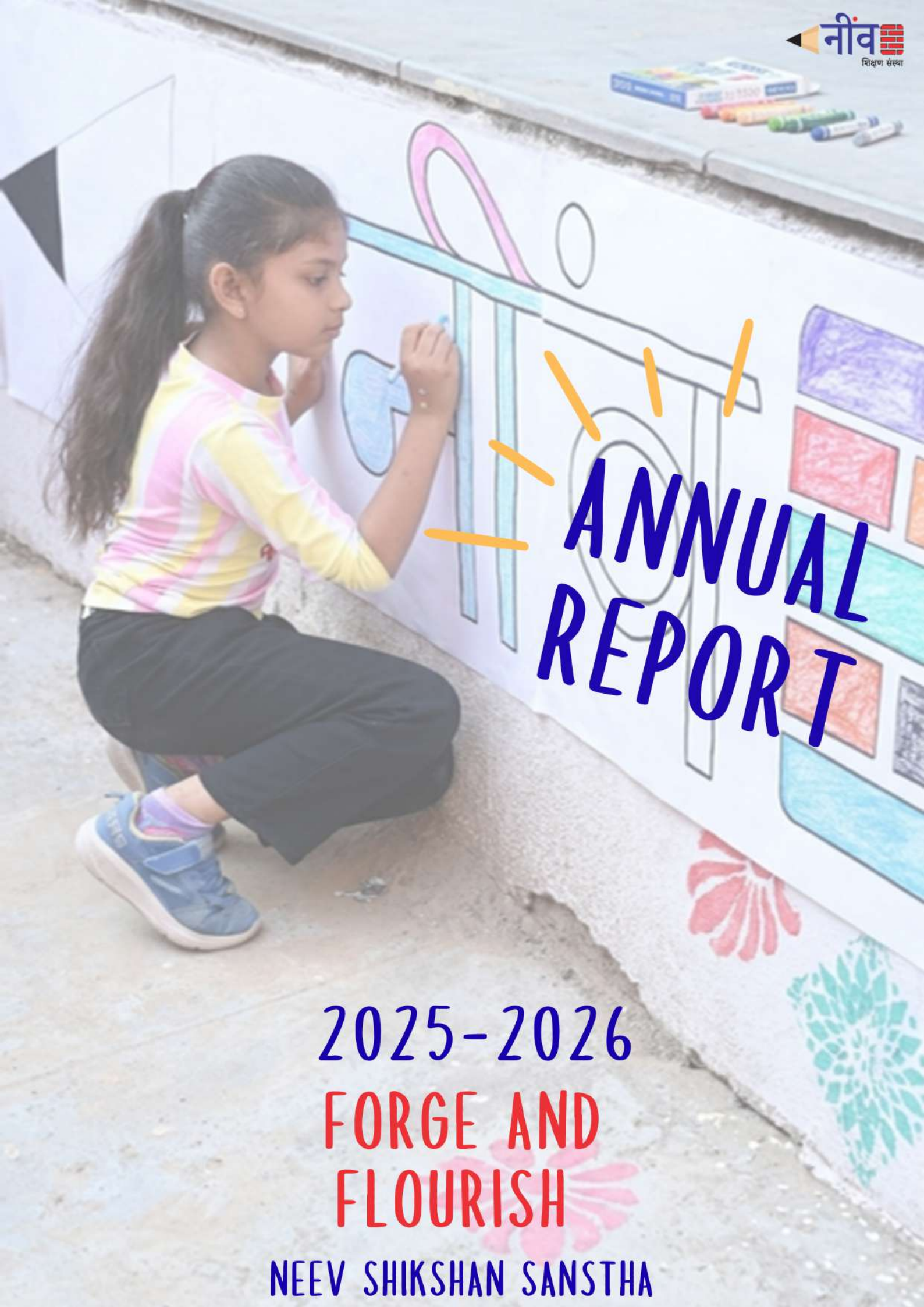




ANNUAL REPORT

2025-2026
FORGE AND
FLOURISH

NEEV SHIKSHAN SANSTHA

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Neev: Not Just **What** to Teach — **How** to Teach



Competency-Based
Training on Activity-Based
Pedagogy

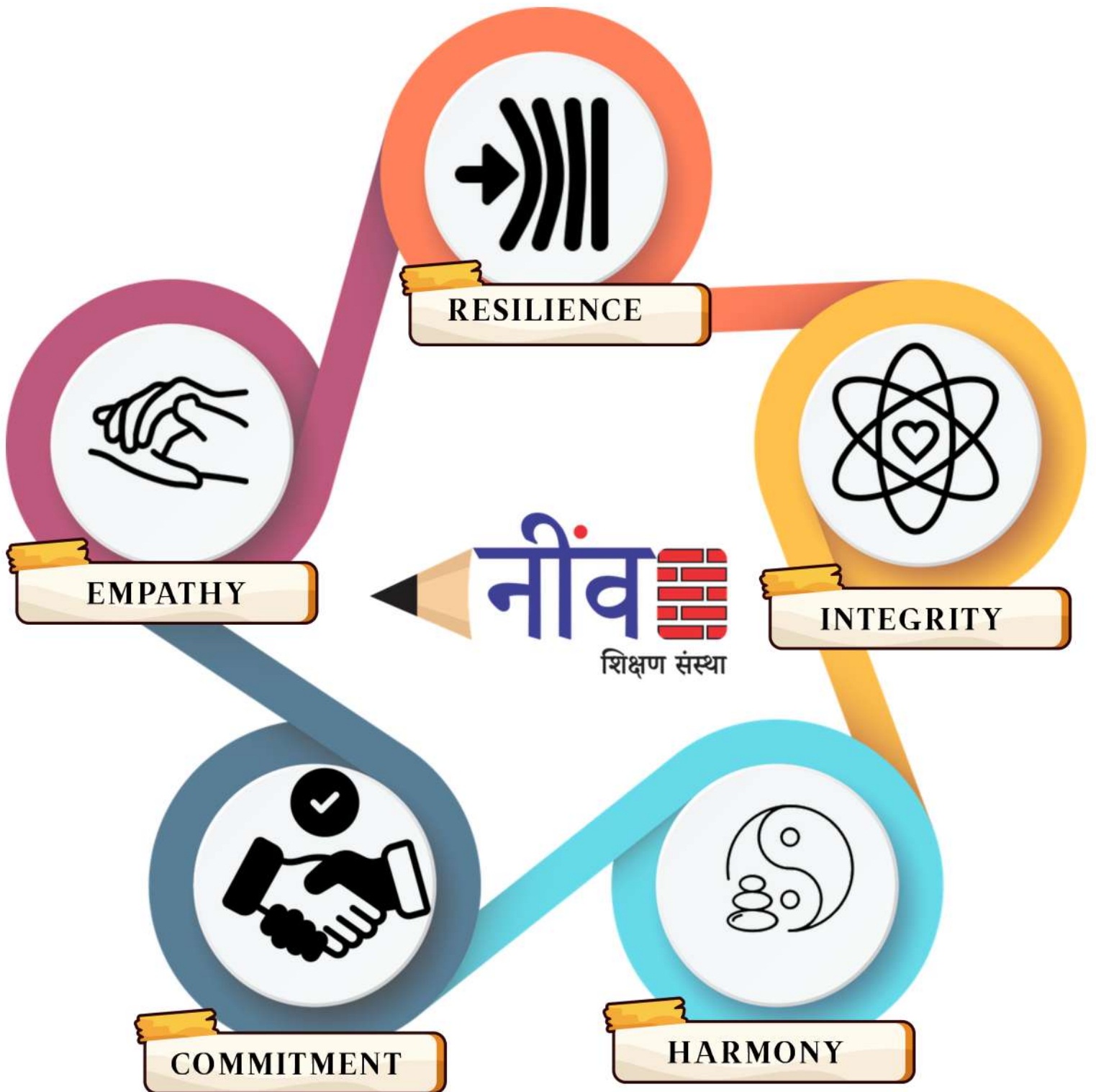
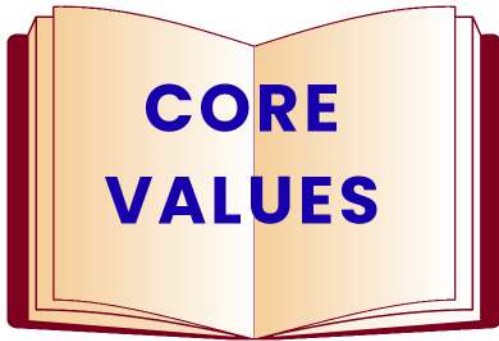


Co-Create Solutions with
Principals & Government
Officials



Strengthening Anganwadi
& School Systems for
Sustainable approach

Neev Shikshan Sanstha, founded with a commitment to foster meaningful educational practices, is dedicated to enhancing educational opportunities for underprivileged children in India. We focus on creating impactful educational program designs that support early childhood development and classrooms that promote literacy and numeracy skill development. By collaborating with various stakeholders, including government officials, educators, teachers and principals, NSS aims to provide holistic educational experiences that empower children and prepare them for a brighter future. Through our innovative initiatives, we are committed to bridging educational gaps and nurturing the potential of every child deserves!





At Neev Shikshan Sanstha, we often speak of 'resilience,' 'empathy,' and 'integrity.' These aren't just words in a report—they are the pulse of everyday choices and behaviour.

This year, as we navigated the complexities of educational transformation, I witnessed our **values in action**: a teacher patiently explaining a concept with hands on experiential methods, a student discovering the power of their own voice, and a community coming together to champion early education. We aren't just teaching skills; **we are cultivating hope**. Your support turns our vision into reality, proving that when we nurture potential early, the future begins today!



