iTEACH SCHOOLS

MID YEAR REPORT
( 2018 - 2019 )

Our Partners:

iTeach (ADH)  iTeach (BJR)  iTeach (KRJ)  iTeach (RSM)  iTeach (SGM)  iTeach (SVT)  SAW  Government Partner
Historically, development-focused organizations emerge to solve a specific social issue. As the work develops and solutions are created, the needs of the community are met to a certain extent, and the identity of the organization gets established.

Over the past three years, we’ve built iTeach Schools’ identity as a high-quality school operator. We are proud to have started bridging Pune’s vast secondary education gap, starting with 250 students and 20 staff members in 2015, to 1400 students and 105 staff members in our fourth year! Our performance has been phenomenally better than other PMC schools, and at par with other established PPP schools. We are still early on in our journey of innovation, hunger and growth, and are excited for the coming few years as we start to identify how to consolidate impact and find new avenues of this challenge to explore.

These past few months, in our quest to refine our understanding of our students’ need, when we compared our students’ outcomes to those of their high-income peers, we realized they were far behind from where they need to be. If our vision of ‘to and through college’ is to really come alive, if our belief of ‘poverty should not dictate destiny’ were to hold true, then we have to do something more, much more. We relooked at our benchmarks, and started this academic year with clear, systematic and more ambitious goals—across all three axes of academic achievement, holistic development and value building—for each and every student under our care. The revised goals are daunting and the path to get there is fraught with challenges. However, our team has risen to this challenge and our leaders have embraced it with a deep understanding that this is what our students need. I cannot even begin to express my heartfelt gratitude to my team for their incredible work!

“As what is good, Phaedrus, And what is not good— Need we ask anyone to tell us these things?”
— Robert M. Pirsig, Zen and the Art of Motorcycle Maintenance

As you read through this report, you will see that we are on our journey to meeting these new, challenging goals—pushing as hard as possible every day! New initiatives such as the Bridge Year Program and the Skill Builder Framework have taken gumption to setup, and are slowly starting to prove their effectiveness. Our sixth school (iTeach KRI) has started at a much higher readiness level than any of our five schools before, and we are continuously imbibing learning from our Student Alumni Wing— as nearly all our alumni make their way into Grade 12!

In this phase of learning, growth and evolution, I want to deeply thank and appreciate all our supporters, for their continuous belief and patience as we try to get better and better each year!
Our students come from Pune's most under-resourced homes. The need for high quality, excellent education is the highest for these students because it is their one shot at a bright future.

Out of all the government schools in Pune city, only 16% offer an English-medium primary education. Out of these 0% go to provide English-medium secondary education. The RTE mandates the government to provide free education only till Primary (Grade 7) school so an appalling number of children drop out each year due to the lack of access to secondary schools.

iTeach Schools was born to wage war on this problem. We run free, high-impact secondary schools for the most-under resourced children. Our schools function on a PPP (Public-private Partnership) model, much like the charter schools in other parts of the world.

Since 2015, we have expanded to 6 schools, are serving 1100 students and 330 alumni and have a full-time team of 100 members.

*Source: 2016 Sarva Sikshan Abhiyan (SSA) Dataset*
61% of our students come from homes with one earning member. The average salary per month ranges from Rs. 5000-15000 and the average family size is 5 members. Most parents are skilled or unskilled contractual workers which means employment, and hence salaries, are inconsistent and not the most dependable.
MISSION
We want to create a community of transformational schools, which fundamentally empower the most under-resourced children to create a destiny of their choice.

