

A Bharti Foundation Program Update

voice of change

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Contents

From the CEO's desk 03

Bharti Foundation Programs 04



Quality Support Program 05

IMPACT: Student Empowerment 08

IMPACT: School Leadership and Teacher Engagements 10

IMPACT: Parent and Community Involvement 12



IMPACT: School Environment 13

IRECS Analysis 14

CASE STORIES 17



From the CEO'S DESK



Dear readers,

Allow me to take you through the journey of Bharti Foundation. We initiated the Foundation with the strong belief that education serves as the key to transforming not only the lives of individuals but also capable of bringing a positive impact on society as a whole. Our vision entails a future-ready nation where every child, irrespective of their background, has the opportunity to realize their true potential.

In alignment with this vision, we launched our flagship program, the Satya Bharti School Program, in 2006. This program was designed to empower children in rural India, with a particular focus on girl students. In 2013, in collaboration with state governments, we introduced the Quality Support Program (QSP) to aid government schools in becoming happy and holistic institutions of learning. The QSP engages school leadership, teachers, students, and communities in enhancing the overall schooling experience in partnering government schools by incorporating good practices from Satya Bharti Schools.

For nearly a decade, QSP has partnered and supported over 1000 government schools across the country. Currently we are working with over 850 schools in 12 states. To assess the overall impact of the program and to gauge the effectiveness of the support we have been providing to partnering government schools an Impact Assessment study was recently conducted by PwC. The findings were highly encouraging, the report indicates that the core areas of intervention covered by the Program's framework have shown optimistic results in the four pillars where we operate.

The study suggest that various activities and initiatives implemented at the school level have instilled confidence among the students, giving them a competitive edge. According to the report 95% of the students have participated in at least one of the various school activities, and approximately 70% of the students have won awards in various inter-school competitions, which

is helping to build life skills among students. Even teachers have noted a significant rise in the overall confidence level among students, leadership among girl students, and an increase in attendance after the support and intervention of QSP.

Our interventions under other pillars supporting teachers, parents, and the overall school environment have also shown encouraging outcomes. 87 % of teachers felt that motivation and engagement had increased since the introduction of QSP in their schools. Around 81% of teachers agreed that there has been an increase in the community's involvement in school events and volunteering.

Regarding the school environment, the report highlighted that students from QSP-supported schools have perceived an improvement in school reputation, and increased utilization of school resources has made the schools livelier and holistic institutes of learning. This has resulted in their feeling a sense of pride towards their schools.

In this edition of Voice of Change, you will also find stories of resilience, empowerment, and hope that our programs have brought forth.

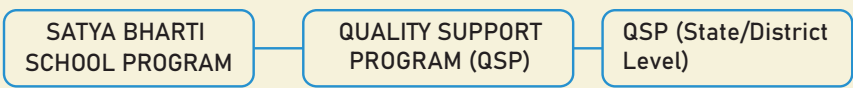
I extend my heartfelt gratitude to our dedicated team, our passionate partners, and all our well-wishers who have played an invaluable role in our journey thus far. With the support from various stakeholders, we will continue to stride ahead, empowered by the belief that education is the greatest equalizer and a catalyst for sustainable change.

Thank you for being a part of our mission. Let us continue to inspire, educate, and create a future that is inclusive and prosperous for all.

