



annual report 2020-2021

note from the founder...



Over the years, Neev Shikshan Sanstha has evolved as a grassroots organisation in executing outcome driven, developmentally appropriate activities that are aligned with New Education Policy 2020 & Sustainable Development Goals. Many thanks to financial & non financial supporters that helped us achieve measurable changes in the lives of the disadvantaged communities.

We are thrilled at what has been achieved over the past few years and look forward to growing our reach with even more rigor. Today, when we are amidst the COVID-19 pandemic, our team has helped the Organisation in providing relief services during the lockdown period to those who were stranded, in transit, and who lost their sources of livelihood in semi-urban areas.

I take this opportunity to congratulate the team members who continued to provide relief work, and facilitated households with remote learning activities. What they did required personal sacrifices and fighting social pressure and norms. I am sure the team will be able to overcome the challenges during the forthcoming financial year and continue its endeavors of reaching out to the beneficiaries in a mission mode. The new decade is beginning at a time of tremendous unrest and uncertainty around the world. But even in a moment as challenging as this, we remain committed to supporting those affected by the pandemic and the government who are making it possible for more people in more places to live a healthy and productive life with security and dignity.

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about neev-

Learning starts at birth. Gradually by listening to spoken language, the child develops an understanding of the world around her through. She goes on to learn to speak her native language. Over time, with the help of elementary schooling, she learns to read and write as well.

Elementary schooling lays the foundation which prepares a child for a never ending journey of learning. Education is believed to be the preparation for life and the key to social and economic empowerment. Foundational learning is, therefore, a crucial factor that determines the readiness and efficacy of all learning that follows and eventually the progress that child is able to make.

Concepts learnt at school remain so deeply ingrained in our minds that we can seldom think beyond the usual or obvious. The education system does not encourage the development of inquisitiveness in young students. Only 37.4% of kids below six are able to recognize letters of the alphabet and only 25.6% can add (ASER 2019). The lack of age-appropriate skills in the early years is alarming as this can create a ripple

effect on the readiness to learn in millions of children in India. The severity of our crisis is such that an overwhelming majority of the 12 crore children in primary schools cannot read and comprehend the simple text or carry out simple addition and subtraction. If unaddressed, India risks driving nearly 10 crore children, or an entire generation into the spiral of illiteracy. No amount of remediation at the middle school level can wipe off the accumulated foundational learning deficit of the primary school years. Typically, in a rote learning classroom environment, the conversation ratio between teacher and students could be as unhealthy as 95:5.

Teachers, who are supposed to be a wondrous source of learning and curiosity, deliver standardised and outdated content and rely on rote learning. **This is an extremely alarming issue which we at Neev Shikshan Santha are aiming to resolve.**

about neev-

Foundational learning is ideally delivered through creative means that are flexible, multi-faceted, multi-level, play-based, activity-based, and discovery-based. Learning about alphabets, languages, numbers, counting, colours, shapes should be cultivated through various types of play and different types of art which inculcate 21st century skills such as logical thinking, problem-solving and creativity alongside.

At Neev Education Foundation, we have designed an in-service fellowship program for teachers which aims to improve foundational learning in the native language of the child. At its core, the module has a “child first” philosophy, which is brought into practice by training teachers in innovative teaching methods.

It is well-understood that young children learn and grasp concepts more effectively in their home language/mother tongue. Our pedagogical practices predominantly use the mother tongue as the medium of instruction and engage learners in a number of fun filled experiences such as a drama, puppetry, music and movement and different forms of play.



In schools where we make foundational learning interventions, the conversation ratio between teachers and students is almost 50:50. As the saying goes, up to grade 4, you learn to read, and after that, you read to learn. We aim to empower our students to read and learn independently through their Elementary school years and later on as well.

The National Education Policy requires “five years of flexible, multilevel, play/activity-based learning” (pg. 11) with an overall aim to “attain optimal outcomes in the domains of: physical and motor development, cognitive development, socio-emotional-ethical development, cultural/artistic development, and the development of communication and early language, literacy, and numeracy.” (pg. 7)

This further encourages the approach that Neev Shikshan Sanstha has been actively scaling through activity based learning in the early years (ages 3-8). Putting foundational learning at the front and centre and emphasizing on the outcomes, we appreciate that the NEP [draft] opens the doors for genuine private philanthropic participation in a big way.

