learning in Schools )</li> <li>• 4 day orientation of Master Trainer on Pedagogical Leadership for leading learning in schools</li> </ul>		
	<ul style="list-style-type: none"> <li>• Development of interactive module in Assamese on School Leadership Development Programme</li> </ul>		



# BEST PRACTICE OF SLA, 2023-24



2023  
-24

## DEVELOPMENT OF CPD COURSE

- Development of one month CPD Module in blended mode for school Heads of Secondary school, **(6+15+4)**
- For implementation of the CPD module, SRG and DRG group was formed.

## TRAINING TO SCHOOL HEADS

- Training programme for school heads on this CPD Course has been provided in all schools of Assam in collaboration with SSA. A total no of **4363** School heads of Assam has been trained in collaboration with Samagra Shiksha Assam.

## Formation of DISTRICT LEADERSHIP CELL (DLC)

- For smooth functioning of the school leadership activities at grassroot level DLC has been formed at each DIET consisting Principal as Nodal officer.

## PROGRAMME ACTIVITIES DONE BY DLC

- Training programme – for school teachers at block level.

## SCHOOL ADAPTATION PROGRAMME

- 5 schools have been selected by DLC TO PRACTISE SCHOOL LEADERSHIP at their respective schools and continuous guidance and on spot support have been provided for school transformation. The DLC will provide continuous onspot support and monitoring might be in DLC in couple of months until desired transformation been noticed .

## DLA consist of: Instituted at DIET

1. Principal : Nodal Officer
2. Coordinator: One Sr. Faculty of DIET
3. 1 member from nearby TEI
4. 1 representative from Samagra Shiksha, Assam



# Formation of DLC and follow-up actions

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# CONTINUOUS PROFESSIONAL DEVELOPMENT/ CAPACITY BUILDING ACTIVITIES

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## VIDEOS ON BEST PRACTISE

Development of Video portal: [SLA Videos from Jalukbari, Assam](#)  
[SLA videos from Golaghat , Assam](#)

Case studies have already been reported.

Collection of Good Practices has already been submitted to NIEPA.

*It was done in collaboration with NCSL, NIEPA*

2024 →

❖ Starting one slot from the Dedicated channel for Teacher Education of PM E-Vidya Channels for Leadership academy.

# Development of interactive modules<sup>16</sup>

**Development of 6 interactive modules have been** developed for secondary school heads by teacher educators of DIETs and SCERT. Themes of the interactive modules are-

1. Harmony in schools – A positive learning environment
2. Expanding Horizons- Beyond the classroom
3. Being an Ideal Leader
4. Innovation and Leadership
5. Guiding Principles of School transformation
6. School as a place for social learning and growing together

A try out has also been done among the teachers for assessing the understanding level along with their views to incorporate in the interactive module for finalization.





# Orientation of faculties of each DIET on School Leadership

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- ▶ This Orientation focuses on School Leadership and Roles and Responsibilities of DLCs and its implementation at the grassroot level.
- ▶ DLC emphasizes on strengthening networks and smooth delegation of leadership related activities at district and block level.





# Research undertaken at district level

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By  
Mukul Phukan & Dr. Kasturi Kotoky

## **Effectiveness of School Leadership Development Program in developing Leadership Quality of Secondary Level School Heads of Jorhat District, Assam**





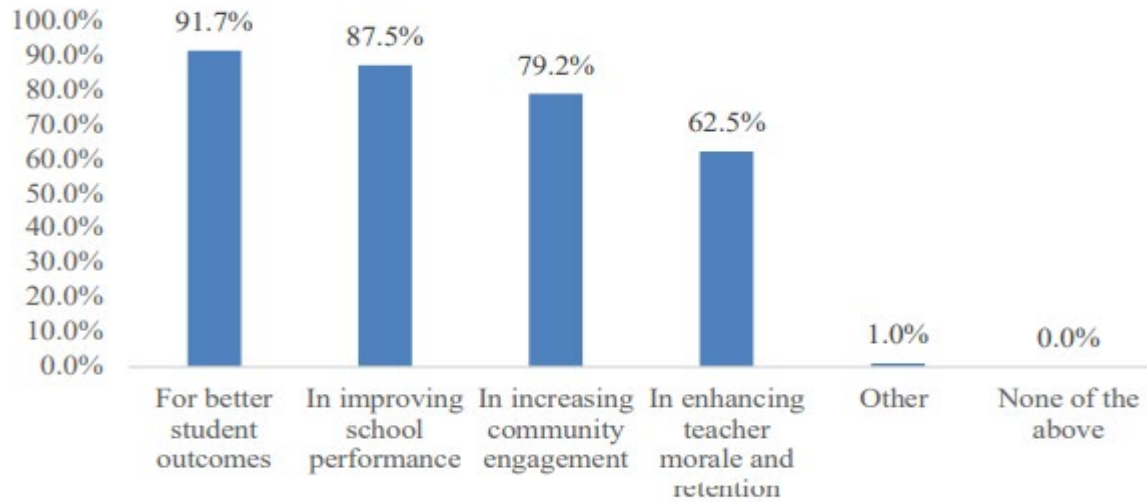
# Research work under SLDP (2024)