HIGHLIGHT OF THE YEAR



HIGHLIGHT OF THE YEAR



VISION TO
ACTION

OUR PROGRAMS



UNNATI

ENGAGE, ENABLE,
EMPOWER

PRIVATE
SCHOOLS (GUJ)

ANGANWADIS





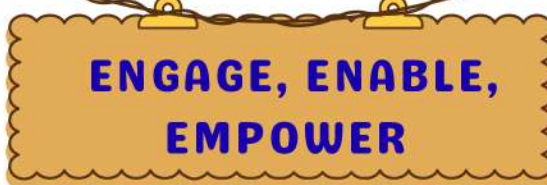
74+ SCHOOLS



15000 CHILDREN



400+ TEACHERS



**1800+
ANGANWADI
WORKERS&HELPERS**



**45,000+
CHILDREN**



**VADODARA
URBAN & RURAL**

Unnati is a flagship teacher professional development programme that equips Anganwadi teachers with practical, activity-based teaching strategies. Through continuous coaching, classroom support, and hands-on training, teachers build confidence to create joyful, inclusive, and engaging learning experiences for every child.



So far, Unnati has reached:

- ✓ 74+ partner schools
- ✓ 15000+ children
- Training
- ✓ 31 TLC MEETINGS

- ✓ 400+ trained teachers
- ✓ 300+ Hours Teacher
- ✓ 740+ School Visits



UNNATI

GYAAN SE VIKAS

STORYTELLING AS A PEDAGOGY



Every teacher has witnessed the power of a good story. A simple story can capture children's attention, spark their curiosity, and make learning more meaningful. Recognising this potential, teachers from the Unnati Program participate in a capsule workshop on Storytelling as a Pedagogy, facilitated by Ms Rachna Pathak and her team from Nutal Bala Shikshan Sangh.

The workshop created a space for teachers to experience storytelling not just as a teaching technique, but as a way to build connections in the classroom. Through interactive activities, discussions, and shared experiences, teachers explored how stories can make concepts easier to understand and encourage active participation among children.

A particularly enriching aspect of the session was the opportunity for teachers to share stories from their own lives and communities. These exchanges highlighted the richness of local experiences and demonstrated how everyday stories can become powerful learning resources.

The workshop reinforced an important idea: when learning is rooted in curiosity, imagination, and meaningful conversations, children engage more deeply and confidently in the classroom.

Workshop- Chanod

Learning often grows through dialogue, reflection, and the sharing of experiences. Keeping this in mind, NSS conducted a two-day workshop at Chharod School, bringing together teachers from different schools to learn from the school's practices and engage in meaningful conversations about teaching and learning.

The sessions focused on oral language development, early literacy, early numeracy, and classroom culture. As teachers shared stories from their classrooms, they reflected on common challenges, exchanged practical strategies, and explored new approaches to support children's learning. The workshop provided a valuable platform for collaborative learning, leaving participants with fresh ideas, renewed motivation, and a deeper appreciation for the power of shared practice.



Workshop At Zenith School

For many children, mathematics can feel confusing when numbers are taught as something to memorise rather than understand. This idea shaped a day-long workshop at Zenith School, where teachers came together to explore how young children learn mathematical concepts.

Through activities, discussions, and classroom examples, teachers reflected on their own experiences of teaching mathematics and shared the challenges they face in helping children understand numbers. The workshop became a space to exchange ideas, ask questions, and discover simple ways of making mathematics more engaging for young learners.

**Stationery Drive at Jalaram Vidyalaya**

A notebook, a pencil, or a school bag may seem like a small thing. But for a child, it can make coming to school and learning a little easier.

With Children's Day approaching, a request for stationery support was shared with the Jalaram Vidhyalaya community. Over the next few days, notebooks, pencils, school bags, colours, and other learning materials began finding their way to the school.

Parents, students, and well-wishers all contributed what they could. Slowly, the collection grew, not because of any one large donation, but because many people chose to help.

By Children's Day, the drive had become more than a collection of stationery. It was a reminder that when a community comes together for children, even small contributions can make a meaningful difference.



UNNATI

GYAAN SE VIKAS

PRINCIPAL MEETING OF YEAR 2

Every academic year brings new opportunities to better support children's learning and growth. With this shared purpose, school leaders came together for a Principal Meet to reflect on the B.O.Y findings and identify areas that required greater attention in the months ahead.

The meeting created space for open conversations around teachers' progress, classroom challenges, and practical ways to strengthen learning outcomes. Participants also collaborated on plans for upcoming celebrations such as Teachers' Day and Literacy Day, while exploring new initiatives including the "Bond Beyond Books" campaign.

More than a review meeting, the gathering reinforced a collective commitment among school leaders to continue learning from one another and work together towards creating enriching experiences for both teachers and children.

PRINCIPAL MEETING OF YEAR I

Every meaningful change in a school begins with people who believe in it. For the Unnati Program, school leaders play a crucial role in creating environments where teachers feel supported, encouraged, and empowered to grow.

With this belief, Neev Shikshan Sanstha brought together school leaders from the new 2025-27 batch, along with educators from previous batches and alumni schools. The gathering was more than an orientation, it was an opportunity to learn from one another and build a shared vision for the journey ahead.

Through conversations and self-reflection, leaders explored the role they play in mentoring teachers, nurturing professional growth, and sustaining good practices within their schools. They also reflected on their own leadership journeys and identified the skills and experiences they hoped to pass on to their teams.

The session concluded with a renewed sense of purpose and collaboration, setting the stage for a year of learning, growth, and collective impact in schools.



UNNATI

VRIDHDI PURASKAR 2025



Teachers spend much of their time celebrating the achievements of others. Whether it is a child learning to read, gaining confidence, or overcoming a challenge, teachers are often the first to encourage and appreciate these small but important milestones. Rarely, however, do they find themselves at the centre of such recognition.

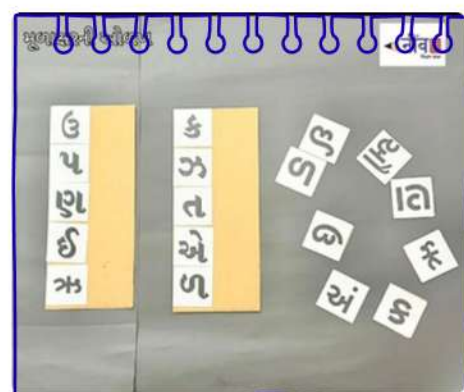
Vridhdi Puraskar 2025 was an opportunity to celebrate the people behind those moments. The event brought together educators, school leaders, trustees, and well-wishers to recognise 31 teachers for their dedication, creativity, and commitment to children. For many of them, it was a rare moment to pause, look back on their journey, and be appreciated for the work they do every day.

The evening also featured a panel discussion on 21st Century Learning and Readiness, moderated by **Ms Kavita Shah, Founder and CEO, Neev Shikshan Sanstha**. Joining her were **Ms Shital Shah, Mentor, Neev Shikshan Sanstha**; **Dr Jai Pawar, Director, Deepak Foundation**; **Mr Vishwajeet Yadav, Senior Lecturer, DIET**; and **Dr Jigisha Gala, Assistant Professor, HDFS**, who shared their thoughts on preparing children for the future.

More than an award ceremony, the event was a celebration of the relationships teachers build, the confidence they nurture, and the countless ways they shape children's lives, often without expecting recognition in return.

