DEVI SANSTHAN
Dignity Education Vision International

Leave no one behind

Massive

Open

Online

Training

Teacher & Trainer Empowerment

☑ **Zero-cost**

☑ **Highly Effective**

☑ **Easily Scalable**

ALfA Accelerating Learning for All

Executive Summary

DEVI Sansthan recently conducted the first Massive Open Online Training (MOOT) on the Accelerating Learning for All (ALfA) program, to empower teachers with innovative pedagogies to improve Functional Literacy & Numeracy (FLN) teaching.

Why ALfA FLN?

- Foundational Literacy & Numeracy is the highest priority of Sustainable Development Goal 4 and India's National Education Policy.

- ALfA is the fastest way to reach FLN goals: just 2 periods per day over 45 days, thanks to innovative pedagogy based on peer learning, hands-on activities.

- ALfA embeds the 6C Skills: collaboration, communication, critical thinking, creativity, character and citizenship.

Why a MOOT?

There are many logistical constraints to physical trainings, including the time and financial expense of travel & venues. The MOOT is an experimental idea to bring the best aspects of a physical training – participation, engagement and discussion – into an online format. This highly scalable and flexible format enables us to get the ALfA process and pedagogy out into the world as quickly as possible. It's also low carbon!

In future rounds, trainers can be empowered to provide MOOT and provide physical training in their own languages.

HINDI	
Numeracy	**Literacy**

ENGLISH	
Numeracy	**Literacy**

Scan the QR codes to watch recordings of the MOOT Sessions.

Data Highlights

25,660 YouTube Views across 13 sessions	**53** countries with representatives from all 6 continents participated	**26** states of India participated	**72%** of participants expressed interest in becoming an ALfA trainer
86% of participants said they would 'definitely' use ALfA in their class	**93%** of participants found the online format of the training to be effective	**95%** of participants wanted access to ALfA materials	**97%** of participants passed the quiz & were shared free access to ALfA materials	**99%** of teachers said they had new take-away points from the training

Training Format

The training was conducted in three time slots each day on 9-10 March in English, to cater for participants from different time-zones around the world. This was followed by a Policymakers' Conclave on 11 March. On 14-15 March, the training was done in two time slots in Hindi, to cater for Indian teachers.

The training was broadcast live on YouTube; with participants interacting via the live comments, audience polls, and a quiz at the end of the training.

MOOT Advantages

- Empower teachers with many ideas for change
- Improve teacher enthusiasm
- Implement change immediately
- Enhance learning outcomes swiftly using new & advanced techniques
- Equip teachers with practical ideas for hands-on activities
- Gain access to Accelerating Learning for All (ALfA) materials for implementation

How we made MOOT highly effective

Many complain that online training is often boring, but we innovated to make the MOOT an enriching experience for all.

- More interactive: Enabled through audience polls and live chat
- More participatory: Multiple people can share & receive instant responses
- More engaging: Conversational presentations by two or three facilitators create more interest than monologue
- More enjoyable: Participants take part in a fun quiz and receive certificates

Why send your teachers to a MOOT?

Participants leave the power-packed 3-hour sessions highly motivated to implement ALfA and empowered with practical skills such as how to:

- Use paired learning to accelerate FLN acquisition by the class
- Take instant whole-class feedback on learning levels
- Conduct fun hands-on literacy and numeracy activities using easily available materials from home and surroundings

A Call to Action

Policymakers

- Invite all your teachers to the next MOOT to take their skills and motivation to the next level
- Implement the 45-days-to-FLN challenge across your schools

Trainers

- Become a registered ALfA trainer to deliver online and in-person workshops in your language and contexts
- Help replicate the ALfA materials in more languages (already available in 30+)

Teachers

- Come to the next MOOT and motivate your friends and colleagues to join
- Implement ALfA in your classroom and share your photos and videos with us and the world

Participants of the MOOT

Our first MOOT received over 25,000 YouTube[1] views. The vast majority of participants (96%) were from India, with 26 States and Union Territories represented.

