**NISHTHA 1.0.**

**Face-to-Face Interview Tool for HMs**

1. **Participants Profile:**

1.1. Name:

1.2. DoB:

1.3. Gender:

1.4. Qualification

1.5. Designation: (TGT, SGT, S.A., HM)

1.6. School Name:

1.7. Mandal

1.8. District:

1.9. No. of years of Teaching experience:

1.10. Subjects taught

1.11. Grades taught

1.12. NISHTHA Phases attended:

1.13. Modules Completed/Certified

1. **Process related questions:**

2.1. How did you attend NISHTHA 1.0. Training? (F2f/Virtual)

2.2. How did you attend the Online Training/access online NISHTHA material ?

School Desktop/ Laptop 2. Personal Desktop/Laptop 3. Mobile 4. Any other

2.3. For online training and for accessing modules/videos etc., which internet facilities did you use? (School/Personal). Were there any issues with the connectivity?

2.4. Did you receive financial support to complete NISHTHA online training if you used your personal device and data for the internet? (Yes/ No/Partial help/ conditional on completion of training)

2.5. When did you attend the NISHTHA 1.0. training?

2.6. How many days before the start date of the training did you receive the information about NISHTHA training?(1- 2, 1 week, 15 days, 1 month)

2.7. Who gave the information about the training? (HM, District/Mandal Officers, DIETs Staff/Any other). How did you pass this over to your teachers?

2.8. How did you receive information/instructions about self-enrollment in NISHTHA? (Dropdown:N1/N2/N3: Proceedings, Phone calls, Whatsapp/Telegram, email, others)How did you pass this over to your teachers?

2.9. What was the frequency of follow-up from School Head/O/o.DEO/O/o.MEO/DIETs etc.)regarding status of completion of the course? At what frequency did you follow-up with your teachers?

2.10. What is the approximate number of hours you spent to complete a module

2.11. At what hour of the day did you attend the training? (During school hours/After school hours/In weekends/holidays/Took leave to complete modules)

2.12. You have attended NISHTHA 1.0./other trainings in the face-to-face mode and you may have attended NISHTHA 2.0/3.0. in the online mode. Please describe the differences in your experiences of attending f2f training and online training.

2.13. NISHTHA (especially N.2.0. & N.3.0.) is possibly the first instance where the teachers//HMs were expected to take the training in a ‘self-enroll’, ‘self-study’ and ‘virtual’ mode. Describe your experiences in this regard.

2.14. DIKSHA portal has many modules on teacher training. Before NISHTHA, did you complete any module using the portal? Describe your experiences (of self -enroll, self- study and virtual mode). Did you discuss these with your teachers too?

2.15. What are the difficulties you/your teachers faced in undergoing NISHTHA 1.0.- enrollment, navigation of modules, understanding subject-specific aspects, technical (portal related), certification etc. How did you resolve these issues?

2.16. Was there a mechanism for you/your teachers to report their problems and seek support? Whose support did you take in resolving the difficulties you had encountered - (SCERT, KRP, O/o.DEO, O/.oMEO, School Heads, fellow School Heads etc). Please also describe the nature of support provided.

2.17. Who took the feedback on the training? Multiselect (NCERT , MOE, SCERT, O/o. DEO, fellow School Heads, O/o MEO, School Complex Heads or feedback not taken). If yes, how was it taken? Did you also take feedback from your teachers?

2.18. Have you re-visited NISHTHA modules to understand certain concepts better, subsequent to the training? Have you also referred to any NISHTHA material after course completion? Do you know if some of your teachers have re-visited NISHTHA modules?

2.19. After completing courses of NISHTHA 1.0, did you discuss your experience with your teachers/other HMs also? How were the experiences of other HMs?

1. **Key aspects covered in N.1.0. Module (Generic Aspects):**

3.1. NISHTHA 1.0. has covered several aspects of inclusive education like role of teachers for inclusive classrooms, accepting & addressing diversity, gender sensitivity, inclusion in teaching of subjects (languages/mathematics/EVS/Science/Social Science) etc. Please tell us about your own experiences/practices in these respects in your school and which aspects covered in NISHTHA 1.0. in this regard could you relate with and found to be useful for your school?

3.2. Has NISHTHA been able to help you understand learning outcomes? Has the training helped you understand the link between competencies and the learning outcomes?

3.3. According to you, are teachers/HMs expected to follow the learning outcomes pre-defined by NCERT for each grade level? Or do you think the teachers/HMs can come up with their own learning outcomes?

