

Towards Effective Capacity Building

Leveraging Platforms in Capacity Building Sessions



ShikshaLokam
Education Leadership Platform

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Capacity development is the process through which individuals, organizations and societies obtain, strengthen and maintain the capabilities to set and achieve their own development objectives over time.

- United Nations Development Programme

Enabling Adult Learning

Capacity building is not a one-time effort to improve short-term effectiveness, but a continuous improvement strategy towards ensuring the sustainability of change efforts. When we build the capacity of our stakeholders, we are enabling them to lead and drive change by immediately employing their learning on the go. Learning precedes improvement, and in order to equip our actors with the ability to solve, we need to design effective andragogical experiences that are relevant and create a meaningful experience for them. Malcolm Knowles advocates andragogy (adult learning) and describes four key principles that we need to keep in mind while designing a capacity building session for our actors:

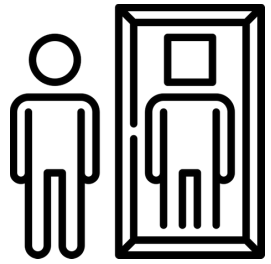


Image 1: The principles of Adult Learning

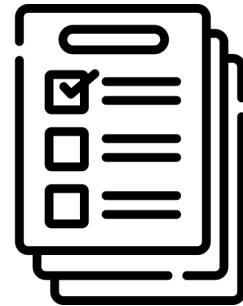
Tenets of a well-designed Session

By leveraging platform thinking, a facilitator can design an effective, interactive, and engaging session complete with all aspects of a workshop. Any well-designed capacity building session entails a set of elements meticulously aligned with its outcome in mind.

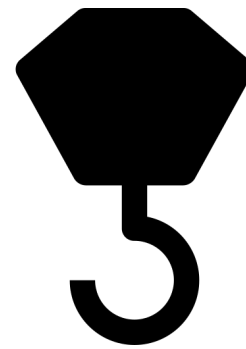
These tenets are:



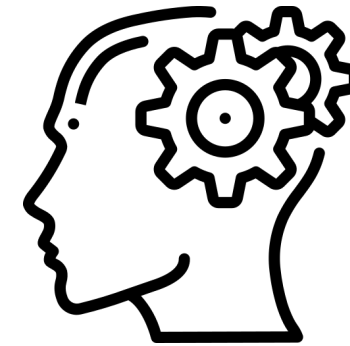
Conducting a Reflection Exercise for participants



Setting expectations with an Agenda



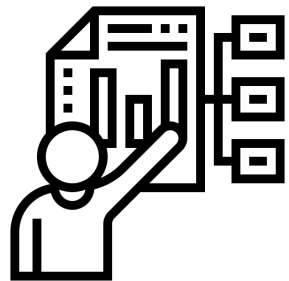
Beginning with a Hook to spark curiosity among participants



Recalling prior learning



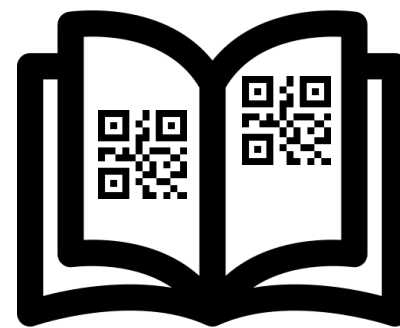
Sharing new Knowledge and concepts



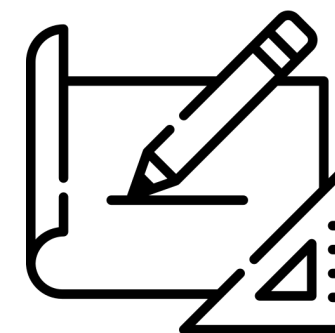
Summarizing takeaways from the workshop for participants



