

10. FINDINGS

10.1 REASON OF PREFERENCE FOR SELF-FINANCE SCHOOLS

The study has established the fact that the parents of Vadodara city prefer self-finance schools to that of government run schools. The stark reality is the parents who are not in a position to afford the expenses of a private school are also gradually shifting towards these schools because of better teaching learning facilities and better growth of their wards. The reasons of shift towards the self-finance schools are many.

10.1.1 Better infrastructure and a continuous expansion in infrastructure which is need based is being very well accepted by the parents because with the change of the time the requirements of teaching learning changes. The infrastructure in a self-finance school takes care of very minute detailing as to have a provision for separate play grounds for different games, learning resource centre, computer laboratory, language laboratory, spacious class rooms, co-curricular activity zones etc. This instantly clicks with the parents as they want their wards to spend quality time in the school.

10.1.2 Parents are mostly interested in academics as their long term goal is to make their wards excel in various professions for which the grounding in basic education is very much required. Here also the private or self-finance schools have an edge over the government schools. In terms of students to teacher ratio, the project based learning, audio-visual teaching techniques, self learning materials, a good library, play a dominant role in learning and acquiring knowledge. As funding is no problem in self-finance schools, with the change of technology, the demands are very easily met and the learning also becomes interesting, easy and meets the demands of the time.

10.1.3 In addition to well qualified and experienced teachers, the expectations of the self-finance schools from the teachers is higher and thus the profile of the teachers in a self-finance school is different and very much parent friendly. As the access to the teaching fraternity is more and without any kind of inhibition, there is a positive outcome and the problems get solved very easily and rapidly. This contributes towards the preference of the parents for the self-finance schools.

10.1.4 Self-finance schools strive towards the improvement of the overall profile of the students and not just academics and co-curricular activities. This has contributed to a major deal towards the preference of the parents for the self-finance schools. Different kind of hobby clubs like pottery, dramatics play a great deal in chiselling the personality of the child which goes a long way in their lives. This is the real expectation of any parent which is seldom satisfied in a government school.

10.2 CHARACTERISTICS OF AN EFFECTIVELY MANAGED SCHOOL IN VADODARA.

Effectively managed schools target specifically towards a qualitative growth, as they are very clear that quantity and quality goes together. One of the main objectives of any self-finance schools is to increase the strength of the school which is not possible without the quality input. And every department of the school works towards this specific target. Thus all the characteristics of an effectively managed school revolve round bringing in the quality input.

10.2.1 The self-finance schools are managed on a day to day basis and there is a close monitoring by the management which is not possible in government schools as they have to depend only on external inspections. The self-finance schools have a vision, they set their mission according to their vision and they work towards the realization of the same. They have a well set organizational structure to carry out their smooth functioning. The functioning of management in the self-finance school is not only limited to close monitoring and supervision but is more widespread. In order to

fulfil the mission of the school, the management assumes the role of entrepreneurship which in other words is none other than the captain of the ship. The management in a self-finance school always leads from the front. It leads, guides, and motivates the entire team towards the realization of the objectives set by the school and channelizes them in a right direction.

10.2.2 The effectively managed schools recognize the role and position of a principal in a school and thus give full autonomy to him/her for the realization of the objectives. This autonomy plays a greater role towards quick decision making and thus the functioning becomes very quick and smooth. Principal has also got enough scope to bring in innovativeness in different areas and the best part in a self-finance school is that all this is not subject to late approvals from the authorities. A principal in a self-finance school effectively mediates between the management and all other sections of the school including the community and society at large. The principal of a self-finance school is expected to shoulder more responsibility and cannot afford to have a sluggish approach.

