

FLN WHAT WORKS



**UTTAR
PRADESH**



ALFA IMPACT REPORT



SWIFT



SCALABLE



SUSTAINABLE

IMPACT UTTAR PRADESH

The highly effective ALfA pedagogy is being used throughout 4 districts of UP: Lucknow, Unnao, Barabanki and Shamli; helping lakhs of thousands of students gain foundational skills that will serve them for life. A Jan 2026 MOU now expands ALfA to 5 additional aspirational districts: Sonbhadra, Chitrakoot, Bahraich, Balrampur and Siddhartnagar.



7,500
SCHOOLS



1-5
GRADES



5 lakh+
STUDENTS



30,000+
TEACHERS

DEVI PROVIDES A HOLISTIC FLN PACKAGE

Thin Booklets



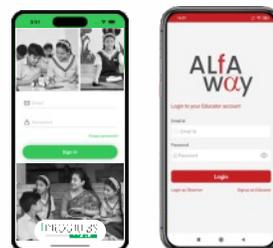
low cost, low carbon
low psychological burden

Learning Materials



locally available,
sustainable, reused

Free Apps & EdTech



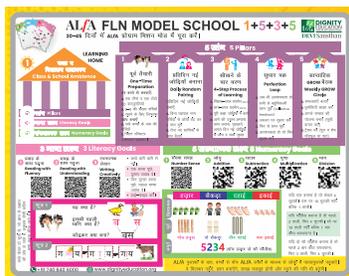
e-books/video repository
/out of school contexts

Teacher Training



highly participatory
Online/Offline

Teacher Guidance



ALfA Model School Chart

Assessments



scanning & app enables
instant analysis

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



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Scan QR for endorsement letter



FLN at Speed What Works

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.

ALFA FLN IN UP

ALFA has grown exponentially in Uttar Pradesh since its 2022 launch, and is garnering attention from national and international leaders.



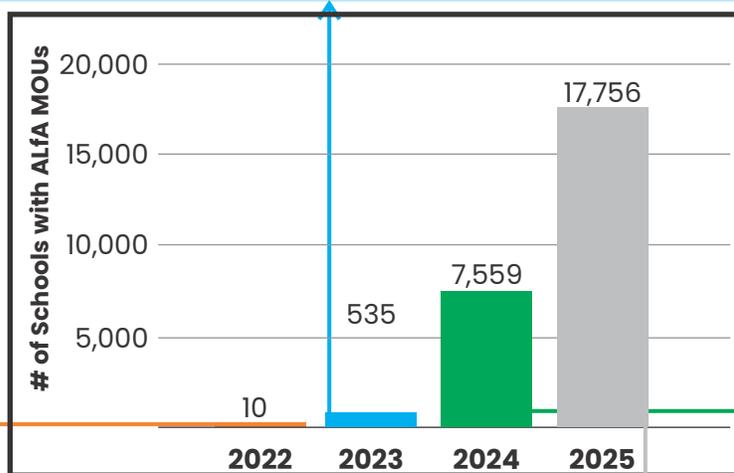
Click/Scan to Read Agreement with Uttar Pradesh Govt. **MoU dated 7 Jan 2026** Grade 1-5 across all ~17,000 schools of 9 districts: Lucknow, Unnao, Barabanki, Shamli, Chitrakoot, Sonbhadra, Bahraich, Balrampur, Siddhartnagar.



2022-23 Research pilot in Shamli, a low-performing district, at request of Ministry of Education's Anita Karwal. 10 treatment & 10 control schools.

2023-24

Shamli implementation covered in a chapter by Harvard professor Fernando Reimers; is scaled up to 210 schools. Implementation scales up in Uttar Pradesh's Lucknow, Unnao, Barabanki districts. Hilauli block of Unnao implements ALFA across all its 155 schools, later tops NAT.



24-25

Scale up to district-level implementation in Lucknow, Unnao, Barabanki and Shamli; covering over 5 lakh children.

2025-26

MOU signed to continue in existing 4 districts and also expand to 5 more aspirational districts. Pilots begin in these 5 districts.

From 20 to 17,500 schools in 3.5 years!



**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.

DISCOVER WHY & HOW

UP COVERAGE

AlfA implementation was conducted initially as randomised control trials, with schools randomly allocated to treatment and control groups. After impressive results in Phase 1 (2022-23) & Phase 2 (2023-24), it has since been scaled up to district-wide implementation (for Grades 1-5) in 4 districts, with an MOU now covering 17,500 schools.

District	Schools		
	Treatment	Control	Total
Shamli Ph 1	10	10	20
Shamli Ph 2	200	70	270
Shamli Ph 3	596	NA	596
Barabanki Ph 1	30	20	55
Barabanki Ph 3	2,636	NA	2,636
Lucknow Ph 1	110	60	170
Lucknow Ph 2	582	NA	582
Lucknow Ph 3	1,618	NA	1,618
Unnao Ph 1	30	20	55
Unnao Ph 2	155	NA	155
Unnao Ph 3	2,709	NA	2,709

7,559 **531,395**

Total Schools Total Children (Gr 1-5)

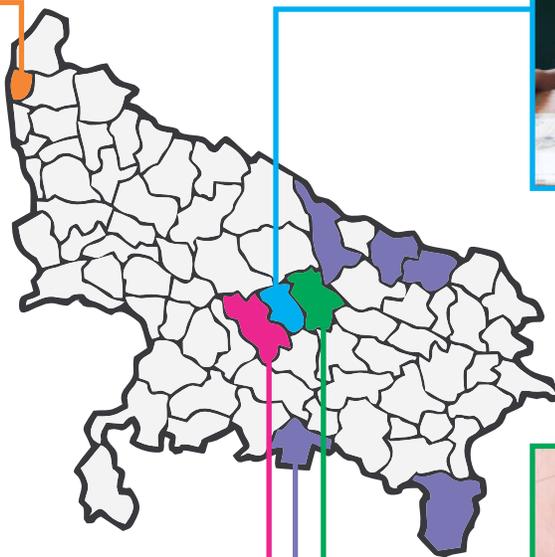
As of Phase 3, 2024-25



Shamli



Lucknow



Barabanki



Unnao



5 Aspirational Districts included in Jan 2026: Chitrakoot, Sonbhadra, Bahraich, Balrampur, Siddhartnagar

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).

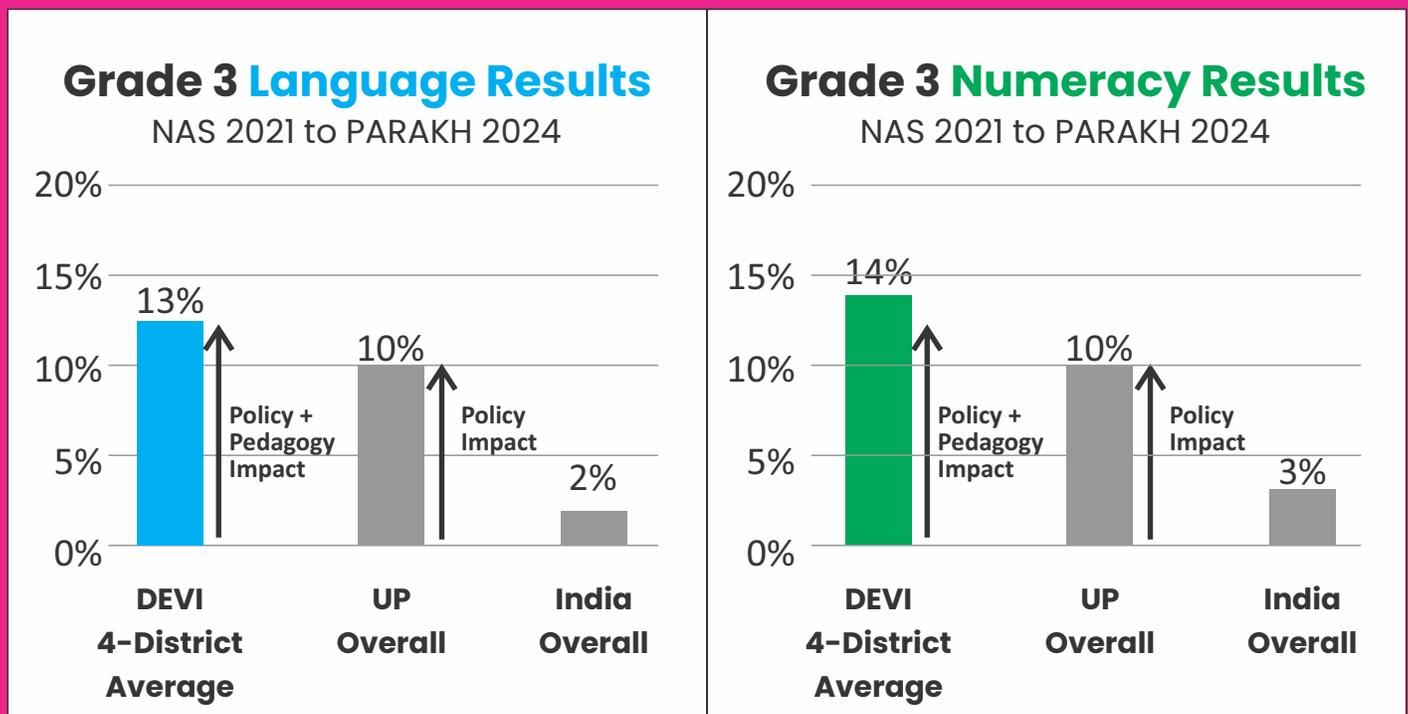
The government further created an **enabling environment for NGOs**, including DEVI to implement its ALfA pedagogical intervention which delivered sharper acceleration: +13/+14 pp across four ALfA districts.

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



Parakh
2024



For more details,
read the ALIGN
FLN report

[Click Here](#)

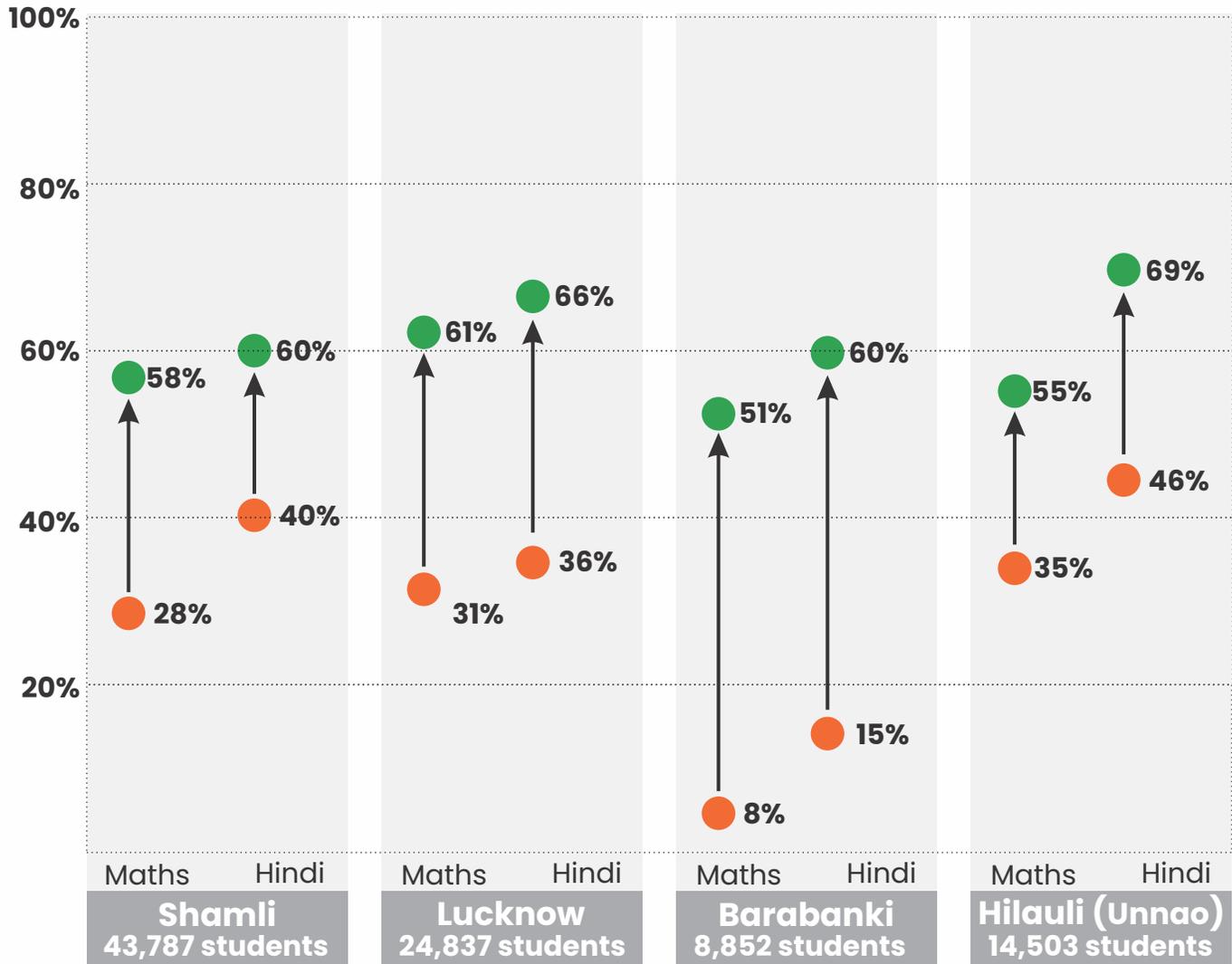
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NAS: National Achievement Survey, PRS: PARAKH Rashtriya Sarvekshan

