

WELCOME

Capacity Building Program for Principals

Zonal Education Office - Kalmunai

4 QUALITY
EDUCATION



THE GLOBAL GOALS
For Sustainable Development

05 Dec 2021

தலைமைத்துவ மற்றும் புத்தாக்க திறன்கள்

[Leadership and Innovation
Skills for Quality Education]

[From Theory to Actions]

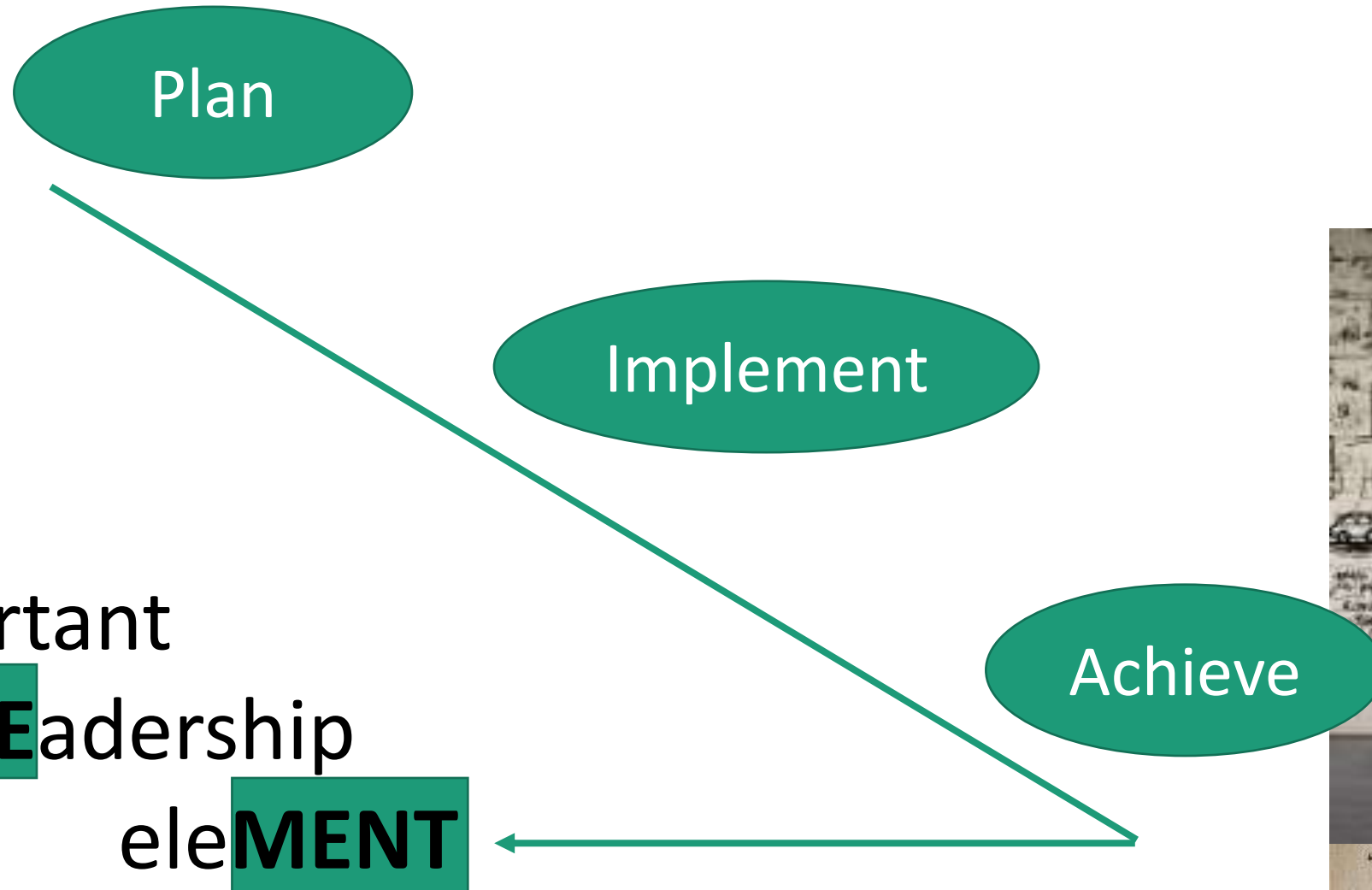


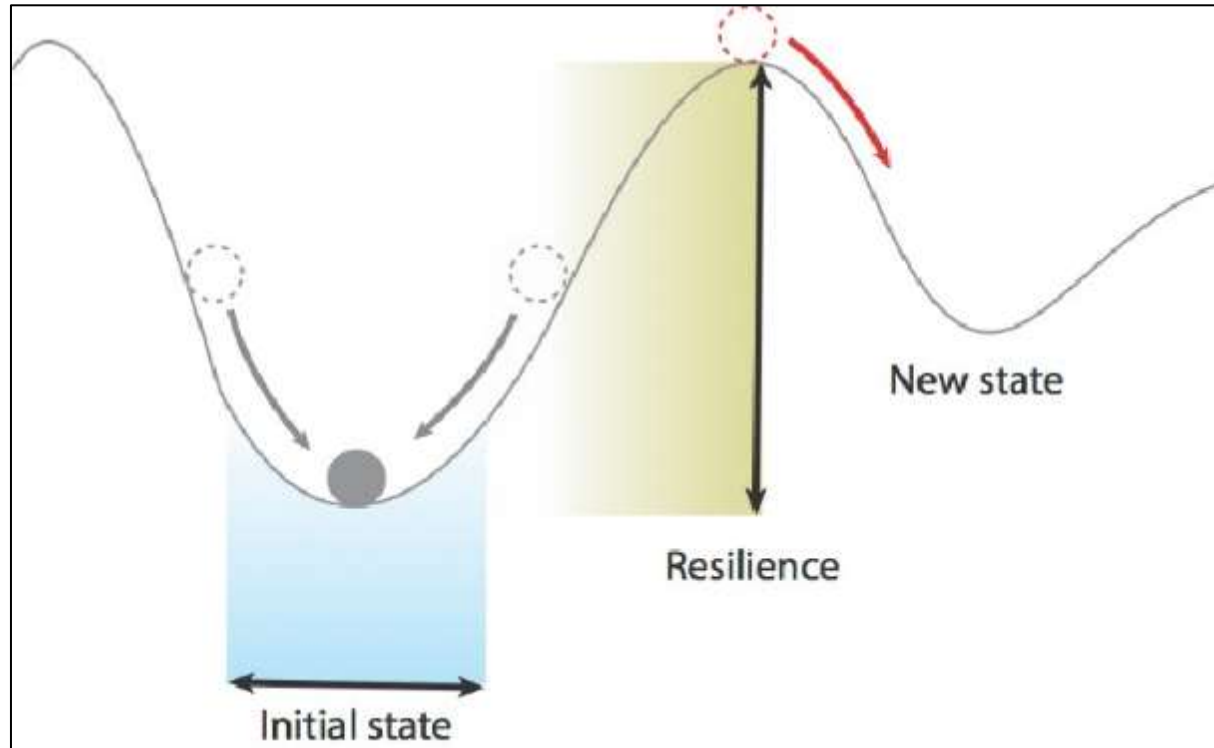
Contents

- 1. You are a Leader in education**
- 2. You have great innovation skills**
- 3. You will improve systems in schools**
- 4. You will support quality education**
- 5. You will improve the life of children and youth**

