Report on training of Peers in using Community Radio-Continuous Improvement Toolkit (CR-CIT) for self-assessment of CR stations

held October 6-8, 2014 & November 26-28, 2014

Prepared by

Two workshops for training of Peer reviewers in the use of Community Radio Continuous Improvement Toolkit (CRCIT) were held with the support of CEMCA in Hyderabad between October 6-8, 2014and between November 26 & 28, 2014, respectively.

A total of 32 CR practitioners (list attached) participated in both the workshops (schedule attached) of which 27 CR practitioners qualified as Peer Reviewers (list attached).

The following is a day-by-day description of the way the two workshops were conducted:

DAY ONE

Dr. Sanjaya Mishra, Director, CEMCA attended the inaugural session of the first workshop. He said CR-CIT was developed for use by CR stations for their continuous improvement so that they are able to offer better services to the community. The toolkit was in the public domain and available for any CR station to use it in their interest.

He said that while the Ministry of Information & Broadcasting had adopted CR-CIT as one of the three toolkits, the methodology it followed for the Peer Review Process was different from the one laid out in the toolkit. The idea of the workshops was to develop a cadre of Peers who would participate in the self-assessment process of CR stations and help learn from each other. Dr. Mishra also called upon participants to help translate the toolkit into various languages.

The certification process was necessary to identify CR practitioners who had undergone the training process successfully so that the toolkit could be better used by the CR stations.

Prof. Vinod Pavarala, UNESCO Chair on Community Media said both the toolkit and the workshops were designed on the principles of co-learning and continuous improvement. The presence of Peers from other stations during a self-assessment process would help the host station and the attending Peers learn from each others' experiences and help the CR sector grow.

Workshop Co-ordinator and Faculty Fellow, UNESCO Chair, Vasuki Belavadi said the objectives of the workshop were to enable CR stations to make the best use of CR-CIT, promote a culture of co-learning, facilitate a deeper understanding of the self-assessment and peer review process and finally, to develop a cadre of Peer Reviewers with appropriate skills to facilitate the administering of CR-CIT.

The ultimate aim of the entire process was to develop a Community of Practice so that the CR sector would gain from each others' experience in the spirit of co-learning.

In the session that followed, Prof. Vinod Pavarala outlined the major differences between dominant approaches to evaluation and the more recent, participatory approaches. He said processes of external evaluation were mostly linear, looking merely at cause and effect. He also highlighted how external evaluation often tended to ignore more complex systemic issues, while participatory evaluation processes were more democratic and holistic. They took into account factors such as gender, marginalization and often used mixed methods. While dominant evaluation processes looked at impact, participatory evaluation focuses on processes.

For the CR sector to improve it was important that it moved away from externally imposed performance indicators to a participatory, flexible system wherein CR stations would set their own benchmarks and try to improve on a continuous basis.

The key principles in such a process were: peer learning, reciprocal value of knowledge-sharers, mutual trust, and collective and individual meaning-making.

Dr. Kanchan K. Malik, Faculty Fellow, UNESCO Chair, in her presentation said the Self-Assessment & Peer Review Process (SA & PR process) as recommended by the Chair focused on enabling CR

stations to identify their strengths and weaknesses and create goals to achieve them within a timeline. This process, she said, would lead to continuous improvement. CR-CIT was modular in nature and CR stations could either apply all the nine parameters in the toolkit or in parts based on their priorities.

Dr. Malik also outlined the steps in administering the toolkit and provided details of how each parameter should be administered. She said it would be an added advantage if the Peers had prior knowledge of the toolkit and were similar stations from the region in view of familiarity of the language.

She also cautioned that the two Peers invited for the process should not get into a self-evaluation mode and pass judgments against the host station. The role of the Peers would be to facilitate the process, share experiences and help the CR station compile their goalposts and timelines.

After a brief discussion, Vasuki Belavadi gave an introduction to the nine parameters in the toolkit. He said the nine parameters were arrived at, based on universally accepted principles on which CRs are established. Therefore, one would notice that factors such as gender, participation, diversity and capacity building cut across all the nine parameters. While emphasizing that the process was not for comparison between two stations, Vasuki Belavadi also highlighted the types of indicators in each parameter.

He said administering the toolkit would require some amount of data collection before all the stakeholders of the station came together for the SA & PR process.

DAY TWO

Day two of the workshop was set aside for practical sessions. These sessions were designed to ensure that participants understood the spirit behind each of the parameters and the indicators. It was also intended to ensure that participants themselves would teach each other with minimum intervention from the workshop organizers/ resource persons.

Participants were divided into teams of three each. In the morning session, four teams studied the first four parameters, made notes and presented it to the workshop. In the afternoon session, four different teams studied the next five parameters and presented their perspective to the workshop. Each group's discussions were facilitated by a resource person from the core team of the UNESCO Chair.

