



*Endorsing quality of education*

## Athena-GPA Grading and Process Assessment



For the first time for school management in India - a quality assessment and improvement planning system.

Athena Grading

Out-reach  
Report

Athena Process Assessment

Quality  
Dashboard

Profile  
Classification

Creating educational institutes that matter

## Private School Education and Quality

Imparting quality education is the most complex problem of this century. The complexity increases with rising expectations of parents, advancing research and changing policies and regulations. The state governments are also in the process of devising systems for assessing and monitoring the quality of education in public and private sectors.

On the other side, the private schools are growing speedily, in proportion to the government schools. A large number of small and medium entrepreneurs, corporate and business enterprises have emerged as the big players in the school education space. The traditional established school managements are gearing up for the enhanced demands for quality. With a strong will to provide quality education, all these managements are comfortably taking an approach of focusing on infrastructure and facilities. However, they face genuine difficulties in ensuring the quality of core educational processes to get a competitive edge.

To address strong demands for quality and create an environment of public trust, Indian schools need a system like NAAC or grading/ranking systems that are popular in many of the developed countries. Such a system for schools, aimed at giving quality benchmarks and improvement recommendation, will help the private players to be able to resolve various challenges faced by them in school administration, management and academics.

Our teams, based on their experience with over 450 private schools across India have come across school managements that invariably, have faced one or the other challenges in spite of many strengths. Such challenges pull them back from imparting the envisioned quality education.

| STRENGTHS   | CHALLENGES  |
|---|---|
| Infrastructure, facilities and allied services are taken care of easily which helps in attracting initial enrolment | Developing a well-designed performance report/review systems covering the critical areas of imparting quality education |
| Strong focus on attracting recruitment  | Focusing on quality processes that ensure students' "learning" and holistic development                                 |
| Well thought out investment and manageable development plan   | Coping up with upcoming developments and policy changes   |
| Impressed parents with quality of infrastructure and facilities in 1st 5 years                                      | Explaining considerable dip in the interest levels and performance of students in higher grades                         |
| Intention to impart quality education   | Maintaining full occupancy through enrolment and retention  |
|   | Planning professional development with right kind of leadership & teacher training for the academic staff               |



## Does it ring a bell?

With Athena-GPA you can avert these risks if you haven't encountered these challenges yet.

If you have, we are sure Athena-GPA will help you to successfully tackle the issues.

## Why Athena-GPA?

Most of the managements with a very strong experience in other business ventures have reasonably less domain knowledge about school education. When the world of school education is enriched by the highest level of academic research world over, the managements are failing to keep abreast with the required domain knowledge to be reflected in school operations, especially in the academics.

When a quality school education for children has become the highest priority of all parents and they have started demanding education worth of every buck that they spend, managements are doing all efforts to find out ways through individual consultants, ready programs, academic products and technology solutions.

However, our field experience show that the **comprehensive system-based one shop guidance** is something that they have not availed so far. The simple reason is such an expert guiding system is not available in the market.

Athena-GPA provides exactly this!

## How Athena-GPA helps

Athena-GPA comes with two major components - grading and assessment

**Athena grading** helps you in benchmarking your own status today with respect to parents expectations. If you are already at higher benchmarks, you will be happy to distribute the outreach report that Athena provides to your current and prospective parents. This report highlights all the areas that parents are looking for and through Athena they get expert validated answers. Thus you will be able to ensure comfort to parents of getting the value at cost.

**Athena Process Assessment** gives you a rigorous evaluation of your internal processes. We closely look at your management involvement in schools, leadership and administrative practices and to it's core the classroom- level teaching learning processes. This report for your internal consumption provides you a critical feedback on where you are with respect to quality, what can be your priorities for improvement planning and what are the recommendations for each of the process owners.

Athena Profile Classification looks at the extent of availability of infrastructure, facilities, and human resources that you have and describes the category in which your schools fall. This report tells you, the priority areas for funding allocation in your development plan.

