

FLN: The Road Ahead

Policy is in Place. Now Pedagogy.



Shri Sandeep Singh
Hon. Minister of State for Basic Education
Addressing the gathering of
representatives from 21 States & UTs

Leadership Circle

6

6-7 August 2026, Lucknow
World Unity Convention Centre, CMS LDA

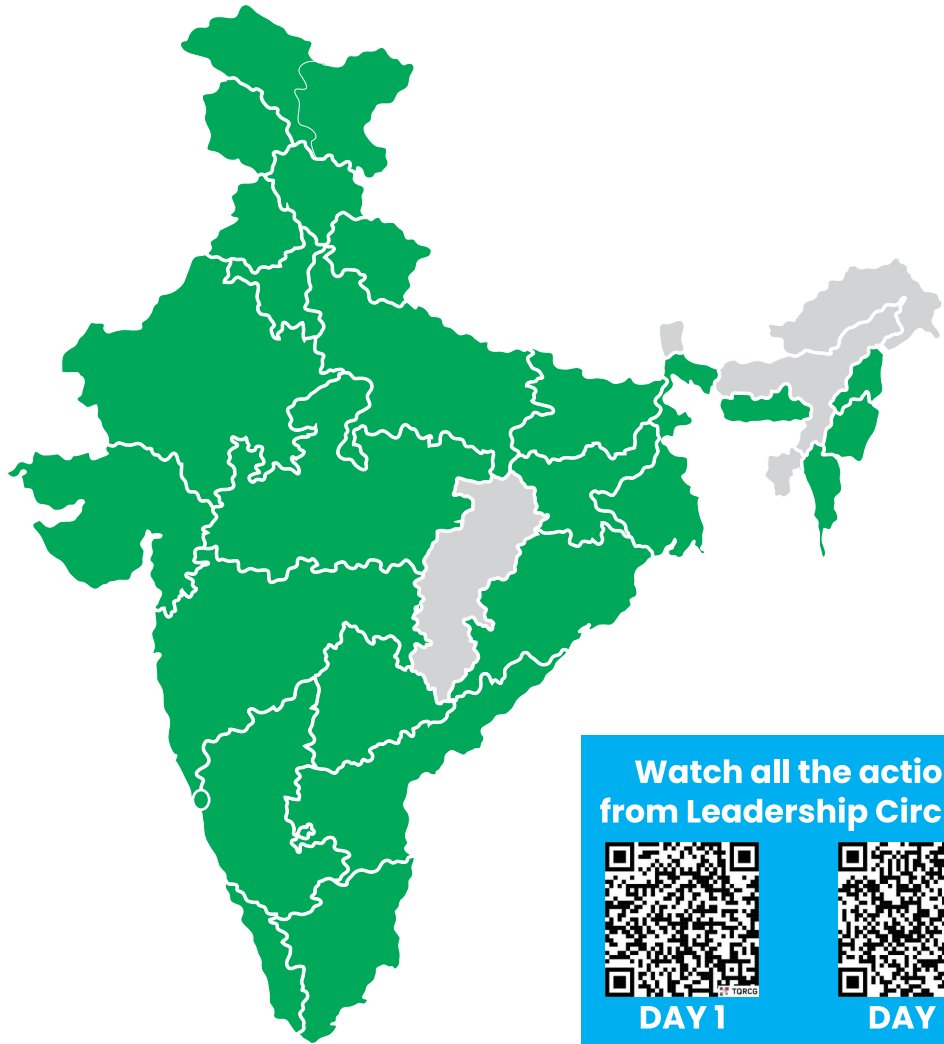
ALfA ACCELERATING
LEARNING
FOR ALL

With insights from the
last Leadership Circle


Leadership Circle Participation till Date

Leadership Circle Events have collectively brought together leaders from across sectors – government, NGOs & CSR – in **more than 25 States & UTs** – including 21 States & UTs at the 5th Leadership Circle.


Several states have returned numerous times, as they progress in implementing ALfA in their contexts.



Watch all the action from Leadership Circle 5



DAY 1



DAY 2

Why Attend Leadership Circle 6?

Experience Change

Proven FLN solutions firsthand. Learn from states & districts that have accelerated learning.



Be Inspired

Network with like-minded policymakers and educationists from across the country.

Learn about the Latest

What's working in FLN: around the country and across the world.



Resolve

Get armed with practical ideas and resolve to take the next steps in your context.

Leadership Circle 6 Tentative Schedule

	6 AUGUST Day 1	7 AUGUST Day 2
8-9AM	Breakfast & Registrations	
9-9.30AM	Lighting of the Lamp Inaugural Address by Chief Guest	Student Performance Keynote Address
9.30-10 AM	Launch of White Paper A New Playbook for States/UTs	Launch of Accelerating Learning for All (Bloomsbury) 2nd Edition
10-11 AM	Panel 1 From Policy to Classroom Practice: Classroom transformation & quality education	Panel 4 Teachers as Pedagogical Leaders Driving learning transformation within system
11 AM-12 PM	ALfA FLN in Action Live Class Demos & Government Teacher Presentations	ALfA FLN in Action Live Class Demos & Government Teacher Presentations
12 PM-1 PM	Panel 2 Pedagogy as the Real Reform: Why teaching methods matter more than just access	Panel 5 Assessment, Evidence and Accountability: How to measure real learning
1-2 PM	Lunch	
2-3 PM	Panel 3 FLN Beyond Targets: Making Literacy Top Priority not a Sideshow	Panel 6 Investing in Learning Futures CSR, tech & long-term sustainability
3-4 PM	ALfA Hands-on Training Fun & Practical Literacy Activities	ALfA Hands-on Training Fun & Practical Numeracy Activities
4-4.30 PM	Sammaan Ceremony: Honouring Leaders	
4.30 Onwards	Visits to Displays: Networking & Dinner for Resident Participants	

Catering Notes

- Morning tea will be served in the hall at 11 am.
- Lunch is provided for all participants.
- Breakfast and dinner is for guests staying on campus. It will be served in the CISV Dining Hall.

Ayodhya Trip – Visit Ram Mandir

8 August, Day 3 (Optional)



Leadership Circle 5 Eminent Guests

“

The real strength of any country lies in educated and capable citizens... Foundational literacy and numeracy do not only change a child's beginning; they change the child's whole future.

Hon'ble Shri Pankaj Chaudhary
Minister of State for Finance



“

A teacher is one who remains a lifelong student and always keeps the hunger to learn... Technology, new pedagogy, innovation, and improvement in the teaching-learning process are the need of the hour.

Hon'ble Dr. Dinesh Sharma
Member of Parliament (Rajya Sabha)



Leadership Circle 5 Eminent Guests



We need efforts that take foundational literacy not only back to the pre-pandemic level, but far above it... A child should love to come to school. If not, something is wrong with the system, not the child.