**about
neev-**

our vision

Every child deserves a strong start

our mission

By 2025, we aspire to impact instructional practices of 200 teachers in Budget Private Schools to create a long-term sustainable change in their classroom practices thereby meaningfully impacting 10,000 students.

resilience



integrity



interdependence



commitment



empathy



adapting to covid...

the lockdown

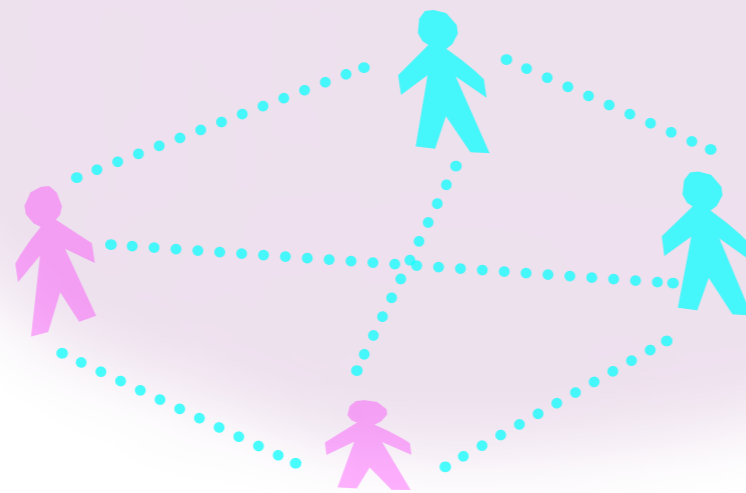
After the state head called for a nationwide lockdown, schools all across the country were closed since March 2021. There was several impact of Covid 19 lockdown that affected the processes of Neev Shikshan Sanstha.



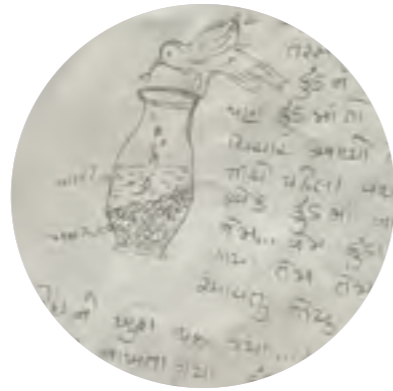
seekho nirantar – a covid response strategy

With the whole world getting affected due to the pandemic, we at Neev Shikshan Sanstha got severely affected too. Although it did not stop us from extending our support to the schools and families severely affected due to the pandemic.

With COVID19 pandemic, we **learnt to reinvent remote learning strategies** that have **holistic- Activity Based Learning approach** in classrooms/homes focusing on language development, numeracy, creativity & critical thinking. We **created activity resource bank in the native language** of the child for teachers, parents & children



Some of the processes that we introduced as our Covid Response Strategy



WORKSHEET DISTRIBUTION

Engaging and interactive worksheets were Collated, Designed, Printed and Distributed to all the schools since June 2020 to compensate with the learning loss of the children

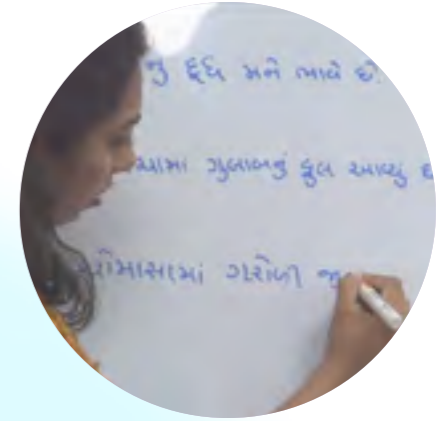


At an individual level, during the peak Corona times when the whole nation was brought to halt, our team member Ms Meera Bhatt demonstrating her kind and generous side by participating in the food distribution campaign organized by local students group for the poor and needy people in the vicinity of Vadodara.



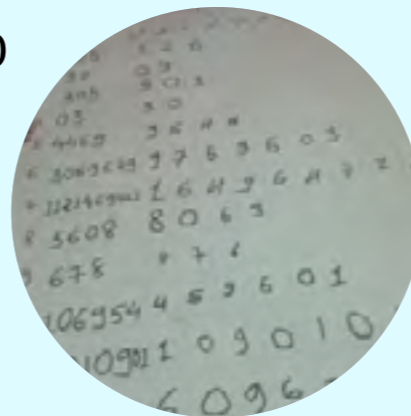
ONLINE TRAINING PROGRAMS

Neev Shikshan Sanstha conducted virtual training programs with the teachers to ensure their learning don't stop



ONLINE INTERACTIVE SESSIONS WITH TEACHERS

Apart from Training sessions several interactive sessions were conducted with the teachers on various topics such as NEP, English alphabet teaching etc



