STRENGTHENING GOVERNMENT SCHOOLS

satya bharti school

BHARTI FOUNDATION'S FLAGSHIP INITIATIVE

•EDUCATION •EMPLOYMENT •COMMITMENT TO SOCIETY

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Bharti Foundation

Our Guiding Philosophy

To create temples of learning radiating knowledge and excellence

236 schools, approximately 30,000 children, 5 states, 1000+ teachers

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To Develop Models Of Quality Education

satya bharti school

↓
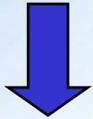
500 Primary Schools

+

50 Senior Secondary Schools

- Processes
- Holistic Curriculum
- Teachers Learning Module and Processes
- Standard Operating Procedures

Quality Education & Children Engagement

- Culture
- Teacher Motivation and Accountability
- Performance Evaluation
- Community Involvement

REPLICABLE

SCALABLE

SCHOOLING SYSTEM

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Our Targets

Phase I

236 Satya Bharti Primary Schools

24 Satya Bharti Sr. Secondary Schools (in PPP model)

TARGET:

Number of Students	50,000
Number of Teachers	1,500

TARGET:

Number of Students	50,000
Number of Teachers	1,600

Phase II

500 Satya Bharti Primary Schools

50 Satya Bharti Senior Secondary Schools (in PPP model)

TARGET:

Number of Students:	1,05,000
Number of Teachers:	3,000

TARGET:

Number of Students	1,00,000
Number of Teachers	3,250

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Currently Operating Two Models Of Working

SATYA BHARTI PRIMARY SCHOOLS

MODEL 1:

Schools constructed by the Foundation on land allotted/ leased by government or donors

MODEL 2:

Adopting Government Primary Schools

Inherit buildings and students, without the teachers

Thereafter both models run identically

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Features of a Satya Bharti Primary School

Classes	• Class Pre-primary to Class V* • Multiple sections
Students	• PTR of 1:35
Completely free for students	• Free education • Free Mid-Day Meal • Free stationery, textbooks and note books • Free uniforms
School infrastructure	• Classroom usage optimized in shifts • Play equipment • Separate toilet for boys & girls
Curriculum	• State board curriculum • Satya Bharti School teaching philosophy & methodology

* In 12 government schools classes are till VIII

Adopting Government Primary Schools To Improve Management

SATYA BHARTI GOVERNMENT PRIMARY SCHOOL PROGRAM

Adoption of 49 Government Schools in Rajasthan

NEEMRANA
(25 schools / 3,290 students)

AMER
(24 schools / 3,328 students)

…to bring about transformation in the field of education through public-private partnership

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(Data as on 30th Nov '09)

Transformation in Rajasthan

BEFORE

AFTER

Satya Bharti Government Primary School, Achrol, Amer

Satya Bharti Government Primary School, Kali Pahari, Neemrana

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Transformation in Rajasthan

Improved school surroundings

BEFORE

AFTER

BEFORE

Clean drinking water facilities and separate toilets for boys and girls

Improved infrastructure

BEFORE

AFTER

AFTER

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School Transformation Images

BEFORE
Satya Bharti Government Primary School, Dhani Maliyan, Amer
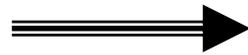
AFTER
Satya Bharti Government Primary School, Dhani Maliyan, Amer

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School Transformation Images
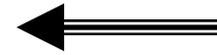
← BEFORE
Satya Bharti Government Primary
School, Kolila, Neemrana

AFTER →
Satya Bharti Government Primary
School, Kolila,
Neemrana

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Summary of Improvements

	NEEMRANA (No. of Schools: 25)		AMER (No. of Schools: 24)	
	BEFORE ADOPTION	AFTER ADOPTION	BEFORE ADOPTION	AFTER ADOPTION
Number of children	**1854**	**3290**	**2384**	**3328**
WATER				
Water facility available	15	25	19	24
Internal plumbing	0	25	0	24
ELECTRICITY				
Schools with electricity connections	3	24	0	23
RENOVATION				
Number of schools completed	-	25	-	24
Approximate cost of renovation	Rs. 3 – 4 lacs per school			
MID DAY MEAL				
Mid Day Meal quality has improved, all vendors are trained, paying Rs. 2/- extra over Government share				

