



Transforming lives through education



About us

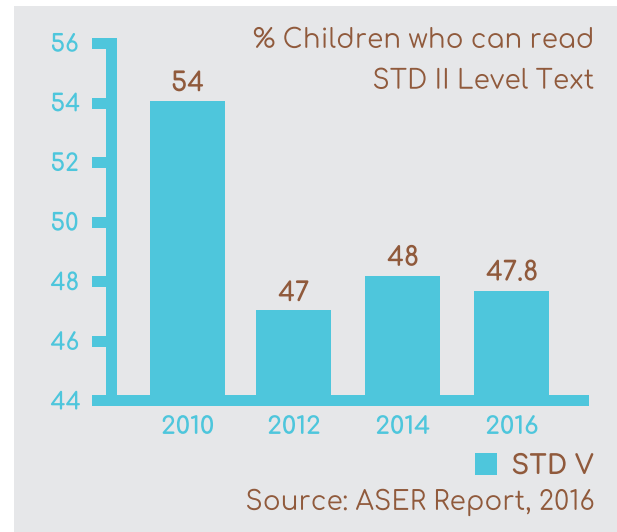
Our name is inspired by the imposing [peepul tree](#). A tree of significance in Indian culture, it stands for more than just shade and shelter. It creates a warm, nourishing environment around itself.

At Peepul, we aim to be exactly that for the children we work with. One principle unites us in all our endeavours: we put children first. All our actions are driven by what is best for the children we work for.

The fact that our name coincides with [‘people’](#) is no accident. It simply reinforces a key aspect of our culture where people are the centre of our world.

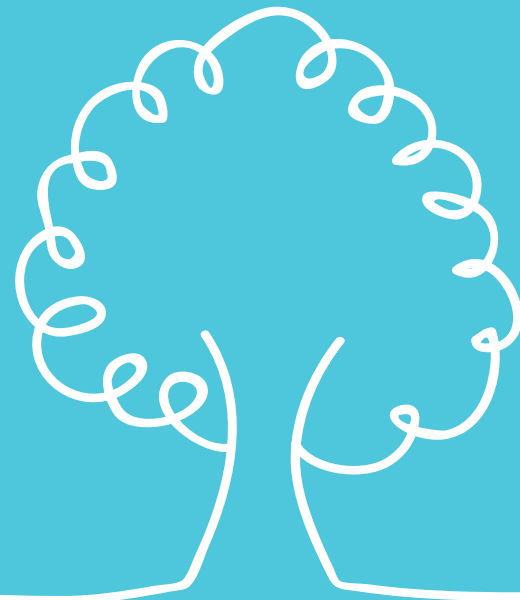
Nearly half of all children in India complete primary school without basic reading and writing skills.

In India, unequal access to high-quality education means the poorest and most vulnerable children are not receiving the education they need to learn and ultimately thrive in life. Too many children are slipping through the cracks and unable to reach their potential.



Our Mission

“Every child receives a high-quality education that allows them to reach their potential”



Our impact

Enrolment

Jumped from **9** in one school to **800** across three schools

Academic Achievement

76% met or exceeded grade-level expectations across all subjects - English, Hindi and Mathematics

Parent-Teacher Meeting Attendance

Positive change in parent behaviour with more than **95%** attendance at meetings

Average Pupil Attendance

A high of **80%** compared to the levels maintained by other government schools

Pupil Retention

95% of the students were retained ensuring continuity of education



Classroom Management

96% teachers who attended our teacher training programme felt the training was relevant and very helpful in their classroom practices

Teaching Techniques

99% of teachers who attended our teacher training programme said they learnt new techniques and **97%** of teachers showed evidence of implementing those techniques in their classrooms.

Children with Special Needs

Improved engagement, involvement, and academic progress of these children thanks to our adapted curriculum and an inclusive learning environment

Higher Test Scores

Better results obtained in cognitive and language skill assessments compared to other government schools

Who we are

Peepul is a non-profit educational organisation. Our belief is simple, "every child should receive a high-quality education regardless of background."

