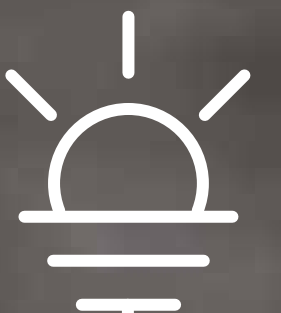


# Annual Report

2019-2020



CAPTAIN

# Our Vision

01

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





# Our Mission

02

is to build one of the largest network of innovative schools that empowers children from low income communities to maximise their potential and influence systemic reform.





# Ceo's

## Note

03

Martin Luther King Jr said, "Everybody can be great because everybody can serve. You don't have to have a college degree to serve. You don't have to make your subject and verb agree to serve."

While reflecting on the year gone by, it'd be a disservice to not start with acknowledging the current crisis and its impact on the most underprivileged communities across the world. Crises surface the best and the worst of human character. Akanksha's community has upheld our value, "BE THE CHANGE", like never before. It has risen to serve, often at great personal risks.

The stories of our alumni, parents, educators and children remind us of a parable. A tiny hummingbird, committed to putting out a forest fire, inspires the entire jungle with its courage. Our people, through their acts of selfless service, have demonstrated their commitment to a critical pillar in our student vision - purpose.

Our work in 2019-20 can be seen as 're-connecting with our purpose' through 3 key initiatives. These initiatives enabled us to look at our work in a different way, showing us new opportunities to leverage.

### **Enabling our children to break the shackles of poverty**

We conducted a survey of our alumni to determine their income after their formal education. Around 150 alumni participated in the survey. The results surfaced incredible hope and confronted us with harsh truths. We were encouraged that 52% of the surveyed alumni were earning more than ₹20,000 per month, at the beginning of their career. Yet, we realised we needed to focus a lot more on skills like digital proficiency, problem solving and job readiness for alumni's success.

### **Reimagined learning integrating technology, socio emotional learning and student voice**

We launched our new 21st century pedagogical approach, as classroom learning principles - SHARP, to align the educators across the network to a common language.

Research shows that coupling a high quality socio-emotional learning program with personalised learning through technology allows greater student ownership, leading to long term success. Our team has partnered with SEEL, India to research and implement the curriculum across our schools over the next 3 years.

### **Enable access to an excellent education for children in the government school system**

Last year, we took the leap and went beyond running our own schools. We partnered with the Education Department of Mumbai in supporting their vision for quality education across 1000+ schools. Akanksha became a member of the core working group that advised senior political and bureaucratic leadership on steps to improve learning in govt. schools. It taught us a vital lesson to work as a part of a collaborative to enable large scale impact. We hope to continue engaging more deeply with city governments in the near future.

Whilst we concluded our strategic planning process in January 2020, after months of research, the current pandemic and launch of NEP 2020 has pushed us to rethink our goals for the future. We, at Akanksha, believe it is NOW our moral responsibility to rise up to the overwhelming need to provide an excellent education to the children in this country.

