

# A DECADE OF **EMPOWERMENT**



Strengthens the understanding and speaking abilities of English language for students from vernacular medium schools.

### Key Highlights

**5993**

students took the Pre-test assessment till December

**967**

students benefit from reading Times NIE newspaper

**Half-yearly review**

of schools was presented by the respective school principals

**79%**

of active students clocked

**70%**

and above attendance

### Program Components



Spoken English Program



Blended Learning Approach



Student-centric Methods



Educational Visits



Buddy Program



Extended Learning Activities

### Activities

#### Educational Visits

##### a. Hiranandani Foundation School International - Sports Day Visit

On 4th Dec, Umang students from Milind Vidyalaya visited the Hiranandani Foundation International School campus for their Annual Sports Day. Umang students confidently participated in the march past and enthralled the audience with "Kavayat Prakar" - a drill performance. Later they interacted with an under-14 Asian artistic gymnastics champion.

Students also received medals and certificates after participating in various races.



##### b. The Gateway School of Bombay visit

40 students and 4 school teachers from Al Kausar Urdu High School visited The Gateway School of Bombay on 4th December. Students were taken on a guided tour of the campus, were involved in hands-on activities and had to describe the structures built by them.

## Umang Champs - Inter-school Elocution and Debate Competition

This year marked the flagging off of the First Umang Inter-School Elocution and Debate competition. The semi-final round was conducted on 21st December with 26 students and 55 students participating in the Elocution and debate competition respectively. Some of the topics for elocution were 'Violent Video Games must be Banned' 'Harmful Effects of Junk Food', etc.



## Language Enrichment Program (LEP)



The 10-day LEP for students of Class 10 in KEF partner schools successfully concluded in November. The classes were conducted across 13 schools, with 1370 students. A highlight of the LEP was the guidance sessions for students by career counsellors. Flip learning activities continue with these students by sending relevant study material via WhatsApp.

## Let's Read Carnival

On 3rd October, 126 Umang students from 13 KEF partner schools visited St. Stanislaus High School Bandra to participate in the Let's READ Carnival organized by an NGO United Way India. These students were enthralled by the storytelling session followed by the assisted reading session. Teachers were also given the opportunity to participate in the storytelling workshop. The teachers gained practical knowledge on how to narrate stories so as to create vivid images in the minds of the listeners. All participating students received a gift bag full of books suited for their reading levels.

## Design for Change - I CAN Challenge 2019 - Top 100 Category Nomination.

4 Umang schools participated in the International Design for Change - I CAN challenge and designed solutions on cleanliness, personal hygiene, and smart dustbin solutions. 'Amar Kor' school students prepared a video "Make Some Bubbles to Kill Those Troubles" highlighting hand washing as an important hygiene habit. It was listed in the top 100

## Online Exchange program

a. Global Scholars International Exchange Programme

As a second assignment, the students created a digital guide of a natural space that includes flora, fauna and landscape and how it is benefiting their physical and mental health. The video created was shared with the participating schools.

b. Fabindia School, Rajasthan and Chembur Welfare Marathi Vidyalaya Collaboration  
The first online exchange included a google Duo call between the schools where they spoke about their school and community.

## Training Activities



A refresher course on listening and speaking activities by Dr Chumki Biswas, Oxford University Press (OUP).

TEDx on "Breaking Barriers" organized by TEDx Versova at Dosti house Library, US Consulate General.

Models of coaching by Ms Shamim Suryavanshi organized by Guru at KEF HO.

## Success Story

### Children's Aid Society School

On 24th December 2019, 59 students of class 5 and 6 from Children's Aid Society (CAS) School participated in the school annual day by reciting various poems in English. It was an achievement of sorts for the Umang program as this school in Mankhurd presents a unique case study for any educational program.


Nestled in a campus that houses an observation home, an orphanage and a home for mentally deficient children, this school has many students who are orphans and juvenile delinquents. When the Umang program began in July 2019, the teachers struggled to cope with students' open hostility against teachers in the classroom. However, with extraordinary patience and compassion, Umang teachers slowly managed to create a conducive learning atmosphere and engage students positively. Teachers also tweaked lessons to suit students' interests and introduced technology to kindle interest.

