



**REPORT ON TRAINING OF HEAD MASTERS &
TEACHERS ON SCHOOL MANAGEMENT, SAFETY,
SECURITY, LIFE SKILLS EDUCATION PROGRAMME
AND COVID APPROPROATE BEHAVIOUR**

**A JOINT INITIATIVE OF
SCSTRTI, ST & SC DEVELOPMENT DEPARTMENT, GOVERNMENT OF ODISHA
&
UNITED NATIONS POPULATION FUND (UNFPA)**

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BACKGROUND:-

The Government of Odisha accords high priority of education, health and wellbeing of scheduled tribes and scheduled caste communities that constitute nearly 40 percent of the state's population. The state government has been systematically invested in enhancing quality education for young people from the marginalized communities. The marginalized communities of Odisha face multiple challenges that include poor health, malnutrition, dropping out from early schools, child marriage, teenage pregnancy, unprotected sexual activities, sexual abuse, sexual harassment and risk taking behaviour in the state.

Recognizing all above such challenges, the SC & ST Development Department, Govt. of Odisha has collaborated with the United Nations Population Fund (UNFPA) for implementing the **Life Skills Education** based adolescent reproductive health education in residential schools in the state.

The aims and objectives of the training programme is to enable teachers to function effectively by continuous delivery of all services during the situation of COVID. Hence, to discuss the challenges of teachers on functionality this training programme is also attached with "Review of Activities".

INTRODUCTION OF THE TRAINING PROGRAMME: -

SCSTRTI keeps its pace on Training and capacity building programme. In this connection different state level training programmes are conducted in different times as per need of the stakeholders and demand of the situations.

During this pandemic situation schools and hostels are closed, for which students are mostly confined to their homes. The regular activities of school have also badly affected. Students feel unattached from the school curriculum and mostly passing through unnecessary engagements.

So, with the joint collaboration of SCSTRTI and UNFPA, it was finalized to conduct three days "Teachers Training Program" on a virtual platform. In three days, training programme, third day was planned for review and take feedback from participants regarding action taken by schools for promoting safety and wellbeing of the students.

This three-day online capacity building training programme for teachers was started on date 08.06.2021.

OBJECTIVES OF THE TRAINING PROGRAMME: -

- a. To discuss about the challenges and deriving the measures for smooth delivery of services by teachers to the students.
- b. To enable the teachers for monitoring the safety, security and wellbeing of the students presently residing at home.
- c. To strengthen the telephonic counselling activity and provide need-based counselling service to the students for identifying sensitive issues and its mitigation.
- d. To counsel the students on practicing COVID appropriate behavior.
- e. To build the capacity on session transaction processes on different SRH issues

SELECTION CRITERIA OF TEACHERS FOR THE TRAINING PROGRAMME:-

From each high school and higher secondary school 3 persons (one HM/Principal and two teachers) and from each Ashram and Seva ashram school 2 persons (one HM and one teacher) were nominated for the training programme.

PARTICIPATION OF TEACHERS: -

As per the selection criteria the target no of teachers 3502 will be trained from all residential schools of 30 districts of Odisha in 12 batches. Out of 3502, **3406** no of teachers were trained.

Below table stated the details of participants attended the training programme.

Sl. No	Date of Training	Batch No	Name of the district represented	No of HMs participated	No of Asst. teachers participated	Total no of participants
1	8 th to 10 th June 2021	1	Angul	36	36	72
2			Balasore	41	51	92
3			Dhenkanal	38	39	77
4	8 th to 10 th June 2021	2	Bargarh	86	83	169
5			Bhadrak	08	08	16
6			Bolangir	35	45	80
7			Boudh	14	17	31
8	16 th to 18 th June 2021	3	Cuttack	24	26	50
9			Deogarh	07	12	19
10			Gajapati	65	84	149
11			Ganjam	45	40	85
12	16 th to 18 th June 2021	4	Jagatsinghpur	03	04	7
13			Jajpur	27	33	60
14			Jharsuguda	36	41	77
15			Kalahandi	35	56	91
16			Khurda	18	22	40
17	22 nd to 24 th June 2021	5	Kandhamal	67	117	184
18	22 nd to 24 th June 2021	6	Kendrapara	06	06	12
19			Keonjhar	85	143	228
20			Nuapara	46	65	111
21	29 th June to 1 st July 2021	7	Koraput	155	117	272
22	29 th June to 1 st July 2021	8	Malkangiri	75	96	171
23			Sambalpur	47	54	101
24	6 th to 8 th July 2021	9	Mayurbhanj	144	261	405
25	6 th to 8 th July 2021	10	Nabarangpur	70	110	180
26			Nayagarh	14	50	64
27			Puri	08	09	17
28			Subarnapur	11	12	23
29	13 th to 15 th July 2021	11	Rayagada	125	165	290
30	13 th to 15 th July 2021	12	Sundergarh	97	136	233
				1468	1938	3406