(Data as on 30th Nov '09)

Impact of the program

State / District	No. of Schools	Enrollment as on 31 Mar 09	Present Enrollment	% Increase	Average No. of Children per School
Amer	24	2768	3328	20 %	139
Neemrana	25	2586	3290	27 %	131
Total	49	5354	6618	23.5 %	135

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Impact of the program

Girl - Boy Ratio as on 30 NOVEMBER' 09

S.N0.	District	No. of Schools	Total Enrollment	Boys %	Girls %
1	Neemrana	25	3290	1455 (44%)	1835 (56%)
2	Amer	24	3328	1613 (48%)	1715 (52%)
	TOTAL	49	6618	3068 (46%)	3550 (54%)

As per available educational statistics 2006-07,
the Boy : Girl Ratio in Rajasthan is 53:47

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Impact of the program

COMPARISION- Quality Assurance Test
### 2007-08 & 2008-09 (AMER)
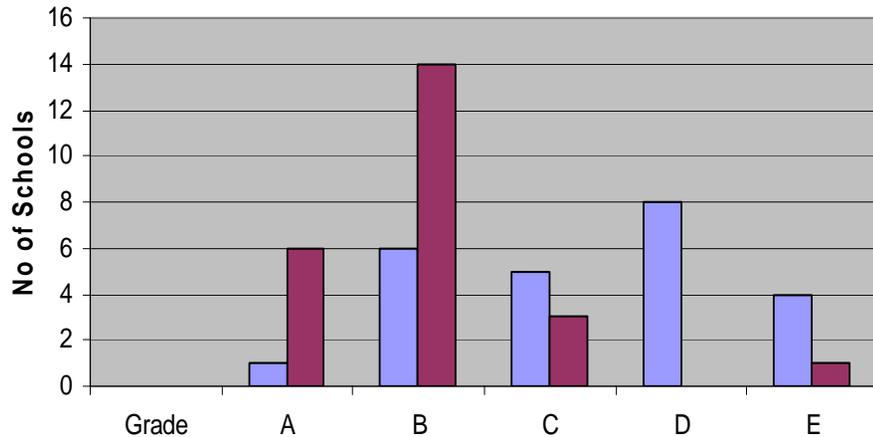
Quality Assurance Test: SSA

Schools getting A or B grade in Quality Assurance Test by SSA conducted in 24 adopted schools of Amer:

- **Before adoption by Bharti Foundation   – 7 schools**

- **After adoption by Bharti Foundation   – 20 schools**

Class V Results: 2008-09

25 Satya Bharti Government Primary Schools, Neemrana vis-à-vis 10 selected Govt. Schools of Neemrana Block adjacent to Satya Bharti Schools

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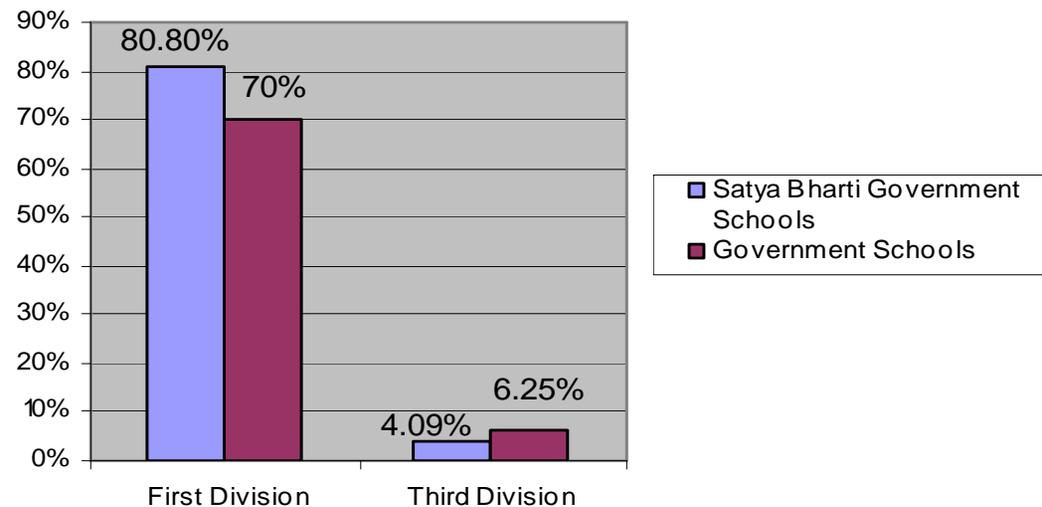
Challenges Faced During The Journey

