

Together we Can!

**Bridging The Gap Between
Schools and Stakeholders**

Dr Syed Misbahuddin



Agenda

1

Together we grow – Enrich to Empower

2

Growth through Learning and Development

3

Reach Out to Principals, Teachers, Students and Parents

4

Collaborative Leadership Framework for Student Empowerment



Give it a thought !

Can we attain 'Ihsan' [Excellence in Faith]
without journeying from 'Me' to 'We' ?

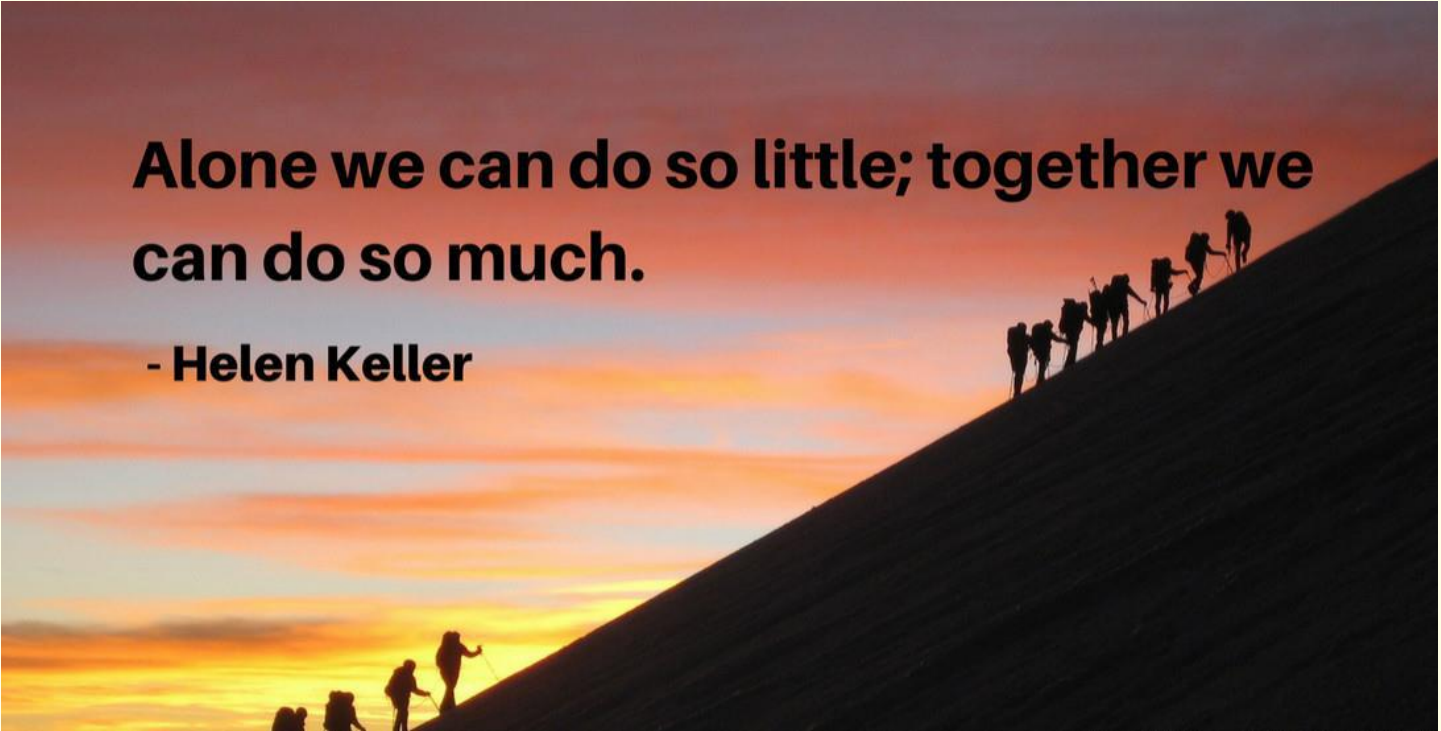
Together we Grow!

