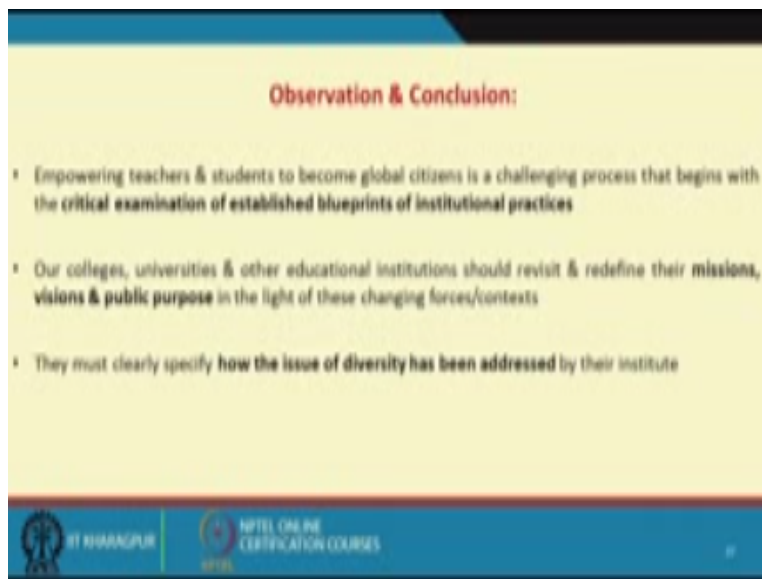


NPTEL
NPTEL ONLINE CERTIFICATION COURSE
Course
On
Educational Leadership
By
Prof. Atasi Mohanty
Centre for Educational Technology
Indian Institute of Technology Kharagpur
Lecture 22: Managing Diversity and Inclusion
(Contd.)

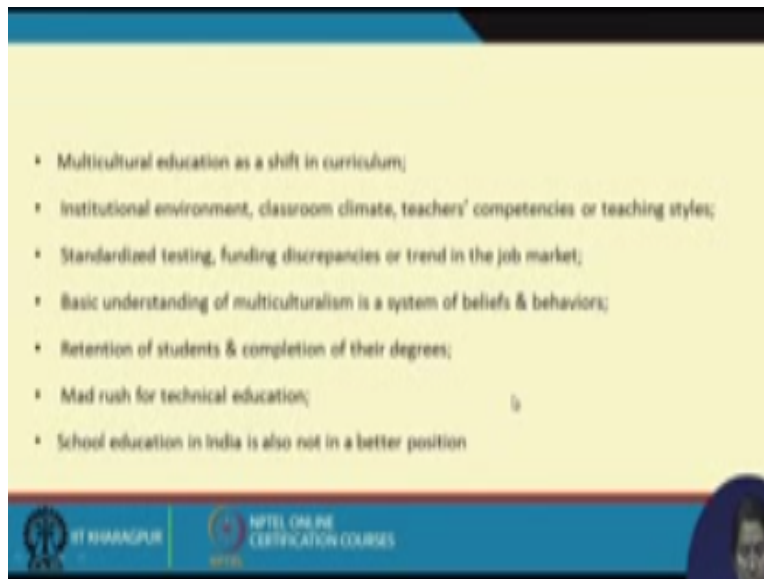
Welcome viewers to this NPTEL course on educational leadership in the last class we discussing about simonizing diversity and a inclusion, so we were at the towards the end of the subject like we are just concluding.

(Refer Slide Time: 00:33)



And making our observations in a very comprehensive way and suggesting some recommendations so as we have already discuss that how to prepare our students our teachers ours staff to be the global citizens by addressing the different issues of diversity and leverets diversity for the global benefit for the welfare of our community.

(Refer Slide Time: 00:57)



So in that way it has been suggested multi cultural education as researched in the curriculum so as we have already discuss the content and curriculum should also include incorporate the various global issues various cultural that means global cultural issues international issues international political issues economic issue social issue. So the education curriculum should be multi cultural so multi cultural education has been advocated and it should be a priority in the curricular frame work.

Then the institution environment class room climate teacher competencies or the teaching styles, we have to bring the reform and update our institutional environment to make it more eco-friendly sustainable to be more teacher friendly student friendly and more kind of you know independent autonomous kind of environment where everybody can freely express their ideas opinions thoughts etc.

It is more innovate it has to be very democratic atmosphere, then the class room climate is should also be very conducive and teachers competence teachers are very competent and enough to deliver their best their professional ill competent they maintain the high interpersonal relationship that teaching styles also is very suitable soar the individual for adopting heir individual learner styles and they use too latest technology for them not only for them curriculum transaction and delivery of the things.