A true sign of the change that the Umang program has ushered in was realised when after an enthralling performance, students requested teachers for another such an opportunity to perform.



Trains and mentors teachers from vernacular medium schools to upgrade their skills and become change facilitators.

## Key Highlights

-  3 teachers and 9 students from 3 KEF partner schools attended the 'It's Our Future Earth 3.0' conference in Singapore, as part of the Young Persons' Plan for the Planet (YPPP) Program.
-  A 4 day academic workshop was organized in collaboration with Avishkar Labs for 65 secondary teachers of 26 partner schools.
-  New activities such as 'co-teaching', 'coaching', 'feedforward' for both primary and secondary teachers have been introduced.
-  80% and 68% of the planned activities were delivered in primary and secondary sections respectively.

## Program Components



### Primary Year Program

- 91% of role modeling and 80% fundamental observation targets were achieved.
- 61% target for one-to-one coaching attained.
- 70% target of co-teaching accomplished.
- 76% of the feedforward target reached.
- 7 Professional Learning Community (PLC) sessions were conducted across 12 schools which achieved 70% of targets.
- 2 Internal Group Workshop (IGWS) sessions were organized in schools.



### Middle Year Program and Secondary Year Program

- 67% of observation and feedback targets were attained.
- 87 one-to-one coaching sessions were conducted across 12 schools.
- 37 demo lessons were organized across 12 schools.
- 27 PLC sessions conducted across 12 Schools.

## Activities

### It's our Future Earth 3.0 conference (Singapore, 4-6 December 2019):

Guru is presently implementing the YPPP (The Young Persons' Plan for the Planet) program in 7 partner schools by providing mentorship and training support to teachers and students. YPPP provides an approach that enables the promotion and delivery of the Sustainable Development Goals (SDG) given by United Nations.

3 teachers along with 9 students attended the conference held in Singapore from the 4th to 6th of December 2019. Our students chose 'No Poverty, Quality Education, and Clean Water and Sanitation' as their Sustainable Development Goals for this year and received 3 awards along with an award for coordination throughout the process.

### Academic Workshop for secondary teachers (20-24th December 2019)

An academic workshop was conducted by team Guru for 65 secondary teachers of KEF partner schools. The 4-day workshop aimed at integrating technological elements in teaching and learning of Science and Mathematics. The teachers were delighted to see applications of breadboards, Arduino and 3D printer in teaching a concept. Traditional beliefs and misconceptions on pedagogy of the teachers were substituted with new objectives and approaches as an outcome of the workshop.

### One-to-one Coaching, Feedforward, and Co-teaching:

Guru intervention introduced one-to-one coaching, feedforward, and co-teaching for the first time within an educational setup. One-to-one coaching offers a detailed meeting with teachers to master their in-built skills and boost their caliber to achieve what matters to them. Feedforward includes 5P for lessons where both the teachers and facilitators prepare for the future during an ongoing course which helps teachers understand the subject being taught and gives them clear guidance on how to improve their teaching practices. Co-teaching has supported the teachers toward projecting their ideas liberally.

## Success Story

**Reetika Kotiyal** who teaches in the 7th grade in AFAC school, Chembur, followed the traditional method of teaching, wherein the chapter would be read out by students and she would explain the meaning to students sentence by sentence. The important points or keywords were written on the board and repeated by the students, with very little interaction between students and teacher. No examples, which the students could relate to, were mentioned while teaching. Post observation by the Guru team, a facilitator discussed with the teacher how to include activity-based teaching to elicit more responses from students. The teacher was also briefed about '5E planning' which can be experimented in the class like engaging the students with topics related to the content, exploring various aspects and finally evaluating the understanding of these topics learnt in class. They also discussed about the visual impact that some 'hands-on' activities and models can create. Right after these inputs, the next session taken by Ms. Reetika was a visual delight. She displayed 3D models of plant cells and animal cells, while teaching, with the colour of the cell membrane maintained as is. The session was very interactive and the students were inquisitive to know more about the plant cells.



Strengthens the leadership and managerial practices of school leaders which aids the overall improvement of the school and enhances the learning outcome of students.

