

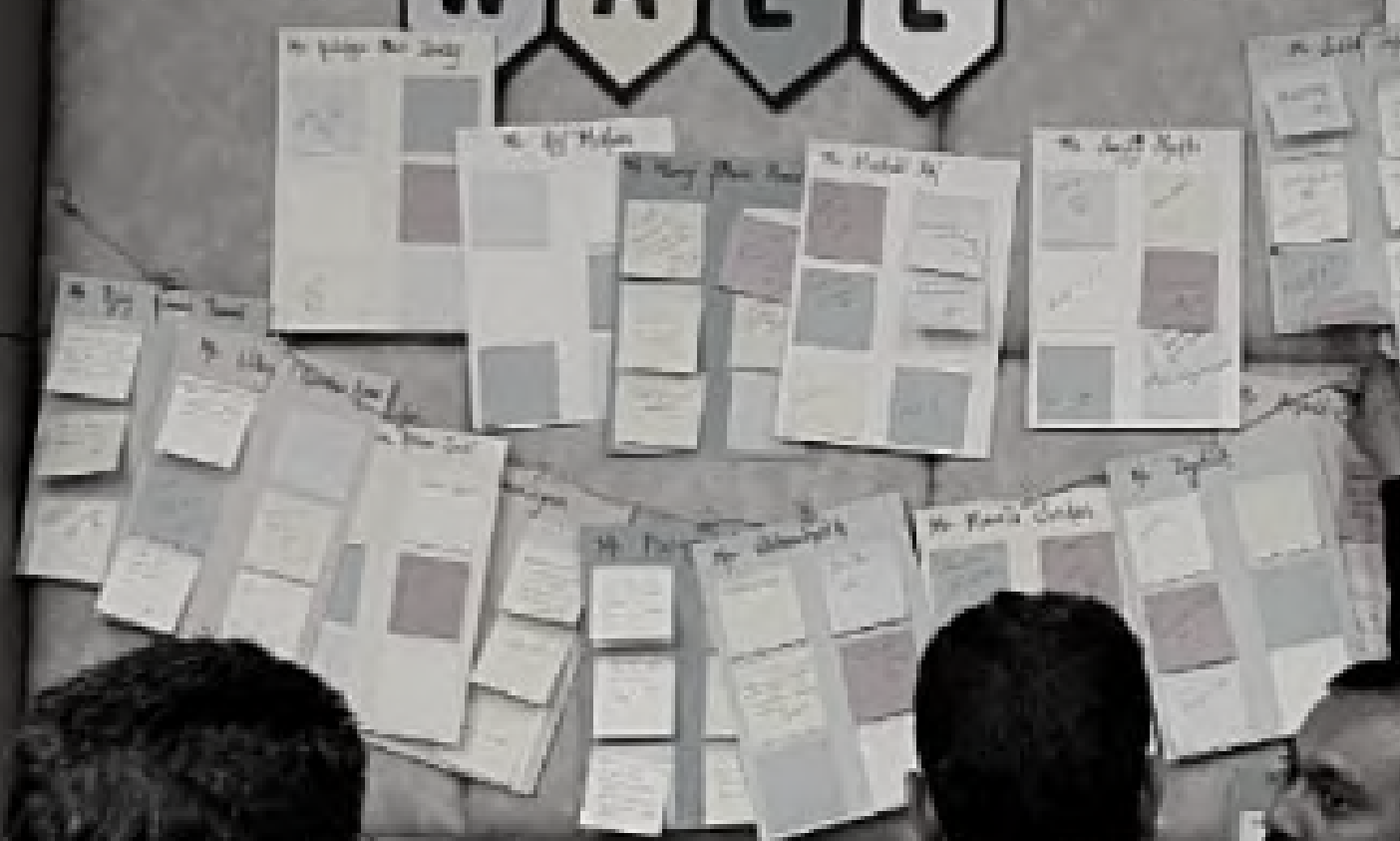
Qualities of A Leader

- Vision
- Taken Unexplored path
- Manage Success & Failure
- Courage - Decision Making
- Work with Integrity
- Transparent Operation

अपेक्षाएँ

GRATITUDE

WALL



MOOD BOARD

ANNUAL REPORT

2020-21



FOREWORD

Margaret Thatcher once said, "You may have to fight a battle more than once to win it." We woke up to a pandemic last year, an almost overnight lockdown that has since altered our lives, and an endless war against an unseen enemy that's determined to wreak all kinds of havoc. We thought the battle was over for a while, but like the Iron Lady foretold, the fight may have to continue until we finally win it. Over this last year, if there's one word that's taken precedence over 'pandemic' or 'coronavirus' - it's 'resilience'.

Improving access to education and enrolment to schools have been the driving forces behind all of our interventions in the education space. While we continued to find ways to keep our children engaged as they found themselves within the confines of their homes, we've also kept the discourse going on building a resilient education system that's prepared for a calamity of this sorts.

Who would, then, build a resilient system? Who would continue to sustain its resilience? For us, at Mantra the answer is resoundingly clear - Education Leaders. Over the last year, we witnessed the power of leadership in education through multiple interactions and interventions across states. Be it Block leaders engaging teachers virtually; Andhra Pradesh's education department launching a technology platform for teachers' self-learning; the launch of Vidyagama in Karnataka; The launch of a School Leadership Development Program in lieu of Uttar Pradesh's Mission Prerna; the Punjab School Education Department taking various multimedia approaches to reach children and launching state-wide campaigns to connect with parents. The charge that our education leaders took to ensure continuous learning strengthens our belief in their empowerment.

With the pandemic on one hand and the newly introduced National Education Policy 2020 on the other, we're looking at a host of improvements at the school, complex/cluster, district, state and national levels that ensure foundational skills, inclusive education, effective resource utilisation, and holistic learning - that has to be anchored by a strong, capable, and data-driven education leadership.

As we bring to you yet another round-up of what we have been upto in perhaps the most challenging year in recent history, we hope to keep the light burning bright on the need to facilitate opportunities to enhance and strengthen the capabilities of Education Leaders in India.

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REMOTE GEOGRAPHIES COLLECTIVE

12 GEOGRAPHIES.

15 ORGANIZATIONS.

100,000 CHILDREN.

2020 was not just about the pandemic, about livelihoods lost, or about the shift in our lifestyles. When our country went into a lockdown, almost overnight, and schools were shut indefinitely, we were staring at the inevitable learning losses. The reality was graver for the 60% of our children in India who belong to remote rural and tribal corners of this country where resources, opportunities, and technology haven't made their way in yet. Responding to this crisis was imminent. Ensuring our children in the remotest parts of India continue to learn was crucial.

In June of 2020, we set up the Remote Collective - a group of 15 organizations supported by Qatar-based Education Above All, and ShikshaLokam, a technology platform. This Collective operated with a single focus - Connecting the Disconnected - **ensuring the continuity of learning for 100,000 children in rural and tribal geographies** in the country. From Assam to Chhattisgarh to Bihar to Ladakh to Rajasthan to Tamil Nadu - our goal was to reach the unreached children of India and provide a meaningful alternative to classroom learning.

Over the course of last year, volunteers from the community came forward to facilitate learning for these children. **The Shiksha Sahelis of Bihar** was a group of women from different communities who had completed schooling up to class 10 or 12. These Sahelis were trained, enabled offline access to learning resources, and then took classes for groups of children in their own community. Kirana Stores were leveraged to disseminate project worksheets every day. **Children learned through project-based activities** - connecting with their local contexts and building 21st-Century Skills like Creativity and Critical Thinking. They set up mock restaurants, tinkered several models, and showcased them among their peers and community members. More importantly, they were learning by doing. The initiative showed us time and again that while technology is an enabler, the power of facilitation can aid education no matter what the scenario.

The entire intervention led to a **16% growth in students' performance and over 95% of volunteers aiding children's learning wanting to continue to work in the education space.** **23 Projects created by Education Above All's Internet-Free Education Resource Bank (IFERB) were translated to various languages and customized to suit the context and learning needs of all children.**

REMOTE GEOGRAPHIES COLLECTIVE



OUR VISION

Every Child
Receives an
Enriching Learning
Experience



OUR MISSION



**Enabling Education Leaders to
Drive Continuous and
Sustainable Improvements**

THE REASON WE EXIST

A known fact about icebergs is that 90% of a berg lies hidden, under the water. The Indian Public Education System, much like an iceberg, is riddled with issues - some of which are visible - low reading and arithmetic levels, poor progress in providing quality education to every child, and the inability of Public Schools to impart an education that equips students with 21st-century skills.

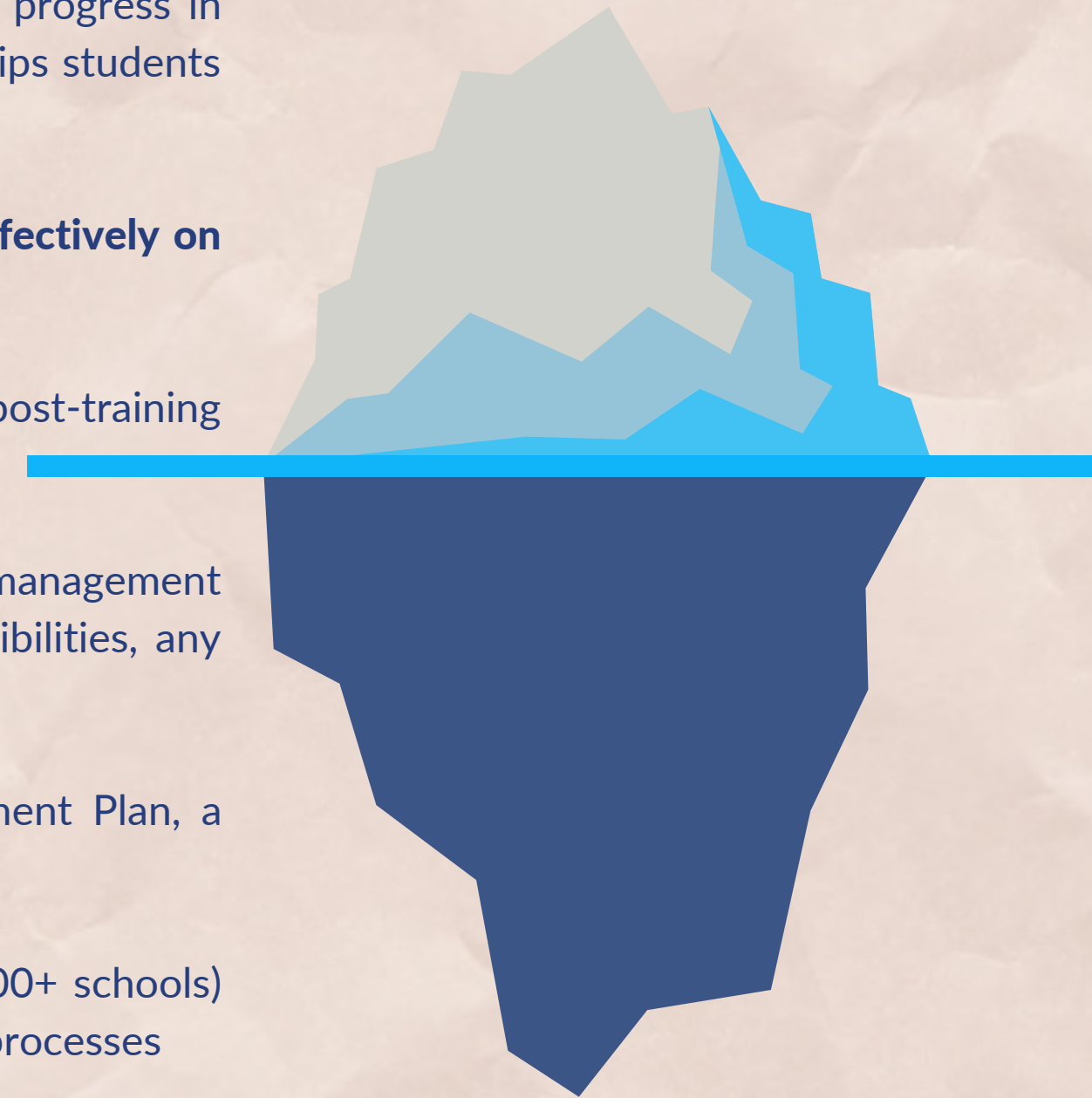
What lies at the bottom of the iceberg is a host of other issues that curtail the system's ability to focus effectively on student learning:

Poor System Capacity: Training of system players is ill-suited to the evolving needs and rarely coupled with post-training support and supervision.