But latest standards of evaluation assessment etc so the teacher are very competent to update themselves and the pedagogical approaches are very student friendly learner friendly or you know very kind of you know more democratic in its approach and innovative in its style. Then standard is testing to be introduced to maintain the equality to maintain the, you know transparency of the evaluation system then there should not be any funding discrepancy funding discrepancy so and we have to that means we have to be very vigilant about the market trend the job market trend and the what the employers actually they required their need what is the requirement of the organizations of the employers of the society etc.

Similarly we have to update the basic understanding of the multi cultureless is the system of believes and behavior so it multi cultureless or multi cultural education is not just enough for to be in the curriculum but we have to practice it in terms of our believes in terms of our behavior and performances and attention of students and completion of the students. Now it is not enough that the large numbers of students have enrolled themselves in an institution but they have not completed the degrees and courses.

So we have to ensure that the students wherever have enrolling the institution for different degrees and the programs their not only retain but this successfully could complete the degrees and their academic programs successfully and get well placed also in the job sector or in the society. So there mad direct for the technical problem but sometime few years back so there was a use mad direct for the technical education but that should not be there should be equally distributed the so that mad direct for the technical education has resulted in you know mass rooming of the technical colleges without maintain the good quality.

So we have to curve this we have to curve this trained of you know not opening the number of N number of technical colleges etc. rather we have to open more and more vocational at training centre for the skill development and how to tie up our institution with the vocational education or the skill development centers for developing this kind of skills and competency among our students.

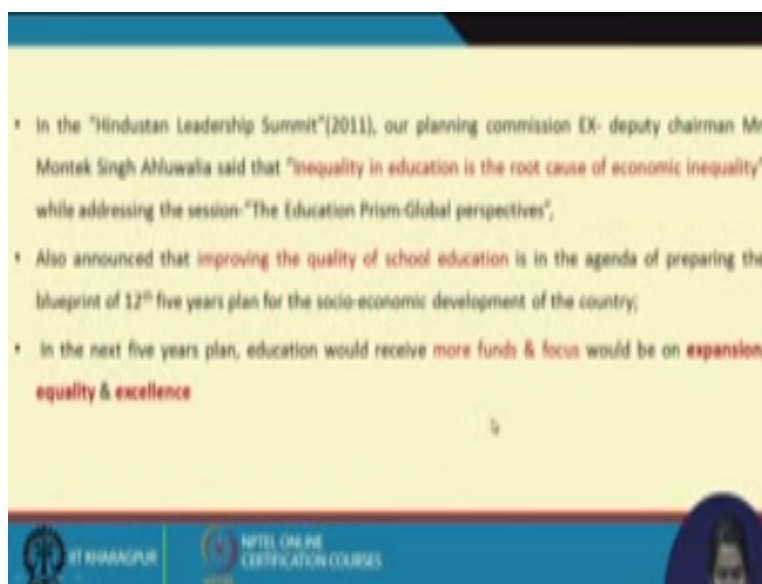
Then school education in India is also not in very better positions so and that is the nucleus of I can say our education system hence like in other countries like the you know some European countries like Pineland Norway's Switzerland etc, where the school education system is very robust very strong and all the citizens they are bound to attain this schooling from the public

school or a public education system. Hence we have to strain then or so public education system in our country that does not mean that we have to remove all the private schools or you can say all the international schools or the machinery schools rest of that does not mean that but we have to stern then our governments effort of making the school education more public and more qualitative and more with more kind of you know good teachers good info structure good technology access etc.

We have to stern then specially our government primary schools specially in the rural setup to stern then our public education system and to bring it at par with the private school or the missionary school so which are providing already providing the good quality because we have to remove the disparity among the learners among the lower socio economic stator that means the poor people those who cannot afford it they are not getting in to the good schools and in the government sector the primary school the rural school and they do not have sufficient you know sufficient quality education good quality education or info structure and they lake behind and as a result of that they drop out.

So we have to uplift the total school education especially in the government sector a public schools in the rural sector government sector public schools to bring the parity to bring parity in terms of quality education.

(Refer Slide Time: 07:13)



- In the "Hindustan Leadership Summit"(2011), our planning commission EX- deputy chairman Mr. Montek Singh Ahluwalia said that "inequality in education is the root cause of economic inequality" while addressing the session-"The Education Prism-Global perspectives",
- Also announced that **improving the quality of school education** is in the agenda of preparing the blueprint of 12th five years plan for the socio-economic development of the country;
- In the next five years plan, education would receive **more funds & focus** would be on **expansion, equality & excellence**

IIT BHARATPUR NPTEL ONLINE CERTIFICATION COURSES

Now in one of the submit our chairman or planning commissions he has one says that the inequality in education is a root cause of economic inequality as you have seen that inequality lies at the grass root level in terms of the access to school education like if in the rural sector even though the schools are there but there is of the poor quality in terms of infrastructure in terms of quality and even though the government is making effort to provide you know all kind of books learning materials and then uniforms with the meal etc.

