FLN WHAT WORKS

JHARKHAND

DIGNITY EDUCATION VISION INTERNATIONAL
DEVI Sansthan

ALfA IMPACT REPORT

| SWIFT | SCALABLE | SUSTAINABLE |

PATH to Fast FLN
= Policy × Pedagogy

When strong policy is topped by the ALfA pedagogy, gains accelerate fast.
Comparing Grade 3 outcomes in NAS 2021 and PRS 2024, ALfA districts recorded +13 pp (language) and +14 pp (numeracy): 30%–40% above UP's state-average gain of +10/+10 pp, and above India's +2/+3 pp average gain over the same period.

A shorthand interpretation: UP's progressive policy built the baseline, the "highway" (+10 pp), while pedagogy added an extra +3/+4 pp acceleration in 4 districts. In Lucknow, it was even better: an extra +7/+9 pp gain above UP average thanks to more hands-on intensive support.

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

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).

It is clear, some vehicles move far faster.

ALfA: Accelerating Learning for All

ALfA is a high-speed FLN pedagogical intervention in which learning moves from known-to-unknown, and children work in pairs. 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.

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 and quick to implement:

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).

NIPUN Last Mile 3 Asks

This is the **final year** of NIPUN Bharat—and FLN targets are still achievable: declare FLN an emergency, run a time-bound mission, and use disruptive pedagogy to drive forwards.

In Uttar Pradesh, **ALfA disruptive FLN pedagogy moved quickly** from pilot to scale after COVID because the DGSE chose to pilot it and backed it without overlapping other FLN approaches—rare, senior-level support to try a new pedagogy, grounded in two decades of research by DEVI Sansthan.

The pilot evidence was validated by Harvard. ALfA grew from a small pilot to 7,500 schools in 2024 (4 full districts) and to **17,500 schools (9 full districts)** by early January 2026—showing a clear pathway for a statewide ALfA supplement as an FLN booster. **PRS/PARAKH 2024 captured ALfA's gains at scale.**

Two clear implementation choices other states can replicate: (1) **create policy space for innovation**—formally permit a proven "booster" like ALfA as a time-bound FLN supplement alongside existing systems (not as another pilot on the side); (2) run a **focused 45-working-day cycle**, followed by evidence and fidelity checks.

With new agreements signed in January 2026, ALfA has doubled from last year, to **60,000+ government schools** across multiple States/UTs, with endorsement by Hon'ble Shri Rajnath Singh ji, Defence Minister of India and former Minister of Education, Uttar Pradesh.

3 Asks:
What we need from the State

1. Approve ALfA-FLN as a state programme for a 45-working-day emergency cycle at the start of the academic year (or soon thereafter).

2. Print and distribute the ALfA booklets free of cost (DEVI via CSR support, or transfer printing rights to the Government through MoU).

3. Endorse mass training in ALfA accelerated teaching methods for teachers, middle-level leaders, and school heads through online, offline, and cascade modalities.

Why this matters now

NEP 2020 and NIPUN Bharat set a 2026–27 deadline for universal FLN, but progress is uneven—**making this a time-sensitive opportunity to accelerate learning.**

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

Recommendation to States:
Learn from the pages of UP and other states that have signed up to adopt ALfA fast & holistic classroom practice, so that the last stretch of the mission produces the biggest possible learning jump, quickly and equitably.

www.dignityeducation.org/gov

(See video link). Access on QR Code.

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.

POLICY: 5 Levers
Learning from high-performing States/UTs

Priority	Make FLN #1 goal, with most time & attention
People	Lead in a mission-mode, with clear ownership
Plans	Targets, sequencing, timetables & resources
Process	System-wide coaching, materials, practice (such as Q-banks)
Proof	Dashboards, real-time assessment data, reviews, course-correction, accountability

PEDAGOGY: 5 Levers
ALfA | Accelerating Learning for All

Preparation	Leaders (middle-level) and teachers trained in new methods + ALfA paired routines
Prompts	Embedded teacher guidance + cues in books
Pairing	Children learn in pairs, with role-rotation
Practice	Small, daily, high-frequency practice in-class that stretches at home
Proof	Frequent feedback + instant correction + assessment data + accountability

LEARNING FROM UTTAR PRADESH
Impact of Policy X Impact of Pedagogy

UP Systemwide
+10 pp Language
+10 pp Mathematics
(NAS 2021 → PRS 2024)

Remarkable one-cycle progress associated with UP government's policy measures for Grade 3.

ALfA 4 Districts-wide
+13 pp Language
+14 pp Mathematics
(NAS 2021 → PRS 2024)

7500 schools, 510,000 children Indicative of pedagogy-driven acceleration at scale (30-40% higher than UP average for G3).

ALfA Shamli RCT
HGSE Validated RCT (Shamli)
Effect sizes after just 40 days
0.23 / 0.89 (Grade 3 / 5)
Double Reading Fluency

Shamli rose from low-performing to Rank 2 of 75 Districts (PRS 2024)

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.

From 20 to 60,000 schools in 3.5 years!

DISCOVER WHY & HOW

Launch in 2022 with Secretary MOE, India

From Low-Performing District to Rank 2 in UP

In 2022, IAS Anita Karwal, then Secretary, Ministry of Education, entrusted DEVI Sansthan to implement its ALfA (Accelerating Learning for All) pedagogy for Shamli, Uttar Pradesh, then a low-performing district of India (NAS 2017). PRS 2024 Grade 3 shows impressive learning gains:

Language: 65% (NAS 2021) → 79% (PRS 2024) → +14 pp

Maths: 59% (NAS 2021) → 76% (PRS 2024) → +17 pp

This took Shamli to **Rank 2 of 75 districts of UP**.

ALfA is built on 20+ years of research. It is a **disruptive pedagogy** that enables rapid FLN gains by mainstreaming paired-learning, and scaffolding learning from known to unknown.

AL*f*A | 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.

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

Literacy Paired Learning Routines

Children take turns to derive first sounds from known pictures (not unknown letters and their 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 (Decoding & Blending)

English

One child asks, the other answers.
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 ↺ → New Pics → Repeat Routine.

Hindi

Child 1: "यह क्या है?" → Child 2: "बतख"
Child 1: "इसकी पहली आवाज़ क्या है?" → Child 2: "/ब/"
*Repeat for the next picture, /सपेरा/ → /स/*
Child 1: "नया शब्द क्या बना?" Child 2: "/ब/ + /स/ → बस " (bus-meaningful)
Swap Roles ↺ → New Pics → Repeat Routine.

ALƒA | Fast & Holistic FLN | Numeracy
Accelerating Learning *for* All

- ALfA Numeracy builds strong foundations through paired learning routines that scaffold from concrete-to-abstract, known-to-unknown.

- Paired transaction of learning is enabled through a **MAT Process**:
    1. **M**odel (teacher-child / child-child demos)
    2. **A**ctivate (entire class works in pairs)
    3. **T**ransfer (children practice, create questions for each other; take turns answering, and stretch learning in class & at home).

- Children learn turn-taking, communication, collaboration, problem-solving (critical thinking) and creativity as suggested in NEP 2020.

Numeracy Paired Learning Routines
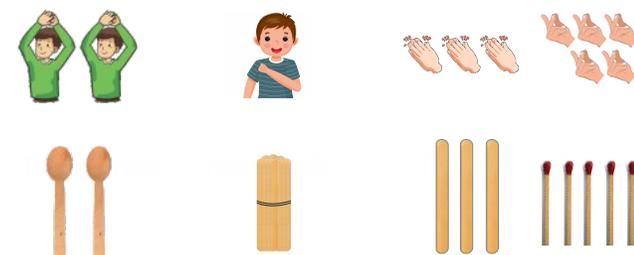
• Talk aloud • Peer-check • Correct
• Make new questions for each other
• Level up (learning transfer)
• Using sustainable material.

2	1	3	5
2000 +	100 +	30 +	5 = **2135**

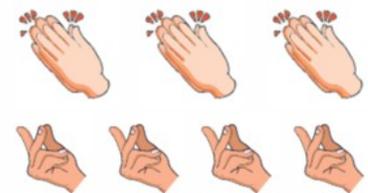### Kinesthetic → Concrete → Abstract

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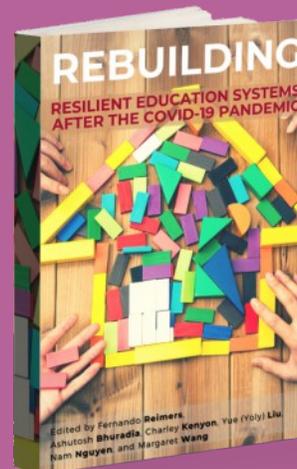
by Prof. Fernando Reimers et al Harvard Graduate School of Education

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.