MATH AND ENGLISH LESSON PLANNING

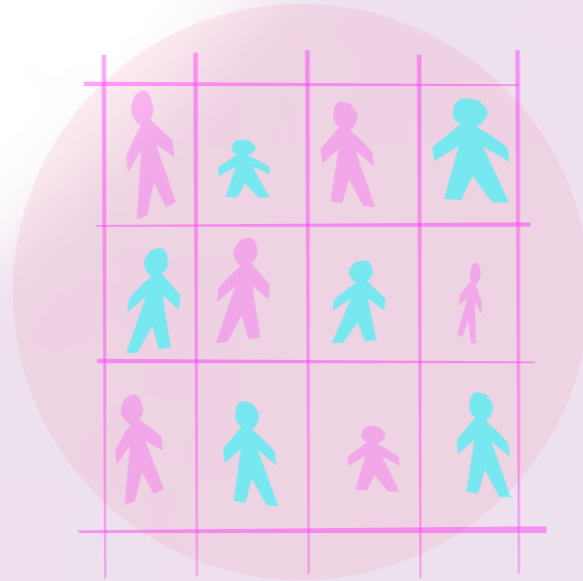
We started formulating and designing the lesson plan for Gujarati, Math and English for our teachers.



MATH AND ENGLISH CURRICULUM INTEGRATION

Began the process of integrating Math and English in Unnati Fellowship

Some of the Processes that got affected due to Covid 19 Lockdown



UNNATI FELLOWSHIP PROGRAM: The program was brought to halt for the period of 1 year

SIGNING OF MOUS WITH NEW SCHOOLS: 5 new schools enrolled there early grades teacher with Unnati Fellowship; however we could not sign the physical copy of MOUs with our stakeholder.

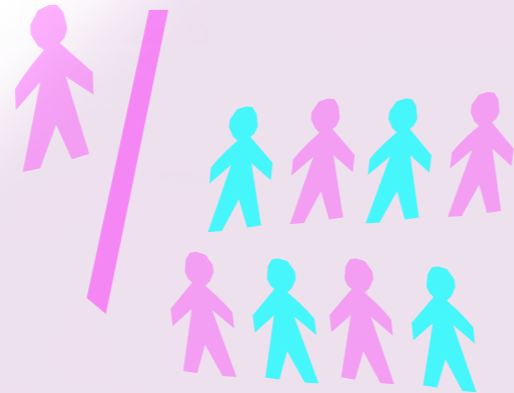
PHYSICAL WORKSHOPS WITH THE TEACHERS: The workshops to be held in the schools with the teachers were put to halt.

FIELD VISIT: The consistency in the classroom support by the field officer was called off.

INTERNAL CAPACITY BUILDING PROCESS: A lot of capacity building processes were cancelled and had to be shifted to virtual mode.

PROCUREMENT: Procurement of materials for TLM making got affected and delayed.

Challenges Faced due to Covid 19 Lockdown



LACK OF CONNECTION WITH THE CHILDREN AND THE TEACHERS: Due to the unavailability of the children in the schools it was difficult to build any connection with them.

DIFFICULTY IN COMMUNICATION WITH THE PARENTS: Many of the parents were single wage earners and had to carry their phones with themselves resulting in delay or lack of communication with both the parents and the children.

TECH RELATED ISSUES: The teachers did not have sufficient equipment or the readiness to create online learning videos with better quality and clarity. Lack of tech availability in more than 35% of the households was a severe problem.

DELAY IN CONDUCTING THE PROGRAM: Unnati Fellowship was put to halt because of the Covid situation causing the delay in the learning processes not only for our children but also for our Teachers.

Pandemic caused a lot of difficulties in the ways of teaching and learning for our children and teachers. However it also gave us opportunities to identify different means to engage our children and our teachers to continue the process of learning for both.



5 New Schools
Enrolled

29 New
Teachers
Enrolled

8 Virtual
Training/
Interactive
Sessions
conducted

4 Fund raising
campaigns held
for Seekho
Nirantar

**A brief of
the year
2020
and
the Seekho
Nirantar
Campaign**

75 School
Visits by the
Resources
People

4 Parent
Teacher
Meeting held

246 Parents
Neev Resource
Person spoke to

120 Parents
who attended
these meetings

80 TLMs made
by the Teachers in
each schools

40 Activity
Based Learning
Videos created
and uploaded on
YouTube Channel
for our Teachers

12600
Worksheet
Designed,
Printed and
Distributed in
the period of 9
months

TLMs start of a process

The idea of creating TLMs originated from the need of having more of Activity Based Learning Experience for our children. The unavailability of the TLMs gave us and our teachers an opportunity to leverage this time and **create interesting TLMs that could be used once the children join back school.**



Some of the TLMs made the teachers of Nursery, Junior Kg and Senior KG.

Worksheet Distribution: A way to engage children at Homes

These worksheets were distributed from the month of June 2020 until March 2021. As started earlier there were a total of more than 12000 worksheets that were distributed across 6 schools of Vadodara.



As a part of Seekho Nirantar campaign we started distributing 20 worksheets each for Gujarati and Math for the 4 grades (Jr Kg, Sr Kg, Grade 1 and 2).

