

Workshop on Teacher's Appraisal from the perspective of NEP-2020

A three-day workshop was conducted by Principal, Ms Shalini Mehrotra, on the new design of 'Teacher Appraisal' as per the New Education Policy – 2020 from 1st to 3rd of September. Ma'am apprised the faculty of the yardsticks on which a teacher's endeavour and progress would be measured. She demonstrated an extensive but simplified process of Appraisal for the current academic session. With 17 comprehensive and well defined parameters the newly designed procedure would ensure a transparent, accurate, unbiased and evidence-based appraisal. Ensuring an objective evaluation of their skills, the appraisal will help the teachers to lay out a roadmap for their future efforts. Each of the parameters was discussed at length during the workshop, and teachers' queries and concerns about the same were addressed by Ma'am to establish trust and confidence.

As a part of pedagogical up-gradation, Ma'am Principal also conducted a session on ABCD - Audience **(A)**, Behavior **(B)**, Condition **(C)**, and Degree of Mastery **(D)**- methodology of Lesson Plan. The teachers can now dispense with the elaborate lesson plans and they welcomed the new format which is concise, lucid and flexible and complements the learning objectives of NEP-2020. An assignment, based on the ABCD Lesson Plan technique, was given to the teachers and discussed to decipher their learning and ensure a comprehensive understanding of the concept amongst the teachers.

Reflection

The workshop on 'Teacher's Appraisal' empowered the teachers as the new Appraisal system is transparent, supportive and is designed to ensure that all the teachers have the skills and support they need to carry out their role effectively as an educator. It will help the teachers to continue to improve their professional practice. The ABCD model of Lesson Plan is a smart tool that comes as a big relief from detailed and complicated lesson plans.

- Erina Mehta

