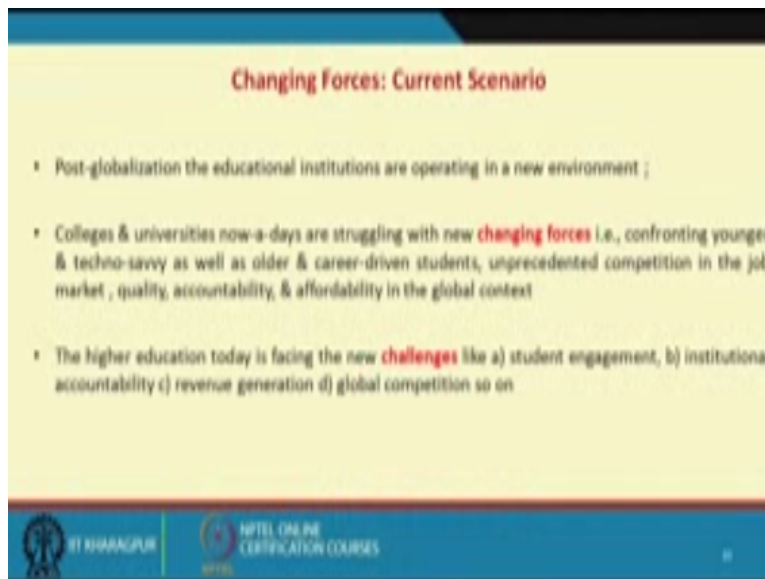


**NPTEL**  
**NPTEL ONLINE CERTIFICATION COURSE**  
**Course**  
**on**  
**Educational Leadership**  
**by**  
**Prof. Atasi Mohanty**  
**Center for Educational Technology**  
**Indian Institute of Technology Kharagpur**  
**Lecture 19: Managing Diversity and Inclusion**  
**(Contd.)**

Welcome viewers once again to this NPTEL course on educational leadership so in the last class we are discussing about managing diversity and enclosure and we are discussing about the outcomes of diversity that is the process outcomes democracy outcomes and learning outcomes etc...

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Today we will discussing about the change forces are the current scenario in Indian context or the global context like the changing forces of the educational institution from the new environment that as created post globalizations so what is this current scenario and what are the

changing forces in a forced globalizations the educational institutions are operating in a new environments.

So post globalization are operating in a new environments so post globalization as we can say helped lot in that is in making the education affordable accessible and could be reached to the every student within the very limited resources or short span of time etc it has also created very much many when use for region access and equitable resources and equal opportunities but at the same time also there are so many other emerging issues have also come up like it is created all together a new environment global environment.

So now let us discussed about what is challenge in the rations that we are pashing now a days so colleagues and universities now a days are struggling with new changing forces so what are these changing forces that is confronting the younger and techno serving as well as the older and the carrier derive students in our educational institute here in our campus in your universities we are not only dealing with the only particular generation of students and learners.

But all categories all generations of the learners life starting from the learners life starting from the very young age students who are very techno serving and who are very young and etc at the same also we are dealing with our older generation people because now education as become accessible to very body and anybody and everybody any body does not so age is not the only age is not criteria to stop them so we are coming across dealing with all categories of the learners and students both the young generation students who are very techno serving and there focus is something different as well as we are dealing with the older and carrier derive students may be some of the you know job holders are also coming for their studies.

So there may be carrier derive students are older students and automatically say the it results it end up in a very un precedence competition in the job market so that is huge competition market so that is used competition in the job market then the quantity in terms it also change the quality the accountability and the affordable in the global context also so these are the changing forces like the different generations of the students.

And with different needs different carried expectations ext then no commotional job market in the quality variations in the quality accountability and affordability in the global context all kinds of these are the changing forces in the new academic environment so the higher education today

is pushing the new challenges then what are these challenges, in terms of not only infra structure quality education.

Force curricular content pedagogy etc but in terms of categories of students like the students engagement our different generation of students they engage themselves in different kinds of activates and there parities are different their expectations are different so challenges like how to engage the students in a very positive constructive way that is students and engagement institutional accountability so number of institution must be initiations different categories.

