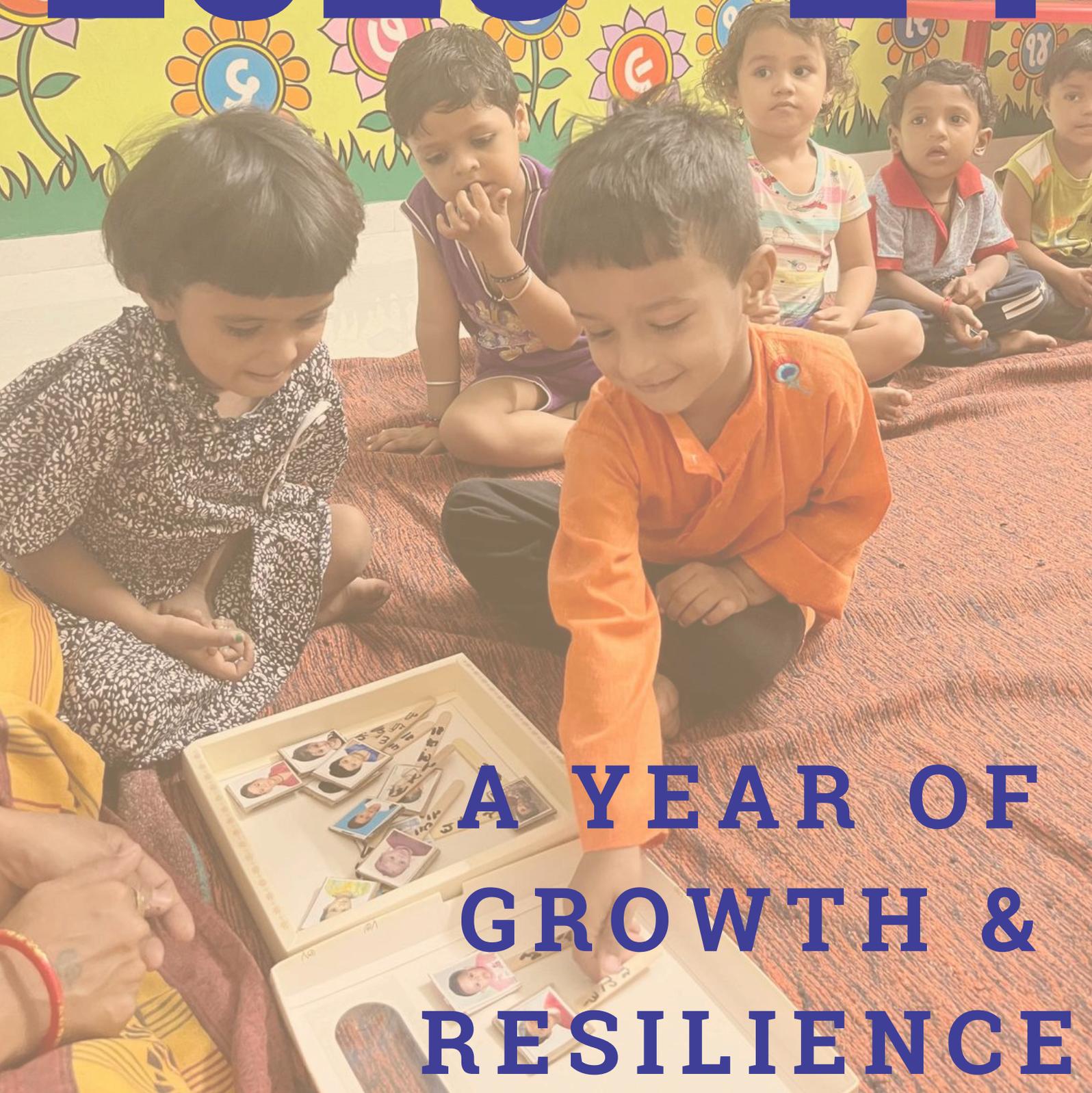


2023-24



A YEAR OF
GROWTH &
RESILIENCE

Neev Shikshan Sanstha, founded with a vision to foster meaningful educational practices, is dedicated to enhancing educational opportunities for underprivileged children in India. The foundation focuses on creating impactful educational programs, supporting schools, and promoting literacy and numeracy skill development. By collaborating with various stakeholders, including communities, educators, and policymakers, 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 it serves.





