**Mr. Moti Ram Fuyal**

**Date of interview: 1 September 2021**

01:43

Okay, so can we begin by you introducing yourself like where you work and for how many years you have been teaching your designation?

01:51

Oh, yeah, I started teaching in 30 years ago. Okay, now it is in my 30th year have been teaching in many positions. And when I started teaching, I was teaching in both classes, like pre primary and primary schools. And then afterwards, I started teaching in secondary schools, and then it was promoted to higher education level to college. Now, I just teach in university level. Also, that is there. So well. I have just spent 30 years more than 30 years in teaching about exactly if we just separate into different parts. Maybe I've been teaching in university level for about 15 years. That is there. And I just have an experience of teaching both in government schools, I'm in provate schools. And right now I'm still working as senior vice president of ISTU Nepal. And as principal in a school and teach in college. That is how I just spend my days. Nowadays quite busy teaching virtually, sometimes, physically, because from yesterday onwards, our municipality has just decided to open the schools in physical manner. That's why schools in my area partially been opened to conduct their daily activities in physical manner

03:59

Did schools in your location closed down during the pandemic,

04:03

It closed down during pandemic, and last year when the first lockdown was started in 24th, March 2020. From that day onwards, the schools remained totally closed down. And some schools started teaching virtually through online practices or online classes. And then afterwards, one day, schools were remained open for about five to six months last year, and after that also, it again remained close. And only the day before yesterday only we just started in my locality, not talking about all the different parts of the country, in my locality, they just have been running from yesterday onwards, partial limits. Some classes are called in the schools, and some class are being done virtually. And that is their from yestereday's news. There are many more municipalities and rural municipalities have decided to open the schools in their locality starting from this part of Nepal to other parts of Nepal? Yeah, that is there.

05:18

So in your school, was there a transition made in the mode of teaching during the panic?

05:33

Yeah, it was really observed before pandemic and the total lockdown or the school closer, always we used to teach physically in classroom and through activities. But during pandemic, for our first month of the beginning of the pandemic, and school closure, school must remain properly closed, then afterwards, they started teaching through virtual means, using many more apps and online facilities available, many more softwares. That was just, it's just seen as the transition of educational methods or activities from one part to another part of from one methods to another methods, our one practice to another practice, and then afterwards all of the students better to say are in connection with the school or with teachers, they will remain connected with their schools and teachers through virtual classes. Yeah, it means it could totally transform one way of teaching to another way of teaching but there one problem when all these schools were remained open those students who came to school to learn but during virtual classes, about 40 to 50%, only were present in school activites through virtual classses , thus a very big reduction in their numbers to be participated in educational activities.

07:18

Sir, you teach in a private or government school?

07:21

right now, I teach in private school. And right now, I teach in campus under the Tribhuavn university, Neapl.

07:30

So, who made the decision for the transition. like who decided that we will teach online now,?

07:42

 during the pandemic, during the pandemic, first of all, the government brought the decision as to apply all means to get connected to the students, whatever was possible , just during this strict lockdown, whatever means , either the government tried to deliver the academic activities through radio, through television or but you know, Nepal is generally we can say, are composed of many more rural areas, where neither there is electricity nor there are television facilities, even radios are also not available in certain parts of Nepal. And in city area districts were connected through certain means, but in rural areas, they were not connected. That also made less presence of students in classroom and that is that, but no government instructed in those days to school owners or headmasters masters or the teachers to get connected to their teachers by any means. This means virtul means like zoom anyhow, government instructor and then the school's tried to establish such software's in their schools and just started to train the teachers in familiar means. That's why it means it was initiated in government schools cases by government. But in private schools cases, it was initiated by private schools themselves. They are in my school also. My school started teaching online when there was closed for about more than one month. we also started the initation to teach children through virtual means.

09:40

 what new digital learning technologies were introduced in your school ?

10:14

Yeah, basically, in my school i introuced two type of technologies. In the beginning, we started Junior classes to just to get connected through Viber, eans just limited connection. And then after what we how much we could use through messenger also, then then within certain days, we shifted it to Zoom. Yeah, in junior classes. And then the Zoom teaching is continued, even in present days. Yeah, because we just our schools are just running, 8, 9 and 10 physically, in the school premises, then we just use Google meet Google class in senior classes, just like plus 11 and 12nd in just a senior means at 9, 10 classes, but below that zoom is very much easy for them to use by their parents, by the students, because we have taught our teachers also to be familiar with zoom in the beginning, and later on one day, we just to train our teachers to use google meet and class, but since we do not have any command over this often means like we will meet and Google classes there. We used to just prefer to zoom , it is very easy to use.

