



केन्द्रीय विद्यालय संगठन

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ISAMPAL
DEPUTY COMMISSIONER

F.DO/2015 /KVS(BPL)

Dated: 07/12/2015

Dear Principal,

So, the Group Meetings of Principals after 1st Pre-board examination are over. Your commitment of working harder, smarter and faster, that shall make you produce 100% quality pass result in both Class X and XII, have been noted down. I hereby give you few more words for process of reflection and change at your end.

01. There is no way we can escape the accountability. We do make a difference - one way or the other. We are responsible for the impact of our lives. Whatever we do with whatever we have - talent and time - we have behind us a legacy for those who follow us. And regardless of our own scripting, we can exercise our unique human endowments and choose the kind of stewards we want to be. We don't have to pass on failure to our kids; rather we can pass on a healthy, well cared for success. By doing so, we can improve quality of life both now and in the future.
02. You may find it helpful to use a self made chart at your own roles in terms of stewardness and identify to whom you feel a sense of accountability in your role. Each role in your life has a physical dimension and a mental dimension. Let's consider the mental dimension in some details since physical dimension (that is creating resources) is already in plenty available. The significant part of effectiveness is the balance between developing and succeeding, between teaching and increasing success opportunities. Looking at our lives at a whole, the balance involves renewal in these dimensions on regular basis. It hardly takes time to connect with our deep inner life so that we can increase character and competence, the energy and success we bring to our kids.
03. Work really hard now. Hardworkaholics are very intelligent, interesting, often charming people. Good judgement comes to them when logical and rational thoughts and ideas are supported by logical and rational thoughts and ideas are supported by a gut reaction that the decision feels right and you are comfortable with the consequences of your action. Inner wisdom goes even farther because the decision not only feels right, but it also fits in KVS values. Something deep inside you can answer 'Yes'.
04. I am surrounded by Principals and teachers like you with incredible career abilities, rest only to coach the kids. I have seen you all marshall tremendous energy and support who have to do, as you have spent incredible time and energy on academic projects. And you all feel wonderful about your teaching choices. You are mission driven. You are firmly connected to your deep inner lives.
05. Nature teaches us a lot. A tree itself is a part of a huge ecosystem. It's well being affects and is affected by the wellbeing of other living things around. The reality of this fact makes it vital to recognize each role as a stewardship. You as a steward (trust) is now called upon to exercise responsible care over the kids entrusted to you for their academic success. You are steward over your time, your talent.
06. It is more a sense of being accountable to someone or something higher than self. Whether we think that someone (child) - this is an idea whose time has critically come. The fact has been brought to your attention by DOs, Group Meetings and other means. The essence is we have to create results that shall impact quality of life for our kids through:

- (i) Build on the successful principles of getting things done and apply them to even greater effect.

- (ii) Apply proven strategies to deal with slow learners, error analysis included.
- (iii) A good guidance & counseling programme be taken up in right earnest.
- (iv) Cognitive profile of each child should be prepared listing weaknesses and strengths, remedial action taken and impact made.
- (v) Thorough revision programme be undertaken based on the board materials like previous five years question papers, sample papers and study material.
- (vi) Remedial coaching to be done in organized way. Whole of winter break and other holidays & sundays, be utilized for it, apart from daily intervention before, after and during the day.
- (vii) Use of 'error analysis' is must towards improved performance.
- (viii) Slow learning children be academically adopted in all earnestness by the teachers as well as the Principals.
- (ix) Parental helping hand be taken. Periodical PTA meetings be held and, both strong and weak areas of the children discussed and co-operation taken.
- (x) Teleconferencing be seriously taken up. Contact phone numbers and addresses of low achievers be collected and maintained for the purpose. Card of teleconferencing done be maintained and used.
- (xi) Conduct one more school based Pre-board examination for those who failed in 1st Pre-board, before the commencement of ensuing Winter Break, preferably between December 15-21, 2015, compile its result and forward it to RO in the formats prescribed, by December 23, 2015.
- (xii) Send fast your explanation already called for unsatisfactory result of 1st Pre-board Examination, enabling us compile and transmit the lot to KVS.

I know you are aware with this all. In your deep inner life, you know what you ought to be doing. And you know it would improve quality of life. The challenge is to develop the character and competence to listen to it and live by it - to act with integrity in the moments of choice. Therefore, you have to level up the last child in the scoreboard to secure pass marks. **NO FAILURE AT ALL.** It would create upward spiral of growth for the success, you are better prepared to create framework and act with greater integrity. It is such an honest thing. The universe rings true whenever you successfully test it.

The world would look very different if you are able to simply remove the entire failure elements and effects of failure from its fabric. Just imagine the effects of a failureless KV:

- (a) Everyone would have enough.
- (b) Children would be healthier and happier.
- (c) Your KV would make decisions only with the purest intentions to make life better for all.
- (d) Community would naturally draw to relate with your KV. It is through this relationship that our success **grows and discovers** more about the world and ourselves. Also it would give us strength to move forward in whatever you are inspired to do successfully.

I request you to discuss the DO with your teachers and give them a copy each.

Please acknowledge.

The Principal
All Kendriya Vidyalayas
Bhopal Region

Yours sincerely,

(Isampal)

Copy to the Assistant Commissioners, KVS, RO, Bhopal with the request that they may offer their active expertise to the Principals under their academic leadership, and make a distinction in terms of improved performance, as above.