

# Make Your SCHOOL AI Ready





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# Make Your SCHOOL Al Ready

It will be the worst of the times and the best of the times for schools. Worst of the times for "dinosaur schools", where the leaders & teachers are too rigid or slow to ADAPT. Best of the times, for schools which quickly ADAPT, becoming the new leaders and capturing the space vacated by the dinosaurs.



#### **Hello from the Authors!**

Hello to all **school leaders** from all the states of India, excluding one... the state of *Denial*. If you are in the state of denial about the severity of the challenge created for you by AI, Internet and the NEP (*National Education Policy of India*), you are in bliss, and we can't disturb you.

For leaders of schools outside India too, this book is very useful (in fact, mission critical). You will find many references to "NEP" in the book. It's National Education Policy of India. But it's not necessary to read that document before reading this book. NEP as a compilation of global best practices and recommendations in education. The relevant excerpts from the NEP document are given wherever needed.

This book will sound very straightforward. It's already April of 2025 when we are finishing it. This is **not** the time for school leaders to *enjoy* reading books. Wherever you find the tone too terse to be polite, please understand it's written with a strong sense of **urgency**, and a bit of **panic**.

ALL CAPS should be considered as our desperate effort to assert a point or to convince you about something. If it still feels like shouting, then it's because we can see fire in your school and we must raise an alarm!

The major roles we authors are playing here are thinkers, researchers, and messengers. Not writers. Many paragraphs have been written by *NotebookLM*, *ChatGPT* and *Claude*.

We're crying "AI Wolf" and it's not a bluff.

#### And, Who Are We?

Raghu Pandey is the founder of *iMature.in*, India's pioneer in '*Digital Citizenship & Internet Maturity*' education. Since 2006, he is dedicated to 21<sup>st</sup> century education. His previous startup, iBranch.in, pioneered intra-college portals, which enabled 24x7 communication & collaboration within a college. He is striving to establish DCIM as the most important subject in schools, and 'AI Readiness' as the transformation goal for schools.

**Saloni Rathore** is the COO of *iMature.in*. She is a psychologist who started her career with research in cyberpsychology. Since 2023, struck by the possibilities of AI, she is now dedicated to building *iMature* as an AI driven company. Her research now continues on 'AI Readiness' and 'AI Maturity' of individuals.

**Shubhi Dubey** is the founder of *Humans* Winning AI and an AI Readiness Evangelist with *iMature.in*. She is also a researcher with Johns

Hopkins University (USA). She is building *Humans Winning AI* as India's largest community around AI Readiness Skills. Sensing the possible mega-impact of AI on India, Shubhi pivoted her career from being a senior journalist to her current avatar.

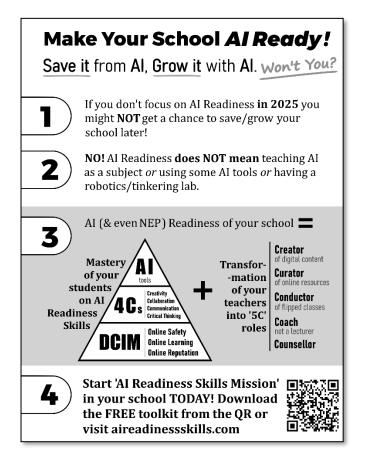
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#### Chapter 0 Conclusion

It's an emergency! The school cannot wait for the school leader to finish reading a book before taking action on the 'AI Readiness' of the school. We wrote this book to urge school leaders to act on this 1-pager, **the conclusion of this book:** 



#### Let's Kill the Myth First. Al Readiness is NOT...

It is so obvious and natural to think that "AI Readiness" means having knowledge & skills related to the AI **Technology**. In 2020-21, during the lockdowns, did you think that "COVID Readiness" was having knowledge of **Virology**? Hopefully not!

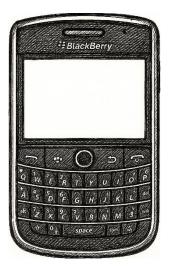
The AI Readiness Skills are a combination of skills that empower students and teachers to avoid the THREATS of AI and take full advantage of the OPPORTUNITIES of AI, in their personal life & career. For schools, *AI Readiness Skills* and the *AI Readiness Skills Mission* are...