11:43

So was your school already using these technologies before the pandemic?

11:48

No, no,not exactly.

12:01

We're teaching learning materials readily available in the digital form.

12:09

 materials are available in many forms, you can find slides also there you can find PDF files , we can find videos also the many more things are they available in internet. But however, that is what not do so much used ffectively, an impressively used but some teachers I found some teachers they are using certain means to make their students motivated and get more participationt in their activities.

12:50

 like who was responsible for creating these teaching learning materials?

12:53

whenever you ask me questions, I'm just basically give reference to private schools that are related to government schools, I'm just focusing more in private schools, what I told is relevant to priority schools. In my school, generally, this is just an experience of my school and I can tell you lots of examples from other schools also and this is what I'm represented a type of example, you can consider it in my school, generally using this type of virtual classes or this type of technologies. Generally, the principal is totally responsible to make his teachers to use it and secondly, there is what type of organogram, we generally use vice principal or coordinators and incharge is there, to just to have the communication thoroughly and frequently to the teachers and we just use some more experts to train the teachers to be familiar with means and exactly the teacher for a subject or for his or her class is totally responsible to conduct the class , but the incharge and the principal vice principal also can observe the class is going on, in what ways what manners, that is that , actually the class responsibilities totally under the teacher, subject teacher, and then the total class responsibility goes to the class teacher because if there is nobody present or anything, just that is absence of any student then the class teacher just does consult the parents and in some other cases, the freedom is given to the teacher to contact the gurdian by means of telephones by means of SMS by means of means video calling an so on. The Total responsibility goes to principal and divided responsibility goes to the subject teacher.

15:09

what are your roles and responsibilities in preparing to teach during the pandemic? Yeah,

15:15

this is very sensitive to define because during the pandemic, the first challenge to a principal or a manager or a leader of the school is to get his teachers connected with the students, because we have already had many more sessions of teaching means meetings with teachers. That means we have got lots of psychological problem or complexities and children, psychological complexity, even among some teachers, very few in other school, but in our schools, we are level on where we will not be in contact. And we are talking about the pandemic, we're talking about how to get connected with the students and their parents. And then afterwards, we just try to find out what were their actual problems. And then we just connected with the students and teachers in the beginning just to move there or just to make the students speak up their problems if they do have anything else. And this is how we just in the beginning, we train our teacher, to be familiar, to be friendly, to be child friendly, and to be very much just means responsible to the what means duty. And this was also very much more practically effective to get connected with the children and their parents. And then afterward only we just started teaching learning activities and just to motivate students to buy some materials because though there were no opening up schools but again, some stationery some medicines , and then some groceries remained open. That's why also students who could manage some teaching learning materials, reference materials options, it was just totally initiated by the school administration or you can say it was to the responsibility to the principal to the principal and it was divided their responsibilities to other teachers and administrative staff that is that and this is also it was established a very good connection from schools to the parents, guardians and students

16:04

then what are the major challenges faced by the school administrators and teachers in transition to the new mode of teaching?

