

Updated

**TELANGANA SOCIAL WELFARE RESIDENTIAL EDUCATIONAL INSTITUTIONS SOCIETY:
HYDERABAD**

New Quality Policy (NQP) 2016

Telangana Social Welfare Residential Educational Institutions Society (TSWREIS) has been working with an aim of providing quality education to the needy and deprived children from the Scheduled Caste (SC) and the Scheduled Tribe (ST) communities. In fact, many teachers have been working beyond the call of their duty to provide quality education to the children on par with the other advantaged children in the society.

Despite relentless efforts, grievances from parents and others about poor performance of some of the teachers have become common in the recent years. This is certainly a matter of huge concern.

Against this background, the TSWREIS has introduced a unique New Quality Policy (2016) under P- 5 Model (2012) to empower teachers to meet the challenges of the 21st century and to uplift the academic standards of the students. The NQP offers an opportunity to all the teachers to look into themselves and also provides an idea to assess themselves with regard to the latest developments in teaching and learning practices.

Components of NQP

1. Seminars – District & State Level
2. Mentoring
3. Internship
4. Inter Society Teacher Conclaves (District Level)
5. T- Plus Clubs
6. Peer Evaluation
7. Institutional Accreditation
8. Life Skills Studios
9. Listening Skill Enhancement
10. Internal Standards Board

Objectives

1. To enable teachers to realize their full potential on their own by learning from each other
2. To provide support to the struggling teachers through training programmes and continuous guidance.
3. To arrange internship programmes for the teachers in reputed national and international educational institutions
4. To introduce advanced pedagogical practices in the classrooms
5. To improve communication skills through discussion, participation, peer learning, and listening
6. To help teachers achieve proficiency in their subjects by giving them opportunities to learn and excel.
7. To introduce life skills (basic table manners, telephone etiquette, body language, personal grooming) into the school routine.

Seminars – District & State Level

Seminar may be defined as formal presentation in which the speaker/s discuss a particular topic. Such presentations are usually interactive in nature where the participants engage in discussions about the stated topic.

Teachers and seminar topics are chosen on a random basis for making presentations at District and State Level. Topics will be announced to the shortlisted teachers at least 15 days in advance. These topics will be chosen from the syllabus that they regularly teach in their classrooms.

Teachers who are given topics shall gather as much relevant information on the topic as possible, prepare teaching aids, rehearse, and finally present in the seminar for 30 minutes.

The teachers are encouraged to take the help of intellectuals, colleagues and students, and are advised to gather latest information from newspapers, internet, reference books, etc., for making an impactful presentation.

The teachers are advised to make rehearsals on the proposed topic in their respective classes incorporating best pedagogical practices. The teachers should elicit feedback from the students and colleagues.

The Principals must extend all support to the teachers who are selected for such seminars and give a constructive feedback.

The teachers have to make presentation before an audience consisting of a few students, teachers and certified subject experts

The certified subject experts will give feedback to the teachers in three core areas: proficiency in the subject, pedagogy and communication skills

The seminar will be conducted **every month** for two days and 30 minutes time is allocated for each teacher for presentation and 5 minutes for discussion/question session

All the District Coordinators should conduct the seminar at a designated venue (school) in the district, and coordinate with the Head Office and make necessary arrangements including hospitality and transport for the expert panel members.

All arrangements like mike, LCD Projector, laptop, etc shall be arranged for the smooth conduct of the seminars

The teachers who score 80 % and above at the district level seminar will be selected to present a model seminar at the state level

The state level seminar will be conducted every 3 months

The entire process of district and state level seminars will be monitored/supervised by the Academic Wing of the Head Office

The seminars will not be videographed. If any staff member wants her/his lecture to be recorded, it should be intimated to HO in advance.

Training will also be given to those teachers who need it prior to the presentation of seminar. Such teachers who need training for seminars must approach their principals or contact the academic wing of HO.

Seminars under NQP are mandatory for every staff member. However, certain categories are exempted: -

The following category of teachers are exempted from the NQP seminars. They are:

1. Those who are suffering from chronic and serious illness
2. Those who are Pregnant
3. Those whose superannuation is due in three years

However, any staff member volunteers to give presentation despite above exemptions, she/he would be given weightage

Assessment Criteria for District and State Level seminars:

The teachers performance will be evaluated for 100 marks in the following core areas: Proficiency in the Subject (40 marks), Pedagogy (30 marks) and Communication Skills ((30 marks)

Grading

Grading as follows:

Outstanding	- 80% and above
Excellent	- 60 – 79%
Satisfactory	- 50-59%
Needs improvement	- Below 50%

Minimum proficiency required in every area is 50%.

The teachers who fall below 50% in assessment will not be recalled for presentation in front of their colleagues again, but they will have to attend the training that helps her/him to succeed.

Teachers who present seminars voluntarily and those whose performance is outstanding will be issued a commendation letter, recommended for best teacher awards, and would be given some weightage points in transfers.

Furthermore, the Society will provide opportunity for such outstanding teachers to attend the national and the international conferences in India and abroad.

The Society will give preference for the outstanding and committed teachers in administrative postings, transfers, and other service related benefits.

2. Mentor Teachers:

Those who score 80% and above will qualify as mentor teachers and master trainers. Mentor teachers will be given allowance for their mentoring activities. Teachers falling under this category are exempted from seminars for two years provided that they maintain a minimum of 80% results in the public exams in their respective subjects.

The DCOs are instructed to identify the talented and experienced teachers (both Regular and CRTs) from each school as mentor teachers.

The mentor teachers shall guide 5 mentees for a week. It is also mandatory that all the part time teachers should be part of this mentorship programme.

The mentors have to closely observe the classes of the mentee teachers and should give constructive feedback from time to time on various aspects of teaching methods and tools. Mentors should conduct an assessment to evaluate the competency levels of the mentees after the training.

