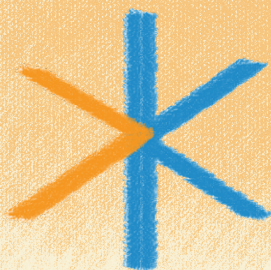


Transform School, People For Action
Presentation outline for the gLocal evaluation event
(2 June 2020)



1. Introduction to Transform Schools and Transform Learning programme
 - 1.1. Background, problem and solution - Transform School
 - 1.2. Key features of flagship programme – Transform Learning
2. Uniqueness of the Transform Schools Monitoring and Evaluation approach
 - 2.1. Participatory
 - 2.2. Reliable
 - 2.3. Scalable
 - 2.4. Actionable
 - 2.5. Deep partnership
 - 2.6. Outcome focused
 - 2.7. Evaluation authenticates the monitoring findings
3. Areas that are still challenging and we need to deep dive
 - 3.1. Sync between regular and remedial classes
 - 3.2. Transition to higher education and career opportunities for students



TRANSFORM SCHOOLS

Inspired action to advance learning



OVERVIEW

THE PROBLEM

India is projected to have the largest workforce in the world by 2027. Yet, only 6 out of 10 students of the 66 million children in government elementary schools can read Class 2 level text and 7 out of 10 of the 17.6 million children in government secondary schools are performing below Class appropriate level hindering their transition to higher education, limiting access to employment opportunities, and perpetuating the cycle of poverty. Great strides have been made in India over the past decade to get millions of children into primary school, and, more recently, to begin improving the quality of that education. However, 26.9% of all students and 26.8% of all girls drop out at the secondary school level.

OUR SOLUTION

Transform's model is in use in 67,000 government schools to improve the learning outcomes of 2.4 million children across four States in India, increasing their transition to higher education and access to career opportunities. We do this by providing rigorously tested tools and training to students, teachers, school governors, and head teachers.

By 2021, we aim to impact learning levels of 6.5 million children by fostering partnerships with seven State governments and multiple donors to effect system wide interventions. We will enable,

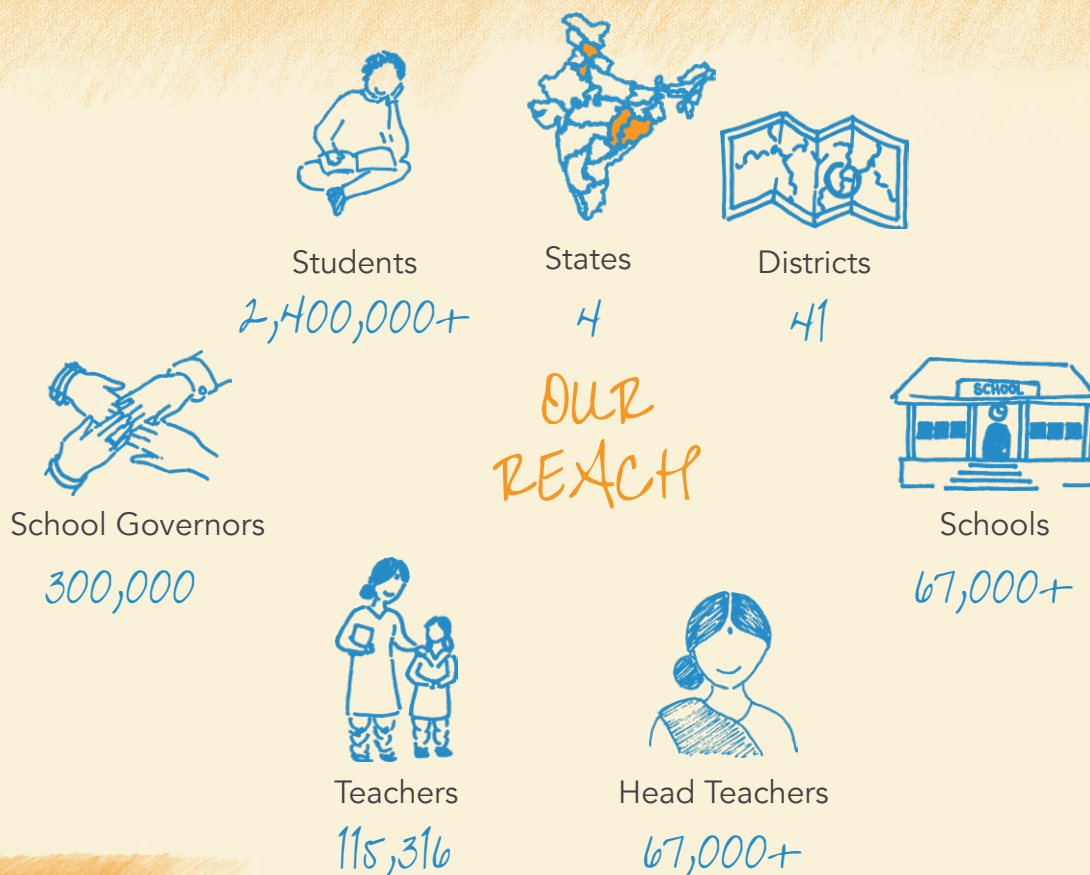
1. 3.6 million students to improve their learning levels in elementary and secondary schools
2. 2.6 million students to attain Class appropriate learning levels in elementary and secondary schools
3. 217,940 teachers to reach the proficient level of our standardised teaching competency framework, which ranges from learner to proficient to expert.