Initial Barriers

1. Lack of conviction among the bureaucracy about the efficacy of the project
2. Teacher Unrest: Unions against transfer of the teachers and complete adoption by a foundation
3. Community Apprehensions: Privatization, commercial fees later

Infrastructure Related Issues

4. Badly Maintained Buildings: Issues of safety; lacking a 'joyful' experience
5. Dysfunctional Toilets: No separate toilets for girls
6. Lack of Water
7. No electricity

Enrolment & Learning Levels Related Issues

8. Enhanced enrolment figures in the student records
9. Poor learning levels of existing children
10. Difference In teaching philosophy: Community perception issues

Operational Issues

11. Different pedagogic tools and calendar (report cards, sports calendar, holiday calendar)
12. Poor Quality of mid-day meals; untrained mid-day meal vendors
13. Regular Government interference; Multiple reports

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Managing Government Schools: The Satya Bharti School Way
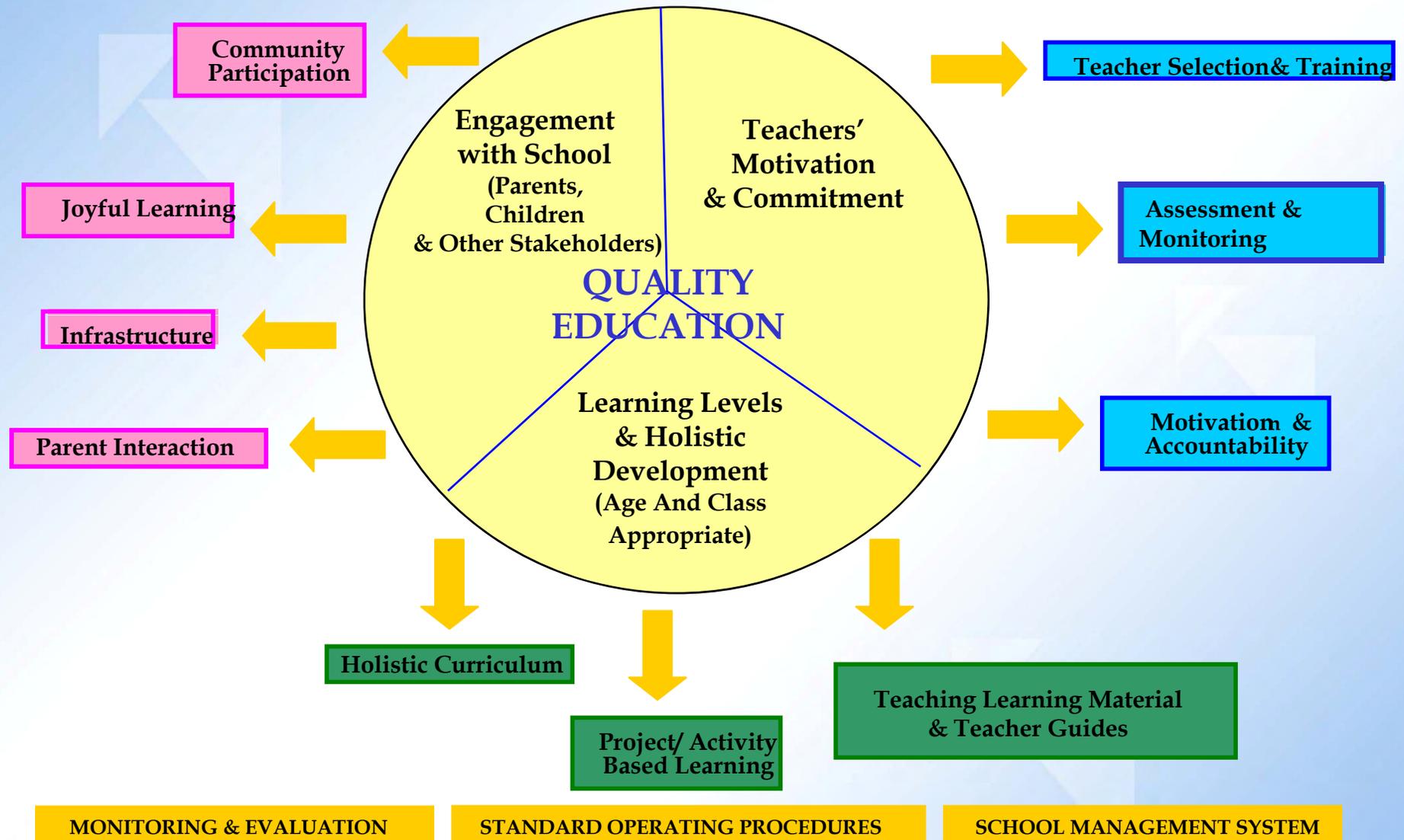
1 : Learning Levels & Holistic Development (Age & Class Appropriate)