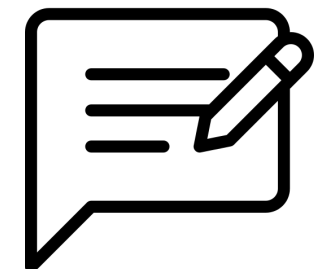
Checking for Understanding



Providing Post-Reads to participants



Planning Action Projects as session culminates



Receiving Feedback from participants

Leveraging Platform in Sessions

Now that we know what goes into designing a successful and engaging capacity building session, let's move onto the role the platform plays in supporting this. Each of the tenets described in the previous page can be energized and implemented effectively using various capabilities of the ShikshaLokam platform:



Bodh

Ability to Learn



Samiksha

Ability to Assess



Unnati

Ability to Improve

Image 2: ShikshaLokam's Capabilities are leveraged while designing and conducting capacity building sessions

1. Enabling Participant Voice

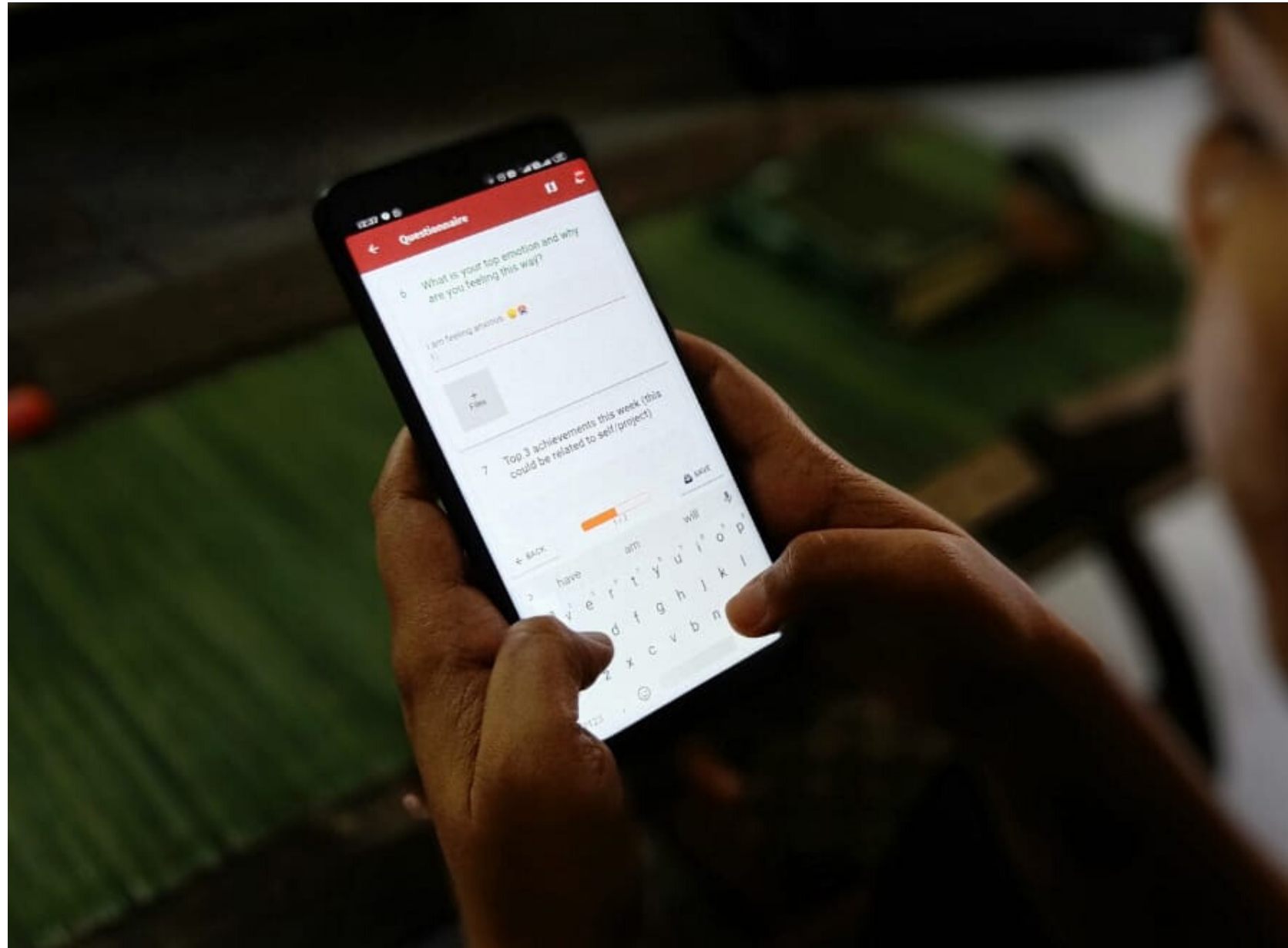
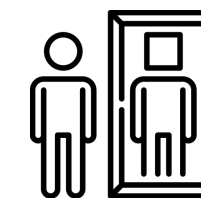


