

Field: Education
Name: The Samhita Academy
Location: Bangalore, India
Name of Position(s): Intern – Academic Excellence
Intern – Education Management
Intern – Inclusivity

Brief Description of Organization:

The Samhita Academy is a school that provides creative education and a caring environment that strives to create future leaders. They believe every child is unique and give the students the freedom to explore, question and create; thereby cultivating the power of thought and expression. Samhita is patterned on CBSE syllabus and practices XSEED Curriculum. Samhita follows a style of education that is activity and discovery based. With members from diverse fields, Samhita's Eminent Advisory Board is chaired by Mr. NRN Murthy, Founder and Chairman Emeritus, Infosys. Their value based approach ensures that students become competent, contributory and empathetic adults.

Samhita Academy is one of the first schools in India that started implementing the spirit of the RTE (Right to Education) even before it became an Act. 25% of students at Samhita come from the "bottom of the pyramid" of our society and get completely free education as part of Samhita's comprehensive residential scholarship program. Samhita has instituted various measures and are constantly looking for ways to ensure "inclusivity" and "excellence" go hand in hand. Samhita is currently established in two cities – Bangalore and Coimbatore, and has about 600 children and 50 educators as of November 2011.

Information specific to the internship:

Intern – Academic Excellence

Projects available for this internship position:

1. Project Title: Identify best practices and metrics to measure effectiveness in Curriculum design.

Description:

Curriculum design is an important aspect of The Samhita Academy's academic excellence program. This project aims to come up with specific process improvements in terms of best practices and metrics in curriculum design.

Objectives:

Identify best practices and metrics for curriculum design in the following areas:

- Languages to communicate, learn and think
- Developing scientific temper
- Social sciences for connecting classrooms and the community
- Teaching expression and creativity through arts
- Physical Education

2. Project Title: Identify best practices and metrics to measure effectiveness in Instruction.

Description:

Instruction is an important aspect of The Samhita Academy's academic excellence program. Instruction deals with all things related to delivery of educational content to children such as methods, supports, technology, infrastructure etc. This project aims to come up with specific process improvements in terms of best practices and metrics in the area of instruction.

Objectives:

Identify best practices and metrics in the area of instruction taking into account the following aspects:

- Teaching through doing

- Learner centred instruction
- Instruction for different subjects - Math, Science, Arts, Languages.
- Classroom management and student motivation.

Description:

Assessment is an important aspect of The Samhita Academy's academic excellence program. The goal of assessment is to ensure that learning is happening in the class by performing checks and also by taking appropriate remedial actions. This project aims to come up with specific process improvements in terms of best practices and metrics in the area of Assessments.

Objectives:

Identify best practices and metrics in the area of assessment taking into account the following aspects:

- Formative and Summative assessments
- Analysis of results
- Remedials
- Continuous Comprehensive Evaluation as mandated by CBSE

4. Project Title: Design and develop comprehensive framework for teacher enablement.

Description:

Teacher enablement is an important aspect of The Samhita Academy's academic excellence program. This project will design and develop a comprehensive framework for teacher enablement.

Objectives:

The teacher enablement framework should take into account the following:

- Continuous teacher training
- Teacher competency framework
- Competency based recruitment and evaluation
- Career planning
- Teacher exchange programs
- External Certification
- Identification of appropriate metrics
- Innovative HR practices for teacher engagement
- Preparing for leadership

5. Project Title: Designing an online/intranet Knowledge Portal for Teaching and Non-Teaching Staff.

Description:

Teacher enablement is an important aspect of The Samhita Academy's academic excellence program. One of the ways to achieve teacher enablement will be to create quick and easy avenues for teachers to learn, interact and share. This project will design and develop a online portal that the staff can use to interact, share and collaborate.

Objectives:

This project will have the following objectives:

- Develop a set of requirements for the knowledge portal.
- Design.
- Examine open source options available.
- Implement.

The project should consider the following aspects:

- The teaching staff are not very computer savvy.
- They are very hard pressed for time in the school and at home.
- The portal needs to have elements that will attract them otherwise they may not use it.

6. Project Title: Design of a Discipline Management System.

Description:

Teacher enablement is an important aspect of The Samhita Academy's academic excellence program.

One of the issues in instruction that teachers face is managing discipline in the class.

This project will design a discipline management system that is simple to understand and deliver, consistent with our values, broad based and unambiguous.

Objectives:

The project output should include the following:

- A set of core discipline directives.
- Levels of indiscipline issues.
- Discipline management process to handle multiple levels of indiscipline.
- A set of model situations depicted using cartoon cards.
- System to record, track and review discipline issues.

7. Project Title: Design of a Comprehensive Samhita Teacher Training Program.

Description:

The Samhita Academy is looking to establish an independent, world class teacher training institute.

This project will design a comprehensive program that will be implemented in this institute.

Objectives:

This project should address the following:

- Which are some of the best teacher training institutes in the world? What do they do?
- What should be taught?
- Who will teach? Who will train the trainers?
- Degree/Diploma/Accreditation.
- At what level should we take candidates?
- Duration.