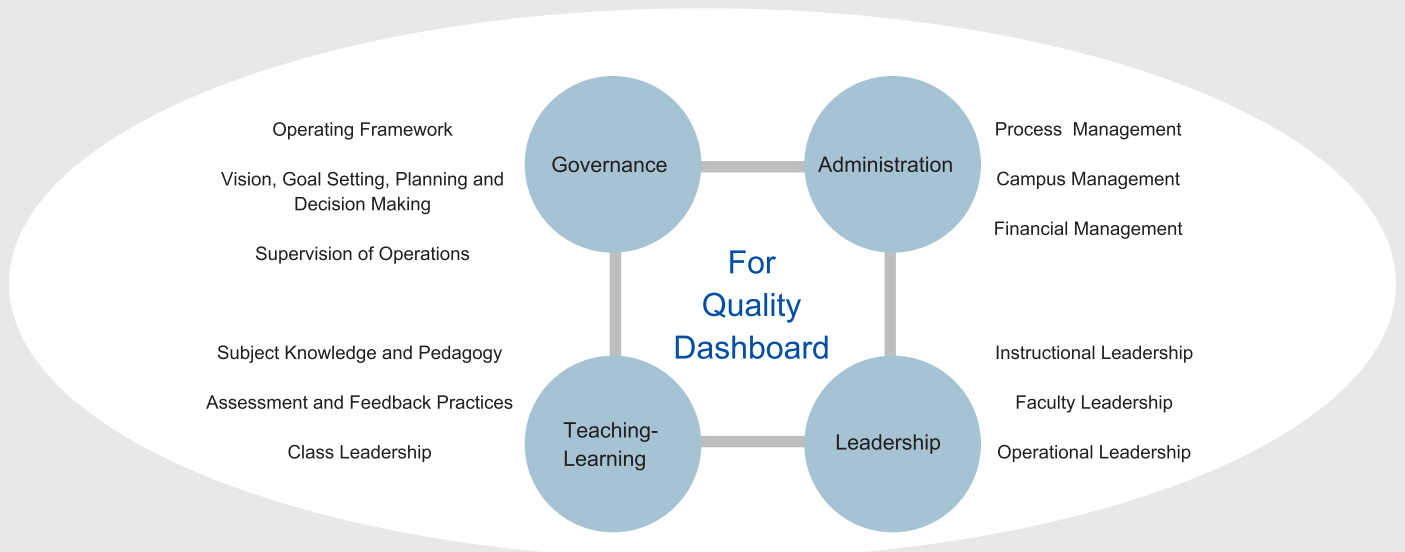


## GRADING FRAMEWORK



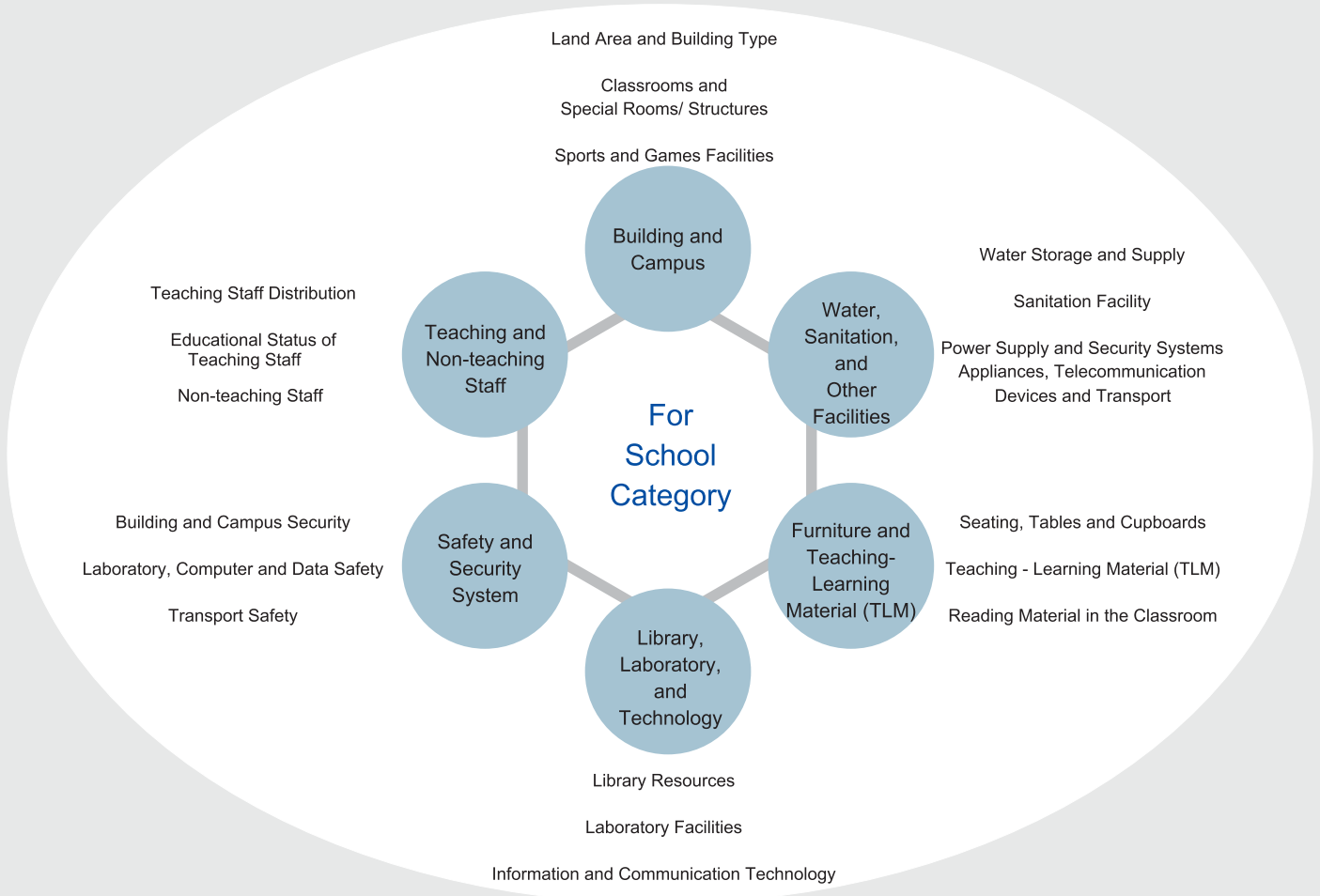
More than 150 attributes from this framework are considered for grading of school