These worksheets were made on various concepts adhering to the 'Gujarati Maswar' a Yearly guide for the teachers to teach the concepts to the children on monthly basis. Some of the concepts are, Big/Small, Categorization, Addition, Subtraction, Number puzzle, word puzzle etc.

The worksheets were also made to engage the children in 'Critical Thinking' and 'Problem Solving' activities at home.

Virtual Teaching

Online Teaching

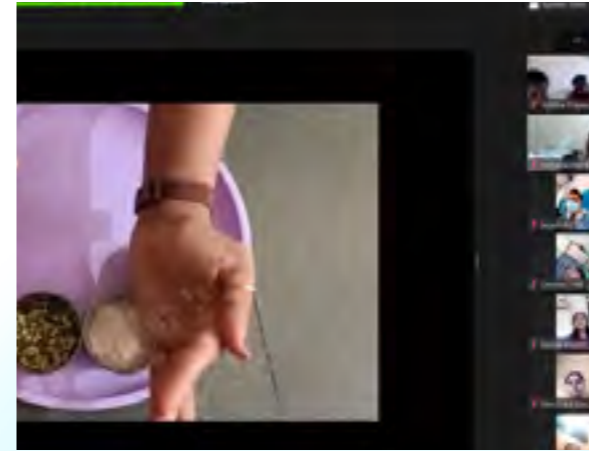
Tech related support for Online Teaching

Teaching English as a subject in Early Grades



PRE RECORDED SESSIONS

Kavita Shah (Founder, Core Team Member) facilitating virtual workshops for the teachers by pre recording sessions and helping the teachers watch them during the virtual training programs.



ACTIVITY BASED LEARNING VIDEOS

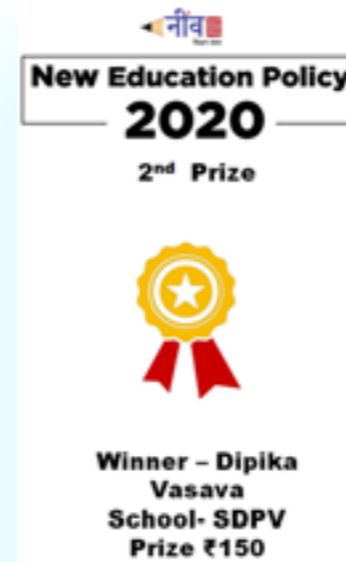
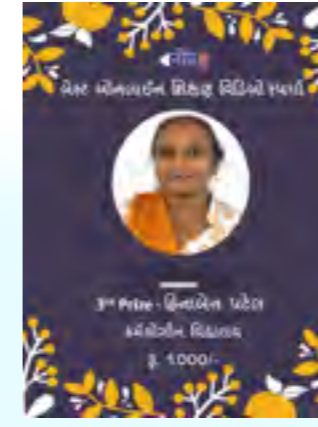
We created more than 15 **Activity Based Learning Videos** and uploaded them on our You Tube channel for ease of access to our teachers and children. The above video is an interesting way to help children learn the concept of categorization/ segregation using household material.



PROFESSIONAL LEARNING SPACE FOR PRINCIPALS

Virtual Session conducted with the Principals of 3 schools. A **virtual Professional Learning Community space** was created for the Principals to discuss the Covid related challenges that they were facing along with discussions around their individual strategies to overcome the challenges and share best practices. It was the first Principal's meet conducted by NSS.

Virtual Quiz- New Education Policy 2020



The Winners of the NEP Trivia were awarded with recognition and Virtual Badges.



The teachers said “This was the first time I was had won any virtual contest of this kind”.

One of the Teachers mentioned, “It was so much fun, thank you organising this Quiz and making us feel some fun during these times of distress”



We conducted a short **Quiz session** for all our Teachers on the **National Education Policy 2020**. We discussed the details of NEP along with highlights.

Understanding the ECCE was one of the most important aspects of this virtual session with our teachers.

We also distributed prize money to our teachers who won in the quiz around NEP. Prize of ₹200 for the Winner, ₹150 for the 1st Runner Up and ₹100 for the second Runner Up

Social Emotional Effect on Children during Lockdown- A Survey

The Study was conducted virtually with the parents over phone and other means of communication. This was done in the month of November when the children were already 8 months into the 'No School' mode.

25% parents shared that their children have the fear of Corona and were afraid from stepping out of the house

25% children were not able to dedicate enough time for studies during the whole lockdown period.

5% parents shared that they do get angry on their children at home...



35% parents stated that they were not able to involve themselves in the activities that a child does at home.

4% students engaged only in studying activities!

35% children spent their time at home playing

45% children were involved in doing the household activities or studying both

16% children indulged in watching TV

Social Emotional Effect on Children during Lockdown-few positives...

