

Entrustment of Academic Leaders in Tripura

With a view to strengthen the foundational literacy and numeracy of the children at Elementary level in Tripura, a comprehensive Learning enhancement programme namely '**Nutan Disha**' was launched in 2019-20 .

To give an impetus for improvement the quality of teaching learning the concept of entrustment of a team of teachers to act as Academic Leaders was conceived. The teachers would be selected from various levels, districts, subject etc. based on their pedagogical brilliance and level of motivation. A classroom demonstration, academic achievement of existing students, academic qualifications and an interaction would be held with selected teachers.

In the context of assignment of Academic Leaders, following was resolved

- I) In case of withdrawal of teacher, selected as Academic Leader, leads to an adverse PTR or subject specific scarcity of teachers, then a substitute would be given in that school.
- II) The posts of these teachers would be moved to the Block Headquarter from where they would draw their salaries, leave etc.
- III) They would undergo extensive training in pedagogy, content, communication skills, motivational abilities, paper setting, evaluation etc. They would undergo about 30-40 days of training in a year and would be assigned 10 -20 specific schools each for their particular level and subjects.
- IV) They would be responsible for conducting trainings, designing training materials, developing academic material, developing exam papers, providing classroom support, classroom observation and feedback to teacher etc.
- V) They would be under administrative control of a HM/IS level official at the block level for attendance monitoring, leaves etc. And linked directly to specific branch head in SCERT, which would lead the quality campaign.
- VI) The SCERT will set up verticals on same lines as Academic Leaders using their existing staff , presently mostly on deputation from schools, which may be slightly increased in number to strengthen the academic capacity of SCERT.
- VII) These teachers would be expected to deliver at least 10 lectures a month in any of their mentee schools.
- VIII) Their format for performance appraisal will be revised to suit the new parameters of performance appraisal. Both their administrative head at the Block level and academic head in SCERT would write their appraisals with 50% weight age to each.
- IX) 1/3rd Academic Leaders would revert to their schools every year, w.e.f 3rd year after commencement of implementation.
- X) In case of regular teachers, their acting as Academic Leaders would have no bearing on the inter seniority of these teachers Vis-a vis their peers who are not acting as Academic Mentors.

Under 'Nutan Disha' all the Academic Leaders were imparted training on schools with the received inputs from the Resource Person of Pratham Education Foundation . Subsequently, 15000 teachers of the state were trained by them in cascading manner. Laptops were provided to the Academic Leader for hassle free coordination in their respective jurisdiction

Service of Academic Leaders have been extensively utilized for training of teachers at District / Block level in implementation of 'Nutan Disha' at successive phases covering Baseline Survey tool , CAMAL Pedagogies and conduction of learning enhancement classes for the students with gap in learning level , Grouping of Children based on learning level .Weekly Tests to assess progress periodically , Uploading of data in EmpowerU Shiksha Darpan App ,Implementation of Mission 30 :30 ,Activity based Learning 'Ektu Khelo Ektu Padho' and Interim Assessment to assess loss in learning level due to school closure pertaining to COVID-19. 16 Academic Coordinators posted in District HQ