RESULTS AT SCALE **THIRD PARTY DATA**

Across the different districts, students showed dramatic improvement in learning levels, as indicated by comprehensive & difficult third-party tests, which measure each competency specified in NIPUN Bharat and NAS.



Note The orange circles show baseline test results, green circles show endline tests.

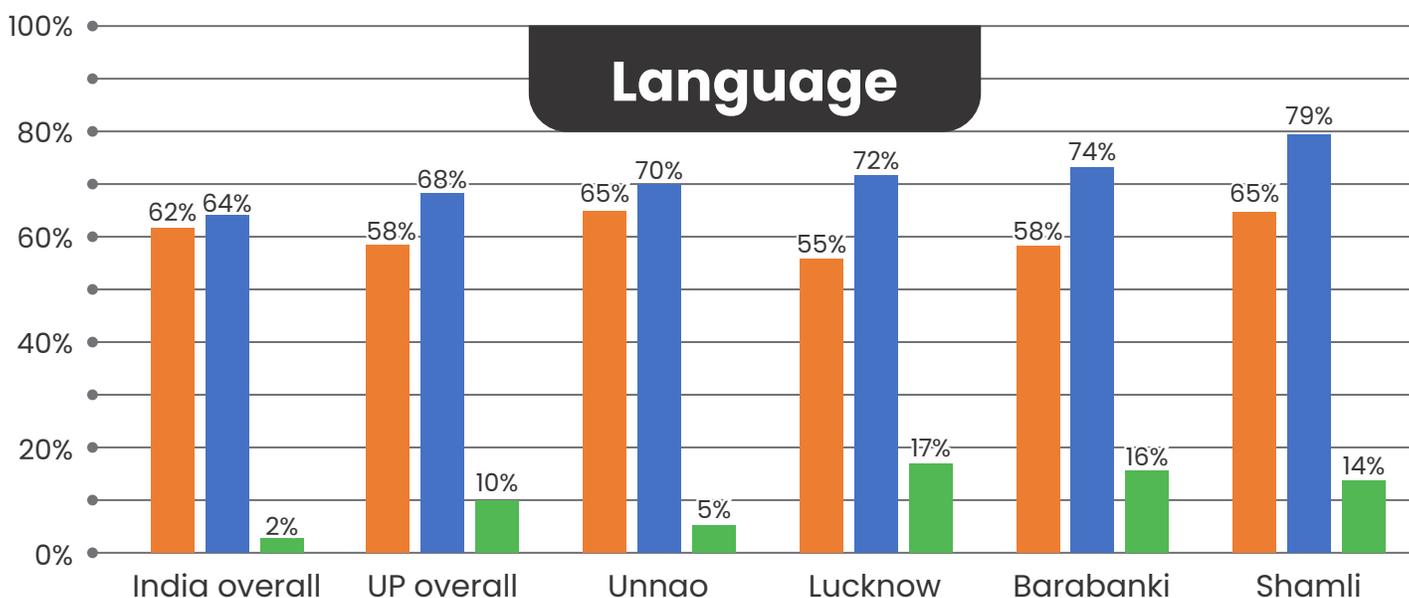
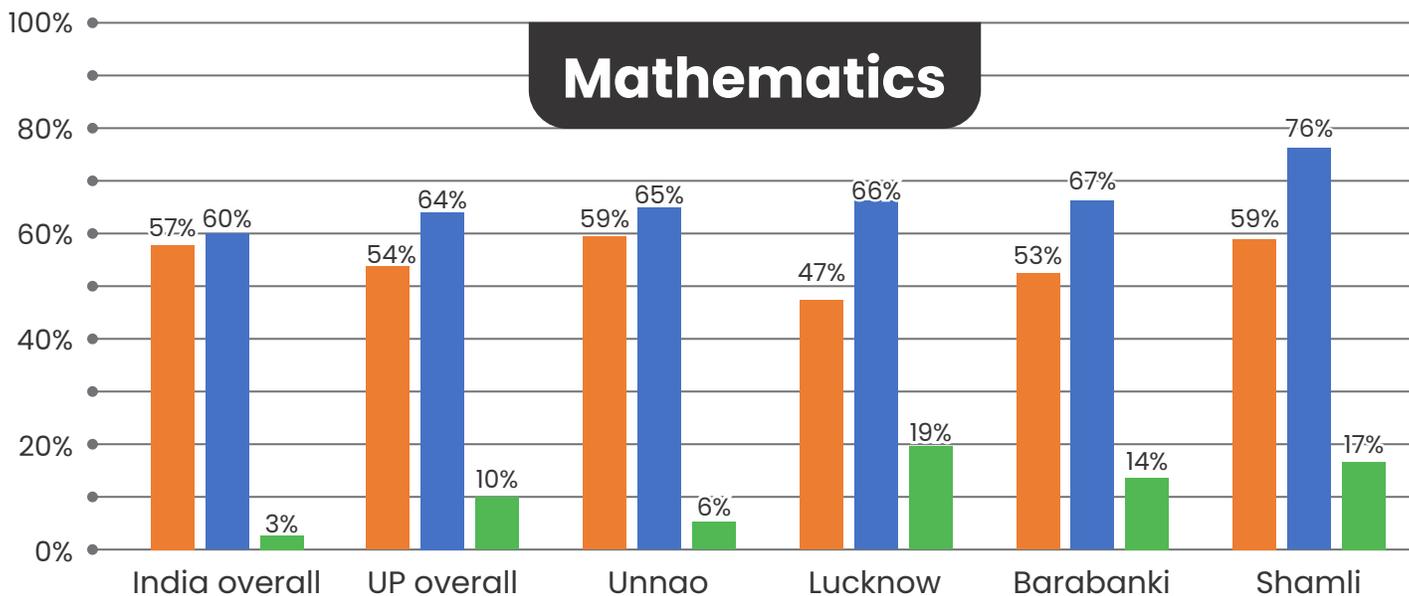


RESULTS AT SCALE **NAS 2021 vs PARAKH 2024**

The 4 districts in which AlfA has been implemented saw massive improvements in their score for Grade 3 language and maths in Parakh 2024, compared to the NAS 2021. The four districts are all in the top half of UP's districts in Parakh 2024. Particularly

remarkable is Shamli, a formerly low performing district, now ranked in the Udit (Excellent) category in Parakh. The 4 districts improved by 5 to 19 percentage points, compared to just a 2-3 percentage points gain at the national level.

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



NAS 2021

Parakh 2024

Learning Gain 2021 to 2024

Sources
Click/Scan QR



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.

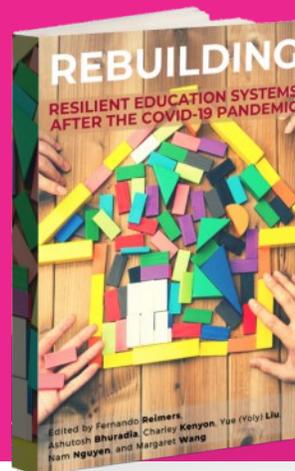
“The effect size of the project was **0.23 for Grade 3** students and **0.89 for Grade 5**... the results suggest there is significant value in pursuing the ALfA model in other schools if implemented in a coherent, structured, and coordinated manner.”

“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

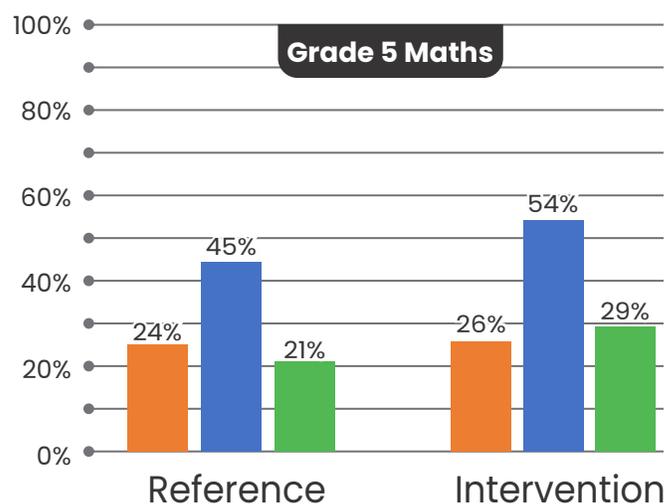
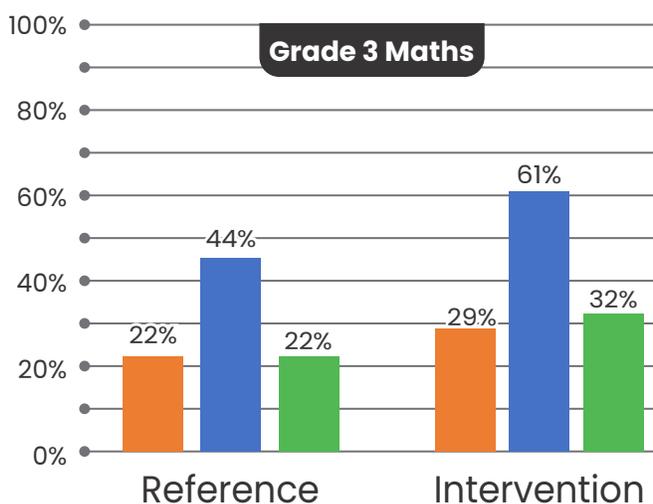
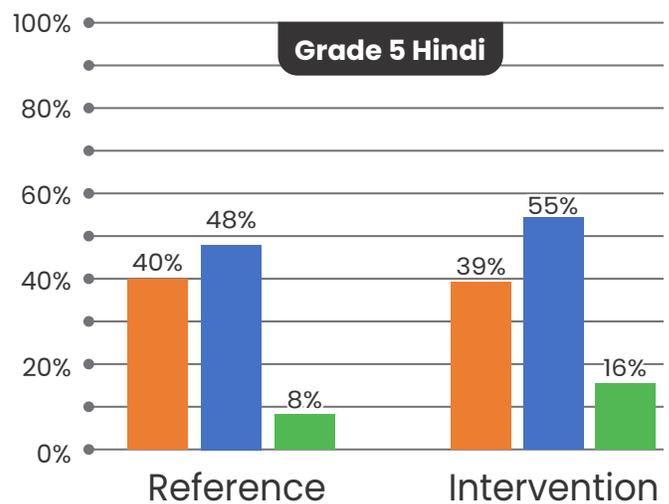
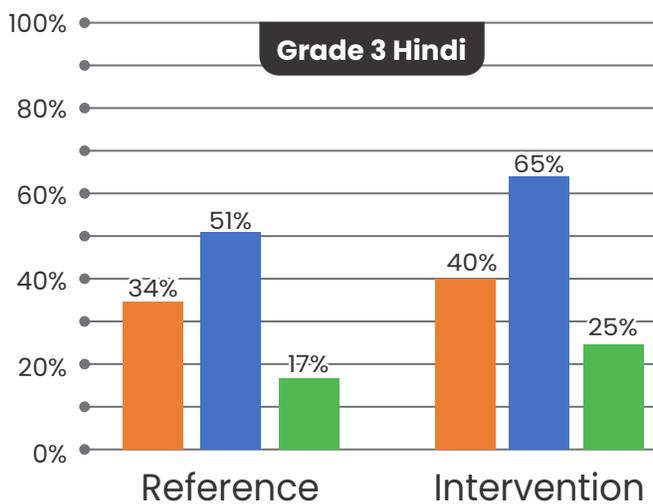
SHAMLI CASE STUDY

FROM LPD 2022 TO UDIT 2024



“The attendance of children has improved drastically.”

