Education Program Report
Dehradun, Uttarakhand
(April 2019 - March 2020)
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ABOUT WASTE WARRIORS

Waste Warriors is a solid waste management NGO that was founded in 2012. We are a registered society that works through a combination of direct action initiatives, awareness-raising and community engagement programs, local advocacy, and long-term collaborative partnership with various government bodies.

OUR MISSION

Our mission is to develop sustainable solid waste management systems by being a catalyst for community-based decentralized initiatives in rural, urban, and protected areas, and to pioneer replicable models of waste management, innovative practices in awareness and education, and to formalize and improve the informal livelihoods and stigmatized conditions of waste workers.

Working Towards The UN’s Sustainable Development Goals

At the core of our education efforts is the good health and well-being of the school students we work with. The deteriorating quality of their urban environments, especially due to waste littering and burning, is a cause for concern and action. Our toolkits teach students the importance of proper SWM which reduces the occurrence of diseases caused by mismanagement of waste and poor hygiene and sanitation.

Our program sensitizes students to understand their environment through hands-on and thought-provoking activities. This will ensure that the next generation is aware of the impact that their actions have on the environment. Our activities and interactions empower teachers and equip students with the knowledge to make better choices for a cleaner future.

Waste Management works on the basic principles of reuse, reduce and recycle with an intention to generate as little waste as possible and properly dispose and recover as much as we can. Teaching these concepts to school students is vital and we engage them through interactive lessons and hands-on recycling drives, reinforcing SDG 12.
Dehradun has always faced continuous challenges to improve its waste management systems, and the result of a lack of source segregation, composting, dry waste collection, and waste processing has led to large amounts of mixed waste, unsightly street litter, overflowing bins, choked drains, and a whole lot more.

From the start, our teams have been well aware of the limits to cleaning up litter thrown by our fellow urban residents, from unaware adults to uninformed youth. Educating students as early as possible is vital because changing their behavior now and sensitizing them to the dangers of mismanaged waste allows them to become responsible citizens for the future.

Inculcating habits is hard and must begin at an early age to make it last a lifetime. This is why we believe it is necessary to foster a culture at schools making them the focal points to inspire the next generation to become stewards of our planet. Sharing knowledge and better practices on proper solid waste management in schools will instil a positive attitude in school students to become agents of change, indirectly motivating their family, peers, and society as a whole. With this intention we started our Green Gurukul Program targeting formal education structure in Dehradun where we teach each student the basics of waste, the different categories of waste and different ways of segregating and disposing them. This has greater potential to reverse a dangerous trend of such things like single-use plastic consumption or micro plastic pollution, which basically affects water supplies. These are issues that are directly affecting us now, and will continue to impact our youth in the future if little is done. The main challenge lies in convincing schools to recognise Waste Management Education as part of the education system. And despite our efforts in raising awareness, few schools do not have the funds to purchase the required number of dustbins or implement composting pits for solid waste management.
Our Objectives

- To create and implement a viable waste-related education program that runs parallel to our educational ecosystem and enforces behavioral change in educators and students.
- To ensure schools have an effective, sustainable and affordable waste management system that complies with the 2016 SWM Rules, and encourages segregation at source with proper waste disposal.

Our Strategies

1. **Teacher Training:**
   a. Organize and conduct effective teacher training programs to ensure schools have free access to bilingual educational materials and solid waste management toolkits.

2. **Awareness Raising:**
   a. Educate children on the health and environmental issues related to improper waste disposal.
   b. Conduct activities and programs to teach them the importance of sustainable SWM, and to encourage students to reduce their plastic consumption, segregate their waste correctly, and recycle their waste effectively.

3. **Waste Management Setup:**
   a. Assist schools with necessary training and solutions for setting up sustainable solid waste management systems on their premises.
   b. Inculcate effective habits and plans to responsibly manage the waste generated in their schools.
   c. Provide subsidized dry waste collection services to schools in need.

4. **Stakeholders Engagement:**
   a. Bring a diverse range of educational and SWM stakeholders on board to support the program’s growth and success, which include principals, teachers, students and parents.
   b. Increase the credibility of the program by on-boarding government agencies such as Nagar Nigam, Education Dept., Pollution Control Board, etc.

