I am delighted to introduce Murari Jha as the guest editor of our second edition of Edit. Murari is a social science teacher in a government school in Delhi. I admire his passion and dedication as a teacher. Many of you may have met him, read his innovative blog reflective diary and insightful articles. His belief in the potential of every child clearly manifests itself in the work he is doing inside and outside school. When I approached him with the idea of a guest editor, he enthusiastically volunteered to compile this issue adding the responsibility to his duties as a teacher in school. Congratulations Murari, on this very special edition.

I would like to invite teachers to please volunteer as guest editors and use this platform to share innovative initiatives, ideas and practices in education. I look forward to hearing from you.

Bidisha Roy Das
CEO, Creatnet Education

Here is the yet another initiative of Creatnet Education (CE) to bring a new co-editor in every new issue of EDit. I would like to thank CE team for this opportunity. The idea is to believe in shared leadership. You must have heard the age old story of a rabbit and tortoise. In a new version of the story, the terrain of the competition changes. They cross the roads, which have both land and water, to reach the target. They think and change their strategy, both rabbit and tortoise decided to co-operate rather than to compete. Rabbit carries the tortoise in the land area and to cross the water, the role gets reversed, Tortoise carries the Rabbit. Together they reach their destination in the most efficient way. This is the vision we want for our future leaders. In this edition of EDit you will read some wonderful stories of the Learning Managers in the Delhi government schools, trying to influence change in the domain of teachers professional development. We have created a space for voices of the children that often remain unheard. I promise, you would enjoy the critical understanding of students which we tend to ignore. The leader in focus column brings the idea of democratic leadership. In our column of partner organisation, we have brought the story of Tasawwur, an organisation bringing a change in the life of teenagers through theater. I hope you will enjoy reading this issue and expect feedback from you to improve further.

Murari Jha
Guest Editor
October-December, ’16
The Creatnet Newsletter

A Facilitators Professional Development Workshop was held at Sanskriti Kendra, Anandgram, Ghitorni, New Delhi on September 5-6, 2016. The workshop was a joint effort of SCERT and Creatnet Education. The participant group comprised twenty people that included representatives from SCERT, Creatnet Education and Principals from the Delhi-NCR schools. The participating group is an integral part of the Intensive Learning Program launched in one thousand Delhi government schools starting July 12, 2016. The workshop sought to motivate principal-facilitators to be aware, engage, practice and learn. The aim was for the participants to learn more about the core facilitation skills — listening; verbal and non-verbal communication, managing self and group; receiving and giving feedback; and synthesizing — and assessing themselves and others in order to build upon their teams’ collective strengths. At the end of two days, the participants were able to create a learning space expanding the boundaries of ‘being and doing’. It rightly encapsulated every aspect that the participants of the workshop would themselves see in their role as a facilitator.

SharEd was launched by Creatnet Education on Aug 23, 2016, a platform for passionate and inspiring leaders from within the Indian government schools to share their ideas, innovative practices and experiments aiming to enhance the learning in our schools. Jung Bahadur Singh (JB Singh), an extraordinary leader, who is a veteran of the Delhi Department of Education spoke at the inaugural event on “Redefining Leadership in Education”. Mr. JB Singh is a leader who has the phenomenal ability to lead people not by the power of his position but by the power of unconditional belief in their abilities. He has created many leaders in the education system influenced by his belief in them. After retiring as a Deputy Director Education from the Directorate of Education, New Delhi, he voluntarily mentors Government School Principals. Leadership, for him, is about creating and developing more leaders. At the talk, he shared his mantra of management, dealing with day to day challenges in a government schools, dealing with people, developing leaders and Democratic leadership. You can view the talk at https://youtu.be/SBsjrSSCJlk

TASAWWUR: TRANSFORMING LIVES

1st February, 2016 was my last day at Tasawwur. I have learned a lot in my association with Tasawwur. I was a bit uncomfortable in the beginning. There were 16 participants and all were strangers. It was difficult for me to get along with them. As time passed we became good friends and credit goes to the team of Tasawwur. The sessions at Tasawwur empowered me to speak against the injustice in my school and my home. A significant change has come in my behaviour. Some of my friends take it as positive and some have concerns about this change. I found Tasawwur as a safe place where one can share their personal problems. I felt Tasawwur a more safe place than my own house. They have changed my perception about life. It has been a great journey with them.