Internationally, there were participants from 53 countries around the world, including all six continents. Apart from India, some of the countries with most participants included Maldives & UAE (Asia), the United States & Peru (Americas), Namibia & Nigeria (Africa).
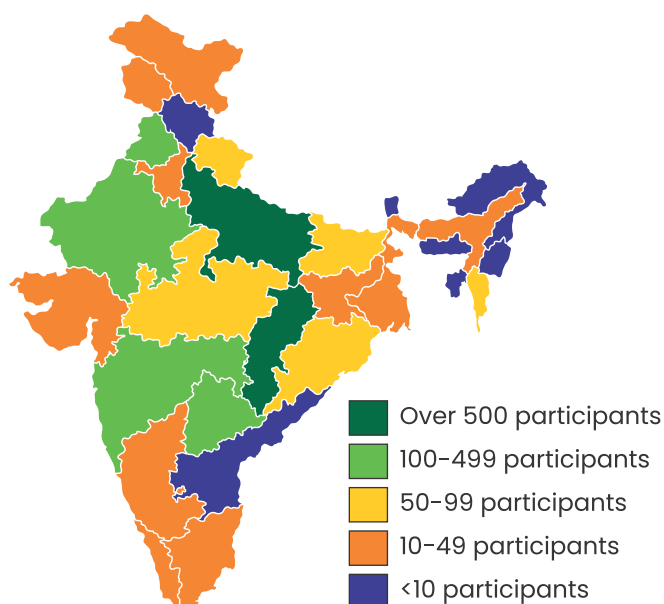

■ Over 500 participants
■ 100-499 participants
■ 50-99 participants
■ 10-49 participants
■ <10 participants

Figure 1: State-by-state breakdown of participants from India

Table 1: Total MOOT and Policymaker Conclave[2] participants

Date & Starting time (IST)	Language	Content	Total YouTube Views (As at 20 March)
9 March 9.00 am	English	Literacy	1,810
9 March 2.00 pm	English	Numeracy	1,517
9 March 9.00 pm	English	Literacy	618
10 March 9.00 am	English	Numeracy	1,528
10 March 2.00 pm	English	Literacy	1,066
10 March 9.00 pm	English	Numeracy	405
11 March 9.00 am	English	Policymakers' Conclave	365
11 March 2.00 pm	English	Policymakers' Conclave	348
11 March 9.00 pm	English	Policymakers' Conclave	229
14 March 9.00 am	Hindi	Literacy	7,373
14 March 1.30 pm	Hindi	Numeracy	4,150
15 March 9.00 am	Hindi	Numeracy	4,169
15 March 1.30 pm	Hindi	Literacy	2,082
Total			**25,660**

1. The event was streamed on eight platforms, including Facebook live, Twitter live, LinkedIn live. The data shown here is only from YouTube, which had the vast majority of viewers.
2. The Policymaker Conclave was by invitation only; attracting a smaller number of views.

Training Format

The training was delivered in 3.5-hour sessions. These were offered in alternating slots, as shown in Table 2 below. This enables teachers to either attend two sessions in the one day, or the same timeslot on two consecutive days. For the English events on 9-11 March, the time slots were designed to allow participation from time-zones around the world.

Table 2: Training time slots

	9-12.30 am IST	2-5.30 pm IST	9pm-12.30 am IST
9 March	Literacy	Numeracy	Literacy
10 March	Numeracy	Literacy	Numeracy
11 March	Global Policymakers Conclave		
14 March	Literacy	Numeracy	-
15 March	Numeracy	Literacy	-

A session consisted of 8-10 short videos (3-8 minutes long) showing a particular aspect of the classroom implementation and guiding principles of the ALfA program which can be applied to any educational context.