Mr Rahul Mishra,
then BSA, Shamli



■ Baseline ■ Learning Gain
■ Endline

ALFA students' rate of learning was 50% greater compared to students in non-ALFA schools, in just 45 days.

SHAMLI LEARNING IMPACT

The initial comparative analysis of 10 implementation and 10 reference schools in Shamli showed an effect size of 0.51 for Grade 3 and a whopping 0.70 for Grade 5.

Table: Results from Shamli Phase 1 (10 schools; July 2022 – March 2023)

	Intervention			Reference			Comparison		
	Baseline	Endline	Difference	Baseline	Endline	Difference	Dif in Dif	Learning rate improvement	Effect Size
Gr 3 Hindi	25	68	43	10	50	40	3	7%	0.11
Gr 3 Maths	11	70	59	9	43	34	24	71%	0.92
Gr 5 Hindi	33	54	21	29	37	8	13	154%	0.53
Gr 5 Maths	18	55	36	16	27	11	26	243%	0.88
Average	22	62	40	16	39	23	17	118%	0.61

In Phase 2, the larger scale implementation, the effect sizes were not as large as the implementation has been running for only a few months. Despite this, across both Grade 3 and Grade 5, in both Hindi and Maths, intervention group students showed substantially greater test score gains than intervention group schools. ALfA students on average had rates of learning 1.5 times greater than students in non-ALfA schools. The results are shown in Table 6 below and represented graphically.

Table: Results from Shamli Phase 2 (200 Schools; Nov 2022 – March 2023)

	Intervention			Reference			Comparison		
	Baseline	Endline	Difference	Baseline	Endline	Difference	Dif in Dif	Learning rate improvement	Effect Size
Gr 3 Hindi	40%	65%	25%	34%	51%	17%	8%	44%	0.26
Gr 3 Maths	29%	61%	31%	22%	44%	22%	9%	42%	0.29
Gr 5 Hindi	39%	55%	16%	40%	48%	8%	8%	87%	0.33
Gr 5 Maths	26%	54%	27%	24%	45%	20%	7%	34%	0.24
Average	34%	59%	25%	30%	47%	17%	8%	52%	0.28

NOTE

Though schools were randomly selected, the treatment group students generally scored better than the control group in the pre-test. This is likely because there was a gap of several weeks between training teachers & giving the ALfA materials, and the testing. It seems that children in implementation group schools made some progress in even these few weeks.

ASPIRATIONAL BLOCK HILAULI RISES TO NUMBER 1 IN UNNAO

UNNAO BSA LETTER

प्रेषक
जिला बेसिक शिक्षा अधिकारी
उन्नाव।

सेवा में
डॉ सुनीता गांधी
संस्थापिका
देवी संस्थान, लखनऊ पत्रांक 33645 दि० 22-2-24

विषय: हिलौली ब्लॉक के प्राइमरी स्कूलों में ALFA पद्धति का प्रयोग महोदय,

हमें आपको यह सूचित करते हुए अत्यंत खुशी हो रही है कि ALFA पद्धति, जिसका अनुसंधान आपने किया है, हिलौली ब्लॉक के 155 स्कूलों में वर्ष 2023-24 के शैक्षिक सत्र में सितम्बर माह से लागू किया गया है बहुत कम कार्य दिवसों के समय में बच्चों के शैक्षिक स्तर में काफी सुधार दिखा है।

विभागीय निर्देशानुसार बच्चों के शैक्षिक दक्षता जांचने के लिए एक मूल्यांकन किया था इस मूल्यांकन में हिलौली विकास खण्ड में न्यूनतम स्तर था, वर्तमान मूल्यांकन में शैक्षिक स्तर पर निपुण पाया गया और उन्नाव जिले में प्रथम स्थान पर आया है।

आपकी ALFA पद्धति, प्रयास और सहयोग को हिलौली ब्लॉक को निपुण बनाने में हम आपके काम की प्रशंसा और सराहना करते हैं।

हम आशा करते हैं कि आप शिक्षा क्षेत्र में इसी प्रकार आप शिक्षा आपका सहयोग प्राप्त होता रहेगा।
धन्यवाद।

(संगीता सिंह)
जिला बेसिक शिक्षा अधिकारी
उन्नाव

“I am delighted to inform you that the ALFA pedagogy has been implemented in the 155 schools of Hilauli block since September 2023. There has been a substantial improvement in children’s learning levels, in very little time. In the assessments conducted by the Department of Education, Hilauli, which was at the lowest level, has now come first in Unnao district. The ALFA pedagogy has helped Hilauli become NIPUN; for this I praise and recommend your work. I hope that you continue assisting in the educational field going forwards.”

Ms Sangeeta Singh, BSA Unnao

NEWSPAPER CLIPPING

निपुण भारत मिशन में हिलौली प्रथम, पुरवा दूसरे और हसनगंज तीसरे स्थान पर

जागरण संवाददाता, उन्नाव: सरकार साक्षरता में वृद्धि के लिए लगातार प्रयास कर रही है। देश का हर बच्चा शिक्षित हो और अभिभावक शिक्षा कार्यक्रम से जुड़े रहें। इसके लिए भारत सरकार द्वारा निपुण भारत मिशन की शुरुआत की गई है। जिसका उद्देश्य तीसरी कक्षा तक के बच्चों में आधारभूत साक्षरता और संख्यात्मकता ज्ञान को बढ़ावा देना है। निपुण भारत मिशन लक्ष्यों की प्राप्ति के लिए सभी ब्लॉकों की कंपोजिट रैंकिंग सूची शासन द्वारा जारी की गई। जिसमें सभी पैरामीटरों में विकासखंड हिलौली प्रथम, पुरवा द्वितीय और हसनगंज तीसरे स्थान पर रहा।

निपुण भारत रैंकिंग में जिले के अंदर चौथे स्थान पर नवाबगंज ब्लॉक रहा। जबकि, असोहा, बिछिया, सिकंदरपुर कर्ण, मियागंज व सफोपुर की रैंक औसत रही। वहीं जिन ब्लॉकों में रैंक फिसड्डी रही। उनमें सबसे नीचे नगर क्षेत्र इसके बाद सुमेरपुर, फतेहपुर,

● नगर क्षेत्र, सुमेरपुर व फतेहपुर चौरासी रहा फिसड्डी
● अन्य 10 ब्लॉक निपुण रैंकिंग में रहे औसत

सिकंदरपुर सरोसी, बीघापुर, बांगरमऊ, गंजमुरादाबाद, औरास ब्लॉक रहे।

हसनगंज ब्लॉक के शिक्षक रवींद्र सिंह, सशांक सिंह, एआरपी शैलेंद्र सिंह, मोहदीनपुर प्राथमिक विद्यालय की प्रधान शिक्षिका प्रीती वर्मा, भांभाऊ की ज्योति वर्मा, नमिता सिंह, सूर्यकांत सिंह, अनुपमा जयसवाल, दीपक कुशवाहा आदि ने हर्ष व्यक्त कर बॉईओ को बधाई दी। बीएसए संगीता सिंह ने बताया कि शासन द्वारा सूची जारी की गई है। जिसमें हिलौली, पुरवा व हसनगंज ने बेहतर रैंक पाई है। यह संबंधित ब्लॉक की पूरी टीम द्वारा इमानदारी से काम करने का परिणाम है।

ब्लॉकों की रैंक प्रतिशत के हिसाब से	
1-हिलौली	40
2.पुरवा	32
3.हसनगंज	20
4.नवाबगंज	16
5.असोहा	11
6.बिछिया	11
7.सिकंदरपुर कर्ण	11
8.मियागंज	10
9.सफोपुर	10
10.औरास	09
11.गंजमुरादाबाद	09
12.बांगरमऊ	04
13.बीघापुर	04
14.सिकंदरपुर सरोसी	04
15.फतेहपुर 84	01
16.सुमेरपुर	01
17.नगर क्षेत्र	0

जिले में कुल निपुण स्कूल 193

In a government test conducted in November 2023 (partway through the ALFA implementation), Hilauli topped the ranking among Unnao's 17 blocks. 85 of Hilauli's schools were tested, out of which 40 were deemed to be 'NIPUN schools'.* This translates to 47% of Hilauli's schools being NIPUN, over triple the rate for Unnao overall (15%) and double the state average (24%).

A 'NIPUN school' is defined as one in which 80% or more of sampled students passed the basic literacy assessment in each of Grade 1, 2 and 3.

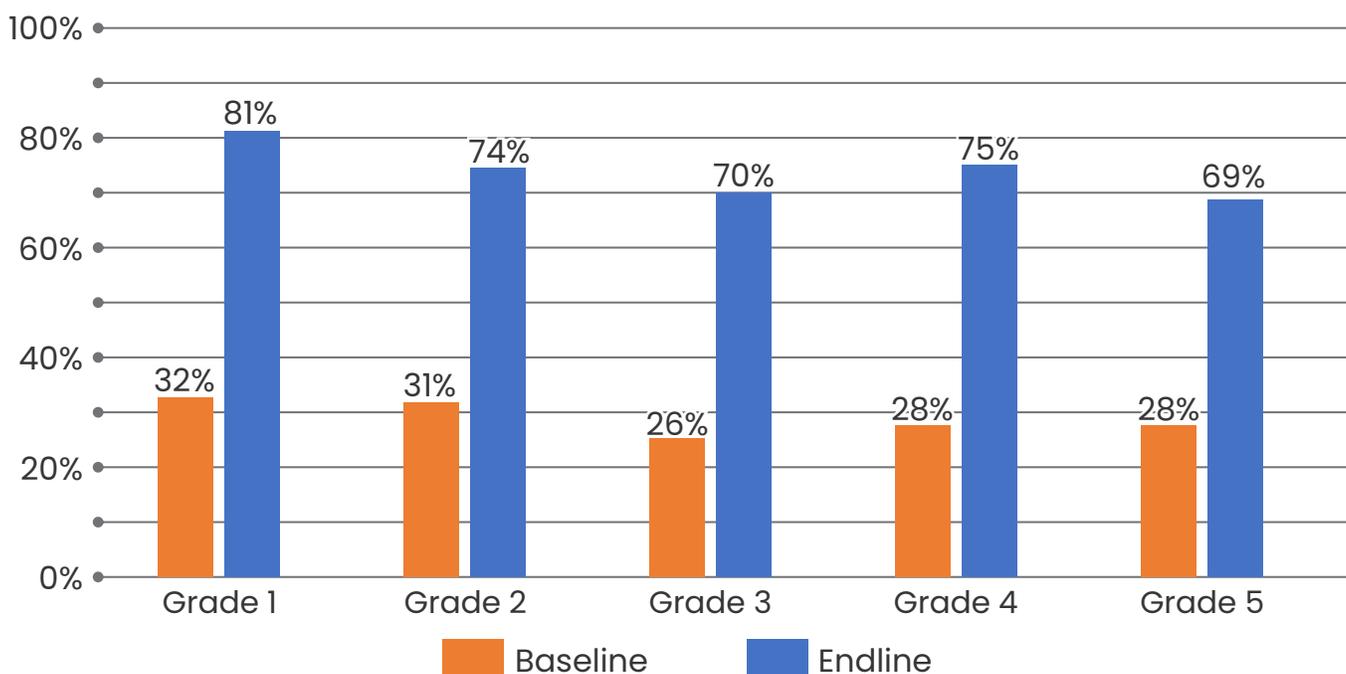
CASE STUDY HILAULI

155 SCHOOLS 14,503 STUDENTS

Following the impressive results in other districts, the Block Education Officer of Hilauli (Unnao district) requested ALfA implementation in all the schools of his block. The ALfA program's success in doubling the test scores of an NAT-style assessment between October and December 2023 showed that it is possible to achieve dramatic results in record time. Students showed huge improvements across different grade levels, in Hindi and Maths.



