

# FLN WHAT WORKS



INDIA

 **DIGNITY**  
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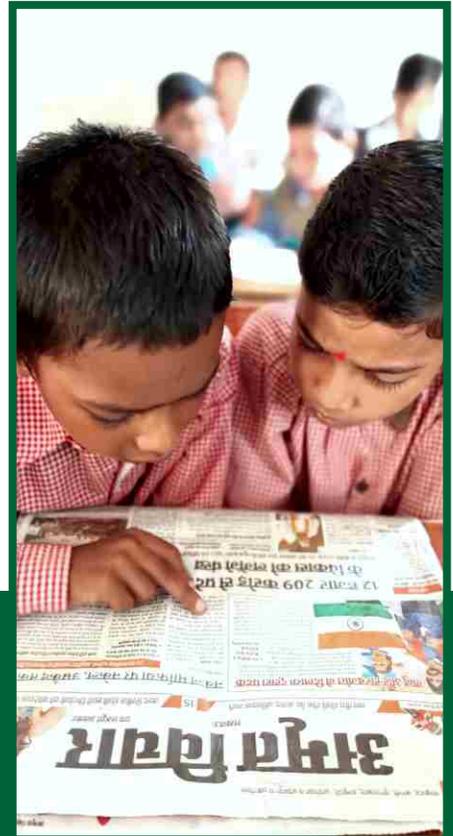
## ALFA IMPACT REPORT



**SWIFT**



**SCALABLE**



**SUSTAINABLE**

# FLN at Speed What Works

**Policy × Pedagogy =**

**FLN Speed at Scale**

**When strong policy is topped by the ALfA pedagogy, gains accelerate fast.**

PRS 2024 (PARAKH Rashtriya Sarvekshan), compared with NAS (National Achievement Survey) 2021, gives us a rare system-wide signal. The national recovery is real despite the Covid setback is modest. At the same time, the data analysis shows something more encouraging: **11 states/UTs** improved by **at least 10 percentage points** in either or both Grade 3 Language or Maths between NAS 2021 and PRS 2024, many other states improved by high single digits, establishing that faster learning gains at scale are possible.

## A Shorthand Interpretation

What do these “high movers” likely share?

**Strong policy** as indicated by these **5P levers**:

**Priority:** FLN stays at the top of the agenda and review calendar.

**People:** Clear ownership from state to district to block/cluster; roles are defined.

**Plans:** Targets, timelines, timetables align to the same learning goals.

**Process:** Ongoing classroom-facing support—mentoring, and coaching.

**Proof:** Regular learning checks used for course-correction, not just reporting.

Uttar Pradesh illustrates the pattern. UP improved by about **+10/+10** points statewide. Within UP, four districts—Shamli, Lucknow, Barabanki and

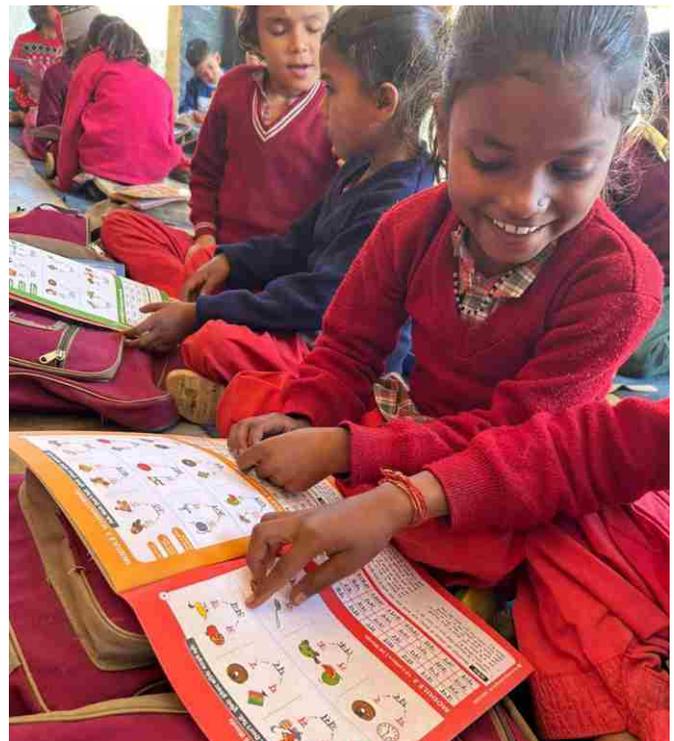
Unnao—moved even faster, averaging **+13/+14**.

Himachal Pradesh also saw large statewide gains, and **Solan**—the only district-scale site outside UP where the same **ALfA** pedagogy was implemented—rose above the state average in both subjects.

## ALfA: Accelerating Learning for All

ALfA, built on 20+ years of research, is a **disruptive pedagogy** enables rapid FLN gains through paired-learning, and a new scaffolding of learning from **known-to-unknown**. This ensures every child remains active, every minute, leading to rapid gains in learning.

Teachers find it easy to implement. Children enjoy learning with each other, in turn leading to better attendance.



Learning in pairs is integral to ALfA pedagogy.

# FLN at Speed What Works

ALfA combines:

**Paired learning + joyful routines** (every child active, every minute).

**Known → unknown sequencing** in literacy: picture → sounds (letters) → meaningful words & sentences.

**Kinesthetic → concrete → abstract sequencing** in numeracy (number sense → operations → mastery).

**A short, intensive cycle** (45-working days) to establish FLN foundations.

## ALfA is exceptionally low-cost:

**Language:** Thin 30 to 40 page booklets are shared as one copy among two children working in a pair.

**Numeracy:** A teacher guide plus simple hands-on materials (sticks/beans, or local substitutes) are provided or arranged locally (recycled, reused, sustainable).

ALfA's “**speed**” comes from **5P levers of pedagogy**:

**Preparation:** Teachers Middle-level officials learn, practice, and can demonstrate the routine.

**Prompts:** Guidance is built into booklets and the Model School Chart (QR videos) to run routines consistently.

**Pairing:** Rotating pairs keep every child active and practicing.

**Practice:** MAT (Model–Apply–Transfer) creates lots of practice in minutes and builds fluency fast.

**Proof:** Collective feedback and “not yet/try again” corrections create a tight loop for course-correction and continuous improvement.

**The lesson is simple:** policy builds the platform, but pedagogy sets the speed—and some pedagogies, like vehicles, **are designed to move faster** in real classrooms with mixed levels, large number of students, and uneven teacher presence and support.

India has made extraordinary progress. **NIPUN goals are still within reach in the mission's final year**, if we align what leaders prioritise through policy (the highway) with what schools do daily through pedagogy (the vehicle).

Given the strength of results and evidence at scale in a short time, we suggest moving directly to rollout of the ALfA supplement as an FLN booster where governments see its value—**government orders are needed now**.



Joyful Learning leads to greater attendance.

# Building on Momentum 3 Asks

In UP, ALfA grew from a small 20-school pilot in Shamli district in 2022 to 7,500 schools in 2024 (4 full districts) and to 17,500 schools (9 full districts by January 2026)—supports a clear pathway for expansion.

The program grew rapidly to other states: HP, J&K, Uttarakhand (MOUs for entire states). It is also growing in aspirational districts such as Rachi, Jharkhand, Nandurbar, Maharashtra & East Kameng, Arunachal Pradesh.

With new agreements signed in **January 2026**, ALfA has doubled from last year to **60,000+ government schools** across multiple States/UTs.

The Randomized Control Trial in Shamli was validated by **Harvard** ([link](#)).

**PRS/PARAKH 2024** captured ALfA's gains **at scale** where entire district implementations were possible before the November 2024 deadline for PRS. ([data](#)). In not even one complete cycle (2021–2024), ALfA has shown India's best scale and impact.

Endorsement has come from teachers to policymakers at all levels including Hon'ble Shri Rajnath Singh ji, Defence Minister of India who was former Minister of Education, Uttar Pradesh.

([See video](#))  
Access on QR Code.



## Why this matters now?

**What earlier took 3+ years can now be achieved through ALfA in 45 days.**

There has been much learning in the last few years of NIPUN, a momentum we can build on in this last year—**making this a time-sensitive opportunity to accelerate learning.**

## 3 Asks:

### What we need from the State/UT

- 1. Approve ALfA-FLN as a state programme** for a 45-working-day **emergency cycle**. Can utilize the time available at the beginning of the academic year, or can be run in parallel with textbooks.
- 2. Print and distribute the ALfA booklets as FLN booster.** Booklets are thin, shared among two children. Hands-on math material is simple sticks. Both are together a minor cost (which can be CSR funded or PMU-led).
- 3. Endorse mass training in ALfA accelerated teaching methods** (training is short, offline, online, cascade, effective).

[www.dignityeducation.org/gov](http://www.dignityeducation.org/gov)



# POLICY X PEDAGOGY

## → Yields Strongest FLN



**POLICY Levers build the road. PEDAGOGY Levers improve learning.**  
**ALfA DISRUPTIVE PEDAGOGY improves learning gains faster, at lower costs.**

### 5 POLICY LEVERS

Learning from high-performing States/UTs

- Priority:** FLN stays on top—non-negotiable time, focus, and urgency.
- People:** Clear ownership—roles fixed from state to school.
- Plans:** Targets + timelines + materials aligned—who, what, by when.
- Process:** Coaching + classroom support—demos, practice, feedback, follow-up.
- Proof:** Regular checks—simple data, quick reviews, fast action.