- x NOT about teaching how to use AI tools: We do not recommend conducting classes or workshops to teach how to use AI tools. In fact, AI tools do NOT require any teaching. (It's their strategic use which is important.)
- x NOT about using AI tools in classrooms: We shall not be advising on which AI tools teachers can use in their classes. They should figure this out themselves.
- x NOT about teaching Python or robotics: We shall not be talking about conducting

- classes or workshops on Python, robotics, IoT or any hardware or software technology related to AI. These skills have a minimal impact on a person's AI Readiness.
- NOT a certification program: The proposed mission is not a short-term program, it's a transformation program! Your survival & success will be the real certificate! However, the mission offers certificates and even trophies to schools. Check out the last section titled "Certificate & Trophies" of the AI Readiness Skills Mission toolkit.
- x NOT about adding the "AI" subject to the curriculum: We shall not be teaching "What is AI?" as a subject. Instead, we shall obsess over skills to stay safe from AI and grow with it.
- x NOT limited to students only: The AI Readiness skills are critical for teachers too.
- x NOT about creating new infrastructure or facilities: Schools don't need to buy special hardware/software or build new labs etc to make their students and teachers AI Ready, or run the mission.

#### Your School is in a Blackberry Situation. Beware!

If you are older than 35 years of age, you can easily recall what a *BlackBerry* phone was. The most desired and the highest selling smartphone around 2005-2010!



Blackberry went from being the King of smartphone market in 2010 to near 0% market share 2016. Reason? Myopia (short sightedness). They could only see the strong CURRENT demand of full-keyboard smartphones, but not the FUTURE demand of touchscreen phones.

When they accepted their mistake, it was too late.

What lessons can you learn from *Blackberry's* story?

- 1. Customers can change their preferences and demands in matter of few days. A company needs years to design a new product. The customers won't wait. They will move on. *Blackberry* died not because they could not shift from keypad phones to touchscreen phones, it was because they ignored the signals from the market for too long, and then, their customers' demands shifted "suddenly" to touchscreen phones.
- 2. A new competitor might take away some of your market share, but a new category of product or a new concept in the market can completely eliminate your product's demand. Let's simplify it. A new school in town might take away some of your admissions, but a new format or concept of education can bring down the number of students in your school to zero.

#### Is there a new format or concept emerging in the world of school education?

Yes, it's called '21st century Education' which is all about making students ready for an AI dominated future.

#### How Strong is the Demand for 21st Century Education?

- From the industry, it's very strong.

- From the government (NEP), it's very strong.
- From the parents, it's weak!

This means your school is in a 'Blackberry situation'! And almost all other schools too. Let's understand how. Your customers (the parents) are still demanding high scores by their children in board exams and various college entrance exams like IIT, NEET etc. This demand has been the same since many decades. But, the industry and the government, are now expecting schools to focus on making their students 21st century ready (or AI ready). But why are the vast majority of parents not demanding 21st century education for their children? Because the voices of the industry have not yet fully reached them. The news, that the industry has declared the new rules of success for future professionals, is 'on its way' to parents. It might take until 2028 for it to reach the majority of parents. THAT IS YOUR TIME WINDOW!

#### Colleges will shut down first, followed by schools.

In 2025, AI has already destroyed the importance of academic knowledge as a necessity for a good career. Most college degrees (even from IITs & IIMs) are unofficially declared **unwanted** by leading companies. A demand crash is possible by 2028 for a big number of

colleges, resulting in their **shut down**. The surviving colleges will be the ones which **transform** their system by minimizing the role of academics in their curriculum (and in their entrance tests!) and maximizing **AI Readiness skills** development.

Therefore, around 2028, your customers, the parents of school children, might stop demanding high academic scores in board exams or entrance tests. Their expectations might "suddenly" shift to excellence in 4Cs, Internet maturity, AI readiness, physical & mental health. Read the word "suddenly" again. That's what will totally destroy the unprepared schools.

#### How to Avoid the Blackberry Fate?

- ✓ Unlike *Blackberry*, open your eyes to see the changes happening around you and try to understand what the parents' demands & expectations from your school will be in 2028-29.
- ✓ Verify all the claims we made above about the changing trends.
- ✓ Unlike *Blackberry*, start preparing for 2028 in 2025. Honour industry's and government's demand. **Fortunately**, both are demanding you to do the same things.
- ✓ Tactfully manage the ill-informed parents during the transition period.

- **Fortunately**, they are hearing about the scary rise of AI in the news now.
- ✓ Make 21<sup>st</sup> century education your No.1
  Priority. We call that NEP+AI+Internet
  Readiness.

