



केन्द्रीय विद्यालय संगठन

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ISAMPAL
DEPUTY COMMISSIONER

F.DO/2015-KVS(BPL)

Dated: 29/08/2015

Dear Teachers,

After we apologize, we must advertise. It is not enough to tell everyone that we want to get better, we have to declare exactly in what way we plan to change. In other words, now that we have said we are sorry for unsatisfactory result produced for the year 2014-15, what are we going to do about it? I always say, it's a lot harder to change people's perception of our behaviour than it is to change our behaviour. In fact, I calculate that we have to get 100% better in order to get 100% credit for it.

The logic behind this is cognitive dissonance. To recap, we view people in the manner that is consistent with our previous existing stereotypes, whether it is positive or negative. If people feel about us that we are arrogant jerk, everything we do, will be filtered through that perception. If we feel something wonderful and saintly, I shall regard it as the exception to the rule; we are still an arrogant jerk. Within that framework it's almost impossible for us to be perceived as improving, no matter how hard we try.

However, the odds improve considerably if we tell people that we are trying to change. Suddenly, our efforts are on their radar screen. We are beginning to chip away at their pre-conceptions. Our odds improve again if we tell everyone how hard we are trying and repeat the message time and again while attending PTA/other occasions. Our odds improve even more if we ask everyone for ideas to help us get better. Now the people become interested in us; they pay attention to us to see if we are paying attention to their suggestions and improving ourselves.

Eventually the message sinks in and people start to accept the possibility of a new improved 'we'. It is a little like tree falling in the forest. If no one hears the thud, does it make a sound? The apology and the announcement that we are trying to change are our way of pointing everyone in the direction of the tree.

All that is required is to tell the world around, 'Hey, I am here', and give them a reason to care. That is the same rationale we must use as we undertake a serious personal initiative. We are about to create a new 'we'. For this, we have to:

01. Treat everyday as if it were a press conference during which people are judging us, waiting to see us trip up. That mindset, where we know people are watching us closely, will boost self awareness just enough to remind us to stay on high alert academically.
02. Behave as if everyday is an opportunity to hit home message – to remind people that we are trying really hard. Everyday that we fail to do so is a day that we lose a step or two. We are backsliding on our promise to fix ourself.
03. Think of the process in terms of weeks and months, not just day to day. The best teachers (like those of us honoured during Principals' Conference on July 13, 2015) are adept at putting out the daily fires but they are also focused on a long term agenda. We should, too. No matter what happens day to day, our long term goal is to be perceived as fixing on academic problem – to the point, it is not a problem anymore.
04. Do ourselves MRAP and ERROR ANALYSIS. These tools alone can eliminate failures; and put us thereby on solid faith in ourselves and in our future where none ever shall fail.

If we do this like the best teacher, we'll have our personal 'success corps' eating out of our hands; and there won't be even a single failure in Class XII and X this year. I wish all my PGTs and TGTs to have 100% quality pass, meet the norms of being 'ACHIEVERS' and lift trophies and certificates amidst big applause post CBSE results 2016.

Please acknowledge (through Principals)

Yours sincerely,
(ISAMPAL)

The PGTs/TGTs (Through Principals),
All KVs of Bhopal Region

Copy to :-

01. The Principal, Kendriya Vidyalayas of Bhopal Region with the request to handover the DO to their teachers (one copy to each) within three days.
02. The Assistant Commissioners, Kendriya Vidyalaya Sangathan, Regional Office Bhopal for information and necessary action.
03. Smt. Gitanjali Pandey, Hindi Translator, KVS, RO, Bhopal with the request immediately to put up Hindi translation of the DO, through Dr. (Smt.) B Kaur, Assistant Commissioner.