केन्द्रीय माध्यमिक शिक्षा बोर्ड
(शिक्षा मंत्रालय, भारत सरकार के अधीन एक स्वायत्त संगठन)
CENTRAL BOARD OF SECONDARY EDUCATION
(An Autonomous Organisation under the Ministry of Education, Govt. of India)

CBSE/M, PR & Counseling/2025 **Date: 07.08.2025**

To,
All the Heads of the schools
affiliated with CBSE

Sub: CBSE Career Guidance Dashboard and Counseling Hub & Spoke School Model-Session 2025–26

Dear Principals,

Greetings from CBSE!

On 07.08.2025, CBSE has launched two flagship initiatives aimed to strengthen institutional frameworks for career guidance and promote holistic psychosocial well-being among students:-

1. **CBSE Career Guidance Dashboard**
2. **CBSE Counseling Hub & Spoke School Model (session 2025–26)**.

The CBSE Career Guidance Dashboard is now live at https://cbsecareerguidance.in/ . The dashboard offers students a rich repository of tools and resources to support informed career exploration and decision-making.

Besides, the **CBSE Counseling Hub & Spoke School Model** (copy enclosed) aims to reinforce mental health support systems by establishing a collaborative network of CBSE mentor hub schools and spoke schools. This model fosters peer learning, capacity building, and shared best practices in student wellness.

Anchored in the vision of NEP 2020, these initiatives aim to enhance the quality and accessibility of both career guidance and psychosocial support. They also focus on building institutional capacities among educators, counselors, and wellness teachers.

We therefore request all schools to actively implement **CBSE Counseling Hub & Spoke School Model and utilise the career guidance resource** for nurturing well-rounded, future-ready learners through sustained guidance and emotional support.

Warm regards,

(Himanshu Gupta)
Secretary

Encls: CBSE Counseling Hub & Spoke School Model (2025-26)

CBSE COUNSELING HUB & SPOKE SCHOOL MODEL

Session 2025-26

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Central Board of Secondary Education

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2025

CBSE COUNSELING HUB & SPOKE SCHOOL MODEL

Session 2025-26

ACKNOWLEDGMENTS

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FOREWORD

Education today is about more than just academic achievement. At CBSE, we believe that true learning happens when a child feels safe, supported, and well—emotionally, mentally, physically, and socially. In line with this vision, we are proud to introduce the The ***CBSE Counseling Hub and Spoke School Model*** *— a nationwide initiative to integrate wellness deeply and meaningfully into school life.*

Our students are growing up in a fast-changing, complex world. From academic pressure and digital distractions to emotional and social challenges, they face more than just classroom tests. Schools, therefore, must become spaces of care as much as they are centres of learning — places where students can build resilience, discover their strengths, and feel genuinely understood.

The National Education Policy (NEP)-2020 *rightly highlights the importance of mental health and well-being. It recommends professional academic and career counseling for all students (Clause 12.4), as well as the need for sensitivity, inclusion, and dignity across the school system (Clause 6.19).*

To bring this vision to life, CBSE is strengthening school counseling and well-being services across affiliated institutions. At the heart of this effort is the ***CBSE Counseling Hub and Spoke School Model*** *— a collaborative framework where select 'Hub' schools guide and support 'Spoke' schools in developing strong Socio-Emotional Learning (SEL) practices and mental health support systems.*

This model is based on partnership, not hierarchy. No school is left to navigate these challenges alone. Through shared learning and mutual mentoring, we aim to build a caring and responsive network that meets the needs of every student, no matter what.

The CBSE encourages all school leaders, educators, and stakeholders to embrace this initiative with seriousness and sincerity. Wellness is not a one-time activity — it is a culture that we must nurture together, every day, in every classroom.