STUDENT VISION
- Making it to and through college
- Leading a healthy and balanced lifestyle
- Being aware of interests, ability and career options
- Own India’s Development

OUR GROWTH SO FAR
- 3 YRS
- 6 SCHOOLS
- 330 ALUMNI
- 100 STAFF MEMBERS
- 1100 STUDENTS

MAY 2015
- Founded iTeach Schools with 2 locations

MAY 2016
- Doubled 2 existing schools and founded 2 more

DEC 2016
- Recognised by State Government

FEB 2017
- First batch of grade X students graduate SSC exam (99% in colleges)
- Started 5th School
- First batch started Junior college

JULY 2017
- Secured permission for 6th school

JAN 2018
- 221 students appeared for the Board Exams. (100 % in college)
<table>
<thead>
<tr>
<th>Program</th>
<th>Number of Students</th>
<th>Number of Teachers</th>
<th>Number of Alumni</th>
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<td>iTeach (ADH)</td>
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</tr>
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<td>17</td>
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<td>12</td>
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<tr>
<td>Kondhwa</td>
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<td>330</td>
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<td>Sant Gadge Maharaj</td>
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<td>Student Alumni Wing</td>
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PROGRESS AT iTEACH (ADH)

This academic year, iTeach (ADH) has hired an entirely new team of teachers for the Grade 8. It took the teachers some time to settle into the iTeach way. The focus is to accelerate goal achievement in the coming 2 units.

Unfortunately the English and SST teacher for Grade 8 and Science teacher for Grade 9 and 10 left in the middle of the year. Two lead teachers at iTeach (ADH), Ankit Agarwal and Ankit Chawla have taken on the responsibility to instruct the three subjects.

While we do have a long way to go, with purposeful planning, new hires and consistent progress-to-goal checks, we are confident that we will be able to accelerate growth.
We hired a new Math teacher for Grade 9. It took him a few weeks to settle into the iTeach way and now that he is settled, as well as the students, we are confident that we will be able to achieve higher student learning outcomes.

We’ve seen consistent growth in student outcomes through all grades, owing to the focus on aiming high and staying positive.

Teachers have driven outcome-orientation with their students, and in their planning through differentiation.

The Math teacher for Grade 9 left in the middle of the academic year. With a new hire, we are confident that we will be able to achieve higher student learning outcomes.

**Skills in Focus**

**AIMING HIGH**
Teaches students the importance of effort, goal planning and execution, while enabling them to reflect on their progress and feedback.

**STAYING POSITIVE**
Enables students to recognise and deal with positive and negative emotions, while developing a sense of resilience and risk-taking.

**PRESENTING**
Enables students to speak logically and confidently, with appropriate use of verbal and non-verbal communication.
Although, the newest school, the teachers at iTeach (KRJ) have driven outcome-orientation by carefully planning their lessons, including differentiated support and closely tracking every student’s progress.

The students focus on aiming high has accelerated their progress and driven encouraging outcomes in Unit 2.
PROGRESS AT iTEACH (RSM)

**KEY INSIGHTS**

- We are feeling good about the consistent growth students have seen this unit. With purposeful planning and stronger outcome-orientation, we are confident in our ability to significantly increase student learning outcomes in the coming units as well.

- The Science teacher at iTech (RSM) is currently on maternity leave. With the hiring of a new Science teacher, we hope to push higher achievement in the coming units.

**Skills in Focus**

- **CREATIVITY**
  Enables students to recognise and use their imagination to generate ideas and express them confidently.

- **TEAM WORK**
  Enables students to work effectively in a team by teaching them the importance of managing team dynamics and team performance.

- **LISTENING**
  Enables students to learn Active Listening as a crucial skill to be mastered.

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**Academic Progress**

- **Subject**
  - ENGLISH
  - HINDI
  - MARATHI
  - MATHS
  - SCIENCE
  - SST

- **Percentage of students who have met their goals**
  - Grade 8
  - Grade 9
iTeach (SVT) has a new teacher for Grade 10 English and SST. Now that she is settled in to the iTeach way, we hope to see accelerated student learning outcomes in the coming Units.

This year, Grade 8 students at iTeach (SGM) came in with low Math levels. Coupled with new teachers for a few subjects, students and teachers took this Unit to settle into the iTeach way.

The goals iTeach (SGM) set for Grade 10 students were very ambitious. While we don’t want to lower the expectations we hold, the team is working on stronger support structures and success milestones to accelerate learning and outcomes. Teachers are working on purposeful plans to support all students.

KEY INSIGHTS

- This year, Grade 8 students at iT Teach (SGM) came in with low Math levels. Coupled with new teachers for a few subjects, students and teachers took this Unit to settle into the iT Teach way.