**Saurabh Taneja**  
CEO, The Akanksha Foundation



# About Us

04

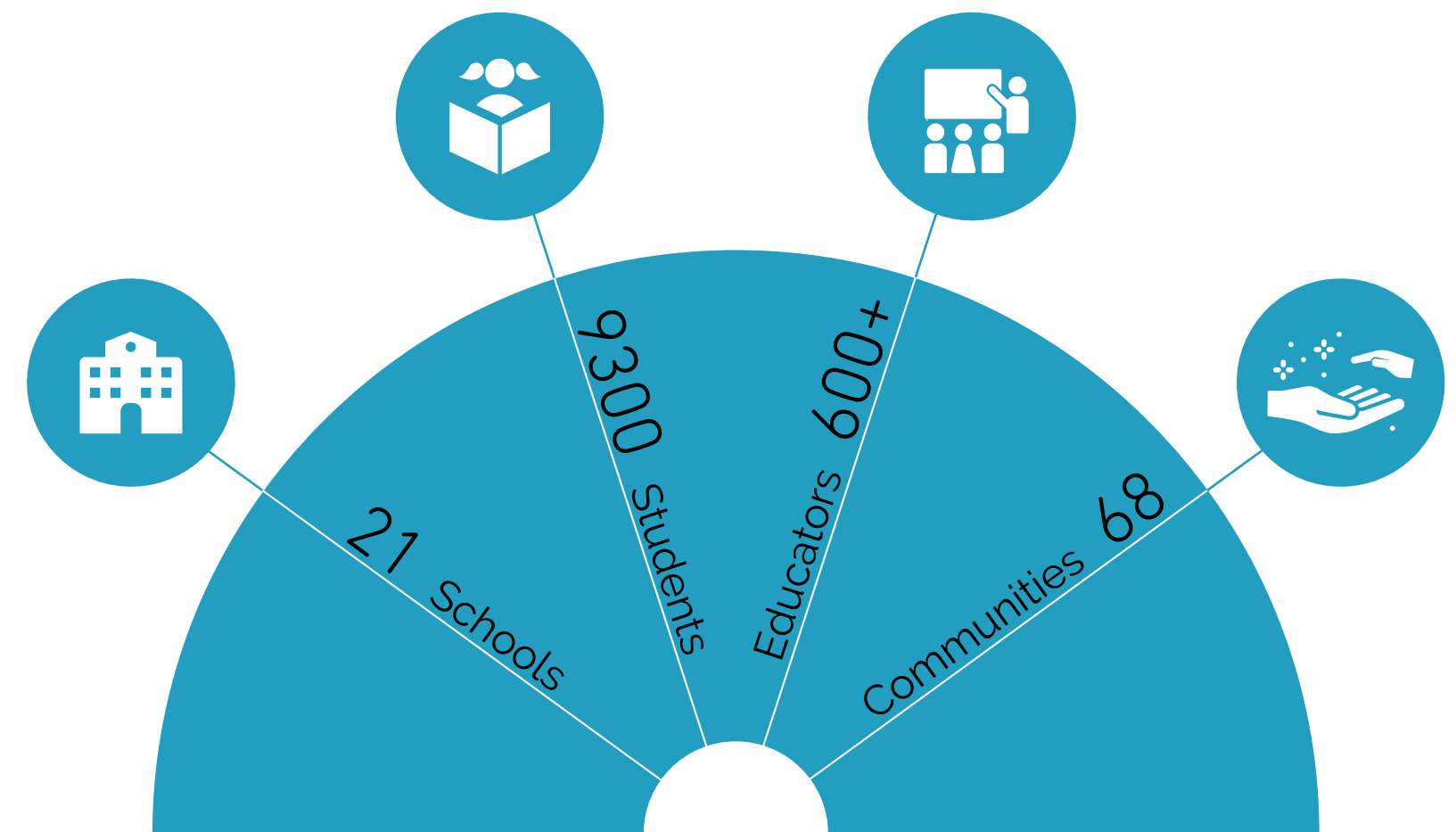
## Our Model

The Akanksha school model is focused on supporting the Government systems to improve the quality of public education. The model directly addresses formal education with two clear aims:

1. To demonstrate that it is possible for children from low-income communities to achieve at high levels given an excellent education.
2. To create a scalable school model within the government system that drives wider systemic reform in education.

Akanksha believes that a holistic education for all children includes excellence in core academic skills, the development of socio-emotional and 21st century skills and values, active partnership with parents and integration with the community.

We have a dedicated team centred on curriculum development that ensures Akanksha teachers and school leaders undergo regular training to equip them with progressive pedagogical practices. Outside the classroom, our social workers have created and sustained strong ties with the students' families and the larger local community. This has not only ensured robust parent participation in student learning but has also empowered the community to address key social issues such as child sexual abuse, physical violence and substance abuse. This high degree of engagement has allowed Akanksha to integrate parents and the larger community as an important stakeholder in its school model.



**To promote a culture of holistic development and learning, each school in the Akanksha network is focused on achieving three major components:**



Academic  
Achievement



Socio-Emotional  
Wellbeing



Community  
Engagement



# Our Partners

05

Akanksha's Public Private Partnership model has been possible because of the support from the Municipal Corporations in Mumbai, Pune and Navi Mumbai.



PMC



MCGM



PCMC



NMMC

We are grateful to all our NGO partners who have supported us through the year.