### Key Highlights

01 In Q3, LEAD worked with 70 schools (up from 32 schools last year).

The number of beneficiaries has grown from 147 to 364

02

35 Head Teachers of the first year schools went to the 12th Ed Leadership International Round Table Conference in Lucknow where 32 of them won fellowship awards for their innovative proposal.

03

04

35 Beneficiaries (including 2 trustees, 4 Head Teachers and 29 Teachers) from 2 WSTAP (Whole School Turn Around Project) Schools went to 'Nayi Talim' on an exposure visit to gauge first-hand experience of the functioning of a model school.

05

WSTAP (Whole School Turn Around Project), the LEAD innovation pilot, commenced in 3 schools. The rigorous program has clocked over 200 hours in each school in the 3rd quarter; and is functioning on the expected lines.

06

An Aptitude Test was provided for 358 students from grade 9 and 10 in the 3 WSTAP schools. One-on-one career guidance and counselling along with their parents by Young Buzz Career Guidance. Young Buzz also conducted a Career Fair in each of the 3 schools.

### Program Components



ICDI (I Can Do It) Sessions



Group Workshops



Exposure Visits

## Activities

Conducted 650 ICDI sessions against 848 planned (77% of the planned sessions) in the 3rd quarter of 2019-20

LEAD organized a total of 4 workshops in Q3 viz. “Improving SSC Results” and Creating Conducive Environment by using appropriate Pedagogies and Teaching Learning Methods” for the 2nd to 6th year schools; “Defining Personal Vision” and 3 overnight workshops on “Experiential Learning”, were conducted for first-year schools, attended by 130 school leaders; 1 workshop on “Setting High Expectations” was conducted for 3 WSTAP schools which was attended by 46 School Teachers, 5 Head Teachers, 3 Trustees, and 30 student representatives on High Expectations from all stakeholders in school.

**4 Exposure Visits were organised in Q3:**

Ed Leadership International Round Table Conference was attended by 35 Head Teachers; ‘International Democratic Education Conference 2019’ attended by 11 School Leaders in Coimbatore; Educarnival – IIT-Delhi attended by 11 School Leaders and Nayi Talim in Wardha attended by 35 Beneficiaries.

## Success Story

**Ed Leadership at Lucknow (International event organised by City Montessori Schools, Lucknow)**

**Beneficiaries covered:** 36 (32 SHM and 4 Secondary SL)

**Dates:** 10 - 12 October 2019

The Exposure Visit to the international conference (Ed Leadership) at Lucknow was a big success. This was aimed at bringing in new trends in Education through exchange of ideas as shared by national and international experts. The conference saw more than 500 participants from 185 schools across India and abroad, who joined hands with a common motive of bringing ‘change’ in their schools.

31 KEF partner school leaders received fellowships out of a total of 32 schools that presented ‘innovative ideas’ for their schools.

At present, the schools are at various levels of implementation of these innovative ideas.

Some of the ideas were – developing reflective skills among senior grade students, inculcating reading habits among middle school students, students from senior classes teaching their juniors, creating quality education along with virtues to improve the less prepared students in Class 9, Gupshup Hour (teachers conducting one period per week for open talk with students of Class 9), among others.



**Training in train. On way to IIT-D**



**Group Discussion Overnight workshop – Durshet**

Offers scholarships to meritorious students from 10th standard until their graduation. The intervention helps prepare students for university and provides carefully crafted study plans, mentoring sessions, and career-counselling.

### Key Highlights



**757**  
students were mentored



**1731**  
home visits were executed



**2**  
industrial visits were conducted



**66**  
soft skill sessions were organised



**130**  
students attended career mapping test



**78**  
students were benefited from mock tests

### Program Components



Home visits



Mentoring



Life skill lessons

### Activities

**1**

#### Student Reviews

A review of 51 students of batch 2018 (Std. 12th) along with parents was conducted. Students were given tips on how to complete their portion, and the do's and don'ts while writing their papers. Parents were requested to provide a conducive environment at home.



## Dakshana Foundation

2

Dakshana Foundation helped students undergo a mock for entrance test on JEE / NEET after their HSC exams. A total of 94 Science students attempted the examination.

3

### Moderation Session:

A moderation session was conducted for Science students for Maths, Chemistry, Physics, and Biology. All the sessions were very insightful and helped students to have an overall understanding of board examination and the paper patterns.

