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

INTERVIEW SCHEDULE - Master Facilitator & Coaches

1. **Role of Interviewee in KPALP programme**

What according to you is KPALP and why was it done?

* I was appointed as district nodal officer under DIET therefore I was in-charge of the district for the program.

The program started on 23rd November 2017 and it was the first time this program was launched on state level through CEQUE and UNICEF , usually we organize programs to get kp, teachers.

And the most important work on DIET is to focus on learning outcomes, I joined the position in august 2017 and then this program was launched in November and I as a master facilitator received the training in Pune.

So in one month, two to three training sessions used to happen and at SCERT state level we used to have meetings with the help of CEQUE and UNICEF.

**The aim of the KPALP program is to build capacity in KP to enhance and build leadership quality in kp and I would say this is an high standard training program conducted by CEQUE and UNICEF.**

What was your role in the KPALP programme -

When (and how long) did you participate actively in the KPALP programme?

What was your primary responsibility in the KPALP programme?

Can you describe your work in this programme? What did you do? How much time in a week

did you spend on this programme

Before Covid

During Covid

* Being an officer I was working in DIET Thane, therefore regularly I visit school and I have supervised the entire program.

Did you participate in the professional learning community of the KPALP programme?  
 If yes, please describe your participation in the PLC.

How did you find the role of PLC in providing support to you?

* As a MF I received training, then after coaches were formed and then they worked with KP and then after PLC began, before the KPALP program we had meetings based on progress, but during the PLC program I understood better about progress meetings. When coaches were formed they also received training, so with the help of coaches work started in Thane district ‘Shahapur’. So total 32 kp were there, highest in Maharashtra and with these 32 kp I was working on preparing templates and self-study material in plc. In this plc kp understand the purpose of the program. And the feedback module was very important in this program.

So first we learned the data analysis, like how to work with data on laptop, creating graph, then how to see I notice I wonder protocol, different types of graph and how to prepare pie chart, how does it look and with the help of graph what we seen in it, what is our focus area that we understood and we talked with kp on these all modules.

In Shahapur taluka when this plc began and we had meeting with kp, so in that meeting kp said we there no link between the learning outcomes of students with this program and when the number of plc increased then the same kp started saying that, “this program is good, I have assistant teacher he is techno savvy with his help I prepared this graph, the way you taught me how to see the graph, we followed that method I really liked that module and through data analysis we know which students is remain behind in which subjects and how to guide teachers, that we understand through KPALP”

Some of the kp were saying that, this program is not for quality evaluation, but during the plc, all of them have submitted their assigned work it means they had completed theirs before the deadline.

Did you make any changes in your work for supporting teachers in tribal areas?

If yes, please describe the changes you made

* **There no change but, in Shahapur there is school with 100% of tribal students, in that school most of students were first generation learner, so to figure out what issues they faced we used error analysis module from KPALP and teachers found that most of students had issues with language they speak at home and language teachers speak at school, so how to resolve this issues teachers worked a lot and once again we have used data analysis module.**

How did you make changes in your work during the lockdown?

* The KPALP training was first assign to only one taluka and during lockdown through online learning we have got opportunities to reach everyone we have found different online application like zoom meeting app, Google meet so through these applications, UNICEF CHEQUE and master facilitator like me we try to reach every kp in state.

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.

What are the difficulties you faced during Covid-19 period and how did you handle it?

Due to Covid the PLC program used to happen on online mode and through online mode we

connect to KP but we are unable to scale this program forward.

And because of covid students were unable attain school, so there was some changes happened in PLC, like before covid the issues we had is in teaching but because of lockdown students were not in school, so that’s the major issues, and there are some gap we have seen in teachers and in students, so how to fill this gap, we did different types of survey, based on this survey we reached to KP.

And school visits, this is what my job chart is, I learned a lot from KPALP, KPALP taught me how to see what problems does teachers faces as we all see the learning outcomes, so first I learned feedback module then I taught to kp how to kp feedback to teachers and this how the process continues.

And whenever I visit school, DIET team is with me or any other officer is with me and kp use to present at that time. My own experience is that I learned how to talk with students, so through KPALP I learned how to do classroom visits and even today it helps a lot.

One day I was doing school visit, and then kp asked me a question, “will you talk to students” because the way you taught me how do analysis, I have done that,

So that kp said in my cluster 6 students from 3 schools, that there are some issues with language and in math, so please give some guidance to my teachers.

So I really like the way he said, because he gave me data, that 6 students have issues with language and math.

What did you learn as a result of the COVID-19 lockdown?

* Because of lockdown students could not learn as per expected from their class wise learning, therefore there was a considerable gap in their learning, those who had gadgets had different issues, and those who didn't had gadgets they had different issues. And I have seen laziness in the system, some teachers were trying to reach students and some were not, and we are unable to reach Shahapur even in online mode or offline, it was so difficult and very bad experience, and I have seen survey report conducted by azim premji foundation and pratham foundation, that shows students were far behind in learning.

**Capacity Building / Learning from the KPALP Programme**

Was this the first training programme that you experienced as a Master Faciliter or coach?

How was it different from the other programmes that you participated in before?

* Follow –up , PLC and feedback and the entire team of CHEQUE and UNICEF.

So this program is totally different from other programs.

Now I am talking with you , this is also a type of feedback like right now you are asking me about my experiences during the KPALP program.

I would say this is an important part of the program.

What are the highlights from the capacity building programme?

What are three/four key or important ideas that you learnt from the KPALP programme?