Session Flow

1. Speech on importance of FLN by Chief Guest: Hon. Defence Minister Rajnath Singh
2. Video & Interaction: Comparing & Contrasting ALfA and typical classroom
3. Video & Interaction: How to accelerate learning with the power of paired learning
4. ALfA Literacy/Numeracy hands-on activities: Ideas to take away loved by all
5. Video & Interaction: How ALfA embeds the 6C Skills
6. Video & Interaction: The steps of an ALfA classroom
7. Feedback, Q&A
8. Quiz & Certificates of Participation & Accomplishment
9. Sharing of ALfA Resources and App (to print from, if required)

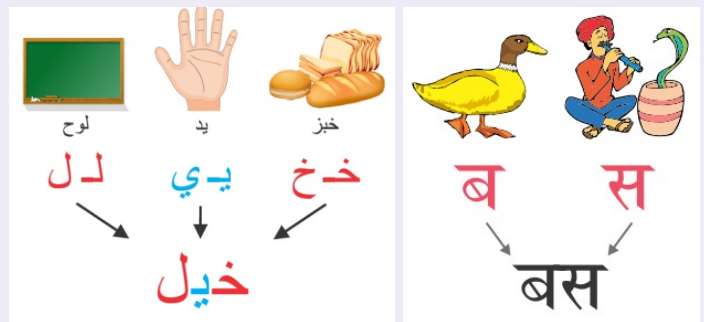Scan the QR to watch Hon. Defence Minister **Rajnath Singh's** speech.

Each training opened with a video address by India's Defence Minister (and former Uttar Pradesh Education Minister) Rajnath Singh.

Training Content

Each video was followed by a short panel discussion between the two or three master trainers. This was interspersed with various literacy and numeracy activities, which participants were highly engaged with. Participants also looked through the structure and content of the ALfA e-Learning materials.

Figure 2: ALfA Learning Materials
- 15 Indian Languages
- 15 International Languages
- short, visual modules
- building from known to unknown
- designed for paired learning
- embeds 6C skills

The sessions were highly interactive, with participants sharing their opinions and engaging with the content through the chat comments, audience polls, and a quiz. Those who took the quiz and scored over 50% were given a certificate of participation, those scoring over 80% received a certificate of accomplishment.
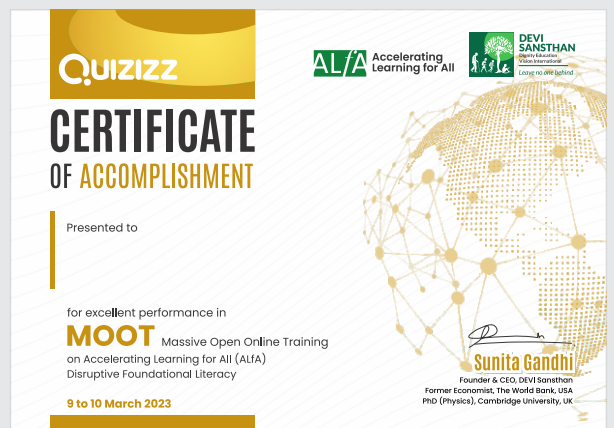
Some of the favourite activities conducted in the trainings were:

How many words can you find? Using the letters of the word LITERACY, participants had two minutes to make as many words as they could. Some participants made as many as 28 words, including words such as clarity, article and reality!

Unscrambling the sentence. Participants were given various short sentences in which the word order had been scrambled.