Hon'ble Shri Sandeep Singh
Minister of State for Basic Education, UP



Uttar Pradesh has not reached the end of the road, but it is on the right road... New techniques should be tested through credible assessment; if they sustainably improve competency levels, we should be open to using them.

Shri Partha Sarthi Sen Sharma
Additional Chief Secretary, UP



Incremental change in pedagogy will not suffice — disruptive pedagogical approaches are needed. Contextualization, play-based and peer interaction are the way forward. This is helping UP's outcomes trend positively.

Professor Indrani Bhaduri
CEO & Head, PARAKH / NCERT, MoE

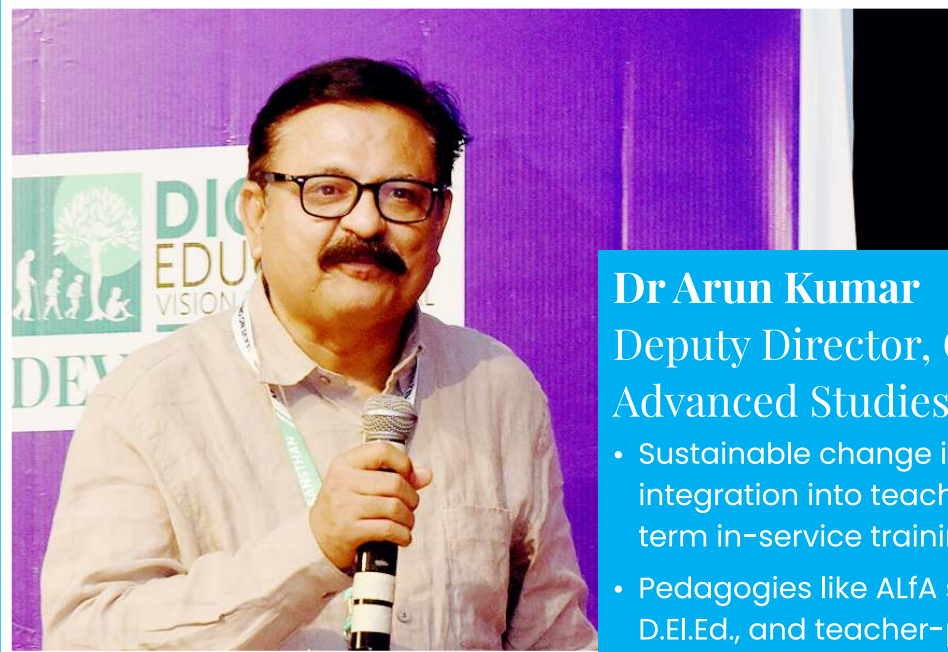


Special Guests



Dr Joseph Emmanuel Chief Executive & Secretary, CISCE

- Education remains the central pathway to a developed India, but current learning data shows the urgent need to strengthen FLN.
- Foundational gaps create cumulative barriers throughout schooling.
- Joyful, experiential, activity-based learning can move classrooms away from rote learning and connect learning with life.
- DEVI Sansthan's work offers a scalable route for strengthening FLN across formal school systems.



Dr Arun Kumar Deputy Director, Government Institute of Advanced Studies in Education, Bikaner

- Sustainable change in FLN needs deeper integration into teacher education, not only short-term in-service training.
- Pedagogies like ALfA should become part of B.Ed., D.El.Ed., and teacher-preparation curricula so future teachers learn them before entering classrooms.
- DIETs and teacher-training institutions can become multiplication points, creating a strong cascade of trained educators across districts.

Launch Events



PadhaiPal

India's first AI-powered Literacy Chatbot

- Children speak words aloud; the bot **evaluates pronunciation using speech-to-text**, corrects mistakes, and uses picture hints when a child struggles
- Gamified with motivational **stickers and feedback**
- Comes with a **teacher dashboard** showing each student's letter-level accuracy
- During the live demo, **180+ delegates scanned the QR code** and started using it in real time — the system briefly overloaded
- Seeking CSR support to scale nationally

Click/scan the QR code to try the chatbot!



ALfA Impact Report: FLN - What Works

- Comprehensive data from multiple states where ALfA has been implemented: UP, HP, Jammu & Kashmir, Telangana, Maharashtra, Jharkhand and Arunachal Pradesh.
- Data confirmed by PARAKH and collected transparently by government teams — not DEVI Sansthan alone.
- Randomised Control Trial Design gives strong evidence of impact.

Click/scan the QR code to read the report.



Live Classroom On Stage

Teachers and students joined the conference from two government schools to demonstrate the ALfA process live.

- A Class 2 student read full paragraphs from today's newspaper — live, on stage
- Audience was invited on stage to verify the children were genuinely reading, not memorizing
- Children built 4-digit numbers (e.g. 2315, 3537) using ice cream sticks, demonstrating place value
- When **Shri Pankaj Chaudhary** (Hon. Finance Minister) arrived and was invited to give a number — he said **2705** — children built it correctly in under a minute.



ALfA Hands-on Training

Master Trainers led the audience in some fun, practical activities



ALfA Bengali Hands-On Session

Two Hindi-speaking volunteers with zero Bengali knowledge learned to read Bengali words within minutes using the ALfA known-to-unknown approach. The entire auditorium then read Bengali words together.

1-3-7 Activity

Three teachers volunteered to be the numbers '1', '3' and '7'. They arranged and rearranged themselves on stage to make 3-digit numbers like 137, 317 etc. This activity helps children understand place value and number sense.



Clap & Snap Activity

The whole audience was thoroughly engaged with the demonstration of how ALfA teaches place value (units, tens, hundreds, thousands) through kinesthetic movement. Delegates from across the country participated, with senior state officials joining on stage.

Panel 1



Strengthening FLN Policy, Implementation & Accountability in School Education

Moderator: Dr. Madhukar Gupta, IAS (Retd.), Director of Partnerships, DEVI Sansthan



Ms Sreekala KS, ASPD

Kerala has been strengthening FLN through programmes like Malayalam Tilakam and Kunjuvayyana, sustained by parental involvement and state funding.



Ms Angela Zothanpuui, Director Education

Mizoram was declared India's first fully literate state on 20 May 2025, having contextualised all national FLN materials into Mizo.





Mr Bijesh Kumar Sharma, Deputy Director Education

Delhi is implementing NIPUNlekhan, Numeracy Walls, and NIPUNshala, with a target of all schools becoming certified by year-end.



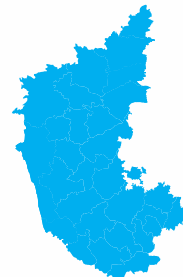
Dr Shankar Kumar, Asst Director SCERT

Punjab has held top national rankings since introducing pre-primary education across all government schools, years before Nipun Bharat.



Dr R. N. Shashikala & Chandrashekhar B, Senior Program Officers, Samagra Shiksha

Karnataka Teacher recruitment is crucial, Karnataka is taking a strong approach.



Ms Sandra M Nongsiej, Nodal Officer FLN

Meghalaya advocated making teacher accountability visible through community. A memorable quote: **'teach less, to learn more'**.