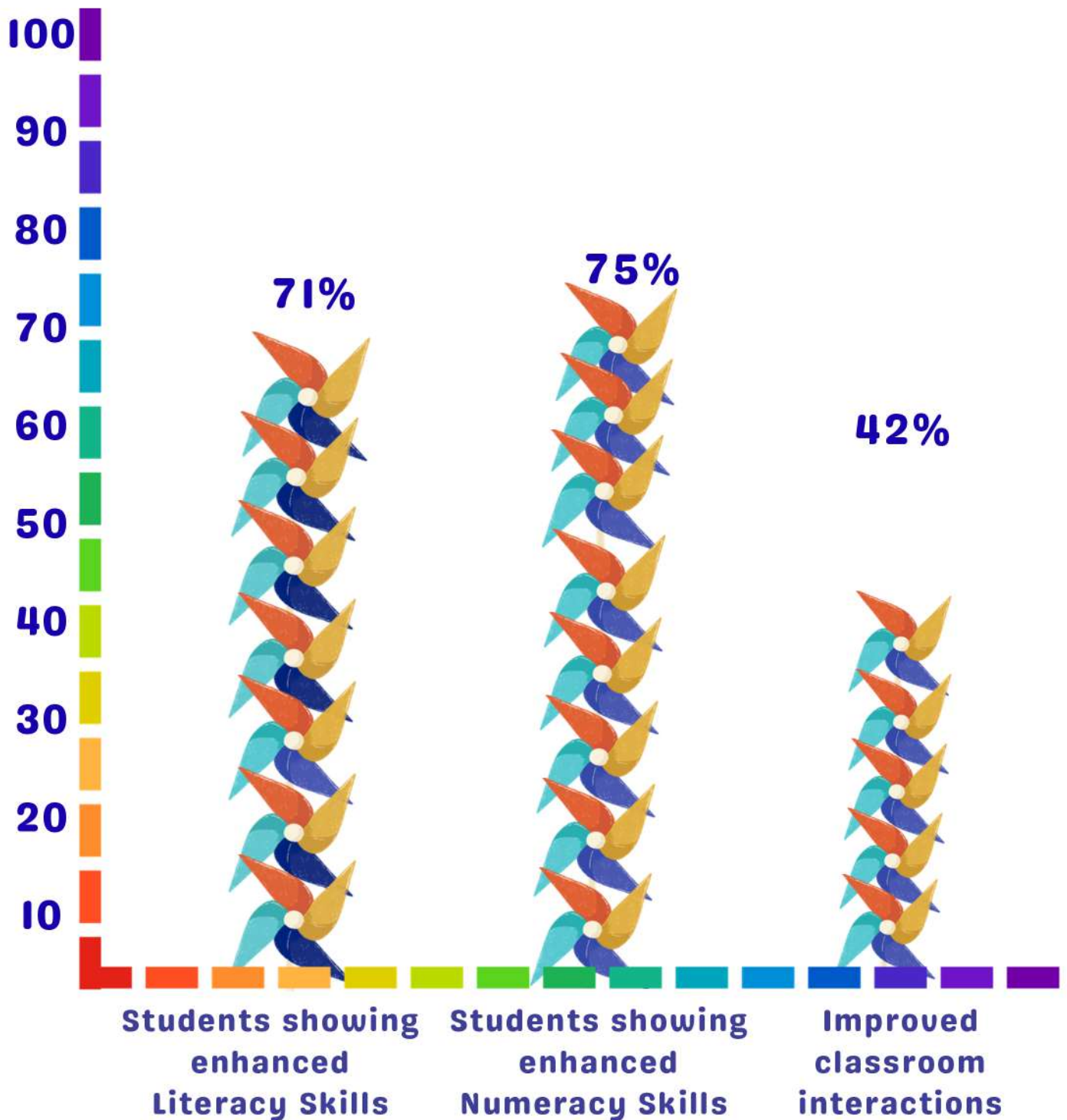


Teaching Learning Material



111

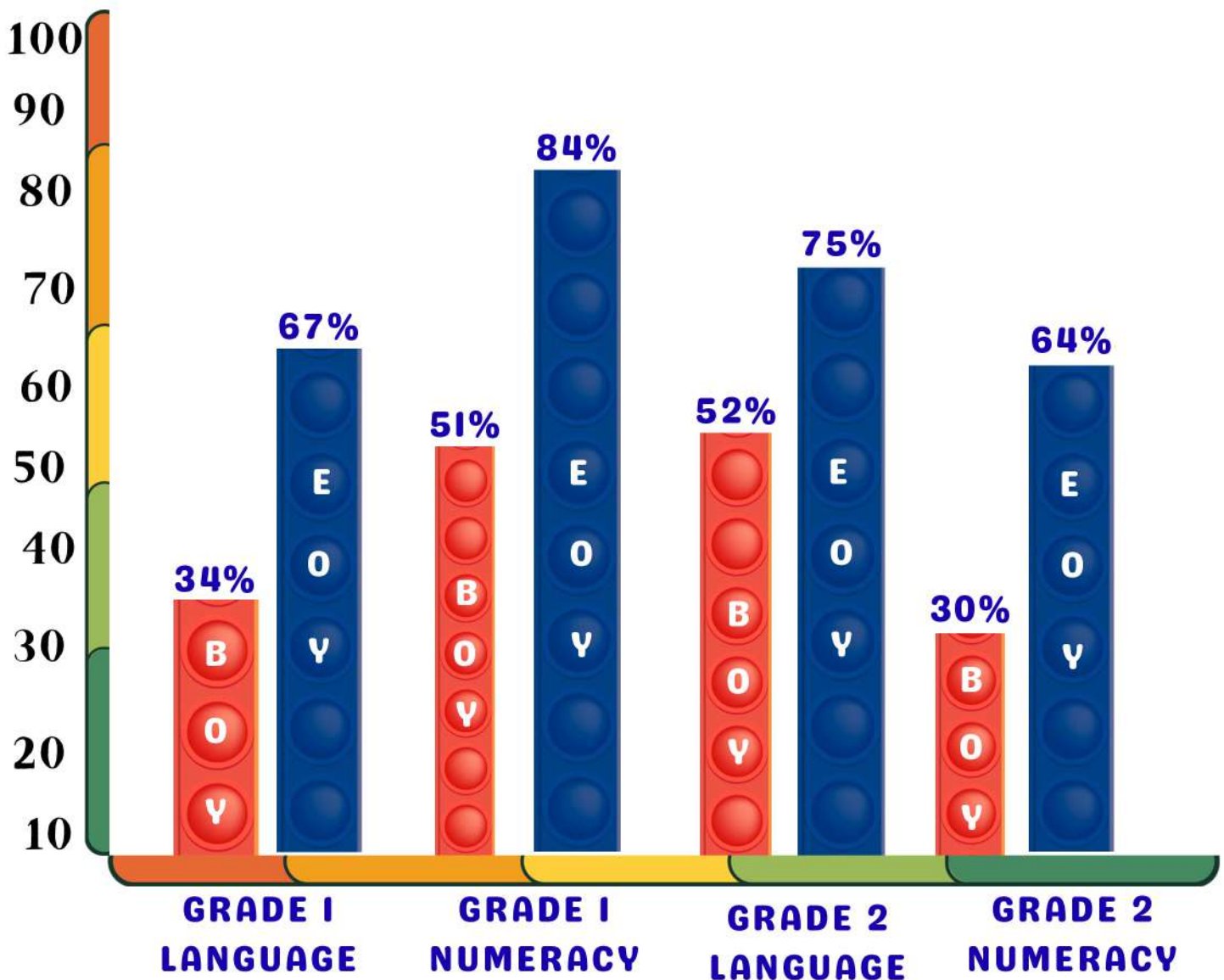
CO-CREATED



The 2025-26 annual report graph for the "UNNATI" initiative shows strong academic growth, with 75% of students enhancing their numeracy skills and 71% improving their literacy skills. This foundational progress is supported by a 42% positive shift in classroom interactions, reflecting evolving instructional practices and student engagement.



The improvement seen in Beginning and End-of-the-year assessments reflects the collective efforts of teachers, school leaders, and students, resulting in a 31% rise in overall achievement.



UNNATI

GYAN KI GOONJ

Across all partner schools, teachers facilitated Unnati activities with support from Resource Persons to strengthen holistic child development. The figures below reflect the collective achievements and reach of these interventions during the year.

GUPSHUP

An interactive activity to foster social-emotional learning and communication skills among children.

1515



Art as an Expression & Read Aloud

A creative activity that uses art to help children express their thoughts, emotions, and ideas and read aloud is An educational activity aimed at enhancing literacy and language skills among young children by reading stories aloud to children in a group setting

868



ORAL LANGUAGE DEVELOPMENT

An activity to enhance communication skills, by focusing on building strong foundational skills in listening and speaking, which are essential for effective communication, social interaction, and academic success.

2925



CIRCLE TIME

A group activity designed to promote social & emotional development, and a sense of community among children by sitting in a circle to engage in discussions, storytelling, and interactive games.

3066



UNNATI

IMPACT STORY

UNFOLDING PRISHA'S ROAD TO
CONFIDENCE

There was a time when Prisha rarely spoke in class. A Balvatika student at Shree Nath Vidhyalaya, she often stayed quiet when asked questions and found it difficult even to introduce herself. At home, she was hesitant to do her homework, cried easily, and did not interact much with others.

When Prisha joined Neev Shikshan Sanstha's learning program, she was gradually introduced to a learning environment filled with stories, activities, games, and opportunities to participate. With regular encouragement from educators and support from her parents at home, she slowly began to open up.

Today, Prisha participates more confidently in classroom activities, answers questions, and interacts more freely with her classmates. She can read simple sentences, write basic words, and takes greater interest in her learning. Her parents and teachers have also noticed changes beyond academics. She completes her homework regularly, shares with others, and expresses herself with more confidence. For those who have watched her grow, the change did not happen overnight. It came through many small steps, patient support, and a learning environment that helped her feel comfortable enough to participate and learn.



NAME: PRISHA SONI
SCHOOL: SHREENATH VIDHYALAYA
STANDARD: BALWADI



UNNATI



TEACHER 'S TESTIMONIAL

TEACHER 'S TESTIMONIAL



As a teacher, I had been teaching for many years, but over time my classroom became focused on completing daily activities and lessons. Children were learning, but I often felt that they were not fully enjoying the process.

My journey with Neev Shikshan Sanstha helped me look at teaching differently. Through trainings and support, I learned that children learn best when they are given time to explore, play, ask questions, and learn from their own experiences.

I started making small changes in my classroom. I listened to children more, encouraged them to share their ideas, and used activities that made learning more practical and enjoyable. Slowly, I noticed a change. Children became more confident, participated more actively, and looked forward to classroom activities.

The biggest change was in Mathematics. Earlier, some children were afraid of making mistakes. But when concepts were taught through games and learning materials, they became more interested and willing to try.

Today, my classroom is filled with more conversations, curiosity, and smiles. Seeing children enjoy learning has brought back my own joy in teaching. This journey has reminded me that when we change the way we teach, children also change the way they learn.



NAME: HINA .U. DESAI
SCHOOL: ZENITH SCHOOL
STANDARD: BALWADI

UNNATI



PARENTS' TESTIMONIAL

WHEN HITRAJ FIRST STARTED, HE STRUGGLED TO HOLD A PENCIL. WITH THE SUPPORT OF KALPANABEN & NSS RESOURCE PERSON, HE HAS LEARNED TO WRITE AND IDENTIFY DIFFERENT PARTS OF THE BODY. AS A PARENT, IT IS HEARTENING TO SEE HIM BECOME MORE CONFIDENT IN THESE DAILY SKILLS.