#### You have got preparation time till 2028 to do the above!

Chapters 3 to 10 will be your truthful advisors. Listen to them carefully:)

#### Attempt the Toughest Exam for Indian Schools. C'mon!

Hope you have understood the 'Blackberry situation', your school is in, and accepted the challenge of making your school 'NEP+AI+ Internet' ready by 2028. But chances are, mentally you are still in the zone of 20<sup>th</sup> century school system. Chances are, you have not read the NEP document fully, or heard only a few bits & pieces of it, or heard some narrow interpretations from some self-proclaimed experts. We can also assume that being a school leader you don't get time to watch AI trends daily.

Let's bring you into the zone of 21st century education.

We have designed the 'Toughest Exam for Indian Schools' which includes 20 questions for school leaders to answer. These 20 questions are the shortest-cut for a school leader to enter that mindset, which helps him or her to understand the true spirit of NEP and the true meaning of a "post-AI" school. Attempting this exam is the best warm-up for the transformation.

Important: Urge everyone in your school management team to take this exam. You cannot transform your school if they are stuck in the old school mindset. Download the PDF of the question paper using the QR code, or this link - https://bit.ly/NEP-

AI-Internet



Let the Action Begin! Here is your question paper. Read the instructions carefully. Good luck for next few years:)

#### The Toughest Exam for Indian Schools!

Subject: **NEP, AI, & the**Internet

Marks:
100

- This exam should be taken by **School Leaders** (Principals, Vice-Principals, Senior Teachers, Directors, Chairpersons etc).
- This question paper contains 20 questions of 5 marks each. All the questions are compulsory.
- You're allowed (rather encouraged) to refer any book, website, AI, or human expert. Chapters 4 to 10 in this book are the answer keys for these questions.
- You may record your answers in any format text, audio, or video.
- To get your answers assessed, go to https://imature.in/schools and fill the request form, or approach a 21<sup>st</sup> century education expert.
- Minimum survival marks are 50.

- **Q.1.** Your school is expected to create a **multidisciplinary** learning system for students, which might require your teachers to collaborate with **outside experts**, & **professionals** from different fields, to teach a topic. What system will you develop in your school to do this on a regular basis, for every subject?
- **Q.2.** How will you make the teaching-learning more **enjoyable** and **participative** for your students? Using animated or interesting lesson videos in the class is a popular idea. Please suggest more ideas.
- **Q.3.** NEP wants you to **prepare** your students for a successful 21<sup>st</sup> **century career**. As you know, 'preparing students' takes much more effort than just 'making them aware'. What system will you create in your school to achieve this objective?
- Q.4. NEP says, one of the most important outcomes of school education for a child must be the development of 'Higher Order Thinking Skills', which includes the well-known '4 Cs' of 21st century education creativity, communication, collaboration and critical thinking. What new system of teaching-learning should your school create or adopt to achieve this outcome? We know that the existing system of pedagogy cannot do this.

- **Q.5.** It's obvious, and the NEP also highlights the fact that the **teachers** should be at the centre of these fundamental reforms. Without the teachers becoming fully comfortable and capable of playing this totally new game, no reform will be possible. What kind of **skills** and **attitude** must the teachers acquire to become experts of these new systems or ways of teaching?
- **Q.6.** NEP envisions that the teachers must become the **most respected** members of the society. How do you think the work and contribution of teachers can be made more **visible** to the world? Felicitating them on special occasions is the most common way. Please suggest more ideas.
- **Q.7.** If you truly want to recognize, identify, and foster the **unique capabilities** of **each** of your students, what system would you create or adopt in your school?
- **Q.8.** NEP wants schools to take advantage of their **alumni** and members of the larger **community** to guide and mentor students on various topics. What system would you create or adopt to facilitate that?

- **Q.9.** What can you do to ensure that your students learn "how to learn" and also become lifelong learners?
- **Q.10.** In addition to the multidisciplinary approach of teaching a topic, NEP expects you to utilize **arts**, **sports**, and **storytelling** in the teaching of all the subjects. How will this **practically** be possible? Are they being unreasonable in their expectations?
- **Q.11.** If a student **experientially** learns and **practically** demonstrates a concept (say electrolysis), should he/she be compelled to write the complete explanation on paper? What is the best way to record & assess the **hands-on** learning of students?
- Q.12. NEP promises that the students will be given increased flexibility and choice of subjects to design their own paths of study and life plans. Also, there will be no hard separation between 'curricular', 'extracurricular' & 'co-curricular', or among 'arts', 'humanities' & 'sciences', or between 'vocational' & 'academic' streams. It clearly means you won't be able to create well-defined batches of students. Then how will you schedule the classes, assign the teachers and design the academic calendar of your school?