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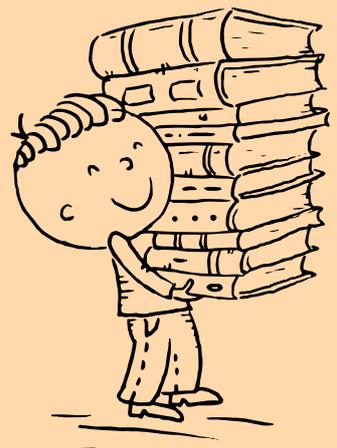
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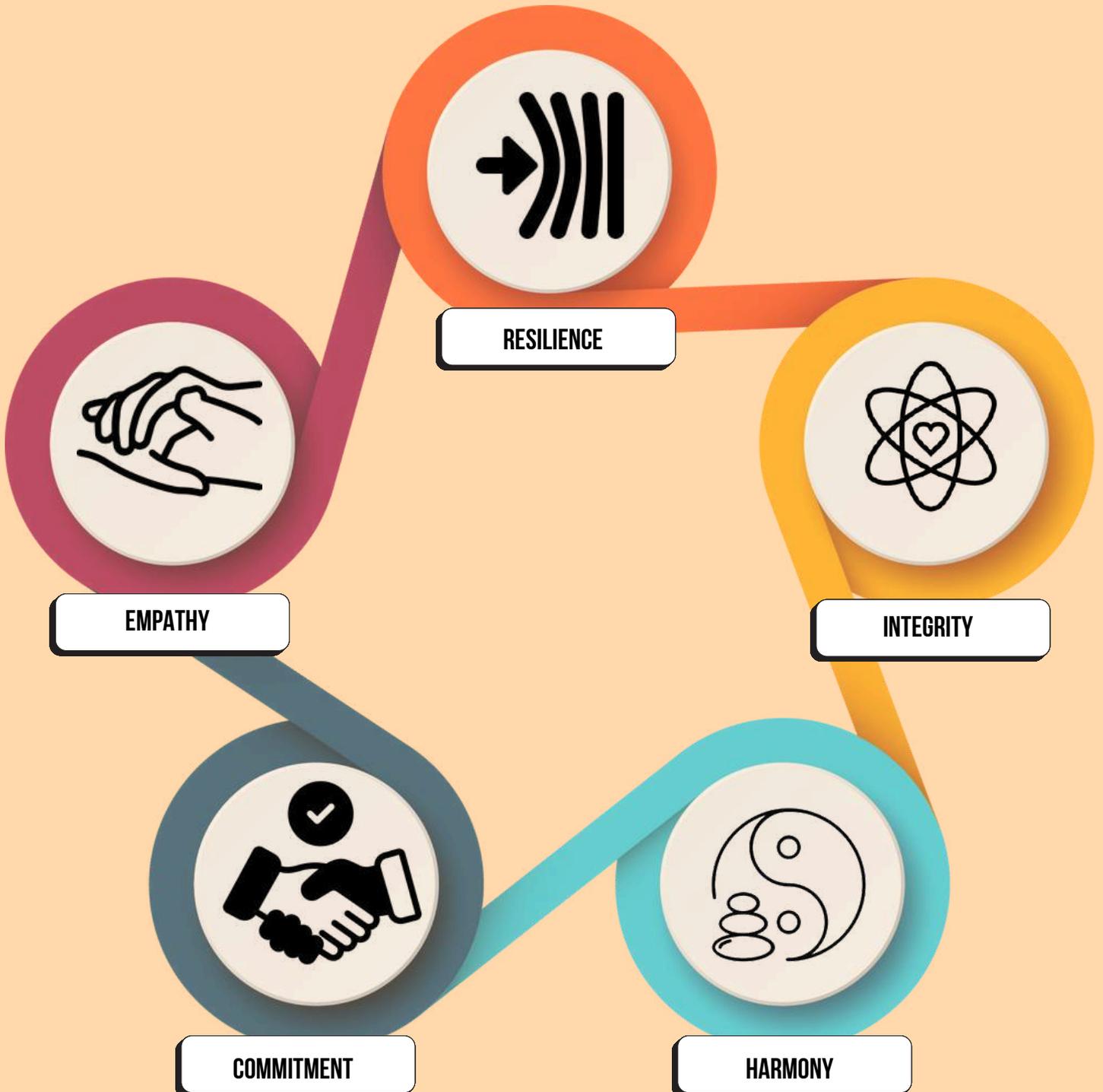
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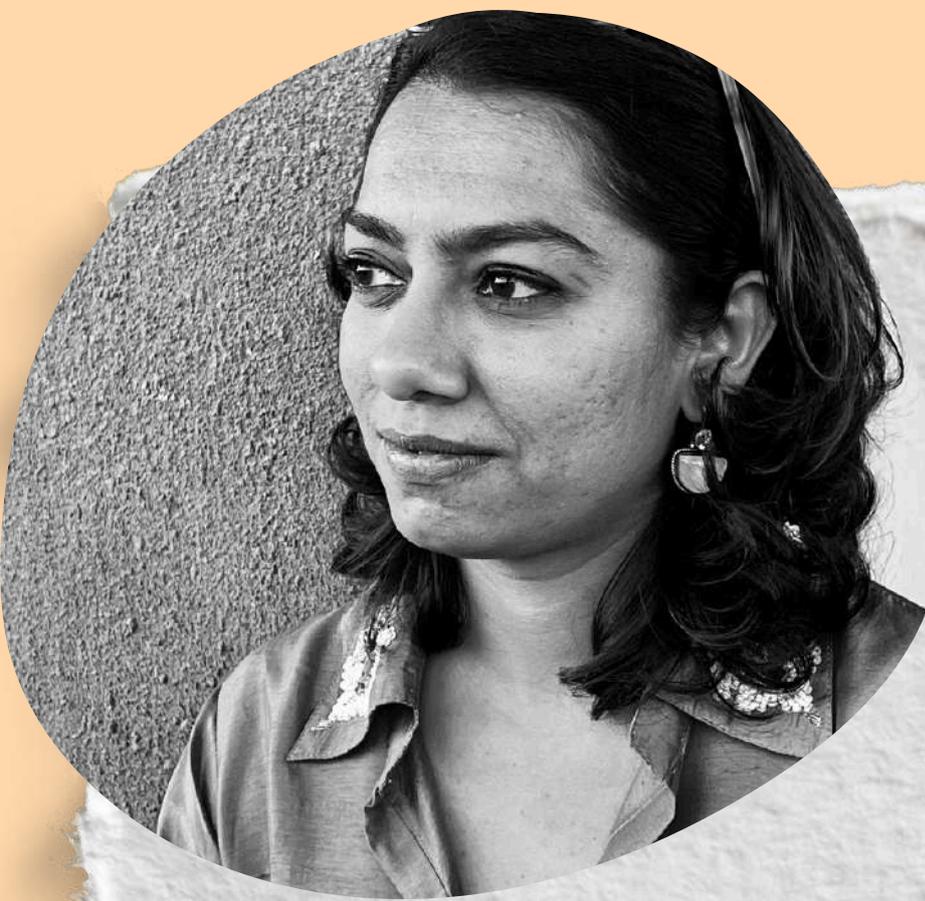
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Core Values



Every Child Deserves A Strong Start



Founder ki Jubaani

Kavita Shah

Reflecting on the year that has passed, I am struck by the myriad of experiences, challenges, and opportunities it brought forth!!

Personally, the year brought forth its own set of trials and triumphs. It was a time of growth and introspection, a period of self-discovery and transformation. I confronted my limitations, embraced my vulnerabilities, and learned to find strength in moments of weakness. Each challenge was an opportunity for growth, each setback a chance for resilience, and each triumph a testament to the indomitable human spirit.

As I reflect on the intricate dance between contrasting facets that define effective leadership, I find myself immersed in the fascinating dichotomy that shapes this dynamic role. The essence of leadership, I realize, lies in the delicate balance between seemingly contradictory qualities, each contributing to the art of steering a team towards success.

Reflecting on the dichotomy of effective leadership reinforces the idea that leadership is a dynamic, evolving journey rather than a static destination. It's a continuous process of navigating through opposing forces, recognizing that the magic lies in finding synergy between them. Embracing this dichotomy fosters resilience, adaptability, and a nuanced understanding of the multifaceted nature of leadership.

Another facet of this dichotomy is the interplay between confidence and humility. A leader must exude confidence to inspire and motivate their team, yet humility is the compass that keeps them grounded. Striking the right chord between assertiveness and openness to learning becomes a daily challenge, as the most effective leaders are those who acknowledge their strengths while remaining receptive to new ideas and feedback.

A Message from the Strategic Head



Strategic Direction: Building a Strong Foundation for Future Learners

Nita Bahal

I'm thrilled to report on our remarkable growth over the past five years. Since our inception in 2019, we've been dedicated to revolutionizing foundational literacy, numeracy, and early childhood education and care (ECCE).

We began with a humble team of 10 teachers and a mission to empower 300 students. Today, in 2024, we stand tall with a network of 1200 teachers, positively impacting the lives of 25,000 students. This represents a staggering **120x increase in teachers and a staggering 80x increase in student enrollment** – a testament to the effectiveness and growing demand for our approach.

Our current strategic focus centers on enriching the ECCE landscape. We firmly believe that a strong foundation in the early years sets the stage for lifelong learning success.

Recognizing the vital role governments play in shaping education, we're actively forging partnerships with government bodies. These collaborations allow us to leverage local expertise and ensure wider accessibility of our programs.

We are driven by the ambition to become a leading force in transforming the ECCE space. By building on our impressive growth trajectory, fostering strong partnerships, and relentlessly refining our approach, we remain steadfast in our commitment to empower every child with the foundational skills they need to thrive.

Going ahead our Strategic Priorities are:

- **Expanding Partnerships:** Deepen collaboration with government bodies and local stakeholders.
- **Program Innovation:** Continuously refine and update curriculum and pedagogy based on research and best practices.
- **Scalability:** Develop a framework for sustainable growth that allows us to reach even more children.

We are confident that by pursuing these strategic initiatives, we will continue to revolutionize foundational education and empower the next generation of learners.

