

EFFECTIVE AND SUCCESSFUL MANAGEMENT OF THE KARMA YOGI SCHEME

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ABSTRACT

The total quality improvement in secondary school education has already begun in Gujarat state. The objectives of this programme are to improve quality in human and physical factors, and also administration in education. It makes all round development of students. With these objective five agencies of government of Gujarat are working actively to make the scheme success. Its management is so effective and powerful. So we are getting expected results.

There are three main pillars of KARMA YOGI SCHEME- Leadership, administration and content. To get expected result government give Residential training tope to bottom to its employees and also they do transparent and economical administration .In their management they do with teamwork, Fellow feelings, Time management act.

It has been observed that there is revolutionary change in the outlook of concerned officers, principals and teachers etc.Schools are like live.

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Introduction

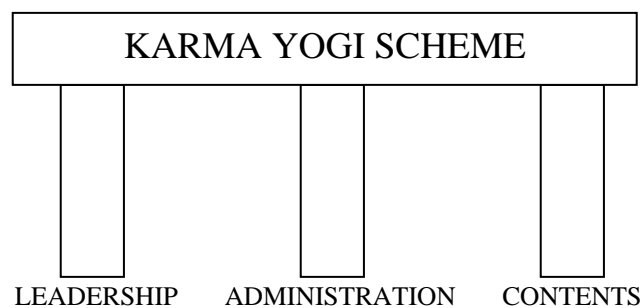
The total quality improvement in secondary school education has already begun. The objective of this programme is to improve quality in human and physical factors, and also administration in education. It makes all round development of students. With these objective five agencies of government of Gujarat are working actively to make the scheme success. Its management is so effective and powerful. Some are getting expected results. Here we discuss the programme, which is known as “KARMA YOGI SCHEME”.

- **MEANING OF THE KARMA YOGI SCHEME**

To make quality management of one each and every educational and co-curricular activities at secondary and higher secondary level in Gujarat state. Education department decided to train the concerned officers, principals, teachers, administrative employees and trustees of school in phased manner. The government of Gujarat has allotted Rs. 7.32 crore in the budget of the year 2003-04. This scheme is known as the KARMA YOGI scheme.

- **MAIN PILLARS OF THE KARMA YOGI SCHEME**

There are three main pillars of THE KARMA YOGI SCHEME.



All the above three pillars are related to all the persons more or less, and directly or indirectly.

LEADERSHIP: It is necessary to develop the quality of leadership among DEO, EI, AEI, PRINCIPAL and TEACHERS AND STUDENTS. The concerned person should know how to play the roll of leadership and were to play. Even pupils will also be unlighted by the idea of leadership in their future.

CONTENTS: the contents are necessary from DEO to peon and students to perform their duties well.

ADMINISTRATION: Administration must be transparent. It will create faith of trusteeship among all the employees as well as in the members of the society. It will make the work smooth and the result would be expected.

- **OBJECTIVE OF THE SCHEME**

- All round development of the students
- To develop an effective leadership at the school level
- To make the teacher professionally well equipped
- The school empowerment
- Use of information and communication technology
- To seek co-operation from society
- Simplification of administrative procedure in order to make it transparency
- To make awareness of environmental problems.
- To bring change in the out look of the officers and employees
- To give new direction of educational improvement with reference to the demand of the time.

MANAGEMENT OF THE KARMA YOGI SCHEME

- The source of inspiration for the karma yogi scheme is Honorable Education Minister Shrimati ANANDIBEN PATEL.
- **Educational core group at the state level**
 1. Chairperson : Principal secretary , education Department, Gujarat state
Dr. VARESH SINHA
 2. Vice- Chairperson : Chairman G.S.H.S.E.B., Shrimati JAYANTI RAVI

Along with this and educational core group of 23 educationist and officers is formed.

- **Allied institute of this scheme**

1. Gujarat secondary and Higher Secondary Education Board
2. Commissioner ate mid-day meal and school
3. Gujarat state board of school text books
4. Gujarat council of education Research and technology
5. Gujarat institute of education technology

- **Action work**

⇒ KATMA YOGI scheme has been started since august-2002

⇒ **OFFICERS TRAINING CAMP**

Officers training camp in the first phase was started on 25/8/2002 to 29/08/2002. In this residential camp the DEO, EL, AEI of Ahmadabad, Rajkot and Mahayana districts were trained at Kara (Gandhi agar). Main objectives of this camp DEO, EL, AEI of Junagadh, Bhavnagar, Ahmadabad rural were trained.

The knowledge test of the educational officers was taken at the beginning of the camp. In the camp, some officers gave the demonstration lessons and also they find out the hard spots of secondary scheme syllabus.