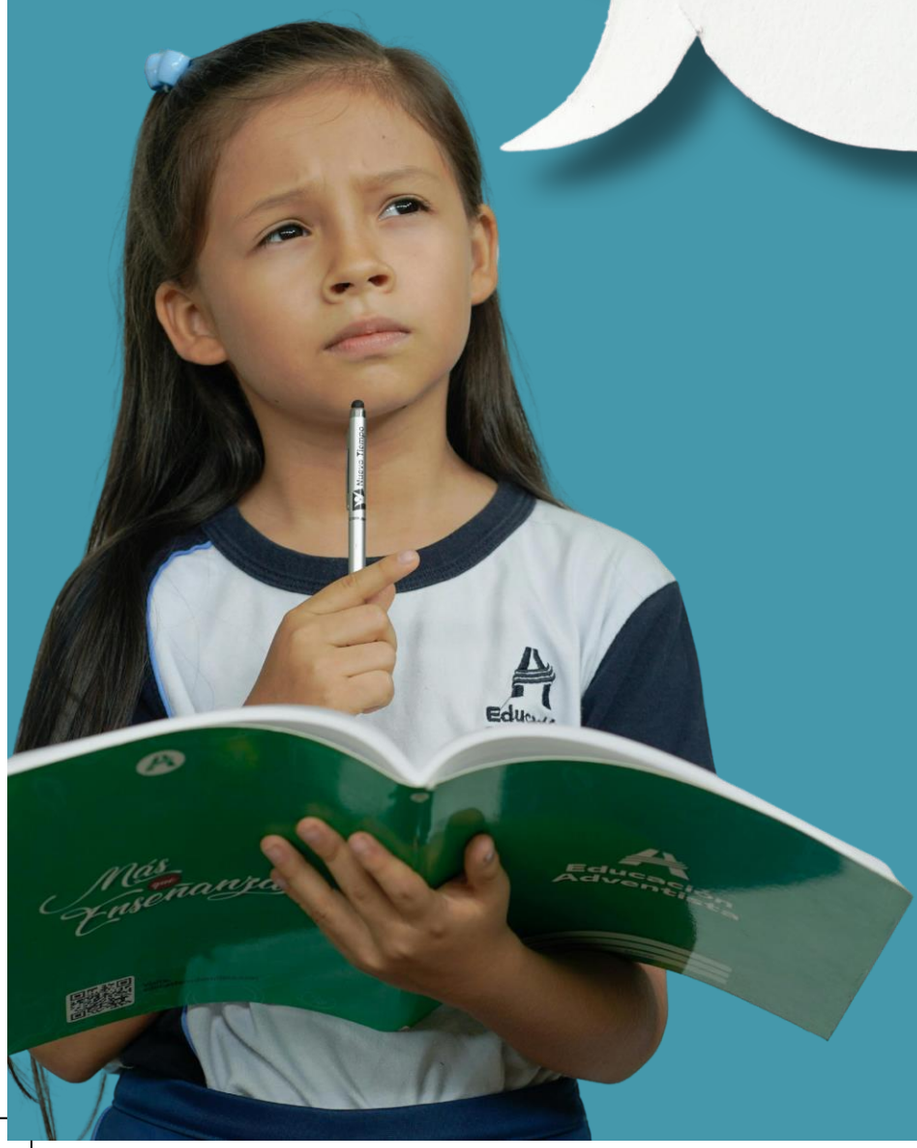
Let us make our schools places where every child feels safe, seen, and supported. Places where they can learn freely, grow confidently, and dream without fear. Because when we care for the whole child, we're not just shaping students — we're shaping a more compassionate and capable generation.

The CBSE remains committed to this journey and invites every school to walk alongside us — for the well-being of every learner is the foundation of a truly progressive and humane society.

Best wishes,
Chairperson, CBSE

CBSE COUNSELING HUB & SPOKE SCHOOL MODEL

A Framework for Mental Health and Well-Being



PREFACE

At the heart of every vibrant school community lies the well-being of its people — students, teachers, parents, and staff. As we shift towards a more holistic view of education, it becomes vital to weave wellness into the daily rhythm of school life — not as an extra, but as an essential.

With this belief, ***CBSE introduces*** *the CBSE Counseling Hub and Spoke School Model. This document offers simple, practical, and inclusive wellness ideas that schools can adopt and adapt easily into their everyday routines.*

The model follows a collaborative approach: a central hub school will support and guide several spoke schools in its region. The hub serves as a resource and training centre, while the spoke schools benefit by learning, growing, and sharing together. This connected network is all about working as one — to build happier, healthier school environments.