But there is no regulatory body to control to monitor all these things so the regulation mechanism regulatory mechanism is not effective to monitor and supervise and bring it back to the main track so that is why inequality prevails especially in the primary sector in the rural sector. So that inequality in education is actually the root cause of the economic inequality, we can also even find out the difference between the you know central government school and the state government schools the public school private school nowadays it is international schools are there smart schools are there in metropolitan in the big cities etc.

And those people who can afford to attend the school there then be there from the higher economic started and they are studying in the school or as a poor people studying in the rural primary schools they could not get all these facilities etc, so they are not being motivated enough to come up to the higher education and seek good job. So there disparity begins there the inequality begins so we have to map this we have to map this we have to improve this and we have to make it at par.

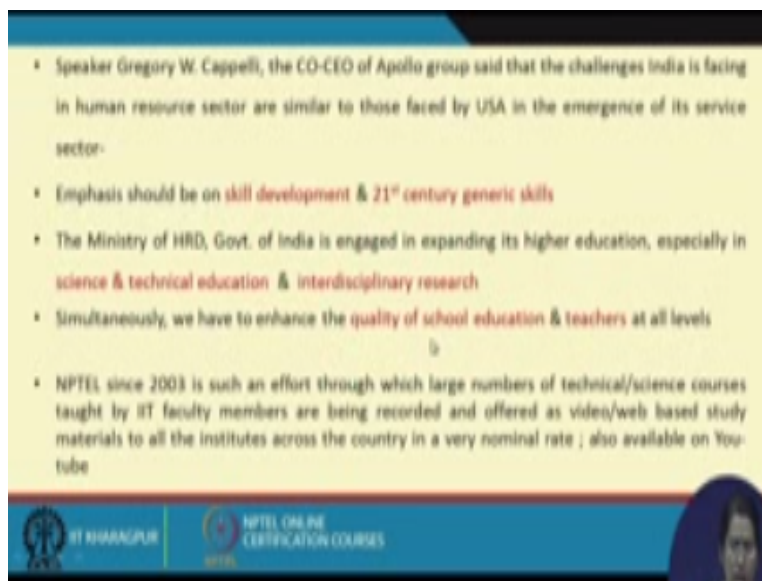
Similarly also announcing the improving the quality of school education is that are necessity it is the agendas of the preparing the, you know five year excellent plan or the socio economic development parameter. So improving the quality school education that is the main theme that is the focus of you know our bringing or developing or the whole education system or this is your concern this sit eh back born of our whole education system.

Even though we invest in the lot in the higher education but because of the poor quality at the school level poor quality of the student of the teachers at the grass root level at the primary school level so we could not get the advantage or the benefit of this huge resources. So therefore in the next five year plan he advocates for the more funds are to be allocated for the expansion of education it is not only in the higher education but at the primary level that is even though we

have we advocate for the right to education but we very often do not ensure whether the good quality education has been provided or not.

So we have to focus on the good expansion both at the primary and the school level and equality we have to ensure equality in terms access quality education info structure recourses etc and we have to target we have to focus on bring excellence academic excellence professional excellence.

(Refer Slide Time: 10:24)



- Speaker Gregory W. Cappelli, the CO-CEO of Apollo group said that the challenges India is facing in human resource sector are similar to those faced by USA in the emergence of its service sector-
- Emphasis should be on **skill development & 21st century generic skills**
- The Ministry of HRD, Govt. of India is engaged in expanding its higher education, especially in **science & technical education & interdisciplinary research**
- Simultaneously, we have to enhance the **quality of school education & teachers** at all levels
- NPTEL since 2003 is such an effort through which large numbers of technical/science courses taught by IIT faculty members are being recorded and offered as video/web based study materials to all the institutes across the country in a very nominal rate ; also available on YouTube

Similarly another company CEO is also said that means in one of the workshop he says that India is also facing some of the challenges in human resource sector like US also and US and other countries also in terms of in it service sector primarily. And that is why he has advocated for some of the reforms like imposes would be given on the skill development and 21st century generic skills, now our educational entertainers education leaders and the government they are also advocating for this skill development and introduce the different kinds of skill developments skill and is days and how to promote the skill development and training among our youth among our school drop prudes among our rural youths etc.

And how to develop this 21st century generic skills among them to be marked it ready to employment ready, so the MHRD also is engage is an expanding the higher education especially for science and technical education and but at the same time it should also focus on inter disciplinary research. So it is not just enough to expand it at the higher education level to but to focus on inter discipliner research through collaboration collaborative work out in industry and academy or what the industry accepts and the academy should also deliver it.

So inter disciplinary research to be promoted then we have to also enhance the quality of school education and the teachers at all levels that is quality of education in order to ensure the quality of school education we have to ensure that the teachers or of god quality teachers have been trained properly to just have been educated properly teachers are motivated enough to do the job similarly students will be more motivated to come to the school regularly and attend the classes.

