2. Transforming Education in India as per the New Education Policy through Moral and Innovative Leadership Training: *Scope, Methodology, Strategy*

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Abstract

India's National Education Policy (NEP) 2020 proposes a significant overhaul of the education system at all levels. This abstract explores how the NEP's goals can be achieved through the Transformative Education Model, focusing on its strengths and weaknesses in alignment with the policy. The NEP 2020 vision focuses on increased accessibility and equity through early childhood care and education and a flexible school structure; improved learning outcomes with a shift from rote learning to a more activity-based and experiential approach; enhanced employability by integrating vocational skills and fostering a culture of research and innovation; and global recognition through increased autonomy for institutions and a focus on international collaboration. The Transformative Education model emphasizes holistic development, fostering critical thinking, and preparing students for the future. Its strengths include the focus on values and character development, which aligns with NEP's aim for well-rounded individuals, and leadership development, which is crucial for effectively implementing NEP's vision. However, the weaknesses exist in the form of limited scalability and potential challenges in reaching a large number of educators, as well as a focus on a one-time workshop, potentially hindering long-term sustainability. The major strategies for strengthening the model incorporate the blended learning approach combining in-person workshops with online modules for wider reach and cost-effectiveness; the train-the-trainer programs for equipping educators to become trainers themselves, creating a multiplier effect; the mentorship and support networks providing ongoing support and fostering collaboration among educators; the contextualization efforts for adapting the model to the specific needs and contexts of different schools and regions; and the alignment with curriculum development for ensuring the model's principles are embedded within the curriculum for effective implementation. Addressing the weaknesses of the Transformative Education Model and implementing the proposed strategies can make this approach a powerful tool for transforming education in India. Aligning the model with NEP 2020's goals holds immense potential to create a more equitable, holistic, and future-oriented education system for all Indian students.

KEY WORDS: Transforming Education; Transformative Education Model; Schools; Colleges; Universities; Higher Education; Scope; Methodology; Strategy; Moral and Innovative Leadership

INTRODUCTION

The National Education Policy (NEP) 2020 aims to revamp Indian education at all levels. Here's a breakdown of its proposals for schools, colleges and universities:

Schools

- **Focus on Foundational Stage (Age 3-8):** NEP prioritizes early childhood care and education (ECCE), with playschool or Anganwadi becoming the starting point from age 3. This builds a strong foundation in reading, writing and mathematics.

- **Revamped School Structure:** The 10+2 system is changing to a 5+3+3+4 format. This includes five years of primary school, three years of upper primary, three years of middle school, and four years of secondary school, with greater student flexibility.

- **Holistic Learning:** Subjects like vocational skills, arts and physical education will be integrated into the curriculum for well-rounded development.

- **Emphasis on Experiential Learning:** Rote learning goes out! NEP proposes a shift towards activity-based, inquiry-based learning that encourages critical thinking and problem-solving.[1]

Higher Education (Colleges and Universities)

- **Multidisciplinary Approach:** NEP encourages institutions to offer a wider range of subjects, allowing students to combine disciplines and explore their interests.

- **Focus on Research:** The policy aims to improve research quality by establishing a National Research Foundation and promoting a culture of research within universities.

- **Increased Autonomy:** Colleges and Universities will have more freedom to design their curriculum and develop unique areas of specialization.

- **Teacher Training and Development:** NEP emphasizes the importance of well-trained teachers and proposes programs for continuous professional development.

- **Globally Competitive Education:** The policy encourages the internationalization of education, with opportunities for foreign collaboration and student exchange programs.

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[1] EARLY CHIDHOOD CARE AND EDUCATION (ECCE) NEP 2020 (ncert.nic.in)

These are some of the key proposals for transforming education in India. It's a work in progress, but NEP has the potential to create a more holistic, flexible and future-oriented education system.

SCOPE

The NEP 2020 holds significant promise for transforming education in India, with the potential to impact schools, colleges and universities in several ways:

Increased Accessibility and Equity:

- The focus on Early Childhood Care and Education (ECCE) can improve access to quality education from a young age, particularly for underprivileged sections.

- The 5+3+3+4 structure, with its flexibility, allows students to progress at their own pace and reduces the pressure of high-stakes exams at a young age.

