

DATABASE MANAGEMENT SYSTEM FOR 'TEACH FOR INDIA' PROJECT-2



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ABOUT THE PROJECT

Designing a

- Database Management System that
- Houses information about the entire team of 'Teach for India'.
- Which can be **personalized** to receive and send live data feed across the entire network.

NEED FOR the PROJECT

- Classrooms in India are understaffed (1 in 4 teachers will be absent on any given day)¹
- Teachers could be more engaged (Only 50% are likely to be teaching at any given time)²
- Drop-out rate in schools are unusually high (More than 1 in 3 children who begin primary school will drop out before reaching 5th grade)³
- Education spend in India is relatively low (India spends only 3.3 percent of its GDP on education, compared to an average 5.8 percent in developed countries)⁴

“Considering that Teach for India looks into the above stated facts to create a movement of change, I opted to work with the organization.”



1: <http://ideas.repec.org/a/tpr/jeurec/v3y2005i2-3p658-667.html>

2: Ibid

3: World Bank, Ed Stats - <http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTEDUCATION/EXTDATASTATISTICS/EXTEDSTATS/0,,contentMDK:21605891~menuPK:3409559~pagePK:64168445~piPK:64168309~theSitePK:3232764,00.html>

4: <http://www.efareport.unesco.org/> (2007)

TEACH FOR INDIA

- Formally established in 2008
- Not-for-profit organization
- Teach For India recruits college graduates and young professionals from reputed institutes.
- Commitment of two-years to teach full-time in under resourced schools.

What for Recruitees?

- Becoming lifelong leaders working from within various sectors toward the pursuit of equity in education.
- Teaching experience
- Experience to meet global leaders from various fields.

“Mission is to create a movement of leaders who will work to eliminate educational inequity in the country.”



METHODOLOGY

Understanding the System

Parallel to this understanding
other such systems.

User studies

Collation of problems and
insights.

Ideation

Final concept

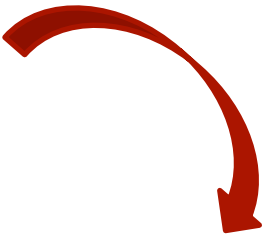
Evaluation



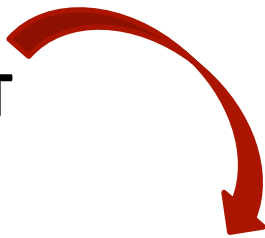
TEACH FOR INDIA MODEL



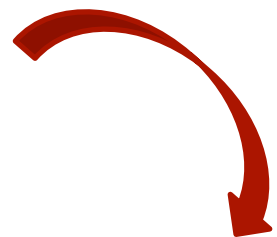
TALENT SOURCING



TALENT DEVELOPMENT



TALENT PLACEMENT



ALUMNI SUPPORT

EXISTING MODELS- TEACH FOR AMERICA

Since its beginning in 1990, more than 14,000 corps members have completed their commitment to Teach For America.



EXISTING MODELS- TEACH FOR AMERICA

In its first year, Teach For America placed only 500 teachers; in 2007, the organization received more than 18,000 applications resulting in 2,900 new corps members.