KEY NOTE ADDRESS: -

Prof. Dr. A B Ota, Advisor & Director cum Special Secretary, SCSTRTI

Advisor & Director-cum-Special Secretary, SCSTRTI, Prof. Dr. A B Ota always extends his generous support to conduct different training programmes. His generous presence on the introductory session was encouraging facts to the participants. In his speech he focused on promotion of COVID-19 safety measures among the students and emphasis was given on active vigilance of teacher on ensuring safety, security and wellbeing of the students through telephonic counselling and zero dropout of students after reopening of schools.



Mrs. Sony Rout, Senior Consultant, School & Hostel Monitoring Cell

She shared some key points before the participants focusing on proper management of schools and hostels keeping the exigency situation of COVID-19.

- i. Adhering of revised school hostel management guideline
- ii. Strengthening telephonic counselling and reporting
- iii. Formation of sexual harassment committee and POCSO committee at school level
- iv. Installation of POCSO box and complain box
- v. Filing of online training letter shared by SCSTRTI or SSD department for ISO certification



METHODOLOGY: -

Towards smooth execution of On-line/virtual training different steps were taken such as;

- The State level whats-app group inducted adding district scholarship coordinators.
- District wise whats-app group was formed with HMs and WEOs for online training programme.
- Pre-orientation session (demo sessions) was organized to orient on using of virtual platform for training.
- The ZOOM-link was shared through whats-app group to join the demo session and training programme.
- Google form link for registration was developed and shared through whats-app group.
- Google form link for pre post-test was developed and shared through whats-app group.
- It was three days and three hours training programme and per day four sessions were organized.
- POLL session was organized to ensure the effectiveness of the training programme and active participation of participants.
- ***Specifically, the third day was planned for review and take feedback from participants regarding action taken by schools for promoting safety and wellbeing of the students.***
- As per the planned schedule, sessions were facilitated by the trained resource persons, senior consultant S&H monitoring cell and LSE team.
- PPTs were being used for the transaction of training session.
- Chat box was being used for queries.

TRAINING SESSION: -

The 3 days of training was broadly divided focusing on the following thematic areas.

- ❖ Emotional wellbeing and mental health of adolescents through life skills approach and COVID safety behavior
- ❖ Strengthening counselling programme - strategy to reach the unreached students, School level micro plan, programme monitoring and reporting
- ❖ Processes to be followed for imparting session on Prevention of communicable diseases, personal hygiene and Nutrition
- ❖ Processes to be followed for imparting session on growing up and changes during adolescence
- ❖ Processes to be followed for imparting session on Menstruation and menstrual hygiene management and overcoming traditional practice, myths associated with menstruation
- ❖ Processes to be followed for imparting session on session on prevention of early marriage and teen age pregnancy
- ❖ Processes to be followed for imparting session on Management and prevention of RTI/STI during adolescent and awareness on HIV AIDS
- ❖ Processes to be followed for imparting session on session on understanding peer pressure and overcoming substance misuse
- ❖ Processes to be followed for imparting session on safety, security, sexual abuse and myths and misconception around SRH and gender-based discrimination and violence

REVIEW ON LSE PROGRAMME:-

As per the schedule in three days training programme, on 3rd day review of HMs was conducted. In this review programme 1468 no of HMs and 1938 no of teachers were participated in 12 batches.