17:41

the biggest challenges in the beginning was there to make teachers to be familiar with such technology, that was the first challenge was there. And second challenge was there to make the children to come to connect to the teachers because they were quite habitual to play games to just to do any spending many more times with televisions mobiles like so, that was a means what do we can say the first challenge was to make teachers familar with the technology. And second challenge was to change the morality of teaching and methods of teaching was that , and third challenge was to have a frequent use of such technology and other techniques to make students to participate in pastoral activities like even sometimes we conducted photo challenge competition, like so many things were that because so that we just wanted our students to be very much open with their teachers. So that they just have if any type of psychological complexities , we just tried to bring them into the main course. That is what after only we just started with this another challenge and the fourth was there. Regarding too many schools and in my school also means many more students do not have their devices connected many more many moments in my schools I just found at about 25 per cent students and some other students remained absent due to they were shifted to the village areas and in village areas, there are no facilities like Internet. And even sometimes we cannot get connected to telephone sources , network also is poor. That's why also in my school, especially there remained about 25% of students absent, yeah, but in other schools because I was just connected with many principals, many more teachers through our organization and more than 60% students remain absent. But in government cases, that was more than that means government schools didn't even try to village area not even in city areas. Also in the beginning, they didn't try to connect with their students. And that is another challenge. And then after one another challenges, whenever we just give students task, and then it was quite difficult to check and indicate their improvements. That is another thing. And another challenge, in my experience is that sometimes, the presence of gurdian in lower classes, together with their children in the class sometimes disturbs us, and sometimes encouraging their children and sometimes make teachers very careful, in junior classes. But in senior classes, that was not the happening. And the students are quite familiar if they just remain open their cameras and other things. But sometimes students just try to just keep off their cameras and start remaining busy to play games and to just chat with their friends. But we instructed our teachers, and we have developed many more methods, we have developed many rules. To make this students participate, too just to do activities, academic activities, like so. And so these are also challenging. And another challenge, the main challenge that these online classes, just to guridans, were not getting fees regularly, like physical classes, and you're just not willing to pay 100% fee, they were just paying 50% or 25% 75%. Almost, there was a clear conditions of bargaining fees, and that this effect just goes to the teachers payment. And some schools do not provide even a single penny of the salary during strict lockdown in the beginning of lockdown number 1, this lockdown is comparatively flexible than the last lcockdown. And then that is another challenge because it means what it was the subsistence challenge to teachers, it was this academically uplift result to the students. And it was a challenge to the parents not to own and to pay fees in this. These are very much , another another challenges, even sometimes, but not luckily happen to my students and their families. Even in some schools, they're just they have lost their children they have lost their parents , that is another challenge.

22:28

We could not even assess our psychological situation, another challenge is that even from the government side, private school teachers were not given consideration, even either to just out there living what they are doing, not only the government, just the many more instructions timely, do these holidays just get connected like this, but no facilities nothing was there. Even in teachers out there living was not even we just not even asked not even means what observed. But we just add the organizers, as leaders try to say to the founders, the school's organisation, just tried to lobby with the government, tried to start doing many more things. And our organisation organized one session, very dense session of training. To make teachers a very much familiar with such technologies,Also, these are also very much challenges. Teachers are not equally equipped, first challenge because they didnt have enought salary to buy more on devices, and students and their families were not able to get devices. And payment were not given time to teachers That's why how much I just told are some representative type of challenges.

24:17

Then what was personally your experience of teaching at the time of the pandemic, like both positive and negative experiences,

24:25

the experiences I have been, first of all, let's talk about positive experiences, because at the same time together with the connection with the students, we could connect with gurdians with our telephone, because we just can call them online. And that was one thing easy connection with gurdain. A second one is that though I might use my class method, lecture plans and other plans, papers and students making presentations but it was not very much everyday possible in classroom. I made using slides. So I might use use slides to I might show them videos, but there is system. But everyday we do not have a preparation. But teaching online provided all sorts of possibility that I could share videos I could share ppt, I could search video files and many more things. And that was one thing that we could teach them from different angles that will positively other thing is that this pandemic has been contributed to make our teachers equiiped with technology. They are just familiar with such technology.

26:06

And secondly, many more negative impacts are there. We have found students turning to take part in mostly games . If I was not teacher, I might not be familiar with these games, because we are in connection with these students and how do they spend their time because sometimes people need to ask them, they are remaining busy after their online classes. Also, in games like pub G these are very much the negative aspects. Otherwise, they just come to school. And they remain at six hours in the schools. And then afterwards, they just go to their home , do their homework and sports .. And then just to play with devices, two minutes, two hours, one hours, two hours maximum. But right now, this has provided them more time to play and chat and to make extra familiar with the devices. But anyhow, I think this type of practice, have in some cases,decrease the great interest in students that is one from another side, we have found that some students are very much active, they just have learned how to make presentations like PowerPoint slides, how to just use videos in their presentations. And some of the students whenever we do have some problems when my teacher teachers meet, just asked this what to do, this is a start this is students know very much Well, how to do this. Now, some students have got very much good command over this technology than teachers. That is also one of the achievements you can see. But the problem I feel, as a teacher is to expand their brain towards knowledge, or to make them responsible or to make them to be physical and to be socially,behaving well mannered, that is also lacking due to this technology, i think so.