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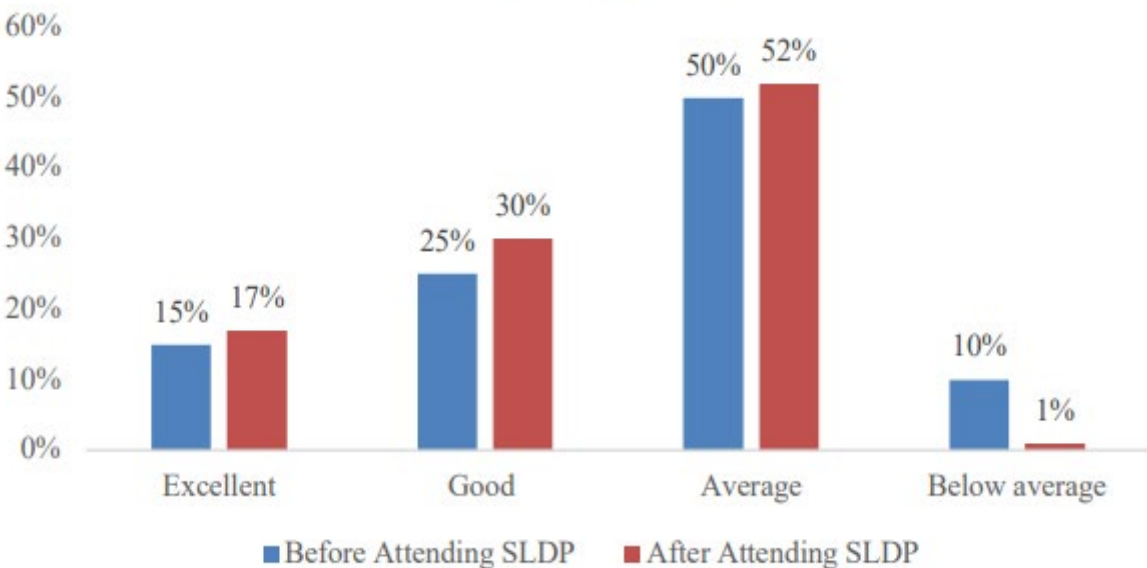
## Objective of Study:

1. Assessment of SLDP in enhancement of leadership skills of school heads in Jorhat, Assam.
2. Evaluation of applicability of acquired knowledge and skills applied to overall improvement of the functioning of schools in Jorhat, Assam.

Influence of SLDP programme on overall school functioning



Leadership Skills Assessment Before and After SLDP Programme



# Summary of Major Findings from the Study

## 1. Impact of the Training Program

**Leadership & Decision-Making** 100% of respondents agreed on the importance of decision-making and problem-solving for school management.

**Teamwork & Vision:** 87% recognizing the value of strategic planning

**Skill Development:** High agreement on the value of time management (92%) and self-assessment tools (88%)

## 2. Application of Knowledge and Effectiveness

**Professional Learning Communities (PLCs):** 80% of school heads created PLCs

**Resource & Role Management:** 72% reported improved effectiveness in managing resources

**School Development:** 83.4% saw improvements in school operations, reflecting the program's positive impact.



## Case Study: Innovative Practices for Holistic Development at Malow Ali Higher Secondary School



Picture 2 Glimpses of interaction with Principal Malow Ali HS School, Jorhat District, Assam

## Case Study: Santana Goswami's Leadership Journey at Govt. Girl's H.S.



Picture 3 Glimpses of interaction with Govt. Girls HS School, Jorhat District, Assam



**Thank You  
SLA  
(SCERT Assam)**