Following key points on LSE Programme were discussed in the review

- ✓ Status of Capacity building of all teaching & non-teaching staffs
- ✓ Allotment of one fixed period for LSE class room session
- ✓ Allotment of Nodal Teachers for undertaking LSE session in class room
- ✓ Involvement of Peer Educators in class room session and community level
- ✓ Status of IEC materials available and its effective use in school
- ✓ Status of IFA tablets at Schools level
- ✓ Initiatives of LSE corner for students
- ✓ Involvement & Organizing of PTA/SMC/SMDC meeting at school level and sensitizing of LSE themes during the meeting
- ✓ Case Studies-HM, NT, ANM, Matrons, Students and School level
- ✓ Students Counsellings status and followed up
- ✓ Status of Students Health Cards
- ✓ Status of Medical Equipments/Tools provided by UNFPA & APPI (5 Districts Only)
- ✓ Involvement of ANMs and Counselling of students
- ✓ Status of Sanitary Napkins at Schools Level
- ✓ School Health Programme under Ayushman Bharat

PRE-POST ASSESSMENT ANALYSIS: -

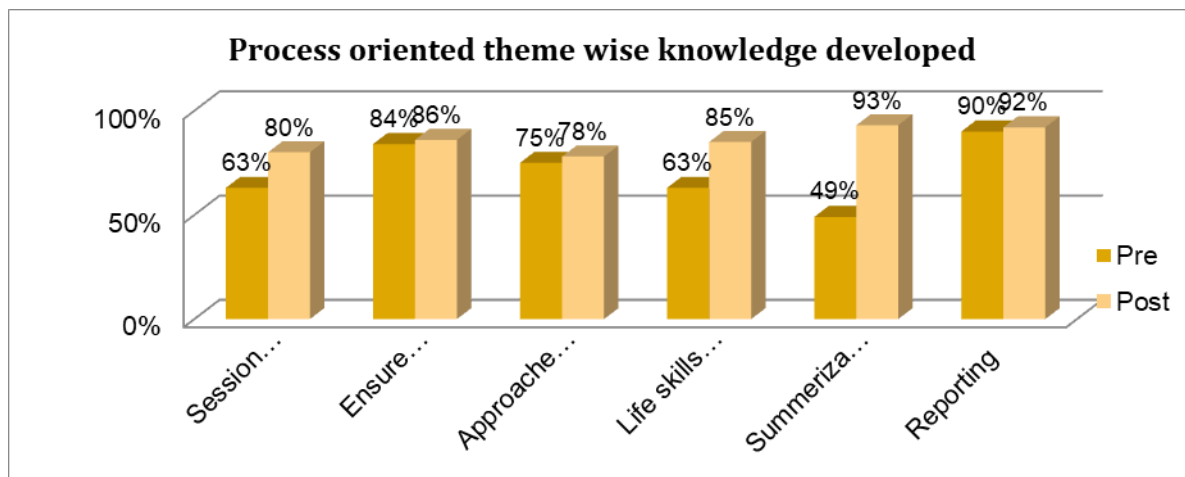
As per the standard procedure of training and to assess the effectiveness of the training program a questionnaire was set for pre-knowledge assessment and the same set off question also used for post-knowledge assessment. The pre post-test google form link was being shared with the participants through whats-app group.

The question was broadly covering below stated processes /methodologies of a training programme.