## Career Mapping

4

A career mapping test was conducted by Prafula in AFAC School, Chembur. Out of 142 students, a total of 130 students attempted the tests intending to focus on the path they could probably take after their HSC exams and simultaneously prepare for their entrance exams.

5

### Mock Test

A total of 78 students were benefited from a mentor who prepared specimen papers of Science and Commerce for HSC exams. The answer papers would be further assessed and the required improvement for the respective subjects would be communicated.

## Exposure Visits

6

### 1. American Consulate:

38 students enjoyed the session organized in the library of American Consulate by Mr. Mirza Samnani. Students were instructed on assembling a robot using Arduino. The students used the platform to post questions to the moderator on his experience at NASA.

### 2. EXCEL Laboratory:

15 students met Dr. Swaroop Kulkarni, Chief Pathologist and Founder of Excel labs who shared his life journey and the lab's success since inception. The students also learned about different types of equipment and methods used in Pathology. He assured students of internships and potential job opportunities at his lab.

Offers a five-year scholarship to students susceptible to dropping out of school due to extremely difficult conditions and hardships. These students are helped financially and also mentored on a personal level to continue their education.

### Key Highlights



**226** students were served



**217** home visits were carried



**167** students attended Safalta workshops.

**46** mentoring sessions conducted.

### Program Components



Home visits



Mentoring sessions



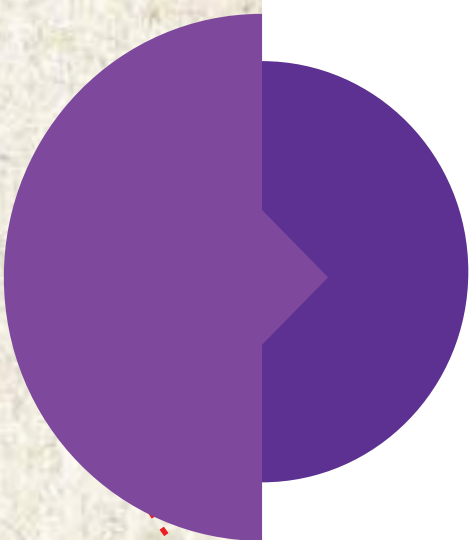
Life Skill Sessions

### Activities

01

## Home Visits

2019 home visits have been undertaken including special visits to 168 students who will be appearing for HSC exams in Feb 2020 to discuss their future education and career plans. Each visit had individualized action plans for monitoring their academic progress, submission of assignments, projects, and board form filling.



Out of them, 78 students have reached the stage of ‘clear fit’ with the right choice of stream and matching career plans. Other students are uncertain and confused. Yet they have been guided to gather more information about undergraduate courses and suitable colleges. Even the parents were counseled for financial readiness, documentation and supporting their children for undergraduate education.

## Safalta Workshops

6 sessions were conducted with educational themes for 167 students. Every session had 80% or more attendance. The October’s workshop “Light the lantern” was on creating an individualized study plan based on daily routine and exam portion. “Upscale yourself” themed seminar of November centered on overall presentation, handwriting, learning objective questions, understanding weight given to topics and time management.

The workshop in December focused on scoring well in language subjects as they are easy but neglected. Besides this, 4 special sessions were held for Science students. 19 students took effective assistance by understanding gaps in studies and mapping areas of improvement in numerical, definitions and concept understanding. This boosted their confidence.



02

## Success Story

One of our former students, **Tanay** and his mother, a single parent, stayed in touch with the Udaan staff. He got enrolled in college but his passion remained Kabaddi. Unable to balance sports and academics, he dropped out leading to daily strife & physical violence at home. He took up odd jobs but could not sustain even one. After coming to know of his situation, he was guided to join Unnati post which he was placed at Kotak Family Foundation’s Mid Day Meal program as a field observer. It was a proud moment when his school called him as a special guest for Sports Day as a role model.

Sensitises parents to work towards creating a nurturing learning environment for their children. A supportive home aids in the personal development of a child.

