

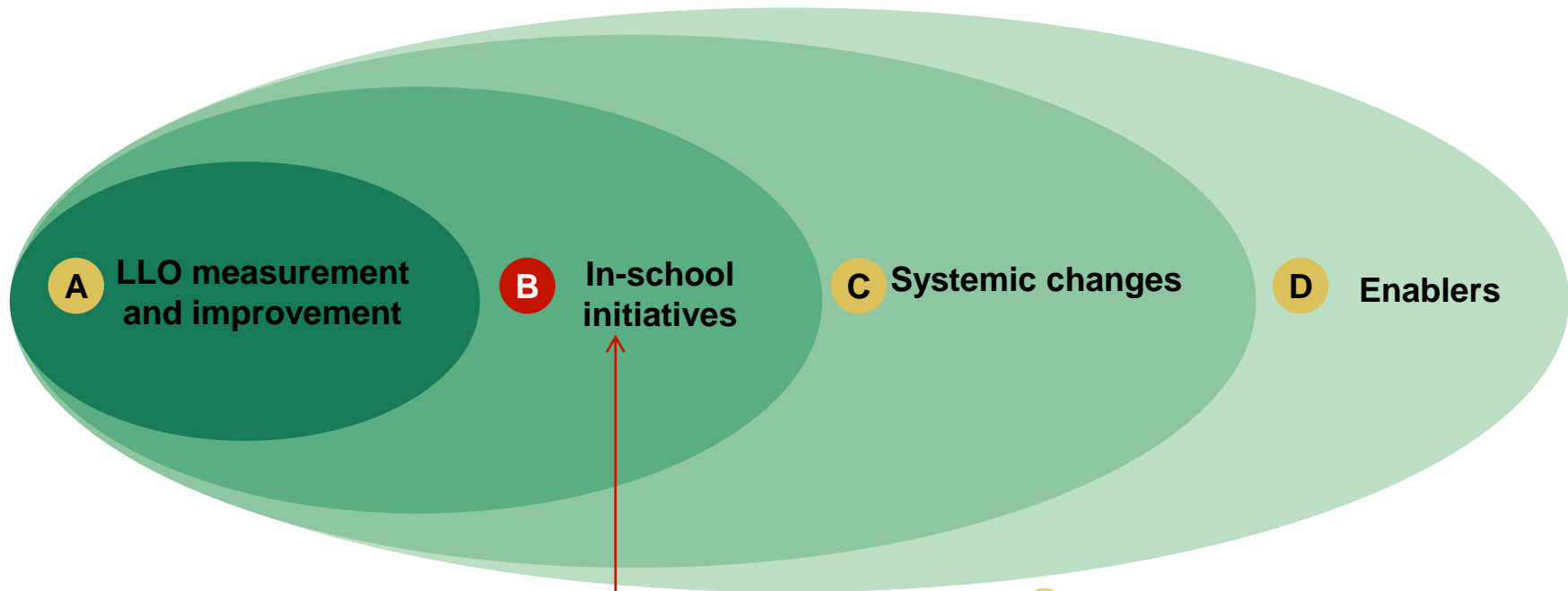


# Department of Elementary Education "280 Schools" Pedagogy plan

November 10, 2014

# In our journey to improve quality, we will now focus on initiatives inside the school – e.g., pedagogy, teacher training

- C1** Organizational changes to create academic focus
- C2** APAR (Annual Perf. Appraisal Report) process redesign
- C3** System wide Management Information System (MIS)
- C4** Longer term leadership/teacher training mechanisms



- B1** Pedagogical interventions including instruction with activities, remedial education and integrated CCE
- B2** Pedagogy training and mentoring for teachers, HMs and BRPs

- D1** Physical & human resource provision to all schools: through Infra channeling; teacher redistribution / recruitment and merging
- D2** Communication and cultural transformation workshops across all stakeholders

# First phase of in-school interventions being launched this year in select 280 schools across the state

## Why only 280?



10 "hub schools" in each district<sup>1</sup> to support other schools next year



280 schools to provide inspiration and best practices to rest of the State

## How were they selected?



10 schools/district  
10 schools/block for Mewat & Gurgaon



Schools with adequate resources (teachers, classrooms) prioritized

***Ensure that ALL students in ALL 280 schools achieve grade-level competencies by March 2015***

1: 10 schools in each district and 10 schools in each block of Gurgaon and Mewat (demonstration districts)

# State has prepared a roadmap to achieve the goal for the year

## Key Details for the "280 School" program

### Overall Plan for 2014-15

**Overall competencies for each grade (as documented in "Shiksha Setu") broken down in three phases**

- Phase I (Oct-Nov)
- Phase II (Dec-Jan)
- Phase III (Feb-march)