28:30

So did you have access to your own devices for conducting your work? And did you have any challenges in accessing internet for your work

28:39

 actually sometimes main challenge to me is, whenever I started using videos, the speed of internet was not so much supportive. I'm just right now when I'm talking with you also I need to be afraid of if there is no electricity in my room, I'm just talking to you from my room. If there is no electricity in my home, this internet facilities would be lost. . In that case, it may take five minutes to be connected with you through mobiles just means buying data . If I lost my connection with you right now also, we have to wait for five minutes. That was the first time the first challenge to teachers like me. And some teachers. Actually in the beginning I just told some teachers if you do not have Wi Fi or such facilities in your home or in your residence , so please use data, or I just have contributed with my teachers to get data pack for one month and later on the government told the telecom, there are two service providers. They just brought the packages for one month just like the zoom packages. Later on, one month two months like so, but I provided my teachers to buy the data pack if they do not have wi fi facilities in their residence, and this is how we conducted the classes, but regarding to the students there are so, many students even do not have many more devices , for example, during strict lockdown, they could use the mobile phones, but whenever it was flexible, then he/she would loose class. But in some cases, we have found in some time it is that they brought separate mobiles, or separate laptops for their children. Children have become quite familar with computer activity and apps . Some selected students have become quite familiar with teaching learning sites on the internet. So, there are elemtns of good things and some bad things.

31:51

So what are the additional resources you acquired in order to work more effectively? Like devices, software, stationery, furniture, anything like that?

32:01

Yeah, , because generally, whenever we require anything else in the past, we just tried to manage a person subjects like theoretical subjects, the teachers teach may be somewhat sufficient. And he does not need boards, but in some subjects like mathematics, and in science, thbut in mathematics, since all the things are not available in internet, or if the teachers could not get sufficient time to find out some materials. And I told my math teacher especially, you can buy the small whiteboard in your home, put it in the wall and start teaching like you're teaching in class that was also covered no some in some cases, that is means but for additional things, like stationary, teachers need just like boards, markers . And in some cases, we have found some families or some students from very low background, that means they used to reside in the same room in the same room their fathers , mother and siblings live, so their classs were disturbed. And some of these teachers have installed router facilities in their room also means in Nepal, the use of internet was just more than double Yeah, means that is due to the work in this type of alternative teaching networks. And in our cases, also in my case, also, some facilities were organized and some other facilities were the always we need to use that are not available just for example, if I found very suitable chapter for environmental policy, but I may find some videos, I may find lots of slides in the internet, but according to the nepal's that level curriculum that may not be suitable, that's why it was quite difficult for me to find out the suitable video to find out the suitable slides for my students, but for that, what whenever I see slides whenever I just say videos, I have to do some other methods, to connect it according to the curriculum that is there, and other things means what we just have what in my case also I have to manage one extra laptop like zoom that is also very much silent and that is also one of the opportunity also otherwise in such conditions , in this scarcity we have to manage our daily for subsistence, we have to buy these devices, means the data in the market also has increased three minutes, means that just the word means buying and selling of such devices was in high number due to this pandemics.

35:14

So what are the digital skills, new digital skills you learned for teaching during the pandemic?

35:21

first of all , this zoom is very much new for me. , I was very familiar with other things. I was using computers, I was using laptops, in my teaching learning process Other times, jus I was using multimedia in classroom. But yeah, I just learned zoom, I just learned many features of the zooms, and I just learned the use google meet and class . But I'm not very much familiar with google classes. But I'm quite familiar with google meet. But we have not used Microsoft Teams in schools because it was slightly complicated. many of our teachers reported inthat it is slightly complicated. in the beginning, when we started teaching online classes, for the first time, we just train our teachers by means of messenger first. Yeah, and then afterwards, only whenever we just become familiar with slightly zoom, we started teaching using this. And then it was very much difficult for us to teach students to use zoom. We just choose some students teach them then they start teaching their friends like this way. Yeah, this way we just taught at last either parents or students and all the students started learning about it, and they just use it very much lin daily life. That is means what do you do learning to my class, I just have learnt this use of this technology. This is due to pandemic , if there wasn't a pandemic I might not have.

37:11

So how did you learn the app? Did you learn on your own or some training ?

37:17

Basically to learn Zoom, I just started learning it myself. And I just sent my one teacher or I just made my one teacher to join our organizations training. We did this way, he was quite familiar, was quite interested in technology . And then afterwards when he came back from the training, which was online, he taught some teachers and through that we taught to all the teachers and through all the teachers , I just started teaching other teachers also in college in schools and that made me but definitely that is what means refined my capacity.I encouraged our teachers too learn this or that by themselves because whenever they need to learn it themselves, one thing we just have to show them about

38:32

 Was there any expert training for teachers on how to use digital technologies?