Student attendance in Hilauli rose from 70% to 80% according to mid-day meal data.



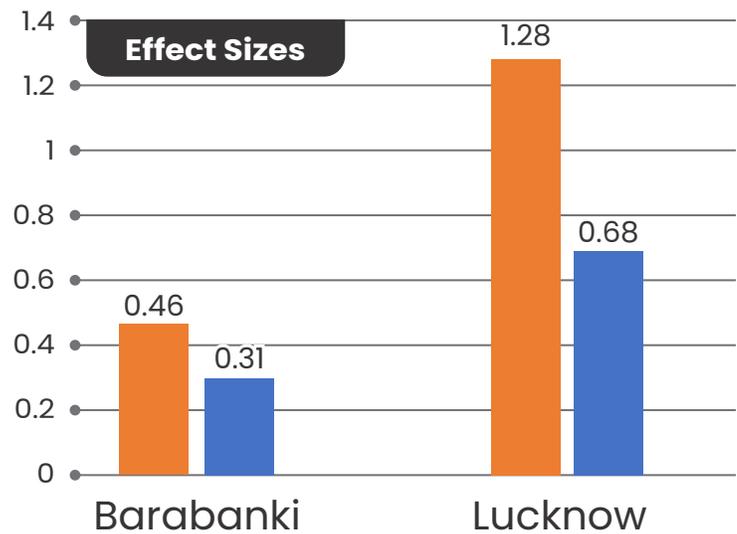
Testing was conducted in randomly selected 42 out of 155 Schools.
Baseline: Oct 2023; Endline: Dec 2023



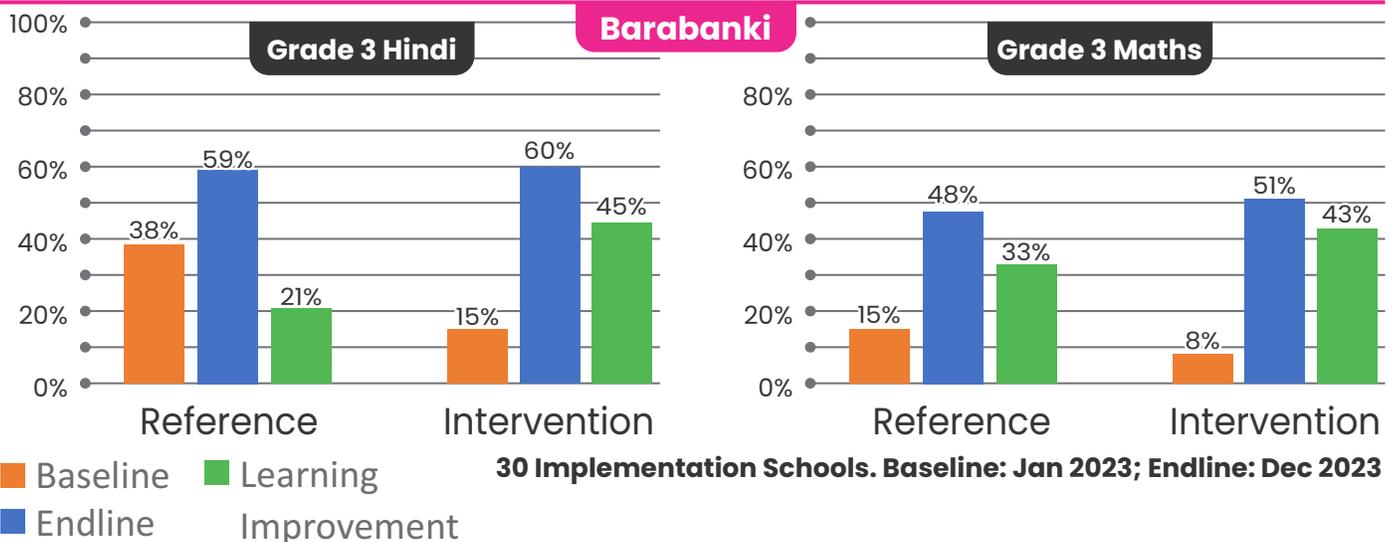
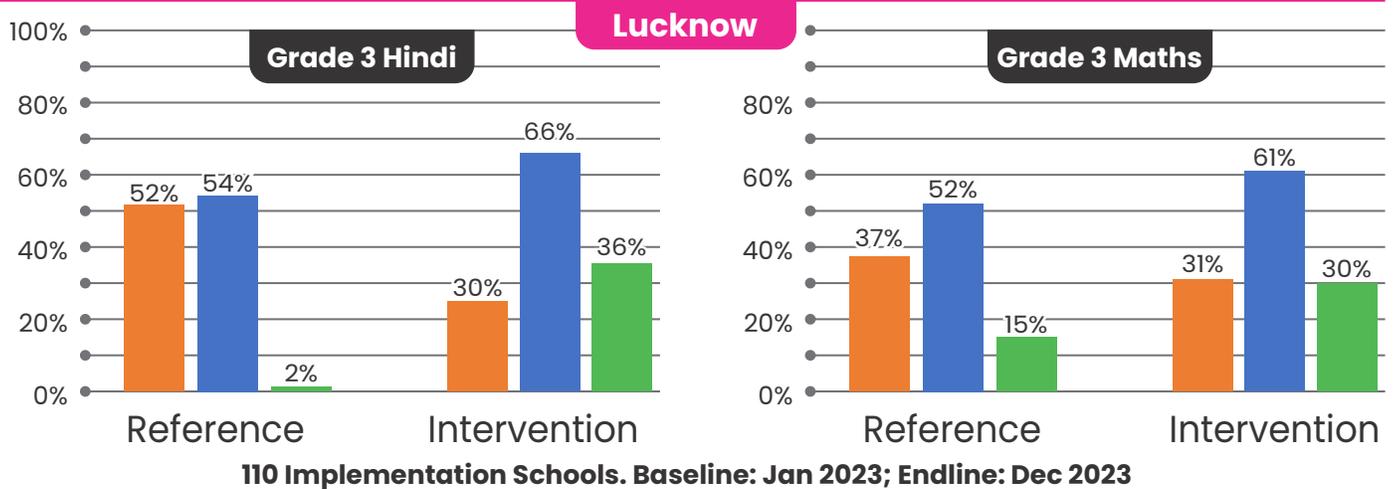
CASE STUDIES LUCKNOW & BARABANKI

140 SCHOOLS 33,689 STUDENTS

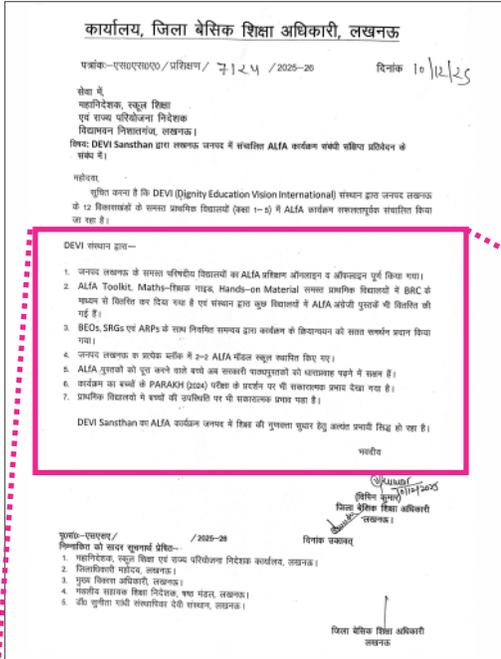
The results from Lucknow and Barabanki showcased a rate of improvement in the AlfA classes more than double that of the reference group schools over the course of 2023. Results were particularly impressive for Hindi. All results shown here are for Grade 3, as it was not possible to track the same cohort of Grade 5 students who graduated at the end of the academic year and moved into upper primary school.



*Effect size is a statistical measure of an intervention's impact. A typical year of schooling in a developing country lifts children's literacy levels by 0.15–0.21 units of this metric.



LUCKNOW BSA FEEDBACK LETTER



Letter from BSA Lucknow, Shri Vipin Kumar to the Director General for School Education, UP, on 10th December 2025. It highly appreciates the ALFA program.



DEVI (Dignity Education Vision International) organization has successfully conducted the ALFA program in all primary schools (Grades 1–5) across 12 development blocks of Lucknow district.

DEVI implementation details:

1. **ALFA training and offline/online workshops** for all the district schools in Lucknow were completed.
2. **ALFA Toolkit, Maths Teacher's Guide, and Hands-on Material** were distributed to all primary schools through BRC.
3. **BEOs, SRGs, and ARPs** have regularly coordinated with DEVI to support the successful implementation of the program.
4. In each block of Lucknow, **2 ALFA Model Schools** have been established.
5. Children completing ALFA have shown significant improvement in **reading fluency** with government textbooks.
6. The program has positively impacted students' performance in the **2024 PARAKH** exam.
7. The quality of education in the district has **improved significantly** through the ALFA program.



To read letters from
BSAs of Shamli,
Unnao, Barabanki

[Click Here](#)

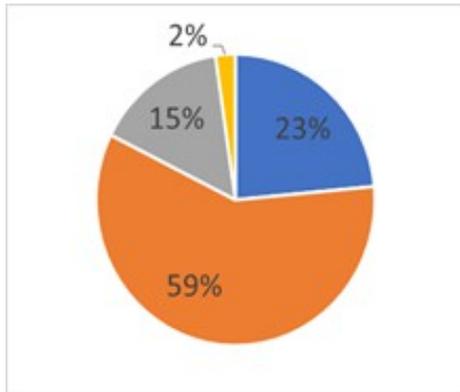
TEACHER FEEDBACK

DEVI sent a feedback form to a sample of teachers in Lucknow and Unnao, there were a total of 392 respondents.

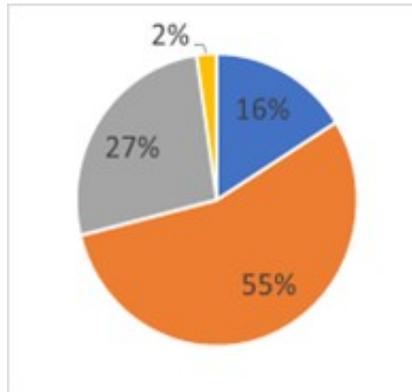
Learning Outcomes

The majority of teachers felt that ALfA had improved learning outcomes 'much' or 'very much' (Literacy: 82%, Numeracy: 71%).