Dr Taneya Singh, Consultant Gr 1 School Education, Niti Aayog

Dr Taneya highlighted that FLN has shifted India's education conversation from access to learning quality.



Panel 2

FRIDAY 8 MAY 2026



Role of CSR in Strengthening FLN Partnerships, Priorities & Proof of Impact

Moderator: Mr. Nixon Joseph, Group Executive, DEVI Sansthan



Anil Parmar (Senior VP, United Way Mumbai)

FLN should be treated as a mainstream education priority, not a supplementary intervention. CSR investment must track long-term returns, including whether children gain basic literacy, numeracy, livelihood readiness, and eventually better employment outcomes.



Savita Mundhe (Head CSR, JSW Foundation)

FLN is the basic foundation for later learning and must begin early, especially through ECCE. A holistic and comprehensive approach can make children school-ready and reduce the need for heavier interventions in higher grades.





Preeti Munjal (Executive Director, IIMPACT Foundation)

FLN must also reach mothers, because women's literacy directly supports girls' education. IIMPACT's mother literacy work with ALfA has helped thousands of mothers improve reading, writing, calculation, attendance, and mother-daughter learning relationships.



Natasha Das (Associate Director, Samhita-CGF)

CSR can act as catalytic capital by supporting innovation, long-term partnerships, and public education systems. FLN should go beyond basic reading and numeracy to include financial literacy, employability, livelihood pathways, and ecosystem-level collaboration.



Sheena Gandhi (Asst Vice President, BSE Ltd)

The Social Stock Exchange can democratize giving and improve trust. Even small contributors can support social projects, while impact reports and transparent tracking show where money goes and how outcomes are being created.



M.G. Prakash Reddy (Editor & CEO, Corporate Social Focus Magazine)

CSR in education must move from infrastructure and activity-based reporting to measurable learning outcomes. FLN is not charity; it is a strategic investment in human capital, family mobility, employability, and India's long-term learning future.



Rishika Uri, CS & CCO, SBI Factors Ltd

CSR is not only about funding; governance, compliance, reporting, and accountability matter equally. Strong monitoring ensures that funds are used correctly, impact is tracked, and foundational literacy builds both employability and personal agency.



Panel 3



Mobilising CSR Towards FLN Strategy, Scale & Sustainability

Moderator: Major General Manoj Tiwari (Retd.), Director Outreach, DEVI Sansthan



Anushka Bonia (CSR Lead, Johnson Matthey India)

CSR acts as a bridge between NGOs and corporate management. Successful pilots, clear data, structured pedagogy, exit strategies, and flexible co-creation help make projects fundable, scalable, and acceptable to corporate decision-makers.



Sahista Mohd Iqbal (CSR Lead, GlaxoSmithKline)

CSR-supported programmes must align with state priorities, use data, and work collaboratively rather than in isolation. Sustainability comes when systems can continue the work after CSR funding moves away from a district or project.



GlaxoSmithKline



Dr Suresh Reddy (Director, SRF Foundation)

Physical donations are easily accepted, but pedagogy, curriculum, and training face deeper resistance. Organisations must prove expertise, convince teachers, adapt to state contexts, keep dialogue open, and work with government systems for scale.



FOUNDATION



Sujeet Ranjan (CEO, United Way Delhi)

Scaling ALfA beyond Uttar Pradesh requires local planning, alignment with NIPUN Bharat, outcome-based funding, technology integration, and multi-stakeholder partnerships. The same model cannot simply be copied everywhere without adapting to local challenges.



Anamika Srivastava (Founder & CEO, Development Consortium)

FLN acceleration cannot happen through fragmented philanthropy. Government, CSR, and NGOs need one aligned system, long-term grants, trust in proven organisations, and embedded budgets for training and capacity building, not just short-term project funding.

DEVELOPMENT CONSORTIUM



SM Tahir (Program Officer, CSR, CII Foundation)

CII supports new technologies and ideas when they are impactful, sustainable, and scalable. CSR funding is available, but organisations need to approach the right companies with the right proposition, align with corporate priorities, and present their programmes clearly



Confederation of Indian Industry

Panel 4



The World's Best Investment Education vs. Other Development Priorities

Moderator: Mr. Nixon Joseph, Group Executive, DEVI Sansthan



Sanjib Kumar Das (CEO, Bandhan Group)

Education comes before health and finance because it helps people make better life decisions. Strong FLN creates multi-generational impact, improves community confidence, and gives CSR programmes a meaningful route to reach children at the last mile.



Anuruddha Kshtriya (General Manager for Investment Promotion, Invest UP)

Education supports Uttar Pradesh's growth vision. A trillion-dollar economy needs skilled, employable young people, and strong foundational learning builds that pipeline. Schooling connects with income, employment, SDGs, industrial readiness, and the state's long-term development priorities.





Sanchita Vaish (CSR Lead, Baker Hughes)

India's youth becomes a true demographic dividend only when education builds real capability. Every year of schooling raises income potential, while parent empowerment, AI-enabled support, and last-mile access can help children continue learning beyond classroom limitations.



Gauri Bhure Roy (Head CSR, DXC Technology)

Literacy and numeracy act as the load-bearing foundation for all development. Education improves health, gender outcomes, climate awareness, nutrition, employability, and social mobility, especially when rural schools receive sustained support and not just one-time intervention.



Rema Mohan, (CEO, NSE Foundation)

FLN must reach children with the fewest options, especially those in government and residential schools. Effective programmes need empathy, local language sensitivity, youth mentors, and flexible models, because every community and every child requires a slightly different pathway.



Sachikanta Tripathi (CSR Head, Jharkhand/Odisha, RSB Foundation)

Education works like the operating system behind every other social sector. CSR needs to move beyond visible infrastructure and invest deeply in teacher capacity, learning quality, foundational skills, and long-term education projects.



Rajasekhara Pandey (DGM CSR, Larsen & Toubro)

One investment in education can transform generations. CSR support in STEM, infrastructure, early childhood learning, school facilities, and mobile learning vans strengthens government efforts and helps foundational learning become more practical, visible, and scalable.



Panel 5



Data to Delivery How Government Systems Can Accelerate FLN Outcomes

Moderator: Dr. Sunita Gandhi, Founder-Director, DEVI Sansthan



Bhawani Rakhwal (SPD, Jammu & Kashmir)

Jammu & Kashmir has introduced ALfA in four districts and aims to expand it across all twenty, using low-cost learning materials to strengthen classroom learning and improve NIPUN outcomes.



Rajesh Sharma (SPD, Himachal Pradesh)

India's education system stands at a crucial point, with PARAKH, ASER, and state data showing FLN gaps. Himachal's progress comes through improved pedagogy, teacher capacity building & stronger middle-level leadership.