VISION

Every child and young person deserves the opportunity to realise their full potential and thrive.

MISSION

We improve learning outcomes for young people in India, increasing their access to better education and career opportunities.



HOW WE WORK

- We take a systems perspective to address core issues in education at scale partnering with students, teachers, school governors, head teachers, schools and the State government
- We leverage our rigorously tested models, resources and donor funding to provide technical assistance to the State governments
- We partner with State governments who make significant investments to implement and sustain our model at scale.

THE TRANSFORM MODEL

We improve education through six core Transform interventions:

1. Learning
2. Teaching
3. School Management
4. PARity
5. Back To School
6. Technical Advice

1. Transform - Learning

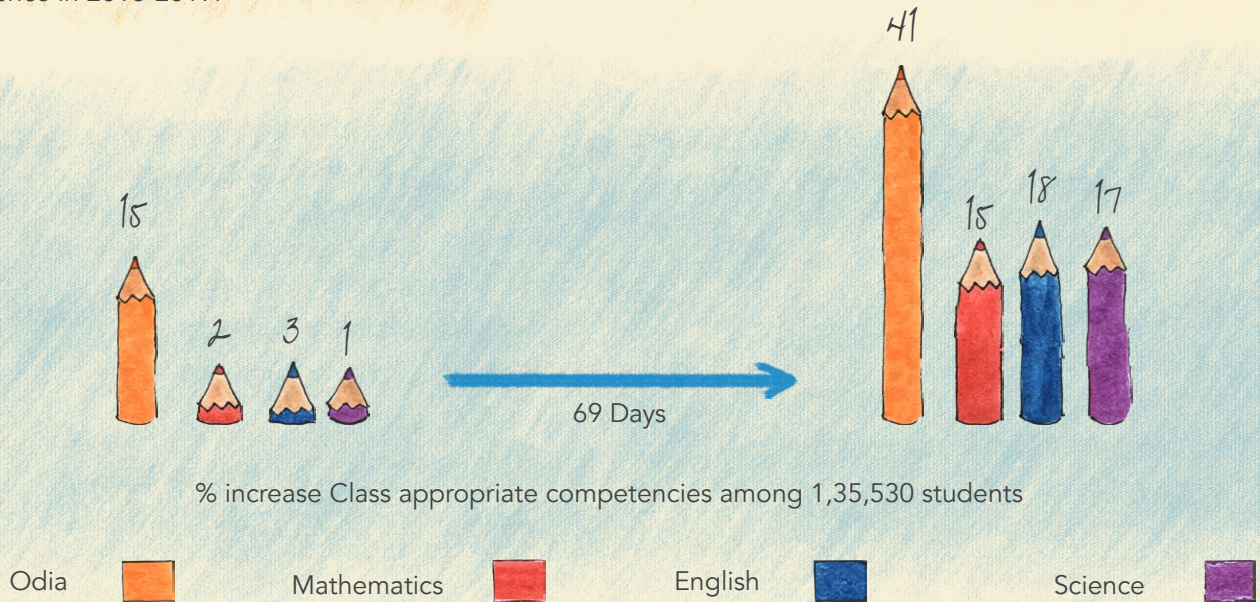
Ensures secondary school readiness

- Accelerated learning programme and resources for improving student learning outcomes in key subjects
- Teacher training to deliver the programme
- Assessments for measuring learning levels
- Accredited teaching and learning resources covering Class 3-8 competencies.



Impact

- Randomised Controlled Trial by J-PAL South Asia is underway. The pilot in 2018-2019 revealed that the average effect of participation in Transform Learning is equivalent to up to 2.5 years of typical school progress
- Evaluation established a positive correlation between participation and test score gains
- Test score gains were seen for almost every student
- Class appropriate learning levels increased by 3X in Odia, by 8X in Mathematics, by 6X in English and by 17X in Science in 2018-2019.



2. Transform - Teaching

Improves teacher effectiveness

- Teacher training, resources, and follow up coaching to improve lesson preparation, teaching, and assessment
- Accredited teaching and learning resources for Classes 9 and 10, and online content curated by experts.

