



NISHTHA



National Initiative for School Heads' and Teachers' Holistic Advancement



An Integrated Training Programme for Teachers and School Heads at Pre-primary and Primary Stage of Education

Generic Guideline for Implementation

September 2021



07 September 2021

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and Teachers' Holistic Advancement
NISHTHA 3.0 (FLN)**

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Generic Guideline for Implementation



**National Council of Educational Research and Training
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Introduction

Foundational learning is the basis of all future learning for a child. Not achieving basic foundational skills of being able to read with comprehension, writing, and doing basic mathematics operations, leaves the child unprepared for the complexities of the curriculum beyond grade 3. Recognizing the importance of early learning, the National Education Policy 2020 states that “Our highest priority must be to achieve Universal Foundational Literacy and Numeracy in primary schools by 2026-27. The rest of this Policy will be largely irrelevant for such a large portion of our students if this most basic learning (i.e., reading, writing, and arithmetic at the foundational level) is not first achieved.” To this end, a National Mission on Foundational Literacy and Numeracy is being set up by the Ministry of Education (MoE) on priority. The Mission will focus on the following areas– providing access and retaining children in foundational years of schooling, teacher capacity building, development of high quality and diversified Student and Teacher Resources/Learning Materials, and tracking the progress of each child in achieving learning outcomes of children. The vision of the Mission is to create an enabling environment to ensure the universal acquisition of foundational literacy and numeracy so that every child achieves the desired learning competencies in reading, writing, and numeracy at the end of Grade III. Thus, the National Mission on FLN will be implemented with the use and strengthening of the existing mainstream structures and will take a holistic approach through the active involvement of all stakeholders. One of the major objectives based on the recommendations of NEP 2020s to achieve universal foundational literacy and numeracy by end of Grade 3 by 2026-27 is to focus on continuous capacity building of teachers, head teachers, academic resource persons, and education administrators.

Meanwhile, the National Education Policy, 2020 which was launched on 29th July, 2020 added new dimension to in-service teacher education programmes, clearly recommending that every teacher and head teacher is expected to participate in at least 50 hours of Continuous Professional Development (CPD) opportunities every year for their own professional development, driven by their own interests. CPD opportunities will, in particular, systematically cover the latest pedagogies regarding foundational literacy and numeracy, formative and adaptive assessment of learning outcomes, competency-based learning, and related pedagogies, such as experiential learning, arts-integrated, sports-integrated, and storytelling-based approaches, etc. It is in view of this and also keeping in mind the pandemic situation, capacity building programme for teachers and school heads at pre-primary and primary stage of education is designed for online mode under NISHTHA 3.0 (FLN).

NISHTHA: National Initiative for School Heads' and teachers' Holistic Advancement

NISHTHA is a holistic programme under Samagra Shiksha - a flagship program of MoE, Govt of India. The modules developed under NISHTHA focus on the holistic development of children. All the courses are centered around learning outcomes and, learner-centered pedagogy, etc. NISHTHA integrated training covers all the recommended areas of NEP 2020 and aims at the holistic development of teachers and school heads.

The NISHTHA integrated courses are made interactive with reflective and engaging activities for teachers providing space to educational games, quizzes, etc. for ensuring joyful learning by the teachers and school heads, which in turn will motivate teachers to implement this in their respective classrooms for enhancing students' learning outcomes. NISHTHA (FLN) aims at achieving the major objectives of FLN based on the recommendations of NEP 2020 as follow

1. To ensure an inclusive classroom environment by incorporating play, discovery, and activity-based pedagogies, linking it to the daily life situations of the children and formal inclusion of children's home languages.
2. To enable children to become motivated, independent and engaged readers and writers with comprehension possessing sustainable reading and writing skills.
3. To make children understand the reasoning in the domains of number, measurement and shapes; and enable them to become independent in problem solving by way of numeracy and spatial understanding skills.
4. To ensure availability and effective usage of high-quality and culturally responsive teaching learning material in children's familiar/home/mother language(s).
5. To focus on continuous capacity building of teachers, head teachers, academic resource persons and education administrators.
6. To actively engage with all stakeholders i.e., Teachers, Parents, Students and Community, policy makers for building a strong foundation of lifelong learning.
7. To ensure assessment 'as, of and for' learning through portfolios, group and collaborative work, project work, quizzes, role plays, games, oral presentations, short tests, etc.
8. To ensure tracking of learning levels of all students.

