REPORT ON CONDUCT OF ONLINE NISHTHA DURING 2020-21 FOR ELEMENTARY TEACHERS AND HEAD TEACHERS – NAGALAND STATE

1. **Introduction:**

NISHTHA an integrated module on learner-centered pedagogy, learning outcomes, school-based assessment and subject-specific pedagogies was approved by Project Advisory Board of Samagra Shiksha at the Ministry of Human Resource Development (MHRD) in 2019-2020. It was adopted by MHRD, Government of India, for scaling it up in the entire country.

During 2019-20, the State completed face to face mode NISHTHA for 14250 teachers and head teachers. The remaining elementary teachers and head teachers were listed for the online NISHTHA during 2020-21.

2. **Need & Significance:**

The need to build the capacity of every teacher and school head on some of the recent concerns in school education has led to the introduction of NISHTHA through NCERT and NIEPA in partnership with state level functionaries.

In the State of Nagaland, the first 4 phases were conducted on face-to-face mode during 2019-20. Due to the pandemic the remaining phase was conducted online. Online NISHTHA conducted during 2020-21 on a massive scale was first of a kind which gave new experience to the teachers of the State. Besides multiple challenges faced by the teachers, it prepared them for future in-service training programmes which are likely to be conducted through online mode.

Objectives: It aims to build competencies among all the teachers and school principals at the elementary stage. The functionaries (at the state, district, block, cluster level) to be trained in an integrated manner on learning outcomes, school-based assessment, learner – centered pedagogy, new initiatives in education, addressing diverse needs of children through multiple pedagogies, etc. A robust portal/Management Information System (MIS) for delivery of the training, monitoring and support mechanism has been infused with this capacity building initiative

3. **Schedule:** The online NISHTHA schedule for the Elementary Teachers and Head Teachers for the State was prepared in line with the NCERT guidelines. The training commenced on 15th October 2020.

SCHEDULE FOR THE CONDUCT OF ONLINE NISHTHA TRAINING ON DIKSHA FOR ELELMENTARY TEACHERS AND HEAD TEACHERS 2020-21

Date	Module
Oct. 15 – 21, 2020	Module 1- Curriculum and Inclusive Education
Oct. 22 – 24, 2020	Module 2 - Developing Social - Personal Qualities and Creating Safe and Healthy School Environment
Oct. 25 – 30, 2020	Module 3 - Health and Well-being in Schools

	Module 4 - Integrating Gender In Teaching Learning Process
Oct. 31 – Nov. 5, 2020	Module 5 - Integration of ICT in Teaching-Learning and Assessment Module 6 - Art Integrated Learning
Nov. 6 – 11, 2020	Module 7- School Based Assessment Module 8 - Pedagogy of Environmental Studies (Primary Stage)
Nov. 12 – 17, 2020	Module 9 - Pedagogy of Mathematics Module 10 - Pedagogy of Social Sciences (Upper Primary Stage)
Nov. 18 – 23, 2020	Module 11 - Pedagogy of Languages Module 12 - Pedagogy of Science (Upper Primary Stage)
Nov. 24 – 29, 2020	Module 13 - School Leadership: Concepts and Application Module 14 - Initiatives in School Education
Nov. 30 – Dec. 5, 2020	Module 15 - Pre-School Education Module 16 - Pre-Vocational Education
Dec. 6 – 11, 2020	Module 17 - Covid-19 Scenario: Addressing Challenges in School Education Module 18 - POCSO

The online NISTHA was scheduled to complete by 11th December 2020 however, in view of the extension of last date the teachers were given extension for completion of the training as per the guidelines of NCERT.

4. **Modalities:**
   - **Orientation** – The SCERT conducted orientation programme for the KRPs in the State level for the conduct of online NISHTHA in the Month of October 2020. The KRPs engaged in the 2019-20 NISHTHA programme were used in the online mode as well. Samagra Shiksha organized orientation programme for the District and EBRC officials for monitoring of the online NISHTHA. The EBRCs conducted orientation programme for the teachers through virtual mode.