Literacy

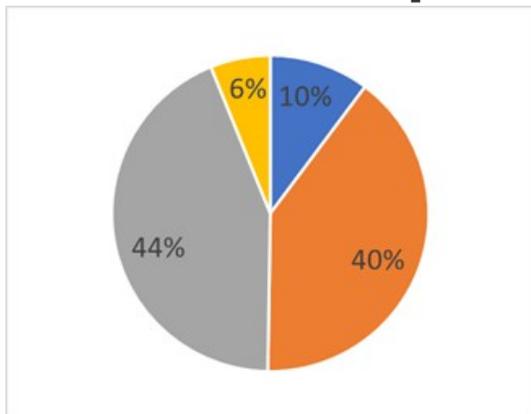


Numeracy



- Very Much Improvement
- Some Improvement
- Much Improvement
- No Improvement

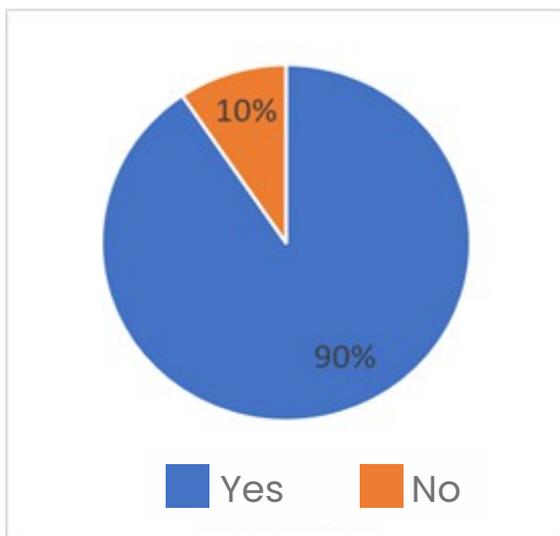
Attendance Improvement



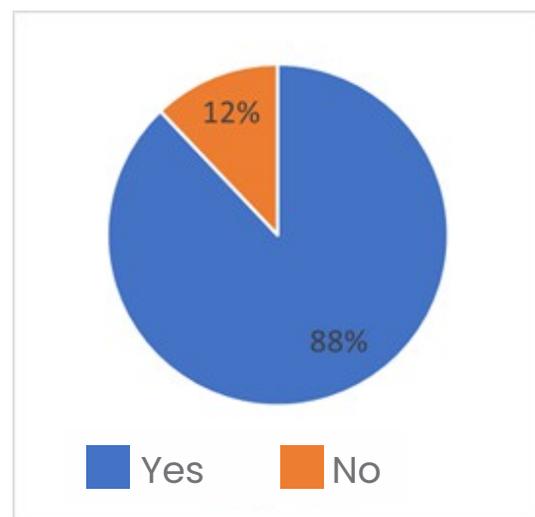
- Very Much Improvement
- Some Improvement
- Much Improvement
- No Improvement

Half of teachers shared that there had been 'much' or 'very much' improvement in students' attendance, 44% said 'some improvement'.

Should ALfA be integrated into the state curriculum?



Should ALfA be used as a future pedagogy for teaching FLN?



QUALITATIVE FEEDBACK

Teachers were also given the opportunity to write more detailed feedback. Analysis of their responses revealed several themes.

Overall teachers were extremely positive about ALfA. Many mentioned the activity-based learning as best (30 respondents) while others appreciated the innovative teaching techniques (23). Others (18) highlighted the effectiveness of the ALfA books, particularly use of pictures (13) and paired learning (12).



“Favourite thing about ALfA Literacy and Numeracy?”

Theme	Example quote	#of teachers
Engaging & Activity-Based Learning	Chutki thatha taliyo ke madhyam se. – Rahul Kumar Gautam, PS Katahar, Unnao	30
Innovative Teaching Methods & Techniques	The way their mentors are explaining and their activity-based teaching. – Priyanka Sahu, PS Kodara, Unnao	23
Effectiveness of Books & study materials	Books are well designed and impactful for children – Manju Binwal, PS Gaus Khera, Lucknow	18
Numeracy Concepts & Activities	Children learn math concepts through hands on activities using objects from surrounding. – Shabeeh Fatima Rizvi, Basic School Kanar, Lucknow	17
Simplicity & Ease of Learning	सरलता से संचार – Madhukar Kushwaha, PS Vadi kheda, Unnao	15
Picture-Based & Visual Learning	Learning becomes easier with the help of pictures; children learn to recognize words and develop reading skills. – Rasan Ara, P.S. Bhulbhulpur, Lucknow	13
Pair Learning & Collaboration	Pair learning enhances collaboration and understanding. – Poonam Lata Verma, PS Gadiyan Khera, Lucknow	12

“WHAT ASPECTS OF ALFA DO YOU WANT TO IMPROVE?”

The most common suggestion was for more training (32 responses). Many teachers didn't identify any area for improvement (30 responses). Others expressed their desire for more visits from DEVI Sansthan (28), requested integration with government curriculum (18) or more time to focus on ALFA (15).

Theme	Example Quote	# of teachers
More Training & Teacher Support	<i>Taking more trainings.</i> – Amit Kumar, Composite Sarso, Unnao	32
No Improvement Needed / Already Good	<i>Already good.</i> – Anshuman Kumar, PS Mehboob Kheda, Lucknow	30
More Visits & Monitoring	<i>Need more trainings and visits by DEVI Staff.</i> – Khushnood Ishrat, PS Achli Khera, Lucknow	28
Integration with Government Curriculum	<i>Agar syllabus me add ho jaaye tab.</i> Sangita Verma, PS Faijullaganj, Lucknow	18
More Time for Implementation	<i>Extra time dekar.</i> Ram, PS Yadunandan Khera, Unnao	5



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](#)

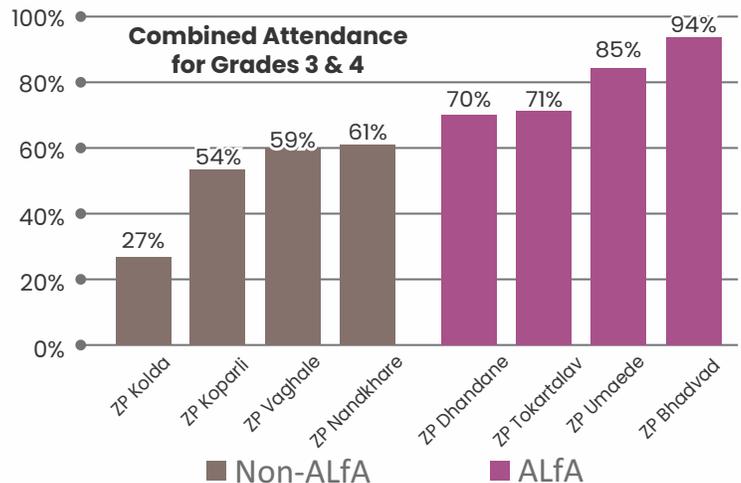
Nandurbar, Maharashtra

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

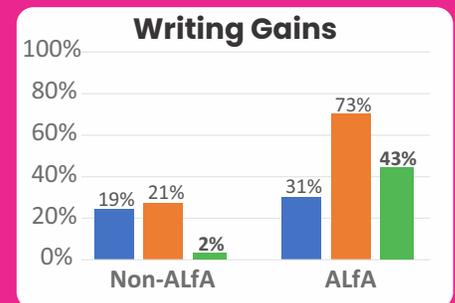
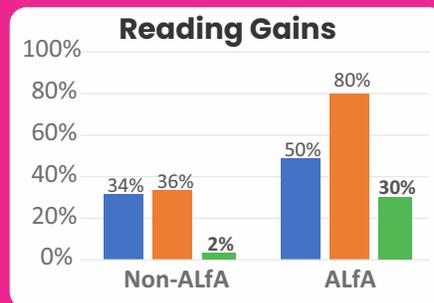
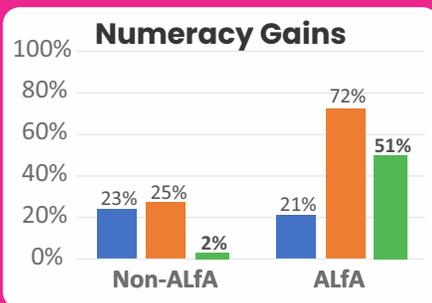
Grade 3: non-ALfA 54% vs ALfA 83%

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

Learning outcomes also improved significantly (see below).



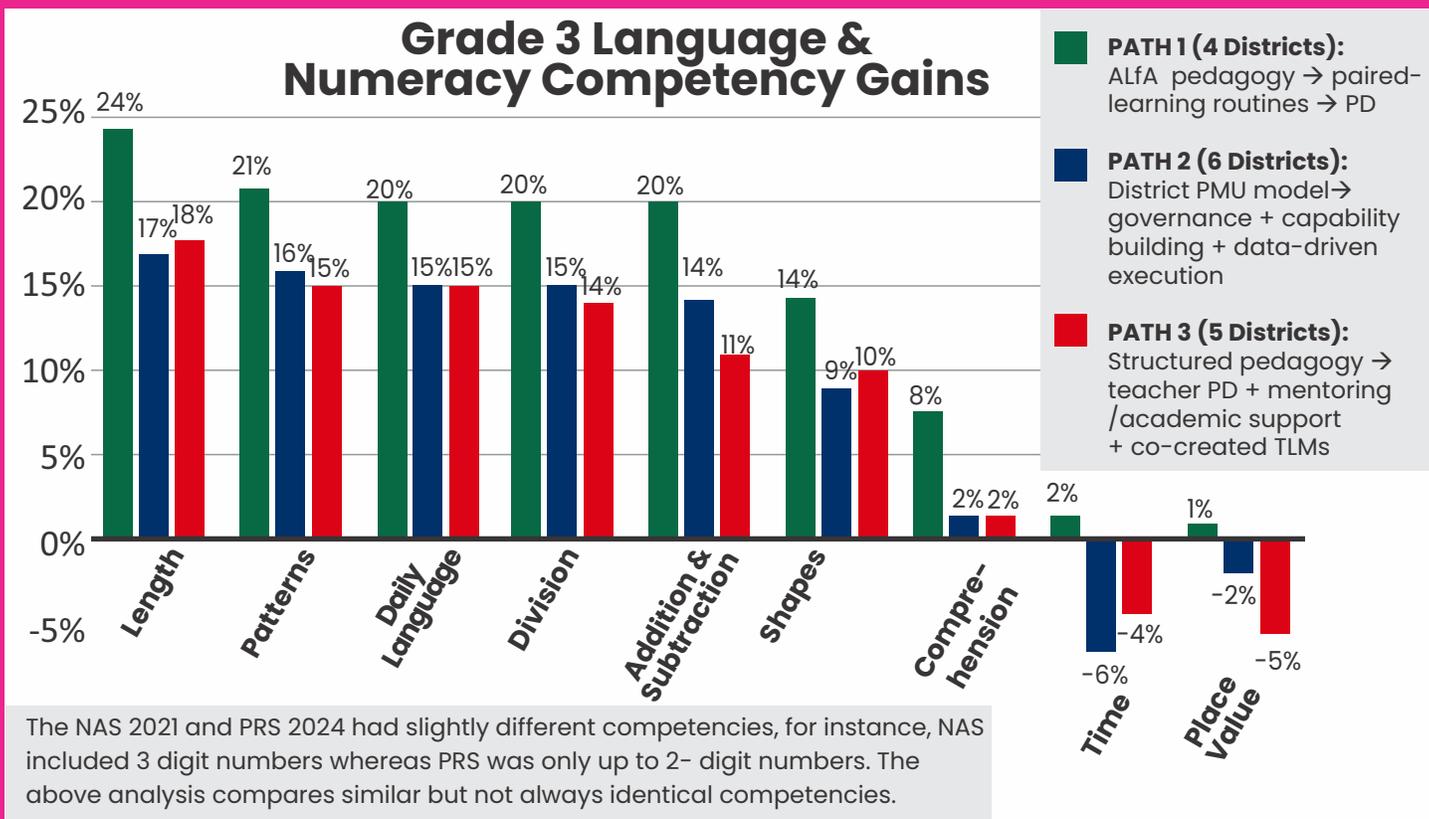
Nandurbar, Grade 3: Not Just Coming to School, But Learning More



■ Baseline ■ Endline ■ Learning Gain (pp)

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 achieved **the largest gains in all of the competencies**, between NAS 2021 and PRS 2024. Other pathways also included statewide support besides their work in the select districts.



