

# Press Release

MAY 18, 2020.

**New Delhi:** The Internal Quality Assurance Cell (IQAC), of Sri Guru Nanak Dev Khalsa College, Delhi University, in collaboration with the Anand Institute of Social Work, Anand, and Bhopal School of Social Sciences, Bhopal, is conducting a weeklong Online Faculty Development Programme (FDP) on Blended Learning from 18th to 23rd May 2020. This national level collaboration has attracted more than 150 participants from across various states of the country, which includes senior professors from both government and private educational institutions. Quest Alliance, an agency which has immense experience in online learning, is the knowledge partner for the programme.

The objective of the FDP is to build capacities of the faculty, which in turn will help students develop better skills. The various sessions will familiarize the participants with various online training platforms and tools. In today's unique situation, it is imperative that teachers learn to adapt to new ways of imparting knowledge.

This virtual training will total 45 hours of learning through the entire week. This learning will be a combination of virtual interaction, self-study and online courses. The course involves two components, lectures by Resource persons as well as rigorous self-guided exercises. Participants would be required to do online courses and a thorough reading of specially selected texts on the theme of the programme. The first session was conducted by Ms. Ankita Dhyani of Quest Alliance. She introduced the participants to the idea behind the FDP and the fundamentals of online training. Having introduced the idea of Blended Learning, she delineated the different learning styles and learning capabilities of students. The session set the pace for what the participants can look forward to for the rest of the week.

The image is a screenshot of a Zoom meeting. On the left, a presentation slide titled "FLIPPED CLASSROOM" is displayed. The slide is divided into three sections: "BEFORE" (Students prepare for class), "DURING" (Students deepen their knowledge and give each other feedback), and "AFTER" (Students assess and expand their knowledge). The slide also includes the text "OUT OF THE CLASSROOM" and "IN THE CLASSROOM". To the left of the slide, there is text describing the "Flipped Classroom Model", the "Role of the Trainer", and the "Role of Student". At the bottom left of the slide is the Quest Alliance logo. On the right side of the screenshot, a video feed shows a woman, Ankita Dhyani, speaking. Below her name, there are icons for mute, video, and chat. Further down, there are icons for a participant named Nidhi Verma and another participant named bhagwant kour.

**Flipped Classroom Model:** Everyone is a learner. Everyone has the opportunity to educate.

**Role of the Trainer:** A guide, a facilitator of learning

**Role of Student:** Students take ownership of learning and become participants in the learning journey

**FLIPPED CLASSROOM**

**BEFORE** Students prepare for class.

**DURING** Students deepen their knowledge and give each other feedback.

**AFTER** Students assess and expand their knowledge.

**OUT OF THE CLASSROOM**

**IN THE CLASSROOM**

Quest Alliance

Ankita Dhyani

Nidhi Verma

bhagwant kour

## BENEFITS & DRAWBACKS OF ONLINE TRAINING

### Benefits

- Time bound
- Geographic independence
- platform
- Simple
- Familiar
- Consistent

### Drawbacks

- limited access to the Internet
- resistance to shift to new and alternative teaching
- learning methodologies
- privacy, security, copyright and related issues
- and a lack of uniform quality



Nidhi Verma



hemant saxena

A screenshot of a Zoom meeting interface. The main window shows a video feed of Ankita Dhyani. The top left corner has a red "REC" button. The top right corner shows a list of participants: "and 107 more", "You", and "N". Below this is a "More Meeting Controls" panel with icons for chat, mute, video, and screen sharing. A vertical list of participant avatars is on the right, including hemant saxena, Viditi Rastogi, suresh Puppalwar, and asmath unnisa. The bottom of the screen shows the Windows taskbar with a search bar and system tray icons. The system tray shows the time as 3:45 PM on 5/18/2020.