Ineffective Leadership in Schools: Lack of school leadership training and capacity building. School management committees conduct infrequent meetings, over 70% remain completely unaware of their roles and responsibilities, any funds, grants, or any administrative functions (TISS)

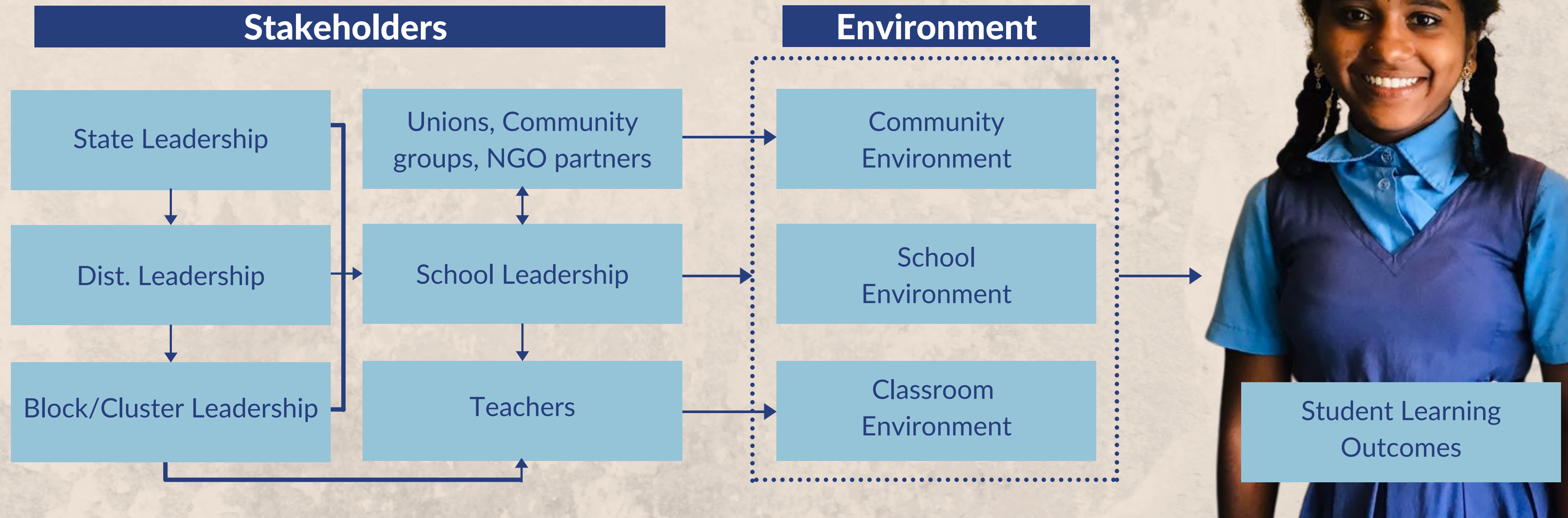
Lack of Quality Frameworks for Improvement: In 2015-16, nine states did not have a School Development Plan, a strategic plan prepared for improvement in school functioning (CAG of India)

Redundant Processes and Lack of Data-driven Decision Making: Block Education Office (responsible for 200+ schools) anchors over 50 processes reliant on data collection seldom used for making decisions causing redundancy of processes



Mantra4Change offers unique systemic solutions that address various gaps with a focus on enabling Education Leaders to drive sustainable improvements in the system.

OUR APPROACH



At Mantra4Change, we work with State/District Functionaries - State Resource Groups, District Education Officials, District Training Institutes, and leaders at the Block and Cluster level to enable them to drive improvements in the education system. While working with these leaders, we're directly or indirectly involving Civil Society Organizations, the parent community, school leaders, and teachers to improve the environment of the community (family), the school, and the classroom respectively - where a student spends most of her time learning. An improved environment ensures an enriching learning experience for the child, resulting in her improved learning outcomes.

OUR PRESENCE

Punjab: State-level intervention focusing on instructional leadership development and structural strengthening in collaboration with the Department of School Education, Punjab

Uttar Pradesh: State-level intervention focusing on School Leadership Development aligned with the state-run Mission Prerna.

Bihar: State-level intervention focusing on improving foundational literacy and numeracy by strengthening training institutions under the Directorate of Research and Training (DRT) in Bihar.

Andhra Pradesh: State-level intervention focusing on Leadership Development to drive the We Love Reading Campaign in collaboration with the state Education Department and school improvement under the Andhra Pradesh Social Welfare Residential Educational Institutions Society.

Karnataka: District-level intervention focusing on instructional leadership development in collaboration with District Institute of Education and Training (DIET), Tumkur; Block-level intervention in Anekal Education Block, Bengaluru.

200,000+
Schools

150,000+
Education Leaders

400,000+
Teachers

 **Punjab**

19,000+ Schools
700+ Leaders

 **Uttar Pradesh**

1,35,000+ Schools
5,75,000+ Teachers

 **Bihar**

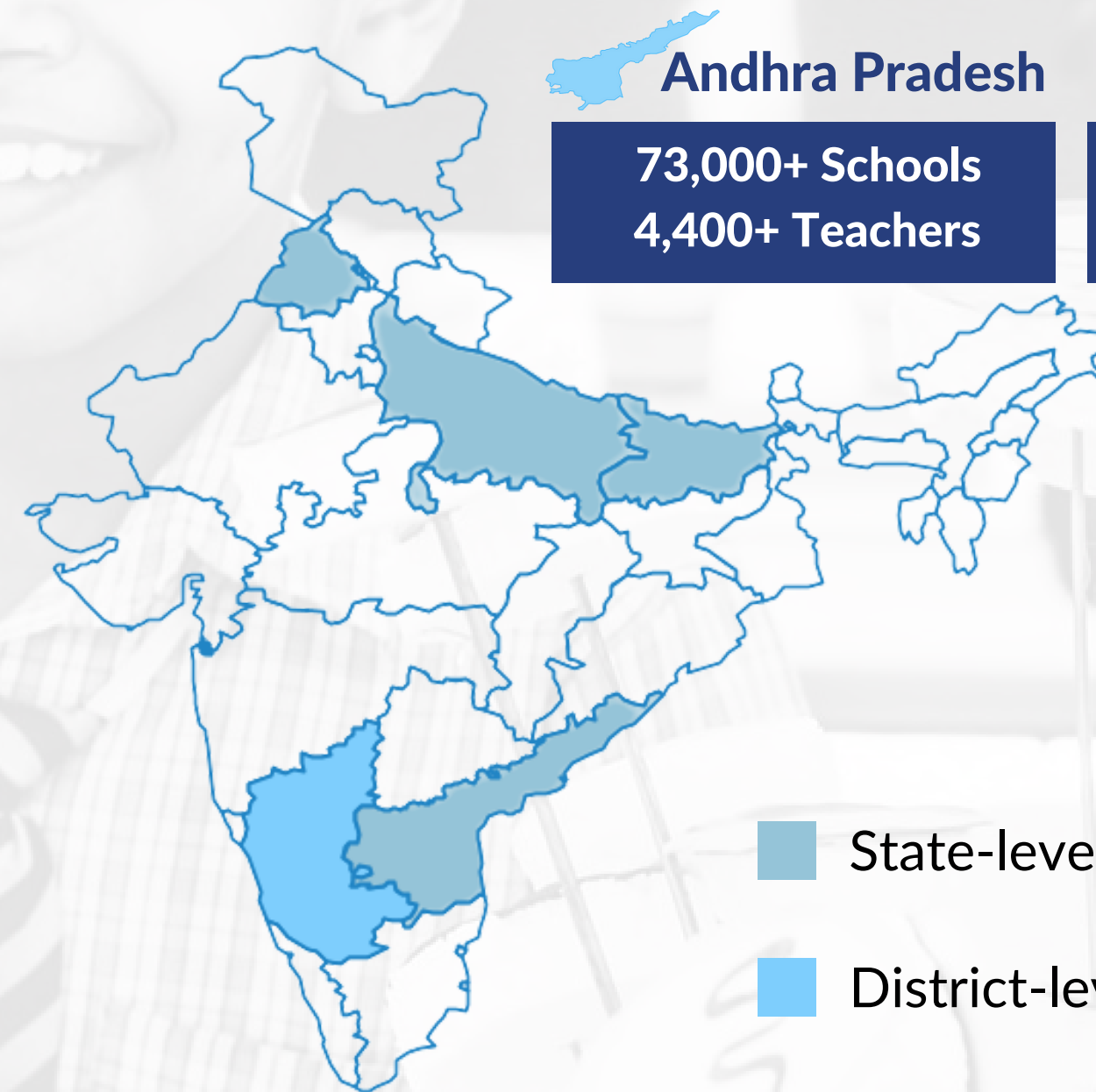
73,000+ Schools
4,400+ Teachers

 **Andhra Pradesh**

73,000+ Schools
4,400+ Teachers

 **Karnataka**

3,200+ Schools
7,000+ Teachers



LEADERSHIP MATTERS

In a continued effort to achieve the goals of 'Mission Prerna,' the Department of State Education, Uttar Pradesh has initiated the 'School Leadership Development Program' (SLDP) to enhance the leadership capabilities of school leaders across the state. Launched by the Honorable Basic Education Minister (Independent Charge) Dr. Satish Dwivedi in December 2020, the program has already begun engaging with the Department's school leaders and officers.

In January, over 82% of school heads had completed the first of 20 training modules through the DISKHA learning app. Mantra4Change and the Department also hosted the first Block Education Officers (BEOs) Leadership Development Workshop in Lucknow from 18th-21st January 2021. A 4-day engagement, in Lucknow, the residential workshop explored different leadership development topics discussed through various experts from across the education sector. The BEOs who participated in the workshop are part of a group of 90 officers enrolled out of 880 Block Education Officers of the Department of Basic Education.

Throughout the workshop, the BEOs had the opportunity to interact with each other and deeply explore their role in achieving 'Mission Prerna's objectives.' The BEOs had an immersive experience in which they engaged through various activities like role-plays and yoga to understand leadership styles and team building better. They also had a one-of-its-kind opportunity to interact and learn from industry experts like Ms. Daya Kori (MD, Evive Health LLC's, India Software R&D Center), Ms. Rukmani Benerjee (Founder, First Education Foundation), Shri Vinod Karate Ji (Founder, The Teacher App) and Dr. Ramakrishna (Director Heartful Education Trust).

It provided an avenue for them to closely interact with experts from the Department such as Shri Vijay Kiran Anand (Director General, Holistic Education Uttar Pradesh), Mr. Anand Kumar Pandey (Senior Specialist-Quality), Shri DB Sharma (former Director, Basic Education Department), Mr. Ajay Kumar Singh (Joint Director, S.K. C. Er) as well as experts from the Mission Prerna Cell and the team from Mantra4Change working with the Department.

The workshop enabled the opportunity to work on action plans for their respective blocks and achieve the goal of building 'Prerak Blocks' under their leadership and guidance. It all culminated with Shri Vijay Kiran Anandji administering an oath by calling upon all the Block Education Officers to join him in 'Mission Prerna.' This is the first of many workshops scheduled to be hosted by the Department in collaboration with Mantra4Change. Over the next few months, many BEOs would have the opportunity to attend and explore the benefits of such avenues.

LEADERSHIP MATTERS

Qualities of A Leader

- Vision
- Taken Unexplored path
- Manage Success & Failure
- Courage - Decision Making
- Work with Integrity
- Transparent Operation

अपेक्षाएँ

GRATITUDE

WALL



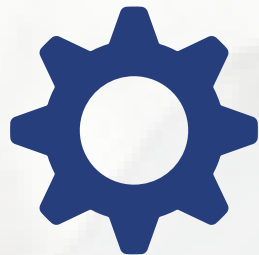
THE LEVERS OF CHANGE

We believe that three **'Levers of Change'** are crucial to driving systemic transformation to improve the quality of education for every child in India.



Leadership Capacity Enhancement

Improving the ability of the education leaders to assess, learn, monitor, and implement change through workshops, learning modules, and exposure to experts and other leaders.



Design of Tools

Enabling system leaders through designing and developing tools for their learning; data collection, data visualization leading to informed decision making.



Designing and Developing Processes

Introducing processes that lead to better motivation and recognition of stakeholders, enables them to form professional learning communities and engage in continuous professional development.



200 INNOVATIONS

At the end of the academic year, we witnessed for the first time a Micro Innovations showcase across the Anekal Education Block. Pragathiya Hejje was an initiative of the Block Education Office and Mantra4Change to recognize best practices towards school improvement from the ground. Teachers, school heads, and community members across the 200 schools in the Block participated in this activity collectively bringing together 400 innovations that addressed four domains – 1) Pedagogy, 2) Community Engagement, 3) School Infrastructure, 4) School Processes.

“For the first time in the state, Public Schools gathered on such a massive platform to showcase their ideas for school improvement,” said Mr. Narasimharaju, Block Education Officer, Anekal Taluk, Bengaluru.

