

A DECADE OF EMPOWERMENT



4th **QUARTER**
REPORT
January - March
2020-2021

Executive Summary

Kotak Education Foundation, as with the rest of the World, was hit hard by the COVID-19 outbreak. Despite the lockdown during the last fortnight of the quarter, the overall engagements have been fruitful, with a slew of Collaborations, Edu-Tech initiatives, Beneficiary learning exhibition events and assessments for Students, Parents, Teachers, and Head Teachers.

Collaborations

To expand the portfolio of offerings and improve systems and processes, KEF has collaborated with four organizations; K J Somaiya Private Industrial Training Institute, Life Supporters Institute of Health Sciences, Tech Mahindra and Buddy 4 study during this quarter, benefitting the vocational skilling and livelihood, and scholarship programs.

Edu-Tech initiatives

Quarter 4, marks the beginning of Edu-Tech journey of KEF towards digitization. UNNATI collaborated with ARCIS, a BPO which helps us track our alumni and understand their current employment status, and with DHWANI to create a customised version of a platform which provides a deep dive of the entire training cycle of aspirants, from mobilization to placement. UMANG has teamed up with MRCC and started working on creating an interactive prototype of various activities for spoken English. In addition to this, EXCEL has collaborated with BUDDY4STUDY, a scholarship management portal.

Scholarships and Job placements

During the quarter, 303 students were provided scholarships by Excel and 183 graduating aspirants were placed by Unnati in the organized sector, enhancing their chances to come out of the poverty life cycle. One of the biggest achievements has been the 3 lacs per annum salary package received by an aspirant from Unnati.

Learning Exhibition Events

Four beneficiary learning exhibition events were organized during this quarter. Two of the major learning events were: RAYZ by Umang where 990 spoken English program students enthralled the audience with their maiden performance on a professional stage around the theme "Explore, Experience, Empower", and the second being Teaching aids exhibition and competition organized by Guru which witnessed over 100 teachers exhibit their teaching aids around sustainable development goals and improving literacy, numeracy for primary year students. The events had a footfall of 1,098 parents, teachers, students and school leaders. The students from Umang as well as teachers from Guru spoke in fluent English, a testimony of their learnings received through the year.

Assessments and Impact

Pertinent to assessments, about 11,000 beneficiaries went through assessments. 3,891 students from 25 schools were tested as a part of the Umang post-test, another 4,607 primary students from 14 schools were assessed for Literacy and Numeracy, and 904 parents were assessed over the telephone to gauge their retention and implementing of workshop activities. Also, 175 teachers were assessed as part of close line assessment.

An Impact study for LEAD intervention has been initiated to map the program's beneficiaries against their outcome measures and the impact that they have created around learning outcomes.

As part of the health initiative in schools, our program on tackling anaemia turned in positive results; of the 1420 girls tested, 388 who were deemed 'mildly anaemic' graduated to 'healthy' and 46 out of 50 'severely anaemic' girls have shown drastic improvement and are on their way to being completely normal.

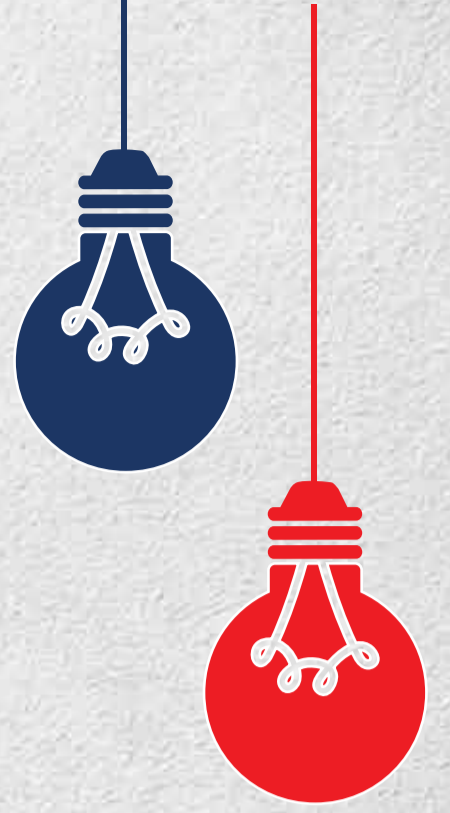
Additionally, our infrastructure project 'Nirmaan' served 30 schools intending to strengthen the safe learning environment.