So how make them accountable or to what extent is a education institutions are accountable to the society to the public and to the government the revenue generation again how funding sources funding sources again it is a challenge big challenge weather where from the finical resources comes in weather it is from the only generated only through the students fees or any trust or any international funding or from the government it is so and how to generate these review again global cooption and so on.

So these are challenges all the educational institution now a days are pushing post globalization so again more over we are also pushing other challenges in global warming is a challenge climate change is the challenge information environmental sustainable challenge terrariums is a challenge then you know Laing of from the different type of jobs cords are the is cutting down the jobs that is another challenge then the lack of steel man power is a it is a again it is challenge then that means the lack of skill knowledge and again is another challenge.

Then you know lack of opportunity lack of infrastructure so n number of challenges where pushing and more over we are also phasing the different kinds of stress global stress so these are the global stress that include population and the stress over population stress limited energy lack of energy limited energy that is stress environmental stress pollution is a stress global warming is a stress then climatic is a stress then economic stress inflation and economic resections and then again disparity why disparity in the social structure in terms of the rich and the poor then which also so these are the disparities within the in the social economic frame work in the society which also affects, which also affects our education system now let us see.

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- The impact of **global warming, climate change** & the emergence of **environmental sustainability** have emerged as key political, national & international research agenda for the new century
- These are the **global stresses** that include population stress, energy stress, environmental stress, climate stress, economic stress (e.g., inflation, economic recession, widening gap between rich & poor classes) which directly or indirectly influence higher education system (Thomas Homer-Dixon, 2006)

<https://www.youtube.com/watch?v=aTXt057B2Y>

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What this into reduces about this.

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Inclusive Learning  
*Everyone's In*



EDMONTON PUBLIC SCHOOLS

My challenge to leaders five years ago when I stepped into this world how we create a district to everybody is in and not excluded intentionally by design go on intentionally when thank god a exclusive education it is how we will make sure by everybody has a place and that they are participating, how we do that is something about constantly learning because it is a big challenge for us, when I think about inclusive education learning is the go work have a school district but in a school.

We actually establish our own school days community where kids have a place they have roles to play that the air of server work together with the kids and so when that little community calls the school and kids going not only the academic requirements the learner outcomes but they also how to get a long day also had a next conflict house the learner of over variety of citizenships skills and knowledge related to learning how to work and lift together, we see some unique features in all the schools that are really a school personality that they had Americas into that is the point of the great features I think of thing a tension to being response of two what is going on in the community.

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At peak and heights we have an only education program there re many children who come to us how they was said their special needs that are identified some with my modern special needs play is worth children are all about, so whether they have any identified special needs or not or typically developing children play is the how would you that we use to help them with the goals and development.

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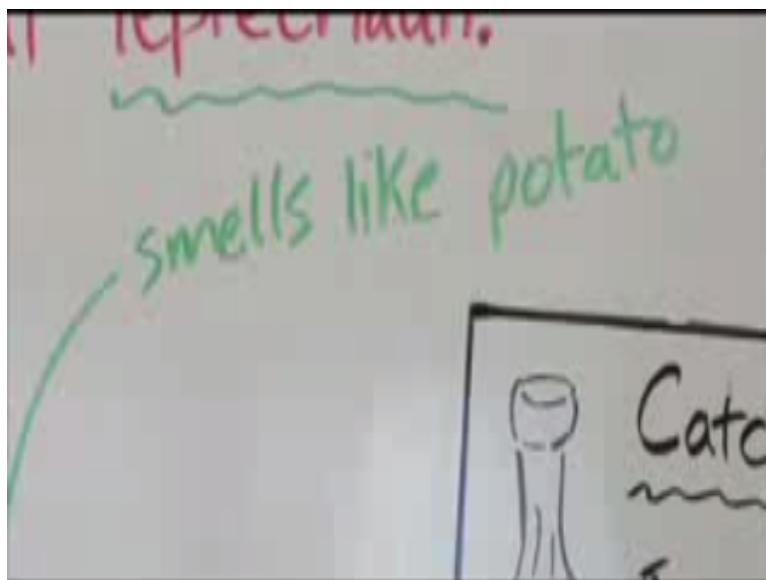
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I believe and you just start the day with joy I believe that we need to be a community and we need to be a family.

