

**REPORT  
ON  
ONE-DAY ORIENTATION PROGRAMME  
ON SCHOOL LEADERSHIP**

**FOR  
ELEMENTARY, SECONDARY AND  
HIGHER SECONDARY SCHOOL  
TEACHERS**

**MARCH, 12 2025**

# **ONE DAY ORIENTATION PROGRAMME**

**ON**

## **SCHOOL LEADERSHIP**

**FROM ELEMENTARY,  
SECONDARY & HIGHER  
SECONDARY SCHOOLS**

**12TH MARCH, 2025**

**VENUE: DERT ANNEX, MALKI  
SHILLONG**

**Funded by  
NCSL-NIEPA,  
New Delhi**

## **Thematic Report on One-day Orientation Programme on School Leadership**

The session began with a brief introduction to School Leadership by NCSL-NIEPA and the Meghalaya School Leadership Academy (MSLA), which launched its first session in 2021-22. Established in 2017, MSLA introduced its first Continuing Professional Development (CPD) Program for school heads in 2022, aligning with NEP 2020 recommendations. In collaboration with NCSL-NIEPA, MSLA continues to contribute to the National Programme for School Leadership Development.

Recognizing the pivotal role of leadership, the one-day orientation, as part of the Professional Development Programme, emphasized the importance of school leaders as investigators analysing challenges, assessing progress, and driving institutional growth.

Organized by MSLA, DERT, Shillong, and coordinated by Dr. Careleen Y. Kharmalki in collaboration with the State Resource Group, the programme was funded under KPI 3.1, with a budget of ₹50,000 allocated for school leadership development.

School leaders, whether at the elementary, secondary or higher secondary level, play a crucial role as investigators within their institutions. Their responsibility goes beyond administrative duties; they must actively analyse, assess, and enhance the learning environment to ensure overall institutional growth.

As investigators, school heads must critically examine their schools' academic and administrative functions. This includes identifying gaps in student learning, evaluating teacher effectiveness, and assessing infrastructure needs. By systematically collecting and analysing data such as student performance, attendance trends, and feedback from teachers and parents they can make informed decisions that address challenges effectively.

School leaders must observe classroom teaching methods, assess lesson effectiveness, and encourage innovative pedagogical approaches. By regularly engaging with teachers, conducting classroom observations, and reviewing lesson plans, they can provide constructive feedback and foster a culture of continuous improvement. This ensures that students receive high-quality education tailored to their diverse needs.

A key aspect of investigative leadership is understanding factors that impact student learning. This includes examining assessment results, identifying learning gaps, and implementing targeted interventions. School leaders can work with teachers to develop

remedial programs, introduce differentiated instruction, and create an inclusive learning environment that supports all students, including those with special needs.

Investigative school leaders also focus on the growth of their teaching staff. By assessing teachers' professional development needs, they can facilitate relevant training programs, workshops, and mentoring sessions. This not only improves teaching quality but also builds a collaborative learning community within the institution.

Beyond academics, school leaders must investigate the social and emotional well-being of students and staff. Addressing issues like bullying, student behaviour, and teacher morale requires a proactive approach. By fostering open communication and implementing effective policies, school heads can create a safe and inclusive environment conducive to learning.

Investigative leadership also involves ensuring that school policies align with national education frameworks such as NEP 2020. School heads must evaluate policy implementation, assess its impact, and adapt strategies based on evolving educational needs. By collaborating with educational boards, local authorities, and community stakeholders, they can drive meaningful institutional improvements.

In conclusion, elementary, secondary and higher secondary school head teachers need to be deputed as they serve as the backbone of institutional development. Through critical observation, data-driven decision-making, and proactive problem-solving, they enhance teaching quality, improve student outcomes, and foster a thriving educational environment. By embracing this role, school leaders contribute to the long-term success of their schools and the broader education system.

### Annexure I: List of Facilitators

| Sl. No | Name                      | Designation and Address            |
|--------|---------------------------|------------------------------------|
| 1.     | Dr. Careleen Y Kharmalki  | Assistant Professor, DERT Shillong |
| 2.     | Dr. Baladiangti Nongbri   | Associate Professor, DERT Shillong |
| 3.     | Dr. David M Nongrum       | Associate Professor, DERT Shillong |
| 4.     | Dr. Fitzgerald Hujon      | Junior Consultant, DERT Shillong   |
| 5.     | Smti. Bethsheba J Rapphap | Office Assistant, DERT Shillong    |

