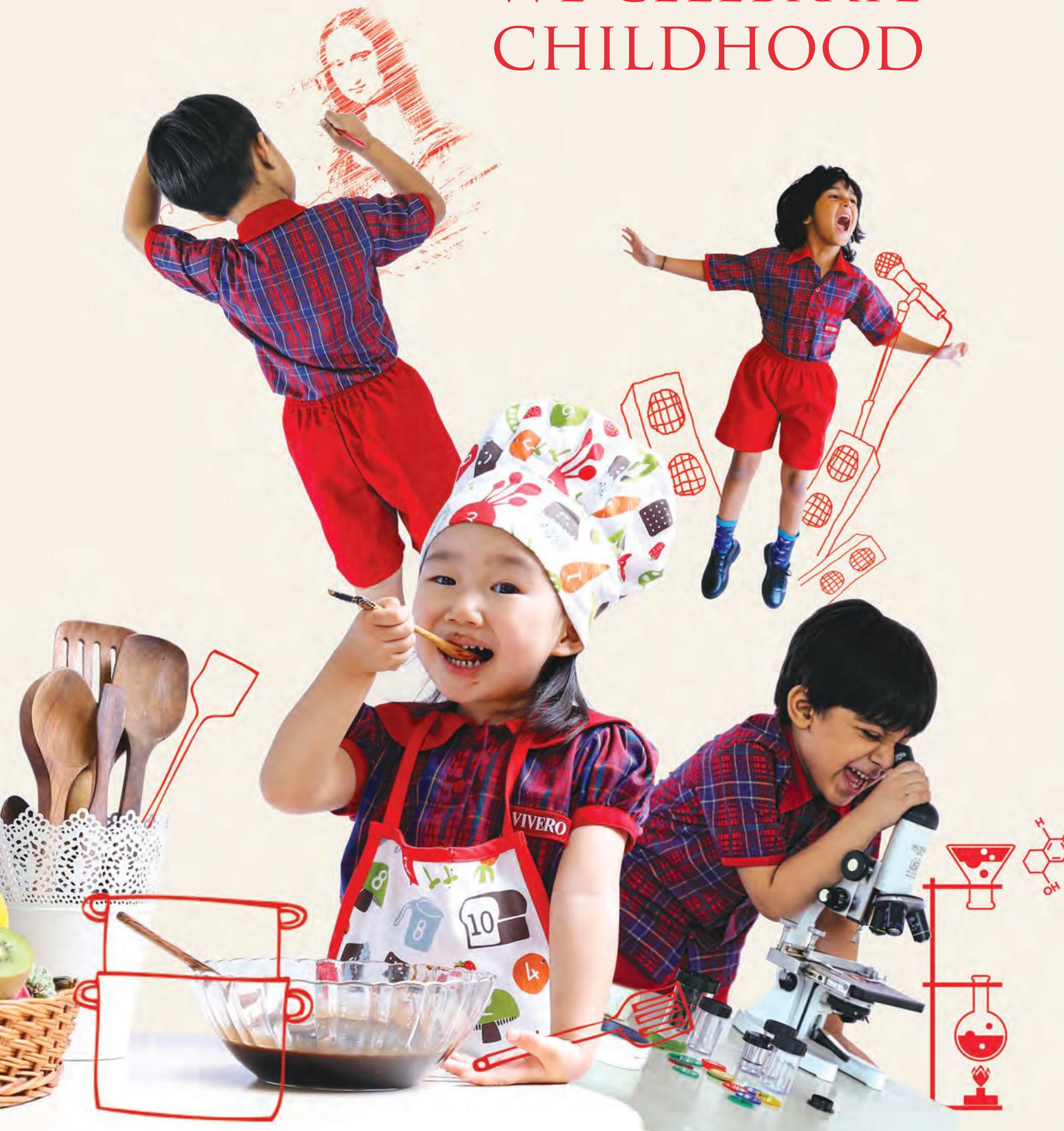


# WE CELEBRATE CHILDHOOD



# “WELCOME TO VIVERO INTERNATIONAL

We respect children as unique individuals, with limitless and innate potential, curious and interested in the world around them. We acknowledge children as sophisticated thinkers and communicators, adopting hundreds of languages to share their thoughts and feelings. We embrace our role in providing a safe, secure and stimulating environment, where curiosity is celebrated, understanding enhanced, and reciprocal conversations with trained facilitators encouraged. ”

‘VIVERO’ is Spanish for a place where life is nurtured.