Maths operations with concrete objects. The facilitators used matchsticks as ones and ice-cream sticks as tens. Participants were asked to post in the comments which two common objects they were using. Some of the responses: spoons, chalk, neem leaves, mango leaves, pens, pencils, markers, paper balls and pebbles. They then used these objects to do various operations, such as 28 + 15 and 72 divided by 3.
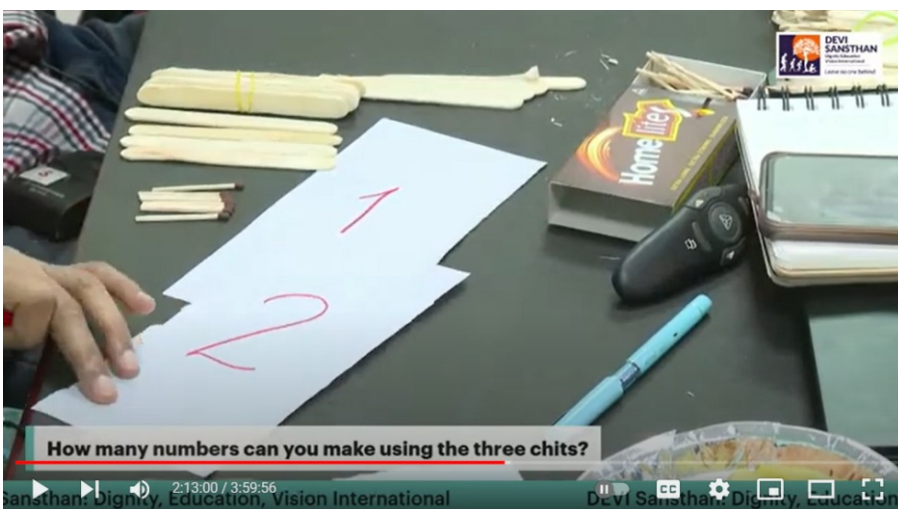
1-2-3 paper chits. Participants made three paper chits, writing '1', '2' and '3' on them respectively. They then arranged and rearranged the chits to see how many three digit numbers they could form.
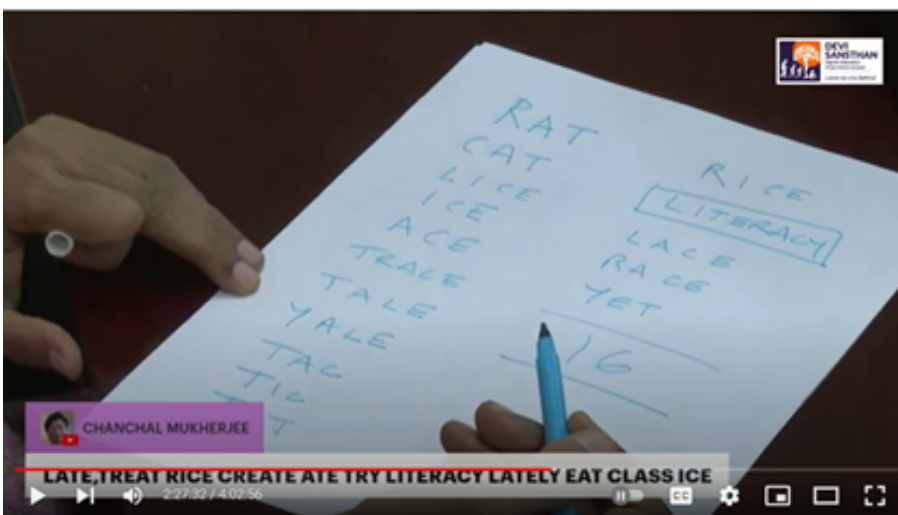
How many words can you find? Activity

How many numbers can you make using the three chits? Activity

Quantitative Feedback

Several audience polls were used in the Hindi sessions of the MOOT to gauge participants' attitude. The results, which were overwhelmingly positive, are shown in Table 3 below.[3]

How did you find today's training?

Excellent	73%
Quite good	22%
Ok	3%
Nothing new	0%

Poll complete: 195 votes
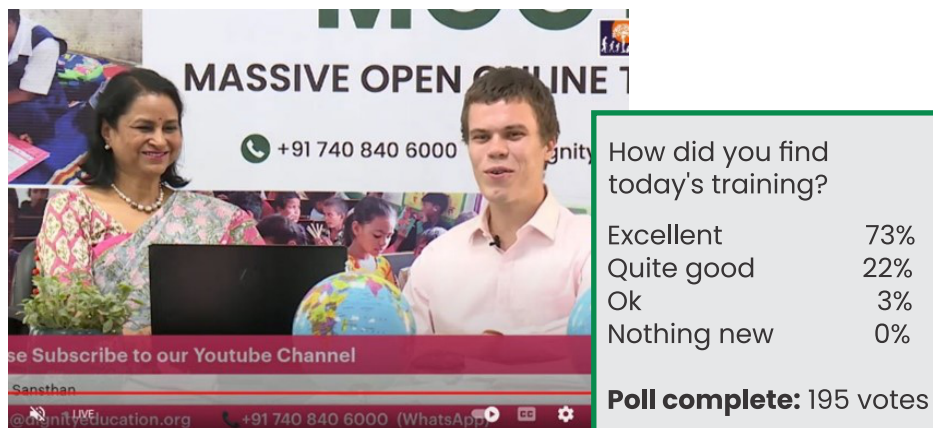
Table 3: Audience Polls in Hindi MOOT Sessions

