

# Orientation Training for Superintendent of JJ Institution

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Five Working days



**National Institute of Public Cooperation & Child Development  
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## **Content**

- I. Introduction
- II. Syllabus for Orientation Training of Superintendent
  - Rationale
  - Job Responsibilities of Superintendent
  - Objectives
  - Programme Coverage
  - Expected Outcomes
  - Programme Curriculum

## **Introduction**

India is home to almost 19 percent of the world's children. More than one third of the country's population, around 440 million, is below 18 years. According to one assumption 40 percent of these children are in need of care and protection, which indicates the extent of the problem. In a country like India with its multicultural, multi-ethnic and multi-religious population, the problems of socially marginalized and economically backward groups are immense. Within such groups the most vulnerable section is always the children. For the Ministry of Women and Child Development the challenge is to reach out to the most vulnerable and socially excluded child of this country and create an environment wherein, not only is every child protected, but s/he also has access to opportunities and education for her/his all round growth and development

India's commitment to the child as enshrined in its Constitution and several other national and international legal instruments which are binding on the nation is not adequate to address the problems of numerous children in difficult circumstances despite existence of various programmes and policies therein. Moreover, the Government of India has also ratified the United Nation Convention on the Rights of the Child (UNCRC) in 1992, which prescribes standards to be adhered to by all State parties in securing the best interest of the child. It emphasizes social integration of child victim, without resorting to judicial proceedings.

***(Study on Child Abuse, India 2007, Ministry of Women and Child Development Government of India).***

The Ministry of Women and Child Development has been dealing with a variety of child protection schemes which include Programme for Juvenile Justice, An Integrated Programme for Street Children, Childline Service, ShishuGreh Scheme, Scheme for Working Children in Need of Care and Protection, Rajiv Gandhi National Creche Scheme for Children of Working Mothers and Pilot Project to Combat Trafficking of Women and Children for Commercial Sexual Exploitation. An examination of these schemes has revealed major shortcomings and gaps in the infrastructure, set-up and outreach services for children. This also reveals that a large number of issues have been either partially addressed or not at all covered. These issues include the girl child, sex selection and female foeticide, child marriage, child labour, child domestic workers, child trafficking; commercial sexual exploitation of children and child pornography, children affected by HIV/AIDS, urban children in distress/difficult circumstances, children in disaster situations, children affected by substance abuse etc.

Therefore, considering these facts and various gaps, the Ministry of Women and Child Development launched a Scheme, namely, the **Integrated Child Protection Scheme (ICPS)** by merging the components of three existing Schemes – *A Programme for Juvenile Justice*; *An Integrated Programme for Street Children (including Childline Services)*; and *Scheme of Assistance to Homes (ShishuGreh)* for children to promote in-country adoption along with some new interventions.

The National Institute of Public Cooperation and Child Development as a nodal agency for training and capacity building under ICPS, has the responsibility to organise training programmes for ICPS professionals to facilitate knowledge and skill updation as well as the effective implementation of Juvenile Justice Act and ICPS programme for different stakeholders.

## **Syllabus for Orientation Training of Superintendents of Juvenile Justice Homes**

This syllabus has been tailored to orient the **Superintendents of Juvenile Justice Homes** with a view to orient them with Juvenile Justice System and Integrated Child Protection Scheme (ICPS) along with their respective roles and job responsibilities.

### **Rationale**

**Superintendents of Juvenile Justice Homes** play a key primary role in maintaining the institution effectively and has the responsibility of being readily available as and when required by the juveniles. Hence, comprehensive orientation on Juvenile Justice Act, ICPS, understanding the self- attitude to deal with children, child protection issues, situation analysis of different social problems viz. child labour, child marriage, child trafficking, and child abuse along with legislative support is necessary to ensure effective child protection. It is imperative for Superintendents to develop an in-depth understanding of the implementation framework of Juvenile Justice Act and strategy of ICPS at State level as well as district level. Since they hold responsible positions, they should also be satisfied to the need for networking with Management Committees and District Board. This will not only enable them in effective implementation but also aid in the proper implementation of JJ Act and ICPS.

## **Roles and Responsibilities of Superintendents of Juvenile Justice Homes**

1. Child Care, affection and development
2. Supervision and Monitoring of Juveniles.
3. Training & Treatment Programme
4. Planning, implementation and coordination of all Institutional activities.
5. Observance and follow up of daily routine.
6. Ensuring quality of services
7. Prompt action to meet emergencies.
8. Maintaining minimum standards of care in the Institution.
9. Supervision & Monitoring of juvenile's discipline.
10. Arrangements for water storage, power plant, emergency
11. Liaison, co-ordination and co-operation with DCPU or State Govt as and when required.
12. Careful handling of plants and equipments.
13. Ensuring accident and fire preventive measures within the institutional premises.
14. Organise trips and excursion or picnic for juvenile or children.