From self to community



**Alone we can do so little; together we
can do so much.**

- Helen Keller



**LEADERS
BECOME GREAT
NOT BECAUSE OF
THEIR POWER,
BUT BECAUSE OF
THEIR ABILITY TO
EMPOWER
OTHERS.**

Levels of competencies

A school is only as good as its stakeholders !



School Owners

Principals

Teachers

Schools

**Four Bands of
Management**

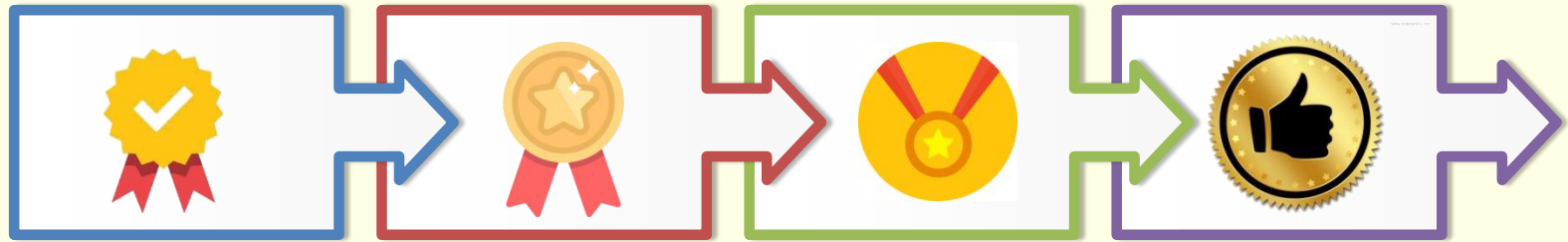
**Four Bands of
Principals**

**Four bands of
Teachers**

**Four levels of
Schools**

Four Levels of Schools

From Quality to Leadership



01

School of Quality
Learning to Grow

02

School of Insight
Collaborating to Share

03

School of Excellence
Honing skills and Gaining experience

04

School of Leadership
Giving back to the community

Four levels of Schools

School of Quality

School of Insight

School of Excellence

School of Leadership

Leadership Style

Dysfunctional
Command &
Control

Technical
Command &
Control

Technical
Adaptive

Adaptive

Areas of Excellence

Progress towards
Excellence

Operational
Excellence