Question	Results	
How did you find today's training?	Excellent Quite good Ok Nothing new	73% 22% 3% 0%
Do you want to adopt the ALfA pedagogy and processes in your classes?	Yes Maybe No	90% 10% 0%
Do you want to adopt paired learning in your classes?	Yes Maybe No	100% 0% 0%
Has the online format of this MOOT been effective for you?	Yes Somewhat No	93% 5% 1%

A Quiz link was shared with participants of each session. Each quiz contained 9-12 questions about the training content. Approximately 70% of quiz participants scored 70% or above, as shown in Figure 3.

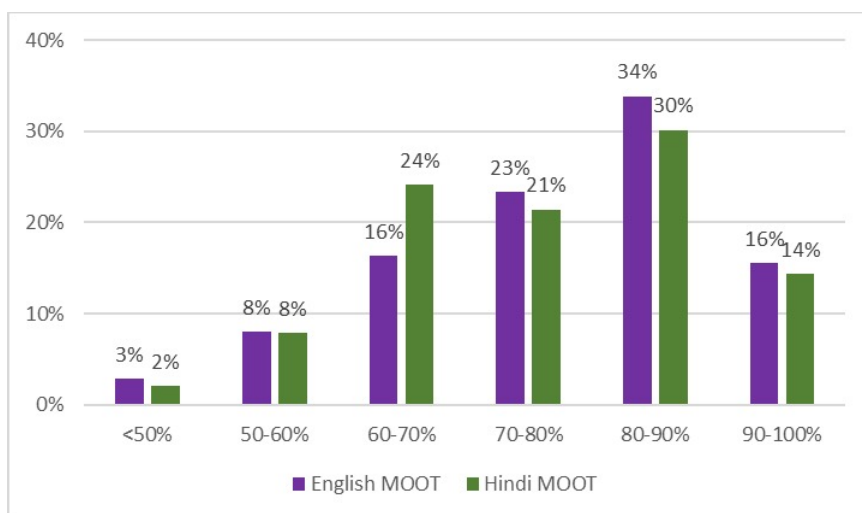Figure 3: Participant Quiz scores

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3. Figures may not sum to 100% due to rounding.

The quiz also contained an opinion survey, the results of which are shown in Table 4 below.

Match each ALfA principle with its symbol.

Games and Activities | Peer Learning | Known to Unknown | Children making questions for each other | Plenty of Thinking Time

Figure 4: Sample quiz question

Table 4 Quiz Opinion Survey

Question	Response options	English MOOT	Hindi MOOT
How likely are you to implement ALfA in your classroom?	Definitely	85%	87%
	Probably	8%	10%
	Maybe	6%	1%
	No thanks	1%	2%
Do you feel you need more training in the ALfA process?	Yes – need more training before I start	41%	40%
	Yes–but going to start now anyway	48%	48%
	I don't need more training	11%	11%
Do you want access to the ALfA materials?	Yes, I have a projector/screen in my classroom to use the e-learning materials	25%	19%
	Yes, I can download and use from my phone or laptop	36%	33%
	Yes, I can download & print out some of the materials at my end	21%	24%
	Yes, but I want printed materials - and I will ask government officials or others to help me get them	14%	22%
	No thanks	4%	5%
Would you like to become a trainer for ALfA?	I have been a trainer, and would also like to become an ALfA trainer	26%	29%
	I have no training experience but would like to become an ALfA trainer	48%	42%
	No thanks	26%	29%
Were there any new takeaways for you from this training, which you will use in your classroom?	Yes, lots of things	Question not asked	83%
	Yes, a few takeaways		16%
	Sorry, nothing new or useful		1%
If physical training is not possible, do you think this way of training online worked for you?	Yes, definitely: please continue to provide online training	Question not asked	77%
	Somewhat, I'd like to attend more online sessions		19%
	No, physical training is what I need		4%

Qualitative Feedback

Participants engaged in discussion on the training matter via the comments. The comment transcripts from most sessions ran to over a hundred pages, with tens of thousands of words, which indicates a high level of engagement! As expected with a fast-flowing chat, most people kept their comments short. A sample is offered below:

Inger Stenseth
We should have more interaction, and have breakout groups and work in pairs. It will also connect heart to heart bonds between teachers.