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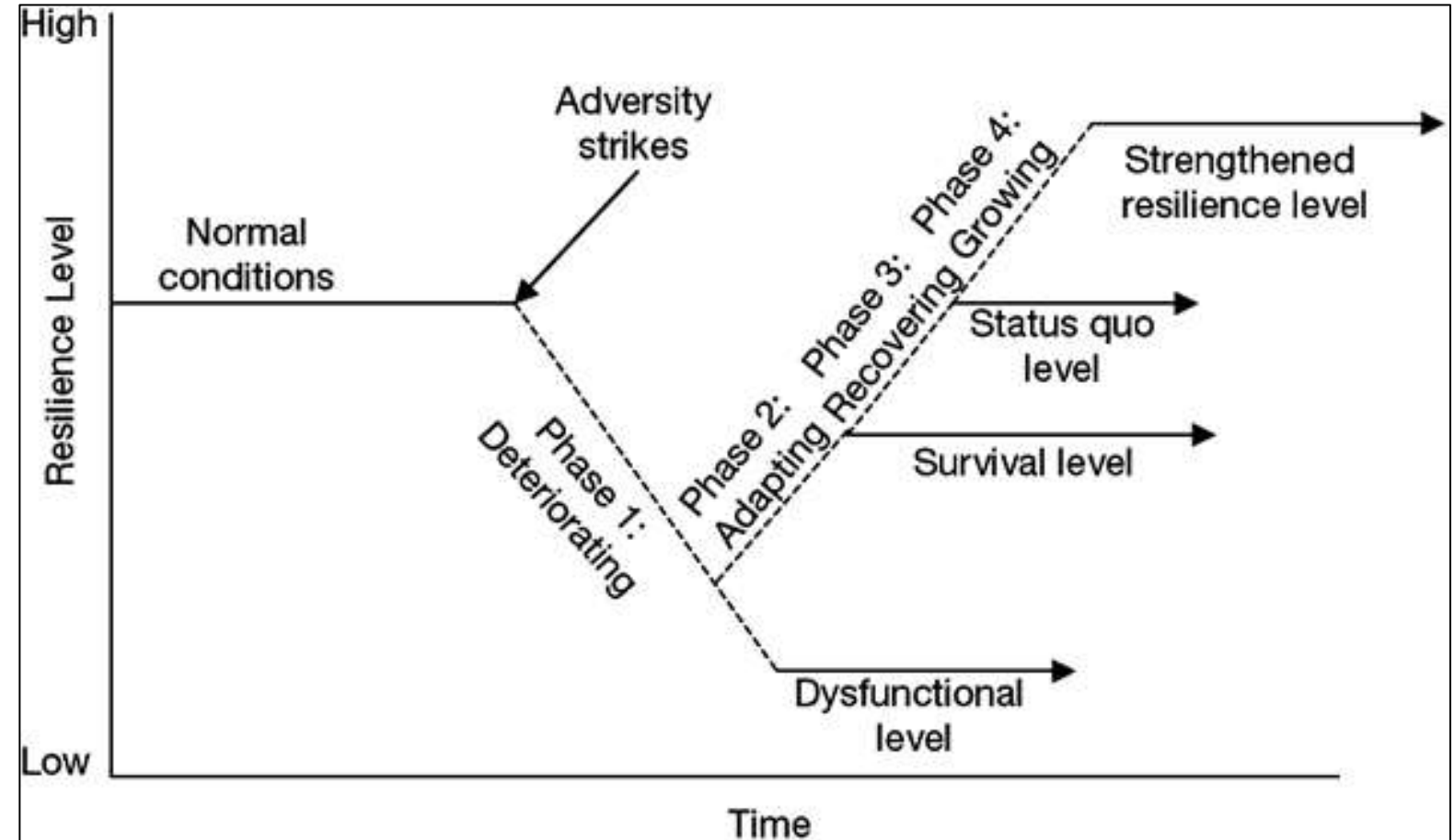
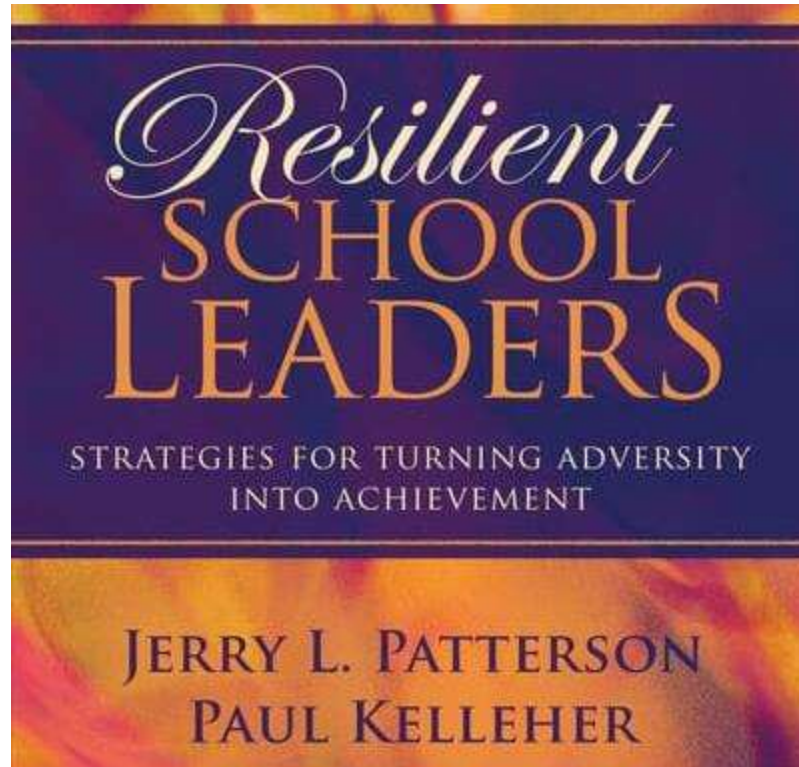
Leadership in Education





Six strengths that enable resilient leaders to powerfully influence organizational culture

- **Accurate assessment of the past and current reality**
- **Positive views of the future**
- **True commitment to personal values**
- **Strong sense of personal efficacy**
- **Wise investment of personal energy**
- **Courage to act on convictions**



The way things
are NOW

What needs
to happen?