38:38

Yeah, it was there for one teachers but one teacher whom I just sent for the training, he was trained with experts Yeah, but whenever we were just learning it learning this learning that in our school, we just were discussing which one is quite suitable which one is quite simple, which one is quite easy for the students and for the teachers who even is not quite familiar with the technology. This is also we are just following the simple one very easy one. Many more teachers to students this is how we just , all the teachers were not trained by experts, but our own teachers, and just trained other teacher.

39:30

So did you have access to curricular materials to meet the demands of teaching online mode?

39:38

There are lots of curricular materials in online, government also has put lots of materials but there's one problem , with schools like mine. the problem is that the government has everything in Nepali langugae ,it would have been really good if it was in English language because that the basic difference in government school and private school. Private schools is the same curriculum is the same thing in English language and government does the same thing in Nepali language and some materials are they available by private schools organization in the beginning, but later on, they are not quite interested in supplying materials, but government schools materials, the government and Ministry of Education have developed lots of materials and it has kept in the site, all the materials there which are available, but generally, we use a english langauge , that's why we are not using that videos. we just tried to find out our suitable videos .

41:01

Did you create any new material? Or were you using the same material? And how did you manage to engage students in learning?

41:08

Actually, whichever, I think suitable for my subject or curriculum, I use that video. But in some cases, if I don't find it quite suitable, I make some slides and then I need some word files to share in the screen. If I do have the time, then I make slides.But sometimes I used to motivate my students make video teaching in some subjects. I told them, tommorrow you would be teaching , if they have internet problem, you can record a video and send it to me and then we'll present it like this. Also, we just used it since of all the materials available in the internet or not, but it's exactly matching the curriculum developed by Nepal. That's why also we have developed a little bit, but our teachers now in lower level have developed material to make their students very much active. some teachers are producing and generating materials, but most of the teachers generally do not because they need more time. And also some teachers are not that creative, we can't compare it individually , if time supports, they create little bit.

42:50

Yeah. So then how did you feel about your work during the pandemic? Is there any difference compared to the pre pandemic and pandemic period?

43:00

it is a very mixed experience. Yeah, I felt it was in some manner very good. But in some other manner not so much. in some cases, because the students are sitting in their home and get chances to run and this is how we push this but in some other cases that physically means teachers could not make their students the students will not play with their friends so that teachers also cannot share ideas or do not check their homework , could not get the same satisfaction of teaching online , but its like something is better than nothing. That is what also one experience ,we could use lots of materials in our class that was great. Yeah,

44:07

so did you feel that you were doing the same amount of work or more work during the online teaching

44:14

 regarding to my subject or regarding to my work? Actually, my work was not reduced even a single day. I remained quite busy from early in the morning to the late in the evening. Thinking about making plans about it. Teaching thinking about it in conducting parents meeting in virtual, conducting teachers meeting virtually and so on. Sometimes I was conducting parents meeting just to gather or collect some fees to provide it. I ometimes think that reduces the workload to teachers but that didn't reduce the workload manager and administative staff.

45:07

So what were your main concerns with regards to your main concerns?

45:21

 My concern was in the beginning, I was not thinking this way in the beginning of the pandemic or the lockdown. I was just thinking, and I was just trying because I used to think this pandemic may not extended on this lockdown may not extend. And I was just thinking whenever I was studying some news and reports about the children in their home are quite, psychologically disturbed are some females or girls in internationally reported abused, and then I just in the first the brainstorming session was that, to me was that I anyhow should conduct with my students, because in what conditions because I was quite afraid of reading news and reports throughout the world. I just told all my teachers, we should get connected with the students because we must know what they are doing in their room. Or at least, if their brain is becoming empty, we should give them some task so that they will start thinking we have to learn, we have to do class. That's what my first online classes was starting with this objective was started with this objective. And then afterwards, the extentison lockdown was there. And we just diverted our classes from connection from certain workds from certain writings, or certain drawings from certain games, to curriculum activities. That is the first thing. Secondly, we just means just after connection with the students, we just knew that our students are quite resistant. But that was just happened to schools, like in mine where I pretty ipts Yeah, but depending upon the level or the standard of the schools, depending upon the grade of the schools, it will not be at a high level yet. And that's why I also had to be very much careful about the students psychological dilemma development or disability or whatever that was my first concern. And second, my concern was that means I should prevent and protect my teachers, if the teachers are protected, they can teach their students that was always bothering me, every time when I was working out money, or I was able to sleep in the night also means what that was the main challenge. second challenge in you know, we put to manage our teachers , because to do their work, without any distrubances , that was also a challenge for me. And other challenges due to pandemic to health sectors to other psychological are there but as a teacher, as a manager, I was concerned more on this than other things, but others are also concerned but you know, as a school manager , you get focused on this.