COVID-19 – KEF continues to work towards poverty reduction

Lastly, this report also celebrates the indomitable spirit at KEF as an organization - despite the mid-March lockdown due to COVID-19, most interventions found solutions in Edu-tech to continue their targeted work. Parvarish reached 904 parents over the phone, Umang assessed about 300 students over WhatsApp, and 140 Excel scholars continued their learning through Flipped learning lessons. LEAD change facilitators and 196 school leaders logged 56 assessments and 100 ICDI mentoring sessions of 2 hours each over Zoom. This further impacted and inspired 300 teachers to attend Staff meetings, reinforce school planning and reach out to approximately 1,000 students using different technology solutions.

As a result of this initiative, KEF has not only been able to minimize the work loss, it has paved the way and passed on the torch of resilience by creating new ways of learning and engaging with disruptive times for all its stakeholders.

INDEX



01 Umang

02 Guru

03 Lead

04 Excel

05 Parvarish

06 Health

07 Nirmaan

08 Unnati



Umang empowers students from KEF partner schools with spoken English skills which enables them to speak in English with confidence.

UMANG OFFERINGS



Blended Learning

applied for an interactive approach that brings technology into classroom teaching



Buddy Mentorship Program

conducted with private schools to develop higher aspiration and peer learning



Flipped learning

activities used to continue education beyond school hours.

KEY HIGHLIGHTS



students participated in Rayz - the annual English talent showcase



students showed a significant improvement in speaking ability based on their post-test results



Students achieved requisite attendance



Years Intervention Span



Hours



Students Benefited

NEW INITIATIVES



- 70 students participated in the Inter-School Umang Champs competition which included debate, elocution and a quiz.
- 130+ students participated in online post-tests using one-on-one WhatsApp video calls during the lockdown, showcasing confidence in technology and speaking

SUCCESS STORY



Technology has proved to be very successful in personalizing learning to help a child overcome large roadblocks to learning and Yasmeen Shaikh is the perfect example of this success. The oldest of 4 children, Yasmeen struggled to find time to study in between overwhelming household duties. Yasmeen is a student of Class 5 at Al Kausar Urdu High School.

Before the Umang program, Yasmeen showed below-par academic performance in school and struggled to pronounce letter sounds and simple words.

Her transformation started with the Accelerated Learning Program (ALP). In her ALP classes, Yasmeen received engaging technology-based input such as phonic songs and videos, audiobooks and online flashcards. These inputs fueled her enthusiasm for the language and destroyed her inhibitions, allowing her to participate in activities in and out of the classroom.

Yasmeen has now become an independent learner, capable of reading simple texts and translating them to Urdu for her friends as well.



GURU focuses on teachers' professional development to bring about changes in the teaching and learning process that improve student learning outcomes.

GURU OFFERINGS

Facilitates teachers' professional development through activities at three levels :



Inside the classroom - Observation, demonstration, co-teaching, one-to-one coaching, and feedback



Inside the school - Professional learning communities (PLC) and internal group workshops (IGWS)



Outside the school - Academic Workshop, Special Workshop, Exposure Visits, SDG activity

KEY HIGHLIGHTS

2683

Classroom sessions conducted

4691

Students assessed for endline

175

Teachers assessed

3

Years Intervention Span

26

Schools

330

Primary and Secondary Teachers

NEW INITIATIVES



- 25 teachers attended the 2-day ViewBank workshop on SDG implementation and Future Readiness Skills. The workshop also covered how sustainable practices can help achieve sustainable goals.
- Guru organised 2 exhibition events with 65 teachers participating and 1089 teachers and parents coming to view the event. While Secondary teachers constructed distillation devices using plastic bottles as part of STEAM learning exhibits, Primary teachers presented teaching aids, which were easy to create and use.

SUCCESS STORY



Every quarter, Guru witnesses some commendable transformation of beneficiary teachers, both in their behavioural and teaching aspects. This quarter too was highly rewarding for Guru as teachers like Rahul, Sunita, Jyoti, Anita (to name a few) have turned to be our 'change-makers' and a source of inspiration for others.