The NISHTHA 1.0 program was implemented for teachers and school heads at the Elementary level during 2019-21. NISHTHA 2.0 for Secondary stage of education was initiated from from 29th July 2021. It is being extended to pre-primary and primary stage of education during 2021-22 as NISHTHA 3.0 (FLN).

NISHTHA Online

Initially NISHTHA was launched in face-to-face mode on 21st August, 2019 by Hon'ble Union Minister of Education Dr. Ramesh Pokhriyal Nishank. Thereafter, 34 states/UTs have launched this programme in their States/UTs under Samagra Shiksha, a Centrally Sponsored Scheme. In 33 States/UTs, the NISHTHA training programme for State Resource Groups (SRGs) has been completed by the NCERT in face-to-face mode organized at the state level. State level training of SRGs for one state i.e., Andhra Pradesh was done in online mode through NISHTHA website due to pandemic situation. In two states, i.e., Kerala and West Bengal it is yet to be launched. Subsequently, district level teacher training programmes were initiated in 23 States/UTs.

Using NISHTHA-face-to-face training, first level training was provided by the National Resource Group (NRG) to the Key Resource Persons (KRPs) and State Resource Persons-Leadership (SRPs) identified by the states/UTs. The NRG was constituted and oriented by the NCERT drawing members from the NCERT, NIEPA and KVS, etc. KRPs and SRPs-Leadership had provided training directly to teachers at block level reducing the cascading effect of training. Under NISHTHA face-to-face training, 23,137 SRGs and 17,74,728 teachers and head teachers working schools in 33 different states/UTs were covered from 33 States/UTs in a span of eight months.

Time bound scaling and wider reach of such training is still a challenge in a country like India, where there is huge diversity due to language, geographical locations, culture, socio economic conditions etc. Moreover, in the COVID- 19 pandemic period, this challenge became more daunting. Schools were closed. Students and teachers were bound to stay at homes. However, the learning continuum of teachers and students can-not be restricted due to the hurdles of lock down. Teachers were in need to improving their skills to reach out students through online classes or other alternative modes. s. In order to continue this learning and to reach every single teacher, pupil teachers and students irrespective of the board, affiliation,etc., the Ministry of Education, Govt. of India has planned to organise a series of online courses for these stakeholders. The first on-line NISHTHA programme for 1200 Key Resources Persons of Andhra Pradesh was launched by Hon'ble Human Resource Minister Shri Ramesh Pokhriyal Nishank on 16th July, 2020 and was conducted through NISHTHA portal. For providing training to the remaining 24 lakh teachers and school heads at the elementary stage, and also to reach out to teachers working under various school boards like CBSE, CICSE, States/UTs boards etc, NISHTHA was customized for online mode to be conducted through DIKSHA portal which is conceptualised as One Nation One Portal.

NISHTHA online on DIKSHA for teachers and school heads at Elementary level was launched on 6th Oct 2020 Ministry of Education (MoE). In all 18 courses for Elementary stage were developed in English, Hindi and Urdu by the NCERT and translated into 8 other regional languages by respective states. As a course delivery strategy, 3 courses were made Live on a fortnightly basis on each State/UT/Autonomous Body/Central Organization tenant

in Hindi/English/Urdu Regional languages. In all, 30 States/UTs and 8 Autonomous bodies under MoE, MoTA and MoD (CBSE, KVS, NVS, CTSA, CICSE, Atomic Energy Education Society (AEES), Sainik Schools and EMRS) have rolled out NISHTHA online on DIKSHA. The data further reveals that around 24 Lakh teachers have completed NISHTHA (Elementary) courses.