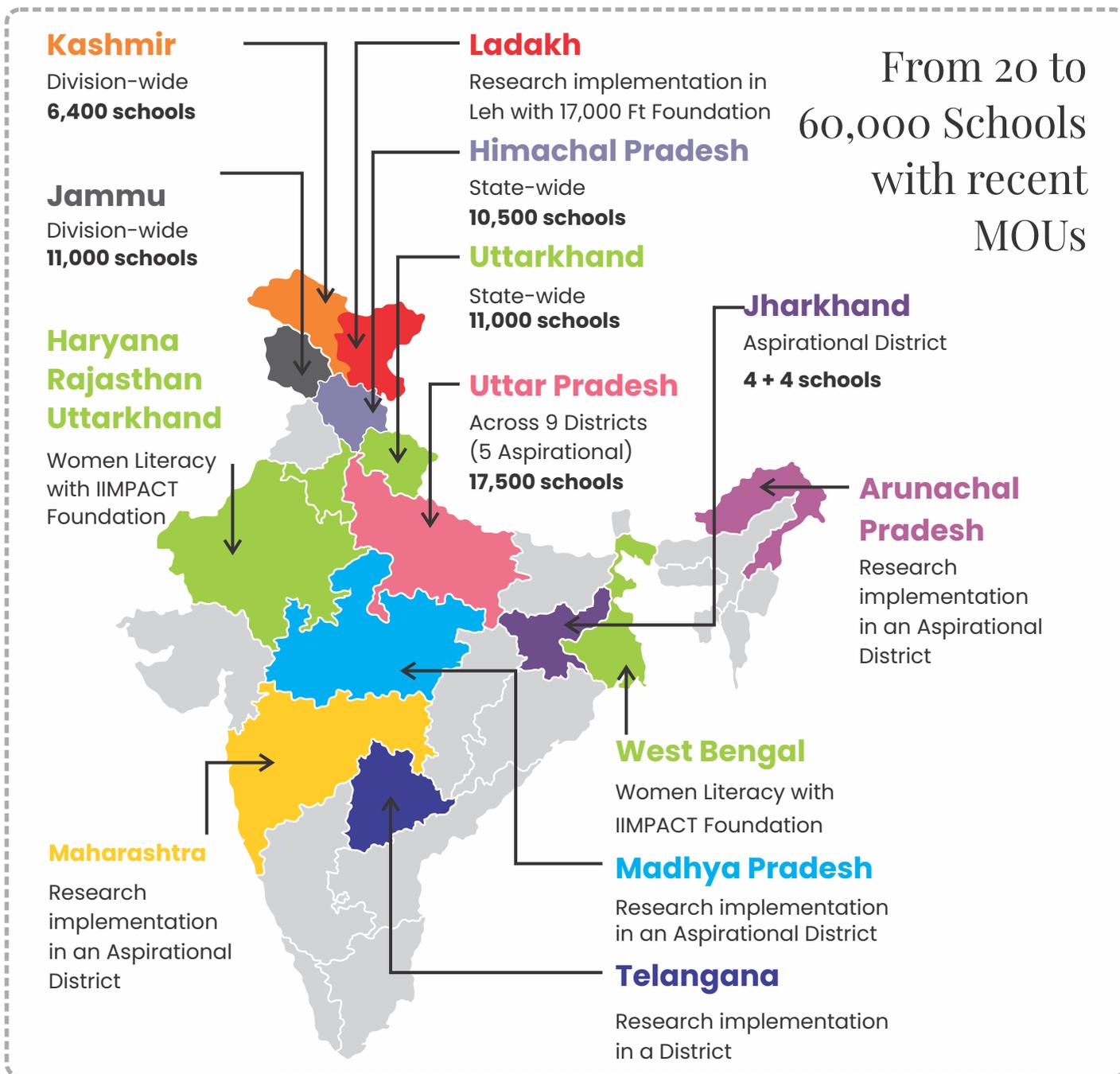**Children taking turns to read with Tina-Toto puppets**

NATIONAL EXPANSION

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

From 20 to 60,000 Schools with recent MOUs

Kashmir
Division-wide
6,400 schools

Ladakh
Research implementation in Leh with 17,000 Ft Foundation

Himachal Pradesh
State-wide
10,500 schools

Jammu
Division-wide
11,000 schools

Uttarkhand
State-wide
11,000 schools

Jharkhand
Aspirational District
4 + 4 schools

Haryana Rajasthan Uttarkhand
Women Literacy with IIMPACT Foundation

Uttar Pradesh
Across 9 Districts (5 Aspirational)
17,500 schools

Arunachal Pradesh
Research implementation in an Aspirational District

West Bengal
Women Literacy with IIMPACT Foundation

Maharashtra
Research implementation in an Aspirational District

Madhya Pradesh
Research implementation in an Aspirational District

Telangana
Research implementation in a District

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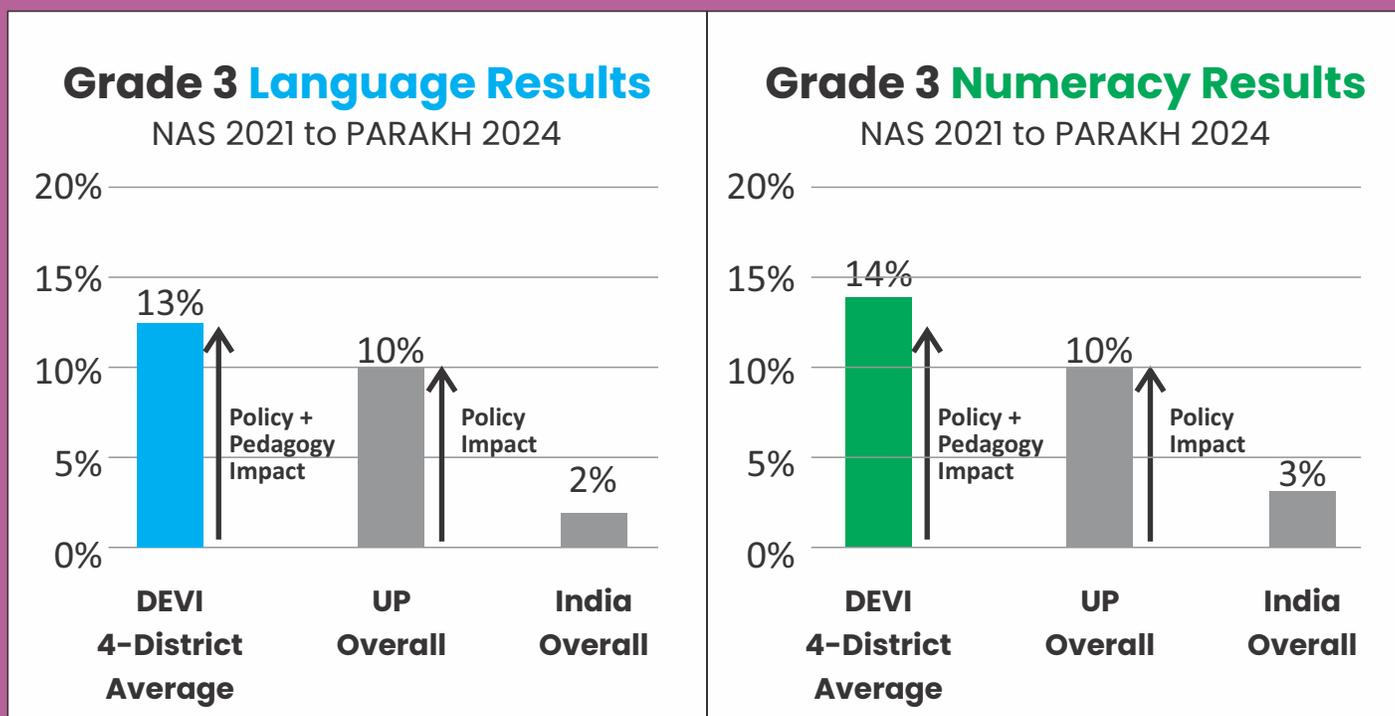
The government further created an **enabling environment for NGOs**, including DEVI to implement its ALfA pedagogical intervention which delivered sharper acceleration: +13/+14 pp across four ALfA districts.

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

Grade 3 Language Results
NAS 2021 to PARAKH 2024

- DEVI 4-District Average: 13% (Policy + Pedagogy Impact)
- UP Overall: 10% (Policy Impact)
- India Overall: 2%

Grade 3 Numeracy Results
NAS 2021 to PARAKH 2024

- DEVI 4-District Average: 14% (Policy + Pedagogy Impact)
- UP Overall: 10% (Policy Impact)
- India Overall: 3%

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

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DRAMATIC LITERACY GAIN

Of the 4 schools implementing ALFA, 3 received the 'NIPUN-Gold' category based on assessments conducted in November 2025 (scoring 90–100%). The remaining school was in the Silver category (80–90%). These results were achieved in the Government-conducted NIPUN assessment, **MVNMBN** (Mera Vidyalaya Nipun, Main Bhi Nipun). This contrasts with the schools in the non-ALFA category, of whom one achieved Gold, one Bronze (70–80%), and two remained non-NIPUN.

