

Minutes of the IB Heads Pan India Annual General Meeting

Date: Sunday, April 3 2022,

Time: 9:30 am to 4:00pm

Attendees			
Ms. Seetha Murty (Outgoing President)	Capt. Rohit Bajaj (Incoming President; Pan India and Chair, North)	Mr. Abhimanyu Basu (Incoming Secretary, Pan India; Vice-Chair, West)	Ms. Hema Chennupaty (Vice President, pan-India; Vice-Chair, South/East)
Mr. Atul Khanna (Executive Member, North)	Ms. Rima Singh (Vice-Chair, North)	Ms. Sailaja Vittaldev (Chair, South/East)	Ms. Sudha Goyal (Outgoing Secretary)
Dr. Geoffrey Fisher (Treasurer, Pan India; Chair, West)	Ms. Radhika Sinha (Executive Member, West)	Ms. Jayu Ganesh (Executive Member, South/East)	Other 75 IB Heads in attendance

Agenda:

1. Welcome speech by Dr. Jayshree Periwal, Dr. Alka Goel and a presentation by JPIS students.
2. Welcome address by the President, Vice-president/Secretary of the Association, and Introduction of the Executive Committee.
3. Address by the IB Director General Mr. Olli Pekka Heinonen (Pre-recorded video, Tech Support by JPIS).
4. Address by the IB World Schools Manager, Ms. Suman Sethi (Pre-recorded video on Programme evaluation and Role of network, Tech Support by JPIS).

5. Address by IB Manager Development and Recognition (India, Nepal, Bhutan) Mr. Mahesh Balakrishnan - update on university recognition and changes in the IB.
6. Annual General Meeting:
 - a. Goals and objectives of the association - Capt. Bajaj
 - b. Personal and professional learning - Mr. Abhimanyu Basu
 - c. Association membership - Dr. Geoffrey Fisher
 - d. Forthcoming events in various regions - Ms. Rima Singh, Mr. Abhimanyu Basu, Ms. Sailaja Vittaldev/Ms. Jayu Ganesh
 - e. Essential agreements - Ms. Hema Chennupaty
 - f. Venue and date for the next PAN India Conference Pune - 10 -12 February 2023
 - g. Any Other Business – AOB
 - h. Heads Session:
 - PYP - Ms. Rima Singh
 - MYP – Ms Asheka Tenzin
 - DP- Mr. Abhimanyu Basu
 - CP- Ms Jasmine Madhani
 - i. Vote of Thanks

Introduction - Welcome speeches

Dr. Periwal, as the Director of the Host School, welcomed Capt. Bajaj as the incoming President, Ms. Chennupaty as the Vice President, and Mr. Basu as the Secretary of the pan-India IB Heads Association. She emphasised on the collective responsibility of the organisation to promote access to high-quality education while also encouraging cooperation, collective inquiry, and investigation among IB schools.

Dr. Alka Goel, Head of School, JPIS, shared important logistics announcements regarding the conference, including shuttles to the airport post the conclusion of the day's events.

Both the speeches were succeeded by enthralling dance performances by JPIS students.

Conference Initiation

Capt. Bajaj initiated his welcome address to the 4th Pan India IB Heads Conference by expressing his gratitude to 75 heads of schools for being present at the conference. He thanked Dr. Periwal for her warmest hospitality during the welcome dinner on April 2, 2022, and Dr. Goel for her efforts in organizing the conference. Further, he thanked Mr. Mahinder, Transport In-charge, JPIS for organizing the transportation from the hotel to the school.

Before initiating the day's events, he encouraged attendees to observe a moment of silence for all the members that the association has lost over the past two years due to the Covid-19 pandemic.

Capt. Bajaj acknowledged and thanked the IB Director General, Mr. Olli-Pekka Heinonen, and Ms. Suman Sethi, IB World School Manager, for their pre-recorded messages. He also expressed his gratitude towards Mr. Mahesh Balakrishnan, Development and Recognition Manager, India, and Nepal, for his presence at the conference. He shared the vision and purpose of the organisation is to serve as a Think Tank and encourage cooperation among IB schools, strategize effective professional development and pedagogical delivery, and promote knowledge sharing.