### Focus for Now

**Only two subjects: Maths and Hindi**

**Only classes I-V**

### Implication for schools

**Teachers in grade I-V spend 1.5 hrs every morning on recap of target competencies of phase I**

- Hindi (45 mins)
- Maths (45 mins)

# Target competencies for Phase I (Oct-Nov)

	Maths Competencies
<b>Class 1</b>	Recognition of digits (1-9, 0), single digit Addition (1-9)
<b>Class 2</b>	Place value of two digit numbers (upto 99)
<b>Class 3</b>	Addition & Subtraction without carry over (1-1000)
<b>Class 4</b>	Addition & Subtraction with carry over (1-1000)
<b>Class 5</b>	Concept of Multiplication only through Addition

	Language Competencies	
	Speaking Skills	Reading Skills
<b>Class 1</b>	Speak about related objects in the environment	
<b>Class 2</b>	Speak fluently about self and family	Read simple words (2-3 letters – words ) and is able to match words with pictures
<b>Class 3</b>	Conduct simple conversation and dialogues in familiar situations	Read one line simple sentences
<b>Class 4</b>	Narrate 2-3 line stories	Read 2-3 line simple sentences
<b>Class 5</b>	Narrate difficult stores, response to yes/no questions with full sentences	Read difficult paragraphs, understand their meaning and able to answer questions on the same

Note: Listening will be part of all three phases

# This is a collaborative effort – the department will provide complete support to achieve this goal



1

**Trainings for Head teachers and teachers**



2

**Mentoring through DIET faculty and BRPs**



3

**Frequent visits by Block and District officers for issue resolution**



4

**Resource support e.g. better infrastructure, permanent teachers**

# 1 day orientation workshop conducted for all HMs in october

## Expectations from Head Teachers for the "280 School Program"

### **1. Clearly define school processes and ensure everyone adheres to it**

- Track attendance for teachers and students
- Encourage teachers to spend 1.5 hrs every morning on target competencies
- Observe classes, ensure teachers attend trainings, assess student learning levels

### **2. Conduct weekly discussions with teachers of all primary classes (e.g., 1 hour every Monday) to ensure appropriate pedagogical process are being followed**

- Discuss key achievements from the previous week (e.g., TLM creation)
- Discuss major challenges faced by teachers and possible resolutions
- Discuss action plan for the coming week (e.g., major activities planned)

### **3. Discuss challenges with BRPs and BEEOs and resolve issues**

- Discuss pedagogical challenges (e.g., learning key concepts) with BRPs (30 mins)
- Discuss administrative issues (e.g., resources availability of teachers/ classrooms) with BEEOs/DEEOs during their monthly visits

# 2-day residential training ongoing for all teachers at SCERT on target competencies for first phase

## Teacher Training details for the 280 School Program

### What will the trainings cover?

- Classroom process on effectively managing multi grade, multi level environment
- TLM making from readily available material
- Suggestive activities to teach various concepts
- Other pedagogy techniques for effective transaction in classrooms

### Will there be any tools for teachers?

- Teacher manuals will be provided to each teacher
- Some TLMs will be created during the workshop

### Where and when are the trainings?

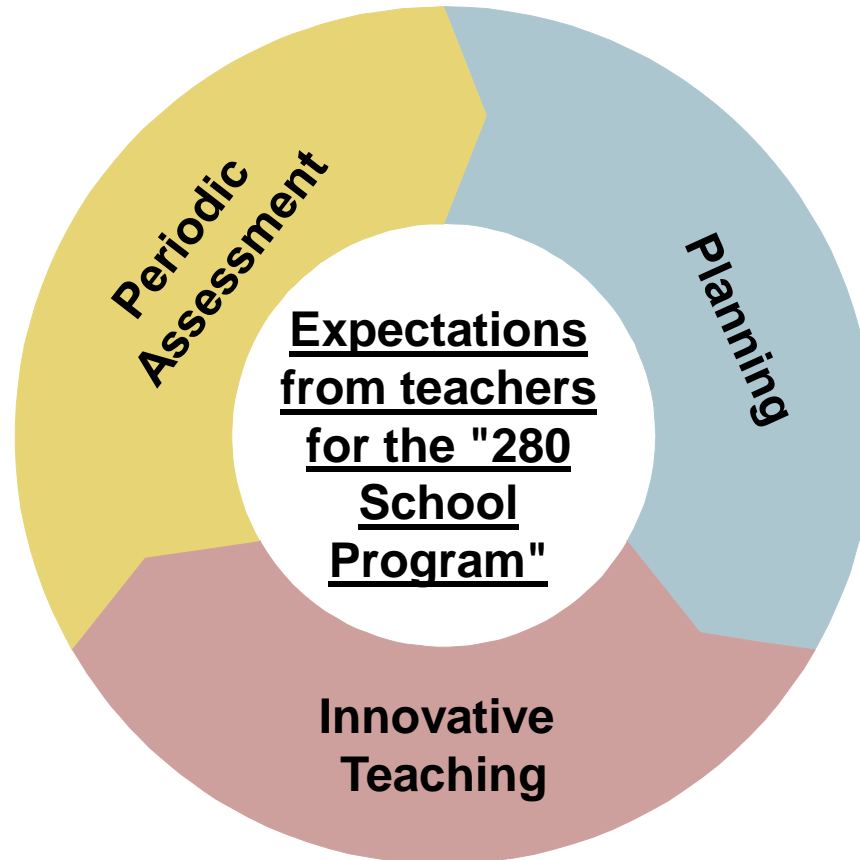
- Venue: SCERT, Gurgaon
- Trainings start from 27th Nov Oct Nov Oct onwards. Detailed schedule will be shared with DEEOs, shared on department website and communicated through SMS to HMs



