

Annual Report 2018-19



Aspire. Achieve. Be the Change.



One day all
children will be
equipped with the
knowledge, skills
and values they
need to lead
empowered lives.

Our Vision

Index



Note from
our CEO



About us



Our Journey



Vision 2028



Our
School
Project



Nurturing
the Potential
of Every
Child



Our School
Development
Review



The
Akanksha
School
Leadership
Academy



Our Alumni



India
School
Leadership
Academy



Our key
events for
the year



Our Partners
and
Collaborators



Our Awards
and
Recognition



Our Board
of Directors



Financials



Creating a
Safe
Workplace



A year of
learning and
growth...

A Note from Our CEO

The previous year indicated that the tide in the Indian education system is definitely turning. Several developments indicate an intentional focus on 'quality' of learning in public schools, a refreshing change from the narrative of inputs based approach. The most significant development has been the launch of draft of 2019 National Education Policy, which clearly envisions the need to overhaul the school system in India. While the policy is still being finalized and implementation road map yet to be drawn out, we, at Akanksha, welcome the sense of urgency articulated in the draft to address the learning crisis in schools.

We are also proud that several practices followed in Akanksha schools are now being recommended for implementation across all schools. Four such key practices that have demonstrated significant success on a child's learning and development in our experience are:

Focus on early childhood care and education: All Akanksha schools admit children at the age of 3-3.5 years and have a robust early grade learning program (in Jr KG & Sr KG), which also focuses on nutrition and holistic needs of a child.

Deployment of social workers and counselors: The draft NEP recommends appointing of social workers and counselors for each school. Community outreach and parent engagement have been key pillars of all Akanksha Schools. Every Akanksha school has a dedicated social worker and counselor, whose key role is to engage parents effectively and focus on the social and emotional development of every child.

Focus on digital literacy/proficiency: The draft NEP recognizes the need to develop a digitally proficient citizen in today's global context. All Akanksha schools have begun to focus on developing digitally proficient individuals through a variety of learning tools like tablets, iPads and laptops, that support the development of key 21st-century skills.

Role of a teacher: Arguably the most critical piece outlined in the draft NEP is the centrality of the role of a teacher in driving the vision for learning. It focuses on reimagining the role and responsibilities of a teacher to be an 'activator' and facilitator. This is central to Akanksha's approach in our schools, and we have always believed in developing teachers to be reflective practitioners.

As we envision a brighter and bigger future for Akanksha we realise we need to change our thinking on how we look at growth: reaching out for partnership with governments which will help us advocate for quality education, yet keeping all children at the center of everything that we do and pivoting towards a more sustainable model of the school project.

We at Akanksha are doing everything possible to get closer to this vision. As we march towards accomplishing our big goals, we have accomplished a number of "firsts" this year :

We have partnered with the Navi Mumbai Municipal Corporation towards a sustainable school model where Akanksha will receive 55% of the teacher salaries from the corporation, with the rest coming from philanthropy.

We launched and successfully completed the first year of The Akanksha School Leadership Academy with three cohort members securing a place in School Leadership positions in Akanksha schools

We have been awarded the prestigious GuideStar India Champion level - Platinum certification for 2018 and have joined India's largest pool of credible NGOs after undergoing a rigorous due diligence process. GuideStar India is India's largest and most reliable online information repository with 8300 NGOs.

As we aspire to multiply our reach and become advocates for quality education, we have begun thinking and strategizing towards how can we become a Hub of influence for schools and communities and how can we move towards a more sustainable approach of the school project, reaching out to more children by setting up Akanksha inspired schools.

This progress, change and aspiration would not have been possible without the support of our donors, supporters and partner organisations who challenge us and empower us to do better year on year for all children and the organisation. As we continue to grow and face success and challenges, we remind ourselves to stay grounded in our core values, live and exemplify our belief in being the change so that we can transform our teams, our schools and our organisation in all that it can be.

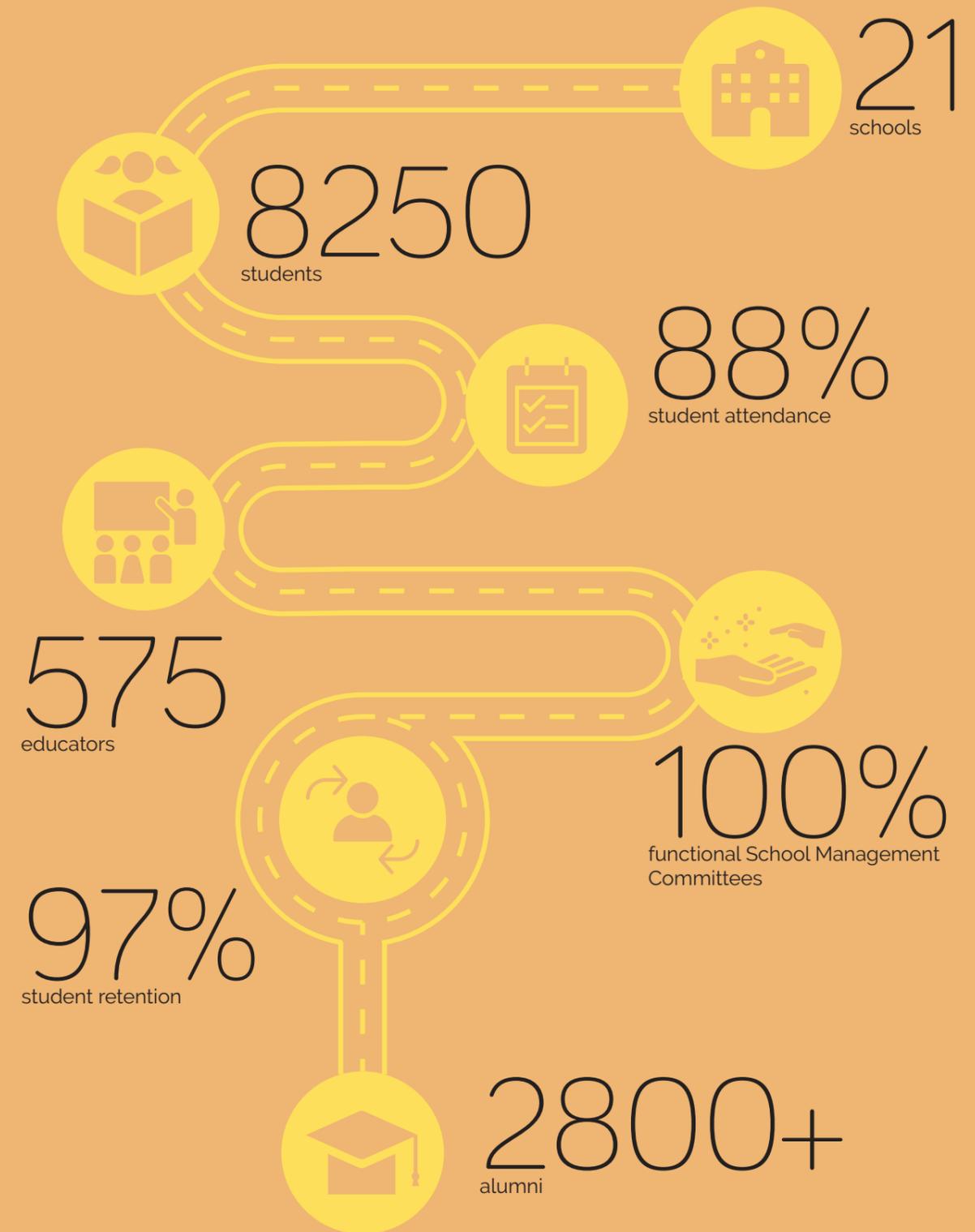
Saurabh Taneja
CEO
The Akanksha Foundation



Our Journey

Our Story through the Numbers

The Akanksha Foundation is a non-profit organisation providing children from low-income communities with a high-quality education, enabling them to maximize their potential and transform their lives. For over 28 years, Akanksha has educated children from low-income communities across Mumbai and Pune - first, through its after-school centers, and since 2007, through The Akanksha School Project. Today, we are one of the largest urban networks of public-private partnership schools in India. Looking ahead, we seek to expand our network of schools, share our effective practices and advocate for quality school reform for students across India.



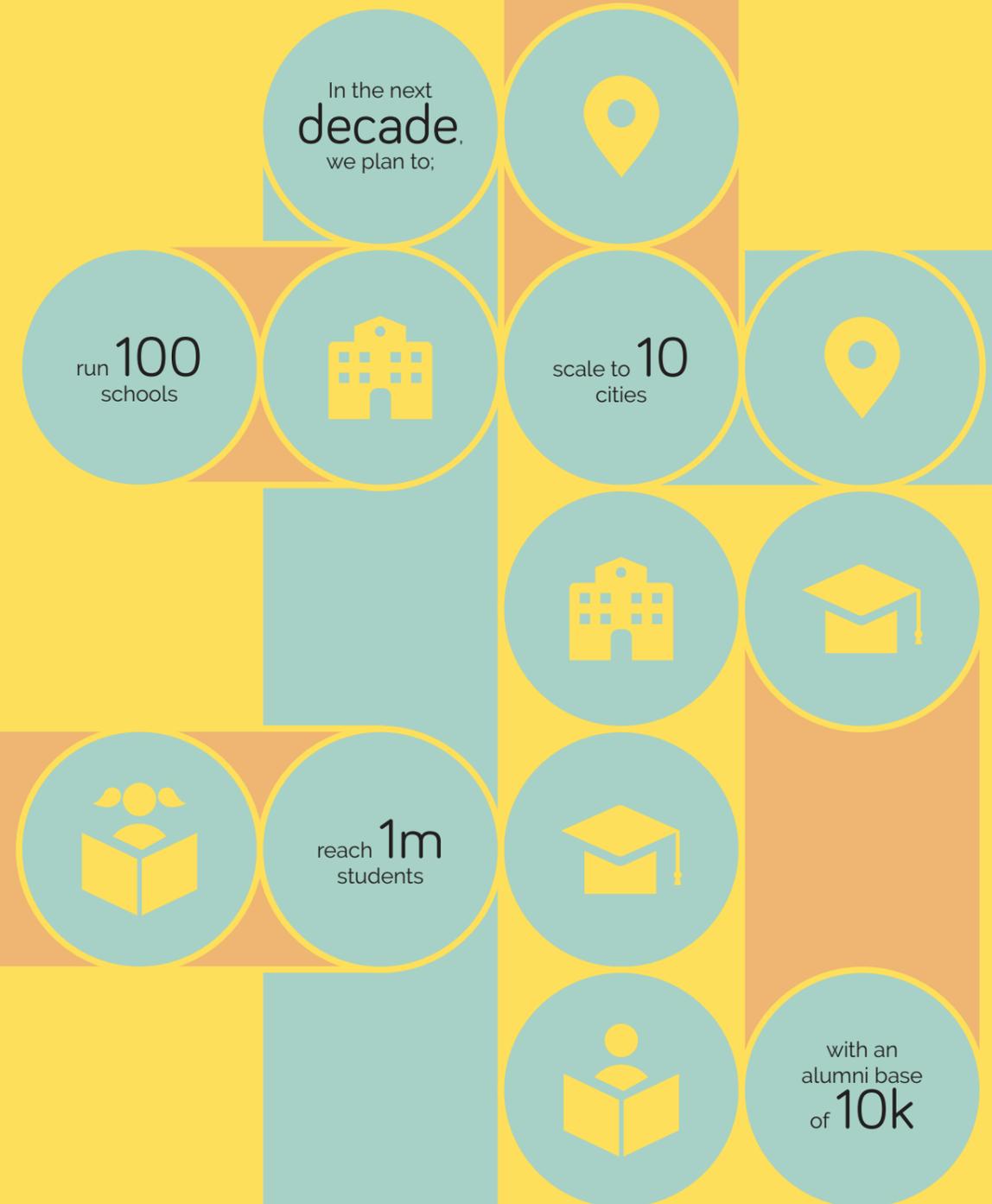


Our Mission

Our mission is to build one of the largest network of innovative schools that empowers children to maximise their potential and influence systemic reform.

Vision 2028

The wide network of our people and our schools will act as 'multipliers' and 'advocates' to influence school system reform through advocacy and partnerships.





Our School Project

The Growth of Our Schools

In 2007, Akanksha aimed to create a model for high performing schools through The School Project, in collaboration with the Pune Municipal Corporation and The Thermax Foundation. We started the School Project with the opening of our first school, KC Thackeray Vidya Niketan School (KCTVN). Starting with just a single classroom to being recognised as the Ashoka Changemaker school, the KCTVN school has come a long way.

11 years later, we are in 21 schools, across Mumbai and Pune serving over 8250 students, in partnership with the PMC (Pune Municipal Corporation), PCMC (Pimpri-Chinchwad Municipal Corporation), MCGM (Municipal Corporation of Greater Mumbai) and garnered a new partnership with the Navi Mumbai Municipal Corporation (NMMC).