— KAJALBEN





UNNATI



CHALLENGES



CHALLENGES



**ACTIVE LEADERSHIP
IN DRIVING
IMPROVEMENTS**



**NAVIGATING THE
LEARNING AND
UNLEARNING
TRANSITION**



**CONSISTENCY IN
TEACHER'S
IMPLEMENTATION**

UNNATI

WAY FORWARD

Expanding Unnati in
nearby districts

Enhanced Curriculum
activities

Enhancing Learning through
Continuous Engagements and
interactions

Working with school leaders

Community Engagement

Monitoring and Evaluation

ENGAGE, ENABLE,
EMPOWER



SHAPING FUTURES
WITH ACTION

The 3E Program is transforming how early education is delivered in Anganwadi centres. Instead of only providing training, it works alongside Anganwadi teachers and ICDS officials to co-create practical, hands-on learning experiences.

Across every zone, Anganwadi workers and helpers come together for in-person sessions that encourage shared learning and collaboration. These sessions build confidence by allowing participants to learn from one another's experiences. The program is also nurturing five model Anganwadi centres that demonstrate joyful, play-based learning every day.



1000+
HOURS OF
TRAINING



ENGAGE, ENABLE,
EMPOWER

PRE-SCHOOL GRADUATION DAY

For parents, children always seem to grow up a little faster than expected. It often feels like only yesterday that they were stepping into the Anganwadi for the first time. This year, many of those same children stood proudly in graduation caps, ready to begin their next chapter in school.

The Pre-School Graduation Celebration, held across all five model Anganwadis, brought together children, parents, and educators to mark this special milestone. As children received certificates and words of encouragement, families had a chance to pause and celebrate how far they had come.

Held alongside Parents' Day and Bal Divas, the event was filled with pride, excitement, and happy memories. It was a simple reminder that every big journey begins with small steps.



ENGAGE, ENABLE,
EMPOWER

TEACHER'S APPRECIATION



Anyone who has spent time in an Anganwadi knows that the day rarely goes exactly as planned. Between caring for children, managing activities, comforting a child in tears, and handling countless small tasks, Anganwadi workers and helpers are constantly adapting to whatever the day brings.

The "Most Multitasking Duties" award was a simple way of recognising these everyday efforts. As the awards were presented, the room filled with smiles, laughter, and a sense of appreciation for work that often goes unnoticed.

Some educators responded with poems and personal messages, speaking about their experiences and how it felt to be recognised. For many, it was a small but meaningful moment of appreciation for the work they do every day, often without much attention or recognition.

ENGAGE, ENABLE,
EMPOWER

PATHWAYS TO PROGRESS: MI PLAN

Anyone who spends time in an Anganwadi can usually point to something they would like to improve. It might be a corner that is not being used well, children who hesitate to speak during activities, or records that require closer attention. The challenge is often not knowing where to begin.

It was with this understanding that preschool education instructors (PSEIs) were introduced to **Micro Improvement (MI) Plans**. The idea was simple: focus on small, practical changes that could improve children's everyday learning experiences.

Four MI Plans were implemented across the selected centres. Learning corners and Circle Time activities encouraged children to explore, participate, and express themselves more freely. Classroom labeling helped make the environment more engaging and familiar, while the "My Development Journey" forms strengthened the way children's progress was recorded and monitored. Together, these small changes became part of everyday routines in the Anganwadi.

In rural centres, Anganwadi workers and PSEIs also developed simple teaching-learning materials such as puzzles, sequencing activities, attendance charts, mathematics activities, and mud boards, creating more opportunities for children to learn through play.

As these changes became part of daily routines, educators began noticing encouraging shifts. Children showed greater interest in activities, participated more actively in discussions, and attended centres more regularly. The experience reinforced an important lesson: meaningful improvement often begins with small, consistent steps.



ENGAGE, ENABLE,
EMPOWER

URBAN & RURAL PSEI TRAINING

Educators often spend most of their time focused on the children in their own centres. Opportunities to step away, meet others, and talk about their experiences are not always easy to find.

The meetings and trainings with preschool education instructors (PSEIs) from urban and rural centres created space for these conversations. Participants spoke about what was working well in their Anganwadis, the challenges they were facing, and the small changes they had been trying with children.

Through activities, discussions, and shared experiences, educators exchanged ideas and learned from one another. Just as importantly, the sessions reminded many participants that the questions and challenges they face are often shared by others as well.

The gatherings became more than training sessions. They were opportunities to pause, reflect on everyday practice, and return to their centres with new ideas and fresh encouragement.



ENGAGE, ENABLE,
EMPOWER

FEATURED ON MICRO IMPROVEMENTS

Much of the work that shapes children's learning happens quietly, far from the spotlight. This year, one such story found its way to a wider audience when **Hetal Mam, PSEI** for the North Zone, was featured in Shikshalokam's Stories from the Field coffee table book.

The story captures her journey, the challenges she has navigated, and her commitment to strengthening early learning through her work with Anganwadi centres. For Team Neev, seeing her story recognised was a proud moment and a reminder that meaningful change is often built through small, consistent efforts over time.

Through this recognition, Hetal Mam's journey now has the opportunity to inspire many others working to create better learning experiences for children.

Small Steps To Build Great Schools

Volume II



Acknowledgements

Small Steps to Build Great Schools Volume II is a reflection of the spirit and purpose of Shikshagruha, the people's movement for education equity. At the heart of the movement's work is a simple yet profound belief - that every child in India deserves a fair shot at a bright future, and our public schools can and must work.

This collection of education leader stories came to life because of the organisations and individuals who generously contributed their time, stories and thought. Their belief in the mission strengthens our resolve to amplify the voices of the remarkable grassroots leaders — administrators, teachers, school heads, women, youth, and community members. These leaders are innovatively, courageously shifting the norms that have long held education back. The Shikshagruha Team is deeply grateful to all our contributors for helping us bring these stories of change and commitment to light.

ALGHOMORA
अलघोमरा

Breakthrough
Anti End Violence Against Women

Antra
Anganwadi Teachers

नीव
शिक्षण संस्था

राष्ट्रिय शिक्षण
संस्था

ShikshaLokam
शिक्षण संस्था

shiksharth

पनाह
COMMUNITIES

SHIKSH
शिक्षण संस्था

Sanjeev
Belagur

If you know an education leader who is building a more equitable and inclusive public education system, we would love to hear their story! Write to us at connect@shikshagruha.org, and let's celebrate their work together in the next volume of Small Steps to Build Great Schools.

ENGAGE, ENABLE,
EMPOWER

LEARNING CORNERS WITH CSR IN VADODARA RURAL

Sometimes, a small corner of a room can become a child's favourite place. Across Anganwadi centres in the Urban Vadodara East Zone and Kundela Rural, learning corners are giving children opportunities to browse through books, solve puzzles, explore materials, and learn through play.

As children spend time in these spaces, they begin asking more questions, trying new activities, and interacting more confidently with one another. What starts as simple curiosity often becomes an important part of their everyday learning.



