

# Transforming Education for a Dynamic World: Navigating Challenges and Strategies

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**Abstract-**The transformation in Indian education system will be witnessed through National Education Policy (NEP) 2020. Education systems must change to reflect the evolving professional skills required, putting more emphasis on student-centered, connected, dynamic, inclusive, and collaborative learning that fosters creativity. Learning materials must change to reflect these shifts in how teaching and learning take place. This paper presents the challenges and strategies for the transformation of education in this dynamic world. The challenges with establishing NEP towards holistic development are many in terms of Indian education system such as diversity of India's education sector, lack of funds in Indian education system, cooperation between state and centre, role of private sector in establishing NEP. Different strategies such as capacity building program, monitoring and evaluating the progress, encouraging stakeholder's participation are prime things to monitor for a progressive development of students in Higher Education Institutions.

**Keywords:** NEP-2020, challenges, strategies, MEME, ABC, Holistic transformation

## I. INTRODUCTION

The National Education Policy 2020, or NEP 2020, is a landmark reform in India's education system that was announced on July 29, 2020 [1], by the Ministry of Education. This policy replaces the previous National Policy on Education that was formulated in 1986 and revised in 1992. The NEP 2020 aims to transform India's education system by bringing major changes in school education, higher education, and vocational education. The policy is based on the pillars of access, equity, quality, affordability, and accountability. The issue of unequal access to high-quality education in India will also be addressed with the adoption of the NEP 2020 curriculum. The new curriculum will be more adaptable and inclusive, enabling greater customization based on each student's requirements and interests. This will ensure that every student has access to a top-notch education and will aid in closing the gap between urban and rural communities. Numerous studies have demonstrated that advances in primary and early childhood education have a much greater impact on outcomes in later life than improvements in secondary or higher education. Furthermore, as the NEP itself notes, secondary school and higher education changes depend on addressing these foundational issues first. The guide is packed

with thorough instructions on everything from reading clubs to classroom activities. This degree of detail is excellent as a source of inspiration but excessive as policy advice. State governments must create thorough implementation strategies that are tailored to the types of gaps in their individual educational systems, the resources at their disposal, and the most recent research and data in the field. If we compare current policies to the past ones, there have been some progressive changes over time. The emphasis is now more on education, to improve primary education, more teachers from socially diverse backgrounds.

Due to COVID-19 and its repercussions on the economy, as well as the drastic reforms suggested in the Education Policy, the year 2020 will live on in the minds of the people. All of the stakeholders, including students, teachers, educational institutions, and parents, as well as the society and the country as a whole, will be impacted by the changes. Since the foundation of each nation's success is its educational system. India is not immune to this culture since many of our smart people are employed by well-known international companies [2]. Many western countries' success is attributed to their educational systems and the brain drain from other nations. India has one of the largest populations and the most diverse cultures in the world.

In this paper, author has explained various challenges to transform education, strategies to implement and achieve holistic development.

## II. CHALLENGES TO TRANSFORM EDUCATION

The NEP would make education holistic, affordable, accessible, and equitable, but with certain challenges, the HEIs must be equipped with all the facilities. The size and diversity of Indian Education System: India continues to have the second-largest educational system in the world with more than 15 lakhs schools, 25 crore students, and 89 lakhs teachers. This massive education policy's implementation across the nation will be a massive undertaking involving several stakeholders at the state, district, sub-district, and block levels [3] [4]. The education leadership will face a significant task in fostering shared accountability and ownership across important stakeholders, including the corporate sector, at the state and district levels where there is a remarkable diversity.

Lacks capacity for innovation and scale up: Shortage of funds available for the education system in many sectors will make NEP implementation not so easy. Even without addressing the attitudes of teachers, students, and parents, changing from a rigid content-driven rote learning system to experiential learning and critical thinking would necessitate a radical shift in the attitudes of those in charge of the educational system. As a result, it would be necessary to improve the ability of thousands of schools and institutions as well as refocus them on the operational facets of administering a massive programme with several experience objectives. In other words, the ministry's current organizational structure and ecosystems will need to undergo a significant revamp. Cooperation between the Centre and states: The state governments' active collaboration is crucial to the NEP's execution, even though the Union government drafted it (with input from a variety of stakeholders, including the state governments). This is due to the fact that state governments handle the majority of service-related education. To put it briefly, the Centre must deftly balance the concepts of cooperative federalism and decentralization while implementing important programmes.

The role of the private sector: It should be emphasized that the private sector manages up to 70% of higher education institutions (colleges and universities). The fact that between 65 and 70 percent of students are currently enrolled in private higher education institutions is significant. The private sector also contributes much-needed financial resources and innovation, aside from this. In order to harness the private sector's input and recognize it as an equal partner in the NEP process, the government and regulatory organisations must establish practical institutional frameworks.

