

## EFFECTIVENESS OF TRAINING IN USE OF FLN MATERIALS FOR CAPACITY BUILDING OF CRCC AND DRG MEMBERS OF BHADRAK DISTRICT

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**Received: 08 Nov 2022**

**Accepted: 10 Nov 2022**

**Published: 12 Nov 2022**

### ABSTRACT

*The aim of this study was to find out the effectiveness of training in use of foundational literacy and numeracy materials on capacity building of CRCCs and DRG members trainers. Pre test, post test, experimental design was used in the study. The sample consisted 142 CRCCs and DRG members of FLN in experimental group. The data was collected using tool-*

- *Pre-test & post-test questions*
- *Questionnaire for participating CRCC and DRG members*
- *Focus group discussion schedule*
- *Orientation programme observation schedule*

*The findings are, there was a positive effect of training on use of FLN materials and develop competency among CRCCs and DRGs members with regard to understanding FLN concept and develop competency to use FLN materials in classroom learning process at early grade level.*

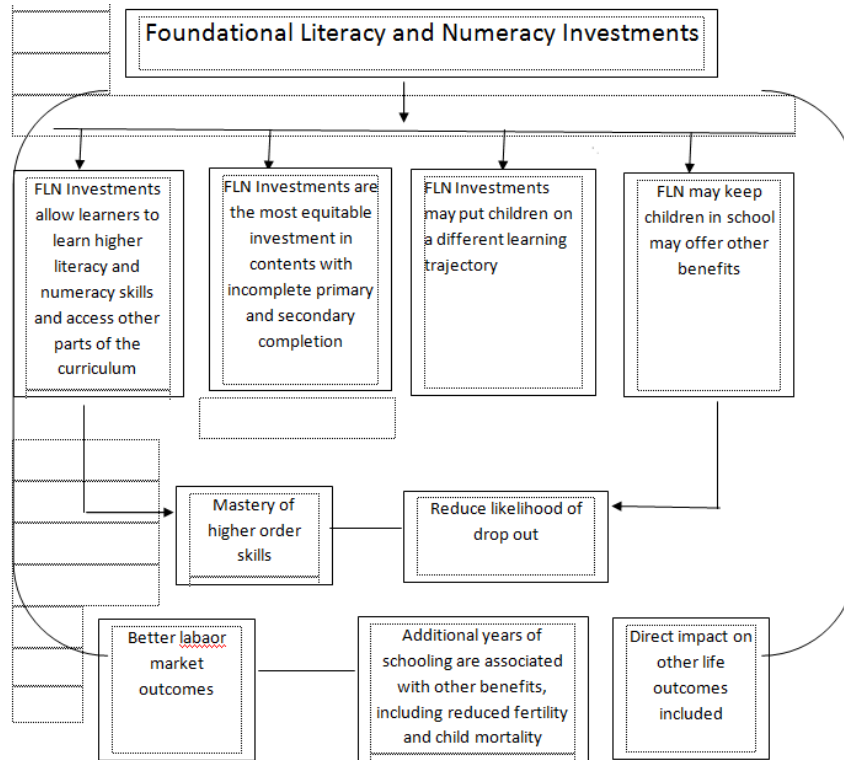
**KEYWORDS:** *Effectiveness, FLN Materials, Capacity Building*

### INTRODUCTION

Education systems are tasked with building a wide range of skills: literacy skills, numeracy skills, reasoning skills, socio-emotional skills, technical skills and others. Children and youth in many countries do not master basic literacy and numeracy skills, despite years of education (Pritchett and Sandefur, 2020, Spauli and Taylor-2015) likewise, Students who exit high school, vocational training programs and University often lack the skills ,those programme are expected to deliver (Arias etal, 2019) all skills. One skill that receives high priority from international organizations is Foundational Literacy and Numeracy (FLN) . One of the targets for the Fourth Sustainable Development Goal (SDG4) is to “ensure that all youth and substantial proportion of adults, both men and women, achieve literacy and numeracy” (United Nations, 2016). In recent years, both the concepts of a “Learning Crisis” and Foundational Literacy and Numeracy” have gained in popularity.

“ Literacy ( or reading literacy) is the capacity to understand , use and reflect on written texts in order to achieve one’s goals, develop one’s knowledge and potential and participate in society. “Numeracy encompasses a range of skills from basic arithmetic and logical reasoning to advanced mathematics and interpretations communication skill”

There are several ways in which FLN investment benefit children and adults. An important distinction is between FLN investment in general and FLN investment in the first year of primary school. The potential gains are distinct in the following figure.



**Figure 1: Potential Pathways between FLN Skills and Life Outcomes**

FLN investments allow learners to learn higher order literacy and numeracy skills and access other parts of the curriculum. Students cannot learn algebra without arithmetic and they cannot read history book or a mechanics manual if they cannot read a letter or a word: Students who knew addition were 50% more likely to get the right answer than those who did not and students who knew subtraction were 37% more likely to get it right than those who only knew addition. Increased literacy rates are associated with other outcomes. One of those outcomes is educational outcome for children in the subsequent generation. Another area with a demonstrated association between literacy and outcomes is health, agriculture productivity. FLN investments are among the most equitable investments in contexts with incomplete primary and secondary completion.

The mastery of FLN skills, proponents argue, may not just increase the level of student learning it may put them on a different trajectory, so that they subsequently learn at a faster rate than children who have not mastered those skills. Mastery of FLN skills may help students to keep up and as a result, stay on school. Additional years of schooling are associated with other benefits, including reduced fertility and child mortality. ( Mensch et al,2019, Psaki et al,2019).