Mamta (PS Narpat Khera)
Known se Unknown ki taraf ja kar bacche learn kar rahe he. Tareeka zyada effective he

[Children are learning with the known to unknown method, which is highly effective.]

Miguel Angel Peña Flores
Greetings from Peru! ALfA will make a big difference here.

Gurugrt
बच्चों का स्वयं से जोड़ी बना कर पढ़ना, शिक्षा व्यवस्था को रुचिकर एवं आनन्ददायी बनाने के साथ ही बच्चों के व्यक्तित्व विकास में भी सहायक होगा।
[As well as making education interesting and joyful, children reading in pairs will be helpful in developing their character.]

Fatima Nafees
ALFA techniques of teaching is very interesting for students as well as teachers.

Hemlata Sahu
यह बहुत अच्छा तरीका है इसमें बच्चे अपने साथी के साथ, चित्र के नाम के पहले अक्षर (आवाज)भी सिख रहे है।
[This is an excellent method, in which children collaborate to derive the first sound from the name of a picture.]

Padmaja Tripathi SRG
सारे बच्चे रुचि के साथ से पढ़ने में व्यस्त हैं
[All the children are learning with each other in pairs, which is remarkable in and of itself. They are learning maths through games. Amazing!]

Chhama Singh
pair me sabhi bachche apni impotance dekh rahe hai doosara ye sabhi se samanjasy bithaanaa seekhte hai.

[All children feel valued and important with paired learning. They also learn how to sit with each other as equals.]

Sarita Devi
बच्चों को अल्फा की किताबें पढ़ने में मजा आयेगा क्योंकि ये किताबें चित्रात्मक जय हैं
[Children will enjoy learning to read with the ALfA books, because these books are pictorial.]

Radhe Patel
pair learning ke through bachhe ak dusre se shikh rahe hai jo bahut badi uplabdhi hai. amezing

[Children are learning with each other in pairs, which is remarkable. Amazing!]

Poonam Singh
बच्चे खेल खेल में सीख रहे हैं और उनको आनंद भी आ रहा है
[Children are learning through games and they are also having fun.]

Ravinder Kaur Gill
Amazinggggg session....we learnt alot....

Spelling and grammar errors have not been altered to preserve the original comments, but have been fixed in the English translation.

Conclusion & Next Steps

The MOOT was overall extremely successful, with highly positive feedback indicating that participants found it both engaging and useful. This modality offers the prospect of highly scalable and flexible zero-marginal-cost training.

One avenue for improvement would be to optimise our data collection. Many viewers joined the YouTube link directly, filling neither the registration form (intended to be filled before the training) nor completing the quiz (intended for after the training). The link to the quiz should be pinned clearly in the comments, so that people watching the recording also know they are welcome to join the quiz. Rather than having a separate registration form, the quiz can also collect necessary demographic data and contact details.

