

ONLINE MODULE

VOL
2

SCHOOL LEADERSHIP ACADEMY, SCERT

**STATE COUNCIL OF EDUCATIONAL RESEARCH AND TRAINING
MIZORAM:AIZAWL**



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FOREWORD

Kan zirna inte alo changkan a, hma kan sawn zêl theih nân school head tha kan neih a pawimawh êm êm a ni. Hetiang a nih hre rengin National Centre for School Leadership (NCSL), NIEPA hmalaknain School Leadership Academy (SLA), SCERT Mizoram chu Mizoram sawrkarin 23rd February, 2016 khan a din a. NCSL hian India ram bâkah State leh UT-a school lama inhnamhnawih leh mawhphurhna neite zawng zawng thlunkhawm a, hmalaktir hi a tum ber a ni. SLA tichak tur hian School Leadership Development Team chak tak, State Resource Group (SRG)-te pawh din a ni. Heng SRG-te hian state specific programme leh material duang tura beisei an nih angin kum hmasa lamah **Online Module Volume-1** chu Mizo ṭawnga siam a lo ni tawh a. A thawh hnihna atan kuminah **Volume-2** kan siam leh thei hi a lawmawm êm êm a ni. He module siamna atana thiamna, tha leh zung thawhtute hnenah thinlung takin lawmthu ka sawi e.

SLA, Mizoram chuan Headmaster-te tan intuaitharna remchang a buatsaih ṭhin a. School chhuahsan fo te a rem loh ṭhin avangin he 'Online Module' hi a buatsaih leh ta a ni. He Online Module hi mahni remchan huna ena hman theih turin NCSL website: <http://ncsl.niepa.ac.in/index.php> -ah dah a ni dawn a. Zirtirtu leh school head-te tibengvartu, hriatna tibelhchhahtu leh zirtirnaa puitu a nih ngei ka beisei a ni.

Aizawl
28th July, 2020


(LALDAWNGLIANI CHAWNGTHU)
Director, SCERT
Mizoram:Aizawl

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*Zothanmawii***SAWIHAWNNA**

Sikulin hma a sâwn dawn chuan thlen tumna, hmathlir fel tak a neih a ngai a. Tun dinhmuna thil awm dan duh tawk mai lovin, khawvel ̄hang zêl mil leh changkanna kawnga hmasawnna mil pha zêl tura inherrem leh hma lam pan zêl hi sikul tan tihmakmawh a ni. Technology lama khawvel ̄hang chak tak mai man pha tur leh ICT khawvela thiamna hman tlak nei turin sikul chuan a naupangte a buatsaih a ̄tûl a. Science lamah te, Arts lamah leh kawng hrang hrangah naupangte mahni, chhungkua, khawtlang leh ram tana mi hmantlaka chher chhuak turin sikul hian theihna a nei tih a inhriat a ngai bawk. Tun hma zawng khan Headmaster leh zirtirtuten zirna ̄tha tak pein mi tam tak an lo chhawm puitling tawh ̄thin a, tunah pawh chu hna chu tih takzet leh ̄thahnem ngai takin an la chhunzawm reng a ni tih kan hre theuh awm e. Fak pawh an phuin, hnam dintu tih hial an ni rêng a ni. Chutih reng laiin duhtawk mai a, tihphung pangngai renga kal erawh a rem tawh lo; naupangte nakin huna khawvel lo awm dan tur atan mahni inenkawl thei leh midangte tana mi ̄tangkai ni tura buatsaih an ngai si a. Chuvangin sikul hotute chuan hmasawn zêl turin hmathlir intawm fel tak an neih a ̄tûl tlat a ni. Pathian thuin hnung lama thil awmte chu theihnghilha hma lama thil awmte chu banin a tih ang deuhvin hmathlir neih leh hma lam hawi tlat hi hmasawnna kawng pawimawh tak a ni. Chu chuan tawnhriat a pawimawh lo tihna ni lovin, chuta ̄tanga thil zir chhuah neih bakah thil thar lo awm zêl tur thlirlawlk tel a ngai tihna a ni.

Sikul tana hmathlir chu sikul hmasawnna leh siam tharna tura kawng kawhhmuhtu êng a ni. Robinson, Lloyd leh Rowe te hian kum 2008 daih tawhah khan khawvel hmun hrang hrang zirna hmuna hruaitu/hotu dinhmun zir chianna an nei a; hruaitu tha leh tha lo te pawh an thliar nghal bawk a. Chuta hruaitu thate thil tih dan tlangpui an lak chhuah zingah hruaitu tha apiangin an tih ngei ngei thin thil panga an thlang chhuak leh a, chumi zinga a pahnihnaah chuan **“Hmathlir leh Tum mumal neih”** tih hi a awm. A pakhatnaah chuan “Zirtirtu leh zirtirna tihhmasawn” tih chu an dah thung a ni. Sikula mi pawimawhte leh a kaihhnawih zawng zawng ten hmathlir intawm an neih a, chumi tihlawhtling tura an hma lakna leh thawh tlanna chuan hmasawnna a thlen thin a ni an ti. Hei hi a dikan a pawmawm hle. Tum bulfuk tak neia chumi tum ram thleng tura lungrua taka mahni zawn zawna thawh tlanna chuan hma a sawntirin danglamna a siam ngei ngei thin.

Learning Objectives: He unit hian min hriattir a tum ber chu zirna hi a pawimawh a, mi zawng zawng tan a nih avangin leh zirna tha tawk dawn hi India ram naupang zawng zawnge chanvo a nih avangin chumi tihlawhtling tur chuan sikul tinin mawh an phur a, chu chu hlen chuak theuh va, hmasawn zêl turin hmathlir fel tak an neih theuh a pawimawhzia hriattir a, hma la thei tura buatsaih hi a ni.

Key words: Mi zawng zawng tan zirna (education for all), thiamna tak tak pe chhuak tura sikul hmathlir (vision for providing quality education), sikul kalphung thar nei tura ruahmanna (school transformation), hmathlir intawm neih (shared vision)

Hmathlir (Vision) Chu

Sikul chungchang thuah chuan, hmathlir chu sikulin thlen a tumna, hmasawnna tur atana rilrua ruahmanna a duan chhin tiin a sawi fiah theih awm e. Sikul tana duhthusam, suangtuahna mitthlaa lang leh beisei ti pawhin a sawi theih bawk.

Sawi fiah dan kawng hrang hrang awm thei zingah chuan mitthlaa lang tih te, hma lam hawi/pan tih te, thlen tumna mumal neih tih te, hmasawnna beisei tihte hi a tel zêl thin.

Hmathlir chu hma lam hun atana thil hmuh lâwk, a hlenchhuah theihna tur atana thawh ho duh tlanna khawpa ̄ha leh awihawm a ni a. Beiseina petu, hun ̄ha zawk inher chhuak tur suangtuahna, a ̄ha zawnga thil herrem leh siamremna a ni. Mi thiamte pawhin hetiangin an hrilh fiah bawk. Seely (1992) chuan, “Hmathlir chu midang awm dan kaihruai thei khawp tum mumal nei ngaihtuahna” tiin a sawi a. Nanus (1992) ve thung chuan, “A hre chiang duh apiangte tana kawng kawhhmuhtu, tuna awmna mêt leh a thlen tur hriatthiamtirtu chhinchhiahna” tiin a sawi. Sikul chungchangah chuan, tun dinhmun aṭanga hmasawnna tura duhthusam, tun aia changtlung leh ̄ha zawk hmanrua leh tihphung thar neihna bakah sikul ̄that deuh deuhna tura tum bulfuk neih hi a ni.

ACTIVITY 1

Hmathlir awmzia ka hriatthiam dan	Kan sikul tana hmathlir ka lo neih tawh te
.....

HMATHLIR LEH THIL DANG KHAIKHINNA

Hmathlir leh tih tur (Vision and Mission): Hmathlir kha a tak a thawh theiha duan chhuah a lo nih takah khan tih turah a lo chang ta a. Hmathlir chuan hmalam hun min thlirpui laiin tih tur chuan eng nge thawh tur ni a, eng vanga thawh tûl nge tih leh tuin nge thawk dawna, engtia thawh tur nge min kawhhmuhtu thung a

ni. Hmathlir chuan tih tur a rawn hring chhuak a, tih tur chuan hmathlir tihhlawhtlinna turin a thawk a, an inkungkaih tha hle a ni.

Hmathlir leh thil tum (Vision and Objective): Hmathlir chu kan sawi tawh a, Thil tum erawh chu eng thil pawh kan tiha thlen tumna kan neih leh tihhlawhtlin kan neihte mumal taka duan chhuah, endik theih, hlenchhuah theih leh hunbi neia tihhlawhtlin ngai ang chite hi a ni. Entir nan: India ramah ‘Zirna’ mi zawng zawng tan (Universalisation of education) tih chu kalpui a ni a, kum 1960-ah chuan naupang kum 6 aṭanga kum 14-te chuan zirna an dawng vek ang tih chuan thlen tumna a nei a, hunbi neia tihhlawhtlin ngai leh a hlawhtlin leh tlin loh endik theih a ni. Tih tur chu hmathlir hlawhtlinna tur atana hma lak dan tur indawt duan chhuah a ni a; chumiin a ken tel tlat chu a chhan te, a hna thawh turte leh a nghawng chhuah turte a ni. Tih tur tarlanna chu hmathlir nen a inkungkaih tlat a, hmathlir a awm avangin chu chuan tih tur a rawn hring a, tih tur chuan hmathlir tihlawhtling turin ruahmanna a siam thung a ni.

Hmathlir leh thil tih chhan (Vision and Purpose): Eng thil pawh ti ila chhan a nei thin. Hmathlir kan neih pawh chuan chhan a nei a, duhthusam satliah mai ni lovin, tinzawn leh thlen tumna mumal tak a nei ngei thin. Hmathlir te, tih tur duan te pawh hi chhan neia tih vek a ni a, chumi chu mamawhna leh duhthusam inkawpin a hrin a ni. Thil tih reng rengah kan tih chhana kan chian chuan phûrna leh tha thona min pe a, tum ram thleng turin chakna leh hlen chhuah ngei duhna min neihtir thin a ni. A chhan hre mang lova tih tur a nih avang ringawta tih chu a sawt mawh bik a, thlen tumna mumal tak neia hma chhawp fel tak neih bawk chuan min tiṭang a, hun tiamah kan zo thei em tih inenlet chung zêlin tum ram thlen a awl bik thin. Chuvangin hmathlir fel tak neih a, tih tur indawta duan chhuah leh tih chhana chian hi tum ram thleng tura hlawhtlinna kawng a ni.

ACTIVITY 2

In Sikul tana i hmathlir te, chu hmathlir i neih chhan leh a tihlawhtling tura i tih turte chu han duang chhuak teh.

I hmathlir neihte	I tih turte	I tih chhante

HMATHLIR DUANGTU TURTE

Hmathlir neitu chu tu nge ni a, tu in nge duang chhuak ang? He zawhna hi a pawimawh hle avangin chhan ፲theuh ni se. Hmathlir hi mimalin a neih theih a, pawlin a neih theih bawk. Sikul chuan hmathlir a neih ngei a ngai a, chu hmathlir duangtu tur pawh chu sikul bawk a ni. Chuvangin sikula thawkute chu hmathlir duangtu turte an nih laiin, mawhphurhna nei leh tel vena nei (stakeholder) dang zawng zawng, sikul naupang te, nu leh pa te, khawtlang mite pawh an tel ve tur a ni. Peter Senge (2000) chuan, ‘hruaitu berin hmathlir a neih chu ngaihthah loh tur a ni’ a ti a; chutih rualin midangte hmathlir pawh a pawimawh nep bik chuang lo. Mi tinin hmathlir a neih theih vek a; headmaster chuan sikul changtlunna tur leh hmasawnna tur atan te, zirtirtu pawhin naupangten hma an sawna an thiam tlanna tur atan te, naupangte pawhin an tunhnu hun atan te, nu leh pa pawhin an fate puitlin hun atan te hmathlir an nei vek a. Chutiang mi chi hrang hrangte hmathlir chu a inkalh loh va; a luankhawm chuan a puitlin duh bik avangin hmathlir intawm neih chu duhthusam a ni. Mi malina hmathlir a neih chu a man a duan mai thin laiin hmathlir intawm chu a intawmtu zawng zawng ten inrawnkhawma lungrual taka an duan tlan a pawimawh. A duangtute ngei chu hma latu turte an nih avangin neitu nihna neia an thawh theih nân leh an tih tur ፲theuh chiang taka hriaa hma an lak theih nân tel tlanna a pawimawh hle bawk.

ACTIVITY 3

In sikulin hmathlir in duang thin em?	Duang a nih chuan tu in nge duang?	Tuin nge hmathlir duang tura i ngaih?
.....	
.....	
.....	

HMATHLIR INTAWM DUAN

Hmathlir chu in sikul thlen tumna, (goal) nakin huna in la awmna tura in duh tiin a sawi theih a; chu chuan tih tur (mission) a keng telin target pawh a nei bawk thin. Sikul hi hmathlir intawm neihna hmun ber pakhat chu a ni ngei ang. Hruaitu mawhphurhna pawimawh ber pakhat chu hmathlir fel tak neih a ni a, chutah pawh chuan thawhpuite nena duan ho ngei hi a ni. Hmathlir tel lo chuan sikul chuan kalna tur kawng kawhhmuhtu a nei dawn lo va; thawktu zawng zawng tena pawm tlan thlen tumna a awm loh chuan mahni kal kala chet lak a ngai thin. Kawng lehlamah hmathlir intawm neih a nih chuan awmze neiin thawktu zawng zawngten mahni zawn theuhvah chumi tihsawhling tur chuan an bei tlang thin thung a ni.

Eng pawh ni sela, sikulin hma lam pan a duh a nih chuan, a chhan (purpose) pawm tlan leh hriathiam tlan a neih a ngai thin. Heng zawnate hi mimal tinin chhan vek ni se; in team kalphung chu a hrisel tawk a nih chuan member-te chhanna chu a inang tlangpui ang:

- Kan thil tih tum hi a chhan dik tak eng nge?
- Member-te hian khawi nge thlen kan in beisei?
- Mi zawng zawngina kan hmathlir chu eng nge?

- Member-te chuan hemi chungchang hi an sawi khawm em?

Chutianga sikula tel vena nei zawng zawnge chuan a huhova hmathlir chu an duang dawn a nih chuan, headmaster leh a thawhpui te, sikul naupang te, nu leh pa leh khawtlang mipuite chu kal khawmin an inrawn tlan a ngai leh bawk ang. Fullan chuan ‘hmathlir intawm neih a ṭûl chhan chu midang ngaih dan leh thlir dan tihamasawn tura puihna tha tak a nih vang a ni’ a ti a. Miin mahnia hmathlir a neih loh chuan midangte a ṭawmpui ve mai ṭhin a; amaherawhchu rilrua hriatthiamna tak tak nei silovin leh hmin zan si lovin a awm thei. Chu chuan hmalak a tiθuanawp theiin midangte pawh a tihnual thei a ni. Mink chuan ‘hmathlir intawm hi zân khat thil thua awm mai a ni lo va; hmathlir intawm neia lungreal taka ke pen tur chuan beih ve fe a ngai’ a ti a. ‘Eng ang sikul nge neih kan duh tih zawhna chhanna tha tak chu hmathlir intawm neih hi a ni’ a ti bawk. Hmathlir intawm nei tur chuan thawk hote inlungreal tlan a ngai a; inlungreal tur chuan thil tih ho tam te, inbiak tlan ṭhin te, inhriatthiamna nei khawpa in hriat chian a ngai ṭhin. Khawsak tlan tamna chuan inhriatthiam tawnna a siam a, ngaih dan a inthuhmun vek lo a nih pawhin in pawm tlanna a lo piang a, chu chuan rilru a hruai thui theiin duhzawng pawh a lo inang telh telh ṭhin a ni.

HMATHLIR DUAN CHHIN (DRAFTING THE VISION STATEMENT)

Hmathlir duan chu hlutsak zawng (value) târ chhuahna a nih ngei a ngai a. Sikulin a thil tih chhan (moral purpose) leh hlutsak zawng intawm târ chhuahna a ni. Tun dinhmunah chuan sikulin hmathlir a duan chu kan thil hlutsak zawng leh rinna bakah National Curriculum Framework, 2005 (NCF 2005) leh Right to Education, 2009 (RTE 2009)-in hlutsak zawng (value) a kente leh a ngaih pawimawh zual deuh deuhte (guiding principle etc.) aṭanga bul ṭan a ngai ang. A chhan chu NCF 2005 chuan ṭahnem ngai takin zirna siamthatna atan thil tam tak

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a duang chhuak a, chu chu RTE 2009 chuan tihlawhtling turin a rawn thuam chak a ni.

Hmathlir puan chhuah thenkhatte hi entirna leh exercise atan lo tarlang ila, an hlutsak zawng eng nge tih leh NCF 2005 leh RTE 2009 te nen a inmil em tih lo en ila.

Hmathlir duan chhuah	An hlutsak zawng	NCF 2005 leh RTE 2009 nen a inmil em?
Naupangten lehkha an zir thiam nân sikul leh khawtlangte an thawk ho.		
Zirma boruak tha tak hnuiah he sikula naupang zawng zawngte chu an theihna theuh tipuitling tura fuih phûr an ni.		
District pumpuia sikul tha ber nih.		
Naupang zawng zawngte hian University kalna chance an neih vek theih nân.		
Naupang tinte hian an naupan lai hlim taka an hman hi an chanvo niin kan ngai a. Anmahni nihna theuh leh an rawn chawr chhuahna lo ngaihhlutsak tur a ni.		

Task Force on Developing Research in Educational Leadership (2003) chuan hetiangin a sawi a, “Sikul hotu hlawtlingte chuan an sikul chu zirna leh zirtirna atana ngaihtuahna tha ber nei turin hmathlir intawm an duan hopui thin a, midangte chu tum sang tak (ambitious goal) an neihpui thin” (p3) Sikul chuan thawktu zawng zawng tena mi tinte tana hmasawnna kawng zawk tura tiphûr thei tur leh thanlenna tura an ngaih hmathlir intawm a neih a ngai. Chutiang hmathlir tha tak chuan sikul naupang leh an nu leh pate thleng pawhin lawm taka kalpui turin phûrna a neihtir hial thin bawk.

ACTICITY 4

Hma lam huna kan sikul dinhmun ni tura kan duh hriathiam tlan nân hei hi tih ho tur a ni.

Step 1: Tun aṭanga kum ngaah (kum nga chhungin) kan sikul hian eng dinhmun nge thleng se kan duh a, khawi nge thlenpui kan tum tih zawkna hi chhang theuh phawt ila.

Step 2: Kan chhan zawk theuh hnu chuan sawikhawm leh ila, pakhatin chung mimal hmathlirte chu lo chhinchhiah (ziak chhuak) zêl se la. Chu chu fel takin khaikhawm ni se, a khaikhawmna pawh chu remtih tlanna ang ni ngei se.

Step 3: Chumi khaikhawmna chu hmathlir intawm atana neih tura kan duh tlan ber hre turin sawi ho leh ni se. Thu inkâwlkalh deuh a awm a nih pawhin kan pawm tlan theih ang ber tura siamrem ni se. Lungual taka pawm tlan theih hmathlir atana thutlûkna kan neih theih hunah chu chu kan sikul hmathlir atan a ni ang.

Step 4: Kan hmathlir intawm tihlawhtling turin tih tur hmachhawp leh a mawhpurtu turte pawh a inruat zui theih tawh ang a; chumi atan action plan fel takin duan nghal bawk ni se.

TLANGKAWMNA

Sikul chu zirna hmun a ni a, kuminah naupang eng emaw zat an lo lut a, a thenin an zir zo bawk a. Kum tharah naupang thar an lo lut leh zel thin. Result tha tak nei turin sikul zawng zawngin theih tawp kan chhuah theuh awm e, a tha hle mai. Result tha tak neih ringawt hi a tawk chiah em? Tun dinhmun aia tha zawk kal lehna zel tur kan hria em? A thawktu hote pawh hi kan thil thlir dan a inchen meuh em? Zaikhatin kan kal em tia mahni inzawtin hmasawnna kawnga pheikhai rual taka ke pen turin hma la theuh ila. Naupang zawng zawngten an pass vek mai duhtawk lovin, nun hlim leh rilru hrisel tak neia mahni line theuhva hlawhtlinna an neih theih nan hmathlir intawm neii lungreal takin hma i sawn zel ang u.

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*Dr. Zothanliana***SAWIHAWNNA**

Merriam Webster dictionary chuan Ethos chu hetiang hian a hrilh fiah a: ‘Nihna bik, ngaihtuah dan, rilru put dan, rin dan leh nun dan kaihruaitu rinna eng emaw, mimal, huho, pawl leh zirna in (institution)-in a neih hi’ tiin. He hrilh fiahna aṭanga a lan dan chuan mi mal hian min thununtu leh min kaihruaitu rin dan eng emaw kan nei vek a, chu chu ethos chu a ni a, chutih rual chuan kan school pawhin, keimahni school bik inkaihhruaina, tih dan, ngaihtuah dan bik kan neih kha, ‘*School Ethos*’ a ni tihna a nih chu. Entir nan, school ṭan phatah, zing kara assembly/devotion kan neihin, school dangin an tih ve lem loh, zirlaiten an ngaih dan an sawina hun 15 minutes pe ta ziah ila, chu chu kan school tan ṭha nia kan hriat a, min kaihruaitu atan kan hman chuan, kan *ethos* zinga pakhat a ni tihna a ni ang. Mc Laughlin chuan ethos chu ‘zia langsar leh hmuh theih, rilrua vei leh tui zawng tak, mihring nun leh awm dan kaihruai theitu hi a ni,’ a ti. (Mc Laughlin, 2005: 311). Mc Laughlin vek hian School chungchangah chuan ethos hi chiang taka sawi fiah thiam a harsa a, zirna leh zirtirna chungchang hi a ni deuh ber mai a ti bawk. Hmathlir (vision) aṭangin ethos chu a intan a, mihring inkungkaihna ṭha hmangin a neih theih a, tih dan ṭha leh ruahmanna fel ngaihhlutna hian boruak ṭha a thlen ṭhin a ni (Glover and Coleman, 2005).

Zirtirtu ka nih angin, School tlai ngai miah lo tura ka rilru ka siamna leh, chumi tihlawhtling tura keimah ka inruahman tlatna kha min kaihruaitu a ni a, chutianga tlai loh ka tum tlat chuan ka hnathawh kha ka ngai pawimawh ang a, tlai lo turin ka inbuatsaih zēl dawn a ni. Tin, ka zirlaite hming, an chenna hmun,

an nu leh pa chanchin leh an chhungkaw khawsak dan hriat hi anmahni zirtirna kawnga min puitu tha nia ka hriat tlat avangin, ka theihtawpin anmahni hriat chian ka tum ang a; chu chuan ka hnathawnah min tanpui ngei ang. Chutianga work ethos ka neihna chuan ka hnathawh danah NASA takin min kaihruai dawn a ni. Hei hian ethos thlak danglam (transforming the work ethos) pawimawhna chu a tichiang hle a ni.

Ziaktu tam takin an sawi chu school tha leh hlawhtling tia sawi hi hmathlir (vision) mumal tak duan sa leh, tum mumal tak (purpose) nei an ni zel tih hi a ni. Hlawhtlinna nia sawi lansarh dangte chu kawng awmze nei ruahman (setting direction) te, ngaihhlut tur thlan thiam (setting values) te a ni. Harsatna hmachhawn tur nei tam deuh school-ah chuan hruaitu tha an pawimawh hle a, hruaitu tha chuan hmathlir tha a nei a, ngaihpawimawh tur a hria a, chumi tihiawhtling tur chuan midang nen an thawk ho thin. Chutiang tih theihna chuan school tha leh hlawhtling a siam thin a ni. School tana hmathlir tha leh ngaih pawimawh tur (ethos) chu hmahruaitu (leader) berin zirna pawimawhna a hriatthiam dan leh, a thil ngaihhlut atangin a intan thin.

Objectives:

1. School ethos awmzia zir chhuah
2. School ethos pawimawhna hriat
3. Ngaihtuahna tha leh tih dan tha hmanga insiam that
4. Danglamna tha thlentir theih dan ngaihtuah

School danglamna leh hmasawnna tura kan tih tur chu kan zir NASA tawh a, kan hre hnem tawh khawp mai. Tin, kum tam tak school-a thawk tawh tan phei chuan, lehkhabu chhiar miah lo pawhin kan sawi teuh thei ang. Tunah pawh hian, kan hnathawh dan emaw, kan rilru put dan emaw han siamrem hlek chungchang kan tarlang chauh dawn a, heng aia tha zawk pawh chhiar leh hriat tur a awm ngei ang: danglamna leh hmasawnna kan duh tak tak em tihah a innhat ber awm e.

Hnathawhna boruak danglam thlen thei turin leh, school hmasawnna atan hengte hian bul i han တန် Dawn teh ang:

1. Thawh hona boruak တာ –

- Thawh hona boruak တာ neih hi thil pawimawh tak a ni. School chu mimal pakhatin a siam တဲ့ that theih a ni lova, thawh ho thiam a ngai.
- School တန် hma, ban hnu leh school-a awm lai ngei pawhin, zirtirtute inrawnkhawm a, hmalâk dan tur sawi ho fo tur a ni a, pangngai tak (formal) leh khunkhan lutuk lo (informal) pawhin, hma lak dan tur sawi ho fo tur a ni.
- Thlen tum leh hmathlir intawm leh thuhmun neih hian thawh hona boruak တာ a siam တဲ့ thin. Zirtirtu တော်ကတ် zirlaite thiamna tak tak an duhsak laiin, zirtirtu တော်ကတ် exam-naa an hlawhtlin theihna tur ngawta zirtir kha tawk ti tlat mai se, an thawh duh dan leh zirlaite an kaihhruai duh dan a inmil thei ngai lo ang.
- Thahnemngai an awm laia, a zelthel pâwl awm hi a fuh lova, school lama inhnamhnawih rēng rēng chuan school hmasawnna atan anmahni hma zawn ဖြေဆုံး tih tur pawimawh an nei tih an thinlung taka an pawm a, anmahni tih tur ဖြေဆုံး တော်ကတ်gaia an tih theihna boruak တာ neih a ngai a ni.

