

**KENDRIYA VIDYALAYA SANGATHAN
ZONAL INSTITUTE OF EDUCATION AND TRAINING MUMBAI**

**INDUCTION TRAINING AND CONTENT ENRICHMENT AND
PEDAGOGICAL TRAINING OF NEWLY RECRUITED VICE PRINCIPALS
PHASE-I OFFLINE FROM 10.02.2024 TO 15.02.2024 & PHASE -II
ONLINE FROM MARCH TO MAY 2024 IN A STAGGERED MANNER**



INDUCTION COURSE MANUAL CUM REFERENCE MATERIAL



KENDRIYA VIDYALAY SANGATHAN ZONAL INSTITUTE OF EDUCATION AND TRAINING MUMBAI



जो हम खुशी से सीखते हैं उसे हम कभी नहीं भूलते

--- अल्फ्रेड मर्सिएर

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Director ZIET Mumbai & Course Director



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MUMBAI REGION



Ms. Anju Krishnani (RP)
Vice Principal,
PM SHRI KV NASIK ROAD
MUMBAI REGION

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ACKNOWLEDGEMENT

We extend our heartfelt gratitude to all the officers of Kendriya Vidyalaya Sangathan (KVS) New Delhi for entrusting Zonal Institute of Education and Training (ZIET) Mumbai with the responsibility of conducting the Induction Course for newly recruited Vice Principals. We recognize the importance of this induction course in preparing Vice Principals for their roles and responsibilities within the KVS system. We are committed to delivering a comprehensive and impactful program that equips them with the necessary skills, knowledge and resources to excel in their positions.

Mrs. Nidhi Pandey, IIS- Commissioner, Kendriya Vidyalaya Sangathan, New Delhi

Ms. Chandana Mandal- Joint Commissioner (Trg.), Kendriya Vidyalaya Sangathan, New Delhi

Mrs. Shahida Parveen Deputy Commissioner & Course Director KVS ZIET Mumbai

Their invaluable expertise, visionary leadership, and unwavering commitment have been pivotal in shaping this e-Magazine endeavour. Their guidance and support have been a beacon, steering us towards the creation of a platform that fosters pedagogical excellence in leadership and empowers the future Principals of KVS.

Your guidance, expertise, and commitment to educational excellence have been invaluable in shaping this manual into a comprehensive resource for new educators. Your dedication to fostering professional growth and ensuring the success of teachers and leading staff across the KVS network is truly commendable.

Associate Course Director:

Shri. Kumara Mohan, Principal,

PM SHRI KV AFS Akkulam, Trivandrum, Ernakulam Region

Resource Persons:

i. Ms. Anju Krishnani, Vice Principal, PM SHRI KV Nasik Road Camp, Mumbai Region

ii. Mr. Sham Bharat Nikum, Vice Principal, PM SHRI KV No.1 Dehuroad Pune, Mumbai Region

Coordinator:

Mrs. Saiji B R TA Maths ZIET Mumbai

Word from Deputy Commissioner cum Course Director

Kendriya Vidyalaya Sangathan, being a pace setting educational organization, strives to have the best to impart education to over twelve lakhs students studying in 1256 Kendriya Vidyalaya spread across the length and breadth of our country.

Besides that, the KVS have three schools abroad – one in Tehran (Iran), the second in Moscow (Russia) and the third in Kathmandu (Nepal).

In-service Education and Training of staff is an integral part of the organisation right from its inception. The National Curriculum Framework for Teacher Education 2021 emphasizes the role of in-service education on continuing professional development of the teachers as well as the pedagogical leaders.

Every year, thousands of employees take part in the various training programmes conducted by us. Considerable efforts are made to identify the education and training needs of the staff on a regular basis. Based on these inputs, well thought out programmes are designed and conducted time to time as per the needs and also as per direction of KVS (HQ) New Delhi. The necessity of an Induction Course before assuming the role of Vice Principals within the Kendriya Vidyalaya Sangathan (KVS) cannot be overstated.

This course marks the beginning of an exciting journey in leadership within the Kendriya Vidyalaya Sangathan. As you embark on this path, remember that your role is pivotal in shaping the future of education and guiding the next generation of leaders.

Throughout this course, you will be equipped with the knowledge, skills, and insights necessary to excel in your role. Embrace this opportunity to learn, grow, and connect with your fellow educators.

Here are several reasons why this course is crucial:

1.Familiarization with Policies and Procedures:

The Induction Course provides incoming Vice Principals with an in-depth understanding of KVS policies, procedures, and guidelines. This knowledge ensures that they are well-equipped to navigate administrative responsibilities effectively from the outset.

2.Understanding Institutional Culture:

Every educational institution has its unique culture, values, and expectations. The course allows Vice Principals to immerse themselves in the culture of KVS, fostering a deeper understanding of its ethos and vision.

3.Professional Development:

The course serves as a platform for professional development, offering insights into leadership strategies, educational trends, and best practices in school management. It equips Vice Principals with the skills and knowledge necessary to excel in their roles.

4. Networking and Collaboration:

Induction Courses provide opportunities for Vice Principals to network with peers, share experiences, and collaborate on solutions to common challenges. Building relationships within the KVS community fosters a sense of camaraderie and support.

5. Preparation for leadership Roles:

Assuming the role of Vice Principal entails significant leadership responsibilities. The Induction Course helps Vice Principals develop leadership competencies, communication skills, and problem-solving abilities essential for effective leadership within KVS.

6. Alignment with Educational Goals:

By participating in the Induction Course, Vice Principals align themselves with KVS's educational goals and priorities. They gain insights into the organization's strategic objectives and how their roles contribute to achieving them.

7. Ensuring Consistency and Quality:

Standardizing the onboarding process through an Induction Course helps maintain consistency in leadership practices and ensures the delivery of high-quality education across KVS schools.

As Vice principals, you hold a significant responsibility in nurturing a conducive learning environment, fostering innovation and upholding the values of KVS. Your dedication and passion for education will inspire and empower those around you.

I encourage you to approach this course with an open mind and a willingness to engage deeply with the material. Together, let us strive to make a positive impact on the lives of our students and contribute to advancement of education.

Wishing you all the best on this enriching journey.

Mrs. Shahida Parveen
Director ZIET Mumbai &
Course Director

Word from Associate Course Director

As the Associate Course Director of the Induction Course for KVS Vice Principals, I extend a warm welcome to each of you. It is an honour to be part of this transformative journey as you prepare to assume leadership roles within the Kendriya Vidyalaya Sangathan.

Throughout this course, our aim is to provide you with comprehensive guidance, support, and resources to excel in your upcoming responsibilities. Together, we will explore the intricacies of educational leadership, delve into best practices in school management, and foster a deep understanding of KVS's mission and values.

I encourage you to actively engage with the course materials, participate in discussions, and leverage this opportunity to connect with your fellow educators. Your active involvement will enrich your learning experience and contribute to the collective growth of our community.

As Vice Principals, you play a pivotal role in shaping the educational landscape and empowering the next generation of leaders. Embrace this opportunity with enthusiasm and dedication, knowing that your efforts will make a meaningful difference in the lives of students and teachers alike.

I look forward to supporting you on this journey and witnessing your growth as educational leaders within KVS.

Best Wishes,

Shri. Kumara Mohan, Principal,
PM SHRI KV AFS Akkulam, Trivandrum,
Ernakulam Region

Objectives of the Induction Course

The objectives of the Induction Course for KVS Vice Principals are multifaceted, designed to equip participants with the knowledge, skills, and insights necessary to excel in their roles within the Kendriya Vidyalaya Sangathan.

Some of the primary objectives include:

1.Orientation to KVS Policies and Procedures:

Ensure that Vice Principals have a comprehensive understanding of KVS policies, guidelines, and administrative procedures to effectively carry out their responsibilities.

2.Familiarization with Curriculum and Pedagogy:

Provide Vice Principals with insights into KVS curriculum frameworks, teaching methodologies, and assessment practices to support instructional leadership within their schools.

3.Leadership Development:

Develop leadership competencies, communication skills, and strategic thinking abilities essential for effective leadership in educational settings.

4.Understanding of Institutional Culture:

Foster a deep understanding of KVS's ethos, values, and organizational culture to ensure alignment with the mission and vision of the Kendriya Vidyalaya Sangathan.

5.Professional Networking and Collaboration:

Facilitate opportunities for Vice Principals to connect with peers, share experiences, and collaborate on solutions to common challenges, thereby building a supportive professional network within KVS.

6.Capacity Building:

Enhance the capacity of Vice Principals to address diverse educational needs, promote inclusive practices, and create a conducive learning environment for all students.

7.Awareness of Legal and Ethical Responsibilities:

Raise awareness about legal and ethical responsibilities associated with the role of Vice Principals, including issues related to child protection, safety, and compliance with regulatory requirements.

8.Promotion of Innovation and Best Practices:

Encourage Vice Principals to explore innovative approaches to teaching, learning, and school management, while also fostering a culture of continuous improvement and excellence.

9.Preparation for Administrative Duties:

Equip Vice Principals with administrative skills, financial management principles, and human resource practices necessary for effective school administration.

10.Empowerment for Professional Growth:

Empower Vice Principals to take ownership of their professional development, set goals for continuous growth, and pursue opportunities for lifelong learning and improvement.

Focus on Administrative Planning and Operation, KVS recognized the inclusion of the legal frame work which governs their work and conduct, following the state's legitimate norms as enunciated in acts such as POCSO 2012 & POSH ACT 2013, RT& RTI acts. It is also important for them to have a clear understanding of the code of conduct, the provisions such as 81 (A-D) and other codified norms in the Education Code for Kendriya Vidyalaya, the Accounts Code and CCS (CCA) Rules 1965 and CCS (CCA) Conduct rules 1964 which have been adopted mutandis mutatis by the KVS.

By addressing these objectives, the Induction Course aims to prepare Vice Principals to meet the diverse challenges and opportunities inherent in their leadership roles within the Kendriya Vidyalaya Sangathan, ultimately contributing to the enhancement of educational outcomes and the holistic development of students.