## OUR PURPOSE

Vivero International is committed to shaping responsible, global citizens and passionate lifelong learners who are prepared for the 21st century.

## OUR PROMISE

Vivero International will meet its purpose through:

- Providing a safe, hygienic, warm and stimulating environment with age appropriate curriculum and activities
- Fulfilling every individual learner's potential and ensuring their academic and overall growth
- Attracting, developing and retaining passionate and capable educators who are committed to continuous improvement in their learners and in themselves
- Creating a community of educators, learners and parents who look to each other as a broader family connected and supported by a common vision
- Delivering a powerful curriculum with a design that is based on thought, best practices and new developments for growth inside and outside the classroom walls
- Providing inspirational physical and emotional environments that promote a sense of community and possibility
- Integrating and using the power of technology to improve learning outcomes
- Ensuring a continuous assessment of our pedagogy that focuses on learner performance and development

## OUR PRINCIPLES

- Respect children, educators and all members of our community
- Think and act with honesty and integrity, individually and collectively
- Anchor individualities and embrace differences
- Be humble and generous
- Strive to continuously develop ourselves and those around us
- Help when needed and lead when required
- Embody the love of learning and marvel at the magic of possibilities beyond



# LESSONS FOR LIFE: OUR REGGIO INSPIRED APPROACH

Reggio Emilia has created an educational system that ranks amongst the best early years education programmes in the world. This approach has attracted worldwide attention of educators and researchers. At Vivero, we have been strongly inspired by this approach. We view every child as strong, powerful, rich in potential, driven by the power of wanting to grow and nurtured by adults who take this drive towards growth seriously.

Our vision of the child as a competent learner has led to a strong child-directed curriculum model. Children are encouraged to learn about themselves and the world around them through investigation and discovery. The curriculum at Vivero is grounded in current research and developments in the field of early childhood education. In particular the work of The Centre on the Developing Child and HGSE at Harvard University, the International Baccalaureate (IB) and the Infant and Toddler Centres of Reggio Emilia has deeply influenced our curriculum. Our academic leadership team has visited these centers of excellence and customized Vivero's curriculum to ensure effective instruction in our Indian context. Fundamental to our beliefs is the importance of all round development of the child – emotional, physical, cognitive and social.

Our methodology has a strong belief that children learn through interactions with others, including parents, staff and peers as partners in a friendly learning environment. The teachers act as researchers - always reflecting and researching best educational practices. At Vivero educators are constantly evolving and see themselves as a provocation and reference point for learning.

Key features of Vivero International's early childhood education and care program include:

- Rich learning environments filled with authentic experiences and open-ended materials
- Documentation which is used as an authentic assessment and advocacy of children's learning
- Child directed and teacher framed curriculum
- Collaboration of teachers, parents and the school community to create a holistic learning experience for the child





# A HUNDRED LANGUAGES

Probably the most well-known aspect of the Reggio Emilia Approach is 'The belief that children use many, many different ways to show their understanding and express their thoughts and creativity'. There are a hundred different ways of thinking, of discovering and of learning. These may be through drawing and

sculpting, through dance and movement, through painting and pretend play, through modelling and music and each one of these Hundred Languages must be truly valued and nurtured. These languages or ways of learning are all a part of the child's growth curve. Learning and play are not separate.

Vivero emphasizes hands-on discovery learning that allows the child to use all their senses and all their languages to learn. We celebrate the joy in discovery as we prepare children to be creative, confident learners and citizens.

At Vivero, we don't teach 'classes', we engage with individuals. The underpinning belief is that teaching is not a one-size-fits-all automated process, but an intentional and purposeful endeavour.