Academic
Excellence

Leadership
Excellence

Areas of Engagement

Student
Engagement

Teacher
Engagement

Parent
Engagement

Community
Engagement

Role of a Teacher

Teacher

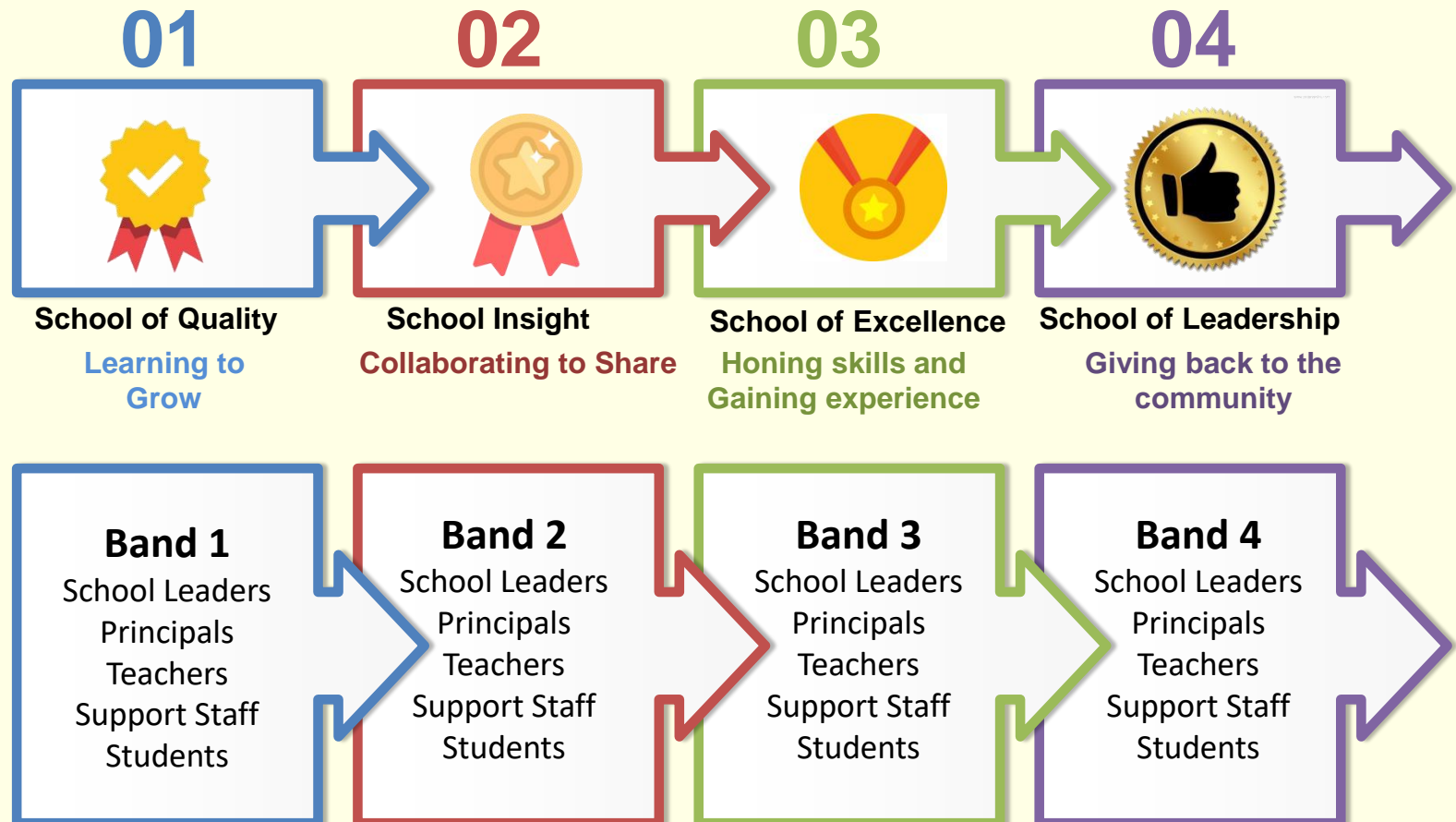
Learner

Researcher

Leader

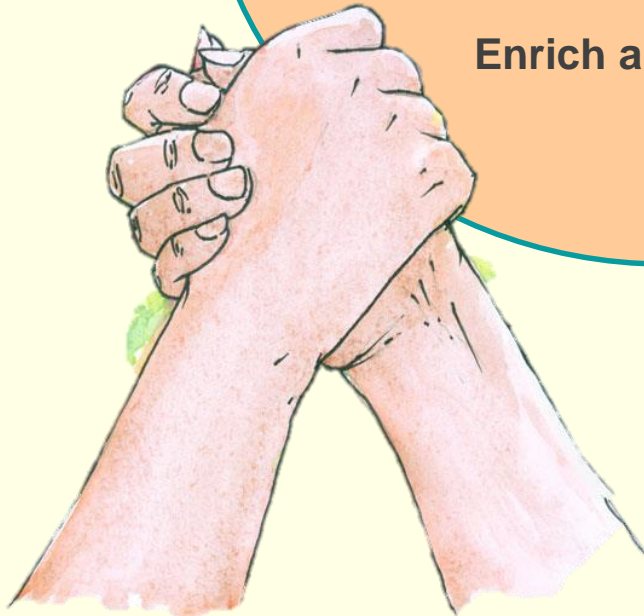
Growth of Stakeholders

None can be left behind



Growth through Learning and Development

Enrich and Empower



Purpose



To catapult the school on the path of progress

Facilitating every stakeholder to reach their full potential



To identify the abilities and talents of teachers and school leaders

Promoting the belief that challenges are stepping stones to growth



To inculcate growth mindset

Scaffolding to refine the abilities and hone the talents



To conduct research and develop a comprehensive and systematic framework



Identifying gaps to help address them in a progressive manner

To implement the structured framework



Facilitating smooth implementation of the framework through establishment of feedback loops