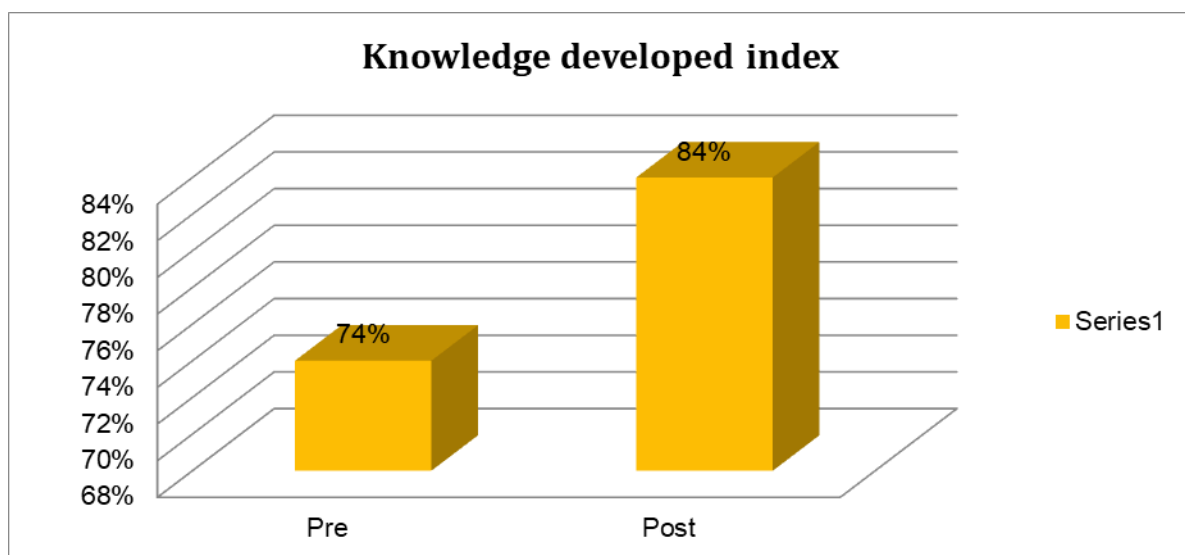
1. Session introduction & planning
2. Ensure active participation
3. Approaches of session transaction
4. Life skills education
5. Summarization of session
6. Reporting

There were 15 questions. All questions were based on the above 6 processes /methodologies of a training programme.

GRAPH-1



GRAPH-2



FEEDBACK SHARING BY PARTICIPANTS: -

- Participants appreciated for this initiative of the department to provide them such a unique platform to learn in this pandemic situation.
- Some of them shared that this training program will help them to deal with the students with update knowledge and skill during telephonic counselling.
- Discussion on the processes to be followed up to take the session on ARSH issues such as changes during adolescent period, early marriage, teenage pregnancy and sexual abuse will help them to deliver the session comfortably and effectively.