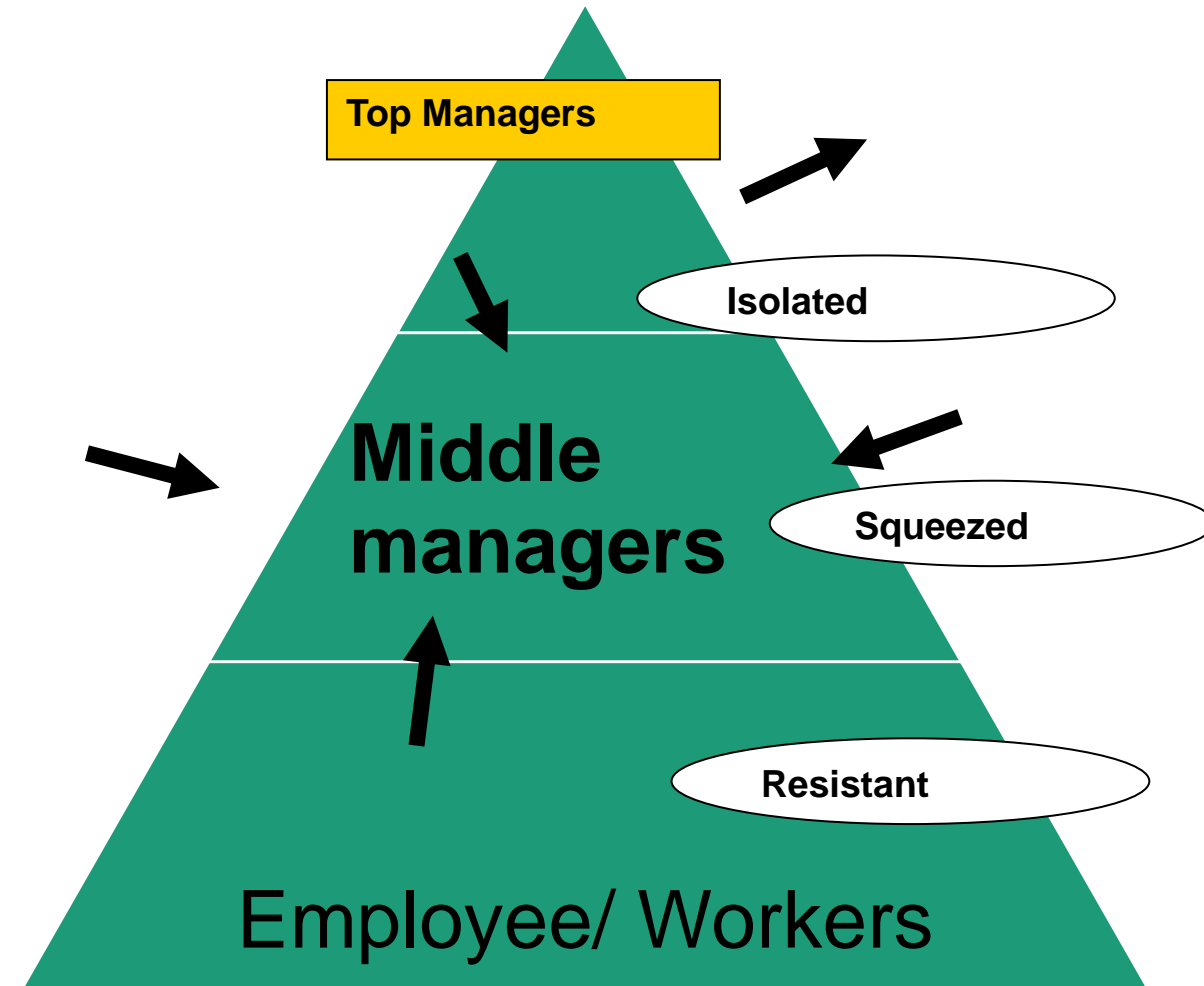
The way we
Want things
to be



What changes have your organization faced during last two years and what is its impact on you and your organization?

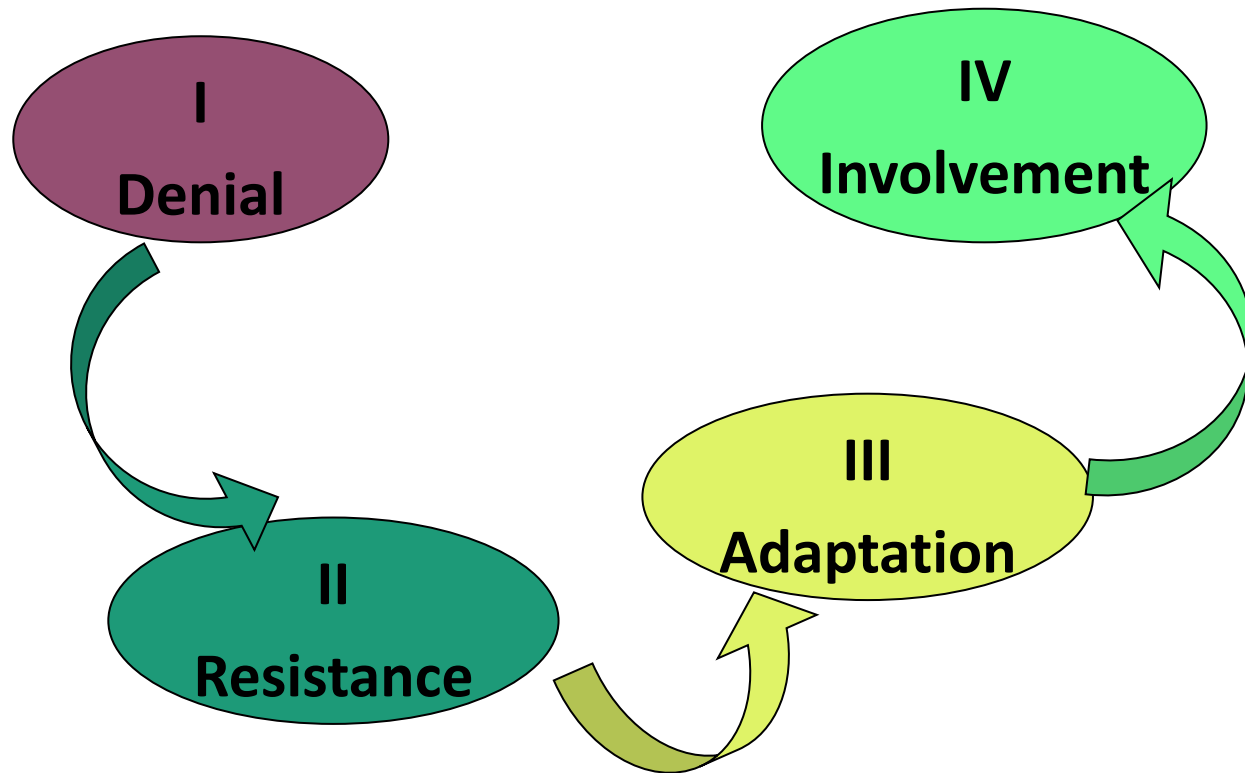


- ☞ **Change creates a pressure in any organization**
- ☞ **There are different responses to change among the different levels**



- ➡ **Have a good reason for making change**
- ➡ **Involve people in the change**
- ➡ **Put a respected person in charge of the process**
- ➡ **Create a change management team**
- ➡ **Provide training in new values, skills and behaviors**
- ➡ **Bring in outside help**
- ➡ **Establish symbol of change**
- ➡ **Acknowledge and award people**





- I. Denial: No problem - **Build awareness**
- II. Resistance – opposition and negative attitudes (most difficult stage) - **Conflict resolution**
- III. Adaptation – acceptance begins, learning - **Goal setting & problem solving**
- IV. Involvement – active participation in change - **Team building**

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Mullah Nasruddin was throwing handfuls of bread all around his garden.