ALfA Schools

| GSS JAGANNATHPUR | GMS DORANDA | GBMS NAMKUM | GPS BARA GHAGHRA |
| GOLD | GOLD | GOLD | SILVER |

Non-ALfA Schools

| UPG HATIA | GMS HINDPIRI | GMS ISMAILIYA | GPS NEW ST DHURVA |
| GOLD | BRONZE | | |

JHARKHAND EDUCATION PROJECT COUNCIL
SCHOOL INSPECTION

On 24 February 2026, the Jharkhand Education Project Council conducted an inspection of the 4 ALfA schools. The school children performed very well and effectively demonstrated all activities related to the ALfA program. Teachers also shared their experiences of the ALfA pedagogy, which was appreciated by JEPC team.
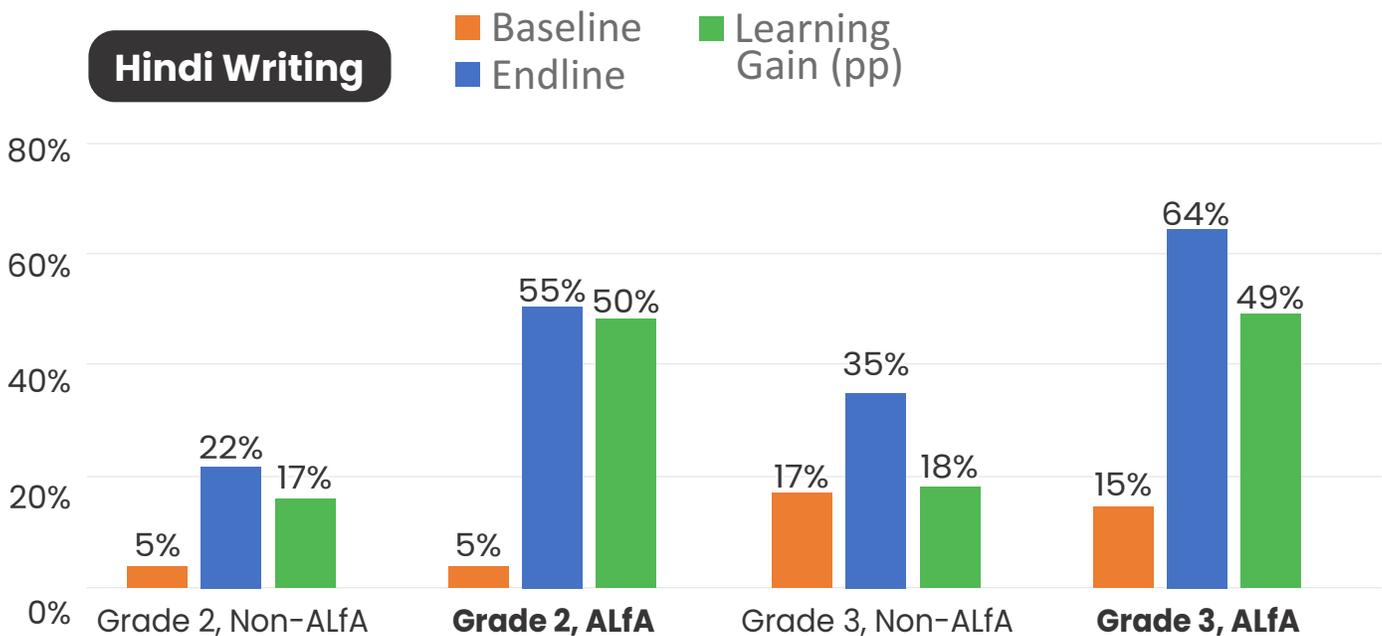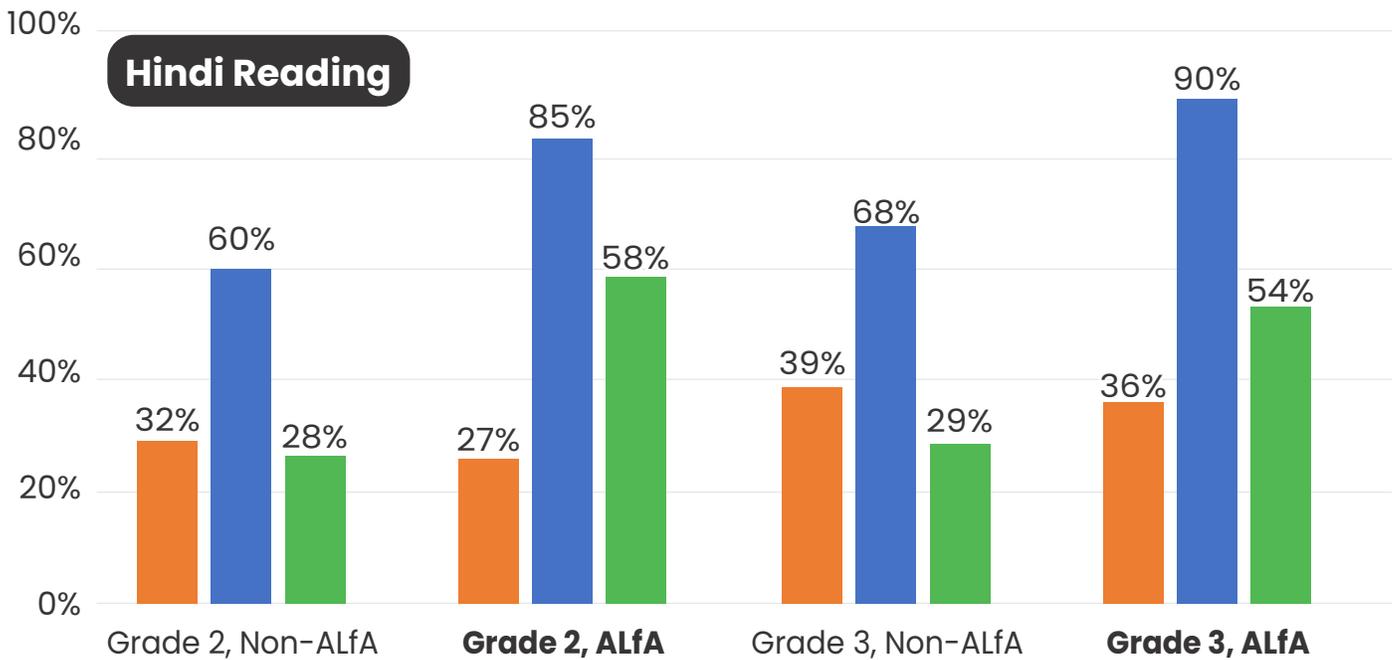

JEPC inspection team at GBMS Namkum Ranchi (above) and GPS Bara Ghaghra (below)
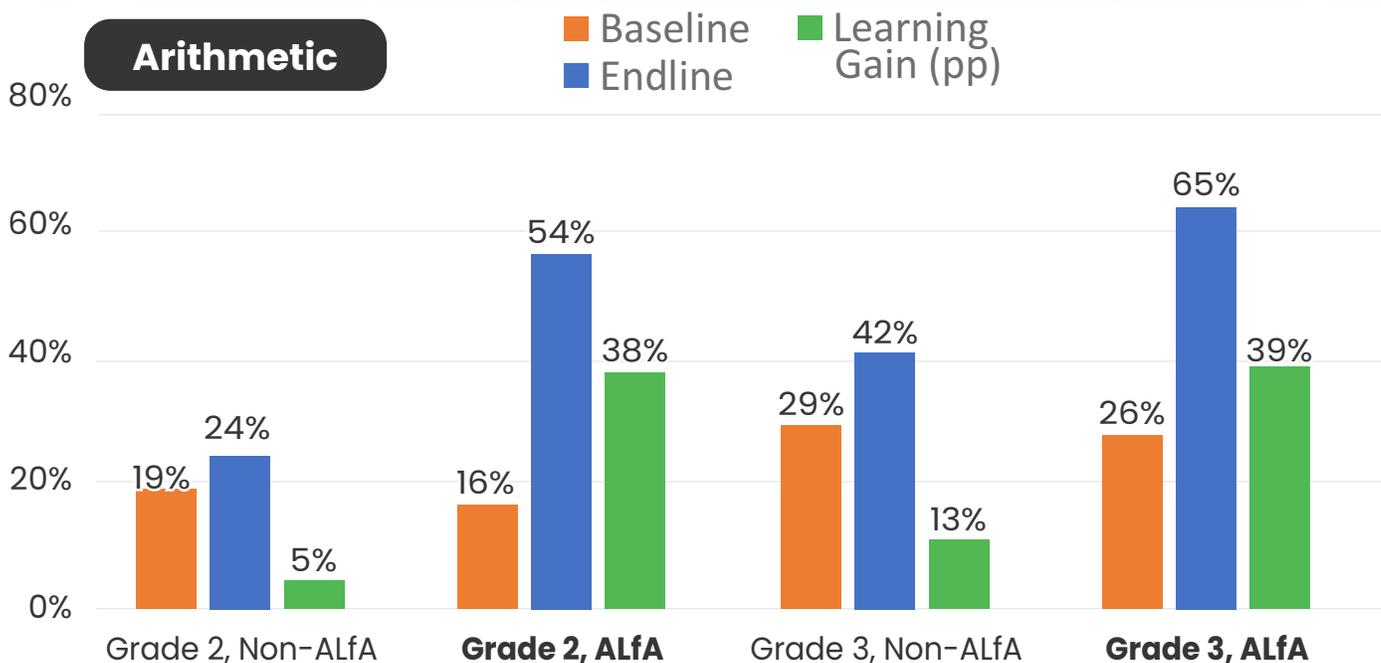
RANCHI, JHARKHAND
DRAMATIC LITERACY GAIN

- Assessment was conducted with the support of government officials and ARPs along with DEVI Sansthan staff in a transparent process.

- Hindi reading scores increased dramatically from **27% to 85%** in Grade 2, and **36% to 90%** in Grade 3 - a rate of **learning gain double that of non-ALfA schools.**

- Writing scores also rocketed up from **5% to 55%** in Grade 2 and **15% to 64%** in Grade 3 **- learning gain triple that of control schools.**

- Grade 2 students in ALfA schools **outperformed** Grade 3 students in non-ALfA schools across both reading (85% vs 68%) and writing (55% vs 35%).

Hindi Reading

	Baseline	Endline	Learning Gain (pp)
Grade 2, Non-ALfA	32%	60%	28%
Grade 2, ALfA	27%	85%	58%
Grade 3, Non-ALfA	39%	68%	29%
Grade 3, ALfA	36%	90%	54%

Legend: Baseline, Endline, Learning Gain (pp)

Hindi Writing

	Baseline	Endline	Learning Gain (pp)
Grade 2, Non-ALfA	5%	22%	17%
Grade 2, ALfA	5%	55%	50%
Grade 3, Non-ALfA	17%	35%	18%
Grade 3, ALfA	15%	64%	49%

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RAPID NUMERACY BOOST

- Numeracy scores grew from **16% to 54% (Grade 2)** and **26% to 65% (Grade 3).**
- The rate of learning in schools using ALfA was **more than triple that of control schools.**
- Grade 2 students in ALfA schools(54% score) **outperformed** Grade 3 students in non-ALfA schools (42% score), indicating that the 6-month program has made more than a year's difference to student's learning levels.
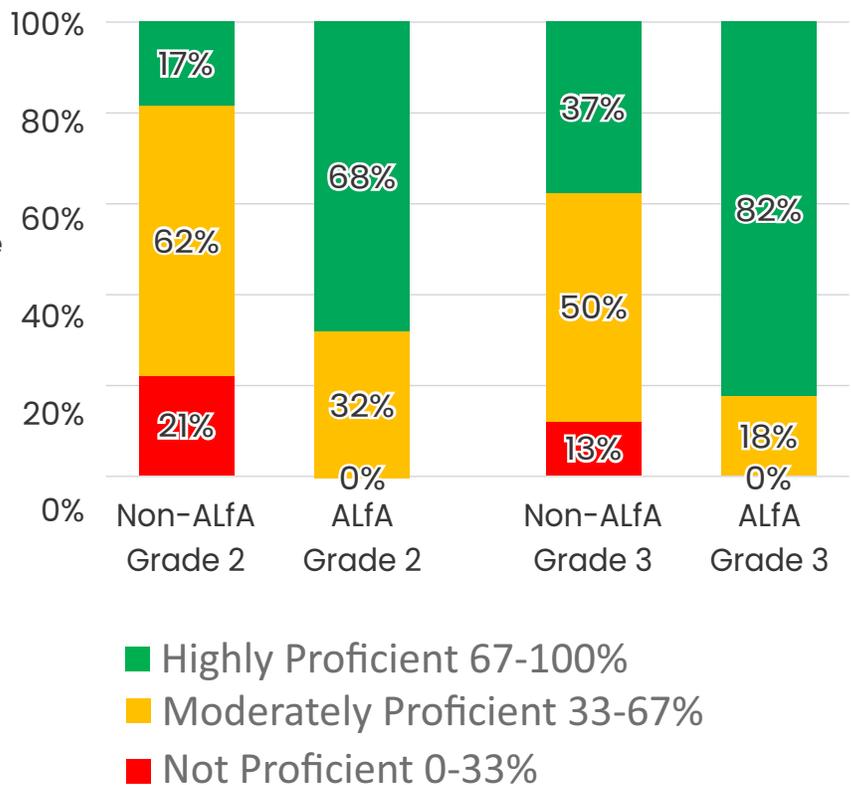