From a cluster-level showcase where 22 educational clusters and simultaneously hosted showcases of innovations, 22 unique projects were selected to present at the final Block-level showcase.

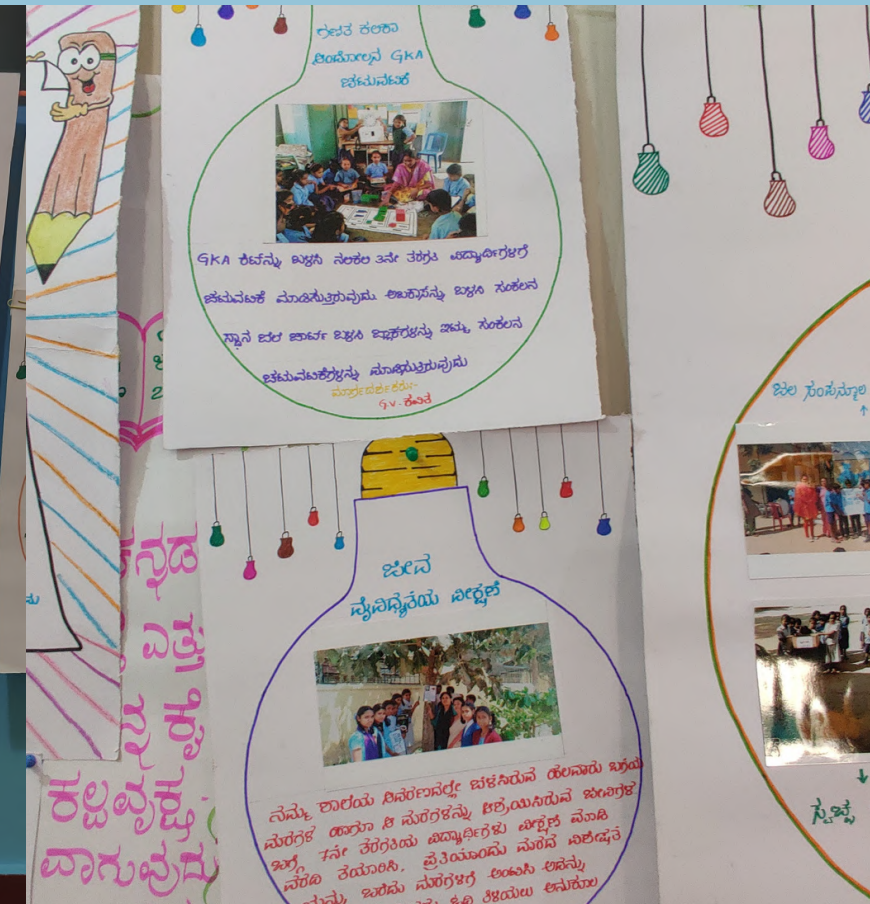
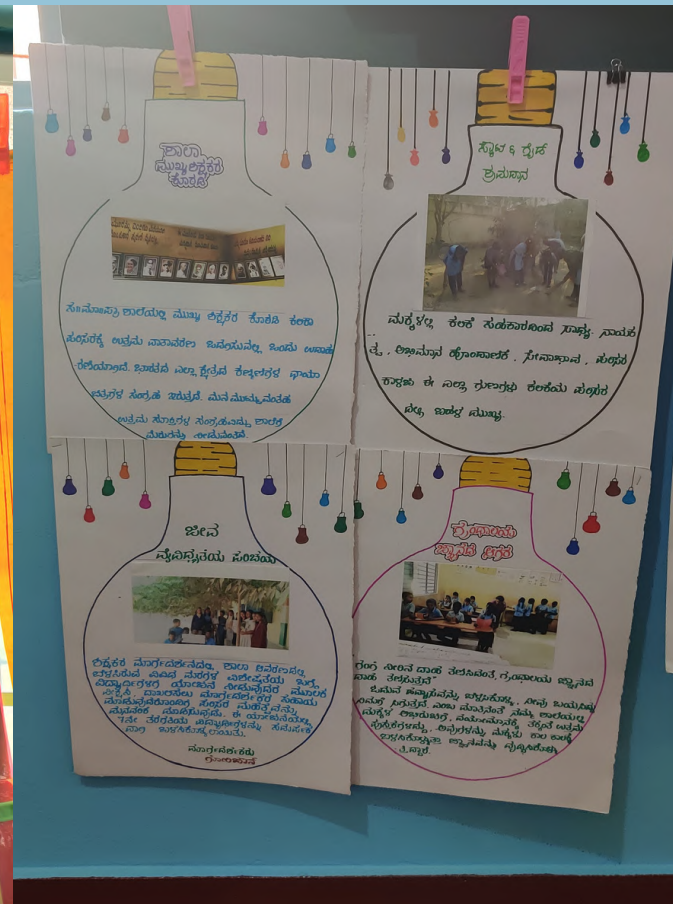
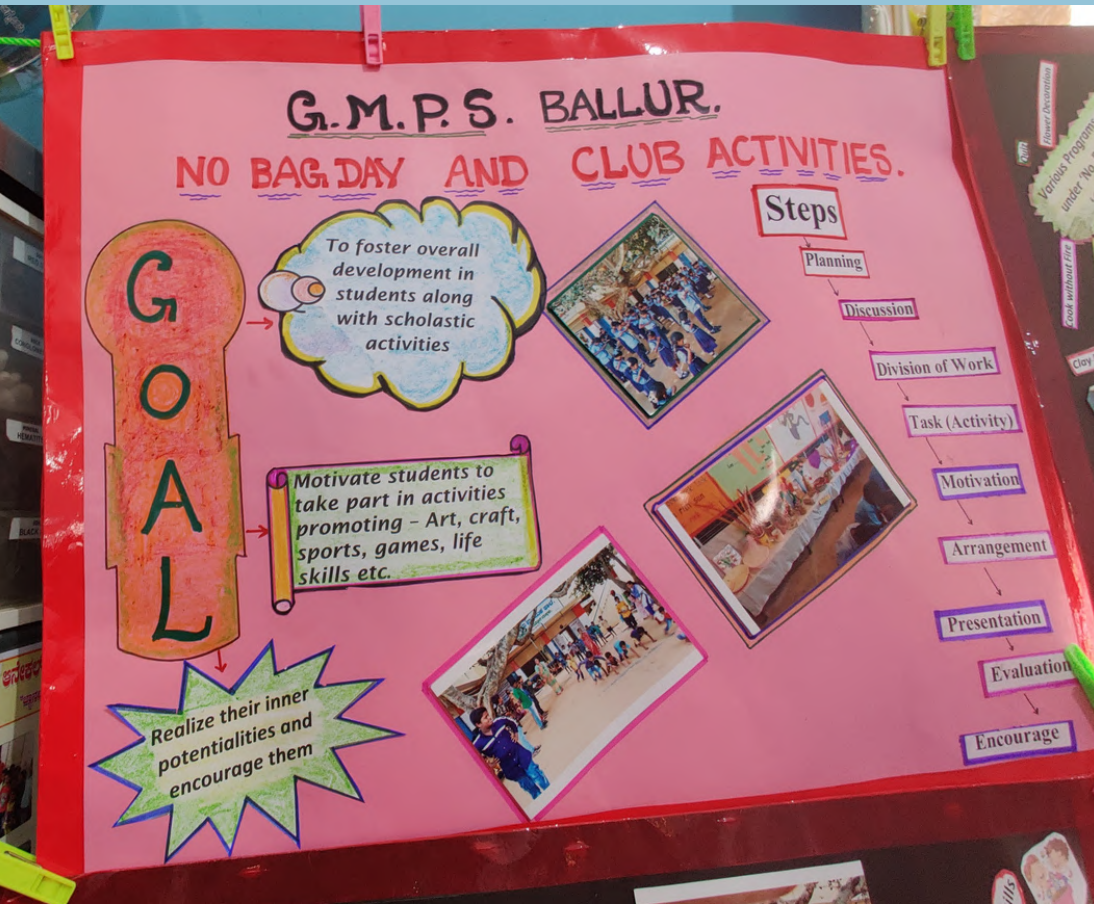
What we saw through this one of a kind event was how three levers of change came to play in order to steer public schools towards innovative best practices.

“A platform like Pragathiya Hejje allows schools to share with each other, learn from each other, and improve together,” said Mr. Shivakumar, Teacher, Government School, Heelalige, Chandapura

- Leadership Development – the capacity building of Block Officials and Cluster Resource Persons (CRP) towards anchoring the entire event and guiding schools in their projects
- Design of Tools such as the Judging Criteria that leaders used to effectively assess projects and presentations
- Design and Development of Processes that ensured teachers and school heads were engaging in professional development, forming learning communities and being recognized for their efforts towards school improvement.

From Math learning material and toilet facelifts to engaging the community in school improvement and setting up student-led girl education initiatives – Pragathiya Hejje showed us the power of micro improvements when led by our education leaders – towards transforming the system.

200 INNOVATIONS



2020: A YEAR OF IMPROVEMENTS



Leadership Capacity Building



Design of Tools



Design and Development of Processes

Our Point of the Game 2020-21

2 lac improvements across 60,000 schools

We Achieved

80%

Of the goal we set out for

3000+ student learning resources were created and reviewed by the Digital Sikhiya and Digital Sahayak Teams in **Punjab**

School leaders in **Uttar Pradesh** are now regularly spending time in self-development. School leaders have engaged in **81314 hours of learning** in the short span of three months

DIET oriented **250+ Cluster Resource Persons** towards creating Cluster Development Plans in **Tumkur, Karnataka**

Improved instructional support to schools with over **57382 effective school visits** recorded by Block Mentors and District Mentors in Punjab

State-wide Needs Assessment developed, gathering over **253 DIET Principals** and Lecturers' responses in **Bihar**

86% Cluster Resource Persons leveraged a **School Observation tool** to assess COVID measures employed across schools in the **Tumkur District**.

Emergence of **peer learning spaces for teachers** across Andhra Pradesh Social Welfare Schools through 53 trained facilitators

A monthly newsletter launched by the **DIET in Tumkur, Karnataka** recognizes and shares outstanding Cluster Resource Persons and best practices

Micro Innovations for 200+ schools of the **Anekal Education Block, Karnataka** was hosted to recognize best practices towards school improvement from the ground



Mantra makes processes easier. Coordinating with multiple officials, empowering the state functionaries with data and enabling us to make data-driven decisions - Mantra's impressive approach has been very supportive in making the 'We Love Reading' Campaign a success in Andhra Pradesh.

Mrs. Parvathy, Director, RMSA
Samagra Shiksha Abhiyan
Andhra Pradesh



Pragathiya Hejje (Micro Innovations) is an outstanding idea and concept. Enabling school and cluster leaders to think, plan, and collaborate towards improving their schools is taking them a step forward in ensuring better education for students. This is an idea that can manifest in improving leadership and schools across the state.

Mr. Vishwanath, Senior Assistant Director,
Department of State Educational Research and Training
Government of Karnataka

OUR INTERVENTIONS

In 2020, Mantra's interventions expanded to different states across the country, guided by the three levers of change. Our programs are driven to enable education leaders across contexts to drive continuous and sustainable improvements.