Capt. Bajaj thanked the outgoing Executive Committee for their immense contribution over the last 4 years Ms. Seetha Murty, President, Mr. Frank B, Ms. Vanita Uppal, Ms. Sudha Goyal, Mr. Arjun Rao, Ms. Jasmine, Ms. Padmini for their deep personal commitment, wise counsel, continuity, stewardship, and leadership to the association. Capt. Bajaj presented tokens of appreciation to each of the outgoing EC members who were present.

He moved on to explain the importance of the association, given the growing numbers of IB schools (202) and IB programmes in the country:

- PYP - 124
- MYP - 151
- DP - 151

He shared that many authorisations and reviews happened online over the past two years and congratulated all the heads who executed this challenging process online. He stressed on the importance of schools needing the association's collective courage, creativity, and leadership than ever before and complimented the school heads who have been innovating at a breakneck pace to mitigate the challenges of the past two years. He emphasized on the importance of using the association as a platform to check on the well-being of the heads and that a united forum is essential to celebrate each member, inspire, evolve, and learn from others' stories and experiences.

Capt. Bajaj invited the newly elected EC members to introduce themselves and introductions occurred in the following order:

- Western region - Dr. Geoffrey Fisher, Chair; Mr. Abhimanyu Basu, Secretary, Pan India and Vice Chair, Ms. Radhika Singh, Executive Member
- Southern/Eastern region - Ms. Sailaja Vittaldev, Chair, Ms. Hema Chennupaty, Vice-President, Pan-India and Vice-Chair; Ms. Jayu Ganesh, Executive Member
- Northern region - Capt. Rohit Bajaj, President, Pan-India and Chair; Ms. Rima Singh, Vice Chair; Mr. Atul Khanna, Executive Member

Address by the IB Director General Mr. Olli Pekka Heinonen

[Video link - OPHIndia_FINAL.mp4](#)

Next, Capt. Bajaj initiated a welcome address by the IB, Director General, Mr. Olli Pekka Heinonen who shared his vision for the IB via a pre-recorded message. Mr. Heinonen formulated his vision from the early days of the organisation, 54 years ago. When the founding fathers created the IB, they remembered the horrors of the Second World War and formulated the IB's mission, which was to create a more peaceful world through education, with a strong emphasis on service, and how the education system can nurture students to give their best to the world. He highlighted the continued relevance of the IB curriculum, which is designed to give a broad education and

develop international mindedness of students. When considering future curricular changes, he emphasised on the importance of thinking about the challenges of current times and the solutions that will need to be implemented to make the world more peaceful. Keeping in mind the pandemic which has shaken the education system around the globe, climate issues, and the Ukrainian crisis, citizens have become familiar with the uncertainties of the 21st century world. The main tasks for an education system, as per Mr. Heinonen, are two-fold:

- Transfer all the knowledge, culture, and achievements of humankind to new generations and
- Ensure that education systems equip the new generation with skills, competencies, values, and attitudes for them to create their new future.

Mr. Heinonen further elaborated upon the vision of the IB to leverage collective knowledge and to drive cooperative action towards a common goal by solving global challenges. He emphasised on the importance of creating school cultures that are innovative, adaptive, and responsive to the challenges that are around them. He extended support on behalf of the IB, who is willing to co-create with schools the best solutions for teaching and learning for the challenges of the future. He ended his speech by wishing participants a successful conference and shared that he is looking forward to meeting many IB Heads in person soon.

Capt. Bajaj thanked Mr. Heinonen for sharing his insights on the IB's vision for the future and shared a pre-recorded video of Ms. Suman Sethi, IB World Schools Manager.

[Address by the IB World Schools Manager, Ms. Suman Sethi](#)

[Video link- Meeting with Suman Sethi-20220324_153723-Meeting Recording.mp4](#)

Ms. Sethi expressed her gratitude to schools for their resilience and helping students through the pandemic. Sharing her screen, she elaborated on the agenda for her talk, which was to deconstruct:

1. The new Programme Development Plan (PDP) and Evaluation Process, in view of the Programme Standards and Practices (PSP), 2020 and
2. The role of the networks in facilitating cooperative knowledge sharing.

