

TEACH**FOR**INDIA

The Volunteer Program

The Volunteer Program - A Recall

2,800



40%

48





TOPICS FOR TODAY

LOOK BACK: BRIDGE PILOT

**LOOK AHEAD: FUTURE OF
PROGRAM**

DISCUSSION SPACE

LOOK BACK: BRIDGE PILOT



Through this program,

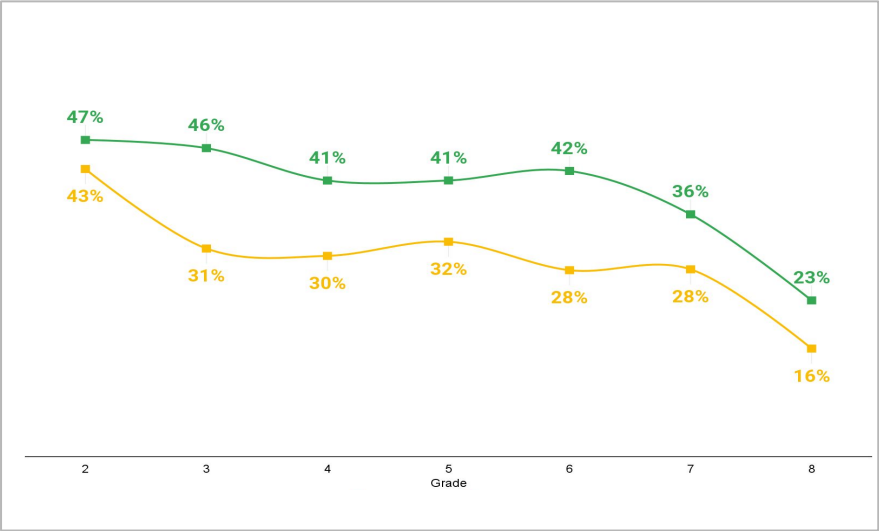
7000+ Students had access
to **1200 Volunteers** in

450 Classrooms
Across **7 Cities**

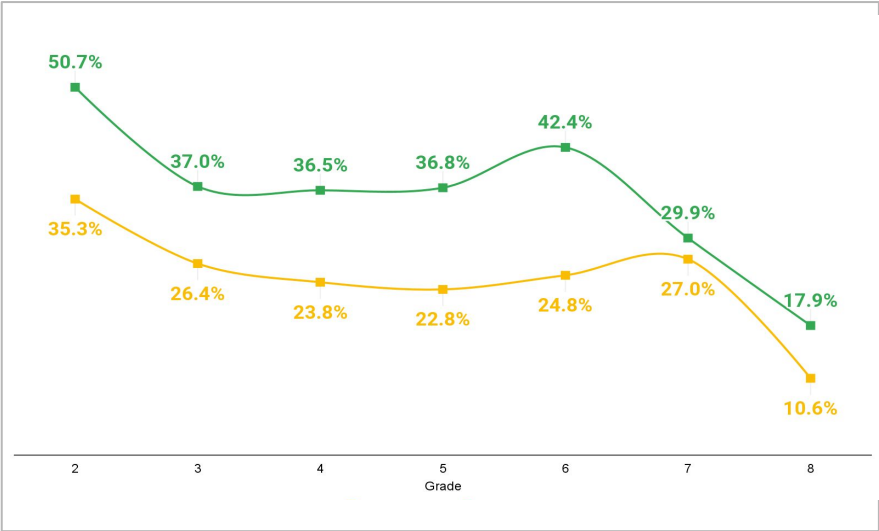
We saw higher attendance and engagement across grades in classrooms with volunteers