Intern – Education Management

Projects available for this internship position:

1. Project Title: Design of Balanced scorecard for The Samhita Academy.

Description:

The Balanced Scorecard (BSC) is a strategic performance management tool supported by proven design methods and automation tools that can be used by managers to keep track of the execution of activities by the staff within their control and to monitor the consequences arising from these actions. This project will design a balanced scorecard for The Samhita Academy.

Objectives:

Design of a Balanced Scorecard ultimately is about the identification of a small number of financial and non-financial measures and attaching targets to them, so that when they are reviewed it is possible to determine whether current performance 'meets expectations'. This project will identify these measures for the Samhita Academy while considering areas like:

- Academics
- School and Hostel Infrastructure
- The Samhita Academy CRES
- Human Resources
- Financials
- Customers - Parents and Children

2. Project Title: Review best practices across top school brands and chains.

Description:

The Samhita Academy is constantly looking for opportunities to get better in delivering high quality education in a caring environment. In this context it will be useful to see what other school chains across the world are doing well. This project will review some of the top school chains from across the world and identify a set of successful practices that we can review and adopt if appropriate.

Objectives:

This research project will look at schools and school chains that have a on boarded scholarship program for 10% or more children. The project members will interact with these schools and document some of their success stories resulting from their policies and practices.

3. Project Title: Review and design of systems for adherence to the Samhita Academy Mission, Vision and Values.

Description:

The Samhita Academy is very serious about its vision, mission and values. The leadership team is constantly monitoring operations to ensure that we stick to our defined vision, mission and values in all possible ways. This project will review the processes and systems that are currently in place to see if there are in tune with the Samhita Academy's values framework. This project will also device mechanisms which will help the leadership team to monitor this.

Objectives:

The project team will work with the Samhita leadership team to understand the mission, vision and values. The team will also get an opportunity to work with some specialists in this area that Samhita is engaged with. Once this is done the project team will examine processes and systems in all the areas of operations to see if they are in line with the defined mission, vision and values. In this process the team will also identify a set of parameters that can be used for monitoring.

4. Design of Samhita School leadership program.

Description:

Samhita recognizes the significant challenges our coordinators and school leaders face. School leaders have to manage multiple high pressure roles as home makers, as teachers, as managers and as leaders. The academic content and instruction are dramatically changing and they and their team are constantly under pressure to remain in sync. This project will address the challenges that our school leaders face and design a leadership program that will help them to manage these challenges and to grow on the leadership path towards "Principal ship".

Objectives:

This project will consider the following while designing the leadership program:

- Communication.
- Ethics and Values.
- Self Management.
- Ability to Empower.
- Ability to Motivate.
- Time Management.
- Ability to Manage External Relations - Media, Forums, Government etc
- Remaining abreast of the latest developments in education.
- Change Management.
- Technology Savvy

Intern – Inclusivity

Projects available for this internship position:

1. Project Title: Design and develop "Connected supportive learning environment" for our on boarded scholarship children.

Description:

The Samhita Comprehensive Residential Scholarship (CRES) provides a caring environment for children from underprivileged sections of society. In addition to providing quality education the CRES ensures complimentary home care to develop these children to be contributory members of the society. This project will develop a "connected" environment for support for our on boarded children.

Objectives:

The Samhita CRES involves various participants at the school and at the boarding facility. These participants play the role of "multiple parents" who individually contribute in providing care and creative education for our on boarded children. This project will design and develop a "connected" environment where these participants work together and with the biological parents of our on boarded children to fulfill our mission - creative education, caring environment, future leaders.

2. Design of a graduation program for scholarship children.

Description:

The Samhita Comprehensive Residential Scholarship (CRES) provides a caring environment for children from underprivileged sections of society. In addition to providing quality education the CRES ensures complimentary home care to develop these children to be contributory members of the society. This project will design a program for graduation of these children so that their future after school is planned, directed and supported.

Objectives:

The design of the graduation program should take into account following factors:

- Should start from grade 8 when a typical parent starts to seriously think and plan for their child's future.
- Should involve all the participants of the Samhita CRES that form part of the connected supportive environment for the child.
- Should identify capital, resource and organizational requirements.
- Should take into account the requirements of special and gifted children
- Should put processes in place for timely review and feedback

3. Project Title: Review best practices across top school brands and chains.

Description:

The Samhita Academy is constantly looking for opportunities to get better in delivering high quality education in a caring environment. In this context it will be useful to see what other school chains across the world are doing well. This project will review some of the top school chains from across the world and identify a set of successful practices that we can review and adopt if appropriate.

Objectives:

This research project will look at schools and school chains that have a on boarded scholarship program for 10% or more children. The project members will interact with these schools and document some of their success stories resulting from their policies and practices.

Schedule:

Internship dates from 1st June, 2012 to 31st July, 2012.

Stipend:

Samhita can assist with pick up and drop from Bangalore airport, room and board in the school campus in a shared apartment-type setting, shuttle service from the school into the city and travel assistance for excursions in and around Bangalore.

Additional Information:

Interns will stay in the school campus in the housing complex where some of our teachers and staff from the residential program also stay. There will be significant support and opportunities during and after school hours for the interns to get acclimatized with the local language and culture.

Apply through:

Shankar Gajendran, Internship Program Coordinator (shankarg@thesamhitaacademy.com)

Website:

<http://www.thesamhitaacademy.com/>