



Impact Evaluation of L&T Financial Services CSR programmes



L&T Financial Services

Muktangan – Mumbai, Maharashtra



Muktangan



Reach

Pre-service teachers trained – 146

In-service teachers supported – 504

Reach of students – 1560

Teachers placed in school - 104

Teacher student ratio - 1:15

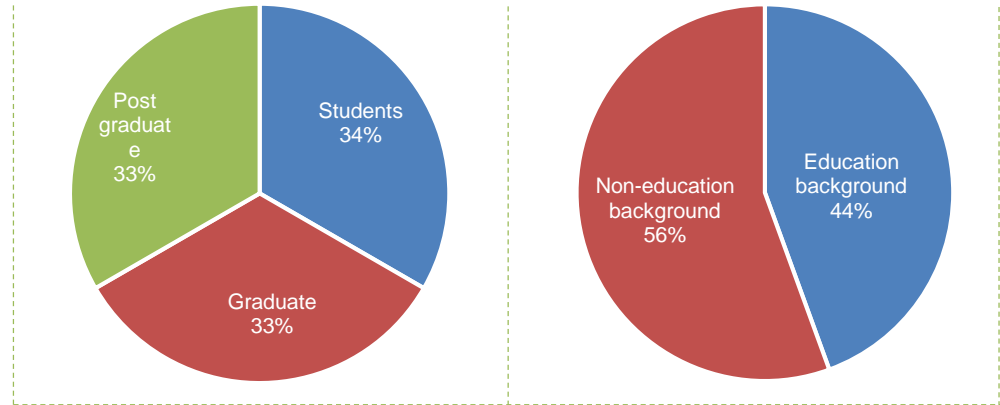


89% of pre-service candidates have reported learnings in life skills and pedagogy

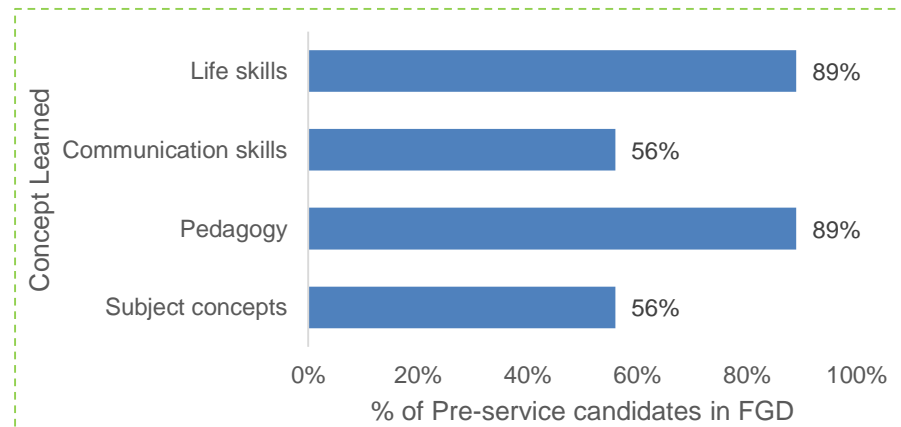
– Focus Group Discussion with in-service teachers

- The programme has improved the livelihood of candidates through pre-service training
- The programme has improved the teaching skills of teachers through in-service training
- The programme has improved learning outcomes of the students
- The programme has adopted child centric approach towards education
- The programme has been optimally designed and executed

Background of Pre-service candidates



Learnings from training reported by pre-service candidates as part of FGD



Pre-service candidates have conveyed change in skill level

– Interviews with Pre-service candidates

- **The programme has improved the livelihood of candidates through pre-service training**
- The programme has improved the teaching skills of teachers through in-service training
- The programme has improved learning outcomes of the students
- The programme has adopted child centric approach towards education
- The programme has been optimally designed and executed

Beneficiary speaks

Smita Nimbalkar, has been a teacher for 2.5yrs before she quit due to family reasons and hasn't worked over the last 3 years. With an M.A, B.Ed she was keen on working with Mukangan.

As a pre-service trainee, Smita's biggest learning was the focus on child. She explains the basic premise behind the model is, 'What is the best knowledge we can give to the child?'

After joining the training the main change has been in life skills. The ability to speak English, express herself in front of peers and self-confidence. As Smita says, "It is more than a job, it has given me my identity back."

Smita has emphasised on the difference between rote learning and activity based learning and the necessity to include activities at an early stage.