HIGHLIGHTS OF THE YEAR

th



Anniversary



Our Programs Overview

Neev Shikshan
Sanstha

Unnati
Program

Affordable Private
Schools

3E (Engage,
Enable, Empower)
Program

Anganwadis

Khoj
Program

Nagar Prathmik
Shikshan Samiti
Schools



Our reach

Neev Shikshan
Sanstha

Unnati
Program

Teachers: 200
Children: 7000

3E (Engage,
Enable, Empower)
Program

Teachers: 900
Children: 15000

Khoj
Program

Teachers: 120
Children: 3000



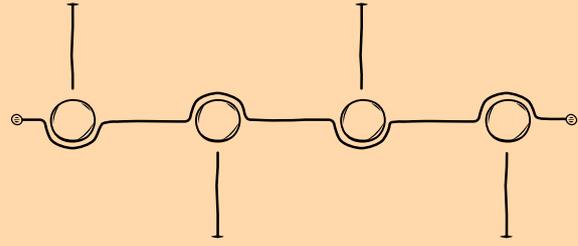
Unnati Overview



The Unnati Program, Neev Shikshan Sanstha's flagship initiative, offers a comprehensive **two-year development course for in-service teachers** from low-income affordable private schools, spread across four semesters. Focusing on Pedagogy, Knowledge, Classroom Practices, Lesson Planning, Mindset and Beliefs, and Communication, it operates on the principle that "**Learning Changes When Teaching Changes.**" The program equips teachers with essential skills to create engaging and effective learning environments, significantly enhancing classroom experiences and fostering a passion for learning in students. Through these efforts, the Unnati Program plays a pivotal role in advancing educational quality and teacher professional growth.

We have **partnered with 55 schools** and **trained over 250 teachers** through the Unnati Program, **impacting approx. 8,000 children** towards better learning outcomes. This extensive reach underscores our commitment to improving educational standards and fostering a culture of curiosity and continuous learning among students.

Unnati Timelines



JAN

- Classroom Observation
- Field Support

FEB

- Capsule workshop
- New School Visit
- Principal Meet

MAR

- New School Visits in Vicinity of Vadodara City

APR

- MOU with New Schools

MAY

- 3 days Workshop with 24 Teachers of Semester I
- Vriddhi Puraskar 2023
- Principal Meet

JUNE

- 2 days Workshop with 26 Teachers of Semester III

JULY

- Classroom Observations
- Field Support

AUG

- Principal Meet

SEPT

- Literacy day Celebration
- Teacher's day Celebration

OCT

- 1 day Capsule Workshop with 24 Teachers of Semester I

NOV

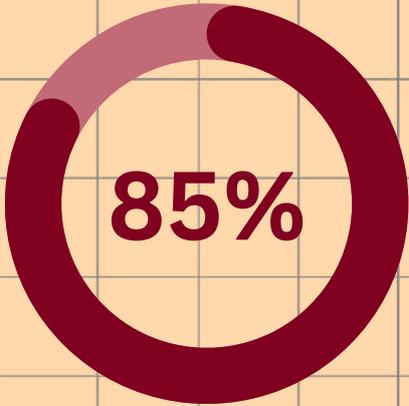
- Principal Meet

DEC

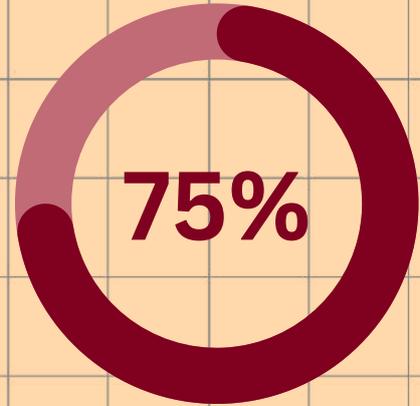
- Classroom Observations
- Field support



Unnati Achievements



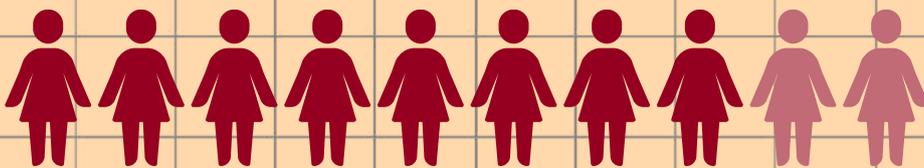
Students showing enhanced Literacy Skills



Students showing enhanced Numeracy Skills



75% showed improved classroom interactions



Based on a comprehensive classroom performance matrix having shown phenomenal transformation!!



Unnati Activities

July '23 - March '24



118

Read Aloud: An educational activity aimed at enhancing literacy and language skills among young children by reading stories aloud to children in a group setting.



324

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.



95

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



94

Art as an Expression: A creative activity that uses art to help children express their thoughts, emotions, and ideas.



285

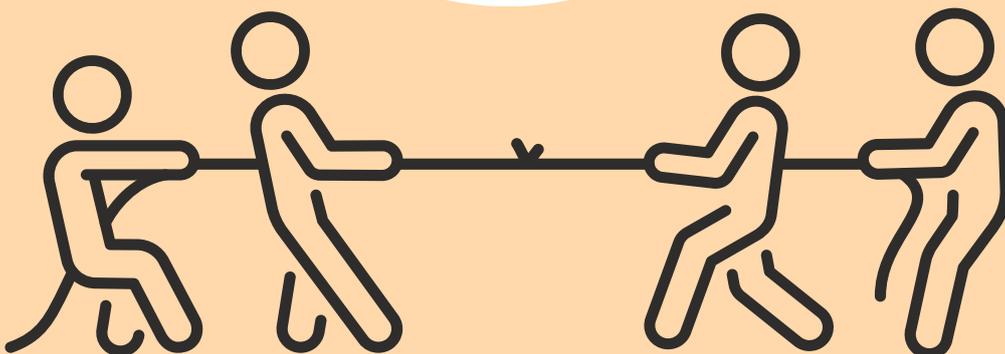
Oral Language Development: Activities to enhance communication skills, by focusing on building strong foundational skills in listening and speaking, which are essential for effective communication, social interaction, and academic success.

Unnati Challenges

Finalization of Workshop
Date

Aligning syllabus with newer
pedagogies

School leaders' active
involvement in driving
improvements





Unnati Future Plans

Scaling Teacher Training

Enhanced Curriculum

Technology Integration

Community Engagement

Monitoring and Evaluation



These plans aim to foster a more effective and quality driven education, ultimately benefiting students across various regions of Vadodara

“Teacher’s Testimonial”

“I am really appreciative to your organization and yourself
(Malini Patel, Neev's resource person).