5. **Impact Assessment:**
   a. Conduct a strong baseline study of all potential schools at the start of the education program, and assess the impact of our training and activities in all participating schools and take feedback to improve our strategies.
Our Education Team

Randeep Kaur - Education Manager (October 2019 onwards)
Randeep joined Waste Warriors last year as an Education Manager and comes with a decade of experience in the education industry. She wants to help the teachers of government schools to work effectively and create a positive impact in the education system of the country. Her core skills are in communication, networking, partnership, team-management, organization and training. She enjoys travelling and loves the opportunities it brings for personal development.

Amar Preet Kaur - Education Associate (August 2019 onwards)
Amar has always been passionate about the environment for as long as she can remember! She pursued her masters in Ecology and Environment Studies to further her skills in her area of passion, and finally put those skills to use by joining Waste Warriors in August ’19. She works with schools, implementing modules on environment conservation and climate change. She envisions a life serving the deprived through her skills and knowledge in WASH.

Sakshi Sharma - Education Associate (August 2019 onwards)
Sakshi joined Waste Warriors as an Education Associate in August 2019. Her keen interest to work in the social sector inspired her to be part of the Waste Warrior family. Coming from an Economics background she is always keen on learning new aspects of waste management. She enjoys working with kids and is a joy to work with. Her previous internship experiences with L’Oreal, UNIQLO, Ford Foundation, RLEK has given her the knowledge and skills to perform better.

Anamika Pal - Education Assistant (April to August, 2019)
Anamika joined the social sector with the thought of giving back to the society. She worked with Waste Warriors because her ideas strongly aligned with our values and beliefs. The very idea of engaging children and the youth who are the future and have the potential to transform the image of our nation is something that attracted her to work with the organization. She saw this as an opportunity to motivate children towards chasing the vision of making India a litter-free country.

Ankita Kunwar - Education Manager (March 2017 to September 2019)
Ankita's approached and worked directly with each school. She believes that students she connects with are at an age where they are the best absorbers of new information and can spread it amongst each other just as fast. Her experience working with children has been wonderful for the team and the program. After working with a variety of schools on waste management, with some receptive and some hesitant, she thinks the children's own inclination to work towards the betterment of their own environment has been a great inspiration for her.
Due to a shift in internal strategy and team restructuring, the overall program scale was cut down to one phase instead of two, which ultimately impacted our annual goals.

<table>
<thead>
<tr>
<th>Onboarding Schools</th>
<th>Achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Schools Enrolled</td>
<td>36</td>
</tr>
<tr>
<td>Teachers Trained</td>
<td>72</td>
</tr>
<tr>
<td>Students Impacted</td>
<td>15,500</td>
</tr>
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Direct Engagement

<table>
<thead>
<tr>
<th>Activity</th>
<th>Achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Waste Bins &amp; Collection Services for Underprivileged Schools</td>
<td>11</td>
</tr>
<tr>
<td>Engagements with Previously Enrolled Schools</td>
<td>20</td>
</tr>
<tr>
<td>Composting Pits Prepared by Schools</td>
<td>3</td>
</tr>
<tr>
<td>Murals and Tree Plantations</td>
<td>4</td>
</tr>
<tr>
<td>Recycling Drives</td>
<td>14</td>
</tr>
<tr>
<td>Clean-up Drives</td>
<td>7</td>
</tr>
<tr>
<td>Plastic Bottle Drives &amp; E-waste Drives</td>
<td>7</td>
</tr>
<tr>
<td>Best-Out-of-Waste &amp; Painting Competition</td>
<td>21</td>
</tr>
<tr>
<td>Forming Waste Warriors Clubs</td>
<td>32</td>
</tr>
<tr>
<td>Awareness Events (Nukkad Natak, Debates, Poem Recitations etc.)</td>
<td>8</td>
</tr>
<tr>
<td>Creative Sessions (Dustbin-Making, Essay-Writing, Slogan-Writing, 'Games of Throws', Relay Races)</td>
<td>26</td>
</tr>
</tbody>
</table>

IEC (Information, Education & Communication)

<table>
<thead>
<tr>
<th>Activity</th>
<th>Achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feedback Interview Documentation</td>
<td>2</td>
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Concluding Ceremony

<table>
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<tr>
<th>Activity</th>
<th>Achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Felicitation of Green Gurukul participants (for Phase 1)</td>
<td>1</td>
</tr>
</tbody>
</table>

*Due to a shift in internal strategy and team restructuring, the overall program scale was cut down to one phase instead of two, which ultimately impacted our annual goals.*
Our Impact in 2019-20

Teachers Trained
Teachers enrolled and inducted into the Green Gurukul program.

