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# SHIV NADAR FOUNDATION



**SCHOOLS THAT  
CHANGED THE RULES**



## INTRODUCTION

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At Shiv Nadar Foundation, one of our goals is to engage more people with the field of education. Whenever possible, we would like to support those working in the field by providing insights that aid and inform them. This little E-book looks at the strategies used by some of the world's most innovative and successful schools. Designed to be a quick & easy read, this will help you to get a basic idea of how they have tackled the issues they faced.

To learn more, please check out our 'Amazing Schools' series at [blog.shivnadarfoundation.org](http://blog.shivnadarfoundation.org). Each article provides more information on these schools, along with links for further study. If you believe this book is of value, please share it with others.





## THE CARPE DIEM SCHOOLS

### *The Problem*

Different children have different paces of learning. Some fall behind. Others move too fast.

### *Their Approach*

**Blended Learning** – A combination of online and face-to-face-teaching.

**Office Model** – Each school has up to 300 individual cubicles with roaming teachers.

**Low Cost** – Schools occupy less space, use less teachers, and work 4 days a week.

**Customised Cubicles** – Students can decorate their cubicle, for a more personal feel.

**Real Time Grading** – Instead of the report card system, student grades are tracked continuously.

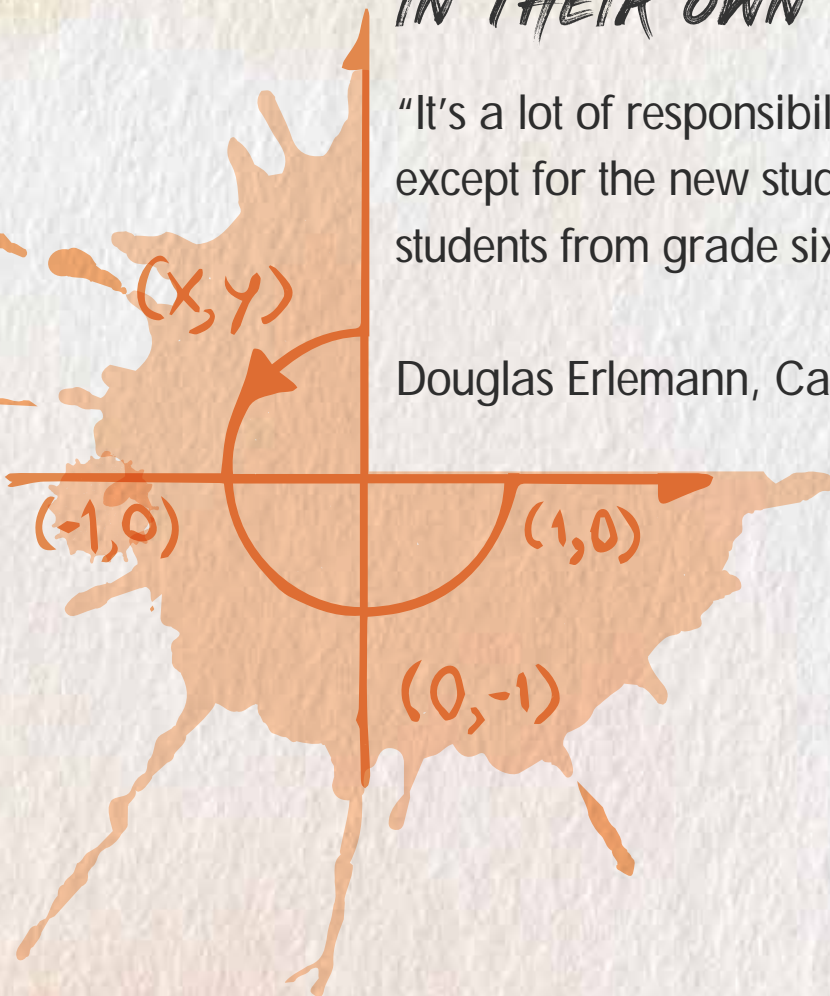
**Project Time** – Each student does 4 subject specific workshops per day, where teachers interact.

**Instructor Continuity** – For a particular subject, students have the same teacher throughout.

## IN THEIR OWN WORDS

"It's a lot of responsibility, but the key is that except for the new students, I know all of my students from grade six up to grade twelve."

Douglas Erlemann, Carpe Diem math teacher.





## The Egalia School

### The Problem

The traditional education system reinforces gender stereotypes. How can we create a post-gender world?

### Their Approach

**No fairy tales** – Traditional stories of princesses and knights are not allowed at Egalia.

**More male teachers** – Close to half the teachers are male – much more than in the usual school.

**Toy Desegregation** – There is no differentiating of boys and girls toys. Dolls and dinosaurs are kept together.

**Teacher Sensitisation** – Teachers are trained out of stereotypes such as girls need more consoling, boys are tough etc.

