NISHTHA 1.0 (Elementary Level) - JHARKHAND

1. **Introduction**

NISHTHA :

NISHTHA (National Initiative for School Heads' and Teachers' Holistic Advancement) is a capacity building programme for "Improving Quality of School Education through Integrated Teacher Training". It aims to build competencies among all the teachers and school principals at the elementary stage.

As envisioned, the functionaries (at the state, district, block, cluster level) were trained in an integrated manner on learning outcomes, school-based assessment, learner – centred pedagogy, new initiatives in education, addressing diverse needs of children through multiple pedagogies, etc. This was organized by constituting National Resource Groups (NRGs) and State Resource Groups (SRGs) at the National and the State level who trained almost 250 teachers subsequently and then these 250 Master Trainers trained almost 70 thousand teachers.

Keeping in view the COVID-19 pandemic situation, when it was planned by NCERT to organise SRG and Teachers training in online mode targeting those teachers who hadn't taken the training in face-to-face mode, preparations were done by the state to not only provide access to the targetted teachers but also to all other teachers who were interested to do the course in online mode. The registration of teachers on DIKSHA was mandated and the first online training for the SRGs was launched on 1st October 2020.

2. **Need & Significance**

- To equip all the elementary stage teachers on learning outcomes, school based assessment, learner –centred pedagogy, new initiatives in education and addressing diverse needs of children through multiple pedagogies, etc.

- To monitor and provide extensive support to the teachers using multiple modes up to the classroom level, in view of improving learning outcomes of the students.

- To orient state functionaries and school principals on learning outcomes, national achievement survey, learner- centred pedagogy and new initiatives in school education so that they are able to monitor schools and extend support to schools for the implementation of new initiatives.

3. **Objectives**

The key expected outcomes from NISHTHA online were :

- Improvement in learning outcomes of the students.

- Creation of an enabling and enriching inclusive classroom environment

- Teachers become alert and responsive to the social, emotional and psychological needs of students as first level counselors.

- Teachers are trained to use Art as pedagogy leading to increased creativity and innovation among students.

- Teachers are trained to develop and strengthen personal-social qualities of students for their holistic development.

- Creation of healthy and safe school environment.

- Integration of ICT in teaching learning and assessment.

- Developing stress free School Based Assessment focused on development of learning competencies.

- Teachers adopt Activity Based Learning and move away from rote learning to competency-based learning.

- Teachers and School heads become aware of new initiatives in school education.

- Transformation of the Heads of Schools into providing academic and administrative leadership for the schools for fostering new initiatives.

4. **Schedule**

   a. National timelines: All the teachers in the state were requested to completed courses adhering to the national timelines with 3 courses being uploaded every 15 days.

   b. Revision timelines: A significant number of teachers could not complete all the courses in time due to three major reasons:

      i. Bugs in DIKHSA app/blog tasks/website

      ii. Limited internet connectivity (Jharkhand has many shadow regions with either limited or no network coverage) and smartphone access during particular courses

      iii. Personal reasons during the pandemic

      Consequently, the courses were reopened for such teachers and for other teachers to revise from 16th January till 31st March 2021.

5. **Modality**

   a. Orientation: Before the start of the program, a state-wide webinar was held in the presence of the State Project Director, Dr. Shailesh Kumar Chourasia; by DIKSHA In-charge, Mr. Keertiwas Kumar (JCERT); and JEPC's Quality Education In-charge, Mr. Avinav Kumar to orient teachers on the importance of NISHTHA courses and the timelines.

   b. Development of courses: Courses with all metadata was provided by CIET, NCERT and is customizes for blogs and updation on DIKSHA was done by Ms. Preeti Mishra, Working Member Team DIKSHA, Jharkhand.

   c. Implementation strategy: Before beginning of each course, a WhatsApp message drafted by the JCERT with relevant course links were distributed to all teachers

over the teacher WhatsApp groups. Within 15 days, DIKSHA registration, course enrollment, and course progress was analyzed at a district-level to find gaps, and relevant reminder-posters were sent to all the teachers to complete the courses.