- **Q.13.** Can you visualize how **digital technologies** can help a student learn and practice three languages and help your school provide **bilingual** learning resources to students for various subjects? Articulate your vision.
- Q.14. Create your own list of subjects, skills and capacities which are absolutely essential for your students to survive and succeed in the 21st century world. Discuss it with at least 5 industry experts (non-academics) and include their suggestions in your list.
- **Q.15.** Explain in detail what are the **strengths** and **weaknesses** of your school for ensuring effective teaching of the subjects, skills, and capacities listed in Q.14.
- Q.16. NEP wants students to learn to make ethical decisions and "doing what's right". While subjects like moral science can teach ethics of the real world, how do you think students can learn about ethics of the digital world (the place where majority of their social interactions and transactions will happen)?
- **Q.17.** NEP seems quite serious about **transforming** the way **assessments** are done in schools. It wants that assessments should be **regular**, **formative**, NOT just

summative. Aimed at testing higher order thinking skills, concept clarity, and critical thinking. Also, the assessment reports must reflect in great detail the **uniqueness** of each student. What kind of progress reporting system will be able to do that?

**Q.18.** Imagine a system which is capable of capturing every student's **activities**, **creations**, **performances**, **writings** etc, continuously throughout the year. Now imagine an AI based assessment software which takes all the data from the above system and generates progress report for each student every month. Will there still be need for the traditional exams such as *unit tests*, *term exams*, & *final exams*? If yes, why?

**Q.19.** NEP wants to enrich the teaching learning process with online resources such as **apps**, **quizzes**, **online forums** and other **online tools**. Are the teachers of your school *Internet mature* so that they can make the **best use** of these online resources? Write the list of topics which an ideal training program must cover to make the teachers Internet mature.

**Q.20.** What kind of **cyber safety** threats are you aware of, which your students face in their everyday digital lives? What kind of **digital discipline** problems among students you see in your school? What system does your school need (or have) to solve these problems?

The following chapters will discuss each question in detail. Take a print of the 20 questions. It will be handy because questions will not be answered in sequence from Q1 to Q20. They are grouped as per the chapter's theme. Sorry for the inconvenience.



To watch the videos of the answers to the 20 questions, please scan the QR code below or visit https://bit.ly/20-ans-key



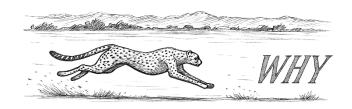
# Chapter 4 The "Why" of Your School. It's being Questioned!

You confidently advertise to the world about what your school teaches and how well it teaches. When was the last time you answered the question: Why does your school exist at all? When AI has started performing tasks once reserved for top professionals, EVERY organization including your school is now compelled to justify its existence.

When AI is writing better than toppers, explaining concepts better than teachers, and making all the knowledge fully accessible to anyone, what then should be the purpose of your school? The quick answer – the purpose of your school must be to provide skills to students that **machines cannot easily replicate** – *self-learning skills, human intelligence rooted in 4Cs, and Internet maturity* – skills that together form the soul of a 21<sup>st</sup> century career & life.

Once you are able to articulate the answers to the questions numbered 3, 4, 9, and 14, you can look into the eyes of any human or robot and confidently justify the existence of your school.

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Imagine a cheetah chasing a prey.
Eyes unblinking. Body streamlined.
Every muscle, from nose to tail,
synchronized for the hunt. Be that
cheetah for the next few years.
Every investment, every hiring,
every event, every training... aligned
towards the WHY of your school –
"To make students READY for an
Al-dominated 21st century life"

## Classes. Classrooms. Flipping. Crumbling. Transforming!

We concluded the last chapter with "Every investment, every hiring, every event, every training... aligned towards the WHY of your school." Shouldn't every CLASSROOM, and what happens inside it, align towards that too?

Of course it should! That's where the real action happens in your school.

Questions numbered 2, 10 and 12, discussed in this chapter, will give you the clarity on how the DNA of your classrooms need to change.

Close your eyes. Imagine you are inside a classroom of your school. Now open your mind and look at the following questions.

