

A report

5-day Capacity Building Programme on National Initiative for School Head's & Teachers' Holistic Advancement (NISHTHA)- Equitable & Inclusive Education Teachers- A programme of Ministry of Education (MoE) Govt of India, in Collaboration with Rehabilitation Council of India (RCI) and Regional Institute of Education (RIE), Bhubaneswar.



1st Day- Inaugural session (Monday, 18/12/2023):

The inaugural programme starts with lighting the candle by Prof. Sandhya Rani Sahoo (Principal I/c RIE Bhubaneswar), Prof. Retanjali Dash (Dean Extension, RIE Bhubaneswar), Prof. I.P.Gowramma Dr. Elizabeth Gangmei, Coordinators, Dr. Vinay Kumar Singh, National Coordinator NISHTHA: Equitable and Inclusive Education. On behalf of Coordinators and RIE, Bhubaneswar Prof. I. P.Gowramma facilitated the inaugural programme and begins with extending a warm welcome to all the dignitaries, faculty members of the institute and teacher participants from Jharkhand, Odisha, West Bengal and Andaman Nicobar Island, which was followed by an introduction by all participants.

Dr. Vinay Kumar Singh- National Coordinator (NCERT), NISHTHA- Equity and Inclusive Education appraised about NCERT and its functioning and how the initiatives have been taken for the programme. In addition, he highlighted about the objectives of the programme, the road map, the modalities to be followed during the five days programme. He also adds on the educational provisions for child with disabilities, dimensions of inclusive education and most importantly the beyond classroom concept of inclusivity.



Prof Sandhya Rani Sahoo, Dean (I), I/c Principal shared about the importance of language as a foundation of all learning, how it can enhance communication and the importance teachers to put efforts in the nurturance of language for inclusive classroom. This was substantiated with sharing of field engagement of the student's activities. She further, mentioned about the diversities present inside the classroom, importance of art and craft integrated learning for inclusivity, happiness of every learner inside the classroom and beautifully explained that though our all fingers are different but they have different purpose and only their association can give strength to our hands, like wise every child should be treated as per their need to serve the purpose of their existence.

Prof Ritanjali Dash, Head, DEE shared about the importance of capacity building programme and the needs to join hands for reaching to the beneficiaries and self-awareness, empowerment

between teachers, and parents. She also mentioned keeping oneself updated and the zeal to learn at any given situation.

Prof Anupam Ahuja gave a remark on the needs to emphasize on equity and inclusive practices how promoting inclusive practices benefits all students. She also wishes a grand success of the programme. This was followed by a formal vote of thanks by Dr. Elizabeth Gangmei, the coordinator for all the consistent efforts put by each individual for the accomplishment of a great inaugural session and putting the best foot forward, *lighting the lamp and invoking the spirit of enthusiasm, zeal and motivation.*

The technical sessions of 1st Day (18/12/2023)



In the 2nd session after inaugural programme, Prof. Vinay Kumar Singh introduced rationale of the training by elaborating on diversity; its nature and flexibility. He interestingly narrated how mother earth expands to all the creatures in spite of thousands of diversities. This was followed by a session by Prof. Anupam Ahuja on the concept of diversities in inclusive classroom: understanding equitable & inclusive education. She familiarized the participants about the NCERT's efforts toward equitable education and inclusive education that aim to address educational needs of children belonging to SEDG's, as recognized in NEP 2020.

In this session Dr. Anupam Ahuja covered the concept of inclusive classrooms, equity and equality in education, highlights of NEP-2020, SDG-4 and explained that 'Children Who Learn together learns to live together'. Then she identified the various needs among students inside the classrooms like academic need, Physical need, Psychosocial need and the role of teachers, parents and school administrations in the scheme of inclusive education.

Then the 3rd and 4th sessions of the day were facilitated by Dr. Varsha Gathoo on the concept of 'Understanding disabilities & learning needs of children with Disabilities'. She elaborated on concept of disabilities caused before and after birth, multiple intelligences, the mode of

education, classroom transactions and the levels of disabilities which are aligned with the legal documents, Policies, PWD Act 2016, DPWD, SDG-Goal-4.