Improved Learning Outcomes:

- A shift from rote learning to a more activity-based and experiential approach can foster critical thinking, problem-solving and creativity in students.

- The multidisciplinary focus in higher education allows students to develop well-rounded skillsets relevant to the job market.

Enhanced Employability:

- Integration of vocational skills and increased industry collaboration can prepare graduates for future careers and bridge the skill gap.

- The emphasis on research can create a more innovative environment and nurture future entrepreneurs.

Global Recognition:

- Increased autonomy for institutions can lead to a wider range of specialized programs, making Indian education more attractive to international students and faculty.

- The focus on research can improve India's standing in the global research landscape.[2]

Challenges and Considerations:

However, transforming a vast and complex system like India's education sector comes with its own set of challenges. Here are some to consider:

- **Practical Implementation:** Implementing NEP requires substantial investment in teacher training, infrastructure development, and curriculum creation.

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[2] NEP_Final_English_0.pdf (investindia.gov.in)

- **Bridging the Digital Divide:** Ensuring equitable access to technology and online resources is crucial to avoid widening the gap between urban and rural areas.

- **Shifting Mindsets:** Changing the traditional examination-oriented approach ingrained in students, parents and teachers requires a cultural shift.

Despite the challenges, the NEP 2020 presents a significant opportunity to transform Indian education. By focusing on holistic development, fostering critical thinking skills, and increasing employability, NEP has the potential to equip young Indians with the tools they need to thrive in the 21st century.[3]

METHODOLOGY

The NEP 2020 proposes a multi-pronged approach to transforming education in India. Here's a breakdown of the methodologies for schools, colleges and universities:

Schools

- **Curriculum Redesign:** The focus shifts from rote learning to competency-based learning. This involves creating age-appropriate curriculums that emphasize critical thinking, problem-solving, and experiential learning through activities, projects, and discussions.

- **Pedagogical Shift:** Teacher training programs will equip educators with new methods like flipped classrooms, where students learn concepts at home and use class time for application and deeper understanding.

- **Play-Based Learning:** Incorporating play-based activities, especially in early childhood education, will foster creativity, social skills, and a love for learning.

- **Integration of Technology:** Educational technology (EdTech) tools like simulations, online resources, and learning management systems will personalize learning and enhance engagement.[4]

Higher Education (Colleges and Universities)

- **Flexible Learning Options:** A semester or credit system will allow students to choose subjects from a wider range of disciplines and customize their learning paths.

- **Multiple Entry and Exit Points:** Students can pursue diplomas, certifications, or degrees based on their needs and career goals.

- **Holistic Assessment:** Evaluation will move beyond just exams. Projects, presentations, and portfolios will assess a wider range of skills and knowledge.

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[3] (PDF) A COMPREHENSIVE ANALYSIS OF THE NEW EDUCATION POLICY 2020 IN INDIA: IMPLICATIONS, CHALLENGES, AND OPPORTUNITIES FOR TRANSFORMING THE EDUCATION SYSTEM (researchgate.net)

[4] (99+) Teacher Education On and Before NEP:2020 : Indian Perspective | Dr.Tapas Barman, Ph.D - Academia.edu

- **Promoting Research Culture:** Research grants, collaborative research opportunities with international institutions, and improved research infrastructure will be established to foster a culture of inquiry and innovation.

Overall Methodology

- **Teacher Training and Development:** Extensive programs will equip teachers with the skills and knowledge to implement the new pedagogy and effectively use technology in classrooms.

- **Collaboration with Stakeholders:** The NEP emphasizes collaboration between government, educational institutions, industry bodies, and NGOs to develop curriculum, share resources, and create internship and research opportunities.

- **Funding and Infrastructure:** Increased budgetary allocation for education will be crucial for infrastructure development, teacher training, and providing technology access to all students.

Challenges in Implementation

- **Effective Training:** Ensuring all teachers receive quality training on new methodologies and technologies is a significant challenge.

- **Resource Allocation:** Unequal distribution of resources across different regions and institutions can hinder equitable implementation.

- **Changing Mindsets:** Shifting the focus from examinations to holistic development requires a cultural change among parents, teachers, and students.