Arithmetic

Legend: Baseline (orange) | Endline (blue) | Learning Gain (pp) (green)

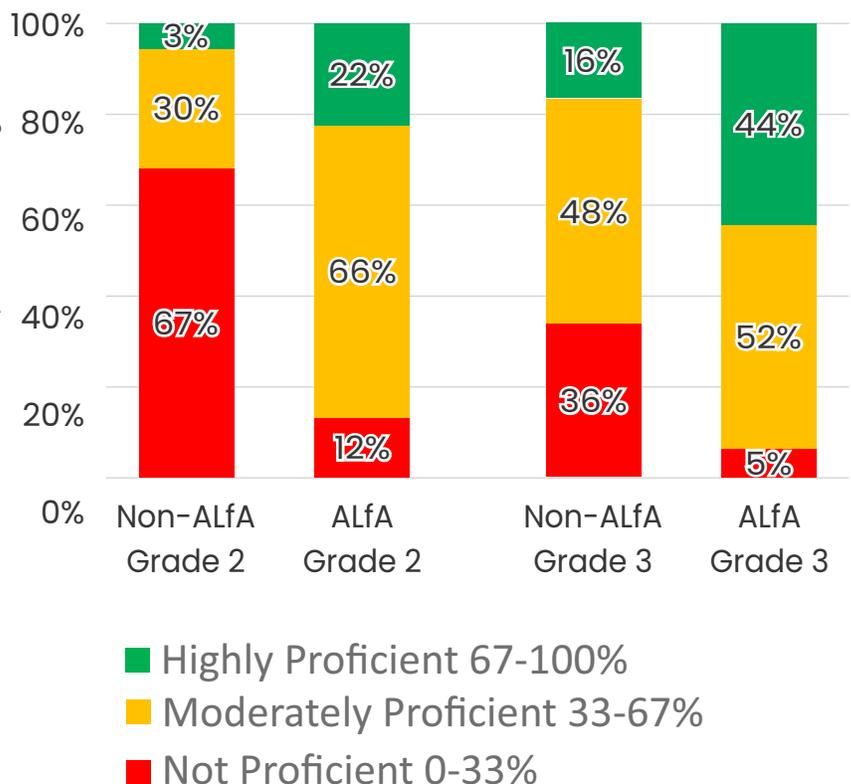|	Baseline	Endline	Learning Gain (pp)
Grade 2, Non-ALfA	19%	24%	5%
Grade 2, ALfA	16%	54%	38%
Grade 3, Non-ALfA	29%	42%	13%
Grade 3, ALfA	26%	65%	39%

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PROFICIENCY AT ENDLINE

Literacy: Tercile Analysis

- By the time of endline, **no students in ALfA schools scored below 33% in the literacy assessment**; but there were still 21% of Grade 2 and 13% of Grade 3 students in this bottom tercile in non-ALfA schools

- **2-4x more students in the ALfA schools reached the highly proficient category** than in non-ALfA schools (68% vs 17% in Grade 2, 82% vs 37% in Grade 3).

Non-ALfA Grade 2: Not Proficient 21%, Moderately Proficient 62%, Highly Proficient 17%
ALfA Grade 2: Not Proficient 0%, Moderately Proficient 32%, Highly Proficient 68%
Non-ALfA Grade 3: Not Proficient 13%, Moderately Proficient 50%, Highly Proficient 37%
ALfA Grade 3: Not Proficient 0%, Moderately Proficient 18%, Highly Proficient 82%

■ Highly Proficient 67-100%
■ Moderately Proficient 33-67%
■ Not Proficient 0-33%

Maths: Tercile Analysis

- By the time of endline, **only 12% (Grade 2) and 5% (Grade 3)** of ALfA students were 'not proficient' in maths, compared to 5x higher figures in non-ALfA schools (Grade 2: 67%, Grade 3: 36%).

- **Far more students in the ALfA schools reached the highly proficient category** than in non-ALfA schools (3% vs 22% in Grade 2, 16% vs 44% in Grade 3).

Non-ALfA Grade 2: Not Proficient 67%, Moderately Proficient 30%, Highly Proficient 3%
ALfA Grade 2: Not Proficient 12%, Moderately Proficient 66%, Highly Proficient 22%
Non-ALfA Grade 3: Not Proficient 36%, Moderately Proficient 48%, Highly Proficient 16%
ALfA Grade 3: Not Proficient 5%, Moderately Proficient 52%, Highly Proficient 44%

■ Highly Proficient 67-100%
■ Moderately Proficient 33-67%
■ Not Proficient 0-33%

RANCHI COMPETENCY ANALYSIS READING

The Pragati App generates a detailed personalized report card at multiple levels (child, class, school, district) which shows with a colour code which topics have been mastered and which need more work. Pragati report cards enable children to focus on their progress over time rather than comparing against others.
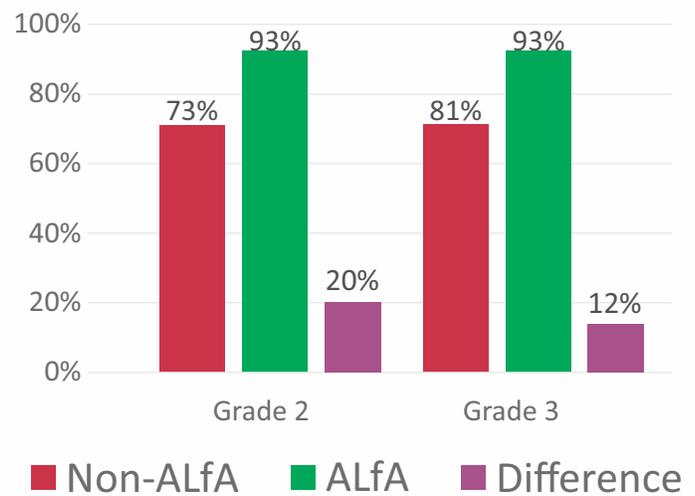
Word level: Completing a word

मर

मल

टन

टर

Non-ALfA | **ALfA** | **Difference**

Grade 2: 73%, 93%, 20%
Grade 3: 81%, 93%, 12%

Sentence level: Completing the sentence

सही शब्द पर टिक लगा कर वाक्य पूरा करें।

मैं शेर की दहाड़ सुनता हूँ, यह ___ है।

☐ डरावना   ☐ शांत   ☐ स्वादिष्ट

मैं गेंद देखता हूँ, यह ___ है।

☐ चौकोर   ☐ तिकोना   ☐ गोल

Non-ALfA | **ALfA** | **Difference**

Grade 2: 19%, 83%, 64%
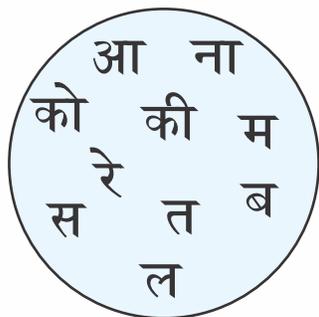Grade 3: 49%, 76%, 27%
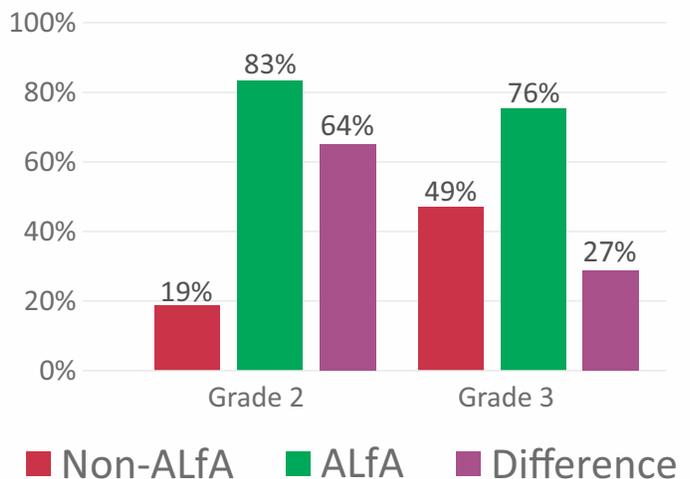
Graphs show the proportion of children scoring correctly on specific competencies.

