



CBSE/Training /Consultant/2020

Dated: 21.02.2020
Notification No.:41

Notification

Subject: Training and Mentoring of Principals and Vice-Principals of CBSE affiliated Schools (2nd phase) in Collaboration with IIM- Amritsar, Ranchi & Sambalpur.

In continuation of the 1st phase of trainings of Principals & Vice-Principals in collaboration with IIMs, CBSE has scheduled 2nd phase of these training programmes in collaboration with IIM-Amritsar, Ranchi & Sambalpur as per the details given below.

Areas like Leadership Challenges for Education in 21st Century, Pedagogical Perspectives, Team Building, Building High Performance Culture, Competency based Education, Time and Stress Management and many more topics like these are planned to be covered in these programmes.

Programme details:

Dates	Venue	Link for Applying
29 th April- 02 nd May, 2020	Indian Institute of Management, AMRITSAR	https://docs.google.com/forms/d/e/1FAIpQLSdQe3vJGiBzX1ps2Jiy92xN-epfNZg1hpemJ6qcinLqdkBtOw/closedform
Phase I- 27 th April – 1 st May, 2020 Phase II- 04 th - 08 th May, 2020	Indian Institute of Management, RANCHI	
28 th -30 th April, 2020	Indian Institute of Management, SAMBALPUR	

The details of the programme are available at annexure. Interested Principals/Vice-Principals/School Heads of Secondary and Senior Secondary Schools affiliated to CBSE may apply in the prescribed form available at the given link. The size of the batch for training is 35 for each venue and the registrations will be closed after the requisite no. of candidates have registered.

The Board will shortlist candidates and send the nominations to IIMs concerned and thereafter all the nominated participants may transfer the requisite programme fee to them directly. It may be noted that the cost of these programmes is to be borne by the applicant/school itself.

For any further information/query, please contact Consultant (Training) at consultantraining.cbse@gmail.com.

(Dr. Biswajit Saha)
Director (Training & Skill Education)

"शिक्षासदन", 17, राऊज़ एवेन्यू, नई दिल्ली- 110 002
"ShikshaSadan", 17, Rouse Avenue, New Delhi – 110 002
वेबसाइट/Website : www.cbseacademic.in



Copy to;

The respective Heads of Directorates, Organizations and Institutions as indicated below with a request to disseminate the information to all the schools under their jurisdiction.

1. The Commissioner, Kendriya Vidyalaya Sangathan, 18-Institutional Area, Shaheed Jeet Singh Marg, Delhi-110016.
2. The Commissioner, Navodaya Vidyalaya Samiti, B-15, Sector-62, Institutional Area, Noida 201309.
3. The Director of Education, Directorate of Education, Govt. of NCT of Delhi, Old Secretariat, Delhi-54.
4. The Director of Public Instructions (Schools), Union Territory Secretariat, Sec-9, Chandigarh-160017.
5. The Director of Education, Govt. of Sikkim, Gangtok, Sikkim –737101.
6. The Director of School Education, Govt. of Arunachal Pradesh, Itanagar –791111.
7. The Director of Education, Govt. of Andaman & Nicobar Islands, Port Blair – 744101.
8. The Director, Central Tibetan School Administration, ESSESS Plaza, Community Centre, Sec 3, Rohini.
9. The Additional Director General of Army Education, A–Wing, Sena Bhawan, DHQ, PO, New Delhi-01.
10. The Secretary AWES, Integrated Headquarters of MoD (Army), FDRC Building No.202, Shankar Vihar (Near APS), Delhi Cantt-110010.
11. All Regional Directors/Regional Officers of CBSE with the request to send this circular to all the Heads of the affiliated schools of the Board in their respective regions for compliance.
12. All Directors/Heads/ In-Charges, COEs of the Board with request to disseminate the information.
13. All Joint Secretaries/Deputy Secretaries/Assistant Secretaries, CBSE.
14. Assistant Secretary, IT Unit with the request to put this circular on the CBSE Academic website.
15. The Public Relations Officer, CBSE.
16. PPS to Chairperson, CBSE.
17. SPS to Secretary, CBSE.
18. SPS to Controller of Examinations, CBSE.
19. SPS to Director (IT), CBSE.
20. SPS to Director (CTET).
21. SPS to Director (Edusat).
22. SPS to Director (Academics) CBSE.
23. SPS to Director (Professional Exam), CBSE.
24. SPS to Director (Training & Skill Education), CBSE.
25. Director, IIM, Amritsar
26. Director, IIM, Ranchi
26. Director, IIM, Sambalpur

Biswajit Saha

Dr. Biswajit Saha
Director (Training and Skill Education)



Proposal for

Training and Mentoring of Principals and Vice Principals of
Schools affiliated to CBSE

School Leadership for Changing Times
(2020)

About Us

Indian Institute of Management (IIM) Amritsar is an institution of National Importance established by Ministry of Human Resource Development, Government of India in 2015. It is the 15th IIM set up by the Ministry of Human Resources Development with the support of the Government of Punjab. After the registration of IIM Amritsar Society on July 27, 2015, the first batch for the class of 2015-17 was enrolled in August 2015. Later, on October 14, 2015, IIM Amritsar Board of Governance and Society was constituted. From December 31, 2017, IIM Amritsar functions as an autonomous Institution established by Indian Institute of Management Act, 2017 (Bill no. 20-C of 2017). First four batches of IIM Amritsar were mentored by IIM Kozhikode, the 5th oldest IIM.