NAS 2021		PARAKH 2024	
LO Code	Learning Outcome for Grade 3	LO Code	Learning Outcome for Grade 3
M312	Estimates and measures length and distance using standard units like centimetres or meters & identifies relationships	C-8.9	Select appropriate tools and units to perform simple measurements of length , weight, and volume of objects in their immediate environment.
M318	Extends patterns in simple shapes and numbers	C-8.2	Identifies and extends simple patterns in their surroundings, shapes, and numbers.
L312	Reads printed scripts on the classroom walls : poems, posters, charts etc.	C-9.7	Knows and uses enough words to carry out day-to-day interactions effectively and can guess the meaning of new words by using existing vocabulary

NAS 2021		PARAKH 2024	
LO Code	Learning Outcome for Grade 3	LO Code	Learning Outcome for Grade 3
M306	Explains the meaning of division facts by equal grouping/sharing and finds it by repeated subtraction	C-8.7	Recognises multiplication as repeated addition and division 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 addition and subtraction of 2-digit numbers fluently using flexible strategies of composition and decomposition of both numerical and word problems
M309	Identifies and makes 2D-shapes by paper folding, paper cutting on the dot grid, using straight lines etc.	C-8.8	Recognises, makes, and classifies basic geometric shapes and their observable properties, and understands and explains the relative relation of objects in space
L304	Reads small texts with comprehension, i.e., identifies main ideas, details, sequence and draws conclusions	C-10.5	Reads short stories and comprehends 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 place values	C-8.5	Recognises and uses numerals to represent quantities up to 99 with the understanding of decimal place value system
M317	Reads the time correctly to the hour using a clock/watch	C-8.10	Performs simple measurements of time in minutes, hours, day, weeks and months



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>Scope Grades 1-3 Grades 1-5 Balvatika Grades 6-8 Girls & Adult Learners</p>	<p>Process Joyful, student-led known → unknown concrete → abstract Reading: decoding → blending reading fluency → comprehension Mathematics: number sense → concepts → confidence</p>	<p>45-working day + Textbooks 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.</p>
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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.



Available in 15 Indian languages, 33 worldwide | Easily replicable

Picture → Sound → Word (Decoding & Blending)



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.



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/

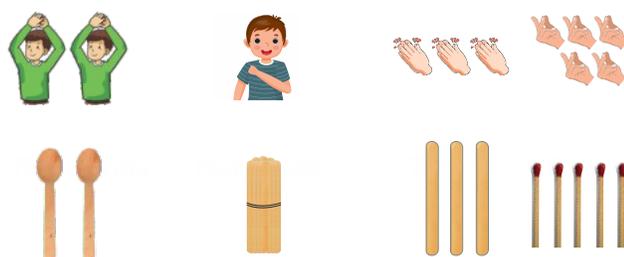
Child 1: "नया शब्द क्या बना?" Child 2: "/ब/ + /स/ → बस" (bus-meaningful)

Swap Roles ↻ → New Pics → Repeat Routine.

ALfA | 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. **Model** (teacher-child / child-child demos)
 2. **Activate** (entire class works in pairs)
 3. **Transfer** (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



2 1 3 5

2000	+	100	+	30	+	5	=	2135
------	---	-----	---	----	---	---	---	------

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



Kinesthetic → Concrete → Abstract

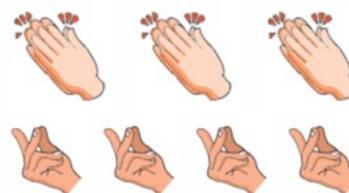
Routine A: Kinesthetic

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."

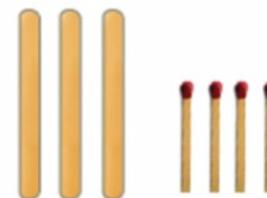
Invert roles. Make new numbers for each other to solve.



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.

34

FAST + HOLISTIC

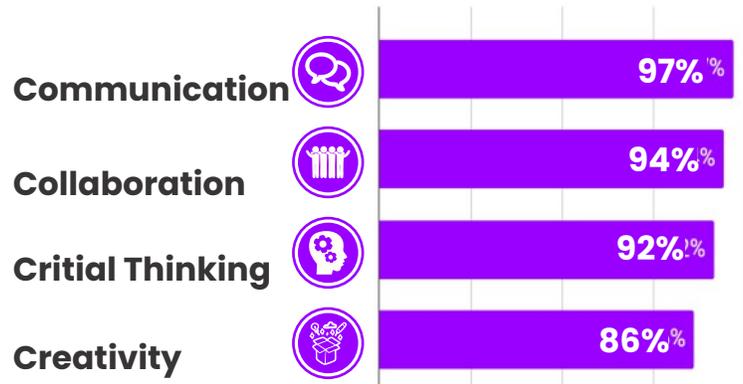
NEP 2020 IN ACTION

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.

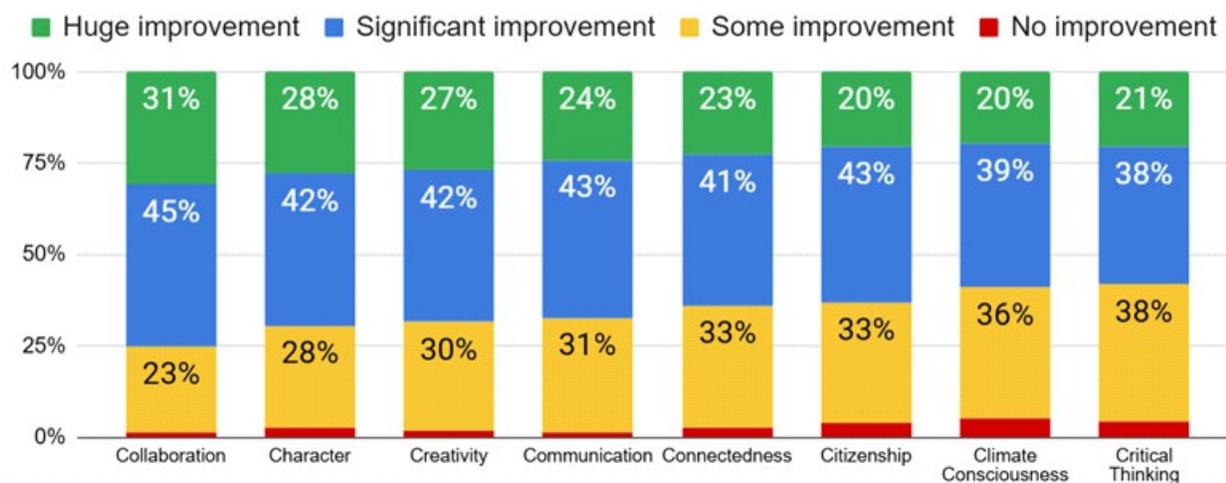
21st CENTURY SKILLS (4Cs)

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



Opinion survey of 1,592 teachers

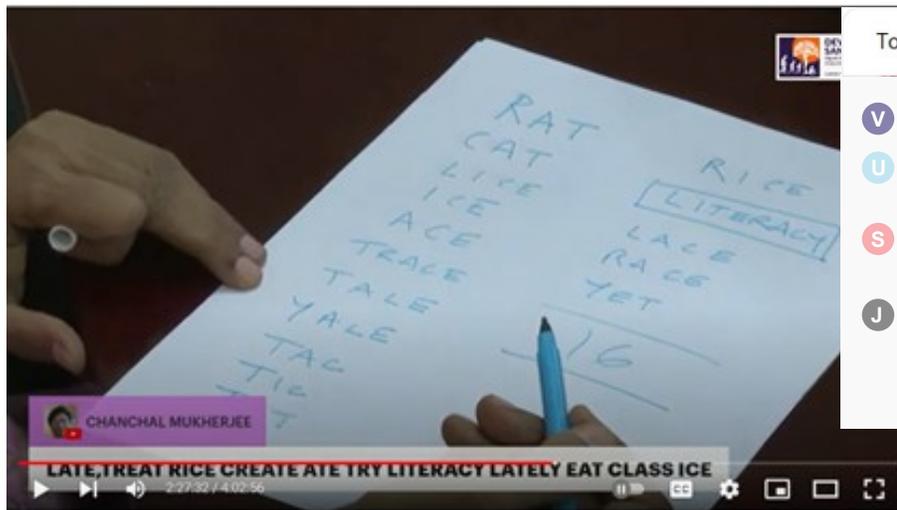
Has ALfA paired learning made any difference to students' 21st century skills?



TEACHER TRAINING AT SCALE

MASSIVE OPEN ONLINE TRAINING

(60K+ VIEWS | 66 COUNTRIES PARTICIPATED)



Top chat replay ▾

- V Nimmi Shukla 16 words
- U Usha Rajesh Sharma 28
- S Saimon's reality, literacy: 23
- J Jagjeet Kaur fascinating activity



[Click Here](#)

Click/Scan QR to experience the MOOT yourself

How many words can you find? Activity

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%



Lucknow teachers enjoy hands-on maths activities as part of their training.



[Click Here](#)

Click/Scan QR to experience an ALfA training



[Click Here](#)

Click/Scan QR to watch our training playlist

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

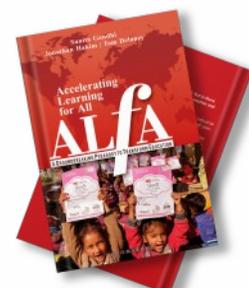
Women's Leadership Drives Success: Community-based programs are more effective when women lead, as demonstrated in Karouni village with 800 women empowered.

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

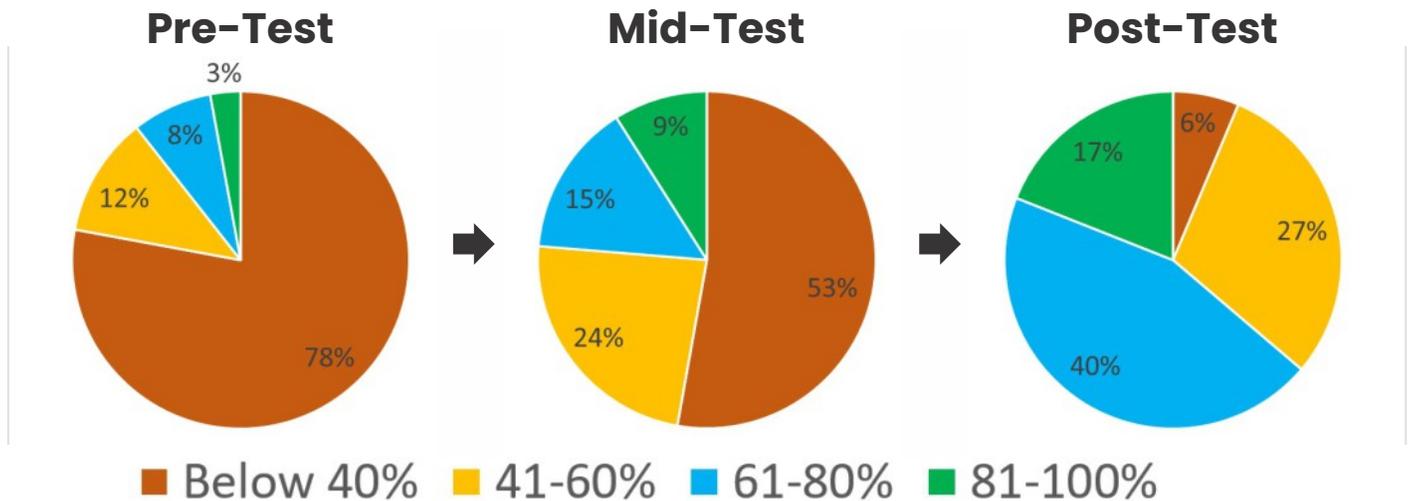
In collaboration with Impact, the program aimed to enhance literacy levels among mothers through focused interventions, driving notable improvements in their literacy and numeracy progress.