Agenda Point 1:

Initiating her discussion, Ms. Sethi elaborated on the roles and responsibilities of the School Head as follows:

- Create and implementation of the PDP
- Self-study process
- Provide leadership for the evaluation process
- Supports IB coordinator's work
- Programme documentation is complete, and all requirements are in place
- Meets with IB evaluation team
- Leads the schools in responding to MTBAs
- Shares the conclusions of the report with the school community
- Ensures continuous improvement.

Explaining how to build an area of PDP, Ms. Sethi elaborated on the following questions:

1. What is the area of focus?
2. Which practices are relevant?
 - a. Which practices will ensure that the area development will be successful?
 - b. Which ones identify the agents i.e., who is responsible?
 - c. Which practices indicate how the work will be addressed? (How)?
 - d. Which indicate the goal or outcome you want to achieve (why)
 - e. Overall, identify at least two areas of framework and between 4 to 8 practices for the PDP
3. How to organise activities, agents, resources, timelines and develop work plans.

She highlighted how each school should be always engaged in a PDP as it should be engaged with the lifecycle of the school. While a template of the PDP is provided on the Programme Evaluation Guide, schools are free to adapt it to their context.

Ms. Sethi elaborated on the school-readiness approach towards evaluation, which is the purpose of the new programme evaluation process, and that schools must choose date of self-study questionnaire submission that falls in the year of evaluation. She went on to elaborate upon the four components of programme evaluation:

1. Preliminary review, which involves a documentation check submitted on IB Concierge as per the guide in the Appendix 1.
2. Self-study, which is conducted in two parts:
 - a. Self-assessment - submission of a self-study questionnaire, which is now much shorter, simpler, completed online.
 - b. Programme Development Plan that involves detailed reflection and analysis of Programme Development.
3. School Visit, during which the visiting team will engage in a reflective conversation

Ms. Sethi further elaborated upon the Programme Development Plan Process, which is designed to be an ongoing one with the following components:

1. Determine need
2. Gather evidence of impact
3. Share one plan with the IB for evaluation
4. Discussion at evaluation
5. Receive feedback.

She clarified the subtle differences between the action plan, programme development plan, and school Strategy, which is a plan that needs to be submitted for preliminary evaluation:

- The Action Plan is a checklist focused on the PSP, 2020
- PDP - focused development of programmes and organised around groups of practices.

- School strategy - school planning over time, how it aligns with the IB mission and philosophy and is not an IB document.

Sharing helpful tips about the PDP process, including early familiarity with the PSPs, timeline planning and documentation review, she emphasised the importance of interweaving the PDP into the school's culture, where the focus remains on continuous improvement, collaborative contribution, and united ownership of the process. She highlighted the possibility and value of combining multiple evaluations at school, whilst also sharing PDPs within the schools' networks for feedback.

Agenda Point 2:

Ms. Sethi highlighted the role of the regional networks as becoming programme communities for coordinators and pedagogical leaders. While sharing information about each of the networks, she encouraged Programme Coordinators, Vice Principals and Principals to join.

Delving into the purpose of the networks to support newly authorised schools, she cited mentorship, expert sessions, job alike sessions, curriculum updates, and network meetings as being some of the interaction possibilities among schools.

Address by IB Manager Development and Recognition (India, Nepal, Bhutan)

Mr. Mahesh Balakrishnan

Mr. Mahesh Balakrishnan initiated his discussion about the global reach of the IB, sharing worldwide statistics about the growing numbers of candidate and authorised schools. He further elaborated on the top 10 countries delivering IB programmes, including the US, Canada, China, and India where the dual language Diploma Programme is becoming increasingly popular.

Specifically considering the IB's presence in India, he highlighted the rapid adoption of IB programmes across schools in the country, especially in Tier 2 and 3 cities.