Being located in Amritsar, the land of the Golden Temple and Wagah Border, the institute benefits from the enriching experience offered by this holy city. The Institute is currently operating from the Punjab Institute of Technology Building, five km away from the railway station and 10 km from the airport. The construction of its permanent campus is expected to begin by January 2020.

IIM Amritsar offers a two-year Master of Business Administration (MBA) programme. From the next academic year, Ph.D., Executive MBA, specialized Masters and Post Graduate Certificate programmes will be introduced. These programmes have been designed to provide world-class management education to meet the requirements of organizations across sectors for management professionals. The institute is committed to imparting strong educational foundations and values in thoughts and actions of the future managers. Owing to its indefatigable allegiance to providing exemplary education, IIM Amritsar has established itself as the vanguard of quality education and learning in a short span of time.

The Institute follows the same pedagogy as practiced by the other members of the prestigious IIM fraternity. With the various facilities like state-of-the-art IT-enabled classrooms, a digital library giving access to the most relevant national and international business and management journals, auditorium, student activity room, indoor and outdoor sports facilities, gymnasium, spacious hostel rooms, etc. IIM Amritsar provides a nurturing environment for its students to learn and grow. IIM Amritsar also focuses on creating an entrepreneurial culture, where the students and faculty work together to create best enterprising solutions. To achieve these objectives, IIM Amritsar forges a strong connection with the industry and since its inception, over 100 senior corporate executives from a variety of sectors have interacted with the faculty and students through industry conclaves and CEO speaker series.



Introduction

Schools are a fundamental unit of any society after one's own family. They have an important responsibility to shape and nurture the young impressionable minds for the future. All around the world, schools, which are a part of larger societies, are undergoing tremendous changes. The schools today are reeling under the pressure to match up their pace with the ever-changing demands being thrust upon by the rapid technological changes, agile intergenerational workforce, diverse school population, and greater accountability along with resources constraints. The path ahead looks complex, uncertain and unclear.

School leaders as pedagogical heads are required to manage the teaching-learning process, establish norms for continuous quality improvement and also create a collaborative learning organization. School leaders also play a vital role in defining the cultural DNA of their school. They have to continually shift their focus from reactive to a more proactive strategic response to the future challenges. The move towards decentralized self-managed school systems; outcome-based education, authentic assessment patterns, standardized curriculum and student-learning outcomes constantly act as accountability parameters.

These disparate crosscurrents pose daunting challenges to theoretical and practical interpretation in many fields of education and constitute an essential agenda for educational change. International, social and technological disruptions require a very transformative and rapid response from the educational community. This requires a forum to exchange ideas, best practices and disseminate research findings in the domain of educational leadership and management.

In this training programme the focus will be on the varied issues that the Principals and the teachers grapple with in the day-to-day functioning of their schools. By establishing and interpreting the nature and scope of educational change, the *School Leadership for Changing Times* will make a significant contribution in meeting this challenge.

Focus Areas of the Training

The learning outcomes of the training programmes would explore areas related to-

- New Educational Policy initiatives and Stakeholders
- Pedagogical Leadership with a focus on outcome-based education
- Leading Teachers towards competency-based education
- Data driven decision-making
- Defining and Managing the Cultural DNA of the school
- Leading and Managing Change at the institutional level
- Effectively managing Human Resource Systems and processes
- Branding and positioning of school
- Managing Innovations through effective project planning and financial management

Programme Highlights

IIM Amritsar in conjunction with CBSE will host a 4-day programme for Principals and Vice Principals of the CBSE affiliated schools, 4 times a year January, April, August and November 2020. The participation is limited no more than 30 participants per session to promote small group interactions and experiential learning.

Day 1

Stakeholders in a Changing Educational Landscape

The focus of this day will primarily be on the various policy imperatives by the Indian Government and the other challenges occurring in the domain of education.

New Educational Policy 2019

Right to Education Act 2009 and its implications

Globalization and its impact on education

Industry 4.0- Big Data, Artificial Intelligence, Machine Learning and Blockchain

Intergenerational workforce- Inclusion and Diversity issues

Digitization and its effect on Learning Styles

Day 2

Pedagogical Leadership with a focus on Outcome-based education

The focus of this day will primarily be on stressing the importance of pedagogical leadership and effectively managing the talent life cycle

Leading Teachers towards competency-based education

Effectively managing Human Resource Systems and processes

Value-based recruitment, recognition, and promotions

Issues related to Teacher development

Effective Curriculum Design and Delivery

Day 3

Defining and Managing the Cultural DNA of the school

The focus of this day will be on helping the participants to understand and define the cultural DNA of their school.

