2023

HELP
साथी
A FRIEND OF LEARNERS

Primary Must Not Be Secondary

SAATHI TEACHERS PROGRAMME

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SAATHI TEACHERS PROGRAMME

OVERVIEW

The Saathi Teachers' Programme is a programme under the Helambu Education and Livelihood Partnership (HELP). It's a paired teaching placement for qualified and passionate young people to teach at basic-level schools (grades 1-5) struggling with a shortage of teachers in rural communities. We support high-needs schools with Saathi teachers and help set up Early Childhood Development (ECD) classrooms.

Between 2019-2021, the Saathi Teachers Programme piloted its initiative with 10 Saathis in five schools in Panchpokhari Rural Municipality. Despite the COVID-19 lockdown, the programme yielded positive outcomes, demonstrating marked improvements in both children's retention and achievement. Building on this success, the programme expanded to Melamchi Municipality in 2021, partnering with nine Saathis. In the third cohort, the Saathi Teachers Programme received over 500 applications from prospective Saathi teachers and selected 15 highly qualified candidates to work with five schools in the Tripurasundari Rural Municipality of Sindhupalchowk. The fourth cohort has now expanded to Abukhaireni RM of Tanahu, with ten Saathis placed in five schools.

This programme has created a positive environment for the student's learning and helped to increase the classroom attendance ratio. To manage this programme and assist the overall growth of the school and the students, HELP collaborates with the relevant local government and the schools.

ATTRIBUTES OF SAATHI

- Emphasis on improving the quality of basic education, particularly in language and numeracy skills.
- A group of young people with strong educational backgrounds and who are passionate.
- Residential pre-service training for 21 days before placement
- In-service training is provided on a need-basis between two years of journey.
- Monthly classroom observations, evaluations, and feedback.
- Assistance for school-related needs in cooperation with Saathi teachers.
- 2/2 Saathi teachers will be assigned to each school for two years in collaboration with the local government.
- Monthly meetings to foster learning through mutual experience sharing.

WHO ARE SAATHI?

- They possess either a secondary education or a Bachelor's degree in any field.
- They are steadfastly dedicated to enhancing the language and numeracy abilities of students.
- They strongly believe in the transformative power of education and aspire to bring about positive changes through their teaching endeavours.
- They have the resilience and adaptability to thrive in a rural environment during their two-year placement.
- Saathi is a lifelong learner and leader who exude passion, open-mindedness, and discipline.

THE PROGRAMME STRUCTURE

Recruitment and Selection

Annually, we advertise Saathi Teacher vacancies online and at colleges in the Kathmandu Valley. Applicants submit essays through the online portal, and those who pass the initial screening move on to phone/online interviews. Successful candidates are then invited to a full-day Assessment Center evaluation, which includes teaching practice, group discussions, and a final interview. Once we've hired enough Saathi teachers, we hold a contract-signing event where we meet their parents.

Pre-Service Residential Training

After signing the contract with HELP, candidates must complete a compulsory residential pre-service training program that lasts for 21 days before being placed. The training program covers various topics, including Child Psychology, the National Curriculum, Creative teaching strategies, the educational history of Nepal, current educational policies, federal and municipal structures, and fundamental teaching techniques.

The Saathi Teachers programme, which is run by HELP in collaboration with the MONDO foundation, includes a significant investment in Saathi School. It emphasizes every person's unique attitude, tests them on their innermost values, and gives them challenging reading assignments and deadlines.

School Selection and Placement

After selecting the local government from among the numerous applied local governments, we request a list of schools using the following criteria:
- Schools with a higher student enrollment but fewer teachers.
- Schools whose leadership is eager to improve educational standards.
- Schools that can accommodate Saathi teachers

After receiving the list, we'll visit and evaluate schools in the first selection round. The results and the list of chosen schools will be sent to the education department. Once we submit the report, both parties will approve the final school selection based on administrative requirements for Saathi teacher placement.