**Q.2.** How will you make the teaching-learning more enjoyable and participative for your students? Using animated or interesting lesson videos in the class is a popular idea. Please suggest more ideas.

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The old structure of a school classroom is crumbling! Construct the new structure by using the **Flipped classroom** and **Project-based Learning**, built on top of the strong foundation of Digital Citizenship & Internet Maturity skills. Time is running out!

#### Teachers Cannot be Just "Teachers" Anymore!

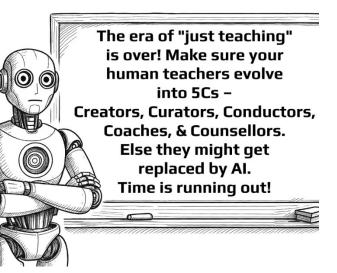
Remember the early months of the COVID lockdown? Imagine a school called *Heritage Public School*. The buildings were locked, but learning had to continue. Students waited online. Parents grew anxious. The management scrambled to set up Zoom and Google Classrooms. But the teachers of *Heritage* couldn't adapt. They resisted the tech, avoided the camera, and demanded the "normal" way.

Within months, students started transferring out. By the end of the year, the *Heritage Public School* became history. Not because of COVID. But because **its teachers could not ADAPT**.

Teachers cannot be "just Teachers" anymore because "just teaching" can be done much better by AI. Do you think we are fantasizing? Just Google "Alpha School Texas by Mackenzie Price". Go ahead, do it now!

Alright, so what should teachers become now? Quick answer – they should now **become '5Cs'**. And what's that? Questions numbered 5, 6 and 13 will give you the clarity on that.

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### A storm is brewing in the world of Assessments

Ask any employer today to describe the kind of person they want to hire. They'll talk about problem-solvers, team players, clear communicators, creative thinkers, self-learners. Now ask them how much weight they give to school report cards. Most will laugh politely, some not so politely.

That's the brutal truth. The traditional report card has lost its credibility. It's not just outdated, it's misleading too. End-of-term exams capture a narrow snapshot of memory (tested under stress) and completely ignores the most crucial aspects of a student's growth: creativity, collaboration, communication, curiosity, resilience, initiative, and Internet maturity.

Traditional report cards don't tell the full story of a learner. And in the eyes of 21st-century employers, **that story is the only thing that matters**. If a school does not transform its assessment, its own story will take a sad turn.

NEP, AI and the Internet, will not take any excuses from school leaders for not transforming assessments.

Questions numbered 7, 11, 17 and 18 will help you write the success story of your school.

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Projects Based Learning +
Student Portfolios +
Multilayered Assessment' for
capturing the uniqueness of your
students. Ensure that your report
card includes all three Al
Readiness Skills – DCIM, 4Cs and
Al Tools.
Time is marginal and the

Time is running out!



### Open the doors & windows of your school. It's an Order!

It's an order from the NEP, AI, and the Internet!

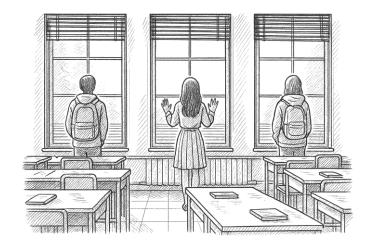
One of the biggest weaknesses of the "modern" school system since its birth in the 19<sup>th</sup> century, has been its ISOLATION from the real world. Schools till today (writing this in April 2025) function like sealed boxes – walls high, timetables fixed, syllabi cast in stone.

Sorry to say, but it's rare to meet a school principal or teacher who could impress with his or her knowledge of current trends & developments of the world. Always living inside their schools, they are totally pre-occupied with task of educating students for a successful future. That's called *irony*, right?

This isolation has brought the schools to an inch's distance from total IRRELEVANCE. To regain your position of relevance, respect and glory in the society, you must ADAPT to 21st century education! And, to adapt successfully, you need to open-up and engage with the wider community and outside experts.

In this maiden journey of yours, into the big & open world, your guardian angel will be the **Internet**. How? You will discover that in the questions numbered 1 and 8.

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Open the **'3 Big Windows'** of your school. If they remain closed, everyone loses – your students, your teachers and you.

Time is running out!