“Mullah! What are you doing?” his neighbor asked.

“Keeping the tigers away.”

“but there aren’t any tigers for thousands of miles!”

“Exactly. Effective, isn’t it?”



You are in your school office /classroom

2

**There is an
earthquake?
What you will
do!!!!**

???

You are in your school office /classroom,
There is an earthquake? What you will do!!!!



Decision
-Making

Problem
-Solving

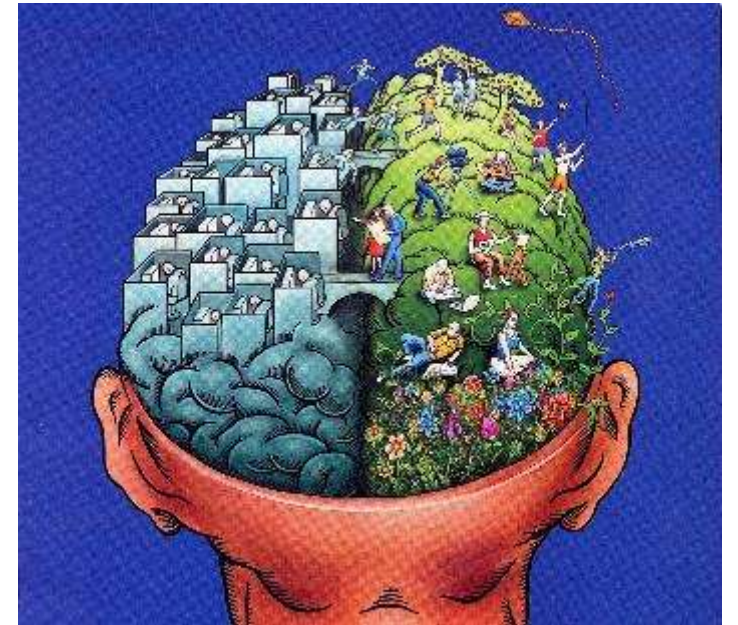
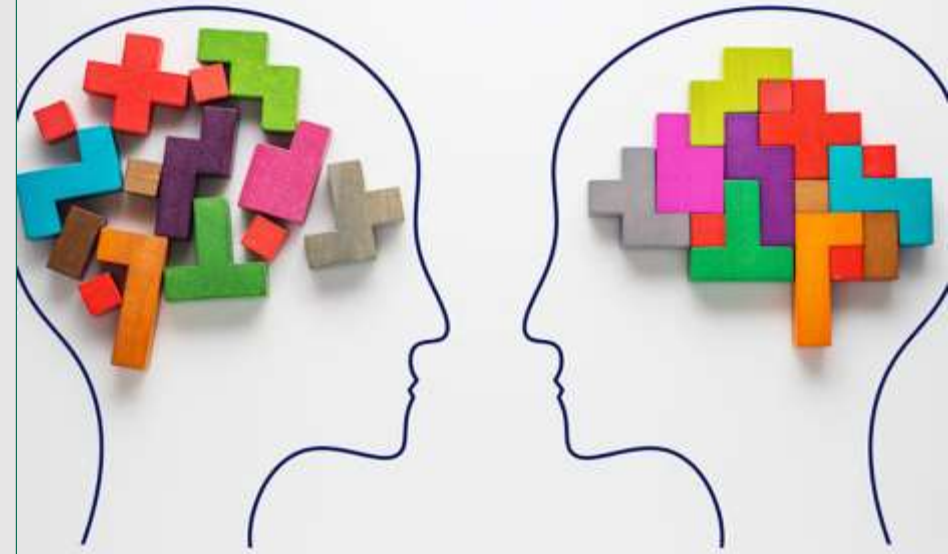
**Protect yourself
during an
Earthquake!**



**Shake
Out**

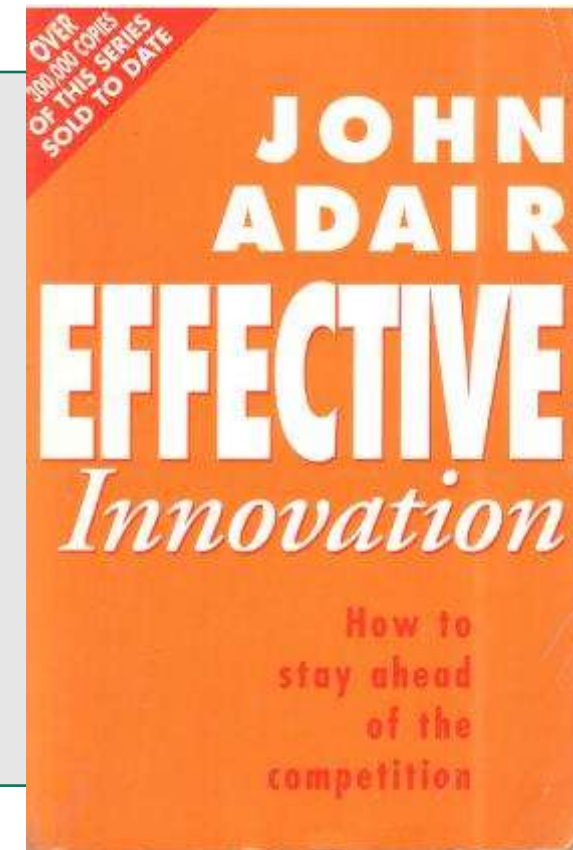
**‘What a wonderful thing the
human brain is’!!!**

**‘It starts working when you
wake up
AND
Stops as soon as you get to
the office’**



Design to deliver a new product or service under conditions of extreme uncertainty

7 Habits of successful creative thinkers



7 Habits of successful creative thinkers

- 1 *Going beyond 9 dots***
- 2 *Welcoming chance intrusions***
- 3 *Listening to your depth mind***
- 4 *Suspending judgement***
- 5 *Using the stepping stones of analogy***
- 6 *Tolerating ambiguity***
- 7 *Ideas banking***