### 5 PEDAGOGY LEVERS

ALfA | Accelerating Learning for All

- Priming:** Train teachers + middle-level mentors; ensure fluency in the ALfA routines.
- Prompts:** Booster TLMs + Model School chart (w 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-Activate-Transfer) drives high repetitions in school and home.
- Proof:** Rapid feedback + “not yet/try again” corrections accelerate gains.

## Learning from Uttar Pradesh

### Impact of Policy

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

### Policy + Pedagogy

+13pp Language	+14pp Mathematics
<b>4 DEVI District using ALfA</b>	
Indicative of pedagogy-driven acceleration (30–40% more learning gain than the UP average in PRS).	

**HGSE VALIDATED RCT (Shamli)**  
 –effect sizes after 40 days

**0.23 (Grade 3)      0.89 (Grade 5)**

Fluency gains  
 10 intervention + 10 Control 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.

# ALfA | Fast & Holistic FLN | Literacy Accelerating Learning *for* All

- ALfA 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><b>Scope</b></p> <p>Grades 1-3 Grades 1-5 Balvatika Grades 6-8 Girls &amp; Adult Learners</p>	<p><b>Process</b></p> <p>Joyful, student-led known → unknown concrete → abstract <b>Reading:</b> decoding → blending fluency → comprehension → vocab <b>Mathematics:</b> number sense → concepts → confidence</p>	<p><b>45-working day + Textbooks</b></p> <p>1 period/day per subject for ALfA Books &amp; 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' testimonies and see ALfA literacy in action.



**Available in 15 Indian languages, 33 worldwide | 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 Accelerating Learning *for* All

- 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 teacher-child, then child-child working as a pair each time)
  2. **Apply** (entire class 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 Child 2; or says, "Try again."

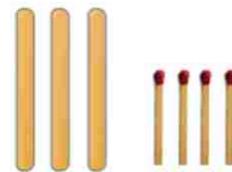
*Invert roles. Child 2 now makes a new clap & snap number for Child 1 to solve.*



### Routine B: Concrete

Show with concrete objects (sticks/leaves).

Partner checks. Gives Hi-five! Inverts roles.



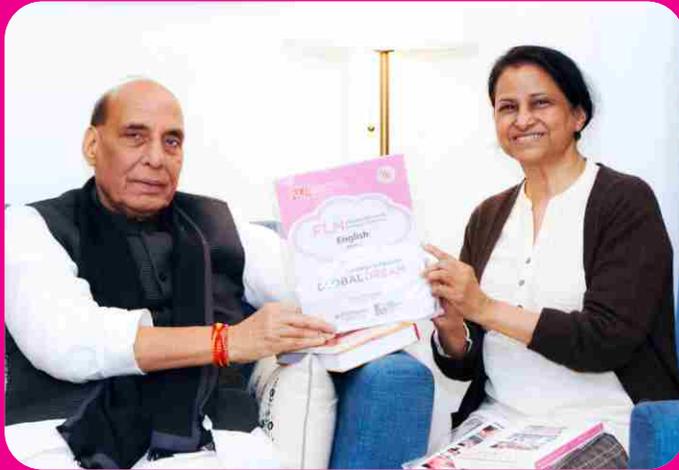
### Routine C: Abstract

Show the numbers formed in digits.

Partner checks. Gives Hi-five! Inverts roles.

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# ALFA ENDORSEMENT 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. Defense Minister, India



Scan QR for recent speech on ALFA

**From 20 to  
60,000+ schools**  
(August 2022 to January 2026)



**Launch in 2022 with Secretary MOE, India**

## **Impact is Real: From Low-Performing to Rank 2 in UP**

ALFA pedagogy was launched in 2022 when Anita Karwal IAS, then Secretary, Ministry of Education, entrusted DEVI Sansthan to implement ALFA (Accelerating Learning for All) FLN pedagogy in Shamli, Uttar Pradesh, then a low-performing district (LPD) of India (NAS 2017 data).

Shamli went from being a **LPD** to **Rank 2 of 75 districts** of UP in PRS 2024, an impact that can be credited in part to the ALFA pedagogy (DEVI was the only NGO working on FLN in Shamli).

DEVI’s 4 Districts combined attained **30% and 40% higher learning gains** (+13/+14 pp) than the state average (+10/+10 pp) in language and mathematics. Policy built the highway. Daily classroom interactions drove up the learning.

# GLOBAL VALIDATION

## FROM HARVARD UNIVERSITY

HGSE Book, 'Rebuilding Resilient Education Systems After the Covid-19 Pandemic', Chapter 8 documents the learning gains from the ALfA program in Shamli, and recommends its widespread adoption by UP government.

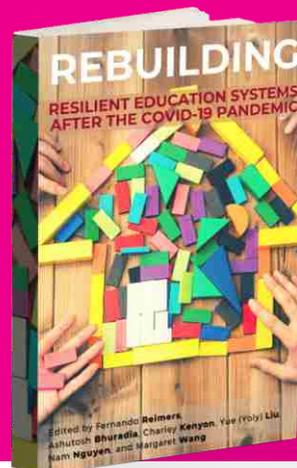
“ The effect size of the project was **0.23 for Grade 3** students and **0.89 for Grade 5**... the results suggest there is significant value in pursuing the ALfA model in other schools if implemented in a coherent, structured, and coordinated manner. ”

“ We **recommend the UP government incorporate the promising ALfA pedagogy** developed by DEVI for the first 6 weeks to quickly establish a strong FLN foundation.” ”

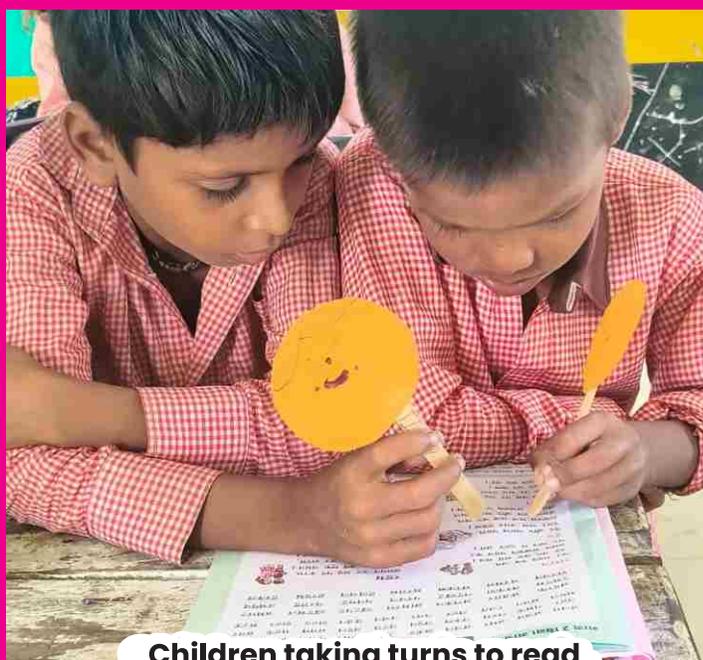
[Click Here](#)



Click or scan QR to check out the book



by Prof. Fernando Reimers et al  
Harvard Graduate School of Education



Children taking turns to read using Tina-Toto puppets

**Effect size** is a statistical measure of an intervention's impact. A business-as-usual school year in developing countries typically raises literacy levels by **0.15 to 0.21** standard deviations. This means that the ALfA 45-day intervention raised learning levels by the equivalent of **2-4 years worth of school**.

Reference: Evans, David K.; Yuan, Fei. 2019. Equivalent Years of Schooling: A Metric to Communicate Learning Gains in Concrete Terms. Policy Research Working Paper; No. 8752. World Bank, Washington, DC.