d. Communication system: WhatsApp was primarily used to send course links before the commencement of courses, reminder for completing courses, and grievance redressal. The state selected a 96-members District Resource Group team (4 per 24 district) and a 6840-members Cluster Resource Group team (3 per 2280 cluster) to help teachers with course grievances. Moreover, the state created a grievance redressal google-form with 'if you are facing X problem, then follow these Y steps to deal with the issues' format that helped reduce the grievance redressal burden from resource group teams. Moreover, state used a 12 members VFS team to further address grievances that could not be deal with by other means. The VFS team listened to the issues, logged them, and provided quick solutions to the teachers.

e. Monitoring and reporting system: Regular monitoring was undertaken on DIKSHA registration, course enrollment, and course progress. District officials were provided with reports containing district and block-wise progress on each course and on the basis of this, online review meetings with the district and block officials were organized in the chairpersonship of the State Project Director to further improve outcomes. Officials from the districts with good progress were asked to share best practices with other officials and the officials from the districts with multiple areas of improvement were asked to share issues which were resolved on the call.

6. **Data analysis and interpretation**

a. Target: Approximately 1.05 Lakh (All 1-8 grade teachers)

b. Average enrollment across all 18 courses: 92,295 Average course completion across all 18 courses: 84,403 (91% teachers who enrolled into the courses)

c. Average certification received across all 18 courses: 84,403 (100% teachers who completed the courses)

d. Course wise analysis (Instances):

Course	Module	Enrollment (Instances)	Completion (Instances)	Certification (Instances)
Course 1	1	128077	84221	84221
Course 2	1	94021	74030	74030
Course 3	1	106493	82527	82527
Course 4	2	106138	88979	88979
Course 5	2	95649	82103	82103
Course 6	2	92748	80509	80509
Course 7	3	95270	90925	90925
Course 8	3	96199	91298	91298

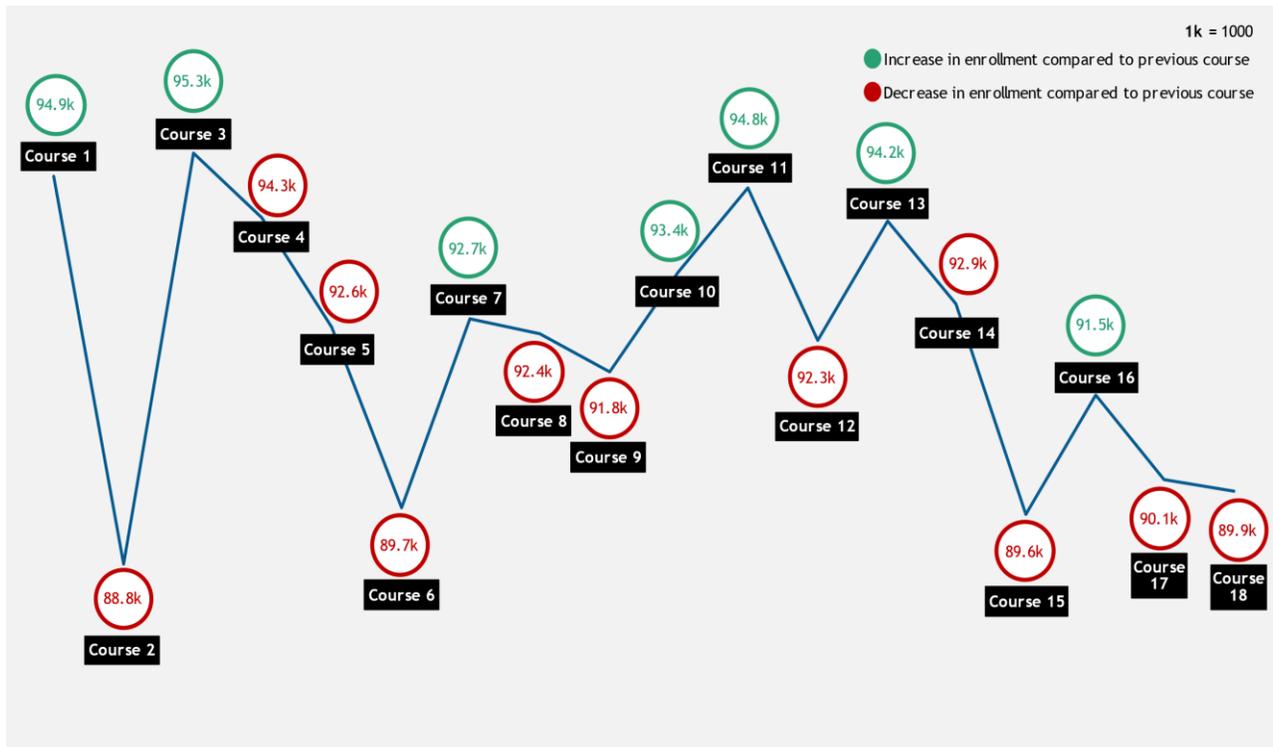| Course	Module	Enrollment (Instances)	Completion (Instances)	Certification (Instances)
Course 9	3	95545	90536	90536
Course 10	4	96585	90469	90469
Course 11	4	99037	92224	92224
Course 12	4	95064	90353	90353
Course 13	5	98742	91301	91301
Course 14	5	98420	91366	91366
Course 15	5	93434	87612	87612
Course 16	6	94714	89601	89601
Course 17	6	93105	89384	89384
Course 18	6	93193	89601	89601
AVERAGE		**98469**	**87613**	**87613**

