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EDUCATE MOTIVATE EMPOWER
GIRLS IN RURAL INDIA

Bhagwati Sarla Paliwal Education Society

A Non-Profit Organization Promoting Women Education and Empowerment



NGO- Tax Exemption under Government of India
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2015-2016 Mid Year Update

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Organizational Updates

Value Based Education :

- 0% increase in fees across all classes

Student count remained at the same number however the proportion of change in Primary and High School significant

Student count in higher classes reduced due to following reasons

- Have name registered only for purpose of Inter-school and High school certificate, come only on exam dates
- Stopped taking admissions of students who come to school for less than 30% a year, repeat cases
- Have name registered only for the purpose receiving government scholarships for minorities and caste based scholarships
- Economically weak students subsidy related to attendance
- Student services such as Books, Uniform, Cycle, Lantern related to attendance
- Deviation from Rote Based Education to Activity and Knowledge based learning to better prepare candidates for Jobs, Further Studies.



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Organizational Updates – Success Stories

Value Based Education : Academics & Further Education

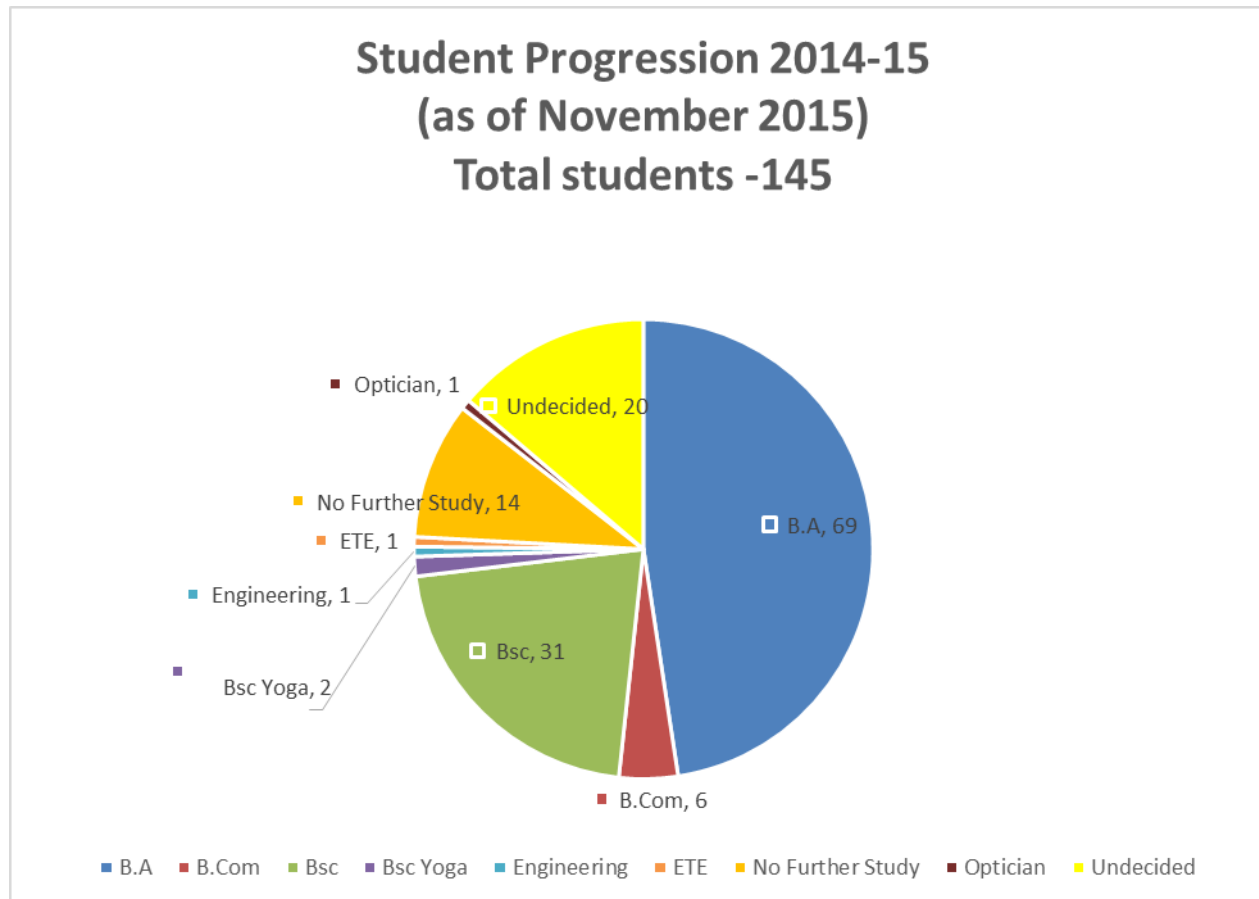
- **3 Students have secured Admission in Prestigious Swami Vivekananda Yoga Anusandhana Samasthana (deemed world class yoga university)**
- 2 Students have secured admission in NTTF Bangalore for Applied Electronics course
- **Bandana (Class of 2012) secured a job in a international quality call center drawing 17,500 Rs per month beginning salary**
- Krishna and Pooja (Class of 2012) secured jobs in Call Center in Noida.
- Bandana & Neeraj (Class of 2012) and Surabhi(Class of 2013) will be attempting the US Government Community College program 2015-16.
- Kisana S in NTTF completes first year with 73% average in her semester exams
- Teacher Training in PPES, Anupshahr for Activity Based Learning as per SatyaBharti Curriculum
- **Intensive 30 day Yoga Instructor training , SVYASA, Bangalore, successfully completed by Teacher Shalini S**
- ASER Pratham Benchmark test conducted for all Primary Students, **report available on request**
- Teachers teaching method evaluation and Additional hour of school for Practice based Learning for Knowledge Improvement