Our ***National Education Policy (NEP) - 2020*** *inspires us to make learning more student-centred, joyful, and inclusive. Wellness is a core part of this journey. It helps our children thrive — emotionally, physically, and socially — and reminds us that education is about much more than marks. It's about helping every learner discover their best self.*

Wellness isn't a side subject. It includes mental health awareness, physical activity, nutrition, mindfulness, emotional growth, and even safe digital habits. These life skills build resilience, confidence, and purpose for both students and educators.

This guide is divided into four thoughtful sections:

- ***For Students –*** *Activities that build resilience, fitness, friendship, and mindfulness.*
- ***For Teachers –*** *Ideas to manage stress, reconnect with self and peers, and find joy in teaching.*
- ***For Parents –*** *Ways to strengthen the home-school partnership and support their child's journey.*
- ***For Other Stakeholders –*** *Initiatives that nurture dignity, respect, emotional well-being, and workplace happiness.*

Each activity is flexible — schools can tailor them to their context, resources, and community needs. The goal is to foster a culture of care, empathy, and shared well-being — one that flows through every corner of school life.
Through this model, CBSE also aims to:

- *Spread awareness about mental health*
- *Clarify roles for Hub and Spoke schools*
- *Create systems for monitoring and support*
- *Build capacity by empowering counsellors*
- *Celebrate and share success stories*

This is not just a document — it's an invitation. An invitation to reimagine schools as places where learning goes hand in hand with well-being. We hope this initiative helps every school become not just a place of education but a **community of care.**

Let's come together — principals, educators, parents, and stakeholders — to embrace this vision, lead by example, and ensure that our schools are safe, supportive, and happy spaces for all.

My sincere wishes,
Secretary, CBSE

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INTRODUCTION

In today's educational landscape, mental health and well-being have become increasingly critical as students navigate mounting academic pressures, social challenges, and the lasting impacts of the COVID-19 pandemic. Mental health encompasses a state of well-being where students can realise their potential, cope effectively with stress, work productively, and contribute meaningfully to their communities.

A school functions not merely as an academic institution but as a vital ecosystem where students, teachers, parents, administrators, and counselor collaborate to foster holistic development. Promoting mental well-being requires the collective commitment of all stakeholders to create nurturing and emotionally secure environments.

The National Education Policy 2020 recommends that every educational institution establish counseling systems for handling stress and emotional adjustments. As per clause 12.4 of NEP 2020, professional academic and career counseling will be available to all students, along with counselor to ensure physical, psychological, and emotional well-being. Clause 6.19 further provides that all participants in the school education system—including teachers, principals, administrators, counselor, and students—will be sensitised to the requirements of all students, the notions of inclusion and equity, and the respect, dignity, and privacy of all persons.

Need for Mental Health in Schools

- Academic pressure, social challenges, and post-pandemic effects.
- It helps students reach their potential, manage stress, and engage meaningfully.

School Ecosystem

- Collaboration among students, teachers, parents, counselors, and administrators.
- Focus on holistic development in a nurturing environment.

NEP 2020 Recommendations

- Academic & career counseling, emotional and psychological well-being.
- Sensitisation to inclusion, equity, respect, and dignity.

CBSE Initiatives

- Identification of student well-being needs.
- Awareness among stakeholders.
- Standardised counseling guidelines and infrastructure.
- Collaboration for child and adolescent psychosocial health.

CBSE Policies and Programs

- Appointment of Counselor or Wellness Teacher in schools.
- Empowerment programs and capacity building for educators, counselors, and parents.
- Over 200 counselors trained as Master Trainers.

Counseling Hub & Spoke Model

- Innovative model to enhance SEL and psychosocial support in CBSE schools.

CBSE is enhancing school counseling and well-being services under NEP 2020 by focusing on key objectives

1. Identifying students' overall well-being needs.
2. Establishing comprehensive school counseling services to promote psychosocial health for children, adolescents, and families in collaboration with the education ecosystem.
3. Standardising structures and guidelines to strengthen infrastructure and resources nationwide.
4. Raising awareness of comprehensive counseling requirements among all school stakeholders

The **Board has also made provision for the appointment of Counselor** or Wellness Teachers in CBSE affiliated schools **vide Clause 2.4.12 of CBSE Affiliation Bye-Laws.** To achieve its objectives, CBSE conducts regular Empowerment and Capacity Building Programs for principals, teachers, and counselor to enhance their skills. Previous offline programs have trained over 200 counselor as Master Trainers to guide their peers in addressing students' psychosocial needs. In October-November 2024, the Board held an Online Orientation Workshop for counselor designated as Master Trainers from schools.