To build a "Head" to "Heart" Strategy for employee happiness and engagement

Approach to Measure and align school goals and happiness goals

Design growth oriented employee engagement initiatives using the Science of Happiness

How to create high engagement zones at workplace

Day 4

Leading and Managing Change at the institutional level

The focus of this day will be on the processes of introducing changes at the systemic level and managing the alignment issues for successful implementation at the institutional level.

Branding and positioning of school

Managing Innovations through effective project planning and financial management

Training Session Plan

Day 1- Stakeholders in a Changing Educational Landscape	
9:00-9:30 AM	Introduction Welcome message by the Director Brief overview of the Programme
9:30-10:45 AM	Policy Imperatives- NEP 2019, RTE and its Implications
10:45-11:00 AM	Tea Break
11:00-12:15 PM	Challenges in the School in a Volatile Environment
12:15-1:15 PM	Lunch Break
1:15-2:30 PM	Technology and its Effect on Schools 4.0
2:30-3:45 PM	Effective Classroom Management-Trends and Challenges
3:45-4:00 PM	Tea Break

Day 2- Pedagogical Leadership with a focus on outcome-based education	
9:30-10:45 AM	Elements of Successful School Leadership
10:45-11:00 AM	Tea Break
11:00-12:15 PM	Outcome-based Education Process Management
12:15-1:30 PM	Talent Management and Competency development
1:30-2:30 PM	Lunch Break
2:30-3:45 PM	Designing curriculum for 21 st Century Skills
3:45-4:00 PM	Tea Break

Day 3- Defining and Managing the Cultural DNA of the school	
9:30-10:45 AM	Cultural DNA for Learning Organizations
10:45-11:00 AM	Tea Break
11:00-12:15 PM	"Head" to "Heart" strategy for Employee Happiness and Engagement
12:15-1:30 PM	Creating and Sustaining Effective Teams
1:30-2:30 PM	Lunch Break
2:30-3:45 PM	Stakeholder Management- Students, Parents, Hubs of Learning (HoL) and Board
3:45-4:00 PM	Tea Break

Day 4-Leading and Managing Change at the institutional Level	
9:30-10:45 AM	Branding and Positioning of your School
10:45-11:00 AM	Tea Break
11:00-12:15 PM	Financial Management and Accountability

12:15-1:30 PM	Effective Project Planning and Implementation
1:30-2:30 PM	Lunch Break
2:30-3:45 PM	Managing Innovations
3:45-4:00 PM	Tea Break
4:00-5:00 PM	Reflections, Learnings and Develop Action Plans
5:00-5:30 PM	Valedictory Session

Expected Participants Profile

Principals of senior secondary schools (with classes up to XII) affiliated to the state, national or international boards. Individuals with background in managing schools or promoters of schools are also welcomed.

Training Method and Pedagogy

The training will be:

- Highly practical, experiential, structured and organized.
- Delivered in an enthusiastic and interesting way that will ensure involvement of all the delegates.
- Whilst being consistent with the plan, the training will be flexible and responsive to the needs of the individual delegate group.

The training method follows this general pattern:

1. Pertinent examples with experience sharing sessions
2. Hands-on Practice sessions
3. Live Role-playing, Group Exercises and Case Studies
4. Action Points, reflections and collaborative learning at the end of the day

Faculty Profile

<http://iimamritsar.ac.in/faculty.php>

Training Costs / Investment

IIM Amritsar in conjunction with CBSE Board will offer this training 4 times in a year preferably in the months of January, April, August and November 2020 from its campus at Amritsar. The participation is limited to no more than 30 participants per session to promote small group interactions and experiential learning.

Venue and Accommodation

The Programme will be conducted at the IIM Amritsar Campus and for boarding and lodging of the participants the arrangements will be made at a nearby hotel.

Programme Fee

The Programme fee for the 4-day training programme “*School Leadership in Changing Times*” is INR 49,000/- (residential) and INR 39,000/- (non-residential) inclusive of 18% GST per person, which includes boarding, lodging in AC rooms, tuition fee, cost of the programme material and to and fro transportation between hotel and campus.

Programme Dates

IIM Amritsar in conjunction with CBSE Board will offer this training 3 times in a year preferably in the months of April, August and November 2020 from its campus at Amritsar.

The dates for the training are:-

29th April-2nd May 2020

19th August-22nd August 2020

11th November-14th November 2020

Contact Details

In case of any amendments or changes to be made to this programme, please write to us-
vartika.dutta@iimamritsar.ac.in

Faculty Coordinator for the Programme-

Dr. Vartika Dutta (PhD, IIT Kharagpur)

Assistant Professor (OB & HR)

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IIM Amritsar striving to *Empower Talent*

IIM Amritsar has been growing by leaps and bounds since its inception in 2015. The progress is possible because of the talented students; the efficient professors and rich industry connect. The remarkable climb up the ladder has been possible because of the constant support from the government and industry and we wish to continue a long flourishing relationship in the future.

Indian Institute of Management Amritsar

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