77

Art Competitions
Best-out-of-waste and painting sessions conducted to raise awareness on SWM.

21

Creative Sessions
Sessions facilitated to help students get creative with their views on the environment.

26

Students Impacted
Students reached in 41 schools through our interactive activities.

15k+

Waste Warriors Clubs
Student clubs formed by participating schools to develop peer-to-peer learning.

32

Previous Schools Engaged
Green Gurukul schools continued to participate and received our support.

20

Students at their creative best!
Inducting teachers into Green Gurukul.
Learning about waste segregation.
Distributing badges to WW Club members.
We organized a felicitation session at DIT University on September 28, 2019, for 36 Dehradun schools to celebrate the successful completion of their participation in our Green Gurukul program.

The program began with a keynote address by our honourable Chief Guest Mr. Subhash Chand Bhatt (Joint Director, Education Department, Uttarakhand), followed by an award distribution to recognize the students and teachers. The award for Driving Social Change went to Purkal Youth Development Society, a school which educates the underprivileged of Uttarakhand and provides mentorship, healthcare, nutrition, and an education of the highest order to children who would otherwise never have gotten it.

At the panel discussion, speakers spoke of how environmental awareness is no more an option but a necessity. They also touched upon how duties and responsibilities of parents and educators should be intertwined with all children, allowing future generations to live, work, and thrive in self-sustaining habitats.

One of the most memorable moments from the day is the ramp walk by students that showcased and encouraged the usage of cloth bags over plastic bags, under the ‘Use Me Again’ challenge.

We hope the session acted as a catalyst to help keep the actions going even after the end of the program.

A core component of our Green Gurukul program is the ‘Train the Trainer’ Model. This method ensures replicability and scalability of our program, which also helps build the internal capacity of each school.

77 teachers from 41 schools were trained to teach students the basics of solid waste management. Here, the teachers were introduced to the program's solid waste management toolkit developed by WasteLess. Our teacher trainers helped participating teachers learn our toolkit chapters and implement those activities with their school children over a span of 6 months. To help the teachers learn the activities in the toolkit more effectively, the teachers participated in our learning modules over a span of 2 days.

As per the training, the teachers successfully conducted the required activities to raise the level of awareness and concern among their students. This helped the children understand the problems that Dehradun faced due to the lack of waste management while also learning the importance of managing waste, in school and at home.

We now have a group of change-makers who would constantly lead the way for their students without the need for us to intervene.
Felicitation Ceremony

Phase 1 - Excellence in Solid Waste Management Award

1st
Purkal Youth Development Society

2nd
Jaswant Modern Senior Secondary School

3rd
Tibetan Homes School

AWARDS

Best Teacher
Sarandha Kukreja
Purkal Youth Development Society

Driving Social Change
Purkal Youth Development Society
Felicitation Ceremony

Phase 2 - Excellence in Solid Waste Management Award

1st
Doon Blossoms School

2nd
Bajaj Institute of Learning

3rd
Cantt Junior High School - Garhi Cantt

AWARDS

Best Teacher
Taru Singhal - Bajaj Institute of Learning

Driving Social Change
Bajaj Institute of Learning
**Felicitation Ceremony**

**Plastic Bottle Drive Awards**

**Phase 1**
- 1st: Doon Valley Public School
- 2nd: Government Upper Primary School, Malsi
- 3rd: Purkal Youth Development Society

