

IDEA OF VIDYA CURRENCY AND ITS BENEFITS

Inspiration: On reading book “Freakonomics” I understood the value of positive incentives. You can find my review of the book in the book reviews section of my website. Now, I took that idea further and thought of Vidya Sanskar’s Bank of Knowledge is issuing vidya and sanskar based currency called “Vidya”,

Reminder on Benefits of Incentives: Freakonomics reminds us that Incentives have become a part of life: Incentives urge people to do more of a good thing than bad thing. Incentives are invented by Parents, Politicians, Government, Businesses etc. Lets see three examples: If a child eats green vegetables, he gets a new toy from parents (Positive Incentive). A factory is exhaling too much harmful gases, it is fined by Government (Negative Incentive). Citizens not paying income tax, TDS introduced (Different method of operation)

Idea for School: As school, we must ask ourselves, What incentives does your school's learning system have for children, teacher to go extra mile, keep them involved, interacted and subliminally learn the values and holistic education for which your school stands for? Anyhow in case of School Governance, Both “Vidya Currency” and “Knowledge Trees” are examples of Social and Ethical Incentives in work system.

However, if financial incentives (for teachers) and fear tactics (for students) REALLY worked then the crime would have stopped in the world or at least many of the developed nations, with most educated and well off citizens. We all want a world where humans can live without fear and head held high feeling secured. Why then should we try to use staples of fear and punishment? At the same time it is also important to understand that Privacy and Self Rule is everyone’s birth right. This is not rule by fear or stick, this is rule of, by and for Sanskars of Vidya.

Why should we be doing this? What is our objective? (1) Groom Leadership from early days (2) Promote Holistic Learning, Civilized behavior and helping students learn that goodness pays (3) It ensures that no good action, no act of kindness, no act of service or an helpful act goes unrewarded in student life so that human values and being good human become a part of who they (4) Convenient, Practical and measurable mechanism to measure goodness/humanity in our young pupil

How can students earn currency? By demonstration of good actions, speech and thoughts. A fixed amount of currency will be circulated through Mentors and School Teachers. **Key ideas I wanted to be part of currency design were** International Leadership, Global Citizenship Holistic Learning and also India. Currency must be attractive as a collectible and inspire children to have a desire to have a purpose and achieve the desired results.

Success of this currency is based on Mechanism of distribution + Our Purpose or Mission behind this idea + and Psychology of implementers. Implementation of currency idea, operations and Administration is hand of its implementers that is teachers. Who will use this Currency to promote, develop, establish and proper operation of currency rewarding by establishing the Beliefs, Values, Habits, Attitudes, Wisdom, Social Understanding required to nurture global leaders of tomorrow that will contribute positively to the common good.

What about Redeemability of these notes? Get a day-off? Extra Vacation? Candies/Chocolates? Freebies endorsing Vidya Sanskar Brand? How and Where you can spend the currency? As Goods, services, How you can spend the currency? As prizes, day offs, collectibles, cups, pens/pencils, mugs etc.

What Social outcomes can be expected? Individual potentials of mentor groups and their activities will improve. There will be increased participation activities related to positive culture building in school. Help students interdependence and mutual give and take in a society. Grow self confidence, self esteem and self belief of individuals and communities and in many way redefine the relationship between students and school. This initiative is an evidence that your school has a desire for a learning culture and continuous improvements of student through a culture that is self-propelling toward nobility, overall betterment of the organization, with lesser conflicts, higher productivity or efficiency, effectiveness and smooth working.

Additional Social Benefits for building strong Vidya Sanskar community

More incentive to take part in community activities, Grows inter school social networks, Create confidence in school system as less things will go wrong because of bad behavior, students will be looking towards doing good and positive things, Creates student pride, currency is prized possession and not just Collectable objects. Easy Monitoring, Evaluation, Education, Governance of school's education system as well as child's performance is most important benefit.

To teachers and mentors benefits will be: (1) Ability to get regular feedback on performance of teacher/mentor group and child (2) Direct feedback from students, and creates confidence among students (3) Speeds up understanding and participation of students on soft skills (4) Greater interactive Connectivity between school management, child performance, parents, teachers and students (5) Can be written to include all aims of new currency system (6) Encourages involvement, Creates confidence among students, (7) Encourage wider demonstration of goodness; and (8) Encourage networking and system can be measured, evaluated and improved.

This system is an EDUCATED way of interaction and learning. Desire to earn more Currency would make students more obedient towards teachers. This currency will also be your marketing tool without appearing, or talking or looking like a marketing pamphlet. By implanting this system you have demonstrated the commitment towards school's mission and vision through support of ideas that are unique to the school. These two innovations are Simple, Memorable, Magical and everyone can relate to them. Your school must be best looking when it terms to judging from point of "Vidya", "Sanskar", "human-values", "leadership skills and abilities", "desire to become better humans" etc.

Only then we will be able to say that at Vidya Sanskar we create better world by better education, by better thinking.

In the name of making this world noble,
Nitin Mendiratta.

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