# Teachers (I-V) are expected to dedicate time on planning, effective execution and periodic assessment

## Assess student learning levels every month

- Conduct regular assessments for all students (e.g., CCE)
- Document results of each assessment for each student



## Prepare "Lesson Plan" for next day

- Spend 30 mins every day to create detailed lesson plans for the 1.5 hour session the next morning
- Determine how to close the learning gaps of each student

## Use different pedagogical techniques for effective learning of key competencies

- Use activities, TLMs to engage students, especially for difficult competencies
- Divide students in groups based on learning levels

# BRPs and DIETs will provide mentoring support to all the schools

## How will BRPs/DIET faculty help the schools?

- Support teachers and school heads in various pedagogy initiatives like classroom processes (e.g., how to divide students into groups, based on learning levels)
- Share best teaching practices across schools
- Escalate any unresolved issues to concerned authorities (e.g., DIETs) for technical inputs

## How will BRPs support teachers and collaborate with HMs?

- The state leadership (e.g., DIETs) will continuously provide trainings, tools and best practices to BRPs
- BRPs will spend significant amount of time in each school (1 day/week) to understand your requirements, make observations and suggest possible solutions
- They will also collate any issues you're facing in the school – e.g., how to help students learn a specific tough concept in a subject

# BRPs envisioned to perform three broad functions

## Expectations from BRPs for the "280 School Program"

### **1. Mentor school teachers for effective teaching**

- Provide pedagogy support to teachers (e.g., group formation, techniques to impart key competencies)
- Provide subject-specific support to teachers (e.g., resolve issues faced by teachers in specific subjects)

### **2. Collaborate with head teachers to help them become effective leaders**

- Share suggestions for head teachers to manage their schools effectively
- Understand focus areas of development for head teachers and communicate to DIETs/ SCERT

### **3. Collate and share best practices across schools**

- Discuss innovative and best practices in schools
- Find solutions collaboratively for common problems (e.g., academic challenges faced by migrant students)

## Going forward, BRPs should spend 1 day per week in each of the assigned schools and DIETs

### Spend 1 day/week in each of the 5 assigned schools

- Observe classroom (2 hours, ~20 mins per grade)
  - Observe pedagogical techniques being employed by teachers in classrooms
- Conduct discussions with Teachers (1 hour)
  - Conduct teacher discussion to understand challenges and identify training needs
- Conduct discussions with Head Teachers on school progress(30 mins)
- Conduct assessment test on the target competencies (1-2 hour)
  - Spend 1-2 hours on one class per week per school to assess the students on the target competencies (Individual oral, group oral or written)
  - Maintain a student-wise record of student's performance in the monthly test

### Spend 1 day/week in your DIET

- Report to the DIET principal and discuss progress
- Upload the observation sheet online monthly
- Conduct monthly meeting with other BRPs to discuss best practices

## BRPs should NOT be used for....

### **Any work related to "Daks"**

- Distributing and collecting "Daks" from any office or school
- Collecting data for BEEO/BRC office

### **School Administrative work**

- BRPs will not maintain any records for schools like student attendance or teacher attendance

### **Replacement of teachers**

- BRPs will not teach any class in place of teachers
- They can demonstrate some pedagogy technique/activities

**DIET faculty should ensure that BRPs adhere to their roles**

# BEEOs roles and responsibility

## 1. Spend significant time in the 5 schools of your Block (Visit every school once in 15 days)

- Explain/ recap the aims and objectives of the program
- Understand their issues and help them clear roadblocks
- Conduct spot-checks in the classroom to test student learning levels and to track student attendance and teacher attendance