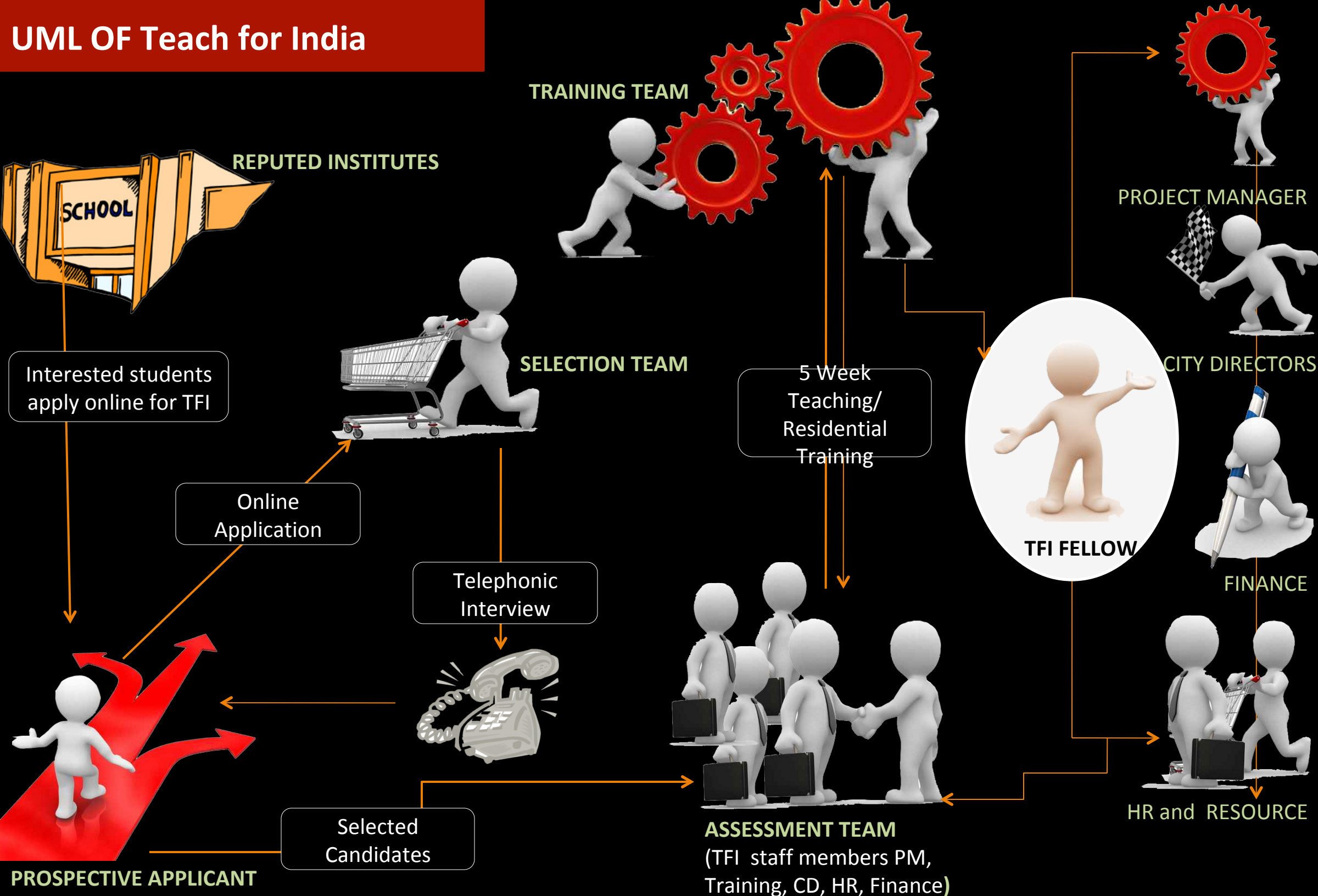


EXISTING MODELS- TEACH FOR AUSTRALIA

- Teach For Australia was formally established in April 2009.
- Draw's on experience from 9 other similar programs around the world, including Teach for America in US, Teach First in the UK, and international research on their best practices, such as the McKinsey Report.¹



UML OF Teach for India



USER STUDIES – USERS INVOLVED IN THE SYSTEM

PRIMARY USERS:

1. Prospective applicant (before joining)
2. TFI fellows (after joining)
3. TFI vertical heads (CD, PM, HR, Marketing, Finance)
4. Alumni (no alumni since first batch is teaching at present)

"Every single hurdle has been an amazing feat for me to achieve and I have grown in ways unimaginable. Every moment of realization has felt like attaining enlightenment. I have never known such boundless happiness and I feel honored to be surrounded by such hope, positivity and love."
- ANASUYA MENON, ST. XAVIERS COLLEGE, MUMBAI

