

(a) **Monitoring.** Students are being individually monitored by mentor teachers who keep close watch on str and weaknesses of students and guide them accordingly. A separate register, with a page for each student is maint to note the prog of students.

(b) **Grouping.** After half yearly exams, students are grouped as per their performance. The weak students are given extra coaching and addl attention is paid to the students who are below 70%. Besides class teachers, outside tutors may also be hired by the schools to complement the teaching. With financial assistance from HQ 11 Corps, such an initiative was taken to improve the academic performance of all students at APS, Jalandhar Cantt by outsourcing faculty from established agencies for extra coaching classes in a more focussed manner. Focussed study groups formed on the basis of Pre Bd II results could be given desired attention and study material appropriate to likely performance could be covered separately for each gp. Graded improvements as per capabilities of different study groups helped both weak and bright students to improve their performance.

(i) **'Super 30'.** For the achievers having above 80 to 90 percent performance ('Super 30' batch), focus was put on improving the performance of students to enable improvement beyond 95% and prepare them for appearing in competitive exams by making them practice HOTS (Higher Order Thinking Skills) questions.

(ii) **Improvement Batch (50).** For students having below par performance, 50 'Weak Achievers' were identified subject wise and concentrated upon with stress on clearing their concepts and enabling them to score above 60%. The questionnaires solved were aimed at simpler problems, which could be approached in a drill like manner to enable tangible improvements. In addn, subject centric weaknesses were separately addsd, vis good in all subjects except Maths / Physics etc.

(iii) For all other students, respective school teachers took more focussed classes with similar batches and helped them to practice sample multiple papers.

(c) **Interaction.** Close interaction is carried out more frequently among teachers, students and parents during PTMs and also as and when the reqmt is felt. This helps in getting students to remain focused on studies.

(d) **Modus Operandi.** More stress is given on written practices, through on the spot tests, weekly and monthly tests to remove exam fear among the students. Learning of basic concepts is given more importance.

- (e) **Question Papers / Study Mtrl.** All out help in terms of books, guides and old question papers is made available to students. Pre Bd question papers of all APSs of Corps Zone and also from neighbouring KVs are shared among all the schools to have more variety of question papers.
- (f) **Study during Breaks.** Extra classes for class X and XII are held during Summer Vacation, Autumn and Winter Breaks so that students remain in touch with studies. During breaks in exams, teachers are made available to students to clarify their doubts.
- (g) **Other Activities.** There is minimal or zero involvement of students of class X and XII in co-curricular, extra co-curricular activities and other functions at schools so as to allow them to devote more time to studies.
- (h) **Toppers.** Max help is given to students in 90% and above bracket. They are provided with latest exam mtrl, ref books, addl guidance and exam related mtrl to help them in refining their answering techniques so as to improve further.
- (j) **Intro of Dual Pre Bds.** This is an initiative to improve and assess performance by giving students and teachers some time in between Pre Bd I and Pre Bd II to reflect and work upon the weaknesses.
- (k) **Longer Class Duration for Core Subjects.** After Pre Bd I, changes in timetable were made. One hour duration was mandated instead of 40 minutes class to enable concept based learning in a more focussed manner.
- (l) **Formation of Class wise WhatsApp Gp.** These gps facilitate close interaction between students and subject teachers. The WhatsApp gps were also used for posting relevant study material (CBSE Sample Papers, Question Banks, Spl Notes prepared by teachers).

## 2. **Teachers.**

- (a) **Tasking of Teachers.** Teachers with better API in respective subjects are detailed to teach class X and XII. At times even fresh teachers, who have inclination and willing to take on Board Classes as a challenge, are also given the opportunity of teaching class X and XII.
- (b) **Incentive and Awards.** Teachers who achieve higher API are given suitable incentives and awards to keep their motivation level high. Photographs of best teachers of the session are permanently displayed in the schools.
- (c) **Counselling.** Non performing teachers after verbal counseling and having being given adequate time to improve, are given written counselling / warning. Grant of further contract to teacher is subject to academic performance of the teacher.

(d) **Workshops**. Workshops of subject teachers are held for all teachers of APSs of 11 Corps Zone by the teachers, who achieve highest percentage in the subject (called resource teachers), during non working day of APS. This helps in deriving max benefit of teaching methodology adopted by high performance teachers.

(e) **Analysis of Teachers Performance for Last Five Years**. The comparative analysis of performance of teachers is being compiled and reviewed for future action to iden inefficiencies / weaknesses and take strict corrective action as required.

### 3. **AWES, 11 Corps.**

(a) **Interaction with Chairmen and Principals**. Interaction with Chairmen and Principals of all APSs of Corps Zone is held by COS and / or Corps Cdr to discuss academic performance, further plans for academic session, improvement of facilities and infrastructure and giving suitable awards to APSs and topper students. Interaction is held more than once in the academic year. Visits by COS and Corps Cdr are planned to get first hand info on prog in academics.

(b) **Visits by AD AWES**. Visits by AD AWES are carried out to interact with the teachers and to motivate them to improve the results. Such visits are helpful to school management in resolving the issues affecting functioning of the schools and also helpful to Principals to guide them toward meeting the laid down goals. AD, AWES is also tasked to be present at LSBs held by APSs, to help in selection of better faculty.