## 2. Schedule regular meetings with HMs, DEEOs

- Track progress of the schools in their schools/ clusters/blocks
- Help with clearing roadblocks – e.g., organize additional trainings, provide resources (e.g., textbooks)

## 3. Report progress in the 5 schools of your block once every 15 days

- Track your school visits and provide an update to the DEE every month
- Discuss any challenges being faced and any requests for help from the DEE

# DEEOs roles and responsibility

## **1. Spend significant time in the 10 schools of your district (10/ block for Gurgaon and Mewat)**

- Explain/ recap the aims and objectives of the program
- Understand their issues and help them clear roadblocks
- Conduct spot-checks in the classroom to test student learning levels and to track student attendance and teacher attendance

## **2. Schedule regular meetings with BEEOs and Cluster Officers**

- Track progress of the schools in their blocks/ clusters
- Help with clearing roadblocks – e.g., organize additional trainings, provide resources (e.g., guest teachers)

## **3. Report progress in the 10 schools of your district every month**

- Track your school visits and provide an update to the DEE every month
- Discuss any challenges being faced and any requests for help from the DEE

## State is looking at solutions to some of the issues/concerned raised by Head teachers

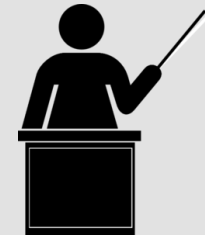
### Infrastructure issues

Infrastructure issues like lack of proper toilets, inadequate classrooms are being taken up on priority for the 280 schools



### Lack of enough teachers

Efforts ongoing to ensure all vacant positions in the 280 selected schools are filled as soon as possible



**DEEOs should proactively find solutions to the issues raised by schools and discuss in the monthly meetings**



## Feedback from school visits

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**All BEEOs should submit their pro forma online by  
21st Nov 2014 on the below email id  
Scert\_edusat@rediffmail.com**

**Going forward, the Performa should be submitted  
forth nighly on the above email Id**

# Schedule of remaining teacher trainings – mailed to all DEEOs (I/II)

Districts	Classes 1, 2	Classes 3,4	Classes 5
Ambala	Completed	10th Nov-11th Nov	Completed
Kaithal	Completed	10th Nov-11th Nov	Completed
Kurukshetra	Completed	14th Nov -15th Nov	Completed
Panchkula	Completed	14th Nov -15th Nov	Completed
Yamunanagar	12th Nov- 13th Nov	Completed	17th Nov-18th Nov
Karnal	12th Nov- 13th Nov	Completed	17th Nov-18th Nov
Sonipat	12th Nov- 13th Nov	Completed	17th Nov-18th Nov
Rohtak	12th Nov- 13th Nov	Completed	17th Nov-18th Nov
Hisar	Completed	10th Nov-11th Nov	17th Nov-18th Nov
Bhiwani	Completed	10th Nov-11th Nov	17th Nov-18th Nov
Jind	Completed	10th Nov-11th Nov	17th Nov-18th Nov
Fatehabad	Completed	10th Nov-11th Nov	17th Nov-18th Nov
Gurgaon (sohna)	Completed	Completed	11th Nov-12th Nov
Gurgaon (Pataudi)	Completed	Completed	11th Nov-12th Nov
Gurgaon (F.Nagar)	Completed	Completed	11th Nov-12th Nov
Gurgaon (Gurgaon)	Completed	Completed	11th Nov-12th Nov

# Schedule of remaining teacher trainings – mailed to all DEEOs (II/II)

Districts	Classes 1, 2	Classes 3,4	Classes 5
Rewari	Completed	13th Nov -14th Nov	11th Nov-12th Nov
M.Garh	Completed	13th Nov -14th Nov	17th Nov-18th Nov
Mewat (Nuh)	Completed	Completed	11th Nov-12th Nov
Mewat (Nagina)	Completed	Completed	11th Nov-12th Nov
Mewat (F.P Jhirka)	Completed	Completed	11th Nov-12th Nov
Mewat (Punahana)	Completed	Completed	11th Nov-12th Nov
Mewat (Taoru)	7th Nov-8th Nov	13th Nov -14th Nov	11th Nov-12th Nov
Faridabad	7th Nov-8th Nov	13th Nov -14th Nov	11th Nov-12th Nov
Palwal	12th Nov- 13th Nov	14th Nov -15th Nov	11th Nov-12th Nov
Panipat	12th Nov- 13th Nov	14th Nov -15th Nov	17th Nov-18th Nov
Jhajjar	13th Nov -14th Nov	14th Nov -15th Nov	17th Nov-18th Nov
Sirsa	13th Nov -14th Nov	14th Nov -15th Nov	17th Nov-18th Nov