



Application Brochure

— Peepul Fellowship —

About Peepul

Peepul is an education-focused non-profit dedicated to transforming India's public school system by creating high-engagement classrooms. Recognising that meaningful student engagement is the catalyst for regular attendance and stronger learning outcomes, the organisation partners with state governments to co-design and implement systemic reforms at scale.

The approach combines high-quality teacher training and robust education policy support to strengthen every level of the public education system. By reinforcing government efforts and building accountability structures, Peepul ensures that educational excellence becomes both achievable and sustainable across the country.

Currently, Peepul operates eight large-scale programmes across Delhi and Madhya Pradesh, impacting nearly 5 million students and over 60,000 teachers in 50,000+ schools. Through these strategic partnerships, the organisation reimagines how children learn, and teachers teach - ensuring that quality education is no longer a privilege, but a promise fulfilled for every child.

Guided by our values of impact, excellence, and leadership, Peepul is a resilient and reflective organisation powered by a passionate team of 250+ professionals. Join us in creating a future where every child has access to high-quality education.

About the Fellowship

The Peepul Fellowship is a transformative two-year journey, designed to inspire and develop a new generation of early years and primary educators for India's public schools. The Fellowship creates a pathway for passionate individuals who want to work in classrooms, improve learning outcomes, and contribute to systemic change in education.

Fellows are immersed in intensive training, coaching, and school-based practice. They learn evidence-based instructional strategies, build strong foundational teaching skills, and gain exposure to real classrooms from day one. The experience is grounded in community context, reflective practice, and continuous mentorship to ensure growth, confidence, and impact.

A core focus of the Fellowship is building inclusive classrooms that respond to the diverse learning needs of all children.

Fellows are trained to recognise varied learning levels, developmental needs, and classroom challenges, and to apply differentiated and inclusive instructional practices. This includes developing sensitivity and practical strategies to support children with special education needs (SEN), strengthening learning environments for all students. We also welcome applications from budding special educators who are seeking opportunities to hone their skills through hands-on experience in real-life classroom settings.

In 2025-26, the Fellowship Programme received over 800 applications, from which 15 outstanding Fellows were selected. Their journey began with community visits and an immersive 45-day training on pedagogy, curriculum, inclusive classroom practices, and professional development, followed



by a school immersion phase and co-teaching placements. Throughout the year, Fellows received ongoing coaching and in-service training designed to strengthen classroom practice and student learning.

The programme will conclude in May, 2027 with a closing ceremony celebrating the Fellows' achievements, their growth as educators, and the impact they have begun creating in classrooms and communities.





The Fellowship Journey

The Peepul Fellowship is a rigorous yet rewarding programme that demands dedication, resilience, and a deep commitment to educational impact. Fellows engage in a dynamic, collaborative environment, receiving real-time feedback, hands-on classroom experience, and the opportunity to observe and learn from some of Peepul's most effective teachers.

At the end of the first year, Fellows undergo a purpose-checking process to determine their path for the second year. Available pathways include:
Continuing in Schools: Fellows demonstrating strong teaching aptitude may continue working in classrooms, further refining their instructional

expertise and inclusive teaching practices.
Transitioning to Other Peepul Programmes: Fellows interested in areas such as curriculum design, teacher training, inclusive education, or policy implementation may transition into relevant Peepul initiatives. Currently, Peepul runs eight programmes across Delhi and Madhya Pradesh.

A key enhancement to the Fellowship is that all programme Fellows in Year 2 will be selected exclusively from the pool of school-based Fellows, ensuring a strong pipeline of experienced educators transitioning into broader system-level roles. No separate hiring drive will be initiated for these opportunities.

Fellowship Timeline



Eligibility Criteria

The Peepul Fellowship is designed for individuals aged 21 years and above who are motivated to contribute to early years and primary education in India's public school system. Applications are welcome from candidates across disciplines, sectors, and professional backgrounds - no prior teaching experience is required.

We particularly look for individuals who demonstrate:

- Commitment to education and a desire to work directly with children and classrooms
- A growth mindset and willingness to learn through training, feedback, and mentorship
- Humility, empathy, and professionalism when engaging with schools, communities, and stakeholders
- Persistence and resilience in challenging classroom environments
- Interest in building inclusive classrooms and supporting children with diverse

learning needs, including children with special education needs (SEN)

- Alignment with Peepul's mission, values, and public-system focus

To participate effectively in the Fellowship, candidates must have:

- Proficiency in Hindi and English to communicate effectively in classrooms and with stakeholders
- Ability to commit full-time for the duration of the Fellowship
- Availability to participate in training, school placements, and community engagement activities

We encourage applicants from diverse educational, geographic, and socioeconomic backgrounds. Diversity of perspectives and lived experience - including experience or interest in inclusive education - strengthens classroom practice and improves learning outcomes for all children.

Selection Process

The Peepul Fellowship welcomes individuals with enthusiasm, curiosity, and a desire to shape young minds, regardless of prior teaching experience. Genuine commitment to education and openness to learning are the foundations of this journey.

Fellows work with children in Grades K-5 (ages 3 -10) in schools partnered with the Municipal Corporation of Delhi. Through structured training, classroom immersion, and ongoing coaching, Fellows develop the skills needed to support diverse learners and foster inclusive, engaging classrooms.