Given the linkages among school stages and need for capacity building of secondary stage teachers who deal with the adolescent group of students and also in view of NEP, 2020 recommendations on Continuous Professional Development of Teachers, NISHTHA 2.0 programme for teachers and school heads at the secondary stage was launched on 20 July 2021 by honorable PM. Till date 30 States/UTs and 7 Autonomous organisations have started the course in 7 languages. Further, in view of the launch of the NIPUN Bharat Mission, NISHTHA has also been planned on Foundational Literacy and Numeracy (FLN) for the teachers and school heads at the foundational and preparatory stages. NISHTHA 3.0 (FLN) stage may be attended by all the teachers and school heads handling classes pre-primary to class V. It is planned to cover around 25 lakh teachers through NISHTHA 3.0 (FLN).

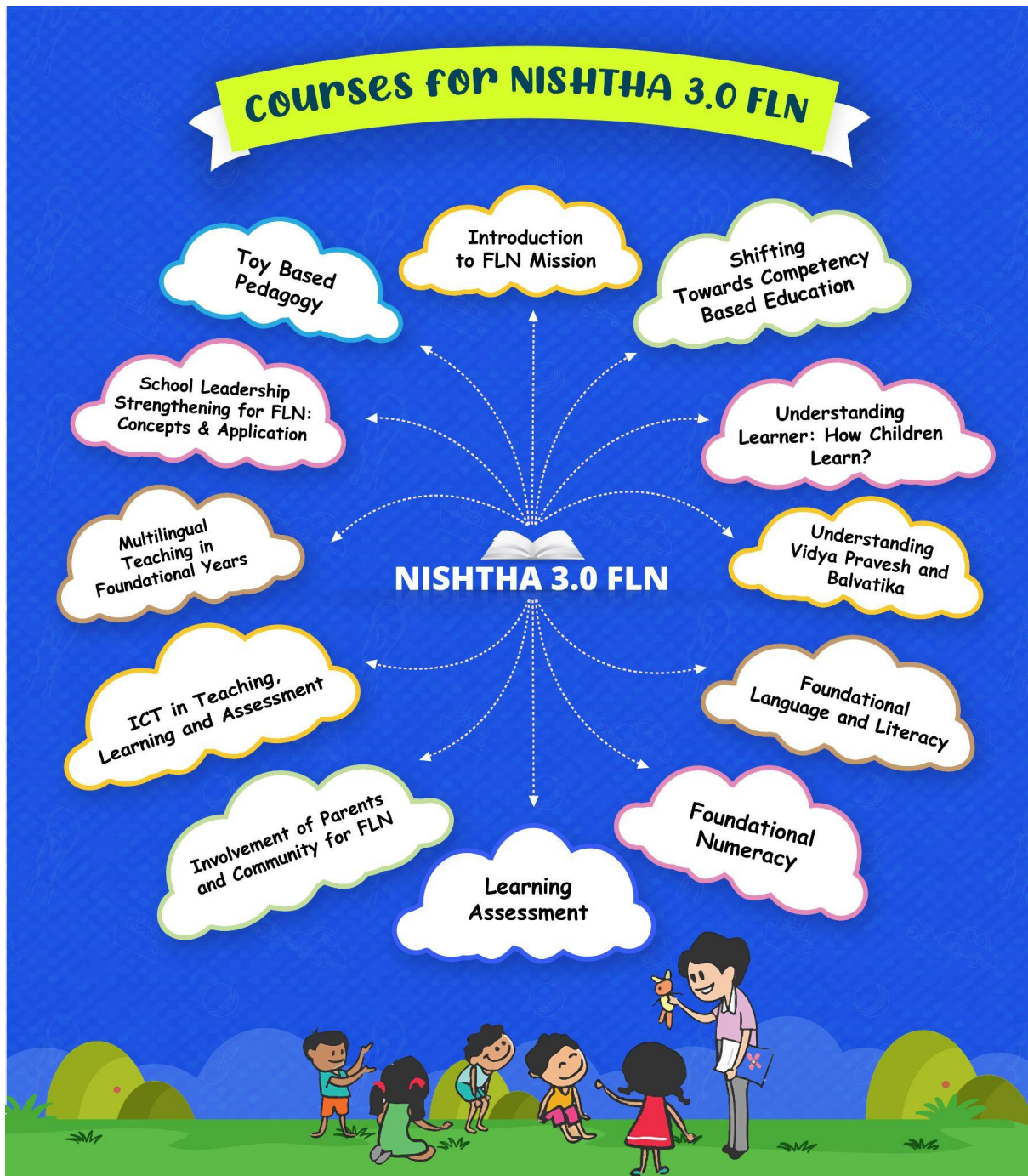
DIKSHA - One Nation One Platform

DIKSHA is an initiative of the National Council of Educational Research and Training (Ministry of Education, Govt of India). The online platform of DIKSHA offers engaging learning material for both teachers and students, and is available in form of Portal and Mobile App. Continuous Professional Development of teachers is an extremely important element of the school education ecosystem and DIKSHA serves as one of the best platforms to disseminate teacher training. The ease of developing courses and ‘anytime anywhere’ access makes DIKSHA one of the most used platforms by Teachers for self-development, across India.

The platform has technical capabilities to create, host and share a variety of content. The portal serves as a central repository of all digital resources designed and pooled by creators across the nation, which is accessed by everyone. Digital resources include text, image, audio, video and interactive content. The types of format can be MP4, PDF, ePub, WebM and H5P. Creation of a course has been made very easy by developing an online framework for uploading digital content, designing assessments, structuring the table to contents, stitching all resources into a course and receiving data on course consumption.

NISHTHA 3.0 Courses for FLN