Image 3: Participants can add their reflections and feedback on the platform

Any capacity building session often begins with a strong reflective journey, one that enables participants to pay attention to the others present and understand each other's perspectives. Engagement is enhanced when a session begins on a note of reflection and ends with participants providing their feedback on the session. This allows participants to feel heard and acknowledged as they embark on their learning journey. It sets the tone of autonomy for the adult learners.

The Tenets



Reflection



Feedback

2. Independent Learning

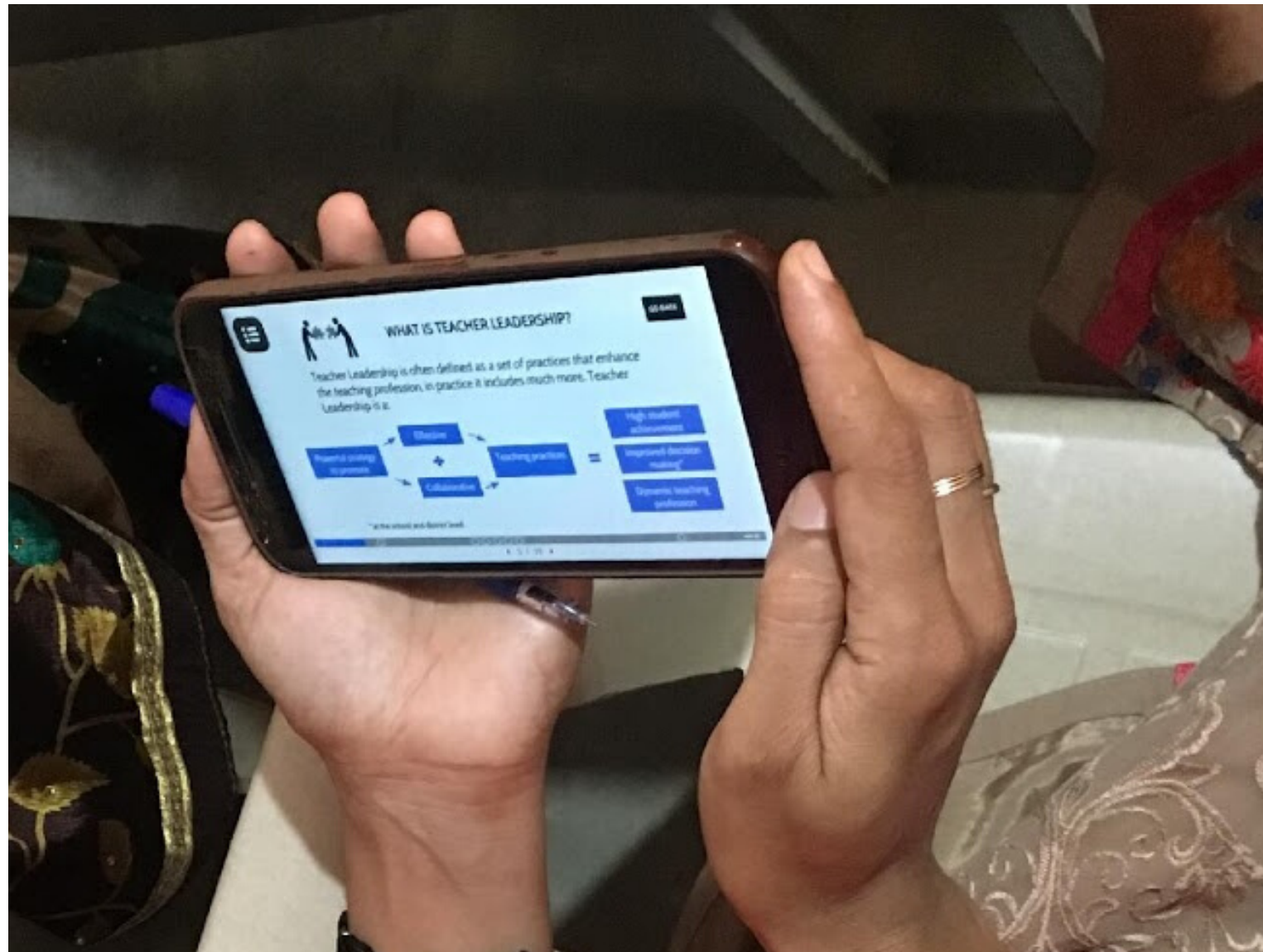
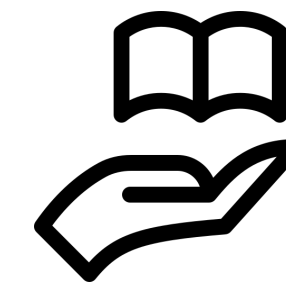