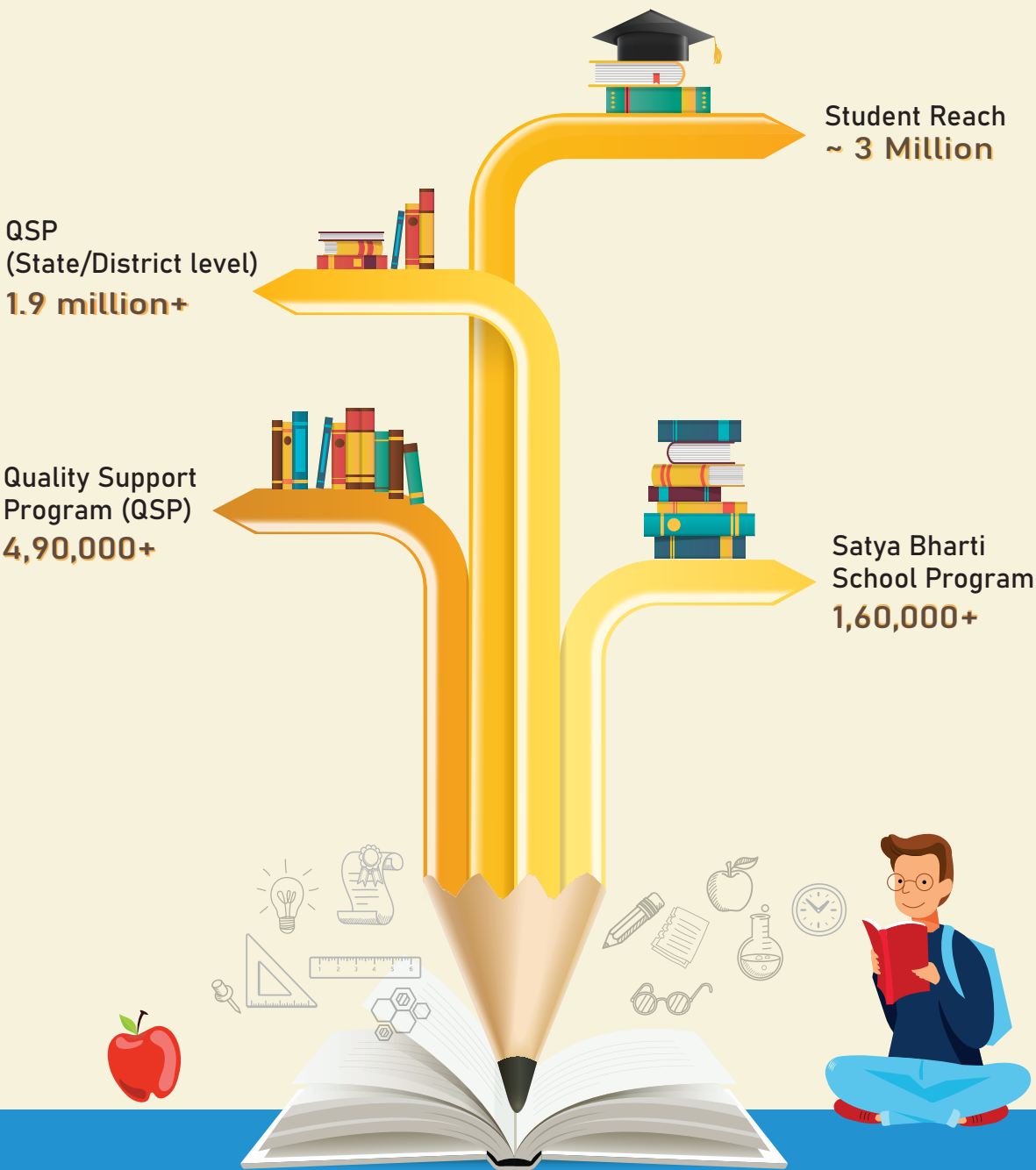
Mamta Saikia
Chief Executive Officer
Bharti Foundation

Bharti Foundation a philanthropic arm of Bharti Enterprises is working to make quality education available to the underprivileged children and to create opportunities for their holistic development, with a special focus on the girl child. Started in 2000, the Foundation implements and supports programs in primary, elementary, secondary and higher education.

Bharti Foundation's Programs



Students Impacted Since Inception



Quality Support Program

Introduction

In 2013, Bharti Foundation launched the Quality Support Program (QSP) in collaboration with state governments to achieve its goal of transforming government schools into happy, holistic institutions of learning.

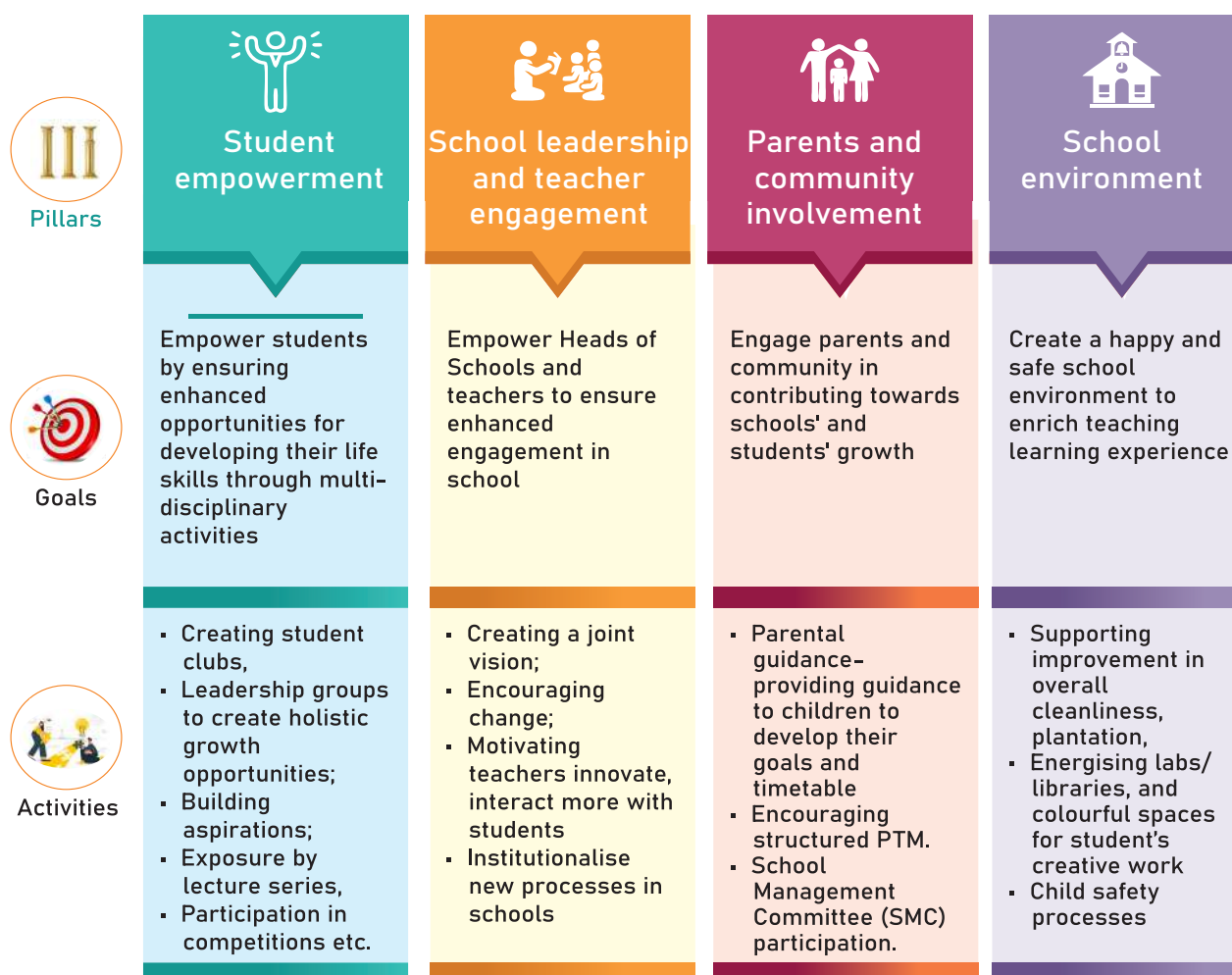
The Program is designed to impact students, teachers, parents as well as administrators through a standardized yet flexibly implemented approach, to transform schools into vibrant and happy learning centers through co-scholastic interventions, to develop a self-sustaining model.