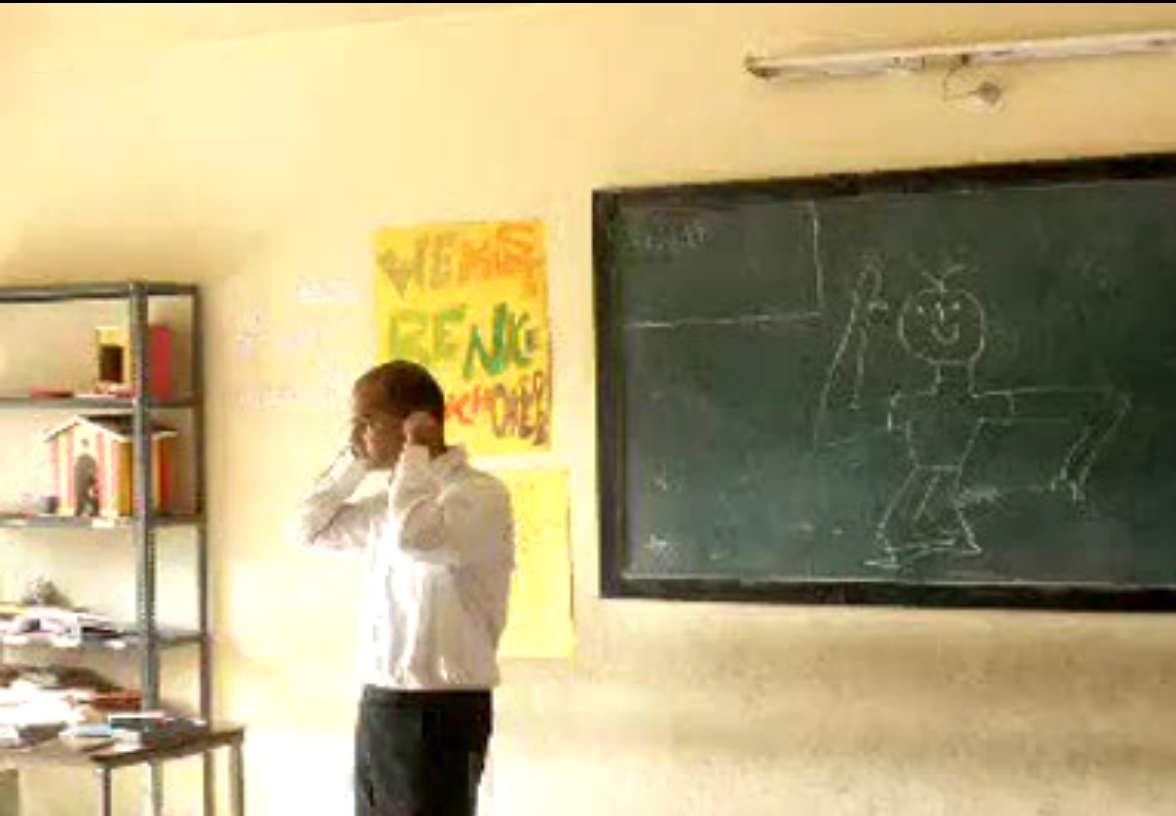


USER STUDIES OBSERVATION AND FINDINGS- APPLICANTS

- Difficult to make up mind for teaching and commit for 2 years in teaching.
- Duration is long, should be scope for volunteer teaching or should be for a shorter duration so that it's easy to get hold of the responsibility.
- Motivational factor is missing.
- Difficult to fill the online form- very lengthy, time consuming, looks more quantitative, couldn't trace back the application after submitting, cannot make changes once submitted.

USER STUDIES OBSERVATION AND FINDINGS- TFI FELLOWS.

- 5 Weeks of teaching training helps in building confidence and innovative ideas of teaching small kids.
- Leadership programs and network programming with other leaders helps in personality development.
- Self Learning Experience.



USER STUDIES OBSERVATION AND FINDINGS- 'TFI VERTICAL HEADS'

- Since its in first year of its operation, everything has to be set up, including drafting of systems, processes and policies – 'Chief Finance Officer'
- Finding volunteers is difficult
- Leave and attendance management is difficult.
- Performance measure becomes a difficult task – 'Manager, HR'
- Selling up is difficult – 'Recruitment Manager' .
- Difficult to communicate our complex vision to placement heads and students. Difficult to differentiate ourselves from other NGOs with more limited vision.- 'SPDAs (special program development associates)' .
- We as an organization should be less focused on the Fellows and more on the students.

INTERPRETATION OF DATA

HUMAN RESOURCE MANAGER

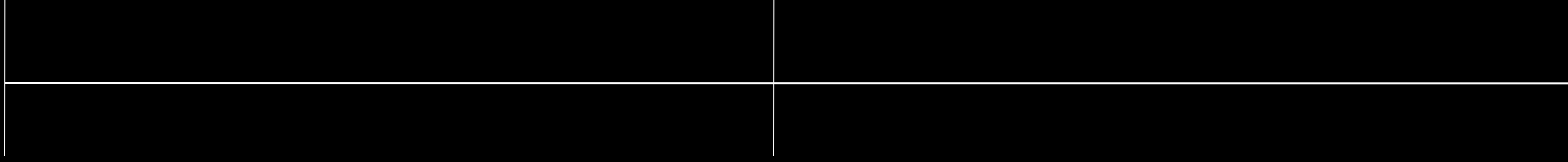
- Screening Applications
- Conducting all rounds of interviews

RECRUITMENT MANAGER

- College Presentations.
- Telephonic Interviews
- Media camps

TRAINING MANAGER

- Housing/Residential Training
- In Between Trainings.