PMC



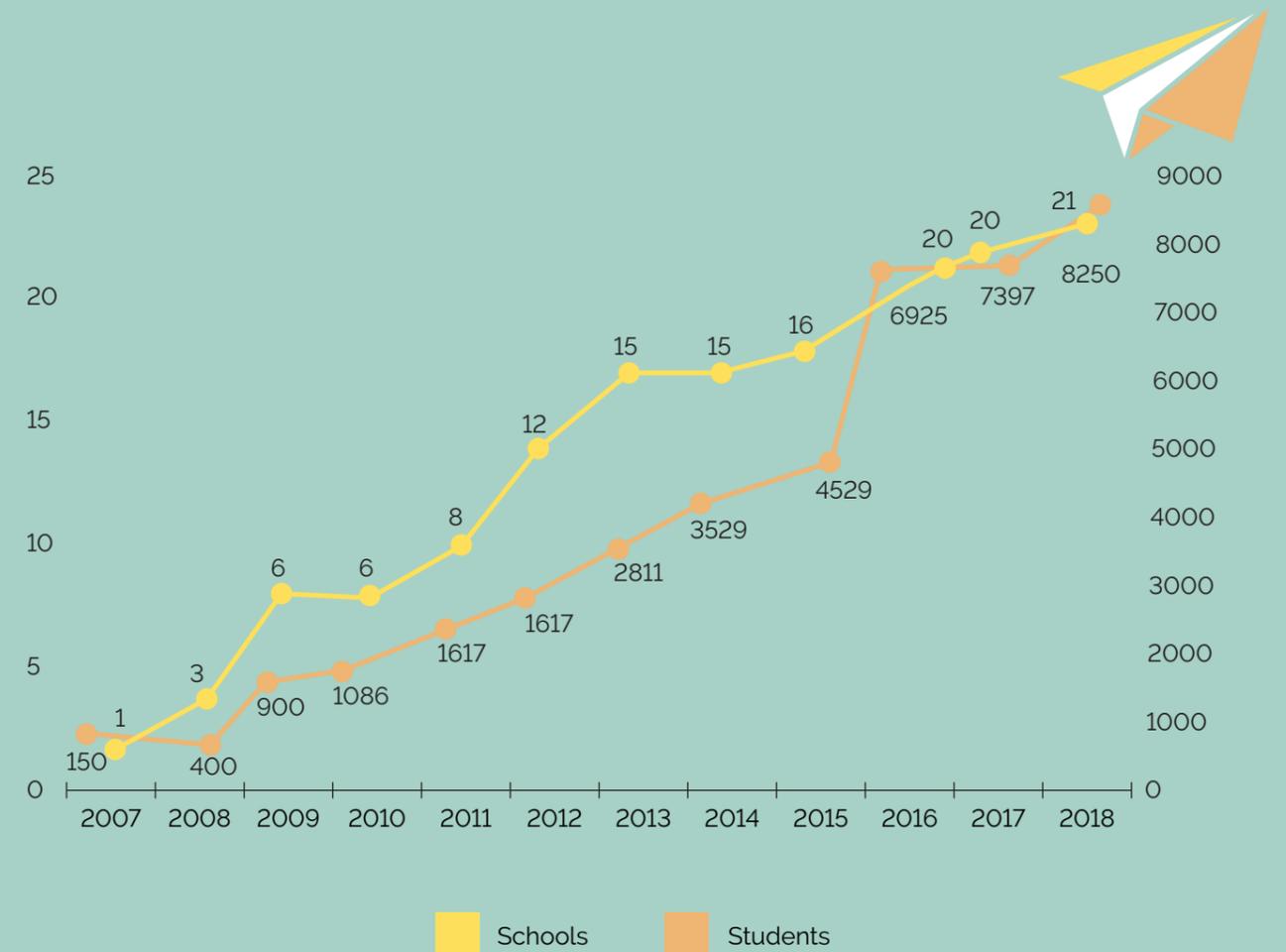
MCGM



PCMC



NMMC



"Our aim is to start high-quality CBSE schools in every ward of the city. The focus is to provide holistic education through wifi-enabled smart classes in all schools. Our partnership with The Akanksha Foundation is a step forward towards our goal as they have been providing high-quality education to their students for over 28 years now.

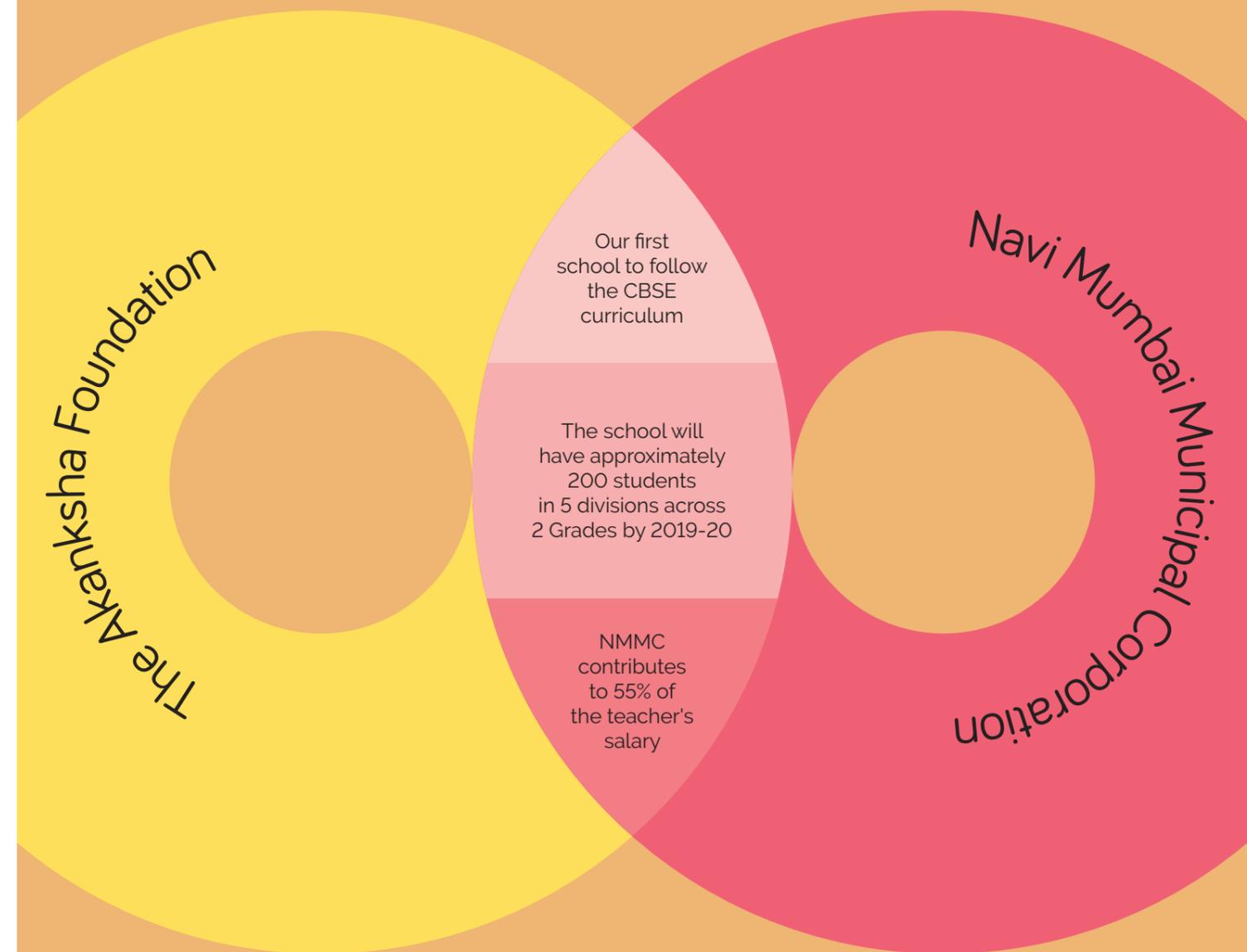
The response we have received from the parents is remarkable and I believe it is a great start to a partnership that has the potential to transform education in the public sector. "



Dr. Ramaswami N, IAS
Commissioner of Navi Mumbai Municipal Corporation

A New Chapter

We added a new school to our network in partnership with the Navi Mumbai Municipal Corporation (NMMC). This school is the first ever Akanksha school to follow the CBSE curriculum. We started the school with 22 students in Grade 1 in 2018-2019 and by 2019-20, the school will have approximately 200 students in 5 divisions across 2 Grades. This partnership is unique because the NMMC contributes to 55% of the teacher's salary. As we expand our network, we are keen on securing more partnerships like we have with the NMMC, who are invested and aligned with our mission and support us to provide quality education to our students who deserve it the most.



“The school is always striving to make us better parents for our children. They conduct sessions for us, educate us and even teach us how we can help our children with studies. Our school has an active School Management Committee (SMC) where the parents are a part of the decision making. I was fortunate my child got admission into a school that works towards the empowerment of the student, the parent and even the community.”

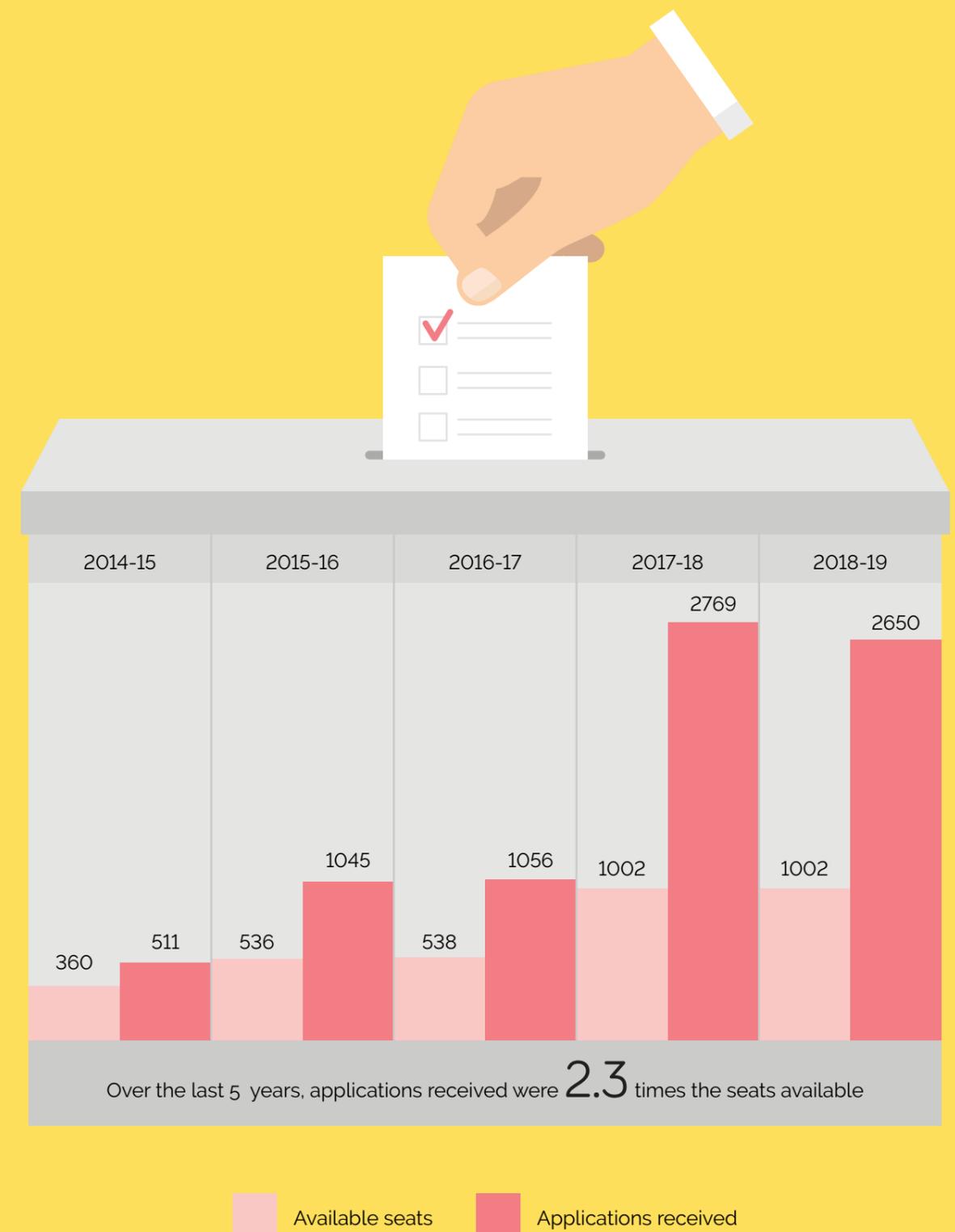


Umesh Shelar
Parent of a Grade 9 student

Admission into Akanksha schools

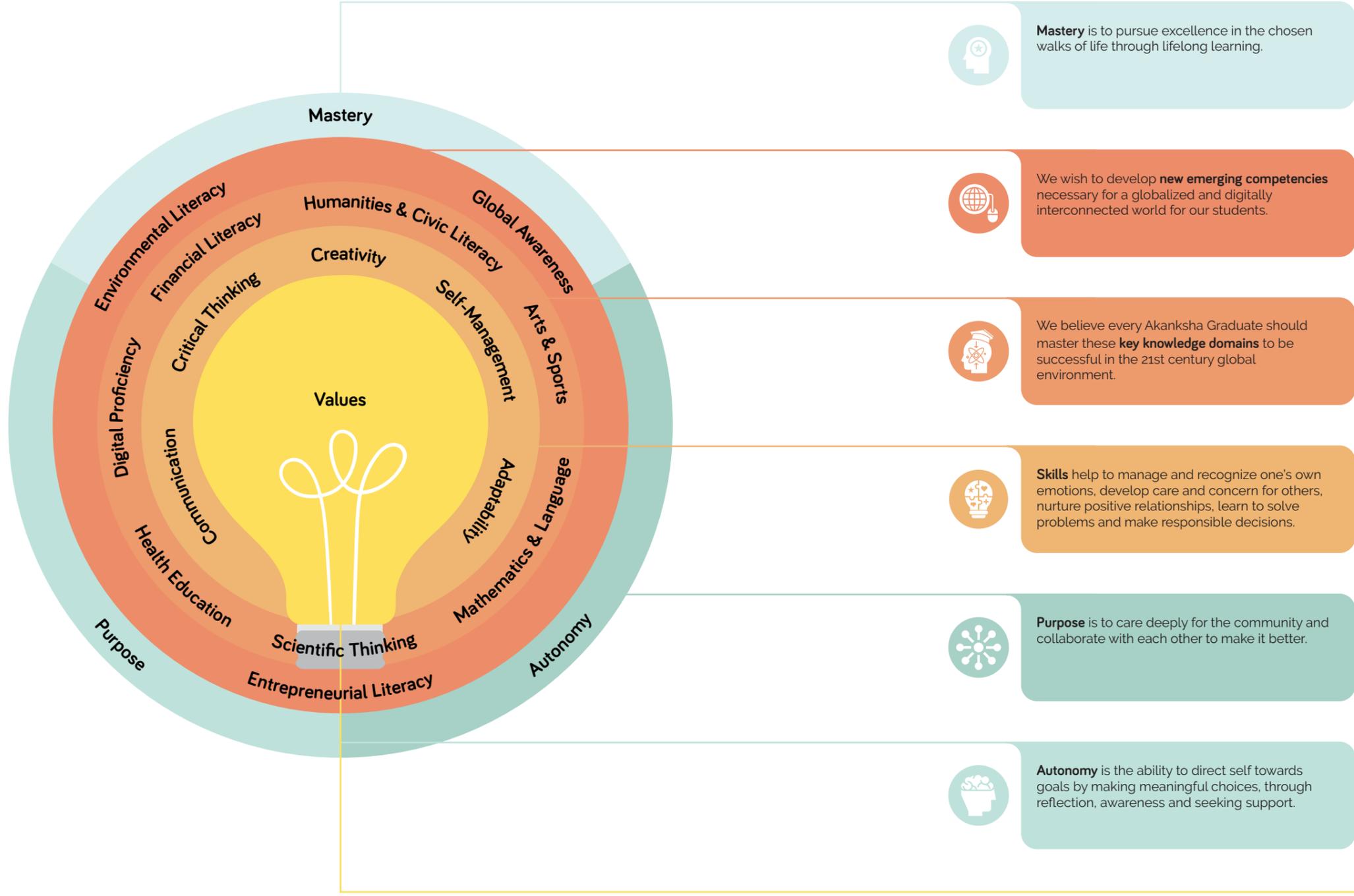
Every year, based on the guidelines stipulated by the government, we enrol students into our schools through a lottery process. Our efforts through our community outreach programs have made our schools extremely popular among parents.

