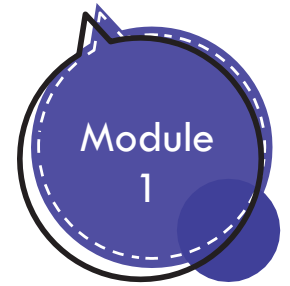


SCHOOL LEADERSHIP: CONCEPTS AND APPLICATIONS



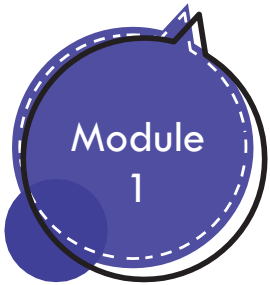
INTRODUCTION

He module hian “Leadership” awmzia leh a nihphung zau taka hriatthiam theihna min chawpchuahsak dawn a. chu zirna hmun a nihzia hriattirin naupangte tan thanna leh kawng tinrenga hmasawna, a tha zawnga danglamna thlentirtu a nihzia a hriattir ang. Tin, he module hi elementary school head-te tana siam niin, a tum ber chu school head-te chu an tun dinhmun aia tha leh hmasawn zawka a hlankaitir dan a ngaihtuhtir ang a, naupangten an zirlaiah hmasawna an neih theih nan theihtawp an chhuah ang. Amaherawhchu hetiang sikul tha leh duhtusam nei tur chuan sikul hi a mal tan thei lo va, a chhehvela cluster, block leh district-te nen an inhne reng a ni. The National Centre for School Leadership chuan transformative school leadership thleng tur chuan heng cluster, block leh district level te thlawpna leh tanpuina hi a pawimawh em em tih a hria a. Module hian Chiang takin school hmasawntir theitu, leader mizia leh nihphung hrang hrangte leh an mawhphurhnate a tarlan bakah hmasawn zawka school hlan kaina tura hmahlir tha nehtir dan te a tar lang bawka ni. He Module tawp lamah hian school head-te tan school development plan buatsaih a ni a, chu chuan a tum chu school hmasawna tur kawng thlir dan an lo thiam nan leh school hmasawna atana hmachhawp thate a taka an chantir theihnan a ni. He Module hi school head-te tana buatsaih ni mahse district level-a zirna hmasawn nana thawktu dangte mamawh pawh a huam kim tho bawka ni.

LEARNING OBJECTIVES OF THE MODULE

Headmaster-te zir chhuah turte chu –

- School leadership awmzia hriattir leh hmasawn zawka school hlan kaina tura hmahlir tha neih leh chumi atana an tih tur leh mawhphurna hriattir.
- Naupangten an zirlaiah hmasawna leh thiamna tha an lo neih theih nan leh an school a lo than chhoh zel nan.
- An hriatna, theihna leh mimal ngaih dan a tha zawnga thantir a, school than chhoh zel nan thawh hona tha siam.
- System level functionaries (CRC/BRC/ABRC/BEO/ABEO/DEO/DPO) te school hmasawn nana thawh hona tha neih.



LEARNING OUTCOMES FOR LEADERSHIP DEVELOPMENT: KNOWLEDGE, SKILLS AND ATTITUDES FRAMEWORK

School head-te leh system level functionaries-te zir chhuah turte chu a hnuai box ah hian - Knowledge , Skills leh Attitudes anga tar lan a ni a. He module hian school head leh system level functionaries hmasawna leh duhthusam an neih theihna turin a pui ngei ang.

- Hriatna (knowledge) tih hian eng nge a kawh? Theory leh practice-ah a ken telte.
- Themthiamna (skills) hi eng nge?
- Rilru puthmang (attitude) – school tihhmasawn kawnga mimal ngaih dan pekna.

KNOWLEDGE	SKILLS	ATTITUDES
School Leadership	Vision Building	Taking Initiative
Pedagogical Content knowledge	Collaboration	Positive Outlook
Academic supervision	Communication	Being proactive
Team Learning	Academic Supervision	Belief that every child can learn
School Development Plan	Supporting Transformation of teaching – learning processes	Belief that every child can progress on the learning graph
ICT Initiatives in Education		

LEADERSHIP: THE CONCEPT

Hetah hian leadership awmzia chiang takin hrilhfiah a ni ang a, hruaitu tha ni tur chuan mahni in hriat chian a pawimawhna atanga intanin, school head leh system level functionaries a nihna anga a mawhphurhna te zir ho a ni ang.

Self and Motivation

Mahni kan inhriat chian hian kan theihna leh thiamna min hriat chiantir thin a, hei hian mahni inrintawkna min pein, mahni inenlet leh inngaihtuah letna hun te kan neih phah thei a ni. Hei hian keimahniah leader tha ni turin danglamna min siam thei thin bawk a ni. Hei hian harsatna lian tham

kan hmachhawn pawhin 'Ka ti thei ang' tih theihna rilru min pe ang a. Hetiang rilru kan put chuan hruaitu hmahlir nei tha, mahni school theuha a tha zawnga danglamna thlentirtu kan ni ngei ang. Mahnin hmasawn kan tum a, a tha zawnga kan inthlak danglam theih zel chuan mi dangte tan kan entawt tlak ang a, an tan role model kan ni thei bawt ang. Hetiang nihphung hi school head ten an neih chuan an school-ah danglamna tha tak a thleng tan der tihna a lo ni ang.

Amaherawhchu mahnia danglamna lo thleng hi vawillekhata thleng thut ni lovin, muangchanga thleng reng a ni tur a ni a, he danglamna lo thleng hi kan mizia leh nun danah te, kan hriatna leh thiamna tihzau kawngah te a lang chhuak tur a ni. Heng bakah pawh kan hmasawn theih dan tur chu midangte chung a tha zawnga kan rilru puthmang kan thlak thlengnaah te, tawnhriat hrang hrang neih tum te, lehkha chhiar tam te leh midangte nena inkungkaihna tha leh thawh hona tha siam te hi a ni. Nangmah leh nangmah a tha zawnga i inthlak danglam tam poh leh i school tan hruaitu tha i ni ang. Hetiang thlen tura i kawng zawh tantirhah he zawhna hi i inzawt thin dawn nia – **Hotu tha ni turin eng ang mi nge nih ka tum ang?**

Hruaitu nunphung

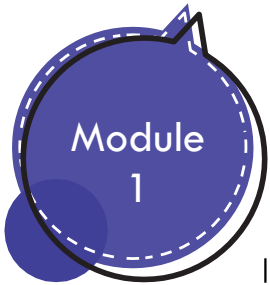
- Bul tantu leh hmahruaitu
- A tha zawnga thil thlir thiam mi
- Mahni intiphur thiam mi
- Mi thiphur thiam
- A tha zawnga danglamna thleng tura chum lo chat lova hna thawk mi.

Hruaitu tha chu hma latu leh bul tantu a ni tur a ni tih hi dik i ti em? Hei lo hi hruaitu tha ni tura thil pawimawh nia i hriatte han ngaihtuah teh le. He mi tichiang tur hian video link (Lead India Video) dah hi en la, leadership lesson he video atanga i hmuh han sawi teh.

Leaders in Action

Leader chi hnih an awm thei ang, chungte chu – Nihna a neih sa avanga leader emaw, leader ni tura thlan/thawh rei tawh avanga kaisanga leader ni ta te hi. Kan mamawh tak zawk chu hnathawh that avanga leader, midangte hneh thei a, hna phur taka thawk mi hi a ni. Nangmah kha eng ang hruaitu nge i nih? in school- a i thawh rei tawh vang maia kaisanga school head i ni nge i thawhnaah

Audio visual resources a mi 'Lead India video' kha han en teh u



i thawh rei tawh avanga hruaitu? Hetiang mi pawh lo ni la, “Leader by action” i ni thei tho a ni.

I school-a danglamna a tha zawnga thlentu i nih dawn chuan, leader by action hi i nih a ngai a. Leader by action ni tur chuan mahni intah hriam peih a ngai a, midangte hneh thei mi, thawh puite nena thawh hona tha neih, rilru/ngaihtuahna chik taka hman thiamna, thu tlukna siam thiam leh siam rang mi i nih a ngai a ni.

Leadership Defined

Leadership tih hi tawngkam tlanglawnah chuan thuneihna emaw, thuneitu nihna nena pawl/mihring ho khawmtu tihna a ni mai a.

Heng thumal pathum – ‘power’, ‘authority’ leh ‘influence’ te hi leadership awmzia hre fiah turin a awmzia hriat chian i lo tum dawn teh ang.

Power chu mi dang nun emaw, ngaih dan te lawmman leh hremna emaw hmang tangkaia thlak danglamsak theihna hi a ni a. Power hi chi thumah a then theih ang, chung te chu : (i) coercive power (personal charm) (ii) remunerative power (money) leh (ii) normative power (norms, rules and regulations)

Authority chu danin a phal anga thuneihna hi a ni a, Sawrkar hnathawk ten sawrkarin phalna a pek avanga thuneihna kha a ni a, nihna a ken thuneihna ti ila a Chiang awm e.

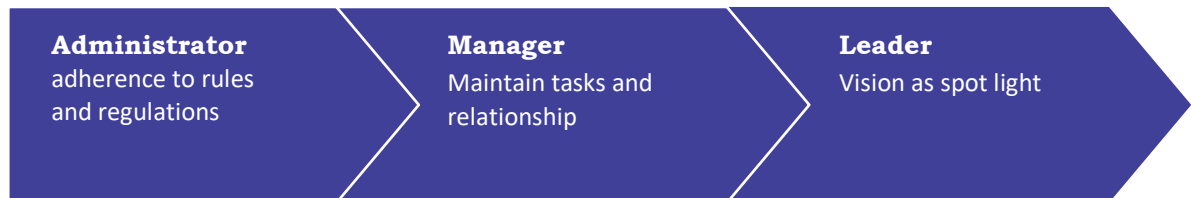
Influence awmzia chu mi dangte nun tih luihna tel silova kan va thlaksak/thlak danglam theihna kha a ni a.

Leadership style tha ber chu mi nun a tha zawng a, tih luihna tel lova thlak danglam sak theihna kha a ni a, hetiang leadership style hi a tlo ber a tih theih ang.

Move beyond Administration to Leadership

Headmaster-te hi anmahni school theuhah hian nihna leh tih tur hrang hrang neilin an awm a, a changin roreltu, company manager ang te an ni bawk a, buai em ema hun an hman chang pheih chuan hotu an ni tih pawh an intheihnghilh fo awm e.

