

SCHOOL HEALTH AUDIT

BY SAMI ULLA

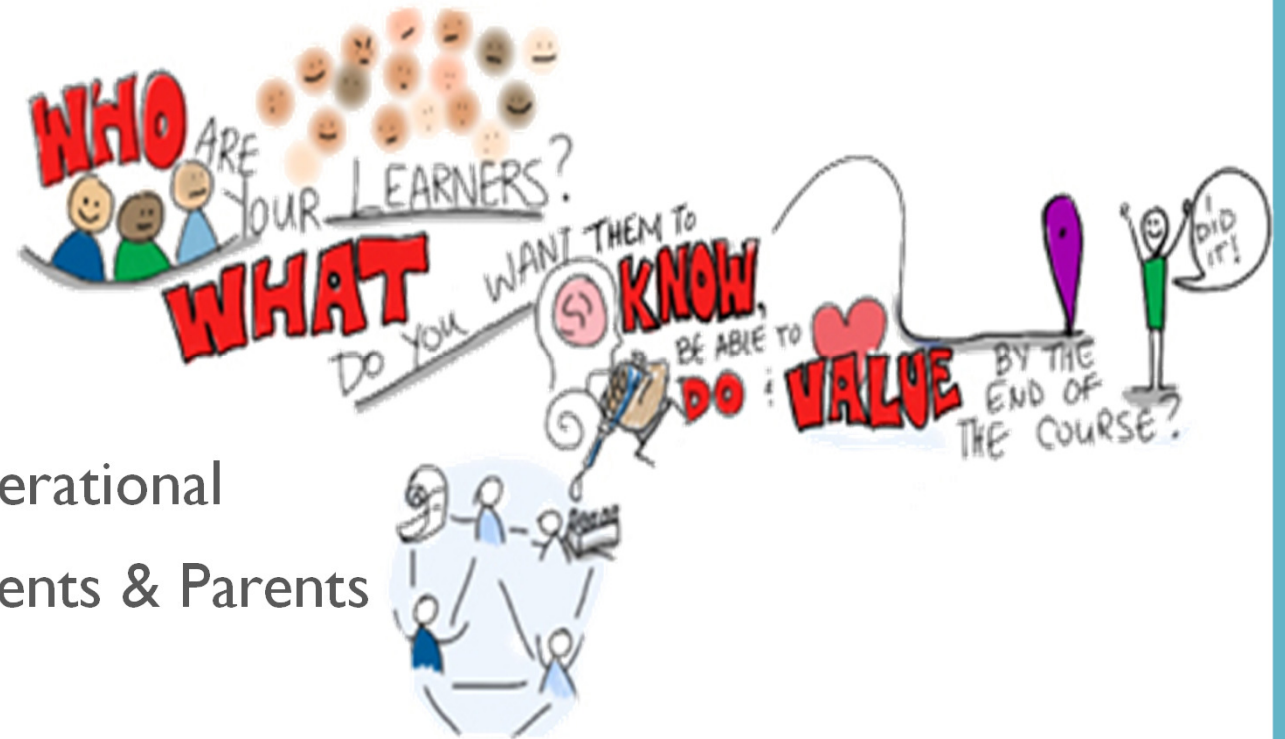
CEO

MAHE – MANIPAL GROUP

LEARNING OBJECTIVES

Understand ...

1. School Health Audit
2. Role of Senior Leadership
3. Excellence Audit : Academic & Operational
4. Engagements Audit : Teachers, Students & Parents