Our teachers observe each child, and tailor instructions to suit the individual needs of that child.

Our educators continuously assess a child's knowledge and structure specific learning environments and experiences, which support that child's progress towards identified goals. These experiences are play-based, hands-on and experiential in nature. They ensure deeper enjoyment whilst facilitating an understanding of concepts and ideas.



# TEACHERS

“The teacher who is indeed wise does not bid you to enter the house of his wisdom but rather one who leads you to the threshold of your mind.” - Khalil Gibran

We take great pride in the exceptional quality of our professionally qualified and experienced teachers. Each and every teacher is selected through a rigorous recruitment process. On joining our pre-school & child care facility

teachers undergo extensive training designed jointly with the EtonHouse academic team. This is followed by regular trainings on a variety of subjects throughout the school year.

The teacher, like the parents and children, also has rights within this unique system. It is the right of the teachers and workers of each school to contribute to the study and preparation of the conceptual models that

define educational content, objectives, and practices. Choices of methods, didactics, research and observation projects are discussed in an open forum with the pedagogical coordinators. The staff is a part of various teacher training sessions and general development initiatives while undertaking tasks of community management. Vivero teachers plan intentionally. They establish specific goals for their children,

as well as evaluate paths for inquiry based learning. They make decisions about learning experiences, resources, design and location of the learning environment, routines, group interactions and strategies for assessment. Our teachers are lifelong learners themselves. Continuously guided, coached and encouraged by a group of highly experienced school heads who meet on a regular basis to share and disseminate best practices across our schools.



# ENVIRONMENT THE THIRD TEACHER

At Vivero, we aim to develop engaging environments that support children's curiosity and wonder, while providing safe ways for them to explore their world and stimulate their minds. The surroundings of the pre-school and child care facility are a place of shared relationships among the children, the teachers and the parents. The facility produces a feeling of belonging in a world that is alive, welcoming and authentic.

The layout of the physical space encourages encounters, communication and relationships. The arrangement of structures, objects and activities encourages choices, problem solving and discoveries in the process of learning.

## INTERNAL ENVIRONMENT

We reinforce a child's sense of belonging. We ensure that our Reggio-inspired

classroom environment is beautiful, soothing, full of wonder and discovery, so that children feel intrigued, respected, and eager to spend their days learning in it.

Display boards adorned with pictures of child's family and creations, gives him/her a sense of security and acceptance. Intelligently designed learning spaces, with an array of natural material, develop a child's creative and cognitive capacity, while allowing a child, the space to be on his/her own, to study or reflect. Ergonomically designed child friendly furniture, remove restrictions on movement,

and allows for flexible learning spaces.

## EXTERNAL ENVIRONMENT

We provide children with ample opportunity to engage with nature in a clean and safe way. We utilise the external environment and its various open-ended resources like leaves, twigs etc. to aid a child's physical, social, emotional and cognitive development. With spacious outdoor facilities like water play area, sand play area, jungle gym, traffic parks and much more, Vivero infuses the best of what the outdoors have to offer, through a holistically driven educational approach.

# HEALTH AND SAFETY

Vivero provides children with much more than a safe and secure environment. Here each child feels comfortable to explore, discover, challenge and understand their physical worlds, without fear. To us, a child's health and safety is of prime importance. Safety policy for our pre-school and child care facilities include the following:

- Hand sanitization and a temperature check for children as they enter school every day
- Demarcation of spaces with safety gates, nets and railings wherever required
- Careful selection of developmentally appropriate toys and learning tools
- Regular quality check of materials and manufacturing
- Regular sanitization of all materials handled by children
- Training of teachers and staff in basic first aid
- Mandatory fire drills conducted with children on a regular basis
- Security personnel to monitor all children, parents and visitors at the school
- CCTV add to the safety aspects of the school
- Police verification and annual medical test of the support staff
- Service evaluations at regular intervals
- Picket fences at strategic locations
- Fresh meals prepared in consultation with a nutritionist







# THE GLOBAL CITIZEN

We live in a complex and evolving world: a world without geographic boundaries, a world of great environmental change, a world of haves and have nots and a world where change is the only constant. It is imperative that global citizens of tomorrow come equipped with the evolved mindsets, knowledge and skills, to flourish in such an environment. We seek to develop children who are open minded, inquisitive, creative, enthusiastic, independent, persistent and courageous.

