Leadership Pathways to School Transformation

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THE PAST
SCHOOL DIVERSITY AND LEADERSHIP COMPLEXITIES

- **Size:** Small and ultra small schools—absence of designated position of school heads.

- **Location and context** Average of 2000 schools per district—each district dramatically different—ecologically, culturally and socio-economically (Scattered tribal populations, habitations in remote areas, hilly areas, desert areas, militant prone areas etc)

  - 438 living languages; 22 official languages and 29 languages with more than 1 million speakers

Differential Leadership Requirements—more school and process—based
THE AGENDA NEXT

Policy Directives

• Right to Education (RtE) Act 2009
  – The role of a school head or a principal at the centre stage
  – rethink on his/her role as a mere administrator or a manager.

• The Twelfth Five Year Plan (2012-2017)
  – importance of Leadership Development in School Education and elevated it to national priority.

• Sustainable Development Goal for Education (SDG4)
  – Agenda 2030
    “ensure inclusive and equitable quality education and promote lifelong learning opportunities for all”
Agenda for transformation
The next 7 years

• Two pronged approach
  – Leadership Development: new, current, aspiring, prospective leaders to improve schools of today
  – Leadership Succession: New generation leaders to govern next generation schools
Every child learns and every school excels
Leadership for whole-school development

- Curriculum and Material development
- Capacity Building
- Research and Development
- Networking and Institution Building
Eco system for School Leadership and Transformation

Leadership of the Principal - whole school transformation

System level Leadership

Community Leadership

Leadership in Teacher Education

Teacher Leadership
Innovative Ideas

- **Principal Exchange Programmes** (Promoting inter-school learning networks)
- **Fellowships in SL** (HoS and System leaders)
- **Learning Labs** (Developing schools as grounds for experimentation and research)
- **School Leadership Portal** (Platform that acts as repository of leadership models and practices and recognizes efforts)
- **Policy dialogue** (guidelines on selection, induction, CPD and Career Progression) Talent Hunt and Talent Nurture – incentivize the best
Current Policy Engagement

- Induction Certificate Course
- Merit-based Selection
- Assessment Review and Feedback
- Leadership Roadmap
- Continuous Professional Development
- Redefining Roles and Responsibilities
- Linking CPD with Career Progression
new processes, more oriented to action for sustainability

TOWARDS JOURNEY OF CHANGE

Thanks