

JINU HARIKESH PAVITHRAN

K-12 School Leader | Principal | Head of School | Academic Director

CBSE | ICSE | Cambridge CAIE | International Education | 28 Years in K-12 Education

Bengaluru, India | +91 94823 96354 | jinu.pavithran@gmail.com

LinkedIn: linkedin.com/in/jinu-harikesh | Portfolio: www.jinupavithran.com

PROFESSIONAL SUMMARY

Senior K-12 school leader with 28 years across CBSE, ICSE and Cambridge CAIE schools. Nearly three years as Head of School with whole-school accountability, preceded by 23 years at Kendriya Vidyalaya Sangathan, where English teaching ran alongside sustained leadership portfolios in academic coordination, department leadership, examination governance, teacher development, co-curricular programming and school operations. Led Ekya Byrathi through organisational instability, reducing teacher attrition from 45% to 20% and student withdrawals from 40% to 16% within two academic cycles. Leadership approach combines instructional rigour, relational leadership, operational ownership and evidence-informed improvement.

Credentials: Cambridge CICEL (Distinction) | Cambridge CIDEL (result pending) | IB DP Category 1: Leading the Learning

CORE COMPETENCIES

- Leadership and strategy:** Whole-school leadership, school improvement, strategic planning, change leadership, OKRs and performance reporting
- Teaching and learning:** Instructional leadership, curriculum planning, assessment and student progress, formative assessment, inquiry-led pedagogy, Design Thinking
- People and performance:** Teacher recruitment and retention, performance appraisal, coaching and mentoring, professional development, staff capacity building
- Curriculum and compliance:** CBSE, ICSE, Cambridge CAIE including AS Level, IB DP Category 1 trained, NEP 2020, affiliation and accreditation, inspection readiness, examination governance
- Operations and community:** Budgeting, procurement and vendor management, admissions and retention, parent engagement, safeguarding and student wellbeing, event operations

KEY ACHIEVEMENTS

- School turnaround:** Reduced teacher attrition from 45% to 20% and student withdrawals from 40% to 16% within two academic cycles at Ekya School, Byrathi.
- International curriculum growth:** Led ICSE and Cambridge CAIE affiliation and inspection readiness, and developed the Cambridge AS Level framework covering subject mapping, staffing and assessment planning.
- Academic and assessment governance:** Held concurrent KVS portfolios as Academic Coordinator, Co-curricular Coordinator, HOD - English, Examination In-charge and CBSE Head Examiner, alongside Senior Secondary teaching.
- Educational innovation:** NCERT National Award for Innovation and Experimentation, 2022, for integrating Design Thinking into Senior Secondary English (ALS); mentored 237 students in innovation, design and entrepreneurship and presented the work at CIET, NCERT, New Delhi.
- National recognition:** Ministry of Education Innovation Ambassador, 2023; mentored a student innovation that won first prize at the KVS national science exhibition.

PROFESSIONAL EXPERIENCE

HEAD OF SCHOOL

Oct 2023 - Jun 2026

Ekya School, Byrathi, Bengaluru | K-12, ICSE and Cambridge CAIE

Led a K-12 campus running ICSE and Cambridge CAIE pathways within Ekya's centralised academic and governance structure. Accountable for academic, people, operational, compliance and financial outcomes for approximately 150 students and 49 staff: 25 teachers, 8 administrative staff and 16 support staff.

- School improvement:** Led campus stabilisation and school improvement, reducing teacher attrition from 45% to 20% and student withdrawals from 40% to 16% across two academic cycles.
- Strategy and governance:** Translated organisational vision and central OKRs into campus priorities, implementation plans and performance reporting; reported to central leadership on defined review cycles.
- Teaching and learning:** Led classroom observation, appraisal, coaching, mentoring and professional development; strengthened inquiry-led pedagogy and formative assessment practice.
- Curriculum and compliance:** Owned ICSE and Cambridge CAIE affiliation documentation, compliance and inspection readiness; designed the Cambridge AS Level subject map, staffing requirements and assessment cycle.

