

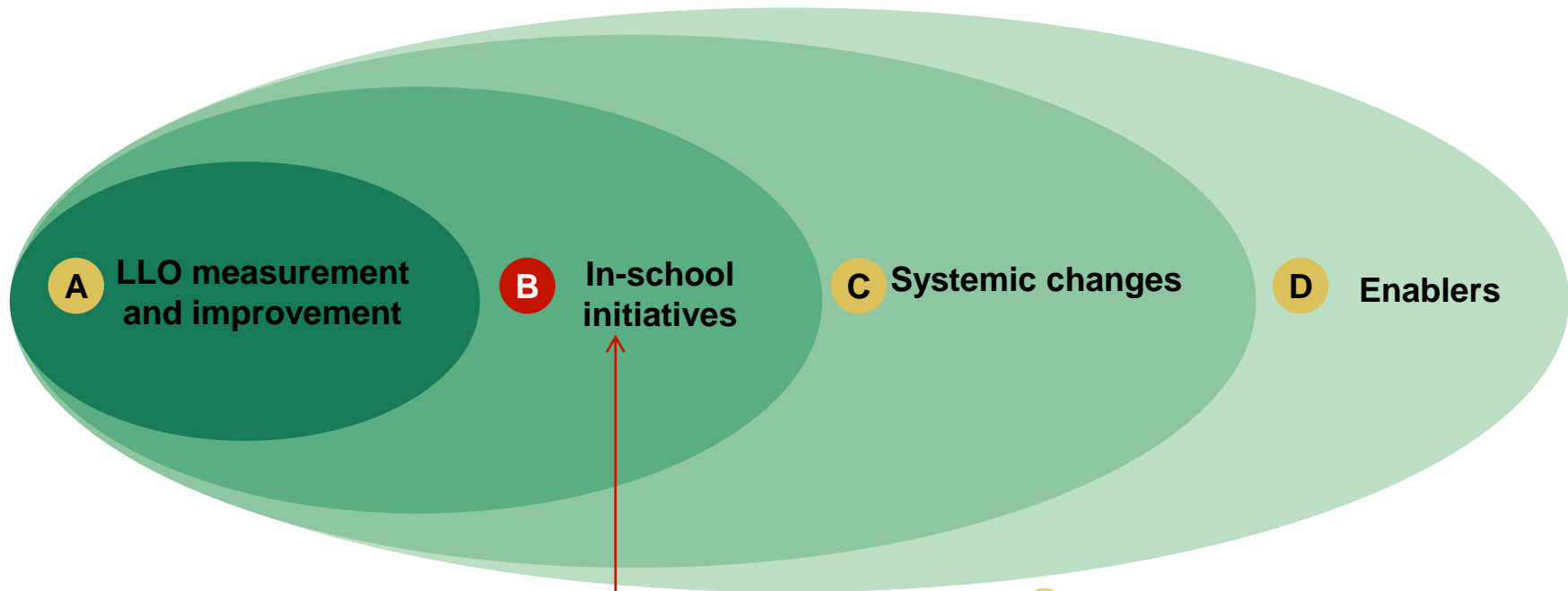


Department of Elementary Education "280 Schools" Pedagogy plan

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 district¹ 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
Class 1	Recognition of digits (1-9, 0), single digit Addition (1-9)
Class 2	Place value of two digit numbers (upto 99)
Class 3	Addition & Subtraction without carry over (1-1000)
Class 4	Addition & Subtraction with carry over (1-1000)
Class 5	Concept of Multiplication only through Addition

	Language Competencies	
	Speaking Skills	Reading Skills
Class 1	Speak about related objects in the environment	
Class 2	Speak fluently about self and family	Read simple words (2-3 letters – words) and is able to match words with pictures
Class 3	Conduct simple conversation and dialogues in familiar situations	Read one line simple sentences
Class 4	Narrate 2-3 line stories	Read 2-3 line simple sentences
Class 5	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

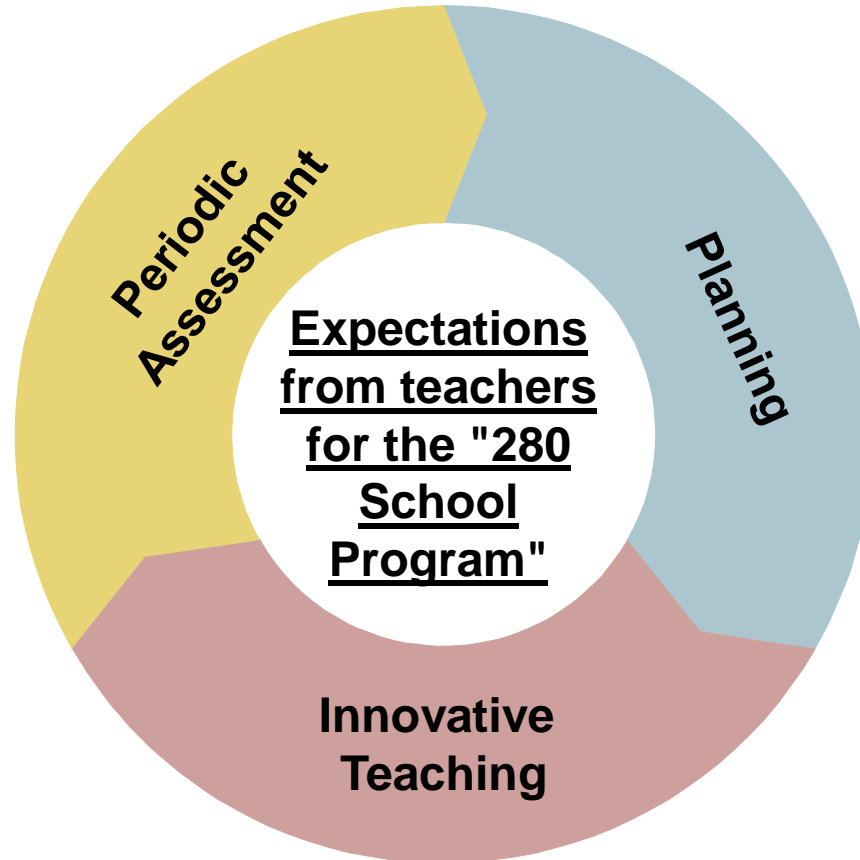
Where and when are the trainings?

- 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

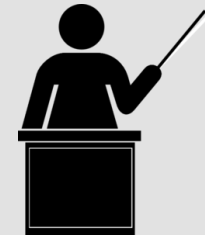
Infrastructure issues

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

**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