From being a shy and reluctant person, Rahul sir from Vinay High school went on to win the 1st Prize in the Maths and science exhibitions - "Spectrum", an event organized by Guru for secondary teachers. After attending another enriching workshops on 'Robotics', Rahul sir used his knowledge to construct a little machine that draws concentric circles – all by himself!

Another significant transformation came forth when teachers - Sunita and Anita Madam, Guru beneficiaries, dropped their belief in corporal punishment and adopted child-friendly teaching methods in the classroom. The 'internal group workshops', 'professional learning community workshops' and 'one-to-one' counselling sessions were instrumental in bringing this change.

The creative use of 'teaching aids' in classrooms, has been proved to be one of the best ways of teaching and facilitating children's involvement. Sunita Madam, one such Guru beneficiary has not only extensively adopted this method of teaching but also stood first in the 'Intra-School Teaching Aid Competition'.

Jyoti madam, another Guru beneficiary, was always brimming with enthusiasm and innovative ideas but always faced challenges while expressing her thoughts in English. Through continuous support from KEF facilitators, she has not only made a teaching aid for English Language Teaching, but also stood 3rd in the Inter-school Teaching Aid competition.



LEAD supports the school leaders to strengthen their leadership and managerial practices so as to enable them to create, sustain and lead a culture of academic and personal success for all the students in their schools.

LEAD OFFERINGS

KEY HIGHLIGHTS

School Head Teachers' leadership is developed across, self, team and instructional leadership practices.



1 Exposure visit



4 Group workshops



50 I Can Do It (ICDI) mentoring sessions in school



Mentoring sessions



Hours of virtual learning



Close lines of school leaders



Years Intervention Span



Schools



School Leaders

NEW INITIATIVES

LEAD beats COVID Lockdown :



When life gives you lemons, make lemonade out of them.. goes the popular saying. Mid-March Lockdown was a moment of bringing alive all the lessons learned in leadership theories. Lead change facilitators and 196 school leaders logged 56 closeline sessions and 100 ICDI mentoring sessions of 2 hours each.

These school leaders further took initiative and inspired 300 teachers to attend Staff meetings, do school planning, and reach out to approximately 1000 students using different technology solutions.

SUCCESS STORY

Sustaining the Culture of Change: ‘Open Space Conference’



Imagine students from slum schools offering sessions on children’s parliament or teachers offering workshops on sociocracy and systems thinking - subjects heard of only during niche conferences.

4 KEF partner school leaders, inspired by their participation in International Democratic Education Conference earlier this year, took the initiative for the first time ever to create a platform for Head Teachers, teachers and students of slum schools to come together, discuss their innovative ideas and problems and find shared solutions .

The event, organised in Shivam school, had presentations brought together over 26 teachers and more than 50 students from 10 schools, which made the session very engaging and interactive.



Award scholarships to select students from KEF partner schools who have scored 80% and above in the SSC examination. Excel supports deserving students to continue their education from their 11th standard until their graduation. Which helps their families become self-reliant & move out of the vicious circle of poverty.

EXCEL OFFERINGS

Empowers students through:

- Career Counselling
- Academic Support
- Life Skills Training
- Placement Support
- Exposure Visits

303

Students were the recipients of scholarship in Q4

4171

Mentoring sessions conducted for **755 students**

1243

Home visits conducted for **755 students**

2-6

Years Intervention Span

755

Students

103

Life Skills Sessions

★ 8 students passed different subjects across all 3 levels of the CA Course.

★ Aakash Nadgeri (Batch of 2013) was placed as a Junior Engineer at Hindustan Urvarak & Rasayan Ltd. (HURL) in Gorakhpur Dist. with an annual CTC of Rs. 2.43 lacs.

NEW INITIATIVES



- 104 Undergrad students actively participated in engaging Flipped Learning activities during COVID-19 lockdown.
- Agreement with 'Buddy 4 study' Scholarship Management portal.

SUCCESS STORY

We all are aware that it's not easy to battle out a financial and emotional crisis at tandem. This is exactly what our Excel scholar - Navin Patil had been doing for years!

After completing his schooling from AFAC English School with an impressive 81% in 10th standard board exams, Navin Patil was selected under our EXCEL program and awarded with the scholarship.