CLICK HERE



LEARNING CORNERS

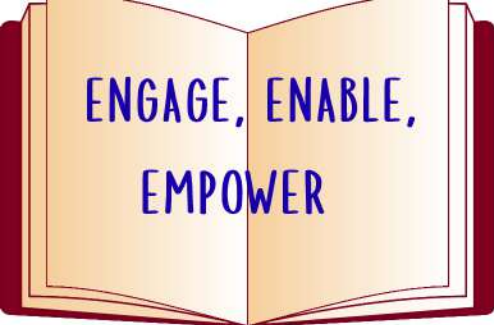


Urban East Zone
Vadodara,
Sponsored by
Mamta Finance
Services

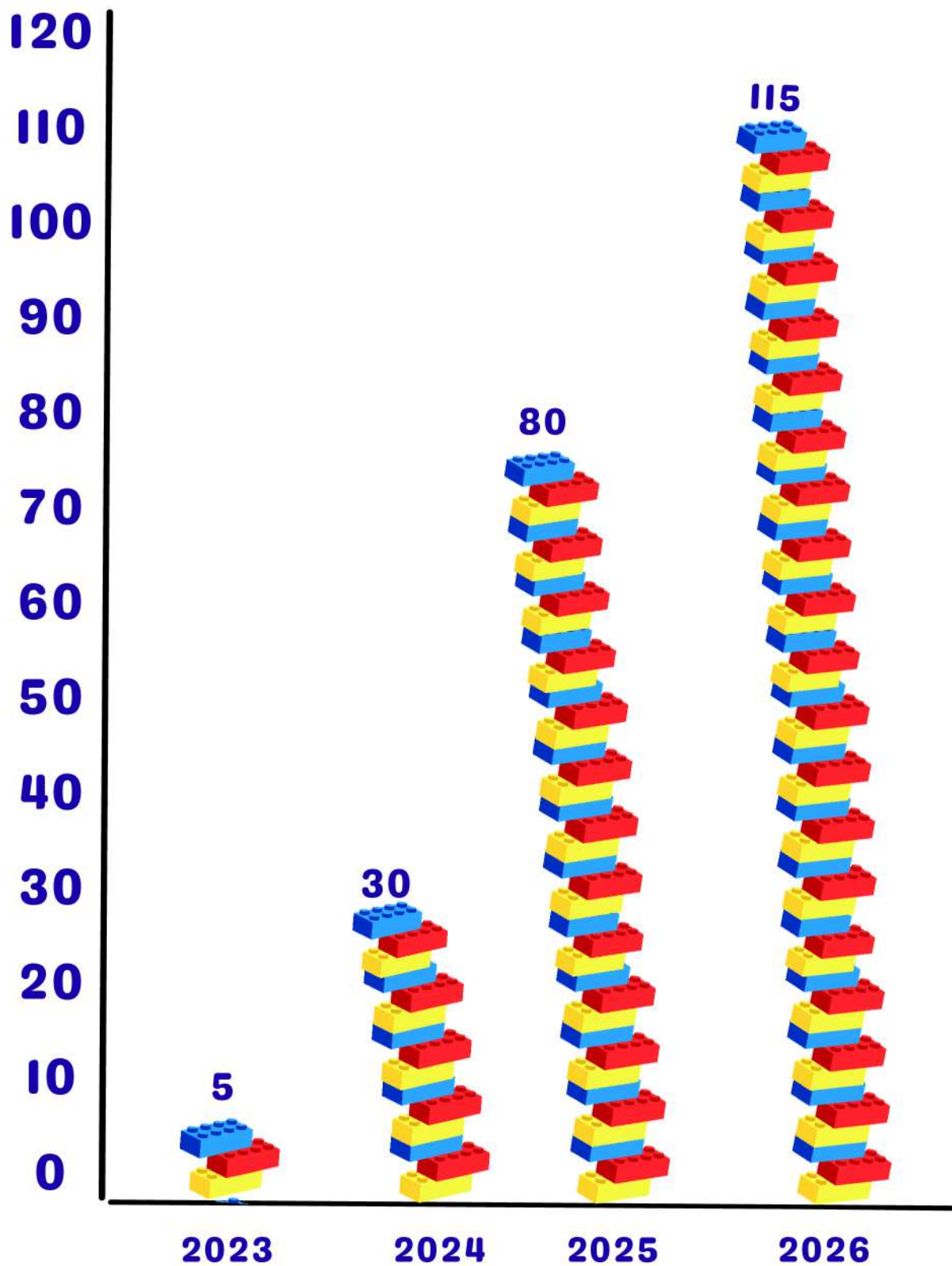


Rural
Vadodara,
Sponsored by
Prince
Pipe

PRINCE
PIPING SYSTEMS

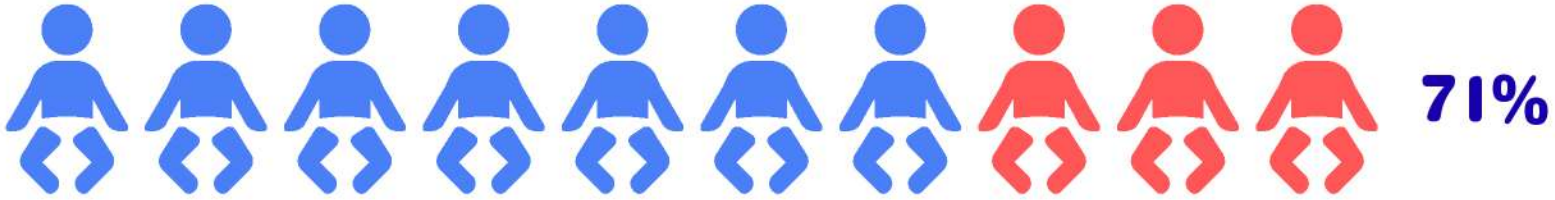


NO. OF LEARNING CORNERS
CREATED



ENGAGE, ENABLE,
EMPOWER

LEARNING CORNER



The chart reflects the average number of children engaged in play-based learning activities across Anganwadi centres. Through books, puzzles, blocks, and other learning materials, children develop creativity, problem-solving, communication, and social-emotional skills such as sharing, caring, and collaboration. Every playful interaction supports holistic development, helping children build strong foundations for lifelong learning.

ENGAGE, ENABLE,
EMPOWER

TOY LIBRARY

Some children walk into the Toy Library knowing exactly which toy they want. Others take their time, looking through the shelves before making their choice. Whatever the approach, the excitement of taking a toy home is something many children look forward to.

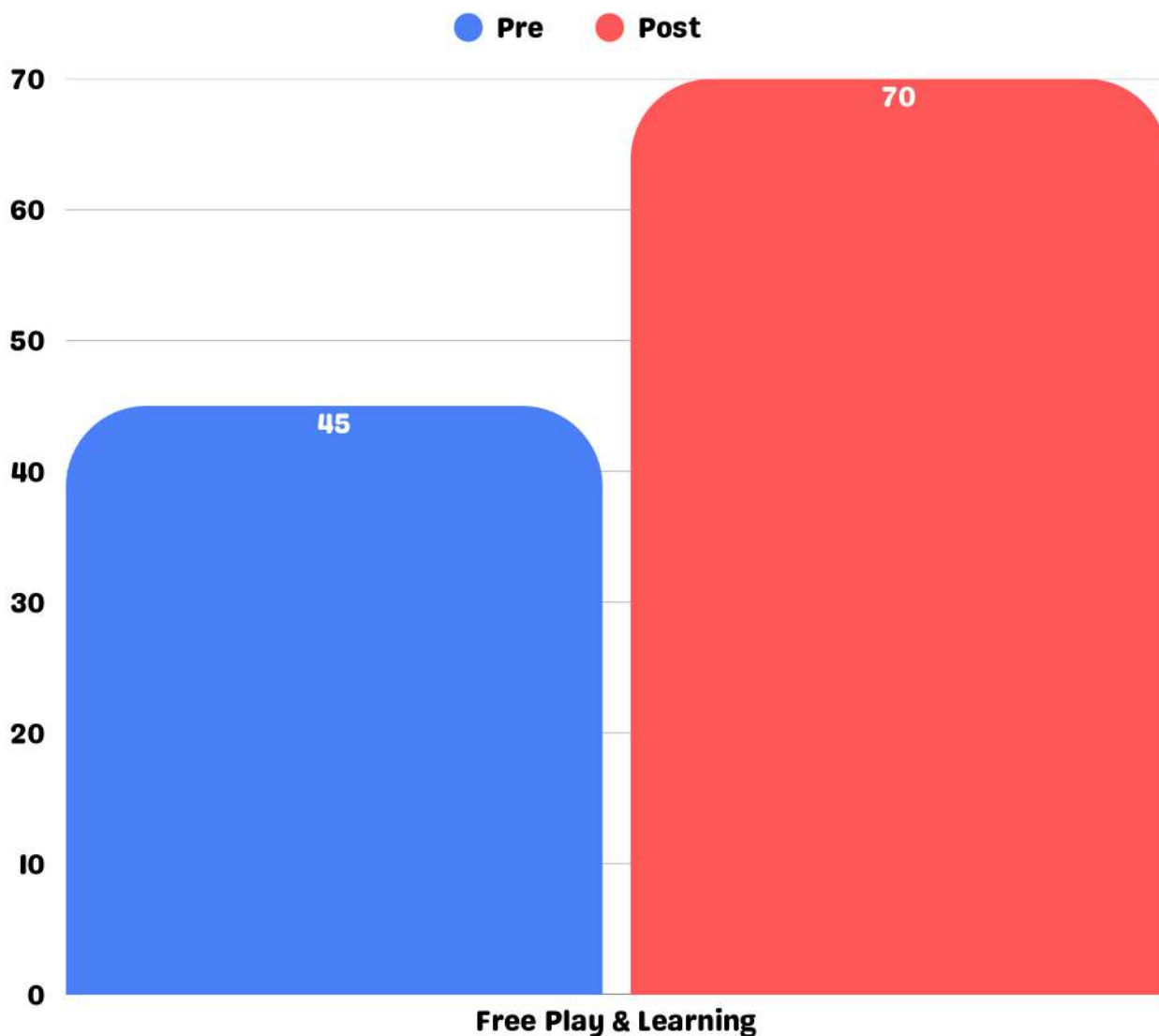
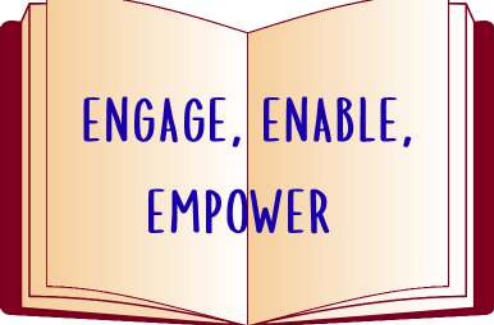
The Toy Library gives children the chance to borrow toys, play with them at home, and return them for other children to enjoy. As children come back to exchange toys and talk about their favourites, the library becomes a place filled with play, conversations, and new discoveries.

Managed by women from the local community, the Toy Library is a simple initiative that brings children, families, and learning through play together.