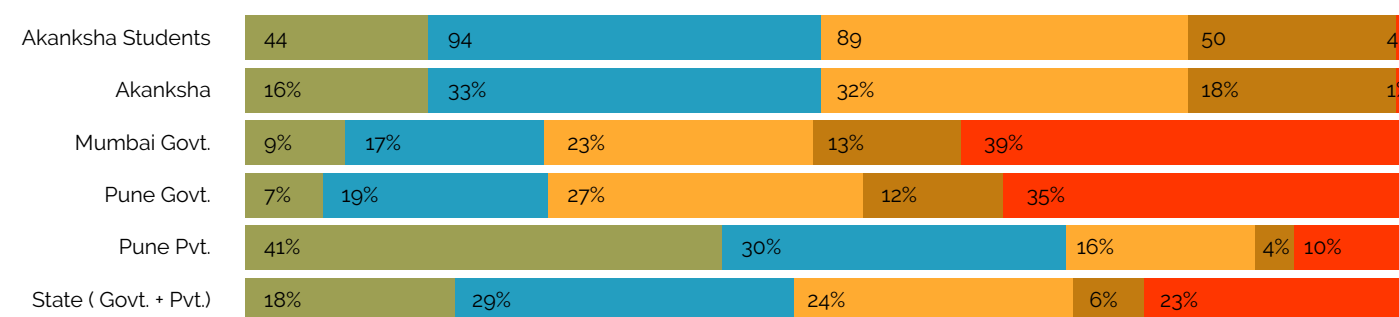


# Academic Achievement

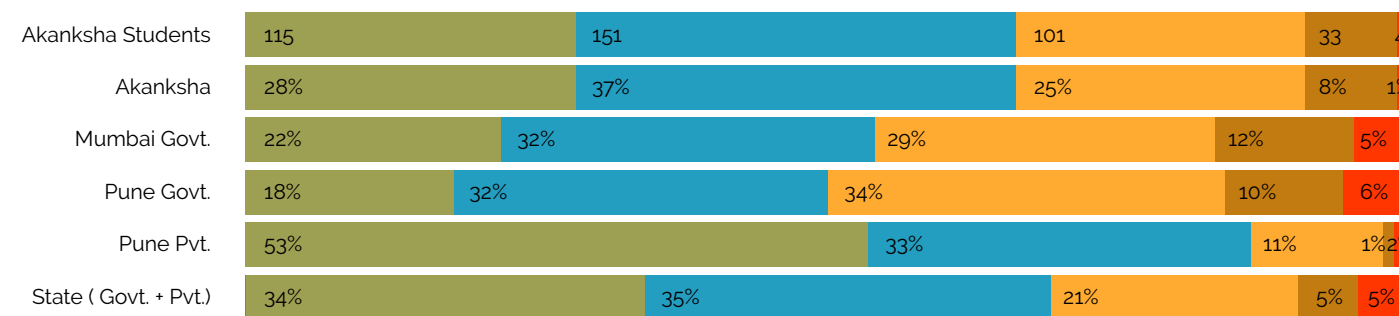
Akanksha schools set rigorous learning standards to maximise student potential; creating a nurturing environment for children to excel in academics. The multidisciplinary curriculum is reflected in the daily time table with subjects ranging from Information and Computer Technology, Integration of the Arts in Mathematics and Science to Music, Physical Education (PE) & Sports to even Library/Reading. Above all, all Akanksha schools ensure the inclusion of technology and use of digital learning techniques in the day-to-day activities of the classroom.

## Grade X Performance (Comparative YoY)

2018-19



2019-20



Distinction First Class Second Class Pass Class Fail

## Comparative Analysis On Third Party Assessment

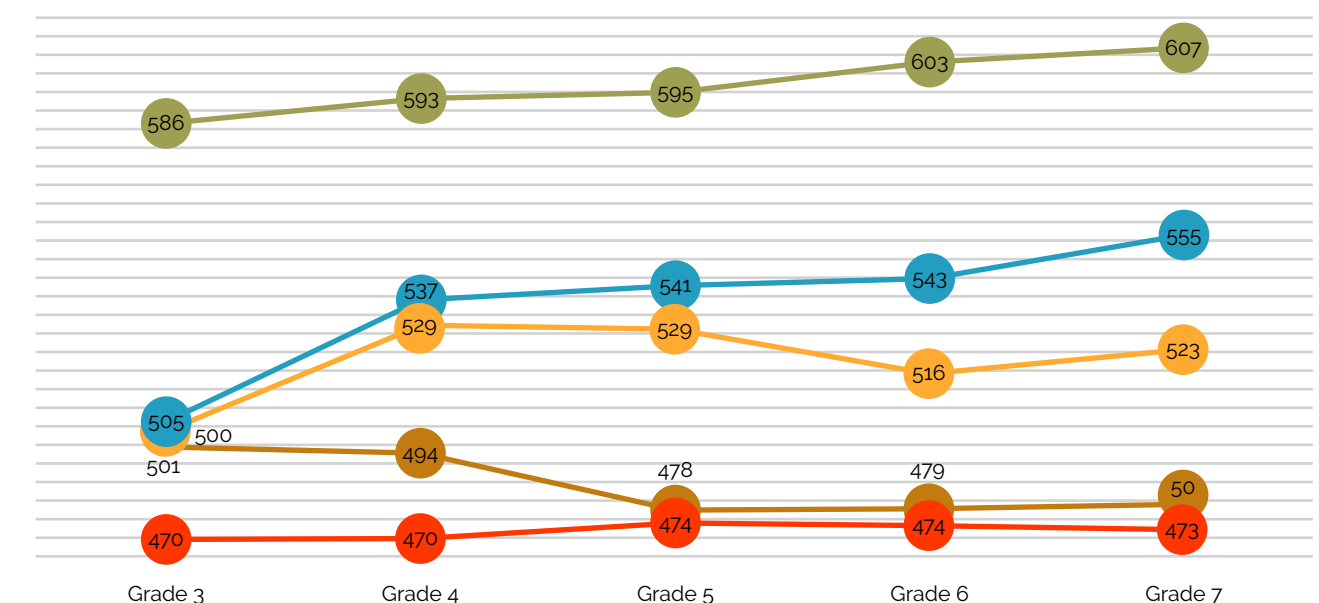
In the year 2019-2020, we ran a network wide assessment project conducted by a third party agency- Educational Initiatives (EI), to benchmark our student performance with that of the Government Schools, Affordable Private Schools (APS) and High Fee Private Schools (HPS). The EI assessments had two main objectives :