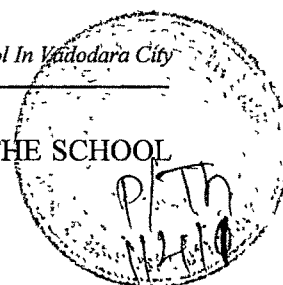
10.2.3 The teaching pedagogy of an effectively managed school gets a better recognition because such schools functions specifically on performance oriented rewards. Thus the teacher is very cautious towards his/her functioning style in the school as she knows that frequent performance appraisal will only decide their rewards. Thus the teachers are very clear about the school's expectation from them and they cannot afford to relax. The teacher is also aware of the fact that mere degree is not sufficient to give the resultant output. They need to sharpen their skills and content mastery continuously and thus the teacher has to be a learner and update himself/herself with the changing time.

10.2.4 Though it has been found that the parents of self-finance schools are higher on the scale with respect to education and income. However, an effectively managed schools approach towards the development of the child's profile is not dependent on the education of the parents or his

income. Once the child is admitted in the school, the school takes every responsibility to ensure that all the children grow up likely. This is the reason that now even the parents of the lesser income group are also inclining towards the self-finance schools. The expectations from the parents of the self-finance school also differ. They are expected to spend more time with their wards and give a continuous feedback to the school regarding the growth of their children. That is the reason why there are frequent meetings and interactions held so that the parents can be in regular touch with the teachers and school authorities.

10.2.5 Any school is judged by the parents on the basis of the product the school produces. Today's parent is very much concerned about the kind of profession the child enters in after passing out from the school. The parent is also concerned about the overall development of the child which in fact plays a dominant role in the future selection processes. The school becomes the training ground for a child. How is it possible? Good infrastructure, committed teaching pedagogy, better facilities, involvement of the parents in decision making and above all joyful learning experienced by a child in the school can only enhance the personality of the child. Self-finance schools definitely scores over the government schools in all these aspects.

10.2.6 Effectively managed schools also ensure totally demarcated departments, very effectively and professionally managed and a very good linkage between all the departments. There are interactions between all the department heads on the academic side as well as administrative side. All the departments are very well aware of what they are expected to do and where do they stand. So there is ample of scope for improvement not only in academics but also in the functioning of each and every department.



10.3 OUTCOME OF THE EFFECTIVE MANAGEMENT OF THE SCHOOL IN VADODARA

The Preference of the parents for self-finance schools and the characteristics of effectively managed schools definitely contribute towards the better outcome of the effectively managed schools.

10.3.1 Persistent approach towards maintaining quality in all the departments and bringing in innovativeness definitely lead to better student's strength in an effectively managed school because the parent who is actually taking the decision to admit his child in a school will always look forward to a better run school in every aspect.

10.3.2 The school is an instrument to further the social cause as this is the most effective platform to bring in the segregated groups of the community together and work towards a better society. The responsibility of the school is much more than any other social institution in this aspect as the constitution has laid down a very clear cut objective to the schools that they should make students better citizens for tomorrow. Thus whatever the school does, however it functions reflects the schools name in the society. An effectively managed school definitely earns goodwill in the society.

10.3.3 Continuous evaluation approach of the teachers, frequent in-service orientation, better service conditions and a room for creativity boosts the teacher's morale and the teacher also feels that his or her personal growth is taken care of by the school. This amounts to a better satisfaction level of the teachers and ultimately better teaching learning process.

10.3.4 It is found that the parents of effectively managed schools are very satisfied because the school intentionally strives towards the satisfaction level of the parents. In the process the school is very much aware of the demands and the requirements of the parents and work towards fulfilling the requirements and demands. Instruments like continuous feedback from

the parents, very swift complaint redressal system works towards ensuring better satisfaction level of the parents.

10.3.5 As the aim of the self-finance school is not only confined to academics but the word overall is very much significant. A child's growth in totality encompassing all the attributes is taken care of by the effectively managed school.

10.3.6 The professional functioning of all the departments, a clear cut mission, well chalked out strategy for the same and very effective monitoring, target specific approach and analysis strengthens each and every departments, may it be academics or administration. This helps in overall smooth functioning of the school.