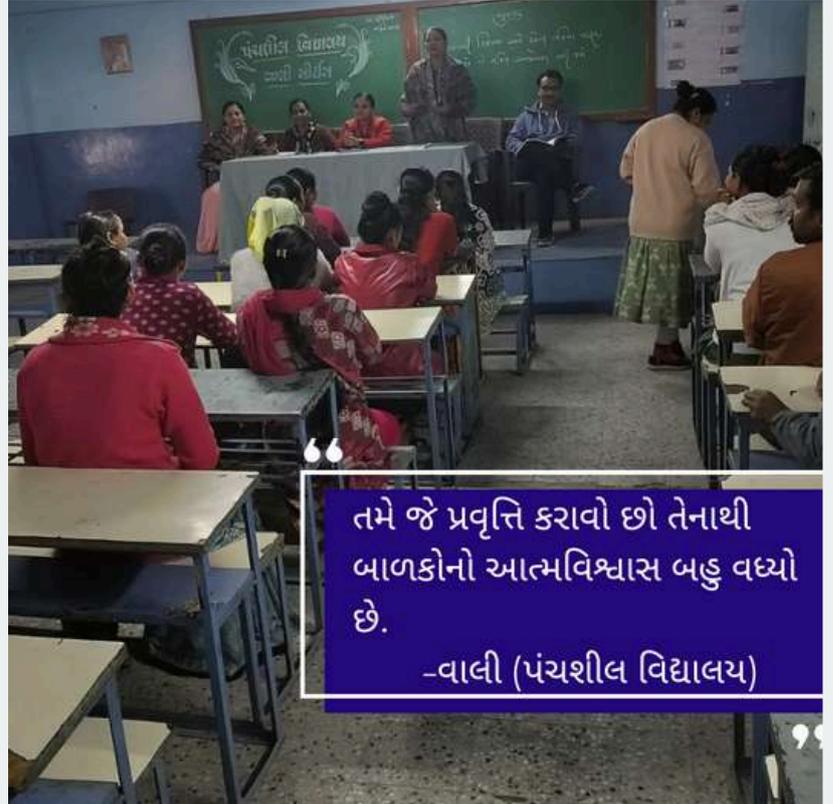
I've gained a lot of knowledge from you as well as your organization. You guys are working extremely hard, and your organization has been doing a fantastic job. Your organization is doing a great job of doing new experiments to encouraging children, how to deal with children so that children's enthusiasm increases, discussing all these topics and how children can progress according to their interest in studies.

I wish your organization a lot of progress
thank you”.

**Teacher’s Name: Vandana
Vankar**
**School Name: Kiran Shetty
Vidhyalaya**
Std: Grade 2



“ Parent’s Testimonial ”

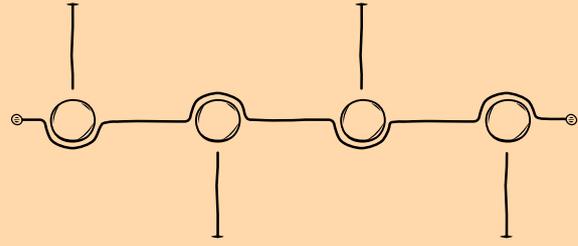


3E Overview - Engage, Enable, Empower



The 3E Program engages continuously with Anganwadi Teachers and ICDS Officials to build capacity and shift the narrative of 'Pre-School Education' in Anganwadi centers. The program focuses on **co-creating competency-based training modules** and establishing a collaborative space for these educators to co-facilitate training sessions. Each zone of Vadodara Urban have completed **in-person capacity-building sessions for workers and helpers**. Additionally, the program aims to develop **five replicable model centers**, with daily interventions for two years; followed by collaborative monitoring by supervisors, ensuring effective implementation and ongoing support. These initiatives are designed to enhance the **quality of early childhood education, foster professional growth among educators, and create sustainable models of excellence in pre-school education**. By leveraging community involvement and continuous feedback, the 3E Program seeks to drive systemic change and elevate educational standards in Anganwadi centers.

3E Timelines



JAN

- South Zone Refresher training
- Bal Mela

FEB

- North Zone Workshop
- East Zone Workshop
- Toy Library

MAR

- First Monthly Learning Session on NSS Activity

APR

- Need Assessment

MAY

- Need Assessment

JUNE

- West Zone Workshop

JULY

- West Zone Workshop

AUG

- South Zone Workshop

SEPT

- Teacher's Day Celebration
- Literacy Day Celebration

OCT

- 4 Learning Corner Establishment

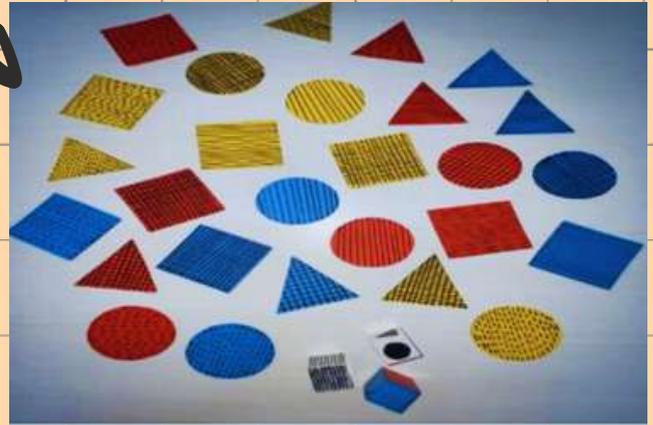
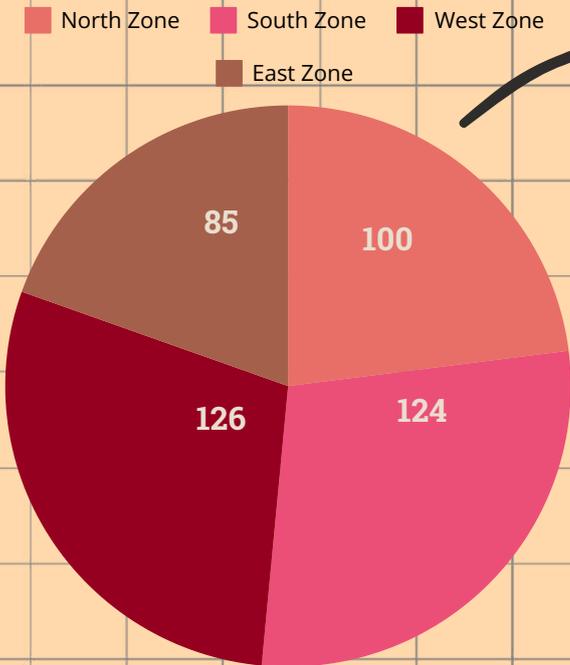
NOV