RANCHI COMPETENCY ANALYSIS WRITING

Writing words based on given letters

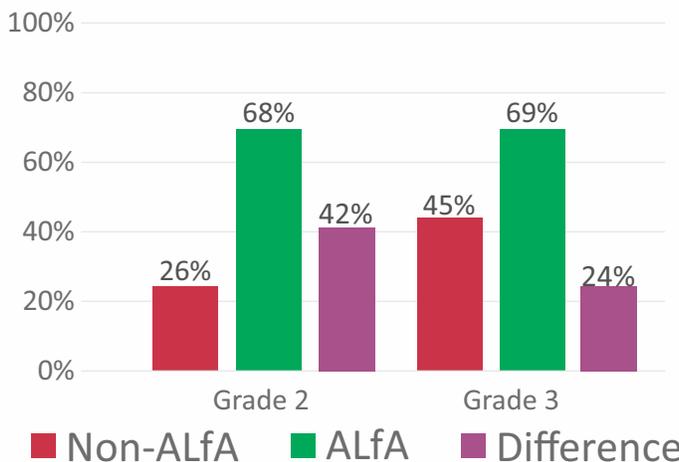दिए गए अक्षरों से छह सार्थक शब्द बनाइए (चाहें जितने भी अक्षर के)।

आ ना
को की म
रे ब
स त
ल

Grade 2: Non-ALfA 34%, ALfA 69%, Difference 35%
Grade 3: Non-ALfA 44%, ALfA 75%, Difference 31%

- Non-ALfA
- ALfA
- Difference
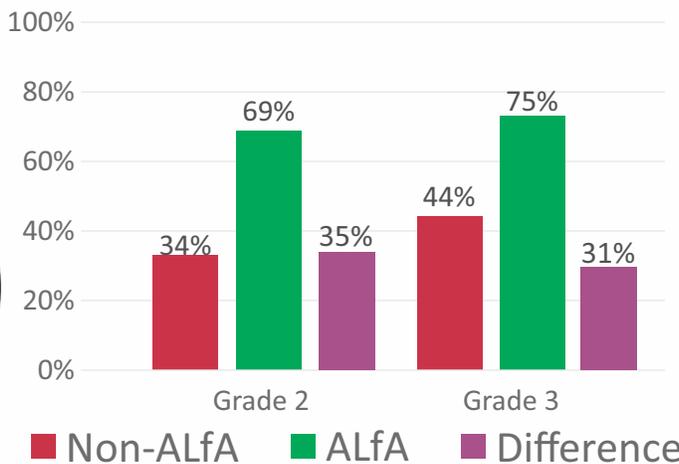
Writing vegetable names

किसी चार सब्जियों के नाम लिखें।

Grade 2: Non-ALfA 26%, ALfA 68%, Difference 42%
Grade 3: Non-ALfA 45%, ALfA 69%, Difference 24%

- Non-ALfA
- ALfA
- Difference

Graphs show the baseline and level of progress on specific competencies.

RANCHI COMPETENCY ANALYSIS NUMERACY

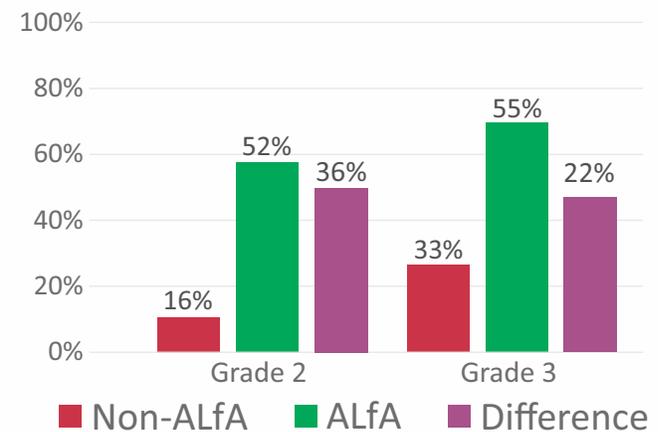## Completing the number pattern

खाली स्थान को सही संख्याओं से भरें।

11	13		17	

2	4		8	

10	20			50

Grade 2: Non-ALfA 39%, ALfA 86%, Difference 47%
Grade 3: Non-ALfA 57%, ALfA 92%, Difference 35%

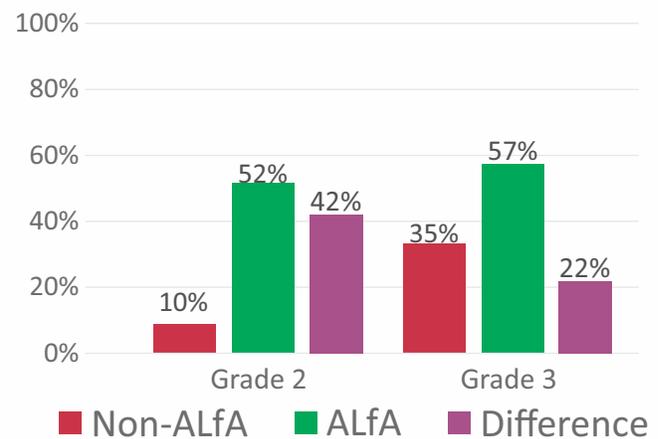■ Non-ALfA   ■ ALfA   ■ Difference
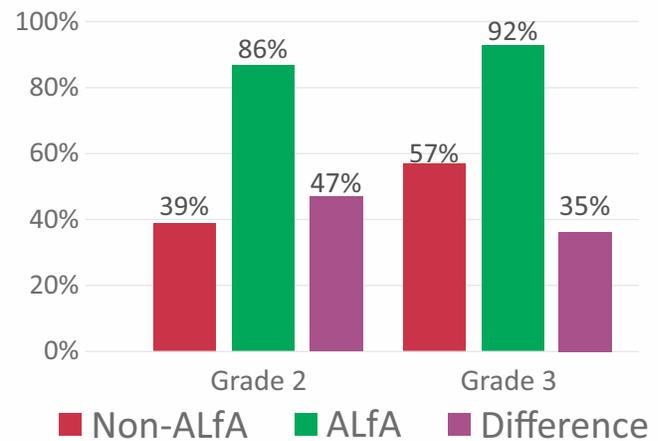
Addition & Subtraction Word Problems

जोड़ या घटाव के द्वारा सवालों के सही हल का चयन करें।

गाड़ी खिलौने:   14
हवाई जहाज़ खिलौने: 17
कुल खिलौने ?

◯ 21   ◯ 31   ◯ 111

Grade 2: Non-ALfA 16%, ALfA 52%, Difference 36%
Grade 3: Non-ALfA 33%, ALfA 55%, Difference 22%

■ Non-ALfA   ■ ALfA   ■ Difference

Data Handling

Bar values: 2, 6, 4

Grade 2: Non-ALfA 10%, ALfA 52%, Difference 42%
Grade 3: Non-ALfA 35%, ALfA 57%, Difference 22%

■ Non-ALfA   ■ ALfA   ■ Difference

Graphs show the baseline and level of progress on specific competencies.

STRONG LEADERSHIP SUPPORT

One of the key reasons for the success of the Ranchi pilot was the strong support from the outset, of key leadership including SPD Shri Shashi Ranjan; State Quality in Charge Dr Avinav Kumar; DM Shri Manjunath Bhajantri; DEO Shri Vinay Kumar; DSE Shri Badal Raj; as well as the gracious support of ADPO, APO, BRP and BPOs.

State Project Director Shri Shashi Ranjan

State In-Charge, Quality Education
Dr Avinav Kumar

State Project Director
Shri Shashi Ranjan

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. Defense 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
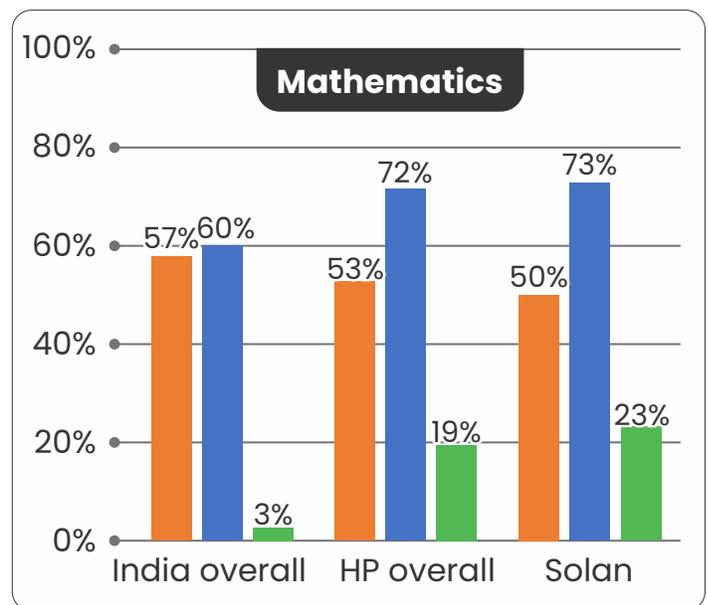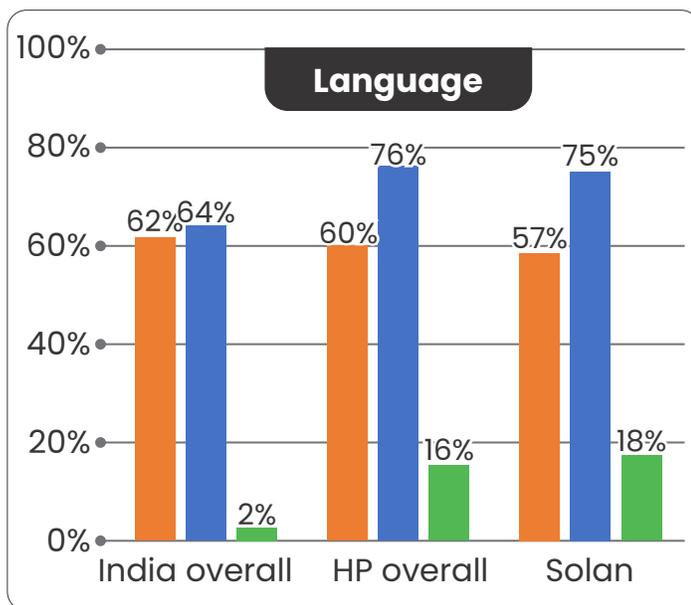Hon. Minister of State for Education, UP

Click Here Scan QR for endorsement letter

POLICY + PEDAGOGY: HP / SOLAN

Under the Government of Himachal Pradesh's strong FLN push, the state recorded among 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 has been implemented across all 9 blocks of Solan since 2024 as part of the government's broader effort. DEVI has worked with the HP government for two and a half years, including hosting multiple HP delegations in Lucknow to observe implementation firsthand.

