

Study of UNICEF - Kendra Pramukh Academic Leadership Programme (KPALP)

INTERVIEW SCHEDULE - Kendra Pramukh

Centre of Excellence in Teacher Education, Tata Institute of Social Sciences, Mumbai

OPENING

[Introduction] My name is _____. I am a research assistant of CETE at the Tata Institute of Social Sciences (TISS), Mumbai. On behalf of UNICEF Maharashtra we at CETE are conducting a study to evaluate the KPALP programme Implementation & Impact.

[Purpose] For continuous professional development of teachers and to bring about pedagogical improvement it is very important to support teachers on a continuous basis. The KPALP programme is building capacity of Kendra Pramukhs to enable local in-school support for teachers. We at CETE, TISS have taken up a qualitative research study to understand 1) the experiences of programme stakeholders through interviews of Key Stakeholders; and 2) Impact of the programme on the field.

[Motivation] We hope that the study will provide all stakeholders to understand systemic and design considerations related to large scale implementation of teacher support programmes.

[Timeline] The interview should take about one hour. I hope that is okay with you Sir/Madam.

[Permission to Record] Please keep the information about the study (*Hand over participant information sheet*) . I request you to sign the consent form (*get consent form signed*) and allow me to record this interview.

START RECORDING

(Designation & Name), Let me begin by asking you some questions about your role in the KPALP Programme

BODY

1. Role of Interviewee in KPALP programme

- a. What according to you is KPALP and why was it done?
- b. What was your role in the KPALP programme –
 - i. When (and how long) did you participate actively in the KPALP programme?
 - ii. What was your primary responsibility in the KPALP programme?
- c. Can you describe your work week? What did you do? How many school visits?
 - i. Before Covid
 - ii. During Covid
- d. Did you participate in the professional learning community of the KPALP programme?
 - i. If yes, please describe your participation in the PLC.
 - ii. How did you find the role of PLC in providing support to you?
- e. Did you make any changes in your work for supporting teachers in tribal areas?
 - i. If yes, please describe the changes you made
- f. How did you make changes in your work during the lockdown?

- i. Did you participate in any curriculum and teaching learning material development related to the programme during COVI-19 lockdown? If yes, please describe your work related to this.
- ii. What are the difficulties you faced during Covid-19 period and how did you handle it?
- iii. What did you learn as a result of the COVID-19 lockdown ?

2. Capacity Building / Learning from the KPALP Programme

- a. Was this the first training programme that you experienced as a Kendra Pramukh/CRP?
 - i. How was it different from the other programmes that you participated in before?
 - ii. What are the highlights from the capacity building programme?
- b. What are three/four key or important ideas that you learnt from the KPALP programme ? *[Prompts: Data Analysis, Classroom Observation]*
- c. How did you use your learning from the data analysis module in your work? Can you give me some examples? *[Prompt analysing student's errors, providing feedback]*
- d. How did you use your learning from the classroom observation module in your work? Can you give me some example
- e. Were there many external partners or organisations that worked on this project along with the department? Name the organisations.
 - i. What kind of partnerships?
 - ii. What was your experience of working with external partners?
- f. What were some of the key issues you experienced while working on this programme?
 - i. Were you able to find solutions?
 - ii. Who did you seek support from to resolve the issues ?
- g. What were some of the highlights of your experience of working in this programme?
 - i. Which part of the KPALP Training you liked the most?
 - ii. How do you use the learnings from the KPALP programme in your current role ?

3. Supporting Teachers (KP Practice)

- a. How did you identify the teacher's needs? Can you give an example?
 - i. What kind of data did you collect and analyse to understand the needs of teachers?
- b. How did you support teachers to plan their lessons? Can you give an example?
 - i. How did you use the student curriculum & textbooks?
 - ii. Do you have any suggestions for the curriculum & textbooks?

- c. What aspects of teaching learning did you focus on during classroom observation?
[Prompt (taken from baseline study): Use of TLM, Student Participation, Seating Arrangement, Student-Teacher interaction, teaching according to level of child]
 - i. How often did you observe classes? How many teachers did you observe and what duration?
 - ii. How did you identify if the teacher's practice was authentic (real) when you observed the classes? *[Prompt : What kind of strategies did you find among teachers to hide their weakness and highlight their strong sides?]*
- d. Did you use a tool or protocol to observe classrooms? Was it useful?
- e. What were the key things you noticed during classroom observation?
- f. How did you monitor the teacher's progress after giving feedback?
- g. What kind of data did you collect and analyse to prepare an action plan for teachers' professional learning?
- h. Who are the teachers who respond to your support, and who do not respond, what are their characteristics?
- i. What are some memorable observations of positive changes you saw in teacher's practice (teaching) as a result of your support? Can you give some examples?
- j. Did you meet teachers only during school visits or did teachers
 - i. call you on your mobile with questions
 - ii. Chatted on Whatsapp personally or in a group?
 - iii. What was the nature of such interactions?

4. **Teacher's practice/work**

- a. What are the real issues teachers are facing? Have you been able to understand through your work as a KP?
- b. Do teachers feel their issues are being addressed? Why or why not?

5. **Sustainability and Scale**

- a. If you were to rate the KPALP programme's success on a scale of 1 to 5, 1 being unsuccessful, 2. partially successful, 3. averagely successful, 4. greater successful and 5 being grand successful, what rating would you give ?
 - i. Explain what could have been done to make it more successful?
- b. How did you see yourself as an inspector or mentor? Explain it?
- c. During SSA , CRPs used to say they need authority to do their work properly
 - i. Do you feel having authority would have helped you?
 - ii. How did you work without it? Can you give some examples?

- iii. Did you notice differences in your interactions with
 - 1. Male versus female teachers
 - 2. Young versus older teachers
 - 3. Teachers working in tribal, rural, semi-urban vs urban areas.
 - iv. What was the nature of your interrelationship with the school headteacher?
 - d. What kind of support did you get from
 - i. Master facilitators/coaches
 - ii. District / Block educators
 - iii. Department of Education
 - e. Can you describe your experience with the programme partners? What roles did they play? How did it impact your work?
 - i. Master Facilitators & Coaches
 - ii. UNICEF
 - iii. CEQUE
 - f. The KPALP programme has scaled to many blocks ,
 - i. Are you in favour of scaling the KPALP programme throughout the State?
 - ii. What has scaled well and why?
 - iii. What has not scaled well and why ?

CLOSING

[Summarise] Sharing your experience will be very valuable for my research. Your role as _____, involved in _____ will enable me to get a more insightful perspective into the KPALP me implementation and teacher support. I am thankful for the time you took for this interview.

- 1. Is there anything else you think would be useful in our research?
- 2. Do any other people come to your mind that we should interview?
- 3. Would you recommend we read any specific reports related to this programme?

END RECORDING

[Action to be taken] I should have all the information I need. Would it be all right to call you on your mobile if I have any more questions or clarifications? Thank you very much.