

Involving all



Teacher Education
through School-based
Support in India
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TESS-India (Teacher Education through School-based Support) aims to improve the classroom practices of elementary and secondary teachers in India through the provision of Open Educational Resources (OERs) to support teachers in developing student-centred, participatory approaches. The TESS-India OERs provide teachers with a companion to the school textbook. They offer activities for teachers to try out in their classrooms with their students, together with case studies showing how other teachers have taught the topic and linked resources to support teachers in developing their lesson plans and subject knowledge.

The TESS-India OERs are supported by a set of ten key resources. These key resources, which apply to all subjects and levels, offer teachers further practical guidance on key practices in the pedagogy modelled in TESS-India OER and India policy. They include ways of organising students, learning activities and teacher-student and student-student interactions. Excerpts from these key resources will be inserted into the OERs. They will also be available on the website for teachers and teacher educators.

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Involving all

What does it mean to ‘involve all’?

The diversity in culture and in society is reflected in the classroom. Students have different languages, interests and abilities. Students come from different social and economic backgrounds. We cannot ignore these differences; indeed, we should celebrate them, as they can become a vehicle for learning more about each other and the world beyond our own experience. All students have the right to an education and the opportunity to learn regardless of their status, ability and background, and this is recognised in Indian law and the international rights of the child. In his first speech to the nation in 2014, Prime Minister Modi emphasised the importance of valuing all citizens in India regardless of their caste, gender or income. Schools and teachers have a very important role in this respect.

We all have prejudices and views about others that we may not have recognised or addressed. As a teacher, you carry the power to influence every student’s experience of education in a positive or negative way. Whether knowingly or not, your underlying prejudices and views will affect how equally your students learn. You can take steps to guard against unequal treatment of your students.

Three key principles to ensure you involve all in learning

- **Noticing:** Effective teachers are observant, perceptive and sensitive; they *notice* changes in their students. If you are observant, you will notice when a student does something well, when they need help and how they relate to others. You may also perceive changes in your students, which might reflect changes in their home circumstances or other issues. Involving all requires that you notice your students on a daily basis, paying particular attention to students who may feel marginalised or unable to participate.
- **Focus on self-esteem:** Good citizens are ones who are comfortable with who they are. They have self-esteem, know their own strengths and weaknesses, and have the ability to form positive relationships with other people, regardless of background. They respect themselves and they respect others. As a teacher, you can have a significant impact on a young person’s self-esteem; be aware of that power and use it to build the self-esteem of every student.
- **Flexibility:** If something is not working in your classroom for specific students, groups or individuals, be prepared to change your plans or stop an activity. Being flexible will enable you make adjustments so that you involve all students more effectively.

Approaches you can use all the time

- **Modelling good behaviour:** Be an example to your students by treating them all well, regardless of ethnic group, religion or gender. Treat all students with respect and make it clear through your teaching that you value all students equally. Talk to them all respectfully, take account of their opinions when appropriate and encourage them to take responsibility for the classroom by taking on tasks that will benefit everyone.
- **High expectations:** Ability is not fixed; all students can learn and progress if supported appropriately. If a student is finding it difficult to understand the work you are doing in class, then do not assume that they cannot ever understand. Your role as the teacher is to work out how best to help each student learn. If you have high expectations of everyone in your class, your students are

more likely to assume that they will learn if they persevere. High expectations should also apply to behaviour. Make sure the expectations are clear and that students treat each other with respect.

- **Build variety into your teaching:** Students learn in different ways. Some students like to write; others prefer to draw mind maps or pictures to represent their ideas. Some students are good listeners; some learn best when they get the opportunity to talk about their ideas. You cannot suit all the students all the time, but you can build variety into your teaching and offer students a choice about some of the learning activities that they undertake.
- **Relate the learning to everyday life:** For some students, what you are asking them to learn appears to be irrelevant to their everyday lives. You can address this by making sure that whenever possible, you relate the learning to a context that is relevant to them and that you draw on examples from their own experience.
- **Use of language:** Think carefully about the language you use. Use positive language and praise, and do not ridicule students. Always comment on their behaviour and not on them. 'You are annoying me today' is very personal and can be better expressed as 'I am finding your behaviour annoying today. Is there any reason you are finding it difficult to concentrate?', which is much more helpful.
- **Challenge stereotypes:** Find and use resources that show girls in non-stereotypical roles or invite female role models to visit the school, such as scientists. Try to be aware of your own gender stereotyping; you may know that girls play sports and that boys are caring, but often we express this differently, mainly because that is the way we are used to talking in society.
- **Create a safe, welcoming learning environment:** All students need to feel safe and welcome at school. You are in a position to make your students feel welcome by encouraging mutually respectful and friendly behaviour from everyone. Think about how the school and classroom might appear and feel like to different students. Think about where they should be asked to sit and make sure that any students with visual or hearing impairments, or physical disabilities, sit where they can access the lesson. Check that those who are shy or easily distracted are where you can easily include them.

Specific teaching approaches

There are several specific approaches that will help you to involve all students. These are described in more detail in other key resources, but a brief introduction is given here:

- **Questioning:** If you invite students to put their hands up, the same people tend to answer. There are other ways to involve more students in thinking about the answers and responding to questions. You can direct questions to specific people. Tell the class you will decide who answers, then ask people at the back and sides of the room, rather than those sitting at the front. Give students 'thinking time' and invite contributions from specific people. Use pair or groupwork to build confidence so that you can involve everyone in whole-class discussions.
- **Assessment:** Develop a range of techniques for formative assessment that will help you to know each student well. You need to be creative to uncover hidden talents and shortfalls. Formative assessment will give you accurate information rather than assumptions that can easily be drawn from generalised views about certain students and their abilities. You will then be in a good position to respond to their individual needs.
- **Groupwork and pair work:** Think carefully about how to divide your class into groups or how to make up pairs, taking account of the goal to include all and encourage students to value each other. Ensure that all students have the opportunity to learn from each other and build their confidence in what

they know. Some students will have the confidence to express their ideas and ask questions in a small group, but not in front of the whole class.

- **Differentiation:** Setting different tasks for different groups will help students start from where they are and move forward. Setting open-ended tasks will give all students the opportunity to succeed. Offering students a choice of task helps them to feel ownership of their work and to take responsibility for their own learning. Taking account of individual learning needs is difficult, especially in a large class, but by using a variety of tasks and activities it can be done.

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