48:44

So were there any advantages of being a union member during this time?

48:50

Yeah, there are lots of advantages of so we could say so, because we got a chance to collect to get data from all parts of the country that we're looking at how teachers are doing, how schools are being run, what type of schools ,, and secondly, we just went to ministry many times we just went to organizers, private schol organizers . Anyhow in some schools , just post the managers to provide the teachers at least a basic level of salary for their subsistence, that was the advantages of being involved in the union . And second thing, we could raise our voice in a very systematic manner, from government to the local level. also one more thing , since we are working in Union , we would provide training to more than 200 at a session, with the help of education international for seven days, these are advantages of being union member. We just organize many more types of programs to pressurize the government to pressurize our local level governmen. Another thing is that we could share our ideas throught meetings, to others, , communicate with teachers.and one more thing. Since we are working in schools, no schools blindly fire any teachers, in the beginning of the pandemic, some teachers were fired, but again, we raised our voice, no schools can fire any teachers in this pandemic situation. In the first pandemics ,teachers were fired and we raised our voice and that resulted in this latest lockdown, , no teachers informed us about the firing from the job, that is also benefit of being in union.

52:54

Did you feel stressed during these times? And how did you deal with it?

52:59

Oh, it was very stressful days. Because it give us stress, because it was not normal we are psychologically terrified that at what time our turn will come because we saw so many more deaths in our society, we have found in social networks, this friend or that friend. So that was first fear for us, another fear was how could we earn our subsistence. Another fear was that how could we make students again come back with the same strength to school that was another fear also. till today also we are fear and just fear or terror of how students will come to school or not. We don't know. But today only there is one news on this one incident with me. Our municipality decided Sunday to run school from Tuesday, yesterday. Yesterday we called our class nine and ten, that was that and today also we called them because we are planning to call Junior students from Sunday onwards. Yeah, we informed our parents and other students that is ready from Sunday onwards. If you do not have a school dress, try to manage it. Just do it or you can come with free dress also no problem. Today the municipality decided to open a school I found one policeman in my school. Yeah, police officer, Officer and a problem Yes. Are you running a school but Government means the chief district officer has not instructed us to run schools. And I told them, our government in this local area is our municipality and that's why we are running it because that we are just running our virtual classes only. And he told me no, sorry, we do not have that order. I asked him, whome should we follow, either t federal government or this province government, or this district government or this local government. I asked him, and he told me sir, CDO has instructed us , we were sitting with CDO yesterday, And he was just telling us known run the school. He told , My boss said just come to your school and stop your classes from tomorrow onwards. Till now also, I'm having the same stress that from tomorrow onwards what to do, and I telephone municipality or this, they told me again, sir run your school , no need to worry, but I'm just worried that tommorrw the policemnt come to school, the fear transfer to students and yesterday, there are many more news in online media or TV or radio that our municpality started running schools and there are many more municipalities are starting to run schools from remote areas to city areas and to till tomorrow I may have this fear, this is what the conditions in Kathmandu . I do have lots of fears of this type , many more types of fears. And that is that means lots of many more out to them.

56:48

whom did you approach for support?

56:57

during the pandemic, I just first approach there are depending upon the work. We just apporahced the school adminsitration and founders to provide salary to the teachers for this work. And we just approved government to formulate certain policies to make teachers need no such conditions or to just make a trust or fund to provide teachers if the schools cannot provide the salary in time or in such conditions. And then too run schools like this, we just approach our municipality mayor. And that is why we did not go to a district education officer who did not go to ministry is also. Some teachers and principals organizations is there in our locality also, we just absolutely we just meet and then we just decided just to go to the mayor's office, or we just would minsiter also some bands like this, that is what we approach whoever is there. But actually, this is not a developed country. And then we know in South Asian countries are many more like Nepal. . But generally we do have to suffer. And we have to think about our children, we have to think about our students, we have to think about our teachers like so that is there.

58:37

How have your students adapted to the changes to online learning?

58:44

 very quickly this is I think it was quite easy to teach students than teachers, some teachers because they are quite habitual to learn new things.many more students are are quite familiar with laptops and mobiles and other features also. Yeah, they know how to make video and many more things that because depending upon the availability of devices or gadgets, they just are quite familiar with some technology.

59:15

How about the parents and community members responded to the online learning?.