About Tasawwur
Tasawwur is a theater program that brings together teenagers...
from different communities in New Delhi. Over the course of 5 months, teenagers share their stories and teach each other about the social issues that affect them most. Together, teenagers then create a public performance to showcase their experiences and dreams to a wide audience that includes peers, parents, teachers, NGO workers, and a general public. In February, our second cast performed at Akshara Theatre for three packed nights. The third cycle begins in October and will end with a play staging in February 2017. At Tasawwur, we believe deeply in the transformative power of the imagination and of community. With firm faith in the artistic process and in the power of meaningful cross-cultural relationships, we bring together a diverse group of teenagers to explore and transform some of the most complex social issues they grapple with. We use the arts to support these young people on their explorations, helping them discover their unique voices and stories, while creating an atmosphere of care and respect for the voices and stories of others, and ultimately using their collective voice to effect positive change in the world.

MURARI JHA
Learning Manager S.V No-3, Sector-7, R.K Puram

The Report of the National Commission on Teachers (1983-85) recommended that strategies used for in-service education must be ‘imaginative, bold and varied’. It further states that “the most effective among them are the services organized through the school complex. The idea of school complex...put forward by the Kothari Commission...intends to link primary and secondary schools with a view to pulling resources and including the educational process.”

The Commission mooted the idea of Teachers’ Centres that could function as “…a meeting place for teachers located in a school that has resources that it would like to share with others...it is a forum where workshops of very practical nature...
are organized for teachers of all faculties and of all levels; it pools in the talent of all teachers of various schools who act as resource personnel for centers’ workshops and it arranges book fairs.”

What teachers need most “...is a change in the climate of schools, an atmosphere conducive to educational research and enquiry (position paper; national focus group on teacher education for curriculum renewal; 05)

The learning manager’s programme has been introduced in the 54 model school project of the government of Delhi. These schools are managed by the Directorate of Education, Government of NCT of Delhi. The programme aims to strengthen the grass root teacher training module. Creatnet Education in collaboration with SCERT, Delhi took on the responsibility to enable learning for the learning manager. CE started their association with government schools with leadership development programs for Principals. They realized that this would not be very effective as there would be a relationship of authority between teacher and principal. It would be better that if a teacher from each school is trained and he/she would be given the responsibility to carry out the training in his/her own school. The acceptance of the teacher as learning manager among his/her colleague would be higher. A group of ten learning managers, through a peer group method, learn together at nearby DIET, once in a month.

Here is the story of the practice of some Learning Manager

What is the work of LM?
Teacher assessment – for development
Learning needs assessments
Organizing specific facilitator led experiential learning programs based on learning needs assessed Enable teachers to learn from other teachers Curating learning material – supporting videos, readings

What do we do in the sessions with the teachers?
Basically, it is a sharing session. We sit together and share our experiences of and challenges of teaching and learning. The sharing is guided through certain curated questions to enable reflection like
What Challenges do we face?
What is our idea of a dream school?
Why our schools not as effective?
What is difference between learning and knowing
How do we learn?
What is working and what is not working in our schools?
Who is our inspiration? What is his/her quality?
Favourite teacher? Why is a particular teacher, my favourite teacher?

A sample of how we do it
We discussed ‘Reframing our roles’ and the discussion began with the challenges teachers face. Each teacher was asked to think of a challenge and share it. They shared the challenges they face. Some of the challenges they observed are

1) Students don’t know how to read and write even in higher classes. How to deal with such children?
2) The challenge of irregularities; students often remain absent from the school and this makes our work less effective
3) Backgrounds of the children are very disturbing
4) Parents don’t support us
5) Compulsion of syllabus completion
6) We are judged by the results of the students, etc. Who is responsible for it?