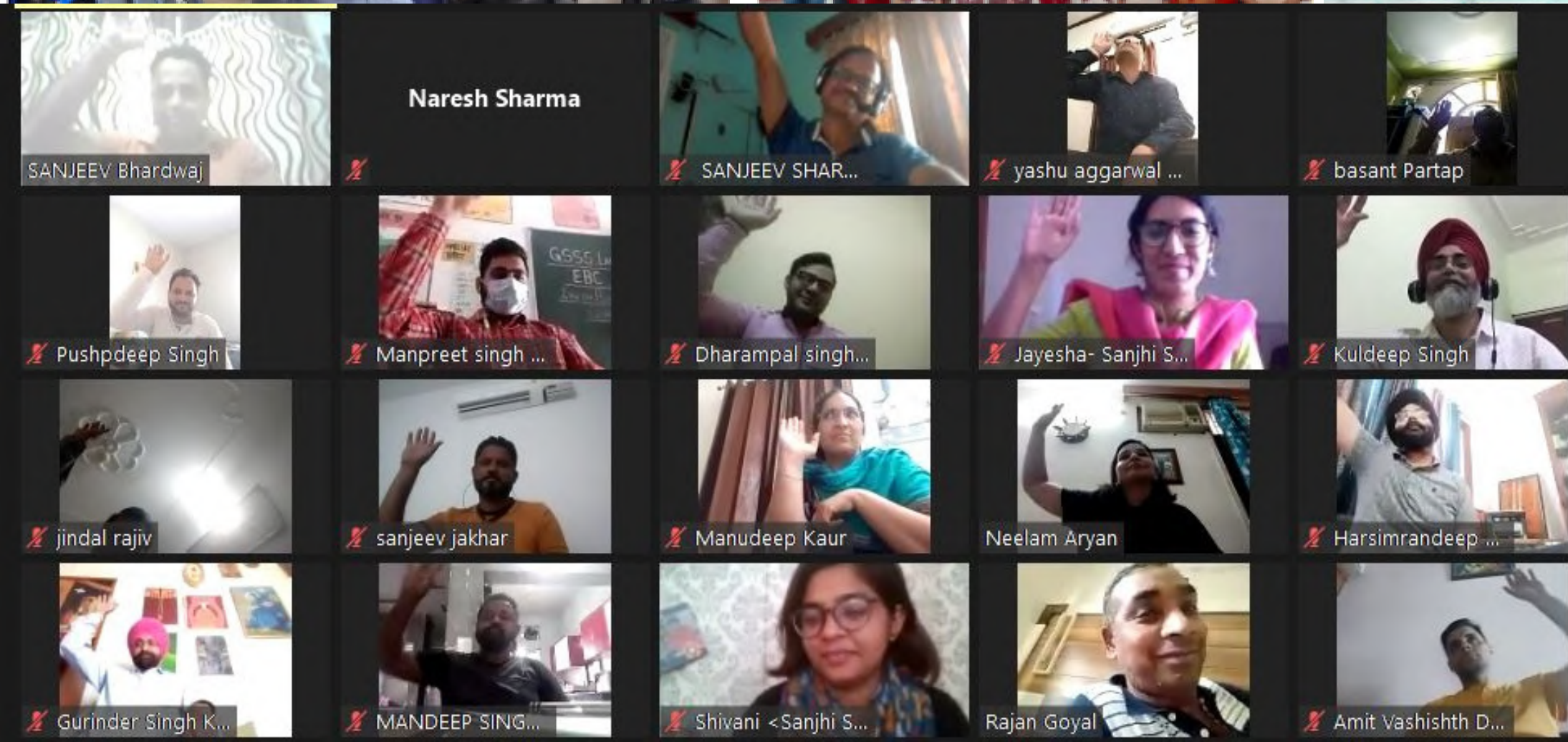
STRIDE Systemic Transformation for Resilience, Innovation, and Developing Education Ecosystem
Punjab | Bihar | Uttar Pradesh | Andhra Pradesh | Tumkur, Karnataka

PACE Project for Active Cluster Engagement
Anekal Education Block, Bengaluru

EduMentum An Incubation Program for Early-Stage Non-profits
16 State | 2 Union Territories | 32 Organizations



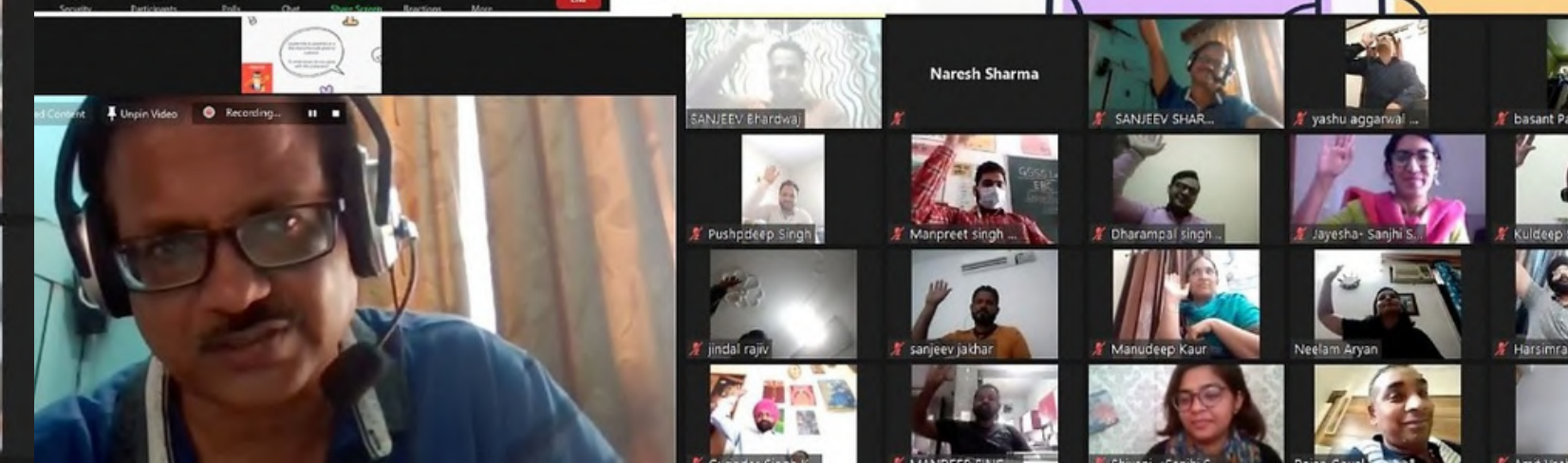
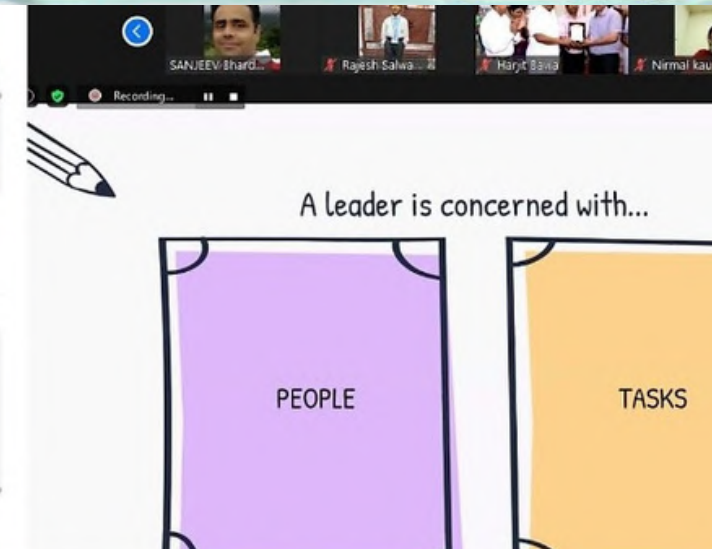
ENABLING LEADERS IN PUNJAB



3. Supporting style

Supporting style
Low task and high people

1. Leaders while practicing supporting style focus more on building trust and motivating team members
2. Useful for tasks which are people-oriented



PUNJAB

Collective Action

The Punjab Education Collective was formed in August 2019 when four organizations - **Mantra4Change, Sanjhi Sikhiya, Samarthya, and ShikshaLokam** began to work alongside the **Department of School Education in Punjab**. Over the last 1.5 years, the collective has been working on Enhancing the capabilities of education leaders in the system, strengthening structures and processes within the system, providing continuous professional development for teachers, and improving community engagement with schools across the state.

Over the course of last year, the state introduced multiple initiatives to aid learning at home. For this, it formed the **Digital Sikhiya and the Digital Sikhiya Sahayak Teams** to create engaging learning content for students across the state - disseminated through state-run television and radio channels. The pandemic encouraged schools to take up innovative routes to engage with parents as well. The **virtual Parent-Teacher Meets** conducted state-wide saw teachers engaging with more than **85% of parents** through phone calls, Zoom chats, and WhatsApp. Engaging instructional leaders during the last year, the Collective worked closely with Master Trainers who were oriented towards creating self-learning courses for teachers and publishing these courses on the **National Digital Learning platform - DIKSHA**. The Collective also completed **1 year of working towards transforming education in Punjab**.

We marked this achievement with a virtual event - **Saanjhe Kadam**.

3000+ Learning Resources

Created by Digital Sikhiya and Digital Sikhiya Sahayak Teams

64,525

Parent-Teacher Meetings were conducted by schools across the state

10

Capacity Building Sessions were conducted for Master Trainers (instructional leaders) in the state

57382

School Visits conducted by Block and District Mentors across the state



SMART लक्ष्य क्या हैं?

- विशिष्ट (Specific)**
वास्तव में मैं क्या प्राप्त करना चाहता/चाहती हूँ?
- मापने योग्य (Measurable)**
मुझे कैसे ज्ञात होगा कि मैंने वह प्राप्त कर लिया है?
- प्राप्त करने योग्य (Achievable)**
क्या लक्ष्य वास्तविक है? क्या मेरे पास संसाधन हैं?
- प्रासंगिक (Relevant)**
क्या यह इस योग्य है कि इस पर समय खर्च किया जाए?
- समयबद्ध (Time-bound)**
यह कितना समय लेगा? क्या इसमें कुछ चरण होंगे?



**ENABLING
LEADERS IN
BIHAR**

BIHAR

Mantra4Change, in 2020, joined hands with the **Director of Research and Training**, and the **Director of Primary Education in Bihar** to **transform learning, teaching, and leading** in the state. Driven by a vision - "By 2023, every child in a public school in Bihar achieves Foundational Literacy and Numeracy Goals" - Mission Vriddhi has been formalized to:

1. **Strengthen District Institutes for Education & Training (DIETs) to re-engineer the capacity development processes in the state**
2. **Build leadership capacity to enable schools to achieve foundational learning outcome goals**

73,000+ Schools

4,400+ Teachers

30 Officials

from District Institutes for Education and Training participated in a Co-creation Workshop to strengthen DIETs across the State

100-day Action Plan

Co-created with DIET officials for strengthening training institutes across the state

Co-Creation Workshop

In order to strengthen Training Institutions across Bihar, a Co-creation Workshop was facilitated along with the Directorate of Research and Training. This workshop, attended by over 30 Training Institute officials led to the creation of a 100-day Plan to revive and energize DIETs across the state.

YouTube Live

Creating an effective means of engaging and communicating with School Leaders across the state, the education department launched 2 YouTube Live sessions for an hour each to guide school leaders on having measures to prevent the spread of the Coronavirus in schools across the state. The sessions were led by the Director of Primary Education, Dr. Ranjit Kumar Singh.



शिक्षा का अधिकार
सर्व शिक्षा अभियान
सब पढ़ें सब बढ़ें



मिशन प्रेरणा



मिशन की प्रेरणा

विद्यालय नेतृत्व विकास कार्यक्रम का उद्घाटन

सुनिए प्रधानाध्यापिकाओं / प्रधानाध्यापकों के लिए मंत्री जी का विशेष संदेश



<https://youtu.be/3MLxLHkdRms>



DALMIA
Charitable Trust

द्वारा समर्थित



ENABLING
LEADERS IN
UTTAR PRADESH

UTTAR PRADESH

SCHOOL LEADERSHIP DEVELOPMENT PROGRAM

The School Leadership Development Program (SLDP) by Mantra4Change in partnership with the Department of Basic Shiksha in Uttar Pradesh focuses on enhancing the leadership capabilities of school heads by encouraging them to engage in the overall development of the school proactively. SLDP has been launched in alignment with the state's flagship program - **Mission Prerna**. The program focuses on five pillars that school heads can work with to enable school transformation - **Leading Improvement, Developing Self, Improving Teaching and Learning, Engaging the Community, and Developing the School**. Every month, school leaders are completing a course on the platform which focuses on specific domains of leadership development.