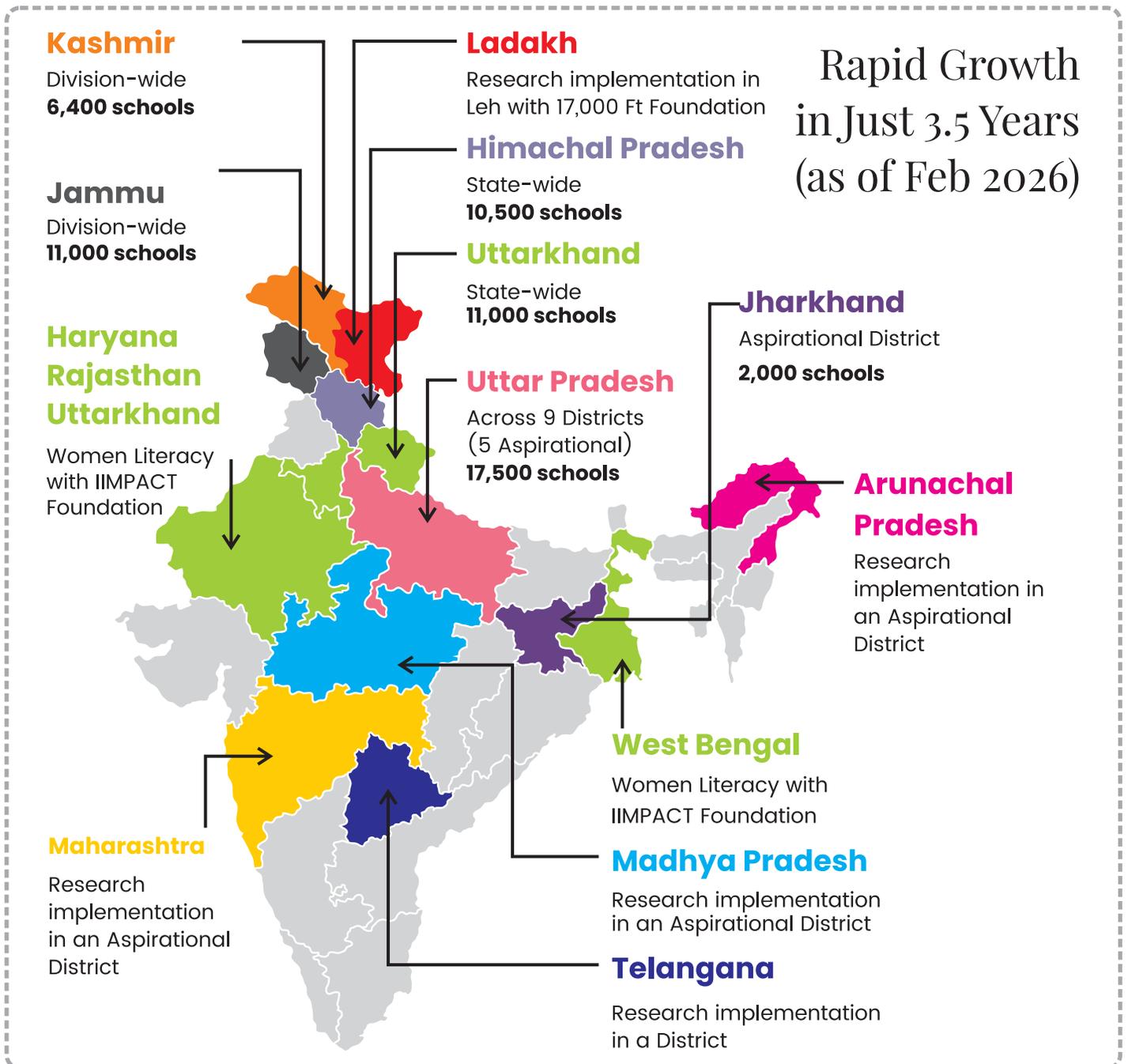
# SCALE

Since 2022, ALfA has scaled rapidly across schools and women/adult literacy programmes nationwide. In January 2026, MoUs doubled—reaching 60,000 schools—with additional research pilots underway. DEVI is also partnering with NGOs and CSR foundations to accelerate literacy at scale, and we are seeking catalytic approaches and new partners to meet these growing commitments.



**Children develop number sense with concrete objects**

**Rapid Growth  
in Just 3.5 Years  
(as of Feb 2026)**



# POLICY + PEDAGOGY ACCELERATES FLN FASTER

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).

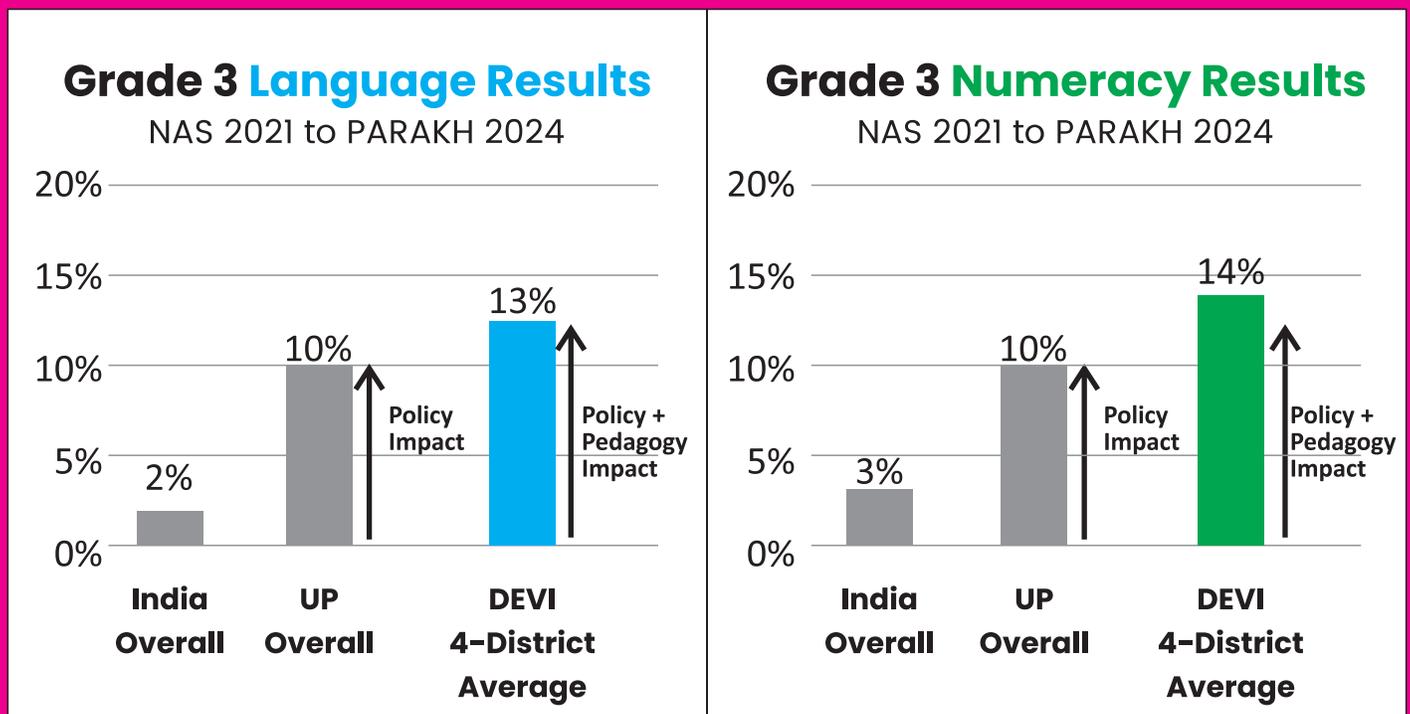
The government further created an **enabling environment for NGOs**, including DEVI to implement its ALfA pedagogical intervention which delivered sharper acceleration: +13/+14 pp across four ALfA districts.

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

now 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

[Click Here](#)



Parakh  
2024

[Click Here](#)



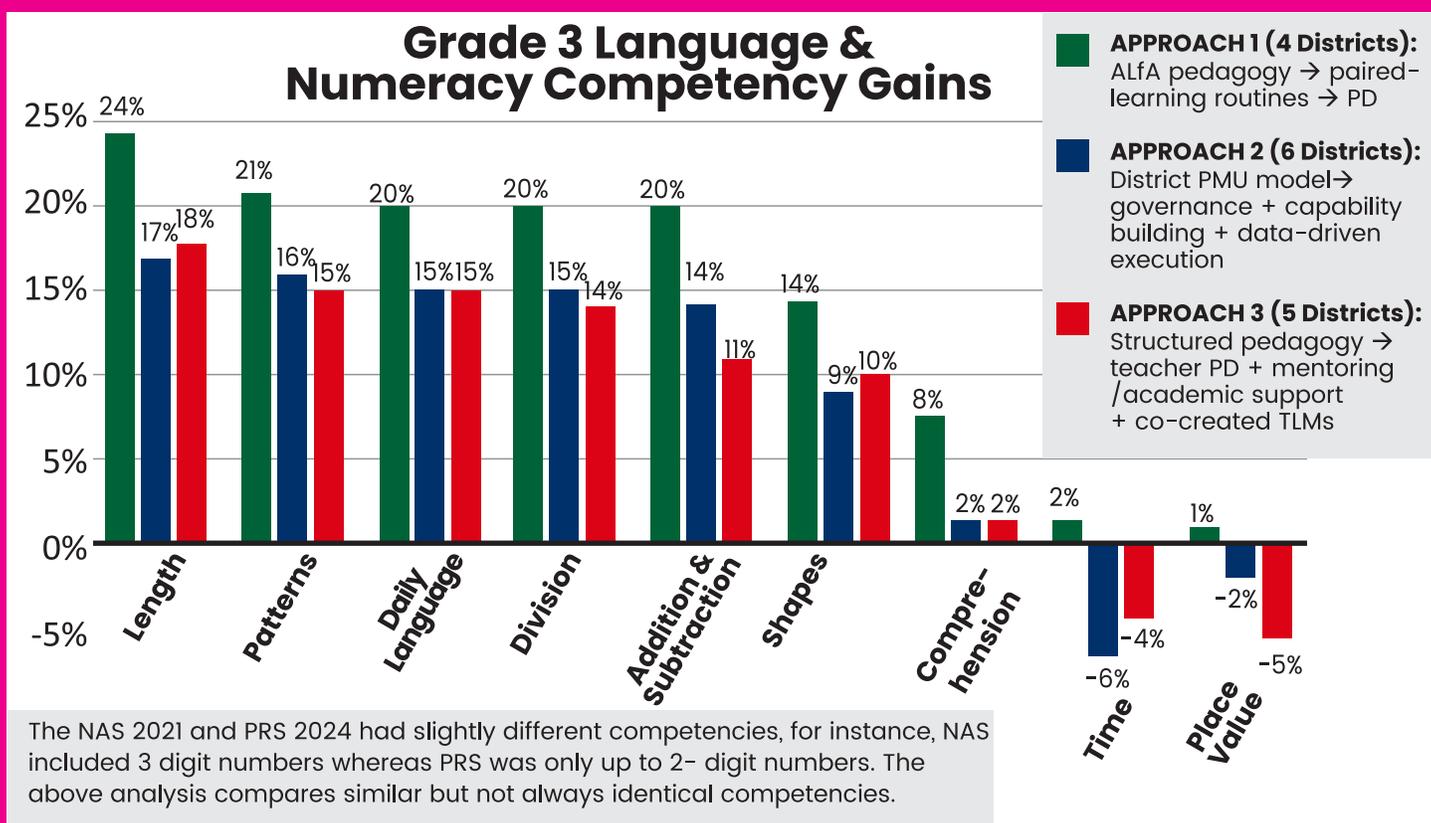
For more details,  
read the ALIGN  
FLN report