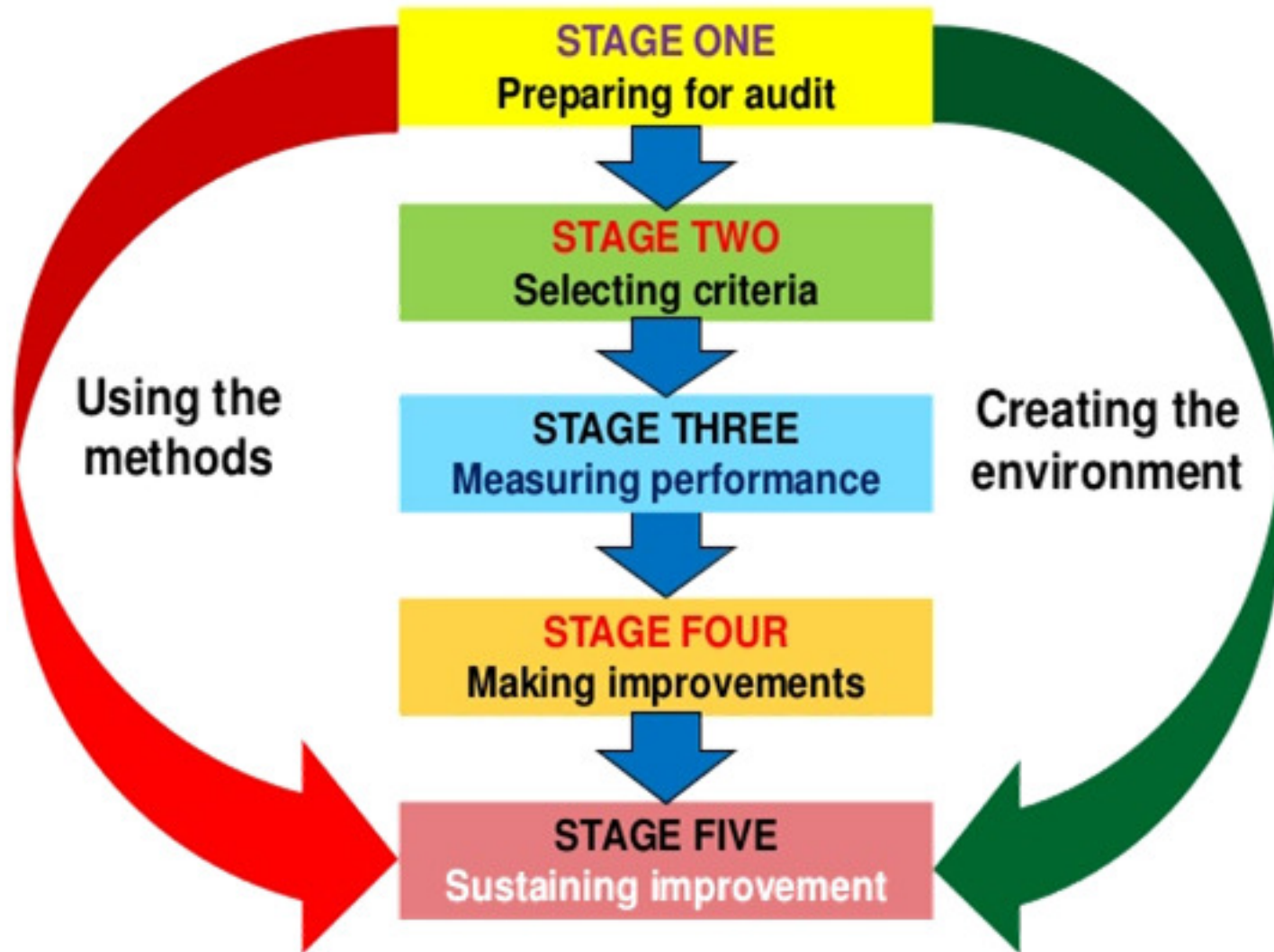


SCHOOL HEALTH AUDIT



1. Identification and minimisation of risk factors and existing procedural course improvements
2. Prevention through early deficiency detection through screening.
3. Recognise the financial wellness within time.
4. Diagnose early stages of ineffectiveness in the System
5. Resolve operational inefficient processes thru CAPA.
6. Assess, evaluate and improve student engagement in a systematic way.
7. Evaluating the current practice against a defined (desired) standard.
8. Compliance to safeguard both Statutory and high Quality of Education