1,70,000+
School Leaders

60%
of School Leaders complete courses on the
learning platform

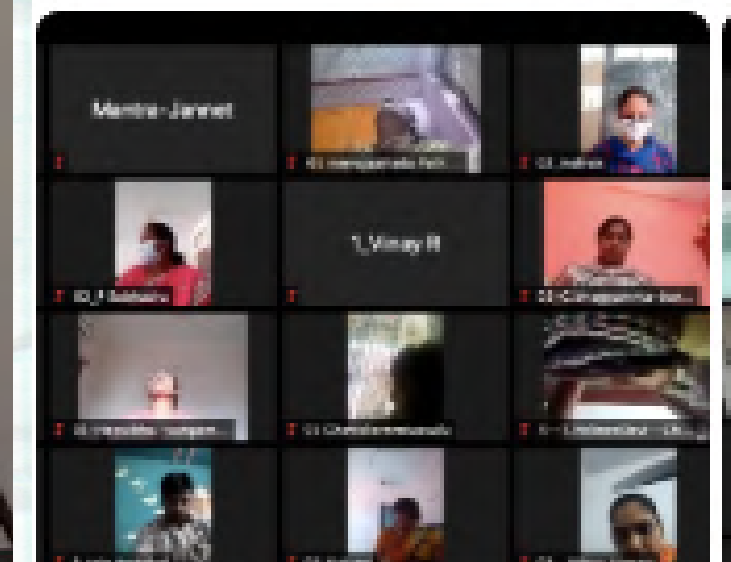
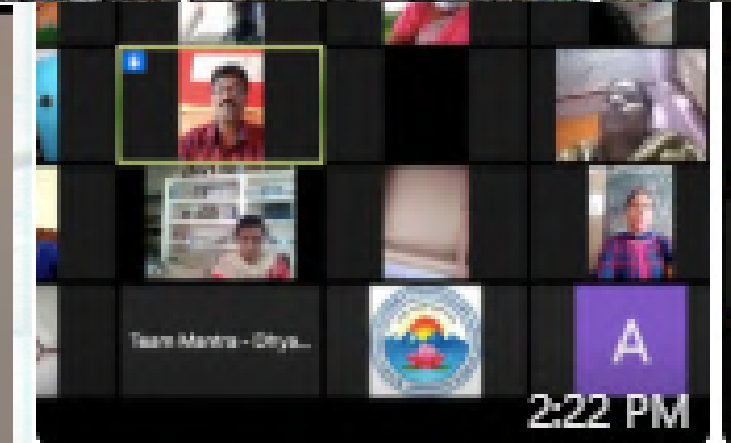
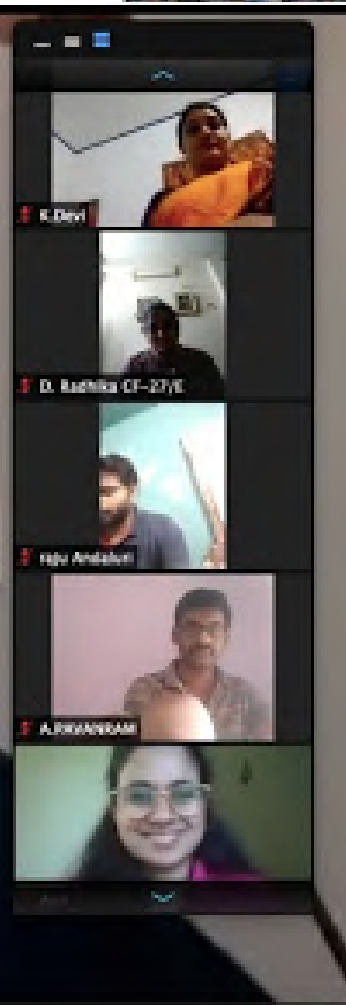
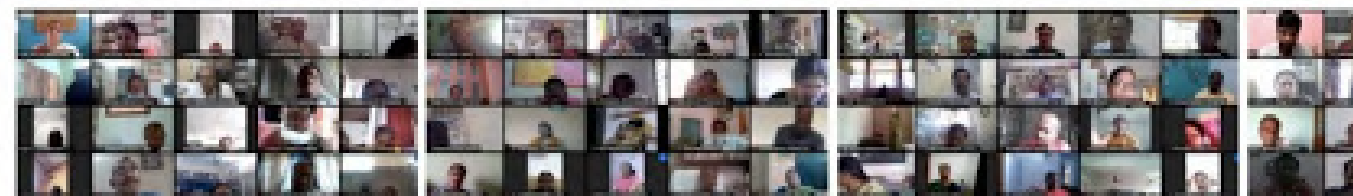
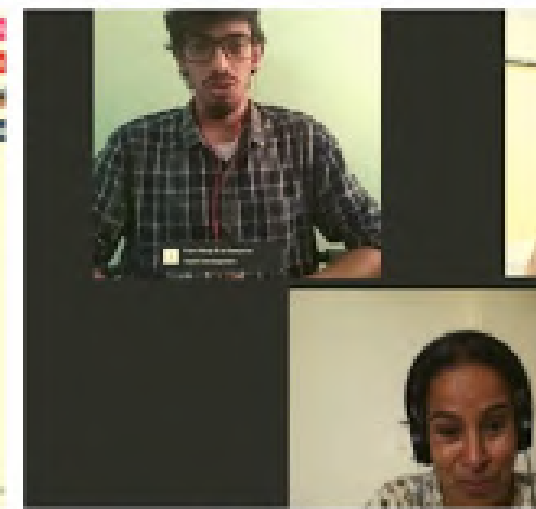
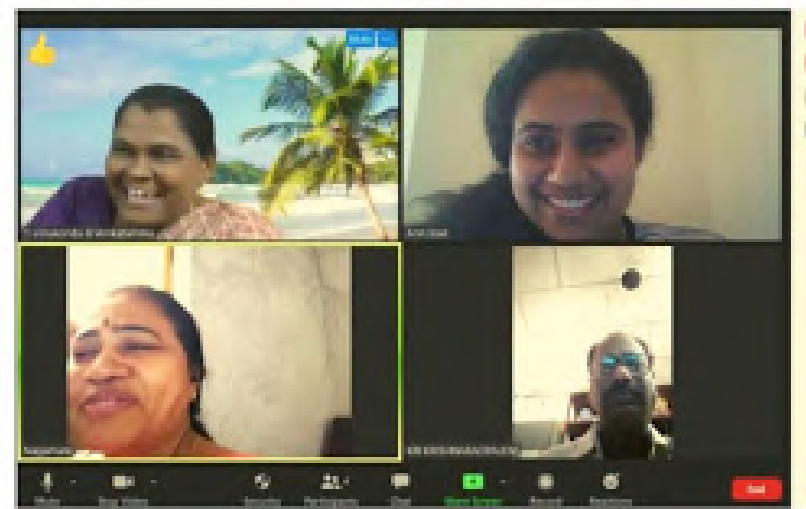
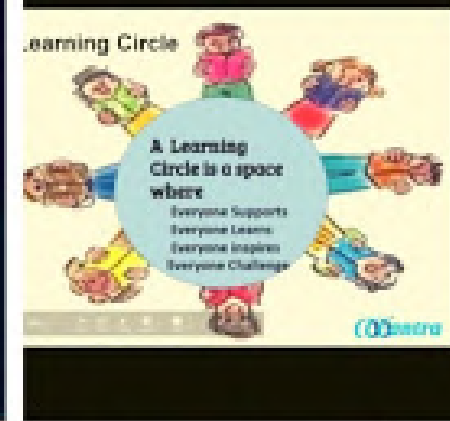
90
Block Education Officers engaged in
creating a Way Forward for SLDP

Block Education Officers' Leadership Development Workshop

90 Block Education Officers engaged in a series of training workshops to understand and build on their roles towards the goals of Mission Prerna. The workshop enabled the opportunity to work on action plans for their respective blocks and achieve the goal of building 'Prerak Blocks' under their leadership and guidance. The BEOs had an immersive experience in which they engaged through various activities like role-plays and yoga to understand leadership styles and team building better.

YouTube Live Sessions led by the Department

The launch of SLDP as part of Mission Prerna began the series of monthly YouTube Live sessions that focus on bringing school heads together towards reinforcing the goals and updating them on the progress of far. Over the last several months, the sessions also provided opportunities to launch initiatives like Prerak HT of the Block, invite notable speakers to motivate the school heads, provide instructions of school reopening, explore pedagogical aspects among other core areas of leadership practices.

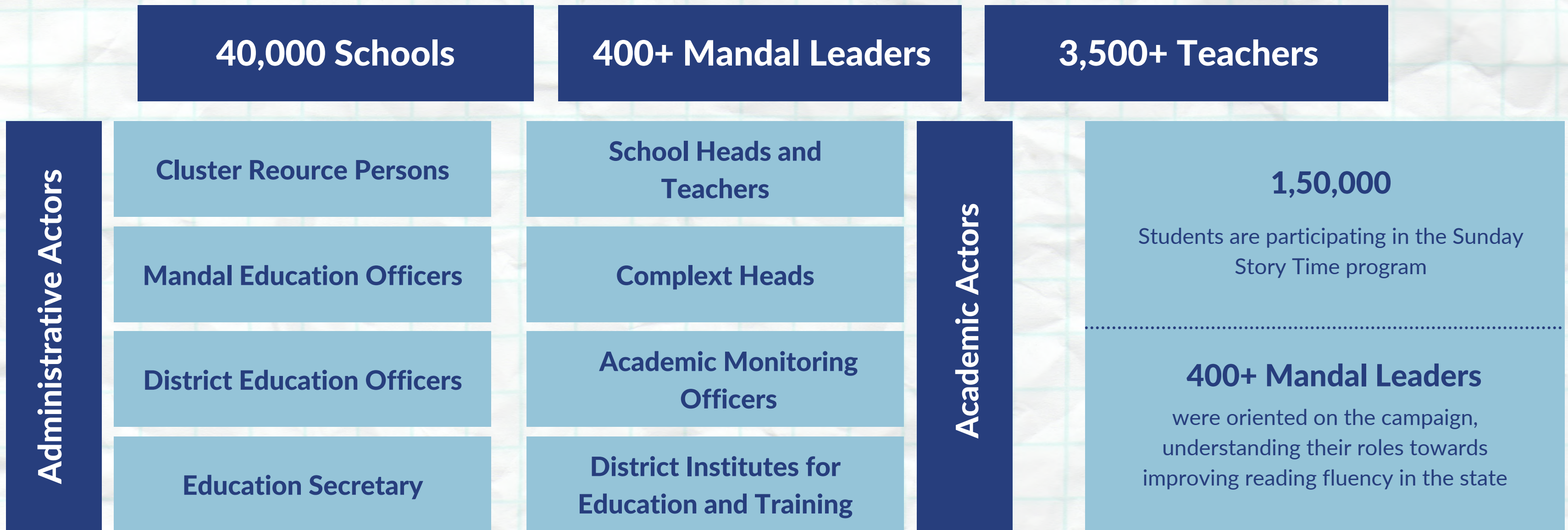


ENABLING LEADERS IN ANDHRA PRADESH

ANDHRA PRADESH

IGNITING THE LOVE OF READING

In an effort to build Foundational Literacy and Numeracy Skills among students, **Mantra4Change joined hands with the Department of Education in Andhra Pradesh** to co-create the '**We Love Reading**' campaign. With an aim to create a systemic transformation in the state where all students move from non-readers to fluent readers with complete comprehension. As part of this campaign, Mantra is working with functionaries at the Mandal (Cluster/Complex) and District Levels to orient leaders in the system towards the roles they play in ensuring the success of this campaign.



ANDHRA PRADESH

ORIENTING TOWARDS EXCELLENCE

IN PARTNERSHIP WITH ANDHRA PRADESH SOCIAL WELFARE RESIDENTIAL EDUCATION INSTITUTION SOCIETY (APSWREIS)

The Andhra Pradesh Social Welfare Residential Educational Institutions Society is a wing under the Department of Social Welfare, Government of Andhra Pradesh providing quality residential education to students of SC/ST/BC communities from Class 5 to intermediate. **Mantra4Change began a partnership with the Society in 2020** to work with **district functionaries, school leaders and teachers** - both existing and newly inducted - towards school improvement by leveraging the following approaches:

Leadership Development

Micro Innovation Awards to recognize and celebrate best practices across schools of the Society.

Continuous Teacher Professional Development

Assessment-led improvements taken up by School Leaders

189 Schools

13 District Leaders

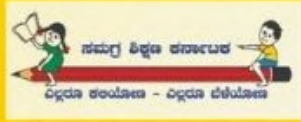
3000+ Teachers

166+

Micro Innovation projects created by schools

90%

Schools have begun their School Improvement journey by implementing 1 improvement project