2. Harsatna sukiang zawngin –

- Thawktu zawng zawngten harsatna an hmachhawn chu sawisel mai lovin, a sutkian dan an zawng ho zawk tur a ni.
- Chona hmachhawn tur awm rēng rēng chu hmasawnna thlentu tur anga ngaih a, hmachhawn tur a ni.
- Zirlaite hi ‘i class-a mite’ emaw, ‘ka naute’ emaw, ‘in naute’ emaw an ni lova, ‘KAN ZIRLAITE’ an ni tih hi hriat a တာ a. Zirtirtu tu emaw pawla harsatna thleng khan min tibuai ve lo anga ngaih loh tur a ni.

- Kan zirlaite pawh, harsatna sukiang zawnga kan buatsaih a တုံး hle. An zir tur zawng zawng lakkhawmsak a, engkim hrilh a, hrilh fiah vek a, an chhiar tur pek vek hi zirtirtu mawhphurhna a ni lo. Anmahniah tuihâlna siam a, chumi phuhrukna tur an rawn zawng chu lo တေပါဒ် tur a ni zawk.
- Zirlaite hmaah an sutkian theih tawk tur harsatna chhawp thiam a တုံး hle; Mathematics leh Science zirna lamah te, mawhphurhna hlen leh thutlûkna siam kawngah te, တာဝန် hman thiamna lamah te pawh.

3. Hmasawn leh danglam inpeih –

- Hmasawn duh lo mihring chu tlem တော် chauh an awm ang. Rilru chuan kan duh vek a, a man pek ngai pek lai tak hi kan harsat တိုင် chu a ni. Upat leh naupan lam aiin, rilru puthmang a ni zawk a, chuvangin, hmasawn leh danglam inpeih thinlung neih tum a pawimawh hle
- Tih dan pangngai leh thiam bel sa thlak a ngai hian hmasawnna leh danglamna hi miin an lawm lo တိုင်. Zirtir dan kalhmang တာ zawk lo chhuak a awm hian, kan zirtir dan thiam bel sa a rawn kalh chuan, inthlak leh insiamrem a harsa တိုင်. Hei hi hmasawnna daltu lian tak a ni.
- Zirtirna kawnga thil thar leh tih dan thar lo chhuakte a taka ti peih turin taimak a ngai a, chu tak chu kan tlachham fo တိုင်. School-a thawk tur chuan mi taima leh thawkrim peih nih a ngai.
- Ngam tawk leh rilru thlamuanna tawk (comfort zone) kan nei vek a, hemi chhuahsan ngam lohna hian hmasawnna a dal tlat thei a, kan tih ngai loh leh kan tawn ngai loh, kan hmachhawn ngai loh thil thar leh kan tih hreh deuh hlek pawh, huaisen taka hmachhawn ngam tur a ni.

4. Inrin tawnna –

- Harsatna intawm a, sawi ho thei khawpin kan inring tawn tur a ni. Inrin tawnna hmunah chuan harsatna phawrh chhuah a awlsam bik a, chu chuan a sut kianna zawn leh thawh ho dan turah NASA takin kawng a sial thin a ni.
- Midangte pawh ngam leh pan theih turin kan inhawng tur a ni. Mi tumah hi kan famkim lo va, eng harsatna emaw tawk thei vek kan ni. Thawk ho kan nih chuan, kan hnathawhna hmuna kan harsatna tawh chu a sut kianna pawh kan zawng ho tur a ni ang.
- Hma la tur leh bul tan turin rintlak nih a ngai a, hna sem zai thiam a tul ang bawkin, mahni hna chanpual theuh tihhlawhtlin a pawimawh. Miin thawk thei turin min ring se, min rin angin thawk bawk ila, chu inrin tawnna chuan thil tha a thlen dawn a ni.
- Thiamna bik nei, theihna danglam bik nei hi awm zel a ni a, heng mite thiamna leh theihna hi hman thiam a, anmahni rin ngam a pawimawh hle.

5. Inbe tawn thei –

- Ngaihsak bik leh ngaih pawimawh bik awm lohna, tu thusawi pawhin awmzia a neihna hmun, se sea thu lak awm lohna hmun hi thawh hona hmun nuam leh thawh hona hmun tha a ni. Hetiang siam thiam hi a pawimawh hle a, hmasawnna thlen thei tur a ni ang.
- Thawktuten an sawi ho theihna tur hun ruat mumal tak siam hi a pawimawh hle. Thla bi emaw, thla 2 dan emaw, kar tawp apiangin emaw te inhmuhkhawm theih hi thil tul tak a ni. A tulna chu sawi zau pawh a ngai awm lo e.

ACTIVITY

1. I thawhpuite nena in thawh hona boruak siam ᲃha turin eng nge tih ngaia i hriat?

2. I hnathawhna hmunah thil ᲃha deuh pakhat ti ᲃtan tur ni ta la, eng nge i tih ᲃtan tur (activity) chu ni ang?

3. In school awmna veng tana in thawh (contribute) theih tur emaw, khawtlang tana in tih theih tur (service) emaw han ngaihtuah la, chutiang tihna tur hun (programme) chu han ruahman teh?

TLANGKAWMNA

Danglamna ᲃha thleng se kan lâwm ang a, thleng tur pawhin kan duh vek ang. Amaherawhchu, amah ngawtin a thleng thei si lo va, thlen tirtu nih lai hi a harsa viau mai a, mahni ngeia bul han ᲃtan te hi a harsa zual lai a ni awm e. Kan thiam sa leh nuam kan tih sa kalpel leh tidanglam lo hi chuan danglamna hi a thleng mawh khawp a, hei tak hi zirtirtu leh hruraituten kan ngaihtuah nasat tur chu a ni. Kan kutah midang an awm a, keimahniah rinna an nghat a, chuvangin mawhphurhna kan hlen a ngai a ni.

Mahni theih tawk sit hi a awl a, hei hian kan hmalâkna tur thenkhat a tiñhuanawp ñin. Kan hmunhma a rem loh ang angin, kan naupangte an tlem ang angin, kan school a rem loh ang angin, danglamna tha hi a thlentir theih tho. School building tha deuha an thil tih tha tak ang kan phâk ve loh pawhin, kan phâk tâwkah eng emaw tih a tha a, kan zirlaite school danga zirlaite aia hniam deuh leh changkang lo deuha kan hmu a nih pawhin, keimahni hoin kan tih theih tâwk kan tih hi, keimahni tan a tha. Midang hmasawnna hmanga inteh nasat lutuk hi a pawi thei a, keimahni hi, keimahni tâwkah, hma sawn zêl tum zawk tur a ni.

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www.doe.mass.edu/edeval/leadership

*Lianhlupuii Hnamte***SAWIHAWNNA**

Mi zawng zawng hian mahni na na na chu inhre chiang viauvah kan inngai theuh awm e. Amaherawhchu mahni kan inhriat dan leh midang tena min hriat dan hi a lo inang fo lem lo; a chhan ni ber awma lang chu kan lanchhuah dan a awm a, kan inthup chin a awm bakah kan nihna, theihna kan la hriat chhuah loh a awm theih vang a ni. Mihringah hian Pathianin theihna tam tak a dah a, chu chu chi lo tiak anga ṭhang lian ta te, chi kui lohva awm mai mai te, chi tuh lohva dah ṭawl ṭhakte pawh a awm ṭhin. Seilenna boruak te, inthlahchhawnna aṭanga chhawm te, zirna hmanga tihpun leh chawmlen te pawhin azir chuan mi ṭangkai leh hmantlak takah an lo chawr chhuak ṭhin a ni.

“Mahni kan tih hian, thil kan hmuhchhuah ang ni lovin, keimahni kan siam/indin chhoh chauh ni lovin, ni ila kan tih leh nih kan duh anga mahni kan indin chhoh hi a ni.” Kan pianpui mizia chu eng pawh ni se, nia kan inhriat dan hi a pawimawh êm êm a; mi tak tak, lungawi mai thei leh hma lam hun a êng zawnga thlir thiam mi anga mahni kan inhriat a ngai. Kan mizia (personality) tihmasawn tur hian naupang kan nih lai aṭanga kawng dik zawha mahni inkhalh ngil hrâm hrâm a pawimawh. Naupan laiin chutianga tih nachang kan hre lo a nih pawhin a inzir thar reng theih a; chutianga inzir thiam thei tur chuan Pathianin mi tinte hi min duang a ni. Mahni kan inzir vâr zo lo a nih pawhin mi thiamte puihna leh zirna in aṭangin kan mize tha tiṭhing turin hma kan la thei cheu a ni. Chuvangin Headmaster-te chuan kan naupangte chumi kawnga pui thei dinhmuna kan din theih nân mahni aṭanga bul ṭanin, kan inhriat chian hi tihmakmawh a ni.

LEARNING OBJECTIVES

He module, ‘Mahni inhriat chianna’ tih zirtu chuan hengte hi zir chhuak tura beisei a ni –

1. Mahni inhriat chian pawimawhna hriain duhna leh tumna a nei ang.
2. Mahni inhre chiang tura tih tur တူလဲ leh pawimawhte a hria ang.
3. Mahni (self) nihna chi hrang hrang a thliar hrang thiam tawh ang.
4. Mahni inhriat chian theih dan kawng hrang hrang a hriain hma a la ang.

MAHNI INHRIATNA

Mahni inhriat hi thil awlai tak chu a ni lo phawt mai, mahse a pawimawh tlat bawk si a ni. Mahni thil tih dan phung hriat fuh theihna hi mahni inhriatna chu a ni a; eng ang mi nge ka nih a, eng nge ka tuina leh ka thiam zawng ni a, eng ka tih hian nge ka hlim a, eng hian nge min tilawm တိုင် tih inhriatna pawh a ni bawk. Chumi atana chahbi pawimawh tak chu kan thinlungin harsatna a tawh တိုင် hlawhtling taka chinfel theihna hi a ni.

Mahni inhriat chu eng nge a တူလဲna?

Mahni inhriat hian hlâwkna tam tak a nei a, kan tih tur leh tih loh chite hriat thiam a pawimawhin thil lo thlengte dawnsawn thiamna min neihtir avangin a တူလဲ ve tlat a ni. Chubâkah chuan, mahni nia kan inhriat dan hi mite min hmuh dan a ni lo fo ve bawk တိုင်. Mahni maia cheng kan ni lo va, chhungkua, khawtlang leh hmun danga mite nena chen ho a တူလဲ avangin mahni kan inhriat chian dawn chuan miten min hriat dan leh hmuh dan pawh kan hriat tel ve a တူလဲ bawk. Kan thiam ဇားသက် tak leh tui ဇားသက် tak kan thawh chuan mi tin mai hi kan taima ခံမံခံမျေား a, a lehlamah kan tui loh zawng leh thiam loh chi thilah chuan kan ning hma ဖြေားမှု e. Naupangte kaihhruaina kawngah pawh mahni inhre chiang a, inngaihlu a, inring တွေ့သော tura zirtir a တူလဲ hle. Mahni inhriat chian hlawkna တော်ခံခံသော chu –

- Min tibuaitu tak hriat fuh hi hre lova lo tuar tlawk tlawk aiin a hlawk zawk a; hei hian dawnsawn thiamna min pein, hlimna kailawnah pen (step) khatin min pentir dawn a ni.
- Hring nunah hian chān chang (kawppuite nena inlaichinnaah emaw, eizawnna kawngah emaw) a awm fova; hetiang hun pawha engkim chān ta vek anga i inngaih lohna chuan i hring nunah enremna leh hriatthiamna i neih phah ang a, bul ṭan thar leh turin a tichak dawn che a ni.
- Mahni i inhriat chian poh leh midangte hriatthiamna thûk zawk i nei thei ang a; thatna lai leh that lohna nei vek kan nih avangin midangte beisei dan tāwk pawh a thiamtir thei ang che.
- Mahni inhriat chianna chuan hma thar lakna turah i tih awm tāwk leh chumi atana ṭūl, thiamna i neih belh ngai leh inbuatsaiah dan tur a hriattir ang che. Midangte i mamawhna lai, puuh i ngaihna tur leh midangte tana i ṭangkai theihna lai a hriatthiamtir chein, i kal dan tur kawng a kawhhmuh thei bawk ang che.

Mahni inhriat nân hengte hi lo thlur bing ta ila:

1. **The Physical Self:** Kan taksa pianphung hi midangte tan a pawimawh êm êm a; miin min hai lohna tur leh min hriat sual lohna ber pawh a ni. Chubâkah kan pianphung azir hian tih theih zawng te, chemkalna tur lam te pawh kan hre thei bawk. A bik takin hnathawhna khawvelah kan hawi lam tur min hrilh thei, (entir nan mit chak lo tana thawh harsa chi hna a awm a, infiamnaah pawh pumraw san ngai chi basketball angte a awm)
2. **The Social Self:** Mihring hi mahni chauhva nung lovin midangte nena cheng ho kan nih avangin inkungkaihna eng emaw tal kan nei ṭhin. Hemi midangte nena kan inkungkaihna hi social self chu a ni. Mi chi hrang hrang kan awm, mi ṭhenkhatte chuan ṭhian an nei tam lem lo; mahse an ṭhian neih

chhunte nen chuan an inpawh tlang êm êm a. Midang leh te chuan thian tam tak an siam a, an inbawr luih luih reng thin chu an khawsak phung a ni.

3. **The Competent Self:** Hetiang mite hi chu an inring tâwkin, mahni an intodelh thin châwk a; nitin mamawh pawh midangte puuh ngai lovin an chawlût thei a ni. Mihring pangngaiah chuan hetiang theihna hi a awm theuh va, chu chu remchanna chi hrang hrang hian a rawn hailang thin. Thian kawm an thiam a, mahnia awm pawh an ngai thei deuh nge nge a ni. Midangtea innghat lovin, mahni hlimna khawp leh an mamawh chu an intodelh châwk. Hei hi mi bikte chauh neih tur a ni kher lo va, hetiang mi ni tur hian a inzir theih ve bawk a ni.
4. **The Inner Self:** Hei hi Psychological Self tih pawhin an sawi thin. Midangtena an hmuhpui loh nun chhungirl tak tak, mahni ngei pawhina hriathiam vek loh hi a ni. Lang chhuak fo lo mahse hei hian nun a khalh kal fo thin a; hlimna te, lawmna te, lungngaihna te, hlauhthawnna te min neihtir thin avangin thil thar tih dâwn pawha min chelh dingtu emaw, kawng lehlamah chuan min nawr kaltu emaw a ni hlauh thei bawk. Kan chhungirl nun tak tak hi chu awmphung pangngaiah hi chuan a lang lem thin lo va; hun khirh leh harsa kan tawh chang hian keimahnia awm tih pawh kan hriat loh chakna leh theihna a lo inlar chhuak thin a ni. Thinrim tawpkhawk kan neih chang phei chuan khaw hmu lek lo leh tualthah duh hial khawpa awm theih pawh a ni. Hei hian mahni inhriat chian pawimawhna a tizual hle. Vanduaina leh lungngaihna vawrtawpah hian eng ang tak nge kan nih a lang thin bawk a; chuvangin rilru fim kan neihna turin mahni inhrethiam tura hma lak pawh a tul thin.

ACTIVITY 1

Mahni inhriat hi ngai i ti em?	A chhan han sawi teh
Self chi hrang hrang i zir takte kha han sawi la, i ngaih dan (comment) pe/sawi zêl bawk ang che.	

MAHNI ZIA/HMELHMANG PAWIMAWHTE

Mahni inhriat chian pawimawhna kan lo hre tawh a, chumi atan chuan mahni zia/hmelhmang pawimawh tak tak pathum a awm a, chungte chu –

Mahni inhriat dan (Self-concept):

Baumeister (1999) chuan self-concept chu hetiang hian a sawi a: “Self-concept chu miin, ni anga a inhriat dan hi a ni a, mizia a inhmebel dan leh tu nge a nih a, eng ang mi nge a nih tih hi.” Mahniina kan inhmuh dan leh nia kan inhriat dan hi a nih ber chu. Lewis (1990) chuan mahni inhriatna a lo thanlenna kawng atan thil pawimawh tak tak pahnih a chhawpchhuak a, hetiangin –

1. Mahni mimal nihna (The existential self):

Hei hi self-concept-ah chuan a bulbâl pawimawh tak a ni a. Midangte ang ringawt ni lovin an laka danglam leh mihring hrang pakhat nih inhriatna a niin, chumi hriathiamna nghet tak neihna chu a ni.

Naupang chuan midang lakah mi hrang pakhat niin a lo piang chhuak ve tih a lo inhria a, hun leh nite chhiar chhovin thil lo thleng tur pawh chutiang chuan a hmang chho dawn tih a lo hrethiam ve chhawm zêl a ni.

2. Midangte ang nihna (The Categorial self):

Mihring puite ang bawkin mahnia thil hmachhawn tura lo piang nih inhriatna tiin kan sawi thei ang. Naupang chuan khawvela thil tam tak zinga pakhat, mihring a nihna a lo man chho ve ta a. Midangte ang bawkin nihna (identity) nei a ni a, nunna hlu tak a neih te pawh rawn hre chhawm zêlin a awm dan turte pawh a chipuite anga midangte nena khawsa ho tur a nihna te a rawn man thiam chho zêl a ni.

Mahni inngaih dan (Self-esteem):

Self-esteem chu mahni kan inhriat dan leh hlua kan inhriat dan hi a ni. Hetah hian mahni kan inteh danin awmzia a nei thui hle a. Tha niin kan inhria a ni emaw, tha lo niin kan inhria emaw a ni thei a, mahni kan in teh dan hi mahni inhmuh dan aṭang leh midangte nena kan inkhaikhinna aṭangin ngaih dan kan siam thin a ni. Mahni kan inngaih dan hian zirna kawngah te, midangte nena kan nun honaah te, hnathawhnaah te leh khawvel kan hmachhawnna kawngah hrim hrim pawh kawngro a su thui hle a ni. Chuvangin mahni inngaih dan tha tak neih a pawimawh êm êm a ni.

Mahni inngaihsanna (High self-esteem): Mahni tâwka tha ve nia inngaihna leh nih ang tâwka lungawina. Pathianin a duh taka a siam kan nih inhriat a, hmasawn thei leh inzir thei kan nih hriat hi a pawimawh hle. Hetiang mi kan nih chuan –

- Kan theihna zawnah mahni inrintâwkna kan nei
- Mahni nihna tâwkah lungawina a awm
- Midangte min ngaih danah kan buai lo
- Hma hun a êng zawngin kan thlir thiam phah
- Midangte zingah kan tlangnêl hma

Mahni inngaih hniamna (Low self-esteem): Mahni nihna-a lungawi lohna. Mahni inngaih hniam bikna kan neih chuan kan nih tur ang pawh kan nih loh phah thei thin. Hetiang mi kan nih chuan –

- Mahni inrintâwkna kan tlachham chawk
- Midangte anga lan châkna kan neih phah thei
- Midangte min ngaih dan turah kan buai fo
- Hma hun a thim zawngin kan thlir thin
- Mi zingah kan inkiltawih duh fo

Mahni nihna atana duhthusam (Self ideal): Ni anga i inngaih ang (self-image) leh ni tura i induh ang (ideal self) a inmil loh chuan, chu chuan i indah hlut danah nghawng a nei thui hle dawn a ni. Chumi awmzia chu i ideal self a san hle laia i self-image chuan a phak leh si loh chuan i nihna tak ai pawhin i inngaihniam thei dawn a, chu chu a tha si lo. Chuvangin mahni inhriathiamna leh inpawm thiamna a pawimawh hle a ni.

Miin ni tura a induh ang kha a taka a nun nen a inmil lo thei a, hemi danglamna hi incongruence a ni. Ni tura kan duh hi a san lutuk chuan kan nihna tak nen a inmil thei lo va; a hniam lutuk lahin hmasawnna a awm lo thin.

Chuvangin mahni inhriat chian a pawimawh a, mahni nihna pawm thiam leh kan duh ang tak ni tura hma la thei, hmasawn zêl thei kan nihna hi inpawm a tha.

MAHNI INHRIAT THEIH DAN

- 1. Mahni inchhût thin rawh:** I hmelhriat tha tak hnen atang te, mite nena in indâwrna atang te, i thil zir dan style atang te, personality test hmang te, aptitude test hmang te, interest inventory leh career test atang tein mahni inhriat chian tum thin la, naupangte pawh chutiang ti turin kaihruai thin ang che. I hun kal tawh atangin i tuina zâwng leh i chemkalna zâwng te hriat thiam tum bawk la.
- 2. Nungchang ziah hna:** I mizia leh nungchang i inhriat chian theih nân a hnuiai zawnate hi dik takin han chhang teh:
 - a. Sentence khat chauh hmangin i chanchin engtin nge i sawi ang?
 - b. I damchhung thawnthu hian eng nge a tum ber nia i hriat?
 - c. I chunga thil thleng tawhah eng nge pawimawh i tih ber?
 - d. I hun kal tawhah khan eng inchhirna nge i neih?
 - e. Eng ang nungchang pu mi nge nia i inhriat?
- 3. I chakna leh derdêpna lai zawng chhuak rawh:** I chakna leh derdêpna lai i hriat chuan, tunge i nih a, i tana thil pawimawh ber berte eng nge i hre thei ang. A pawimawh ber chu, i chakna leh chak lohna nia i inhmuh thin dan kha, midang te hmuh dan che nen i khaikhin thei ang a; i nihna tak chu i hre chiang sawt dawn a ni.
- 4. I thil dah pawimawh hmasak thinte belchiang rawh:** I nitin hun hman dana i dah pawimawh hmasak thinte khan i chanchin tam tak a hrilh thei che asin. Eng nge i dah pawimawh hmasak thin han ngaihtuah la, i mi ngaihsan tak ten an dah pawimawh hmasak te nen han khaikhin chhin teh. Chuta i hmuhchhuah chuan i chungchang engtin nge a hrilh che? I nuna pawimawh ber an ni reng em? A tel lova i awm theih thil te a lo ni mialin a aia dah pawimawh tur awmin i hria em?

5. **I lo danglam dan kha han in en chhin teh:** I hun kal tawhte kha han thlir kir la, i chunga thil lo thleng tawh ten vawiina i chetzia leh i riIru puthmangah hian eng angin nge nghawng a neih? Tuna i lo inthlak danglam tawhna hian eng vanga hetiang dinhmun thleng hi nge i nih tih a tarlang ngei ang. A chhan chu tuna kan nungchang hi kan hun kal tawhin a chher chhuah a ni a, kan tawnhriat atanga kan chhawm nun zêl a ni tlangpui thin. A nih loh leh eng thilin nge tidanglam ta che nia i hriat han chhût kir teh le.
6. **I rilru khawih deuh i tawn changin inenfiah rawh:** A châng chuan i thinrim viau emaw, i lungngai viau emaw a ni thei, a châng leh i hlimin i lawm êm êm thin bawk ngei ang. Hetianga i thinlung leh ngaihtuahna rawn tâwk che dawttu leh tituiral zawihi zawihtu rawn thlenna chhan bul i hriat chuan, nangmah i inhriat fiah zual phah thei ngei dawn a ni. Eng thilin nge tilungngai thin che a, eng thilin nge tilawm thin che i hriat a, chumi i lo hmachhawn thin dan ațang chuan eng ang mi nge i nih i inhrethiam ang a, engtia hma lak tur nge tih i hriat phah ngei bawk ang.
7. **Repression leh transference vawng thiam rawh:** Thil lo thleng hriat reng i duh loh avanga thil dang i ngaihtuah luih thin hi repression chu a ni a. Thil eng emaw vei tak anga i lan laia, i rilru luauhtu dik tak chu thil dang daih ni si hi transference a ni. He zia pahnihte hi a thleng fo thin a, chutih rual chuan, a hrisel lo tlat si a ni. Hetiang anga i awm fona chhan hi hriat tum la, i duh loh zawng bihruksan tum reng lovin huaisen tako hmachhawn dan zawng zâwk ang che. Mi tinin an tawn theuh heng zia hi a hrisel zâwnga i hman thiam chuan mi hlim thei takah i chhuak ngei ang.
8. **Engtik hunahte nge nangma chanchin i sawi thin:** Midangte nen in titi changin i chanchin hlir i sawi thin em? I chanchin i sawi changin mahni i insawisa thin em? I ti lutuk mah mah thin em tih inen la, eng vanga chutianga ti fo nge i nih inngaihtuah rawh. Mahni chanchin sawi hi thil sual a ni lo va, amaherawhchu a hun leh a hmun azirin him lo chin a awmin,

midangte tan a ngaihnawm fo lo thei tih hriat a ṭha. Kawng lehlamah mahni changchin sawi ngai miah lo, inthup tlat reng nih pawh a ṭha ber chuang lo.

9. **Midangte hi engtin nge/eng vangin nge i kawm ṭhin:** Midang i kawm changin, an rilru tihnual zawngin i kawm ṭhin em? Sum lama hnianghnar te chauh kawm i thlang ṭhin em tihte inenfiah rawh. Hei hian i chanchin dik tak a hrilh che ang a, eng nge i ngaih pawimawh ṭhin i hre thei ang. Midangte i kawm chhan chu i tana hlawkna tur a nih vang emaw, i chanchin sawi a ngaihthlak peih vang chauh emaw a nih chuan ngaihtuah chian a ngai. An mamawh che avanga kawm i nih emaw, i ngainat vang hrim hrima kawm i nih emaw chuan thil hlu tak a ni.
10. **I chanchin ziak rawh:** Minute 20 chhungin i chanchin word 500 vel han ziak teh. Hetianga i tih chuan rang taka keyboard/keypad i chhût a ngaih dawn avangin i ngaihtuah uluk hman dawn lo va, thil tam tak i ziah/chhut hmaih ngei ang. Uluk taka i chanchin i ziah aiin i thluakin nangma nihna a tarlan thuak thuak kha a pawimawh ta ber a ni. Hei hian i nihna dik tak a hrilh ngei dawn che a, eng mah zep awm lova i chhut pawp pawp chuan i nihna a hriat chiantir ngei ang che.
11. **Hun khirh emaw, dinhmun thara i chuan kai emawin engtin nge i hmachhawn ṭhin?** Hun harsa tak lo thlen chang a awm ṭhin, chutiang huna boruak a sosan lai taka i hmachhawn dan han ngaihtuah lêt teh. Khatiang anga i lo hmachhawnna chhan kha eng vang nge? Chutiang-khatiang chuan lo hmachhawn ta zawk ila tiin ngaihtuahna i nei em? Khatiang kha lo thleng leh ta se, a hmaa i lo hmachhawn ang bawk khan em ni i lo dawnsawn leh ang? Hetiang hunah hian midangte i râwn ṭhin nge namahin i ti ve tawp ṭhin?
12. **Nangmah thununtu che hre rawh:** I ngaihtuahna leh i khawvel thlir dan thununtu che hian i chungchang nasa takin a hailang a. He

thununtuin i nungchang a duan chhoh dan te i hmuh thiam chuan, vawiina i nungchang bulbal hi i lo hre thei dawn a ni. Eng thilin nge thunun che tih hriat a pawimawh rualin engti angin nge a thunun che tih hriat pawh a pawimawh êm êm bawk a ni. Midang thununtu i nei nge? thil chin dawklakin a thunun zawk che? Engtik aṭang khan nge ni a, i duhna leh phalnaa thunun che a ni em? A nih loh leh i ṭhatpui nge i chhiatpui ngaihtuah ang che.