At Vivero we celebrate:

- Multicultural understanding: we aspire to provide opportunities for children to understand themselves in the context of the broader world around them. Not only do we help establish concrete links between their worlds and the world of other individuals, but we also believe in celebrating and embracing differences. For example, we celebrate cultural and religious differences through various festivals, events and activities. We celebrate linguistic differences and adopt a multilingual approach in our schools, introducing various international languages as a part of the curriculum, led by specially trained foreign language teachers
- Social and community awareness: children are not only a part of a sheltered school environment but also active members of society who have a greater responsibility to the community in which they live in and to the world. Our children undergo field trips and schools forge partnerships with broader groups undertaking social work in the community at large
- Eco-consciousness: we seek for our children to embrace a rejuvenated and re-imagined relationship with our planet. Our schools actively promote environmentally friendly practices which include an active recycling corner where children use their creativity to develop ingenious articles with what would have been otherwise worthless objects





# PRE-SCHOOL PROGRAMME

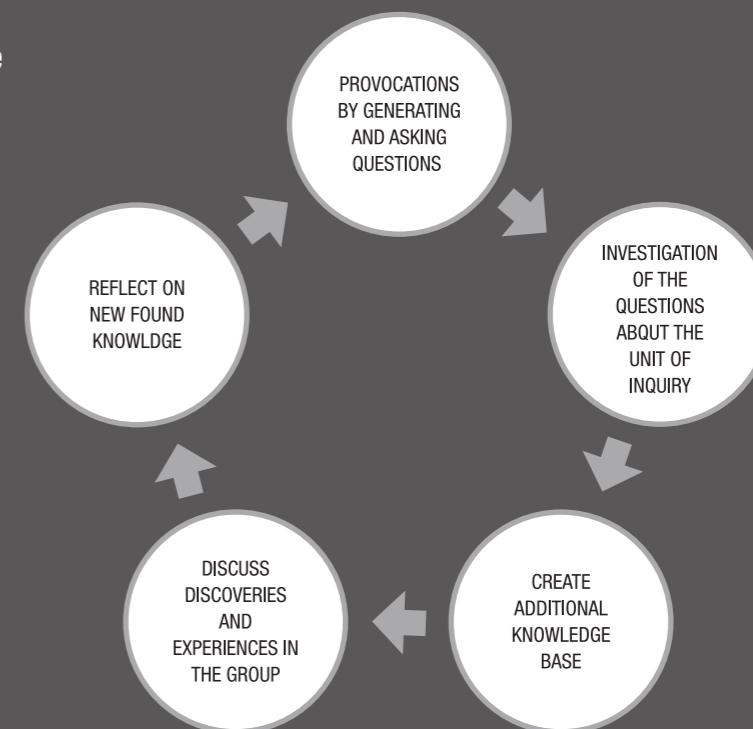
Our pre-school programme enhances a child's innate curiosity and provides a rich and carefully resourced environment to stimulate learning and development in children.

To ensure all-round development, we focus on six areas of learning:

- Personal, Social and Emotional
- Physical
- Creative
- Knowledge and Understanding of the World
- Problem Solving, Reasoning and Numeracy
- Communication, Language and Literacy

We know children learn best through questioning, exploring and implementing. Our Inquiry cycle empowers children to explore their abilities to their full potential. Learning is constructed in a way that is specific to the needs of each learner within the classroom.

## The Inquiry Cycle





# CHILD CARE PROGRAMME

Our Child Care programme is much more than just a drop-off location for working parents. It forms the foundation for holistic child development and gives children ample opportunities to engage in a range of educational and social activities in a safe, secure and hygienic environment. Parents are always assured in the knowledge that our curriculum uses a unique approach to promote the emotional, intellectual, physical and social development of children. Our high quality child care has a positive influence not only on children's development and school readiness but also on the parents' emotional well-being.