### III. STRATEGIES FOR HOLISTIC TRANSFORMATION

The New Education Policy 2020 (NEP 2020) is an extensive policy framework that sets out a roadmap for overhauling the education system in India. The achievement of its objectives necessitates a multifaceted approach that incorporates a variety of stakeholders (teachers, students, parents etc.) and tactics. One of the key strategies for implementing NEP 2020 is to create a well-defined roadmap [5] that outlines the specific steps and timelines required for successful implementation. As NEP 2020 is a detailed document with numerous recommendations and action points, establishing a clear roadmap is crucial to ensure that all necessary measures are taken on time and in the right sequence. The successful implementation of NEP 2020, which aims to overhaul the education system in India by introducing novel pedagogical approaches, curriculum frameworks, and assessment models, requires capacity building of teachers, school administrators, and other stakeholders. To achieve this, training programs, workshops, and conferences could be organized to enhance their skills and knowledge to cope with the proposed changes. An essential aspect of implementing NEP 2020 is to establish a robust framework for monitoring and evaluation, which is crucial for the successful implementation of any policy [6]. This framework can facilitate the tracking of progress, identification of challenges,

and implementation of necessary modifications to ensure the effective implementation of NEP 2020. To ensure a systematic and well-planned implementation of the proposed changes outlined in NEP 2020, it is advisable to adopt a phased approach, considering that some of the recommended changes may require significant resources and time to implement. By adopting this approach, the policy changes can be implemented in a structured and organized manner. For the successful implementation of NEP 2020, it is crucial to ensure active participation from all stakeholders, including teachers, students, parents, and community members, as their involvement plays a crucial role in its success [7]. Encouraging their participation and involvement in the implementation process can contribute to the effective implementation of the policy.

Implementing NEP 2020 requires a concerted effort from all stakeholders, including policymakers, educators, students, and parents. By adopting a multi-pronged approach that includes capacity building, stakeholder participation, and monitoring and evaluation, India can successfully transform its education system and ensure that every child has access to high-quality education. To promote and regulate education in India, the Union Cabinet of India launched the National Policy on Education (NPE) on 29 July 2020. The previous National Policy on Education, 1986 is going to be replaced by this new education policy. It is applicable in both urban and rural areas from elementary education to higher education as well as vocational training. In this policy, no will be compelled to study any particular language and medium of instruction will not be shifted from English to regional language. According to the “Unified District Information System for Education Plus (UDISE +) 2020-21, the Press Information Bureau declared that over 28 languages will be used in teaching and learning in grades (1-5). This policy describes and depends on general formula (5+3+3+4) in which we can say it is completely based on student and not dependent on government jobs for starting their own business.

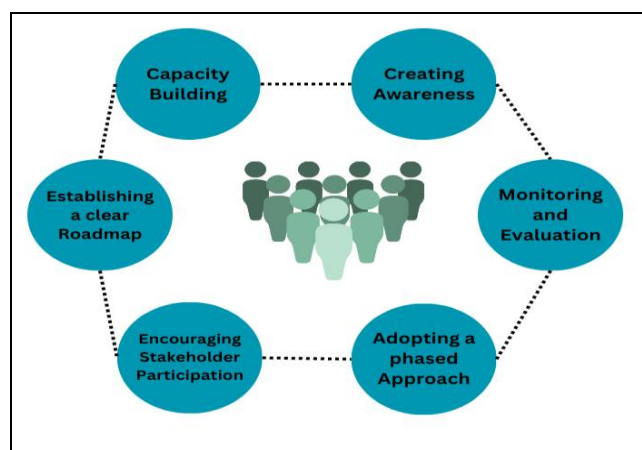


Fig. 1. Strategies for establishing NEP 2020

The search of knowledge, truth and wisdom was always considered as the highest human goal in Indian thought and philosophy. The new change is to learn one foreign language

and can choose the different stream after 8 class. The UGC (University Grants Commission) gave approval in April 2022 for simultaneous dual degrees both in physical and online modes.

There are structural changes to revolutionize the Indian education system along with path breaking and transformatory initiatives which were not found in the earlier NEPs. It appears to be providing direction for holistic, integrated, comprehensive and all-inclusive high-quality education without neglecting 21st century skills, value system and man making life skills activity.

The new concept is “Early Childhood Care and Education (ECCE)” is being streamlined assuring continued health care, self-help skills bringing all classes under main stream education. The overall aim of ECCE will be to attain optimal outcomes in the domains of: physical and motor development, cognitive development, socio-emotional ethical development, cultural/artistic development, and the development of communication and early language, literacy, and numeracy [8].

#### A. Higher educational institutional strategies

A Research Foundation will be created to build a strong research culture and research capacity across different domains in higher education. The policy aims at focusing on multi-disciplinary culture in institutions offering professional education. For example, stand-alone technical universities, health science universities, legal and agricultural universities etc will be helped to become multi-disciplinary institutions. To promote ‘Online Education and Digital Education’, a dedicated unit will be set up to facilitate building of digital infrastructure, digital content and also to look after the e-education needs at the level of both school and higher education. Strategy for Industry tie-ups & alumni network to enhance the credibility of the organization.