**Linguistic De-labeling** – 'He' and 'She' are not used in conversation. Everyone is referred to as a person.

**Parent Education** – Parents are asked, "Do you want your child to have half a life or a full life?"

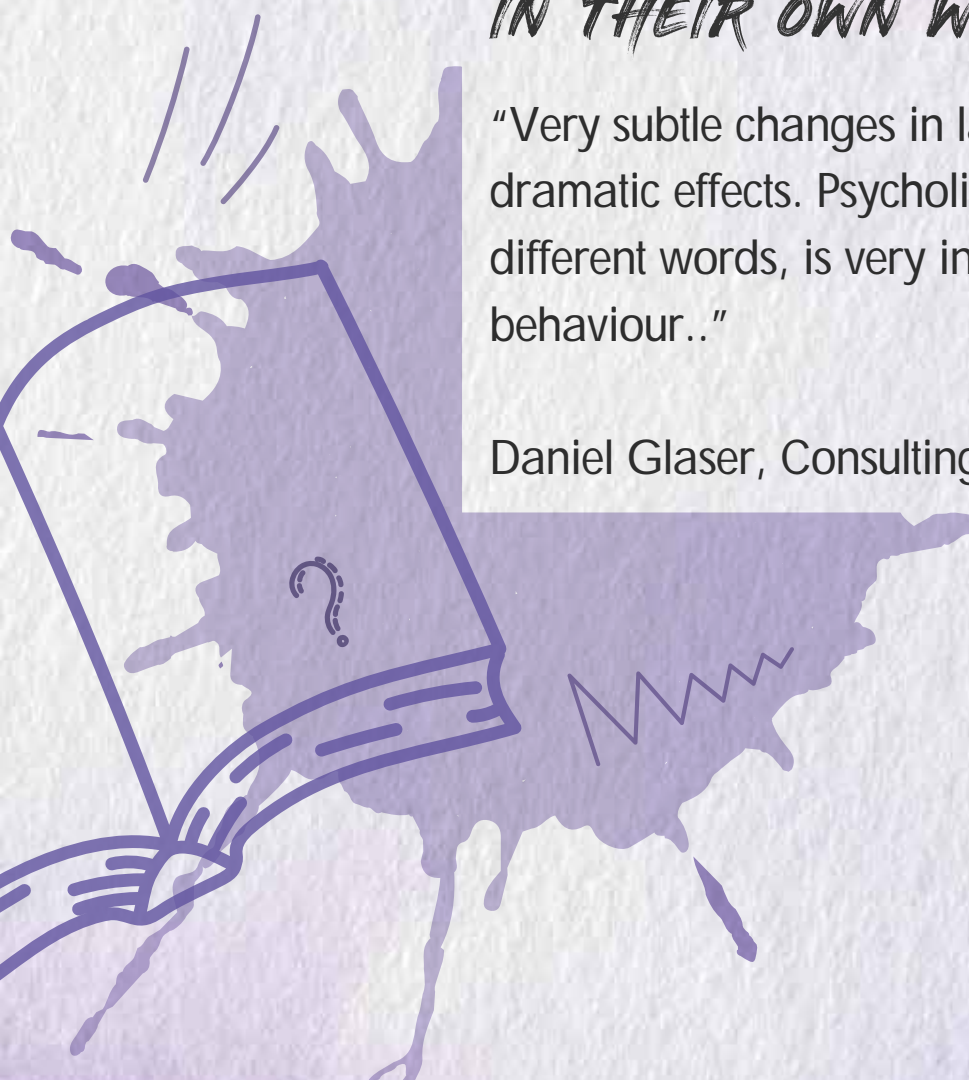




## *IN THEIR OWN WORDS*

“Very subtle changes in language can have dramatic effects. Psycholinguistics, or the use of different words, is very influential on teachers’ behaviour..”

Daniel Glaser, Consulting Neuroscientist





## SUPER 30

### *The Problem*

Bright children from underprivileged families in Bihar were unable to fulfil their potential

### *Their Approach*

**Low Cost Model** – Minimal furniture and infrastructure. On occasion, students stand in class.

**Careful Screening** – 200 students are admitted, at a nominal fee. The final 30 receive completely free support.

**Characterisation** – While teaching complex math problems, Anand Kumar creates characters with stories, for ease of comprehension.