STAGES OF HEALTH AUDIT



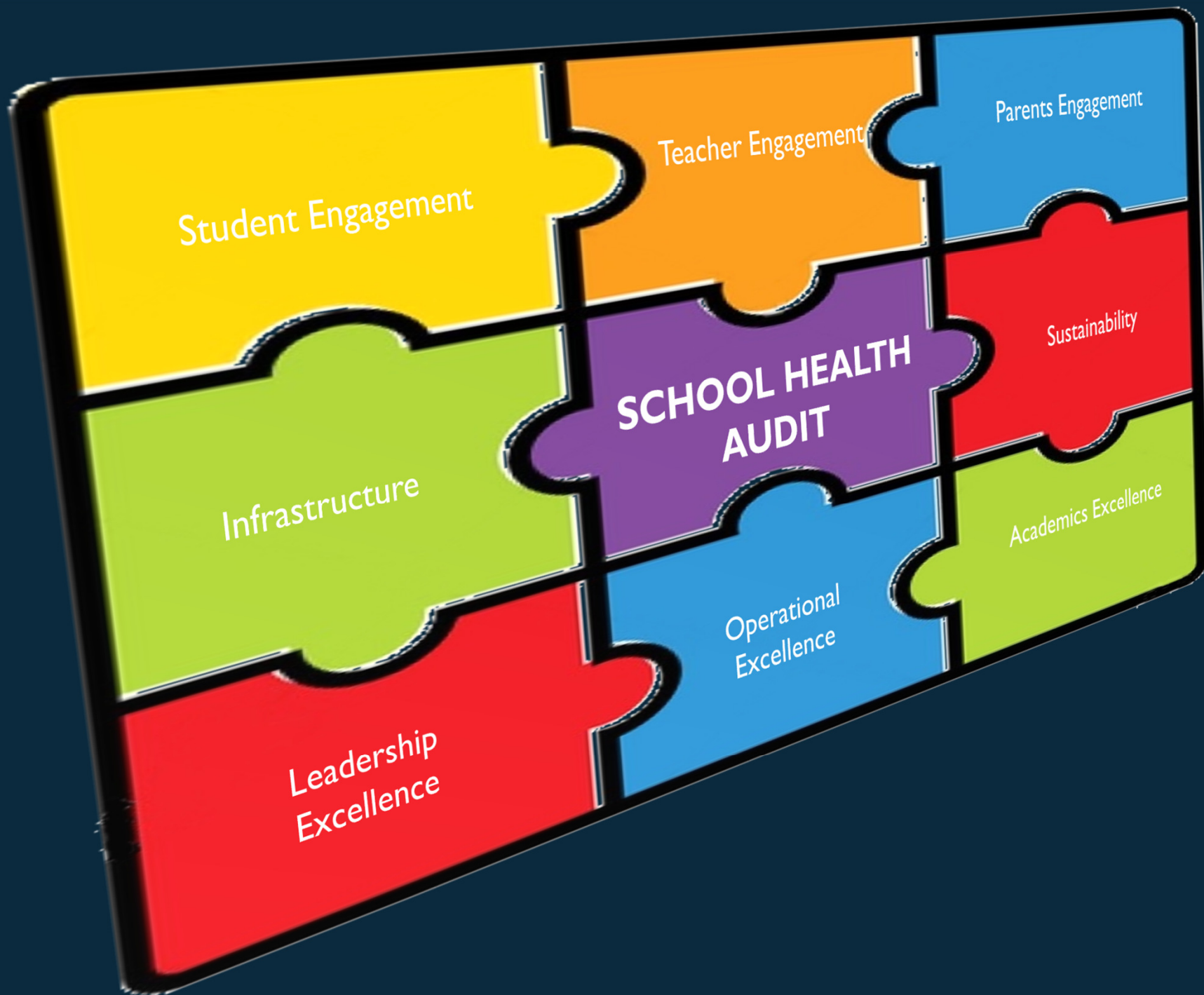
YOU DON'T FEEL ENOUGH PAIN YET ...



- Expenses overruns
- Expenses not reduced
- Efficiencies not gained
- Revenue not increased
- Waste not reduced
- Regulations not meeting
- Staff morale declining
- Legacy of failed change
- Low productivity of staff
- Stress, confusion, fatigue
- Demanding Parents
- Unorganised Academic Processes
- Delays in LPs & Assessments
- Projects put on hold / delays
- Resources not enough
- Obstacles appear unexpectedly
- New initiatives fails to deliver results
- Impact on Students performance
- High investments in new facilities
- Loss of valued Teachers
- Reduced quality of teaching

ELEMENTS OF QUANTIFICATION

Component	Definition	Example
Measures	A basis for comparison; a reference parameters against which the Indicators can be assessed	KRAs
Indicators	Method of quantifying a measure; General categories of performance	Index Number wrt Periodic Term
Metrics	A scale of related measure that determines the magnitude of particular characteristic	Current ratio is the school's current liabilities over current assets
Targets	Thresholds that signify success in meeting the standard for a specific measure	Current ratio greater than 1.1
Ratings	Assignment of the school performance into one of five rating categories, based on how the school performs against the framework targets	If school meets the target of 1.1 the rating category is "Meets Standard"



1) HEIGHT

- Men:
5'7" to 6'
- Women:
5'3" to 5'8"

1. INFRASTRUCTURE

I.1 Land & Building

- Classrooms
- Library
- Laboratory
- Computer Labs
- ICT Facilities
- Principal's office
- Staff Room
- Administrative Offices