A range of answers came which includes the no detention policy, no punishment, so on and so forth. But through a guided discussion, to my surprise, the consensus at last was that teacher is responsible for most of the challenges. The next question asked by the facilitator was What can you do? What happened after that was amazing. Everybody was generating solutions and citing their examples. Everyone shared that love and belief in the potential of children is the solution to most of the problems. This was really phenomenal. There was no lecture, no instructions to follow and yet we had together found answers for our challenges. The frame changed and now the new frame has many solutions rather than the challenges.
विश्वास ग्रुप की बदलती तस्वीर

नरेंद्र सिंह, मेंटर टीचर

बच्चन प्रसवाद सिवोदय कन्वा विद्वालय, देिली ददल्ी प्रशवासन के अधीन शशक्वा विभवाग के दक्क्ण मंडल के जोन 24 में स्थित है। आजकल सभी स्कूलों में प्रथम संकलित परीक्षा चल रही है। केवल नयी कक्षा के विश्वास ग्रुप की पत्वाई चल रही है। इस समय वे विश्वार्थीय परीक्षा में निकालते हैं। विभवागीय वनददेशवानरुसवार अनरुभिी, उत्वाही तथा मोदटिेटेड शशक्क इन बच्चों को पढ़ा - ललखवा रहे है।

शशक्षण ग्रुप - 3 की छात्राओं को सामाजिक विचार विषय सुनीता वनवाल बड़े मनोयोग से पढ़ा रही है, इसके लिए उन्होंने व्याख्यातादाता भी की है।

बच्चों से सरल भवाष्वा में समझवाती है। बच्चों से विषय पर प्रश्न परिचारक करती है। कक्षा - शिक्षण के दौरान छात्राओं को अपना विचार रखने का भारपूर अवसर प्रदान करती हैं। बच्चों के साथ खूब पुली-मिली रहती हैं। इसके सकारात्मक परिणाम भी देखने को मिल रहे हैं। बच्चन - शिक्षण के दौरान लड़कियों पहले से अधिक सजग अनुशासित एवं सीखते हैं। विभवागीय वनददेशवानरुसवार अनरुभिी, उत्वाही तथा मोदटिेटेड शशक्क इन बच्चों को पढ़ा - ललखवा रहे है।

EXPERIENCE OF A LEARNING MANAGER

ANUPAMA KHATTER
SKV I C- Block, Janakpuri

An opportunity came in the form of three days workshop at SCERT for learning manager programme which I thought of aimless and boring, but to my utter surprise, I really enjoyed and learn to unlearn the traditional practices which kill the curiosity and urge to learn among students.

A group of teachers was made who could bring great ideas and discuss teaching learning challenges. When I shared their challenges and tactics to cope up in a two-day workshop organized by me as an LM (Learning Manager) in the school hall. One TGT Hindi teacher said "Meri weakness hai ki mai bato me jaldi a jati hu. Agar woh perne ko mana karte hai to mai maan jati hu". It was her strength actually which was realized in the discussion. When I asked about the primary teachers challenges they straight forwardly volunteered "Madam we too want to create our own worksheets like Pragati and we want a programme to be organized in our own way on 14th Nov. We will introduce our innovations if we are given a chance too". I remained a silent observer and indeed an admirer to know that I am not walking alone.
The gossip in my classroom in a Delhi government school gave us energy to make something interesting creatively with the subject “GHOST”. Then the kids started explaining their own experience about Ghost. They paint, they wrote and they performed as they have seen the ghost directly or indirectly. Also, we are going to make a story book named, “Langdai Ki Angdai”.

Through these practices they got a chance to know themselves, to recognise their hidden qualities, some kids were very shy to perform but they did very well in front of other kids and teachers.

