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# A new approach to problems – focus on solutions

Pramod Kumawat shares the changes he has experienced in Maharashtra, India, and himself as a result of the Tejas project.

**The Tejas project, in partnership with Tata Trusts and the Maharashtra government, empowered teachers to take charge of their own professional development. Teachers met once a month in local teacher activity groups (TAGs) to share ideas, discuss challenges and learn from one another. The meetings gave teachers the opportunity to develop their English and pedagogical skills, and experiment with student-centred approaches before trying them in the classroom.**

But when the project launched, the Regional Academic Authority (RAA) struggled to set up the TAGs and found it hard to motivate teachers to join and attend regularly. Pramod, an RAA lecturer and project lead, was tasked with overcoming these challenges.

He took a solution-based approach, using technology to resolve problems with communication. For example, he supported TAG facilitators and teachers to come together virtually by hosting online meetings and creating communities of practice on social media.

Teachers across Maharashtra now also use technology to talk to students, parents and the RAA – something that is only possible, says Pramod, ‘because of Tejas’.

Technology has also helped to address operational challenges such as access to resources. ‘Stakeholders on the project raise issues on WhatsApp groups and we solve them collaboratively,’ Pramod explains.

To improve reporting, he collaborated on a technological solution that provides TAG attendance data and has meeting schedule alerts. The solution enables quick data collection and reporting from across the state. As a result, the RAA has been able to map 6,000 clusters across Maharashtra, supporting the smooth delivery of TAG meetings.

Thanks to his involvement in the project, Pramod says he has ‘developed a great relationship with faculty from the District Institute of Education and Continuous Professional Development and TAG coordinators.’ His project and risk management skills have also improved, as has his confidence.

‘Tejas changed our way of approaching problems,’ says Pramod, who now lives by the mantra ‘help is a WhatsApp post or phone call away’.



**‘Tejas changed our way of approaching problems. My communication skills have improved immensely.’**

Pramod Kumawat, lecturer, Regional Academic Authority, Aurangabad, India