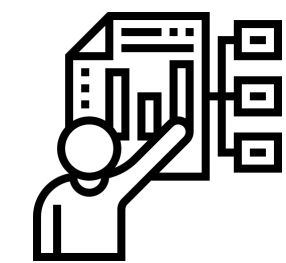
Image 4: A participant peruses through a learning resource (What is Teacher Leadership?) on Bodh

As we saw earlier, Autonomy is an important aspect of adult-learning. To provide participants with such an experience, the facilitator can orchestrate the sharing of new knowledge concepts among them using the Bodh (Learning) capability of the ShikshaLokam platform. Towards the end of this segment in the capacity building workshop, the facilitator can direct the participants towards summarizing key takeaways from the sharing exercise.

The Tenets



Sharing



Summarizing

3. Grabbing Attention



Image 5: Participants complete a Quiz on Bodh

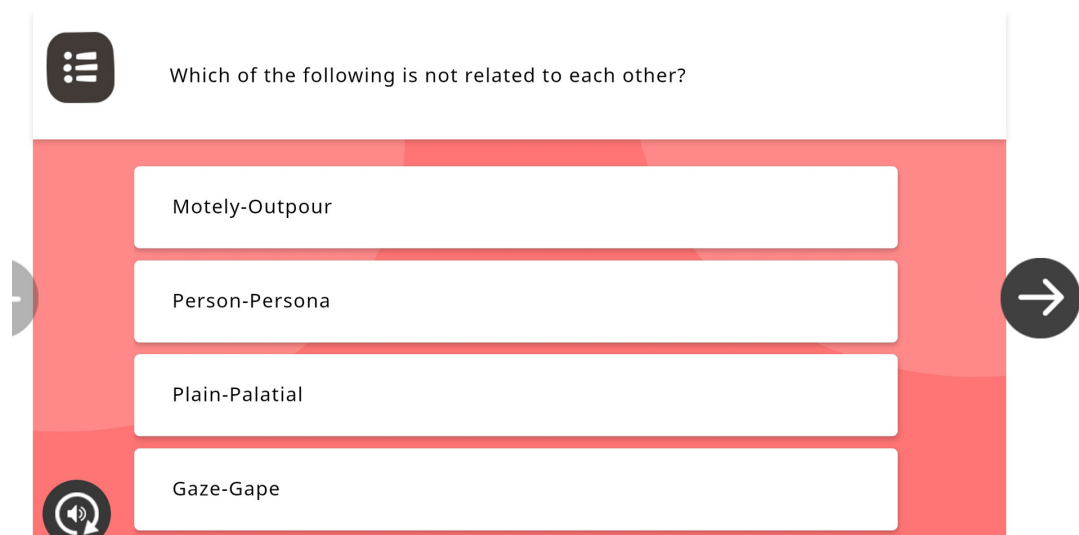


Image 6: Example of a Quiz on Bodh

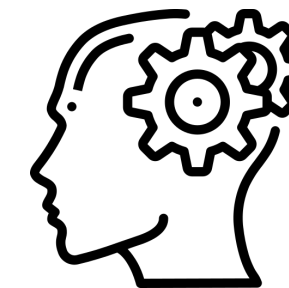
For any learning experience, setting the tone of the session is a must. What better way to do this than with an energizer or hook. The facilitator can opt for Bodh (learning) capability of ShikshaLokam to create an engaging quiz connected to the theme of the session. Participants can respond to the quiz in groups; This can involve stimulation to ignite prior learning among them.

The same capability used for designing and conducting quiz can be leveraged during the course of the session to check for participants' understanding. Frequent, short quizzes during the session can contribute towards formative assessments.

The Tenets



Hook



Recall



Check for Understanding

4. Energized Handouts

We live in a world of QR Codes. So, why not bring them into our everyday learning as well? A facilitator can engage participants in independent or group reading time followed by guided discussions on the topics covered. QR Coded artifacts like calendars, planners, notebooks, and handouts increase the likelihood of participants keeping them for a longer period and referring to them from time to time, even after the session.

A well-defined agenda, helps the facilitator hinge on expectations of the participants and set a course for the capacity building session. The agenda can be shared with participants through ShikshaLokam's Bodh (learning) capability as a resource ahead of the session.



Image 7: A QR Coded Calendar on road safety for children shared with School Leaders and Teachers

