



Draft

TRAVERSING THE ROAD LESS TRAVELLED

**School Education and Teacher Education in Odisha :
Achievements and Outcomes**

2016-17

**UNICEF Odisha & DTE & SCERT
Collaborative Initiatives**



**DIRECTORATE OF TE & SCERT
ODISHA, BHUBANESWAR**

unicef 
for every child

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TEACHER EDUCATION

The Directorate of Teacher Education and SCERT came into existence as an independent Directorate on January 15, 1990. It progressively acquired its present status from the State Institute of Education, established in 1964 to State Council of Educational Research and Training (SCERT) in 1979, and from SCERT to TE and SCERT in 1990. Its progressive evolution from SIE to TE and SCERT was largely mandated by ever expanding and emerging developments in education. There are 80 (65 elementary and 15 secondary level) Teacher Education Institution (TEIs) under S&ME Department.

VISION OF TEACHER EDUCATION

The Directorate of Teacher Education and SCERT, Odisha works as a vibrant, robust and resilient apex institution of Teacher Education, which tirelessly strives to bring in transformative change in the quality of educational policy-framing, educational governance, teacher preparation, curriculum & textbook development, research & innovation, teaching work-force at all levels of school education & teacher education and monitoring & evaluation with an undying mission to create a culture of quality, competence, commitment and values and ethics in its existing institutional expanse.

MISSION OF TEACHER EDUCATION

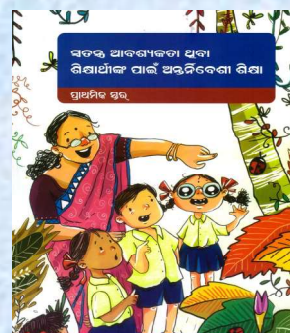
As a centre of excellence working for a reenergized educational system (Teacher Education and School Education), the Directorate of TE and SCERT resolutely affirms to:

- formulate evidence informed, data-based and widely shared policies and programmes for education development, both short-term, medium-term and long-term in cognizance of emerging concerns and context;
- create a cadre of competent, committed and humane Teacher Educators and in turn, teachers of school education equipped with a repertoire of knowledge, skills and capabilities to bring in sustained improvement in the in-school processes and learning achievement;
- enable Teacher Educators and teachers to engage themselves with relevant research and innovation in all aspects of Teacher Education and school education in an environment of academic autonomy and faith and freedom;
- engender and inculcate in its cadre a spirit of inquiry, exploration and a desire for professional development through various programmes;
- to take leverage of exploring ICT to improve the system in its various dimensions; and
- Work in convergence with a host of institutions – Government, NGOs, Civil Society groups etc.

RESULTS/ACHIEVEMENTS

The Department of School & Mass Education, the Directorate of TE and SCERT in active partnership with UNICEF State Office, initiated series of academic interventions for improving the quality standards in teacher education as well as teaching and learning.

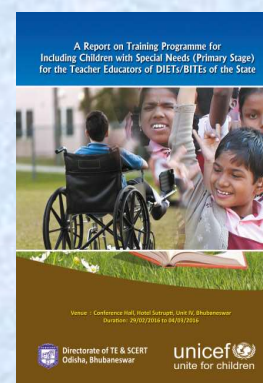
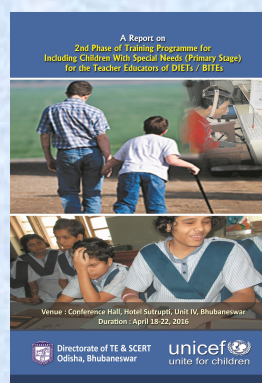
CAPACITY BUILDING OF DIET FACULTY ON INCLUSIVE EDUCATION FOR CHILDREN WITH SPECIAL NEEDS



Inclusive Education is much more than including the child with special needs in a regular school. Objectives of Inclusive Education training was:

- To provide a comprehensive educational plan that modifies the curriculum
- To give maximum opportunity to children with special needs in order to participate in school activities.

The capacity building programme was based on the contents of the handbook on children with special needs developed by NCERT, New Delhi and adapted by DTE and SCERT with UNICEF support. The training was conducted in two batches for the teacher educators of all DIETs. First batch training was conducted during 29th February to 04th March, 2016 and 02nd Batch from 04th April, to 08th April, 2016 respectively. 60 teacher educators were trained and the module and reports available for each phase.