The CBSE Counseling Hub and Spoke School Model is an innovative educational framework designed to strengthen socio-emotional learning (SEL) and psychosocial support across CBSE-affiliated schools.

A child's wellbeing is not built in isolation. It is shaped moment by moment in the relationships, environments, and communities that surround them

RATIONALE

The Hub & Spoke School Model initiative, launched by the Central Board of Secondary Education (CBSE), is founded on seven key principles of counseling initiatives:

1. Schools as Safe Spaces: Establishing educational environments where students, teachers, and staff feel physically, emotionally, and psychologically secure.

2. Peer-Led Community Development: Building collaborative network of school counselors to strengthen well-being support across educational institutions.

3. Systematic Improvement: Creating an ecosystem that enables schools to pursue continuous and comprehensive improvement plan.

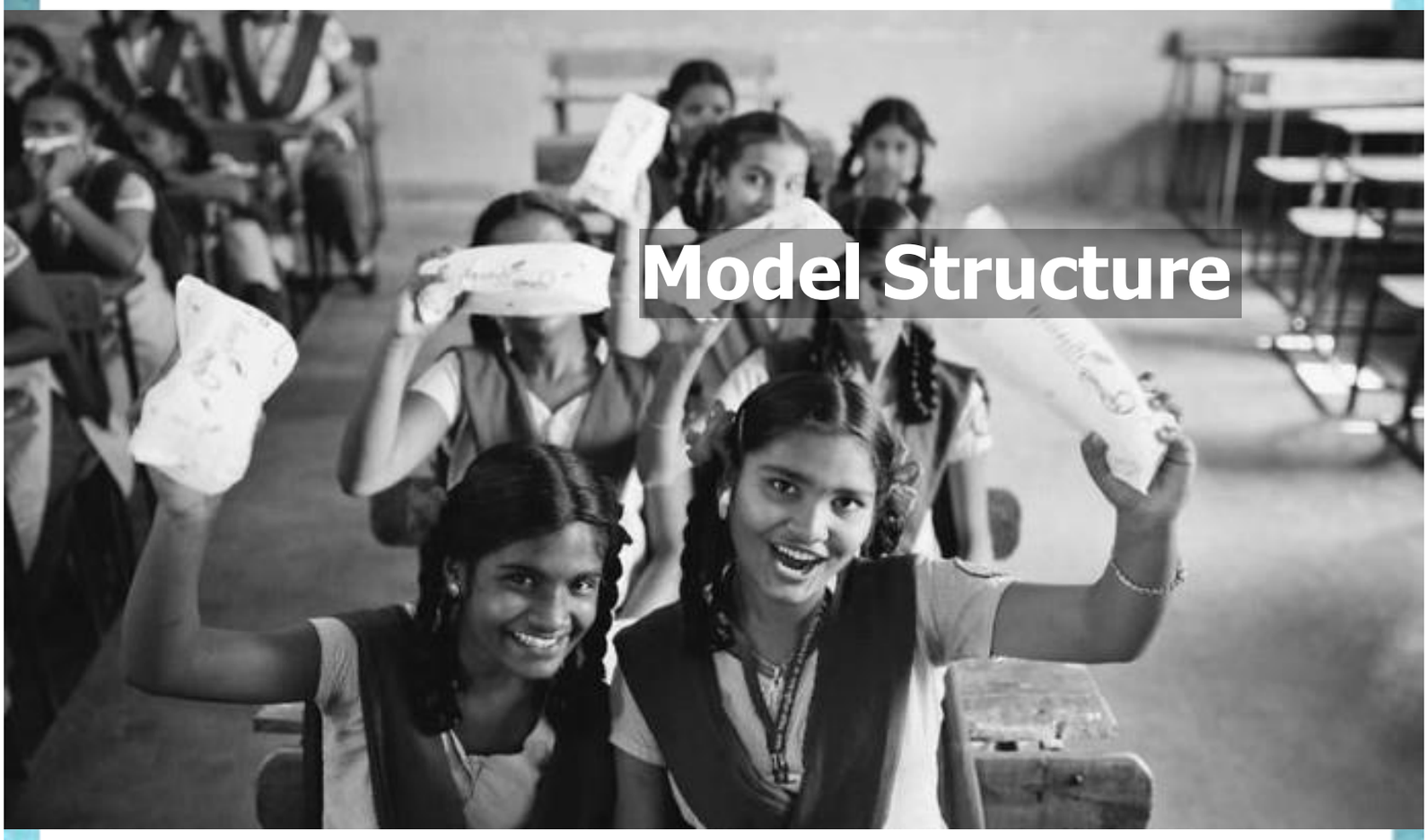
4. Knowledge Sharing & Best Practice Replication: Facilitating the sharing, adaptation, and replication of successful practices across the network.