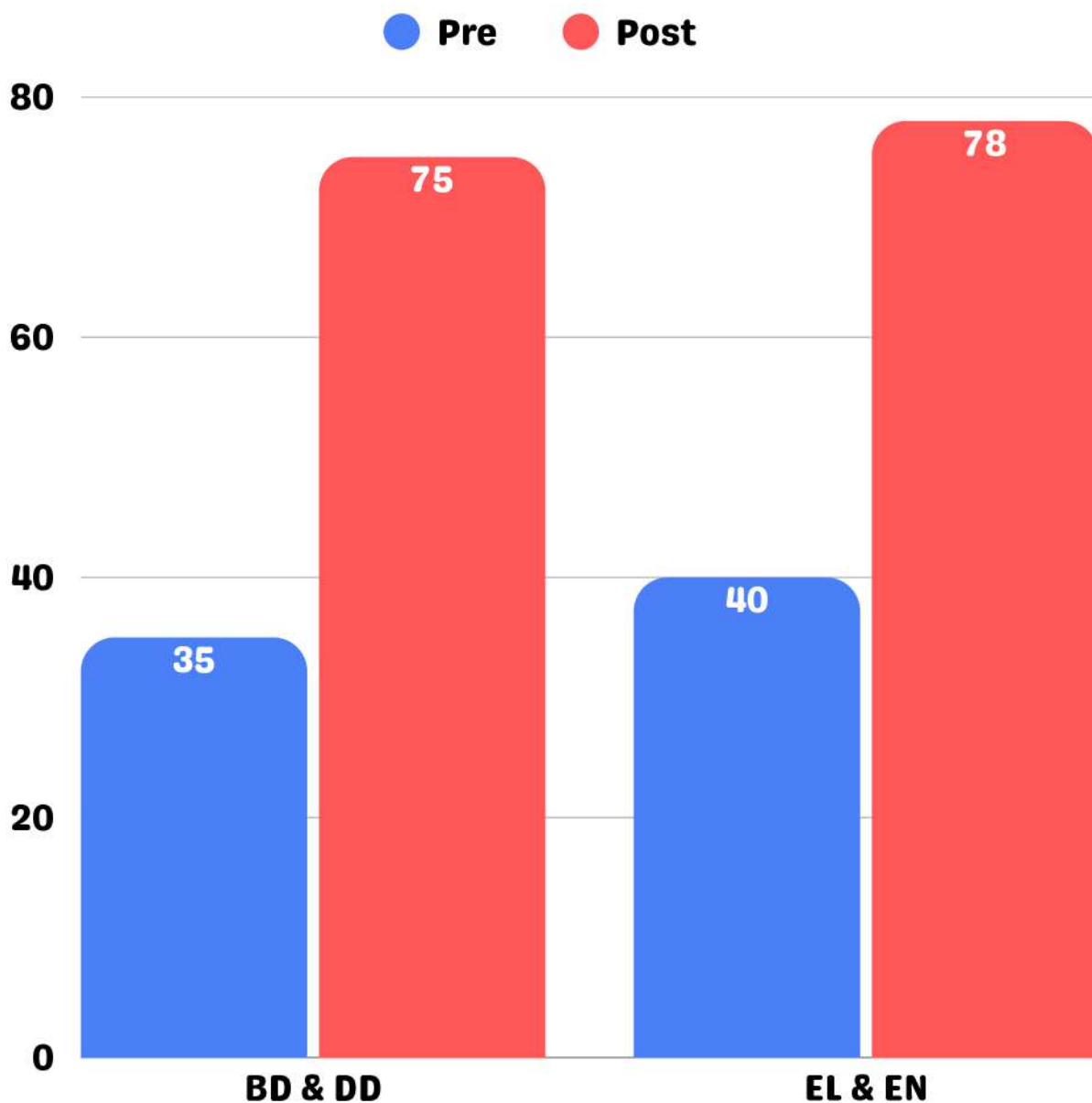
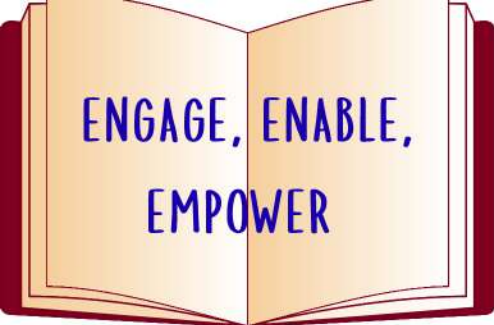


Number of Toy Library centres: 4

- Sama 9
- Sama 10
- Shubhanpura I
- Diwalipura I



Encourage free indoor play everyday for about 30 minutes everyday. Let children pick toys and games of their choice and liking to freely engage with them. Free play encourages fun, initiative, exploration, creativity, decision making and confidence. Provide children with easy access to ample toys, teaching-learning materials, equipment, drawing/painting/craft materials etc. to encourage free exploration and play. The teacher acts as an observer, facilitator, and playmate, ensuring a supportive environment for every child. Envision teachers actively engaging with children, guiding them when needed, and celebrating their independent discoveries.



The chart shows the average improvement in teachers' knowledge across the Rural training modules. The Brain Development and Developmental Domains module strengthened teachers' understanding of the foundations of Early Childhood Education (ECE), including how children learn and grow across the five developmental domains. The Early Literacy and Numeracy module enhanced teachers' understanding of oral language development, early literacy practices, and pre-mathematical concepts that build a strong foundation for children's future reading, writing, and numeracy skills.

ENGAGE, ENABLE,
EMPOWER

GYAN KI GOONJ

Across all partner schools, teachers facilitated Unnati activities with support from Resource Persons to strengthen holistic child development. The figures below reflect the collective achievements and reach of these interventions during the year.

GUPSHUP



13450

SHAPE RECOGNITION



3547

UAATO NI SANKAL (CHAIN)



11843

Phonological Awareness



13565

CLASSIFICATION



13816

ENGAGE, ENABLE,
EMPOWER

GYAN KI GOONJ

READ ALOUD



13738

LOCATE



2403

Observation and Similarity



2353

PROBLEM SOLVING



3547

MEASUREMENT



2539

ENGAGE, ENABLE,
EMPOWER

IMPACT STORY

At Sadli 5 Anganwadi, regular attendance had long been a challenge. Although 15 children were enrolled, only a few attended on most days. Many would accompany their parents to the fields, often helping care for younger siblings.

Things began to change when learning corners were created in the centre. Materials that had been stored away for years found a place in the classroom, and children suddenly had new things to explore. Storybooks, puzzles, and learning materials that once sat unused began attracting curious hands and eager minds.

Over time, the Anganwadi worker noticed more children coming regularly. Some even brought their younger siblings along instead of going to the fields with their parents. What changed was not just the classroom setup, but the way children responded to the space. The Anganwadi gradually became a place where they wanted to spend their time.



ENGAGE, ENABLE,
EMPOWER

TEACHERS TESTIMONIAL

When NEEV Shikshan Sanstha provided our Anganwadi with **TLMs** such as "મેડમ હું હાજર છું", "આજનું મૂડ", "ગણિત ગમ્મત", પઝલ, and મડ બોર્ડ, we gradually started seeing positive changes in the children.

Earlier, some children would come to the Anganwadi and sit quietly without participating much. Today, they eagerly look for their names in "મેડમ હું હાજર છું" and proudly mark their attendance. This small activity has made them feel more involved in the classroom.

With "આજનું મૂડ", children have started expressing their feelings more openly. It helps us understand how they are feeling, and the children also enjoy talking about themselves and listening to others.

The children are especially excited whenever we use "ગણિત ગમ્મત", પઝલ, and મડ બોર્ડ. They learn while playing, without feeling that they are being taught. We have seen improvements in number recognition, shape identification, and concentration. Even children who were earlier hesitant to participate now join the activities with enthusiasm.

As an Anganwadi worker, the biggest change I have noticed is that children are more interested in coming to the centre. They participate more, ask questions, and enjoy learning together. These TLMs have made our classroom more lively and engaging, and they have been a valuable support in the children's learning journey.



ENGAGE, ENABLE,
EMPOWER

CHALLENGES

**FINALIZATION OF
WORKSHOP
VENUE IN
MONSOONS**

**DATA
COLLECTION &
ANALYSIS**

**COORDINATION
WITH
GOVERNMENT
STAKEHOLDERS**



ENGAGE, ENABLE,
EMPOWER

FUTURE PLANS

Scale up to
District Level
program
outreach

Drive Change
with Leadership
and Expand the
Reach to 40,000
+ Children

Enhance
Teacher
Training and
its
effectiveness
on the ground

Strengthen
Community
Involvement
and
Partnerships

Continuously
co-create and
drive Micro
Improvements
with the ICDS
PSEs

Utilize Data-
Driven Insights
to Refine
programmatic
Strategies



CELEBRATION

CELEBRATIONS

Most people can remember at least one teacher who made a difference in their lives. It may have been a teacher who encouraged them when they were struggling, believed in them when they lacked confidence, or simply made them feel seen and heard.

As part of the Unnati Program's Teachers' Day celebrations, Neev Shikshan Sanstha launched the #BondBeyondBooks campaign and invited students, parents, teachers, and community members to share their memories.

The responses were filled with personal stories, photographs, messages, and moments that people still carried with them years later.

Some remembered teachers who made learning enjoyable. Others spoke about a kind word, extra support during a difficult time, or a teacher who never gave up on them.

Together, these stories were a reminder that while lessons may be forgotten over time, the way a teacher makes a child feel is often remembered for years.

For many children, a story for reading begins with a story that captures their attention, a conversation that sparks their curiosity, or a chance to share their own thoughts. Literacy Day celebrations across schools in the Unnati Program created many such moments.

Through storytelling sessions, games, group activities, and conversations, children spent the day engaging with language in different ways. Some listened closely to stories, others eagerly shared their ideas, while many simply enjoyed the opportunity to learn and play with their classmates.

What stood out most was the enthusiasm with which children participated. Their questions, responses, and excitement throughout the day were a reminder that children learn best when they are actively involved in the experience.

More than a celebration of reading and writing, Literacy Day was a celebration of children's curiosity, voices, and willingness to learn.



Tiny Krishnas, cheerful Radhas, and lots of excited smiles brought the Janmashtami celebrations to life. As children moved between festive activities and playful exploration in the learning corners, the centre buzzed with joy, imagination, and togetherness.



PODCAST

POSTCAST FRAME AND LINK FROM YOUTUBE

INFO

Through podcast conversations and interviews with educators and experts, Neev Shikshan Sanstha shares practical insights on Early Childhood Education (ECE), Foundational Literacy and Numeracy (FLN), inclusive education, and effective teaching practices. These discussions help bring important educational ideas and experiences to a wider audience.



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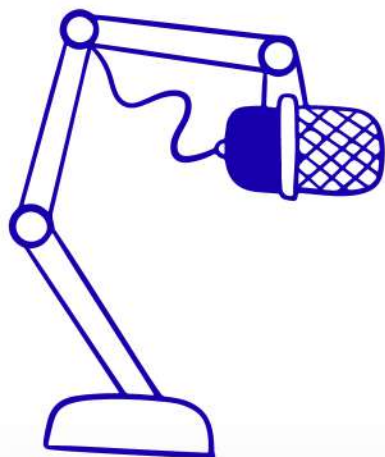


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**POSTCAST FRAME AND LINK
FROM YOUTUBE**



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PANKHKRITI

DAAN UTSAV & NGO MELA

Daan Utsav

A child may never know who made the learning material they are using. They may not know who painted it, cut it out, or carefully put it together. What they will know is that someone took the time to create it for them.