An hun tawn a zira administrator emaw, manager emaw, leader emaw a nih chang a awm thei ang, a hnuai mi entirna figure ang hian school head i nihna anga i function dan tur han inzir chiang teh



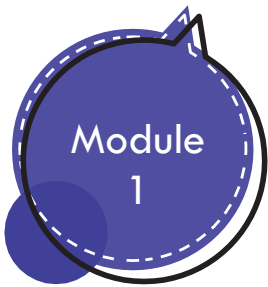
A chung a figure ang hian, hna thawh chin tur a zau poh leh tih tur a tam zel a, dan leh thupek hnuai ah administrator anga i thawh chuan, i thawh tur chin thliar a ni ang a, thui i kal thei loving a, result tha pawh a awm hman lo thei, hetiang hi sawrkar rorelna hnuai kan thawh chuan a thleng chawk a, kan hnathawh kalpui dan tur chung lam atanga thu kan nghah thin te hian. Hetiang ni lova mahni hrehawm pawisa lova; a tha thei tur ang ber nia kan hriat anga hna thawk tura thu tluka keimahnin kan siam hian result tha a lo lang chawk.

School head-in a thiamna leh finna zawng zawng hmanga a school a kaihruai chuan duhthusam school a nei ngei ang a, school dead-in a school programme leh activity a hriatpui a, a enpui vek chuan administrator mai ni lovin manager angin a function tel tihna a ni ang. Leader chuan –

- Team member-te nen hna tha taka an thawh ho theihna turin hma a la thin ang.
- Team member-te zingah inbiakpawhna tha siam a, pheikhai rual taka tan hona leh kalphung tha a siam ang.
- Hma a hrui thin ang a, team thawh hona atan hma a la thin ang.

School head-te chuan hna leh mawhpuhna chi hrang hrang an neih avangin, school-a hotu an nihna atangin school leadership kan hriatthiam dan i lo ngaihuah ho teh ang u.

Leader chuan a hnaah danglamna tha thleng tur chuan administration leh management hna bak a khawih tel a ngai a, leader tha chuan a hnuai goal-4, Boles leh Davenport (1975) model siam ang hi a ti thei tur a ni ang.




Module
1



Source: The Leadership process in Harold W. Boles and James A. Davenport (1975), Introduction to Educational Leadership, Harper and Row Publishers, New York, p.158

A chung a figure in a sawi - i school i enkawl a, i kaihhruai lai khan, hotu tha i nih duh chuan a chung a goal pali te khi i tih ngei a ngai dawn a, school activities hrang hrang – school naupangte an zirnah an hmasawn leh hmasawn loh hriatsak te, zirtirtute zirtir dan leh an harsatna hriatpui te, school result te, zirtirtute school-ah an kal tha em, an tlai ngai em tihte leh anmahni an intuaitar zelna ngaihtuahpui leh an school library hmasawna te a awm chuan, goal- 1 leh 2 hi chu i thleng tih i hria ang.

Mahni inthlak danglam hreh lo, tih dan thar tha zawk kawnga sulsutute chuan Goal 3 khi an thleng tihna a ni ang. Hei bakah hian zirtirna kawnga zirtirtute chawikan leh school leh classroom zirtirna tihmasawn zawnga tan hona a siam thiam chuan Goal- 4-na hi a thleng leh thei tihna a ni bawk ang.



Check video link in audio-visual resources on change leadership and school improvement.

Goal- 1 leh Goal – 2-na bak hi thlen harsa i tih chuan administrator i ni tihna a ni ang a, leader nih duh chuan a thlen tur chin thlen a har deuh thin. Hetiang hian a sawi theih awm e, tlem te chauhin Goal hmasa pathum khi an thlen theih dawn avangin leader an inti thei lovang, a tam zawk chu administrator an ni a, tlem te chauhin Goal 4-na khi an thleng thei tlangpui.

School Leaders: Multiple Roles and Responsibilities

School hotu ber i nihna angin, tih tur leh mawhphurna tam tak i nei a, a hnuai figure tarlanah school leader te tih tur leh mawhphurna hrang hrang 7 te a hmuh theih a ni.



Perspective on School Leadership

Key area pasarihte chu inthlun zawm vekin kawng tinrenga school transformation thlentirtu tur leh chu danglamna awmtir thei tur school leader-te leh system level functionary-te tih tur pawimawh tak keng teltu an ni vek bawk. School leader i nihna angin school leadership awmzia leh nihna dik tak i hrechiang tur a ni a, hei mai bakah hian school hmasawna atana tanrual pawimawhna i lo hria ang a. I nihna leh tih tur i hriat chian chuan school hmasawna neih a pawimawhzia i hria ang a, kawng tinrenga naupang tinte tih hmasawn dan i lo hria ang.

Check video link in audio-visual resources on School as a Learning Organisation.

A chung a figure-in a lantir chu Leadership avanga school transformation thlentir a tum a ni. School chu zirna hmun a nihzia hriattirin naupangte tan thanna leh kawng tinrenga hmasawna, tih chhinna leh a tha zawnga danglamna thlentirtu a nihzia a hriattir bawk. School head-te chu tun dinhmun aia tha leh hmasawn zawka school hlankaitir dan a ngaihtuahtir bawk ang.



Module 1

Developing Self

He thil in a tum ber chu hmalam pan tura mahni insiam that, a bikin mahni theihna tihpun te, ngaihdan leh ngaih hlut zawng tih hmasawn te, midang nena inkungkaihna kawng tih that te, hruaitu ni chungah mahni leh midangte inzir leh intuai hriam zelna tur kawng dap chhuah leh chawp chhuah thiam te hi a ni. Mahni in hriatchian tum na leh hmasawn tumna hian kam hmalama harsatna kan tawh tur te hmachhawn dan tur ah nasa takin min pui thin, school head chuan a school a enkawlina ah hmasawn atum flat a, a school naupang zawng zawng te huapzo taka an thatna tur a ngaihtuah flat a, zirtirtute leh thawktu dangte dinhmun ahriat thiam ang a, in kungkaihna tha leh thawh hona tha a siam thiam ang. Mahni in enlet nachang ahria ang a, a in thil dik loh atanga in zir zelin leader tha taka a in cherchhuak ang a, 'Ka ti thei ang' tih ngaihdan a neih flat chuan a school chu hmasawn zelin, a thlak danglam ngei ang.

Check video link in audio-visual resources on Professional Development Plan

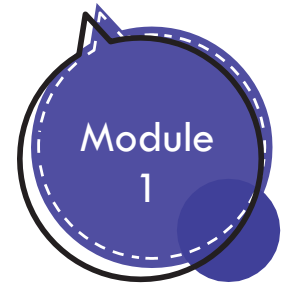
Transforming Teaching- learning process

Hei hian school leader-te chu naupangte tana school pawimawhna, hmuh ngai loh leh hriat ngai loh hriat tharna, remhriatna leh kawng hmang hriat tanna bul a nih hre reng chungah teaching-learning process an hman tur chu naupangte chauh dah pawimawh hmasa a, an thiam theih ngei dan tur leh an tih theih ve ngeina tur kawng zawng zirtirna her rem hi a tum a ni. School head chuan classroom tinah eng nge thleng, zirtirtuin eng harsatna nge zirtirnaah a neih, naupangten eng harsatna nge an neih tih te a hre tur a ni a, chumi hrethiam tur chuan naupangte pawh a zirtir ve thin tur a ni. Hetianga i tih thin chuan teaching and learning process tha i school chuan in nei ang a, zirlaite chuan an tuina leh thiam zawng te, an harsatnate an hria ang a, phur takin school nitinin thil thar zir turin lo kal thin ang. A hnuaia video link-ah hian school leh education thil tum te tar lan a ni.

Check video link in audio-visual resources on School and Purpose of Education

Building and Leading Teams

School hi thawh hona hmun, thawk tute zawng zawng, inpuibawm a, an tum an thlen theih ngeina tura phur taka hnathawhna hmun tur a ni. Building and leading team hi chuan hnathawk ho tur team tha din leh thawk tha tura siam lam a kawka. Team hnathawk ho phur dan te, inpuih tawna te, thawh ho dan hrim hrim te, ngaih dan inang lo siam rem dan



te, team member zawng zawng thiamna tihhmasawn te a huam a ni. Thawh hona tha hian school tha takin a function-tir ringawt lo va, a team member zawng zawngte thiamna, theihna te a tipung bawk a ni. Team member-te zingah inbiakpawhna tha a siam bawk a ni.

Leading Innovations

Hei hian a tum chu tih dan tha zawk ching thara hmasawna thlentir a ni. Eng pawlah pawh innovations hian a tum chu kalphung pangngai her danglamna, ngaih dan thar leh kalphung thar nena danglamna thlentir hi a tum a ni. Innovations hi harsatna sut kian nan ringawt a hmang lo va, mi zawng zawng thiamna leh theihna hman tangkai a, risk lak ngamna te mahni inrintawkna te a siam ang a, 'Ka ti thei a ni' tihna rilru a siam bawk ang. School chu learning organisation anga ngaih a lo ni tawh ang a, zirlai naupangte mai bakah zirtirtu te, nu leh pate leh khawtlang ho tan pawh hlim leh nuam taka zirna hmun a lo ni tawh ang. A hnuacia video link hi Innovation hrechiang turin click rawh.

Leading Partnerships

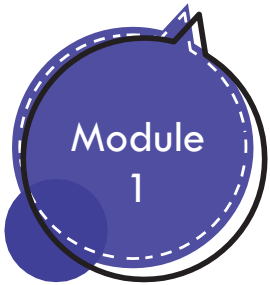
School naupangte chu chungkaw khawsak leh nunphung in ang lo tak tak atanga lo kal khawmte an ni a, anmahni dinhmun hriatthiamna atanga zirtir leh kaihhruai an nih chuan school nuam an ti a, an zirlaiah pawh hma an sawn phah thin. Leading partnership-in a tum chu school leh nu leh pa te, khawtlang mipui te, education deparment-a thawkte leh thenawma school awm hnaivaite nena inlaichinna tha tak siam hi a ni. A tum ber chu school leader-in ama school atana mi pawimawh awm thei zawng zawng thiam taka tanrualpui hi a ni

Leading School Administration

Hei hian a tum chu inrelbawlina leh sum leh pai chungchanga school kaihhruai leh tihhmasawn a ni a. Hemi hmang hian sawrkar dan leh kaihhruaina te i lo hrethiam ang a, school fianance, budgeting lam te leh utilisation of funds chungchang hriat chianna school head chuan a nei dawn a ni.