So we have to promote quality education quality school education as well as the teacher's quality. So now the government effort have been made to you know to introduce so many projects and the national level projects and the machines like NPTEL so NPTEL national program of technology enhance learning it is an again it is a new venture is a may machining and the it is projects started from to 2003 and it advocates for the large number of the technical and science courses to be redesigned to be redesigned that means to be torch to be video recorded and being distributed to all the technical colleges professional colleges and now it is also being become the free in the most free in the U tube also.

So any college any student any teacher can go through this videos and can update the knowledge and the skills.

(Refer Slide Time: 13:04)

- All our academic institutions (both private & govt.) should **carefully plan for the future** & must ensure that **equity & access to quality education**, professional excellence, interdisciplinary research, & diversity management are expressed as the **core values/missions** of institutional climates & academic cultures
- From time to time they should conduct the **diversity audit to evaluate** how diversity is constructed, utilized, & embraced within existing interdisciplinary units & academic programme/s
- Our colleges & universities must **review their mission statements**, planning documents, assessment procedures, & budgets to ensure that quality & diversity are constructed as genuinely central to academic excellence

So all our academic institution both private and government should carefully planned for the future it is not just that we are checking out the action plans for the present year or the next two year plan but for the future keeping in mind our like 20202 vision or the 2030 version etc, we have to plan carefully for our future and must ensure that the equity and the access to quality education that means from the rural children to rural youth to the top level employee in MNC all of them they should have equal access equal opportunity to quality education to quality education profession excellence in to disciplinary research and diversity management should be the focus and at these are express in terms of the core values and the machines of the institutions the all the institutions they must focus in their vision and the machine and the goals action plans that how they welcome and diversity of the manage diversity where should be the core value at the machine of the agenda of their five year plan of their future plan.

Similarly they should institution should also provide the climate the work culture the environment the atmosphere to promote diversity to welcome diversity because you know it is also opens of our mind our outlook etc to know about the different you know people from all across the global from different corners of the world and to develop a kind of mindset to live together to the global citizen.

So from time to time also they should conduct the diversity audit to evaluate how diversity is consist of every institutions every organization every colleges every university from to time may be annually, they must make a diversity how deeds to evaluate how diversity friendly they are

how they are leveret the diversity what strength and weakness of they are in the diversity planning how they are utilize it how they are embrace it how they where execute the policies and implemented it and how they have encourage it in terms of inter disciplinary programs inter disciplinary you know activities inter disciplinary cultural exchange program.

Now it is you are having all these students exchange program facility exchange program scholarship program all across the globe for the collaboration partnership not only in terms of inter discipline research for post a doctoral program or you know technical b tech program intense program then imply exchange program all kinds of collaborations now it is exist and we must take advantage of this you must utilize this properly.

So our colleges and universities must be view that machine statement planning documents assessment procedures and the budget to ensure that quality and diversity or constructed ad genially central to the academic excellence. So from the quality from the diversity and inclusion to now quality how to blend quality with diversity so quality diversity and inclusion diversity automatically takes in to account the inclusion equality.

So how we can provide the quality and diversity, in a very constructed manner and it should be our central theme and it should be our central theme of academic excellence and professional achievements.

(Refer Slide Time: 16:30)

• The **public purpose of education system**, such as:

- i) To improve the **quality of teaching & learning** so as to ensure the domain knowledge as well as soft skills required for the workplace;
- ii) To provide **access to quality education & equal opportunity** to all races, ages, ethnicities & socio-economic backgrounds & ensure the commitment for **active participation** in civic & social life;
- iii) To serve as an **avenue of social mobility** for disadvantaged & minority citizens & as a place of **open debate** of critical issues

IIT KHARAGPUR | NPTEL ONLINE CERTIFICATION COURSES

Now the public purpose of the education system should be now as we have already suggested commended for now public school system should be to be very robust to be very you know value relent to very quality oriented to be very academic oriented etc so the public purpose of the education should be like to improve the quality of teaching and learning so the teachers quality to be improves the teachers must be motivated to deliver the base teachers academic excellence and the professional competence to be develop from time to time through continuous learning courses similarly the quality of teaching the curriculum similarly the pedagogue and the students performance students motivation for learning.

Student you know access to resources and ICT use technology use should also be ensured for the enhancement of the domain knowledge as well as the soft scales required for the work place. So from the very beginning from the school stage itself we must encourage we must incorporate we must integrate the diversity curriculum technology access open learning of resources learning resources and you know like technology access through by using the mobile learning you know why teaching them the teaching the students even at the school level through mobiles.

So by downloading so many of educational resources online tools etc, so through mobile learning also how to ensure the not only the domain knowledge but also soft skill required for the work place. If we can make our school environment very diverse from the very beginning from the primary level itself then we can update the domain knowledge our children or our students as well as the soft skills and interpersonal skills at the workplace.