The Foundation's primary focus has been around the education of children across rural India while nurturing a culture of positivity, harmony and peace. It has been working at the

grassroots through its flagship program, Satya Bharti Schools providing free quality education to thousands of underprivileged children in 173 schools in rural areas across five states, with a focus on the girl child.

Good practices of Satya Bharti Schools are implemented in partnering government schools through QSP structured around the whole school approach through co-scholastic activities defined under four program pillars –with the purpose of institutionalizing these in a time frame of three to five years. So far the program has impacted over 1000 government schools starting from 8 schools in 2013-14 to 850+ in 2023-24

QSP Program Pillars, Goals and Activities



Program Approach

The program is based on the principle of building on the existing strengths of teachers and schools, while providing catalytic support to bridge the gaps.

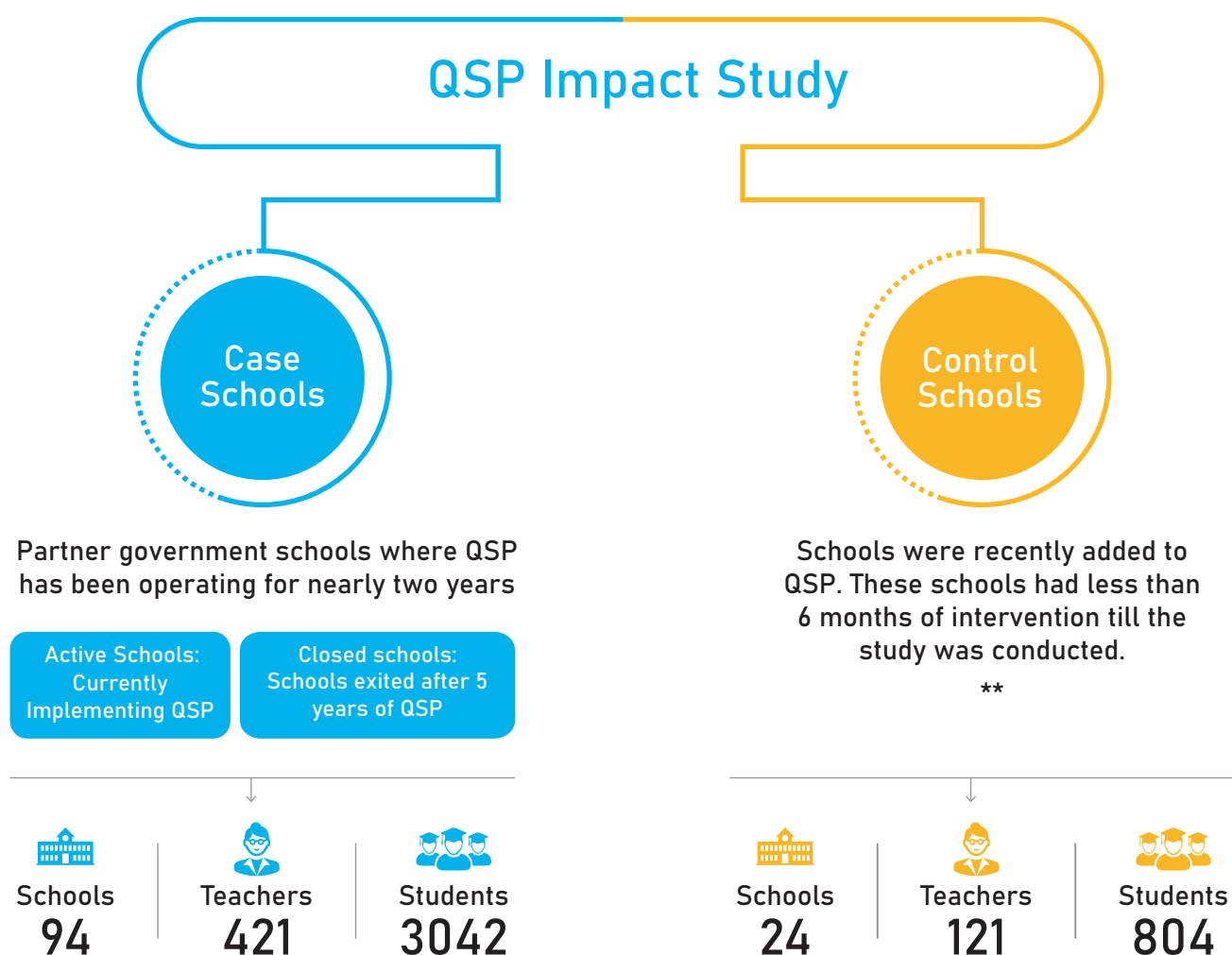
The program is led by a trained mentor who works with a cluster of schools. The mentor's role is to help schools create a roadmap for change, provide technical advice, and facilitate activities.