## PROCESS ASSESSMENT FRAMEWORK



40 Indicators across these 4 assessment areas are considered for rigorous quality assessment of school processes

## PROFILE CLASSIFICATION FRAMEWORK



Around 90 Indicators across these classification areas are considered for classification of school profile

# Athena-GPA Highlights

- Comprehensive recommendations:** Athena-GPA covers every aspect of school's operations. It provides you recommendations for bridging all gaps and develop a system-based plan for whole-school quality
- In-depth evaluation:** Athena-GPA follows a rigorous but qualitative methodology with a team of experts spending 2-3 days in school - minutely observing and interacting with all stakeholders.
- Participative approach:** Athena's expert assessors diligently talk to each stakeholder to understand their perspectives, issues, concerns and difficulties while fulfilling mammoth quality expectations from parents.
- Focused educational foundation:** Athena-GPA is based on the foundation of the latest trends, studies, developments in the world of school education while sharing the recommendations suitable to school's context.
- Techno-managerial framework:** Athena-GPA is using sound management principles and quality concepts to address improvements in core educational processes. All the reports are generated using system-based intelligence to fortify expert views

**Overall 'A+'**

Infrastructure and Facilities | Human Resources | Vision and Philosophy | Scholastic Programmes | Co-scholastic Programmes | Services and Support | Performance

A+ | A+ | A+ | A+ | A+ | A+ | A

**Improvement Priorities (Grade: B+)**

| Indicator             | Overall Priority |
|-----------------------|------------------|
| B1. Governance        | B+               |
| B2. Administration    | B+               |
| B3. Leadership        | B+               |
| B4. Teaching-Learning | B+               |

Following table gives the list of indicators sorted in the order of overall priority.

|   |  |
|---|--|
| 21. Grievance redressal system                                | B4.1.3 Lesson plans                                  |
| 22. Facility management                                       | B3.2.1 Professional development of faculty           |
| 23. Term of faculty meetings                                  | B4.1.1 Teachers' level of subject expertise          |
| 24. Committee's school supervision reports (Content)          | B3.1.3 Student achievement orientation               |
| 25. School or committee working related to committee meetings | B4.3.2 Annual assessment plan and process            |
| 26. Implementation maintenance process                        | B2.1.1 Standard operating procedures and records     |
| 27. B4.1.5 Self-evaluation with stakeholders                  | B2.2.2 School plans                                  |
|   | 1.1.1 Management committee profile and records       |
|   | 1.2.3 Decision making                                |
|   | 2.3 Representation to management                     |
|   | 3.2 Vendor and security maintenance                  |
|   | 2.4 Code of conduct                                  |
|   | B.4 Representation to the external world             |
|   | 1.1 Teacher-made tests                               |
|   | 1 School identity                                    |
|   | 1 Accounts management system                         |
|   | 4 Self development/ academic excellence of the staff |

**School's Process Compliance Level**

A balanced compliance of all areas will look like the sample shown in a radar format given below. Such a sample radar shows a balanced compliance for every process areas. Ideally the gap between different process areas will be minimal, and each area will be closer to the outer edge of the radar.