Check video link in audio-visual resources on Knowing More about Innovations

Hetah hi chuan inrelbawlina leh sum leh pai chungchanga school kaihhruai dan thlurbing tur a ni. School head-te chu sorkarin an laka a beisei – inrelbawlina felfai, sum leh pai hman dan daihzai leh tha zawk hrethiam turin a buatsaih dawn a ni. School hotu nih chuan hruaitu tha leh remhria nih a tul thin a, school hotu chu a bul vela hman tangkai theih tur thil (resources) leh hmanraw awmte hmang tangkai turin a pui dawn a ni. Hriat tur leh mamawh (data) uluk taka lakkhawm a, vawnthat atangin



school hotu chuan hmalak dan mumal tak a duang thei ang a, thutlukna mumal siamin school a kaihruai thei dawn a ni.

School leader te hnathawh leh mawhphurhna hian a huap zau em em a, nimahsela an hna pawimawh ber chu school-a teaching learning process tha leh changtlung neih hi a ni. Hei hian naupang tin te zirtirna tha a pe ngei ang.

Significance of School leadership for Student Learning

'Zirlai naupangten tha taka an zirlai te an zir theihna atana pawimawh em em chu zirtirtu tha te hi an ni a, chu mi zawhah chuan school leadership hi a ni' (Robinson et.al 2007) School leader-te hi zirna boruak tha tak siam theitu an ni a, zirtirtuin tha taka a zirlaite a zirtir theihna turin tha takin boruak tha a siamsak ang a, zirtirna tha chhum lo chat lova a kal theih nan zirtirtute mamawh tinreng a puhruk sak ang a, naupangten an zirlai nuam ti takin an zir theih phah ang. School head chuan thawh hona tha tak a siam ang a, naupangten tha taka an zirlai an zir theihna turin tan a la reng ang a, midang pawh leader thaah siam atum ang a, zirtirtute thiamna leh theihna tihchangtlun leh tah hriam a tum thin ang a, information leh data te chu school tihmasawn nan a hmang tangkai thin bawk ang. School head tha chuan zirtirtute a tiphur thiam thin a, School-in harsatna a tawh chang leh eng emaw vanga a tlakhniam chang hian school leadership hi a pawimawh thin a, school head, leadership nei tha chuan a school chu dinhmun thaah a dintir leh thuai thin. A tawi zawngin school head tha leh hlawhtling chuan hmathlir a nei tha a, a school-naupangte leh zirtirtute goal setting tha a neihtir a, teaching – learning process tichangtlung zelin, zirlaiten result tha tak an neih theih nan a thawk thin a ni.

Effects of School leadership on student learning: Different Conceptual Models

Robinson et. al. 2007 chuan research studies tam tak a zir chian hnuin school leadership hian naupangte zirna kawngah hian effect 4 neiin a sawi a, chung te chu- direct effect, mediated effect, reciprocal effect, leh inverse effect te an ni a. He section-ah hian effect kan sawi hmasak pathum te hi an pawimawh avangin kan sawi ho dawn a ni.

Direct effect: Hei hian a sawi chu school leadership hian naupangte zirlaiah direct takin pawimawhna a nei a ni (figure 1 en rawh). Hetiang ang hi a lo hlen theih dan chu school head ten zirtirte puihna an pek thin mai duh tawk lova anmahni ngei classroom-ah an luh thin a, zirtirna an va pek hian classroom-ah eng nge thleng, eng dinhmunah nge zirlaite an din, eng nge an harsatna tihte rang leh awlsam takin a lo hre chiang ang a, chumi siamtha tur chuan theih tawp chhuahin naupangten tha taka lehkha an zir theihna turin hma a la nghal ang.



Figure 1 : Direct effect

Mediated effect: Indirect or mediated effect-ah chuan school leadership bakah thil dang pahnih khat naupangten an zirlai tha taka an zir theihna turin ruahmanna a awm thei ang, entirnan naupangten zirna tha an neih theih nan school leadership hmangin zirtirtute ten thiamna tha /quality tha an neih phah ang. (Figure 2 en rawh), hei lo pawh hi midang te hmangin entirnan cluster resource leh block resource co-ordinators te puihna leh thawhhona hmangin zirtirtute zirtir dan atan thiamna tha an lo neih phah thin bawka ni.

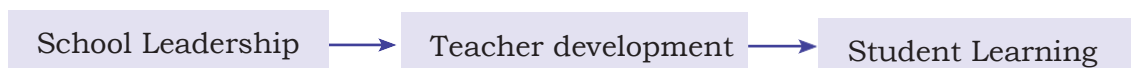
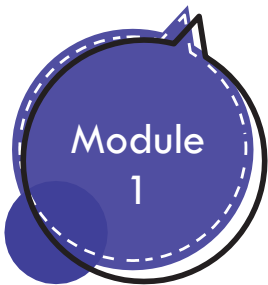


Figure 2: Mediated or indirect effect

Reciprocal effect: School Leadership vang hian zirlai naupangten zirna tha an neih theih phah a, hetiang tho hian school-a zirna tha a lo awm hian school leadership tha a lo awm thei bawka, hei hian an pahnih hian inthlunzawmna an nei tih a lantir. A hnuaia figure 3 kan en chuan, dotted line hian an inthlun zawmna chiang takin a tarlang ang, an kal hrang thei lo tihna, school leadership tha a awm avangin zirlai naupangte tan zirna tha a awm theih phah a, chu chu figure- 3 a forward arrow khian a tarlang, he mi inlaichinna hi figure 1 leh figure 2 ah khian kan hmuh tawh bawka. School head leh zirtirtute chuan hma lam pana danglamna an lo nei a, hei hian school thanna a thlen thei a ni. Nimahsela kan hriat tur chu school head ten nasa takin tan la mahse, naupang thenkhatte chuan hma an la sawn lo cheu thei, hei hian a entir chu school head thate leh zirtirtu thiamna tha ringawt hi a tawk lo tih a chiang. Hei hian headmaster-te leh zirtirtute chu an zirtir dan leh an school an kaihhruai danah inenletna an neih a ngaihzia a tilang a, chu chu backward arrow hian a tarlang



bawk. Chiang taka lo lang ta chu school leadership leh student learning te inlaichinna hi a kal hrang thei lova, a inthlunzawm a ni tih a lantir.

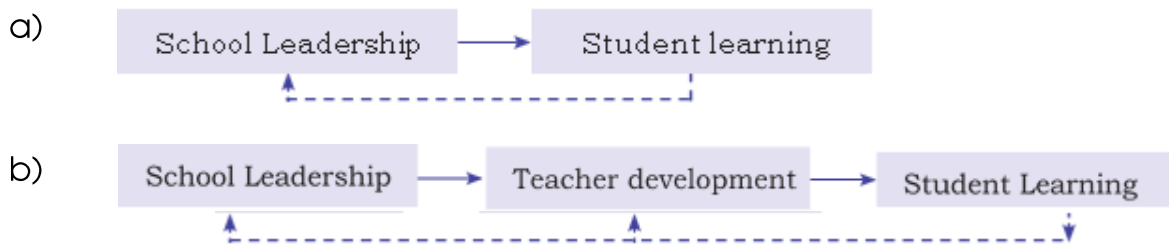


Figure 3 : Reciprocal effect

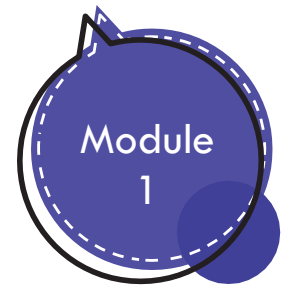
ACADEMIC LEADERSHIP FOR IMPROVING STUDENT LEARNING

Academic Leadership chu school head tena knowledge, skills leh attitudes te an neih hmanga school a tha lama thlak danglam an tumna hi a ni a. Hei hian school-a an teaching-learning process a thuan tha ang a, zirtirtuten an professional development-ah nasa takin thanna an nei ngei bawk ang. School head te academic lama tui mi chuan naupang zawnge zawnge hmasawntir an tum a, an zirlaite an thiam thei vek a ni tih rinna an nei a, tin, zirtirtute pawh an vaiin hmasawntir a tum a, an chungah rinna a nghat a, chutiang tur chuan a theih tawpin a pui thin a, an harsatna hre turin amah ngei classroom chungah lutin zirtirna a pe ve thin, chu chuan harsatna awm sa leh awm theite a hriat chiantir a, tanpuina awm thei tur te a dap chhuak thiam ang. Tichuan school head chu zirtirtu leh hotu a lo ni kawp dawn a ni. Academic leader nihna leh dinhmun hre chiang tur chuan a hnuaia component – 3 te hi i hriat a ngai a –

- Active learning principles hriat chian
- Pedagogical – content knowledge hriat
- Academic supervision school-ah neih thin

Developing a Perspective on Active Learning Principles

School chu thlamuang taka naupangten lehkha an zir theihna hmun a ni tur a ni a, naupangte chuan an zirlai an thiam theihna turin an theih tawp an chhuah ang a, nuam ti takin an theihna leh an rilru sawrbingin nasa takin lehkha an zir thin tur a ni; hetiang an tih chuan khua leh tui tha, mi thiam leh hmantlak an lo ni ngei ang. Zawnha pawimawh tak chu engtin nge naupangten hlauhna nei miah lova an theihna zawnge zawnge pho chhuaka nuam ti taka an zir theihna kan siam ang tih a lo ni a, a channa chu hriathiamna tel miah lova naupangte an zirlai vawntir (rote learning)



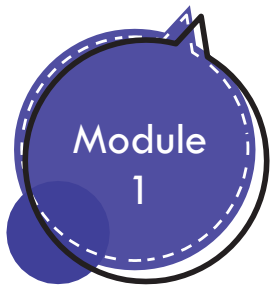
tih tawp sak leh nuamti taka an zirlai an zir theihna buatsaih sak a lo ni ta a ni. Hetiang ang teaching method-ah chuan naupangte an dah pawimawh ber a, a laiah an dah a, an lecture ngaihthlaktir ngawt lovin, an ngaihtuahna nasa takin an hman hriamtir a, naupangte chu an mahniin an theihna an haichhuahtir a, an zirlai kha an hriatthiam ngei theihna turin an tihchhintir nghal a, chu chuan application level a thlen thei nghal a, zirtirtute chu anmahni puitu leh kawhmutuah chauh tangin, zirlai naupangte chu anmahni inhrechiangin, an theihna, an thiam dan angin leh an tui zawng te leh nuam tih zawng angin an zirlaite zir chhovin nuam ti takin an zirlai an zir thiam ta thin a ni.