Despite these challenges, the NEP's methodology offers a roadmap for creating a more dynamic, engaging, and future-oriented education system in India.[5]

Strengths of the Transformative Education Model based on Moral and Innovative Leadership Training Workshops that align well with the goals of NEP 2020

- **Focus on Values and Character:** It emphasizes the importance of moral grounding, character development, and academic achievement. This aligns with NEP's focus on holistic education.

- **Holistic Development:** The program recognizes the importance of nurturing all aspects of a person - spiritual/moral, emotional/relational, physical, and mental/cognitive. This aligns with NEP's aim for well-rounded individuals.

- **Leadership Development:** The focus on moral and innovative leadership equips educators to lead by example and foster a culture of creativity within their institutions. This is crucial for implementing NEP's vision.

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[5] Full article: Enhancing teacher education for inclusion (tandfonline.com)

- **Building Great Educational Institutions:** The emphasis on creating transformative school cultures that encourage innovation and empower students resonates with NEP's goal of revamping educational infrastructure.

- **Personal and Professional Growth:** The program empowers educators to chart their own path towards growth, which is essential for effective change within the system.[6]

Here are some additional points to consider for further strengthening the model:

- **Integration with NEP 2020 Framework:** Explicitly connect the workshop content and activities to specific NEP 2020 proposals for schools and higher education.

- **Technology Integration:** While the program mentions digital technologies, consider incorporating sessions on using technology to enhance learning and implement NEP's focus on experiential learning.

- **Collaboration and Sharing:** Encourage participants to share best practices and develop networks for ongoing collaboration after the workshop. This can foster a broader transformation movement.

- **Sustainability:** Address strategies for ensuring the learnings translate into long-term changes within educational institutions. This could involve follow-up support or mentoring programs.[7]

Overall, this model presents a promising approach to transforming education in India based on NEP 2020's vision. By incorporating these additional considerations, the program can further empower educators to become effective agents of change within the Indian education system.

Weaknesses of the Transformative Education Model based on Moral and Innovative Leadership Training that align well with the goals of NEP 2020

Here are some potential weaknesses of the Transformative Education Model based on Moral and Innovative Leadership Training Workshops, aligned with NEP 2020 goals:

Scalability and Accessibility:

- **Limited Reach:** A three-day workshop might not reach a large enough number of educators to create a systemic impact, especially in a vast country like India.

- **Cost and Resources:** The cost of training a significant number of educators could be substantial. Availability of qualified trainers and resources for widespread implementation might be a challenge.

Sustainability and Implementation:

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[6] (99+) "Transforming Education in India as per the New Education Policy through Moral and Innovative Leadership Training: Scope, Methodology, Strategy" | Dr. Surendra Pathak - Academia.edu
[7] IJCRT2309306.pdf

- **Long-Term Impact:** The model focuses heavily on a one-time workshop. Without a plan for ongoing support and follow-up, the initial inspiration might fade, hindering long-term change.

- **Cultural Resistance:** Shifting mindsets of educators, students, and parents accustomed to a traditional exam-oriented system can be slow and require addressing potential resistance.

Practical Considerations:

- **Focus on Leaders:** While leadership development is crucial, neglecting training for all educators might create an uneven implementation across different levels of the education system.

- **Standardization vs. Individual Needs:** A standardized workshop might not fully address the diverse needs and contexts of different schools and regions in India.

Alignment with NEP 2020:

- **Teacher Training Focus:** NEP 2020 emphasizes continuous professional development. This model offers a one-time workshop, which might not be sufficient for ongoing teacher training needs.

- **Curriculum Integration:** The model doesn't explicitly address how workshop learnings will translate into practical changes in curriculum design or teaching methodologies as outlined by NEP 2020.

These weaknesses can be addressed through the following strategies:

I.   **Blended Learning Approach:** Combine in-person workshops with online modules or remote learning opportunities for wider reach and cost-effectiveness.

II.   **Train-the-Trainer Programs:** Equip educators to become trainers themselves, creating a ripple effect and multiplying the program's impact.

III.   **Mentorship and Support Networks:** Establish follow-up support systems like mentorship programs or online communities to sustain motivation and address implementation challenges.

IV.   **Contextualization:** Develop workshop variations that consider the specific needs and contexts of different regions and school types in India.

V.   **Alignment with Curriculum Development:** Integrate workshop themes into curriculum design and pedagogy training to ensure practical application of learned concepts.

