

REPORT ON "LEADERSHIP FOR EXCELLENCE IN EDUCATION PROGRAMME BY IIMA"

Details of the Programme:-

1. **Name of the Program:** Leadership for Excellence in Education
2. **Date:** 07th to 11th March 2022
3. **Venue:** IIM Ahmedabad Campus
4. **Batch No.:** 03
5. **Name of the Coordinator:** Ms. Nishtha Verma

Session wise Report (IN DETAIL):

Session No. & Name of the Resource Person	Session Name/Topic Name	What did you learn from this session?	What are you taking away from this session?	Any other remarks for the session?
DAY 1				
Session 1,	Registration & Introduction	<p>All the logistics for Registration process was well planned in advance .As each participant had to introduce themselves with name , department and preferred area of research , it went in a very systematic way and participants introduced themselves without any hesitation.</p> <p>Good Quality stationery was provided</p>	<p>Registration process should be well planned in advance and should be clearly conveyed to the participants for making participants comfortable to start with.</p> <p>Introduction should be simple and short and one must adhere to the time allotted for introducing oneself.</p> <p>Mobile phones should not be allowed during the training sessions.</p>	<p>All the print materials related to the sessions were given in advance to the participants. This was good in a way that it encouraged participation and interest in the sessions.</p>
Session 2 & 3	Data Driven Improvement through	For programme innovation research support is important narrow view of	Definition of education should be	Case study was discussed for this

Kathan Shukla	Assessing School Climate	<p>school education needs to be broadened</p> <p>Mechanism for improving school climate by annual or biannual assessment and facilitating reforms in areas of student support system, relationships building, teaching – learning process disciplinary practices etc</p>	<p>broadened from dropouts , infrastructure etc.</p> <p>School Climate Frame work needs to be develop for improvement in school climate</p> <p>Student survey, Teacher survey, Parent survey should be done periodically for school reform.</p>	<p>session which was very well customised with the context in Delhi</p>
Session 4 Kathan Shukla	Strengthening the Research Competence	<p>Research effectiveness is important not its production</p> <p>For innovation understanding the data pattern is important</p> <p>Research should be more practical than knowledge based</p>	<p>Research with practicum should be the approach not only knowledge dependence.</p> <p>Practical level and policy level problems should be the problem for research.</p>	<p>Research policy should emphasize relevant knowledge production</p>
DAY 2				
Session 1 & 2 Vijaya Sherry Chand	Roles of SCERT & DIET Faculty Members: Enhancing Research and Training Competence	<p>To improve the learning level of students & performance of School, the role of SCERT is important.</p> <p>Leadership contribution for any institution is a legacy.</p> <p>The post training effect is important</p>	<p>Institution progress should be archived by effective record management.</p> <p>SCERT should evolve as a self-sustainable institution by generating funds.</p> <p>School is a legacy and how it is reflected in</p>	<p>SCERT role is mandated or augmented to provide support in implementing the policy by Govt.</p>

			present time is important	
Session 3 & 4, Ambrish Dongre	Research based Programme Evaluation	<p>The session focused on researches to know the impact of the interventions</p> <p>The impact study can be prospective or retrospective in nature.</p> <p>Prospective type research is an important evaluation strategy design to be put in place before the intervention</p>	<p>The coordination between in-service programmes and research is important to know the true impact of the programmes,</p> <p>The concept of proximity between control group and treatment group is very important to study the impact of the interventions.</p>	<p>The understanding of treatment & control group is one of the important research skills</p>
Session 5 Kathan Shukla	Data-driven Approach to Improve Teaching Learning	<p>Causal analysis is important. A valid contrafactual is necessary for good research .Operational definition is another important factor to decide on the extent of research.</p>	<p>Provide need based assistance to schools.</p>	<p>Data is very important for intervention at all levels</p>
DAY 3				
Session 1&2, Vishal Gupta	Understanding the Inner Game through Mindfulness Management of Negative Emotions	<p>This session sensitized us toward our thinking .controlling our negative emotions, balancing work and making understand that as a human is a precious entity and any event in his life will be dependant on his/her thoughts / feeling and actions</p> <p>Session helped to understand the Automatic cycle of behaviour and how it is played by us as an inner</p>	<p>If you want to change others change yourself first</p> <p>Mindfulness is living in the present</p> <p>Multitasking is the biggest managerial myth. It is impossible two</p>	<p>A well customized case study was shared as an stimulus for reflection by the participants. The responses by the participants were aligned with the situation in</p>