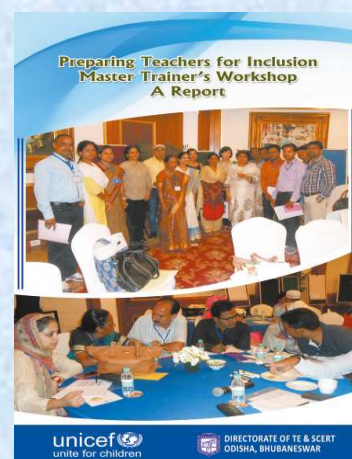


PREPARING TEACHERS FOR INCLUSION

From October 03 – 07, 2016, UNICEF, New Delhi organized a 5 – day training workshop for Master trainers of Odisha & Jammu Kashmir. All total there were 43 participants, of which Odisha has 12 participants (Inclusive Education Coordinators, Teacher Educators, Deputy Director, Inclusive Education- OPEPA and the Consultant). The focus of the workshop was “Children with Disabilities”.

The objectives of the workshop were to:

- Prepare participants to conduct participatory training
- Sensitize participants about diversity in classrooms with specific attention to inclusion of children with disabilities.
- Develop participants’ knowledge and skills in pedagogical interventions to develop inclusive learning environments, with emphasis on necessary adaptations and accommodations for children with disabilities
- Build deeper understanding of Principles related to Universal Design of Learning
- Build a community of learners and get feedback on the modules.



As a follow up:

- Trained teacher Educators conducted training at State level as one of the resource persons.
- The Inclusive Education Module on upper primary stage developed

- OPEPA will organize the training for the State and District resource group in collaboration with UNICEF.
- DRG members further lead at the District and block level for transaction of the module.

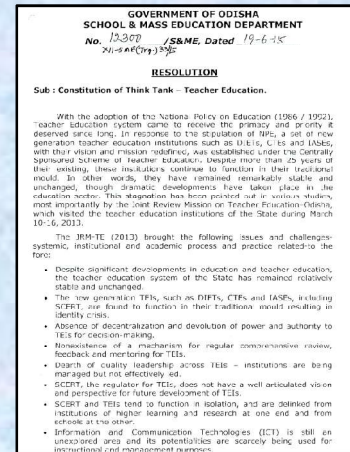
THINK TANK – TEACHER EDUCATION SUPPORT

The Think Tank-TE consisted of very distinguished specialists, from within and State outside the State, in teacher education with specialization in different dimensions such as:

- Teacher Education: curriculum, content and inclusive strategies
- ICT in Teacher Education
- Administration and Education Management
- Performance Tracking and Grievance Redressal
- Institutional Planning and Convergence

With recommendations of JRM constituted in 2013, the Objectives of constitution of think tank – TE are:

- To make a comprehensive and an in-depth analysis of the strengths and weaknesses of the existing teacher education system of the State.
- To make the DTE and SCERT and its network of teacher education institutions to work effectively.
- To accelerate smooth implementation of planned programmes of DTE and SCERT.
- To help establish and strengthen the link between TEIs and institutions of higher learning and research at one end and between TEIs and schools at the other end.
- To strengthen the research and innovation component in teacher education.
- To aid and advise DTE and SCERT and School and Mass Education Department in matters of policy formulation in education and education related issues.
- To consolidate e-governance initiatives of the S & ME Department for strengthening Teacher Education and quality schooling.



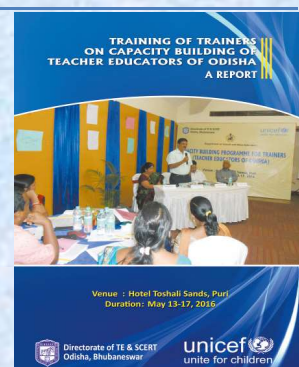
Achievements of Think Tank – Teacher Education:

This expert body works under the School and Mass Education Department with the Commissioner-cum-Secretary as the Chairperson. The Chairperson approves plans with priorities, takes periodic review of progress, interacts with members, and seeks policy advice. As per the provisions of the Concept Note, approved by Government, Unicef, Odisha provide technical backstopping and financial resources. The Directorate of TE and SCERT provide space and logistics for functioning of Think Tank-TE. The members of the Think Tank-TE to meet at regular intervals to discuss different issues and suggest interventions and strategies and draw up action plans for strengthening the teacher education system of the State.