Courses for teachers will be launched sequentially and conducted in batches. Each course will be of 3-4 hours duration within which teachers will have flexibility to complete the course. The courses will have a variety of resources such as videos (introductory, conceptual and demonstration), text, interactive activities, reflective activities, external links, reference materials etc. to keep the learners engaged and address different learning styles.



Course Schedule

Courses for teachers will be launched sequentially and conducted in batches in DIKSHA. Each course requires a minimum 3-4 hours of engagement by the learners where there will be flexibility for teachers to complete the course in a self paced manner. Two courses per month will be conducted. A teacher needs to do self enrolment, do self learning and will get certified on completion of the course. Tentative schedule is as follows:

Phase	Duration	Courses (3 course/month)
Phase 1	10 August 2021	Orientation of the coordinators
	August 2021	Data gathering by the State/ UT/organizations
	September 7, 2021	Launch of NISHTHA 3.0
	September 7-30, 2021	Registration of Teachers
Phase 2	October 1-31, 2021	Course 1: Introduction to FLN Mission Course 2: Shifting Towards Competency Based Education
Phase 3	November 1-30, 2021	Course 3: Understanding Learner: How Children Learn? Course 4: Understanding Vidya Pravesh and Balvatika
Phase 4	December 1-31, 2021	Course 5: Foundation Language and Literacy Course 6: Foundation Numeracy
Phase 5	January 1-31, 2022	Course 7: Learning Assessment Course 8: Involvement of Parents and Community for FLN
Phase 6	February 1-28, 2022	Course 9: ICT in Teaching, Learning and Assessment Course 10: Multilingual Teaching in Foundational Years
Phase 7	March 1-31, 2022	Course 11: School Leadership Strengthening for FLN: Concepts & Application Course 12: Toy Based Pedagogy
Phase 8	April 1-30, 2022	Reopen all the courses
Phase 9	May 1-31, 2022	Data analysis and reporting

Modality of Implementation

1. States/ UTs and autonomous organisations to nominate two academic coordinators and two technical coordinators for NISHTHA FLN coordination
2. NCERT will develop courses in English, Hindi and Urdu language.
3. NCERT will share eCourse documents with the States/ UTs for translation into State/ Local/ Regional Languages. States/ UTs to undertake translation work.