- **Recruitment and retention:** Chaired teacher recruitment and contributed to selection and compensation recommendations; strengthened staff retention through mentoring and structured feedback.
- **Parents and admissions:** Rebuilt parent trust through structured engagement and transparent communication; supported admissions and retention through prospective-parent engagement, competitor analysis and campus events.
- **Operations and finance:** Held responsibility for campus budgets, petty cash, vendor approvals, procurement and key operational processes, alongside safeguarding and student wellbeing.

POST GRADUATE TEACHER (PGT), ENGLISH

Mar 2000 - Aug 2023

Kendriya Vidyalaya Sangathan, Ministry of Education, Government of India

Concurrent leadership portfolios: Academic Coordinator | HOD - English | Co-curricular Coordinator | Examination In-charge | CBSE Head Examiner

Served 23 years in India's centrally governed Kendriya Vidyalaya system. Alongside Secondary and Senior Secondary English teaching, held concurrent leadership portfolios spanning academics, co-curricular programming, faculty development, assessment and examinations, and school operations on a campus of approximately 2,500 students.

- **Academic and institutional leadership:** As Academic Coordinator, supported the Principal in school-wide academic planning and coordination; prepared the Annual Vidyalaya Plan and Annual Pedagogical Plan, coordinated academic inspections, and monitored curriculum implementation, CCT and PISA activities, remediation, professional learning and academic reporting.
- **Department leadership:** As HOD - English, led subject planning, learning outcomes, formative assessment, remediation and mentoring of English faculty; consistently achieved 100% results with an average Performance Index of approximately 90, above reported KVS regional and national averages.
- **Examination governance:** CBSE Head Examiner for approximately 10 years, leading evaluator teams and ensuring standardisation, accuracy, confidentiality, discrepancy resolution and timely completion of Class XII English Core evaluation; also led internal examination processes for the secondary section.
- **Teacher development and digital transition:** Planned and facilitated school- and regional-level professional development on PISA and CCT, experiential and blended learning, multidisciplinary projects, assessment, NEP implementation and Design Thinking; trained and mentored staff in digital tools and online teaching during the COVID transition.
- **Innovation and student agency:** Established and strengthened the School Innovation Council, Debate Club and Photography Club; integrated Design Thinking with ALS project work and mentored 237 Grade XI-XII students in innovation, research and entrepreneurship. The work received the NCERT National Award for Innovation and Experimentation, 2022, and was presented at CIET, NCERT, New Delhi.
- **Co-curricular and event operations:** Designed the annual co-curricular calendar and coordinated school, regional and national programmes, including Youth Parliament, NCSC, sports meets, cultural events, exhibitions and seminars; managed end-to-end logistics for major events: committees, transport, boarding and lodging, catering, safety, hospitality, stage management and compering.
- **Institutional portfolios:** Managed timetable, admissions, contractual teacher appointments, grievance redressal, discipline, RTI-related responsibilities and parent and community engagement alongside teaching; contributed to NEP implementation and school-wide coordination.

TRAINED GRADUATE TEACHER (TGT)

1998 - 2000

Navodaya Vidyalaya Sangathan

- Worked in a fully residential school, combining academic responsibilities with pastoral care and student development for first-generation learners.

LEADERSHIP QUALIFICATIONS AND CERTIFICATIONS

- **Cambridge International Diploma in Educational Leadership (CIDEL)** | Portfolio submitted Sep 2026; result pending
- **Cambridge International Certificate in Educational Leadership (CICEL)** | Distinction, 2025
- **IB Diploma Programme Category 1: Leading the Learning** | IBICUS, June 2026
- **Professional development:** NISHTHA, Competency-Based Education, Competency-Based Assessment, Design Thinking

EDUCATION AND RECOGNITION

- **Master of Arts (MA), English Literature** | Barkatullah Vishwavidyalaya, Bhopal
- **Bachelor of Education (B.Ed.)** | Barkatullah Vishwavidyalaya, Bhopal
- **Bachelor of Arts (BA), English, Psychology and Economics** | Barkatullah Vishwavidyalaya, Bhopal
- **NCERT National Award for Innovation and Experimentation** | 2022
- **Innovation Ambassador, Ministry of Education, Government of India** | 2023