Impact assessment

The goals and activities of the four pillars of the Quality School Program (QSP) were the focus of the evaluation. A case-control study was conducted with students, teachers, parents, and officials in 10 out of the 12 states where the program currently operates.

Methodology



****** The research design had targeted QSP schools as Case schools and new schools as Control. Data collection delayed by 6 months, hence control schools were exposed to QSP.

- Besides a quantitative survey used for all stakeholders, qualitative research methods such as Focus Group Discussions (FGDs) and In-depth interviews (IDIs) were used to understand programmatic impact across the four pillars of QSP. Qualitative interactions were held with 56 teachers and 13 principals in 10 states.
- These covered program processes, students' attitudes, student teacher relationships, co-curricular activities and so on.

Life Skills Assessed



The Young Lives India UNICEF matrix tool was used to assess life skills of students in classes VI to VIII. A similar tool was prepared for other classes.



IMPACT

Student Empowerment

Bharti Foundation support government schools to undertake various interactive activities, workshops, exposure visits and events within its first program pillar- 'Student Empowerment'. These interventions aim to enhance participation in various competition and activities and thereby strengthen life skills. Bharti Foundation under this pillar supports the implementation of various school processes such as establishing and running of Clubs & Houses, IT Innovations hubs, optimal utilization of libraries and labs, exposure trips and so on . The activities and competition range from sports, drawing, debates, science models, painting etc.



We feel proud being part of the school. Our school annually has good results. We come to the school as we want to make a good career and meet with our friends. We also like the club activities and sports. We take part in soft ball competition and played at district level. - **Student from senior secondary school in Rajasthan**



Findings suggest that

Top 3 student-preferred activities were Celebrations/Annual Functions, Competitions, Bal Sabha Activities.



IMPACT

- **1.5 times** higher chance of a case school to have a club than a control school.
- **95%** of the students participated in at least one of the various school activities conducted.
- Students from case schools participated in a higher number of activities; their participation in seven or more activities was **1.6 times** higher as compared to control schools.
- Participation in workshops: **66%** of students in case schools; **46%** of students in control schools.
- School participation in inter-school competitions: **81%** of students from case schools ; **71%** of control school students.
- Students from case schools are **1.6 times** more likely to participate in a competition themselves as compared to a control school.
- **88%** of all students felt participating in student workshops, events and activities had made their school experience better.
- **69%** of students in case schools reported that they had won an award in interschool competitions as compared to **54%** of students in control schools.

- Sense of ownership towards organizing activities and events: **90%** of students in case schools; **82%** of students in control schools.
- **58%** students in case school strongly agree with workshops supporting their learning as compared to control schools at **55%**.
- Student participation across exposure visits is over **1.7 times** higher in case as compared to control schools.
- **85%** of all students felt their attendance has increased because of the skill workshops and inter-school competitions.
- Students felt school teachers are very approachable: **69%** case schools; **59%** control schools.



Life Skill

For 4th -8th Standards:

- **21%** students from case group were found Proficient in overall life skills while in control group it was **20%**.
- Mean score for life skills assessment -case **107.7**; control **105.7**

For 9th - 12th Standards:

19% students from the case group;
18% from control group.



Teachers' perceptions

- **87%** of case school teachers and **70%** control school teachers agreed to increased student confidence levels due to QSP initiatives.
- **79%** of case school teachers agreed that due to the initiatives strengthened/ promoted by Bharti Foundation team, there was an increase in students' attendance at school; while it was **53%** in control schools.
- **87%** of case school teachers and **70%** of control school teachers also agreed with increase in leadership among girl students.
- **86%** of case school and **70%** control school teachers agreed to an improved student-teacher relationship and communication.

IMPACT

School Leadership and Teacher Engagements

QSP supported activities to enhance teachers expertise, fostering their passion for teaching and assisting them with the latest teaching methods, personal growth opportunities and fulfillment.