Discussions following presentations by each team helped clear any doubts in the minds of the participants.

DAY THREE

Day three of the workshop was focused on simulating an SA & PR process, assessment, and certification of the peer reviewers.

Staff members and a few stakeholders of Bol Hyderabad 90.4 fm self-administered one parameter in the toolkit as part of the simulation exercise, while all other participants performed the role of Peer Reviewers at a SA & PR process. This session helped them understand the role of the Peer Reviewers as mentioned in the toolkit. Following a detailed discussion, participants at the workshop helped Bol Hyderabad arrive at goalposts and timelines for the specific parameter.

This was followed by a session by Prof. Vinod Pavarala who presented the process of documentation. He introduced a template using which CR stations could document the entire process of SA & PR and file the document for future use. He emphasized that apart from writing,

there were other useful ways of documenting the process, including through photography and audio/video reporting.

Vasuki Belavadi then introduced CRux (CR User Experience) for CR-CIT. CRux is an online platform designed by the Chair based on CR-CIT wherein CR practitioners, trainers, enthusiasts and researchers can participate and share their experiences. The online forum, although meant for those using CR-CIT as a toolkit, would be open to all CR practitioners from around the world to share their experiences in the spirit of co-learning and continuous improvement.

At the end, the workshop participants went through an evaluationprocess in which the Chair team used a quiz in multiple-choice format to assess their understanding of the toolkit. Participants who qualified as Peer Reviewers have been mentioned on the CR-CIT website, along with their impressions of the toolkit.

Participants also visited Bol Hyderabad 90.4 fm and interacted with both Mr. Naveen, Station Co-ordinator & Mr. Vasu, Programme Co-ordinator on the working of the station.

CRux can be accessed at: http://crcitcop.uccommedia.in

The list of qualified peers can be accessed at:
http://crcitcop.uccommedia.in/certified-peer-reviewers

The forum can be accessed at: crcitcop.uccommedia.in/cop

High resolution photographs of the workshops are available at:
https://www.flickr.com/photos/kkmsn/sets/72157648192931740/ and
https://www.flickr.com/photos/kkmsn/sets/72157647173681134/

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Workshop on Training of Peers for self-assessment of CR stations using Community Radio-Continuous Improvement Toolkit

Programme Schedule
SIP Building, South Campus, University of Hyderabad
October 8-10, 2014

DAY ONE	
TIME	**ACTIVITY**
9.30-10.00 am	Arrivals & registration
10.00-10.30 am	**INAUGURATION:** Dr. Sanjaya Mishra, Director, CEMCA, New Delhi, Prof. Vinod Pavarala, UNESCO Chair on Community Media. Introductions by participants. Objectives of the workshop: Vasuki Belavadi
10.30-11.00 am	CR Context & Non-negotiable principles: Dr. Kanchan K. Malik
11.00-11.20 am	**Tea Break**
11.20-12.00 noon	Evaluation approaches, Continuous Improvement & Co-learning: Prof. Vinod Pavarala
12.00-1.00 noon	SA & PR Process: The Method: Dr. Kanchan K. Malik
1.00-2.00 pm	**Lunch Break**
2.00-3.00 pm	Experiences of assessing performance: Participants
3.00-3.20 pm	**Tea Break**
3.20-4.20 pm	The Key Parameters of CR-CIT: Vasuki Belavadi
4.20-5.00 pm	Q & A
DAY TWO	
10.00-1.00 pm	CR-CIT Practicum
1.00-2.00 pm	**Lunch Break**
2.00-5.00 pm	CR-CIT Practicum
DAY THREE	
9.30-11.00 am	Simulating an SA & PR Process (VP, KKM, VB)
11.00-11.20 am	**Tea Break**
11.20-12.15 pm	Documenting the process: Prof. Vinod Pavarala
12.15-1.15 pm	CRux website: Purpose & functioning: Vasuki Belavadi
1.15-2.15 pm	**Lunch Break**
2.15-3.15 pm	Evaluation
3.15-4.00 pm	**Tea Break**
4.00-4.30 pm	**CLOSURE:** Dr. Sanjaya Mishra, Prof. Vinod Pavarala, Dr. Kanchan K. Malik & distribution of certificates

