



PERSPECTIVE PLANNING BY SCHOOL LEADERSHIP ACADEMY 2025-2030

**State/UT Name: Ladakh
Year of Establishment: 2021**

Key Challenges

1. Transition to Union Territory: The reorganization of Ladakh as a UT has led to restructuring challenges in the education system.

2. Lack of a Dedicated Skilled Resource Group – A shortage of qualified trainers and resource personnel affects the quality and reach of leadership programs.

3. Absence of SCERT in Ladakh – The absence of a State Council of Educational Research and Training (SCERT) impacts curriculum development and academic governance.

4. Dual Responsibility of the Director – A single director manages both academic and administrative functions, leading to potential inefficiencies.

5. Lack of Dedicated Infrastructure – SLA lacks independent infrastructure, which restricts its ability to conduct large-scale training programs.



6. SLA Functioning Under DIET – SLA, a state-level institution, currently operates under DIET (a district-level institution), limiting its autonomy and scalability.

GOALS

1. Lead for sustainable educational reforms

Lead in Strengthening schools in effective governance by developing leaders for sustainable educational reforms in Ladakh.

2. Leading institution

Transforming SLA Ladakh into a leading institution for school leadership training and policy advocacy in Ladakh.

3. Premier institution

By 2030 SLA Ladakh aspires to evolve into a premier institution dedicated to supporting school leaders and administrators in Ladakh at all levels.

LONG-TERM GOALS 2025-2030

GOALS

3. Creating a Smart Supervision System

Developing a digital dashboard (integrating in ERP) to track key performance indicators (KPIs), School leadership and their practices.

2. Building Strong Leadership Teams

Developing a dedicated group of trained school leaders to drive positive change in schools.

1. CDP of School Leaders

Providing structured leadership programs for Principals, Headmasters, and Educators in context of NEP 2020 provisions & needs.

Medium-Term GOALS 2025-2028

GOALS

3. Collaborating with Experts

Partnering with local experts, national experts and consulting NCSL, NIEPA for dedicated support to strengthen SLA Ladakh for providing quality trainings and resource development.

2. Impact Assessment and workshop

Creating a leadership assessment system to track training impact and Conduct need-based training/workshop for school leaders.

1. Training & Capacity Building

Train Core Group Members to lead school leadership programs, Form a State Resource Group of experts to support school leaders and Develop and launch basic leadership training for all school heads.

Short-Term GOALS 2025-2026

STRAND 1: CONTENT AND MATERIAL DEVELOPMENT

Focus Area	Action Steps	Impact
Development of Training Modules	<ol style="list-style-type: none">1. Expanding the capacity development guide to include orient more members.2. Consulting experts to ensure high-quality content.3. Writing and refining modules aligned with school leadership needs in context of Ladakh.	Comprehensive, contextualized training modules for school transformation.
Documentary	<ol style="list-style-type: none">1. Conduct School visits for real-world insights.2. Creating documentaries showcasing best practices.	Increased awareness of effective school management.
Case Studies on School Leadership	<ol style="list-style-type: none">1. Orientation workshops on case study writing.2. Collection and documentation of real-life case studies.3. Publishing successful school leadership stories.	A repository of leadership insights for reference and training.
Guideline Handbook for HOIs.	<ol style="list-style-type: none">1. Developing a contextualized handbook with best practices and leadership strategies.	A ready reference guide for school heads to enhance school leadership and management.
Publication of Innovative Practices	<ol style="list-style-type: none">1. Identifying, collecting, and documenting innovative school practices.2. Publishing and disseminating best practices for wider adoption.	Encouragement of innovative and effective school leadership approaches. Creating a knowledge-sharing culture among school leaders.

STRAND 2: CAPACITY DEVELOPMENT

Focus Area	Action Steps	Impact
Capacity Development of Core Group Members	<ol style="list-style-type: none">1. Revise and training a core leadership team.2. Conducting specialized workshops on leadership and pedagogy.3. Engaging with experts for knowledge sharing.	Establishment of a strong, well-equipped leadership team.
Development of a SRGs and DRGs for School Leadership	<ol style="list-style-type: none">1. Selecting and training resource persons from districts.2. Organizing Train-the-Trainer (ToT) programs to ensure sustainability.	Formation of a dedicated and skilled SRG to support school leaders.
Leadership Capacity Building for School Heads	<ol style="list-style-type: none">1. Conducting annual leadership development workshops Covering imp. topics like health and wellbeing, emotional literacy, skill dev. and school governance.2. Introducing blended learning models (online & offline training).3. NEP 2020-based leadership modules.	Better school governance and improved learning outcomes.
Pedagogical Leadership Training	<ol style="list-style-type: none">1. Training on Pedagogical planning, instructional design, and student quality engagement.2. Organizing subject-specific leadership workshops.	Strengthened pedagogical leadership among school heads.
Exposure Visits and Cross-Learning Initiatives	<ol style="list-style-type: none">1. Organizing exposure visits to exemplary schools and leadership academies.2. Establishing exchange programs with other UTs/States.3. Conducting case study-based learning programs.	Strengthened networking and collaboration among school leaders.