Intention to Help

Identify interferences & Provide Need specific help

Professional challenges

- Establish Mentor – Mentee System
- Conduct Workshops/OJT
- School visits
- Enroll in courses
- Career growth
- Motivate
- Support and Give Responsibility
- Celebrate Failures
- Establish Follow-up Routines through one to one interactions
- Adopt appropriate leadership style to help them grow [Skill-will Matrix]

Personal Issues

- Counseling
- Personal Mastery
- Tarbiyah Classes
- Self -help groups

Mentor- Mentee System

Make Use The Treasure Trough Of Knowledge, Skills And Experience



Principals

The Pivotal Leaders



Four bands of Principals

01

Role Clarity & Self Awareness

- Personal Vision in alignment with the Vision of the Organization
- Effectively schedules student's and teacher's time
- Meticulously maintains records
- Attends at least one workshop in a year for Professional development

[Detailed Rubric](#)

02

Relationship Building

- Takes initiatives for Employee growth
- Builds strong team
- Plans for scheduled and unscheduled activities
- Plans interventions for students along with teachers
- Efficient resource management

03

Skill Development

- Initiatives for Student learning and teacher empowerment
- Conducts SWOT analysis and sets SMART goals
- Delegates as per the skills of the team members
- Visits learning centers for training
- Conducts Action research for problem solving

04

Community Outreach

- Initiative for Community upliftment
- Involves teachers in Goal setting for the year
- Involves students and staff in campaigns, awareness programs
- Conducts training for teachers from different schools
- Conducts research and shares best practices

Teachers

The Unsung Heroes



Four bands of Teachers

01

Role Clarity & Self Awareness

- Good subject knowledge
- Good communication skills
- Develops a good rapport with students
- Conducts academic analysis and meticulously maintains records.

Detailed Rubric

02

Relationship Building

- Understands the learners
 - Explores opportunities to successfully engage students
 - Nurtures good interpersonal skills in children
 - Plan lessons as per the needs and abilities of the children
 - The classroom environment is conducive
- Builds a good relationship with parents

03

Skill Development

- Expert in subject area
- Adopts learner centric approach and helps children learn through hand on activities and projects
- Collaborates with colleagues for longitudinal analysis of students
- Adept in taking care of children with special needs
- Uses ILM and PTMs
- Plans interventions with colleagues
- Action Research