Block Education Office & Block Resource Centre, Anekal & Mantra4Change

Shikshana Samvada

Webinar Series- 13

"Vidyagama"
Social Science Activity based Teaching

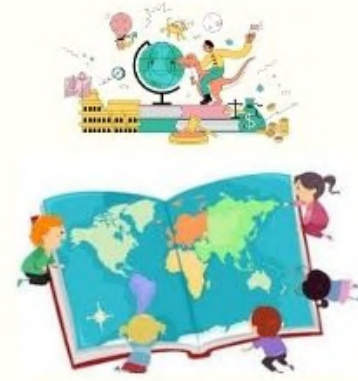
DATE: 25/09/2020

TIME:11:00AM to 12:30PM

Facebook link : <https://www.facebook.com/beoanekal>



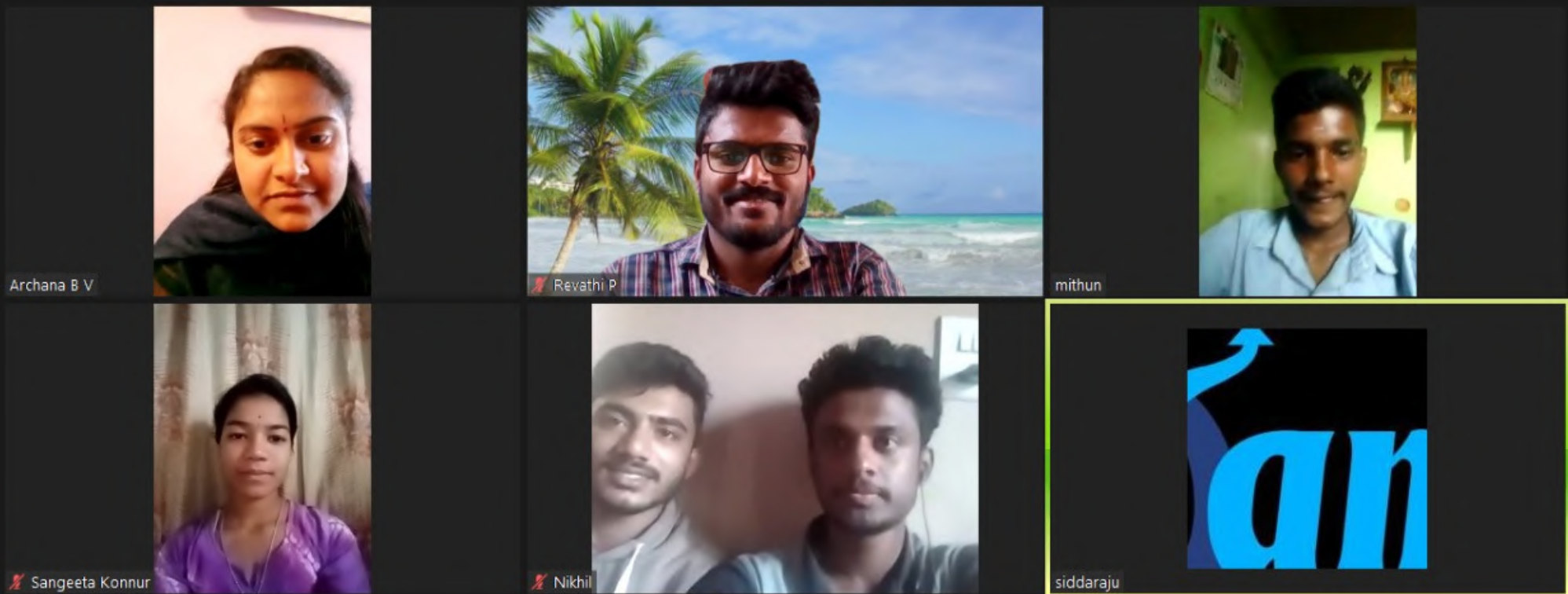
Resource person:
Mr. Shivananda Hombala
Director,
Dwani resource center. Dharwad



Guest:
Mr. Shankar Murthy
Block Resource Coordinator
Anekal



ENABLING
LEADERS IN
KARNATAKA



KARNATAKA

TUMKUR DISTRICT

All children in Tumkur will develop foundational numeracy and literacy skills in a joyful learning environment

With this guiding star, Mantra4Change embarked on a new journey with the District Institute for Education and Training (DIET) in Tumkur, Karnataka to build the capacity of instructional leaders - Cluster Resource Persons; teachers; and School Leaders (HMs) across the district. The program initially witnessed the set up of a co-creation cell within the DIET office to provide a space for Mantra to co-create interventions for capacity enhancement along with the DIET officials. Furthermore, the program has worked on enabling instructional leaders to create their hubs for engaging teachers in smaller clusters and assess the readiness and safety of schools post-pandemic.

2000+ Schools

Orientation of Cluster Resource Persons towards creating their Cluster Development Plans and setting up Cluster Resource Centers

150 CRPs

Establishment of a Co-Creation Cell at the DIET Office in Tumkur

6000+ Teachers

School Safety Month launched to support school reopening amidst COVID

700+ School Leaders

Conducted HM and SDMC capacity building sessions towards roles and responsibilities for School Improvement

73% of CRPs carried out more than 800+ school visits using a School Assessment Form

KARNATAKA

ANEKAL EDUCATION BLOCK

Project for Active Cluster Engagement (PACE) - Ensuring Effective Functioning of Clusters as Distributed Schools

From 1 Cluster (14 Schools) in 2017 to the entire Education Block, covering 200+ Schools, the journey of PACE has been accompanied by innovation, learning, and continuous engagements with the stakeholders of Anekal. The belief in transforming clusters of schools to function as distributed schools has not only been picked up by the leaders across **Anekal Education Block**, it has been demonstrated time and again by them. With COVID-19 riddling the year with uncertainties, innovation and continuous learning among these stakeholders didn't come to a halt. In fact, schools across the education block continued to work towards Cluster Development and School Improvement, taking the support of the Parent Community.

200+ Schools

22 CRPs

600+ Teachers

200+ School Leaders

100% CRPs

engaged in year-long Leadership Capacity Building covering topics such as Cluster Improvement, Coaching, and Mentoring

700+ Teachers

were provided with Need-based Teacher training. Each teacher completed **8 hours** of training

75% Students

were reached through various **School@Home** initiatives

400 Teachers of 200+ Schools

Participated in **Pragathiya Hejje** - a micro innovation showcase covering areas of school improvement

42 Community Volunteers

supported project-based learning activities, school improvement initiatives, and learning

EDUMENTUM

ENABLING CHANGE LEADERS ACROSS INDIA

Supporting early-stage organizations in their efforts towards systemic education transformation, EduMentum hosted the virtual graduation of its third cohort and welcomed its fourth cohort in 2020. With this, the program now spans 16 states and 2 union territories of India, with a total of 32 organizations forming its four cohorts - the first of which was inducted in 2017. EduMentum, for the last four years, has provided the 32 organizations with expertise, mentors, and robust program design along with the ability to scale their interventions for maximum impact. 2020-21 has been a year of firsts of EduMentum, witnessing its organizations form collaborations across geographies, begin state partnerships, and raise funds through their networks - taking their respective interventions to scale.

₹ 2,50,00,000

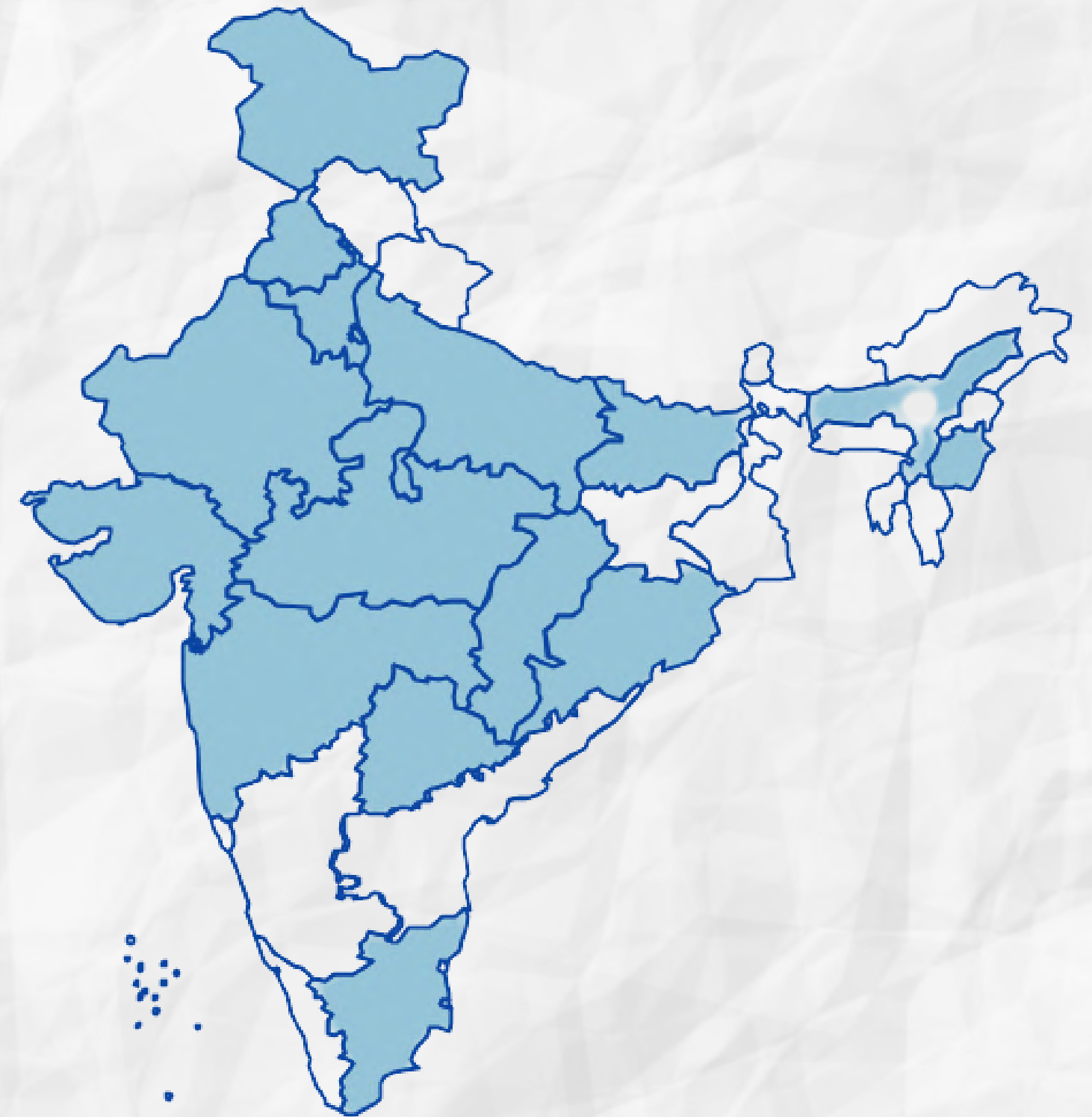
Collectively Raised by Organizations in 2020-21

9,18,000+ Children

Collectively Reached by all Organizations

19,800+ Schools

Collectively Reached by all Organizations



COLAB

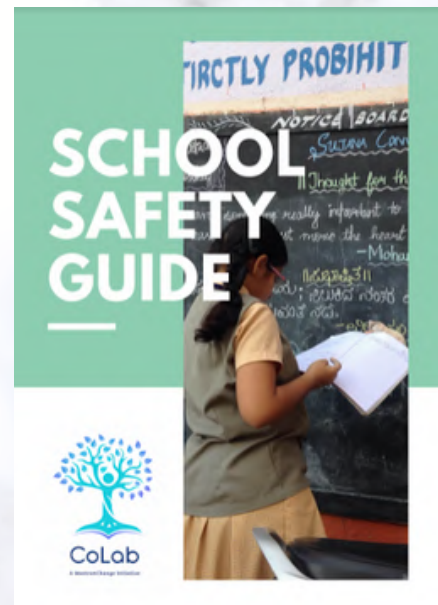
DESIGN. DEVELOP. DISSEMINATE.

The research and design wing at Mantra4Change forms the backbone of all our interventions. Understanding various contexts, the needs of the system and stakeholders, the current scenario, and the volatility it presents, CoLab continuously works on building bodies of knowledge and resources that aid interventions running at scale. Over the last year, with COVID-19 impacting several sectors, including education and the subsequent, indefinite school closure, CoLab's focus has been on finding solutions to the following challenges:

1. How do we prepare for reopening?
2. How do we continue engaging/teaching children with differences in accessibility?
3. How do we plan for reintegration of children back into schools, once schools reopen?



A booklet for school leaders to prepare schools for reopening



Resources for enabling school safety - guide, checklist, and projects



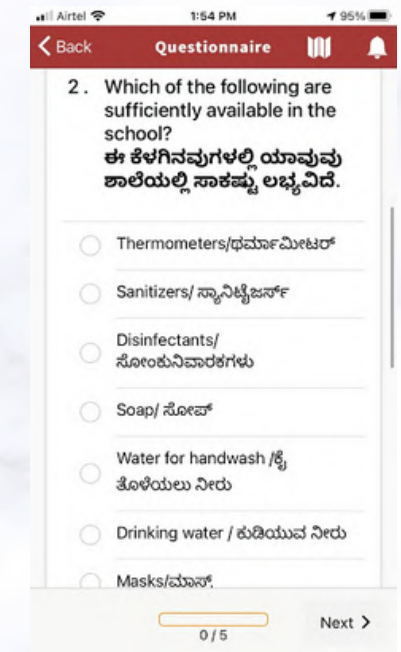
A booklet for school leaders to prepare schools for reopening



Asynchronous learning and engagement of teachers over WhatsApp



A Study on Parents Perspectives on Learning from Home during COVID-19



School Safety Walk Assessment Form piloted in Tumkur, Karnataka

STEP ON TECH

ENABLING WHOLE SCHOOL TRANSFORMATION

The year 2020 was one of pivots, experiments, and new beginnings as we reeled through the first wave of the pandemic. It was also the year we decided to transform our flagship program - School Transformation and Empowerment Project - into an enabler for Transformation at Scale. Leveraging the ShikshaLokam Platform, we created STEP on Tech - a platform-envisioned program that allowed us to conduct a needs assessment of schools, Analyse the data collected in a comprehensive manner, and recommend School Development Plans for every school based on the data.