REGISTRATION FOR CR-CIT WORKSHOP

BLOCK LETTERS ONLY

	Name	Radio Station	Personal Email ID	Official Email ID	Phone Number	Signature
1	Neetu	Waqt Ki Awaaz	yashi.666@gmail.com	WAQTKIAWAAZ@GMAIL.co	8953391358	*(signature)*
2	Sanjay Chandekar	Radio FTII	RADIOFTIISANJAY@gmail.com SANJAYCHANDEKAR@YAHOO.com	RADIOFTIISANJAY@gmail.com	9294053929 77	*(signature)*
3	Subhashree Behra	Radio Madhuban	RADIOMADHUBAN SUBHA013@GMAIL.com	RSUBHA@RADIOMAD-HUBAN.IN	09414034401	Subhashree Behera
4	Ramakrishnan R	Nila CRS	rrmca2000@gmail.com	nilafmcrs@smvec.ac.in	9298437930091	R Ramakrishnan
5	Vandana Bachety	Gurgaon Ki Awaz	VANDUBACHHETY@gmail.com	VANDNA@TRFINDIA.ORG	9654749022	van
6	Prajakta Shah	Green Radio				
7	Sanjay Gharde	Sadhana Radio				
8	Gitali Kakati	Jnan Taranga	gitalik87@gmail.com	jnan.taranga@gmail.com	09707702827	Kakati
9	Debahuti Chakravarty	Jnan Taranga	debahutichakravarty@gmail.com	DEBAHUTI CHAKRAVORTY@GMAIL.COM	7658354433	Chakravarty
10	Mahesh Jagtap	Vidyavani CR	jmahesh1125@yahoo.co.in	DIRECTOR VIDYAVANI@GMAIL.com	09158857070	*(signature)*
11	Fakat Hussain	Alfaz-e-Mewat	FAKATHUSSAIN@gmail.com	ALFAZE MEWAT@gmail.com	9813395588	Fakat hussain
12	Asif Rayma	Saiyere Jo Radio	asifrayma@rediffmail.com	UJJASRADIO@GMAIL.com	9879182322	*(signature)*
13	Krishnaveni	Radio Madhuban	babaskrish@gmail.com	krishna@radiomadhuban.in	09414038489	kri shn.
14	B NAVEEN SEN	Rol Hyderab	bnaveensen@gmail.com	BOLHYD@UOHYD.AC.IN	9394415767	*(signature)*

Workshop on Training of Peers for self-assessment of CR stations using Community Radio-Continuous Improvement Toolkit

Programme Schedule

SIP Building, South Campus, University of Hyderabad

NOVEMBER 26-28, 2014

DAY ONE	
TIME	**ACTIVITY**
9.30-10.00 am	Arrivals & registration
10.00-10.30 am	**INAUGURATION:** Prof. Vinod Pavarala, UNESCO Chair on Community Media. Introductions by participants. Objectives of the workshop: Vasuki Belavadi
10.30-11.00 am	CR Context & Non-negotiable principles: Dr. Kanchan K. Malik
11.00-11.20 am	**Tea Break**
11.20-12.00 noon	Evaluation approaches, Continuous Improvement & Co-learning: Prof. Vinod Pavarala
12.00-1.00 noon	SA & PR Process: The Method: Dr. Kanchan K. Malik
1.00-2.00 pm	**Lunch Break**
2.00-3.00 pm	Experiences of assessing performance: Participants
3.00-3.20 pm	**Tea Break**
3.20-4.20 pm	The Key Parameters of CR-CIT: Vasuki Belavadi
4.20-5.00 pm	Q & A/ Visit to Bol Hyderabad 90.4 fm
DAY TWO	
10.00-11.00 am	CR-CIT Practicum
11.00-11.20 am	**Tea Break**
11.20-1.00 pm	CR-CIT Practicum
1.00-2.00 pm	**Lunch Break**
2.00-3.00 pm	CR-CIT Practicum
3.00-3.20 pm	**Tea Break**
3.20-4.20 pm	CR-CIT Practicum
DAY THREE	
9.30-11.00 am	Simulating an SA & PR Process (VP, KKM, VB)
11.00-11.20 am	**Tea Break**
11.20-12.15 pm	Documenting the process: Prof. Vinod Pavarala
12.15-1.15 pm	Assessment
1.15-2.15 pm	**Lunch Break**
2.15-3.15 pm	CRux website: Purpose & functioning: Vasuki Belavadi
3.15-4.00 pm	**Tea Break**
4.00-5.00 pm	**CLOSURE:** Feedback by participants. Distribution of certificates by Prof. Vinod Pavarala, Dr. Kanchan K. Malik