Grade 3 Learning Gain Between NAS 2021 & Parakh (2024)

Language

	NAS 2021	PRS 2024	Learning Gain
India overall	62%	64%	2%
HP overall	60%	76%	16%
Solan	57%	75%	18%

Mathematics

	NAS 2021	PRS 2024	Learning Gain
India overall	57%	60%	3%
HP overall	53%	72%	19%
Solan	50%	73%	23%

Sources Click/Scan QR

Click Here   Click Here

■ NAS 2021   ■ PRS 2024
■ Learning Gain 2021 to 2024

Clap–Snap Numbers
Kinesthetic Pair Routine
1 clap = 10, 1 snap = 1

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.
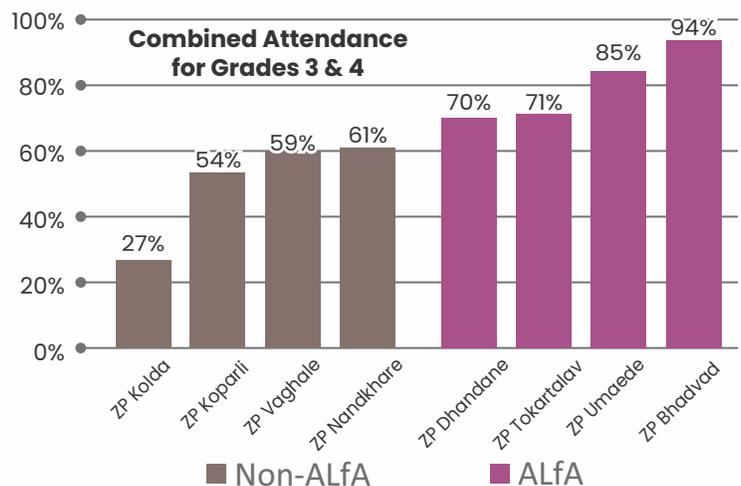
Click Here

Click Here

Nandurbar, Maharashtra

In a research pilot in Nandurbar (Aspirational District, Maharashtra), attendance was markedly higher in ALfA vs. non-ALfA schools:
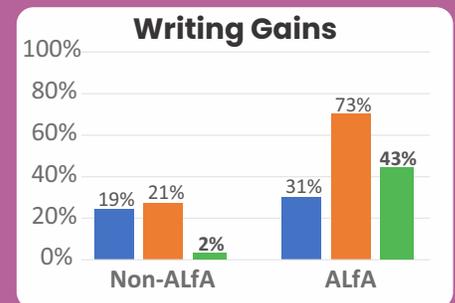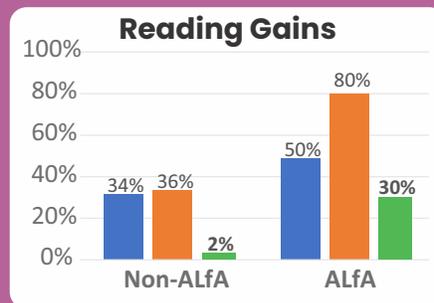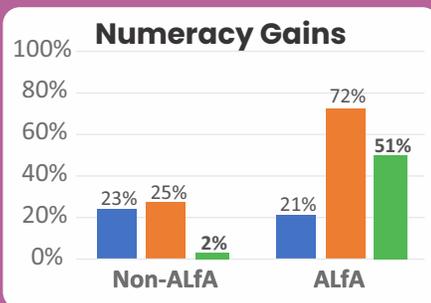
Grade 3: non-ALfA 54% vs ALfA 83%

Grade 4: non-ALfA 44% vs ALfA 75%

Learning outcomes also improved significantly (see below).

Combined Attendance for Grades 3 & 4

School	Attendance
ZP Kolda	27%
ZP Koparli	54%
ZP Vaghale	59%
ZP Nandkhare	61%
ZP Dhandane	70%
ZP Tokartalav	71%
ZP Umaede	85%
ZP Bhadvad	94%

Non-ALfA / ALfA

Nandurbar, Grade 3: Not Just Coming to School, But Learning More

Numeracy Gains

	Baseline	Endline	Learning Gain (pp)
Non-ALfA	25%	23%	2%
ALfA	72%	21%	51%

Reading Gains

	Baseline	Endline	Learning Gain (pp)
Non-ALfA	36%	34%	2%
ALfA	80%	50%	30%

Writing Gains

	Baseline	Endline	Learning Gain (pp)
Non-ALfA	21%	19%	2%
ALfA	73%	31%	43%

■ Baseline ■ Endline ■ Learning Gain (pp)

FAST + HOLISTIC

NEP 2020 IN ACTION

Key Insight: When pedagogy is shifted from being primarily teacher-led to being driven by 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.
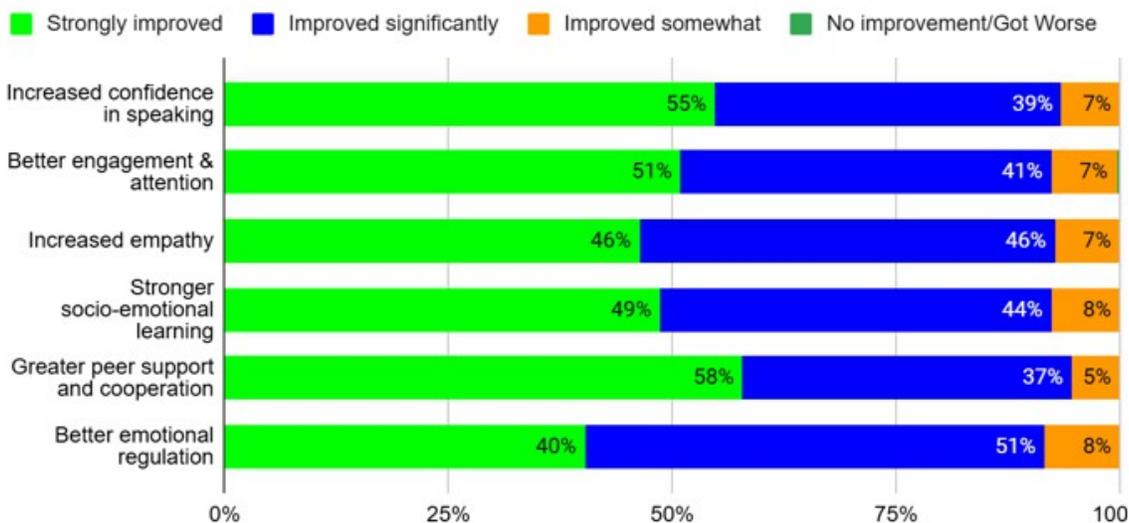
21st CENTURY SKILLS (4Cs)

The chart to the right shows gains in communication, collaboration, critical thinking, and creativity through a teacher opinion survey.

Skill	
Communication	97%
Collaboration	94%
Critial Thinking	92%
Creativity	86%
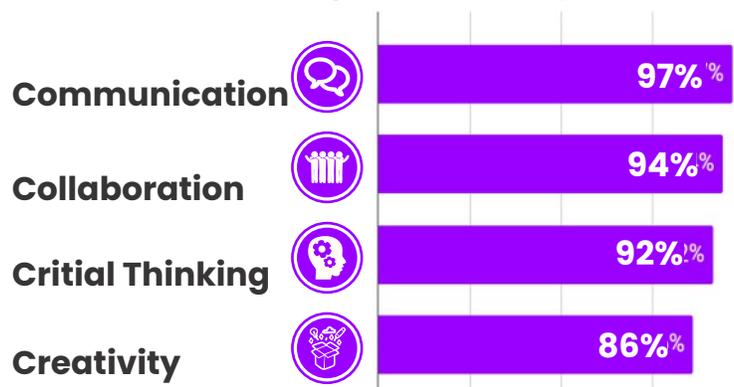
Social-Emotional Learning (SEL)

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

	Strongly improved	Improved significantly	Improved somewhat	No improvement/Got Worse
Increased confidence in speaking	55%	39%	7%	
Better engagement & attention	51%	41%	7%	
Increased empathy	46%	46%	7%	
Stronger socio-emotional learning	49%	44%	8%	
Greater peer support and cooperation	58%	37%	5%	
Better emotional regulation	40%	51%	8%	

Teacher Motivation & Well-Being

> *With ALfA, I feel much more positive and confident. Children learn faster, enjoy the activities, and show real understanding. The appreciation from parents has also boosted my motivation and overall well-being.*

Deepika Moolchandani, Teacher

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 IImpact 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
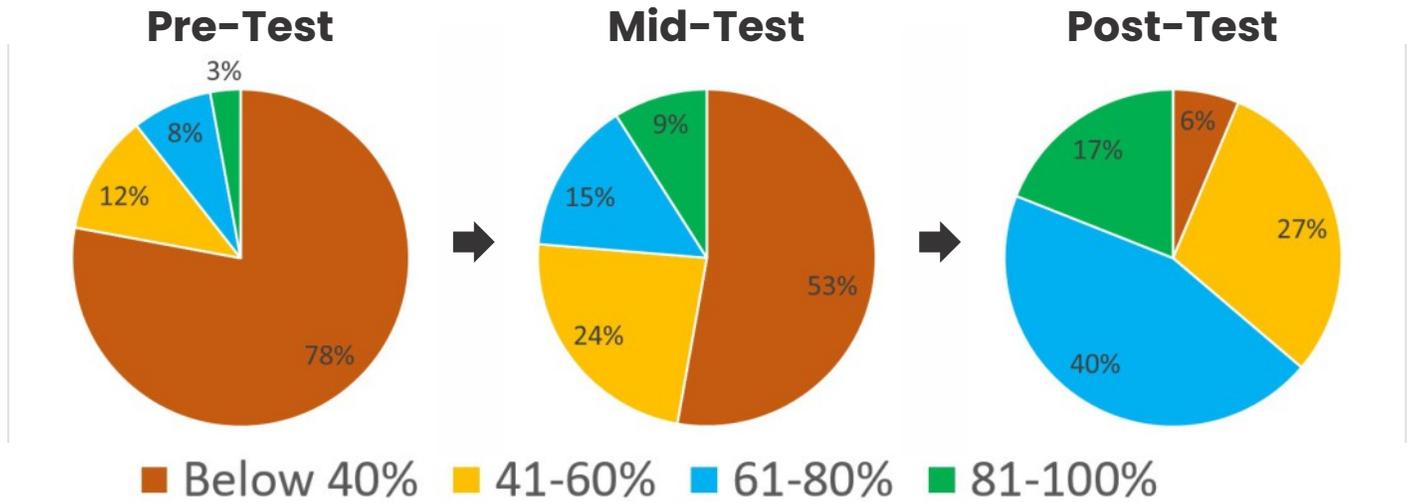## MOTHER LITERACY PROGRAM