59:22

But there are two types of responses , i just found sitting with the parents or community members , right now also when the schools open from yesterday onwards yeah, some community members met in the favor of this school opening. And parents also have mixed reaction. our government, central government is not speaking anything till now. All other sectors have been open, expect schools. The university also is running classes University has not disturbed its examination schedule just it is going on. Right now. but schools, school leaving examination is halted. Yeah, because it maybe after two weeks, the schedule is not formally published, but they just saying after two weeks, but their municipality has decided to administer means this is a part we just have found mixed. expressions, some reactions on this just means it depends upon the economic conditions of parents, those parents who are better educated, who do have better economic situation, maybe they are not in a favour office opening a school, but some parents from this community or from this background also in the favor of opening the school, but most of the parents are in favour of phsyical school, so that they can send their children to school and they can go to their work and they can take their mobile with them also.

1:01:23

What are the challenges faced by students and parents and how did they deal with

1:01:29

their challenges , not able to meet friends , chatting is not sufficient. second is that cannot have physical activity , to have activities physical demands, we cannot make their handwriting excellent like so. Another thing is this, that creativity also is getting down, I cannot say this with the gurdian directly what is the real but their creativity? but their writing their answers, in their own words is decreasing down. Why? Because they're quite familiar in their online chatting and they just want the net answer s just pass it on with their friends with his friends like that it decreases the creativity and then regarding to the parents one of the parents should stay at home, looking after the children there because I have talked with many parents that in the previous days, both of the parents used to go for the work. But now only one is going for work. Yeah, because why one should stay home and look after the children because if they are quite afraid of their children, if the new use or misuse the internet facility is not prolonged, that may deviate from them. And that is why I have just talked with some parents thinking this way. And then some other challenges. Teachers that I know besides that economic scarcity, that means telling this to teachers like me is that our teachers, whenever students come to school, we have to have many more types of warm up normal psychological games, this that that that to bring up them to standard level. And the challenge as a principal in a school for me is to collect the fees also from previous months. Because there are gurdians are not willing to pay full fee for online classes. They say online classes are not so much effective. That's why that is this is the challenge . This is the challenge to gurdian, the teachers this challenge to the students and the students are thinking that, oh, we are enjoying our freedom in home and we have to go to school. Again, there will be no freedom we cannot use our mobiles on the one hour tand so on. That is what is their challeng. their psychology is disturbed. Thus, the challenge, is to bring them back to their levels. ,

1:05:17

So can you describe any changes to your work due to the pandemic,?

1:05:25

many more changes I just have found in class teaching. I used to just from class, I used to look at the copy, and look at their excersies and writings and could give instructions immediately they know it too. Or I could make anybody any students come up and have interaction, that can be also conducted in virtual classses, but this is one change that we can find this physical and online class. and whie teaching virtually, i have more time to prepare for the class . Or I could just have the connection with the gurdians. even the society is gradually accepting the utility or use of this virutal teaching.

1:07:01

 The change to me is that I used to I use lots of internet available materials. then I got some other chances to have what means meetings with the one minister or just two other impartial means also in the beginning conditions of lockdow. I have just conducted some session with the doctors with the students and I just conducted some session with doctors and teachers regarding this pandemic and how to be safe.some physical changes are many students are there what means last year's their uniforms are not going to fit in their bodies. That is a problem. That is also one problem is that creates an impact on gurdians, versions also they're just running in a scarcity of their income. The one thing I found is that whenever we just start running physically, I should manage some psychological session to teachers and students also.

1:08:32

So, in what ways have the terms and condition of your employment changed due to the pandemic and what support did you receive from the school?

1:10:20

in my school, the problem is that the school since cannot collect some fees in like last year's are physical siutaton they deducing certain percentage. school does not provide the means, just like many more means more than other facilities know the whenever they still provide teachers provide money to buy mobiles and then it was just what an installment system they can reduce their salary and pay later. We also are there providing the one thing the schools has provided to all the teachers is 24 hours internet facilities in the school and then computer lab is then teachers if they feel any difficulties teaching from their own home, they could teach from school and other facilities provided to teachers, whatever was provided was also sufficient to conduct classes.

1:11:46

So with respect to your teaching, what are the things that are working for you and what is not working?

1:12:21

the things that are working for me is the continuation of class teaching and we have just we just conducted completed one session by means of virutal teachings these are continuations these are just things that we just have been involved in teaching. Yeah, since just I did tell you one thing last time we just work I had one competition here last time less than very straight pandemics it's just lockdown. We just conducted one competition and then the we just how do we provide them prize. At that time we just use just gave recharge card for their mobile. And some prizes of their competitions were just distributed by calling them in school. That is what also means some changed pattern in teaching and in oactivities.