- PERFORMANCE MANAGEMENT
- GROUP CALENDAR
- CONTACT MANAGEMENT
- LEAVE AND ATTENDANCE MANAGEMENT

- APPLICATION STATUS
- AUTO EMAIL TO ALL APPLICANTS
- STATUS OF APPLICATIONS
- ROOM TO MAKE NOTES

- ONLINE DOCUMENT MANAGEMENT SYSTEM FOR TRAINING MATERIALS
- ACCESS CONTROL FOR THE ENTIRE COLLABORATION SPACE
- VERSION CONTROL

INTERPRETATION OF DATA

MARKETING

- Planning and Executing Communication Strategy.
- Supports all verticals in their Marketing requirements.

FINANCE MANAGER

- Planning, Budgeting, Execution of operations, funding goals, cash flow, salaries, Vendor payments.

IMPACT

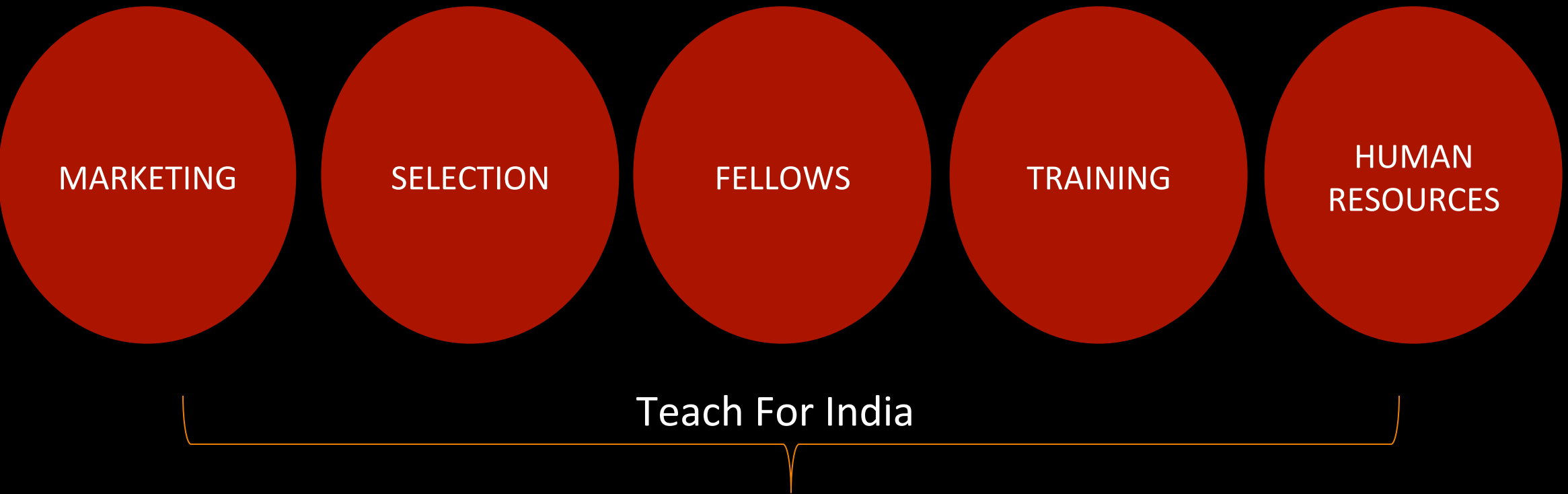
- Fellow Impact
- Student Impact

- BLOGS, VIDEO SHARING, SOCIAL NETWORKING
- DATABASE TO STORE LOCAL AND NATIONAL MEDIA.

- EXPENSE REIMBURSEMENTS
- PAY ROLL SUPPORT
- ACCOUNT AUTOMATION SOFTWARE
- NEW PROCUREMENT REQUEST AND APPROVAL.