- West Zone Refresher Training

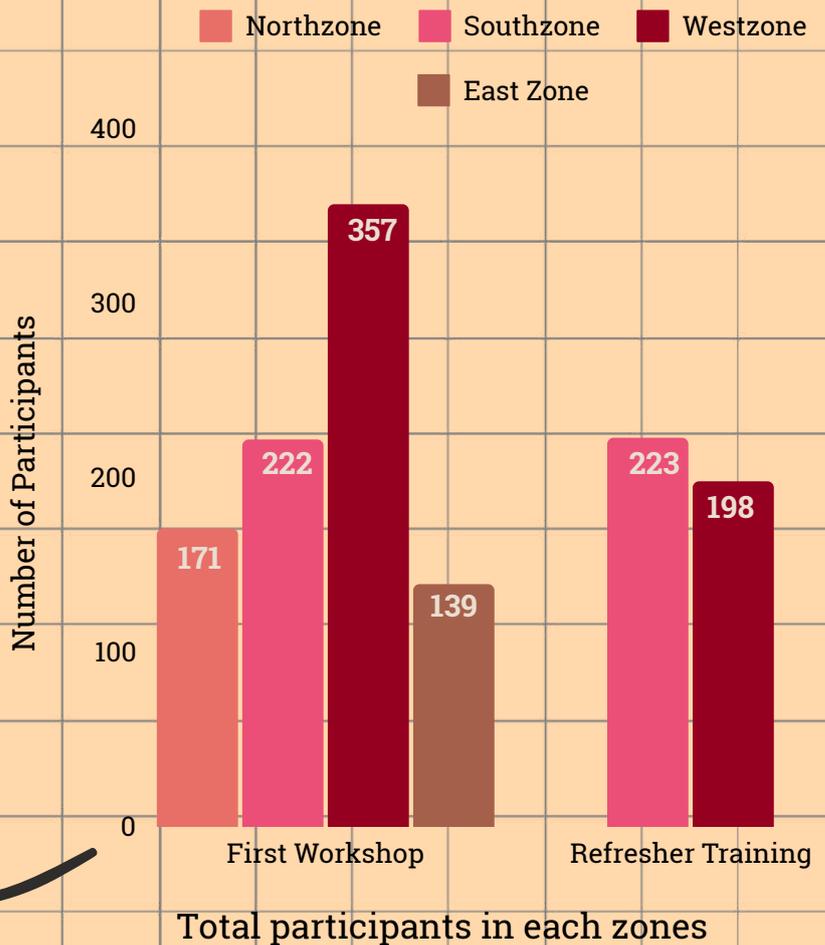
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- Exposure Visit - Chetan Balwadi
- Training on Learning Corners

3E Achievements



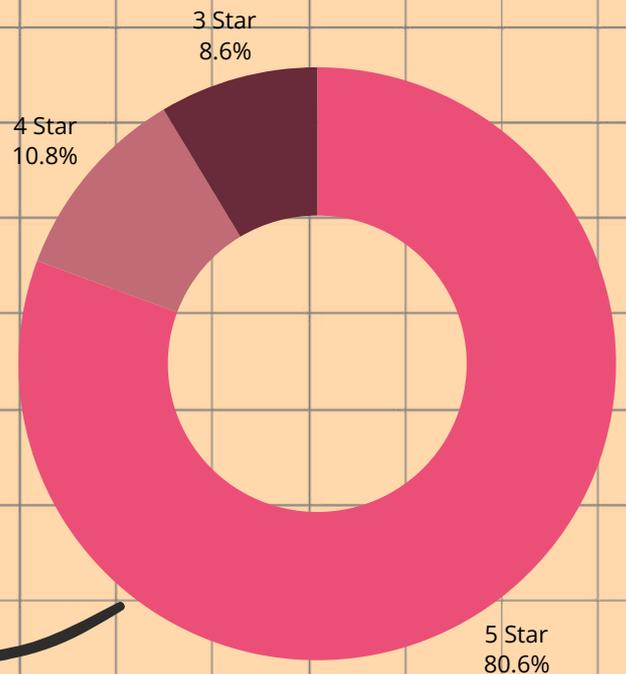
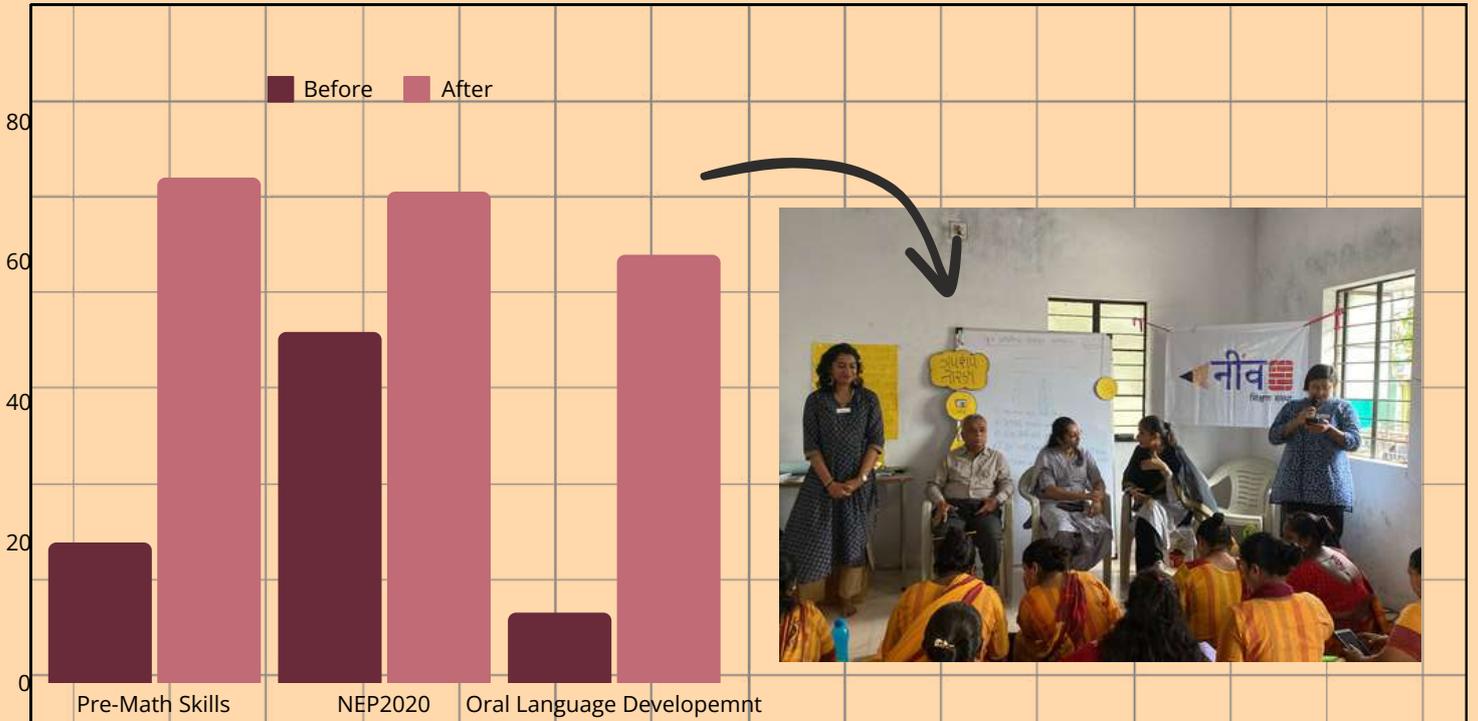
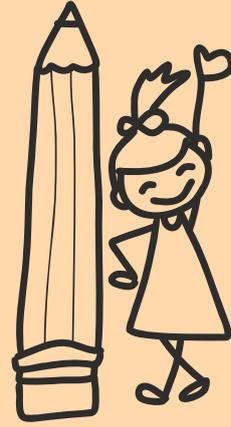
Number of Conservation Kits Made (per anganwadi)



Total participants in each zones

Note: North Zone and East Zone Refresher Training to be done in July - Aug 2024

3E Achievements



5 Model Centers Update

NSS Activities
December '23 - March '24



Oral Language Development: The teacher is using puppets and narrating a story to children, post which she'll initiate a conversation with the children asking them a few questions pertaining to the story. The children will answer the questions with their understanding about the story.