That spirit was at the heart of Daan Utsav, where students, families, and supporters came together to create learning materials for children in schools and Anganwadis. A dedicated website was also developed, making it easier for more people to contribute and be part of the initiative. What emerged was more than a collection of teaching-learning materials. It was a reminder that when many people contribute a little of their time and effort, it can make a real difference in a child's learning experience.

NGO Mela

Behind almost every visitor who stopped at Pankhikriti was a story. Some remembered a teacher who had influenced them, some spoke about children they worked with, while others shared experiences from their own schools and communities.

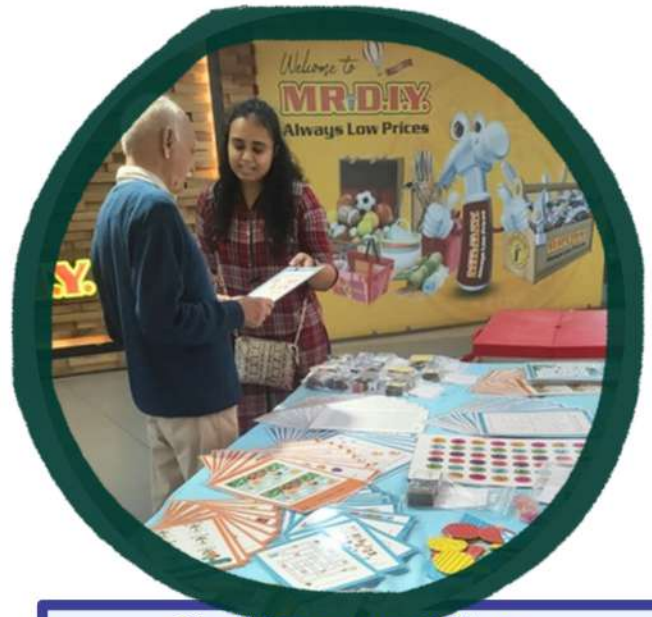
As these conversations unfolded throughout the NGO Fair at MSU, the learning materials became more than just displays. They became a reason for people to connect, exchange ideas, and talk about the many different ways children learn.



STALL AT EVA MALL ON CHRISTMAS

Info

- **Venue:**
Eva Mall, Manjalpur
- **Dates:**
20th, 21st & 25th December
- **Focus:**
Play-and-Learn Materials
- **Featured:**
Worksheets, Sorting Kits, Memory Games & More
- **Key Outcome:**
Meaningful conversations on early childhood learning



Stall at Eva Mall on Christmas

A trip to the mall during the holidays usually means shopping, food, and time with family. At Eva Mall, it also became an opportunity for children and parents to spend time exploring games and learning materials together.

As families stopped by the stall, children quickly became absorbed in the activities while parents watched, joined in, and often stayed longer than they had expected. The games sparked questions, conversations, and moments of shared discovery.

What made the experience special was not just the activities themselves, but the way they brought families together around play, learning, and simple interactions that are often easy to overlook in a busy day.



COLLAB

COLLABORATION WITH DIWALIBEN TRUST

A SHARED PURPOSE

When the team from Diwaliben Trust visited Neev Shikshan Sanstha, the meeting was more than just an opportunity to introduce each other's work. It was a chance for people working towards the same goal to come together, exchange experiences, and learn from one another.

As the conversation unfolded, both teams found many common threads in their journeys—the joys and challenges of working with young children, the importance of supporting educators, and the belief that every child deserves a strong start to learning. What began as a simple discussion gradually turned into an exploration of how the two organisations could work together and support each other's efforts in meaningful ways.



FROM IDEAS TO ACTION

One of the first outcomes of these conversations was a four-day teacher training workshop conducted by the NSS team for educators associated with Diwaliben Trust. The workshop brought together teachers with different experiences but a shared commitment to helping children learn and thrive. Through discussions, activities, classroom demonstrations, and hands-on TLM creation, participants reflected on their daily work, shared ideas, and explored new ways of engaging young learners. Some of the most meaningful moments came from the conversations teachers had with one another—sharing experiences, discussing challenges, and learning from different perspectives. The enthusiasm and openness of the participants made the workshop a truly collaborative learning experience and reinforced the value of coming together to support children's learning.



NGO collaboration

The one-day programme, organised in collaboration with **SAHAJ Foundation**, brought together 82 Bal Mitra adolescents for a day of activities, conversations, and shared experiences.

Through stories, discussions, and group activities, participants explored topics such as leadership, communication, and children's learning. The sessions encouraged them to speak openly, listen to one another, and share ideas from their own lives and communities.

For many adolescents, the day was a chance to meet new people, hear different perspectives, and be part of conversations where their thoughts and experiences mattered.



COLLABS

SEL TRAINING & COLLAB
TEAM EXPLORING

SEL Training

This year, Neev Shikshan Sanstha partnered with Aura Education Trust to explore Social-Emotional Learning (SEL). The engagement began with a workshop for NSS team members, where participants spent time discussing emotions, relationships, and the experiences that shape the way people learn and interact with one another. The learning continued when Aura facilitated a workshop for NSS team members and PSEIs from urban and rural centres. Through activities, conversations, and reflections, participants shared experiences from their work with children and discussed how children express their feelings, build relationships, and respond to different situations. The workshops created space for people to pause, listen to one another, and think about an aspect of learning that is often present in everyday interactions but not always spoken about openly.



Collab Team Exploring

Over two days, the NSS team and CoLab Global Consulting visited Anganwadis across urban and rural areas. The visits offered an opportunity to spend time with Anganwadi workers, PSEIs, supervisors, and ICDS officials and understand their work more closely.

At each centre, the conversations were a little different. Some focused on the day-to-day realities of running an Anganwadi, while others revolved around children, classrooms, and the challenges educators face. As the team moved from one centre to another, they gained a better understanding of the people and efforts that shape the programme every day.



TEEV

TEAM CAPACITY BUILDING ,TIME MANAGEMENT SEMINAR, MENTOR'S VISIT

Team Capacity Building



Joining a new organisation often means meeting new people and trying to understand how everything fits together. For the interns from Azim Premji University, the introductory session was a chance to take those first steps. Through conversations and interactions with team members, the interns learned more about the work happening across Neev and got to know the people behind it. By the end of the day, the environment felt a little less unfamiliar, and the interns had a better sense of the journey ahead.

Time management Seminar



Most people have felt that there are never quite enough hours in a day. Through an interactive session led by mentor Shital Shah, the Neev team reflected on how they spend their time, manage responsibilities, and balance different priorities. The session introduced practical approaches to planning and organisation, while also creating space for participants to share their own experiences. It served as a reminder that managing time is often about making conscious choices about what matters most.

Mentor's Visit

Behind every successful initiative are conversations that help shape its direction. The Mentor's Meet brought together mentors and team members to reflect on the journey so far, discuss challenges, and share ideas for the path ahead. As experiences and learnings were exchanged, the gathering reinforced the value of collective wisdom, thoughtful guidance, and a shared commitment to meaningful change.



TEEV

CELEBRATION

Yoga Day Celebration

A brief pause from the everyday routine, the Yoga Day celebration brought team members together to stretch, breathe, and recharge.



Navratri Celebration

For a few hours, work gave way to music, conversation, and festive cheer. Dressed in traditional attire, team members came together to celebrate Navratri and enjoy each other's company beyond their everyday roles.



Holi Celebration

Some celebrations have a way of bringing out the playful side in everyone. With colours, music, and plenty of smiles, Holi added a welcome dose of fun and energy to the office.



TEEV

CELEBRATION

Christmas Celebration
Christmas filled the office with surprises, laughter, and festive cheer. From Secret Santa gifts to playful games, the celebration was a simple reminder of the joy of spending time together.



Diwali Celebration
Some of the best festival memories are made in the simplest moments. At NSS, Diwali was celebrated with colourful rangolis, thoughtful gifts, friendly games, and a shared meal that brought festive warmth to the office.



WEBSITE RENEWAL

Over the years, many stories have emerged from classrooms, Anganwadis, workshops, and communities. They were shared through conversations, photographs, and field notes, often reaching only a few people at a time.

The upgraded NSS website brings many of these stories together in one place. Through photographs, field experiences, and updates from different programmes, it offers a glimpse into the people and everyday work that shape Neev Shikshan Sanstha.

More than a website, it is a space where these stories can be shared, remembered, and revisited.



RETREAT



Neev Shikshan Sanstha organised a one-day retreat for its employees and their family members as a gesture of appreciation for their dedication and hard work. The event provided a refreshing break from daily responsibilities and created an opportunity for everyone to connect beyond the workplace. A special felicitation ceremony was held, where several employees were recognised by the CEO for their valuable contributions to the organisation. The day was filled with fun, laughter, delicious food, snacks, and enjoyable activities for all age groups. Families had the chance to interact, celebrate, and create lasting memories together. The retreat reflected NSS's commitment to employee well-being and work-life balance. It was a day of recognition, relaxation, and strengthening the bonds that make the NSS family stronger.

TEEV

**CAMPUS RECRUITMENT
AT HDFBS AND SPU**

For many students, choosing a career path comes with plenty of questions. The campus recruitment interactions at HDFBS and SPU created space for some of those conversations, introducing students to the realities of working with children, educators, and communities.