Our social workers provide support to parents whose children do not make it through the lottery process by guiding and directing them to nearby government schools.



Nurturing the Potential of Every Child

We created a new student vision framework to help us define a holistic experience learning for all Akanksha students. We envision all students graduate from our schools with a sense of Mastery, Autonomy and Purpose.



Mastery is to pursue excellence in the chosen walks of life through lifelong learning.



We wish to develop **new emerging competencies** necessary for a globalized and digitally interconnected world for our students.



We believe every Akanksha Graduate should master these **key knowledge domains** to be successful in the 21st century global environment.



Skills help to manage and recognize one's own emotions, develop care and concern for others, nurture positive relationships, learn to solve problems and make responsible decisions.



Purpose is to care deeply for the community and collaborate with each other to make it better.



Autonomy is the ability to direct self towards goals by making meaningful choices, through reflection, awareness and seeking support.

'Be the Change'

Our core values are at the centre of our **Student Vision Framework**.

Collaborate

Have Belief

Act with Integrity

Never Give Up

Give Respect

Excel & Enjoy



How do we ensure
our students
achieve Mastery?

Supporting Peers to Pursue Excellence

Academic Support Groups are created in our schools with the prime purpose to motivate students to take ownership of their learning and work hard to pursue excellence. The structure focuses on bridging academic learning gaps by creating heterogeneous learning groups. These groups act as a support system to every member. These 'aspirational groups' have every student member support each other to achieve excellence.

Experiential Learning in Our Classrooms

At Akanksha, we provide opportunities for our students to learn and explore through experiment. Exploration time is a way to equip students to take the onus of mastering the concepts which they learn inside the classroom. Our teachers are encouraged to integrate innovative experiential learning practices into their daily schedule. If students are learning about plants in their classroom, during exploration time they would closely observe the plants in their school premises to master the concepts learnt in the classroom.





Building a sense of Autonomy

Community Study Cluster

Community study clusters were created to not only encourage students to learn at home but to also empower them to take ownership of their own learning outside of the school. Students living in the nearby communities come together to learn and also help one another. The study clusters take place under the supervision of the parents.

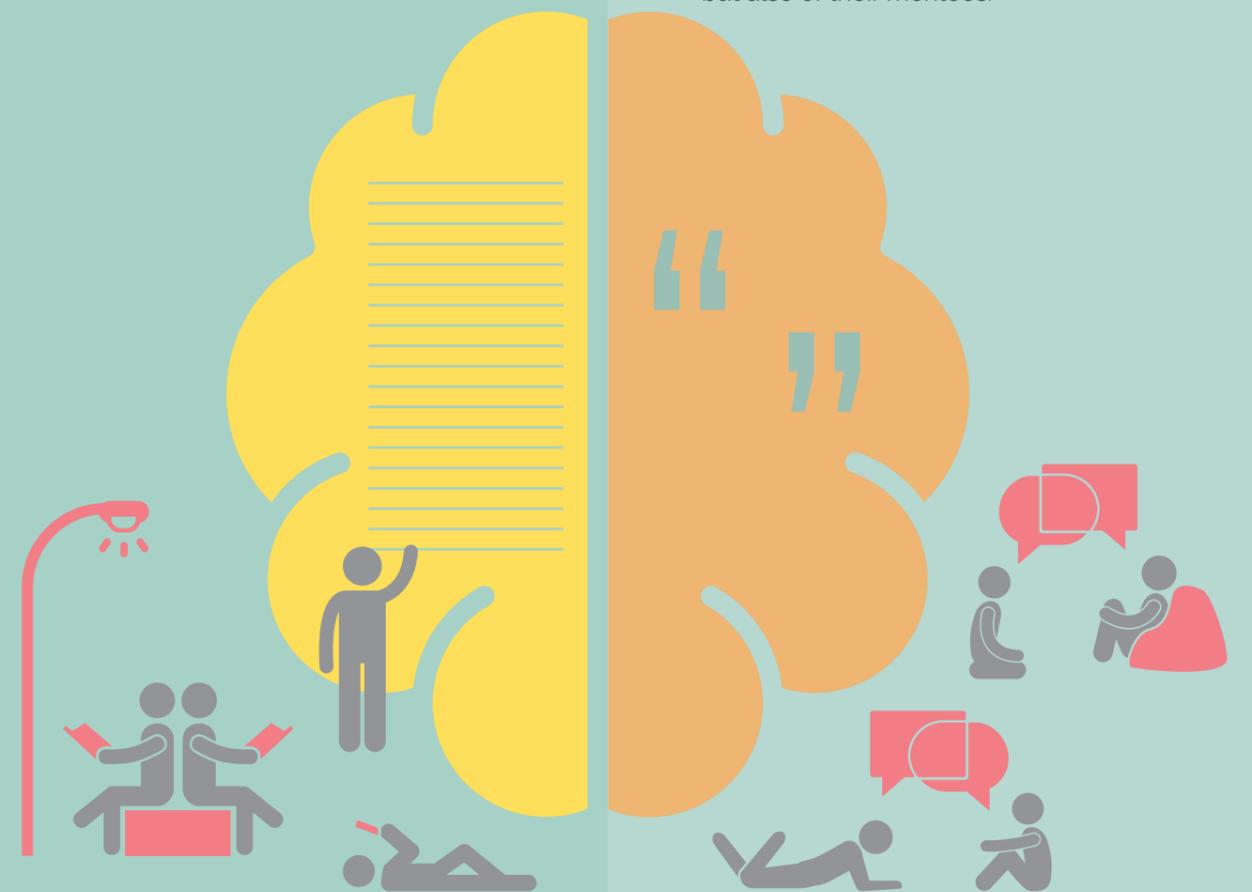
Students create a goal sheet and a timetable for the week and divide weekly goals into daily tasks. This had led to an increase in classroom participation and is also a prime example of our students taking ownership of their learning.

Peer Counselling

Mental health is pivotal for success in the academic, emotional, and social spheres of life. To take care of the mental health of our students, one of our schools initiated a structure called Peer Counselling.

It is a space where students share personal conflicts with their student mentors. The students are able to share about their struggles and challenges without any apprehension or prejudice as their mentors are in the same age group as them and in most cases are going through the same struggle. The big idea of the structure is to empower the students who are currently mentees to become mentors for other students who need to be counselled.

Through this chain effect, the school team cultivates a sense of autonomy where students not only take ownership of their own well-being but also of their mentees.



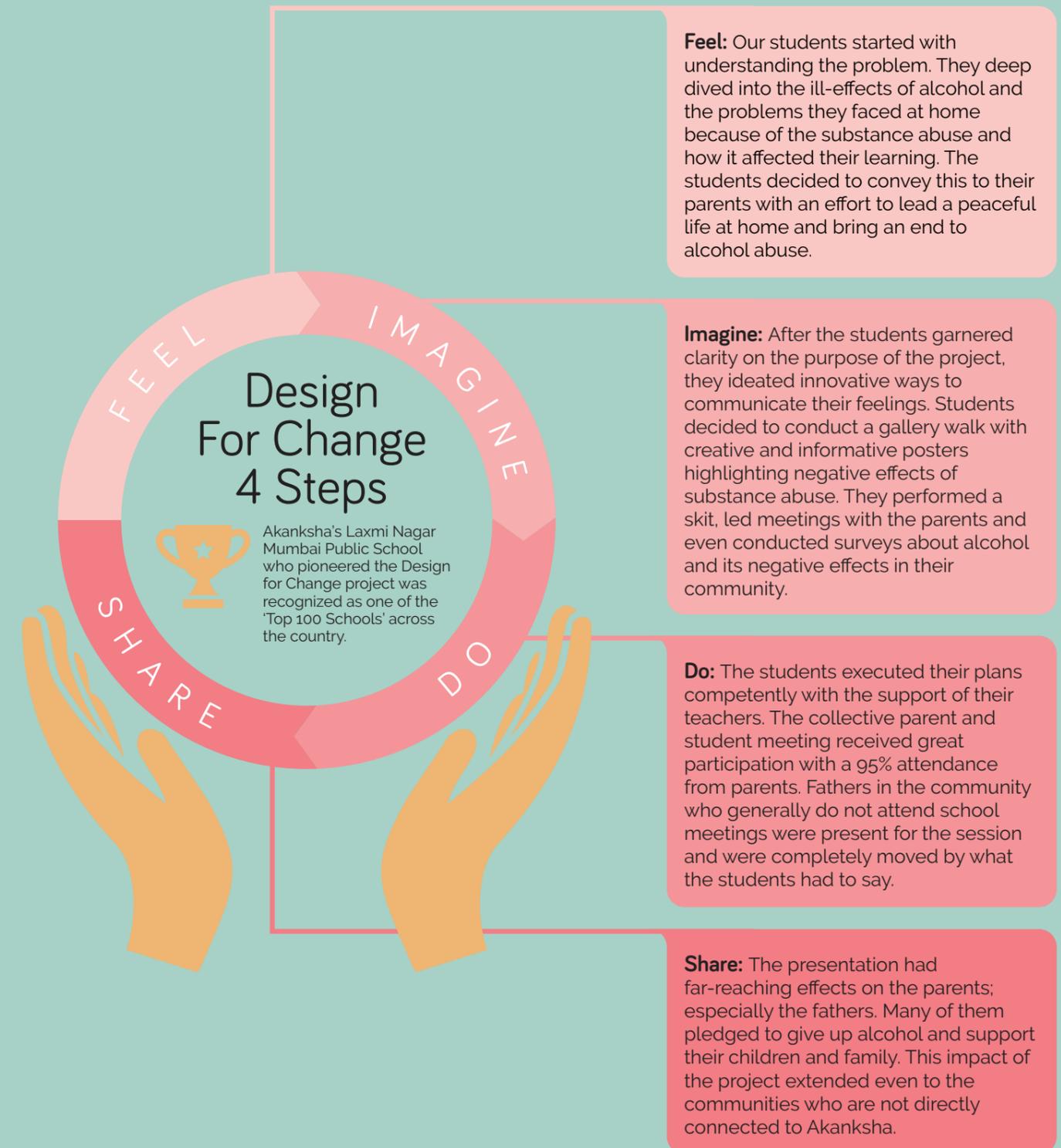


How do our students contribute to society?

Breaking the Chains of Addiction

In a Grade 5 Science class, students were studying about alcohol and its ill-effects. During the group discussion activity, students openly shared at length about how substance abuse gravely affected them at their home and community. Subsequently, a 'Circle time' activity was organized where the students expressed their need to communicate this message to parents about how substance abuse gravely affected them at home and in the community.