What sets us apart:

- Excellent adult child ratio (Infant Care 1:3; Toddler Care 1:4; Pre-schooler Care 1:8; After school Care 1:12)
- Integrated pre-school - child care facility
- Exclusive curriculum for child care with age appropriate activities
- Qualified and trained staff
- State-of-the art infrastructure
- Concept based learning studios with rich resources
- High quality standards (ISO 9001: 2015 certified)

## Infant Care Programme

The infant starts his/her learning journey with us in an environment that facilitates the development of their minds and bodies. Our programme is designed in a way so as to engage the child's five senses in order to promote the natural instincts of curiosity and discovery.

## Toddler Care Programme

When a child is pushing boundaries, they're discovering their world. The activities for this age group are built around a toddlers' limitless curiosity and their natural desire to push boundaries. Our programme channels their exploding energy and satisfies their ever-growing curiosity.

## Pre-schooler Care Programme

The program provides a safe, nurturing, and stimulating environment where learning flourishes. It reflects an understanding that children learn through active involvement and play while demonstrating & representing their knowledge in a variety of ways. It utilizes developmentally appropriate materials and practices that enhance the child's social, emotional, physical and intellectual development.

## After school Care Programme

At Vivero, we recognize the growing physical intellectual and social competence of the increasingly independent school-age child. Eager to a social and academic understanding while expanding their knowledge of the world, our program perfectly blends learning opportunities in a fun environment for maturing school-age children. We offer children, time to wonder, explore, touch, sense and solve in many different ways.

# NURTURING GLOBAL CITIZENS

In line with our purpose we strive to create learning experiences and environments that not only support emerging skills in reading, math and science, but also the 21st century skills such as critical thinking, collaboration, communication, creativity, tech literacy, and social-emotional development. To foster these skills we have integrated a few of the following initiatives into our curriculum:

- **Elementary Coding:** *Vivero Junior Pro* is integrated into our pre-school programme such that our children not just learn and use languages to instruct the computer but alongside learn life skills like problem solving, collaboration, logic, resilience, math concepts and much more
- **Digital Citizenship:** At Vivero, we integrate and use technology to improve learning outcomes and therefore find the need to introduce "*Vivero Digital Citizenship*". This programme enables children to use digital media in safe, responsible and effective ways by ingraining DQ (Digital Quotient) skills.
- **Student Led Conferences:** In the student-led conference format, children and teachers prepare together and then children lead the conference while teachers facilitate. The children comprehend the concept, take the parents through their journey of learning.
- **Culinary Programme:** *Vivero Culinary practice* focuses on developing essential life skills while enhancing science, math, comprehension and fine motor skills. Children are introduced to basic dining etiquettes, new tastes and various socio- cultural experiences. These engagements help develop healthy food habits, peer bonding and self confidence.
- **Civic Management:** Our teachers facilitate projects and engagements where children are encouraged to actively engage with their surroundings. In the course of these engagements, children learn to become civil members of the community and understand their roles and responsibilities.



# OUR QUALITY STANDARDS

Equipped with a great program that is powered by an equally great leadership team, Vivero stands a clear head above others in providing a rich and diverse learning environment for young children. We stand true to our promise of excellence across all operations including Curriculum, Safety, Security, and Cleanliness & Hygiene. Clear systems and processes assist facilitators and supports staff teams to continuously monitor service and training quality and look for constant improvement. Each quality control process governs our actions from the moment a child walks through the gate, at study or play or meal time, until the moment the child is safely back home. Often, the quality process continues to govern the adults at home, in their interactions with their child.

A 360-degree check is maintained by collecting objective feedback from all stakeholders. Keeping to the open door policy, a confidential bi-annual feedback is collected from parents and teachers. This is further analyzed and synthesized by the back end team to support improvement of the product. A daily quality check is conducted and shared with the Head - Quality Assurance. They aid effectiveness and eliminate inefficiency by ensuring all aspects of operations are run optimally. A 'Quality Audit' taken every trimester marks a blanket seal of excellence to the Pre-schools.