Naupangten an zirlai nuam ti taka an zir hi child centred pedagogy kan tih chu a ni a, school leader i nihna anga i hriat tur chu he zirtir dan hi subject tin ah i hmang thiam tur a ni a, video link a hnuai mi hi lo en la, active learning principles chu i hrethiam ang.

Check video link in audio-visual resources on Young Historians

Video i en a, apawimawh laite i chhinchiah zawhah , passive learning leh active learning hi han zir chiang teh, zirtirtute, active learning principles i zirtir dan tur ngaihtuah chungin, a hnuai table hi han en teh –

Passive Learning	Active Learning
Zirtitute chuan a theory zir chiah an ngai pawimawh a.	Naupangte chu a tak ramah an chentir a, an chheh vela mi (social, cultural leh political context) te nen inlaichinna siam sakin an zirlai an zirpui
Knowledge ringawt ngai pawimawh berin, thiamtir an tum.	Naupangte chu chik taka an ngaihtuahna hman thiamtir an tum
Mahnia inzir leh in en letna hun pek an ni lo	Zirtirtu chuan a zirlai naupangte chu Anmahnia an ngaihtuahna hmang tam tur leh an inzir thiam theihna turin zalenna an pe a. An thil zir, an hmuh dan, an hriatthiam dan leh ngaih dan ni lote pawh an ziak chhuak thin
Naupangte chu an mahni chauhin assignment te tiin, in house test leh field work te an nei thin	He tah hi chuan naupangte chu an thian te nen lehkha an zir ho va, team angin an zir ho va, subject hrang ah an ngaih dan te an thawh ho va, an zir tlang a, presentation te pawh a huhovin an pe thin

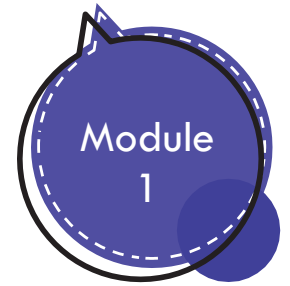


Naupangte tan ngaih dan /hriathiam dan sawichhuahna hmun tur a awm lo	Naupangte chu khawtlangah an dinhmun an hriatthiam theihnan zirtirna pek an ni a, an mimal ngaih dan sawichhuahna hun remchang te siam sak an ni
Subject knowledge anmahnia an hriatthiam theihnan hun remchang an siam sak lo	Hun leh hmun remchang anmahnia an inzir theihnan siam sak an ni thin
Hriathiamna tel lova zirna (by heart-tir)	Hriathiamna tel lova zirna hian tah hian hmun a chang lo va, nuam tak leh phur takin activity nena an zir theihna turin heng hun remchang te hi an pe thin – organised learner centred, activity based, participatory learning experiences, play, project, discussion, dialogue, observation, visits, integrate academic learning with productive work.
Value education- in hmun a chang lo.	Hetieng hian hmun a chang thung – peace values, democratic way of life, equality, justice, liberty, fraternity, secularism leh zeal for social reconstruction.

Understanding of Pedagogical-Content Knowledge as a School Head

Lehkha inzirtir danin a tum hriat fiah te, zir thiamna rahchhuah leh school chhunga inzir chianna hian zirtirna kawnga hruiatu tha leh inkaihhraina sawt tak nei thei tura hriat zauna leh thiamna a neihtir dawn che a ni. Lehkha inzirtir danin a tum hriat fiahna tih awmzia chu eng emaw thupui bil chungchang laimu bika inzirtirna dan awm kha a ni. Hei hian zirtirtute dinhmun te, zir laite seilenna boruak chi hrang hrang leh naupangten zir thiam nana an mamawh chi hrang hrang chiang taka hrethiam a, a mimal ang theuhva zirtir a, thiamtirna kawnga hlawkna an neih theuh theihna tura duan a ni.

Lehkha kan inzirtir dan te, classroom enkawl dan te, naupang kan hriat chian dan te, kan thil zir laimu kan hriat chian dan te, zir laite hi mi chi



hrang hrang, duh dan leh ngaihtuahna hrang nei an ni tih hriatna te, thiam thil hmanraw hrang hrang hmanga zirna boruak tha tak school-ah leh classroom-a siam te hi a huam vek a ni.

Hriat belh duh chuan NCERT-in a buatsaih he link-ah hian luh mai tur a ni <https://itpd.ncert.gov.in/>

Pedagogical-content Knowledge Subject-te chu

- Pedagogy of Environmental Studies
- Pedagogy of Science
- Pedagogy of Mathematics
- Pedagogy of Social Science
- Pedagogy of Languages

School-a hotu i nih chuan subject hrang hrangte hi a bulthutah zirtira thiamtirna kawnga i kaihruai dawn chuan hriatthiam a ngai a. Zirtirtu indaih lohna avangin class thenkhat i lak ve te a tul theih avangin a ni. In school-a zirtira thiamtirna dan thlak danglamnain a ken tel chu zirlai naupang chu a zirlaiin hma a sawntir ngei a ni tih hi. Subject bil bakah a huam chhungah zirlaiten hriat zauna, thiam nalna leh hmantlak an nih theihna tur chuan grade leh mark piah lamah kan kal a tul a ni.

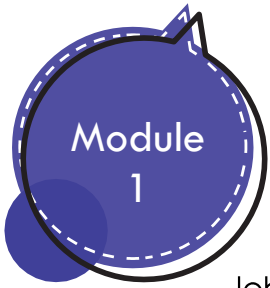
Eng nge zir thiamna rahchhuah chu?

Zir thiamnain a rahchhuah kan tih chuan zirlaiten class emaw, course emaw an tih zawhah hriatzauna emaw thiam belna an mamawh dan hritu leh a thlawp tura zirtirtuten thiamna tihhmasawn nana inzirtir dan an hman ngaite hi a ni. Hei hian naupang hmasawn dan kawng zau takin a teh a ni.

Environmental studies atangin zir thiamnain a rahchhuah entirna lo pe ila:

- Zirlai chuan chaw hi naute atanga tar, ramsa leh savaten an mamawh dan te tui leh chaw awm remchan dan te, in leh a vela tui kan hman dan te hrih fiah a thiam.
- Zirlai chuan chhungkuua mawhphurhna a sawi fiah thiam a, chhungkaw inhneh dan (mizia, lan dan, tih dan, tih thin), chen ho pawimawhzia te, thu in emaw, ziakin emaw a sawi thei.

A chungka kan sawi anga zir thiamna rahchhuah nei tur chuan thian dunin emaw, a huhovin emaw, mahniin emaw uluk taka zirchianna hun tha inpek a ngai a, kan bul vel zir chianga thlithlai thiam tura infuih te a tul thin. A hre Chiang zawkte nena sawi ho te, hmun hrang hrang fankualte a



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pawimawh a. An thil zir chhuah chu record tha in kaa chhang/ziak/lemziak/lemchana sawifiahtir leh a tha a ni. Hetia tih hian zirlai zawng zawng, rualbanlote thlengin sawt lehzuala zir thiamna kawng a siam a ni.

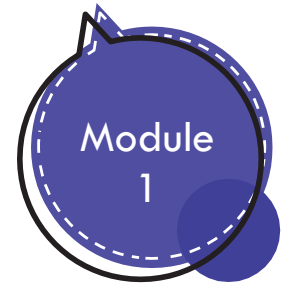
Rualbanlo naupang bik tana ruahmanna awm theite chu-

- Naupang dangte ang bawka thiamnaa hma an sawn theihna tura chanvo pek tur a ni a. Naupang dang nena khaikhin loh tur a ni.
- Kan zir tur ruahman sate chu mimal tin mamawh anga her rem.
- Zirlai hrang hrang huam chung atanga tih chhawm tur atana ruahmanna neih.
- Kum leh zir chin dinhmun azira lehkhabu leh hmanraw tul ban phak maia awm.
- Classroom enkawl dan uluk entirnan-beng chheng, eng luh dan leh a dangte.
- Zirna tanpui theitu tur dang ruahman entirna ICT, video leh adt.
- Chetvelna remchang ruahman (wheelchair, crutch etc), hearing aids, optical leh non-optical aids, educational aids (Taylor frame, abacus etc).
- Naupang dangte hnenah rualbanlote chakna leh chak lohna laite an hriatthiam theih nana hrihfhah.
- An tih turte tha taka an tih zawh theih nana hun pek belh emaw, kawng dang remchang emaw ruahman.
- Mahni hnam tawng leh hnam dan ngaihhlut.

Zir thiamna rah chhuah chu pawl pakhat than lenna atana bitum tlem te, chu chu tehkhawng chi hrang hrang hmanga naupang thanlenna tura zir thiamna beisei atanga an hmasawn dan teh hi a ni. Zir tur chin bithliah pahin zirtirtute chuan hmanraw tul awm thei ang ang hmang tura beisei an ni a, classroom chhunga zirlai chi hrang hrang awmte mamawh anga zirna kawng remchang an siam tur a ni. Zir thiamnain a rah chhuah hi naupang hriat chian lehzual nan chuan subject bil atanga teh lovin, a pumpui atanga thlir tur a ni. Chutiang chiah chuan chu thiam tur chin bithliah te te atanga zir thiamna rah chhuah chu zir tur bithliah hrang hrang nen rem takin a inlalawn chho a ni.

Eng nge School –Based Assessment?

School-Based Assessment chu inzirtir dan zau zawka zir thiamna the dan tiha zirtirna leh zir thiamna chhut dan awm chu a ni. School-Based Assessment chu school-a zirtirtuten an zirlaite an lo tehna chu a ni. Kum tawpa naupangte hlawhtlin dan kan tehna hian an zir thiamnaa an



chakna leh khaih laknate chiang takin a hril lova. Eng vanga khaih lak nge tih leh an khaih lakna chin fel dan tur a hril hek lo. Chu a chhapah naupang zawkteah pawn lam zau zawka exam awm fo thinte hmachhawn ngam lohna a awmtir thei a ni.

Assessment – Eng nge, Engati nge, Engtin nge?

Assessment-in a tum ber chu zir thiamna atana naupangin an mamawh hre hranga an chakna lai tingheta, khaih lakna/harsatna an neih chuan chumi hneh thei tura dawm/puih a ni.