[Click Here](#)

NAS: National Achievement Survey, PRS: PARAKH Rashtriya Sarvekshan

# FROM POLICY TO CLASSROOM

**Competency-wise analysis** of three major pathways to FLN in UP's 15 districts shows ALfA classroom based intervention in 4 districts allocated to DEVI achieved **the highest gains in all of the competencies**, between NAS 2021 and PRS 2024. Other pathways also included statewide support besides more direct work in the select districts.



NAS 2021		PRS 2024	
M312	Estimates and measures <b>length</b> and distance using standard units like centimetres or meters & identifies relationships	C-8.9	Select appropriate tools and units to perform simple measurements of <b>length</b> , weight, and volume of objects in their immediate environment.
M318	Extends <b>patterns</b> in simple shapes and numbers	C-8.2	Identifies and extends simple <b>patterns</b> in their surroundings, shapes, and numbers.
L312	Reads printed scripts on the <b>classroom walls</b> : poems, posters, charts etc.	C-9.7	Knows and uses enough words to carry out <b>day-to-day interactions</b> effectively and can guess the meaning of new words by using existing vocabulary
M306	Explains the meaning of <b>division</b> facts by equal grouping/sharing and finds it by repeated subtraction	C-8.7	Recognises multiplication as repeated addition and <b>division</b> as equal sharing
M303	Solves simple daily life problems using addition and subtraction of three-digit numbers with and without regrouping	C-8.6	Performs <b>addition and subtraction</b> of 2-digit numbers fluently using flexible strategies of composition and decomposition of both numerical and word problems
M309	Identifies and makes 2D- <b>shapes</b> by paper folding, paper cutting on the dot grid, using straight lines etc.	C-8.8	Recognises, makes, and classifies basic geometric <b>shapes</b> and their observable properties, and understands and explains the relative relation of objects in space
L304	Reads small texts with <b>comprehension</b> , i.e., identifies main ideas, details, sequence and draws conclusions	C-10.5	Reads short stories and <b>comprehends</b> their meaning – by identifying characters, storyline and what the author wants to say – on their own
M302	Compares numbers up to 999 based on their <b>place values</b>	C-8.5	Recognises and uses numerals to represent quantities up to 99 with the understanding of decimal <b>place value</b> system
M317	Reads the <b>time</b> correctly to the hour using a clock/watch	C-8.10	Performs simple measurements of <b>time</b> in minutes, hours, day, weeks and months

# POLICY + PEDAGOGY: HP / SOLAN

Under the Government of Himachal Pradesh's strong FLN policy, the state recorded India's largest gains from NAS 2021 to PARAKH/PRS 2024: +16 pp in Grade 3 Language and +19 pp in Math. Within this statewide improvement, Solan stood out with **+18 pp (Language)** and **+23 pp (Math)**. ALfA began with a pilot in Solan (2023) and scaled to the entire district (2024). By the PRS in Nov 2024, Solan showed **major learning gains**. DEVI has partnered with the HP government on a three-year MOU. This included a high-level delegation to Lucknow led by the Hon. Education Minister, HP, Shri Rohit Thakur, to see ALfA in action.



**Shri Rohit Thakur**  
Hon'ble Education Minister, HP  
in Lucknow at DEVI's  
Leadership Circle, September 2024



Watch  
ALfA Class  
Videos from  
Solan &  
Shimla



Data Sources: Click/ Scan QR



NAS 2021

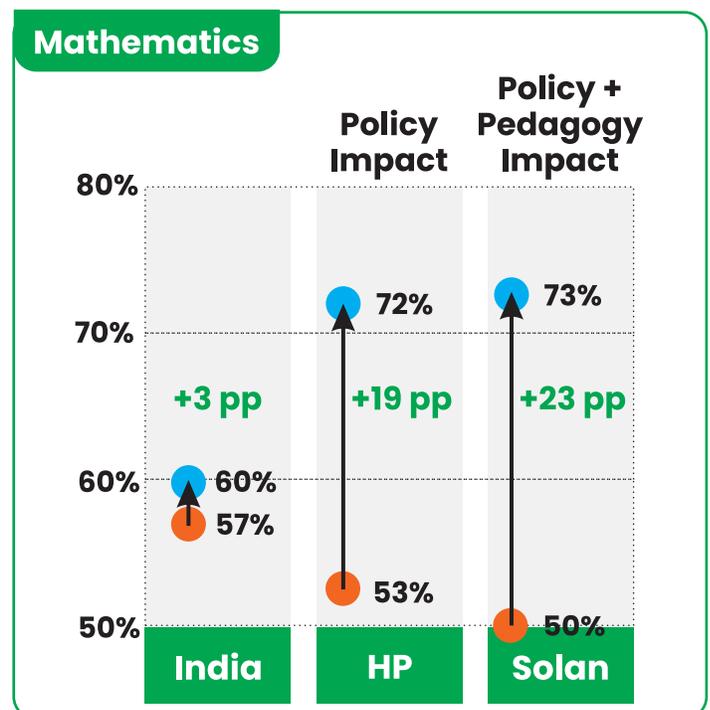
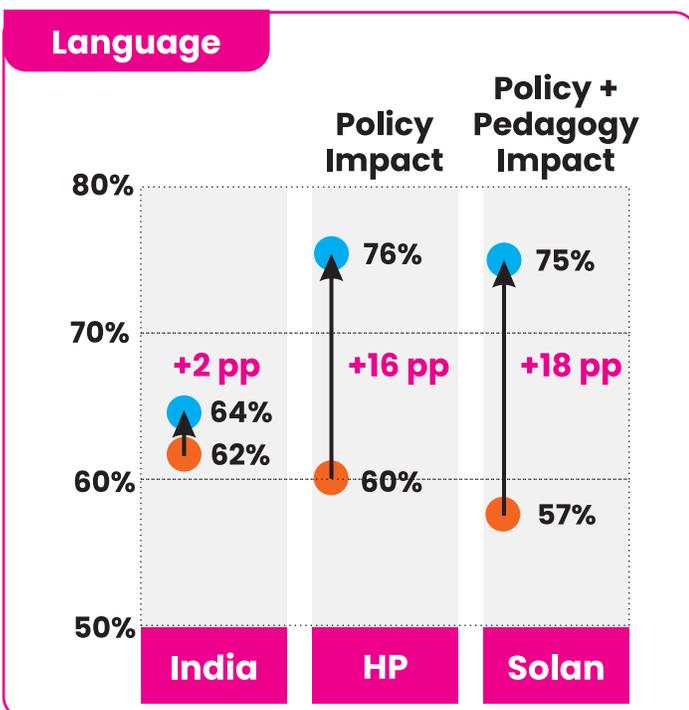
[Click Here](#)



PRS 2024

[Click Here](#)

## Solan NAS 2021 to PRS 2024 Gains for Grade 3 Language & Mathematics



# ATTENDANCE SIGNAL OF SUCCESS

Joyful, fast progress brings children back—every day

Government policy has lifted enrolment after COVID. Now, we must bring children back every day. Across regions, ALfA schools show higher attendance—linked with improved academic outcomes.

## Shamli, Uttar Pradesh

**“The attendance of children has improved drastically.”**

Mr Rahul Mishra  
BSA, Shamli, UP (2022)  
Shamli rose to rank 2 of 75 districts in PRS 2024, from being a Low-Performing District (NAS 2017).



[Click Here](#)

## Hilauli, Uttar Pradesh

**Attendance in Hilauli, UP, rose from 60% to 72%** (mid-day meal data).

Hilauli rose from the bottom to became **rank 1 out of 17** blocks of Unnao in NAT 2023. It had 47% NIPUN schools compared to 15% for the entire district.