### Key Highlights

**4526**

parents benefitted

**2824**

home visits conducted

**389**

sessions conducted

- ◆ Themed workshops and sessions were covered as planned across all 5 schools; 94% students and 98% parents attended these sessions.
- ◆ 36% of parents attended more than 70% of the workshops, 48% attended more than 50% of the workshops and 18% attended all the workshops.

### Program Components

Kilbil Parivar  
& Apulki

Teacher  
Parents  
Partnership

Jagruti



## Activities



### Teacher Parent Partnership (TPP)

TPP approached parents of 3rd and 4th standard students for parent engagement in 6 schools, in response to which, 152 parents registered themselves under this initiative. In this quarter, out of 152 registered parents, 98 (64%) parents actively extended their support for activities such as educational support, health and hygiene, and extracurricular activities in their respective schools.

Against three phases planned at the beginning of the year, the second phase of TPP handover to the GURU team was completed in this quarter, where a resource person from the GURU team visited a TPP school - Yashwant Chandji Sawant Vidyamandir - to observe TPP processes such as workshops, demo sessions, parent meetings, and mentoring sessions.

### Jagruti sessions

Against the expected reach, the average attendance for the first round of Jagruti meetings conducted in 3 schools was 98%.

Out of 15 planned schools, the second round of workshops was initiated and completed in 7 schools. Against the expected reach, the average attendance of the parents was 93%.

### Home visits

**33%** of the parents implemented **70%** of activities that were conducted, while **25%** of the parents implemented more than **50%** of activities.

## Success Story

**Sanjay Mane** lives with his wife Pinky and his children Om and Sahil who study in Chembur Welfare High School. Both working parents, Sanjay took up the responsibility of bringing up both the children as he works in the night shift.

He shared that attending Parvarish workshops regularly has not only helped them to develop a good routine for their children but has also streamlined theirs. Both of them are following positive parenting practices consistently as they have divided their work so well that they are able to manage their time between work and spending quality time with their children.

Sanjay also shares that various games and activities he learned from the 'Kilbil Parivar' program helped him to spend time with his sons constructively and teach them new things in a playful and joyful manner. Regular implementation of the given activities provided scope for their children to communicate with them openly.



Poor health is one of the main reasons why children underperform or drop out of school. This intervention encourages students to adopt healthy lifestyles and aids in an improved academic performance.

### Key Highlights

# 1474

students  
provided with  
trendy spectacles



# 35339

students  
benefitted



# 27

schools  
served



# 1

corrective  
surgery



### Program Components



**Eye Care**

Vision check-ups and remedial action



**Kishori Sehat Abhiyan**

Curbing anemia among adolescent girls



**Majhi Swachha Shaala**

My Clean school



**Jagruti**

Safe, unsafe touch awarness workshop



**Deworming and Hygiene Education**

'Magic Bullet' to curb recurrent worm infestation

## Activities

### Eye Care

This year, there was a paradigm shift in the initiative taken by the parents as they were concerned about their child's healthcare and exhibited more interest in the hospital visits. They called up our health representative and enquired about hospital follow ups, surgery schedule dates and volunteered to help

### Kishori Sehat Abhiyan (KSA)

The impact of KSA was such that the girls were observed carrying nutritious food in their tiffins. They also tried to prepare meals at home using highly nutritious ingredients. During home visits, we observed the parents going the extra mile by purchasing fruits, dry fruits, dates, jaggery and haemoglobin-rich food items for students. The Health team used innovative ideas to motivate the girls to be anemia-free and use IEC aprons in an awareness session.

### Majhi Swachha Shaala (MSS)

There have been visible changes among students and school stakeholders. The students are sensitised about the importance of handwashing and classroom cleanliness and this is evident when one visits the school. Marking each classroom on the basis of their cleanliness has brought about a lot of change. Teachers in some schools are also observing students to check their personal hygiene. The washrooms are way cleaner and welcoming than before. Active co-ordination from the Volunteering team ensured that volunteers were trained in conducting their sessions. With the help of these trained volunteers, activities were conducted efficiently.