1. **Enhanced Enrollment:**
    - **Community based Enrollment Drives**
    - **Encouraging Girl Child Enrolment through focused campaigns**
    - **Introduction of pre-primary classes to ensure age specific learning**

2. **All schools on 'single class- single teacher' basis ; No 'multi grade teaching'**

3. **Curriculum focus:**
    - **Holistic Development**
    - **Activity Based Learning**
    - **Remedial Classes**

4. **Year Round Schools**

5. **Healthy nutritious mid-day meals**

6. **Focus on assessments**
    - **School Report Card**
    - **Learning Level Assessment results of children**
    - **Holistic Development Assessment**

7. **Understanding with the government to conduct only year end exams**
    - **Other exams are conducted by us**
    - **Based on our philosophy of holistic development**

8. **External evaluation organized by the government**
    - **Quality Assurance Test**

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2: Teacher Motivation and Commitment

1. **Facilitate relocation of government teachers working along with the unions**

2. **Recruitment process incorporates**
    - **Required skill-based proficiencies**
    - **Personality-based parameters**

3. **Special training for Pre-primary teachers**

4. **Robust Training and Re-training facilitated by an in-house team**

5. **Enhancing Accountability by rewarding Performance and linking Performance Management to learning outcomes**

6. **Integrated Communication Plan to ensure teachers' alignment with organizational vision and philosophy**

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3:Engagement with Schools (Parents, Children & Other stakeholders)

Community Participation

Financial Support

Skill/Labor Support

Material Support

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1. **Colorful buildings & joyful experience**

2. **Drinking water and electricity**

3. **Separate toilet for boys & girls**

4. **Equipping schools leading to holistic development**
   - Computers
   - Study Desks
   - Teaching & Learning Materials
   - Play Sports items
   - Educational toys etc.
   - Rewards for children

5. **Parents association**
   - Monthly Parent Teacher Meetings
   - Home visits by teachers
   - Invitation to attend the celebrations at schools

6. **Regular reporting of on field impact to foster confidence among government officials**

7. **Customized Reports for special initiatives (e.g. Design For Giving School Contest)**

Monitoring , Assessments & Support

1. **Teacher Assessment**
   - **Teacher Subject Knowledge test**
   - **Classroom Observation**

2. **Student Assessment**
   - **Learning levels**
   - **Holistic Development**

3. **Monthly Information System**

4. **School report Card**

5. **Head Teacher Meetings**

6. **Cluster Coordinators beat plan & observation system**

7. **Regular academic support to teachers from trainers**

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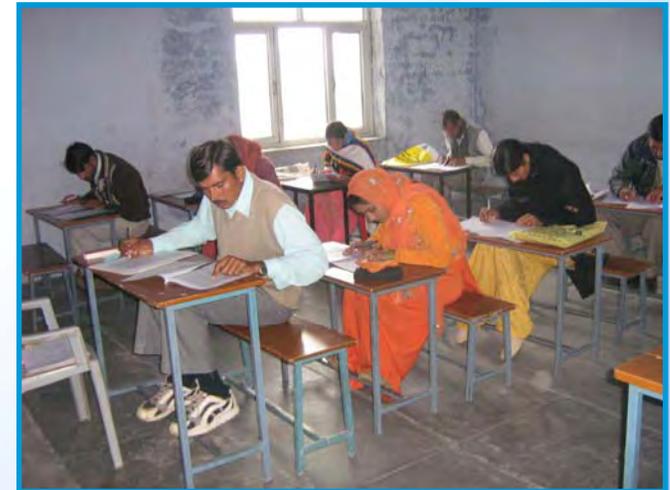
Impact of the program