Time Table for the Induction Course:

Conducted at ZIET Mumbai from

05/02/2024 to 10/02/2024

KENDRIYA VIDYALAY SANGATHAN				
ZONAL INSTITUTE OF EDUCATION AND TRAINING MUMBAI				
INDUCTION TRAINING AND CONTENT ENRICHMENT & PEDAGOGICAL TRAINING OF NEWLY RECRUITED VICE PRINCIPALS				
MODE OF TRAINING: FACE TO FACE				
DTAE: FROM 05/02/2024 TO 10/02/2024 (6-DAYS: PHASE-I)				
REGION: AHMEDABAD, JAIPUR, MUMBAI, PATNA, RAIPUR AND GURUGRAM				
TIMETABLE				
DAY	SESSION 1	SESSION 2	SESSION 3	SESSION 4
05/02/2024	Inaugural Session: Objectives of the Induction Course	Role and Responsibilities of VPs, SWOT Analysis, Strategic Leadership Quality	Admission Guidelines, RTE Act 2009 & its Implementation,	Academic Supervision & Classroom Observation
Guest Speaker	Mrs. Shahida Parveen Director ZIET Mumbai	Mrs. Sona Seth, DC KVS RO Mumbai Region	Mr. SAMAJ V JOGLEKAR, AC KVS RO Mumbai Region	Mr. Kumara Mohan Associate Course Director
06/02/2024	Innovation and Experimentation; ICT in School Management	FLN-NIPUN Bharat Mission, NCFES 2022, Jadui Pitara, Balvatika, Vidya Parvesh, CMP	KVS Code of conduct for Students and Teachers & CCS Conduct Rules	POCSO & POSH Act Internal Complaints Committee, NCPCR Guidelines & implementation
Guest Speaker	Shri Sham Bharat Nikum (RP)	Mrs. Anuradha Chakravoty TA(Primary) ZIET Mumbai	Ms Anju Krishnani (RP)	Ms Aileen S Marques Advocate Mumbai
07/02/2024	Financial Matters- GFR 2012/2017, Purchase Procedures, GeM, etc.	Personal claims of employees, (TA/DA, LTC, Medical claims & CGHS, CEA)), Leave rules, vacation & allied matters	NEP 2020- Salient Features; NCFSE 2023, Perspectives on Curricular Transaction of Science and Social Science Innovation and Experimentation	In-house strategies aimed at enhancing the capacity of teachers & Strategies to Develop 21st Century Skills in School Education system.

Guest Speaker	Shri. A K Shrivastava FO KVS(HQ) New Delhi	Shri. A K Shrivastava FO KVS(HQ) New Delhi	Ms. Gomati Jatin, Professor, TISS Mumbai	Ms Anju Krishnani Vice Principal (RP)	
08/02/2024	GFR-217 and GeM procurement and bidding of items.	Effective Communication with all Stakeholders	A What Makes a Good School? (Online interaction)	FIELD TRIP	
Guest Speaker	Shri. A K Shrivastava FO KVS(HQ) New Delhi	Ms Anju Krishnani Vice Principal (RP)	Ms. Chandana Mandal, Joint Commissioner Training, KVS HQ New Delhi	Mumbai Darshan was performed by Participants	
09/02/2024	Conducting inquiries, CCS(CCA) Rules 1965: Minor/Major penalty proceedings.	Student Safety SOP/ SQAA; Vidyalaya Plan & Assessment Tool Maintenance of Vidyalaya Plant for Sustainable Growth	K APAR Reporting and, Articles 81 (A-D)	Promotion of Action Research	
Guest Speaker	Mr. S.L. Dipankar, Administrative officer, KVS RO Kolkata Region	Shri Sham Bharat Nikum VP (RP)	Mr. S.L. Dipankar, Administrative officer, KVS RO Kolkata Region	Mr. Narayana Dhas TA(Biology) ZIET Mumbai	
10/02/2024	Academic excellence in Kendriya Vidyalaya	Elements of Fact Finding/ Preliminary inquiry at School Level,	National Education Policy (NEP) 2020 and the National Curriculum Framework for School Education (NCFSE) 2023.	Statement of Teaching Philosophy	Plenary Session and Valedict ion
Guest Speaker	Shri B.K Behera, Deputy Commissioner Academics, KVS(HQ), New Delhi	Mr. S.L. Dipankar, Administrative officer, KVS RO Kolkata Region	Mr. Narayana Dhas TA(Biology) ZIET Mumbai	Mrs. Shahida Parveen Director ZIET Mumbai	
	Morning Assembly: Prayer and Previous Day Report- 9:00am to 9:15am Breaks: Tea Breaks 11:15am to 11:30am & 3:45pm to 4:00pm and Lunch Break: 1:00pm to 2 :00pm				

List of Participants:

KENDRIYA VIDYALAY SANGATHAN			
ZONAL INSTITUTE OF EDUCATION AND TRAINING MUMBAI			
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MODE OF TRAINING: FACE TO FACE			
DTAE: FROM 05/02/2024 TO 10/02/2024 (6-days: PHASE-I)			
REGION: AHMEDABAD, JAIPUR, MUMBAI, PATNA, RAIPUR AND GURUGRAM			
S NO.	NAME OF THE PARTICIPANT	REGION	NAME OF KENDRIYA VIDYALAYA
1	NEHA YADAV	GURUGRAM	NO.01 AMBALA CANTT
2	ANITA KUMARI	GURUGRAM	AFS NO.01 GURUGRAM SHIFT I
3	GEETA YADAV	GURUGRAM	AFS NO.01 GURUGRAM SHIFT II
4	RAVI SHANKAR YADAV	RAIPUR	K V NO.1 RAIPUR SHIFT-I
5	ARCHANA MARSKOLE	RAIPUR	K V NO.1 RAIPUR SHIFT-II
6	SUNITA KHIRBAT	RAIPUR	K V NO.2 RAIPUR
7	BISHRAM KERKETTA	RAIPUR	KV NO 3 KORBA
8	NANDKISHOR VASNIK	RAIPUR	KV KONDAGAON
9	VINOD KUMAR MAHAWAR	AHMEDABAD	Gandhinagar Cantt
10	RAVI KUMAR MEENA	AHMEDABAD	No.2 INF Jamnagar
11	ANJALI CHOUDHARY	AHMEDABAD	EME BARODA
12	JAI PRAKASH PANCHAL	AHMEDABAD	DPA GANDHIDHAM
13	RAVAL VYOMESHKUMAR DASHARATHLAL	AHMEDABAD	Sec.30 GANDHI NAGAR
14	RAJESH KUMAR OJHA	PATNA	K V MUZAFFARPUR SS
15	Mr. NRIPENDRA TIWARY	PATNA	PM SHRI KANKARBAGH, PATNA (SS)
16	Sh. NISHANT KUMAR SINGH	PATNA	PM SHRI K V Katihar
17	PRAMOD KUMAR	PATNA	PM SHRI KANKARBAGH, PATNA (FS)
18	SMT. MADHU KUMARI	PATNA	PM SHRI KV NO 2 BAILEY ROAD, PATNA (FS)
19	SH. RAJEEV RANJAN SINGH	PATNA	PM SHRI KV NO 2 BAILEY ROAD, PATNA (SS)
20	KUMAR RAGHWENDRA	PATNA	DANPUR CANTT(SS)
21	MR. OM PRAKASH JANGID	MUMBAI	PM SHRI KV OF AMBARNATH
22	MR. NILESH ONKARRAO AMBADKAR	MUMBAI	PM SHRI KV OF AMBARNATH
23	MR. VIVEK SHRIVASTAVA	MUMBAI	PM SHRI KV NO. 2 COLABA
24	MRS. AMRITA GULIA	MUMBAI	PM SHRI IIT POWAI
25	MR DINESH KUMAR TANK	MUMBAI	KV INS Hamla
26	MRS NEELAM AWASTHI	MUMBAI	KV KOLIWADA

27	MR. MANOJ KUMAR YADAV	MUMBAI	PM Shri K V Bhandup, 1st shift
28	MR. PANKAJ KUKREJA	MUMBAI	PM Shri KV Bhandup Shift 2
29	MR. RAJKUMAR GADWAL	MUMBAI	PM SHRI KV Mankhurd
30	MR. ASHOK KUMAR SINGH	MUMBAI	KV ONGC, Panvel
31	MR. ARUN KUMAR	MUMBAI	PM SHRI KV ARMY AREA PUNE
32	MRS. SHAMSA KHAN	MUMBAI	PM SHRI KV RANGE HILLS ESTATE PUNE
33	MR. BALAJI MARAKWAR	MUMBAI	PM SHRI KV NO 1 AFS PUNE
34	MR. JAGDISH CHANDER DAHIYA	MUMBAI	PM SHRI KV No 2 AFS PUNE
35	GEETA RAMNARAYAN	MUMBAI	PM SHRI KV CME, PUNE
36	RAMPHOOL MEENA	MUMBAI	PM SHRI KV ISP NASHIK
37	GANGADHAR GOVINDRAO BHAGAT	MUMBAI	PM SHRI AFS OJHAR
38	RAM PRASAD MEENA	MUMBAI	KENDRIYA VIDYALAYA NO.1, VASCO-DA-GAMA, GOA
39	GAJRAJ MEENA	MUMBAI	PM SHRI KV O.F. BHANDARA
40	YATENDRA KUMAR	MUMBAI	PM SHRI KENDRIYA VIDYALAYA KAMPTTEE
41	AMIR HUSAIN	MUMBAI	PM SHRI KV CRPF NAGPUR
42	SUNIL BAPURAO MORE	MUMBAI	PM SHRI KV AJNI NAGPUR
43	MRS. SHIKHA SHAMBHARKAR	MUMBAI	PM SHRI KV AJNI SHIFT-II NAGPUR
44	MR ANIL KUMAR	MUMBAI	KV NAGPUR AMBAJHARI
45	SH. RAGHUNATH RAM	JAIPUR	KV UTTARLAI
46	SMT. KAMALA	JAIPUR	KV BIKANER NO.1
47	SMT. SHEETAL MEENA	JAIPUR	KV PRATAPGARH
48	MANISH SEMWAL	GURUGRAM	No.02 AMBALA CANTT
49	MAHESHWAR PRASAD NARAYAN SINGH	PATNA	DANPUR CANTT(S-I)

Days' journal: from 05/02/2024 to 10/02/2024

DAY ONE: 05/02/2024 MONDAY

The induction course for Vice-Principals started on 5th February 2024 with the ceremonial lighting of lamp by the Chief Guest Shri. Subratik Chakraborty, Professor, Dept. of Computer Science and Engineering, IIT (B) Mumbai, followed by melodious prayer. There after Mrs. Shahida Praveen Course Director welcomed Mr. Subratik Chakraborty.

In his formal address Chief Guest Dr. Subratik Chakraborty inspired and motivated all the participants.

A brief introduction was given by all the participants.