SCALE

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%**.



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



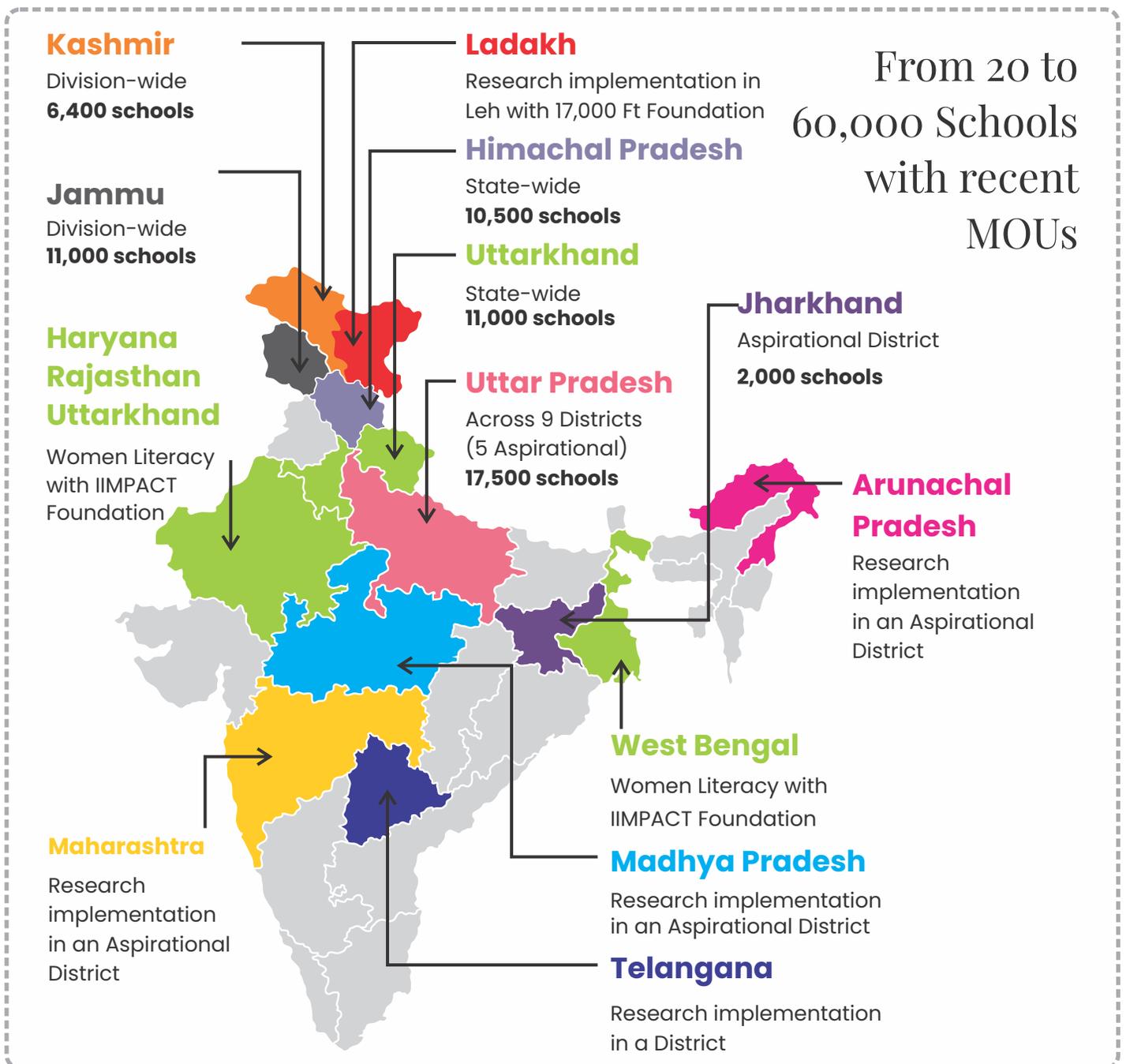
NATIONAL EXPANSION

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

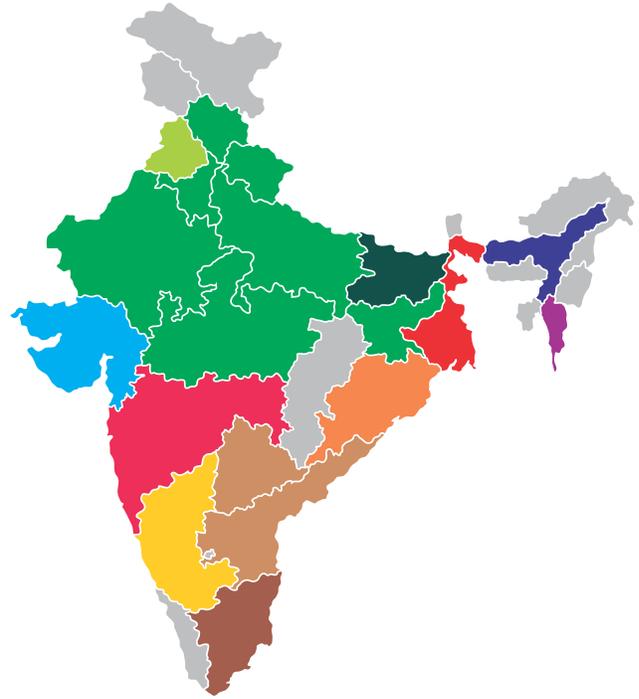


ALFA TOOLKITS IN 33 LANGUAGES

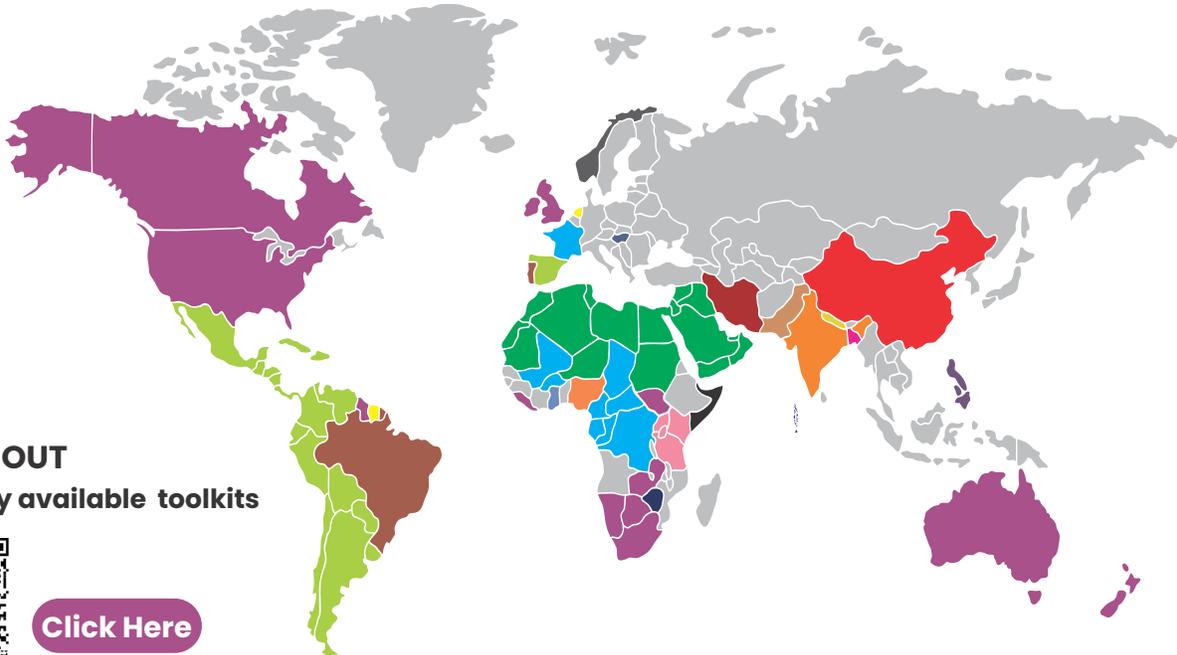
Accelerating Learning for All is now available in 33 languages, helping ensure that high-quality pedagogy is accessible to diverse communities and learners worldwide, supporting equitable education for all.

INDIAN LANGUAGES

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



INTERNATIONAL LANGUAGES



CHECK OUT
the freely available toolkits



[Click Here](#)

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

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 even more cost-effective.

“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.”

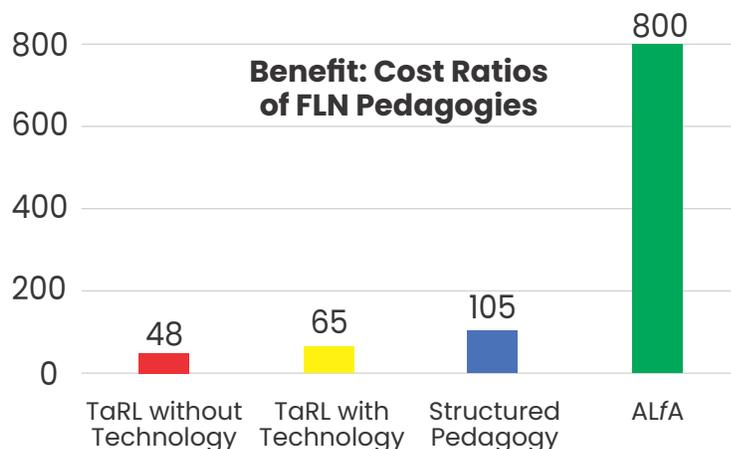
- **Aïcha Bah Diallo**

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.

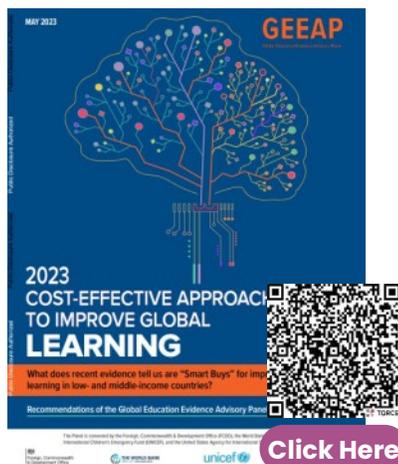
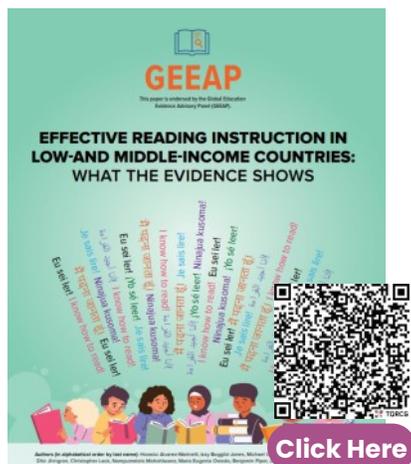
Source: Weighted average from implementations. \$2-\$4 per child, effect size of 0.52 (HGSE and others).

“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

References



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).