1:14:06

So during the pandemic, what are the challenges that you have been able to resolve and how did it

1:14:41

the main challenge is to teach you the same strength. Another challenge is to just get connected with the students and another challenge is to collect fees and to get salaries. Yeah, distribution of salary was somewhat disturbed. another challenge is teachers could not provide them homeworks like earlier. And teachers who were using zoom facilties, sometimes zoom only had 40 minute session. And this was difficult at the time of examination. those who were using google class, it was not difficult for them.ge. Another was in the beginning of no pandemic was there, we could interact with parents or teachers, the class teacher, the subject, teachers interaction with parents was frequent. But in this, it was not frequent the either we have to call it, connect them or call them or they have to call the teachers. So these are the challenges we faced and other challenges were there. there were no students in the school. They were separated, though, we can see all the students in the screen, but they're separately sitting in their rooms. Yeah, that is the problem.

1:16:23

So do you think the online teaching will continue in future and what do you think will happen to digital learning technology is one schools reopen.

1:16:34

But one more benefits for this is that when this will not be continued in for months now, because our municipality and other municipalities are opening school, maximum in a month,. but if delta variants spreads, then onine classses will continue. And if it will be continued, then I'm thinking about to use this platform somewhat differently , making plans means we are changing the pattern frequently be the same type of pattern, maybe boring for the students,. physical will be better and then digital will be somewhat not too much useful for the students overall growth and development that is that there are so whatever conditions will be there, we have to adapt in such conditions ourselves accordingly.

1:17:52

So what do you think are your main concerns regarding your work in the future?

1:17:59

My main concern regarding to my work is to make a better quality teaching. One thing is that I personally do asking it personally means how long i teach, I certainly make it my profession, so that it supports my daily subsistence and living that is my main concern. As a union leader, my main concern is to make the availability of teachers rights. And yeah, and then as a student, the main concern is to be independent to be what means level wise. And as a school manager, them the main challenge, the main concern is to make the school survive, because there are many more schools running in the city area in rented house, the rent is not so much easy and that income is low, expenses is not reduced. And that is also main concern. That's why because I see the future of the private schools will be somewhat filtered. Yeah, those schools who can sustain in some condition, progress more than those schools who cannot sustain in these conditions. These are my main concern and maybe the result will be there depending upon the situations.

1:19:39

So what ways will the pandemic bring changes to teachers everyday work?

1:19:45

It hasn't brought too many more changes the first thing you have not concentrated on one thing because last year pandmeic, no more salaries teachers were getting some teachers were fired, some teachers who have not provided salary and whenever they schools were about to opne, they were not provided salary. The main thing that brought change to teachers is to them thinking, yeah, the other thing in this teaching job is not available for every day. And if we cannot get any money from teaching, and then we have to do some alternative way of earning money, we have seen some teachers even selling face mask also in the street, we have seen some teachers selling fruits in the States, some selling medicines. There are some teachers started grocery shops. And the main thing to most of the teachers is, if you do not have sufficient income, you have to reduce your needs. That was the that was the change. Because we have talked with many teachers how you are surviving these days. salaries are not there, they're saying that we are getting some loan from r cooperatives getting loan from certain banks and getting loan from their friends and relatives. That was the change and the most, the main thing was that we all have learned that we have to reduce our needs to cope with the situation.

1:21:25

last question, given the context where you work, What support Do you need for your future work ? And also, what kind of support do students need to adapt better to learning in the future?

1:21:38

Yeah, the support we need as a teacher is the government, the founders or owners organizations should create or form a trust or a fund to support teachers, when there will be no work or when there will be such conditions in future. One thing. And another thing is that the teachers should get support, to be accessing and to get trainings to do to conduct classes this way as teacher and then, as I mentioned, should get support from local government from federal government. Yeah, that is there as a student we must students must get support from their parents to organize or to make their availability of internet availability of gadgets, and then the student get support from their teachers to make them efficent to repeat in their level classes are their upper level classes like so, that is their school, one of the student get facilities to get loans from a bank seen very much nominal interest like so these are the supports that should be managed either by governments or managed cooperation with each other all the stakeholders like these are what we needed in the future, and then only the future will be good.

1:23:34

 Could you tell the name of your school

1:23:38

Sentinel secondary school, kathmandu

1:23:48

Thank you so much, sir,