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We do variety of lesson plans is you know chemist that like learning, visual learning these is my board of technology this year we even acted out certain things from our just something where I can touch on everybody is learning style and once we can have the bisects move and go from there and then if I got a child that is struggling I can work one or more in my either rank in work one and one with him a heard and then the once or it excellent how it I can move on to a more elaborate concept.

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I went to play school and now I maintain the goal and then only thing where one, then a professional learning community and only focus on collaboration we say all students belong to all teachers, collaboration is came because it means my child your child gets the expertise of 3 or 4 Or 5 teachers working together to be able to determine how can ensure that student is successful.

Everything you do is differentiated to meet the needs of each and every student by the student by the skill, by the student by the skill those sets words in capsule from me specifically what it is that we do within a professional learning communities I am totally convince the students to do better in an exclusive setting and they what if there were surrogated or separated into separate classes.

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# Westglen

If we were a community school where school for all the children who in the community whether here call regular or whether you have diverse learning needs and how did you say that some kids can come to the community school and others cannot, I think we are moving to a more strength based approach where we look at diversity as a strength and some interview proud of we need to really focus on instruction and high quality instruction for every kid and universal design gives us a way of doing that event I think he is improving instruction across support.

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# Fraser

In closure as having everybody sitting on the table together making everyone feel excepted part of the change and there were all here to help and support one another in one ever way that they looks like. We have children in that have needs what can we do differently with what we have one of the resources that we do have is we have the people in the building under time let us take a look at how we can use those to maybe look at it different we show and how much children, so what the staff came up with was this idea are having time twice a day to work with as small grouping a classroom and the rest break children went towards called invention time.


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# Elizabeth Finch

Opening a new school was a great adventure and those were many interesting opportunities and challenges. Growing an exclusive culture in this school was part of the philosophy from the beginning. We are community school students who live in this community this is their school. So our job then we comes how do we provide learning and teaching for every single student who walks in our doors. Our staff had indicated that they would like to have time to observe in one and another classroom.

Both show the your were whether students is coming from and where they are going. As teachers we own we do in a lot of ways we owning classroom in beyond big way we like close that door it's all overall and it is scary teachers with your colleagues and put it out and say okay, just this is one duty because I am this questions and he have to be ready to answer the questions about.

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**M.E.  
LaZerte**

And I will be the trend ours we have been do in inclusive education for years and not because it is been a policy but because it is a belief that we have about what right for kids, we opened an academic support center. If a student's needs an accommodation such as reader for enhancement then the academic support center will provide that type of accommodation and that also includes things like the extra time they may need to use a computer.

Dear students, that accorded special needs coded yell L we have regular students that come into academic support students can come down spontaneously teachers can call and book students in I know when they leave us that they are going to be okay, because provided them with the skills that are going to be transformable for them in life that they are going to able up fiddle skills to other situations in my academic well.

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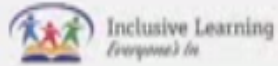
We look at the students and their needs of those students and we plan how they are going to implement correct them given a learning staffs and strategies we have within our classroom. Through our inclusive project we were in few things, I think we have learned that what we are doing for some of the students that have been coded and have placed in our school, those are the things we do for hostels.

Inclusion is not just bring the same air as I am a student you have to have the supports in place or there being successful inclusive setting then it is the right place for them to be. There is a worst need, there is a worst learners I meet it with diverse teaching and we have learning that looks like oxford of things in all different ways, in different places well it is just Juan we already to a making a paddle.

