Teachers as Changemakers

Energizing teachers to *want* to develop using micro innovations

Vinod Karate
Director, Partnerships
“Teacher Changemaker Movement”

2016
30,000 Teachers

2021
1 million Teachers
Problem Statement

- Access – 96.6%
- 800000 Lac Teachers
- 1,3,00,000 Lac Schools
- 30 Crore Children

BUT
- 1 in 4 teachers absent
- 75% children cannot do division
- Appalling reading outcomes

This is equivalent to our generation’s Freedom Struggle
Starting Point

Root Causes

- Low Parental Engagement
- Teacher training & Motivation – Knowledge vs Practice
- Outdated Classroom practices
- Learning Assessment practices
- External Factors
Research on importance of Teachers

“The quality of an education system cannot exceed the quality of its teachers".  
The McKinsey survey of education systems

“Essentially, teachers and school leaders are the key agents of change.”
Fullan, 1991

“Schools must take ownership of problems and reject the notion that the school itself can do little or nothing because it is somebody else’s responsibility to provide a solution”
Hargreaves, 2010
How do one solve this Crisis?
STIR’s Approach

“Activity”
STIR’s Approach

Most complex problems need not have complex solutions

Story of Bright Spots – “Switch” Vietnam malnutrition Case
How do you energize “Bright Spots” to come out?
Energize “Bright Spots”

Search for “Micro Innovations”

Teachers who have them
Teachers who want them

“Potential Changemakers”
STIR Search Results

- Over 3000 Schools
- 9 States
- 10000 Teachers
- 80 Micro innovations
- Over 500 potential changemakers

Examples of Micro innovations
Our Learnings about “Potential Changemaker”

- Teachers are isolated
- Implementation of ideas difficult
- Finding new innovation challenges
“Potential Changemakers” need

- Recognition – A lots of recognition
- Experience to lead changes
- Process to implement simple solution
- Guidance to shift mindset to re imagine their role
- To be connected to other potential changemakers
How do you Equip the “Potential Changemakers” to become Changemakers?
 Equip - Teacher Innovation Networks

X 15 Schools

X 40 teachers & 10 Principals
Teacher Innovation Networks - Clusters

1

2

3

4

5
Teacher Innovation Networks - Cycles

Network Cycle 1
(October – March)

Network Cycle 2
(April – October)
Teacher Innovation Networks - Meetings

Cluster Meeting 1
Diagnosis

Cluster Meeting 2
Implementation

Cluster Meeting 3
Adaption

Cluster Meeting 4
Sharing Success

Supported By

Education Leader

Focusing on

Implementing Micro innovations
Influencing other teachers
Growth Mindset training
Portfolio
Certification for Teachers

Changemaker – Innovator
Changemaker – Implementer
Changemaker – Influencer

University of Roehampton
Teacher Changemaker Movement
Reach

STIR Lab – Delhi
(5 networks)

Govt Program – UP
(30 networks)

Partner Program
(30 networks)

+ Uganda
Partners in India who is creating the movement with us
Partners in Uganda who is creating the movement with us
How does teacher changemakers impact learning outcomes?
<table>
<thead>
<tr>
<th></th>
<th>competence</th>
<th>incompetence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conscious</td>
<td>Known Known</td>
<td>Known Unknown</td>
</tr>
<tr>
<td>unconscious</td>
<td>Unknown known</td>
<td>Unknown Unknown</td>
</tr>
</tbody>
</table>

“The Most Critical move”
TEACHERS are...

- ENERGISED
  - Identifies potential Teacher Changemakers

- EQUIPPED
  - Networks Teacher Changemakers to:
    a) Change their own mindset
    b) ‘Infect’ other teachers in their schools to be changemakers
  - Connects Teacher Changemakers to wider teacher and school improvement opportunities
  - Demonstrates what’s collectively possible to policy makers and influencers

- CONNECTED

- MOBILISED

STIR trains partners to...

- Search for teachers with a spark of commitment and innovation (willing to submit micro-innovations and join networks)

- Mobilise teachers together in local Teacher Innovation Networks to:
  1) Experience leading change in school
  2) Implement and adapt micro-innovations
  3) Share lessons on change with peers
  4) Gradually shift mindset
  5) Be rewarded and recognised for change in their behaviour

- Catalyse relevant, vetted partners (NGO, private sector and govt) and brokering relationships with teachers/schools

- Harness the collective impact/voice of teacher changemakers to encourage more ambitious structural reform

IMPACT

- Improved teacher practices and commitment around learning
- Improved student learning outcomes
- More ambitious, learning-focused education policy
“Teacher Changemaker Movement”

2016
30,000 Teachers

2021
1 million Teachers