

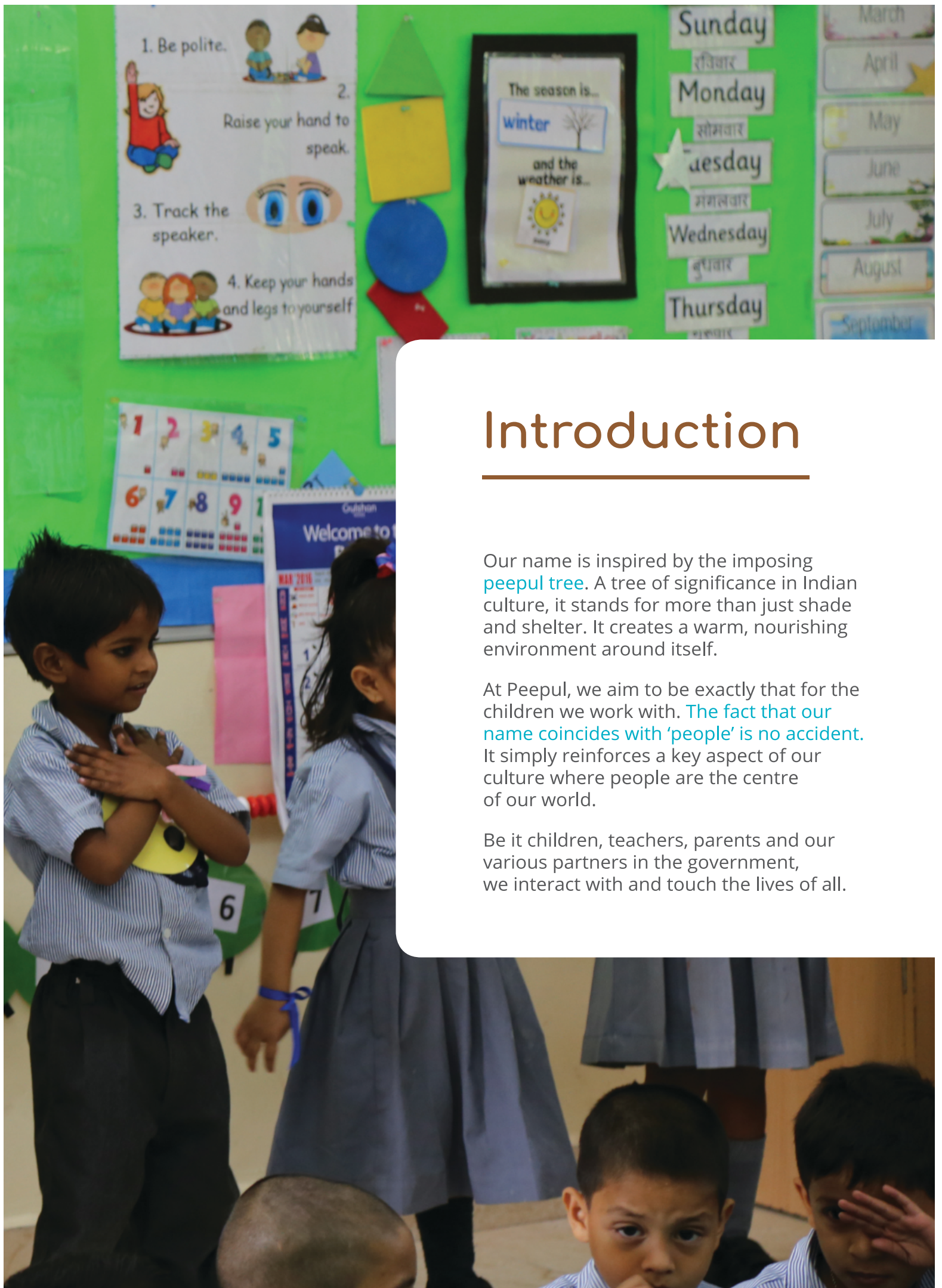


peepul™

Transforming lives through education







Introduction

Our name is inspired by the imposing [peepul tree](#). A tree of significance in Indian culture, it stands for more than just shade and shelter. It creates a warm, nourishing environment around itself.

At Peepul, we aim to be exactly that for the children we work with. [The fact that our name coincides with 'people' is no accident.](#) It simply reinforces a key aspect of our culture where people are the centre of our world.

Be it children, teachers, parents and our various partners in the government, we interact with and touch the lives of all.

Who we are

Peepul is a non-profit educational organisation. Our belief is simple, "every child should receive a high-quality education regardless of background."