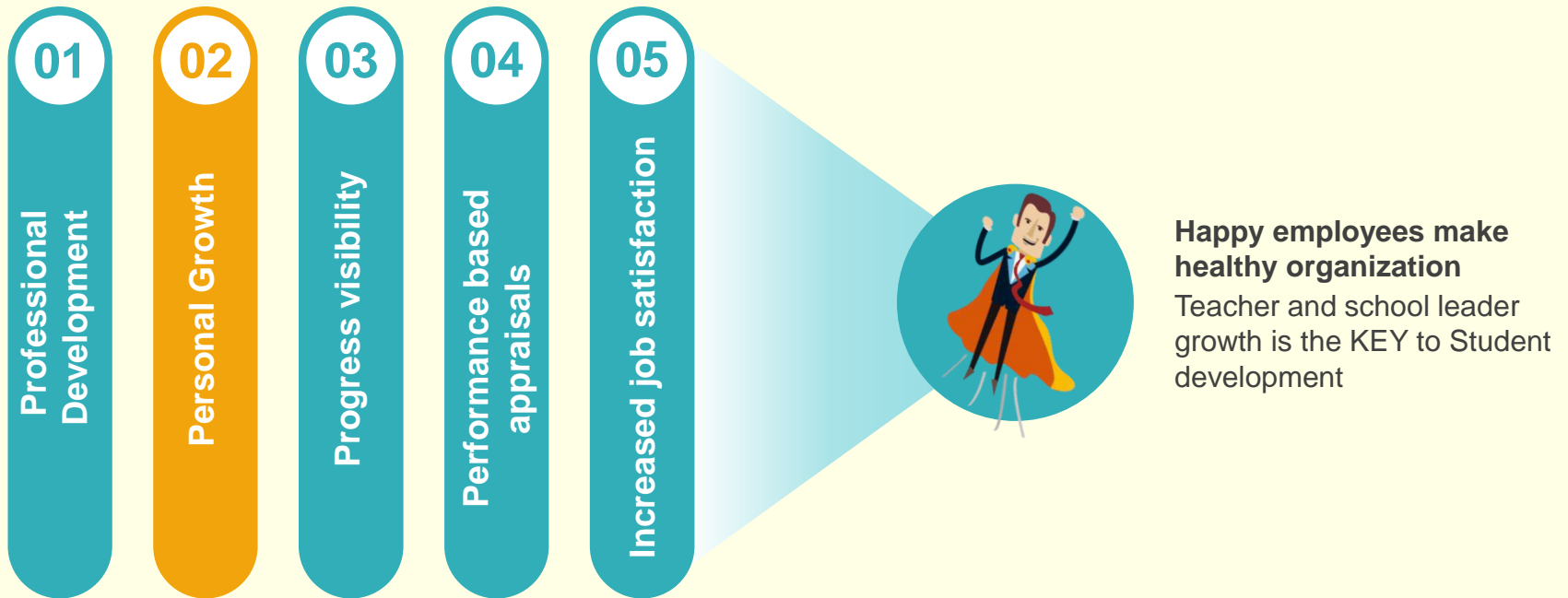
04

Community Outreach

- Helps children sensitize with the problems around them and encourages them to find creative solutions for the same
- Gets staff and students buy in for target setting
- Conducts workshops for parents and teachers to help them understand the needs of children especially children with special needs.
- Counsels children and plans long term interventions

Evidence-Based Decision Making

Stakeholders



Skilled teachers → Efficient Principals → Pious and Wise Children
A Win – Win – Win Situation!