TRAINING OF TRAINERS” FOR THE CAPACITY BUILDING OF TEACHER EDUCATORS OF ODISHA

In order to strengthen teacher education in the state, the Capacity Building Training-of-Trainers (ToT) for the Teacher Educators was organized at Hotel Toshali Sands, Puri during 13th to 17th May, 2016, having a selected group of 15 participants from all four phases conducted earlier.

The training was conducted with an objective to acquire knowledge, skills and attitudes necessary to competently deliver and manage training programs that will build capacity in their own State and region. Following are the

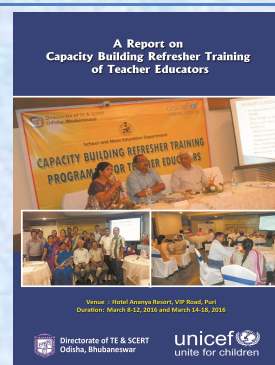


purpose of ToT- Odisha to:

- Support Directorate of TE & SCERT with trained human resources
- Implement different programme for elementary school teachers and
- Support teacher educators to plan and implement need-based programme for working teachers through their self-development and development of their institutions.

CAPACITY BUILDING REFRESHER TRAINING FOR TEACHER EDUCATORS

The capacity building refresher training for teacher educators was organized at Hotel Ananya Resort, Puri in two batches from 8th to 12th March & 14th to 18th March, 2016 having 40 participants in each batch with overall objective of consolidation of learning and gains – that have been made in the three phase training on Capacity Building of Teacher Educators. A plan of action was developed and shared with the team for follow up and tracking the progress of each Teacher Educator. SCERT as the State Academic Authority was entrusted with the task of developing the mechanism in place to provide onsite academic support.



“THE STATE OF THE WORLD'S CHILDREN 2016” – A FAIR CHANCE FOR EVERY CHILD

During the Release of “The State of the World's children 2016”– A Fair chance for every child Report by the Honourable Governor of Odisha, Dr. S.C Jamir, Prof R. Govinda was invited to Odisha to address on “Equity and Education” on June, 28th 2016 at 10.00am.

Inequality imperils millions of children and threatens the future of the world. Inequity is neither inevitable nor insurmountable. With the right investments, at the right time, disadvantaged children can realize their dreams of a better life.

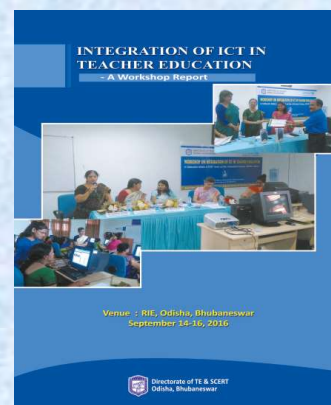


Taking this opportunity of the presence of Prof Govinda on the said occasion and also as being one of the National level Think Tank members Prof. R. Govinda invited to the Directorate of TE and SCERT to share his views among the faculties of SCERT.

LEVERAGING ICT IN TEACHER EDUCATION

A meeting on integration of Information Communication Technology (ICT) in Teacher Education in the State was held on 23rd June in the Conference Hall of the Directorate of TE and SCERT under the Chairmanship of Ms Mansi Nimbhal, IAS, Director, TE& SCERT with the representatives of SCERT, RIE, CIET New Delhi and UNICEF Odisha.

Dr. Amarendra Prasad Behera, Professor, CIET, NCERT, New Delhi made a presentation on ICT in Teacher Education, which was followed by the 7th consultation of think tank on 30th & 31st July, 2016 meeting at the conference hall of directorate of TE & SCERT. While discussing on various components Prof. Vasudha Kamat and Sri Hrushikesh Behera shared their learned views and suggestions for improving the quality and efficacy of the Programme.



On the basis of the discussion on different aspects of the Programme, the following decisions were taken:

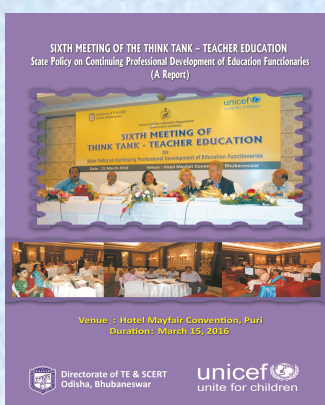
- The Think Tank members to act as Mentors for SRG members for Institutionalizing ICT in Teacher Education.
- Faculties of SCERT as well as technical knowhow persons can be included in the team for smooth follow up of ICT activities.
- The National level Think Tank members having expertise on ICT shall be invited for a meeting during 3rd/ 4th week of July, to have a vivid discussion on strengthening ICT components in the TEIs.
- NCERT will be requested to provide technical guidance to the ICT initiatives in Teacher Education in Odisha.
- 450 DIET Teacher Educators to be trained at RIE, Bhubaneswar by NCERT
- CIET, New Delhi will provide technical support for the capacity building programme.
- Certification course on ICT use to be available for the teachers and teacher educators.