The Tenets



Energized Handouts



Agenda

5. Planning and Analysis

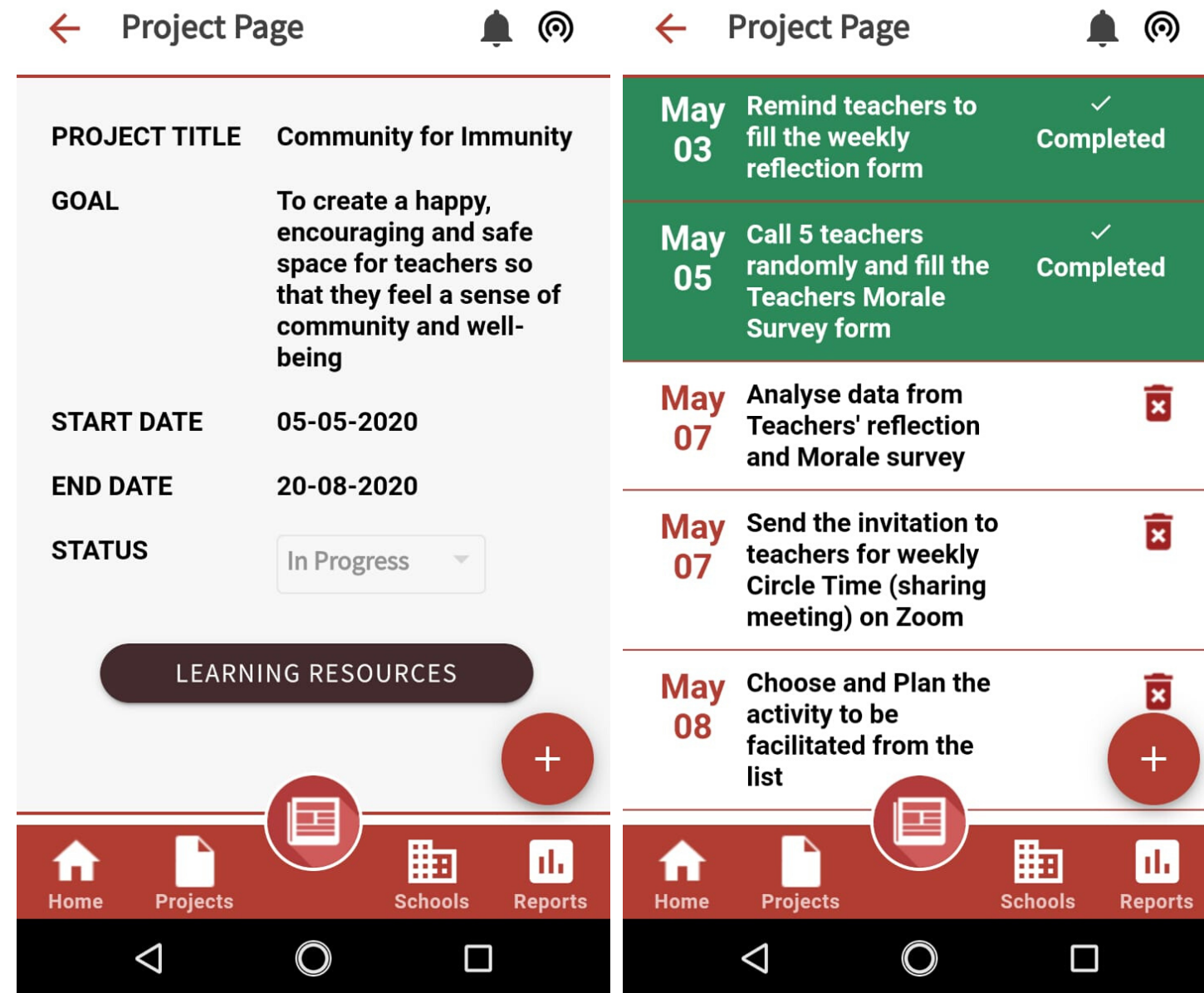
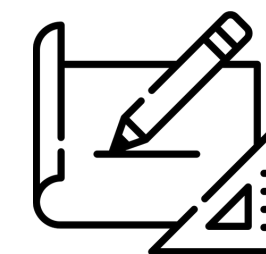


Image 8: Example of an action project - Creating a safe space for teachers to feel a sense of community