### Chapter 9

# You Are Not Taking the Internet Seriously. Are You?

Every morning when students arrive at your school, do you know where they come from? From houses in *X* Colony on *Y* Street? No. **They come from the world of Internet and they go back into it when the school ends. "But at least they are in school in between", you would argue. Not true for most students. Even when they are physically in school, mentally they are living in the world of Internet.** 

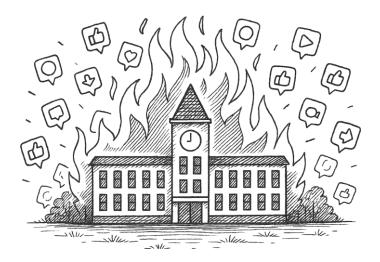
Rarely anything in your school matters to them more than their likes, stories, memes, messages, reels, replies etc on Instagram, Youtube, Minecraft, Snapchat, etc etc etc.

Chances are, as a school leader, you are not taking the Internet seriously!

Your school is prepared for various kinds of threats & incidents, with fire system, CCTVs, security guards, high safety grills, first-aid room... but what about Internet related issues?

Look at the two mirrors (questions) numbered 16 and 20, below. Find out how connected are you with the reality and what should you do... URGENTLY!

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The digital fire inside your school can destroy your learning environment, culture, and reputation. Implement the **AUP** and the **DCIM** program today.

Time is running out!

(By the way, have you watched "Adolescence", or "The Social Dilemma", or "Childhood 2.0"? Must watch.)

## Chapter 10

# The Fitness Test of Your School. For the *Transformathon!*

Transformation isn't a weekend workshop. It's not a staff meeting or a motivational speech in the auditorium. It's a **long-distance race**. A grind. A "*Transformathon*".

Without taking your permission, 'NEP+AI+ Internet' registered your school for this tough race. In fact the toughest race ever!

And like any marathon, it doesn't matter how enthusiastic you are at the starting line. What matters is how **fit** your school is to run the full distance.

This chapter is your school's fitness test. Only the fit shall finish and only the finishers will continue to exist as schools.

Get, set, Q15...

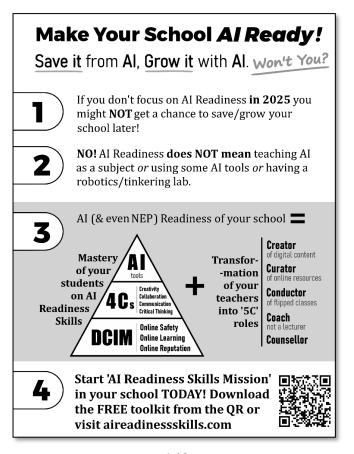
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We see thousands of private schools shutting down in the next 3 to 7 years period, by falling into the *Blackberry* **trap**. You must decide and act today, in 2025, to remain out of that list.

## Conclusion, Again

NOKIA too, collapsed because of the short-sightedness of its top leaders. Stephen Elop said in his last speech as the CEO of Nokia – "We didn't do anything wrong, but somehow, we lost". Nokia did nothing wrong. True. But they didn't do the right thing either! YOU do the right thing...



### Appendix A

# Keep an Eye on The Monster

Well, AI can be a good monster! But who knows for sure? It's a monster, that we know for sure. To track its growth & movement, keep a close watch on the following (at least):

### AI Concepts to Understand

Large Language Model (LLM), Small Language Model (SLM), Reasoning Model, Al Agents or Agentic Al, Artificial General Intelligence (AGI), Artificial Super Intelligence (ASI), Al Powered Robots

### AI Tools to Explore & Use

Image creation, Video creation, Voice over, Deepfaking of video, Deepfaking of voice, Music creation, Software development (Vibe coding)

### AI Companies to Follow

OpenAl, Google, Microsoft, Anthropic, Meta, Nvidia, xAl, Perplexity, Alibaba, Tencent, ByteDance

### AI People to Follow

Sam Altman, Andrew Ng, Fei Fei Li, Elon Musk, Jensen Huang, Mo Gawdat, Mustafa Suleyman, Yann LeCun, Emad Mostag.

# Other Books in this series

This book and the following three books are a part of our 'AI Readiness Skills Mission'. We aim to make 10 Million students and 1 million Teachers of India, AI Ready.



Become an Al Ready Student

Become an Al Ready Teacher

Visit https://aireadinessskills.com for details and purchase links.



So many school leaders
have confessed to us that
they are too busy becoming
irrelevant. Their words were
"we have so many other things to do"

This book is a part of the 'Al Readiness Skills Mission' https://aireadinessskills.com

an innovation by

iMature.in

HUMANS WINNING A