Lt. Col. Jitendra Verma (OSD Education, NITI Aayog)

NIPUN is moving forward but needs stronger pace and sharper execution. State ownership, AI-enabled tools, dedicated classroom time and teacher motivation can help foundational learning goals move closer to full achievement.



सत्यमेव जयते
NITI Aayog



Shobha Kapoor (Head of Partnerships, Ministry of Education)

Data becomes useful only when it creates real classroom action. Stronger block- and district-level ownership, AI awareness in schools, and caregiver involvement can make FLN implementation more grounded and responsive to children's needs.

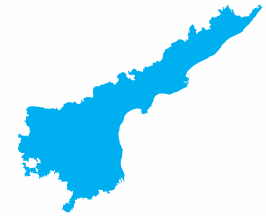


शिक्षा मंत्रालय
MINISTRY OF
EDUCATION



T. Balakrishna (NIPUN Nodal, Andhra Pradesh)

Baseline and endline assessments, AI-supported tools, and remedial planning guide Andhra Pradesh's FLN work. School, mandal, and district-level data help identify learning gaps, plan targeted support, and track impact more systematically.



Dr B.P. Mandauli (Staff Officer, Samagra Shiksha, Uttarakhand)

Data must lead to action for every child. Uttarakhand has vetted AlFA through SCERT and plans pilots in Udham Singh Nagar, Dehradun, and Haridwar, with scope for expansion across all thirteen districts.



Vinod Jain (Founder-Director, Trust Community Livelihood)

AlFA functions as a people's movement built on known-to-unknown learning and peer teaching. Child-to-child learning creates many young teachers inside one classroom and helps address dropout-related learning gaps more quickly.



Rabin Chhetri (Education Consultant)

FLN forms the base on which all later reforms depend. Teachers naturally work as classroom researchers, and their innovations need documentation, funding and recognition so successful learning practices can spread.



Panel 6



Multiplying Impact: CSR Beyond Cheques Embedding FLN in Corporate Giving Strategies

Moderator: Dr. Madhukar Gupta, IAS (Retd.), Director of Partnerships, DEVI Sansthan



Mohd Asim Khan (Head CSR, Cadence)

CSR proposals need clear long-term impact. Corporates can support FLN through teacher salaries, STEM learning, volunteers, school running costs, solar power, infrastructure, and measurable classroom outcomes.

cādence[®]



Dr. Murali Vallivetti (Chairman, GETA Service Trust)

CSR for FLN can focus on dedicated funding, NEP 2020 awareness, teaching templates, TLM development, teacher training, credible assessment platforms, and teacher discussion forums in Indian languages.

Geta



Dr. Archana Mittal (CSR Consultant)

FLN is the foundation of everything and a load-bearing wall for Viksit Bharat. CSR must move beyond one-year charity and invest in teacher empowerment, research, monitoring, advocacy, and multi-year learning commitments.



Salman U. Khan (Senior Program Director, Piramal Foundation)

CSR needs to shift from short-term infrastructure to ecosystem building. FLN improves through assessment, teacher training, community engagement, technology, and long-term commitment.



Arvind Kumar (CSR Executive, NTPC)

CSR has traditionally supported affected communities through school infrastructure, toilets, and facilities. The next step is accelerating NIPUN through activity-based peer learning, teacher labs, capacity building, and learning modules.



Krishna Kant Rai (Founder & Director, BBIC Foundation)

CSR needs a partnership mindset, not a donor-recipient relationship. Corporates can bring mentorship, management systems, technology, and structured support. Education investment is more than charity; it is nation building.



Harshit Mishra (Deputy Commissioner, Kendriya Vidyalaya Sangathan Jammu)

ALfA's district-level impact needs deeper analysis to identify what works and where. Government focus on FLN now extends towards Grade 5, while CSR can strengthen pedagogy, outcomes, teacher training, and technology.



Strong Support From Leadership



“ Dr. Sunita Gandhi’s 30 hour literacy and numeracy model is highly innovative, and highly scalable, that can benefit school children, out of school children and illiterate adults. ”

Shri Rajnath Singh

Hon. Defence Minister, India



[Click Here](#)

Scan QR for recent speech on ALfa

“ I am delighted that DEVI Sansthan is working for education in Lucknow and beyond. I have full confidence that this program will assist children in becoming foundationally literate. ”

Smt Anandiben Patel

Hon. Governor, Uttar Pradesh



[Click Here](#)

Scan QR for endorsement letter



“ I am pleased that Dignity Education Vision International is implementing its project in slums of Lucknow to enable foundational literacy and numeracy through their innovative toolkit. ”

Shri Yogi Adityanath

Hon. Chief Minister, Uttar Pradesh



[Click Here](#)

Scan QR for endorsement letter



“ Dr Gandhi’s innovative pedagogy has brought about remarkable transformations in government schools of Uttar Pradesh. It has significantly improved foundational skills and the quality of education at scale. ”

Shri Sandeep Singh

Hon. Minister of State for Education, UP



[Click Here](#)

Scan QR for endorsement letter





ALIGN-FLN

Alliance for

Global FLN

Samman Ceremony

FLN is a global emergency.
All those working in this field
deserve to be acknowledged.
Alliance for Global FLN wants to
celebrate these changemakers.



Shri Nixon Joseph
Group Executive Director, DEVI Sansthan
Former President, SBI Foundation
Governing Council Member, Yes Foundation

The Samman Ceremony is designed to:

- Recognize outstanding contributions in improving foundational skills.
- Highlight successful models and innovations in education.
- Encourage collaboration across stakeholders: CSR, government & NGOs.
- Inspire wider action toward achieving national goals like NIPUN Bharat.

Rapid Results Initiatives RRI

Stage 1 Explore



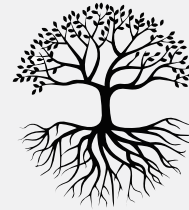
Randomized Control Trial (RCT) or study of existing impact

Stage 2 Expand



Scale to thousands of schools.