## **Online Faculty Development Programme (FDP) on Blended Learning**

**Internal Quality Assurance Cell (IQAC), of Sri Guru Nanak Dev Khalsa College, Delhi  
IQAC, Anand Institute of Social Work, Anand**

**IQAC, Bhopal School of Social Sciences, Bhopal**

**Day 2 (19<sup>th</sup> May, 2020)**

The second day of the E-FDP was well attended by participants from across the various states of the country, which included academicians from both government and private educational institutions. Day 2 of the program was conducted by Ms Pallavi Mishra. She is a career development facilitator with experience of working with several Angadwadis, Reliance, and Mahanigam News Channel.

The session focussed on the tips and tricks to design Powerpoint Presentations for effective learning. The resource person stressed upon the use/design of tools to create interesting presentations. She gave an overview of the options of virtual sessions on online platforms like Youtube Hangouts, Zoom, Google Classroom and Meet, by focusing upon issues like fears about online/virtual learning, how to engage the learners when one can't see them and what method one should adopt for online learning. Through the use of conducting simple games in her presentation, the resource person engaged the interest of the audience. She illustrated how the Powerpoint presentations can be made more effective by including designs, games and puzzles. She gave simple tips such as the use of proper template size, making the presentation concise and use of fewer slides in the presentation and applying light pictures/colors in the background. The use of animation in the Powerpoint Presentation attracted the curiosity of the audience. She even touched upon the topic of how to make animation and use different writing effects and gifs and designing stories with the use animation to make it more interactive and collaborative with the audience.

The session had a lively discussion where the audience came forth with several insightful questions. Ms Ankita Dhyani of Quest Alliance summarised the entire session on the significance of this knowledge as a good technique of blended learning.

At the end of the session, Dr Ninad Jhala, Principal, Anand Institute of Social Work, wrapped up the session by highlighting the significance of the tools discussed. He also introduced the participants with the self-guided activity for the day.

● REC

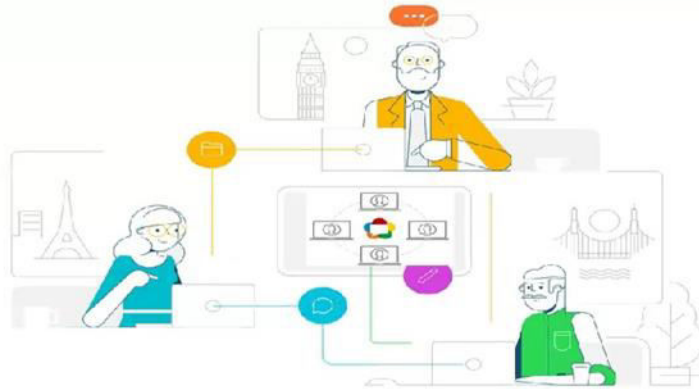
## Virtual Session in Present Era

QUEST ALLIANCE

YouTube



Everyone... in one place.



2:32 PM



● REC



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## Tips for effective online / Virtual Session



- Demonstration
- Framework

Engaging & professional PowerPoint can create an effective learning environment for the learners

Collaborative activities rather than lectures with well structured stories will increase the learning level of the students.

- Games
- Puzzle
- Activities / Process Charts



meet.google.com/... sharing your screen Stop sharing Hide

REC



## ANIMATION



Using more than one can be very distracting

Use the same animation throughout the entire presentation



REC



## Online Community Norms

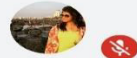
- Respect the learning for yourself and others
- Keep your answers short and on-topic
- Take notes
- Ask relevant questions freely
- Do not start or join side conversations
- No harassment of facilitators/participants

OUR DEAL



(129)

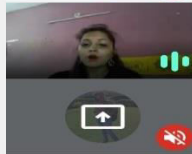
4



Neha Singh (You)



Ninad



Pallavi Mishra

Pallavi Mishra

Others in the meeting (125)



ALPA GHOSH



## **Online Faculty Development Programme (E-FDP) on Blended Learning.**

**Internal Quantity Assurance Cell (IQAC), Sri Guru Nanak Dev Khalsa College, Delhi**

**IQAC, Anand Institute of Social Work, Anand**

**IQAC, Bhopal School of Social Sciences, Bhopal.**

**Day 3 (20th May 2020)**

The third day of the E-FDP was conducted by Ms. Sushmitha Sridhara. She is the manager-facilitator and content development at Quest Alliance. She has been a Radio Producer for Radio Mirchi, HR manager for a media start up, a Television Actor and a Researcher.