### Mahatma Phule cleanliness drive:

Kotak Education Foundation's (KEF) Health intervention facilitated a cleanliness awareness drive for local communities residing in the premises of Mahatma Phule Vidyalaya as part of its 'Majhi Swachha Shaala' activity. Students from 5th to 10th grade displayed awareness banners and performed a street play highlighting the importance of cleanliness in daily life and school environment in front of the locals who had been littering the premises. The community leaders participated in the activity and the BMC provided small and large dustbins to the school. The community and area leaders pledged to support the school in the future. The local corporator also distributed dustbins to the school. This event was covered by the local print media.

## Success Story

**Gaibu Mir Aslam Khan** - 2nd grade, Milind High School

During his kindergarten days, Gaibu was screened during the 2016-17 Eye Care and was referred for a squint surgery and advised to wear spectacles, as well. His surgery was postponed since he injured himself in a fall. Over the years, Gaibu has been using spectacles on regular basis and does eye exercises as prescribed by the doctor. On examination in November, the doctor said that his squint had been rectified and he was on his way to normalcy.



Creates safe classrooms to improve student attendance and academic performance. This intervention upgrades the school's infrastructure and facilitates the availability of basic necessities like electricity, water, drainage etc.

### Key Highlights



Renovation and up-gradation of done for the kindergarten section of Matoshree Vidyamandir



95% of installation activity of a new sanitation facility in Unique Hindi High School was done



50% work done towards construction of a drinking water station in Ideal High school



Approvals for replacement of damaged windows in Shivam Vidyamandir are in place



Painting work at the Unnati Goregaon center done

### Future Projects



Roof replacement on account of leakages in Anjuman Riyazul.



Provision of drinking water area and upgradation of existing toilet facilities in Mohite Patil School.



Upgradation of existing toilet facility in Yashwant Chandji Sawant School



Procurement of drinking water area at 3 locations in Unique Hindi High School.



