



Transform Fellowship 2021

I. Transform Schools, People For Action

People For Action (PFA) is an Indian NGO. It leads inspired action to improve learning outcomes for students in government schools in India. It has set an audacious goal of addressing education and equity issues for 25% of students in secondary schools in the country by 2023.

PFA's Transform Schools Programme works in Odisha, Chhattisgarh, Haryana, Himachal Pradesh and West Bengal. It uses powerful models and high-quality resources to transform Teaching, Learning, School Management, Enrolment and Gender PARity. These are implemented in partnership with State governments and NGOs. There is a deep engagement with evidence, which is used to improve effectiveness and impact.

II. What is the Transform Fellowship?

The Transform Fellowship is an initiative aimed at skilled, gritty young professionals and students keen to address education issues collaboratively with Transform Schools' team and advisors. The Fellowship offers a unique opportunity to understand, unpack, illuminate, and even address issues that impact the attainment of equal access, quality, and outcomes in education, especially in the wake of COVID-19.

Fellows will have the opportunity to conceptualize and undertake creative projects at the outset of their careers, that will grow their skills and knowledge, and build global understanding of the post-pandemic education landscape, its challenges and opportunities. Fellows will have the freedom to create their own project ideas and scope including the final output format.



Mentors from among Transform's Board, Advisors and Community Partners, who are experts in their fields, will guide and support Fellows with their projects. Fellows will work in tandem with their peers and mentors throughout their projects, supported by Team Transform. Their final projects will be widely shared through virtual dissemination channels and events.

COVID-19 has laid bare the deep systematic inequities that plague access to education. There is a need and an opportunity for creating spaces that highlight issues and creative solutions and propositions to improve education outcomes for students from disadvantaged groups in India. In this context, we welcome the opportunity to work with young, enterprising Fellows who can bring their prior experiences, knowledge, and perspectives to the organisation, and help us address inequity and injustice in India's education. Transform Schools will work with the Fellows to reflect deeply on the layered impacts of their projects, and help them with both technical advice and access to reach research participants and respondents.

Opportunities for Fellows

Areas of Focus	Areas of Learning	Medium of Expression	Potential Projects
Exploring Public Education (Art & Storytelling)	<ul style="list-style-type: none"> Deepen understanding of the increasing inequities in education post COVID-19 and how they can be addressed 	Fellows can create art, stories, case studies etc., as part of their projects to depict the significance of education in various socio-economic contexts	<ul style="list-style-type: none"> Developing Short Films/Video Stories/Podcasts on the education landscape during the pandemic Creating an Art-based therapy curriculum

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	<ul style="list-style-type: none"> Understand the current needs of the education system, and narrate them in a creatively or specific to an audience such as bureaucrats, donors, students, parents etc. 		<ul style="list-style-type: none"> Building a new narrative of education via art/storytelling Exploring the people involved in public education
Equity and Gender in Education	<ul style="list-style-type: none"> Deepen understanding of how girls and those from minorities – tribals, dalits - experience education from access to in-school learning Understand how culture, identity, and economic factors impact the learning experience 	Fellows can create stories from the field, or artistic interpretation or depict information through a picture essay, audio story, or video montage	<ul style="list-style-type: none"> How can schools become safer spaces for girls? Is sex education/ reproductive health taught in schools? Explore the challenges and innovations in this space. How do infrastructure and access interact?
Participatory Action and Reflection	Deepen understanding of on ground issues and how educational initiatives can sharpen their focus on marginalised students.	Fellows can work with Community-level stakeholders to come up with ingenious participation-based activities or create a platform for dialogue, develop ethnographies, case studies, and/or activities for community participation on issues	<ul style="list-style-type: none"> How can you build student participation in their education? What does participatory action look like in schools? How can reflective teaching be used in low-resource classrooms? How can school governance be made more participatory and reflective?
Programme and Analytics	Ideate solutions and develop demos for tech-based solutions that can address issues in the field of education.	Fellows can conceptualize a digital learning platform, re-design existing tools, execute Machine Learning and predictive analysis on various data sets among others.	<ul style="list-style-type: none"> Can automation help school governance? Conceptualize a simple tech-based solution to track and ensure accountability in the school system. How do you roll out a tech-based learning solution in a low-resource setting?
Educators' Fellowship	Understand the role and function of various State and District level education officers, head teachers, teachers, and students	The Fellows will have the opportunity to develop and pilot pedagogy that can be used to reach and teach students with low-digital access	<ul style="list-style-type: none"> Working with Head Teachers to identify and address the challenges faced by schools during the post-COVID school closures Primer on what to remember when developing and rolling out an education- software How would you improve applications like Drona and Shikshalokam? How can such apps be developed for affordable private schools? Develop training material for teachers and Head Teachers enrolled in Transform's programme. How can open source learning materials be used by students and teachers for improved learning?

Note: While Fellows are advised to engage with community-based organisations on their own prior to or during their projects, they are not expected to include mandatory field visits as part of their projects due to the pandemic. Rather, in cases where field visits are beneficial, Transform Schools will aim to connect Fellows to organisations working on ground and or help them engage in digital fieldwork when possible.

III. Course of the Fellowship

The Transform Fellowship will be structured to include collaborative teamwork and mentoring. The Fellows will have the chance to build personalised mentor relationships with their advisors and work with others in their cohort. The Fellowship will accept applications through two cycles in the year – June and October.

Week	Expected Progress
Week 1	Fellows ideate and flesh out project ideas and outlines and the work plan and flow, including resources needed. The cohort of Fellows will meet in their first peer meeting, where they will present their ideas and get feedback.
Week 2 & 3	Projects are initiated. The Transform team will have regular check-ins with the Fellows. Weekly peer-group meetings will be organized for the cohort.
Week 4	Fellows will be matched with Mentors, who will help review progress and suggest potential changes / improvements.
Week 5	Fellows will work on the feedback provided by their Mentors, and at the end of this week, Fellows will submit their project for peer review.
Week 6	Mid-week, Fellows will receive their reviewed work, and will meet their Mentors for their second and final meeting where they will discuss the review and next steps.
Week 7 & 8	Fellows will work on the final round of edits and submit the final project at the end of week 8.
Week 9	A Closing Event will be organised for Fellows to present their final project, accompanied by a sharing of their experience and learnings.
Pre-Christmas Event	Fellows will group together virtually to take part in a possible Annual Event, and share their experiences from the Fellowship

IV. Duration

- Applications for the Fellowship are open and will be till June 15, 2021
- The Transform Fellowship will be a flexible working experience, between 1.5 – 3 months
- The Fellowship will be virtual to offer candidates the freedom to work part-time and/or from their home state and country
- While the organisation will compensate all Fellows with a small stipend, living and travel expenses will be borne by their university, or the Fellows themselves

V. Eligibility Criteria

Applicants should meet the following eligibility criteria:

- Enrolled in a recognised post-graduate/ undergraduate programme in the art, social sciences, technology, business management, development or relevant discipline
- Previous hands on or work experience relevant to their project is appreciated

VI. Application Procedure

We are now accepting applications. All applications will be screened and a decision provided within 15 days. The application procedure will be as follows:

1. Candidates must fill out google application form which will include –
 - a. A 3-mins short video pitch and 500 word write-up about why they are interested in the Fellowship and the project they would like to take up
 - b. Links/Attachments of previous work and creative outputs
 - c. A recommendation letter from one of your professor for this fellowship
 - d. Letter from the university mentioning that you are allowed to take the fellowship
2. Shortlisted candidates will be asked to appear for a Skype interview with Transform Leadership Team, where they will be expected to discuss their project ideas and outline

VII. Contact Information

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