- **Development of courses**: The official language of the State is English therefore, the same english modules shared by NCERT were used.
- **Implementation Strategy**: Samagra Shiksha, Directorate of School Education and SCERT jointly implemented the online NISHTHA programme in the State. SCERT provided academic support, Samagra Shiksha made necessary logistic arrangements for the training and Directorate of School Education supported in the monitoring of the training programme.

  In view of the Covid Pandemic, face to face orientation programme could not be conducted. The State officials prepared detailed guidelines for accessing online NISHTHA on DIKSHA and provided to the District/Block Officials and teachers. As per the guidelines, the State provided pen drives with training modules and necessary guidelines to all the teachers.
- **Communication System:** WhatsApp platform was extensively used in communication with the District and Block Officials from the State level NISHTHA team. All necessary information were provided to the teachers to WhatsApp and official notification from the State office. A control room was established at Samagra Shiksha State Office for monitoring of the progress. The State established four tier communication system for the conduct of online NISHTHA- State-District-Block- School heads/teachers

- **Monitoring and Reporting System:** The Directorate of School Education issued teachers requisition order for undergoing online NISHTHA for those elementary teachers and heads teachers who could not complete the training during 2019-20. At the State level, the State NISHTHA team comprises of officials from SCERT, School Education and Samagra Shiksha monitored the progress of the training through the Districts with support of the MIS officials. The Educational Block Resource Centre (EBRCs) directly monitor the teachers through WhatsApp groups. WhatsApp groups were created at every level- State, District, Block and School for the purpose of monitoring the progress. The EBRCs collected the detailed list of teachers and head teachers who have completed the online NISHTHA 2020-21 and submitted to the State MIS team for compilation.

5. **Data analysis and interpretation:**
    1. **Target**: PAB 2020-21 provided provision for 2622 elementary teachers and head teachers for online NISHTHA. The 2622 are the remaining teachers who could not attend the face-to-face mode of NISHTHA during 2019-20. The State conducted data collection of teachers who have not undergone face to face mode NISHTHA during 2019-20 and identified 1278 elementary teachers and head teachers. Out of 2622 teachers, many have retired from the service. Many teachers such as drawing teachers, carpentry instructors and knitting instructors whose qualification is below class 10 called not take up online NISHTHA. The data collection was made through the EBRC officials and the actual target set by the state for online NISHTHA (Elementary) during 2020-21 is 1278 teachers based on school wise data collection of those who could not attend face-to-face mode NISHTHA.

2. **Total Enrolment, Completion and Certification:** Out of the total target of 1278 teachers, 843 successfully completed all the modules during 2020-21. The overall completion percentage against the target is 66%. The teachers requisitioned for undergoing Online NISHTHA have registered in the DIKSHA platform however, many of them could not complete the courses due to connectivity issues. The figure indicated below block-wise reflects those who have completed all the modules and received certification.

District/Block- wise target and achievements

Sl.No	District	EBRC	Actual No. of teachers in training list	No. of Teachers completed	Certificate issued	Percentage
1	Dimapur	DHANSIRIPAR	38	22	YES	57.89
		DIMAPUR URBAN	37	34	YES	91.89
		KUSHIABILL	86	60	YES	69.76
		MEDZIPHEMA	41	32	YES	78.04
		NIULAND	41	30	YES	73.17
District Total:			243	178		73.25
2	Kiphire	KIPHIRE	3	1	YES	33.33
		PUNGRO	13	8	YES	61.53
		SEYOCHUNG	10	7	YES	70
District Total:			26	16		61.53
3	Kohima	Chiephobozou	34	31	YES	91.17
		L.Khel	50	35	YES	70
		Sechu zubza	14	9	YES	64.28
		Tseminyu	28	21	YES	75
		Viswema	17	10	YES	58.82
District Total:			143	106		74.12
4	Longleng	LONGLENG	18	18	YES	100
		TAMLU	24	22	YES	91.66
District Total:			42	40		95.23
5	Mokokchung	EBRC CTN B	15	14	YES	93.33
		KHENSA	12	11	YES	91.66
		KUBOLONG	8	6	YES	75
		MANGKOLEMBA II	34	30	YES	88.23