We work with government agencies and other non-profit partners to raise expectations of the education system and bring about a marked improvement in the quality of education delivered in government schools.

We strive for disruptive change and innovation so that we can meaningfully impact the system for the future, not just incrementally adjust it.

We scale our ideas to have wider systemic impact through interventions such as teacher training.

Our belief that every child deserves the opportunity to realise their full potential and that good quality education should be a right and not a privilege, drives us to develop a model and curriculum that can influence the wider education ecosystem in the country.

What do we do?



Partnership Schools

We work with a whole-school approach to transform government schools into centres of excellence. We strive for disruptive change and innovation, partnering with the government, so that we can meaningfully impact the system for the future, not just incrementally adjust it. We will run a high-quality network of schools in India that will act as exemplars for the system and demonstrate the excellence that is possible.



Teacher Training

We work with government teachers to help build their skills and expertise so that they can become more effective in the classrooms. Our training is hands-on and practical and focused on innovative teaching methods. By 2020, we will train 450 government teachers, impacting nearly 16,000 children.



School Quality Diagnostics

We work across Indian states to develop holistic frameworks that can measure the quality of teaching and learning in schools. We partner to share best practices through learning communities at the district, block and cluster levels and use data to shape school improvement interventions.



Our holistic transformation approach

Curriculum and Classroom Environment

We have developed a strong curriculum, using international best practices and guidance from reputed Indian experts. Our focus is on mastery of Mathematics, English and Hindi. Colourful and interesting teaching materials are used to ensure children have plenty of opportunity to play collaboratively.

Teacher Selection and Training

We undertake a rigorous multi-stage interview process to find teachers with the right attributes. We spend four weeks intensively training our teachers to be skilled classroom practitioners and they continue to receive rigorous in-service training throughout the year.

School Behaviour

Our teachers have established strong school routines to ensure that each child learns values, respect and good behavior from an early age.

Assessment of Learning

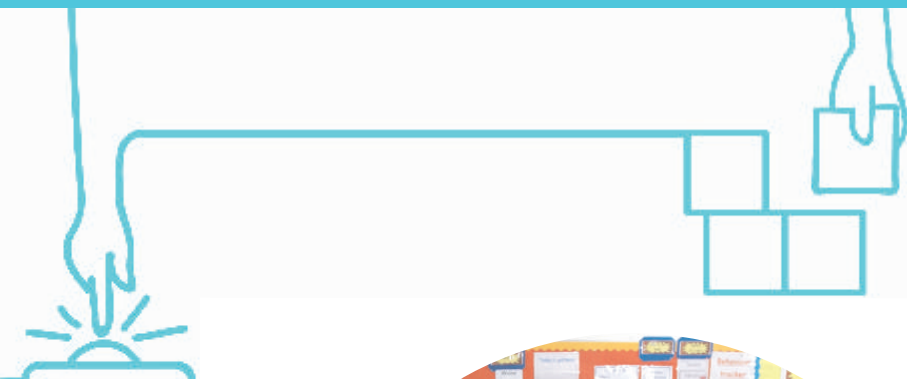
We assess our pupils regularly in a child friendly way to gauge their achievement. We hold parent-teacher meetings three times a year and share their children's performance with parents. In order to monitor the progress of our pupils, we use an MIS to keep track of their enrolment, retention, attendance and academic performance.

Community Engagement

We work closely with communities in the catchment areas around identified schools to build parent engagement and empower them with the information required to support their child's education.

Building & supporting the education ecosystem

We operate beyond the confines of our own schools to share models that work, and to strengthen and improve education systems. We have developed teaching and training practices that can **influence the wider education ecosystem** and have created a **sustainable and replicable curriculum and school management strategies** that can be adopted by the government. Through this, we want to show the role and potential positive impact of public private partnerships on the broader education system and on learning outcomes.