13. Mahni inthlir lêt turin inhawng rawh –

- **I inven/indan ṭhinna tibo rawh:** Tlang taka thil sawi ho tur te, sawiselna dawngsawng thiam tur te leh inthlak danglam thei tura i lo inhawn chuan midang hmangin i inhriat chian phah ang a, a ṭûl angin i insiam ṭha thei ngei ang. Zilhna a ni emaw, thurâwn a ni emaw, pek theiha i inhawn chuan hmasawnna tur leh insiam ṭhat ngaihna lai i hre thei ang a, hmasawnna kawng i zawk thei ang.
- **Nangma lakah rilru dik pu rawh:** Mahni inbum hian sawtna a nei lo. I duh loh zawng tak nangmahah a awm tih i hmuchhuak a nih pawhin, hriat loh der aiin insiam ṭhat nân hman a ṭha zawk. Nangmaha theihna inphum ru haichhuak turin inngaihtlawmna avanga phat mawi vel a ngai lo va; puih ngai i nih pawhin tlâwmah lâk tur a ni lo. Remchanna i hmu a nih phawt chuan i thil tih châk zawng leh i theihna tipuitling turin remchang insiam ṭhin ang che.
- **Midang ten i chanchin an sawi ṭhin dan che ngaihven rawh:** Hun kal tawhah miin engtin nge an sawi che ngaihtuah la, i mizia a thlak tura an duh lai che zâwt rawh. Miin i chanchin an sawi dan hian pawimawhna a nei a; i thawhpui te, i hotu te, i hnuiaia mite leh mipui mimirin an sawi ṭhin dan che hriat tum ang che. An sawi dan che a dik vek lo vang; mahse mi chi hrangin inang tlanga an sawi chu i nihna a

niah pawm la, i inhmuh dan a nih loh pawhin i nihna i lanchhuahtir dan a ni ngei ang a, ngaih pawimawh a tha.

- **Midangte thurawn pe rawh:** Midangte thurawn i pek khan, i harsatna lo tawh thinte hriat chhuahna remchang i nei ang a, midangte chunga thil thleng ang maiin pawn lam atangin i ngaihtuah nawn thei dawn a ni. Thlirna tlang dang atang thil thlir hian a lang fiah duhin, a lan dan pawh a dang daih thei a ni. Midangte thurawn i pek dawnin an dinhmunah indintir la, eng anga hma lak tur nge tih ngaihtuahna thar i pu thei ang.
- **I hun hmang thiam la, i hringnunah tawnhriat nei turin inpuahchah rawh:** Mahni inhriat chianna tha ber chu kan hringnunah tawnhriat kan ngah hian a ni. Midangte hriat chian kan tumna ang tho hian mahni inhriat chian tumna pawh a ni e. Hun hi mi tinin inang tlang veka kan neih a ni a, a pui a pang, a lian a te pawhin nei tam leh nei tlem an awm chuang lo. Chuvangin hman thiam hi a pawimawh ber chu a ni. Hun hmang thiam tur chuan thil pawimawh hmasa thliar thiam a tul a; kan tih tur leh tih duh apiangte chu a pawimawh hmasak dana tlar (priorise) a tha. Chubakah tawnhriat nei ngah tur chuan, taihmak chhuah a tul bawk. Hmun fan thin te, thil thih honaa tel tam te, thil tih chhin ngam te pawh a tul thin. Hun hman thiamna pawh chu tawn hriat atanga neih theih tho a ni.

ACTIVITY 2

Mahni zia/hmelhmang pathumte kha engte nge?	A sawi fiahna

TLANGKAWMNA

Mahni inhriat chian hi thil pawimawh tak a nih rualin thil awlai tak erawh a ni lo. Mahni inhre chiang tur hian hun a ngai rei êm êm a, test chi hrang hrang hmanga mahni in-test leh midangte hnena kan nihna nia an hriat dan zawh aṭangin thui tak chu hriat theih ni mahse, chumi ringawt ai chuan mahni ngeiin kan tawnhriat aṭangin hriat fiah a âwl zawk lehngthal a ni.

Mahni inhriat chian chu nitin nun atan leh hnathawhna kawng hrang hrangah hlâwkna tam tak a awm a, nun hlim kan neih a, hma kan sawn theih nân kan tlakchham leh mamawh inhre chunga khawvel kan hmachhawn chuan kan kal fuh ṫhin. Kan chakna lai leh tlakchhamna lai hria a, mahni kan inpawm thiam chuan harsatna tam tak kan paltlang theiin nun lungawi neihna a ni bawk. Mahni kan inhmuh dan a awm a, miin min hmuh dan leh nih kan duh dan a awm; chungte chu a impersan hle chuan buaina kan tâwk thei a, chuvangin mahni inhrethiam tura hma lak a pawimawh. Mahni inhriat chianna aṭangin mi dangte hriathiamna a neih theih a, mi tangkai leh midangte tana malsawmna nihna kawng pawimawh tak a ni.

School Head tan chuan zirtirtu leh naupang ten education huang chhungah tih dan phung hrang hrang hmangin anmahni an inhriat chian theihna tura ṭapui

**Mahni inhriat chian
(Understanding self)**

thin hi thil pawimawh tak a ni. An rilru puthmang te, an lo chawrchhuahna leh an nungchang eng ang pawh lo pawmsak an ngai a, chumi atan chuan an nihna leh dinhmun hrethiam turin hma lak a ngai thin. Mahni theihna hre fuh thiam tur te, mahni chak lohna lai inpawm thiama tan la thei tur te, mahni inbeiseina rintlak nei tur tein hma lak a ngai a. Hemi kawngah hian Headmaster chuan zirtirtute leh naupangte kaihruai chu a tan tih makmawh a ni.

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C. Vanlalmawia

SAWIHAWNNA

Kan thupui atanga kan en chuan Headmaster pawimawhna lam kan thlir dawn tih kan hrethiam nghal mai awm e. School kan tih hi mi thiamten an sawi fiah dan chuan “Zirtirtu leh zirlaiten hunbi leh kalphung mumal taka thil an inzirtawnna hmun hi a ni,” tiin an sawi thin. School-ah chuan Headmaster, zirtirtu leh thawktu dangte leh zirlai naupangte an awm thin a, tin anmahni thawhpui ng het tak naupang nu leh pate leh khawtlangte an awm bawk thin.

Learning Outcomes

- Headmaster chuan school-a a mawhphurhna hrang hrangte a lo hre chiang tawh ang.
- School leh khawtlangin thawh hona tha zawk an lo nei tawh ang.

THUPUI AWMZIA

Self chu eng nge ni? Sap tawnga ‘Self’ tia kan han thlur bik hi chu Headmaster, school tina hotu ber nihna chelhtute hi an ni. School hi Headmaster awm lovin kal naw naw thei mahse, Headmaster awm leh awm loh chu a inthlau thei êm êm a ni. Chuvangin, Headmaster pawimawhna kawng hrang hrangte kan han thlur bik dawn a ni.

Mi thiamte chuan Headmaster te hi “Lawng khalhtu” (Captain of the Ship) angin an khaikhin thin a. Lawng khaltu chuan tuifinriat tuipui zau takah chuan lawng ropui tak leh a bungruate leh a mihring phurhte chu a tumna hmunah tluang takin a thlen thin tih kan hre theuh ang, thlawhtheihna khalhtu pawhin thlawhna

lianpui puite chu ram hla tak takah a phur thleng thin a ni. Chutiang chiah chuan Headmaster ropui chuan a school leh thawktute leh zirlaite chu a tumna hmunah a thlenpui thin a ni. Chu chu hetá ‘Self’ kan tih hi a ni.

School Context chu eng nge ni? School chu eng nge a nih kan sawi tawh a, zirtirtu leh zirlaiten hun bituk fel tak neia thil an inzirtira an zir hona hmun chu a ni. School kan tih hian naupang chauh emaw a huam lova school kan tihin a huam chinte chu – School building te, zirtirtu leh zirlaite bakah intiarna te, tuizem te, choka te, electric leh school compound zawng zawngte a ni. Chu mai bakah nu leh pa leh khawtlang mipuite pawh a huam tel vek bawk.

HEADMASTER MAWHPHURHNA

School Headmaster mawhphurhna leh tih turte: School-a Headmaster-te hian tih tur tam tak an nei a, a khaipa ber pawh an ni. Headmaster mawhphurhna pawimawh zual thenkhat te chu –

(i) School infrastructure chungchangah –

a) Building leh Furniture: School infrastructure kan tih chuan School building te, dawhkan leh þutthleng te, blackboard/white board leh IT hmanga kan inzirtirna hmanrua chi hrang hrang – Computer, Laptop, Projector, Tablet te pawh a huam thei vek ang. Building chu kan neih ang tawkah a faiin zirlaite tan a him þa tâwk tur a ni. Thlipui leh ruahpui lakah te, khuarel chhiatna thleng thei lakah te a him þa tur a ni. Tin, hmanrua chi hrang hrang kan neihte pawh a faiin a hmantlak tur a ni a, zirlaite tan pawh a him tâwk tur a ni.

b) Inthiarna (Toilet): Mipa leh hmeichhe intiarna a hrangin neih ngei ngei tur a ni a, chungte chu a faiin a thianghlim tur a ni. A tifaitu turin zirlaite pawh a inchâwka ruat thin te pawh a pawimawh viau a ni. Hetiang atana duty detailment siam tur hian Headmaster chuan zirtirtu rintlak deuhte a ruat thin ang a, a khat tawkin a enpui thin ang. A

tifai/enkawl tura ruat zirlai naupangte chu inchhawk kualtir thin tur a ni. Tin, a tihfaina turin tui tam tawk leh a hmanrua pawh a țul angin a awm that a ngai bawk.

- c) **Choka:** Tunah chuan India ram pumah sawrkar school leh aided school chinah chuan nitinin chhun chaw (mid-day meal) kan buatsaih thin a, chumi kan ei leh in buatsaihna hmun Choka chu SSA lam atangin min saksak vek tawh bawk a, a enkawl fai leh a thianghlimna chu kan mawhphurhna a ni. Hemi chungchangah hian Headmaster mawhphurhna a lian êm êm a, zirtirtute zingah mawhphurhnu tur kan inruat a nih pawhin an kutah dah vek lovin Headmaster-ten kan mawhphurhna vek a ni tih kan hriat thar leh hi a pawimawh khawp mai.
- d) **Tui thianghlim in tur:** School tinah naupang tana tui thianghlim in tur chhawp hi tihmakmawh a ni a, chutah chuan sawrkar pawhin tuizem te min siamsak tawh a ni. Zirlai naupang tana tui thianghlim in tur school-in a neih that leh that loh hi Headmaster-te mawhphurna a ni. Kan school-ah zirlai naupang leh zirtirtu leh thawktu dangte hman khawp tui thianghlim kan ngaihtuhsak ngei ngei hi a țul khawp mai. Hemi chungchangah hian Headmaster tha chuan khawtlang hreruitute leh School Management Committee-te a hmang tangkai thiam thin a ni. Chutiang Headmaster tha chu sawi tur tam tak an awm a ni.
- e) **Electric etc.:** Tunlai thiamna leh khawvel lo changkang mek zêlah school tam tak chuan electronic thil te kan lo hmang nasa ta êm êm a, a lawmawm a ni. Chumi atan chuan school tinin electric connection kan neih a ngai a, SSA pawhin electric kan neih theuh theihna turin hma an la a, tunah chuan School pangngai deuh chuan electric kan nei ta vek a nih hi! Hei hi a pawimawh êm êmna chu zirna atan technology thar zê kan hman tangkai theih nân power a ngaih tlat vang a ni.

f) **School Compound enkawl chungchang:** Headmaster tha leh tha lo tehna awlsam tak pakhat chu School/institution compound enkawl danah hian a ni awm e. Zirna in a nih ang hian compound enkawl hi classroom chhunga kan inzirtirna tluk hial deuh thaw hian a pawimawh a ni. Headmaster tha chu an school compound hi han lut ila ‘mi hi a hip zar mai a, thil engkim thingphun dan, pangpar phun dan, a cheimawina thil dang an dah dan hian mit a la êm êm thin a ni.’ Hei hian naupang zirlaite leh zirtirtute leh mi zawng zawng rilru chu a siamtharin nun hlimna a siamsak thin a ni. Chu rilru tak chu zirna boruak tha neih nân an lo hmang tangkai thin a ni. School compound hung hi a pawimawh khawp bawk a; naupangte himna atan leh zirna boruak tha neih nân a theih hram chuan fencing tha tak siam tur a ni.

Headmaster hi a in an loh theih khawp mai, hmun pakhata ka hnathawh tawhna bul lawka School chu an headmaster-in an compound chu nuam leh mawi takin a buatsaih a, mi sawi a tling a. Naupang leh zirlaite pawhin nuam an ti a, school awmna vengte pawhin nuam an ti êm êm a ni. Mahse, chu headmaster chu hmun danga a insawn aṭang chuan hmuh theihin an school compound chuan chuai lam a pan rawih rawih mai a ni. Chutiang chu zirna in compound-ah hian sawi tur leh hmuh tur a awm nual ṭhin a, chu chuan headmaster te hi school compound enkawl chungchanga mawphhurtu, a bul tumtu an nih a tichiang êm êm a ni.

ACTIVITY 1

**Zirtirtu dangte nena hawk hovin school infrastructure hrang hrang engtin
nge kan tihchangtlun ang?**

(ii) Academic lamah

Headmaster chu school hotu ber a nih angin zirna kawnga mawhphurtu sâng ber a ni. Headmaster tha chuan school chu zirna hmunpuiah a siam thin a; mawhphurhna hrang hrang nei mahse naupangten zirna kawnga hma an sâwn theuhna tur chu ngaiantuah berah a hmang thin a ni. Zirna kawnga Headmaster mawhphurhna leh a tih turte chu a tawi zawngin sawi tum ila:

- a) Academic Meeting a hovin zirtirtute nen an nei thin ang a; kum bulah chuan zirlai naupangte dinhmun an zir chiang phawt ang a, a tûl leh mamawh angin hma thar an la ang. Kum tirah chuan routine te siamin naupang chak lo dâwm kan dan tur te an ruahman ang a, kum laihâwl velah an sâwtpui dan an enfiah thin ang. Zirtirna kalpui dan te pawh meeting-ah hian sawi hovin, inhlak a tûl pawhin lungrual than theih tur leh a sâwt dan tur zêlin hma a lâkpuang ang.
- b) Academic Plan a siampui thin ang a, syllabus chhunga mi an zirtir dan tur leh activity neihpui turte an duang lâwk thin ang. Chung plan-te chu an sawi ho ang a, an pawm tlan hnuah headmaster chuan a vil zui ang.
- c) Academic supervision a nei thin ang a, classroom observation a neihna aṭangin zirtirtute nen hmasawn zêl dan tur te, harsatna sutkian dan tur te, training mamawhna te an sawi hovin a tûl angin an inpui tlâng ang.
- d) Naupang chak lote leh harsatna nei tan remedial teaching pek leh enzui chu a mawah lain a tûl angin zirtirtute, nu leh pate leh mi thiam bik te pawh sawmin hma a la ang. Hei hi naupangte mamawh azirin ni se.

(iii) Administration chungchang:

- a) **Hun vawn chungchang:** School administration hian ken tam tak a nei a, chung zinga pawimawh tak pakhat chu ‘hun vawn’ chungchang hi a ni. Headmaster tha chu zing lamah hma takah school a thleng a, ban

hunah pawh midangte hnungah a hnu khartuah a ṭang ṭhin. Headmaster ṭha chuan zing lamah a thawhpuite leh zirlai lo kalte a lo welcome a, tlai ban hunah a thlahliam leh thlap ṭhin a ni. Sap thufing chuan “A hun takah engkim ti la, a hmun takah engkim dah rawh” tih hi thupuiah a nei ṭhin.

- b) **Timetable setting:** Hmanlai hunah chuan zirna hi Teacher Centred-a kalpui a ni ṭhin a, mahse tunlai khawvelah chuan “Child Centred Education” hman a ni tawh. Chumi awmzia chu ‘naupang dah pawimawh berna’ tihna a ni mai awm e. Timetable siam lai hian Headmaster ṭha chuan naupangte ngaih pawimawh berah a nei ṭhin a. Zirtirtute inhahchawlh chhawkna lam aiin naupangte tana subject pawimawh dan leh timetable rule hre rengin timetable an siam ṭhin a ni. Timetable rule ngai pawimawha timetable set hian school pumpui inenkawlna administration tlengin a nghawng thei a, a pawimawh êm êm a ni. Tin, zirlai naupangte tan pawh a pawimawh a, an zirlaiah nasa takin hmasawnna a thlen theih phah ṭhin a ni. Timetable setting ngaih pawimawh hi a ṭûl hle a, a mamawh dana revise ṭhin a ṭha.
- c) **Supervision and inspection:** Headmaster ṭha chuan a school-a zirtirtute class lak laite uluk takin a vil kual a, a enpui ṭhin avangin an mamawh leh puih an ngaihna lai te a hriain hma a la ṭhin. Hei hi thil pawimawh tak a ni. Zirtirtu ṭhenkhat chu thawk thar deuh leh zakzum deuhte an awm thei a, mihring miziaah pawh zirtirna lama chak vak lo chi pawh an lo awm ve ṭhin a; chutiang mite ṭanpui leh kaihruai dan ṭha zawk chu headmaster-ten an hriat phah ṭhin. Subject teacher awm lohnaah phei chuan insiamrem dan te a awm bawk a, zirtirtute dinhmun hre thiam takin hma an lâk ho theih phah ṭhin a ni.

iv) School leh Vantlang (Community) inkungkaihna:

Mi thiamte chuan School hi vantlang hmun (community centre) pawimawh ber pakhat a ni an ti thin. School chu vantlang centre pawimawh tak a nih avangin vantlang leh school hian inlaichinna tha tak an nei tur a ni. Hetiang hian lo en ta ila –

a) School chu vantlang tan: School hian a awmna veng faina leh thianghlimna kawngah te mawhphurhna chin a nei ve a ni. Vantlang zunin, community hall, kawtchhuah (bus stand etc. awmna) tihsaite hi school tih tur pawimawh tak zinga mi a ni. Vantlang hmun naupangin an tihsaite hian khawtlangah neitu rilru an put phah thei a ni. Tin, kawng dung leh tuihawk luankawr tihsaite leh kawng sir hnime samfai te pawh hi naupang rilruah tuh a tha hle bawk. Tuikhur tihsaite leh enkawl dante hi a hmuna kalpuia tihpui thin tur a ni. Tin, tuikhur kawng te, thlanmual kawngte siamthat leh tihsaite thleng pawhin kan zirlai naupangte hi kaihruai thin ila a tha em em a ni. Heng atang hian neitu nihna, khawtlang tana thahnemngaihna leh ram leh hnam hmangaihna an thanlenpui thei a, chu chu zirnain a tum tak pawh a ni.

b) Khawtlang mite School tan: Vantlang kan tihsaite a huamte chu zirlai nu leh pate, khawtlang hruaitu VC leh NGOs te, school committee te an ni. Kothari Commission 1964-66-in a ngaih pawimawh tak pakhat chu Vocational education a ni. Chumi nei tur chuan vantlangte school-ah thil tul thawk tura hruai luh tur a ni. Vantlang mi, school-a lo kalte chuan – thutthleng repair te, school building chhe lai lai repair te, tukverh leh kawngkapui chhe lai siamthatte leh thil tul dang dangte an thawk ang. Tichuan naupangin an nu leh pate leh khawtlang hruaitute an school-a an hnathawk laite an hmuuh chuan school chu vantlang ta a ni tih te a hriattir ang a; tin, an hnathawk lai an hmuhte chuan hnathawk ve (manual work) chakna a neihtir dawn a ni. Chutianga hun an hman

thin chuan school naupangte chuan school chu ‘sawrkar ta’ mai ni bik lovin an veng ta, an khawtlang ta a ni tihna rilru an lo putphah bawk dawn a ni.

ACTIVITY 2

Khawtlang hruaitute leh zirlai nu leh pate sikula tha an thawh theih nân engtin nge hma i lak ang?

TLANGKAWMNA

Headmaster hawiher hi school hawiher a ni fo va, headmaster sukthlek chu school sukthlek a ni thin. Chuvangin, headmaster mimal hian school that leh chhiat thuah mawh a phur nasa êm êm a ni. Kum 2018-a India rama National Awards to Teachers dawngtu mi tlemte chanchin ilo en lawk teh ang.

- a) Mr. Arvind Jajware, Jharkhan leh Mr Vikram Adsul, Maharastra mi te chuan hlim taka an naupangte lehkha an zirtir thin avangin an zirlai an chawlhsan tawh ngai lova, naupang sikul kal tura inziak lut an pun phah zawk a, he an thil tih avang hian award hi an dawng ta a ni.
- b) Mr. Rakesh Patel, Gujarat leh Mr Imran Khan, Rajasthan-te chuan ICT hmang tangkaiin naupangte chuan an zirlai nuam leh phûr taka an zir theihna turin zirtir dan thar (activity based learning) an duanchhuah avangin he award hi an dawng bawk.

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- c) Ms. Shaila R.N., Karnataka chuan khawtlang nu leh pate nena thawh hona tha tak a siam a, an school mamawh leh hmanrua chi hrang hrangte an neihphah theih avangin he award hi a dawng thung a ni.
- d) Ms. Karma Chomu Bhutia, Sikkim chuan enrolment tha tak a neih theihna turin theihtawp chhuaha hma a lak thin avangin he award hi a dawng a ni.

Tin, India rama Education Commission (Kothari Commission 1964 – 66) te, National Policy on Education, 1986 (NPE, 86) te, National Curriculum Framework, 2005 (NCF 2005) te chuan zirlaite mihring puitling tak leh hman tlaka chherchhuahna tura inkaihhruaina tha tak tak an siamte hi hre rengin tih tur awm apiangte phûr leh châk taka ti zêlin, hmathlir thui tak neiin kalna tur goal fel tak neiin kal ila; thawhpuite nen lungrial takin hma i sawn zêl ang u.

ACTIVITY 3

Headmaster tha i tih te leh i suangtuah dan han sawi teh.

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*Dr. C. Lalrozami***SAWIHAWNNA**

Classroom-a zirtirna ngawr ngawr hi a tawk lo tih hi tunlaia zirna lama mithiamte ngaih dan a ni. Sikul kalphungah leh zirna chungchangah nu leh pa leh chhungte mai bakah ȝhenawnawm khawveng leh khawtlangte thûk zawka an tel ve hian hlâwkna tam tak a thlen tih ngaih dan a awm ta a. Khawvel ram changkang zawkte kan thlir chuan, School Management Committee-ah zirlai chhungte aiawh tur leh khawtlanga mi pawimawhte an ruat NASA ȝthin tih kan hmu. Hetiang lamah hian mi tam takin zir chianna te an lo nei tawh a, zirna chungchang hian buaipui a hlawh hle a ni. Zir mite chuan a hrang hlaka zirna in ngawr ngawra zirtirna kalpui ai chuan naupangte tuaihriam tur leh khawtlanga mi hmantlak zawk ni tura chher chhuah hian kori a tu zawk a, zirna kalpui dan hi a hmun leh hun azira zau zawk leh hlâwk zawk tura kalpui a tha hle a ni an ti.

Learning Objectives: He unit hian min hriattir a tum ber chu zirna hi classroom leh a chhehvelah ringawt hian a famkim thei lo va; in lamah nu leh pate, khawtlang leh ȝhenawm khawvengte nena ȝangkawpin thiamna thûk zawk leh chhenfakawm zawk a neih theih a ni tih hi a ni.

Key words: Zirna, sikul, nu leh pa (parents), khawtlang (community), ȝhenawm khawveng (neighbourhood)

CLASSROOM PAWN ZIRNA

‘Zirna hi classroom chhungah ngawr ngawr kalpui tur a ni lo’ tih ȝawngkam hi zirtirtute pawhin kan hre ngun ta hle mai, ‘zirna hi classroom bang pali chhungah

hian a tâwp tur a ni lo' tih te pawh kan hre fo awm e. Zirlaite zirtir nâna hmanraw hrang hrang kan hman tama kan hman thiam hian zirlaiten an hlâwkpuí  in a, zirlaibu hi chu inkaihhruaina atan chauhva hman tur a ni. Zirlaite chu lehkhabu dang râwn zau tura zirtir an  l hle a, chumi tur chuan zirtirtuin lehkhabu dang a râwn tam a ngai a, zirlaite hriatna tizau tura an chhiar tur a kawhhmu   in tur a ni. Sikulin library a nei  ha lo a nih chuan tichangtlung turin  an lak a ngai hle tihna a ni. Library lian leh changtlung zawk hmang  angkai turin zirlaite kan fuih fo tur a ni. Tunlaiah chuan lehkhabu mai bakah digital form-a chhiar theih leh en theih chi hrang hrang technology-in min chhawp chhuahsak tawh a, chungte chu zirtirtu te, zirlaite leh an nu leh pa/chhungten kan hman  angkai a pawimawh  em  em a ni.

- **Nu leh pate zirna puitu:** Naupangte thiamna leh hmasawnna kawnga chhungkaw pawimawhna hi sawi ngai lo khawpa chiang a ni. Thiamna leh ni tin nunphunga hmasawn lehzual tur chuan sikula an zir chauh hi a tawk lo va, in lamah zirna boruak  ha tak an neih a  l hle. Zirna ina thiamna pur chaw tura naupangte inpuahchah hun chu zing thawh veleh a anga sikul an thlen thleng hian a ni a, inchhung boruak hlimawm leh muanawm tak hnuiai khawsa zirlaite hian, zirna hrang hrangah hma an sawn duhin an thiam duh bik hle. Nu leh pa leh an chhungte hian inchhungkhur an enkawl danah hian zirlaite tana zirna boruak  ha siam kawngah mawh an phur viau mai a, inchhung boruak hian NASA taka zirlaite thiamna leh hmasawnna a hril  in avangin uluk taka chungkaw enkawl hi a pawimawh hle a ni. Hemi kawngah hian sikul chuan nu leh pate a thawhpuiin a finchhuah thei a, inpawhna  ha tak nei turin hma a lak a  ha khawp mai.