That sense of growing up in a community and there everybody has some value and home to play I think is absolutely curricula and if it does not happen in a cost you know then I do not know where else and what happen, as we learn a practice or police would change over time can we tell him I have to do that that practice in craft of teaching in he is cannot text where and when we do that can worry about actually haven in back to him with kids and change additions of Italian.  
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**Funding for the Action on Inclusion Project  
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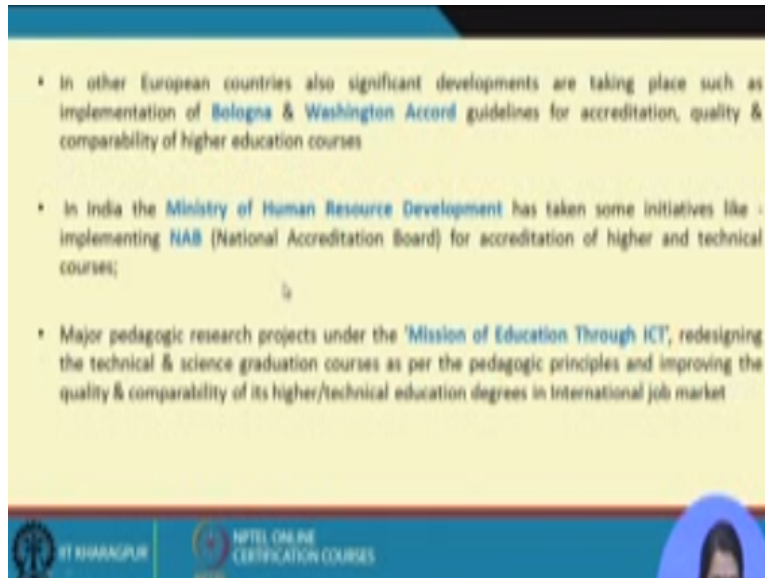
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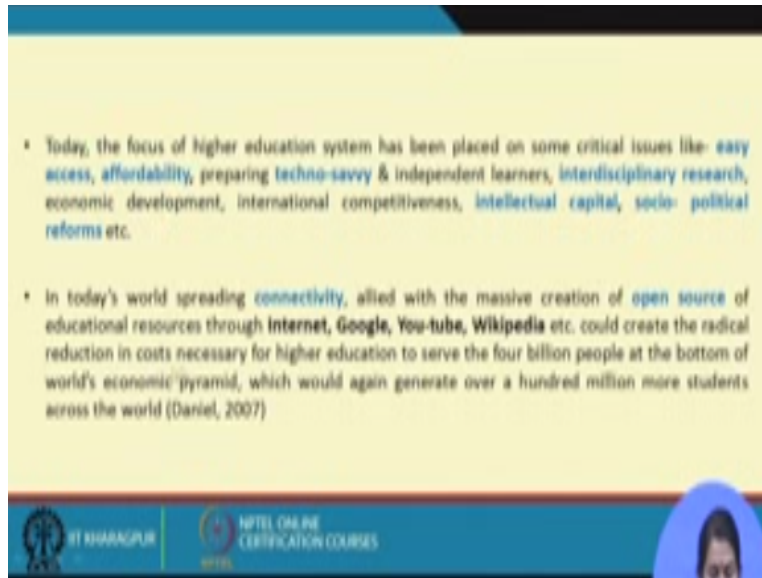


So here we have witness to not only the how diversity exist not only among the students among the teachers but again all of them there promoting inclusive education in the diversity context so now due to again we discussing about the adjusting current issues and challenges we are facing and there are current scenario so again moreover post globalization due to IT revolution and globalization also.

There also witness in major transmission is knowledge sector like we have many more virtual universities you have come up with online courses remaining in learning courses packages etc, and a large number of blue bleed network companies' are e also coming up in the education issue. Now education has become an industry has well and so many investor's ultipanies are coming up in this sector in this education industry so globally network companies are also coming up in education industry.

So I this changing on especially in easiest region so I know Japan Pi 1 and India are the new world players both educationally and economically suppose blood bastions in education Asian countries so all these great players are world new world players like china Japan inn Thailand and India or the investing hugely in the education and or then how to use ICT for enhancing the education and how to inflate the access the access to everybody then inter quality and all kinds of educational opportunity to everybody.

