

Short report on teacher's training

The teacher's training conducted at GiftAbleD on December 8th proved to be a valuable and insightful experience. The attendance of 22 out of 35 teachers (63%) reflected a commendable level of participation. The opening session, led by Shilpa Sinha, effectively introduced the organization's vision, mission, and areas of intervention.



The subsequent sessions, facilitated by Binish and Prakash, delved into the challenges faced by teachers in their daily roles. The discussions highlighted issues ranging from attendance management to concerns about classroom infrastructure, parental involvement, and the availability of essential learning materials. Despite these challenges, the teachers expressed satisfaction with the session taken by Binish, emphasizing the crucial role they play in the educational process.

Binish and Prakash further explored topics such as types of disabilities and inclusive education, incorporating sign language. The teachers actively engaged in discussions and were encouraged to practice inclusive strategies, such as using sign language with their names. The session taken by Prakash was well appreciated by teachers.

Moving forward, a **collaborative strategy was proposed to address the identified challenges effectively**. This strategy focused on the teaching methods with children with disabilities

What went well:

- The session on types of disability and inclusion was well-received.
- Teacher engagement was consistently observed throughout all sessions.
- Teachers expressed a need for support in orienting parents to GiftAbleD.
- The sessions proceeded according to the planned agenda.
- A live example of inclusive behavior was when Vartika our inclusive child interacted with teachers
- Teachers acknowledged and accepted class inclusion of children based on their abilities.
- This training provided valuable insights into different types of disabilities.

However, there are areas identified for improvement:

- Delivery methodology needs refinement.

- Consideration should be given to more frequent training sessions.
- Preparing logistics, including the training hall setup and technical equipment, should be done in advance.
- Practice sessions and mock sessions should be done before the training.
- The teacher's list and training dates should be communicated to the vertical at least seven days prior.
- We should address technical issues, such as microphone problems and the need for additional chairs and printers.
- Training for trainers should be provide facilitators responsible for conducting future training sessions.
- Ensure at least 85% of teacher's attendace

Recommendations for enhancement include:

- Create a **dedicated folder** for storing training content.
- Identify all training needs and compile a yearly comprehensive training calendar for each vertical.
- Ensure content is ready, verified, and approved before training sessions and placed in folder
- Develop a trainer's module to guide facilitators.
- Implement feedback forms for both participants and facilitators after each training session.
- Define a clear delivery methodology for effective training.
- Prepare agendas and scripts for each session.
- Work on School Management Committee (SMC) support to make it functional.

In conclusion, the positive feedback and active participation during the training sessions reflect a collective commitment to overcoming challenges and fostering collaboration.