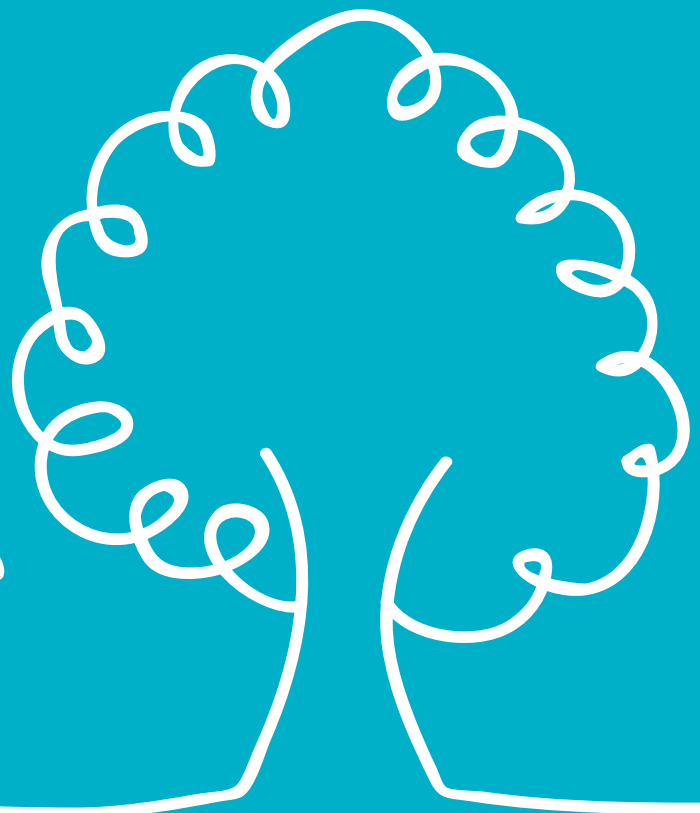
We work with government agencies and other non-profit partners to raise expectations of the education system and bring about a marked improvement in the quality of education delivered in government schools.

We strive for disruptive change and innovation so that we can meaningfully impact the system for the future, not just incrementally adjust it.

We scale our ideas to have wider systemic impact through interventions such as teacher training.

Our belief that every child deserves the opportunity to realise their full potential and that good quality education should be a right and not a privilege, drives us to develop a model and curriculum that can influence the wider education ecosystem in the country.

"Every child should receive a high-quality education regardless of background"



Who we work for

Children

They are at the core of all we do. We exist to give every child, regardless of their background, a great education and real choices in life.

Parents

We partner with parents and empower them with information so that they can serve as key advocates of their children's education and hold schools accountable for learning outcomes.

Government

We seek to be a game changer for government schools by building teacher capacity along with a replicable curriculum.



Our journey so far

July 2015

We open our first school in India in partnership with the South Delhi Municipal Corporation (SDMC) at Lajpat Nagar III, New Delhi

August 2015

Our direct intervention and quality change sees enrollment jump from 9 to 120

July 2016

Our enrollment increases to 230

July 2017

2 new schools are added in Amar Colony and Jeevan Nagar with 95 new students each

April 2017

We have 370 children under our care from Classes KG to 5

October 2016

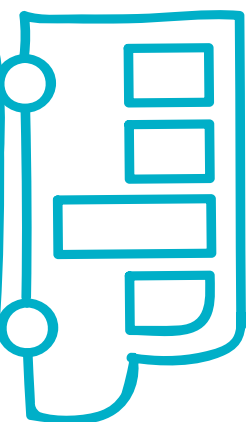
Our library and smart classroom are inaugurated by the Lieutenant Governor of Delhi at the time, Mr. Najeeb Jung

September 2017

Our Teacher Training Centre is inaugurated at our flagship school in Lajpat Nagar III

November 2017

In the coming year, approximately 400 SDMC teachers will receive specialized and rigorous teacher training



Our six pillars



High expectations

We set high targets for all our pupils, irrespective of their background or ability and believe that it is our responsibility to give all children the teaching and support they need to fulfil their potential. We expect our staff to have high standards of professionalism and the entire school community, including parents, to share in and be committed to Peepul's vision and values.



Excellent teaching

We believe that teachers should be well-trained, skilled professionals who continually improve and develop. We regularly assess the quality of teaching and use feedback to help teachers improve. We also use data about pupils' progress to ensure teaching is being correctly targeted.



Exemplary behaviour

The respectful, orderly environment of our school provides a platform for great learning and builds positive relationships between all members of the school community. Pupils behave well because they value school and feel happy and confident, not because they are afraid of punishment. A safe atmosphere encourages pupils to be creative, independent learners who are willing to take risks and learn from failure.