Navin, a meritorious and sincere student, pursued his Junior college studies from N.G Acharya College of Arts, Commerce, and Science, Chembur in the Science stream. While his parents separated when he was a child, and his mother suffered from schizophrenia, he was taken care of by his maternal uncle. However, the condition at home was not at all conducive for studies.

Navin faced a lot of odds and was battling with both financial and emotional crises. Gradually there came a point when he wished to quit his studies and support his family financially instead.

It was at this crucial juncture of his life that Excel intervened and provided mental support and guided Navin in the right direction so that he could get back to his studies with renewed focus. With constant counseling and encouragement by facilitators, Navin appeared for the HSC board exam successfully in February '20.

He aspires to become an engineer and is currently preparing for the entrance exams for the same:- JEE /CET. Kotak Education Foundation is glad to be part of such determined and hardworking students. We wish that he keeps aspiring to achieve more such commendable milestones in life and becomes successful in all his endeavours!



Parvarish aims to work in collaboration with parents and teachers towards the overall development of the child.

PARVARISH OFFERINGS

It provides parents with hands-on parenting methods and practices and also supports them on how to guide their wards with academic learning in their early years.



Group workshop with parents of Jr Kg. to 4th graders.

Awareness workshops with the parents of adolescents.



Thematic workshops and demos with teachers and parent-meeting observations.



Conduct Home visits to follow up on the practice of activities taught in the workshops.

KEY HIGHLIGHTS

4082

Parents benefited

3742

Home visits

2965

Parents attended 70% workshops

3

Years Intervention Span

39

Themes

17

Partner Schools

NEW INITIATIVES



904 parents were telephonically assessed during the lockdown period, as home visits had to be stalled temporarily.

SUCCESS STORY

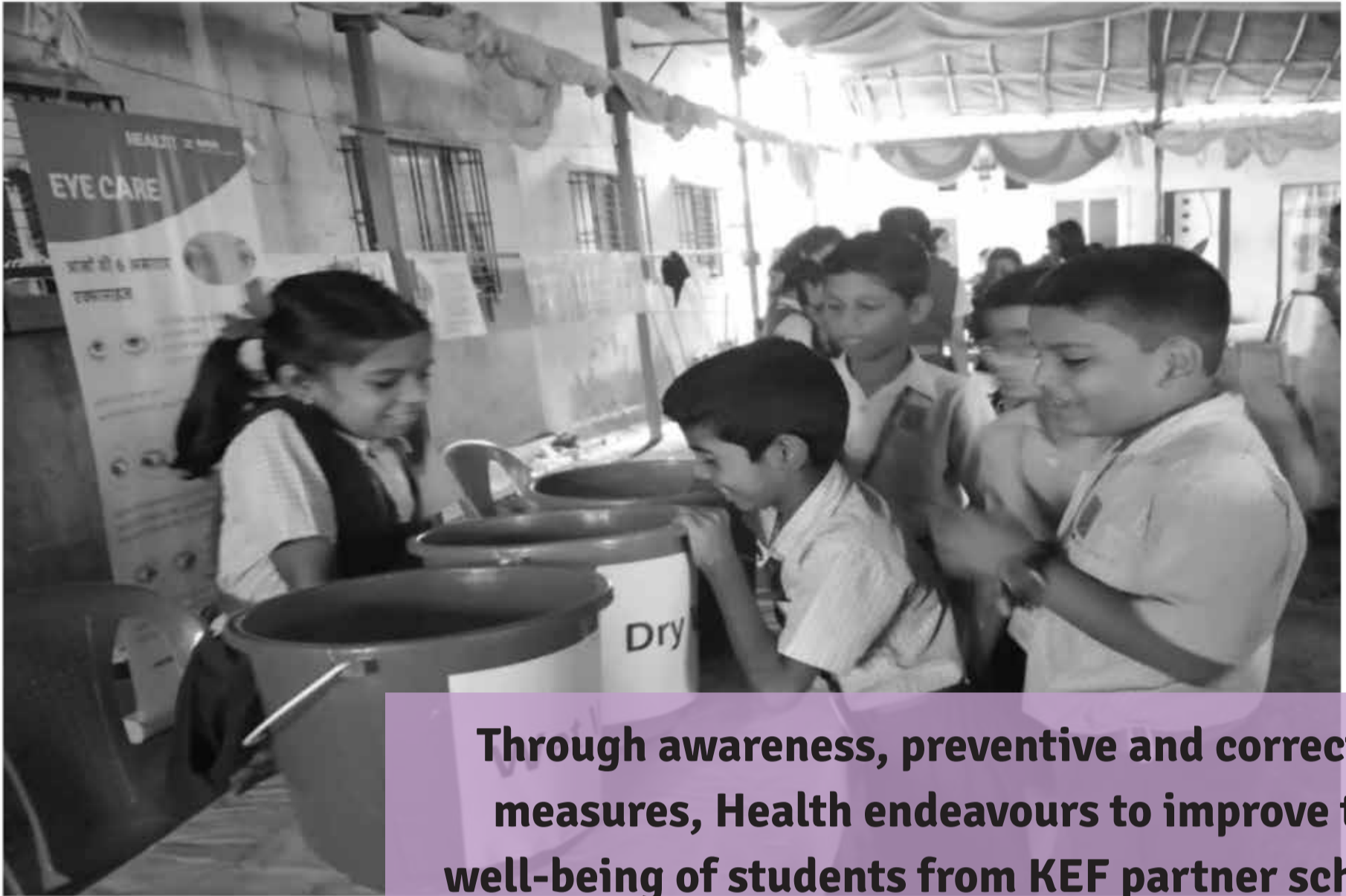
Shubhangi Magar was living a happy life back in Tarale, a small village in Satara with her husband and 2 children Vignesh (8 years) and Sai (5 years). The family shifted to Mumbai last year for better treatment of their younger daughter Sai who is differently-abled (hard of hearing). For the children, adjusting to a new city life was very difficult.