REGISTRATION FOR CR-CIT WORKSHOP

	Name	Radio Station	Personal Email ID	Official Email ID	Phone Number	Signature
1	Nahedabano Shaikh	Radio Bundelkhand	mahedask@gmail.com	nsheku@devalt.org	7752936618	*(signature)*
2	Janisar Qureshi	JUST /Pesh Kadam	Jemyqureshi@gmail.com	peshkadam@gmail.com	9018111113/9018574442	*(signature)*
3	Prabha Gupta	Aligarh Alive	Prabhaguptadayal@gmail wada1980@yahoo.com	wada1980@yahoo.com	9250583308	*(signature)*
4	Algole Narsamma	సంగం రేడియో		Sangamradio@gmail	9676986391/9676986382	*(signature)*
5	James Rajasekaran.E					
6	Sunil Palaskar	Neotech CRS	Sunilpalaskar@gmail	Neotechtimes@gmail.com	94252-57338	*(signature)*
7	Jacob Joseph	Radio Benziger	Jacobramankulaagara@gmail.com	Radiobenziger@gmail	9447561037	*(signature)*
8	Sajikumar Pillai					
9	Yuvaraj Jadhav	Vasundhara vahini	yuvaraj2121@gmail.com	vasundharacr@gmail.com	9881761891	*(signature)*
10	Yaman Pulate	K.V.K Roopar	Yamanpulate@gmail.com	K.V.K nagar@gmail.com	09921809110	*(signature)*
11	Prashanth Kumar					
12	Nirmal Raj					
13	Pradeepta Kumar Dutta	Radio Kisan	oiddutta@gmail.com	radiokissanod@ychoo.co.in	9938903885	*(signature)*
14	Rajkumar Singh	CMS Radio	rresigh34@gmail.com	home@cmseducation.org	9453831307	*(signature)*
15	Rusi Pattanaik					
16	Santhosh Thomas	Radio Mattoli	kavunkaljose@gmail.com	radiomattoli@gmail.com	9497085919	*(signature)*
17	Bharath Badiger	Venudhwani 90.4	badiger.bharath@gmail.com	Venudhwani@gmail.com	08080135562 0831 2472141	BBBadiger
18	Sumesh Kumar K S	Radio MACFAST 904 Kerala	sumesh709090@gmail.com	radiomacfast@gmail.com	9446709090 9656709090	*(signature)*
19	Brijender Panwar	HAMARA USPICM SOLAN	brijenderpanwar@gmail.com	-do-	09218848838	Brijender
20	Deshraj	Radio Mewat	deshrajsingh@gmail.com	radiomewat90.4@gmail.com	9211647264	*(signature)*
21	Santosh Kumar	DUCR 90.4 MHz	Santoshchottu92@gmail.com	ducr90.4@gmail.com	9266526012	Santosh
22	Richa	Desh Bhage Radio	rice3373@gmail.com	deshbhaget-radio@gmail.com	9780277733	*(signature)*
23.	Kanchan	UOH	drkanchan@uohyd.ac.in	—	9908583613	*(signature)*
24.	Vimad P	UOH				*(signature)*
25	MAN MOHAN SINGH	Sanjha Radio	sanjharadioywa@gmail.com		8901295209	*(signature)*
26	Vasnti Belawadi	UOH				*(signature)*

List of Certified Peer Reviewers

Sl. No.	Name	CR Station
1.	Asif Rayma	Saiyyaji Re Radio, Gujarat
2.	Neetu Singh	Waqt Ki Awaz, Uttar Pradesh
3.	Fakat Hussain	Alfaz-e-Mewat, Haryana
4.	Subhashree Behera	Radio Madhuban, Rajasthan
5.	Vandana Bachety	Gurgaon Ki Awaz, Haryana
6.	Sanjay Chandekar	Radio FTII, Maharashtra
7.	Gitali Kakati	Jnan Taranga, Assam
8.	Naveen Sen	Bol Hyderabad 90.4 fm, Telangana
9.	Mahesh Jagtap	Vidyavani Community Radio, Maharashtra
10.	Ramakrishnan R.	NILA CRS, Puducherry
11.	Nahedabhano Shaikh	Radio Bundelkhand, Madhya Pradesh
12.	Janisar Qureshi	Pesh Kadam CR, J&K
13.	Algole Narsamma	Sangham Radio, Telangana
14.	Sunil Palaskar	Neotech CRS, Chattisgarh
15.	Jacob Joseph	Radio Benziger, Kerala
16.	Yuvaraj Jadhav	Vasundhara Vahini, Maharashtra
17.	Yaman Pulate	KVK Pravara, Maharashtra
18.	Pradeepta Kumar Dutta	Radio Kissan, Odisha
19.	Raj Kumar Singh	CMS Radio, Uttar Pradesh
20.	Santosh Thomas	Radio Mattoli, Kerala
21.	Bharath Badiger	Venudhwani 90.4, Karnataka
22.	Sumesh Kumar	Radio Macfest, Kerala
23.	Brijender Panwar	Hamara Radio, Himachal Pradesh
24.	Richa Sharma	Desh Bhagat Radio, Chandigarh
25.	Manmohan Singh	Sanjha Radio, Haryana
26.	Deshraj	Radio Mewat, Haryana
27.	Santosh Kumar	Delhi University CR (DUCR), New Delhi