

BHADRACHALAM PUBLIC SCHOOL & Jr COLLEGE

SCHOOL ACTION PLAN(2025-26)

(MAPPED WITH SEAM)

SCHOOL VISION

'To equip our students with 21st century skills enabled by world class technologies in order to provide holistic education.'

SCHOOL MISSION

- To develop scholastic personalities and impart knowledge to maximize skills and competencies.
- To foster a positive school atmosphere of sharing and caring to help them achieve scholastically and co-scholastically their greatest potential.
- To help the students become resourceful thinkers who independently and creatively strive to solve complex problems through reflection, risk taking and critical evaluation.
- To impart wisdom that transforms mere knowledge into a meaningful initiative and enterprise for a harmonious and prosperous society.
- To provide holistic education to society as a whole without prejudice or discrimination.
- Equip the child to meet all challenges – social, moral and intellectual and comprehend human values.
- To make students responsible, law abiding and enlightened citizens of a global society.
- Instill traits of team work, empathy, patience, perseverance and respect of elders and mentors.
- To ensure sensitivity and commitment to environment and all beings to save the planet for future generation.

SCHOOL OBJECTIVES

The top objectives of the schools are:

- To provide quality education to all students imparted by highly qualified teachers in a safe environment which promotes student achievement and that is conducive to learning.
- To provide an atmosphere where each child can learn at his or her pace in every sphere.
- To accept, appreciate, nurture and challenge students according to their individual needs. They should also develop a strong sense of responsibility for themselves and towards each other, including their community.
- To promote academic excellence in all its students by creating and nurturing an environment in which children and parents feel welcomed, respected, trusted, and consider themselves as an integral part of the school.

SCHOOL MOTTO

The school motto, "**MAN MAKING EDUCATION**".

CORE VALUES OF BPS

Bhadrachalam public School, believes that through education, students will be provided with the values and ethics that are well-accepted. Moreover, their critical thinking and learning to learn skills which are essential for their life-long learning **education** can be developed i.e. Holistic education. Finally, through providing a variety of activities and experiences, lifelong learning experiences, students will be taught to make positive contribution to the society.

<u>Major Concerns</u>	<u>Extent of targets achieved</u>	<u>Follow-up action</u>
	Partly Achieved	<ul style="list-style-type: none">• Incorporated as routine exercise.• Continue to be major concerns in the next follow-up sessions.
Enhance self-directed learning	<u>Partly achieved</u> Self-directed learning in all subjects Cater to students' diversified needs in classroom teaching Promoted e-learning through the use of Interactive digital boards with quality digital contents and LMS Modules through MCB.	Incorporated as routine work monitored by a team.
Enhance Career and LifePlanning (CLP) education and services	<u>Partly achieved & Needs to focus more to achieve:</u> Planning to equip students with knowledge, skills, and attitude to makewise decisions in CLP To assist parents and students in planning and preparing students' career pathways To develop teachers' professionalism in offering support for students' CLP. To raise students' awareness and understanding of their career and academic aspirations	Incorporated as routine work with the counselling team & outsourcing the area experts (professional Councilors)

EVALUATION OF THE SCHOOL'S OVERALL PERFORMANCE

AREAS	MAJOR STRENGTHS	AREAS FOR IMPROVEMENT
1. School Management	<ul style="list-style-type: none">• The school's vision and mission are embraced by the teachers.• The school policies are in line with those guidelines laid down by CBSE and NEP guidelines.• Teachers are clear about their teaching and administrative duties.• Different committees have been set up which bear well-defined responsibilities.• The supporting staff like the staff in the Office works well with the teaching staff.• The appraisal system for teachers is well-developed with the inclusion of self-evaluation by the teachers.• The School Managing Committee is constituted as per the CBSE affiliation guidelines and renders full support to the school.	<ul style="list-style-type: none">• Greater involvement of parents and alumni can be encouraged so that they can make more contribution to the school.• The HODs will be requested to arrange virtual sessions and physical orientations sessions, few rounds of one-to-one interaction with parents to encourage their participation.• The Alumni Association will be encouraged and motivated towards greater involvement in school affairs such as being guest speakers at Careers session and additional provide internship to students from their alma mater.
2. Professional Leadership	<ul style="list-style-type: none">• The school heads adopts a participative leadership and the staff is encouraged to take part in school affairs. There are sufficient channels for the staff to express their views on school policies.• There is adequate empowerment of the staff.• Resources are deployed in accordance with the school development plan.• The working relationship between the Incorporated School Managing Committee, senior teachers and the staff is harmonious and the staff has a strong sense of belonging and a good team spirit.• The school is providing a range of quality education services to the students.• Policies are formulated in consideration of the best interest of students.• The teachers are given ample opportunities to develop leadership qualities.• Quality time is spared for the teachers' professional development programs through several training sessions in association with CBSE, COE, Microsoft & other training partners.	<ul style="list-style-type: none">• The school Vice-Principal and HODs remain abreast with the education and curriculum reforms and are proactive in initiating new ideas.• The accountability of the various committees and panels can further be improved through putting greater emphasis on the holistic education & academic excellence.• A more bottom-up and shared decision-making atmosphere on school policies can further be cultivated.