Stage 3 Embed

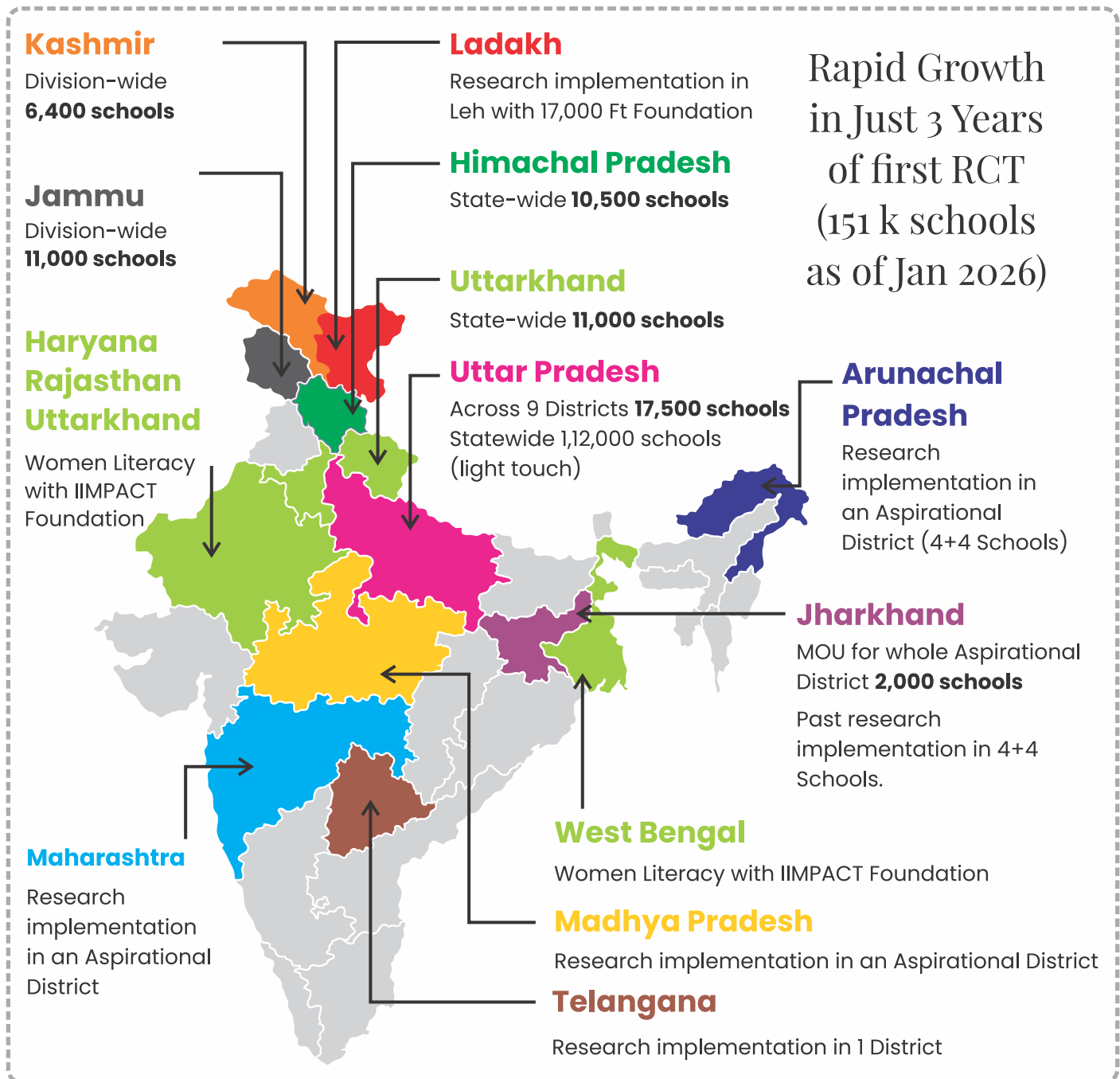


Integrate system-wide (supplement or embedded).

Learn More



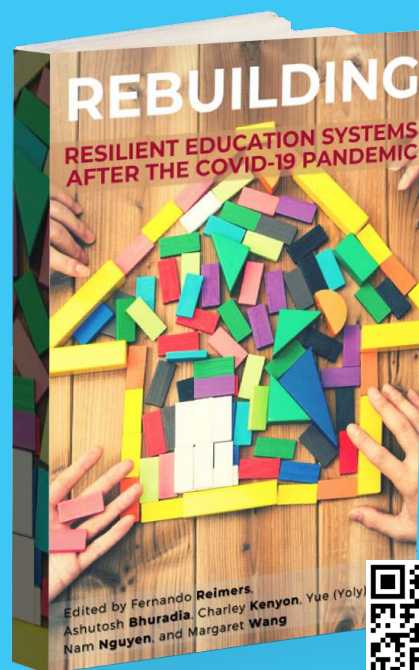
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Harvard On FLN in India's Largest State

Harvard Graduate School of Education, USA
Policy Pathways for Improving Foundational Literacy and Numeracy in Uttar Pradesh, India

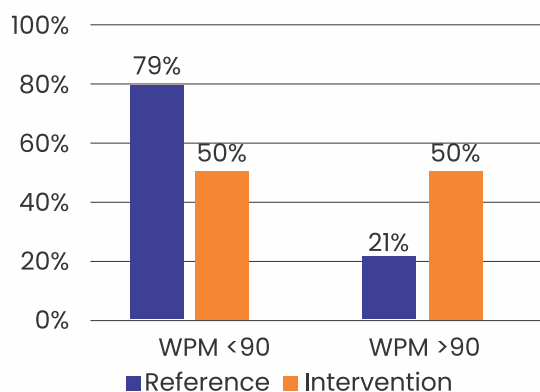
CHAPTER 8 in a book by Prof. Fernando Reimers & team at HGSE: *Rebuilding Resilient Education Systems After the COVID-19 Pandemic*, Published March 2023. Below are some extracts from the chapter:



Accelerated Learning for All (ALFA), helps children quickly gain FLN competencies. The pedagogical approach works as follows: students start with known words in the form of pictures, identify the sounds, and work backward to the letters.

*The effect size of the project was **0.23 for Grade 3** students and **0.89 for Grade 5**...the results suggest there is significant value in pursuing the ALFA model in other schools if implemented in a coherent, structured, and coordinated manner.*

Shamli Oral Reading Fluency



Students in the intervention groups had much higher ORF [oral reading fluency] levels than those in the reference group. For Grades 4-5, 50% of the intervention group students were able to read the passage at >90 words per minute (WPM) compared to 20% of reference group students.

ALfA | Fast & Holistic FLN | Literacy

- ALfA (Accelerating Learning for All) is an FLN accelerator that delivers measurable gains in weeks through paired learning and rapid routines that build joy, 21st-century skills, and equity. Learning is sustained year-long through prescribed textbooks. It supports NEP 2020's vision of holistic education.
- ALfA Literacy builds strong reading and writing foundations through daily phonics, fluency, comprehension, vocabulary, and structured writing.



<p>Scope</p> <p>Grades 1-3 Grades 1-5 Balvatika Grades 6-8 Girls & Adult Learners</p>	<p>Process</p> <p>Joyful, student-led known → unknown concrete → abstract</p> <p>Reading: decoding → blending fluency → comprehension → vocab</p> <p>Mathematics: number sense → concepts → confidence</p>	<p>45-working day + Textbooks</p> <p>1 period/day per subject for ALfA Books & MAT Process (Model in Pairs, Apply in Pairs, Transfer)</p> <p>Take turns to engage with prescribed textbooks using MAT Process to move at 2× the usual pace.</p>
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Literacy Paired Learning Routines

Children take turns to derive first sounds from known pictures (not letters or letter sounds). They blend these sounds to read meaningful words from the beginning | **saves a year+** | moves children quickly towards reading fluency & comprehension. Working in pairs makes learning engaging. All children get busy and learn more in less time.