# Matoshree Vidyamandir:

**Before:**



**After:**



**Before:**

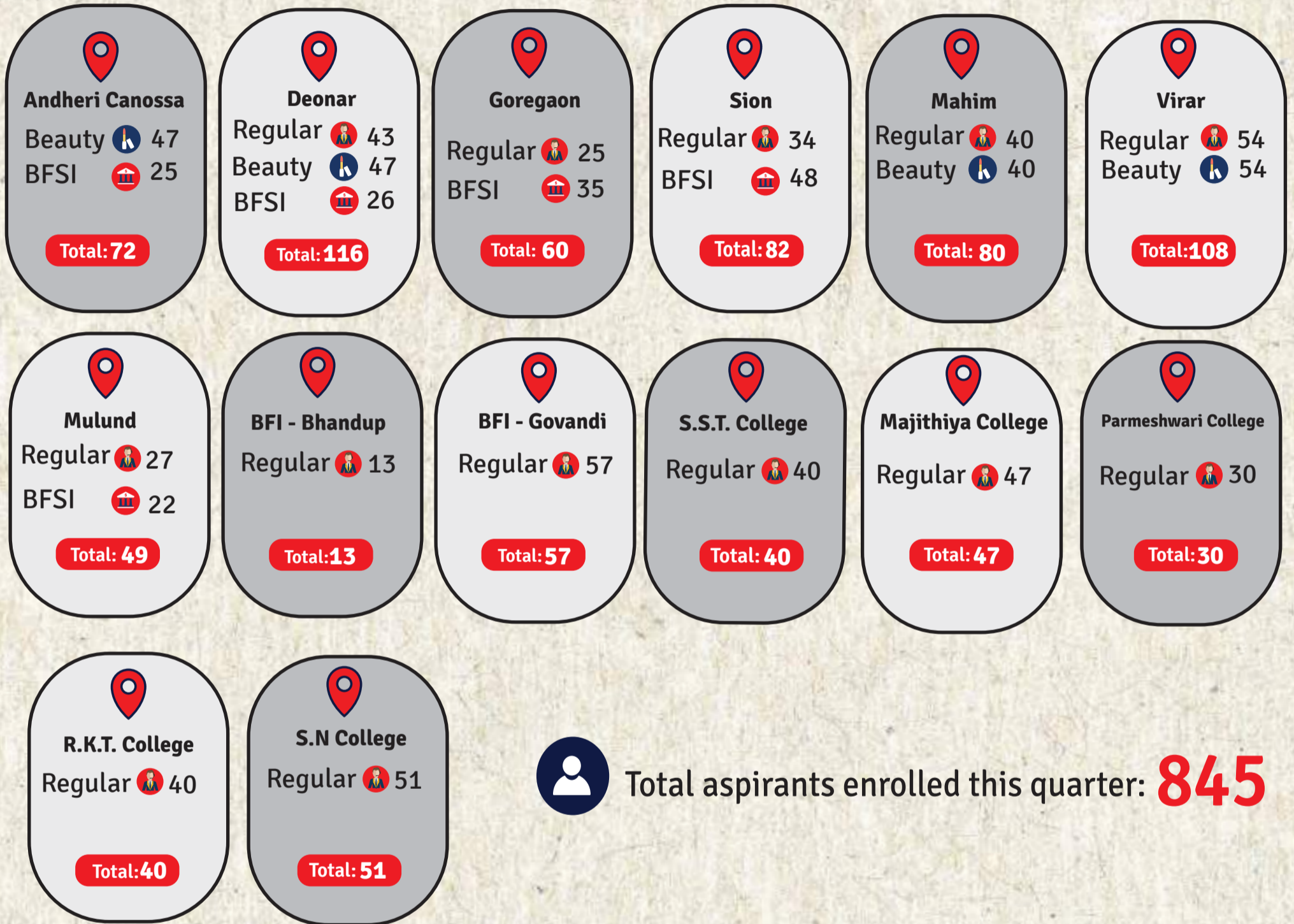


**After:**



Unnati is a short-term livelihood program meant for the unemployed urban youth between the ages of 18-30 years, from underprivileged families, who have dropped out of formal education.

## Batch enrollment summary of 7 Unnati Centres and 7 Partner Centres:



- For Regular and Beauty batches graduate aspirants contribute to 3%, which is in line with the plan.
- Out of 845 lives touched in this quarter, 12% of the aspirants studying are below 10th standard.
- 16% aspirants are however in their 10th or 11th class who got enrolled for the Unnati program
- 51% of the aspirants are undergraduates while 21% of them are graduates in this quarter.

### Corporate Networking Summary:

The corporate networking team on boarded major corporates for aspirants placement.



## Key Highlights

01. Conducted meetings with various NGOs and key persons (potential mobilisers) in all Unnati centers.
02. Initiated a conversion with K.J. Somaiya Private Industrial Training Institute (KJSPITI) for introducing a new domain on Technical - multiskilling (Refrigeration and air conditioning, electrical, plumbing).
03. Started five Earn While You Earn (EWYL) centers of our CRS course in Niranjana Majithiya College, R.K.T. College, S.N. College, S.S.T. College & Parmeshwari for under graduate students.
04. In-process of signing an MOU with Salvation Army, Mumbai Central for a new Unnati center which will offer 4 domains from one location.
05. Space to replace Andheri Waterstone center to be finalized.

### Aspirant Sourcing Summary:

Maximum contribution has been through School & College **(28%)**

Door to Door **(23%)**,

Alumni **(17%)**,

NGO/CBO / SHG **(17%)**.

### Total Aspirants Placed Across Verticals:

**Out of 643 aspirants from Regular and Beauty:**

Regular Placed: **151**

Regular Self-placed: **16**

Regular In-process: **66**

Beauty: **159**

**BFSI: Out of 125 aspirants**

Placed: **49**

Self-placed: **6**

In- process: **2**

## Success Story

### Sairaj Bejjanki

Sairaj Bejjanki dropped out of school after his 10th standard to support his father and siblings for higher studies. He belongs to a family of 6, where his father is a paralysis patient and mother, a homemaker.

To satiate the hunger of all, he did various odd jobs like painting roadsides, cleaning, and even worked as a delivery boy before. Unnati stepped in his life as a ray of hope while he was sitting shallow at home without a job. He felt Unnati might be a stepping stone to get an opportunity to work in an organized sector.

After joining the Unnati program, Sairaj led several activities, made comrades with other aspirants and showed a huge transition in his spoken and written English. He learned new concepts of other domains and always connected the sessions with examples of the places he had worked earlier. He is now stationed at Chembur who never ceases to be an excellent aspirant and a support system of his family.