		<p>game will decide how events will take place based on our thoughts & actions.</p>	<p>things in a same time</p> <p>Life is not either/or but needs to be balanced</p> <p>Growth mindset is important as it means lack of effort is a failure.</p> <p>Dissonance is important for not to be driven by others Be optimistic in life</p>	<p>the case study & this made the session very interesting and insightful.</p>
<p>Session 3& 4, Devasmita Chakraverty</p>	<p>Best Practices for Survey Development and Implementation</p>	<p>We learn how survey can be designed for effectiveness of the study and further for generalization</p>	<p>Design all survey keeping in mind the following</p> <p>Less cost, maximum benefit vs increasing trust of the respondent</p>	<p>Survey questionnaire was shared to observe any improvement this hand on practice made with all the doubts related to design the survey questionnaire.</p>
<p>DAY 4</p>				
<p>Session1 & 2, Vijaya Sherry Chand</p>	<p>Scaling-up Teacher Innovations for System Reforms</p>	<p>It was discussed that teachers innovations can be scaled up by Blended approach, Adaptability and Support (BAS) all the three has to be connected by school</p>	<p>It is important to understand from whom I learn. and also learning from the bottom is important</p> <p>Understanding the process of innovation is also important for this sensitivity to creativity has to be remembered.</p>	<p>Teachers are practitioners not researchers so don't criticize but analyse with reasons for why innovation worked.</p>

Session 3 & 4 Kathan Shukla	Improving Learner's Engagement through Gamification	<p>Game can be taken as pedagogical skill for making learning fun driven</p> <p>Game dynamics were discussed</p> <p>For applying gamification in learning understand the target audience, Identify goals apply rules , monitor the progress & finally do the Evaluation</p>	<p>Fun created by game can obviously change behaviour of people though designing game on the content was challenging</p>	<p>Game dynamics needs to be understood and should be practice by teacher/ teacher educators</p>
DAY 5				
Session 1&2, Rajesh Chandwani	Performance Management System for Talent Management	<p>This was one of the other wonderful sessions . It helped to understand four major component of Human Resource Management (HRM) i.e Recruitment, Training & development, Performance management system and Career progression</p>	<p>Recruitment, Training & development, is one time or yearly basis whereas PMS and Career Progression is regular in nature</p>	<p>Any institution without the effective HRM can only survive but not grow into the institution of excellence</p>
Session 3 & 4 Ambrish Dongre, Kathan Shukla	Participant Presentation for Research Topic	<p>Prepared research proposal in groupThe group work ensured participation of all and provided time for discussion & deliberation</p>	<p>Learn that Google scholar can be used for reviewing literature .</p>	<p>All group presentations were given equal attention . inputs & suggestions were given for improvement.</p>
Session 5	Feedback & Valediction	<p>The feedback about the training was filled by the participants in the feedback proforma which was given in the class.</p> <p>Receiving Certificate gave a sense of privilege & proud and motivation to learn more.</p>	<p>It was a well-designed feedback program with short & relevant questions which participants enjoyed filling.</p>	<p>It was a once in a lifetime experience, I am grateful to SCERT authorities for giving me this opportunity. Every session had made an impact.</p>

6. What did you find about the training the best?

The hospitality by IMDC , the well planned session , the relatable case study shared in the sessions , Professors very humble, positive and ready to help their spontaneity & soft skills in and outside the classroom was impressive .

7. What is the various learning from the training program that you will be implementing at SCERT/DIETs/Schools?

I learned that all intervention/ programmes need to be planned in coordination with all concerned departments/ officials before it is rolled out. Multitasking needs to be discouraged as this practice doesn't ensure efficacy & performance. All practices should be well aligned with the Institution goals . Practicing delegation of work as it is an important skill for the growth of an institution. Utilizing all Career growth opportunities for developing new capabilities

8. How do you plan to implement those learning?

Practicing mindfulness for scaling efficiency, utilization of institution library , using case study method as pedagogy/ andragogy for making learning effective in classroom/ training sessions, adding fun element by gamification for bringing change in teachers /students / other stakeholders behaviour , focusing on data driven practices , disseminating good working practices, becoming the active part of performance management system by motivating, development & influencing the behaviour and finally enhancing our research skills by reading and understanding the evidence based practices in research

9. Any other suggestions/remarks?

As of now the programme was meticulously designed. Only if possible the early morning flights should be only given preference when other is not available.

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