Session 1: Objectives of the Course by Mrs. Shahida Parveen

Mrs. Shahida Parveen Course Director of the Induction Course and Director ZIET Mumbai discussed the objectives of the course and tried to find out the expectations of the candidates. Madam focused on comprehensive understanding of the roles and responsibilities of Vice-Principal equipping all participants with the practical Knowledge as defined under Article 25 of Education code KVS.

Session 2: "Role and Responsibilities of Vice-Principals" by

Mrs. Sona Seth, Deputy Commissioner, KVS RO Mumbai Region.

Mrs. Sona Seth DC RO Mumbai started with the detailed discussion on how to write APAR and roles and responsibilities as Vice Principal in open session. She emphasized that, on being a Vice Principal, the vision should be clear before making the plan, with the concept on "Plan the work and work the plan"

Session 3: Admission Guidelines by AC KVS RO Mumbai Region, Mr. Samaj V Joglekar

Mr. Samaj V Joglekar, AC KVS RO Mumbai discussed the practical aspects of implementation of admission guidelines and threw light upon the general guidelines, special provisions and admission procedure by clearing the queries of the participants.

Session 4: Academic Supervision by Mr. G Kumara Mohan, Associate Course Director.

The last session was presented by Mr. G Kumara Mohan Principal PM SHRI KV AFS AKKULAM Ernakulam Region. He showed a short video clip on leadership. He focused on action as well as positional leadership. He emphasized on academic supervision, CCT, class observation tools and competency-based learning. It helped to resolve the day to day challenges in positive and effective manner. Thus, the activities planned for the day was successfully carried out in a positive and fruitful manner.

DAY TWO: 06/02/2024 TUESDAY

The second day of the induction course for Vice Principals commenced with a serene prayer, setting a conducive tone for the day's proceedings. There after report of day 1 was presented by Mrs Geeta Yadav Vice Principal KV AFS Shift II of Gurugram Region.

Session 1: Innovation and Experimentation, Use of ICT in School Management

Presented by Shri Sham Bharat Nikum VP PM Shri K V No.1 Dehuroad Pune.

This session focused on the significance of innovation and experimentation in education and difference between experiment and experimentation as Experiment is a procedure designed to test a hypothesis and experimentation is described as a method, approach, a test, a tool to generate evidence. Also, the comprehensive checklist in the form of Google sheet prepared by Shri S B Nikum enlightened the participants as to how ICT can significantly enhance our documentation, data analysis, communication, data preservation, execution of monitoring processes etc for effective school management. It was a very fruitful session.

SESSION II: National Curriculum Framework (NCF) Foundational Stage & NIPUN

Presented by Mrs Anuradha Chakraborty TA Primary ZIET Mumbai.

In the second session, attention was directed towards the National Curriculum Framework (NCF) with a particular emphasis on the foundation stage. Capacity-building techniques tailored to meet the diverse needs of students were discussed. Moreover, the session shed light on the 'NIPUN' launched by Ministry of Education for ensuring that every child attains foundational literacy and numeracy up to class III by 2026-27. Role of KVS, KVs and SMC, Parent and Community in implementation of NIPUN was discussed.

SESSION III: Code of Conduct for Teachers and Students:

Presented by Ms Anju Krishnani Vice Principal PM Shri K V Nasik Road Camp

The session delved into the intricacies of the code of conduct for both teachers and students. Participants were acquainted with the Article 59 and 60 of education code of

KVS that deals with behavioural norms, standard guidelines, and legal frameworks governing the conduct of teachers and students within the school ecosystem. This comprehensive discussion provided clarity on the expectations and responsibilities incumbent upon both educators and learners. It was an interactive session in which issues encountered in day to day working were addressed.

Session IV: POSCO and POSH, Sexual Harassment of women at work place:

Presented by Ms Aileen S Marques Advocate

The final session of the day centered on the Protection of Children from Sexual Offences (POCSO) Act 2012 and the Prevention of Sexual Harassment (POSH) guidelines. Participants underwent a sensitization session aimed at fostering awareness and understanding of the legal provisions pertaining to sexual harassment in the workplace. The discussion underscored the imperative of creating safe and inclusive environments conducive to learning and professional growth. Through examples participants were apprised of the Offences covered under the act, Punishment for attempt to commit offense, Procedure to report offense, role of school administration, Composition and role of Internal Complaint Committee etc. The session ended with vote of thanks proposed by Shri. Rajiv Ranjan Vice Principal K V Baily Road Patna.

The second day proved to be both enlightening and thought-provoking.

DAY THREE: 07/02/2024 WEDNESDAY

The day commenced with a prayer to set a positive tone for the proceedings followed by second day report by Raipur region. After that respected director madam (ZIET Mumbai) provided insightful guidance on the topics covered on the previous day emphasizing key aspects such as innovation and experimentation with legal framework including POSH and POCSO acts.

After that Sh. A K Shrivastava, AC finance (HQ) KVS conducted an enlightening session on the fundamental principles of public procurement, highlight the significance of transparency, efficiency and fairness in the process. He delved into the Government e marketplace (GeM) and it's rule in streamlining procurement procedures, ensuring accountability and reducing corruption.

The subsequent second Session continued by Sh. A K Shrivastava, AC finance (HQ) KVS, focused on various benefits and allowances entitled to employees. Detailed discussion was held on Pay and Allowances such as HRA, Leave and Travel Concession (LTC), CSMA, CEA, TA/DA. Participants gained insights in to the calculation methods regarding pay fixation.

3rd session conducted by Dr. Gomati Jatin, Associate Professor in TISS (Tata institute of Social Science) provided valuable insight in to Curriculum transaction emphasizing

the importance of aligning teaching methodologies with the concept (SoLD) Science of Learning development, Pedagogical strategies was explored, fostering effective Learning outcomes and student's engagement.

The 4th as well as the last session of 3rd day was conducted by Ms. Anju Krishnani, Vice-Principal PM SHRI K V Nasik Road Camp. The session focused on discussing In-house strategies aimed at enhancing the capacity of teachers. After that she highlighted the pivotal role of ZIETs and addressing the significance of integrating 21st century skills in to teaching practices. The session underscored the importance of 21st century skills such as 4Cs i.e Critical thinking, creativity, collaboration, communication and digital literacy in to the Curriculum.

All sessions conducted by esteemed facilitators provides a solid foundation for participants to navigate their roles effectively in the Kendriya Vidyalaya Sangathan.

DAY FOUR: 08/02/2024 THURSDAY

The Day started with invocation imbining strength, freshness and focus. The KVS Prayer was sung attune by all the participant.

Afterwards, the report of previous day i.e. Day 3 was read out by Mr. Ravi Kumar Meena representing Ahmedabad Region.

The momentum for the day was set by Director ZIET Mumbai, Ms. Shahida Parveen. She gave valuable input on previous Days transactions and gave glimpse of sessions planned for the Day. The key takeaways were

- a) Use of Prudence and integrity in financial matter is thumb rule to hassle-free Leadership.
- b) Use of Multiple pedagogy in classroom creates interest amongst learners and elicits meaningful engagement of Teacher –Students in Classroom.
- c) Careful selection of words and salutation is important in establishing professional rapport in formal setting.

After that Sh. A K Shrivastava, AC finance (HQ) KVS clarified all queries of the participant from GFR-217 and GeM procurement and bidding of items and also Personal Claims.

An Idea Can Change many Lives.

In the meantime, Mr. KUMARA MOHAN G, PRINCIPAL, PM SHRI KENDRIYA VIDYALAYA AFS AKKULAM, Ernakulum Region discussed with the participants about the use of innovative methods to solve the problems of absenteeism. He also shared idea of Use of 'Idea Box' for promoting research culture in Vidyalaya.

'Good communication is bridge between confusion and Clarity'. The area of Effective Communication amongst Stake holder was effectively communicated by Ms. Anju Krishnani, Resource Person & VP PM SHRI KV Nasik Road. The cues and clues given by Resource person elicited various elements of effective communication.

Ms Anju Krishnani elaborated on need, style and characteristic of good communication amongst various stakeholders. She stressed on need of communicating with self for effective reflection. She further added that, selection of Right Time, tone, words and body language makes communication effective. The element of Patience and Careful listening must be developed for mastering art of communication.

During the session, she focused on the importance and characteristics of effective communication among various stakeholders. She emphasized the need for clear communication and highlighted the importance of self-reflection to enhance communication skills. Patience and careful listening were highlighted as essential elements for mastering the art of communication, as they contribute to understanding and empathy in interpersonal interactions. The session ended with activities on how to communicate at different events. Overall, her session provided valuable insights into the principles and practices of effective communication

What Makes a Good School? Online interaction by Ms. Chandana Mandal, Joint Commissioner Training, KVS HQ New Delhi came up as invigorating and thought provoking. Interacting with the Participant, Honourable Joint Commissioner highlighted that 'The Teacher is the Key factor in controlling schools Quality'. She described the four-fold factor that shapes learning.

आचार्यात् पादमादत्ते पादं शिष्यः स्वमेधया ।

सब्रह्मचारिभ्यः पादं पादं कालक्रमेण च ॥

This means one learns from four sources - teacher, self, others, and with time (i.e. experience). So, one should try to provide opportunity to learners rather than judging & labelling.

She described elaborately that Low Learning Outcomes in the foundational stage students is only the 'Tip of the Iceberg' & has many contributing elements. She congratulated the Vice Principals and highlighted the role of Vice Principal as empowering Pedagogic Leader. She portrayed the duties & role of vice principal in acting strongly as an Administrative Support, Student Support, Teacher Support, Community Engagement & Crisis management

She also discussed about - inculcating 'Number Sense' in children, use of Learning Circles, 5Es, BALA etc. apart of promoting Physical & Cyber safety for wellbeing.

She emphasized that Refraining from Labelling a child, use of Pygmalion effect in Class room and No corporal punishment will ensure students active participation in the schools. Thus, will make Schools as centre for excellence.

The much-awaited field Trip was highlight of Post Lunch Session.

The Gateway of India is an arch-monument completed in 1924 on the waterfront of Mumbai (Bombay), India. It was erected to commemorate the landing of George V for his coronation as the Emperor of India in December 1911 at Strand Road near Wellington Fountain. He was the first British monarch to visit India.

The foundation stone was laid in March 1913 for a monument built in the Indo-Islamic style, inspired by elements of 16th-century Gujarati architecture. The final design of the monument by architect George Wittet was sanctioned only in 1914, and construction was completed in 1924. The structure is a memorial arch made of basalt,

which is 26 metres (85 feet) high, with an architectural resemblance to a triumphal arch as well as Gujarati architecture of the time.