Process -

1. Application Screening
2. Telephonic Conversation with the Candidate
3. Virtual Interview with the Candidate
4. Demo Round + Final Interview (In Person)

Year 2 - Transition Process

To ensure a structured and seamless transition for Fellows interested in joining Peepul's programme teams in their second year, the following process will be implemented:

- 1. Assessing Programme Team Hiring Needs:** Two months before the completion of Year 1, the HR team will engage with Programme Managers to understand hiring needs and available opportunities.
- 2. Fellow Interest and Assessment:** Fellows opting for a second year in programme roles will be assessed based on skills, performance, and alignment with programme requirements.
- 3. Selection and Transition Process:** Shortlisted Fellows will participate in interviews and task-based assessments to evaluate suitability for programme roles.
- 4. Final Placement and Onboarding:** Based on performance and selection outcomes, Fellows will transition into Year 2 by joining one of Peepul's programme teams.

To Apply for this Fellowship

To apply for the Fellowship, please complete the application form by 15th March 2026.

Please ensure that your CV includes details of academic qualifications, as well as relevant professional and personal experience. Applicants are encouraged to use the cover letter to share their motivation for joining the Peepul Fellowship.

For further queries, please contact us at fellowship@peepulschools.org





Frequently Asked Questions

— Peepul Fellowship —

About the Fellowship Experience

1. What will my work week look like?

Fellows engage in classroom teaching, lesson planning, collaboration with school faculty, and professional development sessions. The schedule aligns with school timings and may occasionally include evening or weekend program events.

2. What challenges should I expect on this journey?

Fellows may encounter the complexities of diverse classroom environments, varied student learning needs, and the demands of lesson planning and preparation while fostering a safe and positive learning culture.

3. What is expected of Fellows?

Fellows are expected to demonstrate strong classroom engagement, collaborate closely with school teams, and participate actively in training. They should bring a growth mindset, showing openness to continuous learning, the ability to give and receive feedback constructively, and the willingness to reflect and act on feedback consistently. Fellows are also expected to positively impact children's learning through thoughtful, effective, and innovative teaching practices.

Logistics & Operations

1. What are the school timings?

Partnered MCD schools operate from 7:30 am to 3:00 pm, Monday to Saturday (excluding the second Saturday of each month).

2. Do Fellows travel beyond the schools for work?

The Fellowship is primarily school-based. Occasional off-site engagements may take place for training or events.

3. What is the leave policy for Fellows?

Fellows are entitled to emergency, sick, and compassionate leave, along with national, regional, and school holidays to ensure a balanced work-life structure.

4. Does Peepul provide health insurance?

Yes. Fellows receive comprehensive insurance coverage throughout the Fellowship. Peepul also offers a Mental Wellness Benefit in partnership with Amaha, which includes 12 virtual therapy sessions per individual and access to wellness programs.

5. Does Peepul pay Fellows?

Yes. Fellows receive a monthly stipend to support them during their Fellowship.



Orientation, Training & Evaluation

1. What happens during Orientation?

Orientation introduces Fellows to the program, expectations, and teaching strategies. It includes exposure to classrooms and foundational training before school placement.

2. What is the Summer Institute?

The Summer Institute is a four-week intensive training held during the summer break. It brings together new and existing teachers to build pedagogical skills, classroom readiness, and shared culture.

3. How will performance be evaluated?

Performance is monitored through regular check-ins with managers, class observations, and collaborative mid-point reviews to assess strengths and growth areas.

Academic & Research Queries

1. Can I complete the Fellowship while pursuing a degree?

The Fellowship requires full-time commitment. Pursuing a degree simultaneously may be challenging, although exceptions can be considered based on individual circumstances.

2. Can I join the Fellowship for research purposes?

The program is designed for practical teaching experience. However, insights from the Fellowship may complement education-related research interests.



Policies & Completion Requirements

1. What are the completion requirements?

Fellows must complete the full duration of the program, participate in scheduled activities, fulfill teaching responsibilities, and demonstrate professional growth.

2. Can a Fellow leave mid-Fellowship?

Fellows are expected to commit to a two-year contract to avoid disruption to school operations.

3. What happens if a Fellow leaves before completing a year?

If a Fellow exits prematurely, they are required to compensate for the remaining duration of the contract as per policy.

Placement & Year 2 Opportunities

1. How are Fellows placed in schools?

During the Summer Institute, Fellows undergo assessments that inform placements across Exemplar Schools based on suitability and program needs.

2. What happens at the end of the Fellowship?

Upon completion, Fellows may apply to continue as Peepul teachers through a selection process or transition to other roles within the education sector.



Pathways into Programme Roles

1. What if a Fellow is interested in programme roles instead of teaching?

Fellows may pursue evolving interests and apply for non-teaching programme roles at Peepul through an internal process post-Fellowship.

2. Who is eligible to transition to programme teams in Year 2?

Fellows who successfully complete Year 1 and demonstrate strong performance, leadership, and alignment with Peepul's mission.

3. What programme roles are available?

Roles include curriculum design, teacher training, programme operations, policy implementation, and other functions across Delhi and Madhya Pradesh.

4. How does the selection process work?

The process includes:

1. Expression of interest
2. Performance review
3. Task-based assessments (if applicable)
4. Interviews with programme managers

5. When does this transition process begin?

About two months before the completion of Year 1, based on programme hiring needs shared by managers.

6. Will transitioning Fellows receive additional training?

Yes. Selected Fellows undergo onboarding and training tailored to their new roles.

7. What if a Fellow is not selected for a programme role?

They may continue teaching (if eligible) or pursue external opportunities.

8. Will Fellows receive a different stipend in Year 2?

The stipend remains the same. Programme roles may have additional benefits, which are shared during placement discussions.

9. Can Fellows choose their preferred location?

Preferences are considered, but final placements depend on programme needs.

10. Are there opportunities beyond Year 2?

Yes. Fellows may continue in long-term roles based on performance and organisational requirements, subject to a standard hiring process.