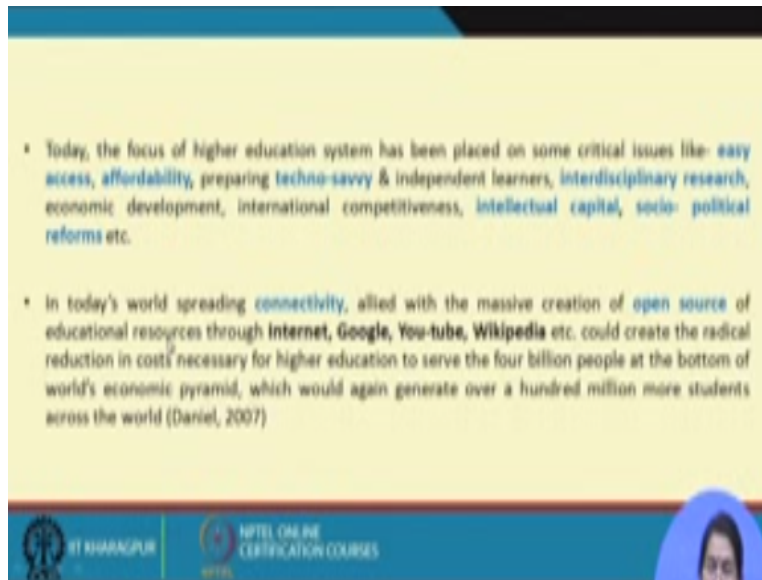
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So in other European countries also significant development has taken place that many such countries they have become the signature is the bologna and Washington at core so which I have specifies the guidelines of the crisis quality and comparability of the higher education course all across the globe. So similarly in India also MHRD also taken the initiatives like in your implementing the NAB national accreditation board for accreditation of the higher education courses technical courses which are so which can be compare table which can be comparable with all the world class gobbling university courses.

And major pedagogic research projection also come up under mission of education through ICTS so like for example though this project is a many science and technical courses graduation courses are being redesign on the basis of the pedagogical principles and not only to improve the quality and comparability of the higher education degrees and international job market but also to ensure the quality and accessibility to everybody.

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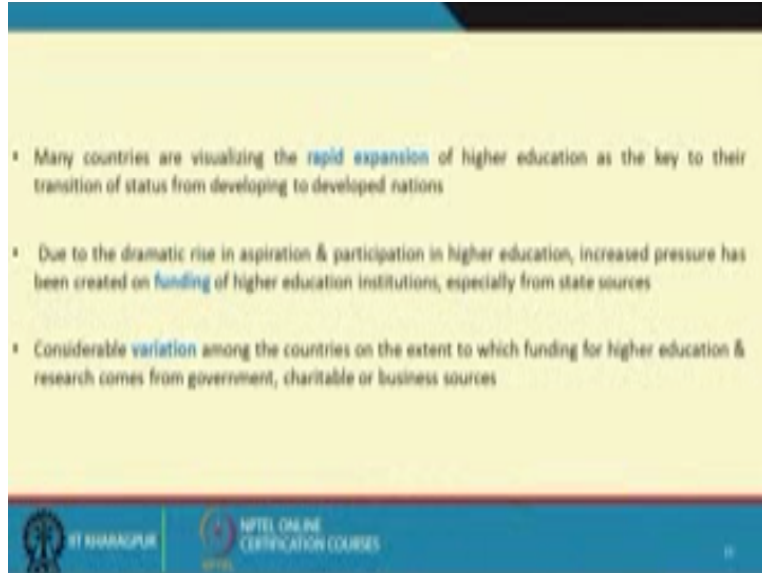


So today the focus of higher education system has been places some of the critical issues like EG access affordability and prepare in the techno survey in independent learners inter disciple research and economic development invest of the development international competitiveness intellectual capital socio political reforms so higher education specific value as emphasize on these issues and government has also making effort when enhancing the quality and accessibility of higher education.

So that more and more youth and younger generation they can have the higher education degrees and in today's worlds also spreading connectivity more of the spreading connectivity also has opened the massive creation and access of open source of education resource, now the thing now all the learning material and in resources knowledge resources are free through the internet, Google, YouTube, Wikipedia etc could also increase the access to quality education in terms of human resources and as a result of this it is also reduce radical reduction of the cause reduction of the cause necessary for higher education.