Evidence-Based Decision Making

Organization

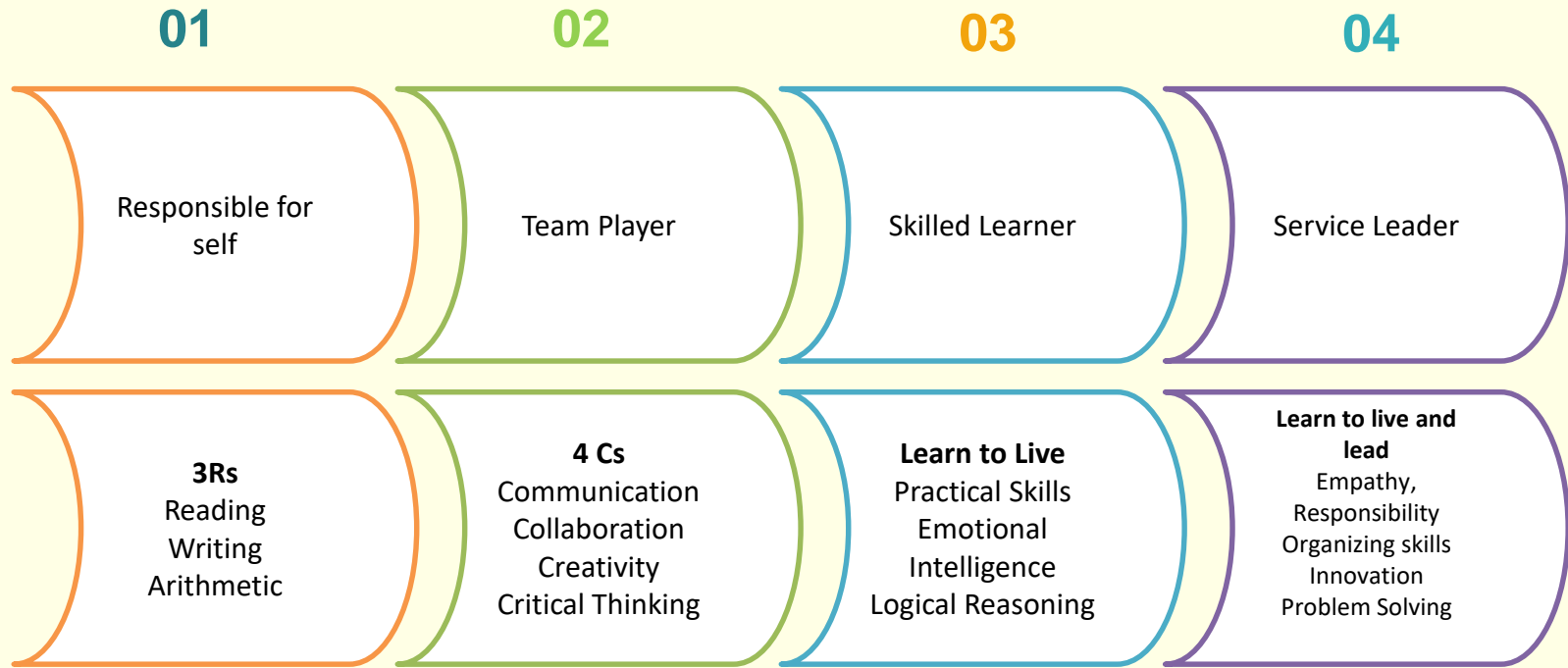


Students

The Leaders of tomorrow



Four bands of Students – Conscious Competence



Every child is unique and is bestowed with beautiful abilities.

*Some are **Gems**, waiting to be polished.*

A helping hand, a gentle smile, a word of motivation will help them shine!

*Some are **Jewels** creative and skilled,*

a Wise mentor and right opportunity is all that they need.

*The rest are **Crowns**, brilliant yet lonely,*

A patient counsellor and words of wisdom are their remedy!