With volunteers Without volunteers

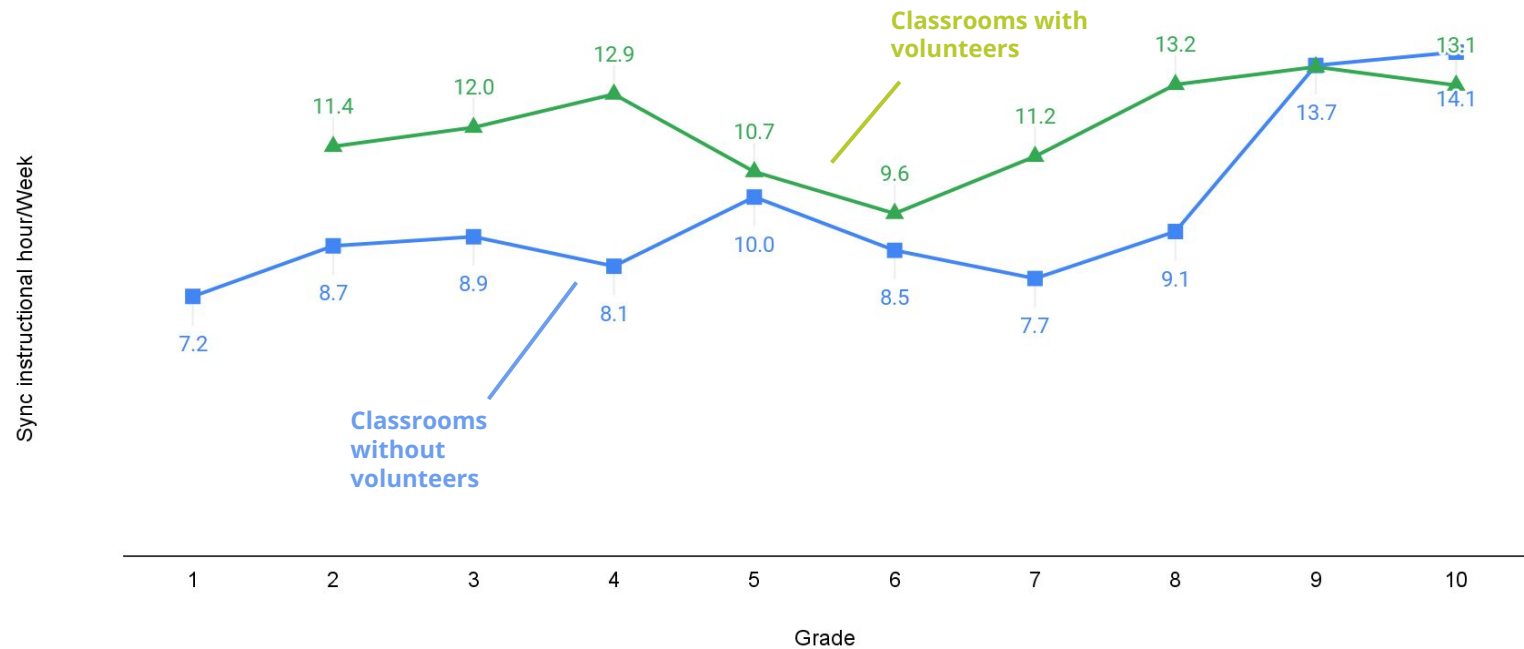
Attendance



Engagement



Our Students were spending more time learning



Average sync instructional time per week for classrooms with and without volunteers

Leveraging Bridge volunteers especially in elementary grades had a positive impact on average RC level and Math Mastery

Average RC Level		
Grade	Fellows who did not leverage Bridge volunteers (n=151)	Fellows who leveraged Bridge volunteers (n=325)
1	-0.3 (12)	-0.3 (4)
2	-0.1 (21)	0.0 (17)
3	0.1 (54)	0.4 (49)
4	0.4 (34)	0.5 (56)
5	0.8 (9)	0.9 (51)
6	1.6 (9)	1.5 (60)
7	1.8 (9)	1.8 (39)
8	2.6 (3)	2.2 (49)