STRATEGIES

I.   **Blended Learning Approach:**

In the context of the Transformative Education Model for educators in India, a Blended Learning Approach would combine in-person workshops with online modules or remote learning opportunities to address the limitations of a solely workshop-based model. Here's a breakdown of how it can work:

Components of a Blended Learning Approach:

- **In-Person Workshops:**
  - Serve as the foundation for the program, providing a space for interactive learning, discussions, and building relationships among educators.
  - Can focus on core concepts, leadership development, and fostering a shared vision for transformative education.

- **Online Modules:**
  - Offer flexibility and accessibility, allowing educators to learn at their own pace and convenience.
  - Can cover theoretical frameworks, provide in-depth exploration of specific topics, and offer resources for further exploration.
  - May include elements like video lectures, interactive exercises, quizzes, and collaborative online forums.

- **Remote Learning Opportunities:**
  - Can encompass live webinars with experts, online discussions, or virtual coaching sessions for ongoing support and addressing challenges.
  - Provide opportunities for continuous learning and professional development beyond the initial workshop.

Benefits of a Blended Learning Approach:

- **Increased Reach and Scalability:** Caters to a wider range of educators by overcoming geographical limitations and accommodating different learning styles.

- **Cost-Effectiveness:** Reduces overall program costs compared to solely in-person workshops, as online modules can be reused for multiple cohorts.

- **Flexibility and Accessibility:** Allows educators to learn at their own pace and convenience, balancing online learning with in-person interaction.

- **Deeper Learning and Engagement:** Combines the benefits of face-to-face interaction with the flexibility and self-paced nature of online learning, potentially leading to deeper understanding and engagement.

- **Sustainability:** Provides ongoing learning opportunities through online modules and remote sessions, promoting continuous professional development.

Challenges of a Blended Learning Approach:

- **Technology Access and Equity:** Requires ensuring all educators have access to reliable internet and technology to participate in online components.

- **Digital Literacy:** May necessitate providing training or support for educators who are not comfortable with online learning platforms.

- **Self-Directed Learning Skills:** Relies on educators' ability to manage their time effectively and take initiative in their online learning.

- **Engagement and Interaction:** Designing online modules and remote sessions that are interactive and engaging can be challenging.

Here are some additional points to consider for a successful Blended Learning Approach:

- **Seamless Integration:** Ensure online and in-person components are well-integrated and build upon each other.

- **Interactive Online Modules:** Design online modules that are not just informative, but also encourage active participation and knowledge application.

- **Community Building:** Foster a sense of community and interaction even in the online learning environment through forums, discussions, or collaborative activities.

By effectively combining in-person workshops with online learning opportunities, the Transformative Education Model can leverage the strengths of both approaches to create a more accessible, engaging, and sustainable program for transforming education in India.

II.   Train-the-Trainer Programs:

Why Train-the-Trainer Programs?

The Transformative Education Model offers valuable training for educators, but reaching a vast network of educators across India with a limited number of workshops can be challenging. Train-the-trainer programs address this scalability issue by creating a multiplier effect.

How it Works

1. **Selecting Participants:** The program identifies educators with leadership potential and strong commitment to NEP 2020's vision.

2. **Intensive Training:** These educators undergo a more intensive training program compared to the standard workshop. They delve deeper into the transformative education model, NEP 2020 framework, and adult learning principles.

3. **Developing Training Skills:** The program equips participants with the skills and knowledge to effectively deliver the transformative education workshops to their

colleagues. This includes presentation skills, facilitation techniques, and addressing diverse learning styles.

4. **Cascading Effect:** The trained educators then become trainers themselves, conducting workshops within their schools, districts, or regions. They can adapt the content to their specific contexts while maintaining the core principles of the model.

Benefits

- **Increased Reach:** By creating a network of trainer-educators, the program can reach a significantly larger number of educators compared to a limited number of centralized workshops.

- **Cost-Effectiveness:** Leveraging existing educators as trainers reduces overall training costs compared to bringing in external trainers for every workshop.

- **Sustainability:** The program fosters a culture of ongoing learning and development within the education system itself. Trained educators can continue to support their colleagues and promote continuous improvement.

- **Contextualization:** Educator-trainers can adapt the workshop content to the specific needs and contexts of their schools or regions, making it more relevant and impactful.