So to provide the access to quality education and equal opportunity to all races, ages, ethnicities and socio economic back ground and the ensure the commitment for the active participation and the so civic and the social life. So again and again we are talking about the access to quality education and equal opportunity to in terms of resource available or recourse access, so access equal access to quality education to everybody to all children to all youth to all students and equal opportunity to all people to all citizens to avail the facilities to avail the resource to avail the facilities.

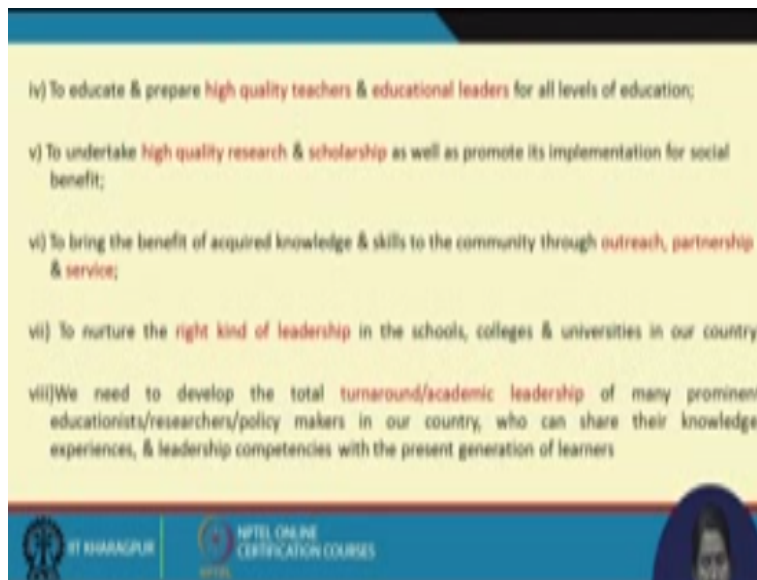
All across the authentic groups all across the different communities etc and to encourage them to motivate them to actively participant to participate in the social life in the civic life through service orientation through you know expanses are visas etc. so we have to develop this citizenly behavior that is the citizenly behavior so global citizens behavior and make them not only

socially aware of but to develop the kind of service orientation service orientation means I have been educated or my country is or my school is investing on me then hence I have to that means deliver something I have to give back to society something.

So that kind of service orientation should be developed from the very beginning so to serve as an avenue of social mobility for the disadvantage and minority citizen and it is the place of open davit of the critical issues, so education diversity friendly education school education or college education that means it should be a plat form for all citizens to for the social mobility to for the employment opportunity for you know for being the global citizen for open access from for resolving the critical issues of the challenge to be the active participant active social change agents and you know some global citizen, so who can deal with all the critical issues of the society.

Now with this social network like you know face book twitter or whatever technology access social network inset all our citizens all our children all or every citizen they are very active and they prove themselves to be the global citizens to by actively quickly promptly responding to a kind of critical issues challenges that we are facing and now it is, so it not only improves the social mobility but also gives a platform for the open debate and how to resolve the social problems and critical issues.

(Refer Slide Time: 21:28)



So to educate prepare the high quality teachers and educational leaders for all levels of education so expansion equality and access does not mean only for higher educational secondary level educational from at all levels of education so improving the high quality teachers quality is again is a big factor significant factor improving the high quality teachers from the very basic level to the top level and then at the same time educational leader we require and number of multiple number of you know large number of the educational leaders to lead all these educational institutions who would be the authentic leaders who will be the academic leader who will be the you know transformation leaders to bring all our institution to that highest level of global citizenship.

So to undertake the high quality again high quality research is also require high quality research and scholarship as well as to promote its implementation for social benefit. So research is not meant for being kept in the library or in the you know laboratory itself but how this inter disciplinary research and the scholarship should be utilize for the social benefits like for example we have the energy crises we have the you know sustainability crises we have the water crises we have the these crises or that crises so we have to find out this solution through inter discipline research through laboratory research to fundamental research to applied research and we have to immediately implement those things to resolve our socially with this economic issues.

So to bring he similar to bring the benefit of the accord knowledge and skills to the community throughout rich partnership and service so here is that we have to all of us we have to develop

the service orientation that besides formal and informal education how we are going to serve our community to serve our society to serve our people and for that matter how to design our outreach program outreach community outreach press community outreach programs I have to serve the society community and how to you know how to establish the partnership how to negotiate how to establish the partnership with different agencies with health agencies with the government agencies igneous with the you know with the even with the business houses like business houses they have the CSR activities curve for socialist mistrial re-activities.

NGO s also working in the health and education etc so how to negotiate how to develop that network to build the partnership with different agencies working in different areas so we if you can develop that net to work and we can work collaborate then the ultimately the outcome the result will be immense and marvelous for the social benefit.

