

Workshops & Capacity Building Framework

Continuous Professional Development (CPD) & Pedagogical Growth Continuum

Summary

The professional development framework is rooted in continuous pedagogical growth, ensuring faculty competencies remain aligned with modern educational standards and National Education Policy (NEP 2020) guidelines. Through a structured multi-tiered approach, educators fulfill the mandatory benchmark of 50 hours of Continuous Professional Development (CPD) annually via blended learning channels. This continuum encompasses localized in-house capacity building at the Vidyalaya level, regional pedagogical workshops led by Regional Office Kolkata, and specialized in-service training programmes conducted by ZIET Bhubaneswar. Together, these initiatives equip educators with modern ICT proficiency, inclusive practices, and competency-based teaching methodologies that directly enrich student learning outcomes.

1. Strategic Framework & Objectives

The institutional Continuous Professional Development (CPD) framework establishes an ongoing mechanism for pedagogical excellence, technological literacy, and administrative alignment. Designed to operate across institutional tiers, the framework serves three core purposes:

- **NEP 2020 Compliance:** Institutionalizing the 50-hour annual CPD mandate per teacher to ensure mastery over experiential learning, formative assessment models, and multi-disciplinary approaches.
- **Tiered Competency Progression:** Distributing learning initiatives across foundational, school-level, regional, and national/zonal tiers to balance grassroots needs with strategic educational mandates.
- **Classroom Impact & Action Research:** Translating training modules into direct classroom interventions, dynamic teaching-learning materials (TLMs), and verified learning outcomes.

2. Four-Tier Institutional Training Architecture

Tier 1: Mandatory CPD Benchmarks (50 Hours) — *[National / NEP 2020 Baseline]*

- Completion of at least 50 hours of structured CPD per academic session per educator.
- Focus on self-paced foundational courses via DIKSHA and government-recognized academic platforms.
- Core competency areas: Foundational Literacy and Numeracy (FLN), Competency-Based Education (CBE), Art-Integrated Learning, and Cyber Safety.

Tier 2: Vidyalaya-Level In-House Capacity Building — *[Micro-Level / Institutional]*

- Monthly peer-learning sessions and inter-departmental collaborative lesson planning.
- Targeted workshops on internal assessment design, ICT lab tools, and digital board integration.
- Sensitization programmes regarding student mental health, inclusive education, and child protection frameworks (POCSO/POSH).

Tier 3: Regional Office (RO Kolkata) Programmes — *[Meso-Level / Regional Alignment]*

- Subject-enrichment workshops addressing regional academic performance trends and board exam strategies.
- Cluster-level teacher conclaves for curriculum standardization and blueprint analysis.
- Administrative and academic monitoring orientations ensuring uniform implementation of KVS directives.

Tier 4: ZIET Bhubaneswar In-Service Courses — *[Macro-Level / Advanced Pedagogical Specialization]*

- Formal residential and blended In-Service Training (INSET) programmes (3 to 12 days).
- Master-trainer capacity building, advanced educational technology authoring, and pedagogical leadership.
- Action research workshops focused on qualitative assessment, STEM pedagogy, and high-order thinking skills (HOTS).

3. Training & Capacity Building Matrix

Operational Tier	Organizing Authority	Primary Focus Areas	Benchmark / Delivery
Tier 1: Mandatory CPD	KVS / DIKSHA / NCERT	NEP 2020 mandates, FLN, inclusive education, experiential learning	50 Hours / Year (Online/Blended)
Tier 2: In-House	Vidyalaya Level	Peer-led micro-teaching, TLM design, smart-board tools, student well-being	Monthly / Academic Session
Tier 3: Regional	RO Kolkata	Cluster meets, board curriculum alignment, subject-specific enrichment	Term-wise Workshops
Tier 4: Zonal INSET	ZIET Bhubaneswar	Advanced ICT tools, action research, master-trainer certifications	Cyclical (3–7 Days Courses)