The School Team took up the project and tackled the situation through the Design for Change concept. The project unfolded in 4 steps:

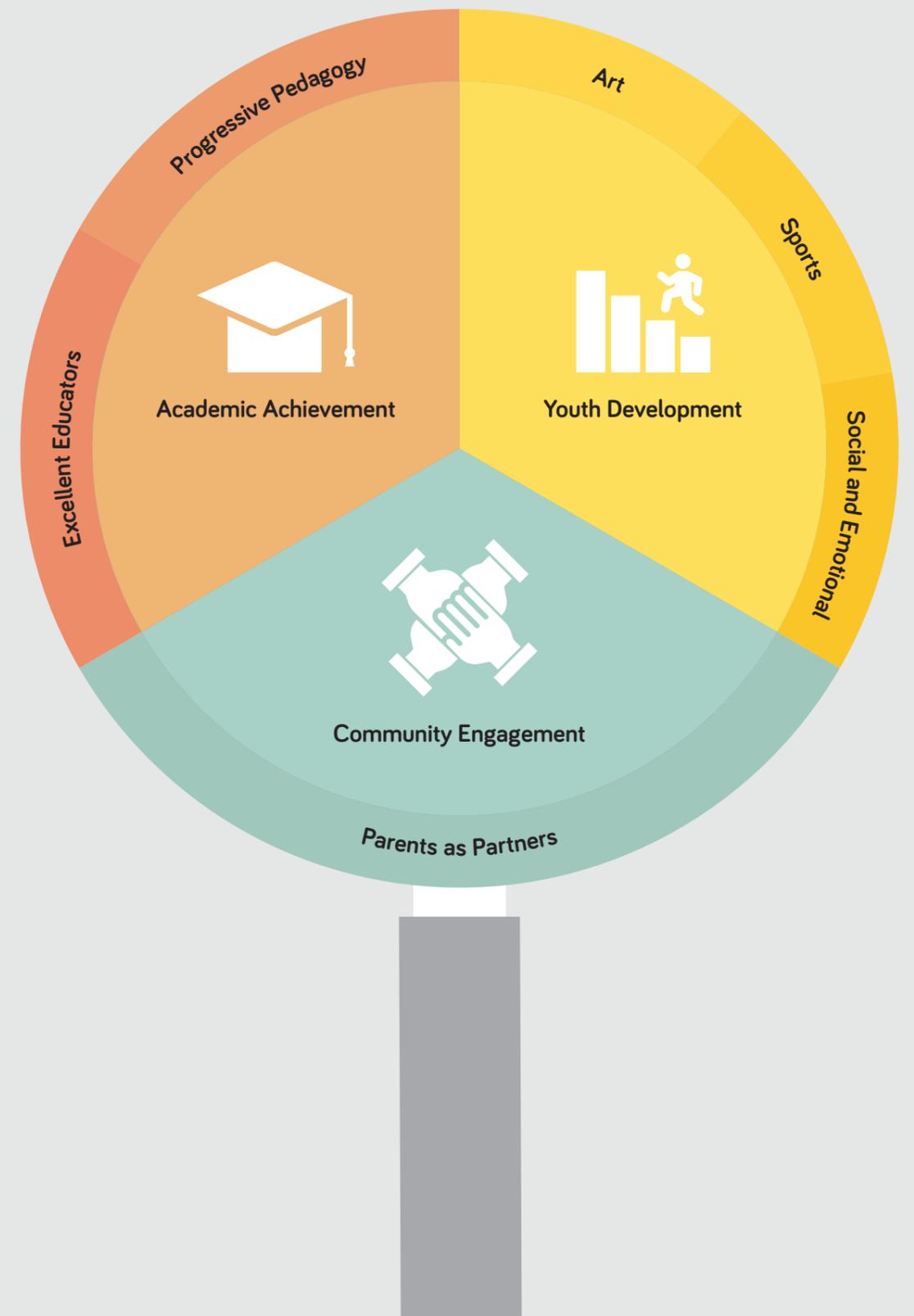




Our School Development Review

Assessing the Performance of Our Schools

School Development Review is a holistic process to assess the performance of our schools. It ensures that all the schools who are a part of the Akanksha network adapt, follow and align themselves to the vision we have for every student in our schools.





Academic Achievement

Building Excellent Educators

Academic achievement covers Akanksha's approach towards imparting skills necessary for students to excel in academics. We conduct an extensive residential training program for our new cohort of teachers called Ed-ventures. The purpose of this program is to induct new teachers into the Akanksha way of teaching and share with them our vision.

Our new teachers learn about the Akanksha best practices from senior members of our Instruction and Pedagogy team. Our focus is to equip our new teachers with the tools, training and resources to help them implement the strategies in the most effective manner.

Ed-ventures is followed by Summer School where our new set of teachers get a first hand experience of an Akanksha classroom before the new academic year commences. Summer School enables new teachers to build their confidence and implement some of the structures and processes necessary to ensure they are successful in the classroom.



Progressive Pedagogy: revolves around equipping our Teachers with the skills to set high expectations of their students through classroom practices and also effectively engaging students with different learning levels.



Excellent Educators: To foster excellence in our teachers, we have professional development sessions that are curated for every classroom based on the desired student outcome.

98% of our teachers said they were equipped and felt confident to take on the responsibility of being an Akanksha teacher post the Ed-ventures training session.

“My biggest take-away from Ed-ventures was how to plan a lesson. The detailed and structured lesson plans give me confidence and allow me to cater to every child based on his or her needs.”



Shaikh Saba Ismail
Science teacher, Grade 9 and 10



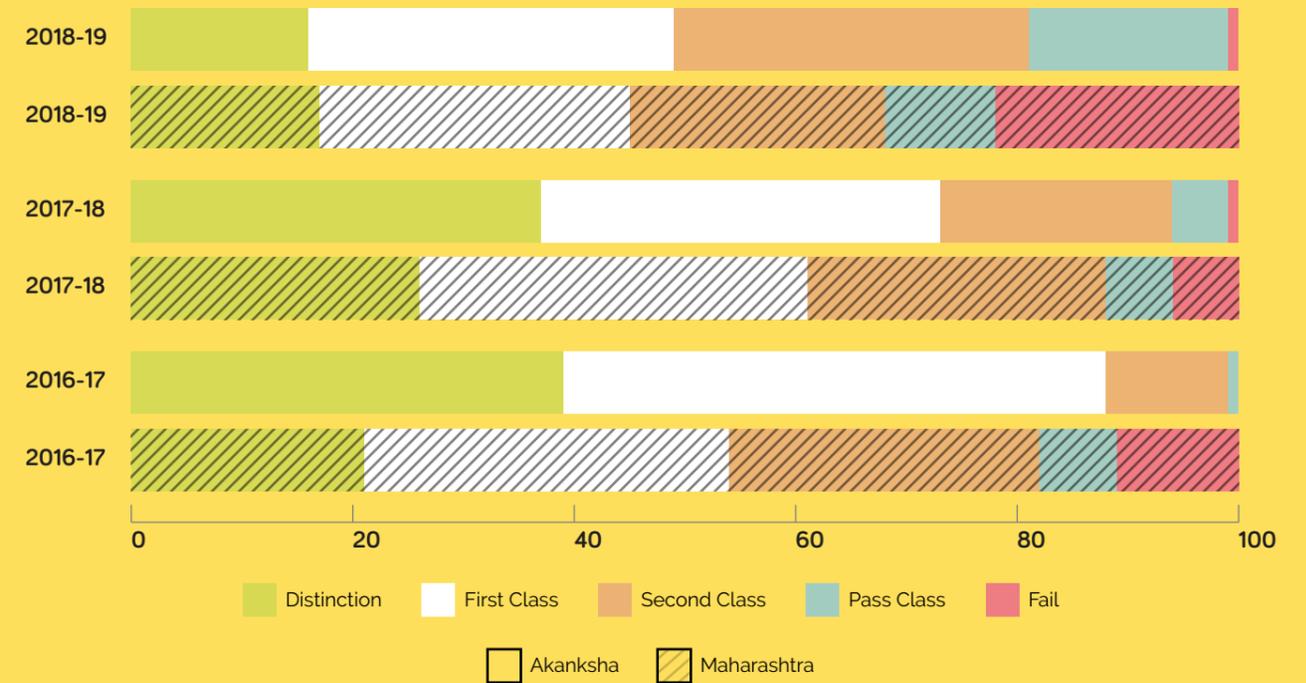
Our Impact

Grade X and XII Student Performance

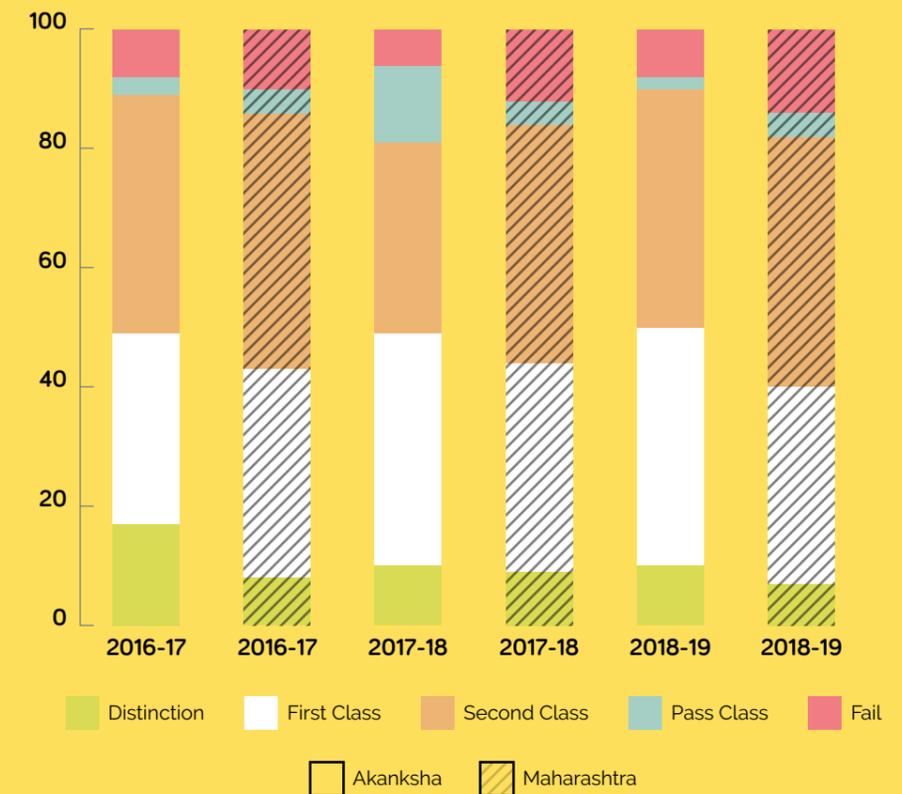
The Grade X examination is an important milestone for our students as our schools have consistently outperformed the State in terms of pass percentages.

Akanksha students have consistently performed better than the State and the total number of students securing first class and distinction is higher than the State.

Our Performance in Grade X State Examination



Our Performance in Grade XII State Examination



Third Party Benchmarking Assessments

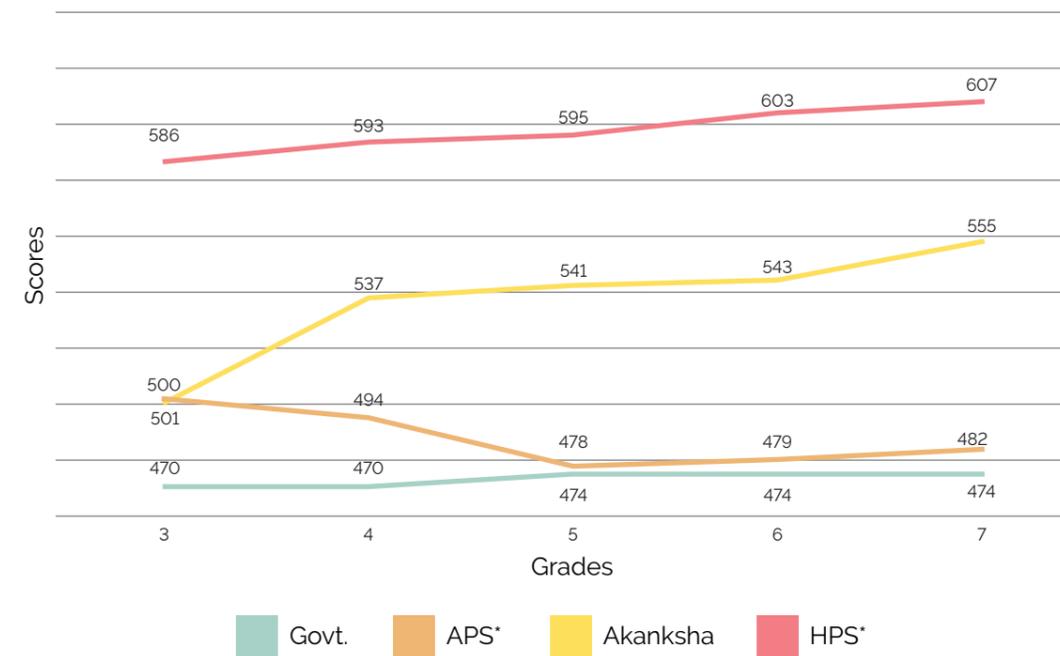
In the year 2018-2019, we ran a network wide assessment project conducted by a third party agency - Educational Initiatives (EI), to benchmark our student performance with that of the Government Schools, Affordable Private Schools (APS) and High Fee Private Schools (HPS).

The EI assessments had two main objectives :

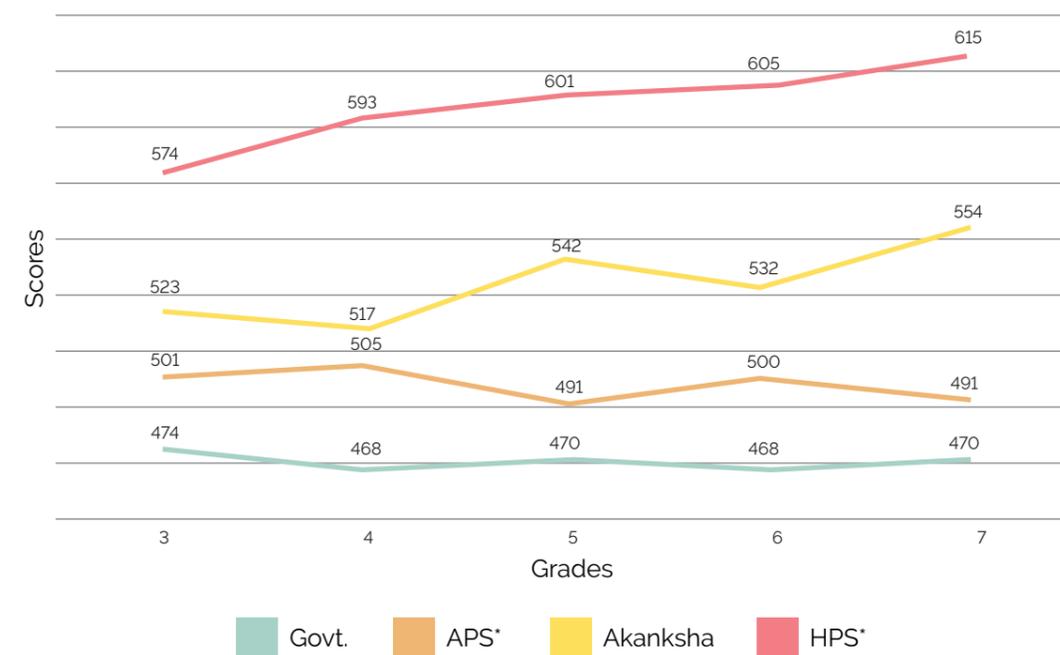
- a) Understand and assess the quality of student learning
- b) Benchmark the performance of Akanksha students versus the government schools, affordable private schools and the high fee paying private schools.

This assessment was conducted across 17 out of our 21 schools that have grades from 3 to 8 in Language and Math. Approximately, 3700 of our students appeared for the assessments. All Akanksha students took this test in the English Language.