50% children had the screen time of 1-2 hours



85% parents shared parents involved themselves with the children for various learning techniques using household material.

25% children were engaged with the phone for 2-4 hours

40% children expressed that they liked Home Study.

35% children expressed that they did not like Home Study.

25% children were not able to dedicate enough time for studies during the whole lockdown period.

22% children were hooked to mobile screens for more than 4 hours.

A sample of 300 parents of children across age 3 to 8 years was involved for a survey to understand the social emotional status of the children during the lockdown. The data was collected with the help of a tool (set of questionnaire prepared by the student of Social Work, from MSU, Vadodara)

School/ Classroom support during Pandemic



As the pandemic struck and the schools got shut down, providing hands on experience to children specifically of early grades became a challenge. To continue the education, the seven schools located in and around Vadodara that are associated with Neev Sikshan Sansthan came up with the solution of **making video lectures** for the children.

Parul Patel, a teacher of TR Patel School while expressing her gratitude towards the field mobilisers said “I knew nothing about how to make videos. Now, I have been making videos for 8 to 9 months and I have not received any complaints from Parents. Even though we are experienced teachers, when these young field mobilisers of Neev help us in planning our lessons, we also get to learn something new from them.”

Fatema Vohra expressing her journey with Neev Sikshan Sansthan said “The teachers discuss with us the topic they want to teach to the children through the video. We along with the teachers plan on how we can creatively teach that topic. We see what are the relatable TLMs or objects that are available around us to be used for teaching that particular concept. We get to learn a lot in the process. We have made 73 videos in the last two months”.

4 schools
where parents
participated

Parents Teacher Meeting 2021

120 parents
participated

3 subjects
covered



As the Pandemic situation eased a little we conducted the parent teacher meeting with 4 schools where the parents were engaged in various activities which was designed to help them engage with their children better in the classroom.

There were a total of 120 (approx) parents visited in the schools to attend the sessions. The sessions were designed constructively to help the parents understand home learning better for their children.

The teachers were the lead facilitator in the PTM while the parents were actively involved in the entire process of learning and development.

The resource person of Neev conducted 3 rounds of mock before they finally conducted the entire process by themselves. The sessions were designed around the understanding of 3 subjects: Math, Gujarati and Environment Education.

Earlier the parents were unaware of the practical methods adopted by teachers in the school to teach the children and how it is helping them in their learning. Neev Shikshan Sanstha arranged Parents teachers meetings whereby teachers demonstrated the use of TLMs and worksheets in the education of their children.

Parent's teachers meeting provided a platform for the teachers to present themselves in front of the parents who also resulted in the improvement of teacher's public speaking skills and also strengthened the bond between parents and teachers.

Parents Teacher Meeting 2021



“

Dolly Patel, a teacher of TR Patel School said, “Parents were very happy. They believed that these kinds of activities will help the children in their development of mind. Earlier parents had no time for their children and they were unaware of how their kids could be taught numbers by counting vegetables. But from the Parents teachers meet organized by Neev, parents have started teaching their children simultaneously by doing their household chores. We have received many great feedbacks from the parents about the session.”

Some of the parent’s feedback:

“It was a very interesting way of engagement. I will definitely use these methods with my child back at home”

“Activity based learning such as this can be fun for my child. Learning it in demonstration method was useful to understand”

“I was not that involved in the way my child is learning at home, but I think now I will engage myself more with these simple activities”

“I really liked today’s interaction in this PTM, it was different and very informative”

”

Interactive Session – Discussion with Teachers



Due to the Pandemic the teachers suffered a lot with respect to Pay Cuts and all kinds of mental and physical stress.

By March the teachers started losing the interest and motivation in the work that they have been doing since so many years. It was important for us to address the stooping motivation and hence we organized Interactive sessions with our teachers to help them gain some motivation for the work that they were doing.

The interactive session was conducted with 15 teachers of 2 schools from Savli Block. It was important to have the teachers on one forum to help them understand the importance of school and the value it adds to the lives of each and every individual.

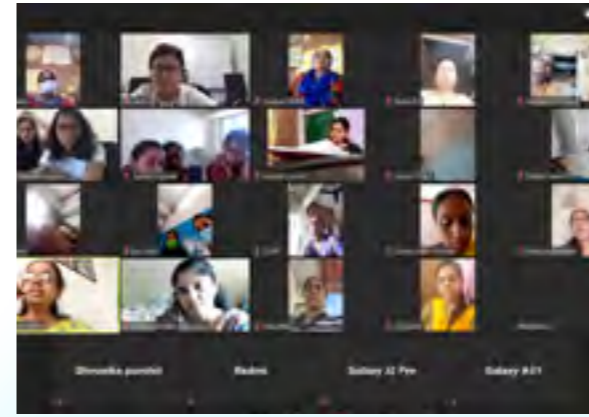
Some of the objective for the session was:

1. To help the teachers understand the concept of School
2. To help the teachers identify various players and their roles in the operation of a school
3. Help the teachers gain clarity on things which is under their control and things that are not
4. Help the teachers see their contribution in the Big Picture

Year of Learning



2020 was the year of lot of learning. In the process of adjusting to the new realities we also learnt how to maneuver our ways through the existing challenges that we were facing due to the pandemic.