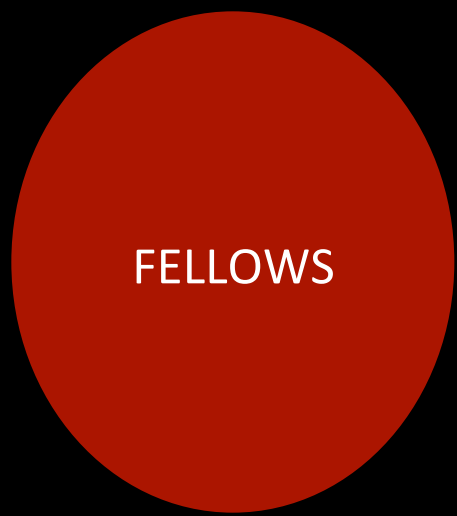
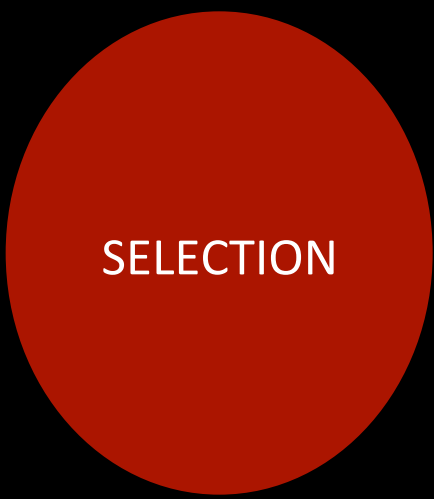
- FILLING IMPACT SHEETS ONLINE
- STATUS OF IMPACT SHEETS
- CLASS INFORMATION
- STUDENT'S PERFORMANCE & RESULT.

INTERPRETATION OF DATA



- Understanding the need at each point in the entire system.
- Complete online application and storage in a server.
- Progress and tracking of application at any stage for the applicant
- Progress and tracking of application at any given point in time (started, in progress, complete, submitted) , for recruitment team to remind applicants to complete the applications.
- A server / online system having management of resources.
- Online repository for download and storage of lectures and other resources.


INTERPRETATION OF DATA



Designing an Online Portal catering to the needs and requirements of Fellows

- Online Repository of resources
- Planning and management of daily schedule
- Online Tracking of Personal Data (for e.g. salary, allowances, reimbursements)
- Interconnections within the network (vertical heads)
 - Personalization of the essential activities
 - Fast evaluation and grading for students

IDEATION – 1 (Information Management)




TEACHFORINDIA

12th Oct'09, Monday, 13:33 am

Announcements and Updates

Staff meeting on 12th October 2009 at Aakanksha office, Chinchpokli. Teach for India becomes the largest growing educational campaign in India.



Username:

Password:

Sign out

Last Login: Monday, 13:33 am



TEACHFORINDIA

Search [Help](#) [Settings](#) [Signout](#)

Welcome Yatin Sethi, FL0001
Kendriya Vidyalaya, Std. IV



[ACCOUNT](#) [IMPACT](#) [ISAT](#) [LEAVE](#) [CONTACT](#)

July'09:
20th jul'09 @ 12:34 pm 

August'09:
20th aug'09 @ 11:30 pm 

IDEATION – 2 (Multi Level Interactions)



Announcements and Updates

Staff meeting on 12th October 2009 at Aakanksha office, Chinchpokli. Teach for India becomes the largest growing educational campaign in India.

WELCOME, FELLOWS

Welcome Yatin Sethi, FL0001
Kendriya Vidyalaya, Std. IV
Last Login: Monday, 13:33 am

Applications

- Profile
- Self Assessment
- Academics
- Knowledge Bank
- Finance
- Leave Management
- Contact
- Search

WELCOME, FELLOWS

Welcome Yatin Sethi, FL0001
Kendriya Vidyalaya, Std. IV
Last Login: Monday, 13:33 am

WELCOME, FELLOWS

Help Settings Signout

Applications	
Profile	Personal
Self Assessment	Professional
Academics	Settings
Knowledge Bank	
Finance	
Leave Management	
Contact	
Search	

Headlines	Noticeboard
Teach For India ranked in top 100 educational campaigns in Information Week 2009.	Excellent performance by fellows of 2009 batch.
Teach For India opens new office in Ahmedabad.	15 more fellows join the list for 'Award for Excellence in Teaching'
Teach For India participated in the sustainability march held on 20th October 2009 at IIT Bombay	<p> Young Professionals Experienced Professionals (more than 7 years of experience) #teachforindia #teachforindia </p>

Read More > Leave your comments

Status tracking of applications, salaries, allowances etc.