Impact

- Participation in our trainings and follow-up school based coaching leads to improved teacher performance and student learning

- Tracking teacher performance on our teacher competency framework shows that at the end of the assessment:
 - o 82% of teachers rated as learners, moved up to the proficient level
 - o 21% of teachers rated as proficient, moved up to the expert level.

3. Transform - School Management

Improves school standards

- Training, resources, and follow up coaching for head teachers and school governors to improve school standards
- Accredited manual and tools for school standards, planning, academic monitoring, and performance review for school governors.

Impact

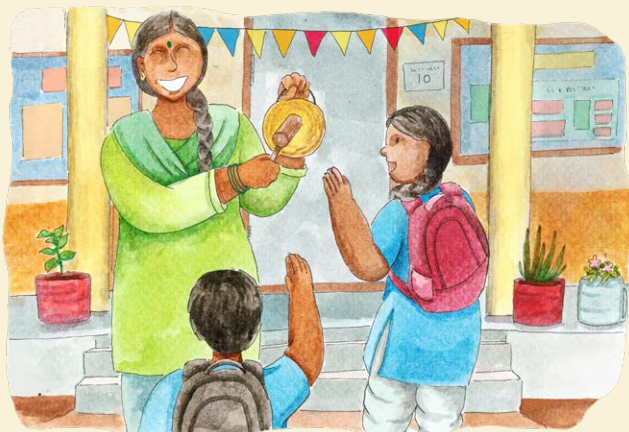
- Our intervention with 14,817 school governors doubled the number of governors with correct knowledge of school standards from 36% to 72%
- Out of the 1,285 schools that participated in our programme, 78% developed annual plans for the first time.



4. Transform- PARity

Builds girls' agency to challenge barriers and identify enablers for gender equity

- Participatory Action and Reflection (PAR) is used by girls to understand continuities between social and academic spaces
- Builds agency to manage gender and intersectional social norms which govern decision making
- Establishes schools as safe spaces for realising participation, agency, and equity



5. Transform - Back to School

Supports re-entry of out of school children into schools:

- Identification of out of school students through a network of community actors
- Campaigns and outreach to bring children back to school
- Enable accelerated learning and access to government schemes to ensure retention

6. Transform - Technical Advice

Improves education programmes and systems

- Bespoke solutions to State education programmes for quality improvement
- Real time online monitoring system to track process and impact indicators
- Public events and position papers to share lessons learnt.