Zirtirtu chuan zirlaia a luh hmain a zirtir tur (lesson) thupui mil eng emaw naupangte rilru buatsaih n n a sawipui hmasa  in tur a ni. Chu chuan naupangte rilru chu zir tura buatsaihin a tiph r a; an thil zir turah

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nasa takin a pui thei a, an zirlaiah rilru an pek zual phah thin a ni. Chutiang chiah chuan inchhungah nu leh paten fate sikul kal tura an chhuah hmain an zirlaite tui taka zir thei tura an rilru lo buatsaih lâwk hi a pawimawh hle. Nu leh pate leh an chhungte hian an faten ni tina an zirlai thupui an hriatpui kilh kelh loh pawhin eng thil pawh zir tura an naute rilru an lo buatsaih lawk a ɔ̄ngkai hle. Chhungkuua innghirnghona leh inngeih lohna aṭanga zirlai sikul kal ɔ̄hinte chu zirna kawngah an rilru a inhawng lo mai ni lovin, an chhungrilah thawpikna nasa tak a awm ɔ̄thin a, chhungkaw boruak rit takin a delh avangin an thluak pawh a hawk tha lo nge nge ɔ̄thin a ni. Chutianga chhungkaw harsatna tawk lem lo pawh zirna tuipui lem lo chhungkua, naupangte sikul kal tur se zâwl chhuah tawp mai ɔ̄thin pawh a awm theih a ni. Nu leh pa, fate zirna tuipui lem lo leh eng nge an zir pawh hre mumal lo ai chuan fate zirna tuipua buaipui peih tak, fate zir nâna hun, thâ leh zung seng ɔ̄hinte hian zirna lama hlawhtling fa an nei nge ɔ̄thin.¹

Engtin nge zirlai nu leh pate hi an fate zirnaah hian thûk zawka kan inhnamhnawihtir theih ang? Sikulin a tih theih tam tak zingah thawh hona tha zawk nei tura sikul programme ɔ̄henkhata an chanvo siamsak ɔ̄thin hi a pawimawh hle.² Zirna chungchang leh sikul chanchin ziahna lehkha an chhungte lo chhiar ve tura naupangte hawntir zeuh zeuh te pawh a ɔ̄ngkai thei hle bawk. Home visit neih ɔ̄hinte hi zirlaite chhungkaw dinhmun hriat nân mai bakah an chhungte nena inhmelhriat nân a tha hle a, zirlai chhungte pawh an fate zirna chungchang ngaihven lo thei lova siamna kawng khat a ni a, an tuipui phah ve thei bawk a ni. Chubâkah nu leh pate

¹ Sanders, M. G. and Sheldon, S. B. *Principals matter: A guide to school, family, and community partnerships*. Corwin: A SAGE Company, 2009

² Carol S. Betsy, *Parents are Lifesavers- A Handbook for Parent Involvement in Schools*, Corwin Press, Inc, 1996. Page 76-78

hnena an fate chanchin – harsatna an neih te, lehkha zir chungchang zawh Ჰthin te pawhin a ngaihsaktir thei bawk.

Zir chianna tam takin an lo hmuh chhuah tawh angin nu leh pa leh chhungkuain nasa taka an tuipui Ჰthin zirlaite chu an hlawhtling nge nge Ჰthin. (Epstein 2009, Sheldon 2009, Henderson & Berla 1994). Zirna chungchanga zirna inte thawhpui atana Ჰtha ber leh hlawhtling ber fo chu zirlai naupangte nu leh pa leh an chhungte hi an ni an ti tawp mai a ni. Tin, naupangte hian, an chhungte leh zirtirtute chuan rilru hmun khat puin an thiamna an duh ve ve a ni tih an hriatna aṭangin thiam duhna leh lehkha zir tuina anmahniah a intuh ve thei a ni.

- **In lama zirna chhunzawm:** Sikul leh nu leh pate hian inhlun zawmna leh thawh hona Ჰtha tak an neih a ngai a, inbiakpawh fo hi a pawimawh hle. Sikul aṭanga an chanchin, lehkha (school newsletter, flyers, magazine etc.) hmanga inhriattir mai bakah nu leh pate pawhin zirtirtute an biak pawh ve theihna hun remchang siam a pawimawh hle.³ Tunlai khawvelah phei chuan inbiakpawh a awlsam tawh hle a, mobile phone te leh social media hrang hrang hmangtein a inbiak pawh zung zung theih tawh a. Heng hmasawnna hrang hrangte hi a Ჰtha zawnga hman Ჰtangkai fo a Ჰtul a ni. School Diary hmang te pawhin in lama chhungten naupang an lo enpui tur leh zirpui turte pawh a inhriattir theih bawk. Hengte hi in lama nu leh paten naupang zirna an lo enpui chhunzawm theihna tura an tih tur pawimawh tak takte an ni. Zirna kalpuinaah reng reng hian zirtirtute mawh chauh ni lovin a phurrit (burden/responsibility) hi chhungkua leh zirtirtute hian a inzat deuh rengin an insem a ni tih hi nu leh pate pawhin an hriat a ngai a, an tih tur a inang lo mai zawk a ni. In lamah chuan sikul angin an zirlai zawng zawng an lo zirtir ve kher a ngai lo va, nu leh pa chuan

³ See Masa Durisic and Mila Bunjevac, “*Parental involvement as a important factor for successful education*” in CEPS Journal, Vol 7, No.2, 2017, page 137

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naupangte zirlai an lo zawh chhuah a, naupangin an chhungte hnena chhun lama zirlai an zirte an han sawi chhawna an hrilh ve ̄thin hian, an zirlai ennawnna tha tak a ni. In lama chhungte nena an zirlai an ennawn hian an hriat chian loh laite leh harsatnate an hre chhuak ang a, a tûk leh lamah zirtirtu hnenah an thiam loh lai an zawh leh phei chuan a ̄tangkai leh zual êm êm dawn a ni. Tin, an hriat sa an bel phah hle ang a, classroom-a zirtirtute leh thiante hmaa sawi sual hlau taka sawi lova, nu leh pate hmaa thlamuang taka sawi tur an nih avangin anmahni irawm chhuakin an sawi chhawng dawn a, chu pawh chu an tan zirna kawnga hmasawnna a nih mai piah lamah mahni inrintawkna pe thei khawpa inzirna a ni thei a ni.

ACTIVITY 1

1. Nu leh paten an fate zirna kawnga hma an lâk theih dan:

2. Sikul leh in ̄tan ho dan tha nia i hriat engtin nge?

- **Khawtlang aṭanga thiamna zir chhuah:** Eng thiamna pawh hi zir dawn sela, tawnhriat nei tawhte aṭanga zir hi zirlaiten an hlâwkpuí ̄thin. Zirtirtuin classroom-ah thil tam tak a thuin a zirtir a, a tak (practical) pawhin eng emaw chen chu a zirtir ̄thin ang. An zirlai thupui zirtir tura an zirlai kaihnawiha thawktute ngei hnen aṭanga zirtirna an dawn hian naupangah hriat rengna a pe a, an thiam a nghet bik ̄thin a ni. Entir nan, EVS pawl 5 zirlaiah chuan ‘Kumtluana ei theih tur’ tih thupui a awm a. Hengte hi zirtirtu zirtirna bakah

veng hnaivaia ei siam thiam leh hre deuh tur sawm ni ta sela, zirlaiten an hlâwpui hle a rinawm a, a taka hriatthiamna an neih dawn avangin an hre rei êm êm dawn bawk a ni. Tin, exam dawna zirlaibu chhiar bur bur ngai lovin anmahni hriatthiam danin exam an hmachhawn thei dawn a, chu chu thiamna tak tak zawk pawh a ni rêng a ni. Chutiang bawkin EVS bu a mi tho ‘Thlai chite chu’ tih sawipui turin thlai ching thang leh lo nei, a taka thlai chin lam buaipuitu, naupangte zirtir leh sawipui thiam tur ngaihtuaha sawm ni sela, ama tawnhriat aṭanga a thiam chhuahte leh a tawnhriat hlimawm leh nuihzatthlak deuh te pawh sawipuiin, a takin han tihpui ngei sela, naupang tan hriatthiam a awl zawk êm êm dawn a ni. Heng bakah hian classroom chhunga koh luh theih kawng hrang hranga eizawng an awm thei a, ziritirtuten ngaihven ḫin a ḫa hle. Sikulin tih dan phunga neih tlak tak a ni. Tin, a hmuna pan chilh ngai chite pawh a awm thei bawk ang; sum seng vak lova hnaivaia pan theihte ngaihtuah ḫin ni se. Naupangte khaw hawi tizautu atan leh thiamna tak tak an neih theih nân zirtirtute taimak leh thawhrim hi a ṭûl êm êm a ni. Hetah hian kan hriat reng tur chu classroom-a mithiam kan sawm hian, zirtirtuin an kutah class kan dah mai tur a ni lo va, kan lo uap ve ngei ngei tur a ni. Mithiamte an hnathawhna hmuna panchilh pawhin, naupangte chu kaihhruaina leh inbuatsaihna ḫa tak neihpui a, note ziaka report leh tur an nih hriain zawhna zawt tur leh information khawn khawm thei tura buatsaih tur a ni.⁴

Naupangte hi an puitlin huna an nih tum han zawt ila, an hmuh phak – doctor, engineer, nurse, teacher, driver etc. te an sawi tlangpui ḫin. Hnathawh (profession) theih hrang hrangte hriattir a, chung hnain a ken tel thilte hriattir leh a taka hmuhtir a, hawi zautir hi zirtirtute tana tih makmawh a ni. Mihring hi tumah inang kan awm lo va, kan theihna leh tui zawng pawh a inang lova; kan chemkalna leh zei zawng pawh a

⁴ Bringing the Community into the Classroom from <https://www.edutopia.org/practice/community-partners-making-student-learning-relevant>

hrang thei hle hlawm. Kan tuipui tak thil hi kan thiam bel duh avangin naupangte tui zawng hai chhuahpui hi zirtirtute tih mak mawh leh an kova tla a ni.

- **Thenawm khawvengte aṭanga thiamna:** Sawi tawh ang khan zirna hi classroom chhung ngawr ngawra kalpui chuan a kim lo va, zirtirtute bâkah chhungkua leh khawtlang kan ṭan rual a ngai a. Ni tina kan thil hmuh leh tawnhriatte hian zirna leh thiamna tam tak min pek ḫin avangin kan hman ṭangkai fo a ṭûl a ni. Sikula an thil zir leh ni tin nuna an tawnhriatte hi thil hrang daih angin an ngai tur a ni lo. Entir nan, sikul chhehvela insak lai mēk tlawhpuia eng hmanrua te nge in sak nân hian hman ḫin a nih tih hriattir te, vengchhunga tuikhur/tui pump awmna tlithlaia zir chianpui te, bazar fanpui te, pangpar leh thlai china hmun enpui leh thil dang tam tak a awm thei ang. Heng thil hmuh phâk, ho tê tê anga kan ngaih ḫin te hi naupang tan a taka inzirna hmun ṭha tak a ni thei a ni.

ACTIVITY 2

Naupangten khawtlang leh an thenawm thil an zir theih, an zirlaibu kaihhnawih thilte han sawi teh. Tichuan in sikulin eng angin nge hma in lo lâk tawh dan i sawi leh bawk dawn nia.

TLANGKAWMNA

Zirnain a tum ber chu mi hmantlak leh mi puitling ni tura mihringte chher chhuah a nih avangin zirlaiten awmze neia nun dan an thiam a pawimawh hle. Zirlaite hian an zirlai leh an ni tin nuna thil thlengte hi hmasawn nân an hmang ṭangkai thiam tur a ni a. Chumi tur chuan zirtirna hmanraw hrang hrang hman thiam a ṭûl

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a – a taka thil tih hmang te, inchhung leh thenawm khawvengte hmang tangkaiin, zirtirna chhenfakawm tak an kalpui thei ang a, naupangte pawhin an sawtpui zawk ngei ang.

Classroom-a zirtirna tha tak neih hi a pawimawh hmasa ber a; naupang mi mal tinte mamawh phuhru tur chuan anmahni hriat chian a ngai tih pawh kan hre theuh awm e. Naupangte lo chawr chhuahna leh an mizia a hrang angin an tui zawng te, an mamawh te, an thiam theih dan te a inang lovin a inchen loh hlawm êm thin avangin zirtirna kalpui danah pawh a tûl ang zêla herrem thin a ngai a. Chuti chung pawhin chutiang naupang chi hrang hrangte chher puitling tur chuan an classroom leh pawn lama a nitin nun thlunzawm a ngai thin bawk. Chuvangin zirtir danah pawh khaw hawi tihzauh deuh deuh va; hun leh hmun mil zêla midangte thawhpui chungin intuaithar reng tum a duhawm hle.

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*Lianhlupuii Hnamte***SAWIHAWNNA**

Goal thuhmun neia a huhova thawkte hi team an ni a. chung an goal a lo hlawhtlin theih nâna ruahmanna siam chu Team Building in a tum a ni. Heng – team goal hriat chian te; goal tih puitlinna kawnga dâl theitu hriat fuh te; chung daltute chu hmachhawn a, sutkian te hi goal tihpuitlinna tura step hrang hrangte chu a ni a. Fajana (2002) chuan ‘Goal tihlawhtling tura theihna hrang hrang thawkhawm leh inlungual taka thawh hona hi team work chu a ni, chutah chuan member tin ten mawhphurhna hrang hrangte inbelin, harsatna thuhmun an hmachhawn a, a sutkian dan te pawh chhum lo chat lovin an ngaihtuah ho ṭhin a ni’ a ti. Katzenbach leh Smith (1993) te chuan, ‘mihring tam pui ni lo intel khawm, chhan ṭha tak avanga tum (goal) felfai tak nei, chumi tihlawhtling tura ṭahnemngai taka thawk hote hi team tiin a awlsam zawngin kan hrilh fiah thei ang’ an ti a. Team chu enkawl a awlsam theih nân member tam vak lo hi duhthusam a ni a, team member zawng zawngte chuan team goal hlawhtlinna turin inpumpekna nen an thawh a ngai a ni. Tin, team member-te chuan an thil tihte leh an tih chhan te chiang taka hrilh fiah theiin an thawk tlang ang. Team din tur hian thil pahnih pawimawh tak tak a awm a, a hmasa zawk chu, buaipui tur tak hriat chian a ni a, a pahnihna chu, dik leh fel taka buaipui tur buaipui hi a ni. Team din dan azirin team kalphung hi chi hrang hrang a awm thei a. member ngialnghet chiang sa awmna team-ah chuan team member-te inlungualna hi ngaih pawimawh hmasak a ni ṭhin.

LEARNING OBJECTIVES

1. Building team awmzia leh nihna tak an lo hmelhriat ang.
2. Team tha tak din tura step hrang hrang awm theite an lo hre tawh ang.
3. Team siam kawnga stage hrang hrang awmte an lo hria ang.
4. Team leader tha ni tura thil pawimawh hriatna an lo nei tawh ang.

Team building chu eng nge?

Thil tum tihhawhtlin tumna kawngah, pawl inzawm khawm, tih tur fel taka thliar hran, a mala thawh aiin a huhova thawh a hlawk zawk tih ngaih dan hi team building innghahna a ni.

A taka chet chhuahna lamah chuan, Team Building hian a team-te hnathawh dan tihpun lam hi a dah pawimawh ber a, chumi azara an thawh rah leh thawhchhuah peipun leh team-te hlimna hi a ngai pawimawh êm êm a ni.

Thawh hona tha a awm theih nân Tuckman theory of group development hi an hmag tlangpui thin a. He a theory-ah hian team ten stage 4 an paltlang ngei ngei tur – Forming, Storming, Norming leh Performing a awm a.

Thil tum tihhawhtlinna tura thawh hona tha a awm theih nân Team tan hian activities hrang hrang an duang thin a. Heng activities-ah hian thil ho tê tê, tlai chaw eikhawm atanga thil pawimawh tak leh tih hautak tak, buaina chinfel hna te pawh a tel bawk thin a ni.

TEAM THA TAK DIN TURA STEP HRANG HRANG AWM THEITE

Team building atana thil pawimawh langsar ber chu team hlawhtling taka khaihruai a ni. Leader chuan team member-te nen an inkarah leader tling a nihzia a lantir hmasak a ngai a ni.

Team leader ropui tak te chuan rinawmna leh dikna an lantir thin a, an hruaitu nihna chu intihlauhawmin an lantir kher ngai lo.

1. Thawktute ngaih dan te ngaih pawimawh tur a ni a, ngaih dan mawlmang anga hnâwlsak mai loh tur a ni
2. Thawktu ten an sawi chhuah kher loh an ngaih dan te hriatthiam tur a ni. Team member ten tlang taka thil an sawi chhuah theihna turin, an lakah inhawn ve tur a ni a, an ngaih dan te hriathiamsak ̄thin tur a ni.
3. Inremna siamtu nih tur a ni a; inhnialna te a lo awm palh pawhin, tihtawp vat ̄thin a, team thil tum sawipui ̄thin tur a ni.
4. Team member-teah inrintawnna leh inpawhna ̄tha tuh tur a ni. Team leader leh team member-te inpawhna a pawimawh tluk zetin team member-te inkara inpawhna ̄tha a awm hi a pawimawh êm êm bawk.
5. Team kan siam hian, team member-te thawh ho dan te, an inbiak pawh dan te, an inzah tawnna te hi ngaih pawimawh tur a ni.
6. Team member-ten inbiak pawh tawnna ̄tha nei a, thu thar inhrilh tawn zêl tura fuih ̄thin tur a ni.
7. Team member tinte hnathawh pawimawhzia leh chumi avanga team thil tum a lo puitlin ̄thinzia te sawi ̄thin tur a ni. Buaina chinfeltir vat ̄thin tur a ni a, team-te a huhova thawhtir tur a ni.
8. Inbiakpawhna (Communication) ̄tha neih tur a ni – team work-ah hian inbiakpawhna ̄tha hi thil pawimawh ber a ni a. Team leader chuan thurâwn te a la in, a ngaithla ̄thin tur a ni a, zawhna te zawtin ̄tanpui an ngaihnaah a ̄tanpui tur a ni.
9. Team nihna leh thil tumte a puitlin nân team hnathawhin hma a sawn tur a ni. Team leader chuan team member-te an thlen chin leh hmasawn dan te a sawipui ang a, an hlawhtlinna leh hmachhawp te a hriatpui tur a ni. Hengte hi a sawipui tur a ni:
 - a) Kan hnathawhah hian eng hi nge kan ngaih pawimawh ber?
 - b) Hlawhtlinna tih hian team tan hian eng nge sawi a tum ber?
 - c) Kan thil tumte tihlawhtling turin eng nge kan tih?

10. Thil tih tum tihlawhtling turin, a tih dan kawng hriat a ngai a, hlawhtling tura hun mamawh zât hriat leh team member ten an mawhphurhna an hriat leh hriat loh thlengin en thlithlai tur a ni.
11. Tih turte ruahmanin, buaina/harsatna chinfel a, a tih dan tur kawng dap tur a ni. Thil tih dan tur duan fel thlap hian hun chu a duh a, mahse, thutlûkna tha zawk leh rah tha a chhuah nge nge thin a ni.
12. Inkaihhruaina (rules) mumal tak hruaitu tan leh team member-te tan siam tur a ni. Dan ho tê, entir nan ‘Meeting-ah tlai loh tur’ tih te, ‘Team member ten ngaih dan an nei thei ang’ tih te hi siam tur a ni a, chutih rualin, heng dan te hi team member-te inlungualna thlapa siam tur a ni.
13. Inlungualna a awm theihna atan method/kalphung fel tak duan tur a ni. Thil eng emaw chungchangah a thatna leh that lohna sawi hona/debate buatsaih emaw, thil thleng chungchang enfiah/thithlai turin research committee din emaw a tih theih a; chutiang atan chuan inlungualna a awm theih nân kalphung felfai tak duan tur a ni
14. Ngaihthlak leh thluak sawizawi te tihpui thin tur a ni. A endiktu/hotu nihna angin, dah pawimawh ber tur atana inlungualna a lo awm theih nâna debate buatsaih ni se. Thawktute hian midang nena inrem loh/ngaih dan inan loh an hlau thei a, chuvang chuan thutlûkna mumal lo a awm phah thei. Debate/sawi hona huaihawt chuan ngaih dan fing zawk a rawn hring chhuak ang a, chumi chuan rah tha a chhuah dawn a ni.
15. Team zingah inlungualna a awm loh avanga beidawnna leh rilru hahna lo awm thin te hi hriatpui tur a ni. Meeting tantirhin, hun bithliah chin siam a, team member-te zinga inlungualna a awm theih nân theihtawp chhuah tur a ni.

EXERCISE

Mimal tuina te, duhzawng te, ngaih dan inang hote an intelkhawm a, thil thuhmun tihlawhtling tura an thawh hona hian team a siam thin. Mi mal tin te chuan theihtawp an chhuah a, pawl thil tum tihlawhtling turin thâ an thawh theuh thin a ni. Team member-te chuan an thawhpuite beisei phâk ni turin an vei tlâng a, an thil tum tihlawhtling turin an bei thin. Team ten an mawhphurhna an hriat loh chuan hna an hawk tha thei lo. Team member-te chuan an team chu an dah hmasa berin, an ngai pawimawh ber tur a ni a, team member tin te chu tih tur pe nghek lovin, theihtawp chhuah turin fuih phur thin tur a ni, anmahni ngei bul tantir hi a tha khawp mai a, mawhphurhna la ngam turin an pen chhuak ang. Entir nan, Mike leh Jordan te chu an team leader Steve hnenah an rawn in-report a. Steve chuan Mike leh Jordan te chu a ring êm êm a, midangte hmaah pawh a chhuang êm êm thin, dinner te a ei chhuahpui thin a. A team chu midang team ten an khalh ngai lova, hmasa berah an awm thin, an thil tum an thelh ngai lo. Steve chu team leader zinga ngaihsan hlawh ber a ni. Steve chuan a nau Mike leh Jordan te chu mawhphurhna thar la turin a nawrlui ngai lova, anni chuan an mawhphurhna te lawm takin an pawm thlap mai thin a ni.

Mike leh Jordan te chu eng vangin nge hnathawh an phûr sarh reng thin i rin? A chhan chu team leader-in a chawhphur thiam vang leh an theihna tha ber a phawrchhuah sak thin vang a ni.

ACTIVITY 1

Team tha tak din tura step hrang hrang kha engte nge?

TEAM BUILDING PAWIMAWHNA

Team Building hi a pawimawhna chhan hrang hrang a awm thei awm e. Chung zinga a langsar zualte chu – Hotu chunga lungawi lohna lantir, hlawhtlinna (Produce) tlem, thawktute inthlahdah vang, an hnathawha sawiselna awm thin vang, hmalak duh loh vang, thil thar ngaihtuah tum loh vang, thawktute inkara inrem lohna vang, staff meeting awmze nei lo vang, hnathawh that tawk loh vang, thutlûknaa inlungual loh vang, tih tur hriat chian loh vang, inlaichinna fel lo leh inthliar hranna vang tein. Heng thil harsatna chi hrang hrangte pumpelh nân hian team inlungual taka thawh hi a pawimawh a ni.

TEAM BUILDING-IN A TUMTE

Team Building-in a tum bulpui berte zinga mi chu thawktute inkara inpawhna tha zawk siam hi a ni. Hei hian thil siam chhuah thar zawk leh tha zawk a thlen thin a. Team Building-in a tum dang leh te chu an thil tum tipuitling tura chawphur a, thawh hona tha siam hi a ni. Harsatna chinfel kawnga a huhova thawh a, an thil tum tihhawhtlin hi an tum ber pakhat a ni bawk a. Chu mai bakah, team building hian inrin tawnna leh inpuih tawnna a siam bawk a ni. Team building avang hian thawktu hrang hrangte chuan inkungkaihna tha tak nen hna an thawk a, chu chuan anmahni hnaah tuina leh tih tak takna a pe a ni.

TEAM SIAMNA KALKAWNGA STAGE HRANG HRANGTE

Tuckman-a theory-ah chuan stage panga paltlang tur team hmasawnna atan hian a awm a. A stage hmasa ber chu Forming stage a ni a. Hemi stage-ah chuan thil tum tihlawhtling turin thawktu chi hrang hrang ten pawl an siam a. A dawt leh chu Storming stage a ni a. Hetah hian ngaih dan an thawhkhawm a, innghirnghona leh buaina tenau te pawh a thleng thei bawk. An thil tumah ngaih dan inang lo te a lo chhuak ang a, tih dan hrang hrangte a lo awm ang, chu chuan team member-teah inzawmna tha leh thutlûkna tha zawk a siam dawn a ni. He stage hi Norming stage in a rawn zui leh a, he stage-ah hi chuan thawktuten an team-in tihhawhtlin

a tum ber tipuitling turin anmahnı theuh inkarah inzawmna tha siam an tum hrâm hrâm thin a. Stage dawt leh chu Performing stage a ni a. Hemi stage-ah hian team hlawhtling tak an nih theih nân thawktu ten an thawhpuite nen an inkar an siamthat mai bakah an thil tih dan phung te an her danglam thin. A stage tawp ber chu Transforming stage a ni a. Hetah hian team member-te chuan an tih that êm avangin team tha berah an inngai hial a, hmachhawp dang tihlawhtling leh turin an in buatsaiah tawh thin a ni. Thil hriat tel tur chu, team zawng zawng ten he stage 5 te hi a indawt dan ang thlap thlapin an kalpui kher lova, team member thar an lo awmin, stage an kalpelh tawha an let leh chang te pawh a awm a ni. Member-te tawnhriat te, tanpuina an dawn te, an thiamna leh theihna te azirin he stage ho hi paltlang turin hun an duh reiin, an duh tawi thei a ni.

TEAM THA TAK DIN THEIH DAN

Katzenbach & Smith te chuan team tha tak siam tura thil pawimawh deuh deuh an târlang, chungte chu –

1. Member-te an tam lutuk tur a ni lo.
2. An thiamna a tha tawk tur a ni.
3. An thil tum chu a tangkai tur a ni.
4. Thil tum mumal tak an nei tur a ni.
5. Team-te hnathawh dan a felfai tur a ni.
6. Inhriatthiam tawnna a awm tur a ni.
7. Inkaihhruaina felfai tak an nei tur a ni.

Team ten tha taka hna an thawh theihna turin hun thâwl tha tak, member tha thlan, team member-te chawh phûr, training tha tak pek, thil tum tihlawhtling tura thawh hote hi a pawimawh êm êm a ni.