2nd Day(Tuesday, 19.12.2023)



First technical session of the 2nd day was taken by Dr. Varsha Gathoo. She started with ICF concept given by WHO. Then she explained the concepts of the PWD Act 2016, DPWD, SDG-Goal-4 and equity, equality and Quality of education as described by SGD-4 as well as NEP-2020. The presentation also encompassed the concept of disabilities caused before and after birth, multiple intelligences present in disabled children, the mode of education, classroom transactions and the levels of disabilities that exist inside the learners such as; low, moderate and severe so that learning materials and methods can be developed as per the need of every learner. At last, she highlighted the provisions given by NEP-2020 for inclusive education like curriculum integration, ECCE, UDL, experiential learning, multilingual/ bilingual education, issues regarding equity and equality faced regularly by teachers and school administration.



In the 2nd session Dr. Anupam Ahuja started her presentation with a line “All like all different”. She focused on individual difference among students and the need of individualized instruction for creating an inclusive environment inside the classroom. Then she gave an activity and asked participants to count the number of figures drawn in the paper individually, in pair and also in group and asked them to note their feelings every time. As a result, participants agreed that working in pairing and in group reduces the working stress. If we can create pairing and grouping among students along with the teacher, we can create a very supportive and creative inclusive environment in the classroom. At last, she talked about NCF-2023, accessible learning and UDL customized according to individual need of learners.

❖ **A visit to Institute’s Library, ICT Studio, Resource room and Medicinal Garden:**



Last session of day 2:



After a visit to various resource room of the institute Prof Vinay Kumar Singh facilitated the session of 'Educational provisions for teaching & evaluation adopted by school examination boards- what is Disability? Scheduled Disabilities- RPwD 2016 and sharing on school interventions by various Boards'. He talked in detail about various intellectual disabilities, their symptoms, causes, treatments and learning styles of students with disabilities. Then he focused on Equitable education, role of UDL in teaching learning process, components of educational equity, various educational provisions adopted by CBSE, CISCE, available provisions for states and UTs. Which was followed by group work to explore all the available provisions and presentation by leaders of every group.

3rd day (Wednesday, 20. 12. 2023): First-hand experience to the Inclusive School:

1. Govt. High School, Gandamunda, Bhubaneswar GandamundaSquaure, way to Pokhariput from Soubhagya Nagar or from Khandagiri, Headmistress, Anita Panda
2. RadhaCharanPurGovt UPS, Talakheta, Janla, opposite to Bhuasuni Temple on NH Road towards Khordha, Headmaster, Trinath



Sessions on ICT assistive technology:



Dr. Bharti Kaushik: Integration of ICT and assistive technology in classroom pedagogy & assessment: Different assistive technology resources available online and how this can be integrated in the inclusive classroom practices. She has used online materials of NCERT for activities during the session.

Day 4 (Thursday, 21/12/2023):





The day started with a session by Mr. Ram Kishor Sharma with a topic ‘Adapted physical education, games and yoga’. Then Prof. I P Gowamma was taking session on ‘Pedagogies of teaching social sciences in inclusive classrooms’. After that Mr. Prasanta KumarRath was covered the topic on ‘Integration of arts, dance & drama in curriculum’. Then after lunch break Mrs. Susrita Pradhan was taking session on ‘Pedagogies of teaching languages in inclusive classrooms’. At last Mr. Amitav Mishra taking session on ‘Addressing Behavioral Issues in Inclusive Classrooms- Positive behavioral intervention system (PBIS)’.

Day 5- 22/12/2023 (Friday):



In the last day Mrs. Tanmayee Sahu facilitated session on ‘Legal & policy frameworks on equitable & inclusive education & accessibility related issues & standard’. Then Dr. Tapas Nayak was taking session on ‘Pedagogies of teaching mathematics in inclusive classrooms’. After lunch break Dr. Swarnalata Panda taking last session on ‘Pedagogies of teaching sciences in inclusive classrooms’. At last in the Valedictory session all the participants got certificate.

Glimpse of Certificates distribution:












Details of Media reports on the NISHTHA Equitable and Inclusive Education- A programme of Ministry of Education (MoE) Govt of India, in Collaboration with Rehabilitation Council of India (RCI) and Regional Institute of Education (RIE), Bhubaneswar.

