

CAPACITY BUILDING AT THE SCHOOL LEVEL & HEADMASTER'S ROLE

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Capacity Building

- Capacity according to Webster's Dictionary is “the facility or power to produce, perform or deploy”.
- **Capacity Building** is a “planned development of (or increase in) knowledge, output rate, management, skills, and other capabilities of an organization through acquisition, incentives, technology, and/or training”.
- ‘The process by which individuals, groups, organizations & societies increase their abilities to meet their development needs in a broad context and a sustainable manner’.



LEVELS OF CAPACITY BUILDING

Policy level

Institutional level

Individual level



AREAS OF CAPACITY BUILDING

- Physical Infrastructure
- Safety & Security
- Human Resource
- Professional Competency
- Quality of Student Support
- Operational Best Practices
- Circular Organization
- Open Communication
- Stake Holder involvement
- Standards Emphasis
- Social Organization
- Sustained focus on improvement

HEADMASTER'S RESPONSIBILITIES & DUTIES

- Management Task
- Relationship Building
- Accommodating Special Need
- Mentorship
- Direction Setting
- Resource Mobilisation
- Curriculum Development/ Teaching, learning & Testing

TRAITS & SKILLS REQUIREMENT

- Excellent leadership skills
- Problem solving skills
- Good Conversational skills
- Social Nature
- Facilitator
- Role Model
- Promotes Innovation
- Develops Collaborative Accountability
- Knowledgeable and updated

CHALLENGES

- Complexity of Task
- Constant Interruption
- Multi-Tasking
- Tension between managerial demand v/s Instructional leadership
- Responsibility v/s Authority
- Change v/s Stability
- Relationships building v/s Control of personal work environment
- Keeping pace with the ever changing scenario

SOLUTIONS

- Delegation
- Transformational leadership
- Data Based Approach
- Facilitating a process of collaborative enquiry
- Capacity Building strategies
- Strategies for making informed decisions
- Creating harmonious interpersonal climate



ACTION PLAN FOR CAPACITY BUILDING

1. Work towards achieving an ideal physical infrastructure.
2. Hiring qualified, efficient, dedicated staff.
3. Training staff in professional competencies and personality development.
4. Encouraging Excellence/Innovation in teaching learning process.
5. Decentralize authority for making decisions about curriculum, instructions, staffing & resource allocations.
6. Greater use of technology in all areas.
7. Emphasis on co-curricular & extra-curricular activities.
8. Involvement of Alumni & Society.
9. Bring transparency in all matters.
10. Creating just & conducive environment for learning.



ACTION PLAN FOR CAPACITY BUILDING

11. Inclusive Education.
12. Ensuring Academic Norms & Standards.
13. Aligned assessment of student performance.
14. Regular follow-ups & feed backs.
15. Motivating students for Public/Competitive Exams.
16. Counseling of Students & Parents.
17. Develop and Implement standard operating procedures for all activities.
18. Sustained investments in strategies in school improvements.

EXPECTED OUTCOME

- Brand Building & Image
- Excellent Academic Results
- Empowerment of Employees
- Higher Efficiency
- Motivated Staff
- Conducive learning Environment
- Good Citizens & leaders
- Satisfaction of Social obligation

ESSENTIAL VARIABLES OF SUCCESS

Vision	Skill	Motivation	Resource	Action Plan	Result
X	✓	✓	✓	✓	Confusion
✓	X	✓	✓	✓	Anxiety
✓	✓	X	✓	✓	Slow progress/Resistance
✓	✓	✓	X	✓	Frustration
✓	✓	✓	✓	X	Waste of Efforts
✓	✓	✓	✓	✓	Successful Change



Thank You!