Team tha tak hi fimkhur taka duan thin a ni a. Team member-te an inhmuhkhawmin, mi inang lo tak tak thawk ho an ni tih an hre reng tur a ni. La

Fasto chuan team hlawhtlinna tura rahbi a duang a. A **hmasa berah** chuan team-a thawktute thlan chungchangah a ni. Team hlawhtling tak ni tur chuan tawnhriat ngah tak an nih a ngai a, buaina chinfel dan hria an ni tur a ni. Harsatna hrethiam a, a chinfelna kawnga thawktu an ni ngei tur a ni. A **pahnihnaah** chuan team member-te zingah inpawhna tha mai bakah midang ngaih dan an dah pawimawh thiam tur a ni. A **pathumnaah** chuan team hlawhtlinna chu team member-te thahnemngaihna leh an thil tum hriatna hi a ni. A **palinaah** chuan team hruaitu thatnaah a innghat a ni. Hruaitu tha chuan midangte aiin theihna bik a nei tur a ni a; hruaitu tha chu a thil tumah a chiang a, member-te zingah inzawmna tha a siam a, mahni inrintawkna nei turin a pui a, thil ngaih pawimawh hmasak tur a hria a, thil tih dan kawng a hriattir a, midangte ngaih dan ngaichang chungin hna a thawk thin. A **panganaah** chuan thawh hona boruak tha, thil tih dan phung tha te hian team hlawhtlinna a thlen a ni.

Author hrang hrang (entir nan, Brower 1995; Carr 1992; La Fasto (2001); Fajana 2002) te chuan team tha neih theih dan kawng hrang hrang an rawn chhawp chhuak a. Heng zingah hian a tha ber tia chhal bik tur a awm chuang lo va. A tha zual thenkhatte han tarlang ila –

Pawlin min beiseina leh pawl thil tum hriat chian: Team building hlawhtlinna tur chuan an thil tumah an chiang tur a ni a, a harsa lutuk tur a ni lo va, hunbi a nei tur a ni thung. A theih chin chinah chuan an thil tum duang turin member-te a tam thei ang ber ngaih dan an la tur a ni. Team member-te chuan team din chhan leh an tih turte an hre fiah tur a ni a; thawktute pawhin an tih tur chin an hriat a ngai. Robbins chuan pawlin an thil tum tihlawhtling tura an mamawh kawng thum a duang a, a hmasa berah chuan team-te hlawhtlinna turin thawktute chu an mamawhte pein an tanpui tur a ni. A pahnihnaah chuan an hna chu pawimawh berah an ngaihtir tur a ni. Hei hian pawlin an hna a ngaih pawimawhzia a lantir dawn a ni. A pathumna chu lawmman pek leh an thiltih hlutsak hi a ni. Team

member ten an tih tur an tihhawhtlinin hriatpui a, ngaihhlutsak tur a ni, chu chuan anmahniah a hma aia hlawtlinna တာ zawk nei turin a pui dawn a ni.

Ngaih dan/Thlir dan: Team memberte chuan team-a an tel ve chhan te, pawl (organisation) hnuiaia an dinhmun an hriat a pawimawh. Member-te chuan an dinhmun chauh ni lovin, an thil tum tihhawhtling tura an tih dan phung te, an thil tum te, an hmathlir te pawh an hre fiah tur a ni.

Inpekna: Team member-te tan team anga phûr taka hna thawh te, an thil tum pawimawhna hriat te a pawimawh. An hmathlir te chu team member ten an inhrilh tawn tur a ni a, chu chuan hma la zêl turin a pui dawn a. He an hmathlir leh thil tumte hi midang ten an lo zawm theihna turin an hrilh fiah thiam bawk tur a ni. A chhan chu, hmathlir fel tak leh pawl thil tumte hi ziaka dah mai piah lam thil a ni a, hnathawhna hmuna an thil tih, an ngaih dan leh an thil tum ber te rawn pho langtu a ni.

Member ten an hmathlir te an pawm a, an lo phûr lehzual theih nân, hmathlirin tihhawhtlin a tum ber chu an hre tur a ni. Rinawmna leh inngaihsak tawnna hi member zawng zawngah tuh tur a ni a, an theihna sang ber hlan turin an inpeih reng a ဖူးလုပ်. An hmathlirte chuan phûrna te, rinna te, inpekna te a keng tel tur a ni.

Team member-te inpekna chin chu an team thlanah te, team an ngaih pawimawhnaah te, team member an inngaihhlut tawnnaah te, an phûrnaah te, a innghat a ni. Boruak တာ/thawh hona တာ chuan team-te hnathawh a tihamasawn a, inthlahdahna a umbo ထိန် a ni.

Theihna: Team တာ tak ni tur chuan, team member-te an တာ tawk tur a ni a, hriatna zau, thiamna leh theihna an nei tur a ni. Team member-te chuan thiamna leh theihna than nei turin training an mamawh a. Training leh hmsawnna hian hna

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thar thawk turin a pui a ni. Team member ten thiamna leh theihna tha tawk an neih loh chuan an team chu a hlawhtling tluantling thei lo vang.

Hmachhawp: Team member ten an tih tur chin fel takin an hre tur a ni a, an tih turte an duang ang a, an tum tihlawhtling turin hmachhawp leh hmathlir fel tak an nei tur a ni. Tichuan, team-te chuan an thil tum an hrefiah ang a, a rahchhuah tur te, an hun neih dan tur te, an thil tum tihhawhtlinna tur kawng te an hre dawn a ni.

Hmanrua: Team-te chuan an tum hlen tura hmanrua, a kalhmang leh an mamawh tinrengte chu a awm ngei a ni tih an chiang tur a ni. Robbins chuan, “Pawisa, hun, hmanrua leh information te hi team-te hman theihin a awm ngei tur a ni,” tiin a sawi a. Heng hmanruate hi team member-te inpekna ang zêlin pek ve tur a ni.

Thuneihna: Team hlawhtlin theih nân thutlûkna siam thei khawpin thuneihna an nei tur a ni. Team hlawhtling tak ni turin chawikan an ngai a. Thuneihna an neih loh chuan an remhriatna leh theihna te chu hnâwlsak an ni thei a; thil thar a lo chhuahna turin team-te chu thil tih chhinna an neih phalsak tur a ni.

Brower chuan, “Thil pawi tak thleng thei pumpelhna turin, he thuneihna hi tiam chin awma pek tur a ni,” tiin a lo sawi ve thung a. He thuneihna hi zawi muanga team-te hnena hlan tur a ni. Vawilehkata thuneihna pek an nih chuan an phawklêk zo vek thei a ni.

Wilson chuan, “Team-te hian zalenna an nei tur a ni a, an thil tum tihhawhtlinna turin chawikan an ngai,” tiin a lo sawi ve mek bawk a. Engpawh ni se, team member-te chuan an ramri chin, an tih tur chin an hre tur a ni.

Employee empowered: Thawktute dinhmun chawikanna te, an hlawhtlinna te, an hnathawhte chu thawktute hlutna atang te, hruaitu hmathlir atang te, an thil tum inhrilhriatna atang tein a hriat theih a ni. Team ten an thlen chin an hriat

nân leh tihp̄ūr nân feedback hi pek thin tur a ni. Team member-te zinga harsatna nei sawi chhuah reng ai chuan harsatna kha sutkian dan zawn mai zawk tur a ni.

Thawh hona: Team member ten mi hrang, mize hrang hrang thawk ho an nihna leh team kalphung an hriatna hi cooperation chu a ni a. An group hmasawn dan te an hriat a ngai a, an mawhphurhna leh an chanvo te an hriat a tûl a ni. Team member ten a huhova harsatna an sutkian te, a tih dan tur hriat te, an tih tur chin chianna te, thawh hote hi an mamawh a ni. Team anga an mawhphurhna te hlenchhuak turin team member-te zingah inkungkaihna leh thawh hona tha a awm ngei a ngai a, pawl kalphung leh tih than dan te hi harsatna sutkian nân leh an tum tihhawhtlinna kawngah an dah pawimawh tur a ni.

Inbiakpawhna: Team tha nei tur chuan team member ten an hna theuh an ngaih pawimawh dan leh feedback/thurâwn te an dawsawn danah a innghat thui hle. Thurâwn te hi miin midangte rilru tihnat an hlauh avangin an pe tha ngam lo tih hre reng chungin, thurâwn an dawn chhun te chu zaidawh takin an dawngsawng tur a ni a. Thurâwn tha dawng tur chuan mahni lam lo inhawn hmasak tur a ni a; amaherawhchu, thurâwn zawng zawngte hi a dikan a tha ber kher lo tih erawh hriat tel tur a ni. Thurâwnte chu rintlak a nih leh nih loh hriat nân thawhpuite rawn thin tur a ni. Thu thar pawimawh tak tak te hi a huhova sawi hona neih hunah sawi chhuah thin tur a ni a, inhnialna fing leh hrisel te neih thin tur a ni.

Hmasawnna awmze nei: Team building hi thil danglam thlentu a ni a, chu thil danglam lo thleng tur chuan remhriatna, ruahmanna fing, fing taka harsatna chinfel thiamna, thil thar ngaihtuah chhuah theihna te hi a pawimawh hle a, chutih rualin, midang remhriatnaa innghat a, tih dan phung pangngai zulzuia kal char char ringawt ai chuan, thil thar tha zawk lo chhuahna tura risk la ngam te hi kan chawimawi tur a ni. Thil thar ngaihtuah chhuak tur chuan thawktute pawh thahnem ngai tak an nih ngei a ngai. A kum telin thawktute thlir dan leh an ngaihtuahna tharte hian ngaih pawimawh a hlawh chho mek zêl a; thil thar duang

chhuak a, ngaihtuah chhuak tur hian thawktute chu hun thâwl tak pek >this thin tur an ni.

Mawhpfurhna leh inngahna tlak: Thawktuten ngaih pawimawh an hlawh viau lai hian, pawl tam takah chuan hun inpek tam lutuk hian inrel tawnna leh insawichhiatna te, initsikna te, lungawi lohnate a thlen bawk >this thin a. Team member tinte chuan tangkai tak leh thawhhlawk tak angah an inngaih theuh a ngai a, fakna leh lawmman te pawh siamsak >this thin tur an ni a, an risk lak te chu zahsak tur a ni. Harsatna a lo awmin team member-te chuan inpuh chhe tawn a, inkawk tawn mai lovin, an hun te chu harsatna sutkian nân an hmang tur a ni a. Tin, lawmman te chu a team ang bakah mimal tin te tan siam bawk tur a ni. Team chuan an hlawkna leh hamthatna te chu a team ang mai piah lamah a mimal ang pawn an insem >this thin tur a ni. Thawktu ngaihhlutna hian thawhhona boruak tha leh hlimawm a hringchhuak >this thin. Mi tupawh mai hian, midangin an ngaihlu tih a inhriat chuan amahah phûrna leh a êng zawnga thil thlirna a pe a, chu chuan an theihna a tipung >this thin a ni. Mi, mahni inngaihhlutna neite hi thawktu thawhhlawk ber berte an nih >this thin avangin thawktute ngaihhlutna pekna kawngah hian finfiahna leh tehna dik leh mumal a awm tur a ni. Thawktute ngaihhlutna hi dik taka kalpui tur an nih laiin, beiseina ringawt petu leh nihna petu atan hman loh tur a ni. Thawktute ngaihhlutna hi thurâwn pek dan tha ber te zinga mi a ni a, a khât tawka thawktute fak leh ngaihhlutna lantir hian anmahniah mahni inngaihhlutna leh mahni inrintawkna a pe a, chu chuan an hnathawhnaah hlawkna tam tak a pe a ni.

Inremsiamna: Team-a a hotu ber kaihhruaina hnuia inremsiamna leh a tha zawnga member te insiksawi hian an thil tumah hlawhling turin a pui a ni. Carr chuan, “Manager leh Supervisor-te hian team leader nihna chanvo an lo neih hian an chanvo an inhlak thin a, a chhan chu team leader te chuan hna an control ringawt lova, hruaitu angin an thawk zawk >this thin a ni,” tiin a lo sawi tawh rêng a

ni. Inbiakpawhna tha, neih leh hruaitu tha nih te hi a pawimawh a, hengte hi nei tur chuan training that a ngai dawn a ni. Robbins pawhin, “team leader-te chuan, an chanvo thar te chu an team hlawhtlinna kawngro sutu a nihzia an hriat a pawimawh” tiin a lo sawi ve bawk a. Chu mai bakah, an thiamna leh hriatna te team-in a mamawh zual tih an inhriat a ngaihzia tilang chiangtu chu thil tih theihna ringawt piah lamah hriatna leh thiamna atanga thil tih thinna a lo awm hian a ni.

Culture tihdanglam: Hnam zia hi hnathawhna hmun hual rengtu a ni a, hna a lawmman te, inkungkaihna te, kalphungte siamtu a ni. Culture kan tih chuan thil ngaihhlut zawng te, rin zawng te, ngaih dan awmsa te, nunphung te, mizia te hi a huam vek a ni. Hna thawnnaa sawi leh ziaka dah ni lem lo nun dan te hi a huam vek bawk. Culture hian pawl din tur hruaitute hi an thunun nasa êm êm a, a chhan chu an thutlûkna siamtu leh thil tih dan kawng duangtu an nih vang a ni. Culture hi տանցահ te, thutlûkna siam danah te, thawnthuah te, hnathawh danah te a lo langchhuak thin.

CULTURE NIHPHUNG:

Thomson leh Luthans te chuan culture nihna hi an lo sawi tawh a:

A hmasa berah chuan, culture hi nun dan a ni. Culture chuan a mi chengte nun dan a tilang thin a, chu chuan hmasawnna a keng tel thin a, a chang chuan hnungtawlh phahna te pawh a ni ve thin.

A pahnihnaah chuan, culture chu zira thiam chi a ni. Mite hian an nun dan atanga fakna emaw, sawiselna emaw an tawh hian nun dan an lo zir thar thin a ni. An nun danin fakna a hlawh hian, an chhunzawm a, chu nun dan chu an chhawm zui thin.

A pathumnaah chuan, culture hi inbiakpawhna atanga zir a ni. Thawktute hian midang nena an inpawhna atang hian culture an zir chhuak thin.

A **palinaah** chuan, lawmman emaw, fakna emaw atang hian culture tenau a lo awm >this bawk. Thawktute hian an thawhpuite a>tanga fakna an dawn hian sub-culture a lo awm thin. Pawl nihphung hi thawktuten an hnathawhna hmuna an tawnhriat hrang hrang an rawn chhawm luh a>tanga lo awm a ni. Team-a innghat, inpawhna tha, hmasawn zel pawl te hi kalphung hlui zawm tute lak a>tang chuan an danglam hle a ni.

ACTIVITY 2

1. Team siam turin eng stage-te nge paltlang ngai?

2. Team tha neih theih dan kawng hrang hrang zingah tha i tih pathum sawi la. A chhan sawi zel bawk ang che.

TEAM WORK KALPHUNG:

Team hma lam dinhmun te hi chhan hrang hrang avangin a inang lo thei êm êm a, chung zinga thenkhat te chu – thawhhona boruak leh tih dan phung avang te, team hruaitute thawh dan azir te leh pawla thawktute avang tein a ni. Team tha takte hian thil tangkai leh ropui an ti tam bik a. Team tha chuan hmanua leh kalhmang tha ni lovin nungchang leh nunphung fel nei thawktu an nei zawk thin. Heap, Toufaiel leh Meissner, Sundstrom, De Meuse & Futrell-te chuan inelna lo

sâng zêl avang hian team-te hian thawh tur an ngah telh telh tiin an sawi a ni. Khawvel huapa inelna avangin thil thar hmuhchhuah leh chinchhuah kawnga hmalak hi a pawimawh hle a ni. Chumi ina a hrin chhuah chu bungraw hralth turin company te hian bungraw siamchhuah tam ringawtah an innghat thei tawh lo a. Team chuan a hnuiai thawktute hnenah chanvo tam zawk, thutlûkna siam kawnga ngaih dan siamah te an thurâwn a la tam zawk a ni. Thawktute chu tih tur leh thawh tur hrilh mâwl tawp mai lovin, thil tih puitlin tur an pe a, an team leader-te nena thil tih hlawhtlin tur te an pe a, chung te chu hlenchhuak turin a tih dan kawng anmahni in an zawn chhuahtir ̄thin. Team ̄tha chuan mihring thiamna a hmang ̄tangkai a, an pawla thawktute hriatna leh thiamna te a hmang ̄tangkai ̄thin a ni. Buaina lo awm thei chu manager-te chuan an pawl awm dan/thlen chin engkim an hre thei tawh lova, thawktute finna leh thiamna a tam thei ang ber hman ̄tangkai a ngai ta ̄thin a ni. A pahnihnaah, Wageman ngaih danah chuan team te hian pawl inzirna a tihmasawn a, a chhan chu an thil tih chin aṭangin thil tih dan phung ̄tha an hmuh chhuah ̄thin vang a ni. Kalzenbach & Smith te ngaih danah chuan, team inkungkaihna leh thawh hona ̄tha hi thawktute thawh chhuah leh thawh ̄that avangin a lo awm niin an sawi bawk a ni.

Kirkman leh Shapiro te ngaih danah chuan, team hian hnaa lungawina te, phûrna leh thatona te leh thawktute inpekna te a hring chhuak a, a chhan chu hna chi hrang hrang an neih vang a ni. Hemi avang hian thawktute banna leh hna chawlhsan te a lo tlem a, pawlah thiamma leh finna a lo pung ̄thin.

TEAM WORK ̄THA ATANA CHONA AWM ̄THINTE:

Team hnathawh bulpui ber pakhat chu hmasawnna leh danglamna hi a ni a. chuvangin team-te hi thil danglam lo awm ̄thinah hian chona eng pawh hmachhawn turin an inpeih reng a ni; thawktuten an hmehriat loh bula hnathawh a ngaih hian an hreh ̄thin a, chutiang hunah chuan, team tharte chuan inthendarhin inkungkaihna ̄tha an siam ̄thin. Heng harsatna hi pumpelh tur chuan team din hi

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a pawimawh hle a ni. Field & Swift te ngaih danah chuan, Team te hian harsatna – team tihnual thei leh thutlûkna siam kawnga harsatna te an tawk ḥin a. An thil tum te an hriat chian tawk lohna chuan harsatna a thlen ḥin avangin, an thil tum ber an hrechiang hle tur a ni.

Thutlûkna siam hian hnathawh hun a pawt hek nasa thei, inhnialna leh midangte rualpawl tura nawrna te a lo awm phah thei a, training leh inbuatsaihna ṭha tel lo chuan, team te chuan ngaih dan thuhmun leh hmasawnna duhawm an nei thei dawn lo a ni. Inpawhna ṭha a awm loh chuan harsatna a lo chhuak fo thei; chuvangin Team building chuan inpawhna ṭha, buaina tihtlem, thawh hona ṭha leh thawktute inpekna ṭha zawk hmanga group hnathawh tih hmasawn a tum ḥin a ni.

Thawktuteah tui lohna a awm thei a, hnathawh tur tihtlemsak emaw, lawmmman leh hlawh siam dan leh pek dan te tihdanglam a ngaih chang a awm bawk. Team work hi hna tihhmasawnna nen a in kungkaih tlat a, leader ten a tlangpuia an ngaih danah chuan, thawktute hian tih tur hrilh reng ai chuan thutlûkna siam naah tel ve an duh ḥin a ni. A ḥenah chuan dikna chin awm mahse, a zavaiah erawh chuan a ni lo. Thawktute an inkiltawihna leh intihhranna a lo awm thei a, chu chuan an hnaah tui lohna a thlen ḥin a ni. He buaina reh tur hian tih dan bik a awm chuang lova; amaherawhchu, training leh chanvo inthleng te hian kawngro a su ve thei.

Team Building-ah hian team member te va rinhlelh vangin an dinhmun hi a derthawng thei a. Chu chu hriain, team building-ah chuan hnathawhna boruak ṭha a awm ngei ngei tur a ni. Pawl chhungah hian hmasawnna awm lo anga thawktuten an hriat chuan, an hnathawh te chu hun khawhralna angah an ngai thei a, chu chuan an pawl rin lohna a hringchhuak ḥin a ni.

Harsatna dang awm thin chu, thutlûkna lian tham siam dawna team te rintawk loh hi a ni. Hei vang hian team leh pawl hian an theihna sang ber an thleng thei lo fo. Ngaih dan thawh dawna phalna lak hmasak ngai a nih phei chuan, hun a khawhral a, neitu nihna thinlung a bo thei bawk. Nahavandi & Aranda te chuan pawlin team-te lak aṭanga ngaih dan beisei lâwk an neih chuan thil thar a chhuak niin an ngai a ni

Team member-te zingah ngaih dan tha lo – hotute hian thusawi chiah an thiam tih te a lo awm thei a, chu chuan team-te nungchang thlengin a nghawng thei a ni. Thutlûkna siam kawnga team-te rin lohna hian hun a khawhral a. Hetiang harsatna hian training leh team member thuam that a mamawh a ni. Argote & Mc Grath te chuan inkungkaihna tha awm tur chuan hruiatu tha an pawimawh a, team te hnathawh that leh that loh hi thuneihna insemsai thiam danah a innghat niin an ngai. Thawktuten an pawl an thlir dan leh ngaih dan hian hlawhtlinna thui takin a hril a ni. Carr ngaih danah chuan team hlawhtlinna hi an kalphung leh ngaihhlut zawngte nun zêl danah a innghat a, chutih rualin, tih dan tha zawk a lo chhuahna turin thil thar tihchhuah pawh a pawimawh tho bawk.

Team Building hian kawng hrang hrangin thawktute chhungteah leh an mimal nunah nghawng tam tak a nei thin. An nupui/pasalte leh an chhungte en hranna hian an rinawmna leh an phûrma te a tihniam thei a ni. Chu chuan, rilru hahna a thlen thin a. Hna-a inpekna nasa lutuk avang hian thawktute chhungteah harsatna a thlen theih avangin pawl hian thawktute na taka nawr tur a ni lo. Thawktute chhungte hian support an pek that thin avangin fak an phû a, lawm leh chawimawi an hlawh tur a ni, thawktute chauh hi hamthatna leh hlawkna pek tur an ni lo a ni.

Hna thawnha boruak leh in lam boruak hi a inbûk tawk tur a ni, hei hian pawl kalphung a tingilin harsatna a titlem thei a. Thawktuten thil tiikhawm an neih hian a zahawm tur a ni a, mawi lo taka an chet chuan an hnathawh te, an kalphung te,

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thawktute inpekna te a tha lo zawngin a nghawng thin a ni. Thawktu rintlak leh zahawm chuan chutiang hmingchhiatna chu thleng lo turin a fimkhur thin a ni.

NI TINA TEAM KALPUI DAN REMCHANG

Team building-ah chuan activities leh exercise hrang hrang, thawktu ten hma an hruai theihna tur a tel thin a, chuta tang chuan team kalphung fel tak a lo chhuak thin a ni. Anih loh vek pawhin, budget leh goals mumal tak neiin, pawn lam mite puihna hmangin ruahhmannaa siam theih bawk a ni. Pawn lam mite hian phûrna/chakna nasa tak an pe thei bawk a ni tih hriat a tha.

TEAM CHHUNGKUAA MITE HMAN TANGKAI

Employees hrang hrang, teaching team leh non-teaching team te hian anmahni group pawn lam mi hnathawktu dang puihnain an group session an tiimasawn thei a ni. Team leader chuan thawktuteah inpawh tlanna tha zawk a awm theih nân leh thawh hona tha zawk a awm theih nân meeting a ko bawk thin a ni. Organisation lian zawkah te chuan staff ten team building session-ah hma an hruai mai thin. Chutiang bawkin team tha tak ni turin member ten a inchhâwka kaihruaina hna an thawh te pawh inzirna tha leh inhriatthiamna thûk tak awmtirtu a ni thei. Amaherawhchu Team-te hian thawh hona tha zawk a awm theih nân meeting an neih reng kha a tul ber chuang lova; team member ten a huhova an tih theih activities nuam leh hlimawm te pawh neih zawk tur a ni.

TEAM DINNA ATANA ACTIVITY TANGKAITE

Thawhna hmun pawn lama darkar rei lo te picnic han neih te pawh hi a tangkai hle thei. Pizza order mai te, lunch han order-sak mai te pawh hi thawktute chawk phurtu tha tak a ni. Hna thawktute nena chaw ei ho paha han titi ho te pawh hi thil tha tak a ni.

Team hlawhtling tak i neih duh chuan team member ten an lunch te anmahni office theuha ei mai lovin a huhovin an ei ngei theih nân hma i la tur a

ni. Team-te inpawh tlanna atan activities hrang hrang Christmas urlawk chaw eikhawm te, birthday lawm te, inkhelh te pawh a ṭangkai thei vek a ni. Amaherawhchu infiamna thenkhat, tlanglawn te, hrui uai ang chi te hian thawktu chak lo leh hrisel lo teah hlauhna a thlen thei a. chuvangin, hetiang thawktute tizâm thei leh tihlauthawng thei hi chu tih loh tawp tur a ni.

PAWN LAM MI HMAN ṬANGKAI

Pawn lam mite kan rawih hian, group hrang hrangte hian team tha tak an din theih nân activities duan sa kha an ti mai tur a ni a, a tlangpuuin, anmahni puitu hian hnathawktute chu activities leh session-te duang turin a pui mai thin a ni. Heng activities hrang hrangte hian team mamawh a phuhruk zo a nih chuan a hlawhtling hle tihna a ni. Hetiang session-ah hian ice breakers, discussion topics, games, cooperative assignments leh group brain storming te a tel thin a. Pawn lam atanga puitute chuan hetiang goal-ho tipuitling tur hian an pui ngei ngei tur a ni. Heng events hrang hrangte hi employee te nitin hnathawh nen a inkungkaih ngei bawk tur a ni.

Team tha tak neih i duh chuan, thil kalphung leh tih dan te uluk taka zir chian tur a ni. A nihna takah chuan, team hlawhtlinna 80% hi chu team inlungualna tha vanga awm a ni a, 20% hi chu a tih dan kalphung leh tih dan tur hriatna atanga lo awm a ni.

ACTIVITY 3

Team tha siam turin pawn lam mi leh team chhungkuua mi engtin nge i hman ṭangkai ang?