Depth before breadth

All our pupils must achieve a strong command of languages and mathematics, the core subjects on which all other competencies are based. We prioritise Hindi and English equally and enable our pupils to develop fluency and confidence in both. For our youngest pupils we will begin by teaching Hindi medium initially, with English spoken every day in school. As pupils progress, we will gradually switch to English medium.



More time for learning

Our longer school day ensures that all pupils can master the core subjects and participate in co-curricular activities. During the school day we maximise the time spent on learning, minimising distractions and wasted time. Beyond the school day, coaching classes provide focused help so no pupil is left behind and enrichment activities give our children broad life experiences.



Knowing every child

Our school staff are responsible for knowing and taking care of the safety and success of every pupil, particularly those who are most vulnerable. We promote positive interactions and strong partnerships with families: our children will do best when parents and school work together.

Training the teacher



Great teachers are what makes a great school. There is no substitute for quality, and Peepul aims to help good teachers develop into great teachers, capable of imparting knowledge to their students in the most effective way.

Peepul works with teachers to help them build their skills and expertise so that they can become more effective in the classroom. We use lesson observations, hands-on practice and role-plays to ensure teachers absorb the training and are able to immediately apply the learning to their classrooms.

For the academic year 2017-18, we have partnered with [South Delhi Municipal Corporation \(SDMC\)](#) to develop the foundational knowledge, skills and mindsets of teachers through a Teacher Training programme.

This programme is being run from our flagship school in Lajpat Nagar III, South Delhi. This year, we will be working with 400 government teachers, across 150 schools, impacting close to 18,000 students.

The 3 Modules

Our teacher training programme comprises 9 days of training for every teacher over the year. There will be 3 modules of in-service training - each module being delivered over a span of 3 days, at the resource centre. These modules are:

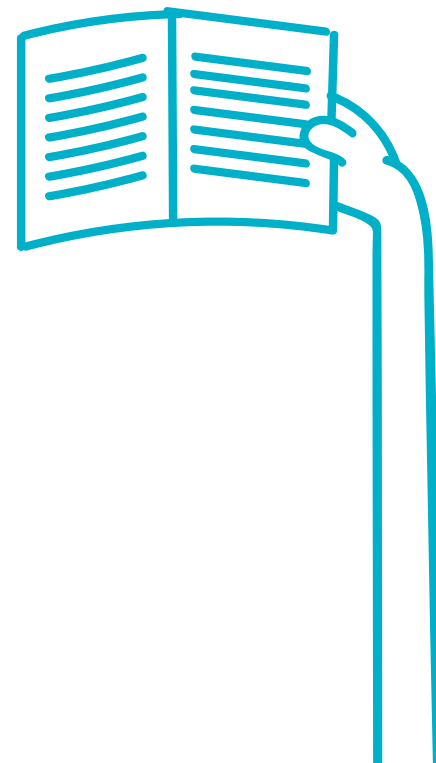
[Lesson planning](#)

[Classroom management](#)

[Teacher presence](#)

“With Peepul’s teacher training programme, we are getting great insight into the methods that are most effective in the classroom. Through classroom observations, we can directly see how the methods we are trained in are used.”

- [Neeru Sethi, Teacher, SDMC Badarpur – 1 School](#)



Components of the programme

Guided Reflections

We help teachers reflect on their purpose and get clarity on their role towards building a better society.

Best Practice Sharing

We encourage sharing of successful models, and have created a platform where they learn from each other.

Role Modeling

We provide an opportunity for them to observe and learn from the best teachers at our Resource Centre.

Pedagogy Training

We provide direct instructions related to curriculum and pedagogy from experts in the education sector.

The areas of instructional support are:

Teaching English language through phonics

Teaching Mathematics using CPA (Concrete, Pictorial, and Active) approach

Learning to be effective planners

Learning to build a strong classroom culture

The teacher training lead (TTL) and teacher training coordinator (TTC) will follow up with a monitoring visit to observe trained teachers and provide feedback at the end of every module. The areas covered in these evaluations are - planning, resources, language, engagement, modelling, behaviour and routines, questioning, practice, assessment, and feedback.