**Continuous Testing** – Students at Super 30 sit for mock tests every day for over a year.

**Widespread network** – Super 30 has ensured widespread awareness at the grassroots level.

**Online extension** – Super 30 is now creating online modules for wider reach.

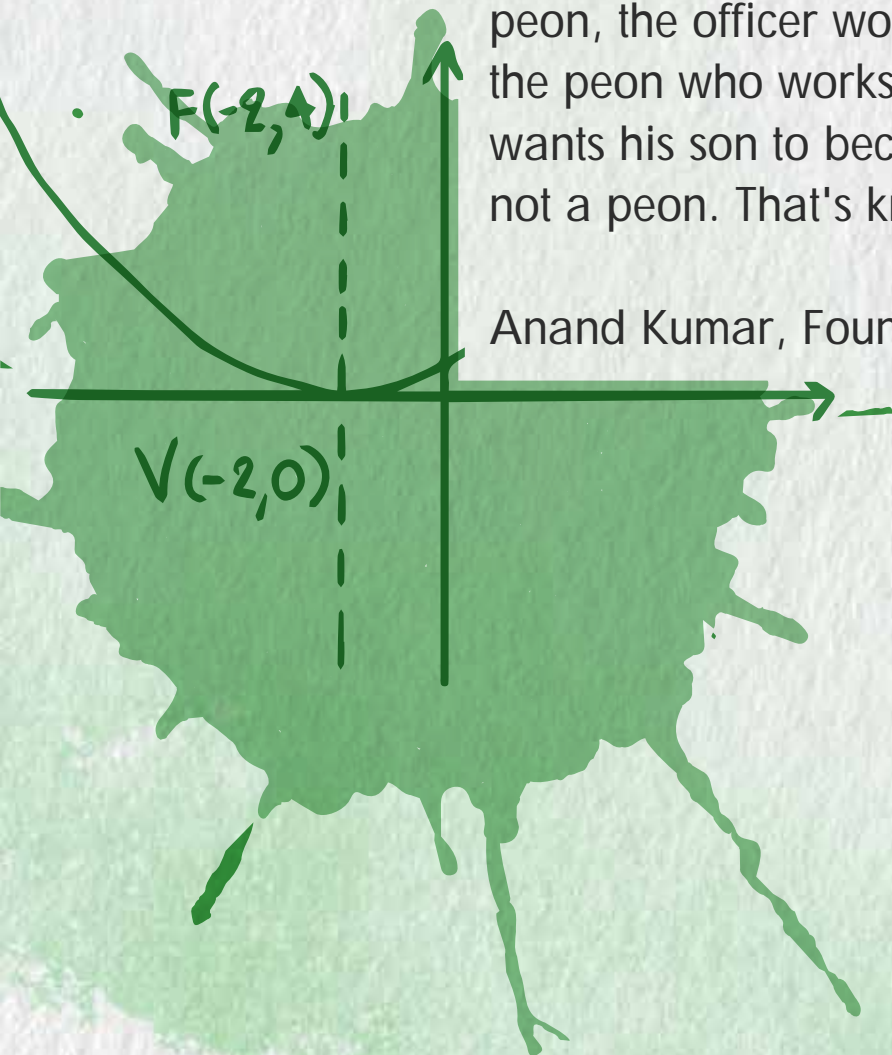




## IN THEIR OWN WORDS

“But there's another kind of kranti (revolution) taking place. Earlier when a peon used to work at an IAS officer's residence, he hoped that when his own son became a peon, the officer would treat him well. Today, the peon who works at the IAS officer's house wants his son to become an IAS officer, not a peon. That's kranti!”

Anand Kumar, Founder, Super 30





## Ruchika Railway Schools

### *The Problem*

Destitute children living around railway stations were being left behind by the education system.

### *Their Approach*

**Extreme Portability** – All items in every school can fit in a 5'X3' trunk.

**Weekly Bathing** – Every child is personally bathed once a week by teachers, creating an emotional connection and reducing mistrust.

**Phased Engagement** – The children are suspicious. Initially, they are attracted by fun and games. Teaching starts later.

**Nutritional and Medical Support** – The school helps the child in these areas.

**Sibling Support** – Siblings are always welcome, as students often have to take care of them.

**Upward Transition** – Children are gradually educated until they can enter a government school, integrating them with the system.






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$$E = mc^2$$

## IN THEIR OWN WORDS



“At first only a few children came to listen and to sing and dance. But the groups grew. The children began to ask things like, ‘Why can't we read the stories? Why do you have to read them to us?’ and that's how the learning began.”

Inderjit Khurana, Founder, Ruchika





## The Vidyagyan Schools

### The Problem

To create leaders from the bottom of the pyramid who truly understand the issues of real India

### Their Approach

**Creative Philanthropy** – Deploy funds and resources in a way that is sustainable and lasting, rather than transactional.

