



PERSPECTIVE PLANNING BY SCHOOL LEADERSHIP ACADEMY 2025-2030

State:West Bengal
Year of Establishment:2019

- The journey of the School Leadership Academy (SLA) West Bengal began in 2019, marking a significant milestone in strengthening school leadership and governance in the state. Over the past six years, it has been an enriching and collaborative experience, shaped by a collective commitment to empowering school leaders. With guidance from NIEPA, support from SCERT, and active participation from school heads, the SLA has evolved into a dynamic platform for professional development, capacity building, and educational research.
- The success of SLA West Bengal has been deeply enriched by the unwavering support of NIEPA. Their expert guidance, resources, and mentorship have been instrumental in shaping the academy's vision and impact. We extend our heartfelt gratitude to NIEPA's leadership, faculty, and experts for their invaluable contributions. We look forward to continued collaboration to advance school leadership and educational excellence in West Bengal.

LONG-TERM GOALS 2025-2030

- **Inter-District Exchange Programme for school heads to disseminate good practices.**
- **Focus on inclusion, equity and resilience in School Leadership training**
- **Encourage school heads to head local sustainable initiatives like eco friendly schools(bio diversity gardens, rooftop gardening) and community engagement initiatives**
- **Build digital repositories of best practices in school leadership.**
- **Foster collaborations with international institutions for knowledge exchange and expanding online and hybrid leadership training to ensure lifelong learning for educators**

MEDIUM-TERM GOALS 2025-2028

IFC | Institute for Future Cities

CATEGORY WISE RANKING – INDEX ON FOUNDATIONAL LITERACY

Large State		
State	FLN Scores 2022	Category Rank 2022
West Bengal	54.58	1
Maharashtra	52.78	2
Tamil Nadu	52.23	3
Rajasthan	52.12	4
Karnataka	44.91	5
Gujarat	44.08	6
Madhya Pradesh	42.43	7
Bihar	40.96	8
Uttar Pradesh	37.46	9

North-Eastern		
State	FLN Scores 2022	Category Rank 2022
Sikkim	56.75	1
Mizoram	48.31	2
Manipur	47.17	3
Assam	46.15	4
Tripura	39.77	5
Arunachal Pradesh	35.82	6
Nagaland	34.41	7
Meghalaya	29.66	8

Note: Large states have above 10 million children Population aged ten years and below. Small states have below 10 million Population of age ten years and below. North states and Union territories are two separate categories as they remain distinct from other states considering their geography. Also, it is in line with the view that the central government controls the development of Union territories and considers Northeast regions development imperative.

- **Develop a compendium showcasing leadership attributes of school heads. (West Bengal tops the table among large states in Foundational Literacy and Numeracy Index released by the Economic Advisory Council to the Prime Minister)**
- **Implement Professional Learning Communities for school leaders.**
- **Conduct capacity-building workshops for mid-level administrators.**
- **Strengthen district-level mentorship networks for school heads.**
- **Expand outreach and visibility of SLA initiatives at the national level**

SHORT-TERM GOALS 2025-2026

- **Conduct a research study on the efficacy of the School Leadership Programme in the state.**
- **Develop and implement a monitoring framework for leadership development.**
- **Organize state-level leadership conclaves for knowledge-sharing.**
- **Organise targeted training for female school leaders**

STRAND 1: CONTENT AND MATERIAL DEVELOPMENT

- **Develop structured training modules aligned with school leadership needs.**
- **Create case studies of successful leadership interventions that address diverse learning needs. The State's rank in FLN indicates that the foundation for lifelong learning and equitable education for all children. Our case studies and video documentaries will reflect that.**
- Digitalize training content for online accessibility and make them available in remote areas
- **Develop multilingual (English and Bengali) leadership resources for inclusive access.**
- **Publish research-based policy briefs for stakeholders.**

STRAND 2: CAPACITY DEVELOPMENT

- **Conduct state-wide leadership training programs for all school heads with more than 3 years of service period left**
- **Strengthen mentoring and coaching frameworks for school heads.**
- **Design certification programs for school leadership.**
- **Organize targeted training for female school leaders**
- **Establish a School Leadership Fellowship program.**

STRAND 3: NETWORKING AND INSTITUTIONAL BUILDING

- **Foster collaborations between government, academia, and NGOs.**
- **Establish leadership hubs in districts for peer learning.**
- **Organize annual leadership summits for best practice exchange.**
- **Create an online professional network for school leaders.**

STRAND 4: RESEARCH AND DEVELOPMENT

- **Conduct longitudinal studies on the impact of leadership training.**
- **Establish a state-level research consortium on educational leadership.**
- **Develop frameworks for evidence-based policy recommendations.**
- **Publish annual reports on leadership development trends.**
- **Promote action research initiatives by school heads.**

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

- Journey of School Leadership Academy content is updated and provided
- Under Material and Content Development, Module and Case Studies have been updated
- SLA West Bengal will endeavour to provide districtwise video documentaries of best practices by School Heads in West Bengal by July 2025
- As regards the other sub heads which are not yet populated , it is requested that a formal request may be sent to the Director SCERT for loading the content under the different sub heads which have been prepared by other teams and may have intellectual property rights issues.

Thank you