I.2 Furniture, Lighting & Ventilation

I.3 Playground & Indoor Games Facilities

I.4 Transportation Facilities

I.5 Health & Safety

- Infirmary
- Girls' rest room
- Water and Sanitation

I.6 Other facilities

- Canteen facilities
- Hostel facilities



2) WEIGHT

- Men:
80 kg (5'10")
- Women:
56 kg (5'4")

2. LEADERSHIP EXCELLENCE



The following are the measures of Leadership domain:

2.1 Vision and Mission statement

2.2 Strategic Plans for School Improvement

- Action Plan Development
- Action Plan Implementation
- Resource Allocation
- Performance Measures

2.3 Goal Setting and Policy Making

2.4 Change Management

2.5 Collaborative Leadership

2.6 Innovative Practices

2.7 Quality Controls

3) BMI:

18.5 to 24.5

3. ACADEMIC EXCELLENCE



3.1 Scholastic Academic Processes and Outcomes

- 3.1.1 Curriculum Planning
- 3.1.2 Teaching Learning Processes
- 3.1.3 Student Assessment and Performance

3.2 Co-scholastic Processes and Outcomes

- 3.2.1 Life Skills
- 3.2.2 Value Systems
- 3.2.3 Attitudes
- 3.2.4 Work Education
- 3.2.5 Visual and Performing arts

3.3 Co-curricular Activities

- 3.3.1 Health Cards, Health and Physical Activities

* BMI: dividing weight in Kgs by the square of their height in metres

4) BLOOD PRESSURE

- Systolic:
120 mm Hg
- Diastolic:
80 mm Hg

4. OPERATIONAL EXCELLENCE



4.1 Resource Management

- High Performance Teams
- Relationship Management (staff, parents, community, alumni, etc.)

4.2 Process Excellence

- Increase efficiency
- Maximise Performance

4.3 Continuous Improvement

- Innovation & Collaboration

4.4 Technology

- Process Automation
- Monitoring & Tracking

Information Management

- DSS
- Real-time MIS
- Data & Records
- Real-time Communication
- SOPs
- Financial Administration

5) BLOOD SUGAR

180 mg/dl
(after meals)

