



AHVAAN

Oct-Dec 2018

An Update of our Activities



Perfect time to play in the sun!

Summary

A highlight of the last quarter of 2018 was the Three-Year Strategy Plan and work towards its finalisation. Here's a look at what to expect from this Quarterly Update:

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Knowledge Partners

Ambedkar University Delhi (AUD)

Funding Partners

Sumitomo Mitsui Banking Corporation (SMBC)

Turbo Energy; Brakes India; Sundaram Finance;

Sundaram BNP Paribas Home Finance

HT Parekh Foundation (an HDFC Initiative)

The ONGC

Sir Sobha Singh Public Charitable Trust

Hindustan Media Ventures Limited



सत्यमेव जयते

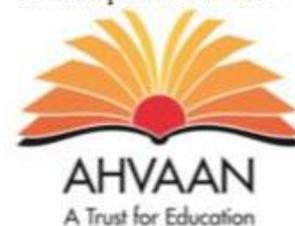
Directorate of Education
Govt of NCT of Delhi

DAILY LESSON PLANS FOR KINDERGARTEN

April to September
2019-2020



Development Partner:



Revised versions of the daily lesson plan booklets, in two volumes for each class – Nursery and Kindergarten, have been sent by the Directorate of Education (DoE) for printing. Ahvaan developed these plans last year, aligned to the Nur and KG curriculums, and updated them according to teachers' and Govt feedback.

Ahvaan's Strategic Development Plan

In November, the Ahvaan team concluded a rigorous exercise working on its three-year strategic development plan. Since then, the team has been gathering stakeholder feedback to finalise the plan.

In addition to meetings with senior government officials, interviews have been conducted with parents and focus group discussions with children.



KG children of Gulabi Bagh school drawing their favourite activity in school

Some of the feedback that we received from **children** was that they enjoy playing games in school, along with the activities their teachers plan for them. They love listening to and telling stories. Some of the children said they loved their teacher because she never got angry or hit them.

It was a little tough to get **parents** to speak about their aspirations for their children, perhaps because the children are still too young. Among the feedback we received was that they wanted the teachers to treat their children with love, not anger. Parents felt there was need for Aayahs in schools so that their children could be comfortable. A few of the parents spoke about how they felt special when

the teacher called on them and spoke to them separately about any issues with their children. They liked being treated with dignity.



Babita Maher of Ahvaan conducting a parent interview

Next Up: Pre-Primary Teachers and Principals' Feedback

With the feedback received from parents and children, a video will be created for a teachers' focus group discussion to be held in January, after the winter break. An interview form has been designed to receive the Principals' inputs as well. Members of the Ahvaan team will start to gather Principals' feedback during the winter break in January.

Manish Arora and Sakshee Sharma also conducted workshops with the team to acquaint them with the three-year goal, the outcomes each year, the indicators of success and took the team's inputs on refining them further. The Ahvaan team seems onboard and ready to take on the next challenges.



The Ahvaan team working on the three-year outcomes and indicators at the Ahvaan office.