Planner and Scheduler

Inverted Pyramid

FINAL CONCEPT

Updates and notifications

Live tracking of student activities


Personalization (widgets)

TEACH FOR INDIA

Search

[.Resource Centre](#) [.Events](#) [.Links](#) [.People](#) [.Contact](#)

news:




.New fleet of fellows join the mission. The largest growing organization with its teachers in more than 55 schools, imparting world class education.


Username

Password

News from Teach for India:
<http://teachforindia.org/>



Go button missing



rahul.ranjan2009@teachforindia.org My Settings | Help | Logout Search this site

[Home](#) [Documents](#) [User Settings](#)

teachforindia.org

Word document misinterpreted

Applications

- ▼ Mails
 - Inbox
 - Sent
 - Drafts
- ▶ Admin.
- ▶ Self Assessment
- ▶ Academics
- ▶ Finance
- ▶ Leave Management
- ▶ View History
- ▶ Calendar
- ▶ Weekly Newsletter
- ▶ Notifications New

Documents > All Items

[Inbox](#) [Sent](#) [Drafts](#) [Trash](#) [Delete](#) 1-4 of 4

From	Subject	Date
<input checked="" type="checkbox"/> kanika.saraff@teachforindia.org	list of selected volunteers	Nov 18
<input type="checkbox"/> nidhi@teachforindia.org	Housing allowance details	Nov 10
<input checked="" type="checkbox"/> milind2009@teachforindia.org	Fellows meeting at chicnchpokli	Nov 07
<input checked="" type="checkbox"/> nidhi@teachforindia.org	Training camp at Ahmedabad	Oct 12

[View More >>](#)

TEACH FOR INDIA

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Home Documents User Settings

teachforindia.org

Applications

- ▶ Mails
- ▶ Admin.
- ▶ Self Assessment
- ▶ Academics
- ▶ Finance
- ▼ Leave Management
 - Apply for leave**
 - Leave summary
 - Leave Policies
- ▶ View History
- ▶ Calendar
- ▶ Weekly Newsletter
- ▶ Notifications New

Leave Module > Apply for leave

Month Save Edit

From To

Types of Holidays

Working school days Yes No

Enter the days

Submit

Link to resource centre missing after login

TEACH FOR INDIA

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Home Documents User Settings

teachforindia.org

Applications

- ▶ Mails
- ▶ Admin.
- ▶ Self Assessments
- ▼ Academics
 - ISAT**
 - View Results
- ▶ Finance
- ▶ Leave Management
- ▶ View History
- ▶ Calendar
- ▶ Weekly Newsletter
- ▶ Notifications New

ISAT form

Month Print Save Add Subjects Add Student

	Maths	Science	English	Art
Abhay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Akshay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anjali	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Balbir	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Divya	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Garima	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gaurav	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jasmine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jitendra	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kapil	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leena	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mansi	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Submit

Confusion in markings for the user

REFERENCES AND ACKNOWLEDGEMENTS

- 1: <http://ideas.repec.org/a/tpr/jeurec/v3y2005i2-3p658-667.html>
- 2: World Bank, Ed Stats
- 3: <http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTEDUCATION/EXTDATASTATISTICS/EXTEDSTATS/0,,contentMDK:21605891~menuPK:3409559~pagePK:64168445~piPK:64168309~theSitePK:3232764,00.html>
- 4: <http://www.efareport.unesco.org/> (2007)
- 5: <http://tfanet.org>, <http://www.teachforaustralia.org>
- 6: Joshi Anirudha, Mathur Gaurav. *'The Inverted Pyramid Approach in User Interface Design for Interactive Information Retrieval'*

ACKNOWLEDGEMENTS:

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2. Prof. Anirudha Joshi
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4. TFI Team
5. TFI Fellows
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7. Shiba, Saurabh, Shaswath, Shashank, Mandar, Aniket, Aniruddha, Shant Sagar and the list goes on.
8. Ms. Rebecca Noecker (former Teach for America member)
9. 'All Likeminded people and other enthusiastic people who made me also work.'