AREAS	MAJOR STRENGTHS	AREAS FOR IMPROVEMENT
3. Curriculum and Assessment	<ul style="list-style-type: none"> • The school has formulated curriculum goals and policies according to students' needs. • The school develops curriculum based on the guidelines received from NCERT and CBSE. Curriculum development plans are modified from time to time. • Teachers are encouraged to exchange information and opinions on curriculum matters. • Questions of different levels of difficulty are set to cater for individual learner diversity. • Evaluation of each curriculum is conducted twice a year/quarterly as applicable. • Various modes of assessments by different parties e.g. open exam bodies, parents and peers are integrated into learning to evaluate the learning outcomes. Many subjects incorporate peer assessment and self-assessment into project work and other assignments for continuous assessment. • Curriculum and assessments are closely linked. Assessment information is used for reviewing curriculum goals and setting follow-up work. • Fairness and openness are maintained in the assessment system. All papers are set with the consensus of teachers concerned in the department. 	<ul style="list-style-type: none"> • Very specific & practical, while formulating curriculum goals and policies according to students' needs. • Formative assessments will be further modified to sustain and enhance students' interest. • All assessment will aim at building competency amongst students. (CBL) • The evaluation system will encourage creative and critical thinking amongst students. • Enhanced involvement of Parents and Peers for evaluating learning outcomes will be worked upon
4. Student Learning and Teaching	<ul style="list-style-type: none"> • The teaching strategies employed are in line with the learning objectives and targets. • Teachers help students, gain control of their learning and encourage higher-order thinking. • Teachers adopt a broad range of teaching strategies to maximize students' participation and let students assume more responsibility for their learning. • Support for the high achievers and low-achievers is provided. Enrichment and Foundation programmes are launched to address learner differences. • Better school infrastructure, ICT enabled classrooms and other IT equipment are available in classrooms and staff rooms respectively. • Time allocated for assemblies, class periods, special school functions is considered carefully to cater for students' other learning experiences. • Several Competitions at school level, state level & national level are helping students become more confident & goal oriented. 	<ul style="list-style-type: none"> • Apart from task-based and problem-based assignments, more assignments should be designed to develop students' ability to formulate, present their views and debate on others' views. Learning could then be achieved through sharing, discussing and critically reviewing others' ideas. • More effective teaching strategies like preparing worksheets of different levels of difficulty, offering extra lessons to less-able students to enhance their learning motivation will be adopted to handle students' special educational needs. • To promote self-directed learning, learning activities which require decision making and research-based Study will be devised. • Further cross-subject collaboration should be encouraged. • High level of parental involvement in students' educational activities is essential.

AREAS	MAJOR STRENGTHS	AREAS FOR IMPROVEMENT
5. Student Support	<ul style="list-style-type: none"> • Various programmes of providing successful experiences have been introduced. • The school Clubs organizes events to develop their spirit of caring for others and serving the community. Example: Green cops, Attitude of Gratitude, thanks giving week, Patriotic activities like skits, mime, singing competitions, act plays etc. • Cyber Safety Tips are shared and discussed on a regular basis to make them CYBER SMART Citizens. • Green cops Club involves the students in thoughtful activities to make them ECO WARRIORS. 	<p><u>Guidance</u></p> <ul style="list-style-type: none"> • To enhance students' ability to cope with difficulties and face adversities, programmes on life education will be held in the coming school year. • More activities will be introduced to enhance students' sense of showing gratitude to others. • Several activities to support holistic education will be planned.
	<ul style="list-style-type: none"> • Good Behavior tips & guidance is regularly given to students • Appreciation for the students who exhibit good conduct and attendance. • SOP for Discipline & safety committee. • Regular address during the daily assembly to cultivate disciplinary values among students. • Awareness about behavioral issues. 	<p><u>Discipline</u></p> <ul style="list-style-type: none"> • Student's Council Member will be empowered to take up the greater responsibilities. • The Outstanding Class Award competition to be held regularly to enhance the self-discipline of students. • Leadership training programmes to be planned to foster students' leadership.
	<p><u>Parents orientation -</u></p> <ul style="list-style-type: none"> • The regular Orientation for the parents during every PTM. • The students and parents are informed about school policies, regulations, activities, etc. • Apart from PTMs, 3 cycles of one to one interaction with each & every parent is done in slots, throughout the year to apprise the parents and students about the mode of assessment and curriculum transaction. 	<p>Efforts will be made for greater participation of the parents.</p>