Learning Outcomes: the criteria of Assessment

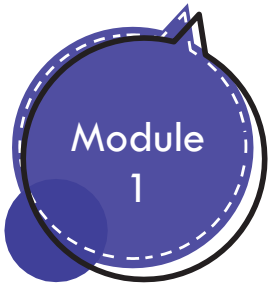
Eng ang zir thiamna hi nge tul tih ringawt hi Assessment of Learning in a tum a ni lo va, engti ang takin nge teh a nih a, endik tur tih pawh hi a huam a ni. School based assessment buatsaihtute hian hriah fiah loh chang an nei fo va, a chhan chu zirtirtute hian curriculum zawng zawng hi textbook-ah hian a awm vekah an ngai thin a, an textbook-a zawhna awm hmang chauh tein naupangte thiamna an teh fo thin a ni. A lehlamah exam leh achievement survey te erawh chuan MCQs an hmang thung a, MCQ hian a tehna chiang taka tarlang kher lo leh a lang lova an thiamna an neih the chhuak thei tho siin a kalpui a ni. Class tina subject wise learning outcomes awm hian hemi lama a hnarkaitu hrang hrang district/state/national level-a mi naupangte thiamna teh dan kalphung a hriattir mai ni lovin school level-a mite heng zirtirtu, zirlai, zirlai chhungte, School Management Committee (SMC) member-te khawtlang leh state functionaries te hnenah quality education nei tura hma an lo lak tawhna bakah an mawhphurhna a hriat chiantir a ni.

Assessment-in a tum: Assessment for Learning

Assessment hi zirtira thiamtirna nen a inzawm tlat a, thil zir a awm chung chu a tel ve zel a ni.

Purpose of Assessment: Assessment for Learning

- Assessment hi zirtira thiamtirna nen a inzawm tlat a, thil zir a awm chung chu a tel ve zel a ni. Huapzau leh awn bik nei lo a nih dawn chuan kawng hrang hranga fiahna neih a tul a. Classroom chung leh pawna zirlaite inhnamnawihna chi hrang hrang atanga zir chiangin zirtirtu chuan naupang zirnaa a khaih lak dan leh a zirtir dana paih ngai te, tihdanglam ngaite leh naupang mamawhte a hrethiam thei a ni. Zirlaite chu zirtirtute tangrualin zirtir a, thiamtirna kawnga hmasawn thei turin a siam a ni.

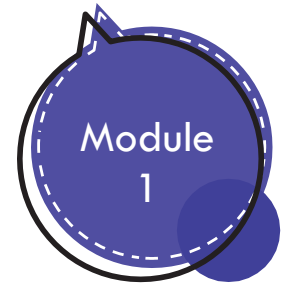


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- Zirlaiten zirtira thiamtirna kawngah an chakna leh chak lohnate hrethiam a, inenfiah thiam turin hun remchang pek a tul a. Mahni inteh thiamna hian zir thiamna ang bawkin naupangah irintawkna a pein, dam chhunga thil zir thiamna kawngah a pui a ni.
- Zir tur bithliah chian sain a tum tehfung ang ni lovin, zirlaite thiam dan teh laite, thiam dan chin piah lamah zir tur bithliahin a tum tiamin thiamna, tuina, ngaih dan leh phurna chu zau zawkin school thil leh school pawn lam nunphung thlengin a huam a ni.
- Zirtirtu chuan zirlaite zirna kawnga an hmasawn dan chhui zuiin mahni/ a huho/thian te nena an inzir chianna te a hmang tangkai thin a. Zirlai tinte profile a hran theuha neiin an hmasawn dan an lo chhinchhiah tawh nen khaikhin nan a hmang thei a ni. Hei hi naupangten zirna kawnga hma an lo sawn zawk theih nan awmze nei taka hman tur a ni.

Zirlai zir thiamna emaw, zirlai zir thiam chhuah nain emaw rah tha a chhuah dawn chuan school-a zirtirna chu naupang dah pawimawh chunga lehkha inzirtir te, thahnemngai taka thiamtir tura tih dan fel tak neihte leh subject hrang hrang inzirtir dan chhungril atang chauhvin a hlenchhuah theih a ni. School hotu i nihna angin i chanvo pawimawh ber chu nangmah leh zirtirtute dinhmun hrethiam chunga zirtira thiamtir pawimawhzia hriattir a ni.

School hotu i nihna angin zir thiamtir kawnga nasa zawka danglam tur chuan i chanvo dang – nangmah leh midang hmasawntir zel, zirtirtute an eizawna kawnga hmasawn tura kaihhruai, hnathawh hona tihthat, thil thar hmuhchhuahna kalphung/nunphunga siam leh nu leh pate khawtlang nena thawh hona tha siam a ni. Zirtirtute leh zirlaite hmasawn dan tur uluk taka rel a nih lohva classroom than dan tur ringawta i insawrbing chuan rah tha a chhuah dawn lo. Entirnan – school team (school-a thawktu zawng zawng leh school management committee member-te) chuan mahni leh kan chhehvel nunphung emaw, zirlaite thiamtheihna tur tih hmasawna kawng emawa hma an lak chuan naupang than lenna kawngah nasa takin lukhawng a nei ngei ang. Zirtira thiamtirna kawnga khawtlang ngen chhana thawk ho thiam tura inkaihhruaina hian naupangte tan tawnhriat atanga zirthiamna nasa tak a neihtir thei a ni. Chutiang bawkin school- leh nu leh pate thawh hona hian zirlaite thiamtirna kawng a tisawt hle thei a ni. School-a thil thar/kalphung thar hman duhna boruak siam thiam hian zirtirtute leh



zirlaite chawk phurin thil thar an ngaihtuah chhuahte chuan an zirna kawngah a pui thei a ni.

School-a Academic Supervision

School-a hotu i nihna angin i tih tur chanvo awm leh te chu –

- Pakhatnaah chuan tih dan phung i hriat tharte chu i zirtirnaah chuan chhawm lut nghal la.
- A dawtah chuan zirlaite thiamna kawnga hmasawntir tur chuan hetiang tih dan phung hi hriat fiahtir a, classroom-a hmang chhuak turin zirtirtute chu zirtir tur a ni.

School-a hotu mawhphurhna chu zirna enkawl niin chu school-a zirtirtute – mimal leh a huho anga hma an sawn theih nana chawk phur a, thawh hotira kaihruai a ni. School-a hotu chu zirnaa kaihruai a nihna angin zirtirtute tana tum mumal leh hun remchang siamsak thiam a ni tur a ni. School-a hotu chu nu leh pate leh zirtirtute nena thawk hovin khawtlang mamawhna anga ke penin zirlaiten eizawna kawng hrang hrang an dapna kawnga hlawkna an neih theihna tura zirnaa tawnhriat awmze nei tak an neih theihna tur siamsaktu/petu a ni.

Supervision tih awmzia hriat fiah a pawimawhna chu

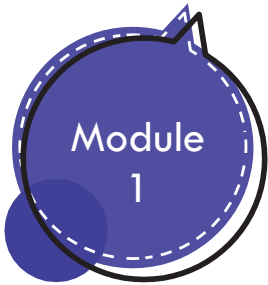
- Lehkha thiamnaah/Zirnaah a kaihruai
- Zirna chungchang zirtirtute leh thawhpuite nen an sawi tam
- Zirtirtute inenletna/inbihchianna tur a hriattir
- Zirtirtute inenletna turin a pui
- Hmalak dan thirlet thiam turin a pui
- A hmuna hnathawhnaa puihna pek/tanpui

School-a hotu leh zirtirtute enkawltu an nihna anga an inlaichinna

Hei hi zirna hmanga an hnua zirtirtute leh school hotu an inkungkaiha niin, inpawh tak leh inzah tak chung a inlaichinna an siam theihna tur kawng/hmanraw pawimawh tak a ni. Pakhat zawk thunei tak ang ni lovin zirlaite zir thiamtirna leh hmasawn zelna tura an zirtir dan siamtha zel thei tura zirtu an lo nih ve ve zawkna a ni.

Academic Supervision kalphung

- *Ruahman leh buatsaih* – Supervisor chanvo pawimawh ber chu zirtirtute nena tang hova nitin an hnathawh tur ruahman pui.
- *Hmun tangkai tak siam* – Supervisor chu school awmna hmun siamrem danah a pawimawh hle a. Hetah hian thutna siam rem te, ventilation te, eng hmuh dante, tui remchan dan leh a dangte a tel a ni. Chumi bakah chuan supervisor chu zirtirtute nen inlungual



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takin zirnaa hmasawna tur hmanraw tangkai/mamawh an ngaihtuah.

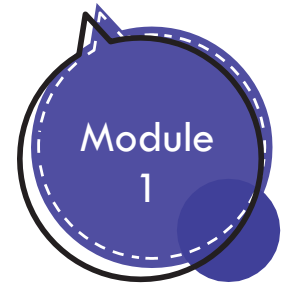
- *Hruaitu nihna leh kaihraina* – Supervisor chu zirtirtute kaihruiitu ber a ni a. Zirtirtute kaihruiin an theih anga thaa thawk thei turin a kaihrui thin. Zirtirtuten bitum theih chin chiang tak an neih theih nan leh an bitum te tihlawhtling ngei thei turin a kaihrui.
- *Chawphurna* – Supervisor chuan zirtirtute a chawkpur.
- *Zirtir dan thar ching chhuak* – Supervisor chu zirtira thiamtirna kawngah a hun lai mil tur anga intuaihriam zelin zirtirtute hnenah a sawi chhawng thin a ni. Hei hian zirtirtute rilru puthmang tithain, hnathawhnaah lungawina a siam a, mihring inlaichinna siam thain, zirlaite zirnaah hma a sawntir a ni.
- *Endikna* - Hmasawn dan endik fo hi supervisor tih tur pawimawh tak a ni. Hei hian zirtirtute nena bitum fel tak an siam ho chu zirtirtute chuan an hlen chhuak em tih leh naupangte zir thiamna kawnga an hmasawn dan enfiah.

Zirna enkawl dan – Engtia enkawl tur nge?