IDENTIFICATION OF PRIORITY AREAS IN TEACHER EDUCATION: THINK TANK INITIATIVES

The Directorate of TE and SCERT, organized the 2nd State Level Think Tank Members meet on Teacher Education on 24th June, at 11.00pm in the Conference Hall of TE & SCERT, Bhubaneswar. On this occasion Ms Henriette Ahrens, Deputy Director (Programme) from Delhi UNICEF Office, was present to understand the Think Tank support in accelerating Teacher Education reform initiatives in the State. A presentation made by Prof. S.L. Jena, Lead Coordinator, Think Tank – TE, on Reforming Teacher Education, the Perspectives, progress and prospects of Teacher Education in Odisha.



SIXTH CONSULTATION ON THINK TANK - TEACHER EDUCATION



The 6th meeting of Think Tank-TE was organized at Hotel Mayfair on 15th March, 2016 with 50 participants including 05 National level and 10 state level Think Tank members. This consultation was chaired by Ms. Ranjana Chopra, Commissioner-cum-Secretary, DSME, where educationists, faculties and dignitaries of Government were present. The theme of the consultation was State Policy on Continuing Professional Development of Education Functionaries under the Department of School & Mass Education.

Continuing professional development policy framework encompasses a strong strategic planning of activities, engagement in material development, planning for long and short duration programmes, school based training programmes and provision for structured opportunities for regular exchange and interaction etc. The draft policy document incorporated all the suggestions received by the dignitaries. Mr. Louis- Georges Arsenault, Representative, India Country Office, Unicef, New Delhi and Ms. Karin Hulshof, Regional Director, Unicef Regional Office South Asia, Kathmandu who were the chief delegates for the programme.

STATE LEVEL THINK TANK-TE MEMBERS MEET

The state level Think Tank members meet was organized on 04th March, 2016 in the conference hall of TE & SCERT as a preparatory discussion of the state policy on continuing professional development of education functionaries under DSME seeking the suggestions of invited in-state members in presence of Ms Forough Foyouzat, Chief of field services, UNICEF. This exercise was undertaken with two primary objectives:

- (i) Justifying the need for formulating a State policy on continuing professional development,
- (ii) Developing a framework for policy implementation.



The continuing professional development of education personnel intends to address the professional needs of a wide range of workforce.

CONTINUING PROFESSIONAL DEVELOPMENT – A STATE POLICY ON CAPACITY BUILDING OF EDUCATION PERSONNEL

The idea of a State Policy on Capacity Building of Education Personnel under DSME happens to be the brain-child of Ms. Ranjana Chopra, IAS, Commissioner-cum-Secretary, School and Mass Education Department, Government of Odisha.

In the absence of a State Policy on Capacity Building, various organisations under the Department used to organize programmes for professional development of a wide-range of personnel – teachers, headmasters, teacher educators, education supervisors etc. in an ad-hoc, incoherent and unscientific fashion. As a first step, the Directorate of TE and SCERT has been declared as the designated State Coordinating Organisation for organizing capacity building programmes. The draft Policy Framework for Capacity Building has been discussed threadbare and with informed inputs has been finalized.



THINK TANK-TE MEETINGS - Theme Specific Consultations

A series of well-planned and well-articulated exercises were taken up to set in motion a serious and intensive academic churning in order to crystallise and fine tune the various facets of teacher education vision. Significant processes involved in teacher education system in short-term, medium-term and long-term perspective.