The Taj Mahal Palace opened in Mumbai, then Bombay, in 1903, giving birth to the country's first harbour landmark. The recently trademarked flagship hotel overlooks the majestic Gateway of India. This legendary hotel in Mumbai has played host to kings, dignitaries and eminent personalities from across the globe, and is acknowledged as a world leader in hospitality.

Maharashtra Police Headquarters building (formerly Royal Alfred Sailors' Home) is a Grade I listed UNESCO World Heritage Site in South Mumbai that was built between 1872 and 1876 and designed by the British architect Frederick William Stevens, who also designed the Victoria Terminus.

The Battle of Development and population was evident as the tour took us through the wonderful Sea Link Road. The Bandra-Worli Sea Link (officially known as Rajiv Gandhi Sea Link) is a 5.6 km long, 8-lane wide cable-stayed bridge that links Bandra in the Western Suburbs of Mumbai with Worli in South Mumbai. The traffic was heavily congested & claimed 60 % of allocated time for field Trip. The adaptation of population saw patient driving in the Metropolis. The pressure of population and waste management was visible as areas that needs urgent care. The Trip holds great learning values and aptly places the significance of honourable PMs mission LiFE or Life Style for Environment. The LiFE advocated Making local bodies environment-friendly, saving water, saving energy, reducing waste, and e-waste, adopting healthy lifestyles, adoption of natural farming, promotion of millets for Sustainable Development.

DAY FIVE: 09/02/2024 FRIDAY

The day began with the rendition of the KVS prayer- filled with the sense of being pious and the report reading of day four presented by Mr. Rajiv Ranjan.

At the outset of the day, Mrs Shahida Parveen, Course Director appreciated the report of day four presented by Patna Region.

She emphasized the importance of GFR- 2017 and its implications for understanding the claims and financial ethics enshrined in the govt transaction.

Session 1 of the day was taken by Mr. S.L. Dipankar, Administrative officer, KVS RO Kolkata on Disciplinary proceedings and its implications. His session was interspersed with real life situations and the legal as well as administrative procedure.

He made all technical and legal perspectives of each element of the proceedings clear. The session consisted of the definition of the term, interpretation of articles and the latent motive behind it.

He highlighted the following points:

- Preamble of the proceedings
- Thematic expressions - administration is equal to knowledge, skills and efficiency.
- Need of the vigilance.
- Objectives of the vigilance
- Types of vigilance

- Steps for preventive vigilance.
- Penalty - minor and major
- Charge sheet - design, preparation for time scale, exercise, submission and execution
- He expounded the pivotal role of the fact- finding committee at its zenith.
- Role and responsibilities of Inquiry Officer, presenting Officer and Disciplinary authority to do justice to the victim and to prove the charges against the charged officer.
- Importance of documentation in order to ensure sanctity of the proceedings

His taglines - not decision but justice to be done, justice delayed is justice denied and don't misplace your sympathy reflected his deep understanding with the subject and his urge to foster the principles of law.

Mr. Dipankar appealed to the participants to be vigilant, conscious and democratic while discharging the duty as the official for inquiry.

Session 2 was taken by Mr S.B. Nikum, resource person, on the topic - School Quality Assessment and Assurance, Vidyalaya Plan and school safety measures.

SQAAP provided insights into the world of quality education and the benchmark set for it in reference to the 21 st century model of school education. It encompassed the 7 domain 84 areas where the school accomplished its goals set for.

Vidyalaya plan mirrored the status of the state- of- the -art infrastructure, enrichment of learning experiences and the achievement of on the campus and off the campus. The resource person propounded the yardstick to measure the level of each domain of Vidyalaya.

The session on safety and security made us introspective and challenged us to gird up the loins to meet the challenges of 21 st century.

Post meal session on 81B and APAR writing enhanced the confidence of the participants to lead the battle from the front.

Mr Dipankar reposed a faith in the participants and motivated them to carve a niche by virtue of their lateral thinking.

APAR writing would pave a way for resounding success if scripted with a positive note to envision the India of dream yet to be realised on the school campus.

The last Session, was curated for Promotion of Action Research in School Setting. It was Taken up by Mr. Narayan Dhas (Training Associate, Biology, ZIET Mumbai).

Action research empowers schools!

Teachers identify areas for improvement, like Maths anxiety, overuse of Mobile phones, poor writing skills etc. They team up, design engaging activities, gather data (tests, student feedback), and analyse results. Reflections lead to refining the approach, boosting student understanding. It's a cyclical journey, learning from each

other, fostering innovation, and making a real difference in the lives of students. The research journey continues, tackling new challenges and propelling schools forward. The concept was reinforced using Quizizz (effective Interactive online Quizzing Platform). The winners were given huge round of applause by the Participants. The day came to an end with a positive note - after all, 'Rome is not built in a single day.'

DAY SIX: 10/02/2024 SATURDAY

Welcome to the Report of the last day of offline activities of the Induction course for newly recruited Vice-Principals, compiled by the members of KVS JAIPUR REGION.

The session began with a Green welcome extended to Shri B.K Behera, Deputy Commissioner Academics, by Ms. Shahida Parveen, the Director of ZIET Mumbai. This gesture likely set a positive and welcoming tone for the session, fostering a sense of camaraderie and collaboration among the participants. Such welcoming gestures are important for creating a conducive environment for learning and sharing ideas during the session.

"Academic excellence in Kendriya Vidyalaya (KVs)"

The session by Shri B.K Behera, Deputy Commissioner Academics, KVS(HQ), New Delhi focused on fostering Academic excellence in Kendriya Vidyalaya (KVs), highlighting the roles of Vice Principals in various aspects such as curriculum awareness, meaningful classroom transactions, teacher and student assessment, and making KVs unique through initiatives like NEP 2020 implementation, promotion of STEM, arts, culture, sports, and values. He emphasized the importance of knowing oneself, the organization, and the children (KYC), acknowledging small efforts, connecting with real-life situations, and promoting reading. If you want to lead, you must read. He emphasized on the importance of reading and suggested some books for further exploration. "Totto-chan: The Little Girl at the Window," recommended by our Honourable Commissioner, Ms. Nidhi Pandey, sounds like a valuable addition to teachers' reading lists. By promoting reading, educators can inspire students to explore new ideas, perspectives, and knowledge beyond the classroom. Encouraging curiosity and lifelong learning is crucial for personal growth and success. The session was thought-provoking and engaged participants in meaningful ways,

National Education Policy (NEP) 2020 and the National Curriculum Framework for School Education (NCFSE) 2023.

The second session was conducted by, Mr. S.L. Dipankar, Administrative officer, KVS RO Kolkata interacted with the participants and had an open discussion on APAR writing, further he clarified the queries of the participants about conducting of minor/major penalty proceedings.

The third session was conducted by Mr. Narayan Dhas, Training Associate Biology at ZIET Mumbai, session provided a comprehensive overview of both the National Education Policy (NEP) 2020 and the National Curriculum Framework for School

Education (NCFSE) 2023. By highlighting the critical points of NEP 2020, such as the shift towards a more learning-oriented approach and the emphasis on character building, the session likely aimed to familiarize participants with the holistic vision of education outlined in these policies. By nurturing essential life skills and values alongside knowledge acquisition, the NEP 2020 aims to prepare students for success in all aspects of life. Overall, the session provided valuable insights into the direction of education in India and its focus on holistic development.

“STATEMENT OF TEACHING PHILOSOPHY”

Mrs. Shahida Parveen, the Director of ZIET Mumbai, led the last Session. During the session, she emphasized the importance of crafting a teaching philosophy statement and urged teachers to include it in their diaries. She highlighted that while there's no set format or required content for such a statement, it presents an opportunity to vividly portray oneself as an intentional educator devoted to one's career.

Examples provided during the session served as inspiration and guidance, but each educator should tailor their statement to their unique experiences and beliefs. She insisted on making it memorable and unique. She emphasized that teaching philosophy will come to life if you create a vivid portrait of yourself as a person who is intentional about teaching practice and committed to your career.

The day culminated with the Valedictory Function, skilfully coordinated by Mr. Rajeev Ranjan Singh, Vice Principal. The representatives from each of the six regions Ahmedabad, Jaipur, Mumbai, Patna, Gurugram, and Raipur, delivered the impressions on the program and also Vote of Thanks: In their heartfelt speeches, they expressed appreciation for the program and shared valuable insights gained from the sessions. Their reflections underscored the significance of the event and highlighted the collective learning experience shared by participants from diverse regions. In the end Blessing was showered on the participant by the Course Director Mrs. Shahida Parveen, the Director of ZIET Mumbai and the Associate Director Mr. G Kumara Mohan, PRINCIPAL, PM Shri Kendriya Vidyalaya AFS Akkulam, Ernakulum Region.

GLIMPSES FROM THE INDUCTION COURSE OF NEWLY RECRUITED VICE PRINCIPALS FROM 05/02/2024 TO 10/02 2024



Green Welcome to the Chief Guest:

Mrs. Shahida Parveen, Director ZIET Mumbai welcoming the Chief Guest, Shri. Subratik Chakraborty, Professor, Dept. of Computer Science and Engineering, IIT (B) Mumbai



INAGURATION OF THE BY COURSE BY:

**Chief Guest Shri. Subratik Chakraborty, Professor,
Dept. of Computer Science and Engineering, IIT (B) Mumbai**



UNIQUE MOMENTS FROM THE COURSE!

Ms. Chandana Mandal, JC (Training), KVS(HQ) New Delhi, Addressing the Participants (Virtual Meet)



Mrs. Sona Seth, DC, KVS RO Mumbai: During her session on “Role and Responsibilities of Vice-Principals”



Shri. B K Behera, DC (Academics), KVS(HQ), New Delhi: During his session on “Academic excellence in Kendriya Vidyalaya (KVs)”



Shri. A K Shrivastava, AC(Finance), KVS(HQ), New Delhi: During his session on “Procurement via GeM, GER, Bidding in GeM and Personal Claims.”



**Mr. Samaj V Joglekar, AC, KVS RO Mumbai: During his session on
“Admission Guide Lines of KVS and its Procedures”**



**Shri S L Dipankar, AO, KVS RO Kolkata: During his session on
“Disciplinary Proceeding: major/Minor penalties and Articles 81(A-D)”**



RESOURCE PERSON: Ms. Anju Krishnani, VP, PM SHRI KV NASIK ROAD, MUMBAI REGION.