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Organizational Updates – Students Progression Post Class XII- Total of 145





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Organizational Updates

Value Based Education contd:

NCC

- 1st Price in Yoga Competition June 2015
- 2nd Position in Drill Competition
- 2nd Position in Group Dance

Scouts

- 1st Position in Taluk, selected to participate in District Level

Sports

- 2nd Position in Marathon, Ruby A from XII from Khedia Khurd village
- 1st Position in Chess Competition, District Level Boys& Girls competition, Deepmala B
- 5th Position in Chess Competition, District Level Boys& Girls competition, Hina V
- 10th Position in Chess Competition, District Level Boys& Girls competition, Anita C
- **3 Students selected to represent Aligarh District at state level games**

Arts & Crafts

Henna Competition

Rakhi Competition

Yoga

Participated in All India Yoga Sports competition



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Organizational Updates

Health & Hygiene:

- Breakfast program enhance to expand nutritional menu
- Breakfast program enhanced to include 6-7-8th standard students who are on danger line BMI
- Toilet Construction
 - We have received donation from James and Linda Leahy towards health and hygiene.
 - We have selected 15 girls based on their 90% attendance, commitment and family background.
 - 7 Toilets out of 15 are already built with septic tank this year at their houses.
- Health Camp for children and mothers conducted regularly
 - Health camp was conducted by Dr. Jugal Kishore and his team of 12 doctors to screen 250 girls and 50 mothers.
 - We are in the process of starting the procurement and distribution of vitamin and iron tablets to the girls.



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Organizational Updates

Community Development:

- USHA Silai School, Inaugurated with Purchase of state of art embroidery and design making machines
- USHA International Staff conducted 10 days training to Staff and Women folk in the community to promote self-employment opportunities
- New School Bus purchased to bring more students from far reaching villages who do not have mode of transportation.



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Organizational Updates

Challenges:

- Improve Knowledge level of students
- English Language phobia and lack of familiarity is posing threat to success of capable students as well.
- Staff Attrition rates alarming
- Staff Retention due to wage disparity in peer Private School and wider disparity with Government Salary uninviting for people, who prefer to take tuition of 1000Rs per subject per student rather than the median salary provided by School.
- Teaching staff unable to break the shackles of legacy in teaching practices and view of education.
- Status quo is accepted without attempt to question and change teaching methods.
- Need for new talented, bold, ambitious, passionate heads of departments and Head teacher for Critical subjects such as English, Maths, Science.
- Talented people not available in the community or neighboring towns which presents school as a PROFIT making establishment



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Organizational Updates – Student Life, Skills/Competencies, Opportunities, What it should be

Teachers

Students



Skills/Competencies

English
Maths
Science

Opportunities

Further Education
Employment
Self-Employment



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Organizational Updates – Student Life outcome Skills Gap, what it is today

Skills/Competencies
English
Maths
Science

GAP

Opportunities
Further Education
Employment
Self-Employment

Teachers
Students

Teachers rather than playing the role of imparting and facilitating skills are an obstacle for students learning, since they themselves are products of the very system that is attempted to be changed.