Ahvaan Training Gets Calendarized into Govt's Training

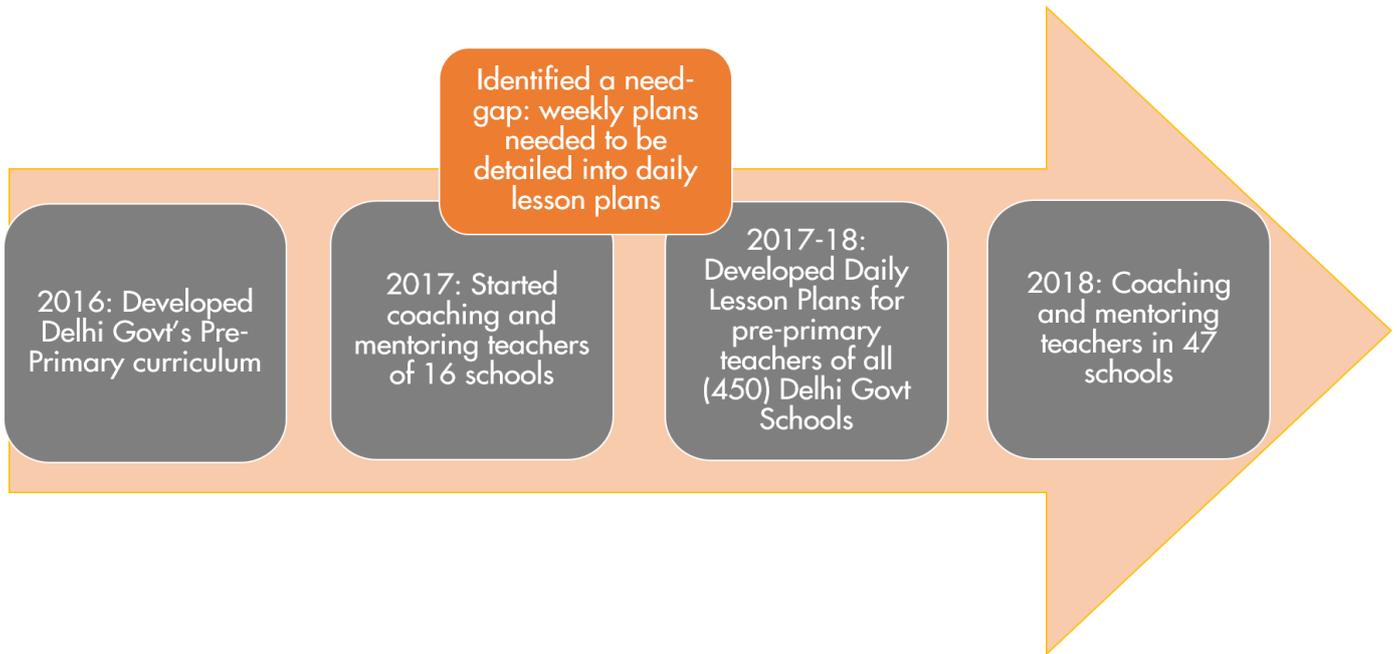
A senior member at the Education Department suggested Ahvaan gets its annual training included in the government's training calendar. All training programmes for the whole year (2019-20) were submitted to the government in early December, with details such as – focus of the training, number of hours, expected outcomes, etc. Ahvaan hopes to be able to execute the training programmes as per the scheduled calendar.

A letter seeking Government's permission to conduct the Programmes, as per Ahvaan's three-year strategy plan, will be submitted to the Department of Education by the end of January.

Two Key Programmes of Ahvaan

1. Neev: Supporting Pre-Primary teachers and Primary In-Charges of 47 schools across Delhi to execute the Nursery and Kindergarten curriculums effectively.
2. Pathshala: Working directly with KG to Class-3 students of 4 schools in North Delhi, teaching them English and Maths, through child-centred pedagogy.

Neev: In a Nutshell



The regular high-touch intervention in 47 schools across Delhi continued through the October to December quarter. The logic behind allotting these 47 schools to Ahvaan was that these schools, evenly spread across Delhi, will then be able to help schools in their neighbourhood execute the Pre-Primary curriculum effectively.

Methodology for In-School Support

The process Ahvaan has been following remains intact. Each Ahvaan coach visits a school 2-3 times a month to conduct the following activities:

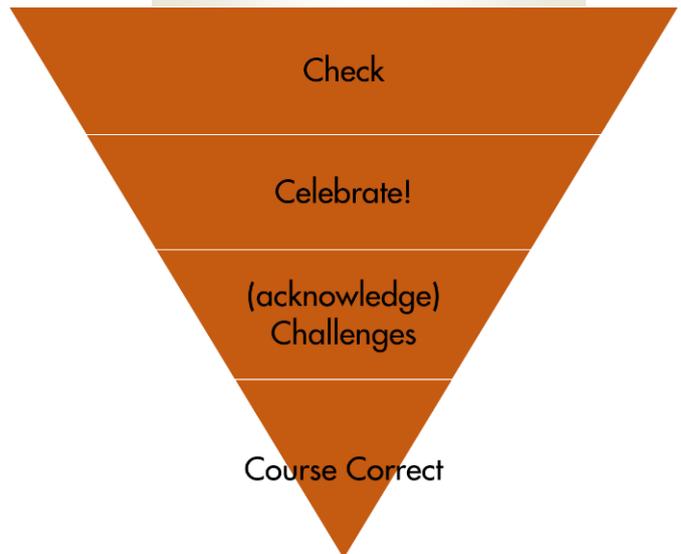
1. Classroom Demonstrations: Demo classes are conducted with children and observed by the Government school teachers.
2. Classroom Observation: The Ahvaan Mentor speaks to the teacher before her class, suggests any changes to the lesson plan, then observes the class while it is conducted and finally gives the teacher one-on-one feedback after the class is over. This year, Primary In-Charges have been actively involved in the coaching and mentoring process.
3. Month-end/ Smaller Group Meetings: regular smaller group meetings are held geographically.
4. Meeting Principals and Primary In-Charges: During each visit, the Ahvaan coach meets with the Principals to update of the progress. A follow up mail is sent to the head of the school the same day. Primary In-Charges are regularly observing classes with the Ahvaan coaches.

Records are maintained of the teachers' progress.

Ahvaan's Feedback Model

The model of motivating teachers through appreciation or 'celebrating' their successes is being closely followed in schools. A lot of focus is on 'checking', whereby the Ahvaan coaches understand the methodology of the teachers. This helps the Ahvaan coach guide the teacher according to the needs of the teacher and understanding levels. This also ensures that the teachers feel confident to improvise on the given daily plans, according to their own comfort and the specific needs of their classroom.