Edvance Pre-School is an ISO certified company which is yet another reassurance of quality in processes to parents of young children at School. Vivero International has been a proud recipient of various awards for the excellence in the field of early education and care.



ISO Certificate



Education Today Merit Award



Dewang Mehta Award



WEC Award



India Today Excellence Award

# OUR FOUNDERS

Vivero is founded and operated by individuals who are passionate about education, and see the opportunity to nurture the minds of the future.



**ARUN ARORA** – *Chairman, Edvance Group*

Arun Arora is the former President and Executive Director of Bennett, Coleman & Co. Ltd. and CEO of The Economic Times.

He was involved in setting up many new businesses in print, radio, television, music and home entertainment. He was CEO of The Times of India, founder CEO of Sony Entertainment Television, Chairman - United News of India, Vice-Chairman - Radio Mirchi, Vice-Chairman - Times of Money Ltd., and Board Director Times Bank. Brands launched by him include Sony Entertainment Television, Times Music, Zoom, Times Multimedia and Planet M.

A Harvard alumnus, he is a Chemical Engineer, Fellow of the Indian Institute of Chemical Engineers and Chairman Emeritus - World HR Congress.



**ANSHUL ARORA** – *CEO, Edvance Group*

Anshul Arora formerly worked with McKinsey & Company in the areas of consulting, start-up creation and international development across offices in Asia, Europe and the United States. He has served numerous government and not-for-profit organizations. Anshul Arora has also worked in the areas of venture philanthropy, developing country strategy for one of the largest energy providers in the world and setup an off-shoring center in India for a U.K. based brokerage group. He has a BA in Economics from Amherst College and an MBA from Harvard.

# THE ETONHOUSE CONNECTION

Vivero was launched in partnership with EtonHouse - one of Singapore's finest pre-schools. EtonHouse began its operations in 1995 and is an IB authorised World School that operates 92 schools across Asia. Over 9000 students from 61 nationalities study in its schools. It is recognised as one of the most elite educational service providers on the continent. An International Network partner of Reggio Emilia in Asia, EtonHouse also offers professional development courses for teachers in collaboration with Roehampton University, UK.



**NG GIM CHOO** – *MD, EtonHouse Group*

Founder of EtonHouse, she has a Masters in Education Management and more than a decade's experiences setting up international schools and pre-schools.



**JIMMY OH** – *Director, EtonHouse Group*

A business development expert, Jimmy Oh has founded and managed several successful organisations across real estate, hospitality, electronics and other varied industries.

# VIVERO IS



# PARENTS' TESTIMONIALS

## PRE-SCHOOL AND CHILD CARE



“ Asher is a very happy and calm child but like every other person, he has his own inhibitions and fears. When it was announced that the pre-nursery children were going to perform on stage in an auditorium, I had my doubts. I had seen him getting extremely fearful and uneasy in closed, dark, and loud spaces. But every day he would come home with a star, owing to a stellar rehearsal, and his educator Ms. Sejal would assure that he would be fine if sent early. I couldn't help admiring her confidence in my child. While onstage during the event, he went on to do the whole piece feeling safe that he was standing next to his teacher. He may not have performed what he practiced, but for us, it was his biggest day! He overcame few of his biggest fears that day and is now capable of being in spaces, which are not very comfortable for him. Thank you once again. ”

– *Neha Kanaujia, Asher's mother*  
Vivero International, Pune



“ Vivero has been a beautiful journey for Varnika. She has grown, learnt and enjoyed every moment. I thank you Vivero for building a strong foundation for my little one. She has evolved into a beautiful human being who is compassionate and thoughtful towards her family, friends and society. A special thanks to her Educators and Leadership team for always being extremely patient and resolving everything for us. ”

Vivero will always hold a special place in our heart.  
– *Upasana Mathur, Varnika's mother*  
Vivero International, Mumbai



“ We were finding it extremely tough to select a good pre-school in Bangalore. We would ask around, go on interviews, and seek the advice of other parents. After visiting many schools we found one where our queries were heard and addressed patiently. After a detailed discussion with the School Head of Vivero International, we knew that we had finally come to the right place.