One respondent learned about the program during exam duty at a QSP partnered school. Encouraged by the positive change, the respondent approached Bharti Foundation team and got her school included in the program.

During interactions, it was highlighted that the use of digital tools started after Bharti Foundation's intervention and increased particularly during the COVID-19 pandemic. The Foundation provided training on Information and Communication Technology (ICT) tools where teachers have learned about creating google forms etc.



Findings suggest that

Quality Support Program enhanced teacher expertise, passion, and pedagogy at government schools, benefiting teachers across 10 states. The report shows increased teacher involvement in clubs, parental engagement, and innovative teaching. Bharti Foundation streamlined processes and facilitated the adoption of digital tools that was crucial especially during the COVID-19 pandemic.



IMPACT

- **78%** case school teachers participated in activities as compared to **49%** of control school.
- In case schools, **85%** teachers have been part of trainings through various workshops compared to **67%** of control school teachers.
- **65%** teachers from case schools and **59%** teachers from control schools participated in School Leadership Excellence Program.

- **89%** of the respondents from case schools and **75%** respondents from control schools agreed on the use of digital tools during their teaching processes.
- Teachers who agreed to an increased capacity to engage with students in class rooms: **86%** of case school teachers; **67%** control school teachers.



- **81%** teachers of case schools and **65%** of control schools felt that teacher engagement with community members improved/increased as compared to earlier.
- **87%** teachers of case schools and **69%** of control schools felt the teachers' motivation and engagement had increased since introduction of QSP in their schools.
- **83%** teachers from case school felt improved reputation of school as compared to **65%** from control schools.

- **55%** teachers from case schools and **30%** teachers from control schools completely agreed to an increased recognition of skill / talent among students and teachers in their schools.
- **63%** of case school teachers completely agreed to an increased Culture of award winning in their schools, compared to **30%** of control school.



IMPACT

Parent and Community Involvement

Community and parent involvement in Quality Support Program promotes interaction between parents and teachers through Parents Teachers Meeting (PTMs) and School Management Committee (SMCs), community volunteering and meetings. This helps parents connect better with their school.

In case schools, parental involvement increased over time, with parents becoming more aware and active after the program's intervention. PTMs are pre-defined, better organised and structured, and more frequent in some cases focusing on – student results, student performance, student behaviour, student school participation and appreciation of their participation, disciplinary issues, and scholarships.



Physical activities and other co-curricular activities are important for holistic development of child. - Parent of child from secondary school in Jammu.



Findings suggest that

Parents from the case schools showed higher involvement in the home mentoring process. They actively monitored school activities, academic and co-curricular undertaken by their children and motivated them to participate.



IMPACT

During interactions with parents and teachers it was observed that there has been an improvement in parents and teachers communication, which was further enhanced through digital means. Apart from physical PTMs, there are dedicated WhatsApp groups in place which are used by teachers for announcements and requests. Parents also actively use the platform to raise queries with the teachers.

Teachers perceived a change in the parent's engagement:

- **81%** of teachers of the case schools felt there was an increased involvement of parents in school (PTMS/ SMC) and their child's education as compared to **57%** of control school teachers.
- **81%** of teachers of the case schools felt there was an increase in the community's involvement in school events and volunteering and **61%** teachers of control school.



One of the district officials mentioned that **96%-97%** of parents have started engaging with the schools, teachers just because of Bharti Foundation initiative. Changes can be seen through the involvement of parents in school activities.



IMPACT

School Environment

QSP support schools to have clean and functional laboratories, sports equipment, toilets and libraries as they are important components for better learning outcomes and help maintain health and safety of students and staffs. Incorporating technology and digital learning in schools enhances the learning experience while creating and engaging an interactive environment for the students.



Hanging Library / book stands were installed in one school by Bharti Foundation. It costed less and was very easy to install and use. I have replicated the same now at all schools in my block. Have to give appreciation to Bharti Foundation for the same. - Block Programme Officer, Jharkhand.



Hanging Libraries are a unique and innovative way to provide access to books, particularly in areas with limited space or resources, these consist of cloth panels or ropes that are used to easily hang the books on the walls.



Findings suggest that

The improvement of amenities is 2.5 times higher in case schools as compared to control schools.