**Sample of Balanced Process Compliance**

**Sample of Ideal Process Compliance**

## Athena-GPA Benefits

Athena-GPA helps you taking every step towards a happy student comfortably learning through suitable opportunities provided by the school environment.

### **For Parents:**

- Parents learn how their children's school is doing everything that it can do to ensure quality education based on Athena-GPA, an expert system in the field.
- The grading report provides answers to parents' questions through third party experts not only creating confidence but also creating awareness about school's developmental approach and its educational rationale.

### **For Management:**

- Management gets critical insights on the school's performance much ahead of children's performance in scholastic and co-scholastic areas. The formative assessment of the school through Athena-GPA helps school management planning and implementing right steps for every area of improvement and that too without any substantial cost.
- Management can rationalize fund allocation for infrastructural development vis-à-vis core quality improvement efforts oriented towards students' achievements.

### **For Academic Staff:**

- The heads and senior teachers with the management get all pointers to co-create a well-synchronized plan for quality improvement touching curricular, co-curricular and infrastructural aspects.
- The senior leadership of school is eased off from managerial and administrative tasks by bringing in system-based process orientation through Athena-GPA recommendations thus relieving them for focusing on improvements in academic areas.
- Teachers can refer Athena-GPA recommendations and create their own blue print for day-to-day work being aware of the management focus and buy-in for quality improvement.

Athena-GPA helps creating a quality conscious environment in the entire school and school as a community is geared up towards essential quality improvements. School can prepare in spirit for all mandatory, regulatory certifications and audits required by the affiliated boards and not just work towards getting their certification for its sake.

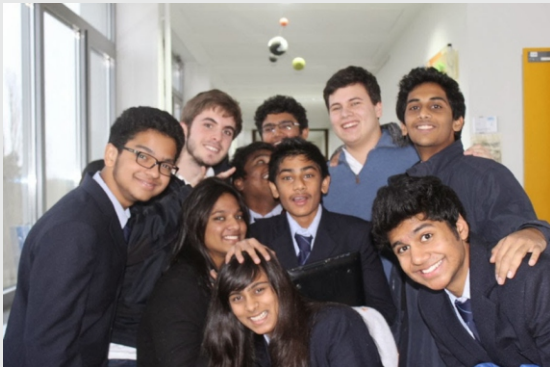
The current quality benchmarks and awareness about the gaps in wanting to reach a better performance level offers the self improvement capability at a miniscule cost compared to huge out-flows required for branding based on infrastructural and facilities based feature list.

Athena-GPA helps school create an environment of trust not only with parents but with society as a whole as it offers the endorsement of quality through transparent system that ensures school's accountability.



**Athena**

*Endorsing quality of education*



Children @ Athena Graded A+ School

**A**t Athena, we aim to promote culture of institutional excellence through continuous improvement and to make this culture a way of life while providing quality education to every child.

Athena is founded by two prominent personalities in the field of quality education. It is an offshoot of a decade long experience in quality of school education through work by BJS, a Not-for-Profit organization working in the areas of disaster management, educational initiatives, and social development programs since 1985.

Mr. Shantilal Muttha, social entrepreneur and founder of BJS invested last three decades of his time, resources and personal energy in conceptualizing, designing and implementing large-scales solutions for improvement in quality of school education and other community development programs.

This legacy of BJS is further fortified by Dr. Arun Nigavekar, the father of quality movement in higher education in India as proclaimed by the Former President of India, Honorable Dr. APJ Abdul Kalam. Continuing with his life-long contribution to higher education, Dr. Nigavekar has envisaged Athena to build a quality foundation for higher education through improvements in school education. After years of camaraderie and individual achievements in their respective fields, Dr. Nigavekar and Mr. Muttha came together formally to establish Athena Advanced Learning Solutions with the dream of creating a nation-wide foot print in the area of quality in school education.

What drives Athena is their strong shared conviction about school education serving as a strong foundation for creating citizenry having awareness about social concerns and equipping children to play a role in development and growth of society.

## Athena Advanced Learning Solutions Pvt. Ltd.

Muttha Towers, Loop Road, Near Don Bosco Church, Yerwada, Pune 411006, Maharashtra, India  
T +91-20-6605 0000 W [www.athena-als.com](http://www.athena-als.com) E [inquiry.aals@gmail.com](mailto:inquiry.aals@gmail.com)