

Pursuit of Inner Self Excellence (POISE) - School Leadership Development Program

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ABSTRACT

POISE aims at giving insights into heart-centered pedagogy, personal ethics, values and wellness, cognitive skill development pedagogy in students through whole brain excellence. The POISE is intended for the School Leaders and Vice Principals who will have to handle change and transformation among students in the backdrop of Covid and the challenges faced by the Principals to bridge the learning gaps of the students and to enhance the handling levels of the School Leaders.

Keywords: POISE & Andragogy Principles

INTRODUCTION

POISE is for School Leaders who have to handle change and transformation post Co-Vid problems of loss of learning appetite in student, learning gaps, foundational math and numeracy issues, health and wellness of students, teacher's capacity, mindset and teaching efficiency, achieve defined learning outcomes and also achieve results for the district and align to NEP 2020 implementation framework, practices and expectations. Most relevant during these Co-Vid (to learn together) times, POISE program provides perspectives, tools and techniques for developing 21st century school leadership traits and prepare for a post-corona era of challenges and opportunities. POISE program is designed based andragogy principles for adult learning as a program to invoke Self-awareness, reflective thinking and actionable decisions for implementation, at the backdrop of a serene and conducive atmosphere most suitable for school leaders.

The program pedagogy and training intervention will be based on the fundamental need and philosophy of education in schools, leveraging the meditative practices and tools that help to improve one's overall mental health and inner spiritual well-being. POISE program themes are curated in alignment to the aims and objectives of school education department. POISE participants will receive insights into heart-centered pedagogy, personal ethics, values and wellness, cognitive skill development pedagogy in students through whole brain core building blocks of class room culture in 21st century, establish and nourish values education from foundation, principles of Heartful communication for conflict management. The course will also enable educators with detox techniques to handle stress, anger and fear and enhance resilience capacity to handle their roles and responsibilities in an efficient manner driven by inner values and excellence.

POISE is an Integrated Course of

Personal	Organizational	Inner	School	Educational
<ul style="list-style-type: none"> ▪ Happy New You ▪ Power of Epigenetics ▪ Yoga for Health Management ▪ Science of Meditation ▪ Working Values of a Heartful Leader 	<ul style="list-style-type: none"> ▪ Heartful Communication, power of subtle Influence and Non-Violent Communication ▪ Monitoring and coaching tools & Frame work to develop school staff and students 	<ul style="list-style-type: none"> ▪ Regulation in Action ▪ Resilience in Action ▪ Compassion in Action ▪ Detox Techniques 	<ul style="list-style-type: none"> ▪ School as a Symbol of Excellence ▪ Heartfulness Lab for Teacher – Student Partnership ▪ Poise in Action 	<ul style="list-style-type: none"> ▪ Heart-Centered Education and Heartful Teaching Culture ▪ Whole Brain Excellence and Brighter Minds Pedagogy

POISE the Inner State of a Heartful School Leader A Must Be:

- ☉ Spiritually Elevated
- ☉ Emotionally Balanced
- ☉ Socially Responsible
- ☉ Academically Brilliant
- ☉ Mentally Strong
- ☉ Intellectually Wise
- ☉ Physically Fit

POISE Program Impact Areas

“To be human is to live our highest potentials”

As humans, we constantly aspire to success, progress, and notoriety. To the best of our abilities, we struggle throughout life. On a personal, professional, and academic level, we battle for growth and excellence. While most of us are unaware of how one can accomplish and reach excellence on all levels, many of us are aware of what it takes to develop and succeed. The majorities of us desire perfection but are not yet prepared to work towards it. Excellence should be our main focus in all facets of our lives if we want to develop and reach excellence, and excellence may be attained by constantly aiming to improve.

Impact Areas:

- ☑ Self-Discovery Tools and Self-assessment for Continuous Improvement
- ☑ Heartful Leadership Qualities
- ☑ Heart-Centered Education Framework and orientation to NEP 2020
- ☑ School as Centre of Excellence-VIKAS Model, Heartfulness Lab
- ☑ Cognitive Skills Development using Brighter Minds pedagogy
- ☑ Socio-Emotional Learning through Values Education
- ☑ Mentoring and Coaching Staff and Students
- ☑ Self-Mastery and 90-day habit formation with Implementation plan
- ☑ Health and Wellness

Andragogy principles of the course

- ☆ Adult learning theory bases itself on andragogy, the practise of instructing adults, as contrasted with pedagogy, which is the practise of teaching children. Since educator Malcolm Knowles introduced the concept of andragogy in 1980, adult learning theories have grown to embrace a broad spectrum of potential outcomes. The seven elements of adult learning are self-direction, change, experience, mentoring, mental orientation, motivation, and openness to learning.
- ☆ Both in the classroom and on the job, adult learning experiences can be influenced constructively by adult learning theories.
- ☆ Interactive and discussions based on scenarios with Q&A based on adult learning principles and leadership development
- ☆ Baseline assessment and post program impact assessment
- ☆ Videos, Reflective Questions, Peer and Small group discussions
- ☆ Reading Materials and Action sessions in the workshop
- ☆ 90-day action plans and implementation model
- ☆ Four corner stones of complete learning - Swadhyaya (Self-Study), Saha-Adhyaya (group learning). Upa-Adhyaya (Lead Forward) Adhayayana (Reading) will be the program framework around which POISE themes and concepts are weaved to make blend of experiential and change management.

After – Post Program implementation

“To achieve something that you have never achieved before you must become someone that you have never been before”. - (Les Brown)

Without taking a close look at the fundamental reasons, which are our own personal capabilities, we individually attempt to navigate the challenges that are presented at us, such as those related to job, family, friends, career, and finances, among others. Only when we have control over ourselves can we grow and be successful. There are several aspects of personal greatness that may be understood, such as;

- Discipline
- Commitment
- Emotional Control
- Attitude and focus
- Belief and Courage
- Calmness and destruction control
- Self Evaluation

Those who achieved inner perfection have prosperous lives, appreciate positive connections, and find satisfaction elsewhere. It shows up as self-defined, self-valued achievement that is a reflection of one's best efforts. The will to be successful, the will to win, and the drive to attain all of one's abilities are the keys to unlocking personal greatness. Some of the important actions one can take in this area include having confidence in oneself, setting high but reasonable objectives, continuing to learn and develop one's talents, challenging oneself outside of their comfort zone, and surrounding themselves with the best people. The following are the essential components of personal excellence:

- Self Awareness
- Vision and life purpose
- Positive emotions and learning attitude
- Skills set and abilities
- Adaptability
- Self accountability
- Self transparency
- Growth mindset

School Principals, School Organizers and Head Masters can implement post program the following interventions for creating centres of excellence with Brighter Minds and Values Education course.

- The Heartfulness Way - Values Education curriculum for students
- Brighter Minds Alpha program-Cognitive Skills Development in students

Who should attend?

- ❖ School Organizers, Head Masters and Principals
- ❖ Open – minded and spirited to take up program implementation after training
- ❖ Participants who have completed two doses of Covid Vaccination
- ❖ Batch size of 40-60 participants per class

CONCLUSION

POISE Program will help the School Organizers, Head Masters and Principals in the field of Education, Health, Mental Wellness and Yoga. POISE Program was born from the vision that the most effective way to transform society in a generation is to re-imagine, re-think the purpose of Education and role of Heart for inspiration and creating a compassionate learning environment by educators and working for the holistic development of the students.

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