The session focussed on the various ways of blending online and offline learning for a shared learning experience. By introducing the concept of Zones of Proximal development, the resource person expanded upon our understanding of the comfort zone, the stretch zone and the panic zone. The stress was on the need to pull ourselves out of our comfort zone and stretch ourselves to learn and explore. The stretch zone is the area where maximum growth and learning takes place- also where new and different experiments lead us to knowledge. The role of the teacher is to facilitate the discovery of learning- assimilation and accommodation. This is the difference between memory-based learning and application-based learning. She also shared various tips and tricks for self-learning to encourage our students to become multimedia learners.

The session closed with an interactive session between the resource person and the participants. Dr Sheeba Joseph, the IQAC coordinator concluded the session by thanking the presenter and introduced the participants to the self-guided activity of the day.

The screenshot displays a Zoom meeting interface. The main content is a presentation slide titled "Learning Objectives" in an orange box. Below the title are four blue boxes containing the following text: "Zones of Proximal Development", "Model of Self Learning", "Online Learning Framework", and the Quest Alliance logo. The Zoom window shows the presenter, Sushmitha Sridhara, and other participants like Akriti Jain, Ninad, and Viditi Rastogi. The system tray at the bottom shows the time as 14:42 on 20-05-2020.

3:34 PM

E-FDP on Blended Learning

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**FACE TO FACE  
LEARNING**

CURRICULUM

SYLLABUS

PEDAGOGY

ASSESSMENT

MEMORY  
BASED

**ONE TO ONE OR  
E-LEARNING**

ASSESSMENT

PEDAGOGY

SYLLABUS

CURRICULUM

APPLIC  
BA

03 (118)

You

SUSHMI...

SUSHMI...

A  
Anusuya ...

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SUSHMITHA SRIDHARA is presenting

Prof. Sunita Mal... and 113 more

119

20

You

### Vygotsky's Sociocultural Theory of Cognitive Development

I can't do these, even with help

I can do these with some help

I can do these by myself

Zone of Proximal Development

QU ALL (C) The Psychology Notes Headquarters <https://www.PsychologyNotesHQ.com>

SUSHMITHA SRIDHARA

Ashish Jain

Viditi Rastogi

Type here to search

29%

15:16 20-05-2020

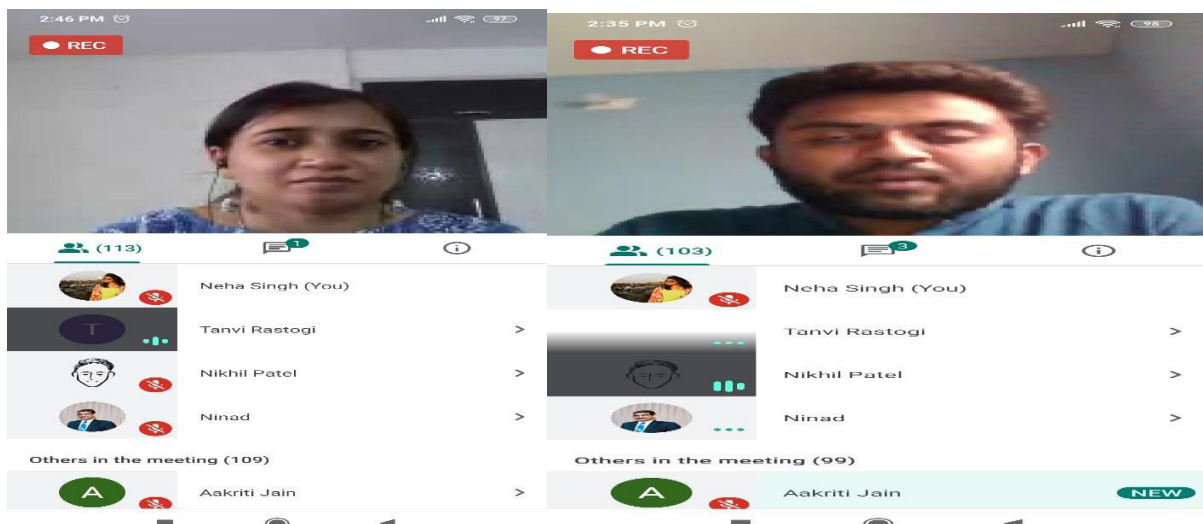
**Online Faculty Development Programme (E-FDP) on Blended Learning.**  
**Internal Quantity Assurance Cell (IQAC), Sri Guru Nanak Dev Khalsa College,**  
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**IQAC, Bhopal School of Social Sciences, Bhopal.**  
**Day 4 (21st May, 2020)**