- The goals iT Teach (SGM) set for Grade 10 students were very ambitious. While we don’t want to lower the expectations we hold, the team is working on stronger support structures and success milestones to accelerate learning and outcomes. Teachers are working on purposeful plans to support all students.

PROGRESS AT iT TEACH (SGM)

### Academic Progress

<table>
<thead>
<tr>
<th>Subject</th>
<th>Grade 8</th>
<th>Grade 9</th>
<th>Grade 10</th>
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<tbody>
<tr>
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<tr>
<td>HINDI</td>
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<tr>
<td>MARATHI</td>
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<tr>
<td>MATHS</td>
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<td>SCIENCE</td>
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<tr>
<td>SST</td>
<td>10</td>
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</tbody>
</table>

### Skills in Focus

- **TEAM WORK**
  Enables students to work effectively in a team by teaching them the importance of managing team dynamics and team performance.

- **CREATIVITY**
  Enables students to recognise and use their imagination to generate ideas and express them confidently.

- **PRESENTING**
  Enables students to speak logically and confidently, with appropriate use of verbal and non-verbal communication.
PROGRESS AT iTEACH (SVT)

We’ve seen consistent growth in student outcomes through all grades, owing to the focus on aiming high and staying positive. Teachers have driven outcome-orientation with their students and in their planning.

iTeach (SVT) has a new teacher for Grade 10 English and SST. Now that she is settled in to the iTeach way, we hope to see accelerated student learning outcomes in the coming Units.
We will create an alumni driven community of support to ensure all alumni pro-actively take steps towards an employment aligned to their personal vision and rooted in respect for self and others.

Through College Advisor
Certified Peer Learning Program
Alumni Leadership Programs
External Opportunities
Financial Readiness
Pressing Needs Support
Alumni Reunions

Admissions Progress

We feel good to share that all of our student alumni across iTeach (BJR), iTeach (SVT), iTeach (ADH) and iTeach (SGM) have secured admissions in colleges across Pune City.

Most Alumni have secured admissions in colleges offering commerce stream, followed by science, arts and vocational courses.

Several of our student alumni have secured admissions in 5 of the most renowned colleges in Pune.
The Student Alumni Wing supports this program through:
1. Need-based Academic Support
2. Motivation And Morale Building
3. Skill Building
4. Access To Experienced and Professional Mentors

Impact of CPLP:
1. 100% alumni reported an increased understanding of key academic concepts
2. 95% alumni reported an increase in personal time commitment towards studies
3. 90% alumni surveyed, reported an increased interest towards their subjects in college

Project Lean-In, initiated this year, is a circle of young alumni women from similar backgrounds who collaborate to encourage each other in building self-reliance. The circle prepares girls to adopt a career-oriented mindset as a tool for self-reliance. It is a safe space for members to share, contribute and bring awareness to issues that concern them. This year a total of 29 girls attended the Lean In Circles.

The sessions cover topics such as:
1. Job vs Career
2. Financial Independence
3. Relationships
4. Safety
5. Beliefs/Values

Impact of Project Lean-In:
1. 100% of the girls find Lean-In circles a safe space and are able to open up and share without hesitation
2. Through the Lean-In circles we are able to identify high-risk cases for marriages and possible drop-out, post Grade 12
This academic year, we selected 8 student alumni to intern as Teacher Assistants across 5 iTeach Schools.

The aim of the internships are for interested alumni to develop an understanding of teaching, and inspire them to contribute to their community and education system.

“My first task as an intern was an exam invigilation. It was an exciting experience as I learnt to bring discipline in the classroom and I also received a lot of respect from the students. My role included controlling the classroom, observing and supporting the teacher and students. What I particularly enjoyed about my work is interacting with students and acting as a guide when they faced issues related to career and education. It feels good to return to my school with a fresh perspective and a new role. As a student, I was always taught the value of progressing, learning and being resilient. These lessons motivate me today to take opportunities, work and contribute to the school and community.” - Divya Sonawane, student alumni intern at iTeach (SGM)

Mahesh Jalinila, alumni of iTeach (SVT), has always shown an interest in public speaking and has seized every opportunity he got to speak to an audience. He has been a part of the Model United Nations Conferences for over 5 years and was a part of a recent national event, The Kids Education Revolution, participating as one of 100 revolutionaries in the country.