## **Job Responsibilities of Superintendents of Juvenile Justice Homes**

The Superintendents have the major responsibility of maintaining the institution and shall stay within the institutional premises.

### ***Specific Job Responsibilities of Superintendents of Juvenile Justice Homes***

In addition to the above, the job responsibilities of **Superintendents of Juvenile Justice Homes** are as follows:

1. Filing of monthly report of juvenile in the case file;
2. Preparation of budget and control over financial matters;
3. Prompt, firm and considerate handling of all disciplinary matters;
4. Organize the meetings of the Management Committee and provide
5. necessary support;
6. Maintenance of all records and registers required under the Act and
7. the rules and monthly verification of the same by the Management
8. Committee;
9. Liaison, coordination and cooperation with the District Child
10. Protection Unit or State Government as and when required; and
11. Coordination with the legal officer in the District Child Protection
  
12. Proper maintenance of buildings and premises,
  
13. Security measures;
  
14. Supervision and monitoring of juveniles' discipline and well being;
15. Segregation of a juvenile suffering from contagious or infectious diseases;



16. Observance and follow-up of daily routine;

## **Purpose & Objectives of the training**

**The purpose of training is at both operational and strategic level to achieve better outcomes for the children dwelling in shelter homes, and also provide a fresh way to the officers –in –charge (Superintendents) to have a shared understanding on the concept and idea of running shelter homes in an effective way.**

1. A shared understanding of the task, processes, principles, roles and responsibilities outlined in Juvenile Justice (Care&Protection) Act 2000 and safeguarding children and promoting their welfare.
2. To sensitize the Superintendents of Juvenile Justice Homes to the problems of children;
3. Improved Communication and information sharing between the Superintendents including a common understanding of key terms, definitions and threshold for action.
4. Effective working relationships including ability to liaisoning time to time with District Child Protection Unit or State Government Whenever required.
5. Enabling sound child focus through creating a child friendly and homely environment
6. What might you see in failure and what you must do?

## **Programme Coverage**

1. Understanding self attitude
2. Communicatio & Attitude change
3. Defining Child, Child Rights, Child Development& Child Protection
4. Programmes / Schemes for children – Integrated Child Protection Scheme (ICPS)
5. Problems / Challenges faced by children- viz. Child marriage, Child Trafficking, Child Labour, female feticide and girl infanticide and Child Abuse, child beggary, children affected by HIV/AIDs etc
6. Legal provisions concerning children; NCPCR / SCPCR – Introduction & role
7. Juvenile Justice (Care and Protection of Children) Act 2000, Amendment Act 2006-its Rules 2007/State Rules as notified.
8. Monitoring and evaluation strategy under ICPS implementation,
9. Capacity building of Superintendents.
10. Adoption – legal provisions guidelines, institutions (CARA / SARA, ACA, SAA), practices, case law etc
11. Dealing with children, listening & communication with children; child psychology, child development
12. Managing adolescents and children - Counselling and guidance.

## **Expected Outcomes**

The **Superintendents of Juvenile Justice Homes** will develop an understanding on:

- a. Understanding their own attitude
- b. Measures for child protection
- c. Legislative cover for children
- d. Juvenile Justice System
- e. ICPS & its components; Service delivery structures etc.
- f. Role and responsibilities of various functionaries under ICPS
- g. Role & Responsibility of Board and committees under JJ Act..
- h. Formal Care and alternative care in the alignment of ICPS.
- i. Observing the functioning of other Homes through field visit exposure and comparing the same with their own home