## Annexure II: List of Participants

### One Day Orientation Programme on School Leadership (Elementary, Secondary and Higher Secondary Schools)

**Dated: 12<sup>th</sup> March, 2025**

**Venue: DERT Annexe, Malki**

| Sl. No. | Teacher's Name              | Schools Name                                   | Designation       |
|---------|-----------------------------|--|-------------------|
| 1.      | Bansaralin War              | Govt Boys higher Secondary School, Shillong    | Assistant Teacher |
| 2.      | Benjamin M Marak            | Pioneers' Secondary School                     | Headmaster        |
| 3.      | Brewstar A. Sangma          | Rongara Higher Secondary School                | Principal         |
| 4.      | Camphoreata Shallam         | Government Girls' Higher Secondary School      | Principal         |
| 5.      | Fighter Marbaniang          | Raid Lynshiang SSA & RMSA Secondary School     | Headmaster        |
| 6.      | Gerandia Marbaniang         | Mawmihthied RMSA Higher Secondary School       | Headmistress      |
| 7.      | Ibalarikynti Lyngdoh Kynshi | Pariong RMSA Secondary School                  | Headmistress      |
| 8.      | Liusbendar Nongkynrih       | KJP Synod Sepngi Hr. Sec. School               | Assistant Teacher |
| 9.      | Lynette Niangty             | Umthlong Nonghtliew Govt. Sec. School          | Headmistress      |
| 10.     | Marchborn Syiem             | Nongtluh Secondary School Diwon                | Vice Principal    |
| 11.     | Mathylbet Nongkhlaw         | Lamjingshai SSA & RMSA Higher Secondary School | Vice Principal    |
| 12.     | Merilin Lyngdoh             | Myriaw RMSA Higher Secondary School            | Assistant Teacher |
| 13.     | Nangailad Buhwan            | Ichamati SSA UP & RMSA Secondary School        | Headmaster        |
| 14.     | Naphidaroibha Rymmai        | Nehru Memorial Higher Secondary School         | Principal         |
| 15.     | Neveljune Kharmuti          | Mairang Presbyterian Higher Secondary School   | Assistant Teacher |
| 16.     | Nicholas Hahshah            | Sohlaper SSA Up & Secondary School             | Headmaster        |
| 17.     | Pynkupbor L Mawnai          | Raid Mynsaw RMSA Sec. School Langpih           | Headmaster        |
| 18.     | Balarie Nongtraw            | Bataw Rum Govt. L.P School                     | Head Teacher      |
| 19.     | Banteihun Mawlein           | Mawsep Govt. L.P School                        | Head Teacher      |
| 20.     | Buildmore Kharkongor        | Laitlyngkot Govt. L.P.                         | Principal         |

| <b>Sl. No.</b> | <b>Teacher's Name</b>  | <b>Schools Name</b>                              | <b>Designation</b> |
|----------------|------------------------|--|--------------------|
| 21.            | Deverlin Rani          | Nongwah Govt.L.P.School                          | Head Teacher       |
| 22.            | Fulgen Kharbani        | Mawkhlam Govt LP School                          | Head Teacher       |
| 23.            | Iaineh Sakra           | Mynri Umsning Govt LP School                     | Headmaster         |
| 24.            | Iasyllokki Lyngdoh     | Mualhoi Government Lower Primary School          | Head Teacher       |
| 25.            | Iohpynkhreh Thangkhiew | Umphung LP School                                | Assistant Teacher  |
| 26.            | John Milton Mawlot     | Upper New-Nongstoin Govt. LP School              | Assistant Teacher  |
| 27.            | Judycarelyne Lyngdoh   | Nongbah Marshilong Govt L P School               | Head Teacher       |
| 28.            | Nongkynti Kharmawlong  | Sanmer Govt L P School                           | Head Teacher       |
| 29.            | Pamela Mary Khriam     | Pynthor Bhoilasa Government Lower Primary School | Head Teacher       |
| 30.            | Phasmandar Syiemlieh   | Nongsynrieh Govt L.P. School                     | Head Teacher       |
| 31.            | Pynshngain Syiem       | Jidor Sing Memo U P S Mawnai                     | Headmaster         |
| 32.            | Rishai L mawlong       | Nonglyput Area Upper Primary School              | Headmaster         |
| 33.            | Rockfellar Dkhar       | Nongpyndeng Government Lower Primary School      | Assistant Teacher  |
| 34.            | Sr. Rojita Nongrum     | St. Mary's LP School                             | Headmistress       |
| 35.            | Strongest Marngar      | Pyndengnongbri U.P. School                       | Principal          |
| 36.            | Verinia Thabah         | Umsawlum Govt L. P. School                       | Assistant Teacher  |
| 37.            | Vickyshan Shylla       | Khulia Government Lower Primary School           | Headmaster         |
| 38.            | Vishwakarma Yadav      | Gandhi Buniyadi L P School                       | Head Teacher       |
| 39.            | Wadbor Warbah          | Tirot Sing Memorial Govt. U.P School, Nongkhlaw  | Headmaster         |
| 40.            | Wilbert Thyрниang      | Mawtangden Govt LP School                        | Head Teacher       |



## Annexure II: Visual Representation