Our journey so far

July 2015

We open our first school in India in partnership with the South Delhi Municipal Corporation (SDMC) at Lajpat Nagar III, New Delhi

August 2015

Our direct intervention and quality change sees enrollment jump from 9 to 120

July 2016

Our enrollment increases to 230

July 2017

2 new schools are added in Amar Colony and Jeevan Nagar with 95 new students each

April 2017

We have 370 children under our care from Classes KG to 5

October 2016

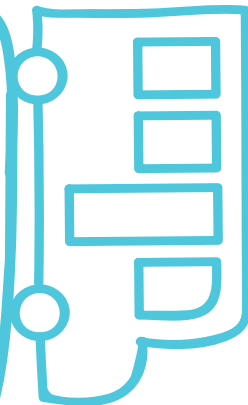
Our library and smart classroom are inaugurated by the Lieutenant Governor of Delhi at the time, Mr. Najeeb Jung

November 2017

Programme launched to work with 450 government teachers to provide specialised and rigorous teacher training.

August 2018

We directly impact 800 pupils in our schools and 10,000 through our work on teacher training.



Our six pillars



High Expectations

We set high targets for all our pupils, irrespective of their background or ability and believe that it is our responsibility to give all children the teaching and support they need to fulfil their potential. We expect our staff to have high standards of professionalism and the entire school community, including parents, to share in and be committed to Peepul's vision and values.



Excellent Teaching

We believe that teachers should be well-trained, skilled professionals who continually improve and develop. We regularly assess the quality of teaching and use feedback to help teachers improve. We also use data about pupils' progress to ensure teaching is being correctly targeted.



Exemplary Behaviour

The respectful, orderly environment of our school provides a platform for great learning and builds positive relationships between all members of the school community. Pupils behave well because they value school and feel happy and confident, not because they are afraid of punishment. A safe atmosphere encourages pupils to be creative, independent learners who are willing to take risks and learn from failure.

Depth before Breadth

All our pupils must achieve a strong command of languages and mathematics, the core subjects on which all other competencies are based. We prioritise Hindi and English equally and enable our pupils to develop fluency and confidence in both. For our youngest pupils we begin by teaching in Hindi medium, with English spoken every day in school. As pupils progress, we gradually switch to English medium.



More Time for Learning

Our longer school day ensures that all pupils can master the core subjects and participate in co-curricular activities. During the school day we maximise the time spent on learning, minimising distractions and wasted time. Beyond the school day, coaching classes provide focused help so no pupil is left behind and enrichment activities give our children broad life experiences.



Knowing Every Child

Our school staff are responsible for knowing and taking care of the safety and success of every pupil, particularly those who are most vulnerable. We promote positive interactions and strong partnerships with families: our children will do best when parents and the school work together.

Teacher training



Great teachers are what makes a great school. There is no substitute for quality, and Peepul aims to help good teachers develop into great teachers, capable of teaching their students in the most effective way.

Peepul works with teachers to help them build their skills and expertise so that they can become more effective in the classroom. We use lesson observations, hands-on practice and role-plays to ensure teachers absorb the training and are able to immediately apply the learning to their classrooms.

By 2020, we will train 450 government teachers, indirectly impacting around 16,000 students in government schools. We will build a cohort of Champion teachers and begin Principal workshops to strengthen the education ecosystem.

The 3 Modules

Our teacher training programme comprises 9 days of training for every teacher over the year. There will be 3 modules of in-service training - each module being delivered over a span of 3 days, at the resource centre. These modules are:

- **Classroom management**
- **Hindi reading**
- **English reading**

“With Peepul’s teacher training programme, we are getting great insight into the methods that are most effective in the classroom. Through classroom observations, we can directly see how the methods we are trained in are used.”

- Neeru Sethi, Teacher, SDMC Badapur School



Components of the programme

1. Coaching

- Planning sessions
- Development of training modules
- Module delivery
- Data Analysis



2. Feedback

- Coaching teachers through regular school visits
- Real-time feedback
- Share best practices and build change agents in the system.