## **Programme Module cum Schedule of Orientation Training of Superintendents of Juvenile Justice Homes**

**Participants: Superintendents of Juvenile Justice Homes**

**Duration: 5 days**

<b>Time</b>	<b>Topic</b>	<b>Contents</b>	<b>Learning Objectives</b>	<b>Methodology</b>	<b>Expected Outcome</b>
<b>Day-I</b>					
09:00 am – 9.30 am	<b>Registration</b>	<ul style="list-style-type: none"> <li>Registration of participants and distribution of kit.</li> </ul>	-	-	-
9.30-10.00 am	<b>Inaugural Session</b>	<ul style="list-style-type: none"> <li>Welcome and inaugural address.</li> <li>NIPCCD introduction, brief of programme objectives, content coverage and resource persons etc.</li> </ul>	To enable participants to know about NIPCCD, objectives and content of orientation programme and background of the resource person.	Presentation and lecture	Participants develop their understanding about the Institute; They will be aware of the programme objectives, content coverage, resource

					persons of the programme.
10.00 am - 10.10 am	Tea Break				
10.10 am – 10.30 am	<b>Introduction &amp; Pre-training Evaluation</b>	<p>1.Introduction of participants and ice breaking game(s),</p> <p>2.Getting the ground rules for the training programme.</p> <p>3.Pre-training evaluation</p>	<ul style="list-style-type: none"> <li>• To assess knowledge level of participants regarding child rights and protection, juvenile justice system and related issues.</li> <li>• To help the participants understand the basic norms to be followed during training program.</li> <li>• Enable participants to know each other</li> </ul>	Games, discussion and pre-training evaluation questionnaire.	<ul style="list-style-type: none"> <li>• Comfortable and eased environment for will be developed for training.</li> <li>• Participants will develop understanding on ground rules of the programme.</li> <li>• Trainers will develop understanding</li> </ul>

					<p>ng about the knowledge level of the participants.</p> <ul style="list-style-type: none"> <li>• Participants will familiarise with each other – rapport building.</li> </ul>
10.30 am-11.45 am	<b>Understanding self attitude</b>	<ul style="list-style-type: none"> <li>• Attitudes and Behaviours(Lecture cum Game*)</li> <li>• Intervening factors</li> <li>• Beliefs and values</li> <li>• Personal needs</li> <li>• Changing existing beliefs &amp;values</li> <li>• Creating new personal needs and Aspirations</li> <li>• Understanding Intervening factors</li> <li>• Qualities required for Supervising a Child in conflict with law.</li> </ul>	To provide participants with knowledge how to create a better understanding of attitudes and how they can be changed accordingly	Presentation, lecture cum discussion	Participants will develop understanding on how attitudes relate to behaviour.

	<p><b>Communicatio &amp; Attitude change</b></p>	<ul style="list-style-type: none"> <li>• <b>“You as a Persuader “</b> (Providing Homely atmosphere of love ,affection, care, development for children”)</li> <li>• <b>Your experience in Children/Observation Homes</b> (Filling the Questionnaire*)</li> <li>• <b>Do`s and Don`ts</b> in supervising Juveniles</li> </ul>	<p>Participants will develop insight about their own roles and how to handle the children with care, affection and love for holistic development by providing a homely environment.</p>	<p>Lecture and questionnaire filling.</p>	
<p>11:45 am - 1:30 pm</p>	<p><b>Defining Child, Child Rights, Child Development&amp; Child Protection</b></p>	<ol style="list-style-type: none"> <li>1. Define child</li> <li>2. Difference between an adolescent, child and juvenile</li> <li>3. Define Child Rights? <ul style="list-style-type: none"> <li>• Immediate Rights</li> <li>• Progressive Rights</li> <li>• Indian Penal Code</li> </ul> </li> <li>Section 82 and Section 83 of Indian Penal Code</li> <li>4. Understanding the concept of Child development. <ul style="list-style-type: none"> <li>• Cognitive growth(*How does a child think differently from Adults)</li> <li>• Emotional growth</li> <li>• Physical growth</li> <li>• Social growth(Environmental and Interactional influences)</li> </ul> </li> </ol>	<p>Participants will develop understanding and differences between the terms used a brief understanding of a child's development focusing on how the child thinks in a different way, understanding of this later brings him in</p>	<p>Power point presentation, lecture, discussion,</p>	<p>Participant s will be acquainted with child rights, child developm ent</p>