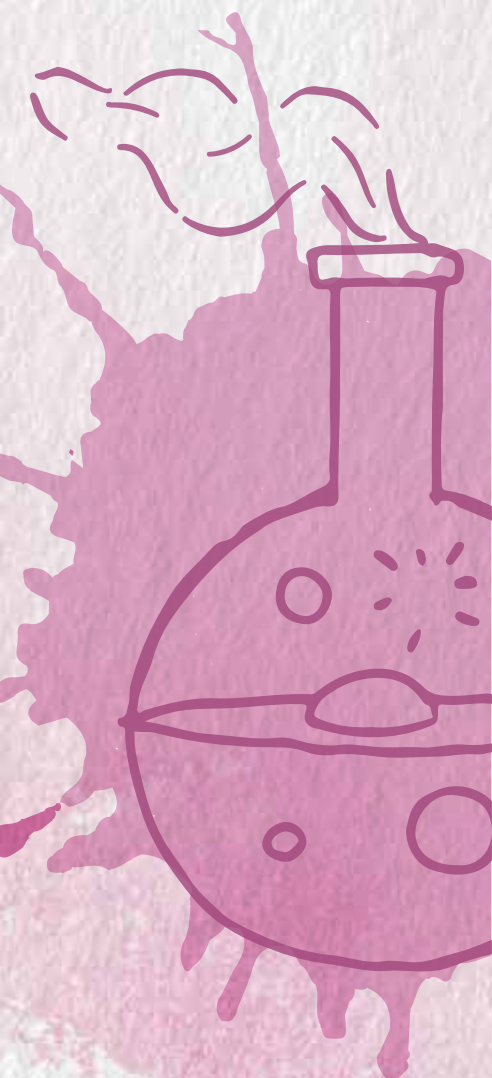
**Institution Building** – Create physical infrastructure, define operational systems, and develop group cultures

**Ripples of Change** – Create Change Agents in every district, by giving the best education to bright, underprivileged children from each one.

**Rigorous Selection** – Close connections have been built with local communities. Identified candidates are rigorously tested.

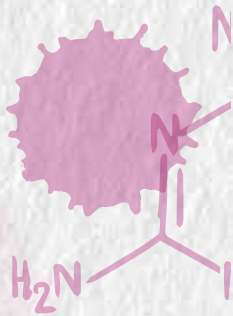
**World Class Infrastructure** – Vidyagyan children are provided with world class facilities.

**Dedicated Teachers** – Vidyagyan faculty are selected basis both their skills, as well as their passion for the mission of Vidyagyan.





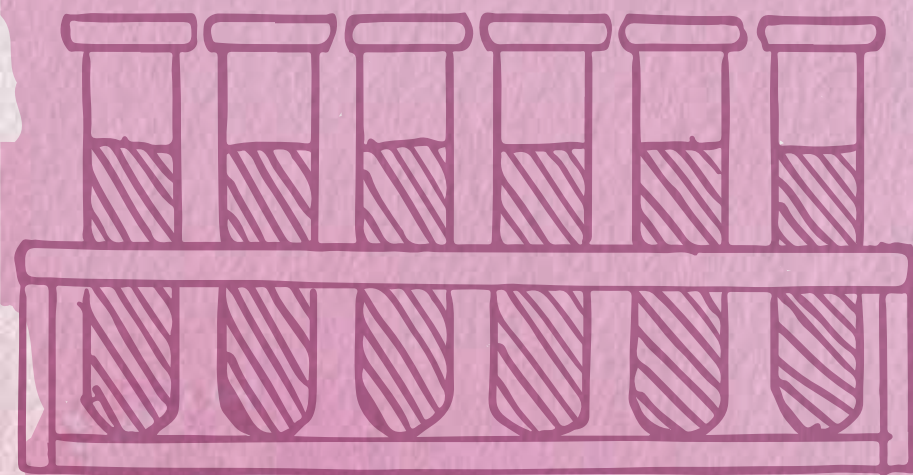
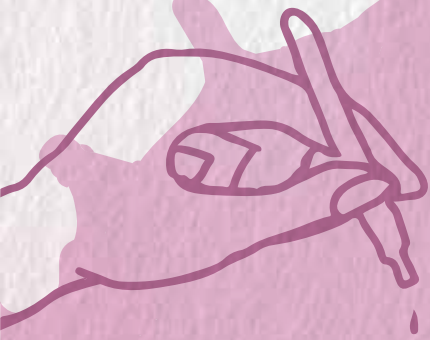
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## *IN THEIR OWN WORDS*

“VidyaGyan is the catalyst that strives to enable a positive impact on the academic and socio-economic structure of the economically weaker communities – to a point where it can truly uplift and transform their lives.”

Roshni Nadar Malhotra, Trustee,  
Shiv Nadar Foundation



## SUMMARY

Learning is a never ending process, we learn till we die. There should be no barriers in the process of learning and education. Shiv Nadar Foundation brings the limelight to some of the unique schools that have transformed the perception of the society through different ways of learning and attaining education. These schools have a fresh approach that will inspire the future generations and give plenty of food for thought.

The foundation thrives in the pursuit of its belief that education transforms.