Since her first day of school at Vivero, Charvi has been spending her days in an enjoyable and nurturing environment. All her educators seem to be interested in getting to know her and school has a welcoming, friendly atmosphere and stimulating curriculum. I would definitely be choosing Vivero as my younger daughter's pre-school too :-)

– *Pooja Tyagi, Charvi's mother*  
Vivero International, Bengaluru



“ We have spent a year in Pune and there are still things about which we get anxious. But there is one thing about which we are absolutely confident! And that is Myra's education and her comfort in the daycare. Vivero has been an integral part of our lives. One year of Vivero has brought about many positive and visible changes in Myra. The focus of the school is on everyday learning and not just on imparting classroom education.

Myra has learnt not only from her class but also from her surroundings, her mistakes and her excursions in an uninhibited and stimulating environment. She now feels freer to interact with her peers, to take risks and is more open to learning. She is always looking forward to be in school and puts us in an embarrassing situation with her insistence to go to school even on Sundays. Myra has occasionally cried at home missing her class educators. I wish to thank them very much.

A very Big Thank You to Vivero and its entire staff. ”  
– *Shubhra and Saurabh Prasad, Myra's parents*  
Vivero International, Pune



“ Choosing a daycare for your child is probably one of the most difficult tasks. However, the reassurance provided by the Vivero staff was a source of strength during the initial adjustment period when my child began day care. Their well rounded curriculum helps shape the personality of the little toddlers. Every time someone compliments me on the well mannered and cultured behavior of my child, I send a mental thank you note to Vivero which plays a crucial role in the upbringing of my child.

As a side note, the food at Vivero is a hit not only with the kids but among the parents too.. ”  
– *Amruta Hungund*  
Senior Technical Editor, TIBCO Software Inc.



“ We enrolled our daughter Ashima [Tiya] in Vivero child care when she was just 15 months old and since then we are very grateful for the loving care and guidance she receives at the center.

Ashima loves to go to Vivero and enjoys the learning activities, spending time with her friends, teachers and returns home singing new songs every evening.

Like all other parents it was not easy for us to leave her at the child care center but it was made so much easier by the wonderful teachers and staff. Our mind is at peace to know Ashima is in a safe, fun place everyday. Teachers at Vivero are very professional and extremely friendly to all the children and they always tell me what my daughter has done and accomplished. ”

Keep up the great work team Vivero !!

– *Reema Pal*  
Module Lead, Avaya



“ Some of the daycares nearby are so focused on children, but they do not offer scheduling options that working parents' need. Some are over- focused on what the parents need or want to hear as “paying customers” that they may neglect the true best interest of the child. Vivero manages to serve both the children and the parents' needs very, very effectively.

The entire staff demonstrates levels of passion and professionalism which we rarely see in the education world. They are all very kind, courteous, graceful, respectful, and very well-educated themselves. They work tirelessly to set ideal examples for the children of how people should behave and cooperate together.

They give countless additional hours after regular hours to lend a hand to a child in need, a parent, or to just make an extracurricular activity extra special. They do it so willingly! The staff is never too busy to sit down and discuss anything that is on your mind, whether a concern you have with your child, suggestion or idea you may have, or just a simple question you need an answer to. They genuinely listen and care.

Vivero focuses on so many important values like service, humility, kindness and courage.

It's a place my daughter has made great friends and memories and learnt invaluable lessons that will stay with her forever. Vivero is and always will be a blessing to our family!

Every day Aadya comes home from school saying they've had a great day!!! ”

– *Dipti Shelar*  
IT Asset Management, Amdocs



“ I recently shifted from Delhi to Bangalore and enrolled my son in Vivero for school and daycare. The school has been a big support and my son is also doing well. He's already reading numbers and letters and knows a lot of poems. He's also started conversing fluently in English. I get surprised at how quickly he's growing up. ”

– *Ruchi Gupta*  
DM, Gensler




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