How our students performed in Language



How our students performed in Math



Bridging the Learning Gap

While the performance of our students in these assessments are significantly higher than that of students from Affordable Private Schools (APS) and government schools, we are still a long way from closing the achievement gap with students from High Fee Paying schools (HPS). EI, in partnership with Michael and Susan Dell Foundation, conducted the research study 'Establishing Benchmarks of Student Learning' and is a well-recognised assessment used by several non-profits in India.

Post the EI assessments, our school teams aim to use the data to lay down strategies and identify solutions to improve student outcomes.



Consolidate our K-2 Language acquisition program, given that our students are performing at a similar level as APS and Government schools.



A strong Instructional Specialist team has been formed at the Central level to focus on building pedagogy and content expertise in school leadership teams.



Our Math learning requires significant improvement across the network. We are in the process of modifying some of the curriculum content and also aim to partner with expert organizations for professional development.



Stabilize our approach towards instructional strategies and framework for assessments for the next 3 years.





Culture in Our Schools

Developing School Culture

We conducted a School Culture Survey to draw insights on four key domains - relationship with leadership, mutual trust and respect, and teacher well being.

The survey supports our School Leaders to continuously strive towards maintaining a healthy school culture in alignment with our organisation values.

97% of our teachers participated in the survey.





Digital Literacy

“In our school, we learn many subjects using tablets. We learn how to make creative presentations which help us become effective communicators. With the help of a tablet, I can learn at my own speed and browse the internet to get answers to all my questions. Use of technology in my classroom makes it easier for me to collaborate with my friends and learn from them.”

Sujal, Grade 8 student

Technology in Our Classrooms

Technology interventions in Akanksha classrooms aim to aid learning through illustrations and audio-visual tools. The use of technology has allowed our teachers to design differentiated learning strategies for students, based on their existing learning levels.

At the heart of this is our philosophy to enhance student learning experience and developing capacity of our teachers to integrate these tools seamlessly into our classrooms.

We have partnered with The Nalanda Project which is an exciting educational intervention that is attempting to enhance the quality of education in our classrooms by utilizing a cost effective technology platform.

We follow the Computer Masti curriculum which focuses not only on IT literacy but also imparts IT fluency.

In our schools, we aim to achieve digital proficiency for our students using a variety of student learning tools. We currently implement three tools in our schools, each with a specific purpose.

Laptops/ Computers

to learn basics of digital literacy curriculum (partnered with Computer Masti) and taught by an expert teacher.

Tablets

to have access to Math content that allows for differentiated learning

iPads

that allow students to develop communication skills, critical thinking, creativity and collaboration.

<p>Critical Thinking Students understand the step-wise execution of a task, develop logical thinking and find solutions to complex problems.</p>	<p>Communication Students learn how to use various productivity tools to communicate their ideas effectively. They also master how to articulate and communicate with confidence.</p>
<p>Collaboration Students work as a team and brainstorm to provide multiple approaches to solve a particular problem. They leverage each others skills and knowledge to accomplish a common goal.</p>	<p>Creativity Students think of original ideas to solve problems effectively and learn various tools to follow a variety of creative pursuits.</p>

The 4 C's of our curriculum form an integral part of the vision we have for our students.



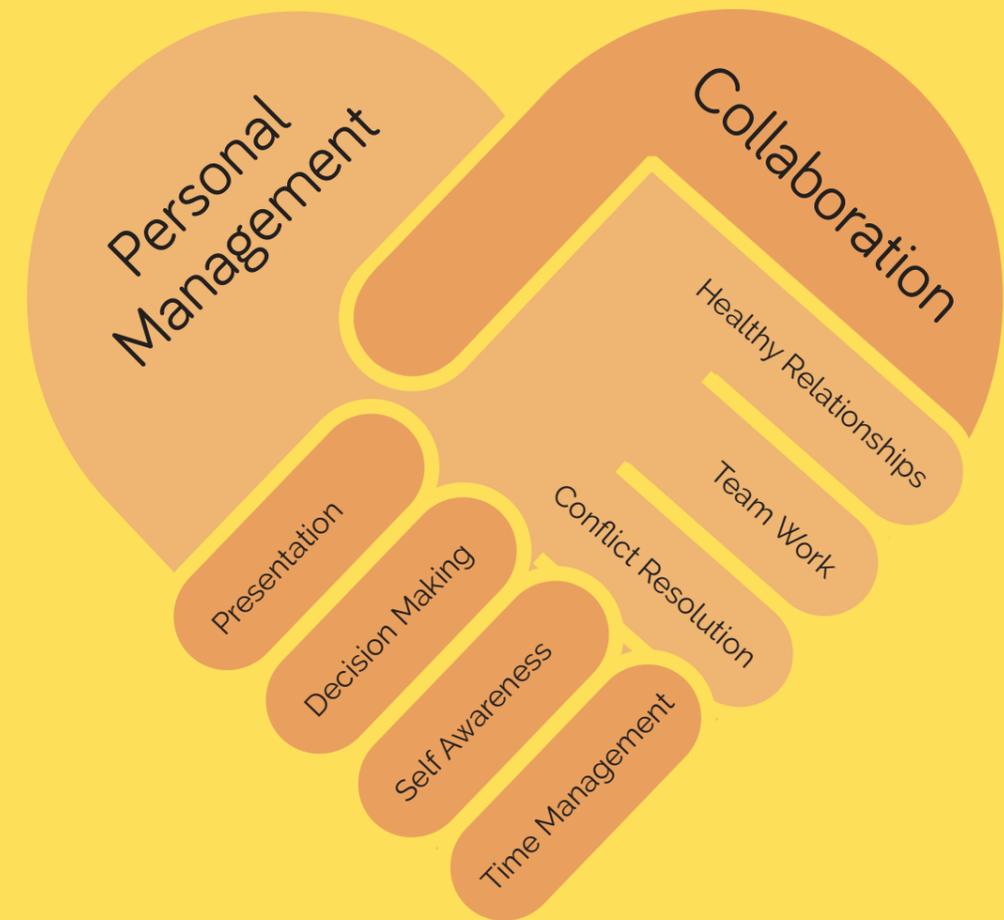
Youth Development

Fostering Social and Emotional Skills

The Youth Development Goal focuses on providing age-appropriate character building and social and emotional skill development among all students. Teachers, counsellors and social workers collaborate to make the Youth Development Goal come alive in the classroom.

As our schools progress to higher grades and we continue to cater to more students each year, it is imperative that we deep dive into the progression of social and emotional learning and strive for continuous improvement to better equip our students with the skills and knowledge they need to be successful.

Social and emotional development of each student is a core aspect of our student vision and this philosophy is grounded in the belief that to be successful in the 21st century, each child must go beyond academics and develop skills for life-long learning and growth. The key domains that are prioritised in social and emotional development in the model are collaboration and personal management.



Akanksha was invited to participate in a research study by Dream a Dream Foundation. This research study was facilitated with a Life Skills Assessment Scale (LSAS) to capture progression of skills.

The findings of this study stated:

- 1) Close to 80% of Akanksha students were above the norm score by the end of the program.
- 2) Akanksha's approach of whole school emphasis on social and emotional development is significantly better than added interventions for social and emotional development.

Akanksha being a part of a global network of organisations focused on social and emotional learning, participated in 'Measuring What Matters' conference which was held in Kenya in March 2018. The focus of this convening was to qualify and highlight the expertise and knowledge of every partner organisation.



Art in Our Schools

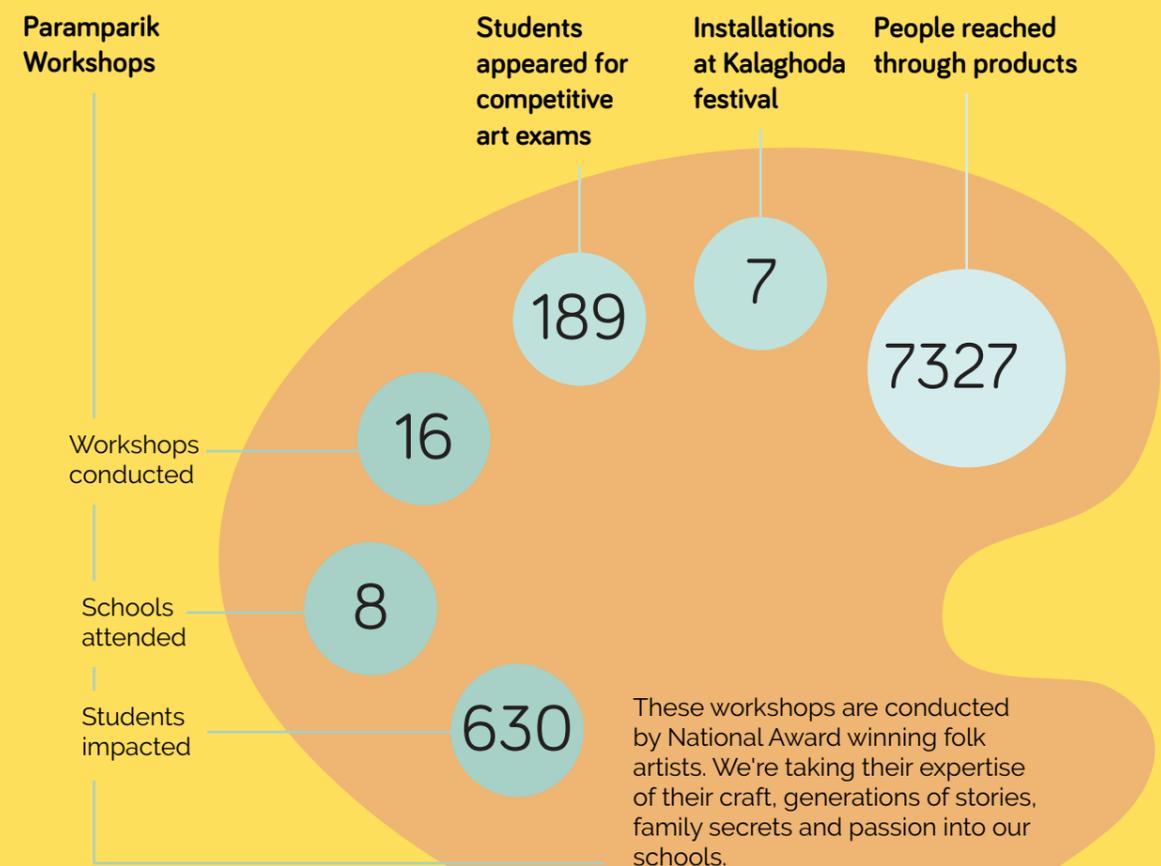
Learn, Share & Explore through Art

At Akanksha, we have always treated Art as a core subject. We ensure every child from Kindergarten to Grade X has a minimum of 2 hours of art instructional time every week. We do so by hiring specialist art teachers, including art supplies in our school budget and having an entire team to oversee and support art teachers with learning and development opportunities.

We take pride in our art curriculum that has clear and scaffolded objectives including power objectives, which cover many elements of our student vision and the kind of skills we believe are critical for our students. We also encourage integration with other subjects.

Through art, we give time and space to listen to stories that our students share with us. We listen to them and encourage them and believe, that the sharing of their lives is as important as the visually stunning art that emerges from our classrooms. It is a safe space that we create for every student to learn, share and explore.

We adapt the visually stunning Art that emerges from our classrooms into high-quality products. Each product has a story behind it; the story of a child - their thoughts and their feelings and brings out a little of who they are. When you choose an Akanksha product, you sign-up for more than just a well-crafted piece. You choose to participate in a story and in the journey of a child through their most precious years. You can view the wide variety of our amazing products at artforakanksha.org

