Impact Summary

Name of Organisation: Kizazi
Website: https://www.kizazi.org/
Contact Person: Vaibhav Garg
Ask: $100,000

### Innovation Summary

In-service Teacher Development and Coaching - The teacher development & coaching aims to empower teachers to lead their own learning and catalyse whole-school change.

### Organisation

Kizazi is a global education non-profit that partners with local NGOs and governments to develop breakthrough school models that enable children from under-resourced backgrounds to thrive. They are currently working with local partners and governments in India, Armenia, Sierra Leone, Nigeria, and other African countries in 120 schools impacting 40,000+ children.

### Innovation at a glance

- **Countries**: India, Armenia
- **Target group**: Teachers
- **Number of users**
  - 1500 children and 50+ teachers in 10 schools in India in partnership with SEF
  - 1000 children and 40 teachers in 4 schools in Armenia in partnership with Teach For Armenia
- **Year established**: 2018
- **Type of organisation**: Intermediary organisation
- **Implementing Partner**
  - Simple Education Foundation (SEF)
  - Teach for Armenia (TFA)

### The problem

Teachers are the most important school-based factor in student learning; and should be equipped and supported to deliver quality holistic education with methodologies that are rooted in the neurobiology of child development and the science of learning. Teaching is a challenging and stressful job - the number of students in a classroom, the variety of subjects to be taught and the complexity of
challenges that learners bring into the learning environment require a teacher to be equipped with various skills beyond their subject knowledge. However, current approaches to enabling teachers are limited - cascaded trainings are ineffective and in-school teacher development is largely missing.

The solution

Kizazi’s approach to teacher development like with students is holistic and teacher centred. Their innovation in teacher development & coaching aims to empower teachers to lead their own learning through a 3-year transformational journey and support whole-child whole-school change. It encompasses 5 areas of development that are integrated with each other -

- Cultivating a culture of care & collaboration
- Designing & facilitation learning
- Content knowledge and pedagogy
- Evidence and Improvement
- Leadership

The approach has resulted in contextualized solutions for both the regions with four key common components of delivery:

- Teacher resources: The pedagogy and strategies teachers are trained on are embedded into teacher resources to serve as a reinforcement of what is learned in training while also supporting planning for every lesson.
- Training Workshops: Throughout the year, the teachers get training days where a specific set of indicators that are achievable in the next term are introduced through workshops to provide experiential learning, demonstration, practice, and reflection.
- Coaching and supportive supervision: SEF School Leader/ Seroond Leadership Development Manager provides differentiated mentoring and coaching by observing the teacher in the classroom, facilitating a feedback/coaching conversation, and demonstrating new strategies in classrooms.
- Peer-to-peer collaboration: A school-based community of practice is established to empower teachers for their own learning and enable them to learn with each other’s support daily.

Impact
In 2021 within just one year of launch, academic achievement in Seroond’s first school doubled, and so did student enrollment from 47 to 105 students. Students achieved an average growth of 25% in Maths, 15% in literacy, and 30% in life skills from beginning to end of academic year. 100% of participating teachers indicated that the Seroond program promotes a positive culture and increases student success and a 32% average growth was recorded across all areas of teacher practices measured via teacher observation tool. In addition, of the 60+ Seroond families, 100% responded that they were satisfied with the Seroond program and would recommend it to other parents.

SEF’s solution has also been delivering promising outcomes since 2019 despite the challenging context of the pandemic as evident from the internal data -

- 3X student growth: Proficiency in Math (76%) and Language (70%) in SEF Centre of Excellence Schools is 3 times as compared to other government schools. Through the remote integrated curriculum approach during school closures, students gained more than 50% proficiency in life skills like grit and empathy.
- 65% teacher improvement: Teachers are effectively using teaching and learning tools in their classrooms, improving their teaching practices
- 91% parent satisfaction: Parents in Simple Schools feel that govt schools are as good as or better than private schools

From a 2021 third-party evaluation of SEF’s interventions including the teacher development approach: 71% of parents discuss homework and after school child patterns with teachers, 95% of teachers are aware of different teaching-learning materials, and all teachers received feedback from the principal.

**Highlights** - *any standout details such as awards, milestones*

- Kizazi along with its local partner in Sierra Leone has been selected for the Sierra Leone Education Innovation Challenge (SLEIC), an outcomes-funded project by Government of Sierra Leone and Education Outcomes Fund; Kizazi will be working on the 3-year project to improve holistic outcomes for 20,000 children.

**Sustainability/Revenue Model**

Kizazi’s revenue model is based on two key categories of costs -

- Country Project Costs: Kizazi's costs to run local partnership programs in each country; these funds are secured from funders with stake in local programs.
- Global Costs: Global funds to cover global knowledge development & sharing, program design, and administrative costs; Kizazi supports these costs from multi year partnerships with global philanthropies.
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<th>Investment status</th>
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<td>Why they made our shortlist</td>
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Kizazi’s partnership with SEF and TFA has done an excellent job of demonstrating problem/solution fit with their innovation. Their solution demonstrates a high-quality model that effectively addresses the problem. In addition, they inspired the confidence of scale with their existing partners.