RESOURCE PERSON: Mr. Sham Bharat Nikum, VP, PM SHRI KV No.01 Dehurad, Pune, Mumbai Region



Ms Aileen S Marques Advocate, Mumbai: During her session on, “POCSO & POSH acts and Sensitisation of sexual offenses”



Dr. Gomati Jatin, Associate Professor in TISS (Tata institute of Social Science): during her session on, ‘NED 2020- Salient Features; NCFSE 2023, Perspectives on Curricular Transaction of Science and Social Science Innovation and Experimentation’



SNAPSHOTS FROM FIELD TRIP ON 08/02/2024: MUMBAI DARSHAN



Participants at Gate Way of India:





Gate way of India

**Participants and staff of ZIET Mumbai with
Shri. B K Behera, DC (Academics), KVS(HQ), New Delhi and
Mrs. Shahida Parveen, Director, ZIET Mumbai.**



GLIMPSES FROM VALEDICTORY FUNCTION ON 10.02.2024











Shri. G Kumara Mohan Principal and Associate Course Director addressing the participants.






















Mrs. Shahida Parveen Director ZIET Mumbai, addressing the participants.













KENDRIYA VIDYALAYA SANGATHAN ZONAL INSTITUTE OF EDUCATION AND TRAINING MUMBAI

Feedback Proforma for the Induction Course

S. No	Particulars	Name of Content	Embedded File/ Link
1.	Name of the course	Induction Course of newly recruited Vice Principals	INDUCTION TRAINING AND CONTENT ENRICHMENT & PEDAGOGICAL TRAINING OF NEWLY RECRUITED VICE PRINCIPALS
2.	Duration of the Course	05/02/2024 to 10/02/2024	SIX DAYS
3.	Name(s) and designation of Guest Speaker(s)- Internal	i. Ms. Chandana Mandal, JC(Training), KVS HQ New Delhi ii. Mrs. Sona Seth, DC KVS RO Mumbai Region iii. Mr. S V Jaglaker, AC KVS RO Mumbai Region iv. Mr. A K Shrivastava FO, KVS(HQ) New Delhi v. Mr. S L Dipankar, AO KVS RO Kolkata Region vi. Mr. B K Behera, DC (Acad), KVS(HQ) New Delhi	
4.	Name(s) and designation of Guest Speaker(s)- External	i. Ms Aileen S Marques, Advocate Mumbai ii. Dr.Gomati Jatin, Professor, TISS Mumbai	
5.	Pre-Reading Material	Pre-reading materials were provided to participants for preparation of the course.	 Reading Material_VP Inductio
6.	List of Participants	Forty Nine, Vice principals from the regions Ahmedabad, Jaipur, Mumbai, Raipur and Gurugram were participated.	 List_Induction Course VP Latest .xls
7.	Time Table: Schedule of the Programme_Offline & Online	Schedule provided by KVS with Guest Speakers/RP details added	 TT VP_Induction VP_Induction.xlsx  TT VP_Induction Phase-II Online.xlsx
8.	Pamphlet	Pamphlet prepared for the workshop	 Pamphlet_VP.pdf
9.	Post training follow up modalities	1.Constant interaction with the participants on WhatsApp group created for this Induction Course 2.Feedback from the Principal	Phase-II: Virtual Mode in a staggered manner from February 2024 to May2024
10.	Day wise Report From 05/02/2024 to 10/02/2024 & Online sessions,20/03,15/04, 24/04, 29/04,03/05 & 09/05	Day wise proceedings of the Induction Course from 05/02/202 to 10/02/2024 offline & link for days' journal of online sessions	 Daily Report VP_InductionCourse https://drive.google.com/drive/folders/1D1EW R4Ji-eXSVKA8TU0NHpqf-CQrtxKs?usp=sharing

Lecture sessions

S.N O	Date/Day	Speakers of the Day	Sessions' Resources
1	Day One 05/02/2024 MONDAY	i. Mrs. Shahida Parveen, Course Director and Director, ZIET Mumbai-Objectives of the Course	 Objectives of the Course.docx.pdf
		ii. Mrs. Sona Seth, DC KVS RO, Mumbai Region - Role and Responsibilities of Vice-Principals	 ROLE AND RESPONSIBILITY OF V
		iii. Mr. Samaj V Joglekar, AC KVS RO Mumbai Region- KVS Admission Guidelines	 KVS ADMISISON 2023-24 (1).pptx
		iv. Mr. G Kumara Mohan, Associate Course Director & Principal PM SHRI KV AFS AKKULAM Ernakulam Region- Academic Supervision	 supervision final.pdf  CLASS OBSERVATION SHEE
2	Day Two 06/02/2024 TUESDAY	i. Shri Sham Bharat Nikum VP PM SHRI K V No.1 Dehuroad Pune (RP)- Use of ICT in School Management.	 ICT in school Management.pptx
		ii. Mrs Anuradha Chakraborty TA Primary ZIET Mumbai- National Curriculum Framework (NCF) Foundational Stage & NIPUN	 National Initiative for Proficiency in Re  NCF-FS 2022 PPT KRPs_ Capacity build
		iii. Ms Anju Krishnani Vice Principal PM SHRI K V Nasik Road Camp (RP)- Code of Conduct for Teachers and Students	 CCA (conduct rules).pdf  codeof conductstudents-1.i
		iv. Ms Aileen S Marques Advocate, Mumbai- POSCO and POSH, Sexual Harassment of women at work place:	 POCSO- Zonal Institute1.pdf
3	Day Three 07/02/2024 WEDNESDAY	i & ii. Sh. A K Shrivastava, AC (Finance) KVS(HQ), New Delhi-GFR Guide lines, Procurement and bidding procedures through GeM portal and Grant of senior scale.	 GFR.pptx  Grant of Senior Scale.pptx
		iii. Dr. Gomati Jatin, Associate Professor in TISS, Mumbai	 Perspectives on curricular transactio
		iv. Ms Anju Krishnani Vice Principal PM Shri K V Nasik Road Camp (RP): In-house strategies for capacity building of teachers	 inhouse strategies.pptx
4	Day Four 08/02/2024 THURSDAY	i. Sh. A K Shrivastava, AC finance (HQ) KVS-Personal Claims and GeM all items procurement types.	 LTC.pptx  TA DA.pptx  Pay.pptx
		ii. Ms Anju Krishnani Vice Principal PM Shri K V Nasik Road Camp (RP)- Effective Communication amongst Stake holders	 communicationstak eholders.pptx

		iii. Ms. Chandana Mandal JC(Training), KVS (HQ)- What Makes a Good School?	
		FIELD TRIP	 field trip.docx.pdf
5	Day Five 09/02/2024 FRIDAY	i. Mr. S.L. Dipankar, Administrative officer, KVS RO Kolkata- Disciplinary Proceedings	 Disciplinary proceeding.pdf
ii. Shri Sham Bharat Nikum VP PM SHRI KV No.1 Dehuroad Pune (RP)- School Quality Assessment and Assurance, Vidyalaya Plan and school safety measures.		 SQAAP Safety .pptx	 vidyalayplanassetofinal.pptx
iii. Mr. S.L. Dipankar, Administrative officer, KVS RO Kolkata-Article 81(B) & APAR writing		 Article 81(B).pdf	
iv. Mr. Narayana Dhas, TA(Bio) ZIET Mumbai-Action Research		 Action Research-Brief -Metl	
6	Day Six 10/02/2024 SATURDAY	i. by Shri B.K Behera, Deputy Commissioner Academics, KVS(HQ), New Delhi- Academic excellence in Kendriya Vidyalaya	 PPT for VP.pptx
ii. Mr. S.L. Dipankar, Administrative officer, KVS RO Kolkata-Minor/Major penalty proceedings and APAR reporting.		 Minor Major penalty proceedings	
iii. Mr. Narayana Dhas, TA(Bio) ZIET Mumba- NEP:2020 and CBE		 NEP2020-A BRIEF INTRODUCTION.pdf	 CBL-A CHALLENGE BASED EDN 2024.ppt
iv. Mrs. Shahida Parveen, Course Director and Director, ZIET Mumbai-Statement of Teaching Philosophy		 Teaching philosophy 1.pptx	
7	Photo Gallery	Unique moments from the Course	 Photo gallery_VP.pdf
8	Resource Drive Link	All Resources of the offline Course for Reference	https://drive.google.com/drive/folders/1zC3erqDfGD6_cA2axu1_UR98N7Qo-tnU?usp=sharing
9	Resource Drive Link	All Resources of the Online sessions for Reference	https://drive.google.com/drive/folders/1Urfiusv8HENpud-qVnR3SnxBDqTrz2E7?usp=sharing

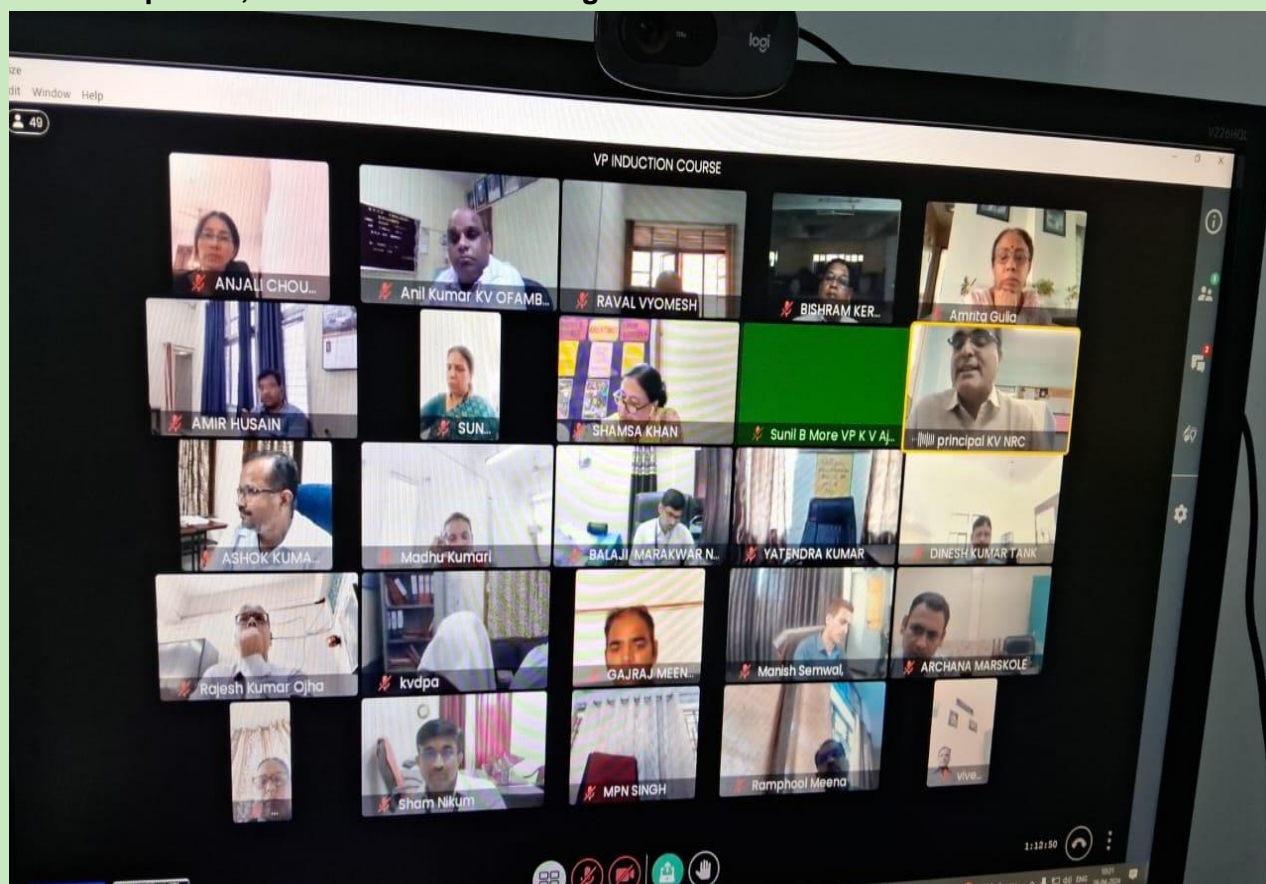
KVS ZIET MUMBAI 400078
KANJURMARG WEST
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SOCIAL MEDIA.....!