Overall Impact

1. Desire created among children for coming to school

2. Awareness and involvement of parents

3. High level of community involvement

4. Success of remedial program in improving children's learning levels

5. Teachers and field staff's connect with community

6. Mid day meal quality improvement in government schools
   - Community participation in meal preparation

7. Cleansing of enrolment data in government schools

8. Joyful experience of the school

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Robust Organization Structure

Gurgaon Office

CEO

Development & Alliances

Curriculum & Training

Corporate Functions

State Office

State Head

Program Coordinator

Quality & MIS

District Coordinator

Cluster Coordinator

Trainer

Corporate Support Functions

Monitoring & Evaluation

- Learning Level of students
- Teacher assessment
- Training Assessment
- Overall school assessment
- External audit/ evaluation

School

Head Teacher

Class Teachers

School Guardian

School Didi

Cluster Coordinator

Trainer

Mobile Teachers

Cover for absent teachers

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Confident and motivated children

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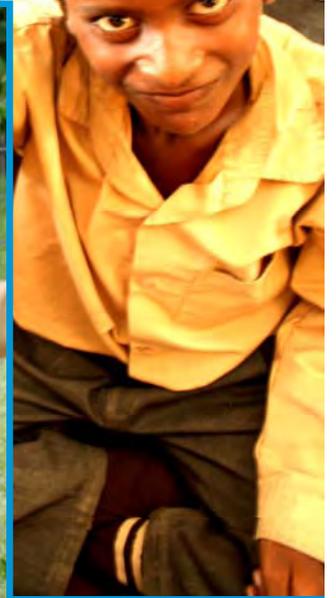
Thank You

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Replicable Components of the Program (Examples)

HOLISTIC DEVELOPMENT ASSESSMENT

HOLISTIC DEVELOPMENT OF CHILDREN - Pre-Primary																
Personal Development				Social Development					Emotional				Motor Development			Overall
Confident & Independent	Aware of Hygiene	Sense of Responsibility	Average	Friendly	Maintains attention / concentration	Participation in Group Activity	Able to share & take turns	Average	Cheerful & happy	Adjusted well	Able to express emotions	Average	Gross	Fine	Average	

HOLISTIC DEVELOPMENT OF CHILDREN for Class I and above															
Personality Development					Social Development						Values				Overall
Confident & Independent	Considerate	Courtesy & Politeness	Sense of Responsibility	Average	Interaction with Peer Group	Takes care of personal belongings	Participation in Group Activity	Leadership	Personal Hygiene	Average	Punctual and Regular	Can distinguish Right & Wrong	Respect for Others	Average	

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Replicable Components of the Program (Examples)

MONITORING : SCHOOL REPORT CARD

<table>
<tr><td colspan="13" align="center">Result of the 1st Quarter School Report Card - July 2009</td></tr>
<tr><td rowspan="2">Sl. No</td><td rowspan="2">State</td><td colspan="4">Number of Schools</td><td rowspan="2">Total</td><td colspan="4">% of Schools</td><td rowspan="2">Total</td></tr>
<tr><td>A</td><td>B</td><td>C</td><td>D</td><td>A</td><td>B</td><td>C</td><td>D</td></tr>
<tr><td>1</td><td>PUNJAB</td><td>2</td><td>71</td><td>15</td><td>2</td><td>90</td><td>2%</td><td>79%</td><td>17%</td><td>2%</td><td>100%</td></tr>
<tr><td>2</td><td>HARYANA</td><td>14</td><td>30</td><td>2</td><td>0</td><td>46</td><td>30%</td><td>65%</td><td>4%</td><td>0%</td><td>100%</td></tr>
<tr><td>3</td><td>RAJASTHAN</td><td>15</td><td>56</td><td>6</td><td>1</td><td>78</td><td>19%</td><td>72%</td><td>8%</td><td>1%</td><td>100%</td></tr>
<tr><td colspan="2" align="center">All Schools</td><td>31</td><td>157</td><td>23</td><td>3</td><td>214</td><td>14%</td><td>73%</td><td>11%</td><td>1%</td><td>100%</td></tr>
</table>