The National Initiative for School Head’s & teachers’ Holistic Advancement (NISHTHA)- Equitable & Inclusive Education (Capacity Building Programme on Equitable & Inclusive Education for Teachers)				
PUBLICA TION/NE WS	DATE	ARTICLE NAME	LINK	PHOTO/PICTURES

OrissaPost	18/12/2023	Capacity building training programme for teachers	https://www.orissapost.com/capacity-building-training-programme-for-teachers/	 <p>OrissaPost article titled "Capacity building training programme for teachers". The article reports on a five-day capacity building program for school heads and teachers organized by the Regional Institute of Education (RIE), Bhubaneswar, under the National Initiative for School Heads' and Teachers' Professional Advancement (NISHTHA). The program was held from December 18th to 22nd, 2023, and was organized by RIE, Bhubaneswar on equity and inclusive education. The article mentions that the program was held for school heads and teachers from Odisha, Bihar, West Bengal, Jharkhand, Andhra Pradesh, and Nicobar Islands. It also mentions that 50 participants benefited from the program who in turn will continue to work in their respective states. The article also mentions that the program was organized by RIE, Bhubaneswar on equity and inclusive education. The article also mentions that the program was held for school heads and teachers from Odisha, Bihar, West Bengal, Jharkhand, Andhra Pradesh, and Nicobar Islands. It also mentions that 50 participants benefited from the program who in turn will continue to work in their respective states.</p>
OrissaPost Magazine (downtown page 2)	18/12/2023	Capacity building training programme for teachers		 <p>OrissaPost Magazine article titled "Capacity building training programme for teachers". The article reports on a five-day capacity building program for school heads and teachers organized by the Regional Institute of Education (RIE), Bhubaneswar, under the National Initiative for School Heads' and Teachers' Professional Advancement (NISHTHA). The program was held from December 18th to 22nd, 2023, and was organized by RIE, Bhubaneswar on equity and inclusive education. The article mentions that the program was held for school heads and teachers from Odisha, Bihar, West Bengal, Jharkhand, Andhra Pradesh, and Nicobar Islands. It also mentions that 50 participants benefited from the program who in turn will continue to work in their respective states. The article also mentions that the program was organized by RIE, Bhubaneswar on equity and inclusive education. The article also mentions that the program was held for school heads and teachers from Odisha, Bihar, West Bengal, Jharkhand, Andhra Pradesh, and Nicobar Islands. It also mentions that 50 participants benefited from the program who in turn will continue to work in their respective states.</p>
Orissadiary	22/12/2023	CAPACITY BUILDING POROGRAMME NISHTHA: EQUITABLE AND INCLUSIVE EDUCATION ORGANISED BY RIE BHUBANESWAR	https://orissadiary.com/capacity-building-porogramme-nishtha-equitable-and-inclusive-education-organised-by-rie-bhubaneswar/	 <p>Orissadiary article titled "Capacity Building Porogramme Nishtha: Equitable And Inclusive Education Organised By RIE Bhubaneswar". The article reports on a five-day capacity building program for school heads and teachers organized by the Regional Institute of Education (RIE), Bhubaneswar, under the National Initiative for School Heads' and Teachers' Professional Advancement (NISHTHA). The program was held from December 18th to 22nd, 2023, and was organized by RIE, Bhubaneswar on equity and inclusive education. The article mentions that the program was held for school heads and teachers from Odisha, Bihar, West Bengal, Jharkhand, Andhra Pradesh, and Nicobar Islands. It also mentions that 50 participants benefited from the program who in turn will continue to work in their respective states. The article also mentions that the program was organized by RIE, Bhubaneswar on equity and inclusive education. The article also mentions that the program was held for school heads and teachers from Odisha, Bihar, West Bengal, Jharkhand, Andhra Pradesh, and Nicobar Islands. It also mentions that 50 participants benefited from the program who in turn will continue to work in their respective states.</p>
(Release ID: 1989708) V isitor Counter : 37	22/12/2023	CAPACITY BUILDING POROGRAMME NISHTHA: EQUITABLE AND INCLUSIVE EDUCATION ORGANISED BY RIE BHUBANESWAR	https://pib.gov.in/PressReleasePage.aspx?PRID=1989708	 <p>PIB Press Release titled "CAPACITY BUILDING POROGRAMME NISHTHA: EQUITABLE AND INCLUSIVE EDUCATION ORGANISED BY RIE BHUBANESWAR". The release reports on a five-day capacity building program for school heads and teachers organized by the Regional Institute of Education (RIE), Bhubaneswar, under the National Initiative for School Heads' and Teachers' Professional Advancement (NISHTHA). The program was held from December 18th to 22nd, 2023, and was organized by RIE, Bhubaneswar on equity and inclusive education. The release mentions that the program was held for school heads and teachers from Odisha, Bihar, West Bengal, Jharkhand, Andhra Pradesh, and Nicobar Islands. It also mentions that 50 participants benefited from the program who in turn will continue to work in their respective states. The release also mentions that the program was organized by RIE, Bhubaneswar on equity and inclusive education. The release also mentions that the program was held for school heads and teachers from Odisha, Bihar, West Bengal, Jharkhand, Andhra Pradesh, and Nicobar Islands. It also mentions that 50 participants benefited from the program who in turn will continue to work in their respective states.</p>
ODIA DOORDAR SHAN	23/12/2023	Morning news @8 am under regional news.	https://www.youtube.com/live/oXdz1flk4nIyUN26	 <p>ODIA DOORDAR SHAN video titled "Morning news @8 am under regional news". The video reports on a five-day capacity building program for school heads and teachers organized by the Regional Institute of Education (RIE), Bhubaneswar, under the National Initiative for School Heads' and Teachers' Professional Advancement (NISHTHA). The program was held from December 18th to 22nd, 2023, and was organized by RIE, Bhubaneswar on equity and inclusive education. The video mentions that the program was held for school heads and teachers from Odisha, Bihar, West Bengal, Jharkhand, Andhra Pradesh, and Nicobar Islands. It also mentions that 50 participants benefited from the program who in turn will continue to work in their respective states. The video also mentions that the program was organized by RIE, Bhubaneswar on equity and inclusive education. The video also mentions that the program was held for school heads and teachers from Odisha, Bihar, West Bengal, Jharkhand, Andhra Pradesh, and Nicobar Islands. It also mentions that 50 participants benefited from the program who in turn will continue to work in their respective states.</p>