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<https://www.instagram.com/zietmumbai>

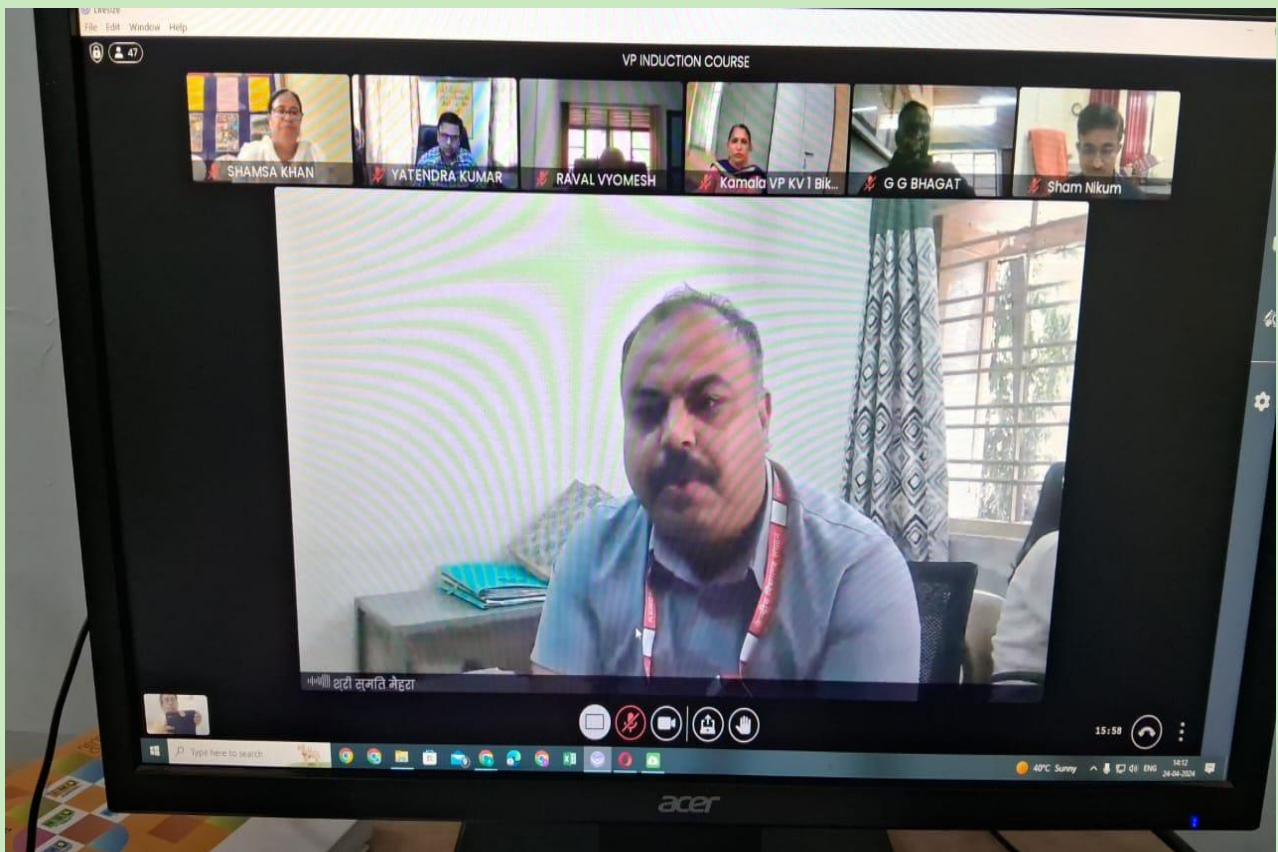
GLIMPSES FROM ONLINE SESSIONS:



Mr. S L Dipankar, AO KVS RO Kolkata Region



Shri Devendra Kumar Olawat Principal KV NRC Mumbai Region



Shri.Sumit Mehra AC KVS RO Mumbai

राजभाषा नियम 10(4)

केंद्रीय सरकार के जिन कार्यालयों में 80% कर्मचारियों ने हिन्दी का कार्यसाधक ज्ञान (प्रवीणता व कार्यसाधक मिलाकर 80% या अधिक) प्राप्त कर लिया है उन कार्यालयों के नाम राजभाषा नियम, 1976 के नियम 10(4) के अंतर्गत राजपत्र में अधिसूचित किये जाते हैं ।

पढ़ना है पढ़ाना है, हिंदी को आगे बढ़ाना है।

राजभाषा हिन्दी नियम

नियम 8(4)

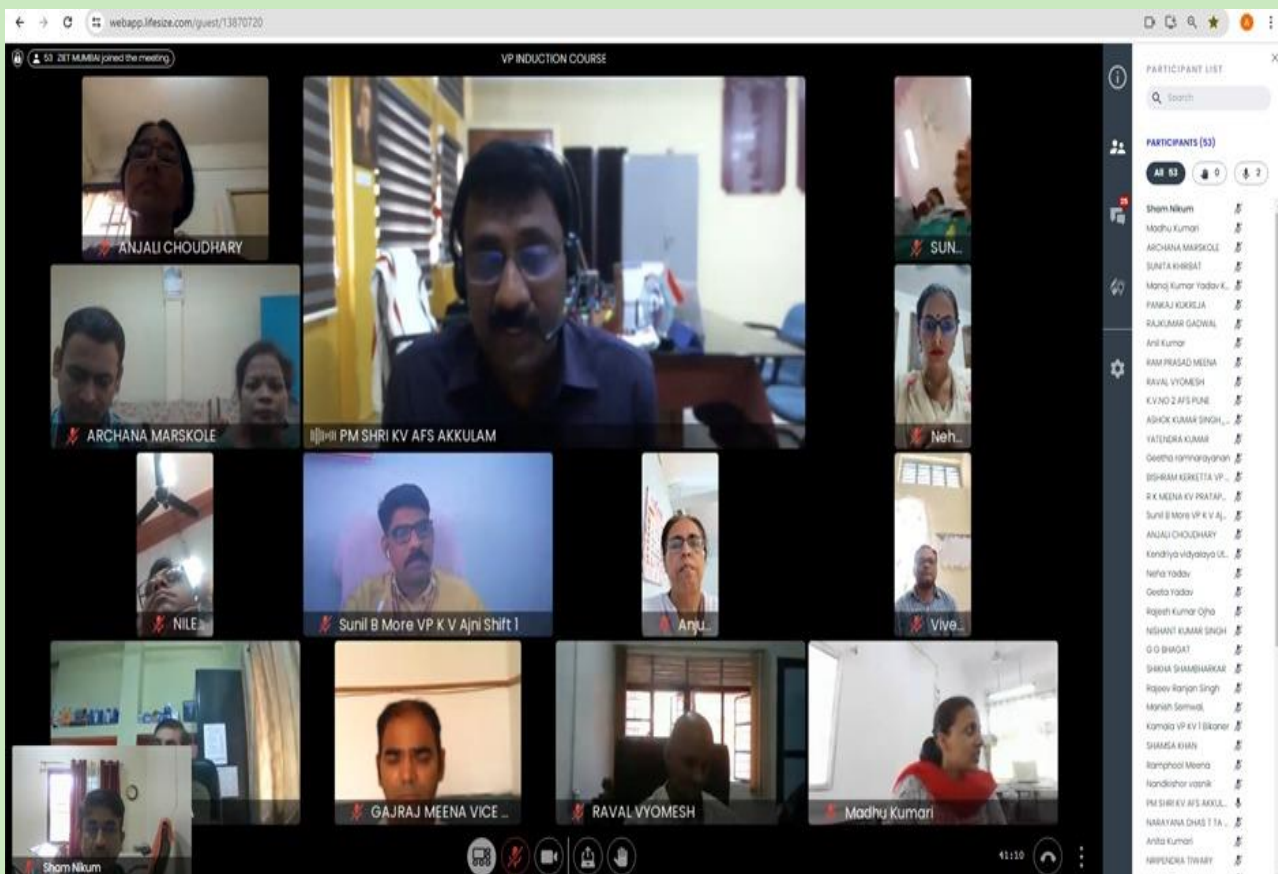
नियम 10(4)

धारा 3(3)