**Phase 2**
- 1st: George Public School
- 2nd: Blooming Buds Public School
- 3rd: Flower Dale School

Please borrow this layout for all remaining slides. If the layout needs to be changed, do let me know.
<table>
<thead>
<tr>
<th>S.No</th>
<th>Name of the Schools</th>
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<tbody>
<tr>
<td>1</td>
<td>Doon World School</td>
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<tr>
<td>2</td>
<td>Ferger Junior High School</td>
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<tr>
<td>3</td>
<td>GRD Academy</td>
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<tr>
<td>4</td>
<td>Shri Guru Ram Rai Public School - E.C Road</td>
</tr>
<tr>
<td>5</td>
<td>Shri Guru Ram Rai Public School - Raja Road</td>
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<tr>
<td>6</td>
<td>Shri Guru Ram Rai Public School - Patel Nagar</td>
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<td>7</td>
<td>Shri Guru Ram Rai Public School - Bombay Bagh</td>
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<tr>
<td>8</td>
<td>Shri Guru Ram Rai Public School - Race Course</td>
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<tr>
<td>9</td>
<td>Shri Guru Ram Rai Public School- Talab</td>
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<tr>
<td>10</td>
<td>Shri Guru Ram Rai Public School - Bindal</td>
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<tr>
<td>11</td>
<td>Srijan Public School</td>
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<tr>
<td>12</td>
<td>NIVH Modern School</td>
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<tr>
<td>13</td>
<td>The Sky Wings Academy - Patel Nagar</td>
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<td>14</td>
<td>Wonder Land Academy School</td>
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<td>15</td>
<td>Smt. Shivrani Shakuntala Devi Girls Junior High School</td>
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<td>16</td>
<td>SGN Doon Vales School</td>
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<tr>
<td>17</td>
<td>MKP Girls Inter College</td>
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<td>18</td>
<td>Kay Cee Public School</td>
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<tr>
<td>19</td>
<td>Rajkiya Prathmik Vidhyalaya- Jakhan</td>
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<td>20</td>
<td>Rajkiya Madhyamik Prathmik Vidhyalaya - Jakhan</td>
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<tr>
<td>21</td>
<td>Government Girls Inter College - Lakhi Bagh</td>
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<td>22</td>
<td>Him Jyoti School</td>
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<td>23</td>
<td>Kanya Gurukul Mahavidyalaya</td>
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<td>24</td>
<td>Laxmi Devi Academy</td>
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<td>25</td>
<td>Rajkiya Kanya Purv Madhyamik Vidhyalaya - Araghar</td>
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<td>26</td>
<td>Rajkiya Purv Madhyamik Vidhyalaya - Rajpur Road</td>
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<td>27</td>
<td>Rose Mount School</td>
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<td>28</td>
<td>St. Xaviers School</td>
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<td>29</td>
<td>Star Land Inter College</td>
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<td>30</td>
<td>Doon International School</td>
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<td>31</td>
<td>John Martyn Memorial School</td>
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<td>32</td>
<td>Raja Ram Mohan Roy Academy</td>
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<tr>
<td>33</td>
<td>St. Mary Secondary School</td>
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<tr>
<td>34</td>
<td>SGRR Girls Inter College</td>
</tr>
<tr>
<td>35</td>
<td>Hill Foundation School</td>
</tr>
<tr>
<td>36</td>
<td>SGN Girls Public Inter College, Race Course</td>
</tr>
</tbody>
</table>
Success Stories

We engaged with over 90+ students from Rajkiya Prathmik Vidyalaya. The three activities taken forward to help with the student engagement were storytelling, a quiz, and ‘Game of Throws’, which is a learning game that gives them a better understanding of the various types of waste. The students played this game by segregating colorful balls labelled with different types of organic, recyclable, and non-recyclable waste.

The game's impact on the students was quite evident by the end of the session since they felt it was fun to repeat it till the students got it right and they were able to differentiate and segregate the different types of waste correctly.

To help spread the message of effective waste management even further, the teachers at SGRR decided to have an inter-house competition. The competition helped the students analyze and understand the different types of waste and how to effectively manage wet and dry waste.

The school also independently took part in a Swacchta Sarvekshan competition that was organized by the Dehradun Nagar Nigam under the Swachh Bharat Mission. Both the senior and junior students showcased their own skills by singing a rap song and by painting a mural, respectively.

These initiatives cemented the fact that even if we phase out in the near future, the school will be independent enough to move forward on their own.
Success Stories

The Green Gurukul program allowed both students and teachers to actively participate in modules and lead activities both inside and outside of the school. To help and monitor the waste segregation activities inside the school, the Waste Warriors Club was formed by the students, which was initially meant to be a 10-member team but was later expanded to 20 since more students were enthusiastic about it.