3. Observation

- Classroom observation for collecting implementation data.
- Measurement against Teacher Competency Rubric





People say

“Saw this incredible transformation in Municipal Corporation School, Lajpat Nagar, Delhi through public-private partnership. The effort should be to replicate & scale it.”

Anil Swarup, ex-Secretary,
School Education, MHRD

“In the six years of my career as a principal, I have not seen the kind of holistic intervention like the one made by Peepul at our school. By introducing vans, providing English medium schooling, distinct pedagogy, curriculum that comprises phonics, community engagement and all the basic facilities, it has not just improved the strength of the students at the school, but also ensured a high-quality education for all our children.”

Seema Sharma, Principal
of SDMC Primary School
Lajpat Nagar III School

“I am extremely happy with the school, its teachers and the education provided by Peepul. In just one and a half years of joining school, my son can very well recite English poems with actions and narrate never-ending stories. He is excited to share everything he did at the school. He doesn't want to miss even a single day at the school. I can now be at ease knowing he is at a school where he is cared for, safe, and in a place that facilitates his future success.”

Dilip Kamath, Parent

“Blue Dart is proud to be a supporter of Peepul's initiatives. With a motivated team and a passionate leader, Peepul is certain to become an even larger contributor in social empowerment and a successful contributor to the inclusiveness of underprivileged sections of our society in the larger national framework.”

Ketan Kulkarni, Senior Vice
President and Head, Marketing,
Corporate Communications and
Sustainability, Blue Dart

“@peepulIndia @krutibharucha show learning can be delivered in partnership between government & non-state providers. @PeepulIndia proving Mark Twain wrong – “never let schooling get in the way of education” – by showing that schooling, education and learning can and must co-exist.”

Junaid Kamal Ahmad,
India Country Director,
World Bank

“When I started teaching here, there were challenges, but we have the right training and tools to help our children. We are encouraged to innovate and develop methods to cater to each individual child's needs.”

Aakanksha Rajore, Teacher,
Peepul, SDMC Amar Colony

Our funding partners

Our programme partners

Peepul stories

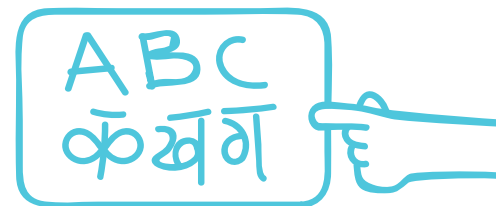
Sameer, Class 1

Most young children have a problem in the early days of their school life. However, if a child cries in school everyday, often tries to run away or consistently disobeys rules, then he/she needs extra care and attention.

When Sameer joined our Lajpat Nagar III School in April 2016, he needed just that. His teachers and Principal took measures to help him settle in. Initially, he would be encouraged with toys. A special pictorial time table was made for him, and he was given the flexibility of choosing when to be in class. When he wasn't in class,