School hotu nihna atanga zirna sawt taka enkawl dan hmang pahnih awmte chu:-

- Zawt la- sawifiah la- zawt la: Zirtir dan tha zawk sawt taka kalpui dan 'zawt la'- sawifiah la-zawt la' tih hian hotu chu thuneitu atangin rorelpui theih dinhmunah a siam a, chutah chuan hotu leh zirtirtu chu an inzir dun a ni. Inrem takin hun lo la kal tur atana bitum siamin insiamthatna tur an ruahman a ni. Hei kalhmang hi a hlauhawm lova, hotu nen inlungual leh inrintawna a siam a, chu chuan zir thiamna lam sawi ho theihna a hawng a ni. Hetiang lam hi heng web link atang te hian a chhiar belh theih a ni- http://pslm.niepa.ac.in/pluginfile.php/554/mod_bool/chapter/102/Ask-Describe-Ask%20model.pdf (list-ah hian Audi-Visual Resource, Case Studies leh Reading Resource-te dah tel a ni). A hnuaiah hian a tih dan tur awm ang tlem chu tarlan a ni. A tih dan tur awm ang tarlan hi chu school-a hotu/supervisor leh zirtirtuten classroom-a zirtirtuin class a lak an endik zawh hnua an thusawi ho a ni.

1. Zirtirtu chuan a zirtir lai chu amah leh amah inenfiah se-
 - Eng nge zir thia tir a tum?
 - Eng nge a zirtir thata, eng nge a aia a tih that lehzuat theih?



Hetianga thu kan sawi hona chhan chu zirtirtu chu dah pawimawh hmasain, zirtirtu leh supervisor inkarah inrintawna a awm phah nan a ni. (hei hi ama inzirnan leh hmasawn nan zel a ni.)

2. Supervisor i nihna angin eng nge classroom i endik laiin i hmuh.
 - Classroom i endik laia i thil hmuhte zirtirtu hnenah chiang takin hrilh rawh.
 - Zirtirtuin amah leh amah a inhmuh dan a sawi chu sawizui pui se.
 - Heng thu 'Ka lo hmuh dan chuan...' emaw 'Khami tichiangtu chu...' tihte hmangin an thil hmuh chu sawi chiang se.
 - Demna thu lam hman loh ni se.
 - Hetianga tih chuan zirtirtuin a rin chhoh bakah hma an sawn dan an hre thei dawn a ni.
3. Zirtirtu hnen atangin hriatthiamna leh hmalak zel dan tur kawng zawt ang che
 - Eng nge kan zir a, eng thil danglam deuh nge kan tih leh ang?
 - A rem a nih chuan rawtna te siam la amaherawhchu academic supervisor i ni tih hre rengin i awm loh pawha inzira, inthlak thei turin pui ang che.
 - Hmalak zel dan tur leh vil zui dan tur siam.

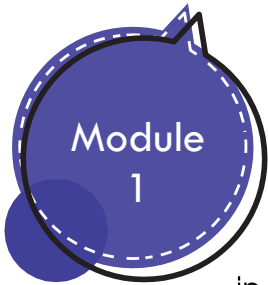
Learning Rounds

Hei hi zirtirtute leh school hotute a huhova zirtir dan kalhmang enfiaha thawh hona a ni. A tum ber chu zirtirna kalphung sawt taka a kal theihna tura school hrang hranga hmalak a ni.

He zirtira thiamtirna enfiahna hi thil bitum bikah neih a ni thin. An bitum bik hi chu a tlangpuiin thil khirh deuhhlekk anga an hriat leh school ina sawt taka ngaihven harsa an tih deuhthe a ni.

CREATING A LEARNING CULTURE IN SCHOOL

Zirna nunphung sawifiah dan chu ngaih dan zau tak pawmpui thei boruak, zalen taka hriat zauna zawn leh school din chhan leh tumte hawi zawnga zir hona vawn flat a ni. Zirna nunphung tha taka nei school chuan hotu, zirtirtute leh zirlaiteah zir zel chakna a tuh. Amaherawhchu zirna nunphung chawillian tur chuan nangmah, school hotu khan ke i pen hmasak ber a ngai a ni. Zirna, inhrilhtawna, mi ngaih dan lo dawnsawn dan leh hmasawna i hmachhawn dan atangin midangte tan phurna leh zirna



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boruak thlawpna kawng a inhawng thei a ni. Hetiang nunphung thanlentir nan heng hi a tul hle a, a chhan chu nangmahni pawlho atang leh school pawn lam atangin zir tur in hmuh avangin hetiang hian i ti ve thei a ni.

- Zirtirtute an hnathawhnaa hma an sawn zel theih nana remchang ngaihtuahsak
- Zirna leh zirna lama inhnamhnawihte pawmpuina pek
- Midang ngaih dan dawn leh pek
- Danglamna leh thil thar lakluhna chawisan
- Hriatzauna tih sawt leh thu inhriattir tawna chu tih dan phung pangngai tak anga kaltir.

Teachers and Head Teachers as Reflective Practitioners

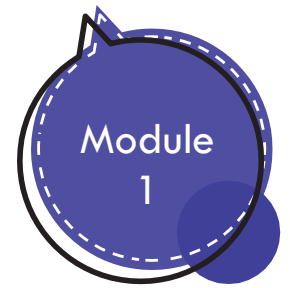
Zirtirtute leh Zirnaa Hotute chu chik taka thawktu angin

Chik taka ngaihtuahna hman kan hriatthiam dan tur chuan mahni inendika inchhutlet fona dan hotute leh zirtirtuten a tih fo tur chu niin chu chuan an hnathawh dan zia hrihfiabin hmasawntir dan a hriattir dawn a ni. Chik taka inenlet fo hi hmanraw pawimawh tak niin i hnathawh dan inendik nan i hmang thei a ni. Mimal mahni hnathawh dan dinhmun chik taka ngaihtuah fotute hi chik taka thawktu kan tihte chu an ni. Zirtirtu chuan classroom-a zirtirna a pek lai emaw a pek hnuin a inenlet fo tur a ni a, chutiang hunah chuan zirtirtu chuan a inchik fona tur chu subject a va zirtir dana a beisei dan leh zir tur a duan lawk dan – sawifiaha zirtir emaw, naupang ze hrang hrang mamawh anga zirthiam theihna remchang emaw duan, naupangte beisei/ngaih dan –eng nge class-ah zirtirtuin a ngaihtuah – zirlaite chu zir thiam tlak an ni nge ni lo tih leh a dangte.

Inenlet fona hian zirtirnaah emaw, hotu nihnaah emaw hma a sawntir a, a chhan chu mahni inendik fona hian harsatna, chona emaw thil lo tih thin dan te siamthat nan mahni inhmufiaha insiamthat theihna kawng a hawng a ni. Chik taka inenletna hi mahni rin dan leh rilru sukthlek endik fo nana hmanraw pawimawh tak a ni.

Naupang ten tha taka an zir chhuah theih nan a huho-a zir

School-a thil chi hrang hrang khawih thintu zirtirtu leh thawktu dangte hi team anga kan hmuh hmasak te an ni a. School inrelbawlina ah hian Staff meeting hi regular taka neih thin a ni a. A tlangpuiin, thla khatah vawi khat emaw, vawi hnih emaw tal neih thin a ni. Leader i nihna angin, staff meeting hmangin zirtirna kalpui i tumdan (academic transformation) rahbi i zawh pui thei a. Thil thar zir chhuah nan te, school hmasawna daltu sawiho nan te leh agenda fel tak neia staff meeting kan hmang thiam ta



hi a lawmawm em em a ni. Heng chungchang: 1) Class chhunga zirtirtu-in zirtir dan thar a hman te 2) Naupang thiamna (zirlai leh zir leh zel turah) tehna hmanruate leh 3) Naupang thil zir thiam te sawi ho nan in hmang thei a. Zirtirtu zawng zawng tan Staff meeting hi thil thar zirna hmun pawimawh tak a ni. Naupang zirtir thin dan te, naupang harsatna hrang hrang sawi ho nan leh naupangte mamawh hrang hrang bakah an thiam theih dan tur kawng thar sawi hona remchang tak a ni. Staff-te tan pawh ngaih dan tha tak phawrh chhuahna hmun atan Staff meeting hi a hman tangkai theih bawk.

Staff meeting hlawk tak nei tura step pawimawhte:

- Meeting neih chhan chiang taka hrilhfiah tur
- Staff te nen agenda tur lo siam fel sa diam tur
- Meeting neih hun chung tur fix lawk a, agenda tin te khel hun/sawi hun chung tur pawh lo duan lawk tur
- Agenda huang chhungah meeting kaihhruai tur a ni a, hruaituin bul a tan ang a, member-te ngaih dan leh an ngaih dan tichiangtu atana tanfung an neihte lakkhawm a, inngahna tlak tanfung an neihte hmanga thutlukna siam tur
- Target fel tak neih a, mawhphurhna te pawh insem nghal tur
- Member tin ten an ngaih dan an thawh leh thawh loh ngaihven tur
- Agenda pel-a meeting chu a kal loh nan fimkhur tur a ni a. A tawpah meeting in a rel te chhiar chhuah leh tur a ni.

SCHOOL DEVELOPMENT PLAN

Hun ruat chhunga School-in naupang thiam tura a beisei tihlawhtling turin School Development Plan chuan hmathlir, tum, target leh tih dan kawnghmang a nei a. Pawlhothin thil an tih ang, zirtirtu leh non-teaching staff ten khawtual, nu leh pa leh zirna lama ngaihtuahna seng thinte nena school huang chhunga an tih ho hi School Development Plan awmzia chu a ni ber ang. School Head in hma hruaiin, an target set tih hlawhtlin theih dan tur te, an puitlin theih hun turte ngaihtuah hona a ni. A tum bulpui ber chu school hmasawna tur atana kawng kawhhmuh hi a ni.

Chhinchhiah atana tha chu, School Development Plan-in tih tum (objective) a neih te chu teh theih (measurable) a ni tur a ni. Chutichuan, SDP goals leh objective te tihlawhtlin a lo nih hunah, School Development Plan hmalakna a ni tih school-in a hre thei ang.