STEP on Tech was leveraged by the National Independent Schools Alliance (NISA) group of schools and the schools under Andhra Pradesh Social Welfare Residential Education Institutions Society. While the tenets of STEP have fed into each and every intervention we run at Mantra, STEP on Tech was an evolution of our very first program into a tool every school in the country could use to chart its journey of improvement.

220 Schools

4,400+ Teachers

1,21,000 Students



Collaboration with NISA



Collaboration with APSWREIS

LEARNING AT HOME

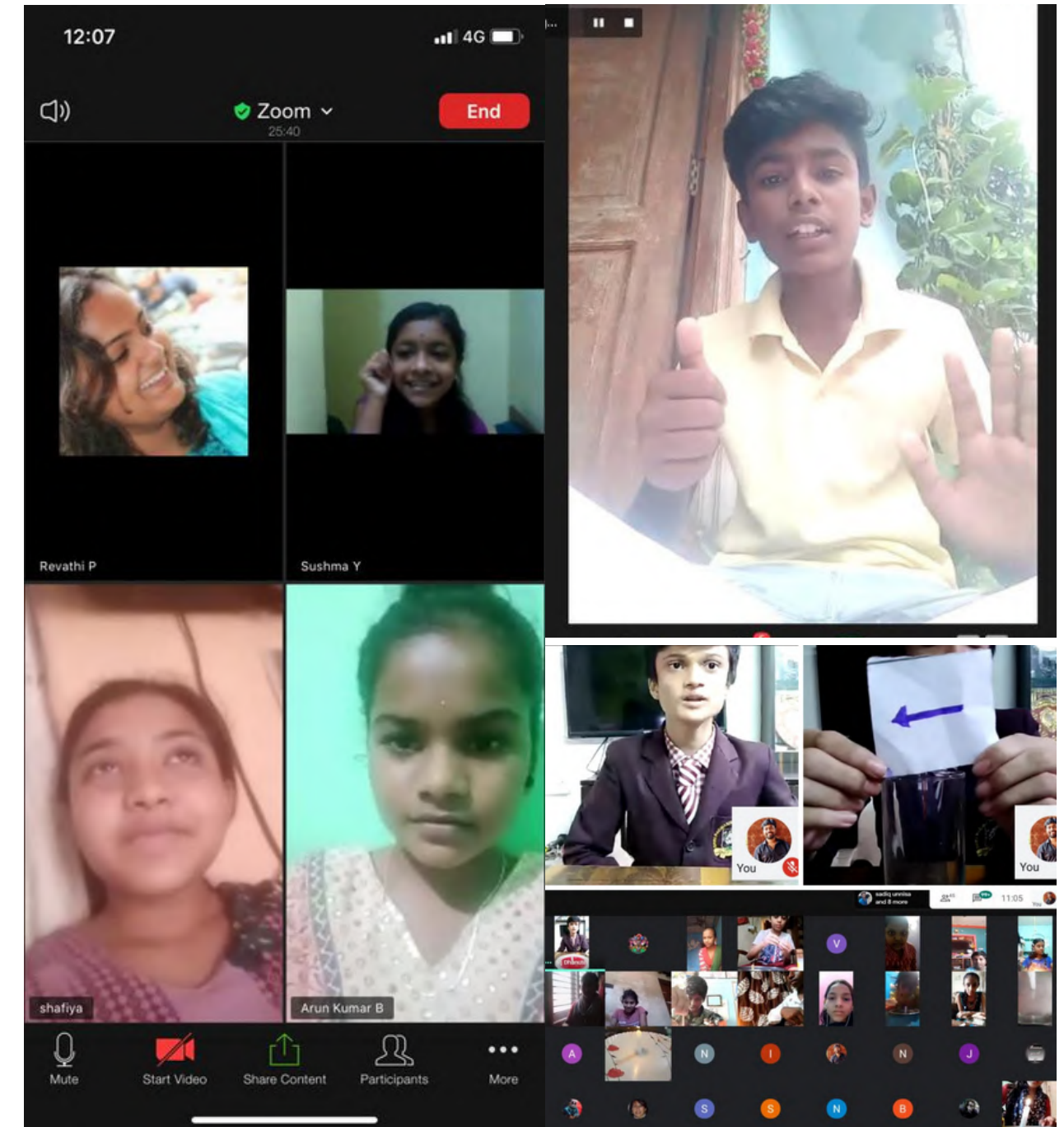
DURING THE PANDEMIC

Responding to the COVID scenario and the advent of school closures for the most part of the year, a huge focus for us at Mantra was to curtail learning losses as much as possible. While our remote collective continued to engage students in rural and tribal geographies, we were also engaging students of Public schools and low-income private schools in Bengaluru.

Through the **School@Home Project** in collaboration with Education Above All, we were able to share learning content in the form of videos to engage 1500+ students through 35+ teachers from 10 low-income private schools over a course of 3 months.

Student Sabhas were hosted on a daily basis for students of Public Schools in Karnataka to instill 21st-Century Skills through virtual makerspace sessions. Through a student-led model, these Sabhas became virtual forums for children to engage with each other and create innovative projects by using basic materials found at home.

Quarantine Camps were initiated following the success of our Learn from Home Initiatives. These virtual camps became spaces for teachers of the Dommasandra, Doddakanahalli, and Sarjapura clusters of PACE to interact and engage with students through various topics.



COVID MEASURES

RESPONDING TO THE CRISIS IN 2020



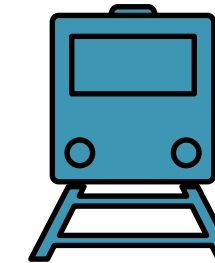
As a response to the pandemic's first wave in 2020, **Mantra4Change** and **Suriya Foundation** joined hands to combat the crisis in Bengaluru in partnership with the **Government of Karnataka**. Teams from both organizations were on the ground helping frontline personnel, patients, and families, and migrant workers affected by the COVID-19 virus and the ensuing lockdown.



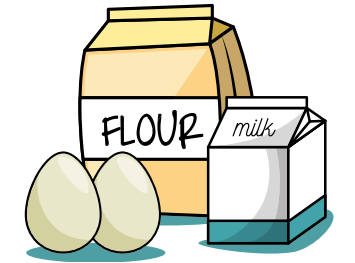
Food Packets Distributed to
20000 People



Travel Refreshments for
15000 Migrants



Registered to Travel
3000 Migrants



Ration Kits Distributed to
1000 Families



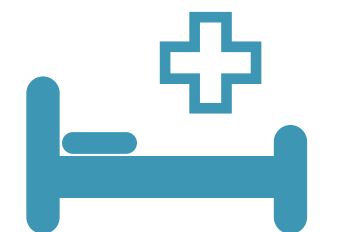
Supplies Provided to
3 Primary Health Centres



Supplies Provided to
1 COVID Research Facility



Supported
300 Policemen



Supplies Provided to
8 Hospitals

COVID MEASURES

RESPONDING TO THE CRISIS IN 2021

Just as we were crawling back to some semblance, the second wave of COVID-19 engulfed India with a force never anticipated. While the focus in 2020 was to save livelihoods from the socio-economic effects of the lockdown, 2021 has pushed us to do everything we can to save lives. With the toll of COVID-19 fatalities in India surpassing world records, Mantra4Change and Suriya Foundation are ensuring access to medical attention for those critically ill due to the virus. These initiatives, undertaken in collaboration with the state government and Civil Society Organizations in Bengaluru (Karnataka), Patna (Bihar), Delhi, and Mumbai (Maharashtra) are ensuring patients get timely support to cure severe symptoms.



1500+ Vaccinated



15 Ambulances

2 Oxygen-on-wheels Deployed



2000+ COVID Cure Kits Distributed



40 Oxygen Beds Set-up

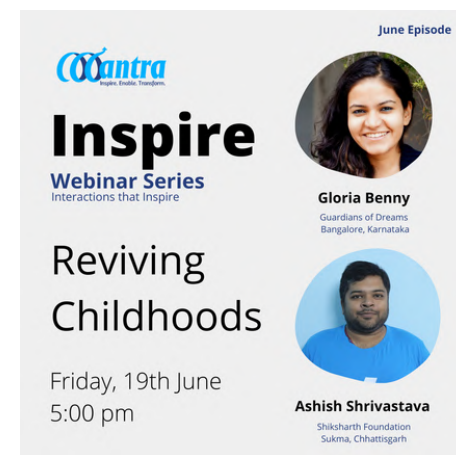


500+ Lives Saved (and counting...)

Visit www.mantra4change.com/covid-19 for more information

DIALOGUES, DEBATES, DEEP-DIVES

From Conversations about the new National Education Policy 2020 to the plight of various communities affected by the socio-economic implications of the COVID-19 induced lockdowns - 2020 was a year where we took to having endless dialogues on virtual forums about the situations we found ourselves in. Joining us in these conversations were experts, frontliners, inspiring individuals from different walks of life sharing their views on various topics. As we physically distanced from each other to curtail the spread of the looming virus, these virtual forums brought us in the social sector closer together, no matter in which corner of the country (or world) we were.



INSPIRE Series: Conversations with Inspiring Individuals from around the Social Sector



Reality Check: Manifestations of the COVID-19 Lockdown on Communities across the Country



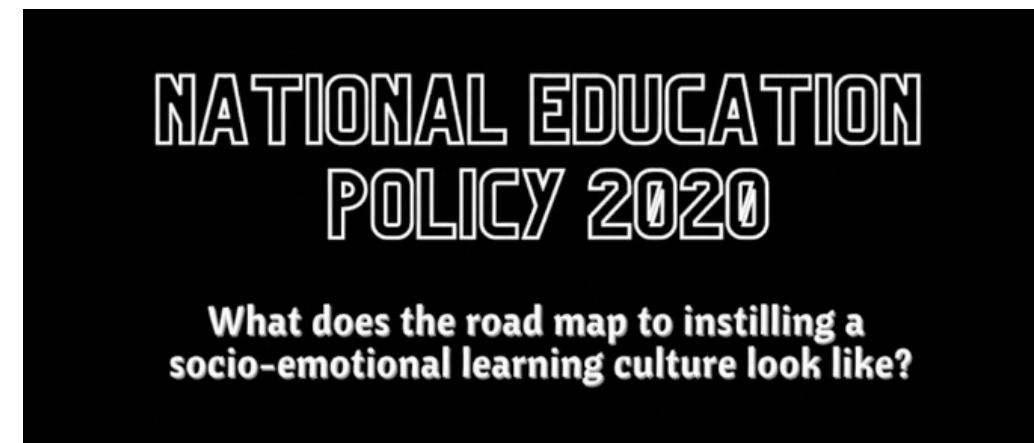
Connecting the Disconnected: A Virtual Forum shedding light on reaching the unreached



eSpire 2020: Graduation of EduMentum's Cohort '20 and Welcoming Cohort '21



Kaleidoscope by CoLab: Celebrating diversity in solutions for Education



Decoding the National Education Policy



Saanjhe Kadam: Celebrating Education Reforms in Punjab

MANTRA IN THE MEDIA

Varsha Gowda of DH in conversation with Khushboo Awasthi of Mantra4Change, which works with low-fee private schools

What are the challenges that teachers face in low-fee private schools?

Teachers in low-fee private schools come from diverse backgrounds. Their personal lives are not always comfortable and their salaries often don't match their counterparts in larger private or government-run schools. Trying to deliver their best with resource constraints are some challenges these teachers face on a daily basis.

Also Read | Coming year might see a shortage of teachers in private schools

What kind of educational qualifications do they have?

Most teachers have formal degrees but budget schools also employ first-time teachers opting for a career change.

In the absence of institutionalised or department-mandated training for teachers in budget schools, the need for continuous learning is strong. Structures like 'Learning Circles' where teachers can share and learn best practices from each other are crucial to help them navigate teaching and learning.