Click/Scan QRs to hear Teachers' testimonials and see ALfA literacy in action.

Available in 33 world languages (15 Indian) | Easily replicable

Picture → Sound → Word

Hindi



Pair work: One child asks, the other answers.

Child 1: "यह क्या है?" → Child 2: "बतख"

Child 1: "इसकी पहली आवाज़ क्या है?" → Child 2: "/ब/"

Repeats above for the next picture: /सपेरा/ → /स/

Child 1: "नया शब्द क्या बना?" → Child 2: "/ब/ + /स/ → बस" (bus-meaningful)

Swap Roles ↻ → With New Pictures and Words → Repeat Routine above.

English



Child 1: "What is this?" → Child 2: "car"

Child 1: "What is its first sound?" → Child 2: "/c/"

Repeat for the next pictures apple /a/ & tie /t/

Child 1: "What's the new word?" → Child 2: "/c/ + /a/ + /t/ → cat" (meaningful)

Swap Roles ↻ → With New Pictures and Words → Repeat Routine above.

ALfA | Fast & Holistic FLN | Numeracy

- ALfA Numeracy builds strong foundations through paired learning routines that scaffold from **kinesthetic**→**concrete**→**abstract**, and **known**→**unknown**.
- Paired transaction of learning is enabled through a **MAT Process**:

1. **Model** (a paired routine is demonstrated by the working with a randomly selected child as a pair).
2. **Apply** (entire class already sitting in pairs practices the routine with new questions in pairs).
3. **Transfer** (children continue practice, create & answer questions, and stretch to more complex tasks in class and at home).

- Children learn to take turns, communicate, collaborate, solve problems. They develop critical thinking and creativity as suggested in **NEP 2020**.



Talk aloud • Peer-check • Correct • Practice • Level Up

Kinesthetic → Concrete → Abstract

Routine A: Kinesthetic

Child 1: Makes 3 claps + 4 snaps (3 tens + 4 ones)

Child 2: Says, "Thirty-four!"

Child 1: Gives Hi-five to Partner 2; or says, "Try again."

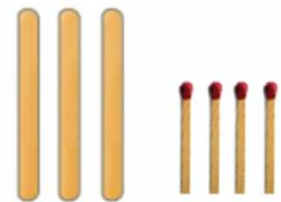
Invert roles. Make new numbers for each other to solve.



Routine B: Concrete

Show with concrete objects (sticks/leaves).

Partner checks. Gives Hi-five! Inverts roles.



Routine C: Abstract

Show the numbers formed in digits.

Partner checks. Gives Hi-five! Inverts roles.

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Policy + Pedagogy = Greater FLN Success

Under strong post-Covid leadership and progressive policies, the UP Government delivered a +10/+10 pp statewide gain and lifted UP to Rank 7 in India in PARAKH 2024 (Grade 3 language & maths).

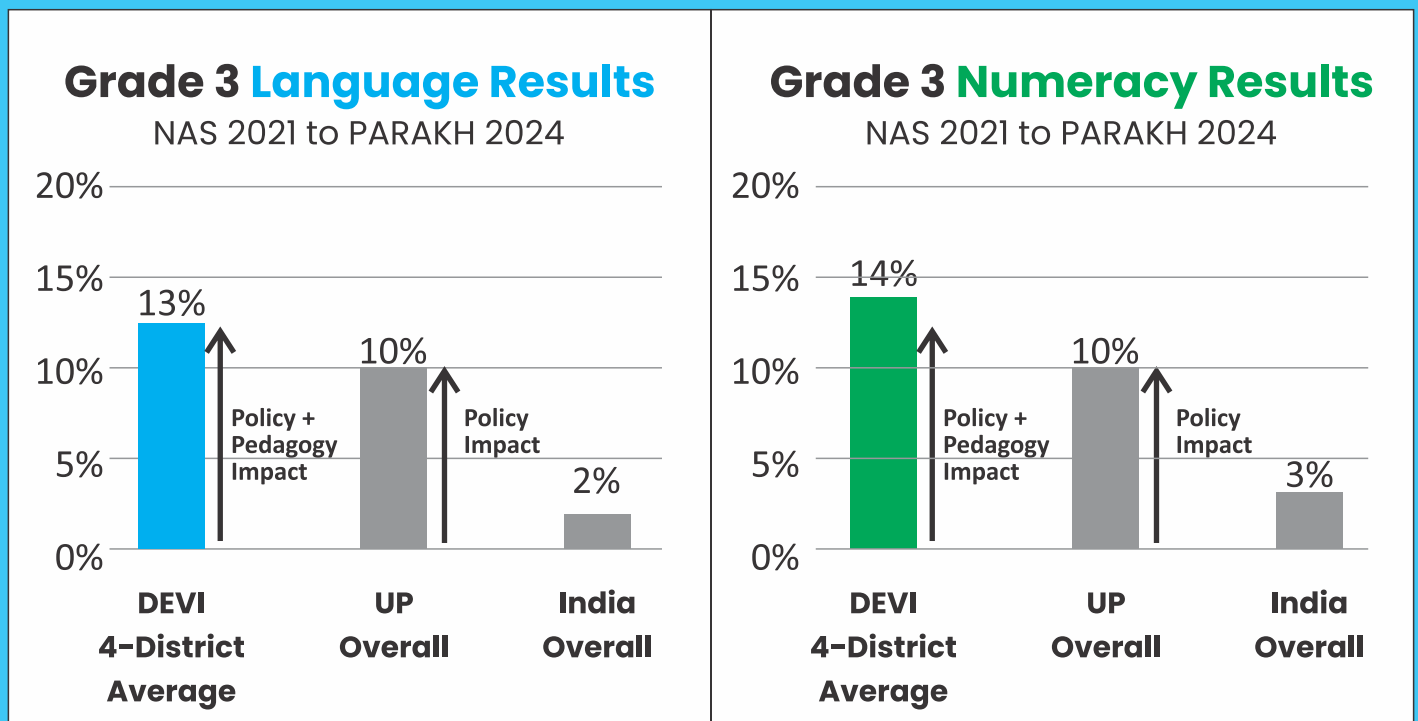
The government further created an **enabling environment for NGOs**, including DEVI to implement its ALfA pedagogical intervention which delivered sharper acceleration: +13/+14 pp across four ALfA districts.

Shamli, once low-performing, was the first to follow ALfA in 2022. It rose to Rank 2 of 75 UP districts for Grade 3 in

PRS 2024. With ALfA currently in 9 districts (17,500 schools) and a proposed statewide FLN supplement for 6 million learners, the message is clear: **policy sets the base; pedagogy speeds the gains.**

Pedagogy changes teaching (not just materials). ALfA daily routines—paired learning, talk routines, role rotation, transfer, and immediate feedback are driving learning gains through **minute-to-minute classroom interactions**, not just plans, scripts, or training.