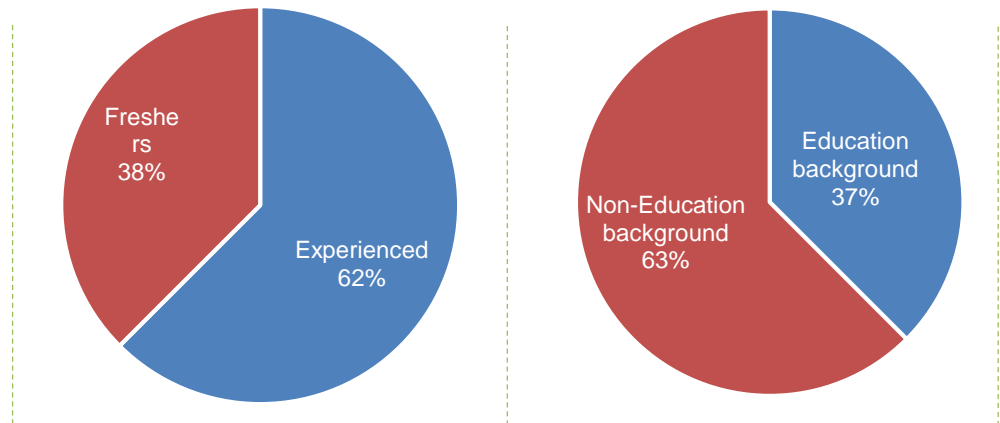
She hopes to implement the model in one of the schools in her village in the future.

Teachers have expressed improvement in their teaching skills and subject knowledge due to programme activities

– Focus Group Discussion with In-service teachers

- The programme has improved the livelihood of candidates through pre-service training
- **The programme has improved the teaching skills of teachers through in-service training**
- The programme has improved learning outcomes of the students
- The programme has adopted child centric approach towards education
- The programme has been optimally designed and executed

Background of in-service teachers



In-service teachers have reported during FGD and interview that programme has included activities for continued learning among teachers

- Learnings through **Professional Development sessions**
- **Cross learning** from other schools
- **Circle time** in orientation meetings - Refreshers

In-service teachers have expressed improvement in teaching quality through Mukhtangan pedagogy

- Interviews with In-service teachers

- The programme has improved the livelihood of candidates through pre-service training
- **The programme has improved the teaching skills of teachers through in-service training**
- The programme has improved learning outcomes of the students
- The programme has adopted child centric approach towards education
- The programme has been optimally designed and executed

Beneficiary speaks

Neeta Jaiswal, who has been with Mukhtangan for 2yrs has wanted to join 6 yrs back but couldn't due to family commitments.

Not being from education background, during her training the most valuable learnings were understanding child development and designing lesson plans as per curriculum. She stresses the importance of proper lesson planning saying, "In this model, without planning I won't be able to take up proper teaching. When I pre-plan I can design activities".

Neeta says she ensures student involvement by making shy students participate first. As the number of activities increase, all the students feel comfortable with teachers. She says, "Students who once wouldn't answer pointed questions are now the first ones to start volunteering and participating in activities."

Parents have reported great improvement in teaching quality at Bombay Municipal Corporation schools

– Focus Group Discussion with Parents

- The programme has improved the livelihood of candidates through pre-service training
 - The programme has improved the teaching skills of teachers through in-service training
 - **The programme has improved learning outcomes of the students**
 - The programme has adopted child centric approach towards education
 - The programme has been optimally designed and executed
- Through FGD conducted with secondary school students, it was observed that the students participate actively in discussion
 - All of the students were **able to recall and restate in detail activities and study models** used during subject concepts
-
- Parents have observed improvement in learning outcomes in their children especially in English, Maths and Science after being part of Mukhtangan school
 - Parents have cited teacher support within and outside class, personal attention to students and reporting to parents on children behaviour as **key contributors to improvement**

Muktangan has ensured consistently high teacher student ratio of 1:15

— Interview with Programme Staff

Activities identified to promote child-centric pedagogy

Activities planned	Adopted
High teacher student ratio	<ul style="list-style-type: none">Teacher student ratio of 1:15
Continuous assessment of students	<ul style="list-style-type: none">Behavioural and academic monitoring
Involvement of parents	<ul style="list-style-type: none">Parent teacher meetingsCultural eventsHome visits
Out of class involvement of teachers	<ul style="list-style-type: none">Personal attention to studentsApproachable atmosphere out of classNo formal counselling platform

Parents cited high teacher student ratio and personal attention towards students as the primary reasons they send their children to Muktangan

- The programme has improved the livelihood of candidates through pre-service training
- The programme has improved the teaching skills of teachers through in-service training
- The programme has improved learning outcomes of the students
- The programme has adopted child centric approach towards education**
- The programme has been optimally designed and executed

Beneficiary identification is well defined and executed accordingly

- The programme has improved the livelihood of candidates through pre-service training
- The programme has improved the teaching skills of teachers through in-service training
- The programme has improved learning outcomes of the students
- The programme has adopted child centric approach towards education
- **The programme has been optimally designed and executed**

Muktangan Schools have pre-defined process for selection of pre-service trainees

	Design	Status
Pre-service trainees identification	<ul style="list-style-type: none"> • Application • Interview • Group Activity • Demo 	<ul style="list-style-type: none"> • All selection steps followed

Muktangan's adaptation to changes identified by previous assessments

Identified changes	Action taken
Experienced teachers for English in junior classes	<ul style="list-style-type: none"> • No experience criteria introduced
Better remuneration for teachers	<ul style="list-style-type: none"> • Remuneration was not brought up as concern

Thank You