Challenges

- **Selection and Training:** Identifying and training potential trainers requires careful selection and a robust training program.

- **Quality Assurance:** Maintaining consistency in workshop delivery across different trainers requires quality assurance mechanisms and ongoing support for trainer-educators.

- **Motivation and Support:** Sustaining the motivation and engagement of trainer-educators requires ongoing support and recognition for their efforts.

Overall, Train-the-Trainer programs present a powerful strategy for scaling up the Transformative Education Model and achieving a wider impact on transforming education in India.

III.   Mentorship and Support Networks:

What are Mentorship and Support Networks?

In the context of the Transformative Education Model, mentorship and support networks provide a crucial structure for ongoing professional development and sustaining the momentum of change. These networks connect educators implementing the model with experienced mentors and colleagues, fostering collaboration, problem-solving, and motivation.

Components:

- **Mentors:** Experienced educators who have successfully implemented the model act as mentors, providing guidance, support, and feedback to new educators.

- **Peer Coaching:** Educators can learn from and support each other through peer coaching circles, sharing best practices, and addressing challenges faced in their schools.

- **Online Communities:** Online forums, social media groups, or dedicated online platforms can connect educators across geographical boundaries, facilitating knowledge sharing and discussions.

Benefits:

- **Ongoing Support:** Mentors and peers provide ongoing support and guidance beyond the initial workshop, addressing challenges and fostering continuous learning.

- **Problem-Solving and Collaboration:** Networks offer a platform for educators to share best practices, troubleshoot implementation issues, and learn from each other's experiences.

- **Motivation and Inspiration:** Connecting with like-minded educators fosters a sense of community, combats isolation, and keeps educators motivated in their transformative efforts.

- **Innovation and Sharing:** Networks can become hubs for innovation, where educators share successful strategies and new ideas for implementing the transformative education model.

Challenges:

- **Matching Mentors and Mentees:** Effectively matching mentors with mentees based on experience, needs, and learning styles is crucial for a successful program.

- **Active Participation:** Encouraging educators to actively participate in the networks and utilize the available resources can be a challenge.

- **Sustainability:** Maintaining a supportive and active network requires ongoing efforts to encourage participation and address the evolving needs of educators.

Strategies for Effective Mentorship and Support Networks:

- **Matching Process:** Develop a system for matching mentors and mentees based on specific criteria and preferences.

- **Training for Mentors:** Provide training for mentors on effective coaching techniques, active listening, and providing constructive feedback.

- **Online Platform Design:** Create user-friendly online platforms that facilitate discussions, resource sharing, and easy communication between educators.

- **Recognition and Incentives:** Recognize and reward educators who actively participate in the networks and contribute their expertise.

By establishing strong mentorship and support networks, the Transformative Education Model can empower educators to become agents of change within the Indian education system. These networks will provide the ongoing support and collaboration crucial for sustaining the program's impact and ensuring long-term transformation.

IV. Contextualization:

Contextualization refers to the process of adapting the Transformative Education Model to the specific needs and circumstances of different schools and regions in India. A "one-size-fits-all" approach might not be effective in a country as diverse as India. Here's how contextualization can be applied:

Understanding the Context:

The first step involves gathering information about the specific context of each school or region. This could include:

- **Socioeconomic background of students:** Understanding the students' communities, family structures, and access to resources will help tailor teaching methods and address their specific needs.

- **Existing school infrastructure and resources:** Adapting the model requires considering the availability of technology, classroom space, and learning materials.

- **Local culture and traditions:** Integrating elements of local culture and traditions can make the model more relatable and engaging for students and communities.

- **Curriculum requirements:** Ensuring the model aligns with existing curriculum mandates and learning objectives is crucial for successful implementation.

Adapting the Model:

Once the context is understood, the model can be adapted in several ways:

- **Content and Activities:** Activities, case studies, and examples used in the workshop can be tailored to reflect local contexts and challenges faced by educators. This makes the learning more relevant and impactful.

- **Delivery Methods:** The workshop delivery methods can be adjusted to cater to different learning styles and preferences of educators. This could involve incorporating local languages, storytelling techniques, or group discussions based on local contexts.

- **Collaboration with Local Stakeholders:** Collaborating with local NGOs, community leaders, and parents can provide valuable insights and ensure the model aligns with community needs and values.