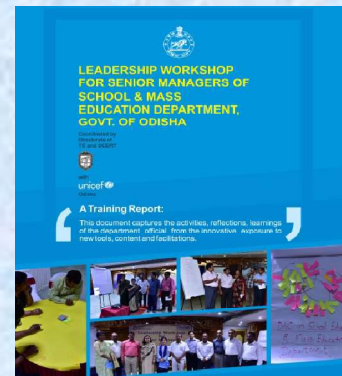
These are the theme specific consultations organized by the Think Tank, TE:

1. Vision Building for Teacher Education
2. Quality in the Context of Teacher Education
3. Strengthening Institutional Capabilities
4. Restructuring of DTE and SCERT, and Cadre Rules
5. NCTE Regulation 2014 and its Implications for Planning Teacher Education
6. State Policy on Continuing Professional Development of Education Functionaries
7. ICT in Teacher Education : Leveraging the Potential of ICT for Teacher Education

LEADERSHIP TRAINING: PREPARING SUPPORTIVE LEADERS

The Directorate of Teacher Education and SCERT, under the aegis of DSME, organized two day leadership training for the Senior Education Managers on 10 – 11 June, 2016 at Hotel Royal Heritage, Puri. The training focused on developing valuable insights and enhances effective leadership skills to boost the performance of the educational administrators. It aimed to improve the performance by increasing effective leadership skills and efficacy. The Leadership Workshop built around the following objectives:

- To understand self to be better prepared for their journey towards development of leadership.
- To comprehend the power of influence and emotional intelligence (EI) in the functioning of leadership.
- To relate to the traits and behaviours associated with leadership.
- To deal with multiple stakeholders in a complex and multi-cultural environment.
- To gain greater appreciation of resiliency and practical notions of actually becoming more resilient.
- To emphasize understanding of program content and ability to transfer and apply it in the district education networks



Outcome of the training:

- Provide avenues for enhancing the qualities of good leadership within self and also in a team.
- Empowers to practice the skills people need to stop pushing and start pulling.
- Creates confident, inspired, empowered, and enthusiastic teams!
- Teaches how to stop managing and start leading;
- investing in leadership training helps building team's management fundamentals, which Ensures more than likely to have a bright career path ahead.

Bringing out SCERT's Monthly Newsletter

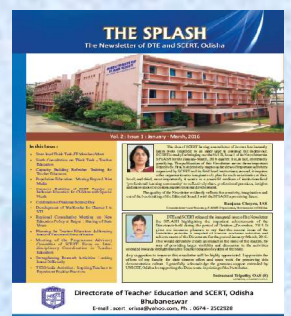
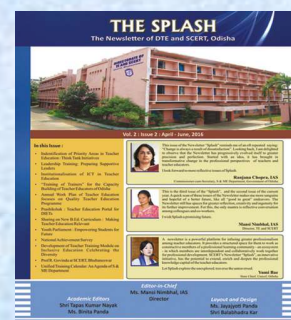
A Newsletter entitled “The SPLASH” has been developed and has instantly taken roots. “Splash”, an innovative initiative has the potential to extend, enrich and deepen the professional knowledge capital of the teacher educators.

Benefits of bringing SPLASH

- It is a powerful platform for infusing greater professionalism among teacher educators.
- It provides a structured space to work as constructive members of a professional learning community - in which members are interdependent and collaboratively work together for professional development.
- It has brought in transformative change in the professional perspectives of teachers and teacher educators.

The publication of this Newsletter serves three important objectives:

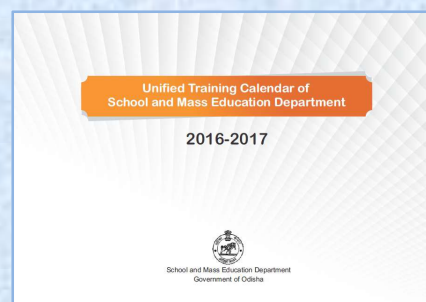
- It objectively maps out the slew of important activities organized by SCERT and its field level institutions;
- It inspires other organizations to imaginatively plan for such an initiative at their level; and



- It works as a powerful medium of institutionalized ‘professional learning community’ to reflectively share professional practices, insights and innovations for continuing professional development.

UNIFIED TRAINING CALENDAR: AN AGENDA OF S&ME DEPARTMENT

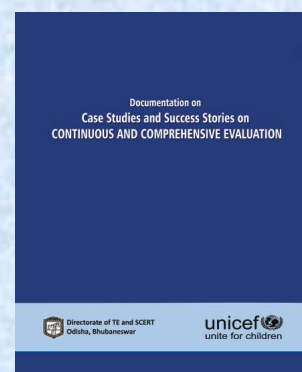
A number of organizations such as SCERT, OPEPA, OMSM, ELTI, and SIEMAT, under DSME, organize programmes for capacity building of an extended range of personnel – teachers, headmasters, teacher educators, educational supervisors etc. However, there is no convergence, coordination and coherence among these organizations, leading to overlapping of programmes and wastage of scarce resources.