Grade 3 Learning Gain Between NAS 2021 & PRS 2024



Key

- Literacy Gain
- Numeracy Gain

Sources: Click/Scan QR



NAS
2021



Parakh
2024



For more details,
read the ALIGN
FLN report

[Click Here](#)

[Click Here](#)

[Click Here](#)

NAS: National Achievement Survey, PRS: PARAKH Rashtriya Sarvekshan

POLICY X PEDAGOGY

→ Yields Strongest FLN



POLICY Levers build the road. PEDAGOGY Levers improve learning.

ALfA DISRUPTIVE PEDAGOGY improves learning gains faster, at fraction of the costs.

5 POLICY LEVERS

Learning from high-performing States/UTs

- Priority** FLN stays on top—non-negotiable time, focus, and urgency.
- Push** Clear political and admin ownership—coherent messaging from state to school.
- Plans** Conditions for teachers to act, fixed periods for FLN, materials
- Practice** Coaching + classroom support—demos, practice, feedback, follow-up.
- Proof** Regular checks on FLN levels—simple data, quick reviews, fast corrective action.



5 PEDAGOGY LEVERS

ALfA | Accelerating Learning for All

- Preparation** Train teachers + middle-level mentors; ensure fluency in the ALfA routines.
- Prompts** Booster TLMs + Model School chart (with QR videos) + prompts in TLMs provide real-time guidance.
- Pairing** Random pairing keeps all children active; strengthens equity, inclusion, SEL, 21st-century skills.
- Practice** MAT (Model–Appy–Transfer) drives high repetitions in school and home.
- Proof** Rapid feedback + “not yet/try again” corrections accelerate gains along with govt. tests/evaluations.

Learning from Uttar Pradesh

Policy x Pedagogy Together produced extraordinary gains in UP

+10pp Language	+10pp Mathematics
UP (NAS 2021 → PRS 2024)	
Remarkable one-cycle progress associated with government policy measures.	

+13pp	+14pp
4 DEVI Districts using ALfA	
Indicative of pedagogy-driven acceleration (30–40% learning gain above UP average).	

0.23 (Grade 3)	0.89 (Grade 5)
HGSE Validated RCT (Shamli)	
–effect sizes after 40 days	
Fluency gains 10 ALfA Intervention + 10 Non-Intervention Schools (Aug–Oct 2022)	

REPORTS & EVIDENCE

India

[UP Systemwide/ALfA Gains \(NAS 2021→PRS 2024\)](#)

[Harvard GSE 40-Day RCT \(Shamli, India, 2022\)](#):

+0.23 SD (Grade 3), +0.89 SD (Grade 5)

Other learning gains in [Arunachal Pradesh](#), [Himachal Pradesh](#), [Jharkhand](#), [Maharashtra](#).

[Reach](#): Grown from 20 to recent agreements for 60k+ schools pan India.

International

[Peru](#): 50→72 Math, 53→70 Spanish

[Ghana](#): 0.30–0.90 SD literacy gains;

strong numeracy gains; 3x learning vs comparison schools after 55 days.

[Maldives](#): Double the learning gains

in ALfA compared to non-ALfA schools

[Replication](#): ALfA Toolkits adapted in 33 International languages (15 Indian).



Click Here

Scan QR Code → PRS/NAS data, case studies, ALfA reports, presentations, videos, more.

Literacy of Women & Adolescents

DEVI's groundbreaking research showed that factors of socio-demographic disadvantage - including age, gender, caste, and geography compound each other.

“

A large body of literature suggests that increasing adult literacy rates boosts school enrolment (Chudgar 2009). Investing in adult literacy thus has intergenerational benefits, as helping adults become literate also catalyses literacy improvement for the next generation.

”



Scan the QR to watch a video of **Punita learning** to sign her name.

Learners speak



Ms. Shanti Devi

When I go to the hospital I can sign and get the registration slip immediately and this is convenient for me.



Ms. Nirmala

Previously I was not able to read and write and use to give thumb impression, but now I can sign.



See news reports

CASE STUDY

MOTHER LITERACY PROGRAM

In collaboration with IIMPACT, the program enhanced literacy levels among mothers through focused interventions, driving notable improvements in their literacy and numeracy progress. The entire implementation was conducted by IIMPACT, with DEVI conducting online training for the volunteer coordinators.

SCALE

30,000+ Learners across 5 states:
West Bengal, Rajasthan, Haryana, Uttar Pradesh, Uttarkhand

IMPACT

78% of learners scored less than 40% on the pre-test. By the time of the post test, it was **only 6%**!
Those scoring above **80% grew more than 5x from 3% to 17%**.

OoSC Out of School Children

- One Tara School is a free, alternative school by DEVI Sansthan for out-of-school children, based on the belief that if they can't go to school, the school should come to them. The purpose of the school is also to mainstream children as quickly as possible.
- The One Tara school empowers individuals, NGOs and private schools to start informal education centers, offering quality education.
- DEVI provides full know-how and support including training, study materials, and assessments, at low cost to volunteers who offer free education in both formal and informal settings.
- DEVI invites individuals, families, and NGOs to open free schools in memory of their loved ones, honoring them through education—a *"star above supporting a star on earth."*

Learning Materials



E-Learning & AI Assisted Ed Tech



Physical & E-Assessments



Online / In-Person Training



GOVT PANELISTS

State-level delegations from around the country

Jammu & Kashmir



BHAWANI RAKHWAL
SPD, Jammu & Kashmir



ASHOK KUMAR SHARMA
Director School Education

Ladakh



TSERING YANGDOL
Head of Department, DIET

Himachal Pradesh



SHRI ROHIT THAKUR
Minister of Education



ASHISH KOHLI
Director Elementary Ed



SHRI RAJESH SHARMA
State Project Director

Uttarakhand



MANJULA DEVI
FLN Coordinator



DR B. P. MANDALI
Staff Officer, Samagra Shiksha



ABHISHEK SHUKLA
Basic Education Officer

Uttar Pradesh



DR DINESH SHARMA
Member of Rajya Sabha



SANDEEP SINGH
Deputy Chief Minister



BRIJESH PATHAK
Deputy Chief Minister



PARTH SARTHI SEN SHARMA
Additional Chief Secretary, UP



SHANMUGA SUNDARAM
Principal Secretary Uttar Pradesh



IAS AWANISH AWASHTHI
Advisor to Chief Minister, UP

Delhi



BIJESH KUMAR SHARMA
Deputy Director Education

Madhya Pradesh



SHRI D.S. KUSHWAH
Director of Education



RAMESH PRASAD LAKHER
District Program Coordinator Vidisha

Punjab



DR SHANKAR KUMAR
Asst Director SCERT

Maharashtra



ROHINI PATIL
Teacher



DR YUNUS PATHAN
Deputy Director Education

Goa



DR SHAMBHU GHADI
State Project Director



GAJANAN DESAI
FLN Coordinator

Andhra Pradesh



T BALAKRISHNA
NIPUN Nodal Officer

Nagaland



DAVID KIRE
OSD

Mizoram



ANGELA ZOTHANPUI
Director of Education

Meghalaya



SANDRA M NONGSIEJ
Nodal Officer FLN

Manipur



ATHOKPAM AMITA DEVI
State Resource Person

Karnataka



DR R N SASHIKALA
Senior Program Officer Samagra Shiksha

Kerala



SREEKALA KS
ASPD

Book By DEVI

ALFA: Accelerating Learning for All
A Groundbreaking Pedagogy to
Transform Education



Bloomsbury,
January 2024



"All students should be able to learn to read quickly so that they can maximize their academic potential and ALFA does that."