Once in Mumbai, they faced various challenges and despite all the difficulties, Shubhangi and her husband joined the Apulki program last year. Despite an extremely busy schedule where she has to run around the clock to pick up and drop her children from school, do household chores, her regular tailoring work; Shubhangi attended all the workshops consistently.

She was finding it difficult to deal with the behavioral problem of elder son Vignesh who studies in Class 3 in Chembur Welfare School. She stated that Vignesh used to often get angry as he used to think that his parents neglect him and pay attention only to his younger sister.

As she started attending Apulki workshops, she would share and practice her learning along with her husband while dealing with their children. She shares, “Vignesh was very lazy and would not do anything by himself even if it’s just brushing his teeth, so I implemented the routine chart and made him understand the importance of it. He gradually started following it and slowly I saw changes in my son’s attitude.” It makes him happy when we appreciate him for following his responsibilities. Activities which are given in Love Language workshop such as spending Sunday by making the child plan the day, kiss and hug them while leaving for school and coming back from school, telling a child ‘I love you’ etc. has actually helped her to handle children effectively and is she able to give attention to both of them equally.






She feels that attending the workshops has helped her believe in herself and also have a belief that she and her family will do better with each passing day.



Through awareness, preventive and corrective measures, Health endeavours to improve the well-being of students from KEF partner schools.

HEALTH OFFERINGS

Supports them inculcate healthy habits which will help them in improving learning outcomes.

-  Eye Care
-  Kishori Sehat Abhiyan
-  Majhi Swachha Shaala
-  Jagruti
-  Deworming and Hygiene Education