STRAND 3: NETWORKING AND INSTITUTIONAL BUILDING

Focus Area	Action Steps	Impact
Establishment of a Strong School Leadership Network	<ol style="list-style-type: none"> 1. Conducting regular networking meetings for school heads and administrators, community leaders. 2. Organizing peer-learning circles to share best practices, platform for best practice sharing at state and district level. 	Enhanced collaboration and Development of a strong leadership ecosystem.
Collaboration with State and National Institutions	<ol style="list-style-type: none"> 1. Partnering collaborating with colleges, universities, NCSL NIEPA, SCERTs, and leading educational institutions. 2. Facilitating guest lectures and expert mentorship. 3. Organizing dedicated meets with district, block and institutional level officers. 	Access to advanced research, training, and innovative leadership models and resources.
Strengthening Institutional Capacity for SLA Ladakh	<ol style="list-style-type: none"> 1. Developing a dedicated infrastructure for the School Leadership Academy. 2. Advocating for an independent institutional setup (SCERT) for Ladakh. 3. Establishing district and zonal leadership training centers at DIETs and BRCs. 	Institutional sustainability for SLA Ladakh.
Cross-Learning & Inter-District Exchange Programs	<ol style="list-style-type: none"> 1. Facilitating inter-district school leadership exchange programs. 2. Organizing educational summits, conclaves and conferences at UT and district levels. 3. Encouraging community-driven school improvement initiatives. 	Strengthened peer-learning and adaptive leadership strategies.
Public-Private Partnerships (PPP) for Educational Development	<ol style="list-style-type: none"> 1. Collaborating with corporate CSR initiatives, NGOs. 2. Bringing in resources, expertise, and funding for leadership programs. 3. Establishing sponsorships for research, innovation, and capacity-building initiatives. 	Increased funding and resource availability for SLA Ladakh. Stronger stakeholder engagement in school transformation.

STRAND 4: RESEARCH AND DEVELOPMENT

Focus Area	Action Steps	Impact
Educational Research on School Leadership	<ol style="list-style-type: none">1. Conducting research studies on school leadership effectiveness in Ladakh.2. Identifying challenges and best practices in school management.3. Publishing reports on leadership and governance.	<p>Data-driven insights to improve school leadership.</p> <p>Development of contextualized policies for Ladakh's education system.</p>
Action Research	<ol style="list-style-type: none">1. Engaging School leaders in action research.2. Encouraging teacher-led research projects on innovative teaching and school leadership.3. Documenting case studies from schools across Ladakh.	<p>Evidence based intervention.</p> <p>Creation of a repository of contextual best practices.</p>
Development of Research-Based Leadership Models	<ol style="list-style-type: none">1. Designing Ladakh-specific school leadership models.2. Piloting and evaluating new strategies in context for school transformation.	<p>Customized leadership development programs aligned with local needs.</p>
Collaboration with Research Institutions and Universities	<ol style="list-style-type: none">1. Partnering with universities, and research bodies.2. Conducting joint research projects.3. Organizing conferences, seminars, and symposiums on school leadership.	<p>Strengthened academic and research capacity for SLA Ladakh.</p>

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

- 1. Correction in SLA profile**
- 2. Revise Journey of School Leadership Academy**
- 3. 11 modules need to be uploaded**
- 4. Case studies need to be uploaded**
- 5. Photos to be uploaded (capacity building)**

Specific details to be added in the SLA Decadal Report 2020-2025

“The School Leadership Academy, Ladakh (SLA), was established in 2021 with a vision to enhance the leadership capacity of school heads and educators across the region.

A significant milestone was achieved with the successful training of 90% of Heads of Institutions (HOIs) in Social-Emotional Learning (SEL) through a combination of online and offline programs.

This comprehensive training has equipped school leaders with essential skills to foster a positive, compassionate and nurturing learning environment for students.”

The Journey of SLA Ladakh

The School Leadership Academy (SLA) Ladakh was established in October 2021 as an extended arm of NCSL, NIEPA New Delhi, with DIET Leh designated as its operational centre. Its primary objective is to provide training and capacity-building programs for school leaders across Ladakh. The first online core group meeting was held on 21st October 2021, where faculty from NCSL elaborated on the vision, objectives, and purpose of SLA in the Union Territory of Ladakh. Subsequently, on 1st November 2021, an online workshop was conducted for core group members, including faculty from DIET Leh and Kargil, focusing on module development for school leadership training. Since its inception, SLA Ladakh has actively engaged in formulating an action plan to ensure its effective implementation. It has conducted various workshops, orientation programs, and capacity-building sessions for school leaders on crucial topics such as NEP 2020, Pedagogical Leadership, SEE Learning, and Leading Transformation.

THANKS