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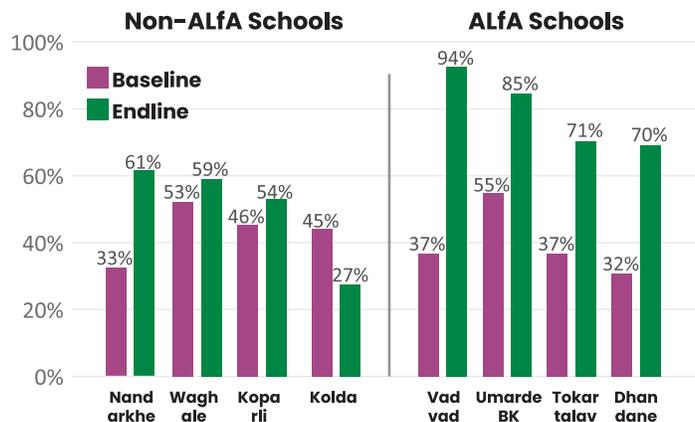


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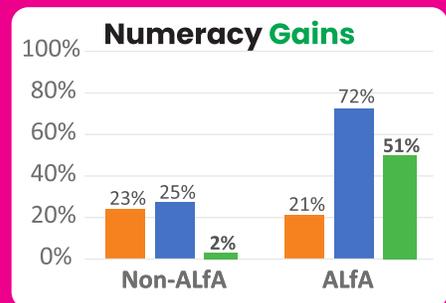
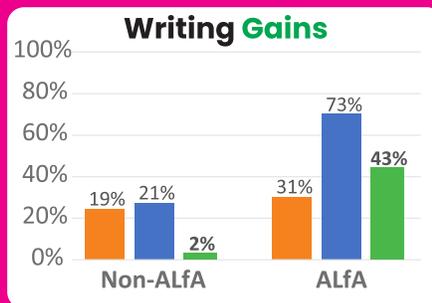
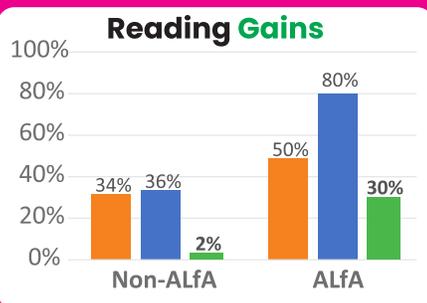
## Attendance: Nandurbar, Maharashtra

In a research pilot in Nandurbar (Aspirational District, Maharashtra), attendance was markedly higher in four ALfA vs. four non-ALfA schools. The baseline attendance was similar: 44% non-ALfA vs 40% ALfA. By endline, non-ALfA attendance stood at 50% and ALfA attendance was 80% on average. **Joyful, swift learning is drawing more students to school. They are learning more too. See below.**

### Attendance Non-ALfA vs ALfA (Grades 3 & 4)



## Dramatic Learning Gain, Nandurbar, Grade 3



■ Baseline 
 ■ Endline 
 ■ Learning Gain (in percentage points)

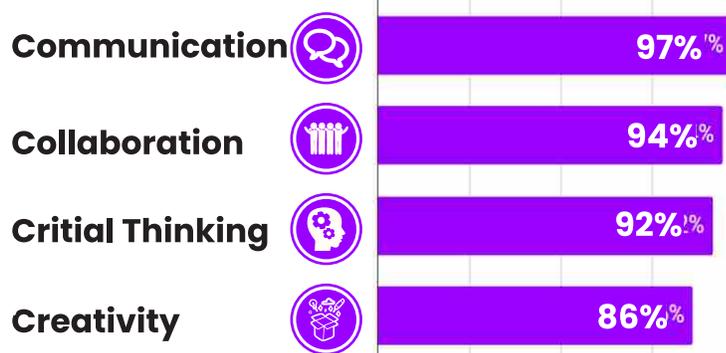
# FAST + HOLISTIC

## NEP 2020 IN ACTION

**Key Insight:** When pedagogy shifts from teacher-led to child-to-child interaction, learning becomes faster, fairer, and more durable for every learner.

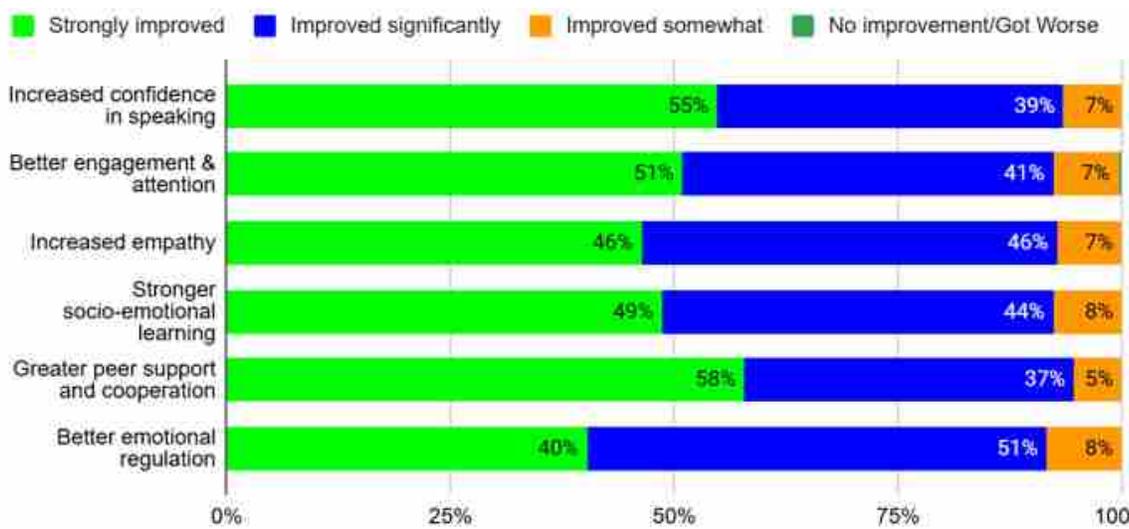
**Equity at scale:** Peer learning strengthens holistic development by building 21st-century skills and SEL every day as these teacher opinions show.

## 21st CENTURY SKILLS (4Cs)



## Social-Emotional Learning (SEL): Teacher Views

Chart shows how ALFA structured peer routines strengthen confidence, empathy, engagement, and self-regulation.



# RESEARCH ADULT LITERACY

- DEVI's adult literacy efforts began in 2015 with the Global Dream Campaign for Literacy, starting with a **survey of 1.06 million adults in Lucknow**. Findings showed that age, caste, and geography significantly affect literacy rates.
- DEVI then partnered with Karouni village in Sarojini Nagar, where 22 women led a **community-driven literacy initiative**, empowering 800 women over two years. This success was widely covered in media.
- DEVI ran a program where students from grades 6–12 across India tutored adult learners. **The Literacy NOW app, supported by SBI Foundation**, further boosted these efforts and was adopted by Literacy Chicago in the US.
- DEVI also partnered with the Mizoram government in 5 districts, HCL Foundation in Hardoi, and Impact Foundation, empowering 19,000 women with literacy (see results on next page).



[Click Here](#)

## Key Policy Insights

### Women's Leadership Drives Success:

Community-based programs are more effective when women lead, as demonstrated in Karouni village with 800 women empowered.

### Volunteering Over Wages:

The Karouni women worked voluntarily, showing that community-driven efforts often outperform paid work.

### Global Lessons for Local Success:

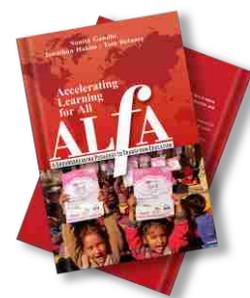
DEVI's Disruptive Literacy (2022, Bloomsbury) shares insights from global literacy movements to guide effective strategies.

### Engaging Youth Benefits All:

Children and young adults teaching adults creates mutual benefit, and should be part of school curricula to promote lifelong learning.

### A People's Movement is Key:

A grassroots movement, as seen in Ernakulum, ensures sustainable adult literacy and should be prioritized in policy.



# CASE STUDY

## MOTHER LITERACY PROGRAM

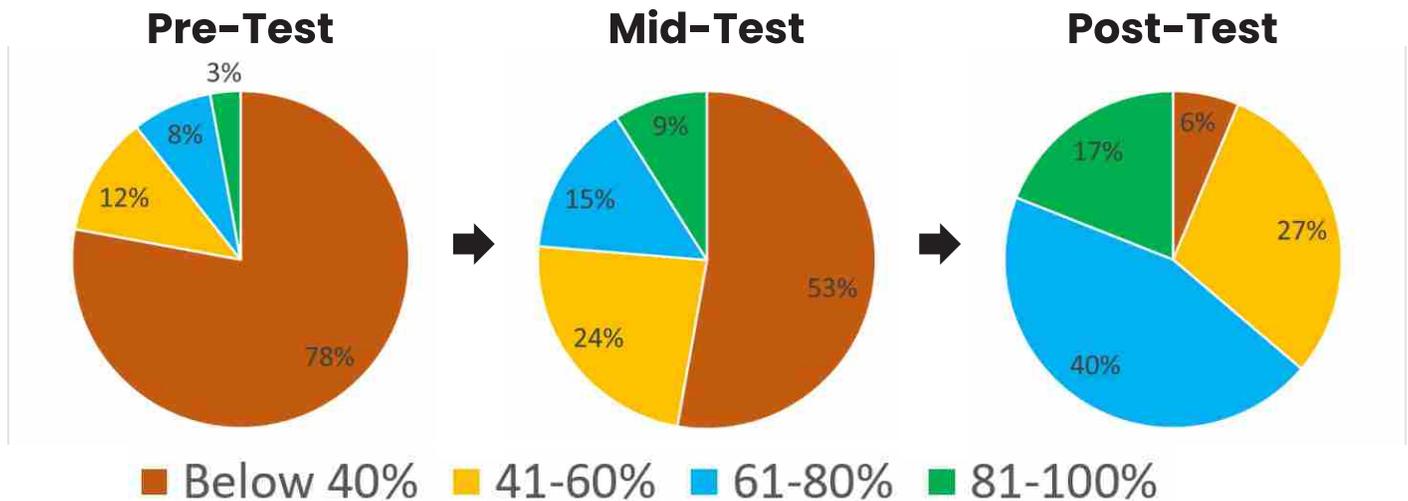
In collaboration with Impact, the program aimed to enhance literacy levels among mothers through focused interventions, driving notable improvements in their literacy and numeracy progress.