		<ul style="list-style-type: none"> <li>Educational growth</li> <li>A need to understand <i><b>“Experience shapes who we are”</b></i></li> </ul> <p>5. Understanding Child Protection.</p>	early adulthood, on issues related.		
1:00 pm - 2:00 pm	Lunch	-	-	-	-
2:00 pm - 4:00 pm	<b>Current child protection issues, problems and challenges</b>	<ol style="list-style-type: none"> <li>1.Social problems related to Child(Define &amp;Conceptual background in brief)</li> <li>2.Crime against children(Socially costly potential outcomes of Maltreatment – “Crime”)</li> <li>3.Child Maltreatment</li> <li>4.Child marriage,</li> <li>5.Child labour</li> <li>6.Child trafficking,</li> <li>7.Child abuse,</li> <li>8.Female foeticide</li> </ol>	Participants will be orient and sensitised about child related problems / issues such as Child marriage, Child labour, Child trafficking, Street Children, abandoned/ neglected and their legal provisions for protection of children	PowerPoint presentation, lectureanddis cussion. Games & Role Play.	Participant s will develop better understand ing on issues, problemsa nd legal provisions related to children.
4:00 pm - 4:15 pm	Tea				
4:15 p.m. -	<b>Child Protection: Policies,</b>	<ul style="list-style-type: none"> <li>Coverage of major policies with implications for children such as:</li> <li>National Charter for Children 2003;</li> <li>National Plan of Action Children 2005;</li> </ul>	Orient them about the main	PowerPoint presentation, lecture,	Participant s will develop



5:30 pm	<b>Legislations, Programmes/ Interventions</b>	<ul style="list-style-type: none"> <li>• Other National Policies with implications for Children such as NNP, NPH, NEP; Programmes:</li> <li>• ICDS</li> <li>• ICPS</li> <li>• NCLP, SSA etc.;</li> <li>• Legislation:</li> <li>• JJ Act &amp; Rules</li> <li>• NCPCR Act</li> <li>• Child Marriage Prohibition Act, Bonded Labour(Abolition Act)</li> </ul>		documentary, discussion and brainstorming .	better understanding on issues and legal provisions related to children.
<b>Day-II</b>					
9:30 am - 10.00 a.m.	<b>Recapitulation of Day-I</b>				
10:00 a.m. - 11:30 a.m.	<b>Juvenile Justice (Care and Protection of Children) Act 2000, its' Amendment Act 2006 &amp; Rules 2007 / State JJ Rules</b>	<p>Who is a Juvenile?</p> <ul style="list-style-type: none"> <li>• Defining the approaches of Juvenile Justice system under Juvenile Justice (Care and Protection of Children) Act 2000 and its Amendment Act 2006</li> <li>• Historical overview of JJ Act.</li> <li>• Understanding the Principles of Juvenile Justice Act</li> <li>• Briefing about JJ Rules</li> <li>• Diversion and Restorative Justice in India</li> </ul>	To make participants informed about the Juvenile Justice system with special emphasis on the principles, approaches and components of Juvenile Justice Act 2000 and its Amendment Act 2006.	Power point presentation, lecture- cum- discussion and games.	Participants will gain indepth knowledge of Juvenile Justice System
11:30 a.m. - 11:45	Tea	-	-	-	-

a.m.					
11:45 a.m. - 1:00 p.m.	<b>Categories of Children covered under J. J Act</b> <ul style="list-style-type: none"> <li>• <b>Child in Need of Care and Protection (CNCP)</b></li> <li>• <b>Juvenile in Conflict with Law (JCL)</b></li> </ul>	1. Definition of Child in need of care and Protection 2. Learning about Identification of Children in need of care and protection. 3. Juvenile in Conflict with law according to Juvenile Justice (Care and Protection of Children) Act 2000 and its Amendment Act 2006. a) Why does a child need care and Protection? b) What would be the benefits of providing the child with a safety net? 4. Legal provisions for CNCP and JCL in Juvenile Justice (Care and Protection of Children) Act 2000 and its Amendment Act 2006.	To enable participants to understand the different categories of the children covered under Juvenile justice Act.	Brainstorming , Power point presentation, lecture- cum- discussion.	Participants will enhance awareness on different categories covered under Juvenile justice Act 2000 and its Amendment Act 2006.
1:00 p.m. - 2:00 p.m.	Lunch	-	-	-	-
2:00 p.m. - 3:15 p.m.	<b>Role, Responsibilities and Functioning of Statutory Bodies under JJ Act: Juvenile Justice Boards (JJBs) &amp;</b>	Briefing about 1. Juvenile Justice Board 2. Child Welfare Committee 3. Discussion on Role, responsibility of Juvenile Justice Board, Child welfare 4. Committee and Legal Aid Authority. 5. Functioning of Juvenile Justice Board, Child Welfare Committee.	To enrich the knowledge of participants and develop clarity about the roles, responsibilities and functioning of Juvenile Justice Board, Child Welfare	Power point presentation, lecture-cum- discussion.	Acquaintance of the participants about role, Responsibilities and Functioning of Special Juvenile Justice Board,