- **Developing School-Specific Action Plans:** Educators can develop school-specific action plans based on the learnings from the workshop and considering their specific contexts. This ensures a practical and sustainable approach to implementing transformative education within their schools.

Benefits of Contextualization:

- **Increased Relevance and Engagement:** By adapting the model to local contexts, educators can make the learning more relevant and engaging for themselves and their students.

- **Improved Implementation:** Considering local resources, infrastructure, and cultural aspects allows for smoother and more effective implementation of the model.

- **Community Ownership:** Involving local stakeholders in the adaptation process fosters a sense of ownership and promotes long-term sustainability of the transformative education efforts.

Challenges of Contextualization:

- **Standardization vs. Flexibility:** Balancing the need for a core set of principles with the flexibility for contextual adaptation can be challenging.

- **Training and Resources:** Providing training and resources for educators to effectively adapt the model to their specific contexts might require additional support.

- **Assessment and Monitoring:** Developing methods to assess the impact of the model in diverse contexts requires careful consideration.

Overall, contextualization is a crucial element for ensuring the Transformative Education Model's success across the diverse landscape of Indian education. By adapting the model to local needs and leveraging the strengths of each community, educators can create a truly transformative learning experience for all students.

V. Alignment with Curriculum Development:

The Transformative Education Model, as envisioned by NEP 2020, emphasizes holistic student development beyond just rote learning. To achieve this, it needs to be effectively aligned with curriculum development processes in India. Here's how this alignment can be achieved:

Connecting Principles to Curriculum Content:

- **Integrating core values of the model:** Values like critical thinking, problem-solving, and social responsibility should be embedded throughout the curriculum, not just as separate subjects.

- **Shifting focus from content to application:** Curriculum content should move beyond memorization of facts and figures. It should provide opportunities for students to apply knowledge and skills in real-world contexts and projects.

- **Promoting interdisciplinary learning:** The curriculum should encourage connections between different subjects, fostering holistic understanding and problem-solving abilities.

- **Incorporating experiential learning:** The curriculum should include activities, experiments, and projects that allow students to learn by doing and engage in active exploration.

Strategies for Alignment:

- **Curriculum Framework Revisions:** Revise curriculum frameworks to integrate the core principles of transformative education, focusing on skill development alongside knowledge acquisition.

- **Developing Learning Objectives:** Design learning objectives that align with the model's emphasis on critical thinking, communication, collaboration, and creativity.

- **Teacher Training and Support:** Provide training for educators on developing lesson plans and teaching methods that align with the transformative approach. This can include integrating technology, project-based learning, and fostering a student-centered classroom environment.

- **Resource Development:** Create curriculum resources, textbooks, and online materials that support the implementation of the model. These resources should provide practical guidance and examples for educators.

Benefits of Alignment:

- **Effective Implementation:** Aligning the model with the curriculum ensures educators have a clear roadmap for integrating the transformative approach into their daily teaching practices.

- **Enhanced Learning Outcomes:** By connecting curriculum content to real-world applications, students are more likely to develop critical thinking, problem-solving, and other essential life skills.

- **Sustainability:** Curriculum alignment ensures that the transformative approach becomes embedded within the education system, making it less susceptible to change based on individual educators or workshops.

Challenges of Alignment:

- **Shifting Mindsets:** Shifting the focus from rote learning to a more holistic approach requires changing the mindsets of educators, curriculum developers, and even parents accustomed to traditional systems.

- **Standardized Testing:** The current emphasis on high-stakes standardized testing can pressure educators to prioritize content coverage over deeper learning and skill development.

- **Teacher Training and Resources:** Providing proper training and resources for educators to effectively implement the transformed curriculum is crucial for success.

By aligning the Transformative Education Model with curriculum development processes, India can create a learning environment that fosters well-rounded individuals equipped with the knowledge and skills to thrive in the 21st century. Overcoming existing challenges requires collaboration between policymakers, curriculum developers, educators, and parents to ensure a smooth transition towards a more transformative and holistic education system.

In sum, by acknowledging these weaknesses and incorporating these strategies, the model can be strengthened to create a more sustainable and scalable approach to transforming education in India, aligning more effectively with the long-term goals of NEP 2020.

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