As because the human resources open to everybody is available to everybody so quality education has been ensured and so it has drastically cut down the education and higher education expenses and to serve before billion people at the bottom of world's economic pyramid so the main life is focus the major mission or goal of these open source of learning material is to be the equal access easy access to four billion people at the bottom of the economic pyramid which would again generate over a hundred millions of more students in across the world.

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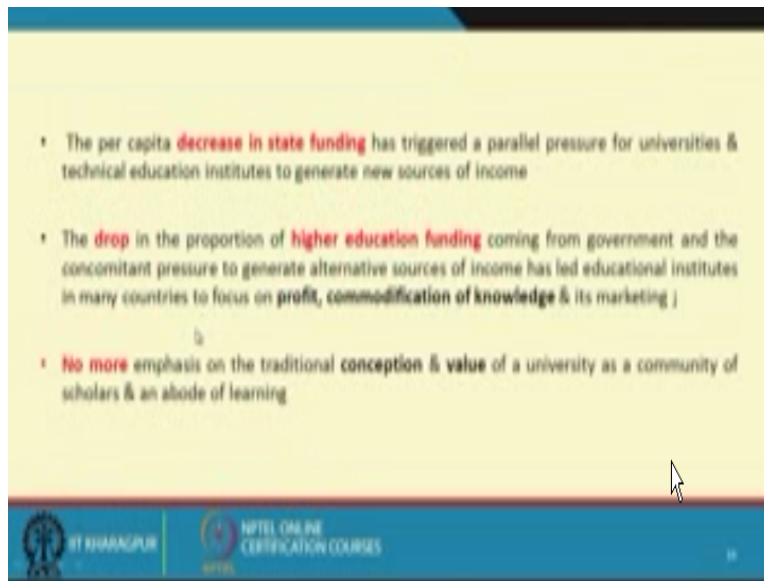
So that the primary goal is to give access to the students when the from the poor countries so that the million, million young adults they can also have the access to education and in future also the next generation of learners that they can also students of the higher education so many countries also have visualizing the rapid expansion of higher education and as the result they want to achieve the status of you know developed countries from the developing to the developed countries and but however due to dramatic rise in aspiration in participation in higher education increased pressure has been created and finding of the higher education institutions.

And especially from this details again the government of India which have theses spending lots of money in the higher education increasing taxes and the quality etc., etc., and so automatically it is also increased the aspirations of the expectations of youth of all people in our country so here comes from the question of funding what form of funding will come by this all the central universities.

And institutions are cutting and targeting the funding from this grounds but what about this state, state universities, state university colleges if is also therefore they are considerable variation exist among the countries as a among the countries to the extent to reach the funding of higher education and research comes from the government so, so many countries or other countries also well many countries responsible the public education school education.

To be the public and free to all limit like a from the up to class 12 higher secondary higher education becomes expensive so now there are the variations in terms of an in terms of funding sources from which the higher education responsible whether it is from the charitable trust or it is from government or from industry or from any private source etc.

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So these are the essence and moreover the per capita decrease in the state funding moreover state universities state colleges the per capita state funding education as a reduced and it has trigger parallel perceptions for the universe citizen technical institutions to general the new course new sources of income as there is a funding the sources of funding a very limited and it has decreased so the state universities as state colleges are not getting enough funding.

So they have to think of alternative ways of generating the new sources of income and aggressive he is drop in the proportion of higher education funding from coming from government there is nowadays government has also reduced the funding to the higher education institutions so automatically as a result of this economic pressure financial pressure now more and more private institutions are coming up private colleges are coming up and in many concrete educations is become more profit oriented and they want to commodity the knowledge in terms of.

You know the advertising in terms of marketing for the private colleges at the you know private schools etc so education has not becoming industrial investment venture were at the industries

are people are the business people are also investing and it now they have adopting the business language even in the education sector.

And no more information on the traditional concepts values have been universities has a communion scholars earlier have the value of the philosophy education to be that say to develop the ethics values humanity values of the ethics and universities you know embodiment of the knowledge and the community of scholars as second now no more this traditional values prevail now education has a sector is more become more of business light activities with the coming up to more private universities more private schools more business houses and investing in education.