⇒ **AUDITORS TRAINING CAMP**

This camp was started on 2/10/2002 to 6/10/2002 at Ahmadabad.

Main objective of this camp were to bring and the change in approach, methods and uniformity in audit procedure.

Before this camp, there was no uniformity in the audit procedure and the auditors were not aware of the total rules and regulation of auditing because of changing of rules frequently. At the same time many school were not audited for a long long time.

⇒ For rest of 16 districts DEO, EL, AEI were trained on 7/10/2002 to 11/10/2002 at Ambaji.

This time objective of this camp was effective school monitoring and quality improvement.

⇒ **RESOURCE PERSON FOR THE PRINCIPAL**

Resource person of the principal was trained at Junagadh on 30/10/2004 to 1/11/2002. This was first phase and three days residential training camp. There were 325 resource persons.

The main objects of the principals training were.....

1. Planning and implementation

The effective planning for the principals and co-curricular activities.

2. Information and Communication Technology in education and in administration.

3. Classroom Interaction and Evaluation

Classroom INSPECTION, role of the principal, evaluation method.

4. Community participation in quality improvement

The role of guardian society and trustees

5. Effective leadership development

In service training, school assembly and principal's commitment

6. Institutional environment

School vision-mission and motto

⇒ **THE PRINCIPALS TRAINING CAMP**

6500 principals trained in the first phase at district level on 9/11/2002 to 15/11/2002. All the above-mentioned six points were discussed in the group.

⇒ **SECOND PHASE FOR RESOURCE PERSONS FOR THE PRINCIPAL**

The second phase for the resource person for the principal training was at Palitana on 30/12/02 to 01/01/03.

The main emphasis was given to school exhibition, Information and communication Technology. The feedbacks were received from resource person. In that time minister of education guided all. Also Shree Ravindrabhai Dave attended all three days and guided all the participants' of the camp.

After that camp, the second phase for principal was started on 17/1/2003 to 19/1/2003 at the district level. All the principals joined the training camp. It was residential training camp. It lasted for three days. During the camp

educational topics was effective leadership, role of P.T.A., M.T.A. and cultural programs, yoga, copying skills. All these points were discussed in details.

⇒ **VIDEO CONFERENCE WITH THE STUDENTS.**

2600 schools and 1300 students were called for videoconference from 25/2/2003 to 28/2/2003 and sought them formation regarding the educational as well as occurrence activities, which are carried out at the school level.

It is first experiment for the students of videoconference. The students were at their district places on the other end some officers were at Gandhinagar.

⇒ **FORMATION OF S.V.S. AND Q.D.C.**

145 Shala Vikas Sankul were formed. Each S.V.S. is consisting of 50 schools. There is a coordinating school and its principal works as a coordinator. EI officer to implement the KARMA YOGI scheme. Every month principals of S.V.S. are meeting together. Each s.v.s. is divided into five groups, which is known as Quality Development Circle. All subjects' teacher at the Q.D.C. level hold meeting to discuss tough points of the syllabus of their respective subjects.

⇒ **COMPUTER TRAINING FOR THE PRINCIPALS**

With the calibration of Intel 6500 principals were trained during May-2003. In these training five basic skills were highlighted. The skills were MSWORD, MS Excel, Power Point, E-mail and Internet.

⇒ **TRAINING FOR THE MATHS-SCIENCE AND ENGLISH TEACHERS.**

Training for the Maths-Science and English teachers was on 1/5/2003 to 9/5/2003.

27000 teachers were trained. Hard sports of content, Activity oriented contented, Activity calendar were main focus of the training. After this training all the students of the secondary schools of state took diagnostic test on the basic of students are classified in A, B, C grade and the remedial work is carried out for the weak students.

⇒ **TEACHER WORKSHOP**

- Visual media workshop on 26/8/03 to 28/8/03.....Ahmedabad rural
- Case Study Workshop on 1/9/03 to 3/9/03.....Bhuj
- Role play workshop on 9/9/03 to 11/9/03.....Surat

- Rain Water Harvesting Project.....No. Of school selected 106 and sponsored by Commissioner of Rural Development.

- Training camp for the art teachers and the physical instructors.

About 18000 art teachers and physical instructors were trained in residential training camp for three days during August-2003

- CO-OPERATION FROM THE B.ED. COLLEGES

In September 2003 videoconference was held to connect the principal of B.ED.colleges.The main points of the discussion were school visit internship and quality improvement at the school level.