शिक्षा की गुणवत्ता के साथ बच्चों का स्वास्थ्य का ख्याल रखना आवश्यक : चौधरी



पटना/कासं। शिक्षा मंत्री डॉ. अशोक चौधरी कहा कि बिहार सरकार विगत 15 साल से अपने बजट की 20 प्रतिशत राशि शिक्षा पर खर्च कर रही है। उन्होंने कहा कि बिहार घनी आबादी वाला राज्य है और वर्तमान में 37 हजार करोड़ रुपये एक साल में शिक्षा पर खर्च हो रहा है। मगर आउटपुट जितना मिलना चाहिए वह नहीं मिल रहा है। राज्य में शिक्षा पर आयी 'असर' की रिपोर्ट में बिहार के बच्चे पीछे हो रहे हैं।

शिक्षकों को बच्चों के अभिभावक की भूमिका निभानी होगी : संजय

पटना/कासं। शिक्षा विभाग के प्रधान सचिव संजय कुमार ने कहा कि यह देखा जा रहा है कि जो बच्चे तीन साल में बेहतर भाषा सीख नहीं पाते वे आगे चलकर बेहतर सीख नहीं पाते हैं। इसलिए बिहार सरकार ने तीन साल से 6 बच्चों को आंगनवाड़ी केन्द्र में उसके बाद सरकारी स्कूल में दाखिला कराया जाता है। बिहार में अधिकतर सरकारी स्कूल में पढ़नेवाले बच्चों के अभिभावक कम पढ़े लिखे होते हैं इसलिए सरकारी स्कूलों में पढ़नेवाले बच्चों को पढ़ने वाले शिक्षकों को ही उनके अभिभावक की भूमिका निभाने हूए उन्हें बेहतर मार्गदर्शन देना होगा। उन्होंने कहा कि बिहार सरकार की ओर से सरकारी स्कूल में पढ़ने वाले दो करोड़ बच्चों को हेल्थ कार्ड उपलब्ध कराया जा रहा है।

ಶಾಲೆ ಪ್ರಯತ್ನ ಆಶಾದಾಯಕ 3 ಪ್ರಾಜೆಕ್ಟ್‌ಗೆ ಬಹುಮಾನ



ಆಸೀಕಲ್: ಶಾಲಾಕನಲಿ ಸುಮಾರು 200ಕ್ಕೂ ಹೆಚ್ಚು ಪ್ರಾಜೆಕ್ಟ್‌ಗಳನ್ನು ಶಿಕ್ಷಕರು ಮಂಡಿಸಿದ್ದಾರೆ. ಈ ಪೈಕಿ ಮೂರು ಪ್ರಾಜೆಕ್ಟ್‌ಗಳನ್ನು ಆಯ್ಕೆ ಮಾಡಿ ಬಹುಮಾನ ನೀಡಲಾಗಿದೆ. ಶಾಲೆಗಳು ಮಾಡಿರುವ ಪ್ರಯತ್ನಗಳು ಆಶಾದಾಯಕವಾಗಿವೆ ಎಂದು ಜಿಲ್ಲಾ ಮಕ್ಕಳ ಕಲ್ಯಾಣ ಸಮಿತಿ ಅಧ್ಯಕ್ಷ ಲಕ್ಷ್ಮೀಪ್ರಸನ್ನ ತಿಳಿಸಿದರು. ಅವರು ಪಟ್ಟಣದಲ್ಲಿ ಸಾರ್ವಜನಿಕ ಶಿಕ್ಷಣ ಇಲಾಖೆ ಮತ್ತು ಮಂತ್ರ ಸಂಸ್ಥೆಯ ಸಹಯೋಗದಲ್ಲಿ ಆಯೋಜಿಸಿದ್ದ ಶಾಲಾಕುಮುಟ್ಟದ ಪ್ರಗತಿಯ ಹೆಚ್ಚಿಕಾರ್ಯಕ್ರಮದಲ್ಲಿ ವಿಜೇತ ಶಾಲೆಗಳಿಗೆ ಬಹುಮಾನ ವಿತರಿಸಿ ಮಾತನಾಡಿದರು. ಸರ್ಕಾರಿ ಶಾಲೆಗಳಲ್ಲಿ ಗುಣಮಟ್ಟದ ಶಿಕ್ಷಣ ನೀಡುವ ನಿಟ್ಟಿನಲ್ಲಿ ಸಮುದಾಯದ ಸಹಭಾಗಿತ್ವವನ್ನು ಹೆಚ್ಚಿಸುವ ನಿಟ್ಟಿನಲ್ಲಿ ಸಂಘಸಂಸ್ಥೆಗಳು, ದಾನಿಗಳು ಮತ್ತು ಹಳೆಯ ವಿದ್ಯಾರ್ಥಿಗಳನ್ನು ಜೋಡಿಸಿಕೊಂಡು ಶೈಕ್ಷಣಿಕ ಅಭಿವೃದ್ಧಿಗೆ ಶ್ರಮಿಸಲಾಗುವುದು ಎಂದು. ಕ್ಷೇತ್ರ, ಶಿಕ್ಷಣಾಧಿಕಾರಿ ನರಸಿಂಹರಾಜು ಮಾತನಾಡಿ ಶಾಲೆಗಳು ಕೈಗೊಂಡಿರುವ ಕ್ರಿಯಾ ಯೋಜನೆಗಳನ್ನು ಪ್ರಗತಿಯ ಹೆಜ್ಜೆಗಳು ಎಂದು ದಾಖಲಿಸಲಾಗಿದೆ. ಮುಂಬರುವ ವರ್ಷದಲ್ಲಿ ಸಾಧನೆಯ ಹೆಜ್ಜೆಗಳು ಎಂದು ಗುರುತಿಸುವ ಅವಶ್ಯಕತೆಯಿದೆ. ಪ್ರತಿ ಶಾಲೆಯು ನವೀನ ಚಿಂತನೆಗಳನ್ನು ಪರಸ್ಪರ ವಿವಿಮಯ ಮಾಡಿಕೊಳ್ಳುವ ನಿಟ್ಟಿನಲ್ಲಿ ಪ್ರಗತಿಯ ಹೆಜ್ಜೆ ಪರಿಣಾಮಕಾರಿ ಕಾರ್ಯಕ್ರಮವಾಗಿದೆ ಎಂದರು. ಡಿಎಸ್‌ಇಆರ್‌ಟಿ ಹಿರಿಯ ಸಹಾಯಕ ನಿರ್ದೇಶಕ ವಿಶ್ವನಾಥ್, ಕ್ಷೇತ್ರ ಸಮನ್ವಯಾಧಿಕಾರಿ ಎನ್.ಶಂಕರಮೂರ್ತಿ, ಮಂತ್ರ ಸಂಸ್ಥೆಯ ನಿರ್ದೇಶಕಿ ರೇವತಿ ಪಾಟೀಲರಿದ್ದರು.

Khushboo Awasthi, Co-founder of Mantra4Change, speaks about their programmes that support both government and budget private schools reach out and educate kids better

Rashmi Patil Edex Live

Facebook, Twitter, Instagram, LinkedIn, Email icons



Teachers involved in the activities conducted by Mantra during their training programme

Outlook

THE NEWS SCROLL

12 AUGUST 2020 Last Updated at 11:31 PM | SOURCE: PTI

Any Change Requires Strong Leadership: S.D. Shibulal at EduMentum's eSpire 2020



(Eds. Disclaimer: The following press release comes to you under an arrangement with NewsVoir. PTI takes no editorial responsibility for the same.) "EduMentum" - an education-based incubation program supports organizations working towards systemic education transformation in India Bengaluru, Karnataka, India (NewsVoir) Mr. S.D. Shibulal, Co-founder Infosys and Permanent Trustee, The Shibulal Family Philanthropic Initiatives, emphasized on the need to enable leadership in order to bring change in the K12 education space in India. Mr. Shibulal was speaking at EduMentum's graduation ceremony eSpire 2020, which was a two-day event held virtually on August 7 & August 8, 2020. Highlighting the qualities a strong leader demonstrates, Mr. Shibulal said, "A leader is capable of making observations, identifying what needs to change, implementing the change, measuring impact, and creating a continuous cycle of improvement through which he can enable the system to improve. Leaders raise aspirations, they inspire, they are the changemakers. Incubators like EduMentum enable these leaders and changemakers to transform education in diverse geographies of India." Eight organizations that formed the third cohort of Bengaluru-based incubation programme - EduMentum graduated on Saturday, August 8th, 2020. To celebrate the year-long journey towards systemic education transformation that these early-stage organizations have embarked on, social and philanthropic icons came together as part of the virtual two-day programme - eSpire 2020. Spread over August 7 and 8, 2020, the event also witnessed the launch of EduMentum's newest cohort comprising 9 organizations. The two-day conference culminated with Mrs. Kumari Shibulal, Founder and Chairperson, The Shibulal Family Philanthropic

स्कूल लीडरशिप डेवलपमेंट प्रोग्राम से तराशेंगे नेतृत्व क्षमता : डॉ. द्विवेदी

राज्य भरूँ उच्चतर : परिवर्तन स्कूलों के शिक्षकों की नेतृत्व क्षमता को बढ़ाने के लिए जल्द स्कूल लीडरशिप डेवलपमेंट प्रोग्राम शुरू किया जाएगा। यह कार्यक्रम सीएमआर की शिक्षा विभाग द्वारा (सर्वांगीण) डॉ. सी.डी. शिबुल (सर्वांगीण) से है। सीएमआर को बच्चे पढ़ाने के लिए अपने कार्यालय के सभी टी-टीयू के माध्यम से उन्होंने स्कूलों के प्रधानाचार्यों को लीडरशिप डेवलपमेंट प्रोग्राम के बारे में बताया। उन्होंने बताया कि राज्य में शिक्षा अनुसंधान एवं प्रौद्योगिकी परिषद द्वारा इसके इतिहास का आदरणीय विवरण किया जाएगा। शिक्षा विभाग पर 20 ई



प्रधानाचार्यों से जुड़कर काम करने की। सीएमआर 2020-21 का कार्यक्रम - आदर्श शिक्षा विभाग के द्वारा। यह परिवर्तन स्कूलों के प्रधानाचार्यों को शिक्षा विभाग के द्वारा शिक्षा विभाग के द्वारा किया जाएगा। शिक्षा विभाग पर 20 ई

S. D. Shibulal Highlights the Importance of Technology to Build a Resilient Education System in India

PTI | June 30, 2020 18:54 IST

(Eds. Disclaimer: The following press release comes to you under an arrangement with NewsVoir. PTI takes no editorial responsibility for the same.) Web conclave 'Connecting the Disconnected' brings to light the need to ensure continuity of learning for children in India's remotest areas

Bengaluru, Karnataka, India (NewsVoir)

ShikshaLokam, an education leadership program under the aegis of The Shibulal Family Philanthropic Initiatives, supported its partner organization Mantra4Change along with Shiksharth Foundation (Chhattisgarh) and i-Saksham (Bihar) in hosting a three-hour-long web conclave on the topic 'Connecting the Disconnected: Education in Remote Geographies'. The highlight of the event was the keynote address by Mr. S. D. Shibulal, Co-founder Infosys and Founder, ShikshaLokam, along with a panel discussion on The Promise of Co-creation, and a remote geography program presentation, which i

BUDGET SNAPSHOT

Fundraising Goal 2020-21: ₹ 7,50,00,000

Funds Raised 2020-21: ₹ 8,00,00,000

Budget 2021-22: ₹ 8,50,00,000



OUR SUPPORTERS



OUR PARTNERS



OUR MENTORS



Ms. Kumari Shibulal
Patron
Shibulal Family Philanthropic Initiative



Mr. SD Shibulal
Permanent Trustee
Shibulal Family Philanthropic Initiative



Mr. Sanjay Purohit
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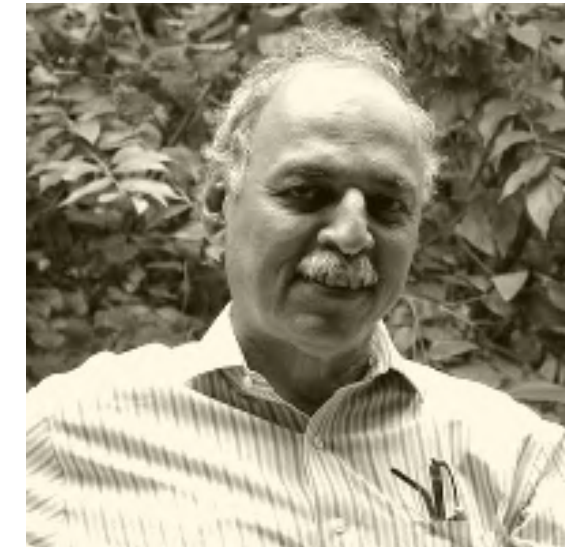
Mr. Deepak Satwalekar
Former MD & CEO
HDFC Standard Life Insurance Co. Ltd.



Ms. Janhvi Kanoria
Director of Innovation
Education Above All



Mr. KL Mukesh
Venture Partner
Unitus Seed Fund



Mr. Ujwal Thakar
Former CEO
Pratham

OUR VALUES

**Continuous
Learning**

Integrity

Ownership

**Sense
of
Possibility**

**Team
Work**

Empathy



POINT OF THE GAME: 2021-22

61 Improvements

Driven by Education Leaders
Across 4 States, 1 District
& 1 Block





**Wishing you and your loved ones a successful, healthy,
and safe 2021.**

- Mantra Family

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