TLANGKAWMNA

Pawl-a team din leh chhawmdawl kan tih hian, pawl tih dan thlak te leh thil hrang hrang a fawmkem tel a, pawl pumpui team member atanga endiktu (supervisor), manager, pawl nihphung, kalphung, hnathawh dan leh inkungkaihna tlengin a huam a. Thil danglam (change) lo awm thin hian team building chuan harsatna hrang hrang a paltlang thin a ni tih a tilang a ni. Amaherawhchu, a hlawkna hi a lianin a tam êm êm a, thawktute pawn an kalphung hlui lama let leh chu an tum ngai lem lo a ni. Harsatna hrang hrang karah, team building hian pawl tan hamthatna tam tak a thlen thei.

Pawla team din chungchang kan sawi tâkte hi sikula hman dawn chuan herrem hret a ngai mai thei a. Sikula thawktute hi team tha taka siam turin chona tam tak hmachhawn tur a awmin harsatna chi dang deuh te pawh a awm thei. Chu chu huhova zir chian a, team tha tak din tura hmalak a nih chuan hmasawnna awm ngei tura ngaih a ni. Sikula thawktute hian team inlungual tlang taka an thawh a ngai a, hruaitu tha an neih pawh a tul. Thawktute inkara harsatna awm hi naupangte hian an hrethiam vat mai a, chu chuan an zirna tlengin a nghawng theih avangin chung harsatna chu a rang lama sutkian a pawimawh. Hetah hian team leader mawhphurhna a sang hle a ni.

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*Zothanmawii***SAWIHAWNNA**

Pâwl (organisation) chuan tum neiin hma an la a, hruaitu turte inthlangin chanvo hrang hrang an nei thin. Chutianga an chanvo theuh te chu tha taka hlen chhuah tumin an thawk tlang thin bawk. Pâwl nazawng erawh hi chuan inzir zêlna leh zir belhna lam an hawi vek lem lo; tih tur awm sa an ti mai a, danglamna thlen an tum ber lo. Zirna sikul erawh chu pâwl ni ve tho mahse hruaitu thlan chawp ngai leh tih tur invuah chawp ngai a ni ve lo va. A danglam bik êm êmna pakhat chu hmasawn ngei ngei tuma Inzir Reng Pâwl (learning Organisation) a nihna hi a ni awm e. Khawvel thag zêlah hmasawnna a kal reng a, chumi khawvel lo danglam zêl mila zirna pawh chu herrem ve zêl a ngaih avangin sikul chu Inzir Reng Pâwl a ni ngei ngei tur a ni. Hetiang a nih avang hian thawktu mimal tinte pawh an inzir reng a, policy thar te, zir dan thar te, curriculum duan thar-te hre chianga hmang tangkai thei turin training an kal thin pawh a tul a. Chu mai pawh chu a la tawk zo lo va; sikula thawkhote chuan anmahni hovin an inzir tlan reng a, thawhpuite leh mithiam zawkte atang leh an tawnhriat atang tea an inzir zêl a ngai bawk. Hetiang taka inzir reng sikul chuan hma an sawn ngei ngei a, than lam an pan zêl thin. Chuvangin sikul zawng zawngte hi Inzir Reng Pâwl ni theuh sela a duhawm hle.

OBJECTIVES

1. Learning Organisation tichhuaktu Peter Senge an nihphung leh ziarâng a sawite lo hmelhriattir.
2. Peter Senge-an discipline panga a sawi te hriathiamtir.

3. An thawhna sikul apiang chu Inzir Reng Pâwl nihtir tuma hmalâktir.
4. Learning organisation kalphung hrim hrim hriat chiantir.
5. Sikul chu inzir reng a, hmasawn zêl tura hmalâkna kawnga Headmaster mawhpfurhna hriattir.

HARSATNA AWM THINTE (Areas of Cultural Dysfunction)

A hmasain kan tunlai khawvel kalphungah hian harsatna lian tak tak pathum, fragmentation, competition, reactiveness-te kan hmachhawn tlangpui tiin Peter Senge chuan a sawi a, hengte hi lo sawi zau deuh hlek ila:

Thliar sinna (Fragmentation): Kan tunlai nuna harsatna kan tawhte kan hmachhawn dan tlangpui chu thliar sin phawt a, chu chu a hrang tê têa zir chian hnua zawm khawm leh  thin hi a ni a. Amaherawhchu kan harsatna tawh tam berte hi chutianga sutkian chi an ni ber lem lo. Hetianga thliar sin (fragmentation) kan ngainat  anna chu kan sikul kal tirh a ang daih tawh khan a ni a; kan khawvel hi  hensawm a, chumi lak atanga inlakhran kan ching  hang a. A chhan chu thu chi hrang hrang kan vawng (byheart) a, history awm sa kan chhiar a, theory hrang hrang kan zir a, chubakah kan nun nena inkungkaihna nei lem lo leh tuina pawh ni chuang si lo ngaih dan (idea) kan neih phah ta  thin a ni.

Inelna (Competition): Inelnain kan khat hneh khawp a, chu chu danglamna leh zir thiamnaah kan ngai hial tawh a ni. Inelna hi a  ha lo a ni ngawt lo, a nawm ve theih viau bakah thil tih huaina leh thil thar hmuh chhuahna atan pawh a  angkai reng mai. A  that lohna ber zawk chu thawh hona kan mamawh zual lai berin inelna leh inpuih tawnna kan hmang tawn thiam lo  thin hi a ni. Kan inel a talangin kan  anhopui turte (kan lam  angte) nen ngei ngei pawh kan inel hlauh  thin avangin kan  han tur angin kan  hang thei lo  thin.

Tur chawp ngaihna (Reactiveness): Midang turna avang inhlak danglam kan  han hnan lutuk hian zir thiamna lo chhuahna hn r tak tak zawk, tum ruhna te,

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suangtuahna leh enchhinna te kan hlamchhiah phah fo. Kan naupan tet lai khan pawn lam aṭanga turna tel lovin thil tam tak kan zir thiam a ni; kal kan zir a, ṭawng leh mihring nih dan pawh tih luihna vang ni lovin kan duh avangin kan zir zēl ṭhin kha a ni a. Tunah chuan kan inkaihruaina avangin midangte fuihna leh turna avanga zir tur emaw kan inti tawh hial a ni. Zir tura intur chu dik lohna a awm hauh loh laiin, kan zir châkna vanga zir tur kan nihna min theihngihilhitr hial tawh hi a pawi a ni. Mi tam zawkte tan chuan ni tinin sikulah heng (reactiveness) hi kan zir reng a. Harsatna (problem), midangin an hmuh chhuah kan sukiang (solve) a, chhiar tura min hrilh kan chhiar a, ziak tura min tih kan ziak bawk ṭhin; tichuan, mahni nih mai aiah midangte rualrem leh pawm zawngin nun kan tum hrâm ṭhin a ni. Keimahni ina zighthna kan neih ai chuan zirtirtu zighthna chu hlawhtlinna kailawnah kan ngaih phah hial a ni.

ACTIVITY 1

1. Harasatna pathum tarlan takte hi in harsatna a ni ve em?

2. In sikula thawh hona kawngah eng harsatna nge in tawh ve ṭhin?

3. Engtin nge chung harsatna chu in sutkian?

INZIR RENG PÂWL ZIARÂNG

Inzir Reng Pâwl chu a chhunga mi te (member-te) chu inzir reng tura buatsaih a, hma lam pan tur leh tih dan thar dap chhuak tura intuaithar reng thinte an ni. Hemi learning organisation hi Peter Senge leh a thawhpuite zir chianna (research) leh an hnathawh aṭangin he ngaihtuahna hi a lo piang chhuak a, chu chuan kawng hrang hranga sawi fiah a ni. Peter Senge chuan, ‘A huhova anmahni thiamna leh theihna tihmasawn tur leh an beisei ang tihlawhtling tura mi an thawh tlanna hmun hi Inzir Reng Pâwl chu a ni,’ tiin a sawi. Peter Senge chuan a lehkhabu, ‘The Fifth Discipline’ hmangin hemi thu hi a sawi chhuak a, chutah chuan chu pâwl ziarâng chu hetiang hian a tarlang a ni:

- Mahni inhriat chianna:** “*Inzir rengna hmunpui thil tum laimu ber chu ngaihtuah dan thlak thleng a ni, hetiangan – khawvel lak aṭanga hrang nia inhriatna aṭangin inzawmkhawm vek nih inhriatna te, midangten harsatna an thlen nia hriatna aṭangin harsatna thlentu ni vea inhriatnaah te. He inzirna hmunah hi chuan miin an nihna tak an inhmu chiang a, chumi aṭanga hma lam panin hmasawn zēl an tum thin*” Peter Senge.

Mahni inhriat chianna hi kan zir hmasak ber tur a ni a; hemi kawnga min pui turin darthlalanga inen ang maiin mahni nihna inbih chian a, eng hi nge ka duh a, eng ang danglamna nge thlen ka duh a, eng nge ka tum tak hi ni ta tih indap chian a ṭûl. Peter Senge bawk chuan The Fifth Discipline-ah chuan mimalin hmathlir neih ngei tur a ni a, chu chu thil tum tihhlawtlinna kawng pakhat a niin, chutiang thila kan tihhlawtlin châk sawi chhuahna leh kan inpekna leh thil tihte awmze neihtirtu a ni tiin a sawi bawk a ni. Chubâkah chuan, ngaihhlut zawng (value) te, ngaihtuah dan te, kan hawi lam te leh kan mimal nun insiamthatna kawng a ni bawk.

- Ngaihtuahna entawn tlak:** Science zirtirtu ḥha tak mai hi sikul dangah sawn a ni a. Chu a thawhna thara Headmaster chuan a chanchin ḥha lo

zawng hlir a lo hriat lâwk avangin a hna a va zawm tirh atangin sawisel chânin a lo châng a. Eng hna pawh pe se a theih tawp chhuahin a tha thei ang berin a thawk zêl thin. Mahse chuti chung pawhin fak leh duhsak a hlawh chuang lo. A nihna takah chuan Headmaster chuan chu zirtirtu thar chu engmah thiam lo leh tīha thei lova a lo ngaih tawhna avang chuan a hmu tha thei ngang lo va, fak a hnekin sawisel a hlawh ta zêl zawk a ni. Chutiang reng a nih avang chuan a lo rei deuh hnu chuan a hna thawh tuina chu hloh tial tialin a thawk tha lo tial tial ta reng a ni.

Rilru puthmangin kan chetzia a nghawng thei tih chu kan hre chiang hle awm e. Kan thil thlir danin min thunun tlat chuan tarmit dum buna khua kan hmu thim vek thin ang hian ni tura kan ngaih angin thil kan hmu fo thin. Hei hi rilru zirmite chuan ‘selective observation’ an ti a, kan hmuh duh zawng angin thil kan hmu thei thin a lo ni.

Hetiang hi a nih avangin ‘Ngaihtuahna entawntlak’ nei tur chuan mahni lam inenfiah fo a ngai a, kan rilru puthmang leh ngaih dan siam te pawh chu enfiah thin a tûl. Hetiangin –

- Ngaih dan kan neih te pawh thutlûkna kan siam hmain midang nena inhriatsak leh inrawn thin.
- Kan thil hmuh leh thlir dan te pawh sawilan fo va, sawiselna leh thirna tlang dang a awm thei tih hriain insiamthat pawh huam ila.
- Midang tute pawh kan rilrua ngaih dan kan neihin anmahni chungchanga kan awm dan leh kan thil thlir dan a nghawng hle a ni tih hriat.
- Ngihtuahna tha tak kan neih te pawh a khât tawka inenfiah thin a, a tha zawk a la awm thei cheu tih hriain inthlak danglam ngam bawk ila

3. **Ngaihtuah leh sawi inkar zau tihpui:** Thawhpuite nen meeting kan nei ڻin a, hotu lian te, khawtlang hruaitute leh nu leh pate nen pawh neih chang a awm bawk ڻin. Hetiang hunah hian chhan hrang hrang vangin kan rilru ni chiah lo te pawh sawi chhuah châng a awm. Entirna atan Principal leh Vice Principal-te ngaihtuahna leh an sawi chhuah hi lo tarlang ila. Principal ngaihtuahna chu, “Eng nge maw ka zawh kher ang ni, darkar khat pawh a zirtir ve si lo,” tih a nih laia a sawi chhuah tâk zawk chu, “Thla tina zirtirtu intlhak kual hian zirtirna a siamthat i ring maw?” Vice Principal thung chuan, “I hnuia thawkte tana phurrit i pek belh hi i hria ang chu maw,” tih a ngaihtuah lain, “Aw, a ڻha a lawm” a ti daih thung bawk a.
4. **Hmathlir intawm:** Hmathlir chu sikulin thlen a tumna, (goal) nakin huna sikul la awmna tura duhtlan, tih tur (mission) keng tel bakah target nei bawk hi a ni. Sikul hi hmathlir intawm neihna hmun ber pakhat chu a ni a, tah hian hruaitu mawhphurhna pawimawh ber pakhat chu hmathlir fel tak neih a, chu chu thawhpuite nena duan ho hi a ni. Hmathlir tel lo chuan sikulin kalna tur kawng kawhhmuhtu nei lovin, thawktute pawh mahni kal kala chet lak a ngai ڻin. Hmathlir intawm neih a nih erawh chuan awmze nein thawktu zawng zawngten mahni zawn ڻeuhvah chumi tihlawhtling tur chuan an bei tlang ڻin thung a ni.
5. **Thawk ho chunga zir:** Hei hian zirnain hma a sawn nâna tih tur lam a hawi a, pâwlah chuan mimalin nasa taka a zir vak ringawt a sâwt ber lo va; inmamawh tawnna a awm avangin intichak tawn turin an zir ڻin zawk a ni. Thawk ho chunga zirteah chuan zirtir dan tunlai ber ber leh ڻha an tih zawng te an sawi ho phawt ang a, chu chuan zirtirtu thlir dan leh ngaih dan lo neih sa pawh a siam ڻain chona thar a pe ang. Chumi hnuah chutiang zir dan thar leh ڻha apiangte chu an zir ho leh ang a, thutlûkna intawm siamin chu chu tihlawhtlin an tum tlang ang. Tichuan tuna an zirtir dan

hman mek te pawh enfiah pah chung zêlin sawi hona te pawh an nei cho zêl bawk ang. Chubakah zirlai naupangte chauh ni lovin, zirtirtute ngei pawh ina hmasawnna leh hlawhtlinna an neih tlan theuh nân zir chung zêlin hna an thawk tlang thei dawn a ni. Ngaih dan sawi ho leh hnathawh dan zir ho hian pâwl a tichak a, harsatna sukiang tur leh hmasawn zêl turin kawng a hawnsak bakah chung hmasawnna tura an hnathawhte chu an enzui tlan theih phah Ქin a ni.

6. **Ngaihtuahna awmze nei:** Inzir Reng Pâmlin innghahna bulpui atana a hman chu ngaihtuahna awmze nei hi a ni. Chu chu thil a maha awm aia thil dang nen a inkungkaih dan hmuh thiam leh thil Ქha awm sa ringawt aia hmasawnna danglam hmuh thiam hi a ni. Ngaihtuahna awmze nei hmang chuan thil awm dan emaw, thil thleng emaw te rēng rēng chu eng vang nge tih leh tuin nge tih chhanna hmu turin hma a la Ქin. Chik zawka zir a, a chhan leh a vang hre tura zawhna zawh Ქin chuan awmze neia hma la turin nasa takin a pui thei.

Thil thleng chu zirlaiten an entawn chungchang a nih chuan, eng vanga entawn nge an nih tih aṭanga zawtin a chhanna chu result Ქha neih an duh vang ni ta se, eng vanga result Ქha neih duh nge an nih zawh lehna chhanna pawh chu nu leh paten tiṭha tura an nawrna vang a tih theih ang. Chu pawh chu a chhan zawh leh zêl chuan an fate tan hma lam êng tak an duhsak vang a ni ngei ang. Chutiangin a chhan tak hre tur chuan eng vangin nge tia zawh chhunzawm zêl a ngai Ქin. Harsatna chu a bul thûmah hriat a, sutkian tum Ქin tur a ni. A chhan hre lovin harsatna sutkian a theih loh avangin a chhan tak zawn chhuah a, ngaihtuahna awmze nei hmanga sutkian a Ქûl. Hruaitu Ქha chuan zau takin thil a thlir a, kawng hrang hrangin a ngaihtuah a, a chhan tak hmuchhuak turin hma a la a, a bulthûm aṭangin sutkian a tum Ქin. Hemi kawngah hian a thawhpuite chu an thlirna tlang hrang hrangte a ngai pawimawh mai ni lovin ngihtuahna thuhmun

an neih theih nân sawi hona zalen tak neiin hmalâkna kawngah pawh an thawk ho  thin a ni.

ACTIVITY 2

1. In sikul chuan Inzir Reng Pâwl ziarâng, a chunga sawite hi a neiin i hria em?

2. Inzir Reng Pâwla insiam turin tlakchham eng nge in neih?

3. Engtin nge hma in lak ang?

DISCIPLINE PANGATE

“Inzir Reng Pâwl chu a chhunga mi ten an thinlung taka rah chhuah neih an duh nei thei tura an theihna leh thiamna an tihpun zêlna, ngaihtuah dan than leh zau zawk nei tura inchawm lian, tum ram thuhmun nei tura zalenna leh a member ten zir ho dan an zir rengna a ni” tiin Peter Senge chuan a hrilh fiah a. Hetiang Inzir Reng Pâwl siam tur hian discipline panga a rawt chhuak a, chungte chu –

- Systems Thinking
- Mental Models
- Team Learning
- Personal Mastery leh
- Shared Vision-te a ni

Heng discipline hote practice-a hmang thei tur hian dam chhunga inzir a ngai a, zir zawh tih awm lovin hman nghal zêl a țûl bawk a ni. Heng hote hi tawi tê têin lo sawi dawn ila.

System Thinking chu mimal harsatna neuh neuha insawrbing lovin, a system pumpui ngaihtuahna leh thlithlai țhatna a ni. A awmzia chu harsatna chu hun leh hmun bik thil a ni fo lo va; thil tih leh a nghawng inlaichinna hriatthiam a ngai a, hun leh hmun dangah pawh a awm thei a ni. Mimal thil emaw, thil thleng pakhata kan insawr bing hian a pumpui ngaihtuahna a dâl thei a ni.

Mental models Chuan thil nihna a sawi mai ni lovin, la nih tura mitthla a sawi tel a ni. Senge an sawi a tum chu pâwl hlutna leh eng ang chiah nge nia kan ngaih chu a ni a; tu nge kan nih inhriat chhianna atangin engti kawngin nge than kan duh a hriatthiam theih țhin. Thlir dan thar nei turin inthlak danglam (flexible) thei nih a, ngaihtuahna thar leh hmel lan dan thlak thleng theih a ngai. Hlawhtlinna bul chu ngaihtuah dan thar nei hmasa nih a, hmalâk vat țhin hi a ni.

Team Learning chu mimal thiam bikna leh hmathlir intawm suihfinna a ni a, chu chu inbiak tawnna (dialogue) atanga bul țan a ni țhin. Hei hi a pawimawh êm êmna chu inkungkaihna țha neihna leh inpawh tlang taka a huhova hmalâk a nih chuan pâwl finna chu mimal finna (intelligence) aiin a sâng sawt țhin a ni. Amaherawhchu thawk hote chu an inpawh vak lova an thawk ho țha lo a nih chuan team-te IQ chu mimal IQ aiin a hniam duai thei bawk. Inbiak pawh tawnna tak tak awm tur chuan member-te chuan thawk ho an nihna anga tu mah inen

hrang lovin, an tihsual leh thiam lohna te pawh an puan ngam a, an hriat loh te pawh inthlahrung miah lova an sawi ngam a ngai a, chuti a nih loh chuan inzirna tak tak a awm thei lo. Mihring kan inang vek lo va, thiam zawng leh zeina kawng kan nei hrang theuh va; chuvangin inzir tawna, inpuih tlan dial dialna chuan hmasawnna a tichak a ni.

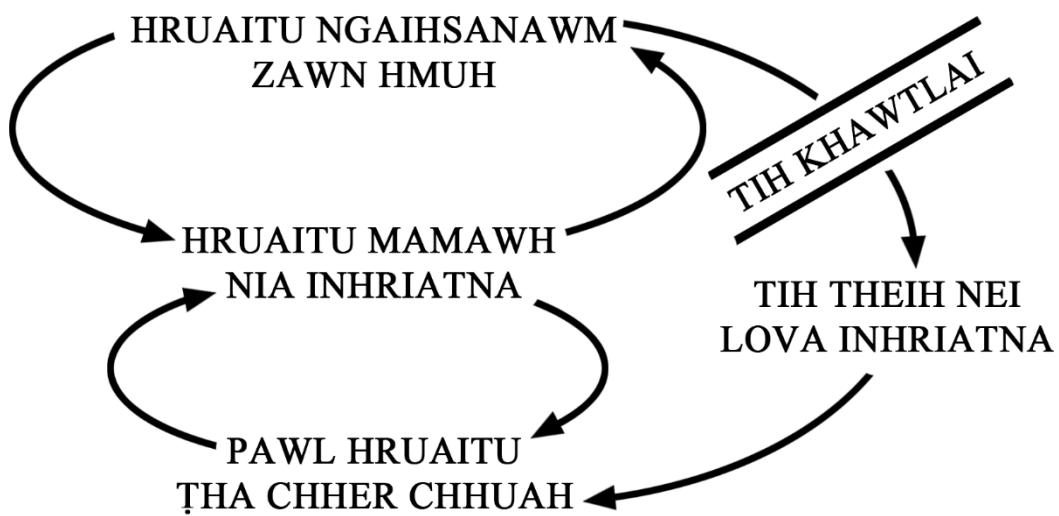
“**Personal mastery** chu kan mimal hmathlir sawi fiahna leh tihchianna, kan chakna sawrbingna, dawhtheihna neihna leh thu dik hmuhthiamna a ni.” Personal mastery chu mimalin hmathlir leh tum chiangkuang tak a neih chu thil nihna dik tak (reality) hmuh thiamna nen a inkawp hian a ni a. Hmathlir leh thil nih dan impersanna chuan ngaih that lohna fing tak (creative tension) a siam a, chu chuan mi a tichak sauh sauh thei a, chu chuan personal mastery nei turin a pui ṭhin. Hei hi hmathlir tihlawhtling tura hma lakna atan a pawimawh hle a ni. Personal mastery nei tur chuan thu dik hmuh leh sawi chhuah hi a pawimawh êm êm a, thu dik ṭan tlat a ṭûl. Personal mastery hmelma lian ber chu ti thei lova inngaihna leh mahni inngaih hniamna hi a ni. Mahni duh pawh nei thei lova, tumram thleng ve tlak lova inngaihna hi hmasawnna daltu a ni fo. Hetianga mahni insitna hi a ṭangkai lova; paih daih tur a ni.

Shared vision chuan pâwl hmathlir chu sawi ho fe hnua inlunguala an duan a nih ṭhin avangin thawktute chu an mimal hmathlir angin a ngaihtir ṭhin a, midang ngaih dan leh thlir dan tihmasawn tura puihna ṭha tak a ni. Thil nih dan leh hmathlir danglamna chu hmasawnna kan hmuh danah leh thil tumin min tihphur danah a ni ber a. Peter Senge chuan hmathlir intawm dik tak leh hmathlir puanchhuahna chu a la thliar hrang leh a; chubakah engtin nge hmathlir chu hlawhtling taka hma lak (implement) theih a nih dan a sawi bawk. Chu chu inbiak pawh tawnna leh hmathlira intukluhnna (commitment) emaw, insawisel ngam khawpa inpawhna emaw in a thlen a ni. Hmathlir intawm chu hotu lam atang chauh ni lovin, member zawng zawng aṭangin a lo kal tur a ni a, a ngai renga

awm lovin hun kal zêlah a danglam ve zêl tur a ni. Hemi kawngah hian harsatna chu a awm teh meuh mai, mahse huhova chinfel zêl a nih chuan chung harsatna chuan a ti huanawp | thei dawn lo va ni. Hotute hmathlir ṭawmpui ringawt lo va, hmathlir inṭawm neih chuan ṭan hona leh ṭahnemngaihna a hring chhuak a, tum ram thlen a awl bik.

INZIR RENG PÂWL CHU CHHIAHHLAWH HRUAITUTE SIAM A NI

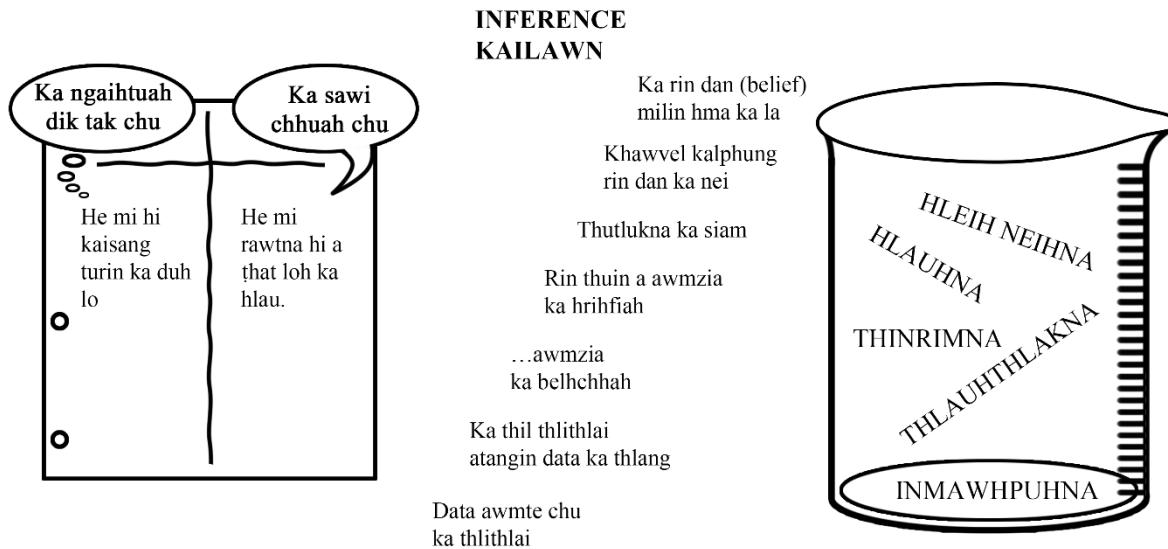
Inzir Reng Pâwlah chuan hruaitu nihna chuan awmze thar pawimawh tak mai a nei a. Chutih laiin hruaitu kan ngaih  thin dan chu mi bik, theihna chung chuang bik nei ‘hero’ anga lo zi chhuak; tumruhnna leh finna nasa tak nei an ni  thin. Chutiang leader-te chu an awm m k laiin pâwlah hruaitu thar chher chhuahna a d l thei a, mi tlem t  chauh tan hruaitu a nih theih a ni. Chutiang dinhmun chu hetiang deuh hi a ni.