So to nurture the right kind of leadership in the schools colleges and universities in our country so leadership is it is high time now we need the high quality of committed leaders educational leaders and not only in our colleges and the universities what are the schools at all level at our schools at the block level schools rural school primary schools secondary school at all level we require a large number of huge number of educational leaders and the leaders having the high value orientation commitment professional assents you know ethics values and they are committed to deliver the best.

So that is why this course is meant for encouraging all our students and teachers and youth to be the educational leaders to because we are falling short of that those people who that no should lead out educational institutions we have enough leaders in the large organizations in the big business house but we do not have that much of sufficient number of educational leaders at our educational institutions.

So we need to develop the total turn around academic leadership of many prominent education is educational research of the policy makers in our country, so those we are talking about the educational leaders those who are not just principles not just head masters or the wise ten slates but they are committed authentic academically does means not only they have the orientation they have the vision they are admission they are the committed to be the academic leader or authentic leader and we have to nurture those kind of leadership quality among them and we

have to develop a large number of turnaround leaders academic leaders to bring improvement in our academic institution and the education system as a whole.

(Refer Slide Time: 25:58)

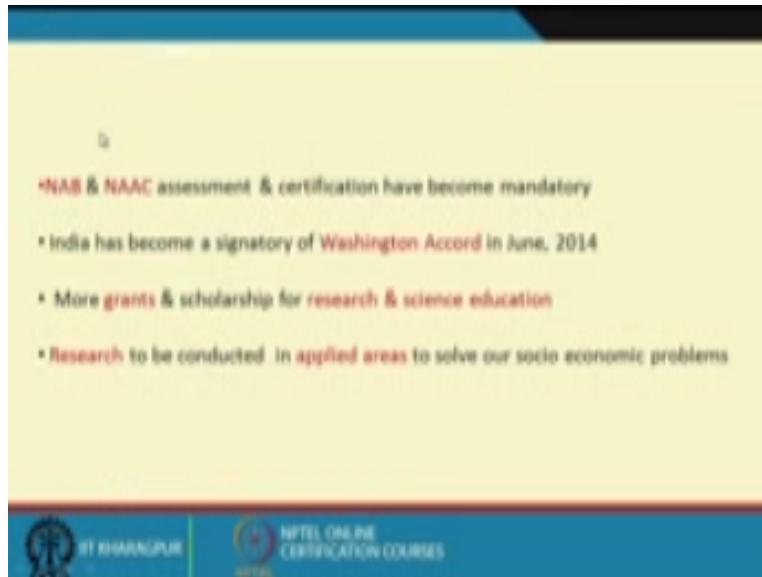


Now the risen of the recent development have already taken place like you know recently the government of India is already started international knowledge commission or knowledge network to coordinate and connect all the top bras universities and institutions across the country but however as you have already discussed we have a very tiny layer of top universities and we have to increase not only in terms of the number of academic institutions and schools and colleges but in terms of quality also.

So MHRD has also started expanding its access to higher education by providing different kind of you know courses different kinds of course quality study materials through NPTEL videos and also where introduce virtual labs and the various in-service to any training programs for the teachers continuing teachers then also bringing or revising the curriculum and pedagogy through introducing some taxonomy some pedagogical frame work then by using ICT and again also Indian mook like this course is also wanted at the mook platform.

Like creating the massive open online course different kind of courses, professional course, technical, courses, humanity courses, management courses and cater to the needs of our huge population you know all across age groups to not only make them educated or updated and competent enough but you know to improve their job skills also at professional scales.

(Refer Slide Time: 27:37)



So similarly we have to uplift our you know credibility and the authenticity of our curriculum degrees and the pedagogy at the international level. Hence we have introduced this NAB national academics board and national assessment council for certification which has become now it is become mandatory that means every educational institution needs to certify their own institution in terms of NAB and they must accurate at minimum level of eligibility criteria. So in Indian has become this signatory of Washington accord.

You know that is the world class asterism, land mark or the parameter like to declare that our entire courses curriculum etc at the par with the international standard and all our students and employees they can easily qualify for attending in the interviews and all the academic courses at the global level. so India is become a signatory Washington accord in June 2014. And more the grants and scholarship should given to the science education technical and education for the research.

And research to be conducted in applied areas to solve our economic problems, research should not be very musical or very theoretical or we can say idealistic value oriented only but it should be addressed. It should be in applied area, so that it can resolve our social economic problems. So more educational should be open to educate to use for our educational for the skill man power

development and to improve the infrastructure for creating a better learning environment. To compete again in the dollars based economy.

Because they are presently the economy is knowledge based is intellectual property right patent, copyright it is the age of the knowledge. So to compete in this knowledge based economy we really need to invest equally in our primary education, higher education, as well as teacher education. Now we can say that these are the 4 pillars of our education system, we have to strength primary education, we have strength higher education systems in terms professional knowledge skills competence. Again we have to introduce the vocational education for those who do not go the higher education and again we have to improve the teachers quality and strength our teacher education system.

