

Setting mutual expectations



Dr. Syed Burhan

Director, Huda National School
& College, Bangalore

C.E.O, Cumin Technologies
for Education Acceleration,
Bangalore

What is being missed? Gaps in the Management



Management is a **KING**

Are you

maKING or **braKING** (braKING)?





Doesn't matter how hard you work,
what matters is
in what **DIRECTION** you work

Gaps in the Management

Clarity

- x goal
- x expecting on what is not defined
- x what to do, who to do, when to do, how to do?



STOP!

running on the TREADMILL...

Gaps in the Management

Connection

- x building relationships
- x unaware of the ground reality



Gaps in the Management

Consistency

- x Do little but do better
- x Rome was not built in a day



STOP!

expecting others
to do YOUR push-ups

START!

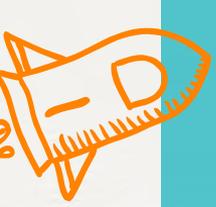
You are the **F.A.C.E** of your institution

F: FOLLOW-UP

A: AVAILABLE

C: CONSISTENT

E: EVALUATE



What is being missed? Gaps in the Teachers



Gaps in the Teachers

Recruitment

- x wrong
- x identifying their strengths and weakness
- x setting up the targets
- x no right induction program or handholding process of new staff



Gaps in the Teachers

Training

- x on the subject they are involved
- x on the teaching skills
- x on the challenges they face
- x on the skills they need to acquire to achieve the school's goal
- x have pre & post test to measure the learning



STOP!

general Trainings...

START

“Specific is terrific”

Gaps in the Teachers

Mentoring

- x handholding to their current difficulty
- x relate your specific experience to their challenge
- x inspire to push them beyond their potentials



STOP!

Talking...

START!

Listening...

Gaps in the Teachers

Measure

- x bridge the gap between potential and performance
- x check on the minimum deliverables



STOP!

random appraisals

START!

Performance based appraisals

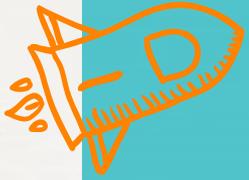
START!

Define

Current **GOAL**

Future **ROLE**

Future **SKILLS**



What is being missed? Gaps in the parent



School



Career



Management

Teachers

Parents



Gaps in the Parent

Connect

- x treat everyone the same
- x fee or discipline etc. are the few tools we use to connect
- x understand the universe of the child and parent



Gaps in the Parent

Goal setting

- x mutual expectations towards the child is not clear
- x inability to set a goal or target
- x Goal are usually form of fantasies or comparisons
- x no clear role model



Gaps in the Parent

Meetings

- x not set to defined the progress of the child
- x more criticism less encouragement
- x child should share the target for the next term
- x workshop based
- x Child should be able to display what he/she has learnt
- x treat them as VIP's



STOP!

Meaning less report card meetings

START!

Target setting meetings



What is being missed?
Gaps in the students



Gaps in the Students

Admission

- x the type of entrance test papers we have
- x no structured strategy to cater the gaps of lateral admissions
- x induction program for new admissions



Gaps in the Students

Academics

- x differentiated planning & teaching
- x concept and activity based teaching
- x minimum exit knowledge checklist
- x no activities & events to conducted which are not aligned to students academic goal



Gaps in the Students

Assessments

- x concept based question papers
- x students empowered to analyze their mistakes post test
- x self-target setting by students



STOP!

Criticizing failures

START!

Celebrating success

Management

Teachers

Parent

Students

Clarity

Recruitment

Connect

Admission

Connection

Training

**Goal
setting**

Academics

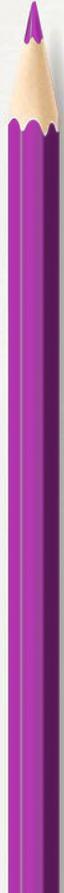
Consistency

Mentor

Meetings

Assessments

Measure



Jazakallah!

Any questions?

You can find me at:

director.huda@gmail.com