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



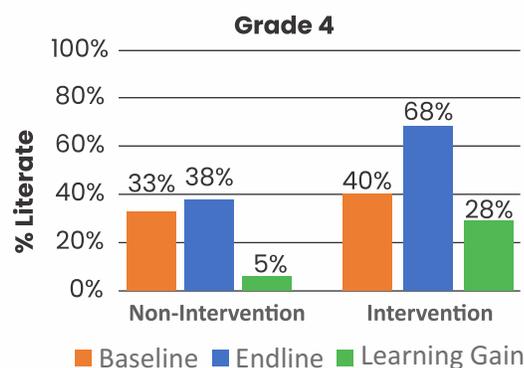
The Olinga Foundation
For Human Development

GHANA
Olinga
Foundation

The program has concluded two research implementations in Ayensuano District. Another one has begun in January 2026.

Click/Scan QR
for case study

[Click Here](#)

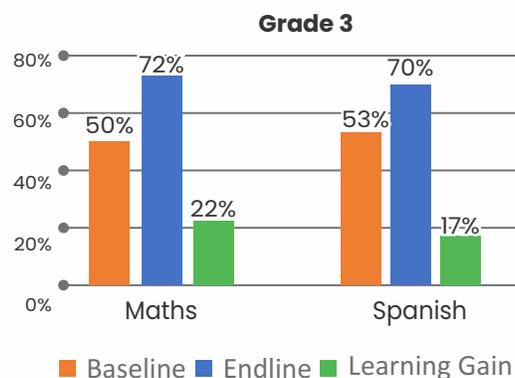


PERU
ArcaBeta
NGO

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

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for case study

[Click Here](#)

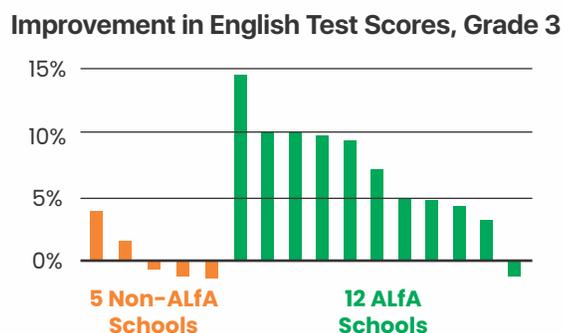


MALDIVES
Ministry of
Education /
UNICEF

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

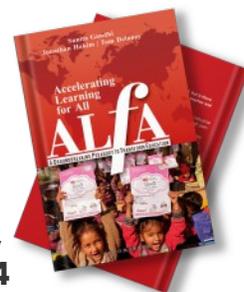
Click/Scan QR
for case study

[Click Here](#)



PUBLICATIONS

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.



Literacy Chicago, USA
Adult Literacy program



Kepler School, USA
Research Implementation



Kupanda Sisters, Guyana
Single school pilot



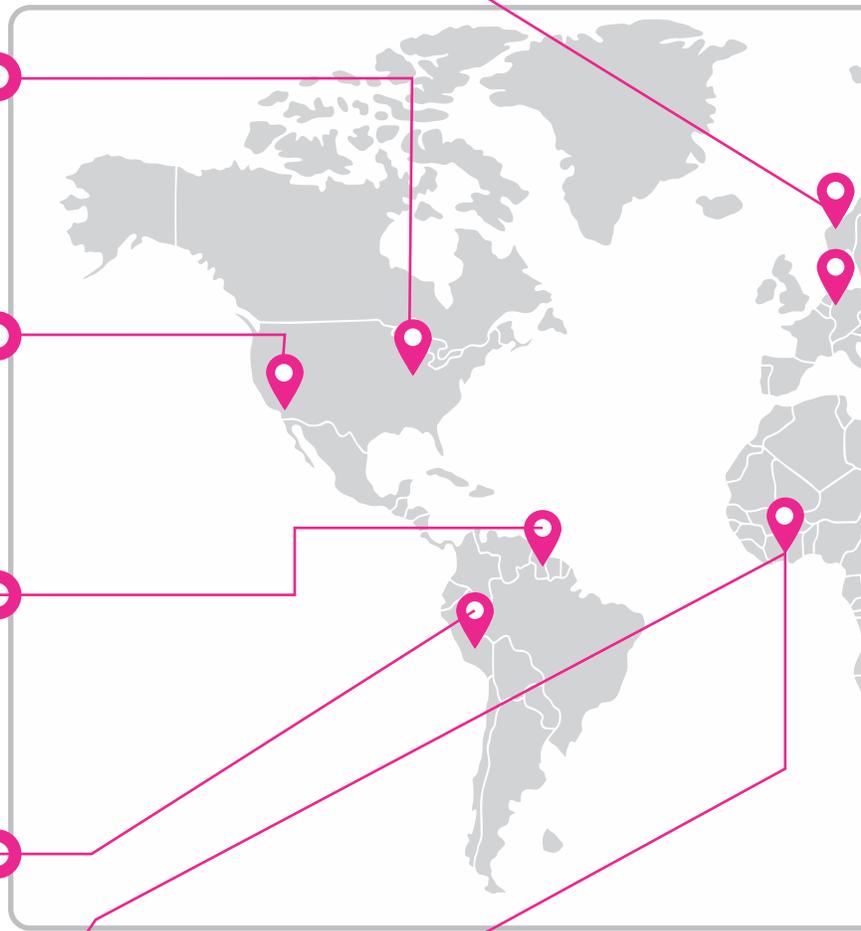
Arca Beta, Peru
Pilot in a school in Amazon



All Africa Students Union
Knowledge & training partnership

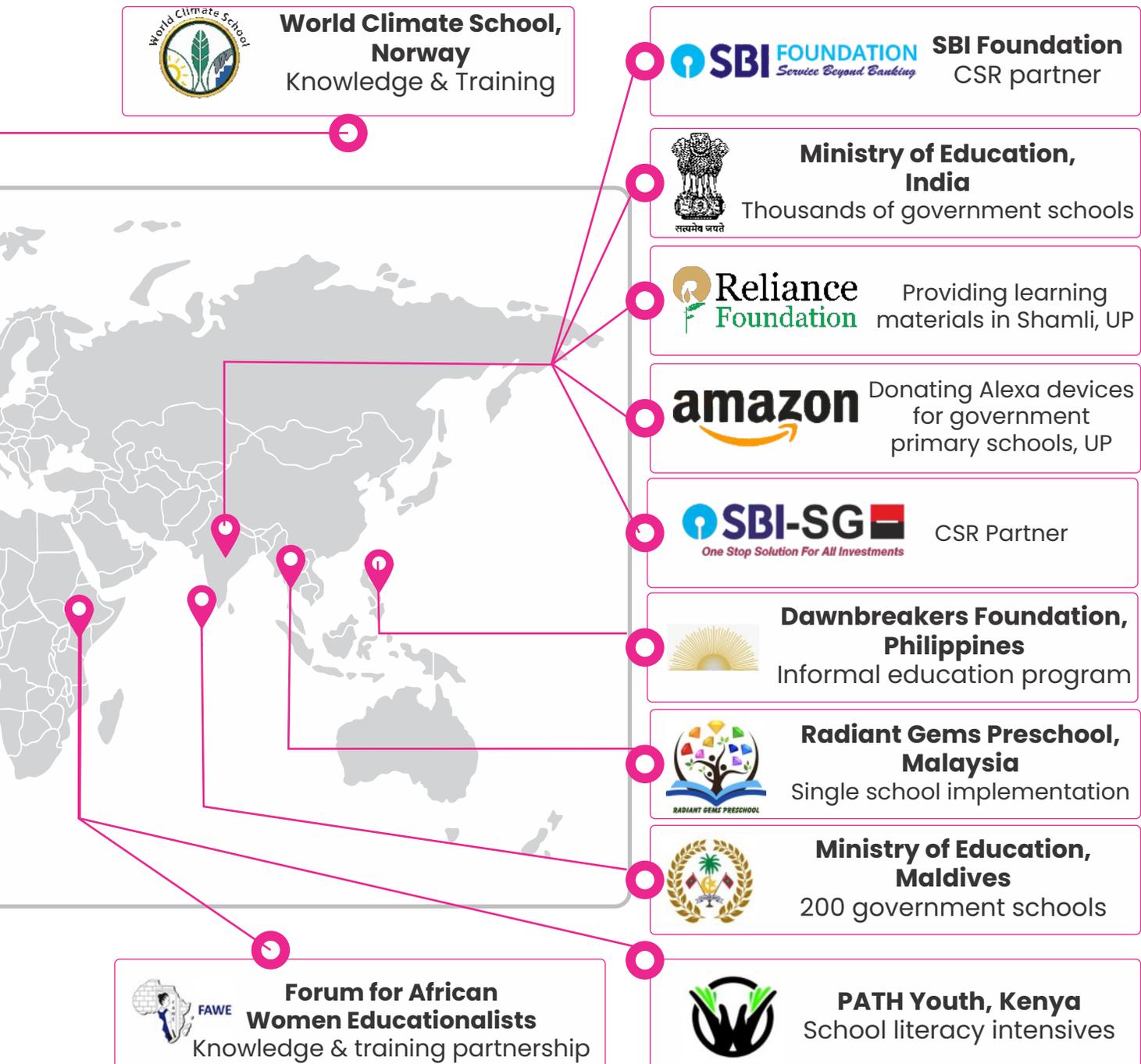


Teachers Without Borders
Toolkit Replication partnership



Olinga Foundation
Research implementation in 15 government schools

PARTNERS IN CHANGE



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

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
60,000+ schools.

2026

NIPUN UP & NIPUN INDIA

Uttar Pradesh has set an example for the country as a whole, by implementing a vastly different pedagogy, ALfA (Accelerating Learning for All) in 4 entire districts, covering over 7,500 schools and over

5 lakh students - with an MOU for 17,500 schools. UP's success demonstrates that ALfA is a powerful way forward to make India NIPUN, and set an example for the rest of the world.



From
Uttar Pradesh to
India to the
World

Vasudhaiva Kutumbakam 

FROM CLASSROOM TO SYSTEM

A PLAYBOOK FOR EDUCATION MINISTERS

Uttar Pradesh's journey offers a practical roadmap for education ministers and policymakers aiming to move from isolated good classrooms to sustained, system-wide change. The process runs from setting a clear vision to empowering the ground-level drivers of reform.

1 Set a Clear Goal & Build Political Commitment

1

Make early literacy and numeracy the non-negotiable priority, with a clear timeline (e.g. "By 2026, all children will read with comprehension by Grade 3"). Publicly announce it, integrate it into all plans, and ensure that political leaders actively champion it. When foundational learning becomes a government-wide priority, the entire system aligns its focus behind it.

2 Invest First in Teachers and Middle Management

2

Reform succeeds when the people delivering it are prepared and motivated. Start by training district and block officers, head teachers, and mentor teachers in the new focus areas. Encourage peer learning through cluster meetings or online forums. A reform is sustained not by policy papers, but by confident, supported teachers.

3 Pilot, Prove, and Refine Before Scaling

3

Test the new approach in a small set of schools before expanding. Use pilots to demonstrate visible learning gains, gather feedback, and refine materials or training. Select pilot districts that are diverse and challenging to build credibility. A proven, locally tested model helps gain trust and creates early champions— teachers and officials who can guide others during the scale-up phase.

4 Scale Up Strategically with Strong Support Systems

4

Expand gradually, ensuring each new phase has proper training, monitoring, and data systems in place. Protect time for foundational learning within the timetable and regularly track progress through simple assessments. Review data regularly and act quickly. Celebrate achievements publicly to sustain motivation and reinforce the message that foundational learning comes first.

5 Institutionalise and Sustain the Reform

5

Embed successful practices into curriculum, training, and budgets so they become part of routine operations. Gradually shift from "mission mode" to "normal mode," ensuring leadership continuity and clear performance indicators tied to learning outcomes. Keep the focus results-driven, making early learning an enduring national priority no one can afford to reverse.

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.