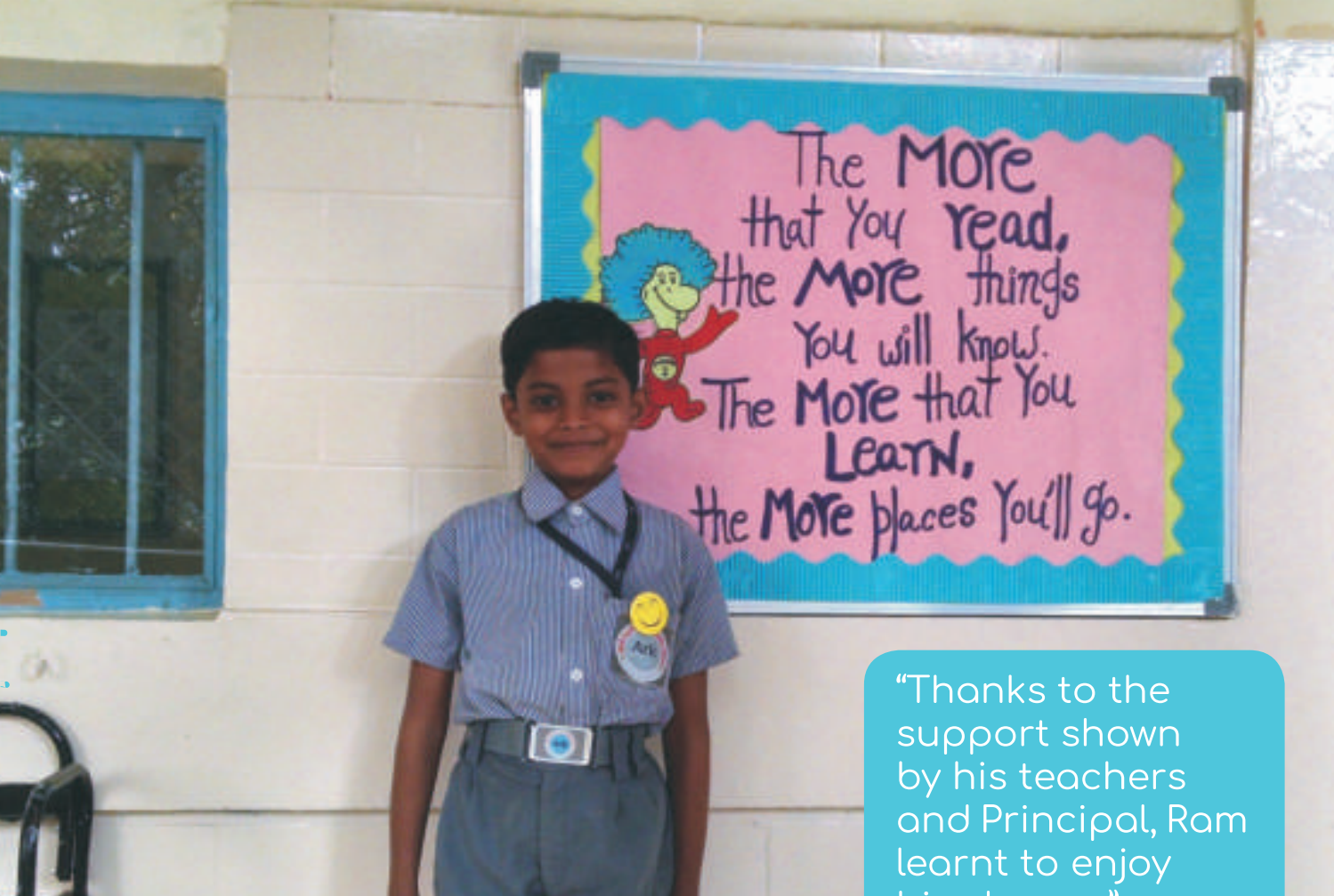
he would be kept busy with engaging tasks that were learning activities in themselves. For instance, he took great interest in playing with Lego, and is still proud to show off his creations.

Now a student of Class 1, Sameer feels comfortable in his environment, and is happy in the classroom. He enjoys being able to express his creativity and has shown academic progress too.



"Sameer feels comfortable in his environment, and is happy in the classroom."





“Thanks to the support shown by his teachers and Principal, Ram learnt to enjoy his classes.”

Ram, Class 1

Ram joined school for the first time in April 2016. However, the realities of having to follow rules and settle in with other children in a classroom environment proved to be tough for him. He earned a reputation as an undisciplined and disobedient student.

Thanks to the support shown by his teachers and Principal, Ram learnt to enjoy his classes, respect the rules of the school and work with others. He now studies in Class 1 and is considered to be a bright student by his teachers.





To know more about Peepul, the work we do and how you can help, reach us at:

A-142 Neeti Bagh, Ground Floor,
Opp Father Agnel School, New Delhi 110049,
T: +91 11 49125900
infoindia@arkonline.org