⇒ **SEVEN CADER TRAINING CAMP**

1. PRINCIPALS TRAINING - 29,30,31 OCT.-2003
2. TRUSTEES TRAINING -4,5,6 NOV.- 2003
3. CLERKS TRAINING -1,2,3 NOV.- 2003
4. PEONS TRAINING -1,2,3 NOV.- 2003
5. GUJARATI SUBJECT TEACHERS TRAINING -19,20,21, OCT-2003
6. SOCIAL STUDIES TEACHERS TRAINING -7,8,9 NOV.- 2003
7. VOCATIONAL GUIDENCE TEACHERS -19,20,21, OCT.-2003

⇒ **TRAINING CAMP FOR THE HIGHER SECONDARY TEACHERS**

In science stream Moths, Physics, chemistry and biology subjects, and in general stream Gujarati, English, Hindi, Sanskrit, psychology subjects were involve in camp. This camp was organized in Feb-2004.

⇒ **CHILDREN FESTIVAL(BALOTSAV)**

Child festival was started on 14thnov-2003 at school level.

The main focus will be on Creativity, Music, Dance, Acting, Public Speaking, Audio-Visual programs, Sports, fun fair etc.

⇒ **SCHOOL METRICS**

School metrics has been prepared on the basic of the results and activities.

⇒ **QUESTION BANK**

For the students of STD-10 and 12, question bank has been created. Its books and C.D. are available from secondary board or DEO office.

⇒ **KNOWLEDGE FESTIVAL(GYANOTSAV)**

Before board examination of 10 and 12 students, the knowledge festival has stated. In this programme school teachers, principal and educationalist are

giving the guidance to the students. So students will succeed in the board examination.

⇒ **TELE-CONFERENCE**

Selected students and principals of all district of Gujarat were participated in Tele conference on 26/2/2004 to 1/3/2004. In tele-conference educationalist gave some guidance to students and principals for board examination.

• **STRUCTURE OF TRAINING CAMP**

6.00	TO	6.45	Yoga
7.00	TO	8.00	Breakfast
8.00	TO	1.00	Training subject & team wise
1.00	TO	3.00	Lunch
3.00	TO	6.00	Training
6.00	TO	8.00	Dinner
8.30	TO	10.30	Night programmes

• **STEP TAKEN FOR THE ADMINISTRATIVE TRANSPERNCY**

- Audit camps were held to audit the aided school and audit is completed up to year 2000
- The transfer camp were held to transfer the government teachers and the clerks
- Transparent entrance test for C.P.ED.,
- Camp was held to promote from class III to II
- Merit system and recruitment camp have been introduced for the teachers recruitment
- Educational reforms
- Continuous comprehensive evaluation
- Ban on the tuition system

• **THE MAIN CHARACTERISTICS OF KARMA YOGI SCHEME**

- The objectives were clear
- The way of training was top to bottom
- The leaders approached their assistances with love
- The spirit of teamwork is most important characteristic in this management

- The awareness of sincerity for the duties.
- Change in mentality and approach for duty.
- Self confidence
- Administrative transparency. It created the filling of faith in administration.
- Fellow feeling among officers.
- Time management
- Frequent meetings
- Regularity in follow up work after decision
- Economy in administration
- Residential training camp
- Use of group discussion method in training
- Freedom of expression of one's thoughts
- Night programme /meeting
- The guidance of expert persons'
- Allied five institute of education
- Complete co-operation of the government
- Yoga
- No compromise in policy and implementation

RESULTS OBTAINED BY THE KARMA YOGI SCHEME

- It has been observed that there is revolutionary change in the out look of concerned officers, principals and teachers etc.
- Cadre wise modules are prepared and cadre wise resource persons are trained
- The teachers, principals and concerned employees are now professionally well equipped.
- Use of information and communication technology
- Grading to the school on the basis of the result and activities
- Diagnostic test and battery tests have been introduced at the school
- Increase in community mobilization in education
- Transparency in education and administration
- people have started thinking collectively towards quality education
- Marching towards Excellency in education

- Schools help each other
- Cheating are decrease in administration and also in examination
- The effect of this scheme has made implementation in other Gov. Department.
- School linking between U.K. goes. schools and Gujarat secondary schools.
- Question Bank for 10 & 12 standard student
- Schools are like live

• **CONCLUSIONS:-**

- For best management
- Do work with teamwork
- Go top to bottom to get the trust
- In administration the most important thing is transparency. So all members give you support
- The change in mentality brings success.
- The spirit of fellow feelings makes the work success.
- Frequent meeting are necessary to implement the policy.
- The follow up work of meeting is important
- Residential training has been benefited
- Night meetings were very effective
- Importance of time management
- Discussion methods is fruitful to achieve objectives
- Needy but economical administration is the characteristic of good management
- No compromise in policy implementation so we can achieve our goal
- Yoga makes the person healthy and happy

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