Impact

Enrollment

Jumped from 9 to 370 in just 2 years (Lajpat Nagar III)

Academic Achievement

76% met or exceeded grade-level expectations across all subjects - English, Hindi and Mathematics

Higher Test Scores

Better results obtained in cognitive and language skill assessments compared to other government schools

Average Pupil Attendance

A high of 83% compared to the levels maintained by other government schools

Pupil Retention

95% of the students were retained ensuring continuity of education



Parent-Teacher Meeting Attendance

Positive change in parent behaviour with more than 95% (2017) attendance at meetings

Classroom Behaviour

Meaningful, disciplined learning on the rise thanks to the orderly conduct of classes

Children with Special Needs

Improved engagement, involvement, and academic progress of these children thanks to our adapted curriculum and an inclusive learning environment

Health and Hygiene

Improved standards of cleanliness maintained at school which was then followed by students at home too





Lajpat Nagar III
won the 'Best SDMC
School Award' in
March 2017.

We were chosen from among
600 other primaries under
the SDMC. This has served
as a catalyst for the PPP
programme, which has
expanded to 30 schools.

Testimonials

“Saw this incredible transformation in Municipal Corporation School, Lajpatnagar, Delhi through public-private partnership. The effort should be to replicate & scale it.”

Anil Swarup, Secretary,
Education, MHRD

“Peepul’s approach has significantly improved the quality of education in this school. In the last two years, we have noticed very positive growth in learning outcomes. This new approach can lead to several more such schools being established in the future, with the potential to bring about significant systemic change.”

Meeta Singh, Additional
Commissioner and Director
of Education, South Delhi
Municipal Corporation

“When I started teaching here, there were challenges, but we have the right training and tools to help our children. We are encouraged to innovate and develop methods to cater to each individual child’s needs.”

Aakanksha Rajore, Teacher,
Peepul, SDMC Amar Colony

“Blue Dart is proud to be a supporter of Peepul’s initiatives. With a motivated team and a passionate leader, Peepul is certain to become an even larger contributor in social empowerment and a successful contributor to the inclusiveness of underprivileged sections of our society in the larger national framework.”

Ketan Kulkarni, Senior Vice
President and Head, Marketing,
Corporate Communications and
Sustainability, Blue Dart

“It was a pleasure meeting with you in New Delhi. I was delighted to meet with your students, their parents and teachers to hear their stories and insight. The innovative model you are piloting together in South Delhi supports the education agenda, not just in India but in other developing countries, too. Improving human capital outcomes is a core priority of the World Bank and we look forward to our continued collaboration in furthering this agenda together.”

Annette Dixon, Vice President,
South Asia, The World Bank

Our funding partners



Our programme partners



Peepul stories

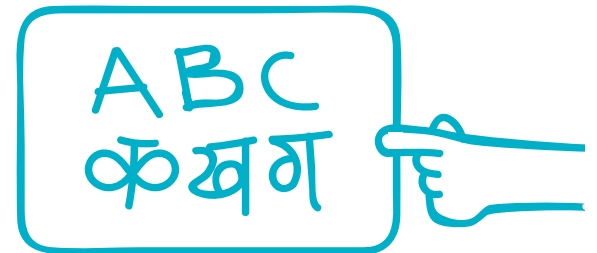
Sameer, Class 1

Most young children have a problem in the early days of their school life. However, if a child cries in school everyday, often tries to run away or consistently disobeys rules, then he/she needs extra care and attention.

When Sameer joined our Lajpat Nagar III School in April 2016, he needed just that. His teachers and Principal took measures to help him settle in. Initially, he would be encouraged with toys. A special pictorial time table was made for him, and he was given the flexibility of choosing when to be in class. When he wasn't in class,

he would be kept busy with engaging tasks that were learning activities in themselves. For instance, he took great interest in playing with Lego, and is still proud to show off his creations.

Now a student of Class 1, Sameer feels comfortable in his environment, and is happy in the classroom. He enjoys being able to express his creativity and has shown academic progress too.



“Sameer feels comfortable in his environment, and is happy in the classroom.”





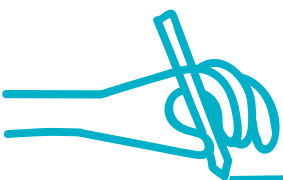
“Thanks to the support shown by his teachers and Principal, Ram learnt to enjoy his classes.”

Ram, Class 1

Ram joined school for the first time in April 2016. However, the realities of having to follow rules and settle in with other children in a classroom environment proved to be tough for him. He earned a reputation as an undisciplined and disobedient student.

Thanks to the support shown by his teachers and Principal, Ram learnt to enjoy his classes, respect the rules of the school and work with others. He now studies in Class 1 and is considered to be a bright student by his teachers.

These stories are symbolic of the the kind of change we intend to impart in the education ecosystem of government schools. We intend to make learning fun and meaningful for every child no matter what their background or circumstances at home might be. When they come to school, it should be because quality learning is their right.





To know more about Peepul, the work we do and how you can help, reach us at:

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