Impact

- Developed technical advisory partnerships with the governments of Odisha and Chhattisgarh
- Provided advisory services to Government of Odisha for designing their library programme 'Ama Pathagaar'
- Evaluated the 'Ganitha Kalika Andolana' programme which focuses on early grade mathematics learning for Government of Odisha, implemented by Akshara Foundation to inform government decision on its expansion in State.



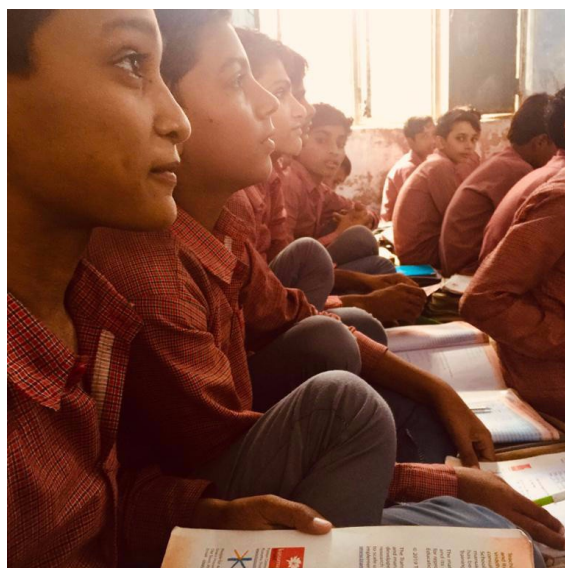
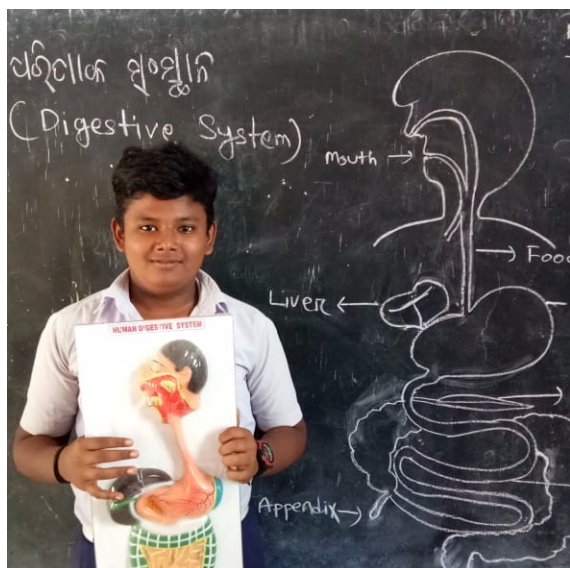
A collaboration of People For Action and The Transform Trust.

Kusuma Trust UK (www.kusumatrust.org) and N/Core (<https://ncore.foundation>) have generously provided the start up and accelerator support.

Visit www.transformschools.in to volunteer, support and fund our efforts to transform education in India.

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News from the Field: February 2020



Transform Schools 2020, a series of wins!

It has been an eventful year for the team here at Transform Schools. Through 2019, our models continued to be in use in the State of Odisha, and reached Chhattisgarh, Haryana and Himachal Pradesh, taking our overall reach to 2.4 million students.

With new engagements and experiences, our conviction in addressing whole school indicators to positively impact learning outcomes has only grown. Consequently, we are excited to take a gender and technology lens this year to further accelerate education outcomes. The challenges as much as the successes of making a dent are immense, including a grave ignorance of the problem itself. With early childhood education and employment being the focus, understanding of and resources to achieve outcomes in the secondary education space are limited, a fact we are constantly working to change.

We thank all our partners, friends, and collaborators who have stood by us in this journey. We would also like to thank our supporters Kusuma Trust UK, N/Core, and the 120+ participants who attended our launch at India International Centre on 12 November 2019. This newsletter is our way of taking you all with us every step of the way.