The fourth day of the E-FDP was on Understanding Online Training Platforms. Dr Ninad Jhala, Principal, Anand Institute of Social Work introduced the resource persons of the day- Nikhil Patel and Dr Tanvi Rastogi. Mr Nikhil Patel is an IT & Digital Literacy Associate at Quest Alliance while Dr Tanvi Rastogi is a Program Officer at Quest Alliance.

Mr Nikhil Patel focussed on choosing the framework for considering digital tools like—low cost of entry, mobile application preference, security and privacy, alignment with the 21<sup>st</sup> century skills whose objectives must be collaboration, consciousness and communication. By discussing applications like Zoom, Loom, Google Meet, he tried to analyse each digital tool and discussed their significance in the blended learning process. In the end, he introduced the audience with the Quest application.

Taking the session forward, the second speaker, Dr Tanvi Rastogi based her lecture on a survey of webinars across different states. On the basis of the speaker's and trainee's challenges on virtual platforms, she emphasised the need to learn the technology so as to make it more engaging and effective. She suggested the use of games, keeping concise sessions, use of familiar virtual platforms/tools for better engagement of speaker and the learners. With the ongoing transformation of teaching platforms from physical to virtual, she emphasised upon neuroplasticity. She discussed the importance of procedures such as sticking to schedules and objectives, distributing resource materials before meetings and other simple tasks to make the learning procedure inclusive. Also, she stressed that critical understanding can be cultivated through assessment techniques like pair share, sketch, vlog two-way interactions.

The session closed with an interactive session between the resource person and the participants. Dr Sheeba Joseph, the IQAC coordinator of Bhopal School of Social Science, concluded the session by thanking the presenters and introduced the participants to the self-guided activity of the day.





**REC**

## Neuroplasticity

**REC**

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SRKSM ERP NJ OFFICE WIFI URKUND DADDY PENSION EPO Unified Portal ST Pass Elsevier HOME WIFI DG-HR... Apple IEC Karamsad

Vinit Yadav and 86 more 104

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BE THANKFUL for the hard times, they will make you STRONGER.

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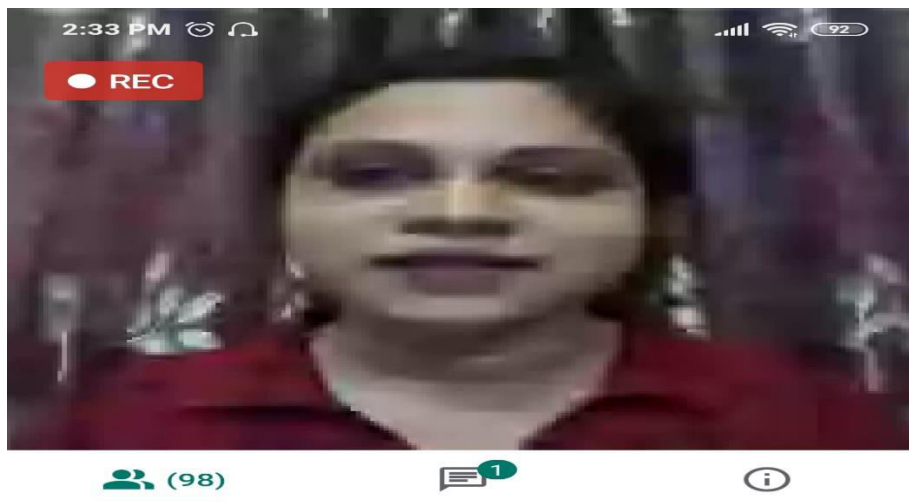
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IQAC, Bhopal School of Social Sciences, Bhopal.  
Day 5 (22<sup>nd</sup> May, 2020)**

The fifth day of the E-FDP on Engaging Learners Online: Tips and Tricks was commenced by Dr Sheeba Joseph, the IQAC coordinator of Bhopal School of Social Sciences, who introduced Carel Laina Dsouza, the resource person of the day. She is the Project Manager at Quest Alliance.