#### **RATIONAL OF THE STUDY:**

UNESCO defines literacy as the “ability to identify, understand, interpret create, communicate, compete and use printed materials associated with varying context. Education for all global monitoring report, UNESCO,2016) Literacy is more than ability to read and write. It involves the knowledge, skill and abilities- the competencies that enable individual to think critically, communicate effectively and deal with change and solve problems in a variety of context to achieve their personal goals, develop their knowledge and potential and participate fully in society. The numeracy encompasses the ability to use mathematical understanding and skills to solve problems and meet the demands of day to day living in

complex social settings. Basing on importance of FLN development among learners, a structured training programme in use of FLN materials on capacity building CRCCs and DRG members were important for all CRCCs and DRG members of Bhadrak district in 4 phases to implement FLN programme in classroom effectively for promoting competencies in literacy and numeracy in DIET, Bhadrak, Agarpada ,Odisha.

Considering the importance of FLN at early grade, 4 phase training in use of FLN materials for capacity building of CRCCs and DRG members were imported.

Competency among CRCCs and DRG members for effective monitoring and mentoring at school level for enhancement of skills in literacy and numeracy of early grade learners. In this context there is a need to undertake a research to see the effectiveness of FLN based training programme. So the investigator decided to understand research on following problems.

### **STATEMENT OF THE PROBLEM**

**“Effectiveness of Training in use of FLN materials for Capacity Building of CRCCs and DRG members in Bhadrak district”**

### **OBJECTIVES**

- a. To assess the quality of training on use of FLN materials provided to CRCC and DRG members.
- b. To study the effect of training on use of FLN materials on Capacity building among CRCCs and DRG members.
- c. To find out the competencies achieved by CRCCs & DRGs on use of FLN materials.

### **HYPOTHESIS**

- Is the training on use of FLN materials qualitative?
- Is there any positive effect of training on use of FLN materials on development of capacity among CRCCs & DRG members?
- Is the competency of CRCCs & DRGs developed through the training on use of FLN materials?

### **SCOPE AND DELIMITATION OF THE STUDY**

- All blocks of Bhadrak
- 142 participants
- Training on use of FLN materials.

### **OPERATIONAL DEFINITION OF KEY TERM USED**

- Effectiveness
- Training
- FLN materials
- Capacity Building

## METHODOLOGY

- Experimental design was followed for the study.

### Sample

- Bhadrak district
- All CRCCs and DRG members of 7 blocks.
- Four resource persons

### Tools Used

- Pretest / Post test
- Questionnaire for the participating CRCCs & DRG members.
- Focus Group Discussion Schedule.
- Orientation programme observation schedule.

### Analysis of Data

- The data were analyzed in terms of percentage, wherever mean was used to see the significant

**Table 1: (Result and Discussion Status Training of Use of FLN TLM)**

Sl.No.	Area of Discussion	Opinion of Participants			
		Good	Manageable	Poor	
1	Foundational Literacy and Numeracy Overview	106	24	12	142
2	Vidya Pravesh	102	26	14	142
3	Development of verbal language	108	23	11	142
4	Decoding	96	37	9	142
5	Development of reading skill	93	34	17	142
6	Development of writing skill	87	38	17	142
7	Use of CRA in Numeracy	94	35	13	142
8	Integration of text and workbook	104	33	05	142
9	Use of Mathematic Kalika Kit	98	37	07	142
10	Assessment of Foundational Literacy and Numeracy	88	34	20	142
<b>Mean Value</b>		<b>98</b> <b>(69.01)</b>	<b>30</b> <b>(21.12)</b>	<b>14</b> <b>(9.85)</b>	<b>142</b>

**Table 2: (Comparison between Pre Test Score and Post Test Score)**

Sl. No.	Pre test Mean value	Post test Mean value	Difference
1	8.46	18.67	10.21

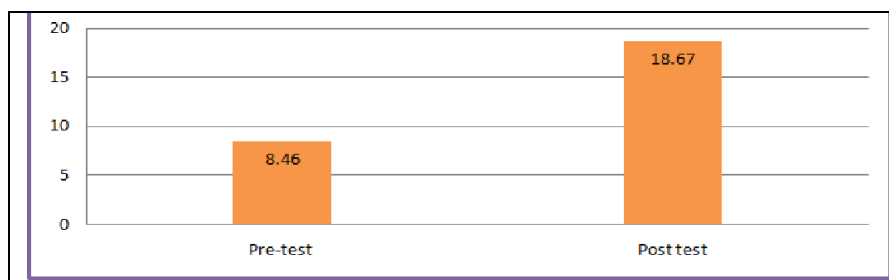


Figure 1: Graphical Representation of Pre Test and Post Test Mean Value)

### Major Findings

- More than 69% of participants opined that the quality of training on use of FLN Material was good with regard to management, transactional approach, availability of physical facilities, participation of participant in different session and development of competency of CRCCs & DRG members.
- There was a positive effect of training on use of FLN Material and implement this programme at cluster level and school level.
- After training on use of FLN TLM the participants were able to understand the FLN, Vidya Pradesh, development of competency on Literacy and Numeracy, integration of text book and work book and use of Mathematics Kalka Kits.
- The Post test mean value is higher in comparison to pre-test mean value thus it indicates positive effect of training programme on CRCCs & DRG members with regard to understanding FLN concept & use of FLN material.

### Suggestion

- After the training is over, the motivation created during training get lost due to lack of follow up action and on the spot guidance. So, monitoring & mentoring of the schools should be made in a large scale.
- More funds should be allotted to the DIET modifying the old financial guideline-2016.

### Educational Implication

- This type of study will help the Teacher Training Institution to implement this type of training programmed effectively.
- It will helpful for monitoring personnel, text book writing, research and administrator for implementation on development of FLN based text books.
- It will helpful to all CRCCs, BEOs, ABEO s to provide academic support and for monitoring and mentoring of FLN based learning activities at school level.

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