3.4. What, in your opinion, are the key steps you/your school needs to take to implement Learning Outcomes?

3.5. Please tell us about some of the ideas/activities you may have tried in your school to inculcate personal and social qualities like Sensitivity & care, Trustworthiness, Positive attitude towards self & others, Effective communication skills, Listening & responding, Empathy etc. You will recall that NISHTHA 1.0. has also covered these aspects, including suggesting a few activities, which you may have seen in the f2f training. Did you find NISHTHA’s coverage/ideas in these respects helpful? Have you attempted implementing some of them in your school, after the training?

3.6. What has been your experience with respect to taking steps in your school to ensure physical, social and emotional safety of your students? Has the coverage of these aspects in NISHTHA 1.0. added to your understanding of 'school safety' and of connected aspects like 'violence', 'harassment', 'bullying' etc. ? Did the training also help you with concrete steps you can take to ensure school safety?

3.7. Can you tell us about your experience of facilitating the use of art (Visual and performing Art like Drawing, drama, role play, theater, etc) for teaching and learning in your school? . Which are the different art forms your school have experimented with in this regard. Are there some ideas from NISHTHA 1.0. (w.r.t.integrating art with teaching and learning) you are keen on implementing in your school?

3.8. What are the different kinds of assessments the teachers in your school undertake to assess holistic development (cognitive, socio-emotional, psychomotor aspects) of primary/upper primary students? Which are the aspects you’d like to assess students individually on? And for which of the aspects would you like to use group, peer-to-peer, self assessments? Has your school used rubrics for assessments? As you are aware NISHTHA 1.0. has covered all these aspects. How helpful has this coverage been for you - in terms of giving perspectives/ideas/practical way-forward w.r.t. school based assessments?

3.9. How important, according to you, is the use of ICT for teaching, learning and assessment purposes? Please describe your experience of using ICT for teaching, learning and assessment. Which are the kinds of tools have you/your teachers used for T-L-A? Would you say NISHTHA has touched upon certain important aspects of ICT for T-L-A that you have been able to relate with? Has NISHTHA, by its very design (blog activities, online assessments etc.) been able to train you/your school on /enhance your ICT skills you could use in your classroom?

3.10. NISHTHA 1.0. has discussed key initiatives in school education like Sustainable Development Goals related to school education, key components and modalities of Samagra Shiksha, UDISE+, Shagun -repository of innovation, Performance Grading Index, Awards & Recognition avenues, Best school education practices from different States & UTs, Newer approaches to MDM scheme etc. Has this been useful? Have you been able to think of ways in which you could use the information provided by NISHTHA on these aspects?

1. **Key aspects covered in N.1.0. Module**

4.1. Describe the activities you have been exposed to under NISHTHA for promoting holistic development of preschool children? Are there activities in this regard you found particularly helpful?

4.2. What is the extent to which NISHTHA has equipped you with/enhanced your understanding of Pedagogical Content Knowledge (PCK) related to different subject domains. Can you explain how this has been useful to you by giving examples?

4.3. Does your school offer any vocational education courses (funded by Samagra Shiksha) ? If yes, how is your experience of running a vocational education course in school? As you are aware, the NEP envisages integration of vocational education with general education. In this context NISHTHA 1.0. has a module on pre-vocational education. What are the key takeaways from the NISHTHA course?

4.4. Describe the practices you follow in your school w.r.t. bringing about gender equality. Has the course on gender in NISHTHA 1.0. help you strengthen your understanding of the steps you need to take in your school in this regard?

1. **NISHTHA Assessments**

5.1. Tell us about your overall experience of course assessments. Were you able to attempt a major part of the questions in the assessments? Were there certain challenges in this regard?

5.2. Can you tell us your average score/range across different courses of NISHTHA? (Ask if the teacher is comfortable with sharing, otherwise leave this question.)

5.3. Describe your experience of undergoing NISHTHA assessments. Did they also help you learn/improve upon certain skills, such as use of ICT, since you were to required to submit your assessment responses online?

5.4. Did the assessments help/aid you to reflect and think deeper about some of the concepts covered in NISHTHA modules?

5.5. Do you wish to suggest additional/alternative aspects of assessments NISHTHA could have incorporated?

1. **Areas Improvement**

6.1. Were there any aspects missing in NISHTHA training compared to training/s you underwent previously?

6.2. Would you suggest any areas of improvement for future versions of NISHTHA?

1. **Way Forward**

7.1. Have you been able to prepare/be a part of a post-training Action Plan to implement the learnings from NISHTHA in your school? Please tell us the details of the action plan. Was there any platform to share your implementation experience and receive feedback ?