Carel Laina Dsouza focussed on the continuous learning-unlearning process/experience of an online facilitator. She opened her address by highlighting the role of an online facilitator who enables creations, connections and reflections and aims at low course dropouts and ensures high course completion rate of the course. Based on the principles of synchronous and asynchronous learning, she stressed upon the modular learning strategy wherein she urged for the shift from the role of facilitator to the process of facilitation. Through four stages of online facilitation of inspiring, creating, learning and sharing, she explained how the online classroom can be brought alive. Through the elements of relational pedagogy like breaks and energisers, discussion formats, norms settings, she explained how collaborations with the students are necessary for improved classroom delivery. Towards the end of her lecture, she discussed the Kirkpatrick model for evaluation of the facilitator's effectiveness, suggested some great reading online resources like sashabarab.org and introduced the audience to the Trainer's Tribe application for improvising the blended learning procedure.

The session had a lively discussion where the audience came forth with several insightful questions. Dr Ninad Jhala, Principal, Anand Institute of Social Work summarised the session by discussing the continuous process of mutual learning relationship between the facilitator and the participants. He invited the audience to give vote of thanks to the resource person of the day. The enthusiasts Dr. Shanthi Muninathan from Goa, Nidhi Verma and Dr Bhagwant Kour, from SGND Khalsa College thanked Quest Alliance for the sessions and appreciated the introspective books suggested as self-guided learning activity. The session was wrapped up by Dr Ninad Jhala by thanking the presenters and introducing the participants to the self-guided activity of the day.



3:09 PM

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Shift from thinking of the role as a **facilitator** to the process of **facilitation**

4:01 PM

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### Touchpoints of Online facilitator

The diagram illustrates the touchpoints of an online facilitator across different stages of a course:

- Start (Introduced to Master Coach):** Through peers, supervisors' nomination.
- Understand about the Course:** Clarity of the course and their commitment required.
- Build Curiosity & Awe for the Course:** Find what interests course.
- Build a sense of community:** Clarity on role of an Online-facilitator.
- Online Learning:** Continuous support through different digital mediums.
- Transformed Perspectives:** Continuous learning through Alumni.

**Stages and Tasks:**

- Day (-14) Mobilisation Stage:** Update the application form; Inform all trainers about the MasterCoach program and the concerning course; distribute and assign syllabus.
- DAY (-7) Enrollment stage:** Send a welcome email to the trainer and faculty supervisor on the weekend; Make a two-page phone call to each trainer.
- DAY 0 Onboarding stage:** Ensure that everyone has the Basic-amenity; Also sends and assign syllabus; Enroll to the Online survey after the completion is monitor of course journey.
- DAY 1 Learning stage:** Facilitate a virtual call during workshop; Discuss that all trainers have submitted their class plan; Assign the employee roles: Trainer, Tribe & Quilt; Assign and track success in all content.
- 1 - 4 Months Virtual Learning Stage:** Course engagement with 20 coaching topics which includes 15 topic on understand their learning; Weekly working with the participants; Working on 100% participation on Unacademy app.
- After 4 months Graduation Stage:** Address regional, even to address and recognize Master Trainers and Facilitator; Also inducting them to the WhatsApp- Alumni group.

3:57 PM

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### Tools for Online Facilitation

The matrix categorizes tools based on touch level and volume:

- Low touch / High volume:** Discussion Forum, Email blasts, Youtube/Live streaming, FAQs Doc.
- Low touch / Low volume:** Zoom, WhatsApp Helpline, Phone calls, Google drive for interactive documents, IVRS, Supervisor emails.
- High touch / Low volume:** Webex, Google classrooms.