So we can say these are the 4 pillars of the education system and we have to equally extend all this four pillars so the reform has just started but very late and more yes the government is already taken from initiative and it is already started but it is you know you can extensive moving very slowly you have to very speedy you have to very active and very prompt and very poor active in moving.

And to compete with other especially other ancient countries like the china Hong Kong and Korea South Korea and etc Japan etc in terms of the technology in terms of the quality in terms of health in terms of technology access quality education etc. and for that matter and we people of India we the youth of India we the teachers and the students of India we must act proactively prompt very prompted to strengthen our education system.

(Refer Slide Time: 31:03)



So in this context I would like to see this you tube video.

(Refer Slide Time: 31:07)



(Refer Slide Time: 31:18)



(Refer Slide Time: 31:25)



(Refer Slide Time: 31:36)



(Refer Slide Time: 31:41)

STEP 2 ➤

Social and Emotional Learning

SELF-REGULATION COLLABORATION

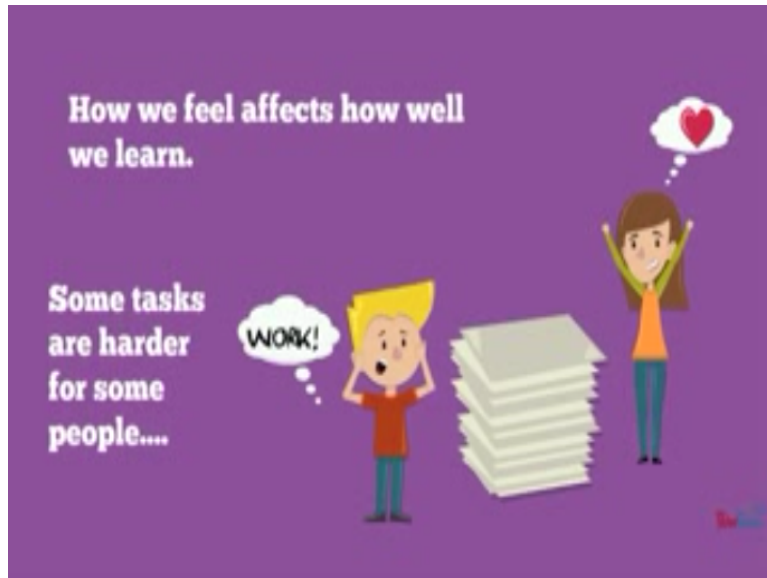
CONFLICT RESOLUTION

EMPATHY

GENEROSITY



(Refer Slide Time: 31:54)



(Refer Slide Time: 32:03)

**So we explain that each person has
different strengths to work with ...**



**...and that everyone has
weaknesses.**

(Refer Slide Time: 32:17)

There are different kinds of smart...

Knowing and using YOUR strengths builds confidence.

Knowing and using YOUR strengths builds confidence.

(Refer Slide Time: 32:29)



(Refer Slide Time: 32:34)



(Refer Slide Time: 32:44)

It takes
TIME
to teach these skills, but it's
WORTH
the investment.

It saves time in
the long run.
Happy, calm
kids can do
more.

A cartoon illustration of a young girl with brown hair, wearing an orange shirt and blue pants, standing with her arms raised in a happy gesture. To her right is a large, stylized clock with a blue border and a white face, showing the time as approximately 1:50. The background is a solid light blue color.

© 2012
Khan Academy

(Refer Slide Time: 32:59)



(Refer Slide Time: 33:03)

**Independence is useful,
BUT CARING ATTITUDES
AND BEHAVIORS
SHRIVEL UP IN A CULTURE WHERE EACH
PERSON IS RESPONSIBLE ONLY FOR
HIMSELF."**

ALFIE KOHN



(Refer Slide Time: 33:11)



(Refer Slide Time: 33:20)

**We also learn how to collaborate, putting
our different strengths together.**



**Because
thinking
together means
thinking better!**



(Refer Slide Time: 33:32)

Working together with people who have different strengths builds appreciation for diversity.



(Refer Slide Time: 33:38)



(Refer Slide Time: 33:45)

We collaborate as teachers and leaders.