Creative thinking
Makes it possible

Teamwork
Makes it happen



Motivational Leadership

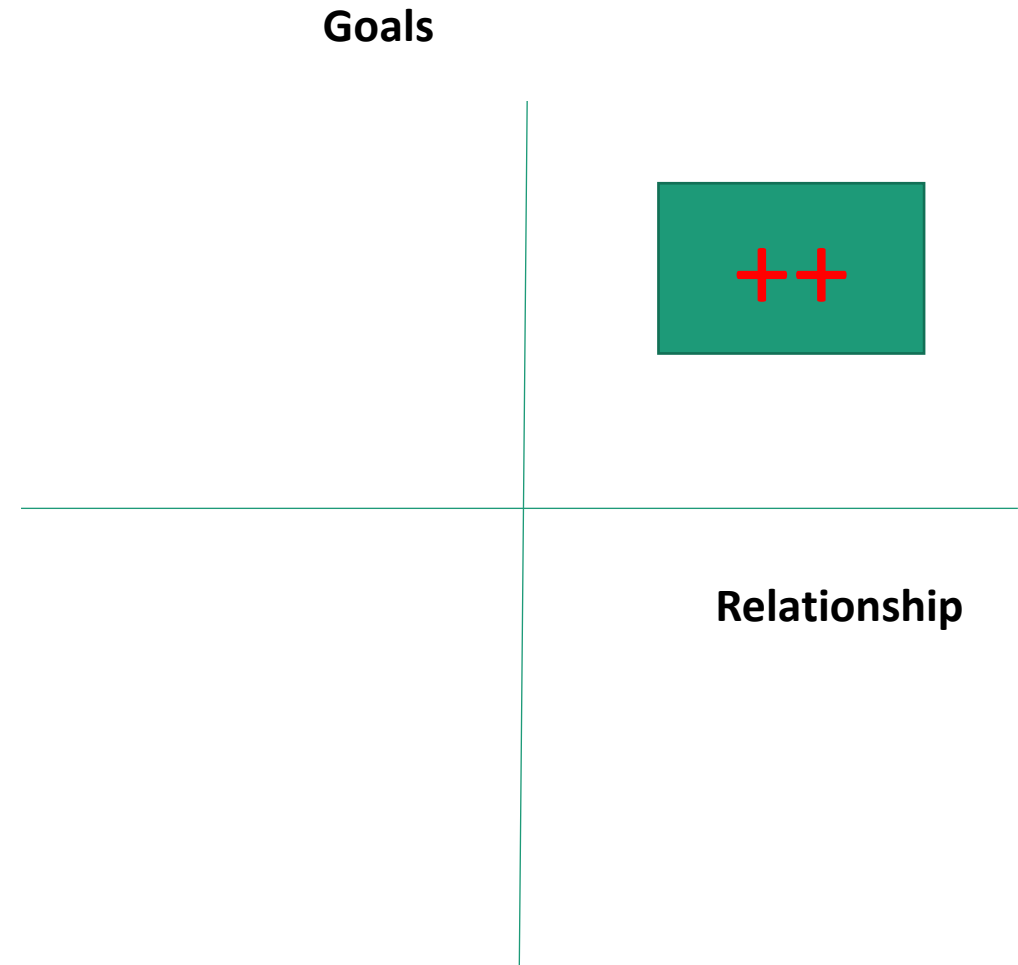
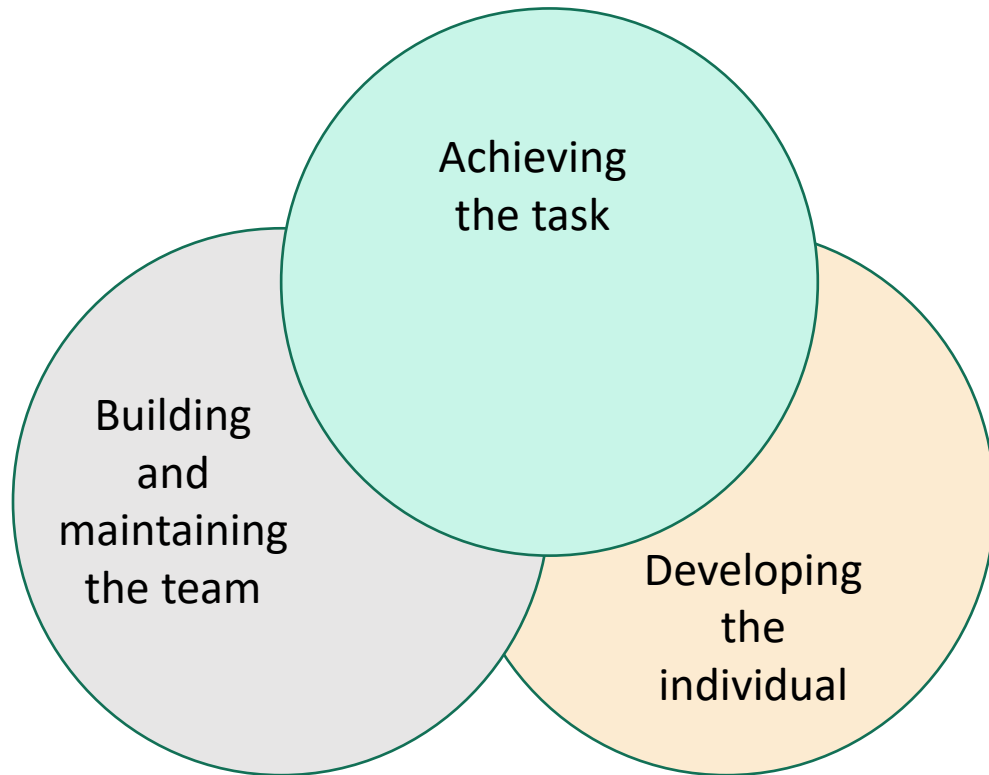
2

- **Build and sustain** teams
 - Support a **functional** workplace

AND...

- **Engage** others to accomplish a goal
 - Be a **visionary** leader

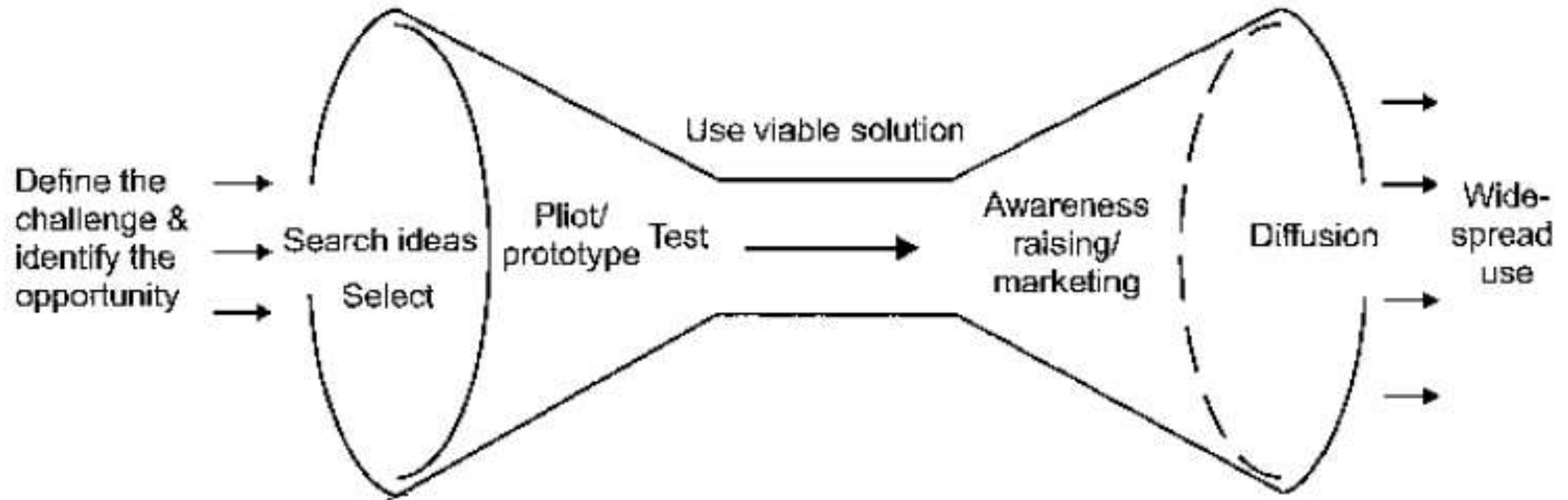
Team needs Leaders. What are the core responsibilities of a leader for innovation



Never be afraid to try out new things!