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

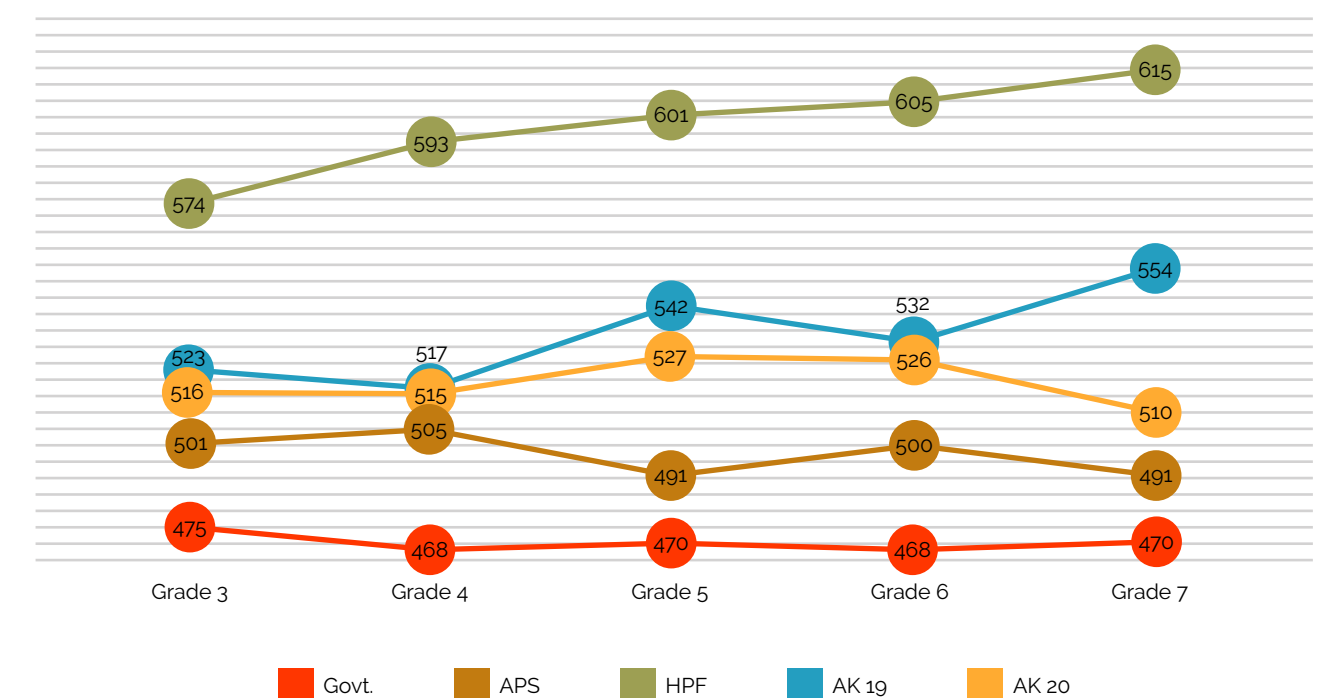
EI studied approximately 75,000 students from grades 3-7 to capture the entire spectrum of the existing learning levels at the national level from the 3 school systems : Govt schools, Affordable Pvt Schools (APS, Fee <1k/month), High Fee Pvt Schools (HPS Fee 2k-8k / month)

06

## How our students performed in language



## How our students performed in math



Over the last three years my secondary school team has worked immensely hard with our children who come from one of the most challenging communities in the city of Mumbai. Our girl students were pressured into doing housework and in some cases their parents wanted them to discontinue with school and get them married. Our teams worked with the parents and the larger community to bring gender equality and we have retained 100% of our girl children. Today we have our girl students enrolled in some of the top colleges like the University of Wheaton, United States and the Ashoka University in India.