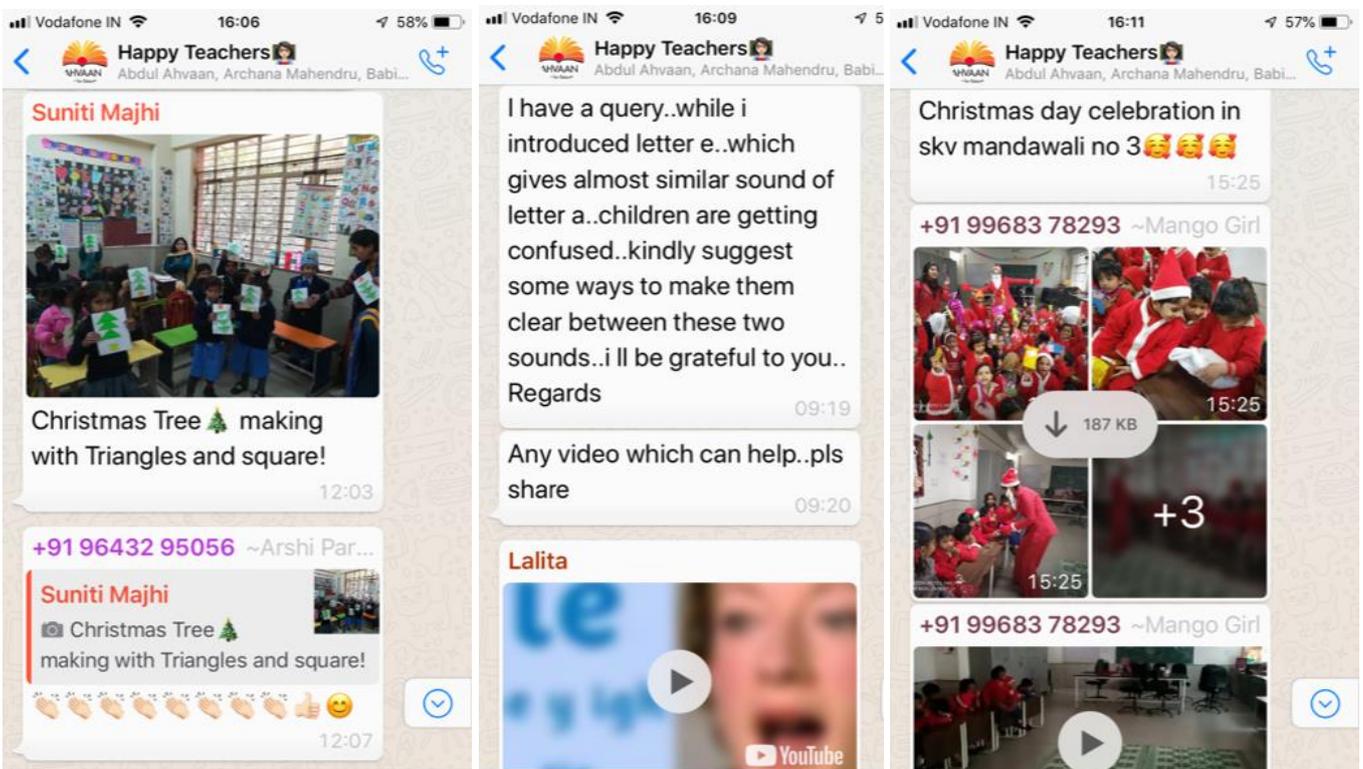
The 4-Cs Feedback Model



The KG Teacher of Hari Nagar SKV is getting her students to balance letter cards while walking. This exercise helps children in body-coordination.

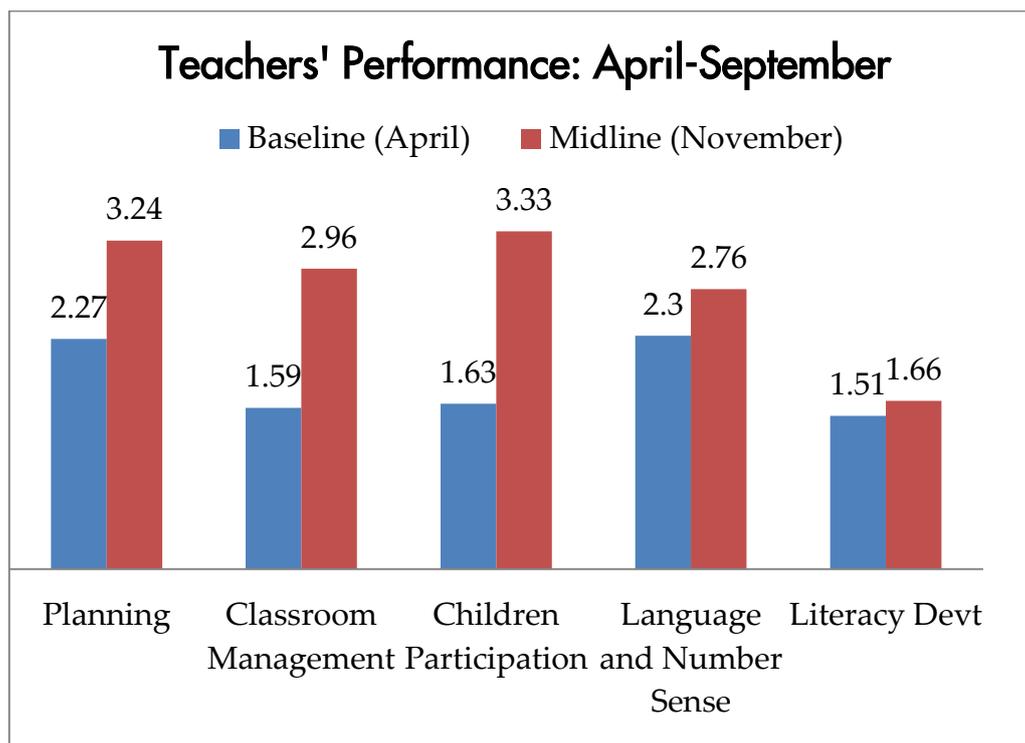


Ahvaan's Sakshee Sharma giving feedback to teachers on a letter wall they have created for children. (School: SKV Shastri Nagar)



The very active WhatsApp group of Neev teachers where not only experiences but also queries are shared on a regular basis. The group is used for resource sharing and motivating members.

