

**Diganta Swaraj Foundation**



**LFW - Implementation Partner Model**

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## BACKGROUND

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[LeapForWord](#) is an educational NGO focused on solving the English Learning Challenge amongst students from regional language schools.

The English Literacy Program is LeapForWord's flagship solution for bringing English proficiency to students from regional language backgrounds. The scope of the solution is to enable teachers to take their respective students from Complete English Illiteracy to a stage where they can Read, Write, Comprehend & Structure Grammatically correct sentences. The program comprises 4 learning levels.

[DigantaSwaraj Foundation](#) is a 4 month old NGO working for bringing sustainable progress in Maharashtra through participatory planning with sound technical expertise and advocacy. The founders, Rahul Tiwrekar and Shraddha, earlier used to work for an NGO, Aarohan and have built enough trust surplus in the Government setup.

DigantaSwarajFoundation focuses on multiple aspects of development in the rural areas, one of which is Education.

LeapForWord wants to try a scalable model where we work with implementation partners in creating Master trainers, to facilitate the deployment of the English Literacy Program.

## LFW - IMPLEMENTATION PARTNER MODEL

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Through the intervention at Palghar (in partnership with DigantaSwaraj Foundation), we aim to design an implementation model comprising of the following important components:

1. **Identification of Lead Trainers:** LeapForWord will train facilitators of DigantaSwaraj on the various levels of English Literacy Program. Post which, the facilitators would undergo a Certification test. Those who clear the test on the basis of their Certification scores and their training abilities, qualify as lead trainers.
2. **Facilitator-driven training:** The identified lead trainers will be provided exposure to the trainings and would be given an opportunity to conduct training sessions under the observation of LFW trainers. The idea is to make sure that all lead trainers eventually become comfortable in taking such trainings even without support of LFW.
3. **Engagement:** The lead trainers and other facilitators will now engage with all teachers who have shown interest in deploying the LFW program in their classes. The idea is to design a sustainable engagement model in collaboration with the implementation partner, which effectively encourages teachers to start teaching in their respective classes.

### **Areas of Operation:**

For this pilot, both the organizations have decided to work in 3 talukas of Palghar, namely:

1. Mokhada- Implementation of Elementary Reading
2. Jawahar - Implementation of Elementary Reading
3. Palghar - Implementation of Elementary Comprehension

## PROCESS

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|   |           |
|---|-----------|
| STEP 1 Exposure of LFW Content to teachers                            | COMPLETED |
| STEP 2 Identification of Lead Trainers                                | COMPLETED |
| STEP 3 Arrange Exposure training sessions for trainers                | COMPLETED |
| STEP 4 Certification Test for Trainers                                | COMPLETED |
| STEP 5 Certified Trainers to start training teachers                  | INITIATED |
| STEP 6 Provide support to teachers interested in starting the program | NEXT STEP |

## A] ACTIVITIES

**11 Trainers** were identified from DigantaSwaraj Foundation and were provided exposure sessions from LFW Team. They attended training sessions held in Nashik during the month of December. Out of 11 trainers, **7 Trainers** showed interest in being appointed as Lead Trainers.

Post which, they were given a study period of one week to appear for the Certification Test. 2 Trainers cleared their Certification Test with excellent scores, whereas 3 of them still required some hand-holding.

### Teacher Training Sessions:

The objective of the training was to provide live training opportunities for the Lead Trainers so that they can train the teachers independently in the future trainings. The teachers were trained for the Elementary Level Reading level.

|  |                           |
|--|---------------------------|
| Taluka Name                                | Mokhada                   |
| Training Date                              | 30 <sup>th</sup> Dec 2017 |
| # of ZP Teachers expected for the training | 65                        |
| # of teachers who attended the training    | 47                        |



LFW Team initiated the session with some context building, followed by the actual training by the trainers from DigantaSwaraj Foundation. It is delivered through a combination of printed and digital medium. Towards the end of the session, the teachers are given a 'Magic Test'. Correct answers to questions posed, fetches them a copy of the Conceptbook (a book to be used by teachers). Before the session ends, the teachers are shown how to conduct the Initial Mapping test in their classes.

Support by LFW does not end here but continues till the Lead Trainers are ready for training. And training does not just include the delivery but a series of activities like Application Downloads, Attendance, Conducting Tests and activities etc.

## **B] POST -TRAINING ENGAGEMENT - LFW**

- a. **Connecting with interested Teachers:** As part of our support, we make phone calls to all the teachers who have shown interest in the deployment of the program. Post which, a WhatsApp group of all the teachers is created, with the purpose of engaging with the teachers.
  
- b. **Type of engagement:**LFW offers support via WhatsApp messages, calls, photos and videos. All operational matters like conducting of tests would be carried by the Palghar team.

### **OTHER SUPPORT:**

- Data entry: Teacher details + Student test scores + Anything related to this project
- Distribution of material to teachers who have agreed to teach
- Once a week telephonic calling: Call all teachers who have chosen to teach (*This is a voluntary engagement*) to collect data related to the status of teaching in the class.
- Classroom visits to collect stories of best practices
- Random Audit of student test data

## NEXT STEPS

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1. Conduct the remaining trainings:

|         | Date                          | Level         | Expected # of Teachers |
|---------|-------------------------------|---------------|------------------------|
| Jawahar | 12 <sup>th</sup> January 2018 | Elementary    | 150                    |
|         |                               | Reading       |                        |
| Palghar | 13 <sup>th</sup> January 2018 | Elementary    | 200                    |
|         |                               | Comprehension |                        |

2. Provide a roadmap for Lead Trainers to work independently
3. Offer WhatsApp based support through videos and text to teachers who have begun teaching
4. Encourage teachers to take student tests and share the data with us
5. Analyze the data, conduct random audits, compile the findings
6. End the Academic Year by comparing the reading and comprehension levels of students from classes which deployed the Program vis-a-vis students from classes which didn't deploy the Program.