

# XSEED/iDiscoveri Education — The Curriculum That Proved Children Learn When Teachers Are Prepared

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The dominant assumption in Indian school reform is that the problem is structural: not enough schools, not enough teachers, not enough buildings, not enough technology. These are real gaps. But they leave unexplained a more uncomfortable problem: schools exist, teachers are present, children are enrolled — and significant proportions are not learning foundational literacy and numeracy.

Ashish Rajpal understood this in the late 1990s from a specific vantage point. He had been World Marketing Director at Group Danone. He enrolled in a one-year programme in education at Harvard Graduate School of Education. What he came back with was a precise diagnosis: Indian teaching is dominated by rote instruction because teachers are not equipped to teach differently. Curriculum guides exist but don't tell teachers how to conduct a specific lesson. Textbooks exist but don't scaffold the learning process. Assessment exists but measures recall rather than understanding.

The solution was not a new school system. It was a complete, practical teaching toolkit that any teacher — regardless of training or experience — could use to teach a high-quality lesson.

## Who They Are

iDiscoveri Education was founded in 2002 by Ashish Rajpal in Gurgaon. Their flagship programme, XSEED, was launched in 2008 after initial teacher training experiments revealed that teachers needed more than training — they needed structured, lesson-by-lesson support for every subject, every class, every day.

XSEED is a K-8 academic programme that helps schools deliver curricula of all major Indian boards — CBSE, ICSE, and state boards — through proven, research-based teaching methodologies using interactive resources alongside textbooks. The XSEED method: clarify the learning goal before the lesson; perform an activity to experience concepts first-hand; let children speak and explore before explaining; ensure application questions are done independently; assess daily; support each child individually.

By 2023, XSEED had benefited 2 million children in over 220 districts, more than 20 states across India, and been deployed globally in 8 countries including the Philippines and the Middle East. Over 100,000 teachers have been upskilled and certified. The 2022 Learnometer Skills Test — a national test of English, Math, and Science conducted in 21 states — showed XSEED students with a +21 percent performance advantage over non-XSEED students in applying knowledge rather than recalling it.

## The Five-Step Method: What Actually Happens in a Classroom

The XSEED lesson structure is explicit enough to be evaluated: Connect (activate prior knowledge), Construct (hands-on experience or activity), Communicate (children explain before the teacher does), Apply (independent practice on application questions), Evaluate (daily formative assessment). The sequence is not a philosophy. It is a practical lesson plan template that a teacher who has been trained for one day can follow and produce a better-quality lesson than an untrained teacher who is following a textbook alone.

Schools using XSEED have reported two to three times the improvement in academic performance in pilot studies. The 2017 profitability milestone — when XSEED became financially sustainable without grants — is a signal that the programme's value is real enough for schools to pay for it.

## **The SuperTeacher App**

XSEED's 2020 SuperTeacher app — described as "a first-of-its-kind tool that puts everything needed to teach an excellent class at every teacher's fingertips" — is loaded with content and XSEED Method pedagogy for over 10,000 lessons. It allows a teacher to prepare for and teach any lesson in the programme without needing additional resources. The technology layer makes the programme accessible to teachers in remote or under-resourced schools who cannot attend centralised training as frequently as urban school teachers.

The World Innovation Summit in Education (WISE) and MIT's Legatum Center have featured XSEED among path-breaking global innovators in education — recognising not just the results but the methodology's transferability.

## **What This Means for Odisha NGOs**

Odisha's government school system is implementing NIPUN Bharat targets — foundational literacy and numeracy for all children by Class III. The gap between target and reality in government schools is, in significant part, a teaching quality gap. Teachers who are not equipped to teach foundational skills effectively cannot produce foundational learning outcomes regardless of how clear the policy mandate is.

For Odisha NGOs supporting government schools, teacher training, or supplementary education: the XSEED method is the most rigorously documented available framework for transforming what happens in a classroom without replacing the teacher. The +21 percent performance advantage is achievable wherever the method is implemented — which means the Odisha government schools that adopt this approach can demonstrably improve learning outcomes for children who need them most.

The 2023 100-District Tour that XSEED conducted across Punjab, Telangana, Rajasthan, and Tamil Nadu is the model for how state education departments can be engaged with the method before full adoption — a process that Odisha NGOs advocating for teaching quality improvement could facilitate.

## Contact and Further Reading

**Website:** [xseededucation.com](http://xseededucation.com) | **iDiscoveri:** [idiscoveri.com](http://idiscoveri.com) | **Contact:** Gurgaon, Haryana

### Key evidence:

- XSEED 2023 Annual Results Report: +21% XSEED student advantage on Learnometer Skills Test (21 states, 61,000 students)
- The Case Centre: XSEED case study — 3,000 schools, 1 million children by 2017; 8 countries
- XSEED 100-District Tour campaign (March 2023): 2 million children, 220 districts, 20 states
- YourStory (2012): iDiscoveri founding story — 300,000 children, 700 schools in early stage

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