**- Chitra Vishwanath**  
School Leader





# Teachers

## at Akanksha

At Akanksha, teachers are the spokes that keep the wheel of learning for our children turning. One of our top priorities is to ensure that our teachers have a healthy learning environment which facilitates them to be excellent at imparting education for our children.



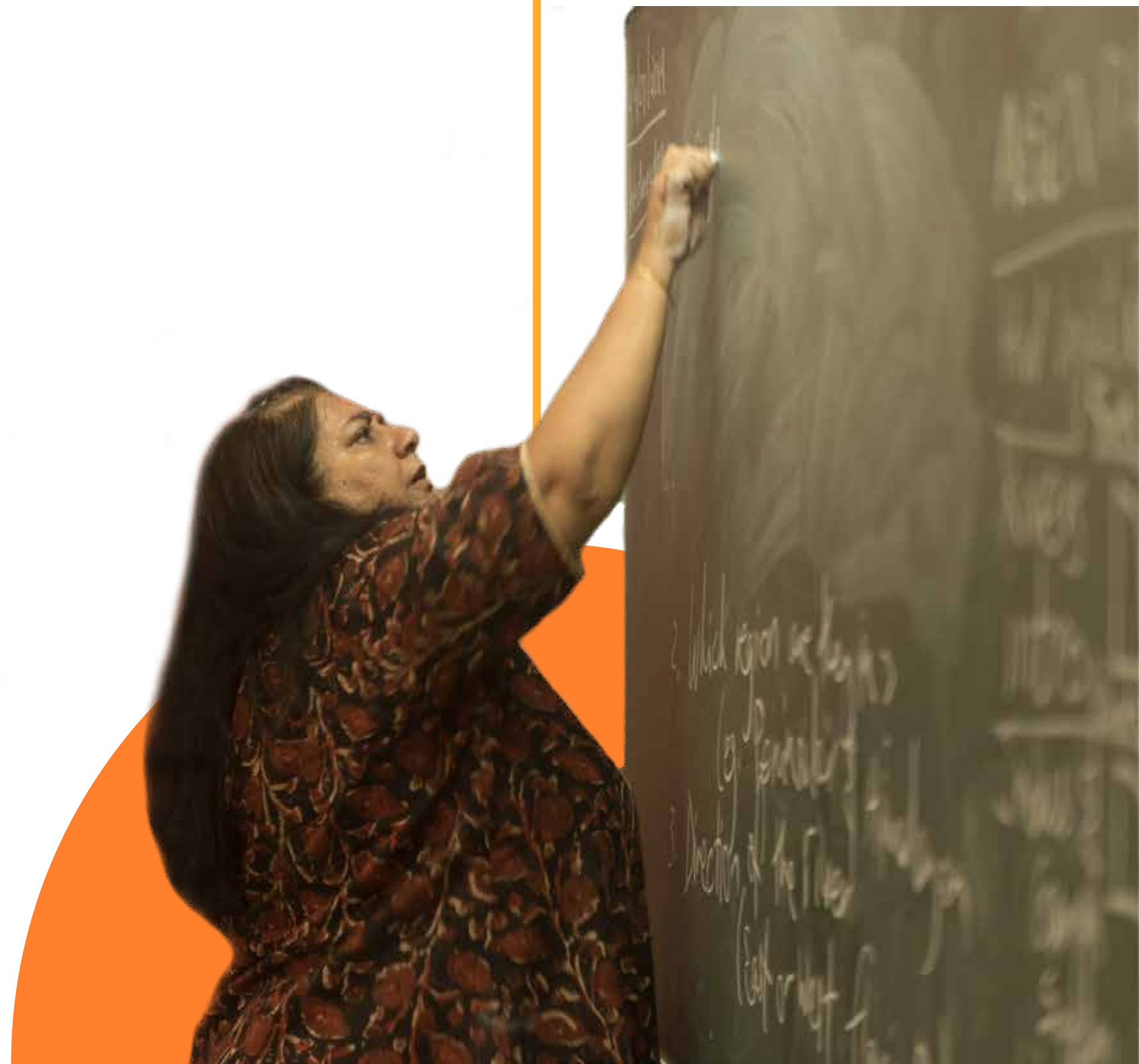
Teacher  
Attendance

95%



Teacher  
Retention

92%



# School

## Culture Survey

We conducted a school culture survey to gauge relationship with leadership, mutual trust and respect, and teacher well being. This survey enables the school leaders as well as the teachers to continuously improve upon the health of the learning environment at school.