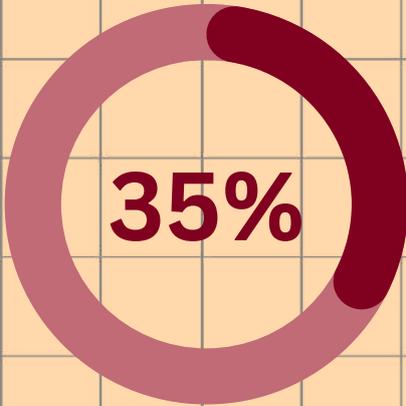
Gupshup: A child is picked to narrate any incident from a said topic while the other children listen patiently. Post this, the children can ask questions to the child narrating the incident. This interactive activity helps to foster social-emotional learning and communication skills among children.



Pre- Math: A child is learning to count in this activity using pens. The children learn skills like counting, sorting, arranging, locating, classification, problem solving, identifying shapes, basic measurement system and observation; under Pre-Math Skills.



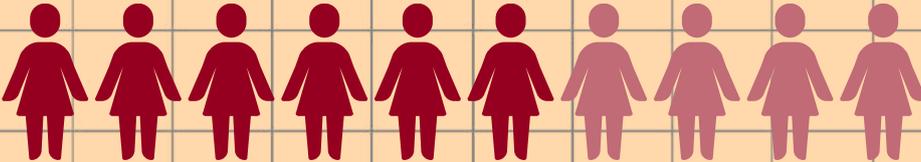
Model Center Achievements



Children showing Improvement in 5 Developmental Domains



50% showed improved classroom interactions



Based on comprehensive classroom interventions having shown phenomenal transformation in year one

Model Centre Acheivement



Successfully Organized
BAL MELA



Exposure Visit
to
Chetan Balwadi



Literacy Day
Celebration at
AWC



Establish
4 Learning Corner at
AWC



Establish
Toy Libraries

Toy Library

The Toy Library initiative by Neev Education Foundation aims to foster a love for learning through play. This program provides children access to a variety of toys, games, and puzzles, enhancing their cognitive and motor skills while promoting social interaction and creativity. By integrating play-based learning, the Toy Library supports early childhood development, helping children explore, imagine, and learn in a stimulating environment. This initiative also serves as a community resource, offering parents and caregivers tools to engage children in meaningful and educational play. Additionally, the Toy Library fosters community bonds and encourages shared learning experiences among children and their families. By creating a supportive and enriching play environment, the Toy Library contributes to the overall well-being and holistic development of young children.

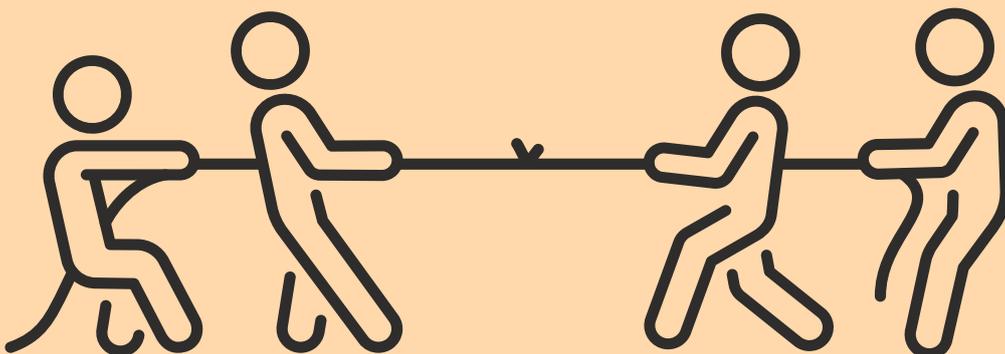


3E Challenges

Finalization of Workshop
Date

Analysis of Data

Coordination with
Government Delegate





3E Future Plans

3E stands for Engage, Enable and Empower. Which is 3-year targeted study for remedial teaching to students of grade 3 to 5. The program is based on the idea of targeted diagnostic assessment, diagnosis-based support and student sensitive support in Gujarati Literacy & Numeracy.

Scale up operations to 2000+ Anganwadis of regions outside of Vadodara City

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

Enhance Teacher Training and Support Systems

Strengthen Community Involvement and Partnerships

Continuously Update and Drive Improvements with the Leadership

Utilize Data-Driven Insights to Refine Educational Strategies



Looking ahead, Neev Shikshan Sanstha plans to expand operations to more Anganwadis outside Vadodara City, enhancing early childhood education across broader regions. They aim to strengthen teacher training and support systems, boost community involvement and partnerships, and drive improvement partnerships with Leadership. Additionally, utilizing data-driven insights will help refine educational strategies to optimize teaching methodologies and outcomes.