5. TEACHER ENGAGEMENT



recognition
teamwork
commitment

loyalty



wellbeing
achievement



EMPLOYEE ENGAGEMENT



satisfaction
SUCCESS
encouragement

growth

productivity
motivation

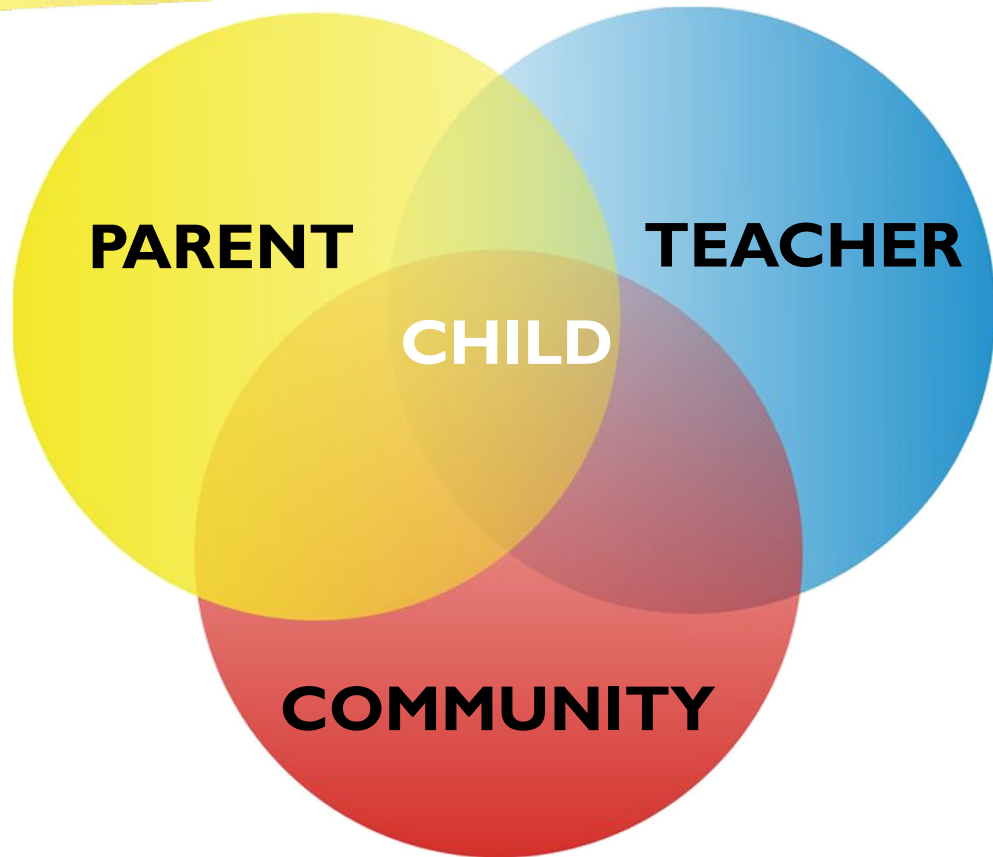


- 5.1 Work Accomplishment
- 5.2 Workforce Change Management
- 5.3 Elements of Engagement
- 5.4 Workplace Environment
- 5.5 Workforce Policies and Benefits
- 5.6 Performance Management
- 5.7 Assessment of Engagement
- 5.8 Learning and Development System
- 5.9 Career Progression

6) CHOLESTEROL:

Upto 200 mgs/dl

6. PARENT ENGAGEMENT



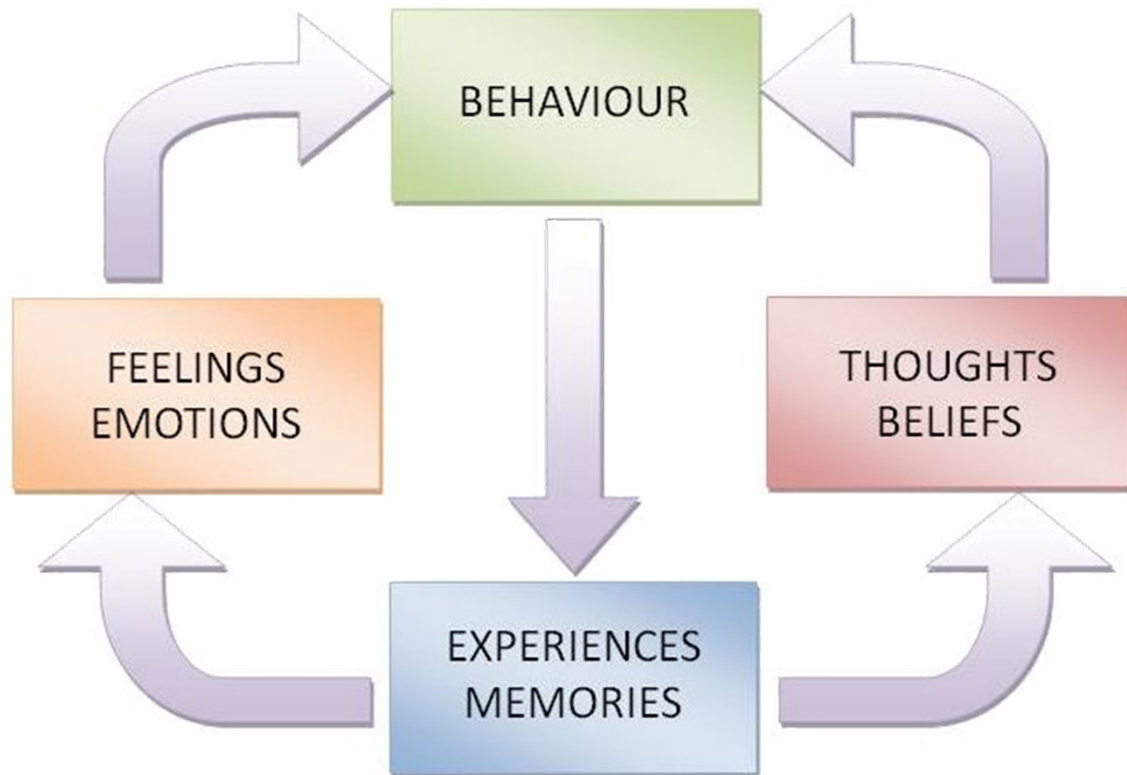
- 6.1 Various Listening methods (VOC)
- 6.2 Parents Expectations
- 6.3 Satisfaction Levels
- 6.4 Dissatisfaction resolution methods
- 6.5 Communication
- 6.6 Relationship management
- 6.7 Complaint management

7) HAEMOGLOBIN:

(grams per decilitre)