### 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%**.



Proportion of learners by different test score bins over the course of the program.



**Women learn to write**

# GLOBAL CASE STUDIES

The ALfA approach is being implemented as research pilots and implementations in several countries, from the Amazon rainforest to downtown Chicago, with support from governments and NGOs. These partnerships demonstrate the potential for scalable, locally-driven impact in education, in a south-to-south exchange.



[Click Here](#)

**Click/Scan QR**  
for more results



The program has concluded two research implementations in Ayensuano District. Another one has began in February 2026.

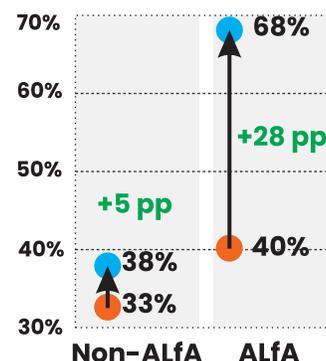
**Click/Scan QR**  
for case study

[Click Here](#)



## Grade 4

- Baseline
- Endline
- Learning Gain (pp) in 45 Days



The pilot shows promise in the remote Maynas District, with potential for broader adoption.

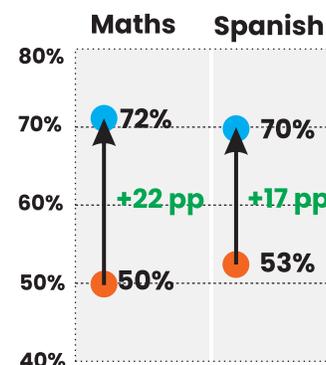
**Click/Scan QR**  
for case study

[Click Here](#)



## Grade 3

- Baseline
- Endline
- Learning Gain (pp) in 45 Days



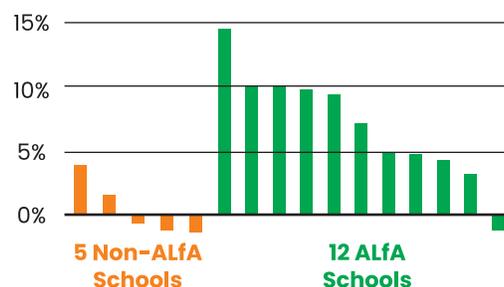
A large delegation to India from Maldives convinced the government to pilot ALfA with support from UNICEF with significant results.

**Click/Scan QR**  
for case study

[Click Here](#)



## Grade 3 Learning Gain (English)



# ALFA TOOLKITS IN 33 LANGUAGES

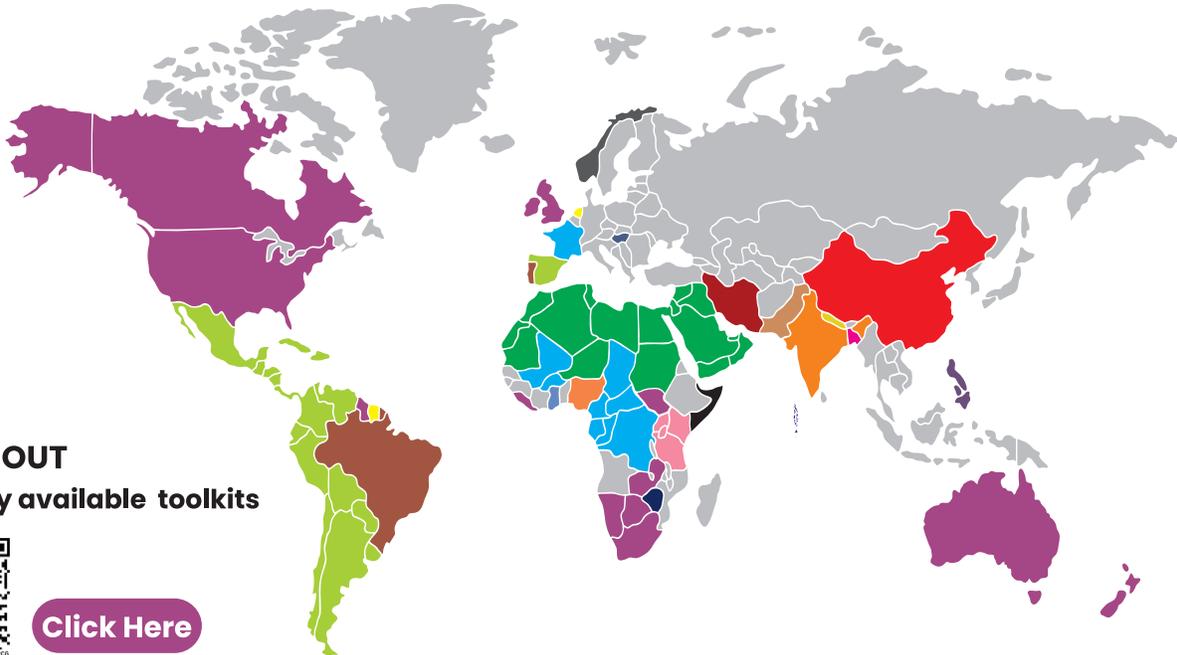
Accelerating Learning for All is now available in 33 languages, helping ensure that high-quality pedagogy is accessible to diverse communities and learners worldwide, supporting equitable education for all.

## INDIAN LANGUAGES

- |   |   |
|---|---|
| <span style="color: blue;">■</span> Assamese  | <span style="color: darkgreen;">■</span> Maithili |
| <span style="color: red;">■</span> Bangla     | <span style="color: magenta;">■</span> Marathi    |
| <span style="color: orange;">■</span> English | <span style="color: purple;">■</span> Mizo        |
| <span style="color: cyan;">■</span> Gujarati  | <span style="color: lightorange;">■</span> Odia   |
| <span style="color: green;">■</span> Hindi    | <span style="color: lightgreen;">■</span> Punjabi |
| <span style="color: yellow;">■</span> Kannada | <span style="color: brown;">■</span> Tamil        |
| <span style="color: pink;">■</span> Konkani   | <span style="color: tan;">■</span> Telugu         |



## INTERNATIONAL LANGUAGES



**CHECK OUT**  
the freely available toolkits



[Click Here](#)

- |   |   |   |   |  |
|---|---|---|---|--|
| <span style="color: green;">■</span> Arabic     | <span style="color: purple;">■</span> English | <span style="color: lightyellow;">■</span> Nepali | <span style="color: darkblue;">■</span> Shona     | <span style="color: tan;">■</span> Urdu        |
| <span style="color: pink;">■</span> Bangla      | <span style="color: black;">■</span> Filipino | <span style="color: darkred;">■</span> Persian    | <span style="color: lightgreen;">■</span> Spanish | <span style="color: orange;">■</span> Yoruba   |
| <span style="color: darkblue;">■</span> Dhivehi | <span style="color: cyan;">■</span> French    | <span style="color: brown;">■</span> Portuguese   | <span style="color: pink;">■</span> Swahili       | <span style="color: yellow;">■</span> Somalian |
| <span style="color: yellow;">■</span> Dutch     | <span style="color: red;">■</span> Mandarin   | <span style="color: darkblue;">■</span> Serbian   | <span style="color: blue;">■</span> Twi           | in development                                 |

# ALFA: COMPARISON WITH OTHER PEDAGOGIES

The Copenhagen Consensus Education Report 2023 cited the data shown below for FLN Best Buys. ALFA is new and was not included. However, HGSE 2023 and PRS 2024 indicate greater learning gain and higher returns on investment for ALFA. This is still up for further scrutiny by the international research community.

“While ALFA is newer and still emerging compared to established programs such as TaRL and Structured Pedagogy, its ability to deliver swift learning gains positions it as a promising strategy for achieving universal literacy and numeracy.”

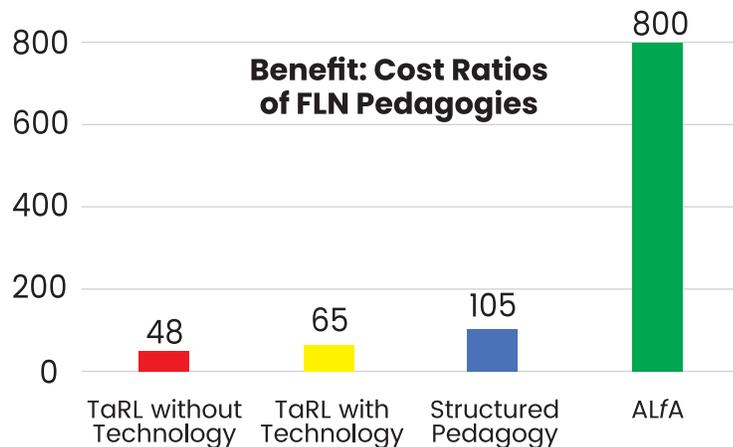
- **Aïcha Bah Diallo**

Former Minister of Education, Guinea

“Manish Kumar’s research found that physical separation changed the identity of students. They began calling their classmates not by their names but by the group name, and even refused to play with the group perceived as weak in ability. “You don’t know anything, that’s why you are in Vishwas (lower-ability group),” a student reported being told.”