Reaching out to Students

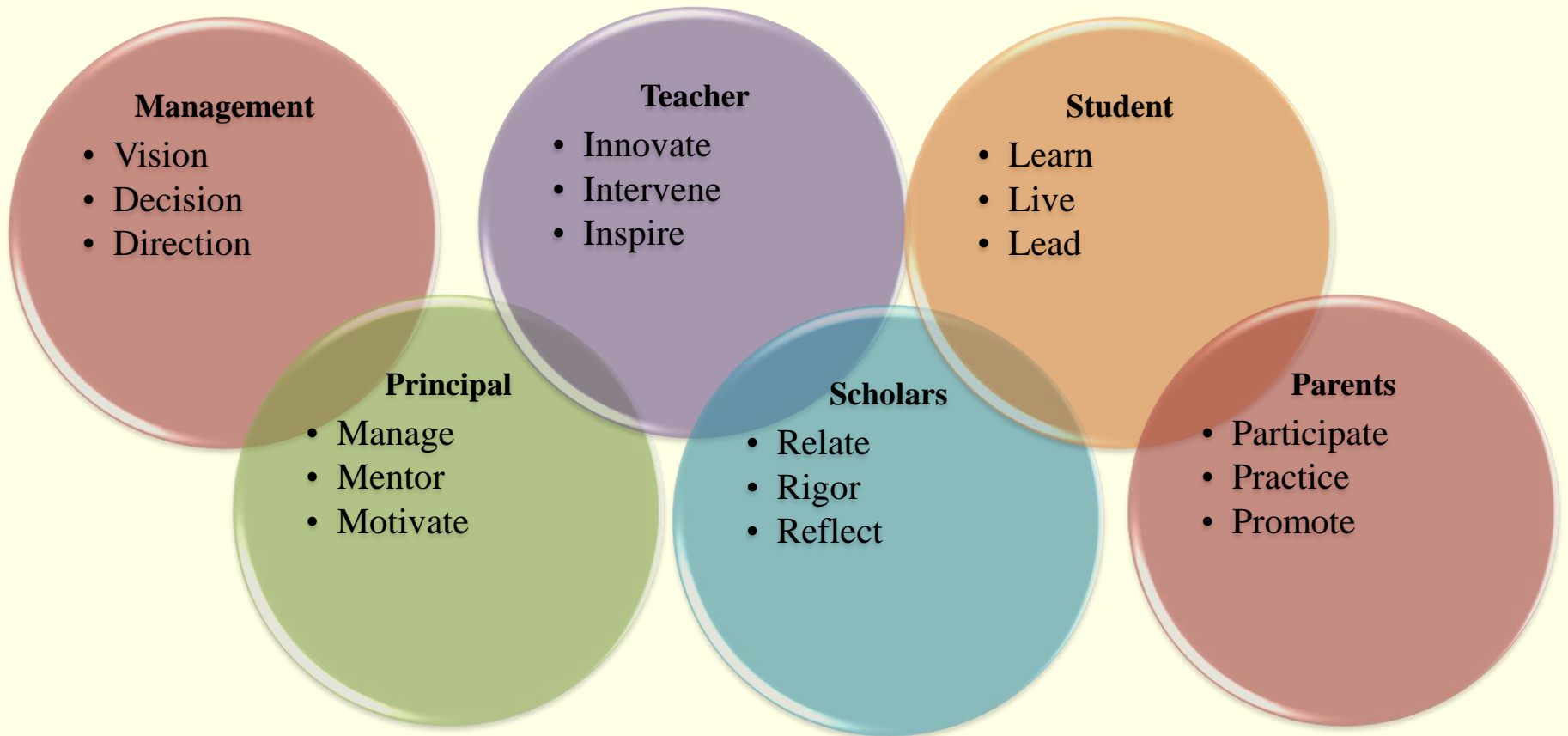
Inclusive Training Programs For Students with Different needs and Abilities