AREAS	<u>MAJOR STRENGTHS</u>	<u>AREAS FOR IMPROVEMENT</u>
	<p><u>Co-Curricular Activities</u></p> <ul style="list-style-type: none"> • Our co-curricular activities are mainly organized for students to provide them with multifarious opportunities to hone their talent and instill leadership qualities. Most of the students are energetic and enthusiastic about participating in various activities. Physical education teachers are recruited to provide coaching in Sports and Games like Athletics, Badminton, Table Tennis, Chess, kabaddi, Football, School Band etc. • Interhouse sports events and competitions are organized in order to boost the sportsmanship spirit of the students. 	<p><u>Co-curricular Activities</u></p> <ul style="list-style-type: none"> • Students will be encouraged to participate more in State level & National events to develop leadership qualities, confidence, and 21st century skills. • Proper set up of school band.
PI AREAS	<u>MAJOR STRENGTHS</u>	<u>AREAS FOR IMPROVEMENT</u>
	<ul style="list-style-type: none"> • The alumni meets were arranged by the school. • The alumni generously offer scholarships and internships to our students. • The alumni are very willing to share their valuable advice and experience with senior school students concerning job prospects in different fields. 	<p><u>Alumni Association</u></p> <ul style="list-style-type: none"> • The Alumni Association will be formed to make good use of a more user-friendly social networking site, Facebook, and the school's webpage together with the conventional way of sending emails to regularly update the news concerning the Alumni Association and the school so as to achieve the target of developing a closer bond between the alumni and the school.
PI AREAS	<u>MAJOR STRENGTHS</u>	<u>AREAS FOR IMPROVEMENT</u>
6. Attitude and Behavior	<p><u>Discipline</u></p> <ul style="list-style-type: none"> • Most of the students are self-disciplined and receptive to advice and guidance. • Most of the students like their school and get along well with their classmates. • Code of Conduct is known and followed by the students. 	<p><u>Discipline</u></p> <ul style="list-style-type: none"> • More positive messages can be conveyed to students through school assemblies and workshops. • Needs to focus on developing strong value system among the students.

SWOT ANALYSIS

OUR STRENGTHS

- Our staff have a shared vision and mission.
- Students can understand teaching instructions in English and Hindi.
- Students are well-behaved and disciplined.
- The majority of students are hard-working.
- Senior students strive for good CBSE Examination results in order to enter universities.
- Students are active in taking up important posts in student council through democratic process.
- Teachers are well trained, capable, and responsible.
- Teachers adopt a great variety of teaching strategies to maximize learning.
- Teacher-student relationships are good.
- Continuous teacher development programs are taking place to keep the staff well equipped with latest technologies
- our school ranks second amongst top five schools in district
- **The school has won several certificates in the intellectual, sports & cultural competitions.**
- Leadership and cleanliness.
- The school has robust infrastructure, well equipped labs, sports facilities, and playpen area.
- The school also has surveillance system through CCTV cameras.

OUR WEAKNESSES

- **Many of our students have limited exposure to Hindi and insufficient Hindi support outside of school.**
- Many students lack parental support at home.
- Some students lack the initiative to learn.
- Self-willingness towards the academics among the students is lower.

OUR OPPORTUNITIES

- The school ranks among top schools and has gained recognition from parents and students in the district.
- There is a good team spirit and a harmonious relationship among the staff members.
- Our staff is well trained and is eager to use different teaching techniques.
- The classrooms are well equipped with interactive panels and ICT and AI labs are having latest hardware.

OUR THREATS

- For the JEE & NEET coaching most of the students are migrating after X to the nearby cities. (Attrition of high school students for better educational pursuits to bigger cities)
- There is a widening diversity of students' learning abilities.
- Some students have poor time management because of preoccupation with private tuition classes and smartphones.
- Disruption of classes due to Natural calamities
- Contextual teaching effectiveness

MAJOR CONCERNS FOR A PERIOD OF 3 ACADEMIC YEARS

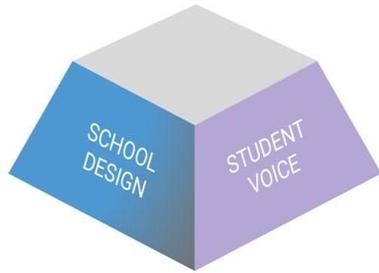
1. Enhance STEAM (Maths & Science) education
2. Develop positive values towards a goal-driven life
3. Contextual teaching effectiveness