- **excerpt from ‘How Rich Donors Have Caused More Harm than Good to India’s Education**

Kalra Aparna, The Wire



**Source:** Copenhagen Consensus, 2023. Halftime to SDGs Best Investment Paper: Education.

**Source:** Weighted average from implementations. \$2-\$4 per child, effect size of 0.52 (HGSE and others).

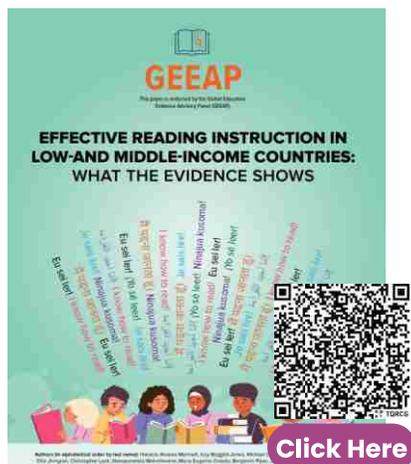
“I think we’ve been too quick to blame all these other reasons for why kids aren’t reading. It does correlate with things like poverty and circumstances in kids’ homes, but for some reason we haven’t looked at instruction.”

- **Emliy Hanford**

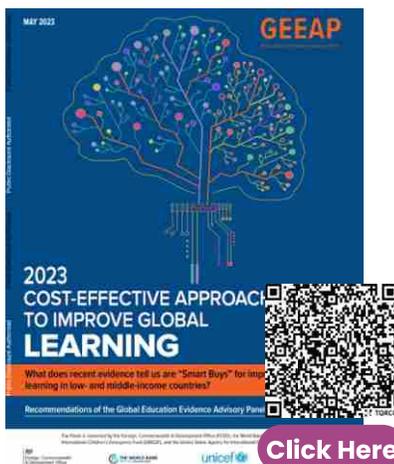
Education Research & Author

## GEEAP: Global Education Evidence Advisory Panel (World Bank)

GEEAP 2025



GEEAP 2023



Copenhagen Consensus 2023



## References

Click/Scan QR for more details & further references



[Click Here](#)

# COMPARISON OF FLN PEDAGOGIES

## STRUCTURED PEDAGOGY

**Pedagogical approach:** Standardised lesson plans and often scripted teaching to drive consistency.

**Teacher role:** Strict adherence to the script, reduced teacher autonomy.

**Speed:** Typically needs longer-term (3-year cycle) of implementation.

**Effect size:** Approximately 0.13

**Cost per child:** ~\$8/child (materials + scripting requirements).

**Strategic link:** Often embeds teacher guides and coaching.

Data as per Copenhagen Consensus, 2023.

## TEACHING AT THE RIGHT LEVEL (TaRL)

**Pedagogical approach:** Assess students to differentiate groups by ability → teach foundational skills in these groupings.

**Teacher role:** Teachers manage two or three learning groups simultaneously.

**Speed:** Evidence includes 50-day implementations in a volunteer model no longer active. Data is unavailable for recent model.

**Effect size:** 0.15–0.28

**Cost per child:** ~\$20–\$27/child (often higher training/support inputs)

**Equity/social risk:** Ability grouping may trigger fixed mindset about ability.

Data as per Copenhagen Consensus, 2023.

## EXPLICIT SYSTEMATIC INSTRUCTION

**Pedagogical approach:** Science of Reading prioritises explicit, systematic instruction in the building blocks of reading—especially phonics.

**Teacher role:** Teachers typically model the skill and teacher and students practice together in “I do, We do, You do” sequence.

**Speed:** Can show strong gains within an academic year when well-implemented, but results vary by delivery effectiveness.

**Effect size / cost per child:** Depends on delivery model.

As per World Bank’s GEEAP 2025. SD not mentioned.

## ACCELERATING LEARNING for ALL (Alfa)

**Pedagogical approach:**

Alfa follows process-driven MAT (Model → Apply → Transfer) structure. Students work in random pairs and follow a known-to-unknown, concrete-abstract scaffolding.

**Teacher role:** Lightens teacher load due to greater student agency; students support each other’s learning/check work in pairs.

**Speed:** Designed to build FLN in 45 days (can take longer if sporadically implemented); students continue using MAT process with their govt. textbooks.

**Effect size:** 0.23–0.89 (HGSE, ~40 days)

**Cost per child:** ~\$2–4/child (catalytic)

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

# TEACHER TRAINING AT SCALE

Training is provided to the Middle-Level Leaders of the government, head teachers and teachers in three formats: offline, online and cascade. Online training (MOOT: Massive Open Online Training) has been made highly interactive and effective with some states now more keen on online over physical training.

## PHYSICAL TRAINING

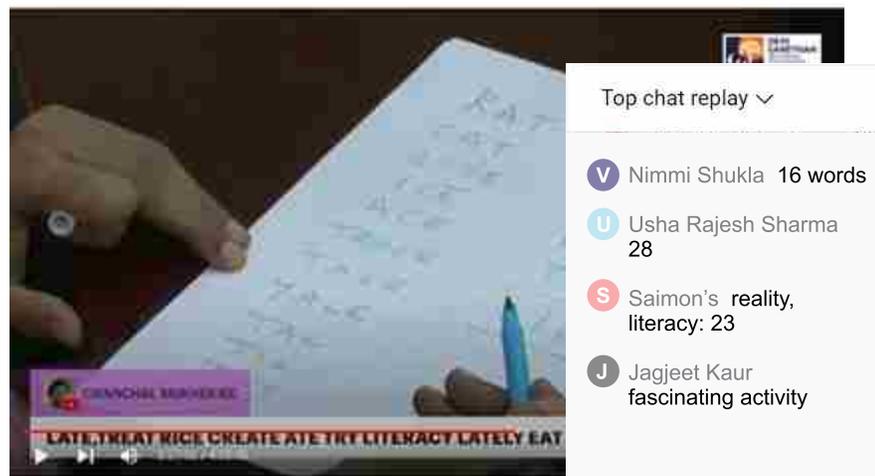
Over the past three years, DEVI has trained and empowered over 10,000 teachers, principals and government officials. Participants build deep practical understanding of the ALfA pedagogy through:

- ✓ Role-plays & Hands-on activities
- ✓ Paired learning practice
- ✓ Classroom videos
- ✓ Quizzes and Q&A



**Physical Training**

## ONLINE MOOT (MASSIVE OPEN ONLINE TRAINING)



Audience polls on online training modality were overwhelmingly positive (see one of the largest MOOT feedback below). Most participants also opted for the online training end-test and certificate, indicating strong engagement.

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

## MONITORING & SUPERVISION

We train the middle level leaders for supportive supervision, provide monitoring checklists and apps. Our field staff regularly visit schools with them. They actively participate in government meetings at block and district levels, and work alongside government.



**Click Here**

Click/Scan QR to experience an ALfA training



**Click Here**

Click/Scan QR to watch our training playlist



**Click Here**

Click/Scan QR to experience the MOOT yourself

# BOOKS 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 provide 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



## Disruptive Literacy A Roadmap for Urgent Global Action



Bloomsbury,  
August 2022



*"A much-needed manifesto for achieving large scale transformation of the global literacy crisis."*

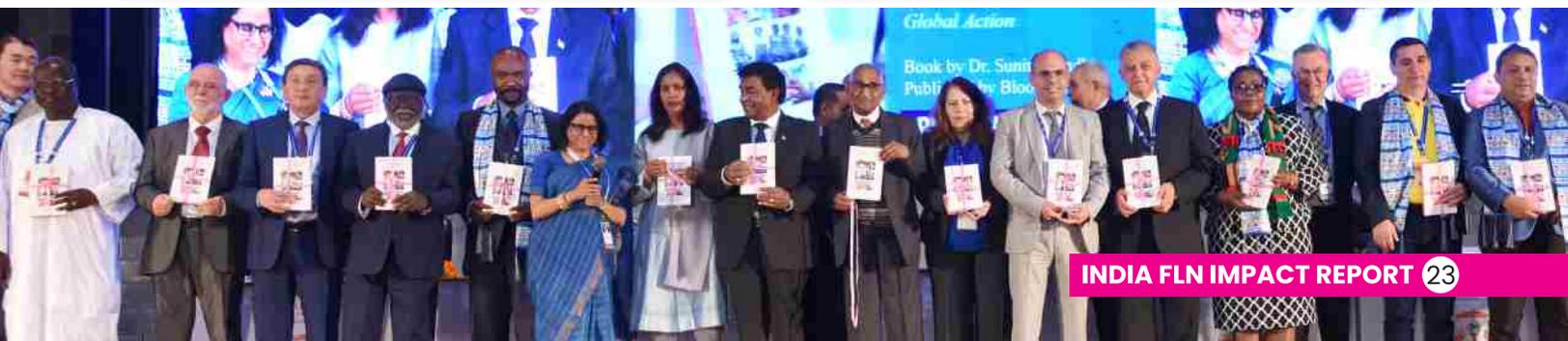
**Ernesto Schiefelbein**

Former Minister of Education, Chile

*"A must read for policymakers and all those associated with the campaign against illiteracy."*

**Anil Swarup**

Former Secretary of Education, India



# PARTNERS IN CHANGE

We greatly appreciate partnership with organisations who have trusted in the power of a disruptive pedagogy and given it their support.