KEY HIGHLIGHTS

3484

Adolescents awareness sessions

7295

Students dewormed

9663

Cleanliness awareness sessions

7

Years Intervention Span

21

Schools Served

24155

Students Benefited

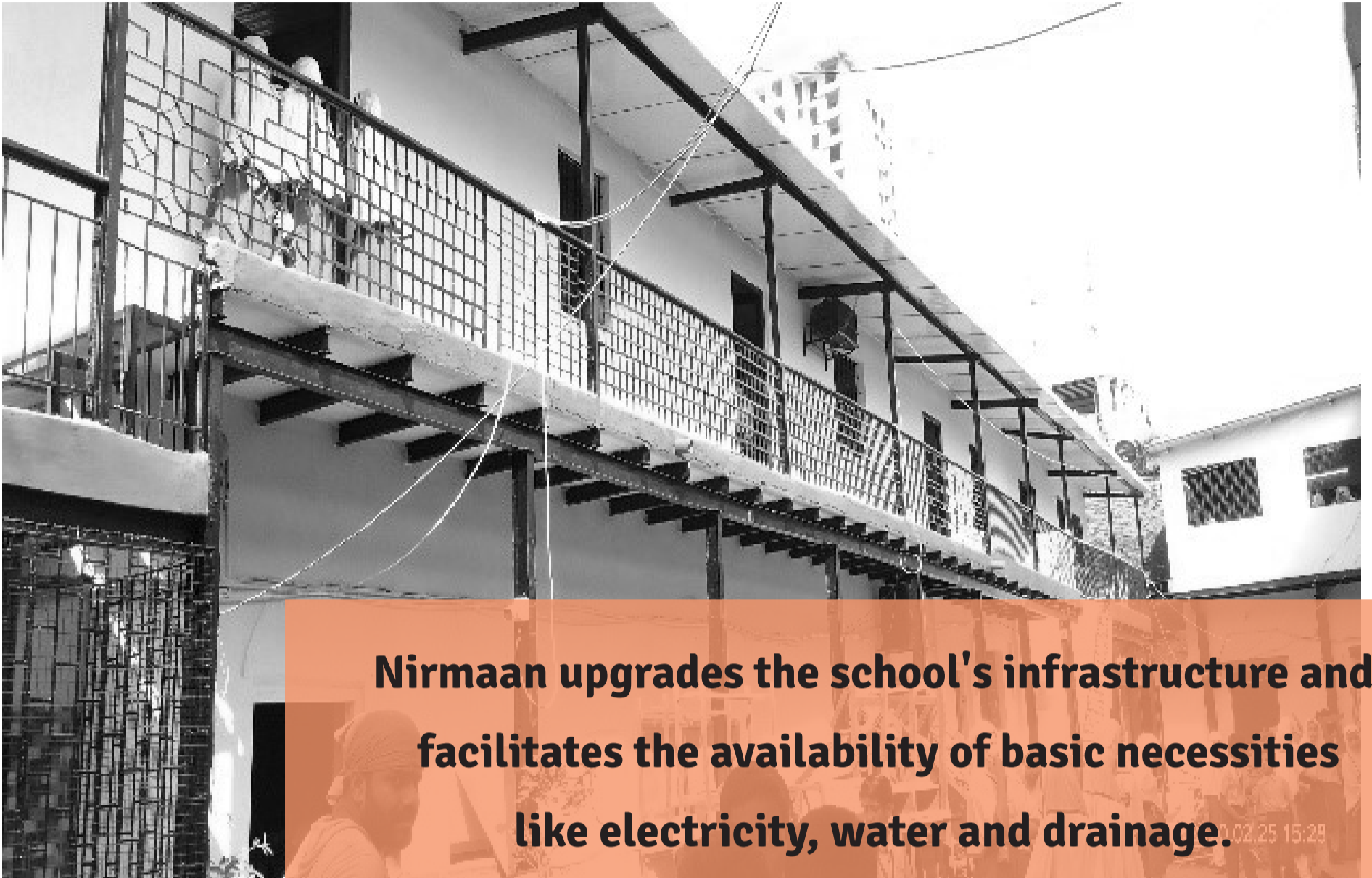
NEW INITIATIVES



- ◆ During the lockdown period, phone calls were made to 1562 beneficiaries as a part of the follow-up activity. Also, they were given information about Coronavirus preventive measures.
- ◆ TB awareness sessions and Skin OPD sessions were conducted in 2 schools wherein 40 % of students were diagnosed with skin infection issues. They were provided with antifungal soaps and creams.
- ◆ Health intervention will be starting a pilot project, Clinic on Wheels, in 5 schools in the academic year 2020-21, in order to understand the working mechanism and other parameters. A dipstick was conducted with 762 students by undertaking general health check-up camp. During the camp, specialist doctors examined the students and referral meetings were undertaken with parents.