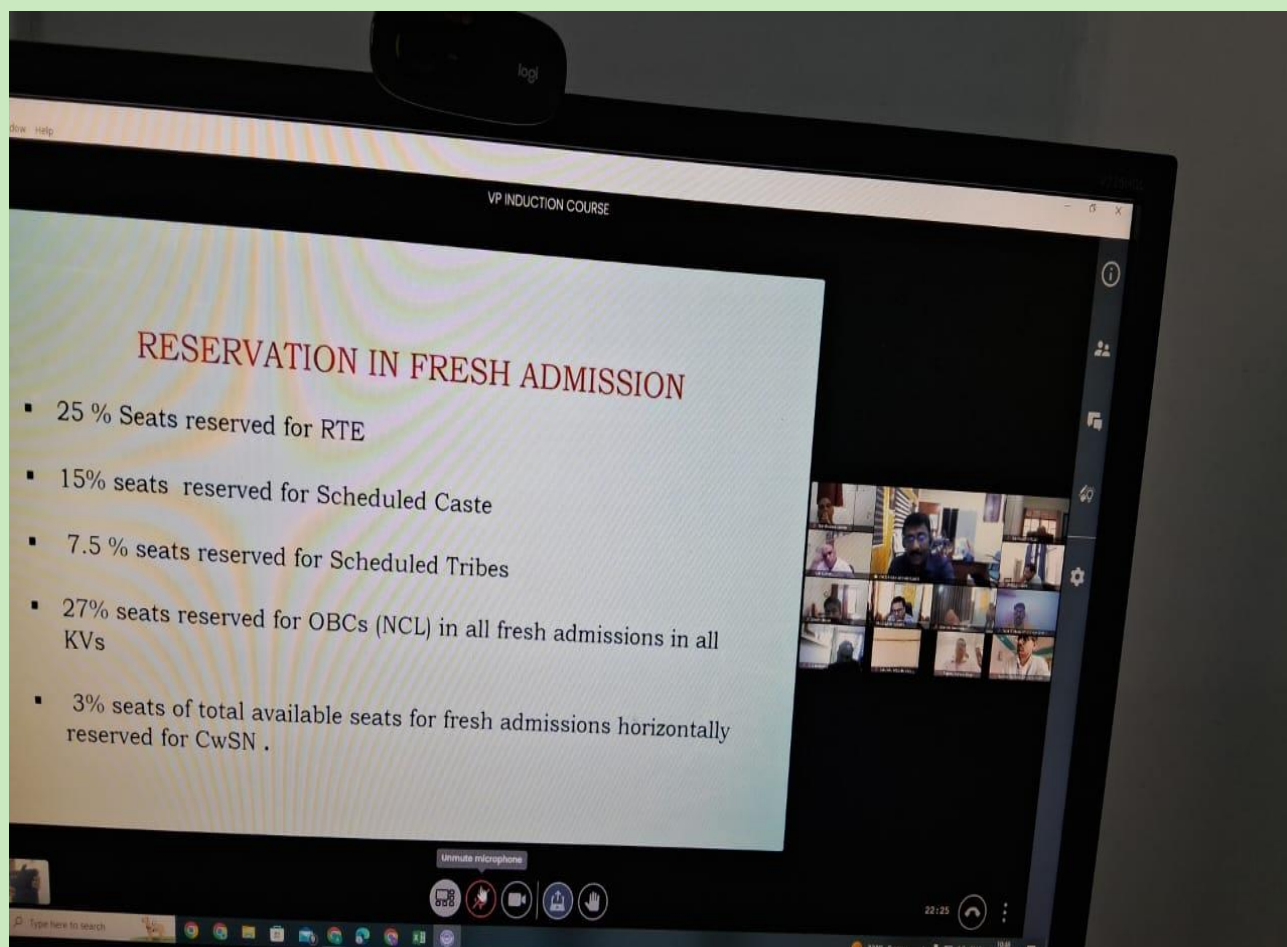
नियम

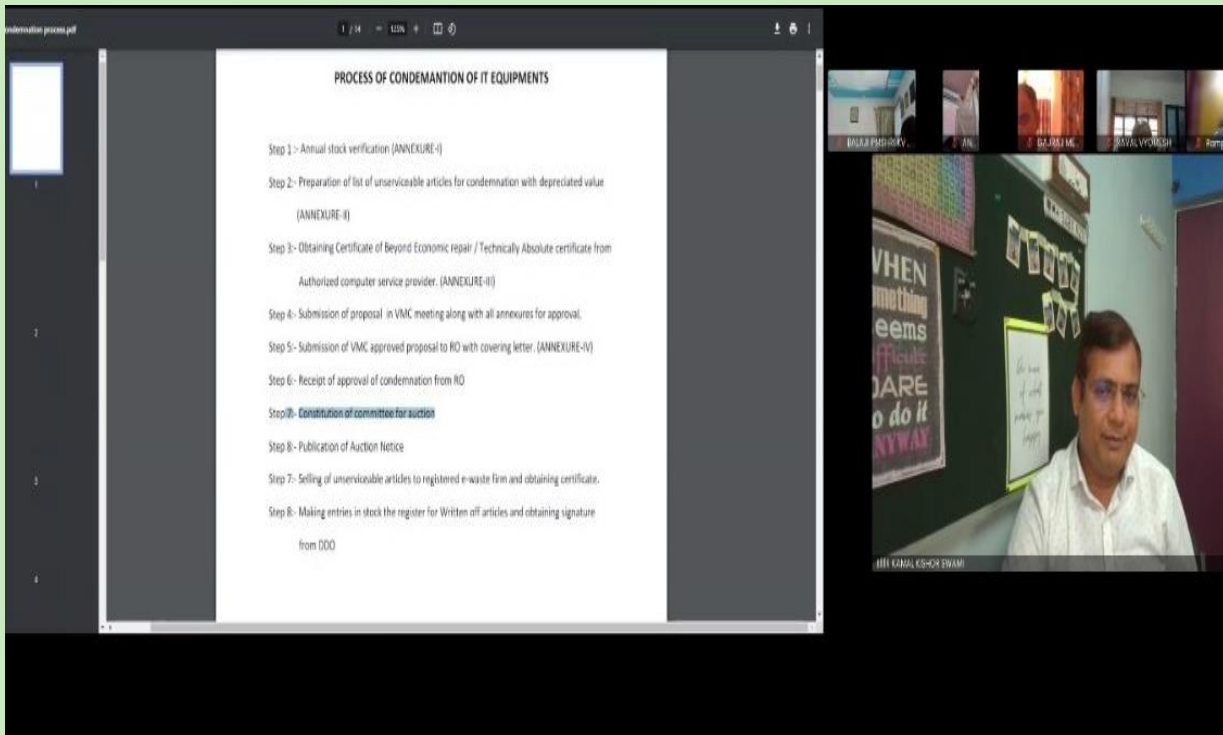
VP INDUCTION COURSE

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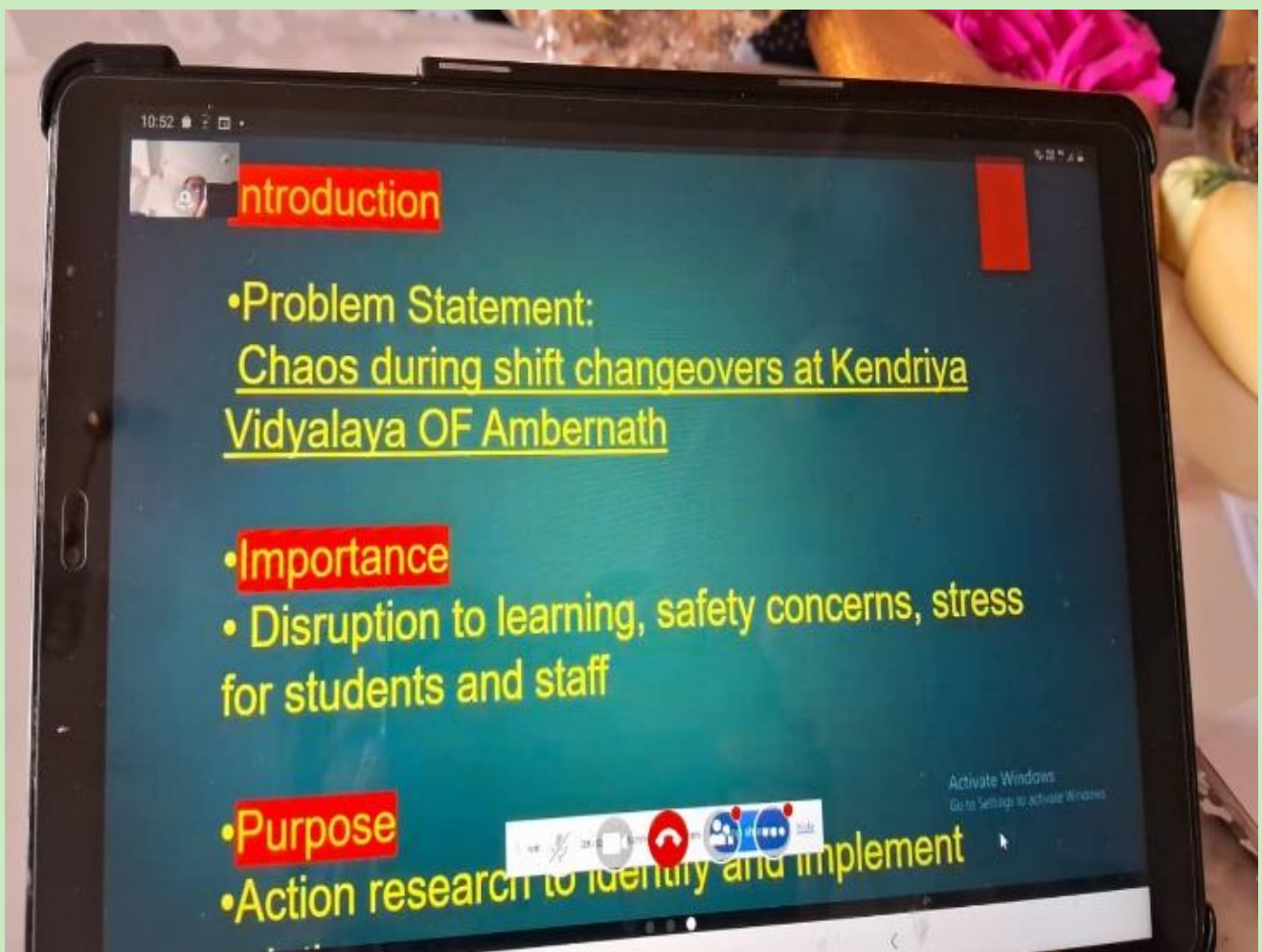
Mr. G Kumara Mohan Associate Course Director





Shri Kamal Kishore Swami Principal KV WCL Chandrapur Mumbai Region

Presentation by participants on Action Research:





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VP INDUCTION COURSE

Action plan for Hypothesis No. 3

Action to be taken	Technique	Procedure
Strong and supportive leadership	Use chart for written discipline rule for classroom and school	School administration should provide strong and supportive leadership to set clear expectation and maintain discipline.
Effective classroom management	Teachers involvement	Teachers should implement effective classroom management strategies, including clear rules, consistent consequences and a structure learning environment.
Restorative justice practices	Classroom teacher behavior	Use Restorative Justice practice to address disciplinary incidents, focusing on understanding the impact of actions and promoting dialogue and accountability.