Mr. Balakrishnan further elaborated that the widespread adoption of the MYP, DP and CP in India is also due to the recognition by the Association of Indian Universities (AIU).

Specifically addressing university recognition in India, Mr. Balakrishnan recommended that students should submit their soft copy transcript to AIU for recognition. He encouraged the association members schools to collaborate and work collectively with individual colleges in Delhi University to promote greater recognition. He highlighted the need for the association to provide subject mapping documents to facilitate greater awareness of subjects like Business Management, Mathematics Analysis and Approaches and Mathematics Applications and Interpretations. Similarly, regarding recognition at colleges like the National Law University, he encouraged the participants to collaboratively approach those universities for central recognition. Mr. Balakrishnan shared his delight in the face that IIM Indore has granted equivalence to DP for its five-year integrated programs.

Mr. Balakrishnan then moved on to share some requirements of the IB that the association can fulfil:

- Provide more volunteers for becoming buddy schools as their IB workshop happens post their candidacy and hold Category Zero webinars.
- Workshop leaders should encourage newly authorised schools to train their own staff rather than solely looking for experienced faculty.
- As a country, India should submit calls for proposals at conferences.
- Provide placement and result data to bodies like FICCI and MHRD for greater awareness of the IB.

He highlighted the upcoming updates by the IB:

- Schools applying for candidacy after August need to apply for the Head of School workshop post May as the previous one will expire.
- Schools which belong to states that have a local language requirement are encouraged to write to the IB. To this, Mr. Basu responded that in

Maharashtra, soon, schools will be instructed to teach Marathi until Grade 10.

- Indian universities wish to offer the IB Educators Certificate.
- The IB plans to continue with the assessment for the MYP as the AIU recognises this qualification.
- To enhance inclusivity of the PYP, a pilot trial program is being run with schools that offer a parallel curriculum for the same grades.
- Currently, bodies like the AIU, University of Mumbai, Pearl and NASM recognise the IBCP
- IB Schools are encouraged to participate in the International School Sports Organisation for a holistic integration with the nation's extracurricular offerings.

Sharing the wealth of subject choices for the WACP- IB Career Related Programmes, including Artificial Intelligence, data science, sports, and event management.

Questions from the audience:

1. Mr. Davis questioned how the IB can support worldwide university recognition for the new Mathematics subjects?
 - a. Mr. Balakrishnan advised him to write to the individual universities with the syllabus document and inform him as well, for greater support.
2. Can Hindi be offered at the ab initio level, especially for schools in South India?
 - a. Mr. Balakrishnan replied that this can be considered by the IB if schools make a formal request. In the interim period, he encouraged members to consider exploring school-based language subjects.
3. Ms. Kaul asked the following questions:
 - a. Impact on the acceptance of the DP at public Indian universities in view of the CUET being administered this year.

- i. Mr. Balakrishnan advised writing to DU collaboratively as an association to lobby support for conducting the CUET in the most favourable months of the year.
 - b. Building a worldwide central repository of IB friendly colleges across the world as that is a requirement of several parents.
 - i. Mr. Balakrishnan responded that the IB is currently working on this process but if there are universities that students have a concern about then those can be addressed on a case-by-case basis.
4. Ms. Chennupaty inquired if the e-assessment for DP would be made live.
 - a. Mr. Balakrishnan responded that this is under consideration by the IB.

Mr. Balakrishnan ended his session by advising members to write to the IB in the next few weeks if they wish to avoid November examinations on national holidays.

Annual General Meeting:

Goals and objectives - Capt. Bajaj

Capt. Bajaj shared the Objectives of the association through an open dialogue with the participants. Before interacting with the audience, he asked their thoughts on the purpose of the association for the next two years. He highlighted the objectives as placed on the association website. Further, he presented the following goals from the objectives of the association.

1. IB Heads Learning Collaboratory - the 202 schools of the community can be enriched through collaboration to promote the adoption of best future practices by sharing experiences.
2. Schools may consider collaborating with two regional schools to facilitate knowledge sharing. He mentioned the goal of the organisation is to assist, support and mentor member schools in their IB Journey and conduct joint projects to transcend geographical borders. He clarified that the EC would work towards compiling a list of each school's information, strengths, and areas of collaboration for facilitating the collaborative process via a Google form. Share one area of strength as an

IB school/ programme strength, this will help in gathering and organising resources, ideas, strategies, and solutions across the IB schools in India.