AHVAAN'S PRE-PRIMARY INTERVENTION (NEEV) AT A GLANCE	
Number of schools	47
Number of teachers (approx.)	120
Data from 15 Jul – 30 Dec 2018	
Number of pre-primary teachers trained (Six-day workshop in May-June)	890
Number of teachers trained under Neev (attended training workshops)	109
Total school visits	375
Principals met by Sr. Management	45
Number of children impacted (approx.)	3,300



In-School Support: Teacher Ratings

Teachers are experiencing significant improvements in their teaching practices (see chart which has data for 96 teachers). A lot of focus has been on 'conversation time' in the classrooms and could be a reason for the significant increase in Children's Participation. Language development – which refers to reading and writing, is currently a key focus area since written work starts only in October, in KG classes.

Ahvaan has recently commissioned a study with Ambedkar University's Centre for Early Childhood Development and Care (CECED). The CECED staff will be conducting a School Readiness Tool on KG students of 10 Neev and 10 non-Neev schools. The data should be assessed and ready for sharing in April 2019.



An Ahvaan coach clicked this picture of KG students of SKV Shastri Nagar. There are 70 children in this class; the child in the corner doesn't have desk space to put his drawing book; yet each of them seems engrossed in learning.



A teacher dressed up as Santa Claus to celebrate Christmas in SKV Madawali No.3

Principals' Feedback

As a part of regular exchange of feedback from the schools to the Directorate of Education (DoE), Ahvaan has a School Visit Report Format. This format has scope for the Ahvaan Coaches to share the successes and actions steps for teachers and a section for Heads of School's feedback. Some of the feedback we have received is below:

<p>Ahvaan is doing brilliant work for primary sections. As I feel in my school teachers are more focused & motivated under guidance of visiting expert. The technique of learning sound of words with fun activity with complete involvement of children with full concentration is very effective. Their story session with action & mental & physical involvement is great practice.</p>		
<p><i>[Signature]</i> HOS Dhaka</p>		<p><i>[Signature]</i></p>
<p>Sakone Sany</p>		<p>For School</p>

<p>Although teachers are doing fabulously well and those who needed have improved. Ahvaan has done well to give inputs which have been useful.</p>		
<p><i>[Signature]</i></p>		<p><i>[Signature]</i> 5/12/18</p>
<p>For Ahvaan</p>		<p>For School</p>

S. C. S. D.
Sarvodaya Co-Ed. Vidyalaya
Sec-IX Rohini, Delhi-85

<p>should be displayed on the walls especially for ... • Students talk time is less in both the classes. • Nursery teacher should focus on children who are yet unable to catch initial sound.</p> <p>Ahvaan has helped the R.T.'s in devising innovative methods for teaching our primary students which are quite effective. Students are being able to learn and associate learning with their daily life.</p>		
<p><i>[Signature]</i> 20/11/18</p>		<p><i>[Signature]</i> 20/11/18</p>
<p>For Ahvaan</p>		<p>For School</p>

V. Principal
R. S. K. V
Laxmi Nagar, Delhi-92

<p>Ms. Lalita Singh as mentor from 'Ahvaan Trust' is very beneficial for our Nur. & KG class. Her advises are helping us in teaching. Specially lesson plans are very beneficial for improvement in teaching. Specially lesson we will incorporate blending and reading activities and will definitely achieve the target at the end of the session 2018-19.</p>		
<p><i>[Signature]</i></p>		<p><i>[Signature]</i></p>
<p>For Ahvaan</p>		<p>For School</p>

Principal
SKV, Bulbuli Khana
Asaf Ali Road, Delhi-02

Meetings with Parents

Ahvaan has been conducting regular meetings with parents of Neev schools. The main aim is to help parents understand the pedagogy and philosophy behind the pre-primary curriculum and to give suggestions to them on how they can partner in their child's education. All the meetings have been received well and Ahvaan has gained a lot of insight.