e. Course wise analysis (Jharkhand Teachers)

Course	Module	Enrollment (Teachers)	Completion (Teachers)	Certification (Teachers)
Course 1	1	94932	76173	76173
Course 2	1	88800	71937	71937
Course 3	1	95303	78888	78888
Course 4	2	94275	83328	83328
Course 5	2	92554	79762	79762
Course 6	2	89698	78191	78191
Course 7	3	92687	88504	88504
Course 8	3	92450	88355	88355
Course 9	3	91848	87792	87792
Course 10	4	93400	87871	87871
Course 11	4	94753	89328	89328
Course 12	4	92342	87896	87896
Course 13	5	94226	88451	88451
Course 14	5	92918	88056	88056
Course 15	5	89587	84934	84934
Course 16	6	91457	87070	87070
Course 17	6	90130	86794	86794
Course 18	6	89944	87070	87070
AVERAGE		**92295**	**84467**	**84467**

f. District-wise analysis:

District	Avg enrollment across all courses	Avg course completion across all courses	% Course completion across all courses	Avg certification across all courses	% Certification received across all courses
Bokaro	5169	4909	95%	4909	100%
Chatra	3905	3509	90%	3509	100%
Deoghar	4747	4310	91%	4310	100%
Dhanbad	5278	4943	94%	4943	100%
Dumka	4845	4406	91%	4406	100%
Garhwa	3772	3340	89%	3340	100%
Giridih	7198	6490	90%	6490	100%
Godda	4355	4066	93%	4066	100%
Gumla	3428	3014	88%	3014	100%
Hazaribagh	4988	4524	91%	4524	100%
Jamtara	2793	2631	94%	2631	100%
Khunti	2186	2023	93%	2023	100%
Koderma	1772	1556	88%	1556	100%
Latehar	2349	2074	88%	2074	100%
Lohardaga	1370	1269	93%	1269	100%
Pakur	2504	2316	92%	2316	100%
Palamu	6152	5508	90%	5508	100%
Pashchimi Singhbhum	5089	4718	93%	4718	100%
Purbi Singhbhum	5575	5273	95%	5273	100%
Ramgarh	2275	2117	93%	2117	100%
Ranchi	6122	5484	90%	5484	100%
Sahibganj	2820	2576	91%	2576	100%
Saraikela-Kharsawan	3603	3348	93%	3348	100%
JHARKHAND Average	**92295**	**84467**	**91%**	**84467**	**100%**

g. Trends in enrollment

7. **Issues and key challenges**

   a. Getting teachers registered on the platform was challenging given the existence of two-step registration process and the lack of inbuilt validation during the self-declaration progress. Consequently, the state is not able to verify the registration of approximately 15,000 teachers.