Teachers only a small majority are willing to change the rote based learning to knowledge based learning.

We are motivating teachers to learn and prosper in their own lives and thereby teach students as well.

Teachers who have been in service in school for more than 10 years are being asked to look at knowledge based learning as the only success path for children, grandchildren in their family.

Teachers & Students are being discouraged to chase the futile dream of becoming Government Payroll teachers, since the system is corruption rigged, posting based on kickbacks rather than competency.



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Organizational Updates – Proposed Plan – Value Based Education

- Immediate term (In effect as of today)
 - Environment inside school being modified to bring English casual and close to students on a day to day basis to break the psychological barrier.
 - Extended school hour to teach Communicative/Spoken English curriculum with emphasis on Practicals.
 - Audio&Visual Spoken English Lab with direct learning methods for students of class XII. Primary Teachers will be going to the Spoken English Lab to build basic conversational skills
 - Audio&Visual based English lessons have been started in Primary to have fun based method of learning common English words
 - Common sentences in Classroom context will be in English. Most common list of words familiarized to students on a daily basis with example
- Short term
 - Hire Head Teachers for English, Maths, Science to implement knowledge based learning of students through the years of schooling.
 - Start English medium Primary Section next Academic session.
- Long term
 - In about 3 years time we plan to get affiliation of English medium for 6th and above. This will be in time when the set of English medium students reach 6th
 - When the first set of students pass out of 12th. School will move completely to ICSE system from the corrupt and problem ridden UP Academic board.



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Organizational Updates –English First/Important/ONLY skill needed for progress

- Landscape of opportunities in India is tied to competence in English, leaving rural people no choice but to be learn the language.
- All forms of school systems have recognized that English is the defacto lingua franca of Government, Colleges, Companies, Banks.
- Explosion of ITES/BPO sector and operation of low cost call centers are requiring more English speaking support staff with salaries.This is near opportunity for our students living only a couple of hours from Noida,Delhi(NCR) and Gurgaon areas.
- Even so called conservative states have already started to operate English medium Municipal Schools, Government Schools and Anganwadis.



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Organizational Updates – English Transition of Institutions

- Cited Examples From News Media

1. Akilesh Yadav Government is alarmed with dropping enrollments in government schools and making movements to save government schools.

ALLAHABAD: **Alarmed at the recent education department survey stating that a large number of students leave primary school to join English medium ones**, the Basic Shiksha Parishad has asked Basic Shiksha Adhikaris (BSA) to identify two paradesiya schools in every district for imparting English medium education from the next session.

“Mr. Yadav wants to change the way how people think about the government schools. Every year, we see children from State-run schools excelling not only in academics but also in other spheres of education. Still **we see a declining trend in enrolment** of students in our schools. **This trend is now spreading from urban areas to semi-urban and rural areas...This is a matter of concern and we want to address it on urgent basis,**” the official added.

2. Even the Nationalist/factionist are leaving UP Boards

"RSS-run school dumps UP Board for English medium CBSE pattern"

The RSS-run Saraswati Vidya Mandir (SVM) in Niralanagar has decided to end its affiliation with 'Hindi dominated' UP board and switch over to the 'English-oriented' CBSE Board (Central Board of Secondary Education). **This is in line with other prominent UP Board schools switching over to CBSE or ICSE board in recent years.**

3. Prime minister home state

The Gujarat education department is planning to open English-medium primary schools from the new academic session, scheduled to begin from June. The matter will be discussed during the review meeting of district education officers and administrative officers, chaired by education minister Bhupendrasinh Chudasama, in Gandhinagar on April 9. **The move aims at achieving enrolment targets in government schools.** A similar proposal was made in a five-member committee report on improving the standards of primary education, submitted to the education minister in July 2014. In order to improve the quality of government schools and compete against private schools, the report had stressed on English as the medium of teaching from Class I onwards.



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Organizational Updates – English Transition of Institutions

- Cited Examples From News Media

4. Karanataka

As a strategic step to retain children in Government school, the Karnataka government has decided to start English medium sections in the existing Government Higher Primary schools.