As students asked questions and shared their interests, discussions often moved beyond job roles and qualifications. They became conversations about the kind of work people find meaningful, the challenges that come with it, and the difference it can make in the lives of others.

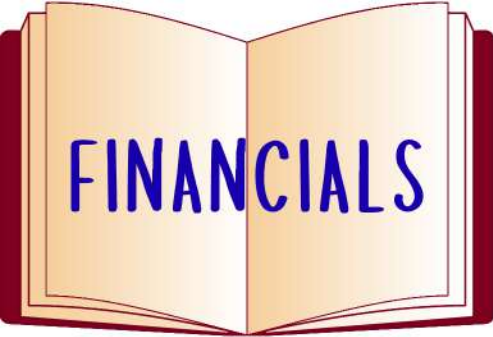




20% CSR Grants

74% Philanthropy

6% Retail Donations



FINANCIAL UTILIZATION

Programs & Operations

88%



Administration

5%



Digital

5%



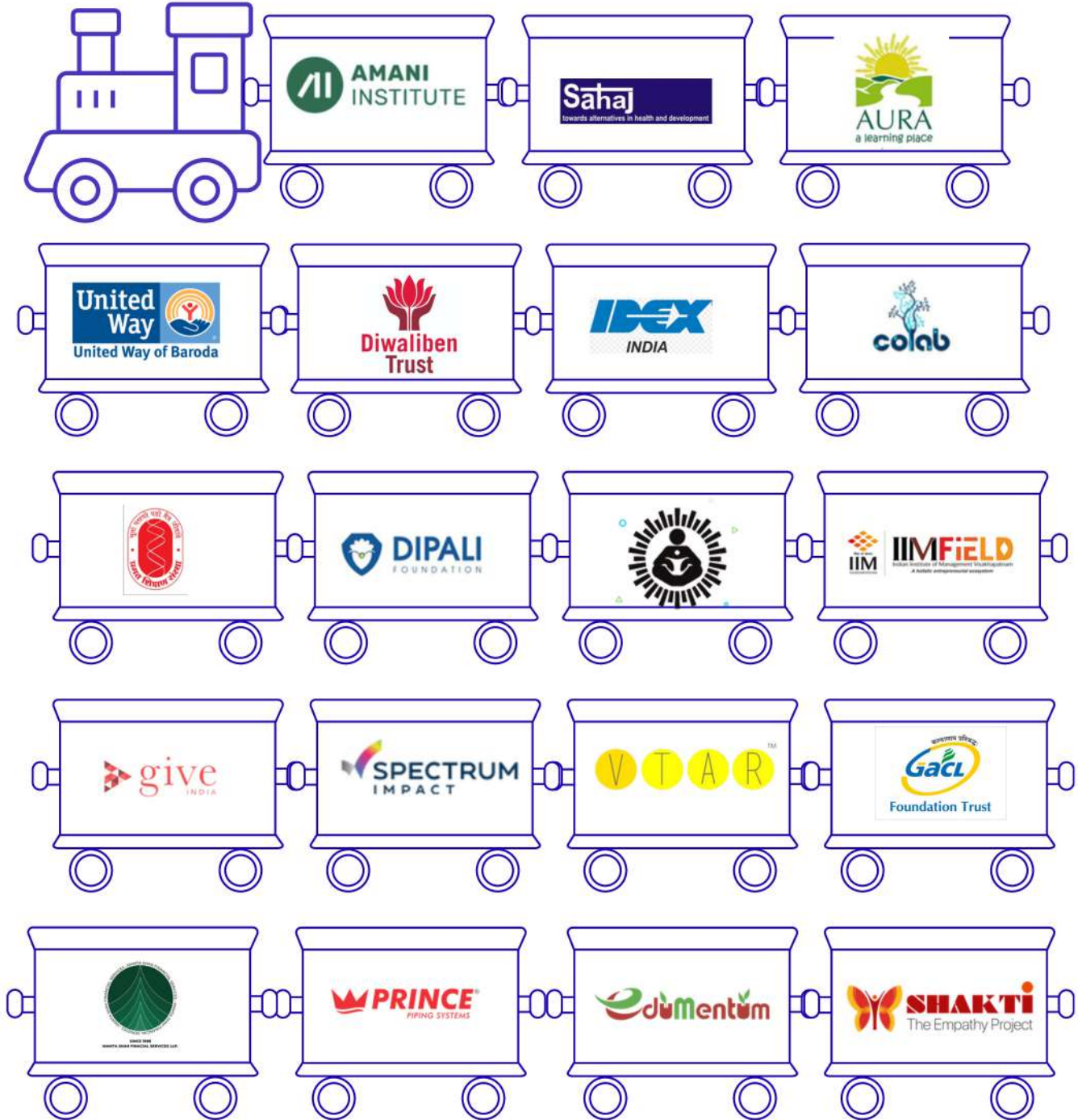
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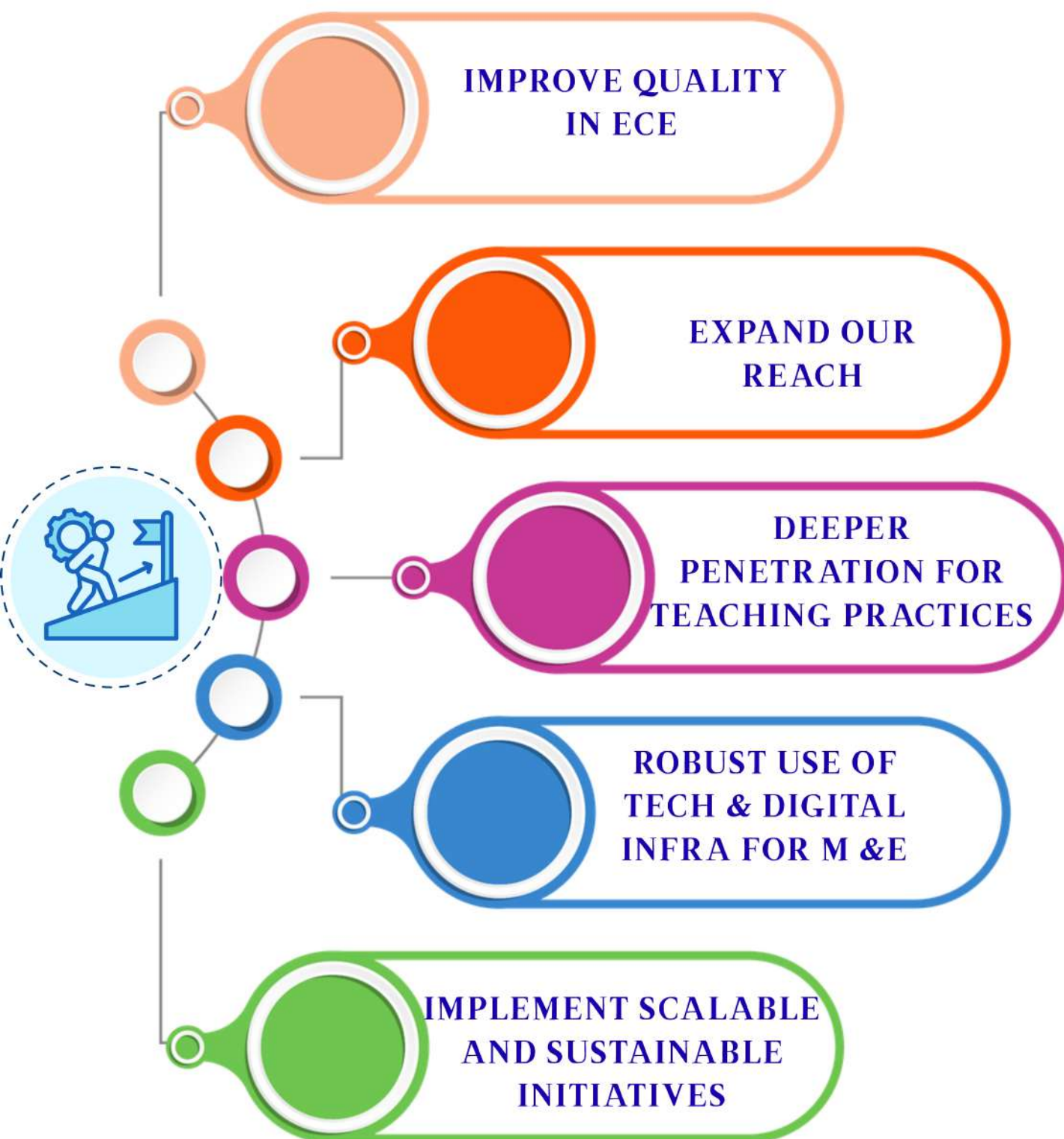
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PARTNERSHIP OVERVIEW

PARTNERSHIP OVERVIEW





OUR TEAM

OUR TEAM

KAVITA SHAH



TRUSTEE

HELI DAVE



**SR. PROGRAM
EXECUTIVE**

GAURANG DAVE



**OPERATION
LEAD**

MALINI PATEL



**RELATIONSHIP
MANAGER**

ZANKHNA PANCHAL



**SR.PROGRAM
ASSOCIATE**

RAJENDRA PARMAR



**ASSISTANT
PROGRAM MANAGER**

SMIT PATEL



**PROGRAM
ASSOCIATE**

DEUVANGINIBA GOHIL



**PROGRAM
ASSOCIATE**

VANSHIKA RATHOD



**PROGRAM
ASSOCIATE**

MARGI PATEL



**DEPUTY
MANAGER**

SONAL RANA



**SR.PROGRAM
ASSOCIATE**

PUNITA PATEL



**SR.PROGRAM
ASSOCIATE**

VAISHALI RATHUA



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