### Teacher & Student Voice to drive the school culture

Teachers and school staff provide constructive feedback for constant improvement of school culture on 4 dimensions. 88% of staff members participated in the culture survey.

### Findings

The data indicates that our schools have made significant progress since March 2019 in building a better school culture.

1. Majority of our schools have a "good" culture (16 schools, 76%) while 2 of our schools have an "excellent" school culture.
2. 80% of staff, students rated the school culture positively.



Staff  
Participation

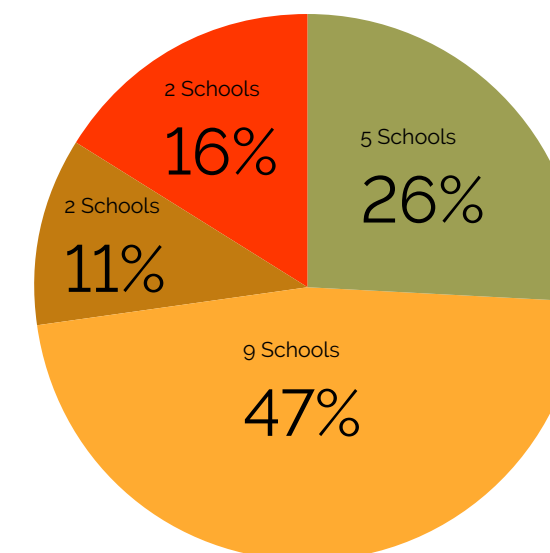
88%\*



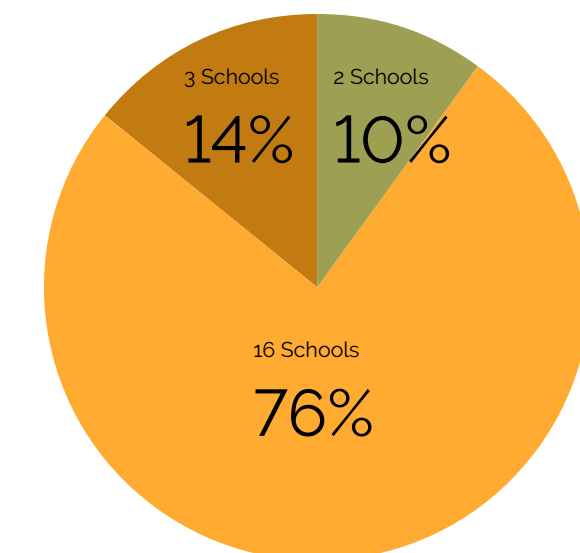
Students  
Participation

30%\*

\* Randomly selected sample of students (Gr 5 and above) offered feedback on Teaching-Learning & School Environment. 1044 students participated in the survey (~30% of students).