IMPACT



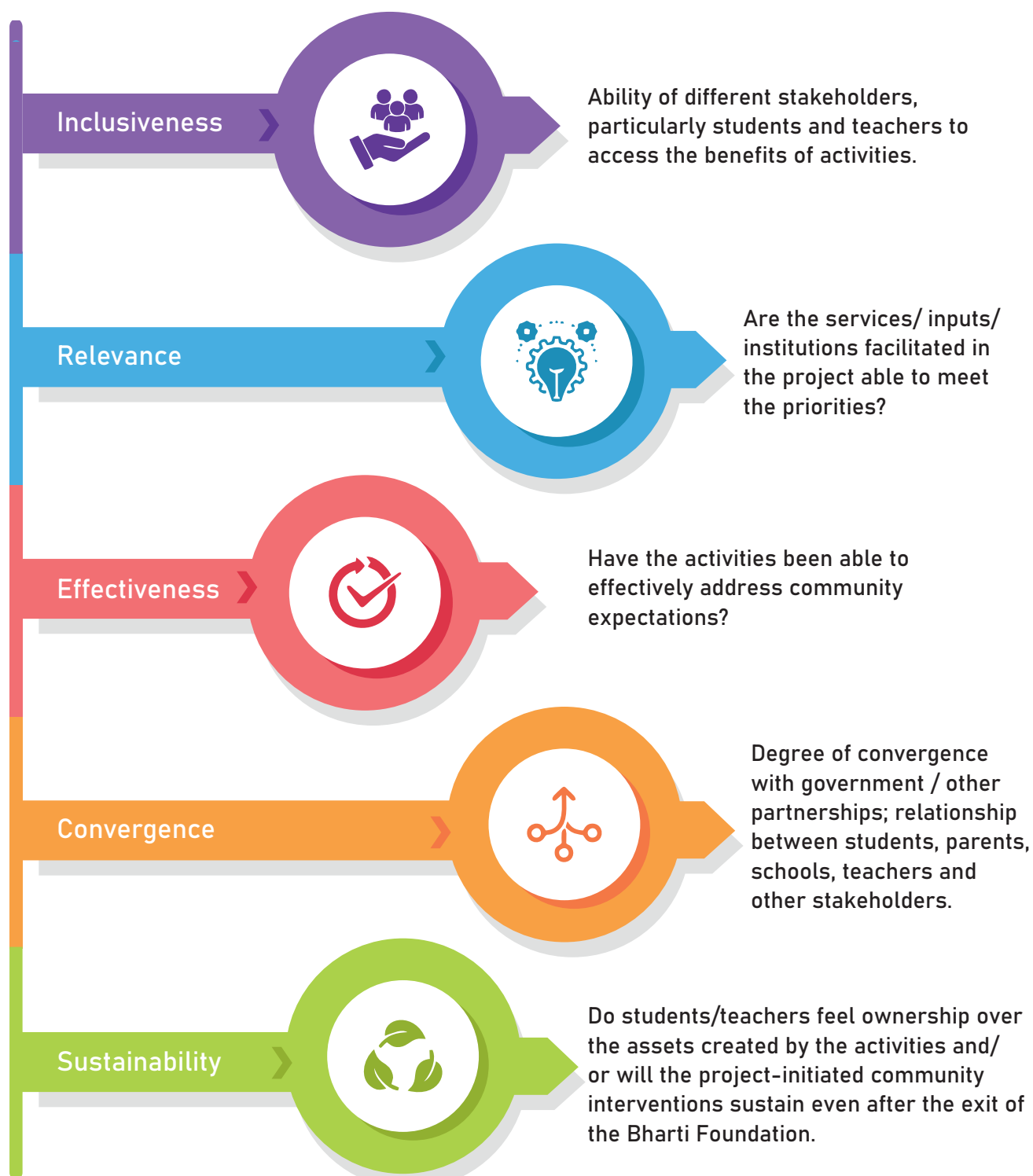
- **60%** teachers in case school and **43%** in control schools rated Utilization of School Development Plan and School Annual Calendar at **5** (highest score)
- The display board showing club and house activities being found in case schools is **3.7 times** higher than the control schools.
- Students report that their efforts, talents, and skills being recognised is **2.5 times** higher in case schools as compared to students in control schools.
- Display boards showing achievements and content created by students being found in case schools is **4.7 times** higher than control schools.



IRECS Analysis

After talking to key stakeholders and reviewing relevant documents, the report evaluated the program's impact using the IRECS framework. Relevance, Efficiency, Convergence, Sustainability (IRECS) framework was used to provide recommendations on the project performance for Company's evaluation.

Overview of areas assessed under each of these five parameters is provided below





Inclusiveness »

Assessment from the study

- Since the schools supported as a part of QSP are primary to senior secondary government schools, the program covers students across classes from a range of socio-economic strata to provide them with a holistic schooling experience.
- Program engaged with all relevant key stakeholders associated with the universe of government education, such as teachers, students, parents, community members and government officials.
- The program also focused on empowering the girl child through increased participation of girls in the school. 53% teachers have reported that there has been an increase in leadership skills and leadership positions held by girl students.



Relevance »

Assessment from the study

- QSP was relevant to these schools given that they are in remote locations and often struggle with onboarding and retention of teachers.
- QSP supported schools during Covid-19 to resume classes virtually with students – bridged the gap between teachers and students.
- Support by QSP has been relevant for PTMs, wherein schools struggled to get parents to join them, requiring support for increased participation and frequency of meetings.
- There was a lack of basic infrastructural facilities in the government schools such as functional and clean toilets, libraries, and laboratories. This gap was fulfilled by QSP.