Transform Schools hosted a multi country group from Leaders' Quest at Syed Mumtaz Ali High School in Bhubaneswar on 30 January 2020. As an organisation committed to nurturing responsible leaders and adamantly believing in individual change to influence systemic transformation, LQ's team dived deep into Transform Schools' leadership journey in effecting change at scale through government partnerships.

"Visiting you on Thursday shifted the dial from a slight sense of overwhelm and uncertainty about how some of the really big issues, that are more often than not systemic, could possibly be tackled in your country. Meeting you and learning about what and how Transform Schools' work played an essential role in believing that seemingly impossible change is possible at scale and in a time frame that feels nothing short of a miracle." – Wiebke Nedel, Leaders' Quest

Latest support on our Gender and Education projects in 2020!

[Greenwood Place UK](#) has helped us find generous support to pilot our gender and education equity interventions – Transform PARity and the Future School Leaders' Programme (FSLP) through a private family foundation managed by them. Focused on improving gender equity and women's leadership in education, these programmes will fortify learning outcomes in schools.

Transform Learning in Haryana demonstrates phenomenal gains

The endline assessment of Transform Learning in Haryana (*Saksham Vridhhi*) shows that as a result of the intervention, there was an increase in students attaining grade appropriate learning from 23% to 45%, a 22 percentage point jump! Moreover, upto 91% students showed improvement in scores.

Discovering the power of positive coaching: Inside and outside

In our year long journey as Transform Schools, our team has been fortunate enough to be coached by the best in the field, pushing us to set up systematic and regular learning exchanges within the team.

JPAL RCT results & a new partnership to evaluate impact

The results of the Randomised Control Trial by J-Pal to study Transform Learning Odisha (*Utkarsh*) will be out in March 2020, and will inform our programme approach in all states moving forward. Building on this collaboration, the Principal Investigators of the research – [Dr. Anne Fitzpatrick](#), [Dr. Adrienne Lucas](#), [Dr. Jason Kerwin](#), Dr. Sabrin Beg, and Khandker Waheder Rahman will support us to evaluate the scale ups of the programme pro bono in new States. The evaluation will measure the impact of the programme, strengthening our evidence base.

The ever growing Transform Family!

We are glad to share that [Mr. Surendra Kumar Jain \(SK\)](#), N/Core partner and founder of West Bridge Capital joined us as an advisor. The core team has also been fortunate enough to be coached by [Nathalie Kylander](#) of the Draper Richards Kaplan Foundation (DRK). Viswanath Parameswaran, President and CEO of [The Institute of Transformational Coaching LLC](#) is supporting our Future School Leaders intervention to coach and train Women Head

Discovering and reaping from the power of coaching, we are now set to pilot the Future School Leaders Programme (FSLP) in Odisha to coach 25 Women Head Teachers (WHTs) of government secondary schools to succeed as women and as leaders, taking the girls enrolled in their schools along in their stride. We are at the cusp of some pathbreaking work on this strand, watch this space for more!

Teachers.

Transform Schools at WISE!

Invited by our supporter [Audrey Giacomini](#), Head of Programmes, WISE; Pankaj Vinayak Sharma and Bindiya Nagpal were at the World Innovation Summit for Education (WISE) in Doha, Qatar. Audrey facilitated an inspiring session called 'Hear My Story', an exchange of compelling ideas and the journey of the WISE 2019 awardees.

The many faces of Transform Learning!

All the State partners implementing our flagship model Transform Learning have made it their own, adapting the model to their needs. Certain core ideas of structured, foundational, application based, and participatory learning standing firm, we have worked with our partners to mould the model and its emphasis to address the immediate priorities and long term goals of the implementing State.

In Himachal Pradesh, the programme works with poorest performing districts, schools, and subjects. In Haryana and Chhattisgarh, the States are looking at starting sooner, and taking the programme to elementary classes and beyond 69 days. With very strong results coming in for Haryana endline already, Team Transform is excited to see how this experiment will impact student learning outcomes. Results for other States will also be coming in shortly.