Average Math Mastery		
Grade	Fellows who did not leverage Bridge volunteers (n=153)	Fellows who leveraged Bridge volunteers (n=327)
1	60% (13)	63% (4)
2	52% (19)	62% (18)
3	39% (59)	57% (46)
4	36% (32)	47% (61)
5	38% (12)	45% (62)
6	37% (6)	35% (56)
7	25% (9)	41% (30)
8	44% (3)	28% (50)



Increase in RC Level and Math Mastery



RC level higher by more than 0.2; Math Mastery higher by more than 10%

The tables above show average RC level and Math mastery across grades 1 to 8
Source: Program Data Deep Dive (January 2022) formulated by Strategy and Learning team

Running an ambitious program at a large scale for the first time, we had numerous challenges

1

**Low Fellow
Investment**



2

**Higher volunteer
attrition**



3

**Decline in volunteer
engagement**



LOOK AHEAD: FUTURE OF THE PROGRAM

We reflected on the type of leaders we were trying to build through the program

THOUGHTS

They have an increased understanding of

- Education Equity in India
- Challenges our Students face
- Their involvement in the movement through advocacy.

BELIEFS

They believe

- They created a positive impact on our Students.
- TFI plays a crucial role in ensuring that all children attain an excellent education
- they can contribute to our mission's success

ACTIONS

- Express an interest in continuing to volunteer with us or
- Display Interest in joining the Fellowship
- Continue contributing to our cause by partnering with our staff members, raising funds, and spreading the word!

**As part of our commitment to Phase 4, we will induct
10,000 leaders into the movement. They will...**

Primary

Facilitate
Student
Learning

Secondary

Advocate for the
movement

Immersive

A 50 hour Volunteer program.

Our Design Choices

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A 50 hour Volunteer program.

Classroom Experience

Volunteers work directly with
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Easy

Effort from a Fellow's perspective
should be minimal

Our Design Choices

We have made shifts in 4 stages of the volunteer journey to incorporate our principles



Recruit and Select: We will strategically source the right volunteers at the right time



- College Partnerships
- High Schools/CAS Programs
- Homemakers
- Volunteer Aggregators

- Situational Judgement Tests
- Subject Mastery

An Integrated Tech Stack

- Utilising Salesforce
- Form Assembly
- Whatsapp Bots

Match: We will find the right classroom for the volunteers and place them



- **Academic:**
 - Literacy,
 - Numeracy,
 - Social Studies,
 - Science,
 - Second/Third Language.
- **Beyond Academic:**
 - Financial Literacy
 - Digital Literacy
 - Social Emotional Learning
 - Art/Craft/Dance/Music
 - Physical Education
 - General Knowledge
- Offline
- Online(L)
- Hybrid

Onboard and Engage: We will prepare our volunteers to start their leadership journey



FIRKI FOR ONBOARDING, ENGAGEMENT, & LEADERSHIP JOURNEY



50 HOURS

- Embarking on LDJ 2.0 - Self/Others/India
- Onboarding
- Teaching and learning guides.
- Improved Student experience **(30 to 40 hours).**
- Prepare, document, reflect **(0 to 10 hours).**
- Enhanced understanding of self and education in India **(6 hours).**

Evaluate: We are designing metrics to measure progress against our objectives, and Phase 4 goals.



Baseline and Endline surveys



Impact Stories



Weekly tracker

Report Card

31st March, 2023



2500 volunteer leaders graduated from the Program this academic year.



Not more than 20% of placed applicants dropped off from the program.



80% of Volunteers believe they were able to create an impact in our classrooms



Elaborate Dashboards and M&E systems to get insights from Recruit, Matching, and Engage were implemented and used.



90% Volunteers mentioned they now have an improved understanding of Education in India



100% of volunteers understand their role and expectations at the end of onboarding week

Based on this vision for the volunteer program, create a headline that you would like to see in the newspapers on the 1st of April 2032, the end of Phase 4.

DISCUSSION SPACE