	<b>Child Welfare Committees (CWCs)</b>		Committee.		Child Welfare Committee.
3:15 p.m. - 4:30 p.m.	<b>Role, Responsibilities and Functions of Officers –in-charge (Superintendents)</b>	1.Defination of the roles under the Act 2.Security measure 3.Supervision and Monitoring 4.Monthly Reporting of Juveniles 5.Creation of homely Environment 6. Planning, implementation and co-ordination of Institutional activities.	To enrich the knowledge of participants about the roles, responsibilities and functioning of Juvenile Justice Police Unit and Police.	Power point presentation, lecture-cum-discussion.	Acquaintance of the participants about role, Responsibilities and Functioning of Juvenile Justice Police Unit and Police.
4:30 p.m. - 6:00 p.m.	<b>Institutional and Non-institutional Care under J. J Act 2000 and its Amendment Act 2006</b>	1.Defining institutions and non-institutions in brief. 2.Guidelines for institutional and non-institutional care given under J. J Act 2000 and its Amendment Act 2006.	To explain the participants about the guidelines for Institutional and non-institutional care given under J. J Act 2000 and its Amendment Act 2006.	Power point presentation, lecture-cum-discussion.	Participants will increase ability to understand the Institutional and non-institutional care as per the J. J Act 2000 and its Amendment Act 2006.

<b>Day – III</b>					
9.30 a.m. - 10.00 a.m.	<b>Recapitulation of Day-II</b>				
10:00 a.m. - 11:15 a.m.	<b>Integrated Child Protection Scheme (ICPS)</b>	<p>1. Background, Concept, objectives, guiding Principles and Approaches ICPS.</p> <p>2. Convergence Framework for protecting children under ICPS.</p> <p>3. Target groups under ICPS.</p> <p>4. Programme activities under ICPS (Care, Support &amp; Rehabilitation services.</p> <p>5. Statutory support services and other activities, Advocacy, public education and communication)</p> <p>6. Implementation plan under ICPS.</p>	<p>To acquaint the participants about the background, concept, principles, approaches, programme activities and implementation plan under ICPS.</p> <p>To enrich the knowledge level of the participants about ICPS.</p>	Power point presentation, lecture-cum-discussion and games	Participants will be able to get detailed understanding of ICPS.
11:15 a.m. - 11:30 a.m.	Tea	-	-	-	-
11:30 a.m. - 12:45	<b>Session Cont'd</b>	-do-	-do-	-do-	-do-

p.m.					
12:45 p.m. - 1:45 p.m.	Lunch	-	-	-	-
1:45 pm - 3:00 pm	<b>Service Delivery Structures under ICPS</b>	<p>1.Service delivery structure at National, State and District Level under ICPS</p> <p>2.Care, Support and Rehabilitation Services.</p> <p>3.In brief about the Statutory support services</p>	To develop clear understanding of the participants on service delivery structure at National, State and District level under ICPS.	Power point presentation with discussion and organogram.	Participants will have better understanding of service delivery structure at National, State and District level under ICPS.
3:00 p.m. - 3:15 p.m.	Tea	-	-	-	-
3:15 pm - 4:30 pm	<b>Monitoring and evaluation mechanisms under ICPS.</b>	<p>1.Monitoring and evaluation system under ICPS at District, State and Central level.</p> <p>2.Techniques used to monitor and evaluate the ICPS activities.</p> <p>3.Funding pattern and Fund Flow under ICPS.</p> <p>4.Financial implication during setting up of SCPS and DCPS under ICPS.</p>	Participants will develop better understanding about the monitoring and evaluation system and techniques under ICPS.	Power point presentation, lecture-cum-discussion and games	Participants will develop clear understanding about monitoring, evaluation and financial

			To acquaint the participants with financial implications and funding pattern at all level of implementation under the scheme.		implications under ICPS.
4:30 pm - 5:30 pm	<b>Procedure for Adoption: Role of CARA, SARA, SAA and ACA</b>	<p>1.About CARA, SARA, SAA and ACA.</p> <p>2.Procedure for In-country and Inter-country Adoption according to the guidelines given by CARA.</p> <p>3.Role of CARA, SARA, SAA and ACA in Adoption.</p>	To explain the participants about procedure of adoption and role of different agencies responsible for adoption.	Power point presentation, lecture-cum-discussion and games	Enriched knowledge of participants about the in-country and Inter-country adoption procedure.
<b>Day- IV</b>					
9:00 a.m. - 5:30 p.m.	<b>Field Visit to Observation Home + JJB, / Children's Home + CWC; Group Report presentation and discussion,</b>	Visiting JJB, CWC, Children / Shelter Home; Observation Home etc to acquaint with the operations, of key personnel, facilities for children, child participation, develop understanding about the supervision in other homes.	To gain understanding of other Homes and JJB / CWC, and comparing with their own homes.	<ul style="list-style-type: none"> <li>• Observation and Interaction with officials of visited institution; Interaction with children; Observation of infrastructure / living conditions, facilities for</li> </ul>	Participants will develop better understanding of the functioning of visited statutory bodies / institutions under the JJ Act, while comparing