5. Collaboration and Support: Sharing and exchange of resources and information to create a robust counseling setup.

6. Networking: Building robust connections and partnerships between schools, educators, administrators, and support professionals.

7. Inter-disciplinary/Multi-disciplinary Approach: Integrating knowledge, methods, and perspectives from multiple disciplines to address any needs or challenges.

OVERVIEW AND OBJECTIVES



The Hub and Spoke school model is a cascading model. The first step requires identifying the hub schools following which the corresponding spoke schools should be selected.

Each Hub School counselor mentors approximately 8 to 10 Spoke Schools, creating manageable clusters for effective support and supervision.

Hub counselors are experienced mental health professionals with specialised training to guide and support spoke schools in implementing comprehensive mental health programs.

PRIMARY OBJECTIVES- THE 4As

Awareness

- Promote Social-Emotional Learning (SEL) and life skills development across all grade levels
- Develop empathy-building programs and emotional intelligence initiatives.
- Create awareness campaigns about mental health and well-being resources
- Normalise the role of counselor as an integral part of the educational support system

Access

- Establish multi-tiered support systems encompassing prevention, early intervention, and referral services
- Remove stigma around accessing counselor services through education and open dialogue
- Develop an open school culture that welcomes help-seeking behaviour
- Create multiple pathways for students to access support (referrals, self-referral)

Progressive Framework

Advocacy

- Build student voice and agency in mental health policy development within schools
- Train students as mental health advocates and peer educators
- Create student-led initiatives that promote well-being across the school community
- Develop leadership opportunities for students to champion mental health awareness
- Establish student advisory committees for counseling services improvement
- Empower students to advocate for mental health resources in their communities

Assistance

- Implement peer-led programs where students support and mentor each other
- Strengthen parent-school connections to create comprehensive support networks
- Develop crisis response protocols and emergency mental health support
- Fostering collaborative environments where seeking help is viewed as a strength

Progressive Framework Impact

This four-step approach ensures that students first become aware of available support, learn how to access it without barriers, are encouraged to utilise services, and ultimately become advocates for mental health within their educational community and beyond.

System Strengthening Goals

Professional Network Development:

Foster collaborative counselor networks for mutual learning, professional support, and knowledge exchange

Setting Standards for Excellence:

Ensure consistent, high-quality psychosocial support delivery across all participating schools

Evidence-Based Practice:

Monitor and evaluate outcomes using standardised assessment tools and research-backed methodologies

Continuous Improvement:

Maintain accountability systems and drive ongoing enhancement of mental health support services.

SCOPE OF WORK

The Hub & Spoke Model encompasses four primary areas of focus for all stakeholders:

Enhanced well-being Initiatives in School

- Comprehensive mental health program tailored for different age groups
- Crisis intervention protocols and emergency response systems
- Wellness promotion activities and preventive measures
- Mental health support systems and burnout prevention

Collaborative Learning and Resource Sharing

- Resource libraries and material sharing across the network
- Case study discussions and peer consultation sessions
- Progress mapping with knowledge management systems

Supportive Community Networking

- Monthly hub meetings and coordination sessions
- Professional learning communities for continuous development
- Peer support groups for counselors and wellness teachers
- Cross-school collaboration initiatives

Active Engagement

- Upscale counselor capabilities through comprehensive training programs
- Skill enhancement workshops

ROLES AND RESPONSIBILITIES

The Hub and Spoke Model aims to achieve the following through Hub Schools:

1. Leverage Hub Schools as resource centres to guide Spoke Schools
2. Foster a network of counselors and wellness teachers for mutual learning and support
3. Ensure consistent delivery of psychosocial and emotional well-being services across all CBSE schools
4. Equip counselors and wellness teachers with skills and resources to promote student well-being
5. Strengthen counseling services to build emotional resilience and positive mental health in students
6. Establish a collaborative network to share best practices and ensure consistent well-being services

HUB SCHOOL RESPONSIBILITIES

- Provide strategic direction and mentorship to Spoke Schools
- Serve as the primary resource centre for mental health materials and expertise
- Coordinate network-wide initiatives and communications

Leadership & Guidance

- Create and maintain network of counselors and wellness teachers
- Facilitate skill enhancement opportunities for all network professionals
- Organise regular training sessions and workshops

Professional Development

- Ensure consistent delivery of psychosocial and counseling services
- Monitor implementation standards across all network schools
- Establish excellence benchmarking

Benchmarking

SPOKE SCHOOL RESPONSIBILITIES

- Attend monthly hub meetings consistently
- Engage actively in discussions regarding challenges and solutions
- Participate in resource sharing and peer-learning activities

Active Participation

- Execute well-being initiatives as discussed during hub meetings
- Adapt programs to meet specific school context and settings

Implementation Excellence

- Contribute to the professional counselor network
- Support peer development and extend mutual assistance
- Share expertise and resources with other network schools

Community Building

HUB AND SPOKE CONSTITUTION

Hub School Structure and Requirements

A. Criteria for Hub School Selection

- The school must be minimum 10 years old.
- The Principal/Lead Collaborator/Counselor must have at least 5 years of experience of current capacity experience
- The school should have an appointed full-time counselor, a dedicated counselor room, and should be actively conducting counseling and career guidance sessions.
- Demonstrate willingness and commitment to the Hub and Spoke Model.
- The school must fulfil the following checklist criteria:

    1. Prior experience in mentoring mental health initiatives and conducting training
    2. Availability of ICT support, resource facilitation, and commitment to implementation and follow-up.

- The school must have a designated special educator with a minimum of 2 years' experience in a school setting.
- The school should be geographically accessible to spoke schools (reasonable travel within city/suburban areas).
- An established monitoring and feedback mechanism must be in place.
- The school should have supportive governance and leadership with demonstrated interest in implementation and capacity building under the model

B. Criteria for Spoke School Selection

- The school must be CBSE affiliated
- Must have leadership support from an active and enthusiastic principal with at least 5 years of experience.
- Must have an appointed counselor or a wellness teacher managing counseling related tasks.
- Should be in close proximity to the assigned Hub school (preferably within 10–15 km).
- Demonstrate willingness to record and report counseling activities and actively engage with the Hub School.
- Be open to resource-sharing, training support, and collaborative planning.
- Currently have limited counseling and wellness infrastructure, but show a growth mindset and interest in scaling up.
- Shows willingness to support community growth through outreach programs.
- Currently engage in limited documentation and infrequent participation in mental health-related activities.
- Should have minimum digital access and ICT infrastructure to participate in online meetings, training, and documentation processes.

Activity Calendar

The Activity Calendar is thoughtfully curated and aligns excellently with the socio-emotional developmental needs of students, teachers, parents, and support staff.

Activity Calendar for School's Mental Health and Well-Being Program for Student

[redacted]

August	***Know yourself Self awareness***	*To enhance self awareness and foster self-reflection amongst students.*

The purpose of education is to make good human beings with skill and expertise….Enlightened human beings can be created by teachers

- Dr APJ Abdul Kalam

Activity Calendar for School's Mental Health and Well-Being Program for Teachers

Activity Calendar for School's Mental Health and Well-Being Program for Parents

Activity Calendar for School's Mental Health and Well-Being Program for Other Stakeholders

IMPLEMENTATION GUIDELINES

Monthly Meeting Protocol

- Frequency: First week of every month (mandatory)
- Duration: 45 mins to 1 hour (during school hours)
- Format: In-person meetings (7 times per year) and virtual meetings (3 times per year)
- Agenda: Standardised format with flexibility to accommodate local needs

Documentation Required

- **Activity Records**: Detailed logs of all implemented programs
- **Participant Feedback**: Regular collection and analysis of feedback from all stakeholders
- **Progress Tracking**: Monthly assessment of program effectiveness and reach