Moreover, to spread the message of waste segregation, the school decided to perform a skit during their annual day. The program was attended by several well-known individuals, including officials from the Education Department of Dehradun. This program allowed the school to spread the message of waste segregation to a wider community.

The Doon Girls School and The OASIS, who were a part of the Green Gurukul program, have consistently proved to be more than just responsible citizens. When officials failed to step up and help clean their surrounding premises, the students from Doon Girls School along with their coordinator, Mrs. Mohini, took charge of this clean-up.

Similarly, The OASIS led the way in organizing and participating in clean-up drives near their own school campus. They also executed and performed awareness raising nukkad nataks (street plays) that highlighted the dangers of littering plastic on the environment.

With model schools such as The Doon Girls school and The OASIS leading by example, we believe that we will be able to on-board more schools and multiply the impact we are aiming for.
**Testimonials**

**Seema Tiwari, Teacher, SGRR Public School, Race Course**

“The Green Gurukul Program was beneficial for our school as every member on campus implemented the habit of waste segregation in their daily lives. The activities were engaging and our students enjoyed it thoroughly. We approached the program as a task to educate the people in our surroundings and were pretty successful in doing it. Students, after getting the Waste Warriors badges, felt like responsible young warriors and this obviously was a great confidence booster.”

**Sonam Zomkey, Teacher, Tibetan Homes School**

“The induction program was a great eye-opener and we learnt about the harmful effects of burning waste. We also now stopped children and people from burning waste in and around the school campus. A signboard stating, “Do not litter” was also put up. The induction in general was helpful as we were educated and well-informed about this growing concern. The good thing is that when students go back to their homes they share the importance of waste segregation with their families and community members. We have been in collaboration with Waste Warriors for a long time and we are doing our best to help spread awareness.”

**Neelam Thapliyal, Teacher, SGRR Public School, Raja Road**

“I am very thankful to the Green Gurukul Program and Waste Warriors because we were able to conduct a number of activity under the guidance of the program with the help of our teachers to motivate the students of the school for managing the waste inside school premises, waste generated at our homes, and even outside. Our students enjoyed and learned so many new things. I would also like to thank Anita Chauhan Ma'am who helped in implementing all the activities and making the program a success in our school.”

**Preeti Gairola, Cultural Head, SGRR Public School, Raja Road**

“SGRR Raja Road family feels immense pleasure being a part of the Waste Warriors group serving under the guidance of Green Gurukul. I, being the Cultural Head of the school, tried to conduct a number of competitions to motivate and create awareness amongst the masses. With the assistance of enrolled teachers in program, 10 other teachers performed a drama in front of the whole school which boosted the morale of students as well as the school authorities. I am also thankful to our Principal for her immense support.”
New Developments

Collaborating With Karo Sambhav

We implemented a Karo Sambhav program in Dehradun in late 2019. Karo Sambhav is Producer Responsibility Organization that implement EPR policies for MNC’s like Apple, Dell and Lenovo.

This partnership with Karo Sambhav made our Green Gurukul program more holistic in nature since it covered specific topics such as e-waste, sustainable consumption and production, and circular economy. Also, a number of schools showed great interest in implementing the Karo Sambhav program as they complement one another in many ways.

The implementation of a second program also helped us identify the shortcomings and challenges of the Green Gurukul program. The data gathered here will help us revamp and make the program more effective for the next financial year.

Sharing Best Practices and Feedback

The Best Practices Sharing Workshop, which is under the Karo Sambhav Education Program, was taken forward with teachers from already enrolled schools. The workshop was conducted to help the teachers share their experience and challenges with managing waste on a daily basis.

Since most schools were already a part of the Green Gurukul Program, the discussions on waste management led to conclusive and important touch-points. The information gathered here will help further the program in both strategic and implementation levels.

Furthermore, to test the gathered information, we conducted the same workshop with the teachers and students from Tibetan Homes School and the Doon Girls School. The responses we received were quite similar to what we documented from the previously mentioned schools.

Tree Plantation With Waste Warriors UNDP Team

On 29th February, 2020 a plantation drive was organised at Harrawala, Dehradun, where 28 students and 2 teachers from 2 schools along with community members planted 100 saplings during the inauguration of Waste Warriors’ first Material Recovery Facility (MRF).