*[Prompts:  Data Analysis, Classroom Observation]*

* Classroom observation is a tool , which we have gotten through KPALP. In classroom observation there was five D module, so now whatever we learned in KPALP program about Classroom observation, we are using it in pune and now I have implemented classroom observation module in pune and 100% classroom observation was done for teachers and we had set a certain steps in that like those teachers who need more guidance and those who are at mid-level and then again they received training from DIET, and I would say this is an huge achievement we got from classroom observation in Pune.

And there is a feedback module, when kp gave us feedback then I understand what is the real issues they faces and what issue they created that I understand and then we change our module, so the feedback is very important, some of the kp used say that, this is an amazing program, not just our block this program should cover the other blocks too, because we learned a lot and we want that other should also involve in this project.

So this KPALP program was implemented 4 years in the Thane Shahapur block because it is in the bottom level and after 3 years it was observed that the Shahapur block came in top 3 in quality performance.

How did you use your learning from the data analysis module in facilitating KPs? Please give

some examples. [*Prompt workshop facilitation, designing modules, PLC participation ]*

* Data analysis is a technique one has to repeat the learning that will reflect in understanding and practice, issues we faced that kp had a busy schedule and it was time consuming , but once they learn data analysis they use it in his daily work. And traveling was also an issue.

What were some of the key issues you experienced while working on this programme?

Were you able to find solutions?

Who did you seek support from to resolve the issues?

* I would say that it was difficult to bring them together to reach the objective. There is another big problem about informing blocks level officers about documentation to organize the program.

What were some of the highlights of your experience of working in this programme?

Which part of the KPALP Training you liked the most?

* I liked all the modules, but the classroom observation module that I liked the most, because while doing classroom observation now we keep our eye on other issues, so this module is well designed, that’s is why in pune we used this module and 100% of teachers were observed , I was highly motivated by this module, even now I have changed my speaking skill.

How do you use the learnings from the KPALP programme in your current role?

I have seen some positive changes in kp while giving the feedback to teachers, so now they write down everything and while analyzing the data we have set a focus ares and based on focus area we made an action plan and also guided KP how to make an action plan but we could not scaled it as we are expected and I also transferred from thane to pune and there after I have been discontinued from the program .The action plan had essential stage to make understand kp and the teachers how to make the action plan and this program had been implemented in one block, but I would say it should have been implemented in entire blocks, it should have been scaled up through DIET and SCERT.

**Supporting Coaches or Kendra Pramukhs**

How did you stay in touch with coaches / KP after the workshop?

What was the nature of support you provided?

What kind of continuous support were you able to provide to Coaches/KPs?

* While providing support there are two three things that one must keep in mind that, at the same time kp has to do multiple work, different types of information they have to provide, so I think that our work is just to provide information to the upper level. I have to guide them about the program like this program is for your skill development , and most of them were not techno savvy, and those who are techno savvy but they were not interested, so through coaches they understand how to use computer , typing, and how to see the graph.

And in lockdown there were many issues. I supported kp to figure out how many students have gadgets and those who didn’t have gadgets, so how to resolve that, so kp started thinking how to resolve that, so these experiences were totally different.

**Sustainability and Scale**

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?

Explain what could have been done to make it more successful.

* I will rate 5 because the aim of this program was completed . Through PLC we see that this program has reached to all and all of them will use this program 100 % I would say.

What is the nature of your relationship with Coaches or KP? *[ formal, informal relationship]*

* I used to monitor the skills what change they had what new thing they learn and during classroom visit they are always with me and I used to see what changes occur because of KPALP then after I used to guide them and there was one MF for every districts and under five KP, one Coach was there, so I had seven coaches.

What kind of support did you get from

CHEQUE

UNICEF

DIET

* This program introduce to improve the learning outcome, every organization work well, like I worked in thane and I also worked in Aurangabad as MF, I worked there till coaches started working, so my work is to guide coaches and improve their skills through this program , so this what I have done in Aurangabad.

What do you think are the important questions coaches or you, that need to resolve?

* I would say everything was good in KPALP, But when coaches and MF appointed for the KPALP program mostly were from school as teacher. After KPALP program all of them joint as teacher in their respective school and they found to be detached from the program and could not continue, their responsibility for the KPALP program we made interruption for the program. There were some of the official from DIET were continued their efforts to carry out program effectively. If government would have selected coaches and MF from their respective department then there would not have interruption in the KPALP program. Therefore I thought that, there should be permanent coaches and MF that they will continue this program to scale-up in the state effectively.

Can you describe your experience with the programme partners? What roles did they play?

How did it impact your work?

UNICEF

CEQUE

* Amazing, very nice experience I had with these organization and with uma ma'am from CHEQUE and varsha madam , trupti madam and kamble sir, I had lot work from state level that’s why sometime I got very less time to attain this program, but feedback and follow-up from these people was amazing, and even If I was busy , I always try to attain the program and I would say I changed a lot from this program, and UNICEF always organize good program.

UNICEF and CHEQUE they both were present during the program.

The KPALP programme has scaled to many blocks,

- Are you in favor of scaling the KPALP programme throughout the State?

What has scaled well and why?

What has not scaled well and why?

1. Is there anything else you think would be useful in our research?

Would you recommend we read any specific reports related to this programme?

* I would say the data analysis module was based on a diploma course given by Harvard University, that was such a nice error analysis from language and math. This is more important to read and to do research on the feedback from Coaches, MF and changes in the skill set of kp I say which is more important.

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.