



## WHAT WE DO :

- School Setup
- School Self-Review & Evaluation
- School Improvement
- Leadership & Management Programmes



*The Adhyayan team  
with the Principals  
of the four schools*

## Four schools in the Salesian Network take on the challenge of the Adhyayan Quality Standard

A cyclical school review (every 2 years) is based on institutional learning for life - no school is perfect; there is always space for improvement and embellishment.

Periodic self-review and evaluation (SSRE) by a representative school team, ensures that action plans are based on collaboratively collected evidence, monitored supportively for success, and result in systems that increase the quality of education for students. The Adhyayan Quality Standard (AQS) offers this process as a means of measuring six Key Performance Areas (KPA's). The result: strengths of the school are celebrated and areas for improvement are turned into action plans.

St. Joseph's (Wadala), Don Bosco (Matunga), Dominic Savio (Gorai) and Don Bosco (Borivli), took on the AQS for their schools and came up trumps. The process involved each school Principal putting together a team of 12-24 people, depending on the size of the school. The team included students, parents, teachers, non-teaching staff, supervisors and other school leaders. This team was oriented on the use of the diagnostic for the self-review of their



school and then mandated by the Principal to undertake the self-review over the next two days.

Thereafter a team of Adhyayan assessors conducted an external review of the school, using the same processes. At the end of both reviews, the teams came together in a lively dialogue, sharing the evidence that led to the same or different scores. The Adhyayan Quality Standard was awarded and achievements were celebrated at each school, respectively. The SSRE teams at



each school are now using the evidence gathered to set up improvement plans.

Adhyayan's experience with the Salesian schools has been truly

enriching. The way in which staff, students and parents discussed, debated and arrived at their school improvement plan, was representative of a network that cares for the interests of the child. All schools provide their students with opportunities to shine as leaders.



Working together as a network of schools creates a unique opportunity for each school to share strengths with each other. It allows for sharing resources and cross-fertilization of ideas and creativity.

The Adhyayan Team commends all four schools for their commitment to the SSRE process. We have every confidence that each of the schools will prosper in the coming years as centers for sharing of practice with their partners.

*Click [here](#) to read the article shared by these Salesian schools about their experience of Adhyayan Quality Standard.*



## Ranpur SSRE Diary:



Shri Manubhai.A.Sheth English School, Ranpur, has achieved State Silver status and is speedily moving towards a State Gold with the Teaching and Learning looking better than many city schools. Children bloom like roses in their pink and brown, unisex uniform. The dry and dusty autumn heat cannot wilt their lovely smiles. The attention paid to every single child thanks to a painstaking baseline test that children score well on, is testimony to the sincerity with which teachers undertake an assessment. The new building speedily rises above the rest of the town. It will be a spectacular view from the top. Full steam ahead, we look forward to the second term and the new building!

## Participating in the TESS-India workshop



TESS-India stands for 'Teacher Education through School-based Support' in India. This project of the Open University is developing a pan-India network of people and resources to meet the demands of teacher education courses across India.

We quote: "TESS-India will provide practical guidance and support, in the form of open education resources for teacher training,

backed by video material from other classrooms in the same State, which helps teachers to learn new teaching approaches with the people who matter: the children they teach. What the project strives for is ensuring a difference to the ways that teachers teach and learners learn."

Our Directors, Kavita Anand and Spokey Wheeler were a part of the workshop between the 26th and 29th of November, with about 70 other participants together with facilitators from the Open University, to decide the framework for the Leadership Development Units (LDUs) and Teacher Development Units (TDUs) in Mathematics, Science, Hindi and English.

## Au Revoir Susan!

Adhyayan International Associate, Susan L. Hillman completed her sabbatical this November and returned to Saginaw Valley State University, Michigan, U.S.A. She was a part of the external assessment team for the Adhyayan Quality Standard with the Salesian schools.

Click [here](#) to read the post where she shares her experience.



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**Spokey Wheeler**  
Adhyayan  
International  
Director

One of the best things about our job is that we get to visit so many schools to work alongside dedicated leaders and help them to become even better. And so far every school we have worked with has become a part of the Adhyayan family! When someone then phones up to ask us back to visit, it always feels good. So when Sister Gloria, the Vice-Principal of St Stanislaus School in Bandra West, Mumbai contacted us, we were back to the conference room where just six months earlier we had congratulated the school on achieving the Adhyayan National Gold Award.

What we hadn't realised was that we had been invited into their weekly school self-review meeting! The first thing Sister Gloria did was to give us a folder so we could read the minutes of their earlier meetings.

If you know me you will know that I am rarely lost for words. But for once I just sat there, reading and reflecting. I was impressed at the review of the arrangements for Science accommodation as part of a strategy to reduce time travelled between classes, wowed by their efforts on display and touched by the regularity of their learning walks and improvements to lesson plans.

## Adhyayan Leadership Reflection

### *St. Stanislaus: getting it right!*

I thought of The Adhyayan Mantra ([click here to read it](#)) and realised that the school had got it. St Stanislaus internalised Nandan Nilekani's message into their working process as a school, resulting in weekly self-review meetings. They understand that the plans that they are implementing, "...have to be constantly reviewed and adjusted over time as we see what works and what doesn't." Congratulations Stanislaus!

So my leadership tip this time around is "reflect on the most important plan that you are currently implementing as a school and measure your success against Adhyayan's imperatives!"