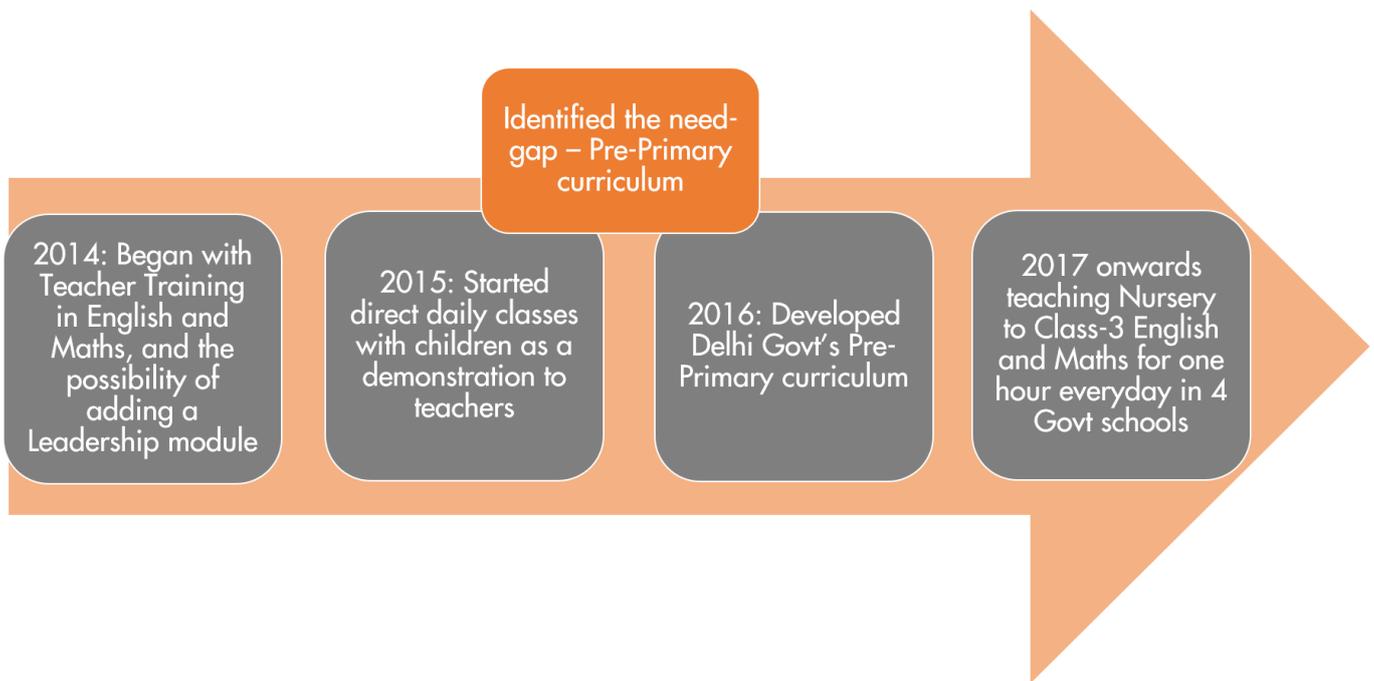


Manish Arora, Ahvaan's Associate Director, addressing a group of parents at SKV Dhakka. Standing next to him is the Primary In-Charge (in red) and the KG Teacher.

The areas covered in these meetings include – enhancing parents' understanding about the progression from Nursery to KG; helping parents understand the change in methodology from learning A-B-C in chronological order to learning sounds; giving rationale for lesser written work and more activities in pre-primary classes, and reasons for not giving homework. A lot of emphasis is on speaking to parents about the perils of rote memorisation and the benefit of skills development.

Parents shared that their children speak about the stories they heard and the rhymes they sang in school. Strategies were shared on how parents can make their children more communicative.

The Pathshala Programme: In a Nutshell



Ahvaan has been running the Pathshala programme with four Government Sarvodaya Schools since 2015. Under this programmes students of Classes KG to Class-3, are taught by an Ahvaan teacher for one hour everyday. Ahvaan focusses on English and Maths and aims to enhance understanding of these subject areas. A purely activity based methodology is used in the Pathshalas so that children grasp concepts for life.



Ahvaan's Archana in the middle of reading a story to KG students of SKV Padam Nagar

Assessment of Grade-3 by DIET Keshav Puram (Pathshala Programme)

The District Institute of Education and Training (DIET) Keshav Puram will be conducting an assessment of students of Class-3 in English, in January 2019. This is the first time a Government body has chosen to assess Ahvaan's work and the team is excited to learn of the outcomes.