SUCCESS STORY

- ◆ Out of 50 severely anemic girls, 46 have shown marked improvement (after prophylactic treatment of 90 days).
- ◆ 202 students who had broken/lost their spectacles were provided spectacles after screening (8% hike seen in the last quarter in spectacles usage).
- ◆ One corrective surgery has been accomplished in this quarter.
- ◆ After the 2nd round of De-worming activity, it was very encouraging to hear students narrate their experiences of reduced rate of stomach related infections, anal itching, and the restlessness they used to have in the classroom due to the worm caused itching.



Nirmaan upgrades the school's infrastructure and facilitates the availability of basic necessities like electricity, water and drainage.

NIRMAAN OFFERINGS

Creates a safe environment in order to improve student attendance and academic performance through:



Building repairs and beautification



Provides safe drinking water and clean toilets



Provide classroom furniture and other essentials

KEY HIGHLIGHTS

30

Schools served

3

Building repairs

645

Benches provided

485

LED Tube Lights

334

Fans

486

Classroom Equipment

NEW INITIATIVES



PA (Public Address) System:



PA system has been provided in one of the schools which helps in conveying messages across the school in all classrooms. This can be used for making emergency announcements for safety in case of emergencies. Additionally the PA system also helps in addressing one or more classrooms for holding a common lesson.



SUCCESS STORY



Anjuman Riyazul School, one of the KEF partner school located in the M ward, did not possess the ideal infrastructure that a school should. The school building was in a dilapidated state, which could pose danger to the students. Electric wires were hanging from the building, making the school premises hazardous.

Nirmaan overhauled the entire school premises. Right from upgrading the classrooms to properly putting all the electricity wires properly, the school has a completely new makeover after Nirmaan's involvement.

Nirmaan successfully executed the complete roof replacement of Anjuman Riyaz Ul School within 5 days of school closure for 13 classrooms including aligning of roof frame work and increasing the height of few classrooms to match other classes.

Additionally, Nirmaan also carried out other upgradation works like electrification, plastering and painting of the entire school without hampering the school curriculum activities and school timings.







The effort that Nirmaan has put in upgrading the school infrastructure is commendable and the happiness on the students' faces as soon as they enter the school premises is priceless!



Unnati is a livelihood program that trains and mentors 18-25 year olds who have dropped out of school or college due to financial , personal or academic challenges.

UNNATI OFFERINGS

Technical Domain-specific knowledge in:

-  Domain-specific theory and practicals
-  Basic IT
-  Spoken English
-  Life skills
-  Job readiness
-  100% assistance in placement

24,800/-

Highest salary of Q 3

413

Number of aspirants in Q4

12,043/-

Average Salary of aspirants placed - Q3

182

Aspirants Placed

72

Days of Livelihood
Program

4

Domains
Retail | Hospitality | Advance Beauty | BFSI

7

Centers
Across Mumbai

Placement details - Q3

316

In process

197

Self-placed
including Beauty

34

Completed training and opted
out of placement

NEW INITIATIVES



- MoU with K.J. Somaiya Private Industrial Training Institute (KJSPI-TI) for a new domain on Technical multiskilling (Refrigeration, air conditioning, electrical and plumbing)
- MoU with Life supporters Institute of Health Sciences (LIHS) for General Duty Assistant (GDA) course.
- MoU with Tech Mahindra for using their customized MIS tool created by DhvaniRIS to track the employment status of the alumni

SUCCESS STORY



“A dream becomes a goal when action is taken towards achieving it. ”

With a retired father and mother who earned some meager amount as a beautician, Mayur faced many odds. However, despite facing various challenges due to several constraints, Mayur was always eager to learn new things and was very goal-oriented. He continued to pursue his dream of getting a well-paying job in the financial sector and turned all his difficulties into strengths by motivating himself.

After joining the BFSI course, he instantly developed a strong liking for the subjects taught and felt that his actual interest area was being explored.

Seeing his commitment and dedication, Unnati placement team also worked equally hard to ensure he got placed in the best possible job. His consistent efforts to keep learning what was taught and our committed support to our aspirants had the magic working.

Mayur bagged a coveted job with EXIDE Insurance with a salary of Rs. 20,000 as a Relationship Manager.

He feels very grateful to the Unnati program offered by Kotak Education Foundation and is extremely fond of his trainers and facilitators for always encouraging him well and making him aware of his skills.

“My trainers not only made me aware of my strengths but they also helped me to achieve my goal,” says Mayur.