Hruaitute chu pâwl dintu leh theihna ti hangtu | an ni. Anni ang hruaitute chu ‘midangte hmaa kal’ a, an nihna leh dinhmun vang pawh ni chuang lova pâwl tana an theihna hmangtute an ni zawk. Chung mite chu member pangngai; mahni theihna zawn theuhva thawktute an ni; an inzir tlan reng avangin hma an hruai theuh a ni.

LEARNING ORGANISATION HMANRUATE

Inzir Reng Pâwl hmanruate (Tools of the Learning Organisation) chu hetiang hian lo entir ila:



ACTIVITY 3

1. Tunah chuan mahni in eng nge ka rin (belief) ni a, ka hmuh dan (notion) pawh chu eng ang nge a nih a, ni tura ka hriat dan (assumption) chu eng ang tak nge a nih lo inchhut chiang theuh teh ang u. Hetah hian tawi fel taka ziah chhuah ni se.
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2. Chung chu indawtin sawi ho ila, sawi theuh pawh i tum ang u. Chuta kan sawi khawm aṭang chuan eng zat nge kan rin dan inang a, kan hmuh dan leh hriat dan inang eng zat nge awm? Danglam bik a awm em tih pawh en ila.
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TLANGKAWMNA

Zirna Hmunpui ni tura Inzir Reng Pâwla insiam hi mimal hna leh mawhphurhna mai a ni lo va; pâwla member zawng zawngrten inlungruala thawh chi a ni. Tih dan phunga kan lo neih ngheh tlat tawh, hotu thupek zulzuia midangina thawh leh a kaihruaina ang zêla thil tih ṭhin kalsana hma lakna chi a ni. Tih phung pangngaia kan kal rei tawh avangin taima tak leh ṭha taka thawh chu kan duhtawk deuh mai ṭhin a, mahse chu chuan inzir tharna leh inzir tawnna nawmzia pawh min theihngihilhтир hial ṭhin. Hun inher danglam zêl mila lamrem leh mumang hlimawm neihna kan bosal ta ṭhin hial a ni.

Chuvangin tunah chuan rilru thar nen, suangtuahna hlimawm zawk nen, awmze nei zawk leh hlimawm si, sâwt zawka zirna kalpui tura inzir thar zêl kan tum tawh dawn a ni. Inlungrual takin, dawhtheihna leh inhriathiam tawnna nena Inzir Reng Pâwl ni turin hma la ila. Kan sikul chu keimahni leh midangte pawhin Inzir Rengna Hmunpui tiin hriat kan hlawh thei ngei ang.

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Peter Senge: The Fifth Discipline, The art and Practise of a learning organization. Century Business 1997.

*Caroline Zoramthangi***SAWIHAWNNA**

School transformation tlentir tur hian school chhung leh pawnna mite ḥanrualpui (partnership) a ṭûl a, he key area 6-in a tum ber chu school leh nu leh pa te, khawtlang mipui te, education department-a thawktute leh ḥenawma school hnaivaite nena inlaichinna tha tak siam hi a ni. He Module-in a tum ber chu school leader-in ama school atana mi pawimawh zawng zawngte thiam taka a thawhpui a, a ḥanrualpui theih hi a ni.

Zirlai naupangte hi chhungkaw khawsak leh dinhmun inang lo tak tak atanga lo kal, tawnhriat inang lo tak tak an ni a, an dinhmun hre chianga, an mamawh mila enkawl an nih hian, school nen inlaichinna tha tak an nei a, zirna kawngah pawh hma an sawn phah thin a ni. Zirlai naupangte hmasawnna turin school hian remchanna a nei tha hle a, chumi tihlawhtling tur chuan, naupang tana zirna boruak tha zawk siam turin nu leh pa, khawtlang leh NGO te nena inkungkaihna tha tak a siam thei a ni. Kan zir ho tur hian school hotute an thawhna mual theuhvah nu leh pa te, khawtlang mipuite leh school dang hotute nena thawh hona tha tak siam turin a ḥanpui dawn a ni.

OBJECTIVES

1. School—a danglamna tlentir tura nu leh pa, khawtlang, leh education lama thawkte thurualpui leh an mawhphurna hriat chiantir.
2. School-in a ḥangkaipui theih tur chi khawtlanga thil awmte hman ḥangkai thiam.

3. Thenawm hnaia school dangte nena tih dan leh chin dan tha inhrilh tawn a, inentawna tih ho thin a, thawh hona tha tak neih.
4. Stakeholder te thawh ho hlawkna zia an lo hria ang.

NAUPANG TIN TEN ZIRNAA HMA AN SAWN THEIHNA TURA STAKEHOLDER-TE MAWHPHURHNA

Tute nge ‘Stakeholders’ kan tih chuan, school hmasawn nâna theih tawp chhuah thin tu zawng zawnge – school head te, zirtirtu te, support staff te, zirlai naupang te, nu leh pa te, khawtlang mipui te, education deparment-a thawktu official-te leh khawtlang hrugaitute hi an ni a. A tawi zângin school-a inhnamhnawihna nei zawng zawng hi an ni. School tha taka a kal tluan (function) theihna tura stakeholder hrang hrangte tih tur leh mawhphurhna te chu –

Headmaster: School hmasawnna hi building tha leh thil dangah a innghat ber lo va, school head thaah a innghat zawk ber a ni kan ti lo thei lo thin a ni. Chuvangin school head hian mawhphurna sâng tak leh zau tak a nei a. School hmasawnna tur te, zirtirtu leh naupangte thanna tur leh an thatna tur atan te a sôlsutu ber a ni a, a dinhmun leh nihna hi a pawimawh êm êm a ni.

School policy-te chu tha takin kenkawh a ni em tih a vil reng ang a, zirtirtuten thiamna sâng zawk an neih zêlna turin hma a la ang a, zirlaiten an zirlaiah hma an sawn zêl theihna turin classroom-ah teaching learning process tha a thlen theihna turin theih tawp a chhuah thin ang. Zirna atana naupang leh zirtirtute mamawh phuhru turin tan a la reng thin ang.

Zirtirtute: Zirtirtute hi classroom chhunga hotu leh kaihruaitu ber an ni a, chuvangin teaching learning process tha taka a kal tluan theihna tura hnarkaitu ber an ni. Classroom enkawl zo leh vawng tha chu zirtirtu tha an ni lo thei lo va; naupangte tha takin an kaihruai bakah an zirlai an thiamtir ngei ngei thin. An zirlai piah lamah pawh nun kawng dik zawh turin naupangte an kaihruai bawk thin a ni. A zirlai naupang tinte

a hre chiang ang a, an mamawh dan azir zêlin a kaihuai ang a, an zir thiam theih dan zâwng te hriatsakin, ruahmanna an siam ̄thin ang.

Nu leh pate leh khawtlang mipuite: Zirlai nu leh pate chu an fate leh an school hmasawn theihna turin theih tawpin an participate ve ̄thin tur a ni a, ruahmanna siam kawngah te, chumi atana hma laknaah te, chung hmalakna thlir honaah te pawh tel vein, theih tawpin hma an lo la ve ̄thin tur a ni. In lamah an fate tan zirna boruak ̄tha an siamsakin, an hmasawnna leh an mutan lai te hriatpui an tum ang.

Sawrkar hotute: Sawrkarin education policy a siam te chu school tin ten an nei em, an hrethiam tluan tling em, hman a ni em tih leh ngaihpawimawh a ni em tih te chu an enzui tur a ni a, school head leh zirtirtute chu a ̄tûl hunah thurâwn te an pe ang a, subject hrang hrangah zirtir dan thar awmte inherilhhriatna atan training an mamawh em tih te an hriat sak ang a, training te an buatsaihsak ̄thin tur a ni. Tin, school grants/funds leh resources awm thei hrang hrang te a hun takah an pe chhuak ̄thin tur a ni. School mamawh hre turin a hmun ngeiah an kal chilh ang a; thawktute harsatna leh an thawh ̄that dan te an hriatpuiin, an mamawh phuhrusak turin hma an la ang.

THUCHAH LAIPUI

School-ah hian stakeholder hrang hrangte an awm.

Chung stakeholder hrang hrangte chuan school ̄thatna turin tih tur leh mawhphurna hran hrang an nei.

Heng stakeholder-te hian thawh hona tha tak an neih a ngai.

NU LEH PATE LEH KHAWTLANG MIPUI TEN SCHOOL AN INFLUENCE DAN

Zir bingna leh research paper hrang hrang aṭanga a lan danin zirlai nu leh pate leh khawtlang mipuite hian school ̄thatna leh ̄than zêlna turin mawhphurhna sâng tak

an nei a. School Management Committee (SMC)-ah hian nu leh pate leh khawtlang hruaitute ai awh an tel ngei ngei tur a ni a, chu SMC chuan nasa takin school ṭhan chhohna tur leh hmasawnna an sawi hovin, hma an la ho ṭhin tur a ni.

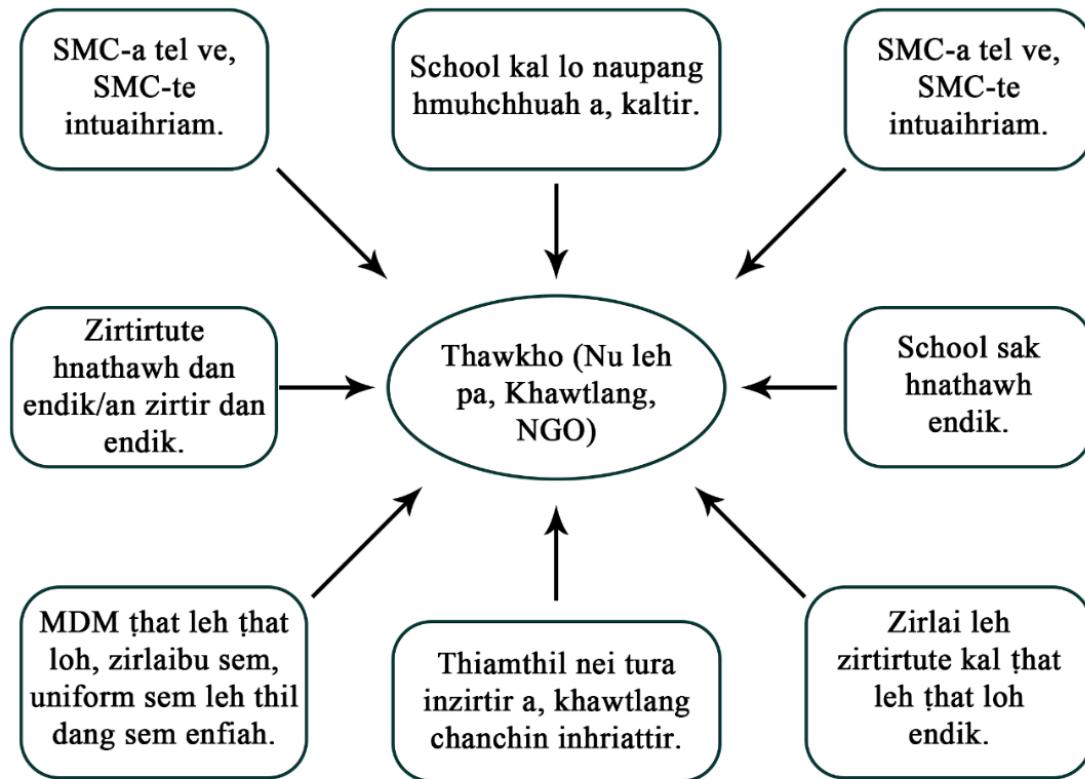
Naupang zirna leh hmasawnna atan khawtlang chanchin leh dinhmun hriat a pawimawh êm êm a, khawtlanga thil awmte school tana a hman ṭangkai theih tur resource te an dap chhuak ṭhin tur a ni. Khawtlang hi school mamawh pûrchâwkna hausa tak a ni a, school hmasawn nân khawtlang hian a thawh hlawk hle thei a ni. Khawtlang chakna hmang ṭangkai tur chuan school leh khawtlang indawrtawnna tha tak a awm a ngai hle a ni.

Khawtlangin zirna an ngaih pawimawh chuan zirna inin hma a sawn ṭhin a, zirna in a ṭhat chuan khawtlangin hma nasa takin a sawn ṭhin bawk, chuvangin khua leh tui tha chuan zirna a ngai pawimawh a, thûk takin an programme leh activity-ah inrawlh an duh ṭhin.

Thawh ho ṭhatna te chu –

- School neitu nihna thinlung put – school kalhmang leh zirna kawnga thil hriat thar.
- Naupang ngaihsak dan dik hriat tharna turin remchanna a pe.
- Naupang zirna ṭanpui thei tura mahni inringtawk turin a pui.
- School kal loh mai mai awm lo tura hma lakna a tisâwt.
- Nasa zawka hmasawnna a thlenin a tirualkhai.
- Hnathawh leh thil tih enfiah, endik leh siam ṭhat ngai te enzui a remchang.
- Zirna hmasawnna turin sum leh pai, mihring theihna leh hmanrua awm thei dangte, ṭangkai zawka hman theih tur a awmtir.
- Zirna hi mitin ban phaka siam a tiawlsam.

Engtin nge an thawh ho ang?



THUCHAH LAIPUI

- Naupang zirna leh hmasawnna chungchangah nu leh pate kaihharh.
- Naupangte ham hatna turin zirtirtu leh nu leh pate inkungkaihna  ha nei tura Head Teacher te mawhphurhna hriattir.

ACTIVITY 1

SCHOOL LEH KHAWTLANG THAWH HONA

Thil thleng 1: Mohani Yadav, Khanpura School Headmaster thar chuan harsatna danglam tak a hmachhawn a. Tun hnaiah a school naupangte chu a chhan hriat lohin an damlo reng mai a. Harsatna sutkian dan a ngaihtuah a, nu leh pa lah an lo thinrim ve bawk si. School-ah chuan tui thianghlim in tur a awm lo niin an ngai a, an Mid-day meal sem chu a  ha lo niin an ngai bawk a. Naupang 2/3 phei chu

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school an rawn kal ngai ta lo. Headmaster chuan SMC Member-te chu naupangte harsatna tawh chungchang sawipui turin a ko khawm ta a. Vawi hnih a koh hnu pawhin SMC member-te chu an rawn kal mang lo va. School-a thawktute nen an sawi ho hnuin SMC member kal loh chhan chu an hrechhuak ta a, hengte hi a chhan langsar zualte chu a ni –

1. SMC Member rawn lovin inhmuhkhawm koh a ni
2. SMC Member-te chu school naupang kaltlangin hriattir an ni
3. SMC Member thenkhat rawn kal loh chhan hriat a ni lo

Zawhna:

- Naupang leh SMC Member-te nena an inkarah eng harsatna nge Headmaster-in a tawh?
- SMC Member-te school harsatna tawhah an inhnamhnawih lohna chhan eng nge?
- A chunga tarlan chhan awm theite bak khi eng nge an lawm lohna chhan ni thei?
- Headmaster khan SMC member-te hrethiam thurin engtin nge a insiamrem anga, school-ah a hruai thlen theih ang?
- SMC inhmuhkhawm ngei a nih theihna turin engtin nge i tih ang?
- Zirlai leh School hmasawnna turin engtin nge SMC inhmuhkhawm hi tangkai leh awmze nei zawka neih a nih theih ang?
- SMC Member-ten ngaihpawimawh nia an inhriat theihna tur leh School thatna tura tih theih nei an nihzia inhre turin engtin nge hma i lak ang?

ACTIVITY 2

Khawtlang nena thawhdunna		
Thil tihte	Hun (mins)	Hlawkna beisei
Khawtlang leh School inbeisei tawnna Group anga thlir ho.	20	Sikul leh khawtlang inbeisei tawnna hriat chianna.
School development atana SMC-in nghawngkawl a bahpui tur zawn.	55	School development – tha tak a awm theih nân engtin nge SMC nen thawh hona tha a awm theih ang?

TLANGKAWMNA

School hi system fel tak nei, khawtlang tana din a ni a. Chutah chuan mawhphurtu hrang hrang an awm a; sawrkar aiawh department mi te, school-a thawktute, zirlai te, zirlai nu leh pa te, khawtlang hruaitute an awm a, chungte chu stakeholder tia sawi >thisint Chu an ni. He school system-ah hian mawhphurhna hrang hrang neiin mahni zâwnah an ṭangkai theuh mai. Chuvangin Headmaster chuan heng mi tinte nena pheikhai rual taka thawk ho a thiam a ngai a, an pawimawhna theuh hriain ṭangkai taka hman a pawimawh bawk. Phûr leh thatho taka mahni zân theuha an thawh tlan theih nân a kaihruai ang a, neitu nihna inhriaa thawk thei turin remchanna a siam a pawimawh hle.

Suggested Readings

Homby, G (2011): Parental Involvement in Childhood Education – Building Effective School – Family Partnership

Indira Gandhi National Open University (June 2007): MES 005 – Human Resource Development

*H. Lalhrualitluanga***SAWIHAWNNA**

Zirna (Education) mumal zawk kalpui duh vang te leh mamawhna hrang vangin sikul te hi din a lo ni tawh thin a, nitina zirna kalpui tur leh hmasawnna thlen tur chuan mamawh hrang hrang a lo awm a, thawktu hrang hrang bakah bungrua leh hmanrua engemaw zat a ngai bawk a, chung atan chuan sum leh pai, pawisa tel lovin hma a lâk hleihtheih loh tiin a sawi theih ang. Sikul sum hnâr hi a inang vek lêm lo va, a tlângpui thuin fee lâkkhâwm aṭangin emaw, sawrkarin sum a pêk aṭangin emaw a ni deuh ber a, thawhlawm thawhkhâwm te, mimal emaw, pâwl emaw ṭanpuina pêkte pawh a awm bawk. Chhiah (tax) lût aṭang hian zirnaa hman tur sum eng emaw zat dah a ni thin bawk.

School finance han tih hian zirna kaihhnawiha sum hmuhna, hman dân tur ruahmanna leh a taka hman ṭangkâinate a huam tel a. Zirtirtu leh zirna lam enkawltu ten naupang zirlaite an hriat a pawimawh ang bawkin sikul sum dinhmun leh a kalphung hi an hriat a pawimawh tawh a ni. School finance hi ṭhuang thumin a sawi theih ang a, chung te chu – sum/mamawh hmuhna lam (resource generation), a hman dân tur duanna lam (resource allocation) leh a hman ṭangkâina lam (resource utilization) te. Hêng zawng zawngte hi zirna mumal taka kalpui a nih theihna tur leh rah tha a chhuah theihna tura hmalâkna a ni ti te pawhin a sawi theih bawk ang.

Kan ramah hian zirna hi hautak lo thei ang bera kalpui tum a ni a, zirna a hâtak hian naupang ten sikul kâi emaw, chhunzawm zêlñaah emaw harsatna an tâwk thei thin a, chu chuan ram pum huapa hmasâwnna a tiñhuanawp thei hial a

ni. Elementary (Primary leh Middle sikul) chin tal phei hi chu naupang sikul kal rual zaah za sikul kaltir tumin nasa takin ram pum huapin hmalâk a ni a, Universalisation of Elementary Education (UEE) tiin khaw tina naupang zawng zawng ten zirna mumal tak an neih a, sikul an kal vek a, zirna chawlhsan emaw, bansen emaw pawh an awm lohna tura hmalâkna lian tham tak a ni a. UEE thlen theihna tur hian kawng hrang hrangin hma lâk a ni a; heng Operation Black Board Scheme (OBS) te, District Primary Education Programme (DPEP) te, Mid-Day Meal (MDM) leh Sarva Shiksha Abhiyan (SSA) te (tunah chuan Samagra Shiksha Abhiyan tiin Rashtriya Madhyamik Shiksha Abhiyan (RMSA) leh Centrally Sponsored Scheme of Teacher Education (CSSTE) te nen chhunkhawm a ni tawh) bâkah pawh hian hmalâkna tam tak a awm a ni.

Universalisation of Elementary Education (UEE) a hlawhtlin theihna turin World Bank (WB) te, United Nations International Children Education Fund (UNICEF) te, United Nations Educational, Scientific and Cultural Organization (UNESCO) te leh Asian Development Bank (ADB) bâkah ram hrang hrang te pawh thawhpui an ni ta zêl a ni.

ZIR CHUAH TUR (LEARNING OUTCOMES)

He zirlai hian zirchhuahpui a tum tlângpuite ti hian han târlang ila. He zirlai zirtu chuan–

- Zirna hi investment (inkhawlna/inpeipunna) chi khat a ni tih hriain, a tângkâina leh kan rama zirna dinhmun te thlir dâñ a thiam ang
- Zirna atâna sum hmuhna hrang hrangte a hria ang a, sum hmuhna leh zirna hmasâwnna inlaichinnate a hrethiam ang
- Zirna atâna sum ruahmanna awm dan a hmelhriat ang a, tângkâi zâwka sum hman dâñ turte a ngaihtuah thei ang

ZIRNA HI INPEIPUNNA (INVESTMENT) CHI KHAT A NI

Indian Education Commission (1966) Kothari Commission an tih bawk chuan zirna hi ‘danglamna thlentu hmanrua’ (instrument of change) tiin a lo sawi tawh a. Tharum thawh lova danglamna lian tham thlen tur chuan ‘Zirna’ tluk hi a awm lo a ni tiin ram puma zirna kalphung (national system of education) neih a တုလာ a lo sawi tawh a.

National Policy on Education (1986) chuan zirna hi kan tun hun leh nakin hun atana ruahmanna pawimawh bik (unique investment), kawng tinrenga hmasâwnna thlen theitu angin a lo sawi tawh a. Tin, The International Commission on Education for the Twenty First Century (1996) chuan zirna hi ram hmasawnna (socio-economic development) atâna pawimawh tak a nihna hi a rawn târlang bawk a.

Investment ang zâwnga zirna pawimawhna hi India ramin five-year plan kan hman tîrh aṭang tawhin târlan a lo ni tawh a. Five-year plan hmasa ber khân ruahmanna mumal taka ram hmasâwnna thlen tur chuan zirna a pawimawhzia lo tarlang tawhin, a dawt leh Second Plan phei kha chuan uâr lehzualin zirna kalpuî dâñ hian ram thawhchhuah (economic progress) ṭhannaah danglamna thlen thei khawpin tih theih a neihzia a rawn târlang leh a. Chutiang zêlin a hnua five-year plan dangte pawhin ram hmasâwnna atâna zirna paiwmawhna hi an rawn nemnguet chho zêl a ni.

Zirna hi inpeipunna (investment activity) ang zâwnga thlir tur nge a nih a, eiralna (consumption activity) zâwk tih hi mithiam zâwkte inhnial fona pawh a ni âwm e. Eiralna ang zâwnga thlir dâwn chuan a ɻhanna leh hlâwkna awm thei pawh hi amah bikah tâwp tura ngaih a ni a, chutih rual chuan inpeipunna ang zâwnga thlir dâwn chuan a thawhchhuah theih zâwng pawh a pung ngei tur a ni thung ang.

ACTIVITY 1

I ngaih danin zirna hi peipunna nge a nih a, eiralna zawk? I ṭan chhan fiah fel takin han tarlang teh.

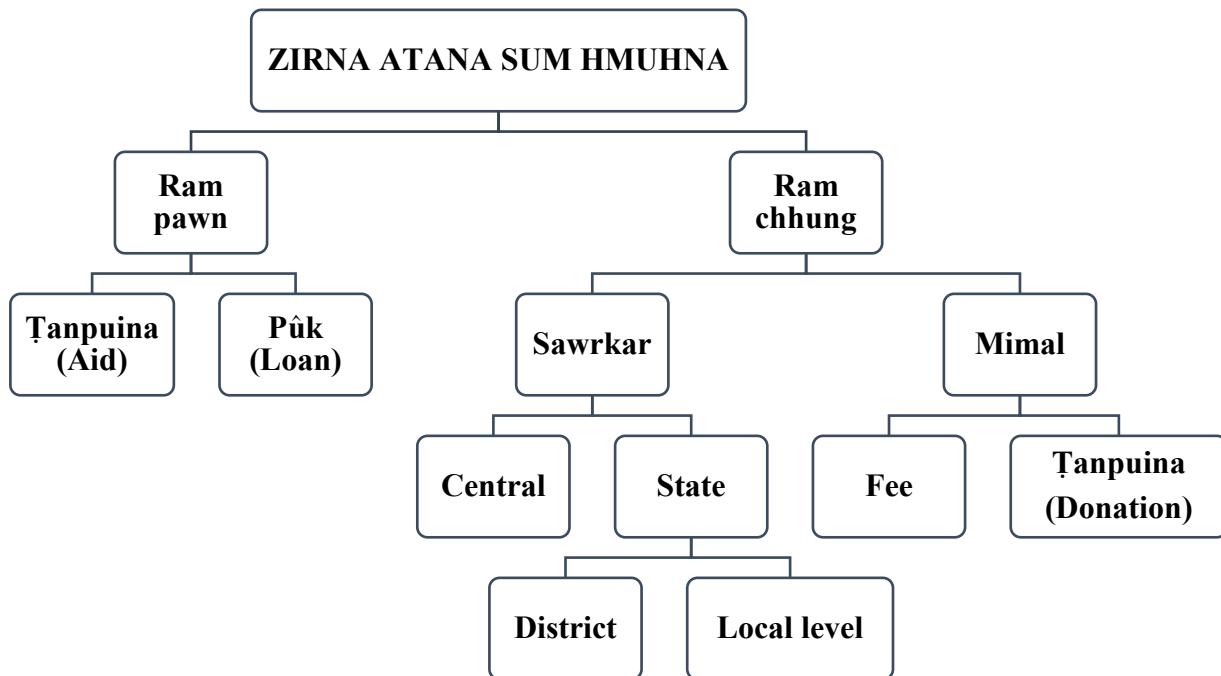
Zirna hi peipunna (investment) a ni	Zirna hi eiralna (consumption) a ni

ZIRNA ATANA SUM HMUHNA TE (SOURCES OF EDUCATIONAL FUNDING)

India ramah hi chuan zirna hi sawrkar puihnaa kalpui a ni deuh ber ti ila kan sawi sual âwm lo ve, chumi avâng chuan zirna kawnga hmasâwnna pawh hi sawrkarin sum a neih leh neih lohvah a innghat lian viau bawk a ni. Sawrkar inrêlbâwlna pawh state leh central-ah thuneihna inkhâidiat a awm ang tho hian zirna atâna hmâlakna pawh central aṭang te, state leh district aṭangtea kenkawh leh bul ṭante pawh a awm fo ṭhin.