Effectiveness »

Assessment from the study

- 54% teachers reported that there has been an increase in initiative and responsibility taking by students and 83% teachers reported there was improved communication with students
- There was an increased culture of winning awards by the schools as reported by 63% of case schools. 86% teachers agreed with the same.
- Various government officials suggested that QSP program should be scaled up and implemented in many more government school's bases their visit to case schools and feedback by principals/ teachers on the program.
- The odds of improvement of amenities were 2.5 times higher in case schools as compared to control school.
- The effectiveness of the program was also acknowledged by district authorities. For instance, the district level officials of Shimla (Himachal Pradesh) suggested that Bharti Foundation should immediately scale-up the program to at least 100 more schools.

Convergence »

Assessment from the study

- The program tied with government departments across states and worked in conjunction with government officials.
- QSP focused on supporting the government education systems and in streamlining school processes. Hence, it is convergence with Govt schools, local administration and Education departments is high.

Sustainability »

Assessment from the study

- Bharti Foundation had maintained communication with schools where they had even completed their program to assist them wherever required even after their exit from the school.
- At the time of exit, Bharti Foundation also leaves behind it's materials such as special kits, trophies, etc. to help schools smoothly continue with the activities of the program.
- Schools were reported to have continued with systems such as clubs and houses even after the Bharti Foundation team had exited the school.

CASE STORIES

Inspire Manak Award for Rani

Rani, a young girl hailing from Ajmer, Rajasthan, has triumphed over adversity to become an inspiring role model in her community winning the Inspire Manak Award. After the loss of her mother three years ago and her father's abandonment shortly thereafter, Rani now lives with her maternal uncle, grandmother, and two elder sisters. Rani's educational expenses are met by the financial contributions of her family and people from the community. Rani aspires to become a teacher and help her community tackle alcoholism and drug addiction.

Her school conducts various activities as a part of QSP, including the "No Bag Day" event every

Saturday, where they organize the "I will also become a scientist" activity. During this event, students are encouraged to innovate and create solutions using household materials to address everyday challenges. Rani came up with a "chili cutting machine" to ease her grandmother's daily struggle with chopping chilies. With her teacher's assistance, she brought her idea to life.

The school recognized and appreciated her model, leading her to register it for the "Inspire Manak Award." Her creation was selected, and honored with a monetary prize of Rs. 10,000. Rani's simple yet effective solution was inspired by a problem at home and supported by the "I will also become a scientist" platform organized by QSP.

Empowering Sustainability: The transformation of education and nutrition through a kitchen garden in a school

Located on the outskirts of a village in Telangana, a government secondary school faced the challenge of maintaining its spacious grounds. Fortunately, the school's Eco-club students devised a brilliant solution: setting up a kitchen garden on the premises. They constructed small canals to channel the school's wastewater to the garden and diligently maintain it by using organic pesticides to ensure the safety of the vegetables grown.

The kitchen garden's benefits are manifold. It now boasts fresh, healthy vegetables cultivated without harmful chemicals. As an added bonus, the garden offers an excellent educational opportunity for the students, teaching them about sustainable

agriculture and the advantages of organic farming. Additionally, the garden proves to be a practical solution to the school's budget constraints by providing fresh produce for the students' meals. Moreover, the students take responsibility for maintaining the garden, imparting valuable life skills like teamwork, responsibility, and problem-solving.

The garden also serves as an excellent hands-on learning resource for science and social studies lessons. Supported by Bharti Foundation's Quality Support Program since the Academic Year 2017-18, the school's sustainability initiative owes its success to the students' dedication and support from the school leadership and teachers. Thanks to their collaborative efforts, the school has created a sustainable and eco-friendly solution that benefits both the students and the entire school community.

A teacher's achievement on taking additional responsibility of clubs

A Mathematics School Assistant in Telangana since 2013, this teacher has had a strong association with Bharti Foundation since 2017. Throughout her 5-year involvement with QSP-Bharti Foundation, she demonstrated enthusiasm in understanding the program's objectives and integrated them into the school processes as intended. Despite having the responsibility of teaching Math, she took charge of the Art & Culture club for five years (2017-2022). This club actively participated in the District Level Education Rockstar Achievers competition, showcasing various activities. She learned from her colleagues' prepared Teaching-Learning Materials (TLMs) and effectively incorporated them into her teaching. Engaging in Life Skill virtual trainings conducted by Bharti

Foundation, she taught the modules to her students using relevant examples based on their background. Moreover, she supervised the home mentor program as a class teacher for 8th-grade students, regularly guiding mentors on timetables and progress. The teacher also served as a guide teacher for the Bricsmath competition in AY 2020-21 and AY 2021-22, resulting in the school receiving 4 student awards in 2021 and 14 awards in 2022. The Department of Education recognized her not only for imparting knowledge but also for encouraging her students to explore diverse interests and activities, enabling their personal growth and reaching their full potential. As a testament to her dedication, she was selected for the District Best Teacher award by the Department of School Education-Rajanna Sircilla in 2022.

Alumni of Satya Bharti School

Hardeep Singh's patriotism in action: Embracing the call to serve the nation by joining the Indian Army



Hardeep Singh was born in a poor family in a small village in Punjab. His father passed away when he was only two years old, leaving his mother to raise him and his siblings. Hardeep had to face many hardships

and challenges in his life, but he never gave up on his dreams.