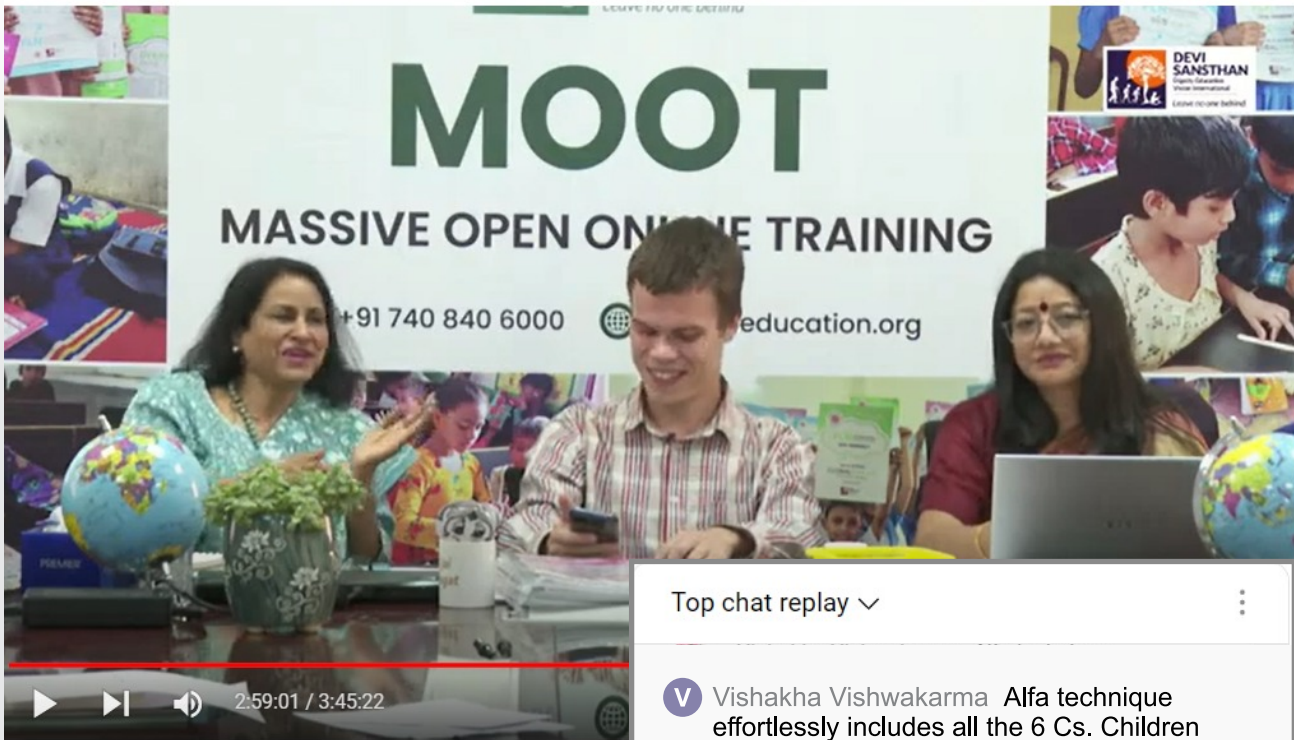*Grade 1 children learning tens and ones in pairs through a clapping and snapping activity*

There are three main ways DEVI Sansthan plans to carry the MOOT concept forwards:

Running more MOOTs regularly across India and around the world. We have developed the video resources, PowerPoints and timetabling which will enable us to run more MOOTs more frequently, with less effort. The main reason to keep running MOOTs rather than referring people to the recordings is that live MOOTs enable genuine interaction via the comments. Participants appreciate the fact that their comments and questions can be highlighted on screen and discussed live.

Develop an asynchronous MOOC. Massive Open Online Courses have become an increasingly popular form of learning, for instance, on platforms like EdX. We can adapt the videos and materials developed for the MOOT to this asynchronous modality. Participants can log onto the MOOC any time as per their convenience, and still interact with others and DEVI Sansthan via a community forum.

Decentralise the training process. Over 70% of MOOT participants expressed interest in becoming trainers. We want to offer further training, support and resources to them, so that they can conduct more trainings (both online and offline) in their own contexts. This will enable the message to reach a broader audience (both geographically and linguistically).

We look forward to further refining and scaling up online training processes to ultimately empower millions of volunteers and teachers with highly relevant, practical pedagogy and learning materials.

SDG 4
disruptive FLN at scale
Foundational Literacy & Numeracy

GLOBAL DREAM
Disruptive Literacy

MOOT
MASSIVE OPEN ONLINE TRAINING
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DEVI SANSTHAN

2:59:01 / 3:45:22

Top chat replay ⌄

V Vishakha Vishwakarma Alfa technique effortlessly includes all the 6 Cs. Children are developing these skills through interaction with each other and learning on their own.

FLN
IN 45 DAYS

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