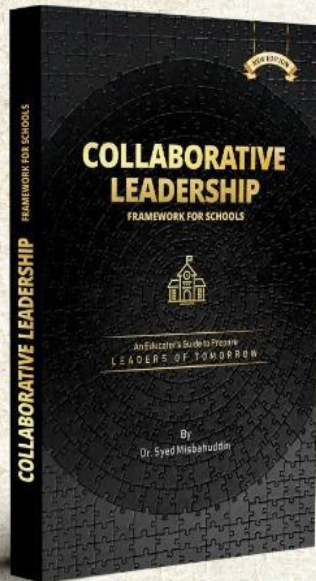


Outcome of Education

	Learn	Live	Lead
Tarbiyat	Values	Attitude	Piety
Taleem	Knowledge	Skills	Wisdom

Collaborative Leadership Framework





COLLABORATIVE LEADERSHIP

FRAMEWORK FOR SCHOOLS

By
Dr. Syed Misbahuddin

An Educator's Guide to Prepare
LEADERS OF TOMORROW

A must have for School Management, Principals, Teachers & Parents

Parents

Precious Partners



Empowering Parents

Forums for Learning, Sharing & Collaboration

Workshops to help care for children with special needs

Parenting Workshops- helping for interventions

Budgeting skills

Computer Skills

Communication Skills

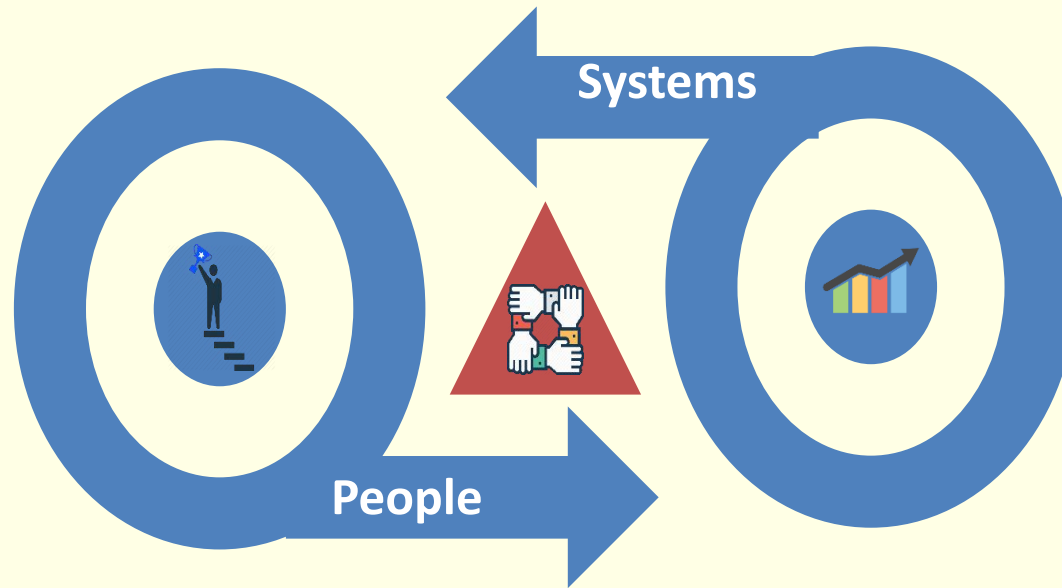
Systems & People

Hand in Hand

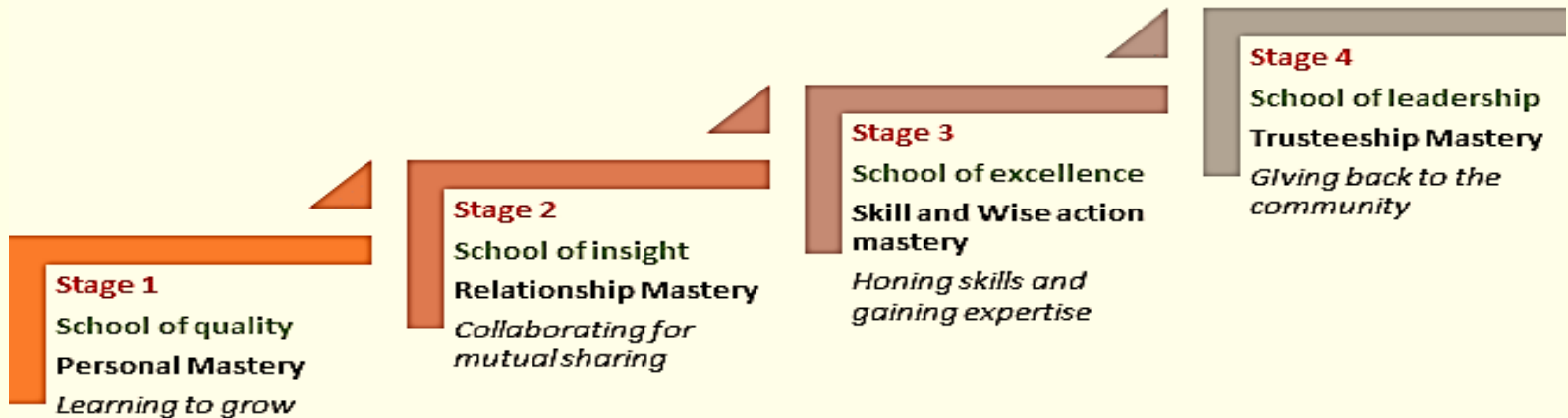


Transformation for Growth

**IF WE
TRANSFORM
PEOPLE AND
IGNORE
SYSTEM,
THEY GET
SUFFOCATED
IN A TOXIC
SYSTEM.**



**IF WE
TRANSFORM
SYSTEMS AND
IGNORE THE
PEOPLE, THEY
CORRUPT THE
SYSTEMS TO
MEET THEIR
NEEDS**





Give it a thought !

How Essential is Audit for the health of the
Organization?

Thank you