March 2019



March 2020

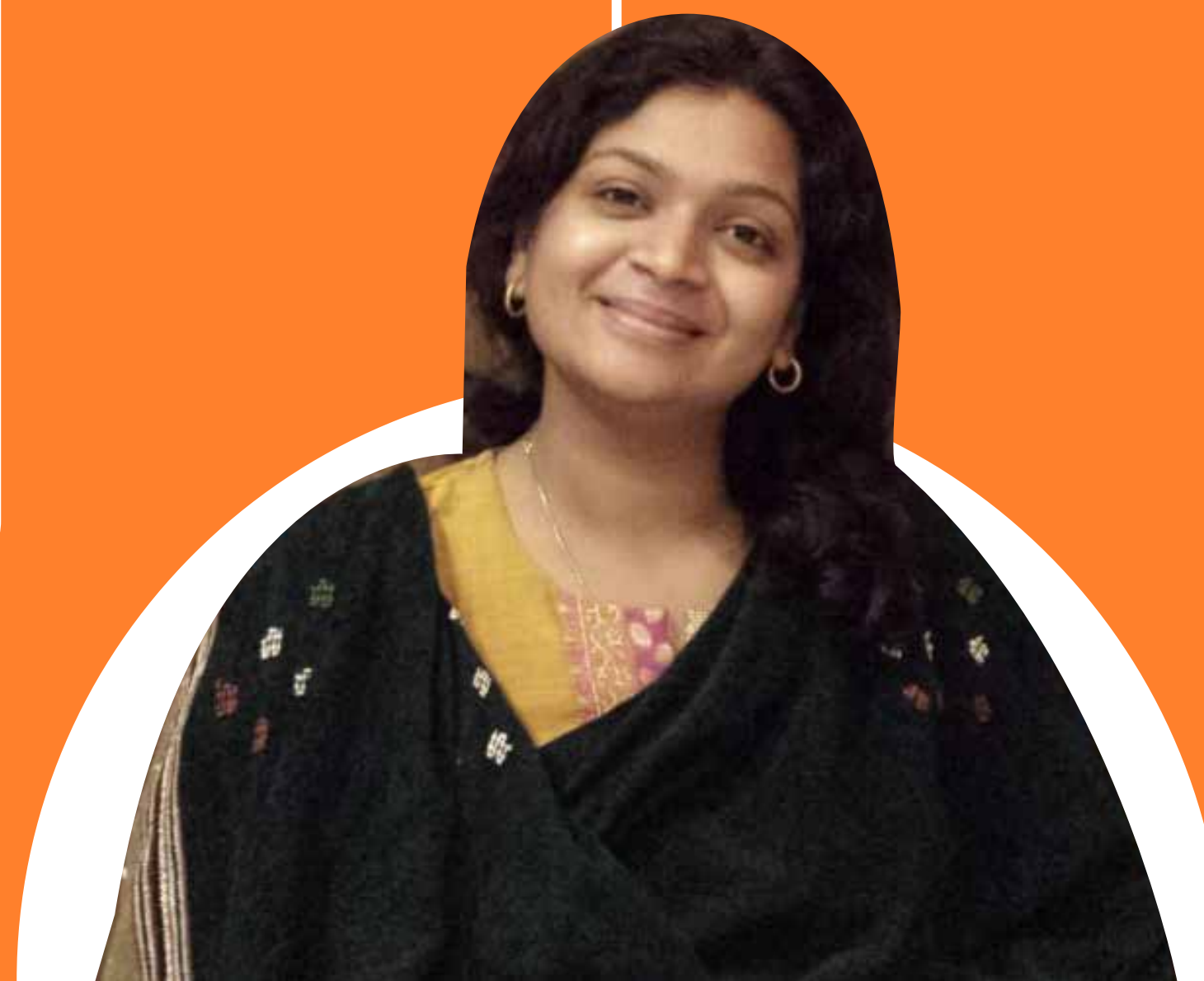
Excellent (90%-100%) Good (80%-90%) Fair (70%-80%) Poor (Less than 70%)



As an educator, Akanksha encourages to take risk and experiment with different pedagogical approaches, which has nurtured my development too.

As a leader, it has provided belief and confidence in my abilities, which drives me further to give my best, to every child's holistic development and continue striving to build excellent educators.

**- Nilambari Nair**  
**School Leader**



# Teachers'

## Professional Development

Teacher Professional Development is at the core of upskilling and helping teachers build best practices. It is a year-long process, which starts off with two weeks of residential training, once a year, and a week of practical immersion. As an ongoing process there are:



Weekly Workshops



Sharing best practices within the school



Peer Observations



One on one Feedback



Community Day



SEEL Trainings



CreateNet Workshops



Participation at Centa Teacher Awards





At Akanksha, teacher professional development is deeply purposeful, as we base it on real-time concerns emerging from our classrooms, data from teacher culture surveys and student learning surveys. Professional development is an ongoing process, which not only ensures absorption of theory, but also allows the teachers to apply their learnings in the classroom and reflect.