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

SCALE

10,000+ 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%.**

Pre-Test

3%
8%
12%
78%

Mid-Test

9%
15%
24%
53%

Post-Test

6%
17%
27%
40%

■ Below 40%   ■ 41-60%   ■ 61-80%   ■ 81-100%

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

Women learn to write

AL*f*A 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

- Assamese
- Bangla
- English
- Gujarati
- Hindi
- Kannada
- Konkani
- Maithili
- Marathi
- Mizo
- Odia
- Punjabi
- Tamil
- Telugu

INTERNATIONAL LANGUAGES
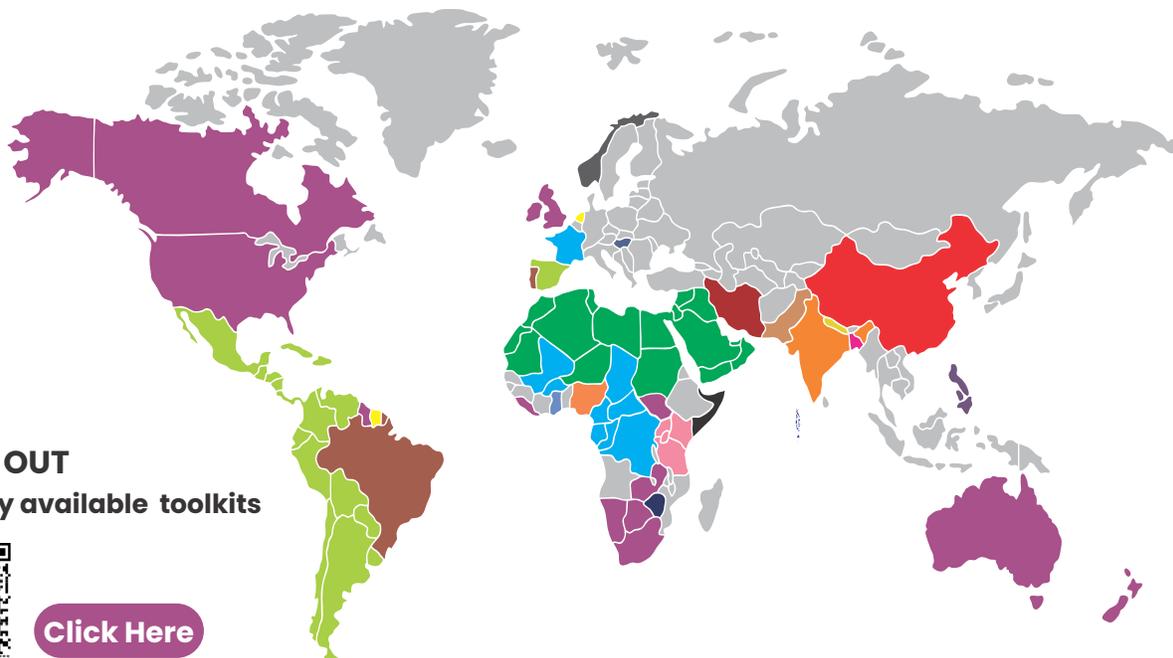
CHECK OUT
the freely available toolkits

Click Here

- Arabic
- Bangla
- Dhivehi
- Dutch
- English
- Filipino
- French
- Mandarin
- Nepali
- Persian
- Portuguese
- Serbian
- Shona
- Spanish
- Swahili
- Twi
- Urdu
- Yoruba
- Somalian *in development*

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.
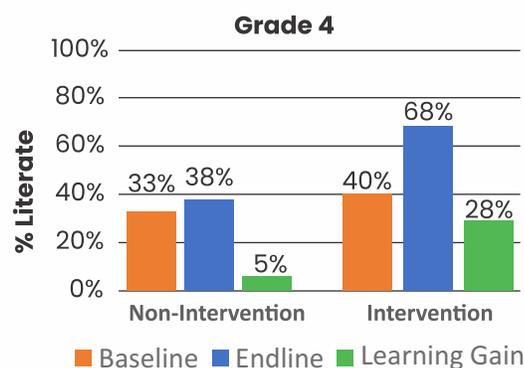
Click Here

Click/Scan QR for more results

The Olinga Foundation
For Human Development

GHANA
Olinga Foundation

The program has concluded two research implementations in Ayensuano District. Another one has began in January 2026.
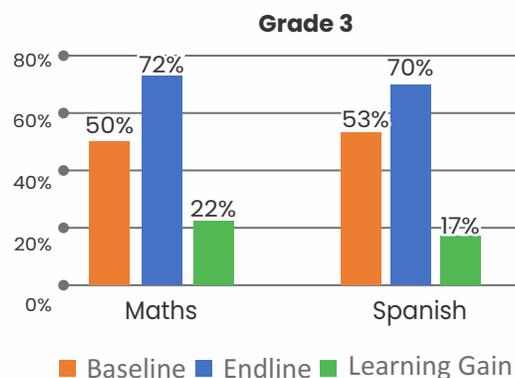
Click/Scan QR for case study

Click Here

Grade 4

Baseline — Endline — Learning Gain

Non-Intervention: Baseline 33%, Endline 38%, Learning Gain 5%
Intervention: Baseline 40%, Endline 68%, Learning Gain 28%

PERU
ArcaBeta NGO

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

Maths: Baseline 50%, Endline 72%, Learning Gain 22%
Spanish: Baseline 53%, Endline 70%, Learning Gain 17%

MALDIVES
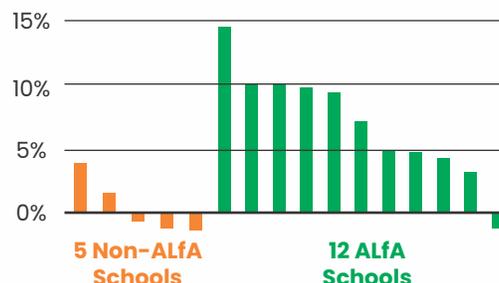### Ministry of Education / UNICEF

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

Improvement in English Test Scores, Grade 3

5 Non–ALfA Schools

12 ALfA Schools

ALfA: COMPARISON WITH OTHER PEDAGOGIES

The World Bank Global Education Expert Advisory Panel found that Teaching at the Right Level (TaRL) and Structured Pedagogy are two of the best buys in education. ALfA is proving evern more cost-effective.

66 *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.* 99
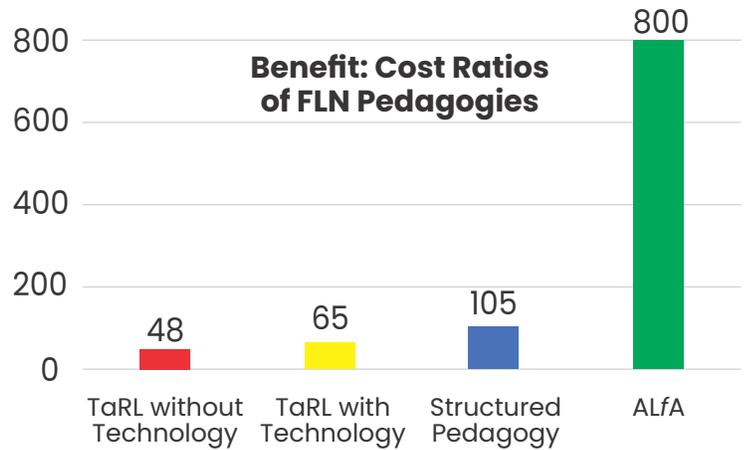
- Aïcha Bah Diallo
Former Minister of Education, Guinea

66 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. 99

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

Kalra Aparna, The Wire

Benefit: Cost Ratios of FLN Pedagogies

	Value
TaRL without Technology	48
TaRL with Technology	65
Structured Pedagogy	105
ALfA	800

Source: Copenhagen Consensus, 2023. Halftime to SDGs Best Investment Paper: Education.
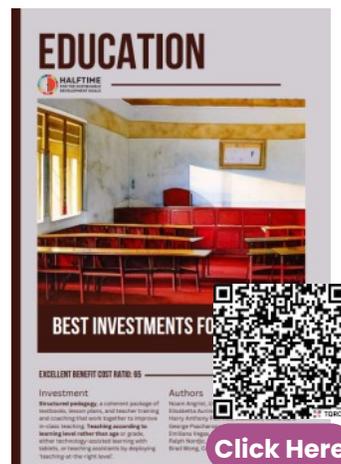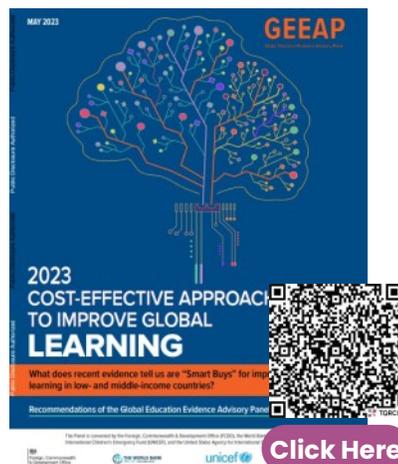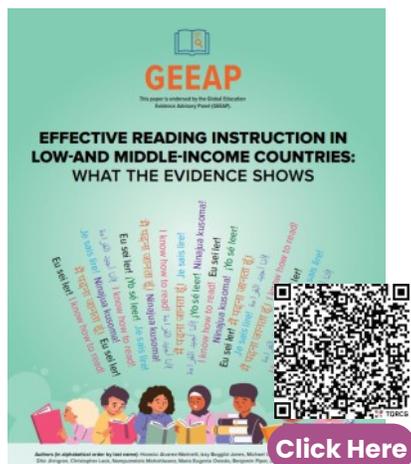
Source: Weighted average from implementations. $2-$4 per child, effect size of 0.52 (HGSE and others).

66 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 have't looked at instruction. 99

- Emliy Hanford
Education Research & Author

References

GEEAP
EFFECTIVE READING INSTRUCTION IN LOW-AND MIDDLE-INCOME COUNTRIES: WHAT THE EVIDENCE SHOWS

Click Here

MAY 2023
GEEAP
2023 COST-EFFECTIVE APPROACH TO IMPROVE GLOBAL LEARNING
What does recent evidence tell us are "Smart Buys" for improving learning in low- and middle-income countries?
Recommendations of the Global Education Evidence Advisory Panel

Click Here

EDUCATION
HALFTIME
BEST INVESTMENTS FO...
EXCELLENT BENEFIT COST RATIO: 95

Click Here

Click/Scan QR for more details & further references

Click Here

ALfA: COMPARISON WITH OTHER PEDAGOGIES

STRUCTURED PEDAGOGY

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

Teacher role: Can mean strict adherence and reduced professional autonomy.