REPORTING FRAMEWORK

Spoke School Reporting Requirements

Activity Reports

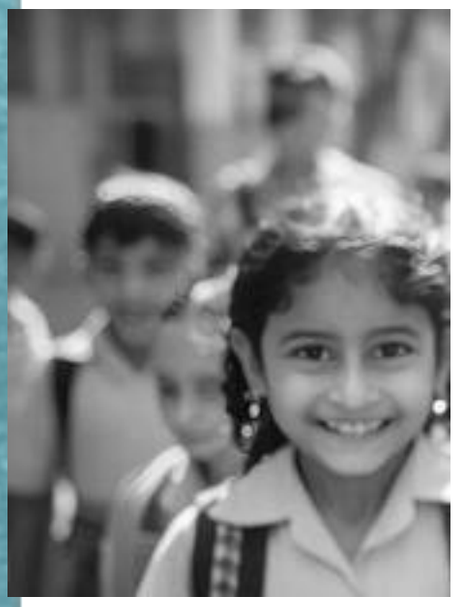
- Length: Maximum 250 words per activity
- Content: Goal and activity description, participant feedback, outcomes achieved, challenges encountered
- Visual Documentation: 2-3 high-quality photographs per activity
- Submission: Dedicated Google Form
- Timeline: Reports for each month is due on the first week of the next month

Hub School Reporting Requirements

Compiled Report

- Length: Maximum 1,000 words
- Content: Network-wide activity highlights, consolidated feedback, trend analysis, recommendations
- Visual Documentation: Maximum 4 photographs representing network activities
- Review Process: Verification of all spoke school submission
- Resource Utilisation: Documentation of resources used and needed
- Report submitted: By the last week of every month

Hub school will submit the compiled report latest by 5th of every month to cbse.counseling@gmail.com



SPECIAL INITIATIVES

In addition to the activities outlined in the Activity Calendar, schools are encouraged to explore and implement additional practices that further strengthen their mental health ecosystem. These recommended initiatives are meant to supplement the core framework. Under these additional initiatives, school can include peer-led programs, mental health clubs, wellness corners, parent engagement sessions, or initiatives led by student leaders. Such proactive and customized efforts can significantly enhance the reach and impact of the Counseling Hub & Spoke Model, encouraging deeper engagement from all stakeholders.

Mental Health Awareness Calendar

International Days of Significance

- **World Mental Health Day (October 10): School-wide awareness campaigns**
- **International Day of Persons with Disabilities (December 3): Inclusion and accessibility focus.**
- **World Autism Awareness Day (April 2): Neurodiversity celebration.**
- **International Women's Day (March 8): Gender and mental health focus**
- **World Health Day (April 7): Awareness on global health**
- **International Happiness Day (March 20): Importance of Happiness**

Innovation Initiatives

- **Digital Wellness Programs: Balance between technology and mental health.**
- **Art and Music Therapy: Creative expression for healing and emotional development.**
- **Nature-Based Interventions: Nature connect program.**
- **Sports and Movement Therapy: Physical activity for mental wellness promotion.**

Way Forward

As we move towards implementation, the CBSE Counseling Hub & Spoke Model offers a transformative pathway to strengthening school mental health systems. The focus now shifts to building sustainable networks of support that actively benefit students, educators, and families. This will require continued collaboration, professional development, and the integration of evidence-based practices tailored to evolving school needs. This calls for the active commitment of all stakeholders—school leaders, counselors, teachers, and parents—to translate this model into daily practice. Regular monitoring, sharing of best practices, and constructive feedback loops will be essential in refining our approach and ensuring its long-term impact.

The collaborative structure of the model remains its greatest strength. As Hub schools extend guidance and mentorship to their Spoke counterparts, a culture of mutual support and shared responsibility will take root. By nurturing this network, we can ensure that no school addresses mental health challenges in isolation, and every learner has access to a safe, inclusive, and emotionally supportive educational environment.

For additional support, resources or clarification on any aspect of the Hub & Spoke Model, you may reach out to us at cbse.counseling@gmail.com

This document serves as a comprehensive guide for implementing the CBSE Counseling Hub & Spoke School Model. Regular updates and revisions will be made based on implementation experience and stakeholder feedback.

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Central Board of Secondary Education

2025