Our oldest implementing State Odisha has moved a step ahead by replicating our programme resources and core methodology as *Ujjwal* and *Utthan* for Primary and Elementary school. Learning from their replication of the programme, we will work to

bring good practices and lessons from to feed into the implementation and evaluation of Transform Learning in Odisha (*Utkarsh*).



We're going places!

- We are delighted to share that Manmeet Kaur, Head of Gender and Equity Programmes at Transform Schools has been selected to speak at the Feedback+San Juan Summit in Puerto Rico this February. Titled 'Listening Reimagined', the summit brings home the need for collaboration and community participation in aid and philanthropy. Manmeet will share our Transform PARity model – a participatory feminist approach and programme design for listening to and including girls' voices in the education system with representatives from local and international organisations through an interactive workshop on gender and identity responsive programmes.
- Transform PARity was successfully rolled out in district Bargarh, Odisha in December 2019. After completing the trainings and workshops with the local partner AJKA, Manmeet Kaur and Shraddha Jha returned with numerous stories to tell about the enthusiasm of secondary school girls, and their incisive critique and questions on the structures and norms surrounding them, proving to us that our model works.

“After a long discussion on internalised patriarchy, the girls called me back into the room to ask a very simple question ‘Why exactly do our parents not allow us to go out after dark and what can we do about it?’ Even within the deliberate efforts of creating a programme free of jargon, I

struggled to answer this question without sharing my story and getting into a real exchange of the experience of being a woman in a public space. Built on participatory practice and two way communication, I knew then the workshop sessions had been successful in moving and involving all participants equally.”– Manmeet Kaur, Head of Gender and Equity Programmes, Transform Schools, People For Action

- Team Transform is going to be at [Skoll World Forum](#) for the second time in March–April 2020! Held in the city of Oxford, United Kingdom, Skoll World Forum is a 'premier international platform' which brings together the most ambitious social entrepreneurs from across the world. We will also be hosting an ecosystem event 'Catching the Wave: Secondary Education and India's Demographic Dividend' on April 1 (10:30–13:30) to discuss findings from J-PAL's RCT assessing the impact of Transform's programmes on student learning in India and beyond. Don't forget to stop by at 4 Hollybush Row Oxford OX1 1HU if you're around! To reserve a place at the session or to receive a copy of the report, contact Pankaj at pankaj@peopleforaction.org.
- Harnessing and believing in teachers' ability to learn and invest in their own development, we recently launched the [DAKSH](#) portal for online teacher training. Making available the knowledge components of our blended learning model online, the portal ensures efficient follow up and support to government school teachers across States to implement Transform Learning, taking away time and scale constraints. Complete with training videos, resources, and pre and post assessments, the portal offers a one stop solution for teachers looking to familiarise themselves with the programme methodology.
- As our work grows and reaches multiple States, so will our team! We are hiring for several exciting positions in Delhi and India's State capitals. If you are an exceptional education professional with teaching experience, get in touch with tanushree@peopleforaction.org
- In order to support the work that Transform Schools is doing to further student learning outcomes, reach out to us to learn about creative ways of giving and getting involved!

“Transform Schools is focused on improving learning outcomes and is a valuable technical partner for Haryana State. We have collaborated to rollout *Saksham Vriddhi* programme (TL) for Class 9 in 3 districts of *Nuh*, *Ambala* and *Karnal*. The government is also considering the expansion of this learning programme to all districts from the academic year 2020–21. My best

wishes for the partnership between Transform and Haryana Government!" – Dr Rakesh Gupta, IAS, Project Director CM's Good Governance Associates Program, Haryana, Nodal Officer, *Beti Bachao Beti Padhao*, CM office, Haryana, State Project Director, Haryana School Shiksha Pariyojna Parishad, Haryana



Contact Us

Please contact Pankaj (or any of us!) any time to learn more or just to have a chat: pankaj@peopleforaction.org

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