   b. Due to network connectivity issues in many shadow regions, regularly enrolling into courses and completing them was a challenging prospect

   c. Many teachers do not have access to smartphones as well as computer systems because of which they could not either get registered or could not complete the courses

   d. Many times, certificates were not released in time, which caused confusions among teachers and reduced motivations at times

8. **Success stories (Shaikshik Samvaad)**

   Apart from the NISHTHA online courses, Jharkhand state initiated 14 TPD Courses on DIKSHA for Elementary level Teachers (5 Basic, 5 Intermediate and 5 Advance). The key points related to the online courses of NISHTHA and TPD Courses were discussed in the monthly online meetings held at cluster level. These discussions were named as Shaikshik Samvaad and for it's implementation, a pool of District Resource Group (DRG) and Cluster Resource Group (CRG) having 4 RPs in DRG and 3 RPs in CRGs were created in all

districts and CRCs respectively. These discussions helped teachers to discuss about their doubts, misconceptions etc. For every month, a session/discussion plan was provided to the DRG by JCERT and they were oriented on the same. DRGs then did the same with CRGs, discussing key points about the courses as per the plan provided and finally CRGs conducted Shaikshik Samvaad in their respective CRCs for all the Teachers of that cluster. The entire process was monitored and followed up by JCERT and the efforts of Districts, Blocks and CRCs were appreciated as per their consistency and timely conduct of Shaikshik Samvaad.

Elementary: DIKSHA TPD

90%+ clusters conducted monthly Shaikshik Samvaad to ensure learning from DIKSHA TPD

SATH
Sustainable Action for Transforming Human capital

~7k teachers appointed and trained as resource persons for Shaikshik Samvaad

Appointment

96 District Resource Group: JCERT appointed 4 DRGs for each of the 24 district

6840 Cluster Resource Group: JCERT appointed 3 DRGs for each of the 2281 cluster

Training

3 levels cascading model created to train the resource persons and conduct Samvaads

Level 1: JCERT trains DRGs
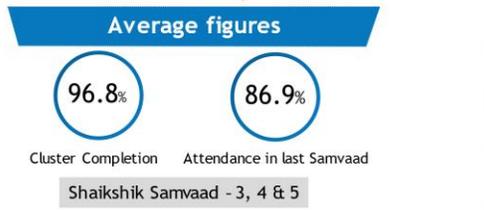Level 2: DRGs train CRGs
Level 3: CRGs conduct Samvaad with teachers

5 Shaikshik Samvaads conducted with 90%+ cluster conducting it

Average figures

96.8% — Cluster completion rate in Shaikshik Samvaad 3, 4, & 5

86.9% — Teacher attendance in Samvaad - 5

~95% — Teachers reported positive feedback mentioning, "शैक्षिक संवाद उपयोगी लगा और मेरी TPD की समझ बेहतर हुई"

5

Positive field response from Shaikshik Samvaads

Average figures

96.8%
Cluster Completion

86.9%
Attendance in last Samvaad

Shaikshik Samvaad - 3, 4 & 5

Feedback from field

95%+

"शैक्षिक संवाद उपयोगी लगा और मेरी TPD की समझ बेहतर हुई"

Teacher Survey Form, N =50k

Regular use of TLMs in Samvaads

Have been used regularly in Hazaribagh, Dhanbad, and Deoghar

Shaikshik Samvaad partly responsible for improvement in Midline Survey results

Baseline Survey: 24 Sep

35%

Midline Survey: 18 Jan

55%

An improvement in score by ~ 62% across the two assessments

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