QUEST ALLIANCE logo is visible at the bottom.

4:21 PM

REC

bhagwant kour

(122) 56

Neha Singh (You)

Atul Parmar

Nidhi Verma

Carel D'Souza

Others in the meeting (118)

Anitta Thomas

(113) 1

Neha Singh (You)

Nidhi Verma

bhagwant kour

Ninad

Others in the meeting (109)

ALPA GHOSH

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**Day 6 (23rd May, 2020)**

The week-long E-FDP on Blended Learning concluded successfully today, with an interesting session on the future of the teaching-learning process in the present scenario. Dr. Ninad Jhala welcomed the resource person for the final session of the E-FDP by giving a brief introduction. Mr. Ashutosh Tosaria is an engineer with a specialization in rural management. He has valuable experience in the field of education for both children and adults. His presentation today was on “The Future of Work and the Impact of Covid 19.

The final day wrapped up the strands taken up throughout the week. The entire week presented rigorous challenges to the participants, and today’s session served as a platform to bring all these perspectives together in order to understand the teacher’s role in the new situation we find ourselves in.

Mr. Tosaria discussed the new trends in work. Lots of jobs and careers do not exist anymore, and new kinds of work avenues have opened up. New kinds of business models have exposed people to a variety of options through which to earn money. Many defined drivers of change had come even before covid. All of these had to do with technology. With easy access to technology, a lot of traditional jobs and careers have lost their value.

Digital platforms and ease of availability of the internet, have a fundamental impact on the work we are doing. A lot of IT companies were worried about young army of engineers, who have no right skill sets, so companies need to begin by upscaling their workers. Banking and education are other sectors which have seen drastic change.

In this scenario, the expectations from teachers are much higher, with the advent of smart classrooms and digital equipment in classrooms.

Automation has affected a lot of careers, so its important to change with the times. On the other hand, we continue to be an agrarian society. Also, an extremely high number of manufacturing units are replacing people with automation. So people losing jobs, people expected to retrain and unlearn. Hospitality and food services already automated. The concept of the workplace has and is changing

Thus, today’s session concentrated on skills for the future. In order to survive in the present age, one needs to have adaptability, communication skills, online presence and efficient use of digital technology.

The session had a lively discussion where the audience came forth with several insightful questions. Dr Ninad Jhala, Principal, Anand Institute of Social Work summarised the session by discussing the need to constantly adapt to circumstances, which was agreed to by the participants.



Dr. Sheeba Joseph gave the vote of thanks. She spoke of the importance of technical ecosystems, and their importance in Blended learning. This is a continuous process, she said, and encouraged everyone to continue this form of teaching-learning

The session ended with instructions on taking forward the self-guided learning exercises. Feedback from the participants for the entire course was also sought. The programme was a huge success judging by the congratulatory comments of all the participants.

A screenshot of a Zoom meeting. The main window shows a presentation slide with two columns. The left column is titled 'THE PAST' and the right column is titled 'PRESENT + FUTURE'. The slide compares traditional learning and work practices with modern, flexible ones.

THE PAST	PRESENT + FUTURE
Company Information: Ideas, practices is to be kept secret	Company Information: Ideas, practices can be shared with others
Use only company equipments eg- PC, Printer	Use any device eg: Mobile, own computer
Focussed on knowledge and degrees	Focussed on market demand and change in technology
Learning only through offline courses & workshops	Learning can be done anywhere, anytime & by anyone

The Zoom interface shows 'Ashutosh Tosaria is presenting' at the top. On the right, there is a video feed of a participant named 'Ashutosh Tosaria' and a list of other participants including 'Manonmani T' and 'Sahana S'.

A screenshot of a presentation slide. The central text asks: "What types of jobs have reduced or vanished in last 5 years?". To the left is an image of a vintage typewriter. To the right is an image of a smiling postman in a blue uniform carrying a mail bag. The slide is part of a presentation by 'QUEST ALLIANCE'.

QUEST ALLIANCE  
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You