LEADERSHIP DEVELOPMENT PROGRAM FOR PRINCIPALS OF DOE, GNCTD AND DIET/SCERT FACULTY, DELHI

VENUE: IIM AHMEDABAD

Date: 22 - 26 October, 2024

DETAILS OF THE PROGRAM

No. of proposed participants: 50 Participants

No. of participants attended: 50 Attended

Stakeholders: Principals of DOE and SCERT Faculty

Transaction Methodology: Lecture Method, Interactive sessions supported by audio visual aids, Group Work, Role plays, Presentations

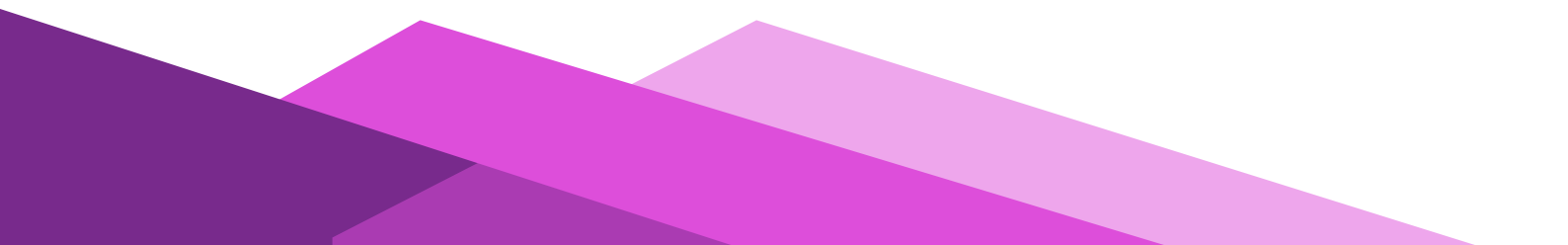**Name of Coordinator:** Dr. Rakesh Kumar Gupta, Assistant Professor

Report by: Dr. Rakesh Kumar Gupta

SCHEDULE OF TRAINING

Sessions Day/Date	Session 1 08:45 - 10:00	Session 2 10:20 - 11:35	Session 3 11:55 - 13:10	Session 4 14:30 - 15:45	Session 5 16:05 - 17:20
Day 1 Tuesday Oct 22, 2024	Inauguration and Introduction Kathan Shukla	Mihir, The Principal: A School Leader or A Follower Kathan Shukla		Role of a School Principal Neharika Vohra	
Day 2 Wednesday Oct 23, 2024	Leadership in Schools Neharika Vohra		Improving Academic Climate through a Data Driven Approach Kathan Shukla	Managing self-limiting beliefs Devasmita Chakraverty	
Day 3 Thursday Oct 24, 2024	Adolescent Substance Use: Recognizing and Responding at School Level Ankur Sarin and Ajazuddin Shaikh		School Discipline & Emotional Wellbeing: A Case of Riya Kathan Shukla		
Day 4 Friday Oct 25, 2024	Education & Technology Ambrish Dongre		Driving Change through Gamification Kathan Shukla	Visit to Gandhi Ashram and Adalaj Stepwell	
Day 5 Saturday Oct 26, 2024	Student-centred Leadership and Encouraging Innovation Vijaya Sherry Chand		Driving Change through Gamification Kathan Shukla	Application of Learning to Schools: Participant Presentations Kathan Shukla	Feedback and Valediction

OBJECTIVES OF PROGRAM

- To understand the impact of leadership styles on teacher motivation, student engagement, and overall school climate.

- To promote data-driven decision making for creating a positive and supportive school environment.

- To equip participants with strategies for overcoming self-limiting beliefs that hinder personal and professional growth.

- To provide knowledge and tools for recognizing and responding to adolescent substance use in the school setting.

- To explore the integration of AI tools like ChatGPT and gamification in enhancing teaching and learning processes.

- To encourage student-centered leadership by fostering innovation, student responsibility, and leadership within schools.

DAY 1

SESSION-1

The day started with a warm welcome and inauguration session by Mr.Kathan Shukla. All the heads of schools were brimming with enthusiasm to be a part of such a premier training institute. In this session Sir explained the technicalities and functioning of the entire training structure. The institute has a renowned and world class reputation. After the rudimentary knowledge about the training expectations and the reasons to design this insightful sessions was explained. After laying the foundation of the training structure, introduction of all participants was taken .Everyone shared their vision of the school teachers and expectations from the training .

A group photograph was clicked to seal the moment in time and to be a part of permanent memory .

SESSION-2 & 3

"Mihir, The Principal: A School Leader or A Follower" by Mr. Kathan Shukla offers a realistic look at the challenges faced by school leaders. Through Mihir's case study, it highlights common administrative issues, enhancing problem-solving and analytical skills. The session explored the gap between ideal and real scenarios, offering effective strategies for crisis management, discipline, student support, and creating a positive academic atmosphere. It underscored the importance of leadership, stakeholder consultations, setting clear goals, and fostering a supportive environment to improve the school climate. Overall, it was an insightful, thought-provoking session for school leaders.