		MOKOKCHUNG VILLAGE	32	32	YES	100
		WATIYIM	25	21	YES	84
District Total:			126	114		90.47
6	Mon	ABOI	9	3	YES	33.33
		TIZIT	34	12	YES	35.29
		TOBU	19	3	YES	15.78
		WAKCHING	11	3	YES	27.27
		MON	44	14	YES	31.81
District Total:			117	35		29.91
7	Peren	AHTHIBUNG	9	8	YES	88.88
		TENING	8	5	YES	62.5
		PEREN	3	1	YES	33.33
District Total:			20	14		70
8	Phek	CHOZUBA	22	9	YES	40.90
		PFUTSERO	31	31	YES	100
		PHEK	13	9	YES	69.23
		MELURI	33	25	YES	75.75
District Total:			99	74		74.74
9	Tuensang	HAKUSHANG	58	20	YES	34.48
		LONGKHIM	34	16	YES	47.05
		NOKLAK	28	3	YES	10.71
		NOKSEN	18	4	YES	22.22
		SHAMATOR	77	17	YES	22.07
District Total:			215	60		27.90
10	Wokha	BHANDARI	39	27	YES	69.23
		SANIS	9	7	YES	77.77
		WOKHA	41	29	YES	70.73
District Total:			89	63		70.78
11	Zunheboto	AGHUNATO	84	75	YES	89.28
		AKULUTO	16	16	YES	100
		PUGHOBOTO	12	12	YES	100
		SATAKHA	6	6	YES	100
		ZUNHEBOTO	10	10	YES	100
District Total:			128	119		92.96

Total			1248	819		65.62
Teacher deployed in Samagra Shiksha	EBRC,DMA & SMA		30	**29-5 = 24**	YES	**82.75**
Grand total			**1278**	**819+24=843**		**66.01**

6. **Issues and Challenges:**
   1) Lack of proper technical support was a problem in implementing the online mode of NISHTHA
   2) The DIKSHA portal should provide automated data analysis on the topic required by the NCERT. It is too time consuming for the data operators to manually sift through the data of thousands of teachers.
   3) Teachers in remote interior places faced connectivity issues to complete the course within the timeline. Due to network issues, teachers could not play some videos in the DIKSHA portal resulting to the delay in completion of the course.
   4) The delay in issue of completion certificates, teachers faced difficulties in proceeding to next module.
   5) In view of Covid Pandemic, most of the period during online NISHTHA was conducted under lock down which made it difficult to monitor the progress.
   6) Analysis of course-wise enrolment and progress was difficult.

7. **Key Learning:**
   1) A good refreshers course for trained teachers
   2) Inclusion of School heads highly beneficial
   3) Extensive use of digital devices by the teachers and head teachers

8. **Suggestions:**
   1) Role of departments should be clearly defined
   2) If possible, face to face mode of training programme for the in-service teachers may be conducted to ensure meaningful, interactive and activity-based training. This will help the teachers to relate with actual classroom situations.
   3) NCERT may conduct orientation programme for the State Resource Groups before launching the online NISHTHA to ensure successful implementation in the State.
   4) NCERT may improve mechanism on the DIKSHA portal to streamline State-wise teachers' registration in the portal so that proper monitoring can be done.
   5) Several instances of DIKSHA portal getting hanged were reported. Measures may be taken to prevent such incidences in future.

9. **Conclusion:** Online NISHTHA for elementary teachers and head teachers conducted during 2020-21 throughout the country is first of a kind. There were several challenges in the process however, it has taken use to digital devices to a new level. Most of the teachers who were reluctant to use digital devices were compelled to learn and adapt. It is hoped that technical issues faced by the teachers on the DIKSHA portal would be resolved to make it more user friendly in future.

In spite of the technical issues while undergoing online NISHTHA by the teachers where many could not complete the course due to connectivity issues, the online NISHTHA conducted by the NCERT on DIKSHA portal has provided a new platform for the teachers. The extensive use of digital device will benefit the schools where use of digital platforms in education will continue to intensify in future.