Annual Assessment of the Pathshala Programme

The assessment of Ahvaan's Pathshala Programme is done annually by the School of Education Studies (SES) at Ambedkar University Delhi (AUD). A team of scholars of SES go to different Pathshala schools and conduct assessments with Class-2 and Class-4 children in English and Maths. This year's assessment will take place in January 2019.

Engagement with Other Institutions

The following workshops were conducted by Ahvaan for various institutions during the quarter:

	Workshop For	Focus	No of Teachers
1	Student-Teachers of RK Puram DIET	Storytelling as a teaching tool	57
2	Pre-Primary Teachers of NDMC Schools	Early years' pedagogy	70
3	Primary Teachers of NDMC Schools	The critical need for storytelling till Class-5	185



Ahvaan's Suniti Majhi in the middle of a storytelling workshop with student-teachers

Professional Development of Team

Enabling Personal Excellence

Education for Integrating Life (EFIL) and Ahvaan Trust conducted Phase-2 of 'Embedding Personal Excellence' – for Teacher Maturity and Capacity Building – from 16 to 18 December.

Background: Most capacity building inputs to the teachers community revolve around their technical competencies as teachers – i.e. in methodology of teaching and subject specific knowledge. This, despite the fact that what impacts classroom teaching most, particularly in the Pre-Primary and Primary years, is the human attitudes of a teacher.

Teachers are the critical connect between knowledge and the students and are the fulcrum to make the experience of education enhancing, evolving, or the most challenging. EFIL has designed a unique program titled "Enabling Personal Excellence" that addresses the personal maturity and capacity building of teachers, that questions their deepest beliefs and attitudes towards life and education.



Manish and Latika demonstrate mindful vs mindless learning through a role-play

Each member of the team did a presentation to share with the others what their life's vision is at this point and how they aim to achieve it. The main aim of this workshop was to enable the young Ahvaan team handle the human issues that they confront in life, question and reflect on their perspectives and beliefs, build alignment with higher level of clarity in vision and values, and use parables to teach and learn.

Phase-1 of this residential workshop was conducted by Dr Kalpana Sampath (Director, EFIL Educational Services) in the beautiful and serene environment of Sanskriti Kendra. Phase-2 of the workshop took place at Delhi Public School's HRD Center in Lodhi Road.



A group selfie to conclude the EFIL training!

The three on-going professional development programmes for the team are continuing:

- Manish Arora, Ahvaan's Associate Director, is attending Dasra's Leadership Programme – a 9-month programme for development sector, that uses Harvard Business School material.
- Sakshee Sharma and Babita Maher attended the Mumbai-based NGO Mukhtangan and Singapore International Foundation's early learning programme held in Mumbai.
- Rituparna Ghosh (Founder, Your Story Bag) concluded a year-long training programme with the entire team of Ahvaan.



Rituparna Gosh (in green saree) at a team training session at Padam Nagar SKV



Sakshee (left) and Babita (right) in Mumbai attending Mukhtangan and SIF's training on the importance of play in the early years.

Funding Update

Turbo Energy Funds Ahvaan

Four group companies of the Chennai-based Turbo Energy Pvt Ltd have given Ahvaan long-term funds for three-years. The contributing companies are – Turbo Energy, Brakes India, Sundaram Finance and Sundaram BNP Paribas Home Finance. It's an honour for Ahvaan to be associated with this prestigious group.

Sumitomo Mitsui Banking Corporation

SMBC signed an agreement with Ahvaan for the third year in a row – for 2018-19. A short film was screened on Ahvaan's work, which was appreciated by SMBC. A visit to one of the schools is being planned for February 2019.



A ceremonial photograph with members of the SMBC CSR Team, Ahvaan's Founder – Mrs Jeet Seth and Director – Preeti Prasad

HT Parekh Foundation

A representative of the HT Parekh Foundation is likely to visit Neev schools in January 2019. The team looks forward to the visit.

To End With...



Ahvaan's Trustees @ Schools!

Ahvaan's Trustees – Abha Adams (in the picture above) and Prashanto Sen visited schools to observe the Neev Programme in action. The Ahvaan team got a lot of insight and encouragement from this involvement and thanks Abha and Prashanto for visiting the schools and for writing their reflections post the visit.



AHVAAN

A Trust for Education

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