Few of the reasons for this decision are:

- **Drop in enrollment from 6th to 8th grades in Kannada medium schools as more parents prefer low-cost English medium schools.**

- To provide English education free education to the children of the lower economic sections of the society so that they don't have to pay huge fees in the private English medium schools.

- This decision will help migration of families from rural to urban areas in a search of schools imparting education in English.

It is very clear **now that more and more parents have realized the importance of English language and the Government is trying to satisfy this section by institutionalizing English sections in Government schools**



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Organizational Updates – English Transition of Institutions

- Cited Examples From News Media

Vice Chancellor of AMU voices our concerns exactly as we view it.

5. Aligarh Muslim University (AMU) is in the process of setting up English medium intermediate colleges on the lines of Christian missionary schools in every district of Uttar Pradesh.

The schools will be recognised by Central Board of Secondary Education and will be managed by 129-year-old organisation — All India Muslim Educational Foundation — patronised by AMU.

“We have decided to set up one school in every district. These will be on pattern of schools run by Christian missionaries. I felt the need for such schools after my three-year experience as the vice-chancellor,” AMU V-C Lt Gen (retd) Zameeruddin Shah said.

“There is no point in opening engineering colleges and other higher institutions till our students are competent enough to earn their admissions in these institutions. We have to empower our students and equip them so that they can get admissions in higher institutions,” Shah added.

Note Aligarh Muslim University which considered Urdu medium teaching as a viable alternative to Hindi and English medium studies is also succumbing to the changing environments of Rural India.



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Fiscal Challenges- Impediment to Progress and Change in attitude of teachers, students, guardians

- Retaining teachers in the current system and pay scale has a **overall annual deficit in tune of 14 lakhs**
- Change with continuity is the only acceptable model in social transformation especially a school which is inclusive and responsive to needs of students, guardian, community. This is the reason to retain mediocre teaching staff since overall hike of salary to attract better teachers from community would double our yearly deficit to 24 lakhs.
- Bringing in new teachers for the next generation learning is a important step, through calls for additional funding and fiscal support through many years of time. Endowment rather than one time funding is going to be key if such a step is taken.
- The search for passionate, talented, experienced teachers is cost that has to be borne to produce larger number life outcome changes for the students and the community.



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Organizational Updates – Fees Income Deficit

Class	Class strength			Fees Change			Monthly Fees Income	
	2014-15	2015-16	Change	2014-15	2015-16	Change	2014-15	2015-16
Junior & Higher Secondary								
6th	35	45		110	110	0%	3850	4950
7th	53	34		110	110	0%	5830	3740
8th	54	43		110	110	0%	5940	4730
9th	80	84		210	210	0%	16800	17640
10th	120	72		210	210	0%	25200	15120
11th Arts	100	55		230	230	0%	23000	12650
11th Science	39	34		260	260	0%	10140	8840
12th Arts	120	74		230	230	0%	27600	17020
12th Science	32	25		260	260	0%	8320	6500
Total	633	466	-26%				126680	91190
Primary								
1st	25	103		75	70	-7%	1875	7210
2nd	25	44		75	70	-7%	1875	3080
3rd	25	37		95	90	-5%	2375	3330
4th	25	29		95	90	-5%	2375	2610
5th	25	22		95	90	-5%	2375	1980
Total	125	235	88%				10875	18210
Monthly Income Surplus/Deficit				-64575				
Yearly Income Surplus/Deficit				-774900				



Organizational Updates – Salary Deficit due to decreased student count in higher classes and increased student count in Primary

Salary Category Total		2014	2015
	Academics	88748.48	128931.50
	Admin	20889.36	24627.54
	Facilities	30265.26	32203.84
	Total	139903.10	185762.88
	Increase		33%
Salary Ratios		2014	2015
	Academics	63.44	69.41
	Admin	14.93	13.26
	Facilities	21.63	17.34
Staff count		2014	2015
	Academics	24	33
	Admin	5	5
	Facilities	10	10
	Total	39	48



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Summary

- The students are being made ready independently and with help of like minded teaching staff and individuals in the school.
- Now we need hope the right teacher will appear to take them forward towards the skills necessary for a successful life change.



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Thank you