To bring coordination and convergence among different teacher training activities provided by different Directorates of the DSME, a Unified Training Calendar 2016-17 was designed and developed. This led to the idea of a unified and coordinated plan for organizing capacity building programmes of all organizations under the Department. The idea has been translated into reality encompassing programmes of various organizations.

CCE CASE STUDIES DOCUMENT

The case studies booklet is a collection of more than 100 case studies both in Odiya & English contributed by all DIETs of our State highlighting effective practices in schools on Continuous Comprehensive Evaluation (CCE). The purpose of the report is to help all (school) stakeholders to plan and execute services as part of CCE for the children of our State. These stories are about individual child, schools, processes adopted, activities done and even events organized. These case studies give the story behind the result by capturing what happened to bring it about, and can be a good opportunity to highlight the success, or to bring attention to a particular challenge or difficulty in a project.



INTEGRATION OF ICT IN TEACHER EDUCATION (2ND & 3RD PHASE TRAINING)

The Directorate of TE & SCERT has planned to organise three-day workshops on Integration of ICT in Teacher Education for 100 Teacher Educators from 11 identified Teacher Education Institutions (DIETs, CTEs and IASEs) in collaboration with UNICEF, Odisha & SNDT Women’s University, Mumbai in three phases. The 1st phase was conducted during Sept, 14th to 16th, 2016 at RIE, Bhubaneswar for 40 participants. The second and third phase training conducted during February 27th -28th & March 1st, 2017 in the Computer lab of Srusti Academy of Management, Bhubaneswar in two simultaneous batches.

This programme is technically supported by the Department of Educational Technology, SNDT Women’s University, Mumbai and Prof. Vasudha Kamat, Formerly Vice Chancellor, SNDTWU, Mumbai. Eighty Teacher Educators of DIETs, BITEs, CTEs and IASEs and SCERT staff participated in this workshop. The workshop is intended to introduce the Teacher Educators to the multiple uses of ICTs for improving the delivery of services in Teacher Education.

THINK TANK – TEACHER EDUCATION SUPPORT CONTINUES

The Think Tank-TE endeavors to strike a balance between continuity and change: improving what exists and creating what does not exist for a strengthened teacher education system. The message that inexorably inspires us: “we can do better, we shall do better and we must do better”. The programmes proposed to be taken up include:

- Orientation (split-design) of faculties of Secondary Teacher Education Institutions on new curriculum for the two-year B.Ed. and the two-year M.Ed. courses.
- Development of reading materials on the new curriculum for reference of Teacher Educators.
- Development of a Framework for Strengthening Research in Education, both course-based and policy research.
- Transforming Practicing Schools attached to Teacher Education Institutions.
- Strengthening the functioning of Teacher Education Institutions through adoption and monitoring.
- Broadening and deepening the institutional linkages – linkages with institutions of higher education, schools and peer teacher education institutions.
- Putting in place Professional Learning Community in all Teacher Education Institutions.
- Creation of a strong and consistently reliable Data-base on critical parameters through monitoring and research.

LEADERSHIP TRAINING FOR BRCCS, CRCCS AND HEAD TEACHERS.

To create a consensus among the grass root leaders and to bring visible changes in the schools BIET has a vision to bring the changes in leadership of the stakeholders. A leadership training for BRCCs and CRCCs have been organized at BIET, Gorumahisani on 19th, 20th & 21st January, 2017 to provide academic support to teachers at respective levels for development of leadership quality among the head teachers and other stakeholders like BRCC and CRCCs.



OBJECTIVES OF THE PROGRAMME

- To understand the strengths and weaknesses of the existing monitoring and resource support system and to identify the missing links between BITE-BEO-BRC-CRC-Head Masters
- To identify possible collaboration and synergy between BITE and Head Masters and Cluster Resource Centre (CRC) and Block Resource Centres (BRCs) and BEO and ABEOs
- Understanding the role and responsibilities of BITE to strengthen BRC, CRC and Schools
- To design a block level plan in collaboration of BITE-BRC-CRC for effective monitoring and support system.
- To bring a motivation for true leadership among Head Masters, CRCCs, ABEOs and BRCC.