FIRST COHORT

Baseline Findings

- 63.1% of Students in grades 1 to 5 are unable to write simple words like "door," "house," "mango," etc., even with the assistance of pictures and letters.
- 98.5% of the total students are unable to form a correct sentence from jumbled words such as "he is a boy."
- 60.1% of Grade 1-5 students need help to write Nepali words even with accompanying pictures.
- 90% of Grade 3 students are unfamiliar with using full stops and question marks properly.
- 88.5% of Grade 3 students are unable to form Nepali sentences with provided jumbled words.
- 95.5% of Grades 3-5 students struggle with the addition of three-digit numbers, a skill expected in Grade 3.

Saathi Teachers Programme was piloted in Panchpokhari RM, Sindhupalchowk in 2019 with 10 Saathi Teachers in five schools. Here are the names of the schools where Saathi was placed:

1. Shree Saraswati BS- Panchpokhari thangpal RM-08, Lagarche [Kavita Tamang and Karchung Sherpa]
2. Shree Golmeswori BS- Panchpokhari thangpal-06, Taar [Sunita Shrestha and Jamuna Shrestha]
3. Shree Bachhalamai BS- Panchpokhari thangpal-06, Lekharkha [Merina Tamang and Kusum Bharati]
4. Shree Satkanyamati BS- Panchpokhari thangpal-03, Bhotang [Nitin Shrestha and Kuber Tamang]
5. Shree Taltuleswori BS- Panchpokhari thangpal-04, Kotgaun {Now merged in Thangpal Valley SS} [Jyoti Adhikari and Sushmita Shrestha]

Impact Findings

After completing the two-year Saathi Teachers placement, we assessed the impact in March 2021 on the same schools as in the baseline study. We took diagnostic tests for Math, English, and 4C skills in five Saathi and two control schools, using the same tests as before.

The survey results indicate that most students are now at the grade level for English and Math in all subjects, as defined by the National Curriculum of Nepal. Saathi teachers help students achieve academic success and positively impact their personal development.

- 93.7% of Students have shown a 50% increase in their ability to write the alphabet compared to baseline surveys.
- 74.8% of Students have shown a 45% increase in their ability to write simple words like "door," "house," "mango," etc., compared to baseline surveys.
- 58.27% of Students have shown a nearly 40% increase in their ability to form sentences from jumbled words compared to baseline surveys.
- 45.36% of students can now solve addition, which is a 40% increment from the baseline surveys.
- 53.09% of students can now solve multiplication, a 30% increment from the baseline surveys.

SECOND COHORT

Baseline Findings

- 65% of Students in classes 1 through 5 could not write the alphabet.
- 90% In class 3, students were unable to write words such as "door," "house," "mango," and so on.
- 83% of Students from class 4 could write a proper sentence from a given jumbled word.
- 93% of students in class 5 could not solve single-digit multiplication.
- 99% of students in class 3 could not solve two-digit addition.
- 46% of Students in class 4 were unable to comprehend place value.

In 2021, HELP expanded it to Melamchi Municipality with 9 Saathis at five schools and replaced 4 saathi at Panchpokhari RM. Here are the names of the schools where Saathi was placed:

1. Shree Saraswati BS- Melamchi Municipality-12, Thakle [Gopi Waiba]
2. Shree Daduwa BS- Melamchi Municipality-11, Daduwa [Sarita Lama]
3. Shree Panchakanya BS- Melamchi Municipality-09, Jyamire [Shir Bd Tamang]
4. Shree Pragya BS- Melamchi Municipality-07, Bharatithok [Babita Shrestha]
5. Shree Hiradevi BS- Melamchi Municipality-10, Shikharpur [Aruna Kumal and Sushmita BK]
6. Shree Golmesowori BS, Panchpokhari RM- 06, Taar [Narayan Pd Paudel]
7. Shree Saraswati BS-08, Lagarche [Ganga Pakhrin and Goma Adhikari]
8. Shree Bachhalamai BS-06, Lekharkha [Yamuna Budhathoki]

Impact Findings

Every two years, we evaluate the Saathi Programme's impact on student's academic and non-academic development and their 4C skills. In mid-February of this year, we measured the effects of Saathi Teachers on Melamchi Municipality. We used a control school approach to evaluate the impact on schools without Saathi Teachers.