<p>ODISHA NEWS TIMES</p>	<p>23/12/2023</p>	<p>CAPACITY BUILDING POROGRAMME NISHTHA: EQUITABLE AND INCLUSIVE EDUCATION ORGANISED BY RIE BHUBANESWAR</p>	<p>https://www.odishanewstimes.com/2023/12/23/capacity-building-porogramme-nishtha-equitable-and-inclusive-education-organised-by-rie-bhubaneswar/</p>	
<p>DainikBhaskar (page 2)</p>	<p>23/12/2023</p>	<p>जिले के दो शिक्षकों को समावेशी शिक्षा पर मास्टर ट्रेनर का प्र...</p>	<p>https://www.dainikbhaskar.com/news/education/2023-12-23-jile-ke-do-shikshakon-ko-samaveshi-shiksha-par-master-trener-ka-prashikshan</p>	
<p>Masal News</p>	<p>23/12/2023</p>	<p>Jamshedpur: क्षेत्रीय शिक्षा संस्थान, भुवनेश्वर दिवसीय निष्ठा सम्मान और समावेशी शिक्षा क्षमता कार्यक्रम संपन्न, जिले से दो शिक्षक चयनित</p>	<p>https://mashalnews.org/topics/education/jamshedpur-five-day-loyalty-respect-and-inclusive-education-capacity-building-program-concluded-at-regional-education-institute-bhubaneswar-two-teachers-selected-from-the-district/</p>	
<p>SAMAJ AINA (PAGE 2) RNI No:ODIODI2012/45521</p>	<p>24/12/2023</p>	<p>निष्ठा: श्रद्धा उ श्रद्धादेवा शिखा धाँत चिनिआ कर्मशाळा आभ्युदित</p>	<p>https://www.samajaina.com/news/2023-12-24-nishtha-shraddha-ushraddhadeva-shiksha-dhant-chinina-karm-shaala-abhyudita</p>	

Akashvani Cuttack (Radio)	26/12/2023	CAPACITY BUILDING PROGRAMME NISHTHA: EQUITABLE AND INCLUSIVE EDUCATION ORGANISED BY RIE BHUBANESWAR	Radio broadcast included the news on the capacity building programme on 26- 12-2023	Key resource persons from Odisha, West Bengal, Jharkhand, Bihar and Andaman and Nicobar Islands are participated in the programme
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All in one Frame



‘Children who learn together learn to live together’