Tanu Prakash Khandual
Art Teacher
I saw her for the first time when she was preparing for zonal painting competition. Her gleaming eyes and bright face fascinated me. She gave me a casual smile. It took me some time to realize that she was a child with special need. One of her hand was amputated.

Next time when I met her was during Mega PTM. By that time, I had come to know that she got first prize in zonal painting competition and also two medals in athletics. She was with her mother. I called her and patting her back said “You know, you are the star of our school and we are proud of you” . She smiled and hid her face in her mother’s saree.

From that day onwards I always find her standing near the office early in the morning waiting for me. She wishes me good morning and then goes to her class. I remember one day going late to school. She came to me during recess and told me that she was waiting for me since morning. On friendship day we met after the assembly. She hesitantly took out a band and without saying anything tied the band on my wrist. Tears rolled down my eyes. I could not believe that a casual sentence of appreciation would bring her so close to me.

She has opened up with me and shares all her worries and happiness with me. For me it’s one of the most cherishing experience of life.

MY NEW FRIEND
RAJNI BALUNI
LM, G.G.S.S.S. School Block Shakarpur
ससर्ग हमारे साथ ही नहीं हुआ, ऐसी बहुत सी लड़कियाँ हैं जो इस बार को महसूस करती हैं। लड़कियाँ जब बाहर निकलती हैं तो उन पर कमेंट किए जाते हैं, इसी बार की जजन्त से लड़कियाँ पर से बाहर नहीं निकलती हैं। हमारा सामाजिक माहीत मुद्दे की जगह दिन पर दिन ज़राब होता जा रहा है। आखिर कब तक लड़कियाँ इस ज़ीफ में जीती रहेंगी?

अधिकार
मेरा नाम जिय पांडेय है। लोग मुझे अलग-अलग नामों से पुकारते हैं। सब मुझे कहते हैं कि “तुम बहुत चिल्लाती हो” कुछ तो ये भी कहते हैं कि तुम लड़की हो...... तुम्हें ऐसे नहीं चिल्लाना चाहिए, पहार तक कि मेरी ममी भी कहती है। मैं इन बातों पर ध्यान नहीं देती हूँ। मैं बहुत करती हूँ जो मुझे अच्छा लगता है। मैं गेम खेलती हूँ, मैं दोहरी हूँ, ज्यादा बोलती हूँ। अपने इकू के लिये सबसे बड़ी हैं। यह सब देखकर लोग मुझे कहते हैं कि अपने रहन-सहन को लड़कियों के बार कर लो। मैं जानना चाहती हूँ कि लड़कियाँ ऐसे क्यों नहीं रह सकती हैं जैसा बहु चाहती हैं? क्या लड़कियों का चिल्लाना गलत है?

Leader in Focus

B K Chamoli

B K Chamoli is the Principal of Sarvodaya Vidyalaya NO. 3 in R K Puram in New Delhi since 2012. He is a leader who has created a democratic space for children, teachers, parents and all non academic staff in the school. He is a teacher of English language. He is a recipient of the Indira award in 2012 and Teacher Excellence award in 2014-15.

For the full video, go to: http://bit.ly/2e1UCgE
If you are a student/facilitator/researcher/educator, we would like to hear from you.

If you want to start a programme in your region/develop leaders in your school/city, please get in touch and we will be glad to share our learning with you.

Please write to us at creatneteducation@gmail.com

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- Tanu Prakash Khandual – Artist
- Narender Singh – Mentor Teacher
- Anupama Khattar – Learning Manager
- Ritik – S.V No-3, Sector-7, R.K Puram
- Aditi Rao – Tasawwur
- Amita Satyal – Head Action Research, Creatnet Education
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Page 15: Jati-Shvani, Adhikar-Priya Pandey, Dar-Anu (students of grade 10D of S V No.3 Sector 7 RK Puram)

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