Recently he was given an opportunity to host the Teach For All Global Conference in Nepal. The theme of the TFA Global Conference was “Community at the Center” and it was aimed at promoting the belief that we are stronger when we come together and learn from our communities, students and teachers.

He attended sessions on the Kids Education Revolution, Network Breakthroughs and Community School Visits. His significant reflections were around the role of a student community and their ability to drive development projects for the benefit of society.

Since, the commencement of the Lean In Circles this year, we’ve heard many stories of young girls being inspired to do wonders in various aspects of their lives. One such story is of student alumni, Shivani Sevak.

Her family doesn’t share her belief in the importance of higher education and wants her to get married after she completes Grade 12. Shivani identifies herself as a talented, and goal oriented individual. She doesn’t agree with her family’s outlook. She wants to attend college and make the most of her education. The Lean In Circle has made a significant impact on her actions and outlook.

“My exposure to the Lean In Circle has strengthened the faith in myself and my dreams. I’ve aspired to be a lawyer ever since I was a child. The Lean in Circles has created a firm desire for me to use my career as a means to fight for the rights of women and children in my community and country. The Lean In Program has made me a confident and fearless young woman” - Shivani Sevak, student alumni iTeach (BJR)
STORIES THAT SUPPORT OUR STUDENT VISION

Making it to and through college

UWC (United World Colleges) is a global education movement with colleges around the world that makes education a force to unite people, nations and communities for peace and a sustainable world. 14 iTeach (SGM) students, 7 iTeach (BJR) students, and 2 iTeach (SVT) students had submitted their applications to UWC. The application process was rigorous and challenging that helped them deepen their self-awareness, articulation and depth of thought. 2 students from iTeach (SGM) have been shortlisted for the final interview.

Teams of girls and boys across all our schools have been practicing football with our partners, Just For Kicks. They have been practicing rigorously to prepare for inter-school Football tournaments that will be held at the end of the year. In all schools, students have an average attendance of 80% in their practice sessions. The students have developed a strong sense of discipline, punctuality and teamwork, which is often reflected in their engagement in the classroom as well.

Being aware of interests, ability and career

Prathamesh, student of iTeach (SVT), has spent this academic year learning how to code through the TAP club in his school. He also got the opportunity to share his talent by conducting a Coding Workshop with a group of 15 students from across the city, and Teach For India Fellows. Prathamesh learnt animations and game design on a software called Scratch. His passion for coding and leadership drove him to share his knowledge with a larger community. He rooted his session in environmental issues and how to leverage technology to raise awareness about them.

Students of iTeach (RSM) celebrated Children’s Day at Missionary of Charity, an old-age home in Pune. The students spent time with the residents having conversations, sharing stories, and learning more about their situations and challenges. They also fed the residents some food that they brought for them. The purpose of the visit was for the students to learn how to celebrate through the Joy of Giving. The students not only enjoyed their time with the residents, but they also learnt the power and value of sharing, caring and service.

Own India’s development

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This year, we commenced the Bridge Year Program, an initiative that emerged from the five-week Foundation Course we conducted over the past two years. Historically, about 25% of students coming to us in Grade 8, have literacy and numeracy levels that put them as much as 5 years behind their peers. The objective of the program is to build the literacy, numeracy and resilience levels of these students over a year so that they are more confident and successful as they work to complete Grade 10 and beyond. This is done through:

- **Academic Activities** that focus on mastering Math, English and Hindi. It also includes the Choice Reading Program to develop reading fluency and comprehension.

- **Holistic Activities** such as sports, hobby clubs, advisory, SEL program and field trips.

- **Teacher Development** through teacher coaching, sensitization sessions and staff meetings

- **Therapeutic Activities** like Drum Circles, Movement Therapy, Yoga and Counselling

The Bridge Year Program currently engages 150 students across our 6 schools, with a specially curated student experience.