You may fail.....

But you learnt something and will provide more confidence for future improvement



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**Special situations when
confronted with difficult
people and situations**

Focus on Interests, not Positions



ROADBLOCK

Focus on Interests, not Positions

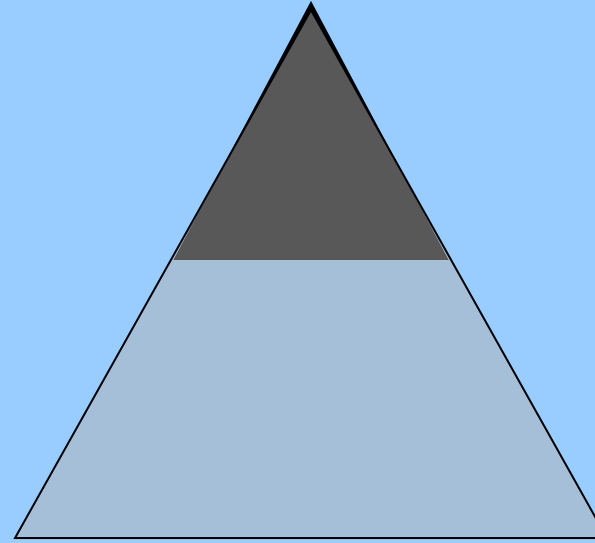
3



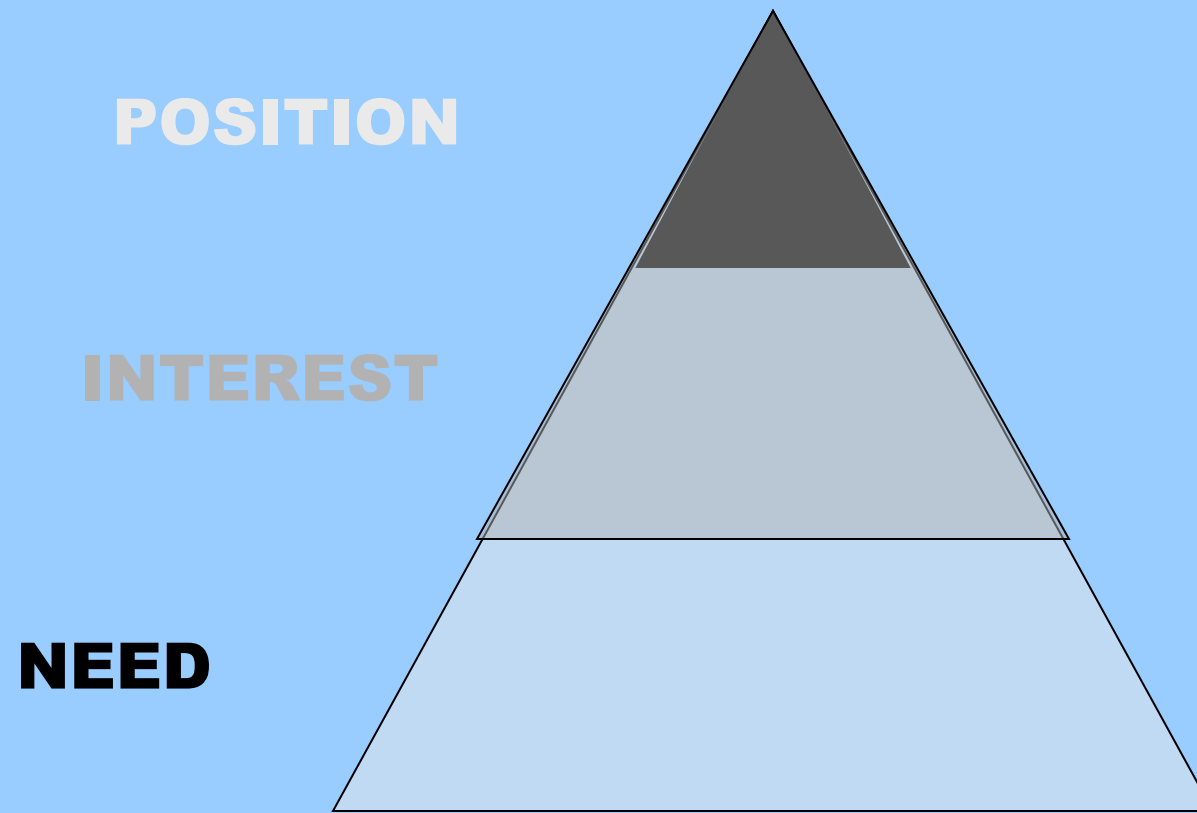
“You have to let me cross this checkpoint right now!”

POSITION

INTEREST



***“I’ve promised to be at the
coordination meeting in Susa at
1500 today”***



The basic underlying human needs that are typically understandable by both parties involved

“ I need to keep up with critical developments and I need to be respected by others in the coordination process”

Now from the checkpoint guard's viewpoint:

3



POSITION

“You cannot proceed through this checkpoint”