Jon Corippo

Founder of EduProtocols, USA

"This book provides some insightful and unique ideas about creating a pedagogy of possibility. It will undoubtedly create the conditions for a better world."

Sigamoney Naicker

Professor, University of the Western Cape, SA



CSR PANELISTS

At previous DEVI events (Designations at time of the events)



SWATI JHA

Program Director
American India Foundation



MANISHA TRIPATHI

American India Foundation



MATHEW JOSEPH

Country Director
American India Foundation



PRATYUSH DAS

Manager
American Indian Foundation



DR. BHASKAR CHATTERJEE

Chief Executive Officer
Anil Agarwal Foundation



SUDARSHAN SUCHI

Chief Executive Officer
Bal Raksha Bharat



HEMANTH MADEGOWDA

Head, CSR
Bangalore International Airport Ltd.



SHASHI SANJAY

Bharti Airtel Foundation



MAMTA SAIKIA

Chief Executive Officer
Bharti Foundation



KUMAR ANURAG PRATAP

VP, Capgemini India



ARUN ARORA

Director, Chetak Foundation



ANURAG SRIVASTAVA

Leader, APJC, CISCO

CSR PANELISTS

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Director
Deepak Foundation



MONIKA WALIA
Head CSR, India
Global Logic Hitachi Group



VAIBHAV CHAUHAN
Project Manager
HCL Foundation



YOGESH KUMAR
Deputy General Manager
HCL Foundation



ALOK VERMA
Project Director
HCL Foundation



NEELIMA CHOPRA
HCL Foundation



JOYEETA DAS
Lead & Strategist,
IBM



MATILDA LOBO
Head, CSR
IndusInd Bank



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AISHWARYA MAHAJAN
President, M3M Foundation



RUPALI KATHURIA
CSR Lead, Mastercard

CSR PANELISTS

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Chief General Manager HR
NBCC (India) Limited



KIRAN DM
Former CEO
ONGC Foundation



ANUKA KUMAR
Head CSR
Oppo Mobiles India Pvt. Ltd.



GAMBHIR AGARWAL
Group Head, CSR
Relaxo Footwears



SANJAY PRAKASH
MD & CEO
SBI Foundation



ANTONY NELLISSERY
Vice President, CSR
Sterlite Power



ASHISH SAHAY
Head CSR
Strategic Initiatives



AZADAR H. KHAN
Senior VP CSR
Sun Pharma



BIJAY CHOWDHURY
Head, CSR & Philanthropy (Asia)
Synopsis Inc.



KHURRAM NAAYAAB
GM, Vedanta Group



SHERIN ALI
Global CSR Lead, WNS Global Services

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At previous DEVI events (Designations at time of the events)



SANDEEP SAHU
Co-Founder & Director
17000ft Foundation



KAMAL GAUR
Deputy Director Programs Education
Bal Raksha Bharat



AMIT CHANDRA
CEO, Centre for
Civil Society



PREETI MUNJAL
Executive Director
IIMPACT



NIHARIKA GAUR
Head Philanthropy
Khan Academy



JAYASREE RAMESH
Director
Kotak Education Foundation



SANGEETA DANDAPAT
FLN Program Head
Kotak Education Foundation



JOANNE TELSER FRERE
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Literacy Chicago



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Founder & CEO
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Head Partnerships, NIIT Foundation



URMILA CHOUDHURY
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NANDITA RAVAL
Piramal Foundation

CIVIL SOCIETY PANELISTS

At previous DEVI events (Designations at time of the events)



ANUSHREE MISHRA

Director of Programs
Plan International



ROBIN SARKAR

Project Director, Shiksha
Shiv Nadar Foundation



ARUN ARORA

Executive Director
SMILE Foundation



SHAVETA SHARMA KUKREJA

CEO & MD
Central Square Foundation



PRACHI GAUR

Program Director
Tech Mahindra Foundation



GAURI MALAVIYA

Lead Partnerships
Thinkerbell Labs



SANTOSH PHAD

Founder
Thinksharp Foundation



BALBIR MAAN SINGH

Founder-Director
Ummeed Foundation



GANESH REDDY

Joint Secretary
UN Global Compact Network



KANUPRIYA MISHRA

Education Specialist, World Bank



PRADEEP KUMAR

Director Partnerships, World Reader



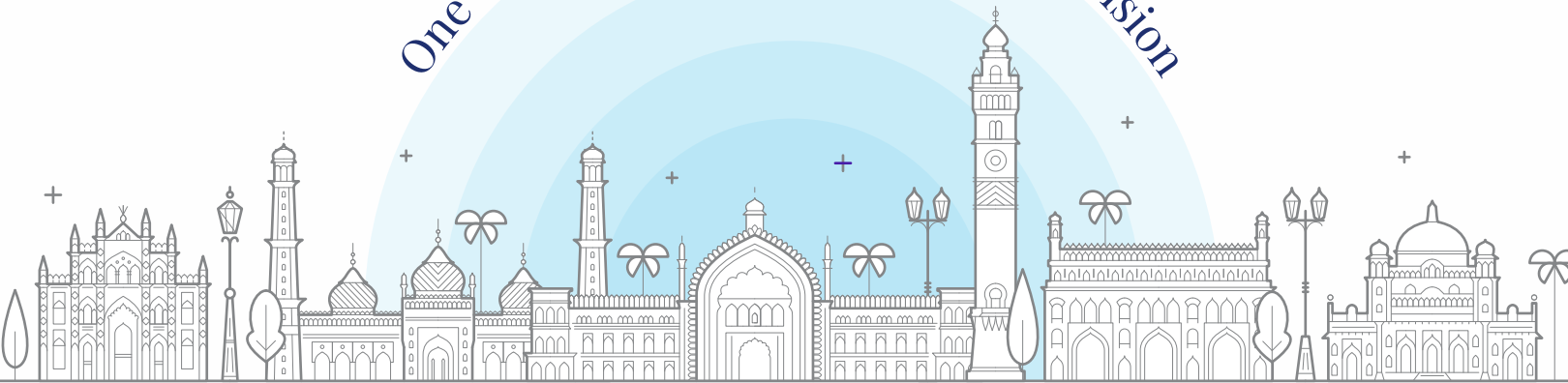
ASIM KHAN

CSR Head, Cadence

Leadership Circle 6

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