**Key Insights**

- We are feeling positive about the progress that our Bridge Year Program students have made this unit.
- This progress can be attributed to the curriculum established by the core team, standardised assessments, effective lesson planning and holistic activities across all schools.
- We believe that our students could do better with their mastery for Math across all school and English in some schools, we hope to accelerate this in the coming units.
This academic year, we selected 8 student alumni to intern as Teacher Assistants across 5 iTeach Schools. The aim of the internships was for interested alumni to develop an understanding of teaching, and inspire them to contribute to their community and education system.

"My first task as an intern was an exam invigilation. It was an exciting experience as I learnt to bring discipline in the classroom and I also received a lot of respect from the students. My role included controlling the classroom, observing and supporting the teacher and students. What I particularly enjoyed about my work is interacting with students and acting as a guide when they faced issues related to career and education. It feels good to return to my school with a fresh perspective and a new role. As a student, I was always taught the value of progressing, learning and being resilient. These lessons motivate me today to take opportunities, work and contribute to the school and community."

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Since, the commencement of the Lean In Circles this year, we’ve heard many stories of young girls being inspired to do wonders in various aspects of their lives. One such story is of student alumni, Shivani Sevak. Her family doesn’t share her belief in the importance of higher education and wants her to get married after she completes Grade 12. Shivani identifies herself as a talented, and goal oriented individual. She doesn’t agree with her family’s outlook. She wants to attend college and make the most of her education. The Lean In Circle has made a significant impact on her actions and outlook.

"My exposure to the Lean In Circle has strengthened the faith in myself and my dreams. I’ve aspired to be a lawyer ever since I was a child. The Lean in Circles has created a firm desire for me to use my career as a means to fight for the rights of women and children in my community and country. The Lean In Program has made me a confident and fearless young woman"

- Shivani Sevak, student alumni iTeach (BJR)

Ajay Rathod comes from a family of 6 members. His parents work as construction labourers while his eldest sister Sharada, a Grade 10 graduate, takes care of him and his two brothers at home. Financial constraints limited Sharada’s education and continue to be a cause for concern in the family. All three brothers are currently enrolled in iTeach Schools.

Due to his learning gap, 15-year-old, Ajay had already repeated Grade 8 once. After hearing about the Bridge Year Program, his parents were convinced that the BYP was a means to help Ajay improve academically and graduate school. Ajay, however, wasn't as convinced but decided to give the BYP a fair shot.

When Ajay walked into iTeach (KRJ) he was battling with some anger issues. His teachers supported him by having conversations rooted in reflection around emotions and actions, their impact on himself and others around him. This continuous practice helped him develop the habit of introspection and self-reflection. Ajay now independently seeks feedback from his teachers to improve his behaviour and approach to his peers.

As he started settling in the program and engaging with TAP Clubs, The Video Making Club, Carrom and the Student Council, he developed a new vision of success. Increased engagement also helped him see success in his classes through wins such as growth in weekly test scores, appreciation from peers for his class participation, and winning a spot in extracurricular activities. His confidence and self-belief has consistently increased through the past 2 units. In the past six months, Ajay’s literacy level has increased from 1.0 to 2.0 and his math mastery has increased from level 3 to level 4.

His teacher, Nishigandha, shares “Ajay is a diligent and goal-oriented student who is motivated by progress and constructive feedback. We have set ambitious goals for him to ensure that he is charged and challenged. His anger issues were difficult to deal with at first but now he has become more peaceful and calm. Reflective conversations have helped him break the ice and think about his actions and his potential.”
Since the commencement of the Lean In Circles this year, we've heard many stories of young girls being inspired to do wonders in various aspects of their lives. One such story is of student alumni, Shivani Sevak. Her family doesn't share her belief in the importance of higher education and wants her to get married after she completes Grade 12. Shivani identifies herself as a talented, and goal oriented individual. She doesn't agree with her family's outlook. She wants to attend college and make the most of her education. The Lean In Circle has made a significant impact on her actions and outlook.

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