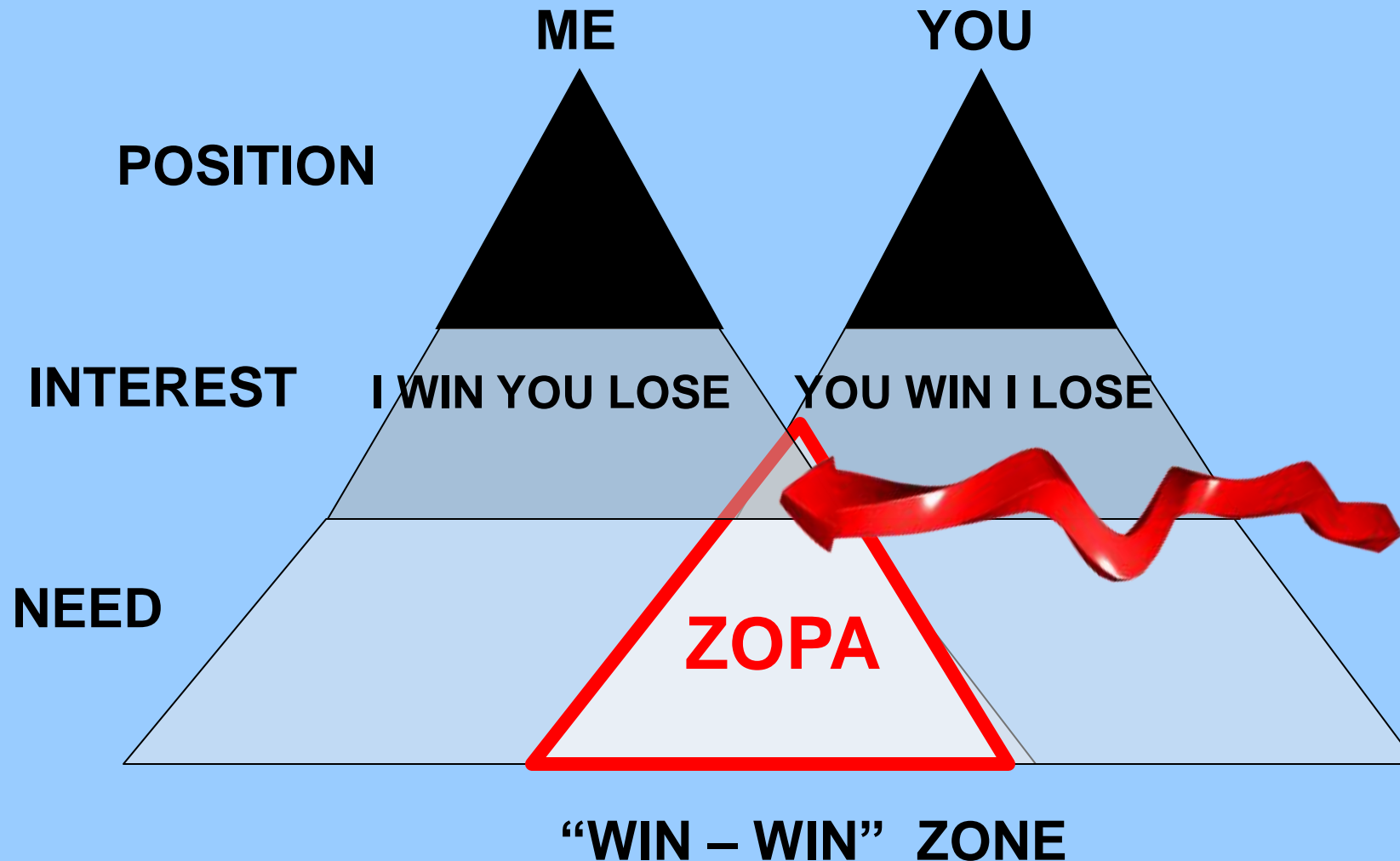
INTEREST

“I have orders to verify that anyone entering this sector has proper authorization”

NEED

“I need to avoid difficulties with my chain of command by obeying orders, and need to be respected by others”

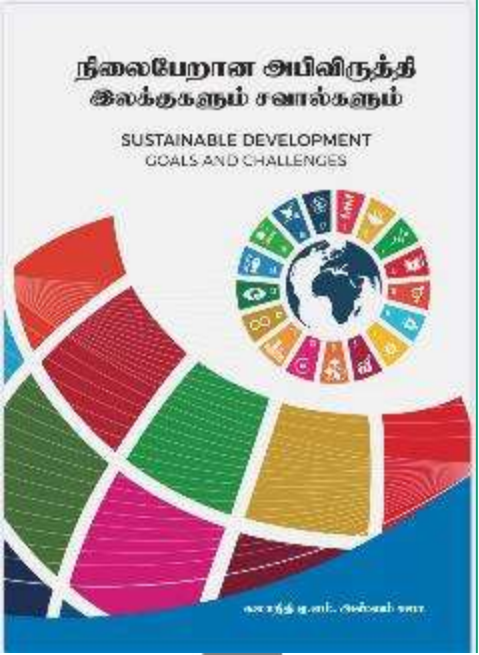
How to come to agreements



Likely outcomes in this case:

- Explain that your mission or activities have authorization from guard's chain of command
- Seek confirmation from guard's superiors

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04

தரமான கல்வியும்
சமூக முன்னேற்றமும்



நிலைபேறான அபிவிருத்தியின் தூண்கள்

(Sustainable development Pillars)

- *People* - மனிதர்கள்
- *Planet* - பூமி
- *Prosperity* - செழிப்பு
- *Peace* - சமாதானம்
- *Partnership* - கூட்டுப்பொறுப்பு



நிலைபெறான அபிவிருத்தி
இலக்குகளும் சவால்களும்

SUSTAINABLE DEVELOPMENT
GOALS AND CHALLENGES



மாண்புமிகு அமைச்சர் அலுவலகம்

04

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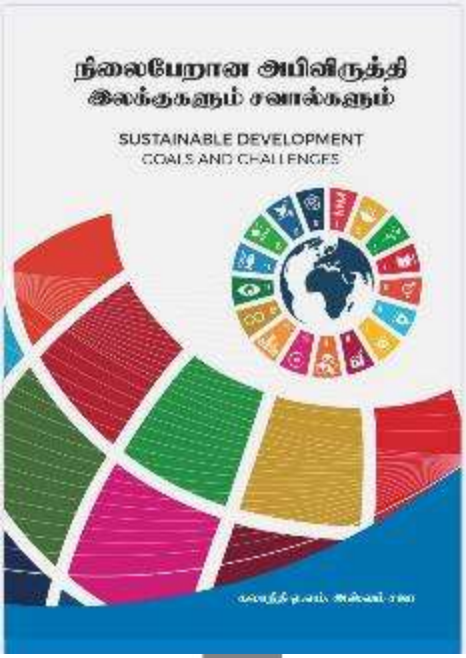


THE GLOBAL GOALS
For Sustainable Development

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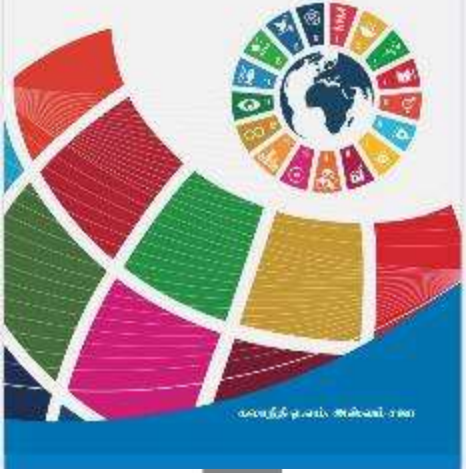
04

தரமான கல்வியும்
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ஐக்கிய நாடுகளின் நிலையான அபிவிருத்தி இலக்குகளில் நான்காவது இலக்காகத் தரமான கல்வி (*Quality Education*) காணப்படுகிறது.

அனைவரும் உள்ளடங்கிய சமத்துவமான கல்வியையும், வாழ்நாளுக்கான கற்றல் சந்தர்ப்பத்தினையும் உறுதி செய்வதே இதன் இலக்காகும்.