- For men,
13.5 to 17.5
- For women,
12.0 to 15.5

7. STUDENT ENGAGEMENT



7.1 Behavioural

- Behavioural engagement
- Academic engagement
- Social/behavioural/participatory engagement
- Persistence
- Trouble avoidance
- Behavioural disaffection
- Ongoing engagement
- Disengagement

7) HAEMOGLOBIN:

(grams per decilitre)

- For men,
13.5 to 17.5
- For women,
12.0 to 15.5

7. STUDENT ENGAGEMENT



7.2 Emotional

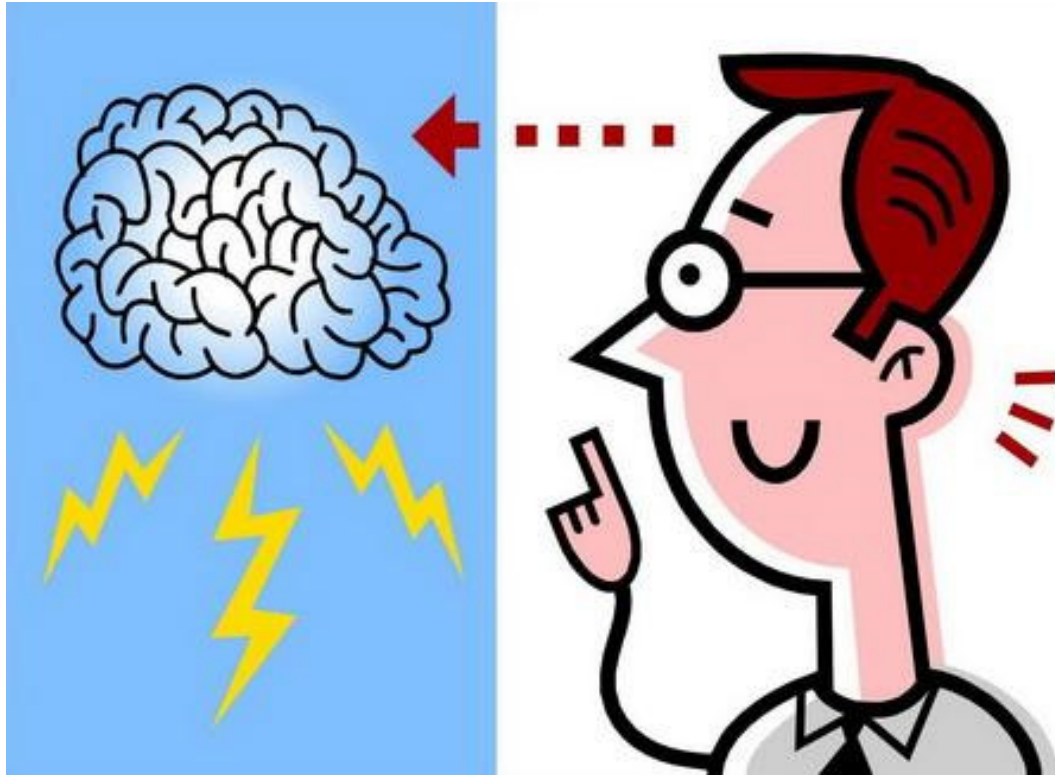
- Emotional engagement
- Emotional disaffection
- Valuing
- Belonging
- School engagement
- Psychological engagement
 - a. teacher-student relationships
 - b. family support for learning
 - c. peer support for learning
- Reaction to challenge

7) HAEMOGLOBIN:

(grams per decilitre)

- For men,
13.5 to 17.5
- For women,
12.0 to 15.5

7. STUDENT ENGAGEMENT



7.3 Cognitive

- Cognitive engagement
- Self-regulation
- Cognitive strategy use
- Deep cognitive strategy use
- Shallow cognitive strategy use
- Planning
- Cognitive /intellectual/academic
- Study management
- Control and relevance of schoolwork
- Future aspirations and goal

8) TRIGLYCERIDES:

<180 mgs/dl

8. SUSTAINABILITY



- 8.1 Sustainable Revenue Growth
- 8.2 Fees Determination & Collection Policy
- 8.3 Operating Expenses Control
- 8.4 Debt free Positive Cash flow
- 8.5 Positive Working Capital
- 8.6 Capital Expenditure & ROI
- 8.7 Sustainable Surplus Growth
- 8.8 Investment on Training & Research
- 8.9 Budget v/s Actual variance



Thank You!

MANIPAL
GROUP



Generations of faith



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