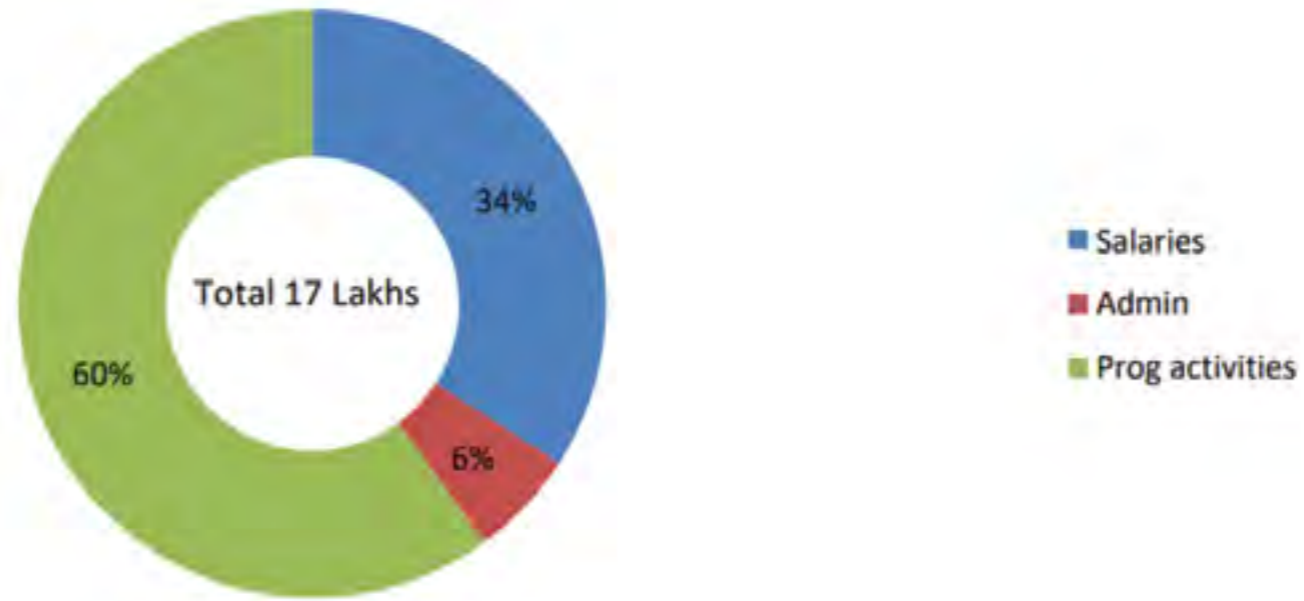


Some of the Top Most learning from the year 2020:

1. We need to be ready for both micro and macro change in the organization
2. Human motivation plays a huge role in making an organization work flexibly
3. The bank of worksheets created by the team for a whole year
4. Conducting the program processes in a virtual mode of functioning
5. Meaningful learning around the basic questions about the organization