Translation of Courses

Complete e-Course document should be translate following the given instructions

- Title of the course should be written with 50 characters including space
- Description of the module (300 Characters stating the purpose of the course and 200 characters to provide the following details - Course Start Date, Enrolment Closing Date, Course Closing Date)
- Keywords (list separated by comma) - NISHTHAFLN should be added as one of the keyword mandatory.
- Course instruction should be re written with the state details
- Objectives (list separated by comma)
- Content Outline (Bulleated format)
- Transcript of the videos (text format)
- Videos (MP4 format)
 - State should translate the transcripts shared by NCERT
 - State shall choose any one option
 - Re-record the video in the regional language
 - Use the videos shared by NCERT and add subtitles in regional language
 - Total duration of video in one course should not exceed 30 minutes
- Activities to be created in H5P/ DIKSHA/ Blog
 - Content for these activities to be translated
 - Using the content, activities should be created in DIKSHA or H5P software or in a blog by the development team/ technical team.
- Reading materials
 - Reading materials are in textual form
 - All the textual resources need to be translated. Total textual resources should not exceed 3500-4000 words per course.
 - Image given in NCERT can be used as it is.

- Summary (Graphics)
 - Summary need to be developed as a digital mind map after translation
- Portfolio (Text)
- Additional Resources
 - Resource links should remain the same and the title of the resource to be translated and given
 - Book / articles names should be retained as it is and should not be translated
- Quiz (Text - Multiple Choice)
 - Content to be translated by the academic team. Technical team to develop courses in DIKSHA portal directly by following the technical guidelines that will be shared during orientation

4. Once translated, the course content should be shared with NCERT (nishtha.ncert@ciet.nic.in)
5. NCERT will create the courses in English, Hindi and Urdu in DIKSHA as a repository and share course details alongwith metadata with States/ UTs, CBSE and ICSE.
6. Any one of the following modalities will be followed by the boards to run the courses:
 - a. If any State/ UT/ CBSE/ ICSE wishes to offer the courses in English, Hindi and Urdu, then a copy of the courses to be created in their own tenant and courses to be conducted.
 - b. If a state/ UT wishes to run the courses in regional language, then the State/ UT can create a new course in their own tenant using the translated content. Courses will be rolled out in their respective tenants.
7. States/ UTs/ CBSE/ ICSE to create the courses in their tenant and inform the teachers
8. Technical admins to report data every Monday in the prescribed format
9. Academic coordinators to submit the report of courses conducted in every fortnight / month within 15 days from day of closing the course
10. NCERT to submit data to MoE on every Tuesday
11. Monitoring system to be created by state/ UT and other boards to monitor from school level to national level. States to create their own system for monitoring based on the best practices implemented by states/UTs.

Implementation Stages

Planning stage

- NCERT will share the e-modules and digital resources with States/ UTs
- NISHTHA 3.0 (FLN) state coordinator to identify an academic team in consultation with the Director, SCERT/ SPD-Samagra Shiksha/ Secretary/ Chairperson of School Boards for translation of e-modules. This academic team will also play the role of content reviewer. So, their mail IDs should be sent to DIKSHA State Single Point of

Contact (SSPOC) for registering them, as Content reviewer in the DIKSHA platform

- State academic team to translate, customise, contextualise the e-module in the required languages with digital resource as reference
- State coordinator to plan the following in consultation with Director, SCERT/ SPD-Samagra Shiksha/ Secretary School Education/ Boards of school education
 - Target at state level
 - Communication system
 - Course Schedule
 - Data of teachers and school heads
 - Support system
- NISHTHA 3.0 (FLN) State coordinator to identify a development team in consultation with the Director, SCERT/ SPD-Samagra Shiksha/ Secretary School Boards for developing the digital resources of the modules and develop all the digital resources like videos, text resources, activities, etc.
- NISHTHA 3.0 (FLN) State coordinator to share the developed resources along with the eCourse to the technical admins through drive in the same format shared by NCERT.
- Technical admins to upload the resource and create courses in DIKSHA platform and submits for review
- State coordinator to ensure that state tenants are made available in DIKSHA platform. For this state coordinator to contact the DIKSHA PMU allotted to the state and make the digital infrastructure ready in DIKSHA to run courses.
- While the technical admin creates the course on DIKSHA, content reviewers need to check and approve each resource and the course for making it live

Once the course is live, technical admin should submit the metadata sheet of course and resources to state coordinator which will have the link of the courses

Implementation stage

- State coordinators to decide the course calendar and communicate the same to the targeted teachers through official communication, instant messenger groups, mail-based e-groups, state website etc., through proper channel
- State coordinator and Technical admin will be enrolled as mentor in the course for accessing the progress card and score card
- Technical admins at state, district and block level to support in ensuring that the course links have reached to every teacher and school heads. Teachers will do self-enrolment in the courses and complete the course in the stipulated time
- These technical coordinators at the district and block level should ensure that:
 - Course information has reached every single teacher
 - Teacher has done self-enrolment in the courses as per the calendar and following the instructions given in the user manual completes the course
 - Sharing reminders and short posts on the courses frequently in the instant messenger groups/ email groups or any other communication existing/ created in these organisations for the NISHTHA 3.0 (FLN) programme.