Speed: Typically needs longer-term implementation (not a "rapid burst" model).

Effect size: Approx 0.13

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

Strategic link: Often embeds Science of Reading principles through teacher guides and coaching.

TEACHING AT THE RIGHT LEVEL (TaRL)

Pedagogical approach: Assess group by level -> teach targeted core skills -> address multi-level classrooms.

Teacher role: Teachers manage multiple learning groups simultaneously.

Speed: Evidence includes ~50-day implementations; this earlier community model is no longer active.

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 and become socially divisive.

SOR/EXPLICIT INSTRUCTION

Pedagogical approach: Science of Reading prioritises explicit, systematic instruction in the building blocks of reading—especially phonics—within a coherent skill pathway.

Teacher role: Many large-scale literacy programmes pair phonics-based curricula with training/coaching and levelled materials.

Speed: Can show strong gains within an academic year when well-implemented at scale, but varies by programme design.

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

ACCELERATING LEARNING for ALL (ALfA)

Pedagogical approach: Random paired learning + holistic, process-led structure with scaffolded self-learning.

Teacher role: Lightens teacher load because learners support/check each other in pairs.

Speed: Designed to build foundational literacy/numeracy in ~45 days.
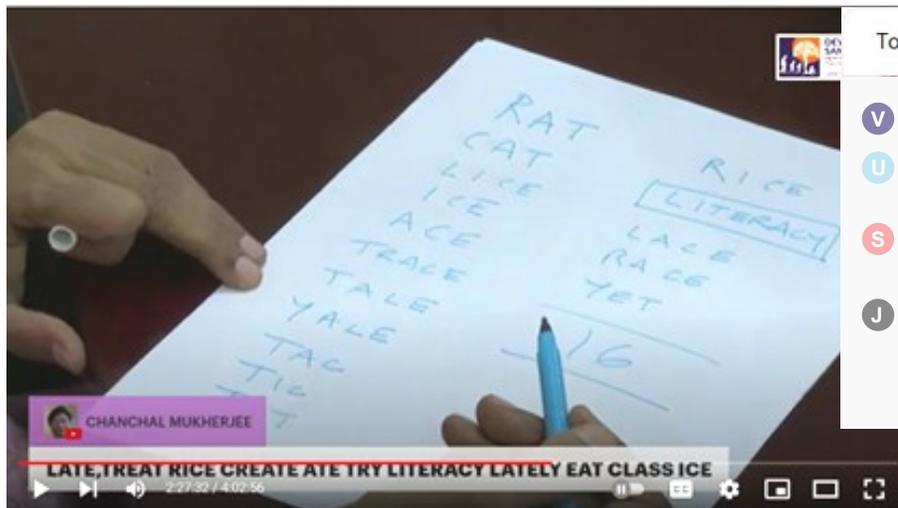
Effect size: 0.23–0.89 (India, ~40 days); weighted average 0.39–0.58.

Cost per child: ~$4/child (leverages local resources; minimal training time).

TEACHER TRAINING AT SCALE
MASSIVE OPEN ONLINE TRAINING
(60K+ VIEWS | 66 COUNTRIES PARTICIPATED)

How many words can you find? Activity

Click Here

Click/Scan QR
to experience
the MOOT yourself

Several audience polls were used in the MOOT to gauge participants' attitude. The results were overwhelmingly positive, indicating a high level of engagement.

IN-PERSON TEACHER EMPOWERMENT

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

As well as training, our field staff regularly visit schools for supportive supervision, and sit in government meetings at block and district levels, liaise with govt officials, etc.

Question	Results
How did you find today's training?	Excellent 73% Quite good 22% Ok 3% Nothing new 0%
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%
Has the online format of this MOOT been effective for you?	Yes 93% Somewhat 5% No 1%

Click Here
Click/Scan QR
to experience
an ALfA training

Click Here
Click/Scan QR
to watch our
training playlist

BOOKS BY DEVI

ALfA: Accelerating Learning for All
A Groundbreaking Pedagogy to Transform Eucation

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."*
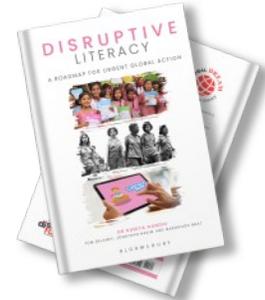> **Sigamoney Naicker**
> Professor, University of the Western Cape, SA

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.

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

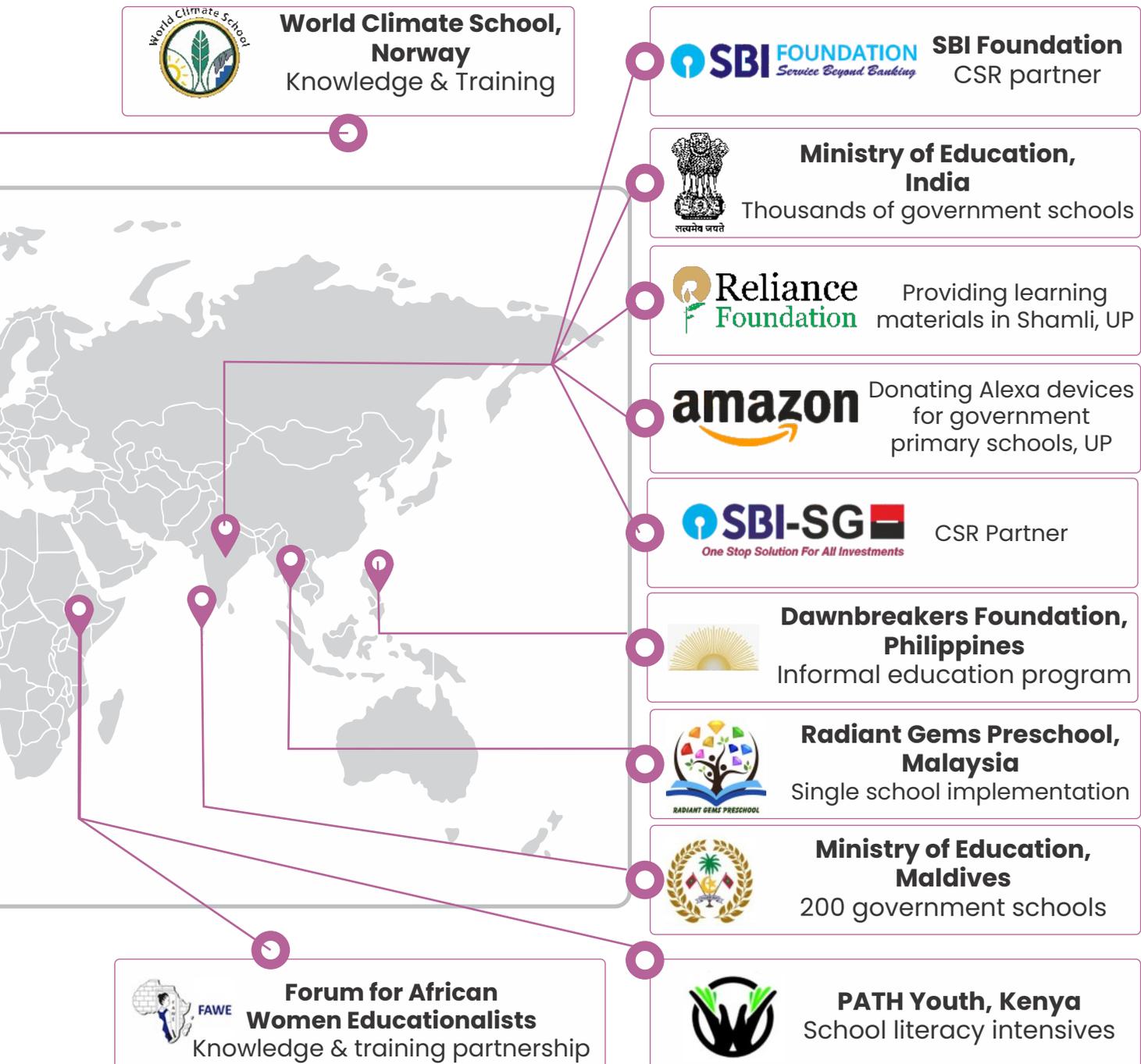**All Africa Students Union**
Knowledge & training partnership

Olinga Foundation
Research implementation in 15 government schools

PARTNERS IN CHANGE

World Climate School, Norway
Knowledge & Training

SBI Foundation
CSR partner

Ministry of Education, India
Thousands of government schools

Reliance Foundation
Providing learning materials in Shamli, UP

amazon
Donating Alexa devices for government primary schools, UP

SBI-SG
One Stop Solution For All Investments
CSR Partner

Dawnbreakers Foundation, Philippines
Informal education program

Radiant Gems Preschool, Malaysia
Single school implementation

Ministry of Education, Maldives
200 government schools

Forum for African Women Educationalists
Knowledge & training partnership

PATH Youth, Kenya
School literacy intensives

ONE TARA FREE SCHOOL

- One Tara School is a free, alternative school for out-of-school children and illiterate adults, based on the belief that if they can't go to school, the school should come to them.

- The One Tara initiative empowers individuals to start informal education centers, offering quality education and extra support to underserved communities.

- The goal is to inspire a love of learning, support children through their education journey, and teach adults foundational skills.

- DEVI invites individuals, families, and NGOs to open free schools in memory of loved ones, honoring them through education—a "star above supporting a star on earth."

- DEVI provides full know-how, support, including training, study materials, and assessments, at low cost to volunteers who offer free education in both formal and informal settings.

Learning Materials

E-Learning materials

Physical & E-Assessments

Online / In-Person Training

THE ALfA JOURNEY

1992-2013

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

2014-2021

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.

2022

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

2023

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**.

2024

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

2025

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.

2026

MOUs signed in January to expand to **9 full districts** of UP, & **entire Uttarakhand and Ranchi**, expands to **60,000+ schools**.

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, and leveraging policy change to enable rapid gains towards literacy for all.

+91 740 840 6000   info@dignityeducation.org   dignityeducation.org