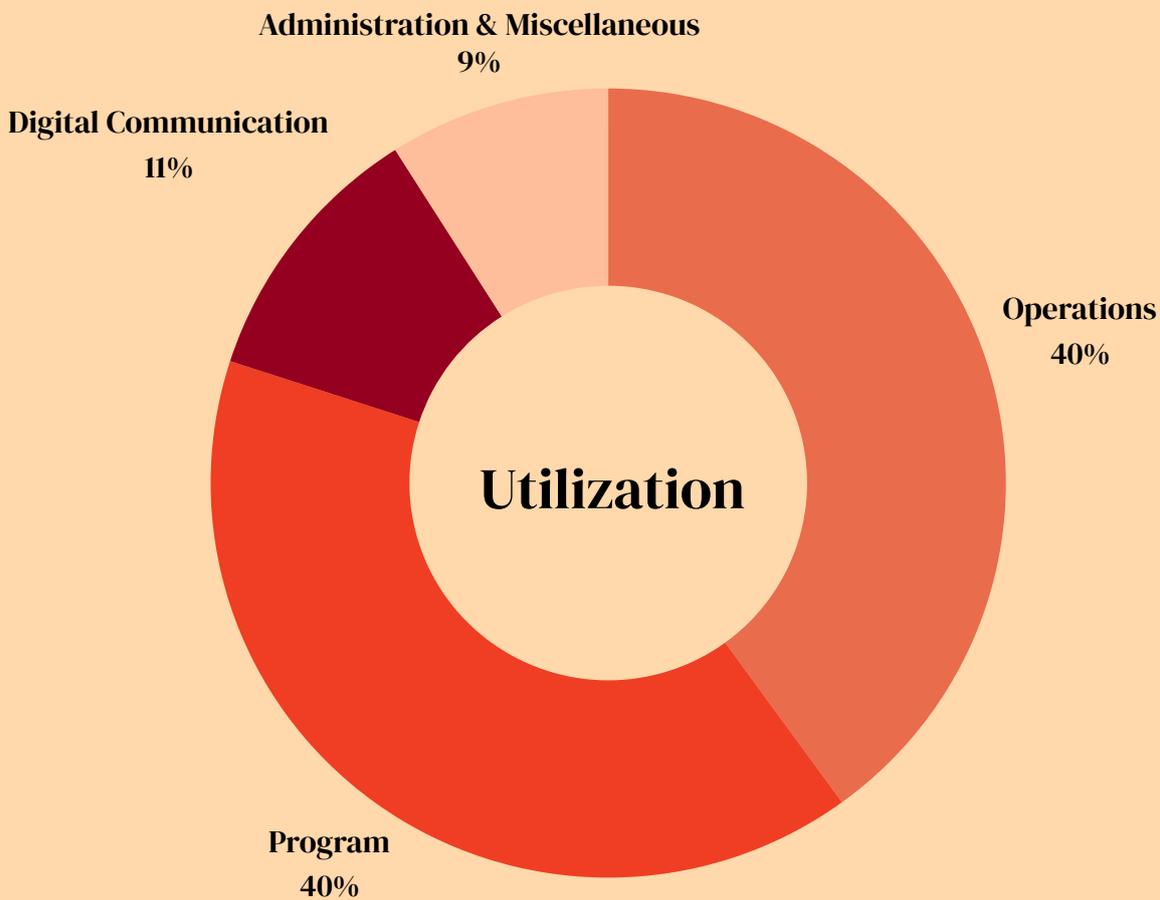
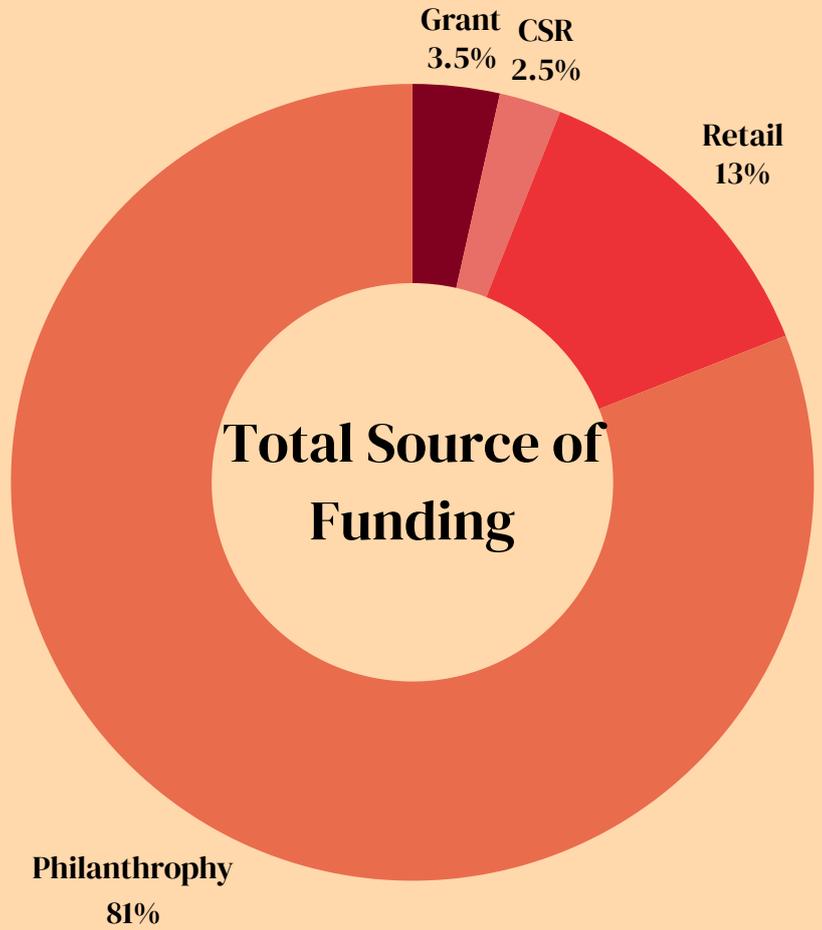
“Teacher’s Testimonial”

"I've been working as Anganwadi Worker at Gokul Nagar 7 Anganwadi for the past 7 years. Since October, Neev Shikshan Sanstha has installed 4 Learning Corners in my Anganwadi Classroom. It has made the classroom more vibrant and there are plenty of toys for the children to play with now. This has increased our viability and there has been an increase in the number of enrollments. I have seen children now wanting to come to anganwadi daily and their attraction is to play with the toys. It is also teaching children to play with each other and share without fighting. There are two children that I want to mention, Maheer and Naitik, who were both very shy and reserved when they came to the anganwadi and used to cry a lot. Ever since these corners have been established, it seems like they have found their voice and creativity and are completely changed individuals now. Maheer creates amazing towers and tracks using blocks and that is his favourite corner. Naitik, on the other hand, has found his creativity by reading books by looking at the pictures. He also goes to the dolls and dramatic corner and enacts scenes and characters by himself. I'm very satisfied with the progress that I have seen these corners are making for my children."

**Teacher’s Name: Anjana
Makwana School Name:
Gokul Nagar 07 Anganwadi
Centre**



Financials



Partnerships Overview



Redefining Collaborative



Amani Institute

Learning to be better Leaders with the help of Amani Institute orchestrating a beautifully designed program for social impact organizations in the Gujarat Ecosystem. Reimagining leadership with a more self aware lens to create a better change mechanism in the social space. Grateful to be a part of this group.



IDEX India Ltd

We collaborated with IDEX India Pvt Ltd to empower change-makers through enlightening training sessions. Unveiled insights on NEP 2020, Mission School of Excellence, and NIPUN Bharat for a transformative educational journey.



Introducing Staff



Gaurang Dave
Operation Lead



Jaie Padhye
Deputy Manager



Malini Patel
Relationship Manager



Dinesh Vaghela
Program Manager



Rajendra Parmar
Program Associate

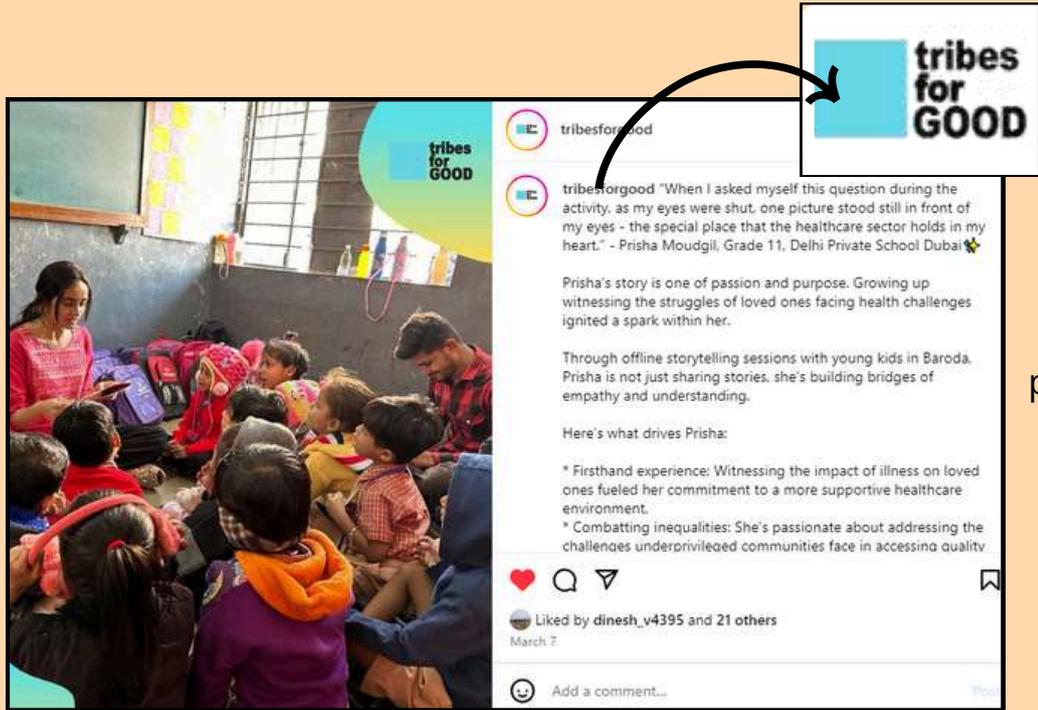


Riddhi Pathak
Program Associate



Zankhana Panchal
Projects Associate

Recognition of Outstanding Achievements



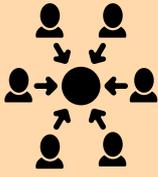
Tribes for GOOD recognised the outstanding efforts by our volunteer Prisha Moudgil who bring passion, dedication, and kindness to every moment. Her selfless contributions light up our mission and make our community stronger.