**World Climate School, Norway**  
Knowledge & Training



**Teachers Without Borders**  
Toolkit Replication partnership



**Literacy Chicago, USA**  
Adult Literacy program



**Kepler School, USA**  
Research Implementation



**Kupanda Sisters, Guyana**  
Single school pilot



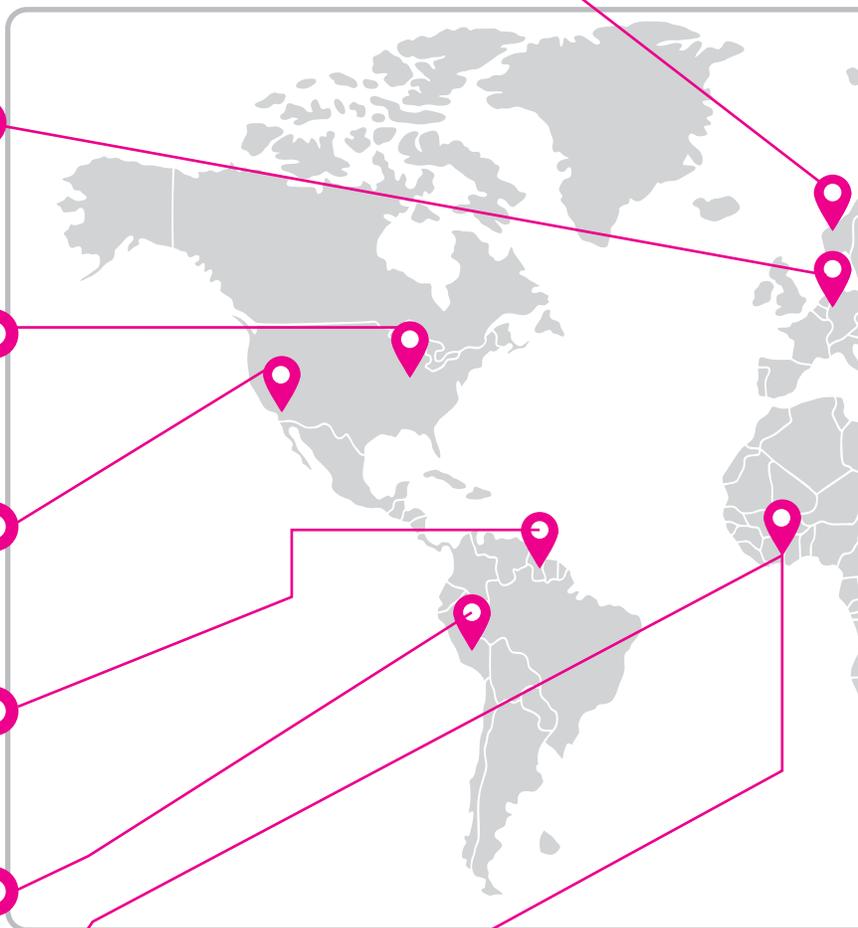
**Arca Beta, Peru**  
Pilot in a school in Amazon



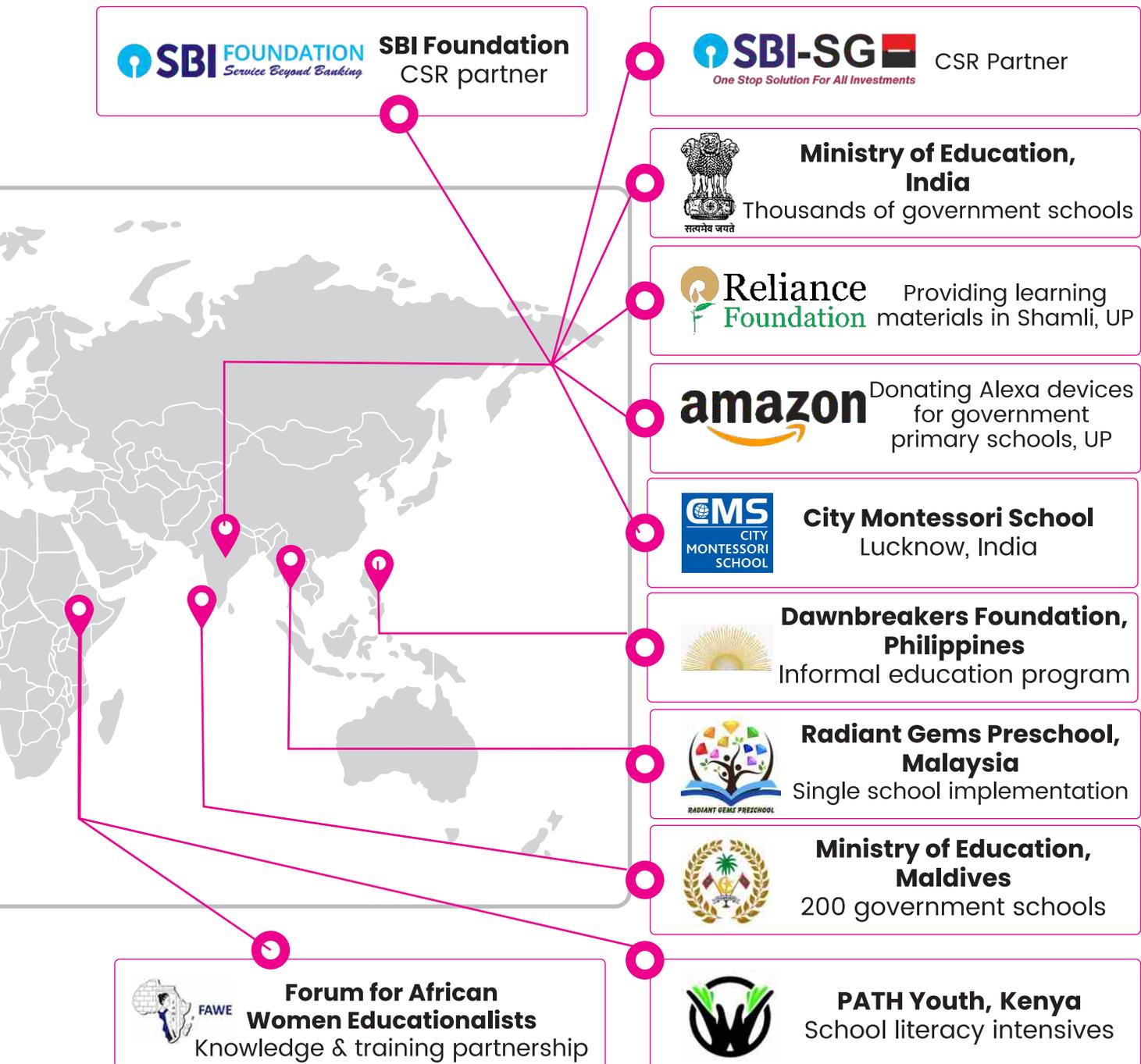
**All Africa Students Union**  
Knowledge & training partnership



**Olinga Foundation**  
Research implementation in 15 government schools



# PARTNERS IN CHANGE



# 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



# THE ALFA JOURNEY

**Research on FLN;**  
Campaigns for Literacy.  
**Grassroots literacy work**  
in slums & villages.  
**Women & Adult Literacy**  
& Out-of-School Children.  
**Research continued**  
for school-based model.

ALFA expands to  
**pilots in 4 districts of UP**  
(Barabanki, Lucknow,  
Shamli, Unnao).  
Hosted **MOOT: (Massive**  
**Open Online Training)**.  
Partnership with **Ministry**  
**of Education, Maldives**.

ALFA **research**  
**implementations**  
in Arunachal Pradesh,  
Jharkhand, Maharashtra,  
Telangana; Ghana, Peru  
show strong results.  
**Statewide MOU** for J&K  
takes the total to 35,000+  
schools.

1992-  
2013

**22 years of broader**  
**education research**  
in India, Iceland, UK, The  
Czech Republic.

2014-  
2021

Accelerating Learning for All  
(ALFA) launched in  
**government schools:**  
20-school RCT in Shamli, UP  
and Sambalpur, Odisha.  
Published '**Disruptive**  
**Literacy**' (Bloomsbury).

2022

2023

ALFA expands to **full district**  
**level implementation**  
in Barabanki, Lucknow,  
Shamli & Unnao.  
**Implementation begins in**  
**Himachal Pradesh** (state-  
wide MOU).

2024

2025

MOUs signed in January to  
expand to **9 full districts** of  
UP, & **entire Uttarakhand**  
**and Ranchi**, expands to  
60k+ schools.

2026



# ALFA: Fast & Holistic FLN Today

DEVI Sansthan (Dignity Education Vision International) is an NGO with a big vision: to help India and the world achieve universal Foundational Literacy and Numeracy (FLN). DEVI Sansthan is pioneering transformative pedagogy, empowering teachers, undertaking research, and leveraging policy to enable rapid gains towards literacy and quality education for all and help meet the goals of SDG4.

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 [dignityeducation.org](http://dignityeducation.org)