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Vision as a Spot Light

School hmasawna tur atana step hmasa ber chu hmathlir (vision) neih hi a ni. Development plan intanna pawh hmathlir (vision) tha tak neih atangin a ni a, chu'ng hmathlirte chu School level atanga fel taka duan a, hmalakna kawnga kaihhruai hi SDP hna chu a ni. Vision duang chhuak turin, a hnuacia mi te hi hriat tur:

- Vision chuan hun lo kal tura thil tih tumte chiang takin a tarlang ang
- Vision chu roh/hlut tlak a ni tur a ni. Entirnan, 'Mi zawng zawng hian an zir chuan, an thiam thei vek a ni' tih hi naupangte thinlungah an dam chhunga an roh tlat turin tuh i duh mai thei.
- Vision chuan hunbi ruat chhunga tihhlawhtlin theih ngei tur, kaihhruaina felfai tak a nei tur a ni.
- Vision chuan hun tiam chung fel takin a ruat anga, kum 3 emaw, kum 5 emaw a ni tlangpui
- Zirna In-in tihdanglam a mamawhte ngaihtuah a, a thlak danglam hun tur rel fela, kawng kawhhmuh hi School Development Plan chu a ni.

Three stages of preparation of a School Development Plan (SDP)

SDP siam dan (stage) hi hmun thumah then a ni a

1. Ruahmanna siam (Planning stage)
2. Tihhlawhtlin dan tur siam (The implementation stage) leh
- 3.ENZUI leh thawh dan vilzui (The monitoring and evaluation stage)

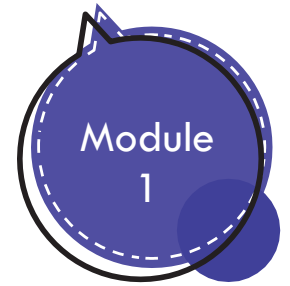
Step 1: Foundation of Committees/Team

School Development Plan siam leh kalpui danah mawhphurhna te inhriatsak tawn turin team hi din a ni a. Hei hian School neitu thinlung pu a, an theihna leh talent-te hmang tangkaiin zirtirtu leh staff te thawhhona tha a siam a, inpawh tawna a siam a ni. Hna thawh a lo chak zawk theih nan School tinah team 4 tal in siam se. A hnuacia mi ang hian:

1. Ruahmanna siamtu pawl (Planning team)
2. Hma la tantu pawl (Action team)
3. Hruaitu pawl (Leadership team)
- 4.ENZUITU pawl (Appraisal team)

Step 2: Baseline Information

Plan siam laiin heng hi hriat a pawimawh – Sikul chanchin, naupang enrolment, nakina enrolment mamawh zat tur, zirtirtu te leh an mamawh te, sikul awmna khawtual, Sikul bungraw neih, Staff te, khawtlang mi te, nu leh pate leh zirna lama ngaihtuahna seng thin te. Sikul in engte nge an neih a, engnge an mamawh tur tih leh SDP hmangin engtin nge an neih



theih ang tih an lo inen fel a ngai a. Sikul tinte chuan anmahni sikul bik mamawh ang zelin roadmap an siam tur a ni.

Step 3: Vision building

Data lakkhawm sa te leh hmathlir (vision) te hi School based Development Plan siamna tura kaihrucitu atan an tangkai em em a. Vision phawrh chhuak tur hian i nihna in a ken tel tih tur leh, i tih tur ni-a i hriatte i ngaihtuah Chiang hle phawt ang a. Mimal tan leh pawl tan vision i nei ang. Entirnan, kum 3 hnuah eng anga inhmuh nge i duh (self vision) leh kum 3 hnuah eng ang pawl nge neih i duh (organisational vision) etc. I vision chu i thawhpuite nen in ziak ho ang a, a huhova tih ngei tur a ni.

Vision duang chhuak tura step pawimawhte:

- I vision chu midang tan pawh hriattham theih a ni tur a ni
- Sentence pakhat emaw, paragraph tawi fel taka ziah tur a ni
- I vision chu i puitlin tawh emaw tih hial turin present tense in ziah tur
- Hei hian i ngaihtuahna a taka hman theih turin a siam fel ang a, hun lo la kal tur pawh huai takin i hmachhawn thei ang.

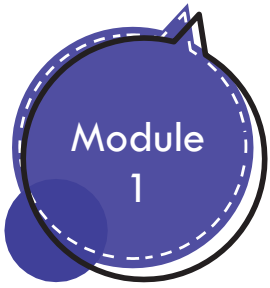
Step 4: Set priorities

I vision tihlawhtling turin tih hmasak turte a pawimawh zual i thlang hmasa ang a. I Sikul mamawh azirin i vision chu i duangchhuak ngei anga, chumi zulzui chuan ngaih pawimawh hmasak tur i thlang ang a, hei hian kum 3 chhung atana i kum khat hna zel tur i puitlin theih nan a kaihruai ang che. Thla tina tih tur i ruatlawk anga, mawhphurtuten tih hmasak tur atana dah hmasak ti zelin hma an lo chho ang. Entirnan.

- Naupang in an mamawh tak zirtur i zawngchhuak anga, i buk kual anga, i duang chhuak ang
- An zir tur atana thlan chhuah zirtir tur chuan Zirtirtute subject thiam tur i zawng chhuak leh ang
- Naupang leh zirtirtu tan zirna boruak nuam leh hlimawm i siam dawn a ni

Step 5: Goals

I thawhpuite nen in hmathlir te in siamchhuah fel hnuah chuan goal siam tur a ni. I hmathlir kha kum thum chhung atan a nih chuan, kum khat atan zel goal kha then sawm thliah thliah a tha em em a ni. Hemi awmzia chu, kum tin atana i goal kha target siamin i hlen thei dawn a ni. Ngaih pawimawh hmasak atana i duhte i target hmang hian i kalpui thei dawn a. Target hi hun rei lo te chhung atan niin, thla thum, thla ruk emaw thla



kaw chung atan a set theih a ni. I Kum khat goal atan khan target 2 emaw 3 emaw i nei thei dawn tihna a nih chu.

Step 6: Monitoring and Evaluation Mechanism

SDP i siam fel tawh chuan, a tak taka ti tura hmalak a, hmalak te chu a hun taka endik fo thin tur a ni. Monitoring team chuan target goal atanga peng bo tur lakah a veng thei a. SDP hmasawn dan te chu kum chanveah emaw, kum khatah emaw i endik thin ang.

Reflective questions

- SDP te duangchhuak a, kalpui dan turah hian Leader i nihna anga i tih tur ni-a i hriat engte nge?
- Tun dinhmuna i sikul chakna leh chak lohna eng nge? Sikul hmasawnn tura ngaih pawimawh zual pahnih i neih engte nge tin eng nge a chhan? School development plan-ah hian stage eng zat nge awm?

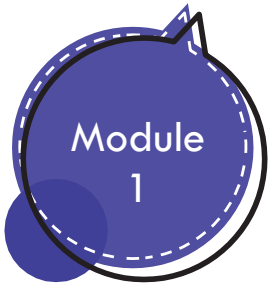
ICT INITIATIVES IN SCHOOL EDUCATION

Sikul Head/Principal leh zirtirtu zawng zawng hian thiam leh theih inang lo pui pui kan nei theuh a. Heng thiam leh theih hrang hrang neih te hi nitina classroom boruak te chin fel nan hman thin a ni a. Chutih rual chuan, khawtlang leh zirna lama hotu/enkawltute zirtirna pe turin, khawtlang leh Class len zawng, a chhunga thil awm, zirtirtu pakhat zelin naupang a zirtir zat, hmanraw neih sa, tawng leh chenna hmun inan lohna te hriatlawk a ngai a. Academic leadership nei tur te, nitin harsatna sukiang thei tur te, sikul tha siam tura tha an thawh theuh theih nan zirtirtu leh head teacher zawng zawng te chu thuam an ngai a ni. Information and Communication Technology (ICT) hmang hian a chunga kan sawi takte khi a tihhlawhtlin theih a ni.

UNESCO-in a sawi angin, ICT chu technological hmanrua chi hrang hrang, resources siam, dah that, lak chhuah, chawh chhuahte leh digital information dawn leh thawhchhuahna a ni a. khawvel leh mihring inzawmtirtu chu a ni, mihring leh mihring inthlunzawm tir theitu pawh ICT a ni a, ICT hmangin thil tamtak a siam theih a, a inbiak pawh theih a, khawtlang inthendarhna kara, inzawmna leihlawn dawhtu education pawhin ICT a hmang tangkai thei. ICT hi a nihna ang taka hmang chhuak thiam tur chuan, eng nge a tih theih tih leh, engtin nge a hman tangkai theih tih hriat a ngai a ni. MHRD, Gol-in tunhnai maia education sector huam chhunga ICT hmanga a hnathawh thenkhat han sawi ila.



- National Repository of Open Educational Resources (NROER), ePathshala (Web portal and Mobile Apps) te hmangin hma lak a ni a, DIKSHA hian milem, audio, video, interactives, graphics, animations, digital books, digital maps, timelines etc te hmangin Open Educational Resources (OERs) a pe chhuak a. Zir belh zel duh te tan leh Professional development chhonzawm zel duh te tan SWAYAM ah MOOC hmangin hma lak a ni a, Online leh blended mode in ICT curriculum chuan course chi hrang hrang a pe chhuak bawk a. Mi zawng zawng thleng thei turin, Internet connectivity-a harsatna neite tan pawh 24x7 DTH TV channel ah SWAYAM Prabha hmangin hma lak a ni bawk.
- Shala gunvatta (Shagun)-ah hian educators ten an thil tih tha (best practices) te midang hriata puanchhuahna remchang tak mai a awm a, hei hi online-a en theih a ni.
- Technology in kan nun a chenchilh nasat viau takah hian, cyber world-a kan himna te pawh a lo derdep chho ta a. Cyber safety te, cyber netiquettes te, cyber law, etc chungchang ngaihven hi Policy siamtu te, curriculum duangchhuaktu te, school thuneitute leh zirtirtute mawhphurhna a ni.
- Hmanni lawka zirtirtu nuai 41 dawn lai phase te te anga training pek pawh kha Learning Management System (LMS) puihnaa duanchhuah a ni a. Hei hi (<https://itpd.ncert.gov.in/>)-ah luhin a en theih a ni. He portal atang hian integrated teacher training programme hmalakna leh hma an sawn dan a hmuh theih vek a ni. Resource group hrang hrang te leh zirtirtu training lai mek te data hi ICT zarah kan nei thei a. States leh UT te thil tih tha (best practices) puanchhuahna hmun remchang tak a ni bawk.



