



Teachers Leading Change Supporting Professional Development

The Kusuma Trust (The Trust) supports the professional development of Head teachers and teachers in Secondary Schools in India and the UK.

The Trust is working with the Kusuma Foundation in India to deliver training to Head teachers and teachers of Science and English in 92 secondary schools in Hardoi, Uttar Pradesh. 'Udbhav' is a project that aims to improve classroom practices through training, mentoring and the provision of interactive low-cost teaching and learning materials. The project supports the implementation of Rashtriya Madhyamik Shiksha Abhiyan (RMSA), the national strategy for improving the quality of secondary education, and the National Council for Educational Research and Training's national curriculum and examination framework. On 6 December 2013, 59 Head teachers were trained on ways to monitor teaching practices in the classroom and to measure students' performance. Dr Avanish Shrivastav, Headteacher of Inter College Paliya Harpalpur said *"the training and materials we have received are very useful and are helping to bring about positive change in teaching practices and performance management in our schools"*.

The Trust supported four Head teachers to participate in an International Conference on Excellence in School Education in Delhi. The two-day conference, focussing on leadership development for Head teachers, was organised by the Indian Institute of Technology Delhi in association with the Ministry of Human Resource Development. The main theme of the conference was academic leadership and it provided

Head teachers with the opportunity to share good practice, discuss strategies for resource planning, training and empowering teachers and explore more effective processes for teacher recruitment, selection and retention.

The Trust is also supporting more than 500 primary and secondary teachers in the UK by providing funding to the Science Museum to deliver teacher training sessions. The sessions take place once a term, enabling teachers to increase their skills and confidence in using interactive learning materials and find out about Science Museum classroom resources. Feedback from teachers who attended the most recent training session was very positive, with many teachers trying out new activities in the classroom.



Participants at an Udbhav teacher training event. Photo: IGNUS-ERG

I 'Udbhav' means to rise from

Monthly Highlights

Volunteer teachers fill vacant posts

Thirty four teacher vacancies were filled in schools in Hardoi in Uttar Pradesh and Sambalpur in Odisha as part of the Kusuma Schools Partnership Initiative (KSPI). Volunteer teachers were recruited by the Kusuma Foundation to teach Hindi, Odia, Science, Social Sciences, Mathematics, and English for 30-36 hours per week. The teachers were recruited to form a pool that all 50 KSPI intervention schools can draw upon to cover vacant sanctioned teaching posts and long-term absence such as maternity leave. The volunteer teachers support schools on a temporary basis in order to meet RMSA standards and reduce the number of sessions without a teacher by 60%. The Kusuma Foundation is now advocating for permanent sanctioned teachers with the district and State authorities to ensure that long-term solutions are found to address the shortage of teachers in both districts.



A Volunteer teacher taking a class at Paramanapur High School, Sambalpur.
Photo: Kusuma Foundation

Married girl goes back to school

Jamujori High School is a block-grant school located in Naktideula block of Sambalpur in Odisha where the practice of early marriage for girls often leads to them not continuing their education beyond primary school. The School Management and Development Committee (SMDC) decided to take steps to enroll girls into secondary school. Pramodini Oran, a girl who married whilst in Class 9 subsequently dropped out of school. The school staff and SMDC members visited her family to encourage her re-enrolment. The family agreed and Pramodini is now back in school and aims to complete Classes 9 and 10.

Annual BioWorld conference

On 9-11 December 2013, the Kusuma School of Biological Sciences (KSBS) of the Indian Institute of Technology Delhi hosted the third annual BioWorld conference with a focus on Computational Biology in Disease and Disorder. Senior academic researchers shared the latest developments and findings in their research and speakers from industry informed delegates about how the knowledge generated through research is being used for the development of products that benefit the scientific community. The Trust supports KSBS to promote interdisciplinary research in modern biology with applied engineering sciences to address problems affecting human health and welfare.

Human Rights Education in schools

The Trust awarded funding to Amnesty International UK to support the introduction of Human Rights education in 30 schools in Bangalore. 'Schools for Human Rights' is a programme that aims to target inequality and discrimination of children by strengthening and promoting the values of equality, dignity, respect and non-discrimination in education and with local communities. With the support of Amnesty International, schools have developed plans to integrate human rights values and principles into the school curriculum, co-curricular activities and governance. The plans focus on a range of issues such as bullying, behaviours, and the right to housing and health. In 2014, Amnesty International intends to expand the programme to 100 schools across India.



Children and parents at the Amnesty International India Human Rights Day.
Photo: Amnesty International