3. Maintain regional and association-wide calendars to include:
 - a. Annual meet region wise
 - b. Regional IB Heads association meetings
 - c. Regional webinars
 - d. Professional learning sessions
 - e. Other events - EC meeting, annual conference

Capt. Bajaj Invited the audience to share their thoughts:

1. Mr. Peter Murphy agreed with the goals of the association and encouraged association members to collaborate to influence the IB to rethink certain practices in the post-pandemic world.
2. Ms. Merzaine Doctor agreed with the need for greater collaboration within regions and encouraged members to consider their role in mentoring schools that are nearby.
 - a. Capt. Bajaj responded that the EC's involvement in creating a Google form to create a school database will allow region-wise collaboration forward.
3. Dr. Taylor stated that while collaboration is a great idea, we should compile a database of schools, their mission statements and contact details of the Heads as every school delivers the IB differently according to their culture.
4. Mr. Vardan Kabra requested for the Google form to have a field for schools to highlight which projects they would like to collaborate on.
5. Mr. Malcolm mentioned that even though the IB has insisted on delivering curriculum that is disruptive, the Indian association has a significant role to play in terms of determining the future direction of the IB. Furthermore, he questioned the status of IB's study on the impact of wellbeing of the DP on students and the DP review of 2013.

Capt. Bajaj informed the attendees that the third point of the by-laws of the association will be deleted. As per the minutes of a meeting held in August 2018, membership fees of INR 10K were to be charged along with the annual

fees of INR 10K. Furthermore, he informed members that the EC has proposed the membership fees amount to be revised to INR 15,000, in view of the inflation. Capt. Bajaj invited members to vote for or against the proposition via a show of hands and majority of the attendees supported the change. He further mentioned that while it is acceptable to ask schools to host conferences, the association should share the cost to run professional development opportunities.

Personal and professional learning - Mr. Basu

Mr. Basu emphasised the need to apply the collective experience of all the association's members to support the growth and development of newly authorised or candidate schools via the following methods:

1. Apart from annual meetings, he highlighted the need to have two regional meetings, one in August and another in the latter half of the year, to facilitate knowledge sharing and collaboration. He specified that these sessions need to focus on issues that the association would like to press with the IB and provide an ideal opportunity for Heads to share good practices within their regions. For these sessions to be more contextual and useful, he mentioned that the PYP, MYP and DP coordinators would need to feed their requirements to the EC so that a bottom-up flow of information can be established. If interactions via these sessions are strengthened, the IB can be encouraged to add a third session of professional development in India. He further illuminated that the idea behind these sessions is to allow regional domain experts (as certified by the IB, CIS, NEASC) to lead regional professional development and that the chairs of each region can be responsible for addressing the needs of their regions. Mr. Basu highlighted that the association could later establish a Professional Development subcommittee, which will be a representation of Heads who are experts in their domains, that will run these sessions. Furthermore, since these sessions can be organised virtually, members can significantly save on travel, accommodation, and food costs which account for 70%. He mentioned that the details of the region-wise networks and the Heads'

details will be shared by the EC and that all coordinators need to be encouraged to become a part of their respective networks.

2. Mr. Basu highlighted the need for the website to be more vibrant and that it should be supported by a LinkedIn page. He shared the EC's decision to avoid Instagram and Twitter. For the website and LinkedIn page, he mentioned that two documents will be floated to promote collaboration - one which will have all the Heads' information and another about the unique strengths of each school. He invited the following comments and questions from the audience:
 - a. Dr. Vandana Lulla said that we should have a drop down on the sheet that allows schools to autofill aspects that they require support in and requested for more interactive conferences.
 - b. Ms. Mahira Goel highlighted the need for the conference to be more focused on hosting external speakers from outside and the need to have a vision for the IB's future in India.
 - c. Mr. Peter Murphy highlighted the opportunity for schools to save on training cost by opting for school-based training which are validated by the IB.