The mentor training period is treated as **on duty** for both the Mentors and Mentees and special allowance will be granted to the mentors for hospitality and other miscellaneous requirements.

If the mentor teachers are not available in a particular school, then the mentees must be attached to the next nearest school

3. Internship

Both outstanding as well as below average teachers will be sent to reputed national/international public schools such as Aga Khan Academy, DAV, DPS, Oakridge, Glendale, Gitanjali, Chinmaya, Sloka (This list is suggestive, but not exhaustive) to observe the best teaching and learning practices periodically.

The internship period will be considered as on duty.

The interns should prepare a visit report and submit it to the Head Office

The interns must employ new strategies/pedagogy which they observe and learn during the internship programmes.

The Principal must monitor this process scrupulously

4. Inter Society Teacher Conclaves (District level)

The aim of **Inter Society Teacher Conclaves** is to bring all teachers of various Societies and institutions to a common platform for sharing and exploring innovative pedagogical practices.

The teachers from various institutions in a given district have to assemble at a designated venue and present the seminar on a chosen a topic.

Teachers are encouraged to explore new trends in teaching and learning methods through group discussion and debates

All the District Coordinators should organize the **Inter Society Teacher** Conclaves at a convenient location in consultation with the Head Office officials.

The DCOs should make arrangements including hospitality and transport for any expert educationist who wants to visit such conclaves.

There is no assessment in Inter Society Teacher Conclaves.

5. Teacher Plus Clubs :-

The aim is to improve the English communication skills among the teachers and staff through conducting T-Plus club activities at an institution level.

T-Plus clubs should be conducted on every Monday and Tuesday of the week from 4:00 to 4:30 pm in staff room/ Principal's room under the supervision of the Principal/senior English teacher designated by the principal.

The topics for T-Plus clubs will be communicated to the schools by the Academic wing of the Head Office. Schools can design the topics for T-Plus clubs on their own as well.

The School Council and Class Leaders will supervise the T- Plus activities while the teachers get engaged with T-Plus Clubs activities on the designated days.

6. Peer Observation :-

The aim of the peer observation is to provide positive feedback to peer teachers through observing their colleagues' teaching methods in a classroom environment at least once in a week. Feedback should be given to the colleagues to improve the gaps in teaching, if any. If there are any strengths they should also be shared.

The Principal must facilitate and monitor this activity closely.

The feedback should not be vengeful. Peer evaluation is not assessment and it is not graded. It is expected that teachers will observe all norms of privacy when they observe the classes.

7. Institutional Accreditation :-

The aims of the Institutional Accreditation are:

To assess the quality of education in our institutions against national/international bench marks

To measure students' academic progress

To evaluate capabilities of school leaders in improving academic standards

To track standards and performance of institutions against various academic indicators

The process

The Society intends to have its own brand of certification similar to the ISO certification. To achieve this, first, **self evaluation** will be done by the individual institutions (the principal and staff) using a well designed self evaluation form. All the staff will be trained in this through cascading model.

Secondly, **external evaluation** of institutions using various assessment tools such as quality framework, questionnaires and customized excel sheet by an expert panel constituted by the Head Office

The DCOs and the Principals must extend all support to the expert panel.

Four point rating scale (excellent – good - average – weak) is used to rate the institutions.

The institutions which are rated as **excellent** (an insignia or a grade will be given) and an award will be presented at a state level function.

The institutions can display insignia or a grade in their school premises, and the photograph of the institution will be uploaded into the website of the Society.

This process is not intended to punish any individual teacher.

8. Life Skills Studios:

The aim of Life Skills Studios is to teach core skills of everyday life like basic table manners, telephone etiquettes, body languages, personal grooming, etc., to the students (from 7th class – Intermediate)

The Principal must identify a room within the institution and furnish it with cot, bed, pillow, pillow cover, bed sheets, table, chair, set of plates, cutlery etc.,

The class teacher /house master must be entrusted with the task of teaching life skills to the students as per the time table

One / two teachers from each institution (ToTs) will be given training on the Life Skills Studios

The ToTs in turn train the class teachers/ House masters to mentor the students

The Principals must monitor this activity closely from time to time

9. Listening Skill Enhancement Activity:

The aim of the Listening Skill Enhancement Activity is to improve the listening skills of the teachers and as well as the students.

The teachers and the students (VIII to Intermediate) must watch English news (For example : NDTV, BBC, CNN-IBN) at 9pm everyday for half an hour to improve listening skills

This helps the students and the teachers to update their knowledge on current events

The principal must ensure that a TV with cable/antenna connection is installed in the school

The teacher must discuss/elaborate the news with the students for 5 minutes at the end of the news session

The news could also be read out in the morning assembly

10. Internal Standards Board

The aim of the ISB (Internal Standards Board) is to enhance the capacity of the teachers, and improve academic standards, and promote the best teaching learning practices on par with the national and international educational institutions.

The ISB is headed by the Deputy Secretary, (Academic), and the members of the ISB consists of Academic Coordinator and 2 certified external subject experts

The ISB will design and supervise training programmes for the teachers who secure below 50% in seminars and it will act as an appellate body for any review.

ISB can not initiate any disciplinary action.

All staff members are advised to note that New Quality Policy-2016 is primarily designed to help the staff members realize their potential and improve the performance on their own by learning from each other.

It is neither intended to punish anyone nor initiate any change that is detrimental to the interests of all the stakeholders of the Society (TSWREIS).

The above measures in NQP are neither exhaustive nor conclusive. We welcome constructive suggestions from any staff member. They may mail their suggestions to **tswreisnqp2016@gmail.com**

**Sd/- Dr.R.S.Praveen Kumar
SECRETARY**