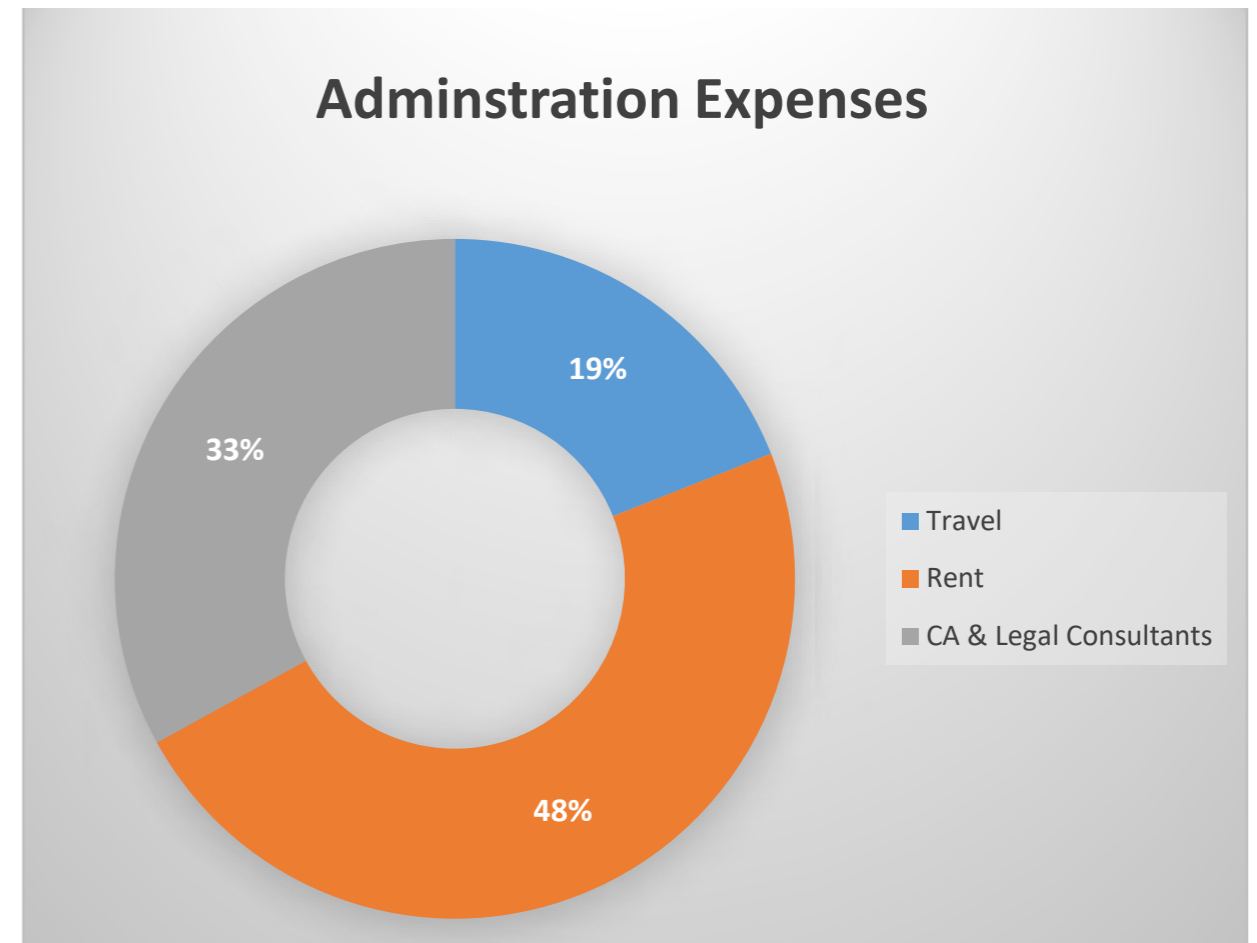
Financial Analysis

FY 2020-21

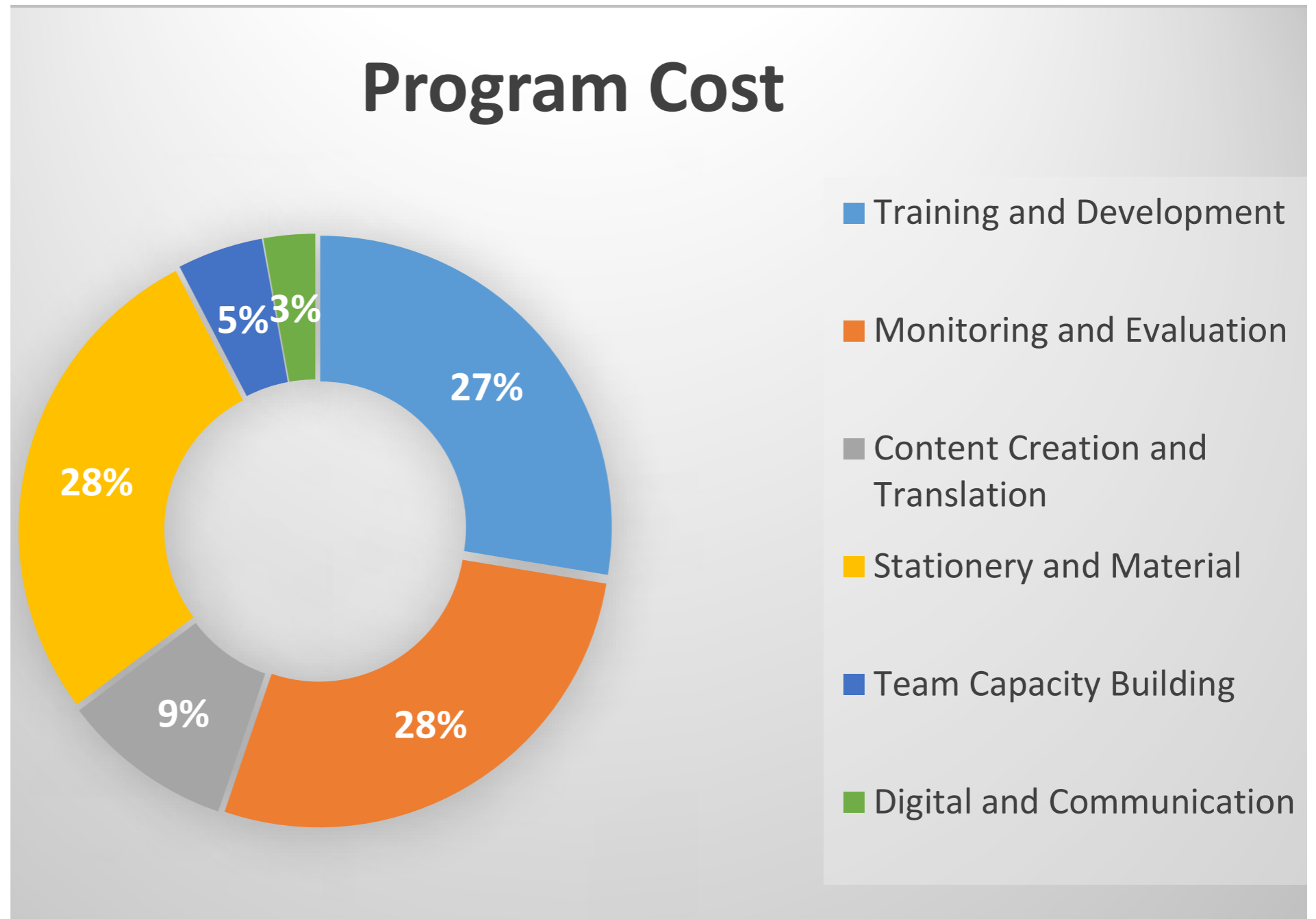


OVER ALL FINANCIAL ANALYSIS

Adminstration Expenses

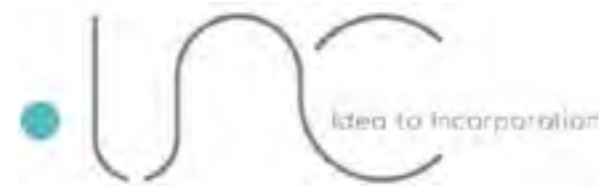


Financial Analysis



This year, with various source of funding such as crowdfunding, grant money & philanthropy by Aarti Industries' subsidiary SafeChem Ltd we have utilized funds of 17 lakhs for the purpose of improving quality of education in the foundational years. For 2 quarters we put an average of 30% cut in salaries as we were not implementing our core activities on the field. Key programmatic activities for FY 2020-21 included creation/design of learning resources, translation, capacity building, printing & stationeries, digital expenses etc.

on our journey with us



.INC (Idea to In-Corporation), Neev Shikshan Sanstha represented itself in the event and Won the 'Best Idea for Social Change'.



Aarti Industries Pvt Ltd one of the leading corporates in our country.



Shakti, the Empathy Project- Neev Shikshan Sanstha qualified amongst the top 20 organizations led by women entrepreneurs in the country. Shakti is our Knowledge Partner and provides us with Mentors and other Knowledge resources.



SII, Scotland India Impact Link – Neev Shikshan Sanstha was selected as the top 5 finalists of the SII Project and Won the Award money for our Programs.



India's largest & most trusted donation platform

Give India – Neev Shikshan Sanstha Participated in the crowd funding initiative to mitigate the financial challenges during the pandemic and has been able to raise 50% of the targeted amount.