He joined Satya Bharti Adarsh Senior Secondary School, Jhaneri, in third grade, where he received quality education and guidance from his teachers. They helped him overcome his difficulties and motivated him to pursue his goals. Hardeep was a bright and hardworking student who excelled in academics and sports. He also participated in various co-curricular activities and social service projects.

Hardeep had a passion for serving his country and wanted to join the army.

He cleared entrance exams with flying colors and got recruited into the army, fulfilling his lifelong dream.

Hardeep proved that with hard work, struggle, and the support of his mother backed by the strong support from Satya Bharti School, nothing is impossible.

Hardeep's story is an inspiration for many young people who face similar challenges in their lives.

A remarkable journey of Veerpal Sappal from rural roots to securing a coveted Government position



Veerpal Sappal had a dream of working for a government organization and she knew that to achieve her dream, she needed a good education. But she faced many challenges along the way.

Veerpal lived in a remote village in Punjab, where there were no good schools nearby. She had to travel a long distance by public transport to reach her school, Satya Bharti Adarsh Senior Secondary School in Jhaneri. The journey was exhausting and sometimes unsafe, especially during the rainy season. Veerpal often felt like giving up.

But she did not lose hope. She found support and encouragement from her school principal and teachers, who recognized her potential and helped overcome difficulties. They arranged a school van for Veerpal and other girl students from her village so that they could travel comfortably and safely. They boosted confidence and motivated her to pursue her goal.

Thanks to their guidance and support, Veerpal completed her senior secondary education with flying colors. She then applied for the job and started working as Gramin Dak Sevak (GDS) MP at India Post, within six months she cleared exam to work in Aadhar department and currently working as Aadhar Supervisor at India Post.

Veerpal at India Post is grateful to the Bharti Foundation, she said that the school has changed her life and given her a bright future. She hopes to inspire other village students to follow their dreams and never give up.

Today, as Aadhar Supervisor, Veerpal's success stands as a tribute to the transformative power of education and the invaluable support provided by institutions like the Bharti Foundation.

Alumni of Satya Bharti School

Journey from a remote hamlet in Amritsar to achieving success as an Installation Engineer – through perseverance and support



Born into a humble family in the village of Gujjapir, Amritsar, India, Sahil's path to success was paved with determination and unwavering spirit. His journey began at Satya Bharti School, Gujjapir, where he diligently pursued his education from first to eighth grade. Later, he continued his studies

at Government Senior Secondary School, Chamiani, Amritsar, excelling in his senior secondary education. With a diploma in computer application in hand, Sahil embarked on the next chapter of his life.

Sahil's professional journey commenced at Punjab State Power Corporation Limited, where he gained valuable experience. A pivotal moment arrived when Sahil's school informed him about an Airtel interview. His determination and preparation paid off as he secured a position as an install engineer.

Eager to embrace this new challenge, Sahil underwent training at Airtel's office in Ludhiana. During his training, Sahil had the privilege of interacting with

Mamta Saikia, the CEO of Bharti Foundation. Her insightful guidance and unwavering encouragement proved pivotal in shaping Sahil's professional aspirations. Additionally, the unwavering support of his Airtel team and the Bharti Foundation further fueled his determination.

Upon completing his training, Sahil embarked on his career as an install engineer for Airtel in Amritsar. This remarkable achievement marked a significant milestone in Sahil's life as he became the first student from Satya Bharti School, Gujjapir, to secure employment with Airtel.

Sahil's success story extends beyond his professional achievements. He expressed his gratitude for the support he received from the Airtel team during induction and training in Ludhiana – Amit Ranjan, Gaurav Prabhakar and Som Mukherjee along with trainer and team manager. The opportunity to meet Airtel Group's Co-Chairman, Rakesh Bharti Mittal, further fueled his aspirations.

Sahil's journey serves as a beacon of hope, demonstrating that with hard work, dedication, and the right support, anyone can achieve their dreams. His story is a testament to the transformative power of education and mentorship, empowering individuals to break through barriers and reach their full potential.

Rising from humble origins to attain the position of an engineer at Airtel



Amit Kumar's journey from a small village in Haryana to becoming an installation engineer at Bharti Airtel is a testament to the transformative power of education and support systems. Born in a modest hamlet in Haryana, Amit's journey commenced at Satya Bharti School, where he encountered a nurturing environment fostered by dedicated teachers.

The school's influence extended beyond academics, instilling in him the values of perseverance and resilience.

Despite the school's limitations, extending only up to

the eighth grade, Amit's thirst for knowledge remained unquenched. He enrolled in another institution for higher studies. His dedication and commitment to excellence propelled him towards securing a private job upon graduation.

A pivotal moment arrived when Amit's former teachers, recognizing his potential, informed him about employment opportunities offered by the Bharti Enterprise. Seizing this chance, Amit applied and was subsequently selected for a position.

Currently, Amit Kumar thrives in his role as an installation engineer at Airtel, his heart brimming with gratitude for the opportunities that the Bharti Foundation has presented. His story serves as a beacon of hope, illuminating the path for countless others who aspire to transcend their circumstances and achieve their dreams.



bharti

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