SESSION-4 & 5

The session on "The Role of Principal" by Ms. Neharika Vohra began with an introduction and clear instructions for group and individual activities.
Activity 1: In groups, we brainstormed the daily responsibilities of a principal, listing key tasks within 10-15 minutes. This allowed us to reflect on our roles and duties in schools.
Activity 2: We then shared and discussed our lists within the groups, combining common tasks and identifying unique strategies or practices followed in our respective schools.
Activity 3: We were tasked with creating an image that captured the principal's multifaceted role. Each group presented its idea after half an hour of discussion.
Ms. Vohra then provided a broader perspective on the principal's responsibilities, emphasizing how they differ from other stakeholders. She discussed how principals can shape the learning environment, build school culture through small steps, and prepare students with essential skills and foundational competencies. The session also highlighted the power of leadership and the significant impact even small changes can have.
The day concluded with a campus tour, including a visit to the IIMA archive center and library. Overall, the session was inspiring, offering valuable insights that enriched our understanding and skills as school leaders.

DAY 2

SESSION 1 & 2

Leadership in Schools by Prof. Niharika Vohra
Prof. Vohra discussed how principals' leadership styles impact teacher motivation, empowerment, and job satisfaction. She highlighted the positive effects of "empowering leadership" on teachers' sense of purpose and organizational commitment. Two case studies illustrated key points:
Case Study 1: Mrs. Baveja, a firm administrator, and various staff members showed the importance of delegation and appreciation to avoid conflicts.
Case Study 2: Mrs. Dass, a compassionate administrator, highlighted the value of respecting the chain of command.
Prof. Vohra emphasized the stress administrators face when solving staff issues and the need for effective delegation and support. The session concluded with an assessment to gauge participants' leadership readiness.

SESSION 3

Improving Academic Climate through Data-Driven Approach by Prof. Kathan Shukla
Prof. Shukla focused on creating a positive, structured academic climate, balancing discipline with support. He discussed how such an environment boosts student engagement, aspirations, and social behavior, leading to better academic and social outcomes. A supportive atmosphere, he explained, helps students feel a sense of belonging, encouraging proactive learning.

SESSIONS 4 & 5

Managing Self-Limiting Beliefs by Dr. Devasmita Chakraverty
Dr. Chakraverty addressed the impact of self-limiting beliefs on personal and professional growth. Through group activities and storytelling, participants explored how past experiences and societal conditioning shape decisions. An activity involving prioritizing items in a sinking lifeboat helped reveal how inherent beliefs influence choices. Dr. Chakraverty emphasized overcoming these psychological barriers to unlock potential.

DAY 3

The third day of the program began with two insightful sessions on Adolescent Substance Use: Recognizing and Responding at the School Level, conducted by Professor Ankur Sarin and Dr. Ajazuddin Shaikh. The sessions covered various forms of substance abuse among students, methods of consumption, and how to identify signs of use. They also explored relevant laws and policies, providing practical approaches for handling substance use cases in schools. The speakers recommended further reading, including Most of What You Know about Addiction Is Wrong by Anirudh Kala and Food for the Gods.

Activity:
An interactive board game focused on substance use prevention was introduced. Participants were divided into small groups to play, and the activity was both engaging and informative. The session also included discussions on Persuasive Substance Use Preventive Communication (EQUIP) and Arnstein's Ladder of Citizen Participation, enhancing the conversation around prevention strategies.

The day continued with two sessions by Dr. Kathan Shukla on School Discipline and Emotional Well-being: The Case of Riya. Dr. Shukla used Riya's case to discuss challenges in school discipline, connecting it to the Authoritative School Climate Theory (based on Baumrind's Authoritative Parenting Theory), which provides a framework for improving both discipline and emotional well-being.

In the fourth session, participants were divided into groups and tasked with analyzing and solving three different cases. The discussions were interactive and engaging, and the academic sessions concluded at 4 PM.

In the evening, a Gala Dinner was held at 8 PM in the IMDC Dining Hall, where participants enjoyed dinner, music, and dancing, rounding off the day in a memorable way.

DAY 4

Day 4 of the program focused on leveraging technology in education, with an emphasis on Generative AI and gamification, followed by a cultural immersion visit to Gandhi Ashram and Adalaj Stepwell.

SESSION 1 & 2

Education & Technology
Professor Ambrish Dongre led engaging sessions on the role of technology in education, covering:

1. Generative AI: Its potential and implications for education.
2. Technology in Education: Enhancing teaching, learning, and assessment.
3. The Iron Triangle: Balancing access, quality, and cost in education.
4. MOOCs: Expanding access to quality education.
5. Adaptive Tutors: Personalized learning experiences.
6. Bloom's 2 Sigma Problem: Addressing individual learning needs.
7. ChatGPT and Gemini: AI-powered tools for education.

