

# Effective School Management and Leadership Programme at Chandigarh

## Executive summary

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TERI is organizing a series of 'Effective School Management and Leadership Programme' for School Principals and senior administrators in different states. These leadership development programmes aim to enable the senior management teams to motivate, inspire, and promote both teaching and learning through dynamic leadership.

The 'Effective School Management and Leadership Programme' at Chandigarh was organized in two phases. The first phase of the programme was held from 23-25 August 2013 at Commonwealth Youth Programme-Asia Centre, Sector 12, Chandigarh. The second phase of this programme was organized from 26-27 September 2013 at ICSSR Complex, Panjab University, Sector-14, Chandigarh. Ten Principals and Headmistress from different schools of Chandigarh, Punjab and Haryana participated in this programme.

### Objectives of the programme

- Transform the 'understanding, attitude and perceptions' of the Principals and senior administrators not merely push them to 'take action' without enabling them to understand their role as „leaders“ in the school community
- Develop systemic strategies and processes for financial management and resource mobilization, management of human resources and interpersonal relations and resolution of conflicts in the schools
- Identify and implement suitable systems of appraisal and evaluation of feedback for teachers and staff
- Achieve personal growth (intellectual, emotional and social) and organization development
- Familiarize the leaders to the role of technology and e-learning in management of schools.

The sessions in the training programme broadly covered the following areas:

- Opportunities and challenges for CBSE schools
- Managing Change
- Leadership Styles
- Vision Building and Goal Setting
- Decision Making
- Collaborative Management and Team Building
- Conflict resolution
- School Based Assessment- formative and summative Assessment
- Challenges in Implementing CCE: Assessment of Scholastic and Co-Scholastic Areas
- Mentoring of Schools for Implementing CCE
- Time Management and Planning
- Accreditation and Quality Enhancement of Schools
- Financial Management with Reference to Budget and
- Use of IT in Record-keeping and Documenting