				basic needs, recreation, outdoor activities, schooling, entry / exit procedures; JJBs / CWCs: Case load, timings, type of cases, child-friendliness of members, follow-up, role of police (JJB), VO (CWC) etc. Group Reports from participants and discussion	their own homes supervised.
<b>Day- V</b>					
9.30 a.m. - 10.00 a.m.	<b>Recapitulation of Day-III &amp; IV</b>				

10:00 a.m. - 11:15 a.m.	<b>Child Care Institutions : Standards &amp; Management</b>	<ol style="list-style-type: none"> <li>1.Type of institutions</li> <li>2.Standards of Care in Institutions as per State JJ Rules</li> <li>3.Management of CCIs</li> <li>4.Entry &amp; exit procedures in CCIs for children</li> <li>5.Staffing &amp; Personnel management</li> <li>6.Child Participation: Committees</li> </ol>	To learn about the various kinds of CCIs; their role in child care, linkage and responsibility for restoration to parents or other alternative care options, standards of care in CCIs as per JJ Rules, agency management , staffing, child involvement in for joint consultation in management of CCIs etc.	Lecture presentation, / discussion	Participants will learn about CCIs, the children as inmates, standards for CCIs and overall management of Homes for children.
10:00 a.m. - 11:15 a.m.	<b>CHILDLINE – Concept and emergency outreach services.</b>	<ul style="list-style-type: none"> <li>• Concept of CHILDLINE.</li> <li>• Various emergency outreach services of CHILDLINE.</li> </ul>	To acquaint participants with the understanding of CHILDLINE system and its various services.	Power point presentation and discussion.	Enriched knowledge of participants about the CHILDLINE emergency outreach system and its



					services.
11:15 am - 11:30 am	Tea	-	-	-	-
11:30 am - 01:00 pm	<b>Alternative Care Models: Foster Care, Sponsorship &amp; Community-based Care – Guidelines &amp; Challenges</b>	1.Alternatives to Institutional Care for Children; 2. Foster Care; 3.Sponsorship Guidelines 4.Community-based Child Care Models 5.Issues & Difficulties	To enrich the understanding of participants on Alternative Systems of care	PowerPoint presentation, discussion.	Participants will have better understanding of Alternative and community-based models of child care
01:00 p.m. - 2:00 p.m.	Lunch	-	-	-	-
2:00 pm - 3:15 pm	<b>Team Management</b> (leadership and management, motivation conflict management)	1. Concept of motivation <ul style="list-style-type: none"> <li>• Direction</li> <li>• Intensity</li> <li>• Persistence</li> <li>• Applying this concept while networking in group and with the children as well.</li> </ul> 2.Methods of conflict management 3.Leadership and management	Soft skill development of the participants.	. Presentation Games Group exercise Role play	Participant will develop soft skill for implementation of scheme
3:15 p.m.	Tea	-	-	-	-

- 3:30 a.m.					
3:30 pm - 4:45 p.m.	<b>Capacity Building of Superinten dent</b>	<ol style="list-style-type: none"> <li>1. Decision Making and strategic planning to run the home.</li> <li>2. Understanding Group work, child psychology, child behavior.</li> <li>3. Discussing the real challenges in supervising, suggesting alternate methods through capacity building.</li> </ol>	.Decision making learning and solving the problems in an effective way	Presentation, discussion and classroom exercise.	
4:45 pm - 5:30 pm	<b>Programme Evaluation cum valedictory session</b>	<ol style="list-style-type: none"> <li>1. Post-training evaluation through questionnaire.</li> <li>2.Feedback of Programme by participants</li> <li>3. Distribution of Certificates</li> <li>4.Concluding Remarks by Chief Guest</li> </ol>	To assess the improvement in the skill and knowledge level of the participants after completing the training. Presentation of Action Plan prepared by participants & discussion thereof Feedback about the programme	. Questionnaire Presentations & discussion	. Participant s will be able to develop clear understand ing about their learning's from the training program.