Membership and Annual Fees

Dr. Fisher reminded members that the association is at the cusp of becoming a professional organisation and requested all 200 members to pay the membership and annual fees for encouraging greater collaboration. Regarding the payment process, he mentioned that an invoice will be sent in August as the association will need to apply for a pan card before a proper bank account can be established. He mentioned that the annual dues will come by April 1 each year and payable by mid-April and that an accountant will be hired from this interest of the membership fees that is collected. He further elucidated that the annual fees amount collected will be used for conducted conferences.

Dr. Merzine Doctor inquired if the network-run workshops will be different from SAIBSA.

- a. Mr. Basu replied that since these workshops will not be run by IB, the agenda of these will be decided according to the needs of the region.

Forthcoming events

Ms. Sailaja Vittaldev expressed the association's need to promote collaboration among different schools and inquired about the best practice for training teachers to meet expectations. She mentioned the need to connecting new schools with experts in the field from the region and to run workshops and job-alike sessions, supplemented by teacher-training sessions, which will be validated by a certificate by the host school.

Essential agreements

Ms. Chennupaty requested for members to adhere to the following guidelines for continued membership of the association:

1. Inform the EC about changes in leadership and requested members who are leaving their Heads' positions to please exit the group.
2. One school will have one voting right, which will be exercised by the Head of School.
3. Sharing of important information via the association's website and LinkedIn page.
4. Before recruiting teachers from other IB schools, Ms. Chennupaty requested members to please call the Head before pursuing candidates from their schools.

Before proceeding for lunch, Capt. Bajaj shared that the next conference is for the West region in Pune on February 10-12, 2023 and shared that the agenda will be reviewed to facilitate networking and knowledge sharing.

Post lunch, Capt. Bajaj invited suggestions and recommendations from the audience regarding their expectations from the association, which would be

considered by the Executive Committee. The thoughts and ideas expressed by the attendees are as follows:

Suggestions from IB Heads:

The suggestions received can be categorised under the following heads:

1. Governance and voice with the IBO – members expressed a strong desire to represent the association to the IB and influence the direction of the IB, about the following:
 - a. University recognition
 - b. Review of the DP
 - c. IB structures and governance
 - d. Action with government organisations
 - e. School-based IB workshops in collaboration with other schools
 - f. Communication with the IB, especially through regional offices
 - g. Political capital with the IBO
2. Interschool collaboration – members emphasized the need for confident, honest, and meaningful partnerships between schools:
 - a. Faculty – recruitment, reference checking, child protection, contracts/salaries
 - b. Training – staff, faculty and heads and sharing of trainers and training topic for capacity building at all levels
 - c. Mentorship via a buddy program between experienced and newly authorised IB schools
 - d. Collaborative programmes amongst students for IB objectives of true value and philosophy
 - e. Inviting expert speakers
 - f. School visits to understand IB culture
 - g. Peer review of curriculum
3. Professional development and training – members expressed a need for more localised, cheaper training and development opportunities:
 - a. More IB authorised training and development opportunities
 - b. Greater collaboration between schools to support professional development

- c. Mentorship via a buddy program between experienced and newly authorised IB schools
 - d. Middle level leadership training
 - e. The role of data in support of learning
4. Miscellaneous:
- a. Ethical practices
 - b. Academic integrity
 - c. Promoting diversity and inclusion
 - d. Student events and exchanges
 - e. Continuing discussion about the future direction of the organisation
 - f. Develop the annual conference to include heads training by inviting expert speakers

Capt. Bajaj convened Heads sessions for the PYP, MYP and the DP.

IB sessions were conducted by the following facilitators-

- PYP Ms. Rima Singh
- MYP Ms. Asheka Tenzin
- DP Mr. Abhimanyu Basu
- CP Ms. Jasmine Madhani

Capt. Bajaj expressed his gratitude once again to JPIS for their warm hospitality and to all the participants for a meaningful collaboration during the 4th PAN India IB Heads Association conference.