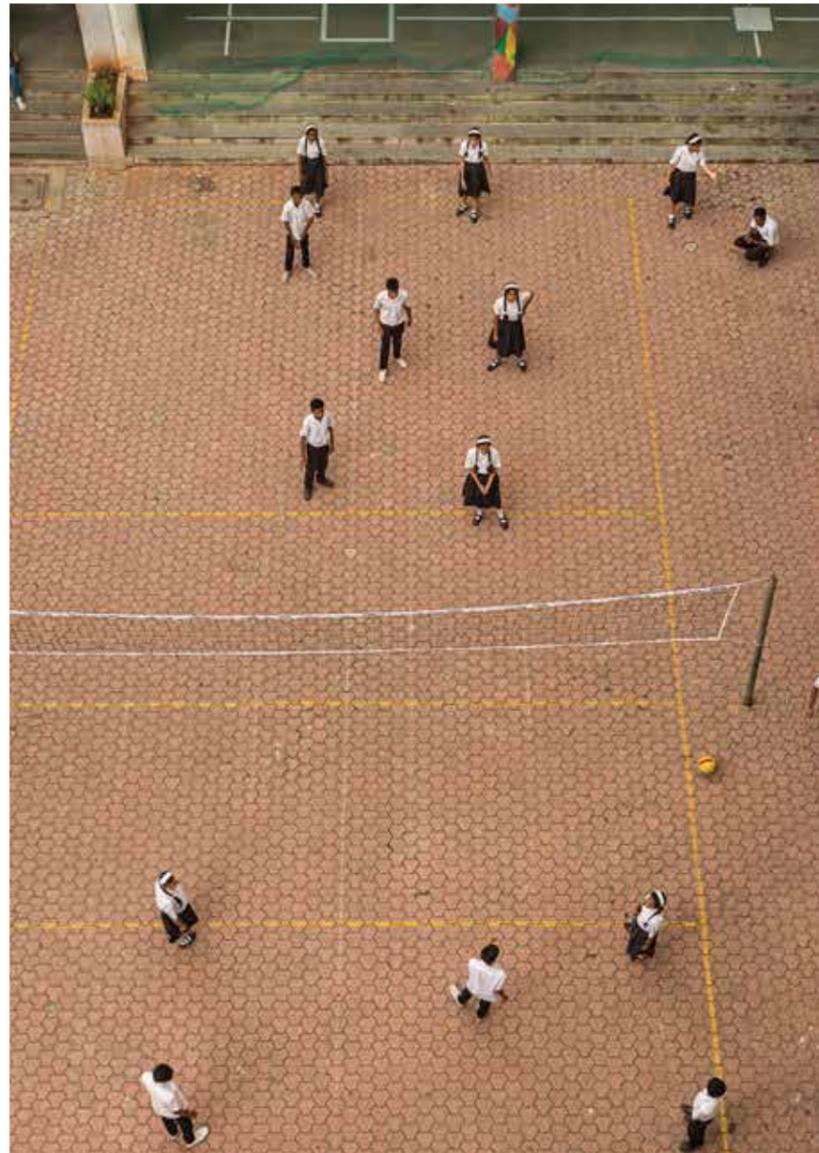


2 Hrs of art classes every week by:

Hiring specialist art teachers

Including art supplies in school budget

Having a team to support art teachers



Sports in Our Schools

Express, Encourage & Engage through Sports

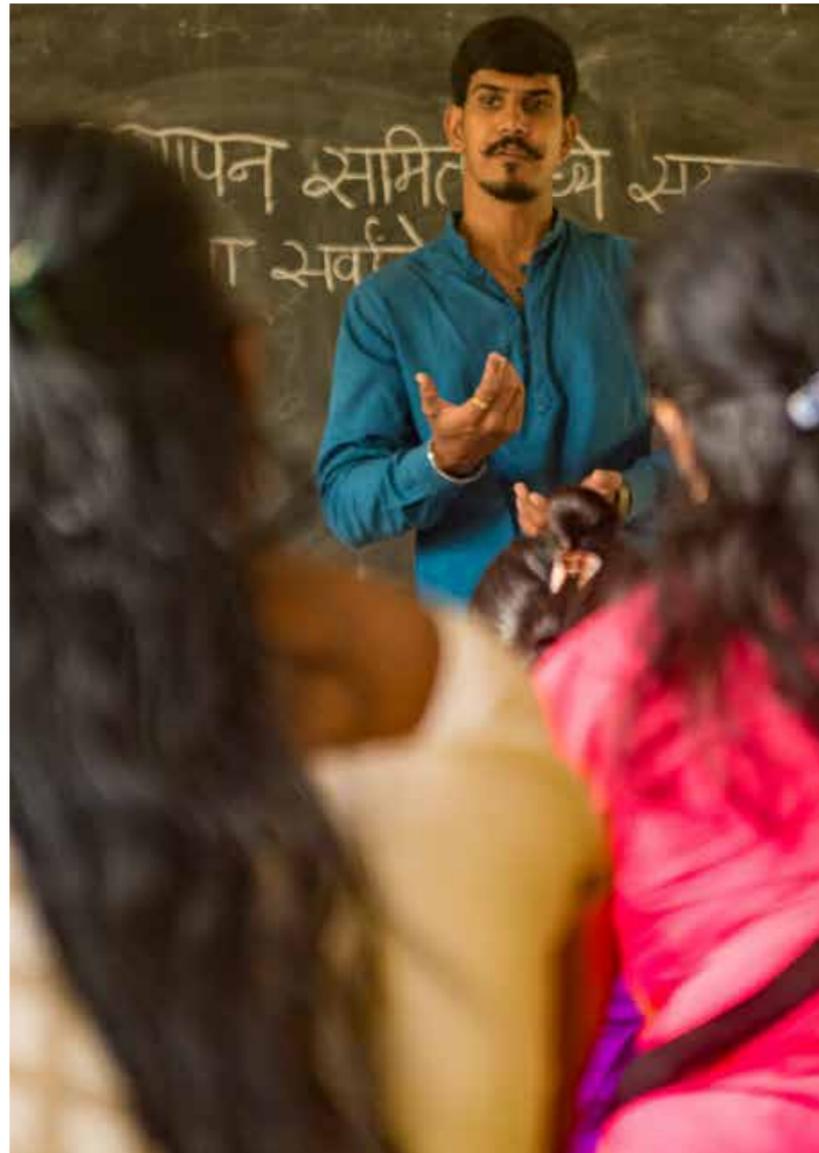
Sports, in Akanksha schools is used as a discipline, that aims to help students build leadership skills and also helps build strong bonds among our children.

Through the year, we conduct several sporting events that allows students an opportunity to express themselves and encourages all students to participate and engage with one another in friendly competitive games.

All of our schools celebrate Sports Day as an annual event that is a culmination of all the sports activities the school conducts throughout the year. The schools engage and actively encourage full participation from all students, teachers and parents. The Sports Day is a carnival of celebration that makes every student feel like a winner and students are awarded certificates and medals to encourage and improve their self-esteem.

We conduct sports competitions across all schools in Mumbai and Pune. These sports events are an opportunity for all students across the Akanksha network to come together and play. Driven by respect and integrity, these sports tournaments events feature a variety of sports from cricket, football, athletics and kho-kho.





Community Engagement

Impacting the Community at Large

Parents are our strongest partners in our quest to enable our children to break the cycle of poverty and improve lives for themselves and their families.

Ensuring the safety and well-being of our students in school and in their communities is one of our top priorities.

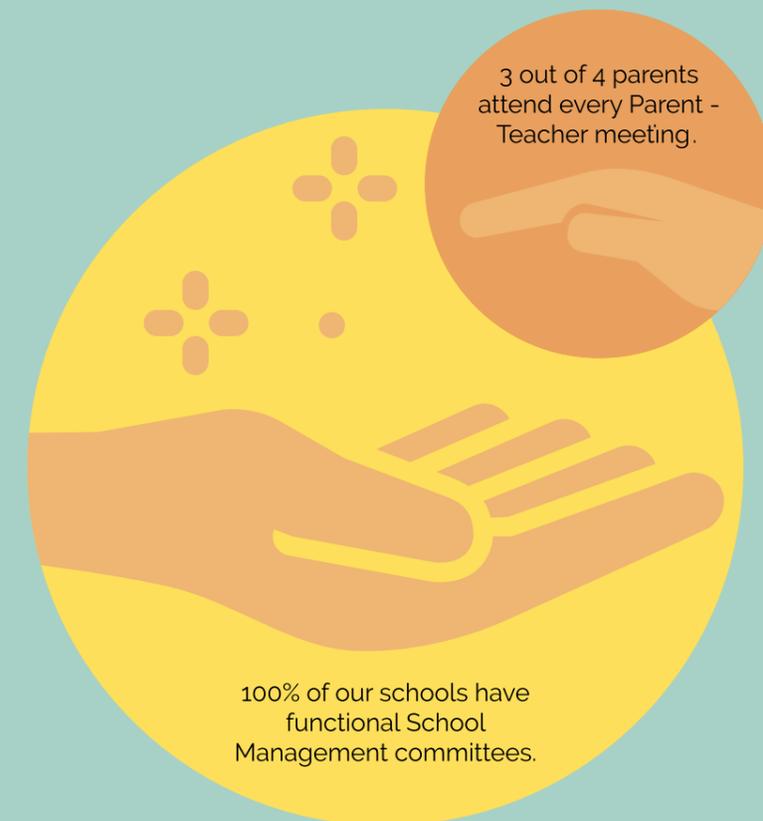
Every school has a dedicated social worker who identifies and addresses the issues and challenges in the community. The social worker leads the Community Engagement initiatives that the school undertakes and actively works towards educating, empowering and uplifting the parents of our students. Our social workers aim to provide parents with the essential tools and training to foster a healthy home environment to boost their children's learning.

From conducting digital literacy sessions for the parents to educating them about child rights, we find ways to engage the parents in a way that will benefit our students.

Our School Management Committees (SMC) play a vital role in supporting the Central team in being a collective and unified body to advocate for positive improvements and reform in the functioning of the school.

Creating Safe Spaces for Our Children

Our teams came up with an innovative idea where parents from five Akanksha Schools in Mumbai and one non-Akanksha Municipal School came together for a Kabaddi sport tournament. The purpose behind the event was to engage and educate fathers about the safety and well-being of students. Our Social workers used this forum to build awareness about Child rights and Prevention of Child Sexual Abuse. After the event, every parent pledged to uphold the safety and well-being of every child. The activity had far reaching effects on our parents and the larger communities.





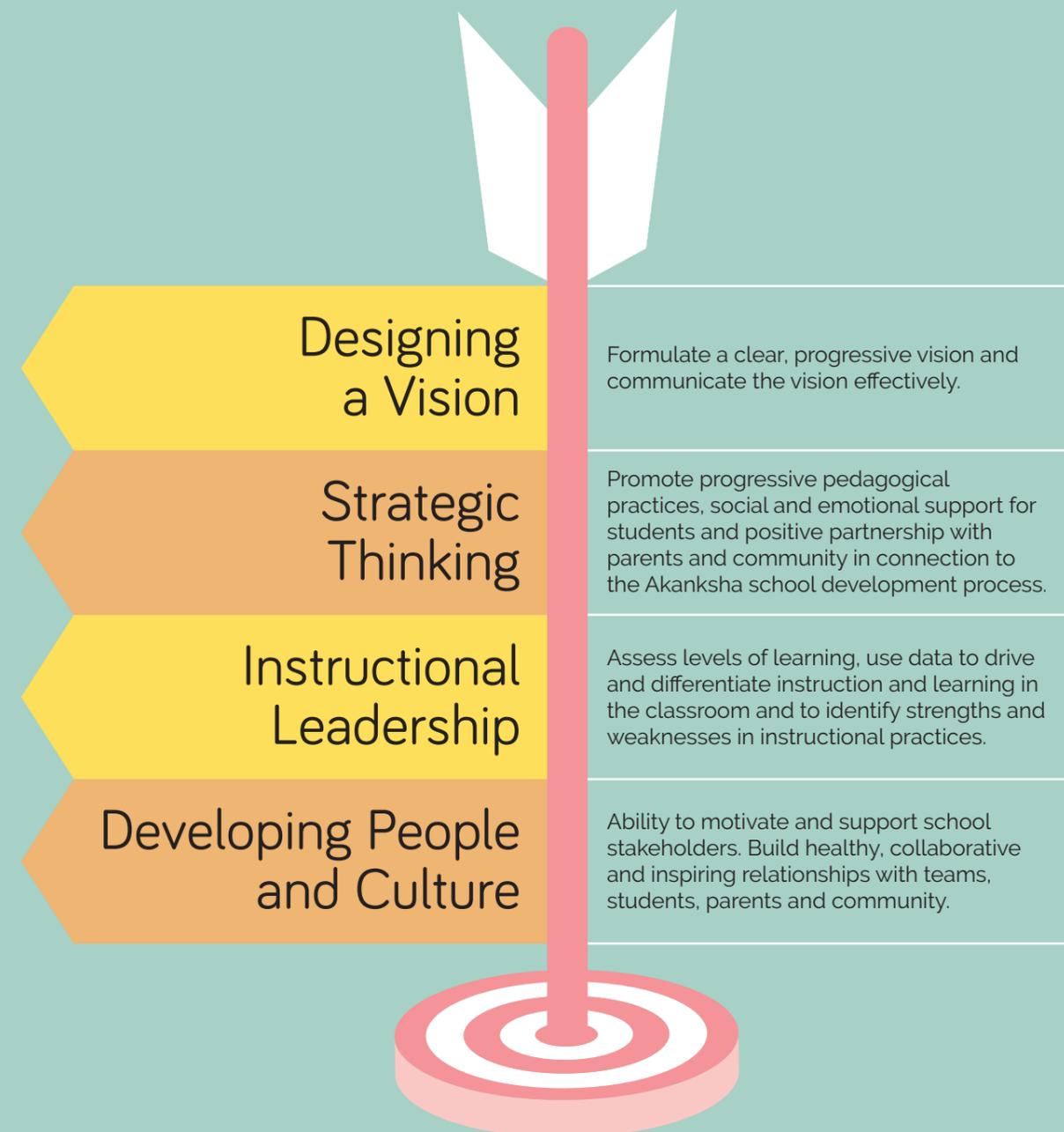
The Akanksha School Leadership Academy

Our Approach

At Akanksha, our School Leaders are our strongest pillars. They empower, nurture and inspire all of us at different levels. The Akanksha School Leadership Academy aims to create transformational leaders who will overcome the challenges of educational inequity by designing schools that are progressive, rigorous and joyful for students.

Through the Akanksha School Leadership Academy, we aim to create visionary leaders who keep students at the centre as they drive a learning environment that ensures success through academic achievement, social and emotional support and a strong relationship with the community. Our approach is grounded in immersing aspiring School Leaders in all aspects of school leadership through experiential learning and consistent focus on the leadership competencies. These competencies form the foundation of our program and aim to equip our aspiring School Leaders with the skills and attitudes necessary to inspire and motivate a team of excellent educators, working together to provide children with a love for learning and life.

The Akanksha School Leadership Academy (SLA) aims to create transformational leaders who will overcome the challenges of educational inequity by designing schools that are progressive, rigorous and joyful for students. The Akanksha School Leadership Academy is grounded in 4 distinctive competencies which foster an experiential and immersive learning environment.