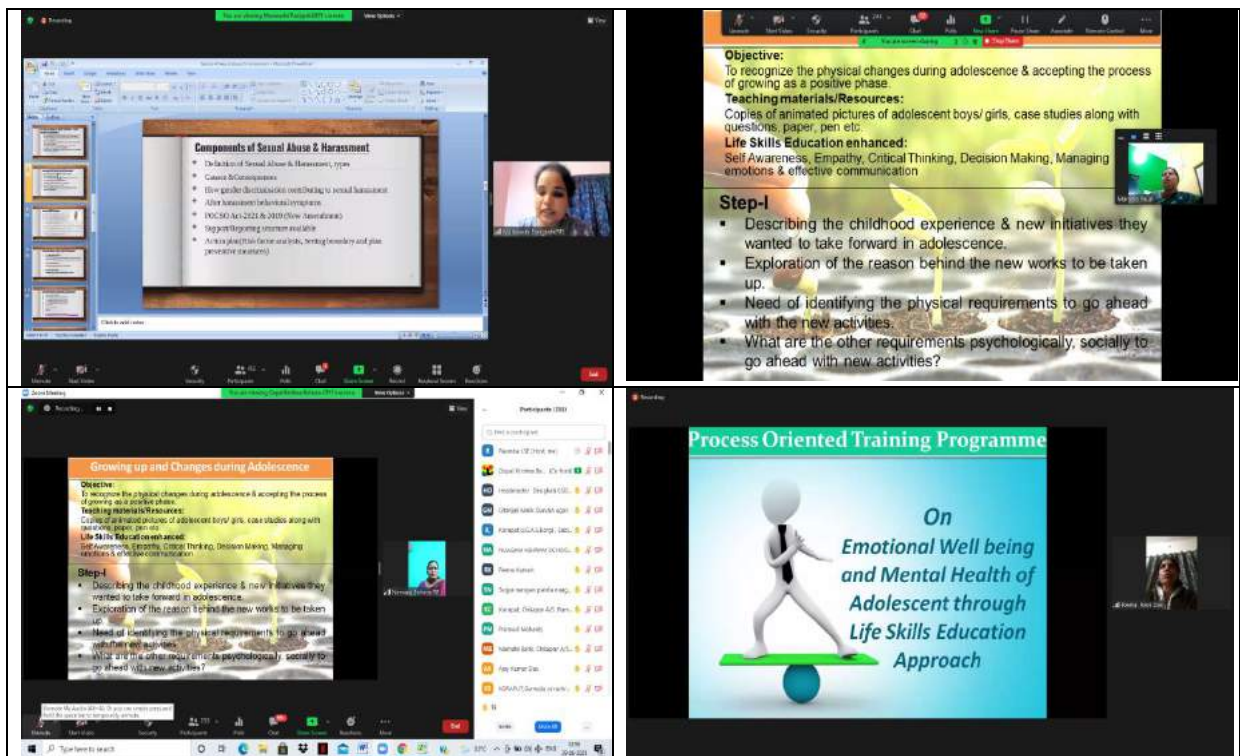
FINDINGS: -

Some of the major findings have been out-lined below;

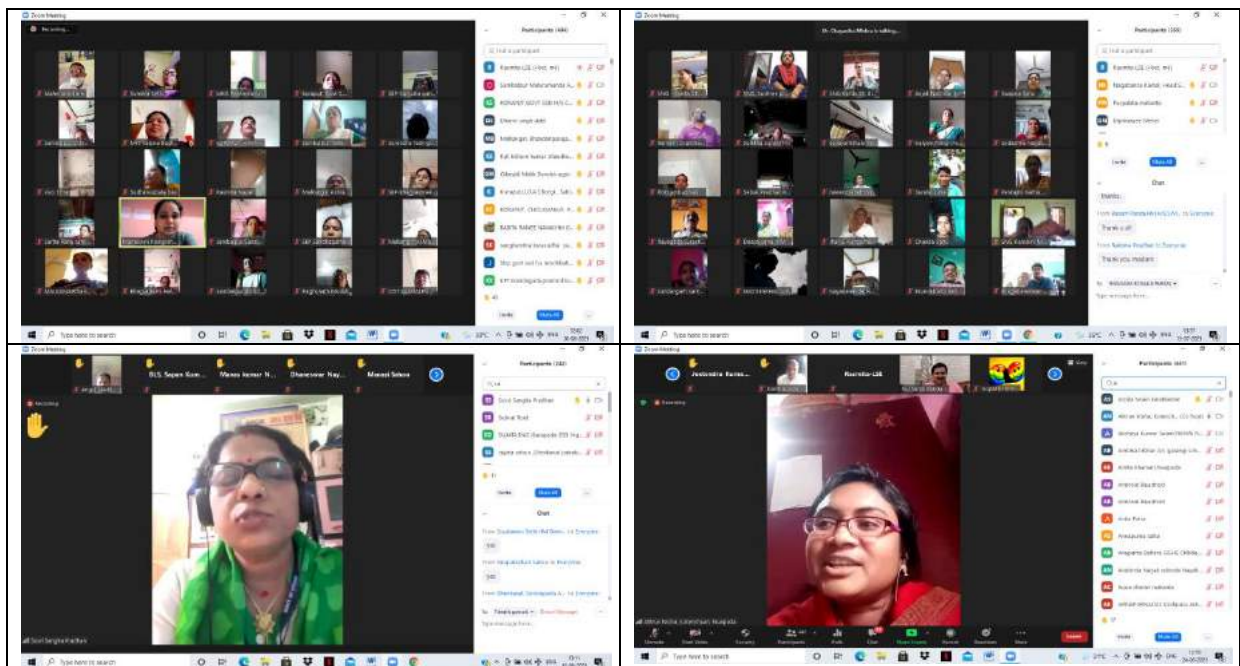
1. Teachers and Headmasters were having ambiguity on dealing with students staying at home and also suspicious about their carriers.
2. A specific plan on reduction of school drop-out and home-based Life Skill Education through telephonic counsel was devised.
3. The activity monitoring tool was institutionalized to understand the effectiveness of telephonic counselling.
4. Though many times training programme for teachers have been organized but in this training programme focus was given more on processes and methodologies rather than content, which will help them to reach to the students by transacting the session more comfortably and easily.