- 60% of Students in classes 1 through 5 are now able to write the alphabet (25% increment compared to Baseline survey)
- 65% In class 3, students can write words like door, house, mango, etc. (55% increment)
- 68% of Students from class 4 now can write a proper sentence from a given jumbled word. (51% increment)
- 38% of students in class 5 now can solve single-digit multiplication. (31% increment)
- 90% of students in class 3 can solve two-digit addition.
- (89% increment, hence the best performance of all the categories and grades)
- 90% of Students in class 4 can comprehend place value. (36% increment)

THIRD COHORT

Baseline Findings

As part of the Saathi Teachers programme, we have partnered with Tripurasundari Rural Municipality to conduct a comprehensive baseline study of 20 schools from grades one through eight to assess the student's learning level and acquire information on the conditions and environment within which children are studying. The baseline was conducted using ASER tools, one of the most reliable and valid ways to assess the student's literacy and numeracy level.

- The absenteeism pattern shows interesting data with similar 15% absenteeism at two extreme ends, i.e., grades 1 & 8.
- The absenteeism rate is higher between grade 2 to 7 with 22% on average.
- Even by grade 8, where all students should have completely mastered basic numeracy and literacy, only 9.65% in Mathematics could solve the division problems.
- In English 15.44% correctly responded to comprehension questions.
- Only 2.93% of overall students could solve the division problems in Mathematics.
- 71.1% of students receive physical punishment at school, while 61.7% receive it at home.

In 2022, HELP expanded it to Trpurasundari Rural Municipality along with 10 Saathis at five schools. However, Saathi teachers were also assigned to some Melamchi and Panchpokhari RM schools. Here are the names of the schools where Saathi was placed:

- Shree Setidevi BS- Tripurasundari RM-01, Chokati[Safina Maharjan and Daya Laxmi Duwal]
- Shree Ganesh BS- Tripurasundari RM-02, Latu [Chanda Thapa and Aruna Shrestha]
- Shree Kalika SS- Tripurasundari RM-05, Tekanpur [Shiwani Lama and Puspa Raj Chaudary]
- Shree Mangalamai SS- Tripurasundari RM-04, Piskar [Bisnu Mijar and Sanjay Magar]
- Shree Laliguras BS- Tripurasundari RM-03, [Sita BK and Dipika Thapa]
- Shree Saraswati BS-Melamchi Municipality-12, Thakle [Siwani Lama]
- Shree Pragya BS- Melamchi Municipality-07, Bharatithok [Santu Zirel]
- Shree Daduwa BS- Melamchi Municipality-11-Daduwa [Reetu Tamang]
- Shree Satkanyamati BS- Panchpokhari thangpal-03, Bhotang [Upama Rai and Himali Zirel]
- Shree Bachhalamai BS- Panchpokhari thangpal-06, Lekharkha [Santosh BK]

FOURTH COHORT

The Saathi Teachers Program received a fourth batch of young people from seven different districts this year, in 2023, with a variety of academic and age backgrounds.

The dates for Saathi School 2023 were March 22 to April 13, 2023. The Global Action Nepal (GAN) centre in Chunikhel Lalitpur hosted a 21-day training period. 12 committed young people from various areas of Nepal were selected from hundred and sixty applicants to receive training to fulfil our "Primary must not be Secondary" mission. This year, the training was planned for a full day of routine-format training and was based on three main agendas—experts and presenters from various sectors accepted and discussed Saathi School's fourth year. We connected with 15 subject matter experts this year and got their feedback. The majority attended a discussion in their particular specialities as well. The Saathi School graduated 12 of the 12 Saathi Teachers.