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Results of School Report Card – 1st Quarter 2009

Result of the 1st Quarter School Report Card - July 2009

Sl. No	District	Number of Schools				Total Schools	% of Schools				Total
		A	B	C	D		A	B	C	D	
1	Ludhiana East	1	20	2	0	23	4%	87%	9%	0%	100%
2	Ludhiana West	1	19	4	1	25	4%	76%	16%	4%	100%
3	Amritsar	0	18	5	0	23	0%	78%	22%	0%	100%
4	Sangrur	0	14	4	1	19	0%	74%	21%	5%	100%
	PUNJAB	**2**	**71**	**15**	**2**	**90**	**2%**	**79%**	**17%**	**2%**	**100%**
1	Kaithal	1	12	1	0	14	7%	86%	7%	0%	100%
2	Kurukshetra	1	10	0	0	11	9%	91%	0%	0%	100%
3	M. Garh Jhajjar	11	2	0	0	13	85%	15%	0%	0%	100%
4	Rewari	1	6	1	0	8	13%	75%	13%	0%	100%
	HARYANA	**14**	**30**	**2**	**0**	**46**	**30%**	**65%**	**4%**	**0%**	**100%**
1	Amer	0	22	2	0	24	0%	92%	8%	0%	100%
2	Neemrana	11	14	0	0	25	44%	56%	0%	0%	100%
3	Jodhpur	4	20	4	1	29	14%	69%	14%	3%	100%
	RAJASTHAN	**15**	**56**	**6**	**1**	**78**	**19%**	**72%**	**8%**	**1%**	**100%**
	All Schools	31	157	23	3	214	14%	73%	11%	1%	100%

Rating Scale for 1st Qtr	
A	25-30
B	18-24
C	11-17
D	<=10

Ser	Categories graded in 1st Quarter	Category Rating (I)	Weightage (II)	Final Rating (I X II)
1	Student Enrollment	3	1	3
2	Dropout	3	2	6
3	Student Attendance	3	2	6
4	Curriculum Coverage on Schedule	3	2	6
5	Teacher Attendance	3	1	3
6	Community Mobilization	3	1	3
7	Regularity & Quality of School Program Assessment	3	1	3
	Total		**10**	**30**

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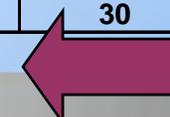
Replicable Components of the Program (Examples)

VALUE EDUCATION MODULE: ONE VALUE PER MONTH

Individual Values:

- Discipline
- Mutual respect
- Commitment,
- Gratitude
- Strength of conviction
- Democratic Attitude
- Patriotism

Universal Values:

- Truth & Honesty
- Love & Compassion
- Sense of obligation to environmental protection
- Sense of service
- Global citizenship

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School Development and Management Committee (SDMC)

- President -HT of the School
- Secretary - one teacher
- Nominee   -one teacher
- Donor   - one (donated maximum amount)
- Student of senior most Class- one (best in studies)
- Parents of students   - three (females)
- Members from elected body(Panchayat/ward)- three
- Retired persons from Govt. Service - two

                        Total 13 Members
        (members nominated for a period of one year)

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Objectives of SDMC as per Government

- Active participation of the community in the school.
- Ensure proper management of school funds.
- Proper utilization of the school resources.
- Ensure accountability of every member.

(Meeting held once a month or on required basis. Record of Meetings kept)

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Importance of SDMC

- The school receives fund through SDMC in its bank account.
- The fund can be utilized only after getting approval from SDMC members.
- Construction in school can be done only after getting approval from SDMC members.
- Construction of 3 rooms and 20 toilets in Amer likely to be undertaken through SDMC
- As on date we do not have bank accounts..