1:40:06

PARTICIPANT LIST

Search

PARTICIPANTS (48)

All 48 0 2

- Sham Nikum
- SHAMSA KHAN
- Kendriya vidyalaya Utt...
- NILESH AMBADKAR
- BALAJI MARAKWAR NO...
- अनम प्रकाश जागिरे
- Madhu Kumari
- SHIKHA SHAMBHARKAR
- BISHRAM KERKETTA VP
- Ramphool Meena
- Nandkishor vasnik KV ...
- Archana Marskole
- RAVAL VYOMESH
- Kamala VP KV 1 Bikaner
- ANJALI CHOUDHARY
- अरुण कुमार, उप प्राचार्य ...
- Jagdish Dahiya K.V.NO...
- Anita Kumari pp0p0
- VIVEK SHRIVASTAVA
- NRIPENDRA TIWARY
- NILESH AMBADKAR
- kvdpa

webapp.lifefsize.com/guest/13870720

VP INDUCTION COURSE

46

Analysis & Interpretation of the information?

- During **class room observation** it has been found that the TLP in classes is monotonous without interaction among the teachers and students.
- The **students do not respond** to the questions of the teachers.
- Few **students laugh at the answer of their class mates** which results in hesitation for other students in responding to the questions of teachers.
- The **teacher is always speaker and students listener.**

46:05

PARTICIPANT LIST

Search

PARTICIPANTS (46)

All 46 0 2

Sham Nikum
SHAMSA KHAN
Geetha ramnarayanan
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ओम प्रकाश जागिड़
Madhu Kumari
RAJEEV RANJAN SINGH
SHIKHA SHAMBHARKAR
BISHRAM KERKETTA VP
Rampool Meena
Nandkishor vasnik KV ...
Archana Marskole
RAVAL VYOMESH
G G BHAGAT
MPN SINGH
Kamala VP KV 1 Bikaner
ANJALI CHOUDHARY
PM SHRI K V 3 Gandhin...
Sunil B More VP K V Ajn...
अरुण कुमार, उप प्राचार्य ...

GLIMPSES FROM VALEDICTORY FUNCTION ON 09.05.2024 (ONLINE)

48

BALAJI MARAKWAR NO.1 AFS PU...

SHIKHA SHAMBHARKAR

MPN SIN...

RAJEEV RANJAN SINGH

kvdpa

ZIET MUMBAI

RAVAL VYOMESH

Gajr...

BISHRAM KERKETTA V...

anju krishnani

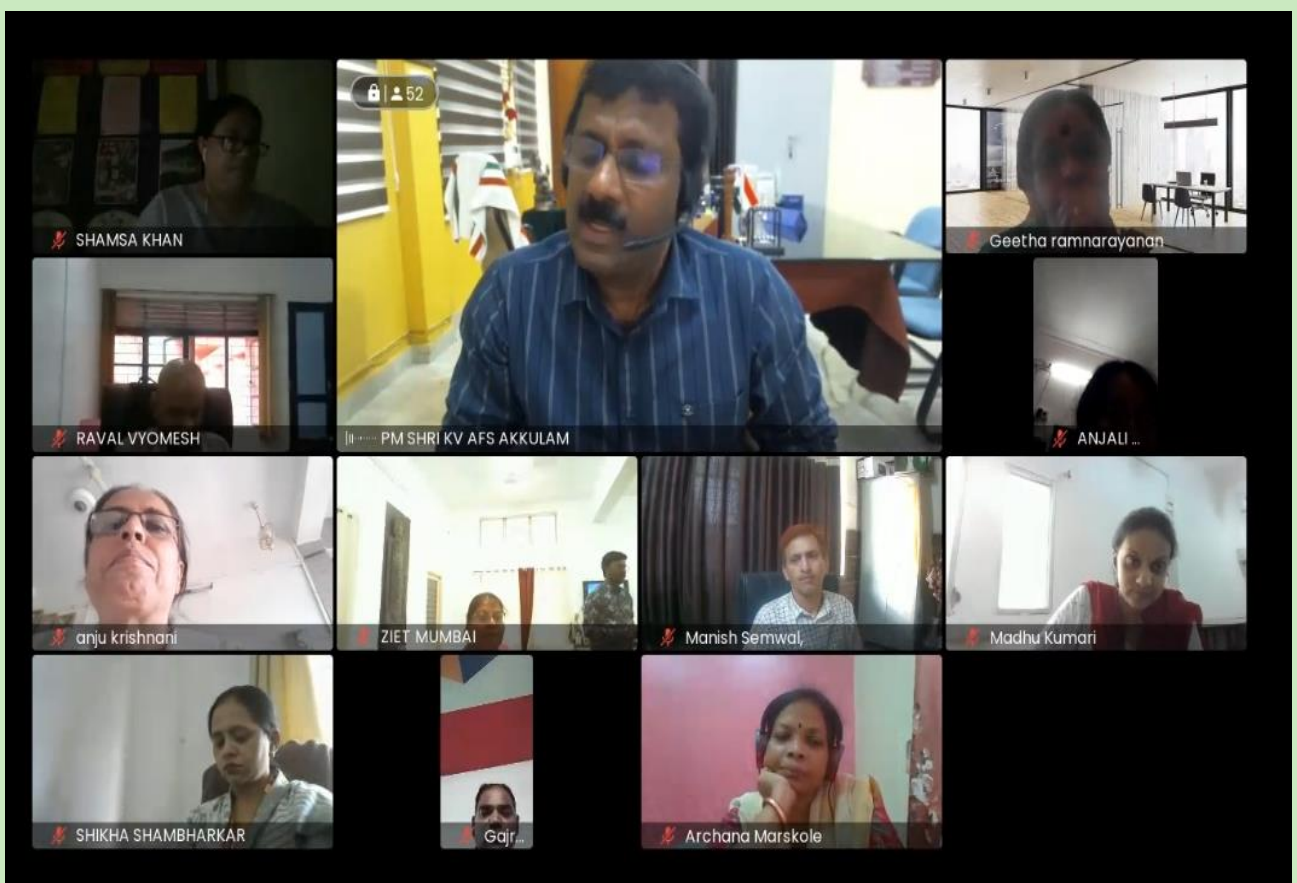
Madhu Kumari

SHAMSA KHAN

Rajesh Kumar Ojha



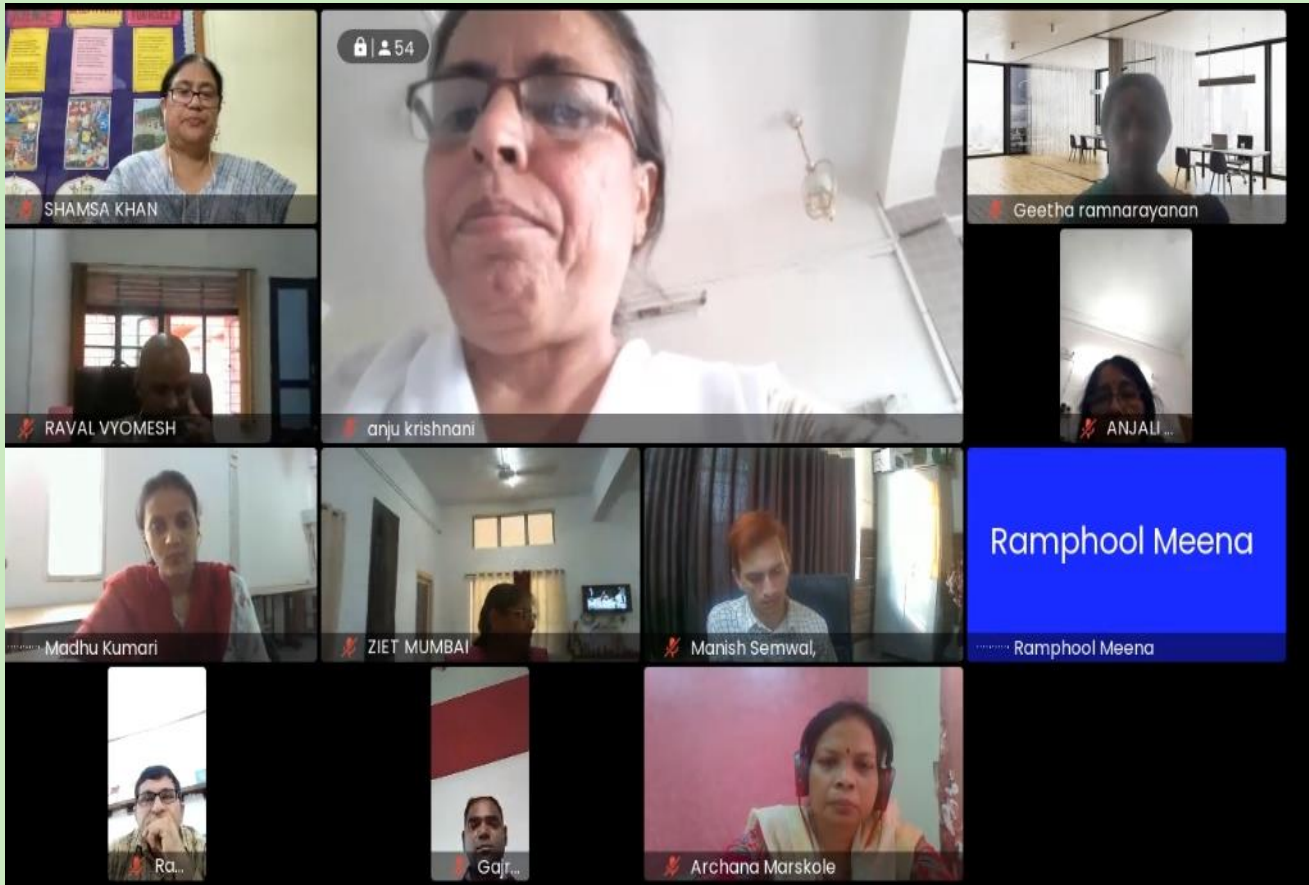
Smt. Shahida Parveen, Director ZIET Mumbai



ASSOCIATE COURSE DIRECTOR SHRI.G KUMARA MODHAN



RESOURCE PERSONS SHRI S B NIKUM AND Ms. ANJU KRISHNANI



IMPRESSIONS AND FEEDBACK FROM PARTICIPANTS:





THE COMPERES