Case Studies

Name of the School Head: Chhewang Urigol. Government Primary School, Khar, Lahaul Spiti Himachal Pradesh

Khar (Lahaul Spiti, Himachal Pradesh) khua-a veng kilkhawr tak maia awm, Government Primary School chanchin hi a va ngaihnawm em. He sikul hi mi hnuaihning takte khawsakna hmunah awmin, khawpui nen inpawhna tha pawh a nei lo. An Sikul Head, Chhewang Urigola'n khawpuia awm sikul te anga a sikul buatsaih a tumna chu, a ram leilung chhengchhe tak chuan a tibuai pha lo. A sikul chu tha taka thuam niin, uluk taka enkawl tih a hriat a. Sikul te tak te, zirtirtu pahnih chauhin an enkawl a ni chung hian, Library changtlung tak an nei a, Teaching Learning Material (TLM) corner, activity room, choka, inthiarna leh infiamna hmunzawl nuam tak an nei bawk. An classroom te chuan boruak leh eng a hmu tha em em a, electric supply pawh regular takin a nei a ni. Sawi nuam tak pakhat chu, an sikul hian boruak tichhe lo chi (environment friendly), Ni zung hmang light a nei hi a ni. Chutiang technology hman takah chuan, mihring tana leilung pawimawhzia naupangte chuan an rawn hrethiam a, humhalh duhna thinlung an rawn pu chho nghal a ni. Changtlung taka he sikul rawn herchhuahpuitu hi tu dang ni lovin, an Sikul Head hi a ni.



Khawtual te nen tang hovin Chhewang te chuan TV room an sa bawk a. Tun hma-a a nihna tak hrethiam phak lo-a naupang te an lo zirtir thin ang kha bansan in, multimedia hmanga lehkha zirtir nan hemi room hi an hmang thin a. Naupangte chuan zirtir tha tak tak nei thawnthu leh poem te an zir theih phah a. Heng bakah hian, chanchinthar te an thlir ho thin. Hemi room-ah hian computer a awm a, chumi hmang chuan naupangte chu practical-in basic computer an zirtir nghal thin bawk. Zirtirtu dang ten library-a mi tur lehkhabu te an thawkhawm a. A tlangpuiin, chhun chaw an fak zawhah naupangte hian library ah lehkha an zir thin a ni. Nuam ti taka naupang ten lehkha an zir theih nan, thuziak tha tak tak leh milem hmangin classroom te an chei a. Thlasik vin tukah

pawh sikul an kal chhun zawm zel theih nan sikul hian thlasik leh nipui-a hman atan washroom a hrangin a nei a ni.

Sikul hian infiamna tual zawl a nei a, Sikul Head hmalaknain an chei tha a. Naupangte an lo hrisel a, organic food an ei theih nan tiin Chhewang hian an sikulah greenhouse siam leh a tum a ni. An sikul choka pawh hi a changtlung em em a, naupang tana eitur tha tak tak siam nan an hmang thin. Chhinchhiah tlak tak chu, naupangte lehkha thiamtir mai bakah, eitur hrisel an ei leh ei loh an thlithlai sak reng thin hi a ni.

Harsatna tam tak karah, an naupangte hi Jawahar Navodaya Vidyalaya (NVS)-ah inziak tling thei turin an enkawl a. A chhan chu, mathematics-ah an chak vang a ni. An naupang, NVS entrance pe tur te hi ama mimal thahnemngaihna coaching a pe thin a ni.

Sikul Head Chhewang hi entawn tur tha tak a ni. A taimakna leh thahnem

ngaihna vangin sikul naran mai mai tur kha sikul tha takah a chher chhuak a. Tunlai education nihna dik tak a man fuh vang liau liau niin, rote learning leh textual understanding-ah chauh a innghat lova, a khawsakpuite a hrechiang a. A sikul tana hmathlir a neih na-



Activity Room

ah pawh hian a lang a ni. National Centre for School Leadership, NIEPA in



Playground



Kitchen

Module 1

Dt 22-24 January 2019-a an buatsaih, National Conference on Leadership Pathways for School Improvement-ah khan Chhewang Urigo hi a tel ve nghe nghe a ni.

Name of the School Head: Regini Ramchandra Surve. Zilla Parishad Aadarsha School Niwali Chiplun Ratnagiri, Maharashtra

Ratnagiri district, Maharashtra-a awm, Zila Parishad Aadarsha School Niwali, Chiplun hi India rama Primary school entawn tlak tak a ni. An Sikul Head hian a thinsung zawng zawngin sikul hi a vei a. Tunhma-a inzirtir dan ang - rote learning kha zawm lovin, Ragini Ramchandra Surve hian Sikul kalphung thar a duang chhuak a. Mahse, an sikul rawn flawh thintu, a thawhpui pakhat puihnaa tihlawhtling thei chauh a ni. An sikul a rawn flawh thin rahchhuah duhawm tak mai chu, academic staff te hnena Activity based teaching an hmelhriattir hi a ni. A hlawhtinna chu naupangte result ah leh an cognitive level-ah a lang thei a. A technique hi an hman hma in Sikul Head hian meeting ko in, staff mai bakah zirna lama ngaihtuahna seng thin te a sawm bawk a, activity based teaching nihphung leh an kalpui dan tur te chipchiar takin a hrilh phawt a ni. An phur tlang hlawmin, school transform tura activity based teaching an kalpui theih nan, theih tawp an chhuah tlang vek a. Sikul chhuat te chu mit la zar khawpa mawiin an chei tlang a.



An sikulin activity-based teaching chu hetiang hian an kalpui a:

- Syllabus-a mi zir tur an thlang chhuak a, drama, thawnthu leh infiamna hmangin naupangte an zirtir a.
- Naupangte chu word pathum an pe a, chumi hmang chuan thawnthu an phuattir a. Creative taka naupangten an ngaihtuahna an sen theih nan leh anmahni rilru an phawrh thiam theih nan a tangkai hle.

- Naupangte chu an kum angin an then hrang a, thu awlsam te te hmangin poem an ziahtir
- Word awmsa hmangin naupangte a milpui tur word dang an sawitir thin. Hei hian naupangte vocabulary a tihausa hle.
- Marathi alphabet hmangin word thar an ziahtir a. Hei pawh hian an vocabulary ah a pui em em a ni
- Hetiang hian mathematics an zirtir thin a:
 - o Digit awm sa hmangin number an ziah tir
 - o A tlem dan indawt leh a tam dan indawtin number an remtir
 - o Number an expand tir
 - o Even number leh odd number an thliar hrantir
 - o Place value an sawitir
 - o Belh, Paih, Puntir leh Sem
 - o Dice-a number awm zat an chhiartir
- English zirtir nan drama leh poetry an hmang
- An thiam thil hmang chhuak turin naupangte an fuih thin a, an kut chhuakte pho lan sakin, exhibition an buatsaih thin.



Teaching-Learning process ah hian nu leh pate pawh an tel ve thin a. Naupangte pawh an phur phah em em a ni. An hnathawh that avangin, Education Officer te, DIET Officer-te leh Education Committee of the Zilla Parishad-te hnen atangin lawmpuina pawh an dawng hial. Naupangte chauh ni lo, zirtirtute ngei pawhin he Teaching-Learning process thar an hman hi an hlawkpui hle a ni. A hnuaia mi hi naupang lehkha zirna bula Education Officer lo tel ve lai hlimthla a ni.

Module 1

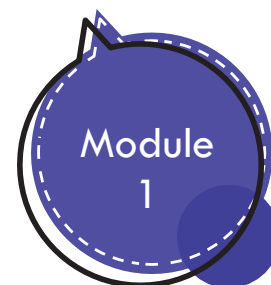
Zirlaite chuan concept har tak te pawh an hrethiam zung zung ta mai a. Entirnan, number 29 zirtir nan, hmawlhthe 10 zela tawn khawm pahnih leh a hranga awm 9 an hmang a, chutiang zel chuan naupangte an remkhawmtir thin a ni. Zirtirna hmanrua chi hrang hrang an hman te hian naupangte a thiamtir zung zung thin a ni.



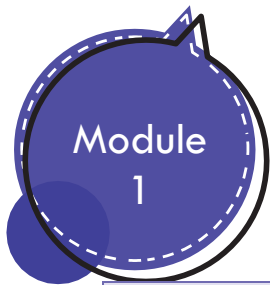
Chumai bakah, an Sikul Head hian sikul building tihchangtlun kawngah leh school management tihchak kawngah hian hma a la nasa em em bawk a ni.

Sikul Head Ragini R Surve hian nasa taka a beih rah hi seng in, National Centre for School Leadership, NIEPA in, ni 22 – 24 January 2019-a an buatsaih, National Conference on Leadership Pathways for School Improvement ah chawimawina a dawng a ni.

References



Section	Name of the Video	Weblink
4.1: Self and Motivation	Lead India Video	https://www.youtube.com/watch?v=JR8i9p3pcPg&feature=youtu.be
4.2: Leaders in Action	Change Leadership and School Improvement: Role of School Head	https://www.youtube.com/watch?v=hSfg6ON8iqQ&list=PLUgLcpnv1YidWTfKv5Z4E9zaskiV2ZCJf&index=4&t=0s
4.3: Multiple Roles and Responsibilities	Developing School as a Learning Organization	https://www.youtube.com/watch?v=1NJEI6VXEQg&list=PLUgLcpnv1YidWTfKv5Z4E9zaskiV2ZCJf&index=11&t=0s
	Professional Development Plan	https://www.youtube.com/watch?v=QEhOF16d_qU&list=PLUgLcpnv1YidWTfKv5Z4E9zaskiV2ZCJf&index=9&t=0s
	School and Purpose of Education	https://www.youtube.com/watch?v=Q9zbADOKd0E&list=PLUgLcpnv1YidWTfKv5Z4E9zaskiV2ZCJf&index=13&t=0s
	Knowing more about Innovations	https://www.youtube.com/watch?v=-VdNE3z13Ws&list=PLUgLcpnv1YidWTfKv5Z4E9zaskiV2ZCJf&index=8&t=0s
5.1: Developing a Perspective on Active Learning Principles	Young Historians	https://youtu.be/p9VAM8yv2Ng
5.2: Understanding of Pedagogical-Content Knowledge as a School Head	Pedagogical-Content Knowledge	https://www.youtube.com/watch?v=eE9U-WEhjqM
5.3: Academic Supervision in School	Observation, Feedback and Supervision	https://www.youtube.com/watch?v=GoC-5lIGCTw&list=PLUgLcpnv1YidWTfKv5Z4E9zaskiV2ZCJf&index=10&t=0s



6.1: Teachers as Reflective Practitioners	Teachers as Reflective Practitioners	https://www.youtube.com/ watch?v=9fihPN41RaE
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These videos can be accessed on "NCERT official" Youtube Channel

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