strategic plan 2021

ECOSYSTEM OF EXISTING PROGRAM

Increase Teacher
Cohort size from
30 to 60

Increase School
Reach from 9 to 18

Increase Children
Reach from 1200+ to
3000+

PROGRAM QUALITY ENHANCEMENT

**Integrate Math and
English** components
in the existing
program model

Create a tightly
knit kit of **Students
Worksheets** to
enhance student self
engagement

**Integrate Remedial
Program** for children
in the existing model

OTHER DEVELOPING PROGRAMS

New Program for
Grade 3 to 8
Holistic K-8 in
alignment with NEP

**Develop Community
Awareness Program**
to scaffold existing
program

closing note

A comprehensive coaching philosophy and celebration of teachers as pioneers of change sows the seeds for a transformational school. This report presents an invitation to unleash the potential of our educators by laying a strong foundation for teacher development.

As we continue to reimagine learning and teaching in our education system, cultivating teacher growth needs be prioritised to make our vision for children a reality. Our programs have been designed keeping our goals, mission and vision aligned to the NEP goals. We as an organization have been seeking active support and collaboration with likeminded organizations for better growth and Impact opportunities in the domain of work. We are in conversations with various CSR heads in Vadodara such as Schaeffler, SunPharma, Deepak Foundation etc. We are looking forward to expand our efforts with having talented team & strong partnerships.



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