This collaborative event between the Waste Warriors UNDP and Green Gurukul teams was inaugurated by Dehradun Municipal Commissioner Shri Vinay Shankar Pandey who laid the MRF’s foundation stone. The interaction between students, teachers, community members, and government authorities helped build stronger relations among each other.

The participants were also briefed on the importance and benefits of an MRF in the city and it also acted as a platform for knowledge-sharing amongst participating stakeholders. It was a valuable learning experience for students as it not only provided them the exposure to learn but also gave them an understanding of the various stakeholders in the sector.
Challenges & Solutions

OPERATIONAL CHALLENGES

1. Collection of segregated waste from schools has been a long standing issue since Nagar Nigam or its tendered contractor fails to collect segregated waste due to various bureaucratic factors and they do not operate collection vehicles in a number of areas where our schools are located. The other issue that added to operational challenges is that schools generally do not take up private door-to-door waste collection services due to the cost involved.

Solution: Partnership with Nagar Nigam
Our team will focus on partnering and influencing relevant government authorities, including Nagar Nigam, Urban Development Directorate, and Dehradun Smart City, to take actions to cover larger areas where the schools are located.

PROGRAM DESIGN CHALLENGES

1. School programs were not regularly run due to our lack of statutory authority which slowed down or halted the implementation of the program.

Solution: Partnership with Department of School Education, Government of Uttarakhand
To improve the credibility of the program, we intend to strengthen our effort to partner with the Education Dept. to get a more binding permission letter to integrate full-time SWM pedagogical models into the curriculum of government schools. Our program model embeds the transfer of ownership to the school administration, and this binding agreement will add a strong degree of accountability to schools for completing the program. Given the extent of the COVID-19 lockdown and a stronger need for solid waste management, if we had already received such permission, we could have had stronger remote learning programs for schools who now need it.

2. Due to the program structure, we couldn't raise awareness amongst parents on waste management. This lead to ineffective implementation of practices at home that were taught to students in school.

Solution: Direct Engagement with Parents at Parent-Teacher Meetings (PTMs)
To address the problem, we've significantly modified the program for the coming year. We have planned to organize presentations that teach both the parents and students the importance of managing their own waste.

INCIDENTAL CHALLENGES

1. Successful implementation of the program was difficult in a few schools when teachers who were part of the program resigned or left school. On-boarding new teachers is a challenge as they are reluctant to proceed with the program due to their new workload.

Solution: Keeping this setback in mind, the team took resource sustainability measures to mitigate this incidental challenge. Measures such as internal teachers training has been implemented as a contingency plan. This will be further strengthened and made mandatory in consultation with the school’s requisite authority.
1. **Principals Meet**
   We identified that a more efficient and effective way to enroll schools would be to organize a Principals Meet at the beginning of a session. This conference would include inviting 50+ principals from different schools where we would convey set objectives, ideas and targets in line with the program. This platform would also act as a bridge to share ideas and possibilities between the schools that take part.

2. **Best Practices Sharing Workshop**
   With the Best Practices Workshop being a rolling success, we plan to incorporate this method of teacher-to-teacher sharing, feedback, and learning into our strategy and implementation plan for the coming sessions. It will also help us look into various aspects of the program design that would help revamp the program if needed.

3. **Creating Model Schools**
   Creating model schools helps deliver a clear vision and common mission to schools under our program. This would also motivate and empower students of participating schools and hold them accountable to the sustainability of the program. We presume that it would also help create an integrated school community where they will learn from each other and understand the importance of managing their own waste.
The Education team at Waste Warriors has been working with the goal of sensitizing students to their environment through hands-on and thought-provoking activities in Dehradun. With the help of all our supporters, we were able to impart the knowledge of sustainable waste management in the schools through teacher training, awareness sessions, interactive activities, and large scale events.

The credibility attained through large scale and collaborative events helped in building relations with government authorities, colleges, and community members. The gratitude comes not only from our team but also on behalf of schools and students who stepped forward to educate others through wall murals and installing compost pits inside their premise.

We thank all our supporters for helping us make a difference in the lives of these students and for supporting our vision of a cleaner India.

Randeep Kaur | Amar Preet Kaur | Sakshi Sharma
Education Team