Zirna atan hian sum hnâr hrang hrang kan ramah hian kan nei a. A hlâwm lian deuhin, ram pâwn lam aṭanga kan hmuh (external sources) leh ram chhûng aṭanga kan hmuahah (internal or domestic sources) te han sawi hrang ta ila. Ram pâwn lam aṭanga kan hmuh hi ram chhung aṭanga kan hmuhte nen khâikhin chuan a tam tham teh chiam lova. Ram chhung aṭanga kan hmuh hi sawrkar (public) aṭang leh mimal (private) aṭanga hmuahah a ṭhen leh theih a. Sawrkar han tih hian Central, State leh tualchhung sawrkar te an ni deuh ber a. Mimal (private) tia kan sawi hian sawrkar ni lo zawng hi a huam tel thei ang, chutah chuan fee lak

thin te bakah mimal leh pawl (NGO etc.) tanpuina te, zirlai emaw, nu leh pa ten emaw zirna atâna an senso te pawh a tel thei ang.



EDUCATION CESS

Kan ramah hian chhiah (tax) hi zirna hmasâwnna tura pawimawh tak mai a ni a, chhiah tam ber hi Central sawrkarin a lâk a ni a, chuta ɔang chuan state sawrkarah Finance Commission leh Planning Commission (tunah chuan NITI Aayog) kaltlangin pêk a ni thin a. Ministry of Human Resource Development (MHRD) hian tanpuina hi CSS kaltlangin a pe tlângpui a ni. MHRD bâkah hian central ministry dangte pawh hian tanpuinate pawh training te, scholarship leh thil dang dang angin an pe thin bawk a ni.

Education cess hi chhiah chikhat zirna tih hmasâwnna tur atâna hman tur liau liaua sawrkarin chhiah a lâk pangngâi bâka a lâk a ni a. Cess ho hi hun bik chhûng emaw, thil eng emaw bik atâna chhiahpui piah lama lâk thin a ni a, cess aṭanga sum hmuhte hi Consolidated Fund of India-ah lut khâwmin chuta ɔang chuan a hmanna tur Ministry-ah pêk chhuah leh thin a ni. Kum 2017-a goods and

service tax (GST) hman a nih khân cess anga chhiah lâk t̄hin tam tak chu chhûnfin a ni a, amaherawhchu heng - Primary Education Cess, Secondary Education Cess, Education Cess on Imported Goods, Cess on Crude Petroleum Oil, Road Cess, NCCD on Tobacco and Tobacco Products and Crude Petroleum Oil te hi a hrana lâk chhunzawm a ni a. A tirah chuan Primary education atân hian cess hi 2% lâk t̄hin a ni a, 2008 aṭang khan secondary leh higher education atân 1% belhin education cess hi 3% lâk a ni leh a, kum 2018-ah Health and Education Cess tiin lâk a ni leh ta a ni. Tuna cess lâk lai mēk hi 4% a chhût a ni.

ACTIVITY 2

Zirna atana sum hmuhna i zir takte aṭang khan i zir chhuah tharte han ziak chhuak teh. Heta sawi loh sawilan ve awm i tihte a awm chuan sawi bawk la.

Ka zir chhuah tharte	Sawilan ve awm ka tithe

ZIRNA ATANA SUM RUAHMANNA (STRUCTURE OF EDUCATIONAL EXPENDITURE)

Zirna hi Central leh State bakah District aṭanga enkawl a nih rualin district chin hi chu ram dānpuiin thuneihna a hranpaa pêk a neih chiah loh avângte pawh a ni ang, a sum ruahmanna chungchâng pawh hi Central leh State thawh hona aṭanga kalpui a ni deuh zêl a ni. Chutiang bawkin Central sawrkar leh State sawrkar hi zirna atâna senso tumtu bulpui ber te chu an ni.

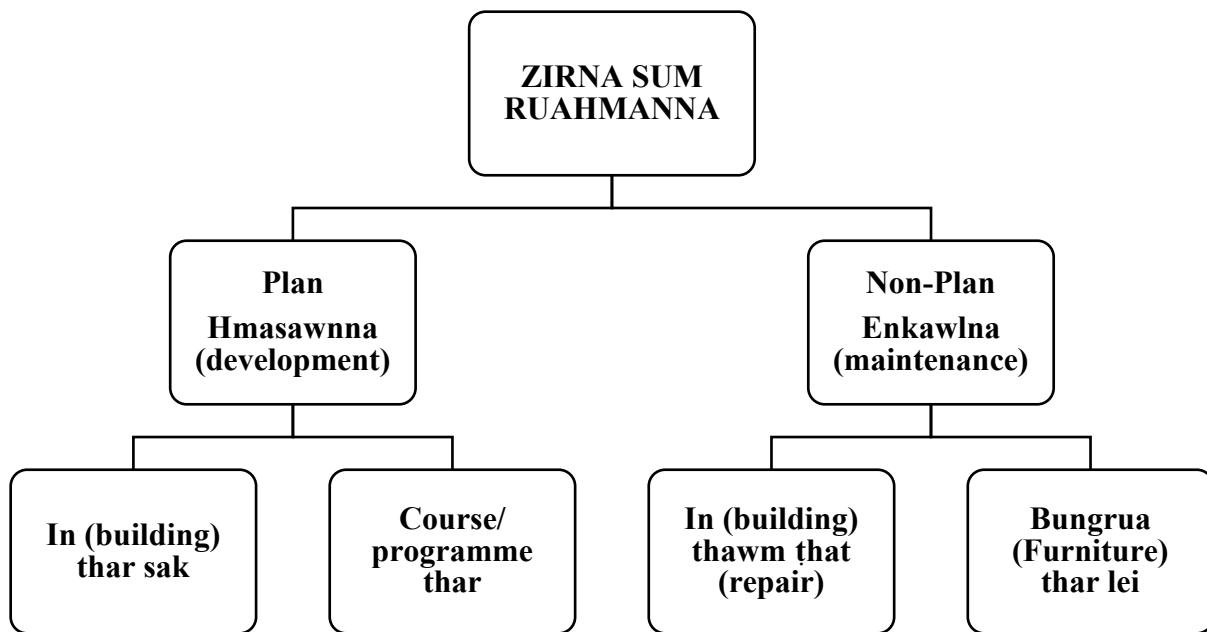
State leh Central sawrkar hian sawrkar zirna in senso an tum bâkah mimal emaw, khawtlâng din zirna inte ṭanpuina (grant-in-aid) emaw te pawh an pe ṭhin bawk a. A tlângpui thuin heng zirna sênso ṭanpuina ang chi hi Recurring grant (revenue expenditure) leh Non-recurring grant (capital expenditure) angin pêk ṭhin a ni a. Recurring grant han tih hian hlawh (salary) te, inenkawlna (maintenance) senso te a huam deuh ber a, kum tin emaw, hunbi kâr dan emaw zêla pêk a ni tlângpui. Non-recurring grant hi chuan bungrua (equipment) leina te, in (building) saknate a huam deuh ber a, hunbi neia ṭanpuina hi pêk nawn a ni ve lo. Achâng chuan ad-hoc grant tiin ṭanpuina hi pêk a ni ve tho va, chûngah chuan a bika hman turin (entir nan, science tihhmasâwnna tur ang chite) pêk a ni tlângpui.

Sawrkarin grant-in-aid a pêk te hian sawrkar dân leh hraite an zawm ṭhat a ngâi a, zirtirtu tling (qualified teacher) lâk chungchângah te, fee bituk chungchângah te, account vawn chungchâng leh thil dang dangah te pawh sawrkar thu an zawm a ngai a ni. Chubâkah chuan sawrkar lam pawhin endik leh kaihruai (inspection and supervision) hna an thawk tur a ni a, sawrkar ṭanpuina dawng zirna in chuan hêng hi an ngâi pawimawh tur a ni bawk.

PLAN LEH NON-PLAN EXPENDITURE

India ram education budget hi plan leh non-plan expenditure-ah te ṭhen ṭhin a ni a, plan expenditure hian hmasâwnna tura hnathawh (development) lam entirnân, sikul thar sakna te, sikula zir tur (programme) thar bul ṭanna tur ang chite hi a ni deuh ber a. Planning Commission hi plan expenditure chungchanga thuneihna sâng nei leh enkawltu ber a ni ṭhin a, tunah chuan hei hi National Institution for Transforming India – NITI Aayog in a thlâk tawh a ni. Non-plan expenditure chu in enkawlna sênso (maintenance) lamah hman a ni deuh ber. Tunah chuan plan leh non-plan expenditure hi siam hran ni tawh lovin, hmun khatah chhûnkhawm

a ni tawh a ni. Finance Commission hi non-plan chungchânga thuneitu sâng leh enkawltu ber a ni.



ACTIVITY 3

Zirna atana sum kan hman dan hi တာ့ဘို့ဘာ ဖြစ်တယ်? တာ့ဘို့ဘာ ဖြစ်တယ်၊ တာ့ဘို့ဘာ အမြတ်ဆင့် ဖြစ်တယ်။ တာ့ဘို့ဘာ အမြတ်ဆင့် ဖြစ်တယ်။

Tha tâwk ka tihna	Tha tâwk lo ka tihna	Rawtna ka neihte

TLANGKAWMNA

India ramin zalēnna a hmu (independence) lāi aṭang tawh khān zirnain hma a sāwn theih nān ruahmanna hrang hrang a awm tawh a. Ram pum huapa ruahmanna mumal tak (planning) kalpui a nih hnu phei kha chuan kawng hrang hrangin zirna hmasāwnna turin nasa takin hmalâk a ni a. National Policy on Education 1968 leh 1986 te kan lo neih tākah khan zirna hi nasa lehzualin ram hmasāwnna atān kalpui a ni a, zirna hi ram tāna investment pawimawh tak niin ngaih a ni ta zēl a. Mi zawng zawng banphâka zirna hi a awm theih nān hmā pawh zauh chho zēlin zirna in hrang hrang din belhin, zirtirtu te pawh lākbelh zēlin zirlai pawh ang pung chho ta zēl a. Sawrkar pawhin zirna hmasāwnna atāna sum a sēnte a pung chho zēl bawk a, khawvēl ram hrang hrangte kalkhāwmin zirna kawnga hmasāwnna tur an ngaihtuahnaah te pawh India ram hi tel ve zēlin, ram pawn aṭang pawhin ṭanpuina te a hmu ve zēl bawk a ni.

Zirna hi khawtlāngin kan hlāwpui leh hmasāwnpui tak ni mahse tinrēng damdawi, harsatna zawng zawng sutkianna hmanrua, vaia kiang duak thei ang kha chu a ni lo tih kan hriat a pawimawh āwm e. Chutih rual chuan retheihna te, hriat lohna te, inhnuachhiahna te leh harsatna hrang hrang sukiang tura mihringin kan hmanraw neih pawimawh leh tangkāi tak a ni tih hi kan hriat a ṭha āwm e.

Zirna atāna sum hmuhna hi Sawrkar (Public) aṭang leh Mimal (Private) aṭangin hmuh a ni a. Sawrkar puihna chu central, state leh tualchhūng sawrkar aṭanga sum hmuh hi a ni ber a, hmun ḫenkhatah chuan ram dang aṭanga ṭanpuina hmuh (foreign aid) te pawh hi a sawi tel theih awm e. Hengte hi Centrally Sponsored Schemes (CSS) kaltlangin sem a ni ḫin.

NGAIHTUAH ZUI ATAN

1. Central leh state sawrkar ten zirna sēnso an tum dān hi a ṭha in i hria em?
2. Tuna grant-in-aid hman a nih dān hi a ṭha tāwk em? Hei aia zirna tihhmasâwnna tur hian hman dān a awm thei ang em?
3. UEE hi eng chen nge kan thlen tawh ni a i hriat? Sawrkar sum sēnso tawh ngaihtuah hian ram hian a hlâwkpuuin i hria em?
4. Mimal enkawl zirna in te hian sawrkarah chhiah an châwi ve tur a ni em?
5. A thlâwna zirna enkawl hian zirna thatna (quality) a thlenin i hria em?

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Dr. Zothanliana

(Hei hian a kawhzawn bik tak chu – Single teacher school, two teacher school leh School tê tham deuh a, School head-in class hrang hrang zirtir a tul sina hmuna a mawhphurhna (role) kawng hrang hrangte a ni. A tlangpuin heng school-ah hian zirtirtuten an tih tur leh mawhphurhna, an huang chin (context), hmanraw neihte leh hun hman zai dan an hre suh lo deuh thin. Chutiang a nih avang chuan zirtirtute chu class pakhat aia tam, tha tak leh sâwt taka zirtir an thiam theih nâna kaihhruai an ngai êm êm a ni)

SAWIHAWNNA

Multigrade tih hi thenkhat tan chuan thil hriat sa a nih laiin, a awmzia hre chiah lo pawh awm theih a ni a, chuvangin tawi fel takin han sawi fiah dawn ila. Multigrade hmanga zirna hmunah chuan naupang pawl inang lo, kum pawh inrual lo, thiamna leh theihna chi hrang hrang neite hmun/class khatah awm khawmtirin, an thiamna leh an tawnhriat chi hrang hrang – zir thiamna, thluak tha leh chak – bakah khawtlanga tel leh khawsa ve tura thiam leh hriat ngai te hrethiam tura zirtir leh kaihhruai an ni. Chutianga zirtir thin chuan multigrade zirtirna a takin an hmang a ni. Multigrade teaching hian zirtirtu, zirlai leh nu leh pateah inkungkaihna tha tak a siam a, chu chu a thatna laimu pakhat a ni. Zirna in leh Classroom chu mi chi hrang hrang awm khawmna a nih avangin chhungkuua inlaichinna ang maiin inlungrualna a awm thei thin a, zirtirtute leh zirlaite pawhin mawhphurhna an neih ang ang hlenchhuak turin tan an la nasa thin.

Multigrade kalphung hian a remchan dan dana naupang dahkhawm leh pawl hrang hranga zirlaite awm khawmtir ngawt hi a tum a ni lo. Kum leh pawl inang lo awm khawmtir hi zirtirtuin ṭangkai takin a hmang thei a, thiamna leh theihna hrang hrang naupangin an neihte chu zirtirtuin a chhawr thei hle a ni. Naupang upa lam deuhte chu an naute kaihruaitu leh, a châng phei chuan zirtirtu dinhmuna an din hial châng a awm a, an naute enkawltu tha tak an ni ṭhin. Tin, zirlai naupang deuhte pawhin an ûte nungchang leh chezia entawnin, hma an sawn thei a ni. Puitlingin naupang a kaihhruai hi a that rualin, naupang upa zawk, fel siin anmahni aia naupang an kaihhruai hi a that zawk châng a awm fo. Anmahni an inhre chiang a, an rilru a inpawh bawk a, duhzawng leh mamawh inang tlang deuh an nih avangin an inhrethiam bik a, chu tak chu hman ṭangkai theih a tha a ni

Multigrade classroom chuan classroom pangngai aiin thâ a heh a, ruahmanna mumal tak, thawh hona tha leh tih dan tha bik a awm a ngai a, chutiang tel lo chuan a hlawhtling thei lo. Inruahmanna hun thâwl tha neih theih a ngai a, ruahmanna mumal lo leh thawktu inthlahdah chuan hlawhchhamna a ken tel tlat avangin multigrade classroom hi inbuatsaihna leh ruahmanna tha tak nen enkawl a ngai a ni. Hetiang taka lian hi chona hmachhawn tur ni mah se, a thatna lam hmuh tur eng emaw zat a awm a, chu tak chu zirtirtu leh School Head chuan an hmuh thiam a ngai a ni. Classroom pakhata pawl hrang hrang zirlai an awm khawm avangin zirlaite chuan hmachhawn tur an ngah zual a, chuvang chuan an thluak hman a ngaih nasat phah a, hmasawnna tur hun remchang an nei tha a ni. Thinglang lama multigrade classroom hi khawpuia school tha tak taka mumal taka anmahni pawl theuhva naupang dahhran thaip nen chuan a inang lo viau a, kalpui a nih dan pawh zirtirna leh zirna kalphung pangngai nen a inpersan deuh ṭhin. Naupang an tlem deuh zawk avang hian an inhrethiam tawn a, an inzah thiam a, midang an ngaipawimawh thiam a ni. Zirlaite chu zirtirtuin a hriat chian bawk avangin an inkungkaihna pawh a tha viau zel.

Multigrade classroom-ah chuan a rualin thil chi hrang hrang tih fo a ngai lo thei lo va, chutiang hunah chuan classroom kaihhruai dan mumal tak neih a ngai a, chu chuan hun hman dan pawh awmzia a neihtir dawn a ni. Zirlaite hian classroom chhunga inkaihhruai dan tur chiang taka an hriat a, thuthlûkna siam kawngah tel vena an neih phei chuan inkaihhruaina an zawm duh bik ̄thin a, chuvang chuan, multigrade classroom hlawhtling taka kalpui thei tur chuan naupangte pawhin mawh an phur thui hle.

ACTIVITY 1

Multigrade i hriatthiam dan leh i tawnhriat han ziak teh	
Multigrade ka hriat dan	Multigrade chungchanga ka tawhhriatte

MULTI-GRADE TEACHING THATNATE:

Mi tam tak chuan multigrade zirtirna hi school pangngai aia ̄tha lo zawk turin an ngai a, loh theih lohah chauha hman tur niin ngaih dan an nei. Amaherawhchu, khawvel hmun tam takah chuan an duhthlan ber (first choice) a ni tlat thung. A chhan chu:

1. Hmun harsa zawk leh tlawhpawh loh zawka awm naupangten zirna chu naupang an nih anga an dawn ve ngei tur a nihzia a hriattir a, an zir tur leh an zir châk zir theihna hun a siamsak.
2. Zirna in pangngai ban phâk ve lote tana zirna tur remchang siamsaktu a ni.
3. Zirlaite chuan an zirlai puite hnen aṭangin thil tam tak an zir a, thawh hona boruak ̄tha a siamin intihsiakna thianghlim a neihtir a, midang kaihhruai thiam a zirtir bakah midang nena thil inṭawm an thiam phah bawk a ni.

4. Multigrade zirtirtu chuan chona hmachhawn tur a neih nasat bik avangin inbuatsaih nasat leh ruahmanna siam thiam a ngai zual a, zirtirtu tuaihriamna pawimawh tak a ni.
5. Zirtir dan kawng hrang hrang hman a ngaih avangin naupangte pawhin ngaihtuahna an hmang nasain anmahni irâwm chhuaka thil tih țul châng a tam a, chu chuan inrintawkna a siam.

MULTIGRADE KALPUI DAN KAWHHMUH

School zawng zawng tana țha ber kaihruaina hi a duanchhuah theih loh va, School-ah zirlai leh zirtirtu chi hrang hrang an awm a, school awmna hmun leh dinhmun a inang lo hlawm êm êm bawk. Hetiang a nih avang hian kan school mamawh leh school tana țha chu a hmuna awmchilh zirtirtu leh school head-te hriat tur a ni a, chutiang hre thei tur chuan inpek a ngai. Hmasawn duhna thinlung, thil thar hriat belh duhna, mahnia ngaihtuah chhuah ve tumna nei mi nih hi a pawimawh êm êm. Midanga innghah lutuk chuan kan school tana țha kan ngaihtuah chhuak thei lo vang. Hetah hi chuan School hotu (Leader) berin an school-a Multigrade teaching a kalpui dan tura kaihruaina leh tih dan țha chauh tarlan a ni ang:

1. Zirtirtu indaih lohna phuhruk thei, pawn lam ațanga min țanpui thei an awm hlauh chuan hman thiam a țha hle. Naupang zinga a lian leh upa lam deuhte pawh hman țangkai thiam tur an ni a, an theih tâwk ang tih tur pek thiam a țhain, midang kaihruai thei tura chher an ngai.
2. Classroom an enkawl danah zirtirtute zalenna pek thiam a țha a, khauh lutuk lovin, mahni remhriatna hmang thei tura khuahkhirh lutuk loh a pawimawh.
3. Classroom chhunga mi chi hrang hrang awm khawm kha hman țangkai thiam a ngai a, chu chu thil har tak a ni. Amaherawhchu, heng harsatna tak

hi min tihnualtu ni lovin, keimahnia (zirtirtute) thiamna leh theihna awm lanchhuahtirna remchang tak a ni zawk tih hriathiam a ngai.

4. Hun hman thiam leh daihzai taka hman theih hi thil တုလ် tak a ni. Room chhunga pawl inzât lo naupang awm khawmte tana an zir tur leh an ngaihven tur thil chi hrang hrang lakkhawm a, an buaina tur tawk သော် zirlai chhawp chhuahsak thiam tur chuan hun hman thiam a ngai ခံမံမံ a ni.
5. Multigrade school nih avanga hniam bik, awmna kilkhawr bik leh စာ lo bik nia inngaihna neih loh tur a ni a, zirtirtute pawh chutianga inngaih hniamna rilru an put loh theihna tura fuihu nih a ngai. Tin, kilkhawr lutuk anga inngaih hi a တုလ် lo. Tunlaiah chuan thingtlang hmun kilkhawr ber nia langah pawh Mobile phone leh internet hman tur a awm tawh a, hengte hi zirna atan hman တောက် tur a ni.
6. Zirtirtuten pawl an ထောင် dan te, naupang an awm khâwm̄tir dan te, zirtirna atana an hmanraw hman tur te, zirpui an tum dan (plan) te, tih tur (activity) hrang hrang an tihpui turte enpui a, kaihhruai tur a ni. A တုလ် anga siamremsak emaw, thlaksak emaw, a dang kawhhmuh emaw te pawh a စာ ang.
7. Curriculum siamrem leh Lesson Plan mumal tak siam hi School Head leh Zirtirtute mawhphurhna lian tak a ni. Hmun danga zirlaite zir ang kan nauten an zir loh bik emaw, an zir tlem bik emaw hi a nih dan tur a ni lo. Chutianga mumal tak leh hlâwk taka zirtir thei tur chuan inbuatsaih a ngai a, zirtirna တန်ပါဒ် (TLM) lamah တန်လက် နာစာ a ngai zual a, tin, Lesson Plan, Week/Month/Term/Entry/Semester Plan mumal tak neih a ngai.
8. Zirtirtute hian inbuatsaihna hun စာ tak an neih theihna turin ruahmannna siam a ngai a, a တုလ် anga enpui/thawhpui an ngaih chang a awm a, a zawng a za erawh chuan tih loh a စာ.

9. Zirtirtu kan neih ang chhun chhunte hman ṭangkai thiam a tul hle a, an theihna leh thiam bikna hriatsak pawh a tha. An thiamna leh dinhmun inan lohna lai tak hi hmang ṭangkaia inzir tawn nân hman a tha hle.
10. Zirtirtu pakhat tan classroom pakhat chhunga awm rei theih hi a tha a, mumal taka period inthlak a rem ve loh avangin hun rei zawk inpek hi a tha. Tin, inthlak chhen leh insiamrem hian hun a heh ve bawk ṭhin avangin multigrade class-ah chuan a subject zawnga kalpui hi a remchang duh deuh. Chumi awmzia chu naupangten anmahni zirlai tawk theuh khâ subject-a an zir khan zirtirtu tan a awlsamin naupangte pawh an inpui tawn thei zawk.
11. School nena inkungkaihna nei zawng zawng hnenah school kalpui dan (system) chungchang chiang taka sawi a, hrilh fiah a tha a. Zirtirtute pawhin nu leh pa bulah zirna an kalpui dan sawi fiah thei se a tha a, an duh phawt chuan a taka an en theih tura inhawn pawh a tul a, thurâwn lak theih pawh a pawimawh hle bawk.

ACTIVITY 2

Headmaster ka nih anga ka mawphphurhna nia ka hriat leh Multigrade ka lo kalpui tawh dan leh kalpui zêl ka tum dan		
Ka mawphphurhna	Ka lo kalpui tawh dan	Kalpui ka tum dan
_____	_____	_____
_____	_____	_____
_____	_____	_____

STRATEGY

Zirtirna kalpui dan tur atana ruahmanna (Strategy) tha tak siam theih a tha a, a hnuiai kaihruaina tarlante hi kaihruaitu atan a hman theih ang:

Strategy 1: Classroom pakhata awmte chu hmaih bik nei loin zirtir vek tur an ni a, ngaihsakna inang an dawng theuh tur a ni.

Strategy 2: Pawl pakhat i zirtir lain, pawl dangte tan an tih tur siamsak la; theme zawnga kalpui theih a nih phei chuan a remchang duh hle.

Strategy 3: Subject pakhat, entir nân: Science, hi pawl zawng zawng zirtir ni se, an pawl mil tawk zela zirlai a harsat dan (level of difficulty) erawh ngaihtuah reng chungin an tih tur ruahmansak thin tur a ni.

Strategy 4: Naupangten mahni leh mahni an inzirtir theih dan tur te, kum inûpat hleih leh pawl insan hleih an inzirtir theih dan tur te pawhin ruahmannna siam rawh. Naupangten an zir ho hian an thiam hma bik deuh châwk a, chuvangin peer learning hi hmang tangkai ang che.

Strategy 5: An thil zir leh an nitin nuna an thil tawn inkungkaih theih dan ngaihtuah rawh. Zirlaibuah chuan lesson indawtin a awm ngei mai a, mahse a hun leh hmun mila zirtirna kalpui chu a sâwt zawk thin avangin hun leh thil thleng mila inherrem theih a tha.

TLANGKAWMNA

School tam takah zirtirtu indaih tâwk loh a ni a; indaih deuhna hmunah pawh dam lohna avangte, zin bo avang leh chhan dang dang avangin indaih loh chang a awm thin. Chuvangin zirtirtute tan chuan multigrade teaching hi hman thiam a pawimawh khawp mai. Headmaster ngat phei chuan zirtir thiam mai bâkah zirtirtute kaihruai theih a tûl lehnghal a ni. Naupang rual khat pawh an inang vek lo va; pawl hrang hrang ho khawm a, zirtir tur chuan kan sawi tâkte bâkah midangte leh mahni tawnhriat ngei atang tea inzir zêl pawh a pawimawh hle. Inbuatsaihna tha te, thuthleng rem dan te, tih tur ruahman te, naupangte hman tangkai thiamte a pawimawh hle bawk. Multi-grade teaching atan hian naupangte

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chu mahnia inzir (self-learning) leh zir thei tura zir (learning to learn) kawngah kaihruai an တုတဲ့ အား မြန်မာ ဘာသာ ဖြစ်ပါတယ်။

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