In the second session, Professor Dongre explored ChatGPT's practical applications. Participants engaged in activities to create Independence Day speeches, lesson plans, quizzes, and book summaries using AI. He emphasized the importance of effective prompting and editing when using AI tools, offering key guidelines:

- Be specific and clear
- Define the role and goal for AI
- Provide step-by-step instructions
- Personalize and provide context
- Engage in back-and-forth conversations with AI
- Maintain control over the process.

SESSION 3

Driving Change through Gamification
Professor Kathan Shukla introduced gamification as a powerful tool for driving change, focusing on engagement, motivation, and behavior change.
The session began with a case study of Rahul, a 9th-grade student who, despite having above-average IQ, suddenly failed in two subjects. Rahul's teacher noted his lack of interest in class, while his mother cited his busy schedule—school, tuition, and extensive online gaming. Friends revealed Rahul's leadership role in an online gaming clan, highlighting the key issues: academic decline, lack of parental guidance, and excessive gaming.
Prof. Shukla explained how online gaming can impact students, creating a "superhuman" mindset and shifting focus from academics. He proposed gamification as a solution to address these challenges, emphasizing its role in habit formation and turning learning into a fun, engaging activity.
A video demonstrated how gamifying stairs (with piano music) encouraged people to use them instead of escalators. The session included an engaging gamification activity where participants, divided into two groups, guessed a four-letter word with penalties for incorrect guesses. The exercise highlighted how gamification can promote learning and engagement.

CULTURAL IMMERSION

After lunch participants left the IIM campus to visit:
1. Gandhi Ashram: A historic site showcasing Mahatma Gandhi's life and legacy.

2. Adalaj Stepwell: An ancient Indian architectural marvel.

All the participants boarded the buses from Adalaj Stepwell at 5:20 and reached the Hotel.
Day 4 of the Program provided valuable insights into education technology and gamification. The hands-on experience with ChatGPT and gamification strategies will support our approach to enhancing teaching and learning in our school.

DAY 5

SESSION 1 & 2

Student-Centered Leadership and Encouraging Innovation
By Prof. Vijaya Sherry Chand
The morning session, held at the PP Gupta Auditorium with 50 participants, began with a discussion on the characteristics of effective school leaders. Prof. Chand outlined 28 key indicators and introduced a specific assessment tool for evaluating leadership effectiveness. He emphasized aligning school leadership with the values represented by the IIM Ahmedabad logo, vision, and motto.
After a short break, Session 2 focused on student-centered academic leadership, highlighting the importance of innovative and entrepreneurial leadership. Prof. Chand stressed the need for school leaders to foster student accountability and responsibility, encouraging a culture of innovation within the educational system.

SESSION 3

Driving Change through Gamification
By Prof. Kathan Shukla
The session resumed with participants presenting their group ideas on gamification. Each group introduced a game with rubrics for specific topics:
- Groups 1, 5, 6, 8 focused on self-hygiene and cleanliness.
- Groups 2 & 4 presented on vocabulary building.
- Group 3 introduced a game for library resource management.

SESSION 4

Application of Learning to Schools
Each team presented their action plans, addressing the following:
1. Identifying key problems and structures to change in schools.
2. Engaging teachers/students to recognize these issues.
3. Presenting a realistic strategy with timelines to address the problems.
4. Outlining an evaluation and monitoring plan to track progress and adjust interventions.

Topics included late student arrivals, absenteeism, children with special needs, and poor academic performance.

FEEDBACK FROM PARTICIPANTS

It can convey that it was really an enchanting experience for all the participants. In short it can be concluded as the interactive sessions explored various aspects of leadership, including:

- **Effective Leadership Styles:** Participants learned about the impact of leadership styles on teachers' motivation and student engagement.

- **Data-Driven Decision Making:** The importance of using data to create a positive and supportive school environment was emphasised.

- **Managing Self-Limiting Beliefs:** Techniques were explored to address negative self-perceptions that hinder personal and professional growth.

- **Adolescent Substance Use:** Experts provided information on recognizing and responding to substance use among students.

- **Technology in Education**: Participants learned about using AI tools like ChatGPT and gamification to enhance teaching and learning.

- **Leadership and Student-Centred Learning:** Strategies were discussed to foster innovation and encourage student responsibility.

PLAN FOR IMPLEMENTATION OF LEARNING OUTCOMES

- The program highlighted the importance of creating a positive and supportive school environment.

- Data-driven decision making can significantly improve student learning outcomes.

- Leaders play a crucial role in empowering teachers and fostering student motivation.

- Technology and gamification offer promising avenues for enhancing education.