PHOTO GALLERY

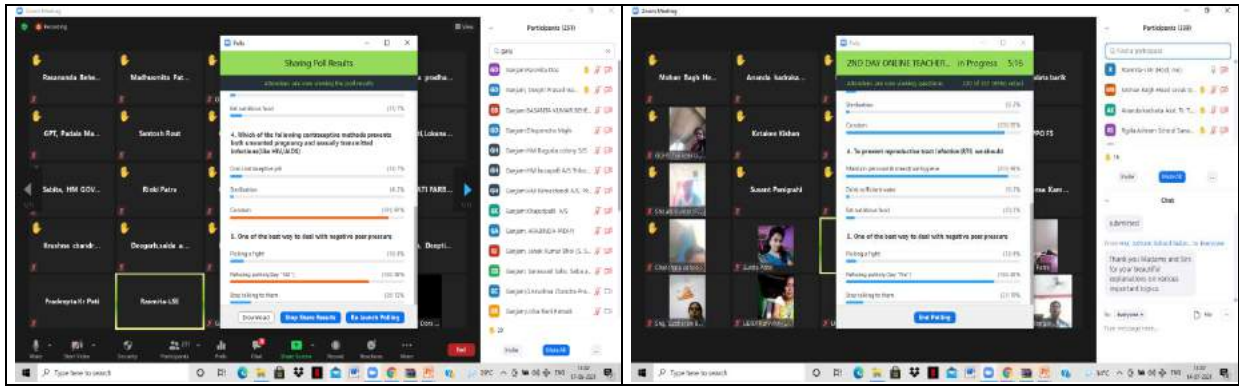
Sessions taken by Resource Persons



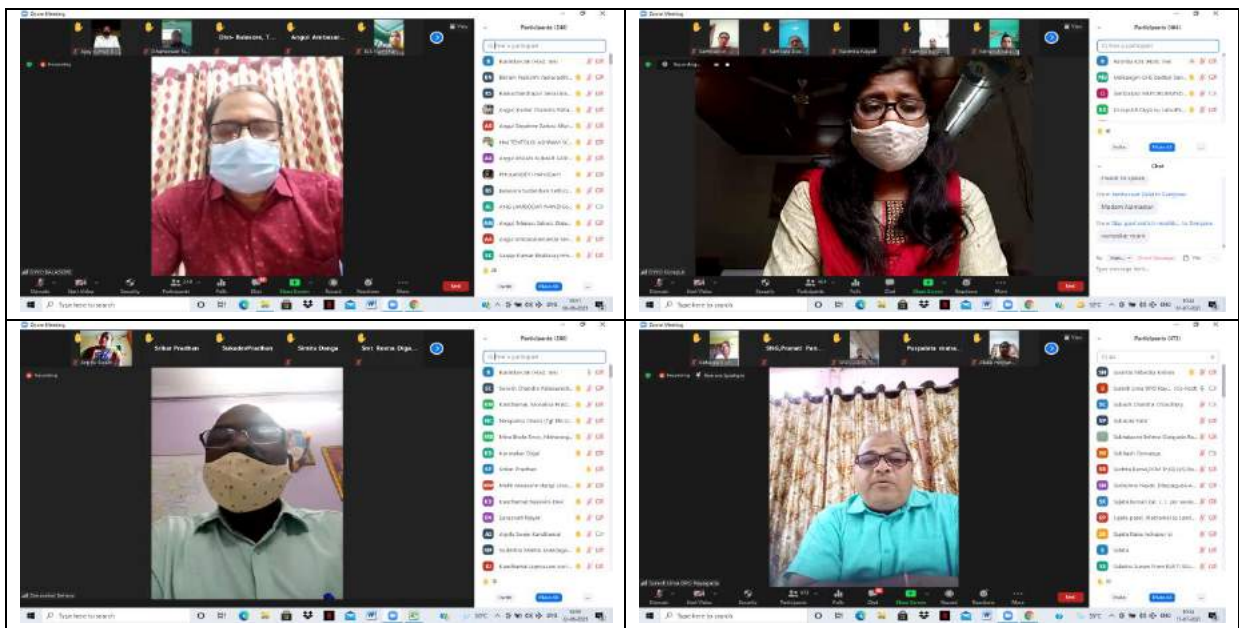
Sharing by Participants



Poll session attended by the participants



Address by DWOs



Review by LSE team