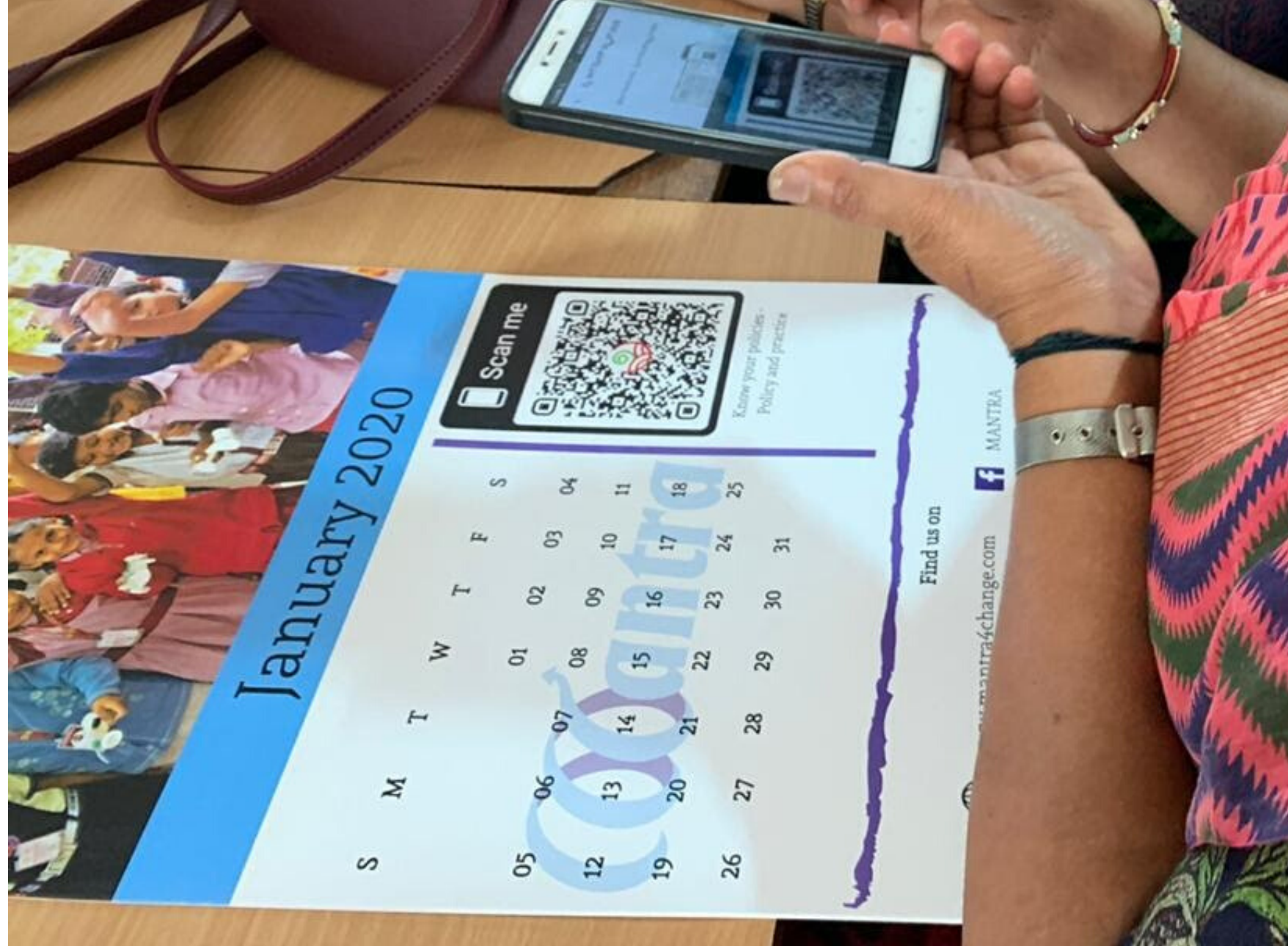
In order to witness the fruits of the learning experience, participants must be able to apply what they have learned in their immediate environment. The facilitator can ensure this by orienting participants towards action projects (Image 8) through Unnati (improvement capability). Participants can set up structures to review the progress of their project and delegate tasks to their teams as well.

The quiz and access to learning resources on Bodh and insights from Samiksha helps the facilitator make data-driven decisions while designing subsequent capacity building sessions for various actors.

The Tenets



Planning Action Project



"What I learn, I translate into my work. This is the best mode of acquiring information as we navigate through our responsibilities. The platform-enabled continuous and independent learning has made self-improvement a possibility for me."
- A Cluster Resource Person from a peri-urban block in Bengaluru

"I aim to equip teachers with skills that would enable them to manage their classrooms and teaching their respective subjects. The capacity building sessions that I attended, motivated me to come back to school and design a similar learning experience for my teachers as well."

A School Leader of a Government High School in Andhra Pradesh



Founded in 2017, ShikshaLokam is a societal platform that is reimagining how education leaders learn and transform the system. With this vision, ShikshaLokam aims to amplify development opportunities for the actors by restoring their agency and steering them towards improving the education system.



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