04

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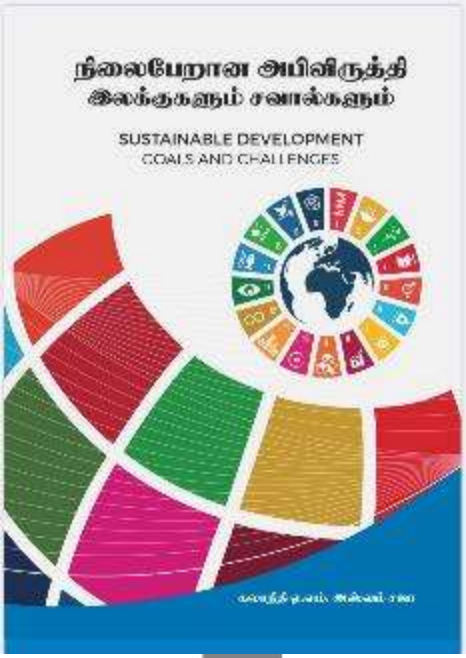
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- ❖ ஆரம்பக் கட்ட குழந்தைப் பருவத்திற்கான தரமான கல்வி விருத்தி
- ❖ முதல்நிலை மற்றும் இரண்டாம்நிலைக் கல்வி
- ❖ மூன்றாம் நிலைக் கல்வி
[தொழில்நுட்ப மற்றும் தொழில்சார் கல்வி]

- ❖ தொழில்வாய்ப்பு மற்றும் தொழில் முனைவோர் தொடர்பில் பயிற்சி
- ❖ சமாதானம் மற்றும் வன்முறையற்ற கலாசாரம்
- ❖ பால்நிலை வேற்றுமைகள் அகற்றப்பட வேண்டியுள்ளதுடன், பாதிக்கப்பட்டவர்கள், மாற்றுத்திறனாளிகளுக்கான சமநிலையை உறுதிப்படுத்துதல்



04

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சமூக முன்னேற்றமும்



இலங்கையில் ஆரம்ப மற்றும் இரண்டாம் நிலைக்கல்வியை எத்தனை வீதமான மாணவர்கள் பூர்த்தி செய்கிறார்கள் ?????

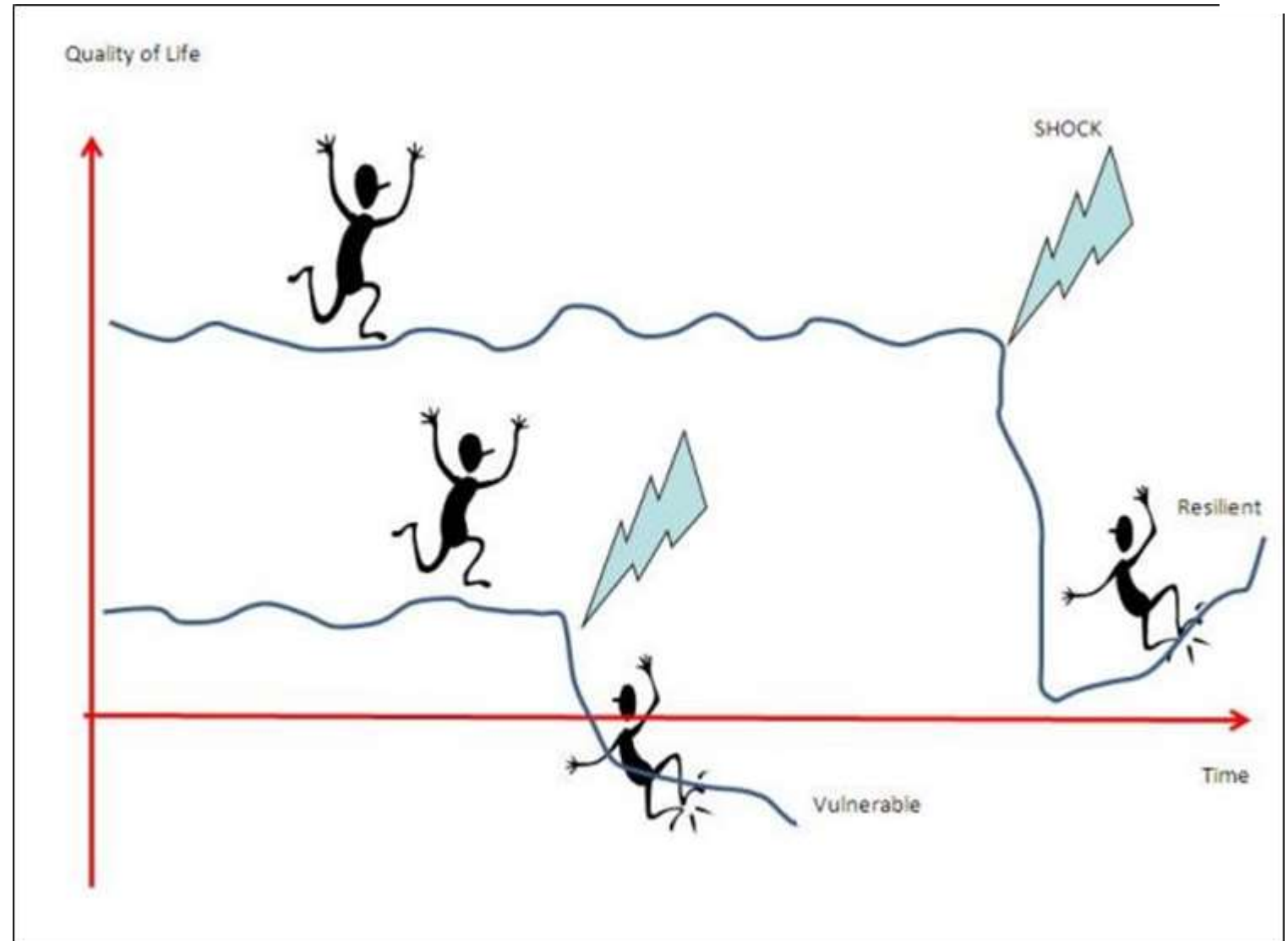
- ❖ தற்கால சவால்களை எதிர்கொள்ளக்கூடிய பண்பாடுகளுடன் கூடிய ஒழுக்க ரீதியான (*value based*) கல்விக் கொள்கை
- ❖ நவீன தொழில்நுட்பங்களை மையப்படுத்திய புத்தாக்கச் சிந்தனையுடனான தொழிற்சந்தையை மையப்படுத்திய உள்ளடக்கம்

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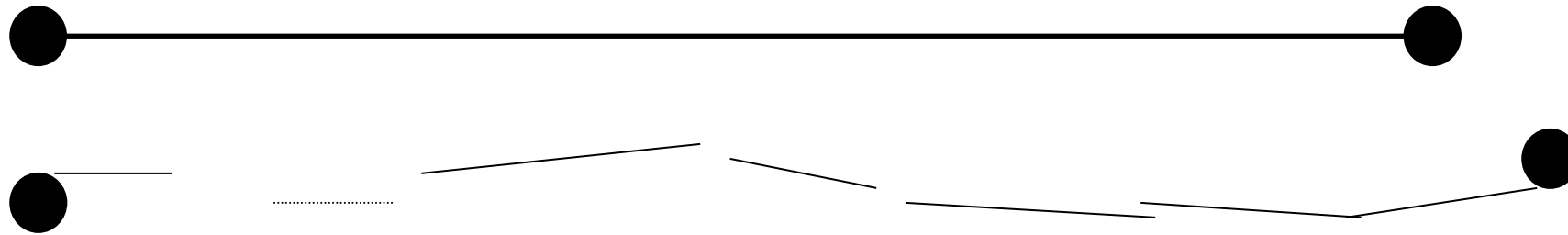
Don't sit and think

Explore and think.....

You will find a good answer



- Why – consistency helps meeting and exceeding community's expectations
- What – Following a set pattern of serving community education needs



“The Comfort Zone”



Leadership
Innovation
Problem Solving
Service to humanity



Live, Love, Learn, Lead, & Leave a Legacy

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End!