(Refer Slide Time: 33:54)



(Refer Slide Time: 34:04)

DIFFERENTIATION TOOLS



ADAPTING THE TASK
TO EACH LEARNER'S
ABILITIES

(Refer Slide Time: 34:13)



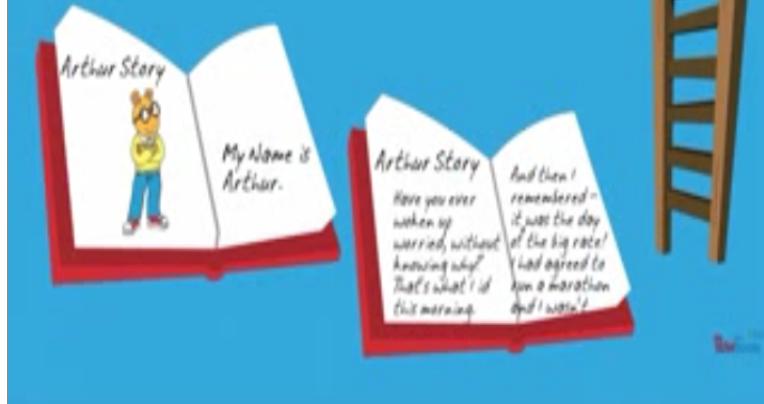
(Refer Slide Time: 34:23)

Use different ways to show understanding.



(Refer Slide Time: 34:34)

Provide tasks and challenges that allow for different ability levels.



(Refer Slide Time: 34:44)



(Refer Slide Time: 34:54)



(Refer Slide Time: 34:59)

**Taking care of our brain means
taking care of our body.**



DRINK LOTS OF
WATER



EAT NUTRIENT-RICH
FOODS



GET ENOUGH REST!

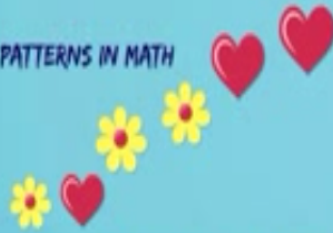


(Refer Slide Time: 35:08)

**Brains learn by
making connections...**

PATTERNS IN STORIES

PATTERNS IN MATH



so we help kids find them.



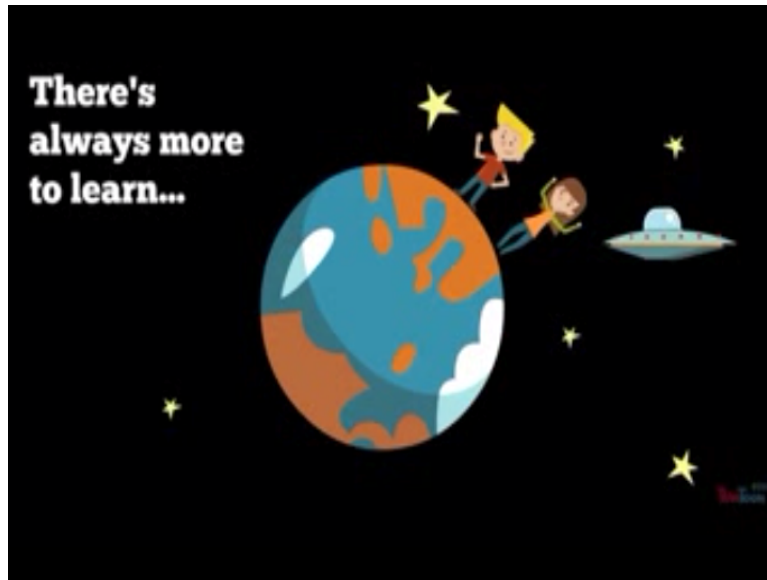
(Refer Slide Time: 35:17)



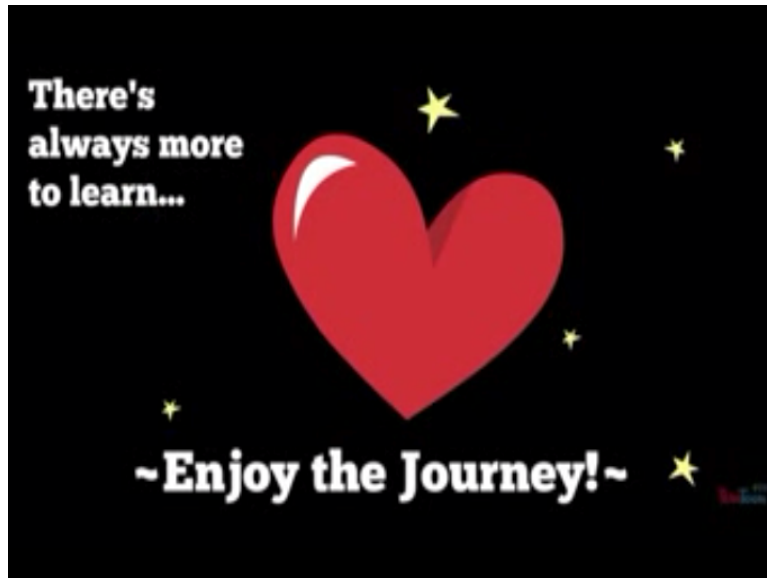
(Refer Slide Time: 35:22)



(Refer Slide Time: 35:30)



(Refer Slide Time: 35:35)



(Refer Slide Time: 35:38)



So thank you very much I hope you have learned a lot from this course and you will be applying this in your day to day life in your education in your academic behavior thank you very much once again.