- If there is any technical issue reported by participants, try to solve it at the state level or escalate to national technical coordinator through support mail ID
- Role of the State/ National Technical Coordinator is as follows:
 - Technical coordinators need to analyse the progress card and prepare the weekly report on the number of teachers enrolled and completed
 - Report the analysed data on a weekly basis to the NISHTHA 3.0 (FLN) coordinator and with all technical coordinators at the regional, cluster level for follow up.
 - Ensure that all technical coordinators at district, block level shares reminders and short posts on the courses frequently in the instant messenger groups/ email groups or any other communication existing/ created in the state for the NISHTHA programme.
 - Update the following data in the NISHTHA portal at the end of the course
 - Total no of teachers enrolled and completed all the 12 courses
 - Submit the final report to NCERT through the proper channel
 - If there is any technical issue reported by participants/ technical admins try to resolve it or escalate to DIKSHA technical team
- NISHTHA 3.0 (FLN) state coordinator to take the responsibility of the following:
 - Ensure the completion of all courses (12 courses) by all the teachers of re-primary and primary teachers working under their organisation.
 - At the end of every month, prepare a report covering the following data;
 - Course wise enrolment of teachers and also in each course district wise
 - Number of teachers received certificate course wise
 - Submit the final report to NCERT through the proper channel

Evaluation Stage:

State coordinator to check the status of completion of the courses by all teachers. Once all the courses are completed, state coordinator to submit report to NCERT with all data through proper channel along with the data of teachers, who have completed the courses in CSV format

Certification:

At the end of each course, there will be an assessment. All learners who achieve 70% in the assessment will get the certificate of the courses. Certificates need to be designed with the respective authorities' signature and logos using the template given in the portal. On the completion of the course, certificates will be issued automatically and will be available in the learner's profile for downloading. It may take 0-15 days for getting the certificate.

Interactive Sessions for Key Resource Persons and Teachers

1. States/UTs need to identify 10 to 50 Key Resource Persons for each of the pedagogic courses in proportion to number of their teachers. Each of the Key Resource Person will have the following roles-
 - a. Completion of all 12 courses.
 - b. Participation in Interactive Session conducted by the NCERT
 - c. Conduct of Interactive Sessions for the Teachers at the State/UT level
 - d. Addressing academic queries of teachers in the process doing NISHTHA courses
 - e. Supporting these teachers with on-demand sessions on different modules.
 - f. These KRPs later on will join NCERT team to follow-up with teachers when they will go back to schools.

Therefore, along with the online course content on DIKSHA, **live session by the KRPs for every course needs to be conducted as follows:**

- i. Live streaming/ online session/ recorded session at the starting of the course to explain the course content.
 - ii. streaming/ online session/ recorded session at the end of the course to address the queries
2. Live Sessions by the National Level Resource Persons
 - a. NCERT will conduct live sessions for 1.5 hours. Schedule will be communicated every month in the telegram group
 - b. In this way, KRPs may attend these Interactive Sessions which will help them to handhold teachers across subject areas undertaking NISHTHA (FLN) courses.

Additional components along with DIKSHA

DIKSHA platform does not have a facility for portfolio submission. As per the observation and feedback from Andhra Pradesh online course, portfolio development and submission have really made teachers to apply and think about the implementation in the actual classroom. States can also include this component by asking teachers to submit their portfolios through a drive link to the allotted SRG for feedback or any other state-developed system where these portfolios can be given feedback by SRGs.

For any queries, contact Join Director, CIET- NCERT (nishtha.ncert@ciet.ni.in/ 9310205018/ 91-11-26967580.

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