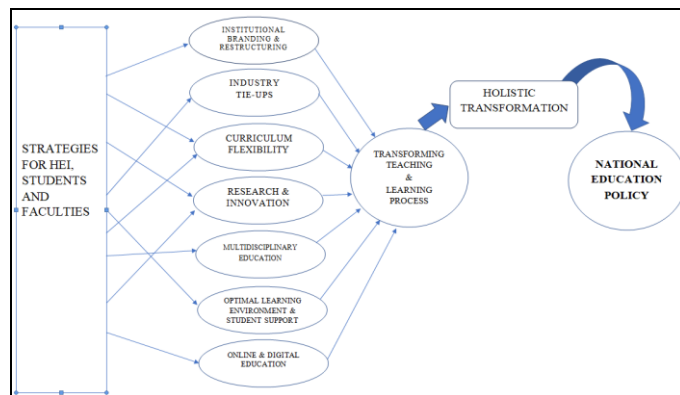


Fig. 2. Strategies for Students and faculties of HEI

#### B. Strategies of faculty members of HIE

Faculty members should make a systematic annual plan to maximize the academic results of their teaching subjects, participate in faculty development programmes, and research and publications by individual contribution and by group

contribution. There should be Team and collaborative research conversion of taught subject notes into Book publication which is free from plagiarism

#### C. Strategies of faculty members of HIE

Future subjects should be chosen according to interest and choice. Earn while learn to get responsibility, additional life-skills, and value of money. To work with many team projects, individual projects, and internships and to showcase hidden talent by participating in many co-curricular, extra-curricular activities, competitions, sports, and games.

#### D. Strategies to develop quality in universities and colleges

Focus on fast development on six essential infrastructures which include physical infrastructure, digital infrastructure, innovative academic infrastructure, Intelligent property infrastructure, emotional infrastructure, and networking infrastructure to become world-class university. Focus on low-cost strategy with high quality through digitization of services, online video lectures, automation of examination & evaluation to nullify corruption. Convert choice-based credit system into choice, innovativeness & competency-based credit system.

#### E. Strategies for institutional restructuring & consolidation

Review of existing programmes offered by Colleges/departments and divisions of HEI. Based on globalization & localization strategy of UG, PG, and research programmes in different subjects, start new programmes or close obsolete programmes. Identify and evaluate new potential areas to start UG, PG, & Research programmes and start at least two new colleges/departments or divisions every year as a part of continuous expansion. If the college is affiliated to a university, acquire the required infrastructures to grow as an autonomous degree granting college. For this, seek for long-term low-cost finance from banks or any other financial investment source. By using any kind of survival strategy, an affiliated college can convert itself as an autonomous college. Otherwise, it will lose its existence and will end up with either constituent college of the affiliating university or will eventually die-down.

#### F. Strategies for more holistic & multidisciplinary education

Equal importance to multidisciplinary education and super-specialty education by developing and adopting STEAM model instead of STEM model of curriculum. Adding two papers of 50 marks (unlike other papers of 100 marks) as ESEP (Employability Skill Enhancement Papers) compulsorily in every semester for internal evaluation-based marks will definitely a differentiation strategy for HEIs.

#### G. Strategies for optimal learning environment & student support

Create good physical infrastructure with facilities required for effective and experimental learning through well-equipped labs, library with adequate digital resources, sports & games, nutritious food, clean drinking water, modern transportation facility, and neat & clean hostels. By means of creating a student friendly and faculty supportive environment in the university campus by identifying and solving their problems

and providing comfortable facilities to them, the university can create belongingness of all stakeholders with the university. Such belongingness and secured environment in the campus creates emotional infrastructure for higher educational institution. By providing optimum learning environment and student support activities, universities can enhance emotional infrastructure asset from parents, alumni, industries, and public's perception.

NEP 2020 paves the way for flexible and lifelong learning and motivates students to opt their academic path leading to the award off certificate, diploma and degree. The feature of the new National Education Policy in higher education is Multiple Entry and Exit System. This policy brings wonder in the entire Indian Education Fundamentals. To create interest among students, curriculum is updating according to the current and future industry requirements by adding some changes. There is also a strategy which will assist the faculty members and other student researchers to speed up their publications of inventions before they exit from the institution with their degree. There is also performance based annual increments and promotions by creating a progressive annual performance indicator format which will speed-up the progress of the universities. There should be accountability policy for its employees from top to bottom. Accountability must be strictly followed so that achievers should be promoted and nonperformers should be demoted.

#### IV. CONCLUSION

This paper discussed upon major challenges and strategies both for implementing the NEP in HEIs for holistic development. The research paper discussed the challenges faced by the system while implementing the NEP. The discussed challenges are then inspected with different strategies which needs be implemented for successive and progressive growth towards the new educational policy. The paper also discussed such strategies in detail weather they are related to dealing with institutional restriction, faculty members, HEIs etc. The future of education system of India as rightly said belongs to all the stakeholders who have invested time and resources into the system.

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