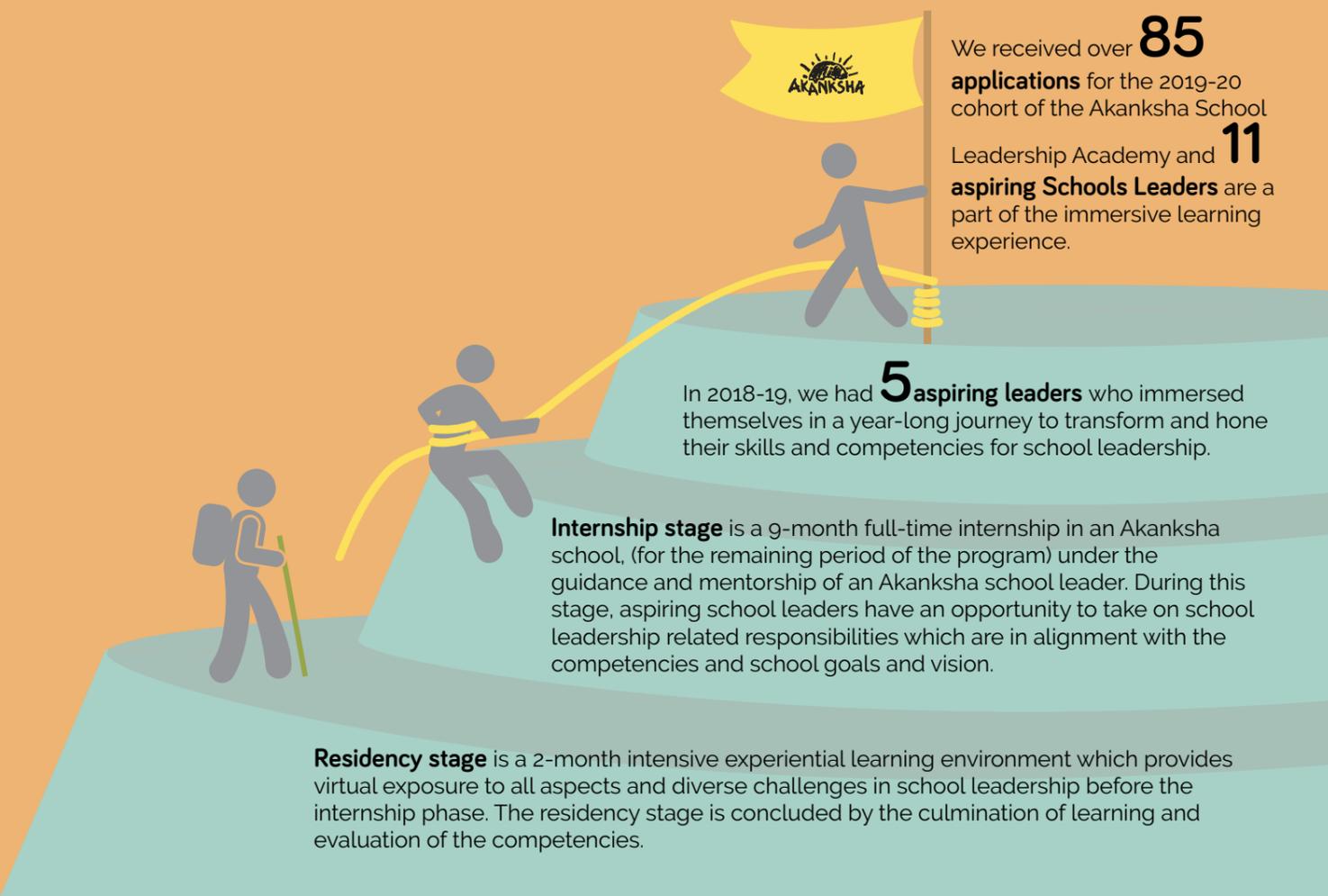
At the residency, we got a chance to peek into the life of a School Leader and understand the role better. The internship, however, allowed us the opportunity to experience what it would be to become a school leader and work with multiple stakeholders. Every day working in school was a learning experience because I was given space to learn, to experiment and to build my muscle in leadership. The School leadership academy has added value and meaning to my current role because I can always draw inspiration from my last year's experiences and make rightful choices for my school.



Sakshi Bhatia

SLA graduate and now a School Leader at our Navi Mumbai School

Three Phases of the Akanksha School Leadership Academy



In parallel to the residency and internship, the program also provides consistent and continuous learning and professional development opportunities through

10

Masterclasses

to understand how different aspects of central support collaborate with school leadership. This year we had 10 teams and program functions who engaged in masterclass sessions with the cohort.

5

Exposure Visits

to organizations and schools with similar belief and mission as Akanksha's. This year we had 5 exposure visits to very distinctive schools to learn about their best practices and building an understanding of what leadership competencies look like in their context.

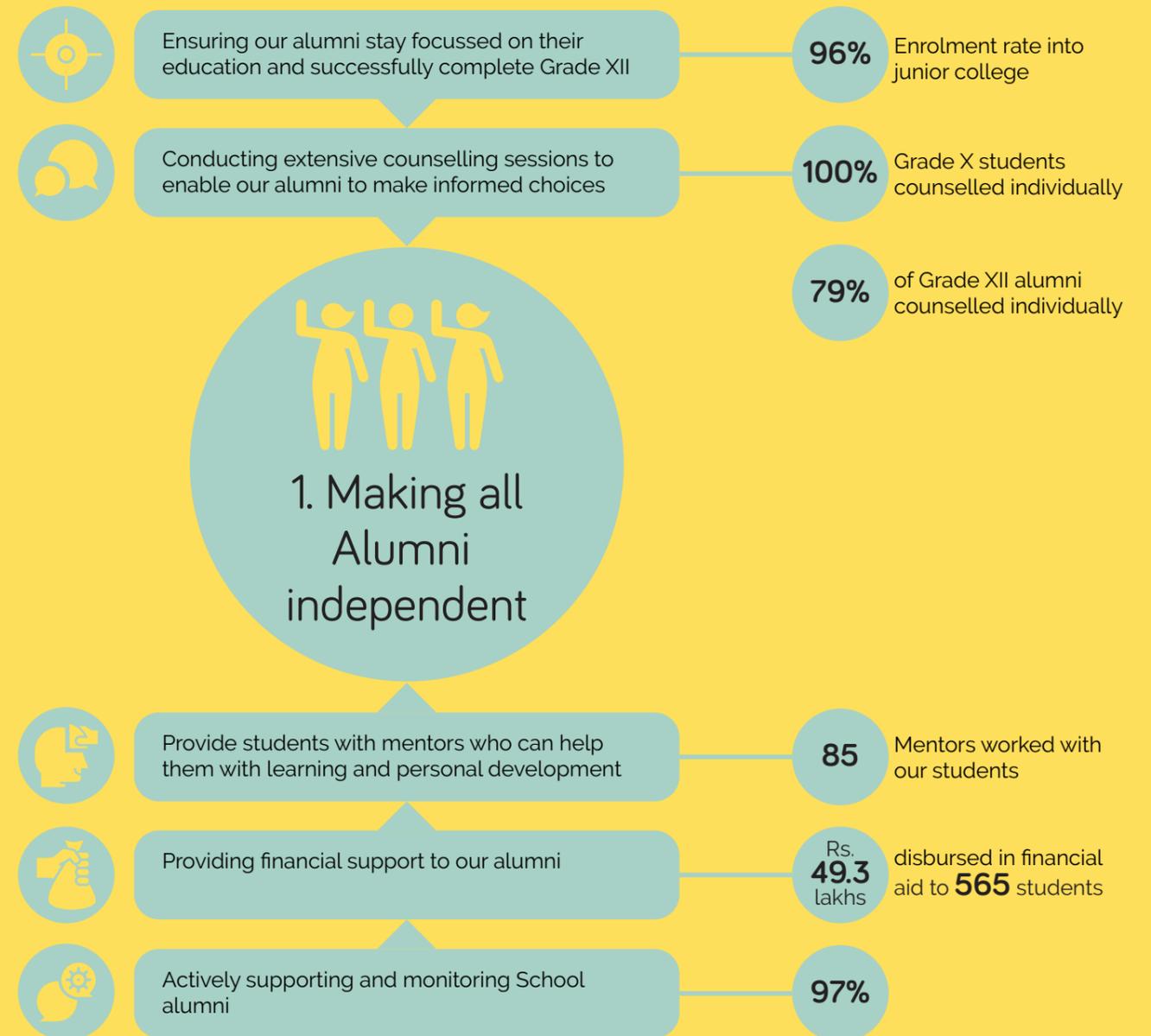


Our Alumni

Our vision is to create an ecosystem of support for all Akanksha alumni to fulfill their life goals.

Goals for Our Alumni

We initiated the Alumni Support and Engagement Program (ASE) in 2017. The Alumni Support and Engagement Program paves a path for our students to embark into their journey through college and help them to make informed life choices and lead empowered lives. The program achieves its goals by:



Goals for Our Alumni

We plan to build a community of our alumni where all our alumni support each other, inspire each other and hold each other accountable. We do this by conducting various events to effectively engage our alumni and by identifying learning and development opportunities for them.



2. Building a community



Alumni hubs: The Hubs act as a support system to our alumni. At their respective hubs, the alumni engage in constructive activities like life-skill building workshops and circle time. Our hubs are based in our schools or in the community. Every Alumni Hub has an Alumni Ambassador who acts as a point of contact for all the alumni from the hub.

12 Alumni hubs reaching over **240** alumni every month



Alumni events and workshops: In a quest to build a community, we provide opportunities for our alumni to come together, learn, share and enjoy. These events range from sports activities, field trips, life-skills workshops to financial literacy sessions.

39 Alumni Ambassadors to deepen and widen our reach in schools as well as centres



Internship and training opportunities: To equip our alumni to achieve their life goals, we are creating a network to provide them with internship and training opportunities. These opportunities also help them to contribute financially to their households.

>1400 Alumni participated in various events throughout the year



Alumni helplines: To ensure we are there to support our alumni at all times we have dedicated phone helplines for our alumni.

4 Dedicated Alumni Helplines

1059 Alumni connected through Social Media groups.

Goals for Our Alumni

For a subset of our alumni, we envision to create interest-based pathways in the fields of sports, performing and fine arts, social leadership and entrepreneurship. We do so by:



Providing support for entrepreneurial projects that help lead social change



Identifying students with different talents and skills and create customised pathways based on academic strengths and interests



3. Creating interest-based pathways

No. of Alumni selected for United World Colleges (Grade XI, XII)

14

India



Singapore



Italy, Armenia, Germany



No. of Alumni selected for Prestigious Institutions (Undergrad Programme)

24

Ashoka University



Azim Premji University



Krea University



Abroad (USA)





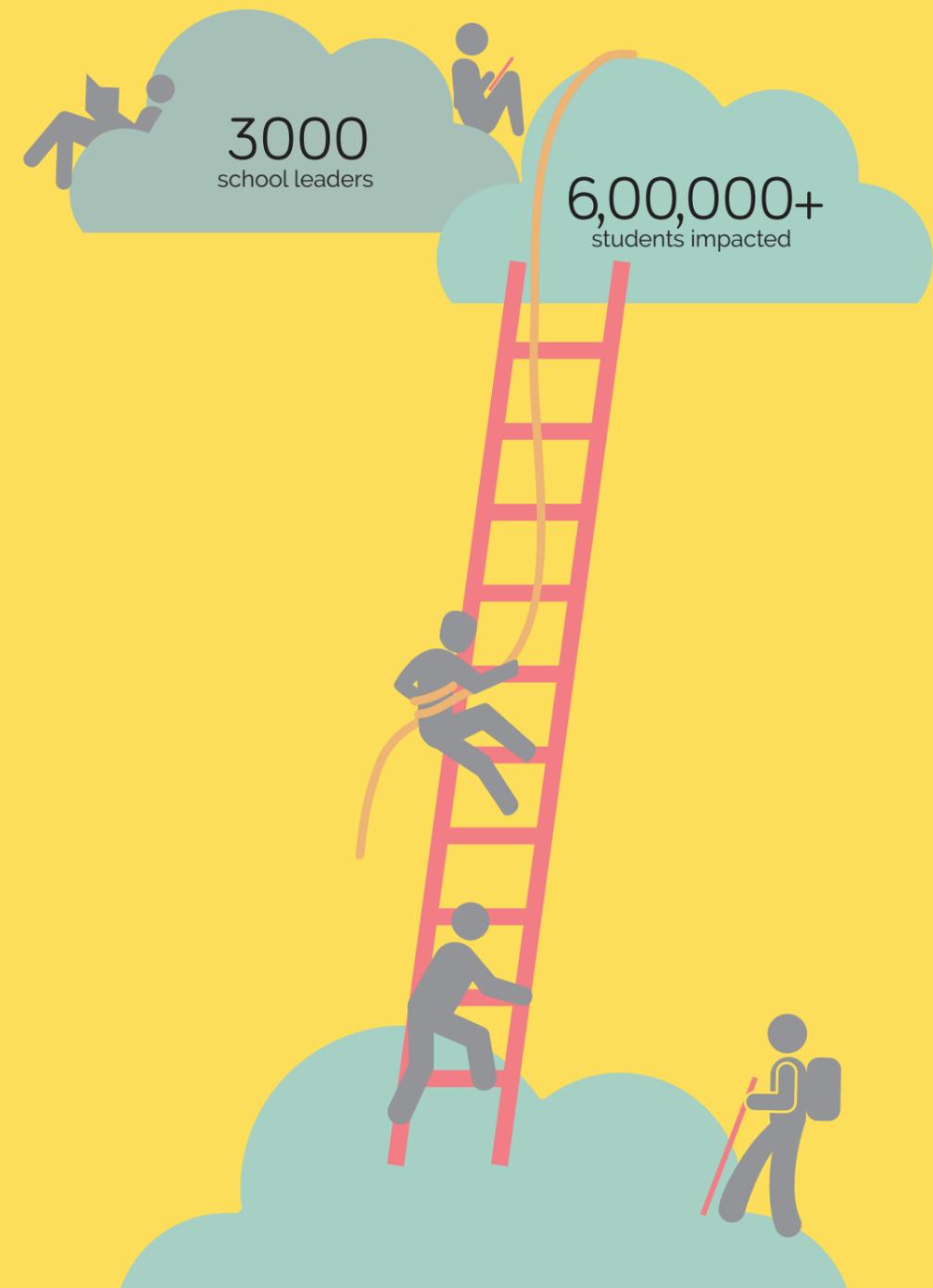
Project of The Akanksha Foundation

India School Leadership Institute

ISLI City Fellowship Programme

Established in 2013, India School Leadership Institute (ISLI) is a project of The Akanksha Foundation and among the first organisations in India dedicated to developing skills of School Leaders.

School Leaders include principals, headmasters/headmistresses and owners of Government, budget-private or low-income schools. ISLI aims to create a pipeline of leaders equipped to lead high performing schools for children of underserved communities and establish a benchmark for school leadership training in India. School Leaders enroll into the ISLI City Fellowship Programme, which is specially designed to develop and improve their skills in order to provide a great education in their schools.