Neev made to the top 5 Social Impactpreneurs by IIMV Field a program sponsored by MTAR Technologies with a grant of 2 lakhs and expert mentoring.

We are honoured to be part of this cohort and to have recieved this prestigious recognition by one of the top incubator programs in India.



Stakeholder Recognition



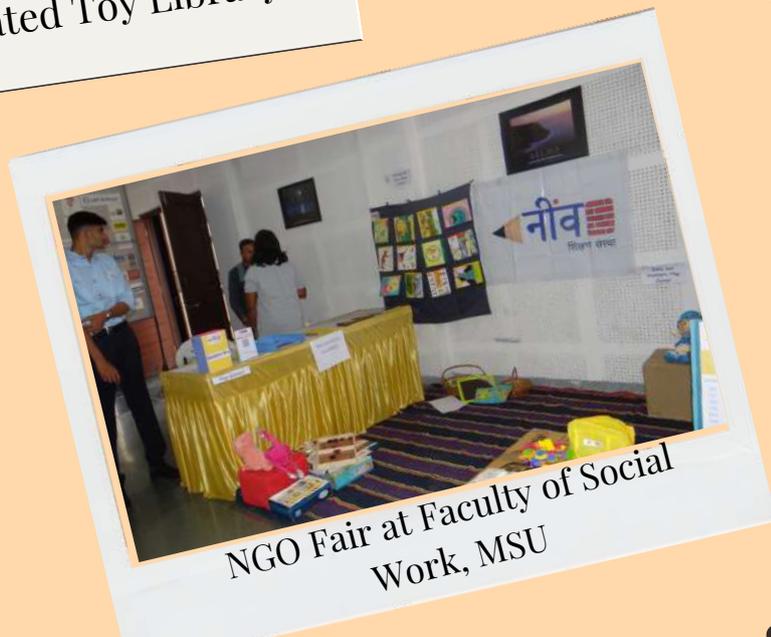
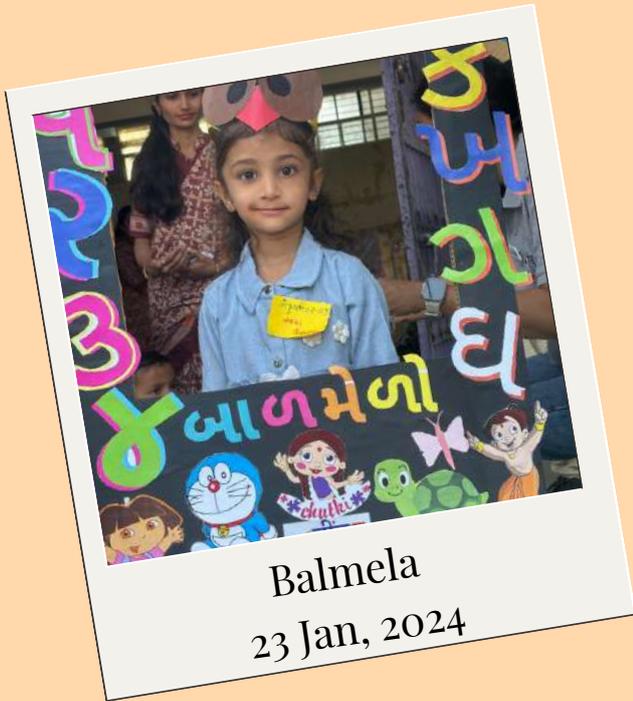
Our first felicitation program, **Vridhhi Puraskar 2023**, marked a significant milestone in our journey, bringing our teachers, principals, trustees together to honour & recognize the achievements of exceptional individuals - **OUR TEACHERS!**

The event gave everyone an opportunity to be grateful and a moment of true unity; to work towards one common goal - "Every Child Deserves A Strong Start"

Our **Classroom Library** has reached from NGO office to school and anganwadi classrooms and finally to the NPSS office. Then VP at NPSS, Dr. Hemang Joshi when visited the NGO Fair at Faculty of Social Work, MSU; appreciated Neev's efforts and hardwork and lauded the efforts with this honour of bestowing our humble library at the office for the world to witness it. We are grateful and feel privileged for this opportunity and this connection.



Summary of Achievements



Challenges Faced

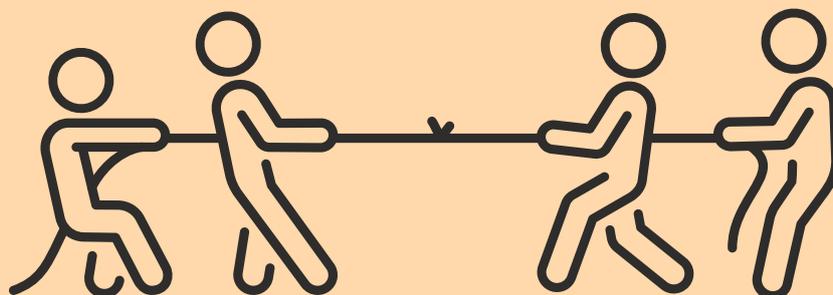
New Program Design

Enrolment of New Schools

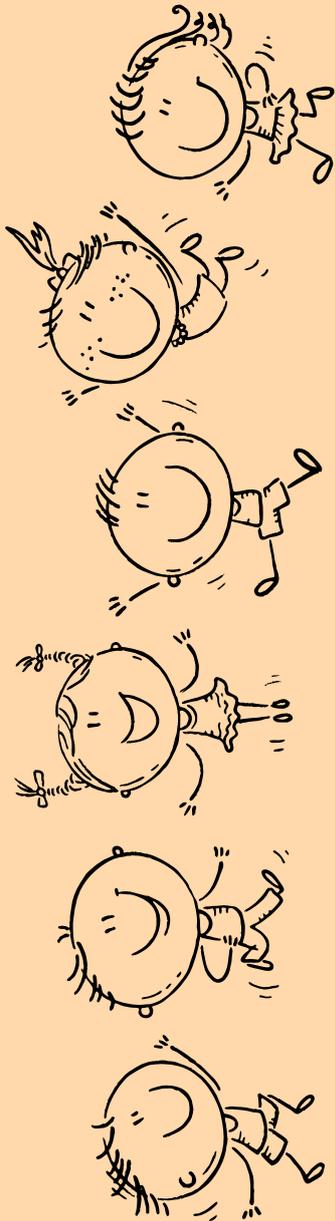
Operational Constraints

NPSS Liaisoning

Data Dashboard



Looking Ahead



Improve Quality in ECE

01

Expand Our Reach

02

Develop Innovative Teaching Methodologies

03

Strengthen Community Engagement Efforts

04

Implement Scalable and Sustainable Initiatives

05