HELP expanded its programme to Abukhaireni Rural Municipality in 2023, placing 12 Saathis in five schools and replacing some Saathis in Panchpokhari RM as part of the second cohort. Here are the names of the schools where Saathis were placed:
1. Shree Chandidevi BS- Abukhaireni RM-06, Purlung [Jaya Baidhakota and Bishal Ale Magar]
2. Shree Kanyadevi SS- Abukhaireni RM-06, Hilekharkha [Sajana Sunuwar]
3. Shree Chandeswori BS- Abukhaireni RM-04, Aamdada [Hanee Lama and Bipana Magar]
4. Shree Chandrodaya SS- Abukhaireni RM-01, Samastipur [Sanjita Shrestha and Sunita Sherchan]
5. Shree Saraswati BS- Panchpokhari RM- 08, Lagarche [Juna Lamichanne and Nirmala SHrestha]
6. Shree Bhotenamlang SS- Panchpokhari RM- 07, Bhotenamlang [Samkishya Prasai and Karishma Karki]
7. Shree Bachhalamai BS- Panchpokhari RM- 06, Lekharkha [Kavita Karki]

Classroom Observation

The HELP organisation's Saathi Programme places significant emphasis on monitoring and evaluating its Saathi teachers. A designated coordinator visits Saathi classrooms each month to observe and assess teacher and student behaviour. The coordinator tracks their activities and compares the results with the following classroom observation. In addition, Teacher Development Coordinators (TDCs) provide feedback to Saathi teachers and assist them with any difficulties they encounter in the classroom, including monitoring students' progress.

Tunning Up Building Up (TuBu Meeting)

Tuning up building up is shortened to TuBu. It is a monthly meeting organised by the Saathi Programme under the HELP organisation for clusters (Groups in the same local government area) with specific agendas to discuss the better functioning of classes and reflect upon the journey before or after classroom observation.

HOW DO WE DO TUBU MEETING?

It is a meeting run every month in any respective Saathis community or school and shared for half a day to a day-long sharing with a pre-informed agenda. *(Time: Depending on the schedule, never exceeds more than a day)*

For Whom?

TuBu is done under the supervision of each cluster's TDC (Teachers Development Coordinator). For example, the Melmachi cluster TuBu will be run by Melamchi's coordinator of HELP. The participants are Saathi Teachers, and interested staff of the saathi placed schools.

Outcome?

Saathi Teachers get an opportunity to meet and greet their cluster Saathis. The TuBu has helped them on two major bases; personal growth and professional opportunities.
The major outcome of TuBu:

- Explore the Saathi-placed community
- Understand another way of working system and experience
- Create a bond between cluster members
- Expresses the achievement and challenges to a bigger mass for awareness and updates.
- Takes an idea and boosts the energy for the coming days
- Clears if there is confusion
- Updates and assignments from the organization
- Allows other teachers at the school to learn more about the Saathi programme and child-centred teaching.

SAATHI TEACHERS PROGRAMME

BUSINESS GROWTH

Booklets are printed materials with four or more pages, containing details about a business, event, product, promotion, etc. They are also known as catalogs or pamphlets, and are usually created to communicate a message to a wide variety of audiences.

Aside from keeping people informed, beautifully designed booklets can also be brought home as a keepsake. These visually appealing platforms are easy to distribute as well, and can be handed out during expos and other events, making your brand truly memorable.

Just like most print publications, the key to creating an effective booklet lies in curation. Consistency in branding is important for businesses, but good design also applies to personal or event booklets. Make sure you have clear, accurate information on each page. Choose compelling photos, fonts, and images. Pick colors that suit your style. You need to communicate well with your audience, so always keep them in mind as you design.

LET'S WORK TOGETHER

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