Our significant events for the year 2018-19



'Be the CHANGE' - Annual Day

This Annual Day we celebrated our people, our students and showcased highlights from our schools, guided by and grounded in our core 'Be the Change' values. We presented the diverse ways in which our values are demonstrated by our students and adults in the organisation every single day.

Every Akanksha school chose an activity or a best practice from their classrooms which resonated with our core values. The Annual day aims to bring all our internal and external stakeholders together under one roof to watch our students perform with confidence and poise.



Akanksha Power of 100 at the TATA Mumbai Marathon

We participated in the TATA Mumbai Marathon as a 'Power of 100' team. A group of Akanksha staff, teachers, School Leaders and Alumni ran the Dream Run to create awareness about the need for teachers for our schools. The 'Power of 100' was symbolic to the 3.0 vision of a 100 Akanksha schools in the next decade.

The high point of the event was when Mary Kom, the Indian Olympic Boxer from Manipur held the Akanksha placard which read 'Teach at Akanksha. Be the CHANGE.'

The team members were brimming with pride and excitement as everyone ran together and made it a memorable event. It truly showed the unity and oneness of 'Ek Team Ek Akanksha'.



The Akanksha US Fund

The Akanksha US Fund was established over 20 years ago and supports our work in India.

The Fund is a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code and is qualified as a publicly supported charity under the Code in the U.S.

In the fiscal year 2018-19, The Akanksha US Fund contributed 20% of The Akanksha Foundation's overall budget.

We would like to thank our community of over 200 donors and supporters in the U.S. for their deep dedication to improving education for all children in India.

The Akanksha Fund's Sustained Giving Programs (listed below) allow for our most engaged donors in the U.S. to make a generous three-year commitment to significantly invest in Akanksha's work, both through strategy and support.

Akanksha Fund President's Circle 2018-19

Indira Foundation
Steadview Capital Management

Akanksha Fund Ambassadors 2018-19

Anjali and Prakash Melwani
Bharti Malkani and Vijay Jayant
Charuta Joshi and Ramesh Srinivasan
Nathalie and Leo Joseph
Punya and Vimal Shah
Shikha and Girish Bhakoo
Sunita and Shankar Iyer

Akanksha Fund Diplomats 2018-19

Brande and David Stelling
Fally and Vikram Malkani
Kate Shoemaker and Anand Srinivasan
Sara Darehshori and Ronald Rolfe

“The Akanksha Fund in the U.S. is proud to be a major source of funding for Akanksha’s work in India. We look forward to continuing to build our community in the U.S. to impact even more students.”



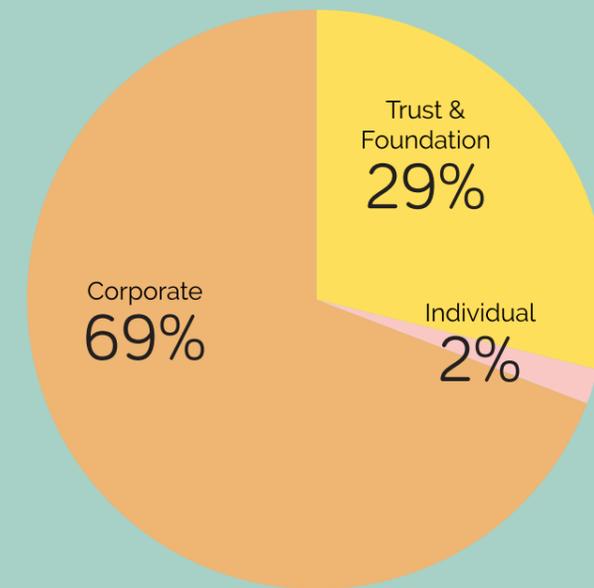
Ramesh Srinivasan
Board President, The Akanksha Fund



Our Partners and Collaborators

As an organisation that began with 60 students in one centre, Akanksha covered over 8000 students and 2500 alumni in the year 2018-2019. This has been possible because of the unflinching support and generosity of our stakeholders.

Sources of Funding



of our current donors have been supporting our work for more than 5 years.



of our donations come from repeat donors.



corporate donors conducted employee engagement activities.

In 2018-19 we widened our footprint to potential supporters in:



Hong Kong



United Kingdom

Strategic Partner



“Our partnership with The Akanksha Foundation in India over the last three years is a natural extension of our focus on two key areas of societal progression: education and children. We have been closely monitoring the programme implemented in Abhyudaya Nagar school, Mumbai and the results thus far have been excellent. We feel that this programme effectively overcomes inequalities in education by creating sustainable, systemic reforms within the current education system and results achieved in the school prove that every child has the ability to learn and accomplish high levels of success. It has been a pleasure working with this highly capable team and we continue to wish them the best in their endeavors.”



Sanjay Sapre
President, Franklin Templeton Investments, India

List of Donors 2018-19

Our deepest thanks to our faithful donors for their continued support and trust in our work.

- | | | | | |
|---|--|---|--|--|
| 
AGS Health | 
Altico Capital India Pvt. Ltd. | 
Arisiag Partners | 
AMEX | 
Bajaj Finance Limited |
| 
DSP Merrill Lynch Limited | 
EXL Services | 
Fractal Analytics | 
Franklin Templeton Asset Management (India) Pvt. Ltd. | |
| 
Give India | 
H.T.Parekh Foundation | 
IREP | 
JP Morgan | 
Kids in Need of Education (KINOE) |
| 
Michael and Susan Dell Foundation | 
Novartis | 
Oracle | 
Saint Gobain India Foundation | |
| 
Sequoia Capital | 
Societe Generale | 
Stitching Benevolentia | 
Sudhanshu Vats | 
TMF Capital |
| 
Tata Power Community Development Trust | 
UTI Asset Management Company Ltd. | 
United Way Mumbai | 
VFS | |
| 
Viacom 18 | 
Vijay Santhanam & Kainaz Guzder | 
Viraj Sawhney | 
Warburg Pincus | |



Our Awards and Recognition

Great Place To Work®

In 2018-2019, Akanksha participated in the Annual Great Place To Work® Survey, in which almost 77% of our total team members shared their perception and feedback on our culture and practices.

Akanksha was formally certified as a Great Place To Work® based on our scores. We are committed to building a high trust and high performing nonprofit with a with an aim to attract high quality talent.

A few standout points from the Great Place To Work® survey.



GuideStar India Champion Level - Platinum Certification

Guide Star Platinum is a certification awarded to organisations demonstrating exemplar financial transparency and public accountability after rigorous due diligence.



Our Board of Directors



Shaheen Mistri
Founder of Akanksha
CEO, Teach to Lead



Aditya Natraj
Founder and Director
Kaivalya Education Foundation



Anu Aga
Director and Ex-Chairperson,
Thermax



Meher Pudumjee
Chairperson
Thermax Ltd.



Nandita Dugar
Ex-Consultant
Boston Consulting Group



Rahul Mookerjee
Managing Director
Yonao Capital



Saurabh Taneja
CEO

The Akanksha Foundation



Ramesh Srinivasan
Senior Partner

McKinsey & Company, Inc. United States



Neel Shahani
Ex-Banker

Barclays, JP Morgan



Anuj Malhotra
Ex-Partner

Point State



Srila Chatterjee
COO and Executive Producer

Highlight Films



Vandana Goyal
Ex-CEO

The Akanksha Foundation



Balance Sheet as on March 31, 2019



Amount (₹) 2017 - 18	Funds & Liabilities	Amount (₹) 2018 - 19	Amount (₹) 2018 - 19
69,859,125	Trust Funds or Corpus	69,859,126	78,825,206
8,941,081	Balance as per last Balance Sheet	8,941,080	
78,800,206	Total	78,800,206	102,606,666
	Additions during the year		
	Local	25,000	19,85,65,027
	Total	25,000	
32,056,873	Liabilities	33,964,287	379,996,899
68,335,235	For Expenses	67,542,878	
51,375	For Advance Donations/Grants For Advance Received from Customer For Others	1,099,501	
52,041,723	Income and Expenditure Account	44,532,063	164,856,046
99,855,882	Balance as per last Balance Sheet	151,933,285	
151,897,605	Total	196,465,348	21,041,428
	Less Appropriation, if any		
	Add: Surplus (as per Income and Expenditure Account)		9,160,358
	Less: (Deficit)		
(7,509,660)	Local	13,829,866	3,986,745
52,077,403	FC	-11,730,187	
44,567,743	Total	2,099,679	528,814
375,709,036	Total		

As per our report of even date
For Haribhakti & Co LLP
Chartered Accountants
ICAI Firm Registration No.103523W/W100048

Hemant J. Bhatt, Partner
Membership No. 36834
Place: Mumbai
Date: 1.08.2019

Balance Sheet as on March 31, 2019



Amount (₹) 2017 - 18	Properties & Assets	Amount (₹) 2018 - 19	Amount (₹) 2018 - 19
138,798,521	Investments		147,714,823
30,322,315	Movable Assets	42,229,645	32,182,652
13,532,730	Balance as per last Balance Sheet	21,088,282	
43,855,045	Additions during the year	63,317,927	9,160,358
	Total		
1,625,400	Less: Deletions during the year	33,750	3,986,745
24,024,514	Depreciation up to date	34,693,628	
25,649,914	Total	34,727,378	21,041,428
18,205,131	Net Block	28,590,549	
	Capital Work In Progress (Leasehold Improvements)	3,592,103	9,160,358
	Advances		
394,809	To Contractors	56,761	3,986,745
7,116,594	To Others	9,103,597	
5,055,274	Income Outstanding	3,986,745	21,041,428
	Interest Accrued		
1,346	Other Income and Asset Receivable	333,523	164,856,046
400	Other Receivable	753	
20,240,767	Sundry Debtors	20,707,152	528,814
	Grant receivable		
130,363,580	Cash and Bank Balances	109,601,679	1,054,847
54,798,352	a) In Saving Account	52,726,815	
205,448	b) In Fixed Deposit Account	2,552	379,996,899
	c) Cash	2,525,000	
	d) Cheques on Hand		
528,814	Inventory of Art project		
375,709,036	Total		

As per our report of even date
For Haribhakti & Co LLP
Chartered Accountants
ICAI Firm Registration No.103523W/W100048

Hemant J. Bhatt, Partner
Membership No. 36834
Place: Mumbai
Date: 1.08.2019

Income and Expenditure Account for the year ended March 31, 2019



Amount (₹) 2017 - 18	Expenditure	Amount (₹) 2018 - 19
33,990,119	To Establishment Expenses	46,009,280
2,466,761	To Remunerations to Trustees	2,627,090
-	To Remunerations paid to Auditors	354,000
2,880	To Amount written off	923
6,177	Bad debts	28,368
	Irrecoverable	
5,122,127	To Depreciation	10,702,864
269,461,005	To Expenditure under Objects of the Trust	342,689,388
	Educational	
44,567,743	To Balance carried over to Balance Sheet	2,099,679
355,616,812	Total	404,511,592

Income and Expenditure Account for the year ended March 31, 2019



Amount (₹) 2017 - 18	Income	Amount (₹)	Amount (₹) 2018 - 19
5,141,400	By Interest On Securities	Accrued	4,371,383
3,325,699		Realized	4,765,601
472,448	On Bank Deposits	Accrued	57,038
2,749,866		Realized	3,200,622
3,765,569	On Savings Account		4,320,481
26,522,219	By Donation in Cash or Kind		74,841,423
309,781,034	By Grants		308,721,081
136,701	By Income from Other Sources	Other income	683,615
3,721,876		Sale of Art Product	3,550,348
355,616,812	Total		404,511,592

As per our report of even date
For Haribhakti & Co LLP
Chartered Accountants
ICAI Firm Registration No.103523W/W100048

Hemant J. Bhatt, Partner
Membership No. 36834
Place: Mumbai
Date: 1.08.2019

As per our report of even date
For Haribhakti & Co LLP
Chartered Accountants
ICAI Firm Registration No.103523W/W100048

Hemant J. Bhatt, Partner
Membership No. 36834
Place: Mumbai
Date: 1.08.2019

Creating a Safe Workplace

Akanksha is committed to prevent, prohibit, deter and redress the acts of sexual harassment at the work place. Akanksha espouses the responsible and dignified conduct and behaviour of employees at all levels and has a zero-tolerance policy to sexual harassment.

Akanksha's goal is to develop and foster a culture in which sexual harassment is known to be unacceptable and where individuals are confident to bring up complaints without fear of ridicule or reprisal. Everyone in Akanksha is responsible for challenging all forms of sexual harassment and for ensuring a workplace that recognises and supports personal dignity.

Akanksha has therefore formulated a Policy on Prevention of Sexual Harassment of Women at Workplace to evolve a permanent mechanism to address such issues at workplace keeping in view the provisions under "The Sexual harassment of Women at workplace (Prevention, Prohibition and Redressal) Act 2013" and Rules made there under.

The policy is applicable to all the employees of Akanksha irrespective of position/grade, including permanent employees, temporary employees, trainees and employees on contract at its workplace or at client/assignment sites or working on a voluntary basis.

The Internal Complaints Committee (ICC), that redresses all complaints of sexual harassment, in compliance with the requirements of the SHWW Act, has been reconstituted in accordance with the latest guidelines and as per legal opinion.

A separate Internal complaints committee is constituted in both Mumbai & Pune.

The details of the policy are provided in the Employee Manual which is shared with all employees. Posters with details of Internal Complaints Committee members are displayed at all Akanksha workplaces.

Annual Report

Prepared By The Internal Complaints Committee

Calendar Year: 2018-19

Number of Complaints of Sexual Harassment Received	0
Number of Complaints Disposed Off	0
Number of Complaints pending for more than 90 days	0
Number of Workshops & Awareness Programs against sexual harassment carried out	5

Rashmi Chainani
Presiding Officer (ICC), Mumbai

Sivakami Kotla
Presiding Officer (ICC), Pune



Mumbai

Voltas House, Z Block Building,
T B Kadam Marg, Chinchpokli East,
Mumbai 400 033

+91 22 23700253 | +91 22 23729880

Pune

New Thermax Building, Next to Sai Chambers,
Old Bombay Pune Highway Road, Wakdewadi
Pune 411 003

+91 20 66051380

www.akanksha.org