<u>MAJOR CONCERNS</u>	<u>TARGETS</u>	<u>TIME SCALE</u>			<u>A GENERAL OUTLINE OF STRATEGIES</u>
		<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	
Develop positive values towards a goal-driven life	<ul style="list-style-type: none"> • Promote positive ethical values. 		✓		<ul style="list-style-type: none"> • Develop students' positive values towards life. • Raise students' self-confidence and self-esteem • Equip students with knowledge, skills and positive attitudes towards facing adversities. • Promote the importance of mental health. • Provide guidance to students on goal setting • Maximize students' potentials with alternate positive experiences in school life. • Enhance students' understanding of and respect for individuals • Enhance self-discipline and responsibility of students by various programmes. • Enhance leadership of students by taking up responsible posts through appointment of student council.

	<ul style="list-style-type: none"> Help students to understand oneself and set responsible learning and development goals 		✓		<ul style="list-style-type: none"> Enable students to develop a stronger understanding of their strengths and weaknesses Make informed and responsible choices of their senior secondary studies
	<ul style="list-style-type: none"> Help students explore various options and opportunities of learning, activities and career development 		✓		<ul style="list-style-type: none"> Raise students' awareness and understanding of their career and academic aspirations Encourage students to actively participate in subjects or careers-related activities Understand the qualification system, and comprehend qualifications required and opportunities offered by various study or training options
	<ul style="list-style-type: none"> Guide students to formulate and act out plans for learning and development goals based on evaluation 		✓		<ul style="list-style-type: none"> Facilitate the formulation of study planning and action according to the learning goals and reflective thinking Equip students with knowledge, self-evaluation skills to make wise decisions in career development
<u>MAJOR CONCERNS</u>	<u>TARGETS</u>	<u>TIME SCALE (3 yrs.)</u>			<u>A GENERAL OUTLINE OF STRATEGIES</u>
		<u>YEAR 1</u>	<u>YEAR 2</u>	<u>YEAR 3</u>	
Enhance Maths & Science education	<ul style="list-style-type: none"> Implement these two subject enhancement educations through self-directed learning 		✓		<ul style="list-style-type: none"> Maximize opportunities for students to benefit from these 2 subjects. Strategic action plans for these 2 subjects. Encourage students to cope up with these subjects & create interest among them. Change in leadership. Regular assessment & feedback for the students. Organizing sessions by the subject experts if required. Regular review sessions with the concerning departments.

Achievement Gap	Actionable	Enabling Activity
<p>In BPS we have identified the science & mathematics achievement Gap as a focus. The targeted subgroup are students who are identified as high needs students.</p> <p>Background Info: In AY 23-24:</p> <ul style="list-style-type: none"> It's noticed that 40% of the students are struggling in these two subjects and scores are less than 35% in theory. Even though our gap decreased, it is still an area of need because the overall proficiency decreased as well. 	<p>The data analysis is utilized to identify the learning gaps, now teachers will be able to address and support student needs.</p> <p>Students will definitely able to close their skill deficiencies, then they will be more likely to achieve proficiency on the in these two subjects.</p>	<ul style="list-style-type: none"> Setting the academic goals at the departmental level, which must be specific & realistic. Strategic action plan to be prepared by the entire department under the guidance of the HOD. Regular departmental feedback & review meetings. Revising the action plan if essential. Review meetings & data analysis for the grade 6 - 12 to be done quarterly at the management level to identify the improvements in learning gaps for these two subjects. Discussion about the differential strategies and nextstep planning for students with learning gaps Course Development Discussions (Math/Science) regarding further support for students with performance gaps. Continue to focus communication and collaboration efforts to cultivate a culture of student-centered and data-driven discussion that result in high student engagement and sharing of best practices. Particular focus should be given to the at-risk and gap students.

<p>Contextual teaching effectiveness</p>	<ul style="list-style-type: none"> Due to this, students can have the knowledge and skills to actively build their understanding of the materials. 				<ul style="list-style-type: none"> Placing learning in the context in which learners are going to apply their new knowledge and skills increases their capacity to transfer and use that knowledge in the real world; they'll be more likely to conceptualize how the knowledge they have gained during the learning experience is relevant to their role.
					<ul style="list-style-type: none"> Contextualized curriculum helps students learn language skills by teaching the skills using the authentic contexts in which students must use those skills in the real world



School Design and Student Voice

- The School Vision & Mission is well set.
- BPS Mission is to Innovate, Cultivate, & Support, which provides context and direction for school-wide initiatives
 - Innovate - develop/add programs that meet the needs of the students (based on data and student voice)
 - Cultivate - based on data collected and student voice, the school will determine which programs need to be cultivated
 - Support - based on data collected and student voice, the school determines what specialized supports are needed
- **Innovate**
 - Develop Career Readiness opportunities for students (i.e. internships, certifications, project-based learning opportunities in the classroom)
 - Increase Student Engagement in every classroom
- **Cultivate**
 - Cultivate Programs that meet the needs of all students
 - Cultivate a culture where BPS can provide opportunities focused on the needs of all students
 - Cultivate Curriculum that supports all students; including students who have been identified as having a learning gap
- **Support**
 - Meeting Cycles to maintain and support communication with all stakeholders and ensure data-driven decisions to support student needs and student learning
 - The Academic Review Team will monitor the school design initiatives on a regular basis in order to advance goals
 - Technology Integration to support the use of innovative technology in the classroom
 - Infrastructure - providing and maintaining assets to support the use of technology in the classroom
 - Integration - providing professional development and support for teachers to use technology in the classroom
 - Response to Intervention supports the needs of all students
 - Professional Development for the continued growth of all teachers
- Encourage teacher-given formative assessments to measure progress of all outcomes.

BPS SCHOOL ACTION PLAN

Alignment with SEAM Recommendations

1. Continue to focus communication and collaboration efforts to cultivate a culture of student-centered and data-driven discussion that result in high student engagement and sharing of best practices. Particular focus should be given to the at-risk and gap students.
2. Further expand opportunities to expose students to a wide variety of career options, such as internships. Continue to monitor, evaluate, and adjust school-wide programs and offerings strategically to ensure that the needs of every student are being addressed. Focus on expanding college and career readiness opportunities.

SUMMARY OF SUGGESTIONS TO IMPROVE THE ACADEMIC ENVIRONMENT AND BETTER CAREER OUTCOMES FOR STUDENTS PASSING OUT OF THE PORTALS OF THE SCHOOL

Education is an investment in human capital, hence it should have long term effects. The focus should not be only on marks obtained at school level but how our students will make smart decisions when it comes to college, careers, and future planning. We must focus on preparing students who will plan their future with their head as well as hearts.

- Prioritizing the greater involvement of parents and alumni, which can be encouraged so that they can make more contribution to the school.
- We must focus on building every child's self-esteem and giving him/ her the confidence that he/ she can learn.
- In order to improve the academic rating, school will focus on the students who are unable to cope up with the academic pressures or are not academically bright
- A capsule of easy simple questions will be prepared by all the subject teachers and repeated practice of the same will be given to the challenged students to raise their self-esteem and confidence. The teachers need to provide mind maps for all the chapters to help the children revisit the concepts learnt frequently through e-Portfolio.
- Regular and Individual counselling of the underachievers and their expectations & requirements.
- Regular, specific & clear communication with the parents.
- Buddy system will be adopted wherein each high achiever child to be paired with an underachiever to improve the learning outcomes for the underachiever.
- For the high achievers, the school will challenge these students to raise their bar of excellence by encouraging them to think critically and develop Problem-Solving Skills. Teachers will create lessons that will encourage critical thinking and problem-solving skills with almost any given content area or topic. More importantly the challenges will be connected to their daily lives
- Most of the students do not think out of the box/ shy away from challenges, they are getting minimal opportunities to think, create and question their decisions. Teachers will engage the student's creative side, and show them it's okay to fail, get up and build again, thereby creating independent learners. An attempt will be made to put students in the driver's seat and work with them as a listener, learner and guide.
- In the coming year, it will be the school's endeavor to provide students several opportunities to learn skills required for their careers.

Tips for the lesson planning -

- The document needs to be written with more emphasis basis the categories mentioned. For e.g., the objectives of the lesson need to be well enumerated.
- Items such as outline of key events, closing summary for the lesson, values covered in the lesson needs to be clearly written after applying thought.
- Design of the lesson plan to consider the components of 21st Century skills.
- Review of the document at supervisory level to have qualitative observations with focus on the cognitive part of the plan rather than completion of the document.

CONCLUSION

Overall, the commitment of the school management towards school excellence is deep rooted and very inspiring.

The factors enumerated under strengths and opportunities can become strong strategic advantages for the school and similarly the areas mentioned under weaknesses and threats, we have an action plan which helps BPS to stay relevant by working towards future readiness.

All the best!

Prashant U Kitkule

Principal & Administrator

Bhadrachalam Public School

27/03/2024