**- Sheetal Murudkar**  
**Director of Schools, Mumbai**








# School

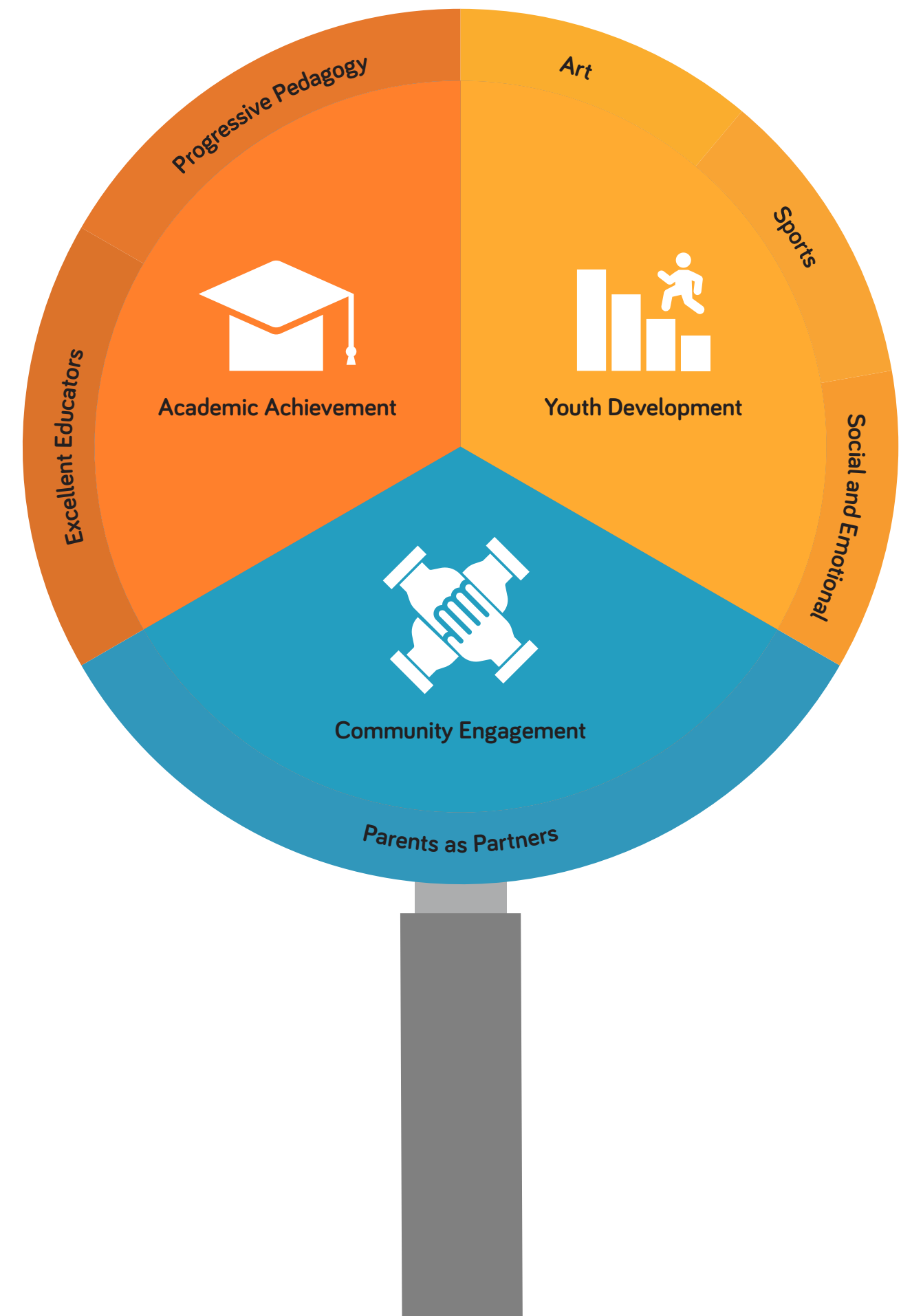
## Development Review

The School Development Review (SDR) 2019-20 took place between January and February 2020. All 21 schools went through the process including the NMMC school that experienced the SDR process for the first time.

The SDR process is an internal process where each school gets reviewed by a team of peers using a common framework for development (SDR rubric). The review process is developmental in nature and the review teams went through a day long training process in the month of December to understand the approach as well as the process better.

The review covered the following:

-  The developmental approach of the SDR
-  Ways to collect low inference data
-  Evaluating the data through a process of triangulation
-  Making recommendations
-  Review report





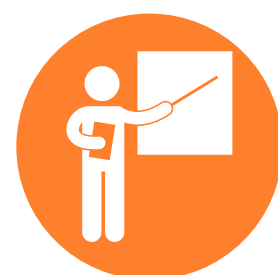
SDR process gave our school a complete lens of our development periodically. The external team's inspection helped us to recognise our achievements and motivated all the stakeholders to celebrate them. The recommendations have helped us create a future path, grow and develop all the stakeholders to nurture our children holistically.

**- Sima Jhaveri**  
**School Leader**



# Centa Performance

Centa is a pan-India community of teachers giving them a space to interact, learn and grow together. Akanksha teachers participated in the centa TPO (Teacher Professional Olympiad) to test their skills.



Educators  
Participated

35



National Rank  
Holders

7



Subject Rank  
Holders

4



Akanksha's  
Position

Top 500 /10,000



# CreatNet Workshops

15

CreateNet workshops aim to strengthen leadership through responsibility and influencing. The workshop focuses on refining softer skills and approaches in order to facilitate a safe space for teams, connecting better with people, defining and communicating a vision and enabling team members to become a facilitator in their own sphere.



Members participated  
from Akanksha

6



Series of  
Workshops

4



# Community Days

16

## Ekattha & Jashn

**Ekattha** and **Jashn**, meaning togetherness and celebration were the community days for Pune and Mumbai respectively, with the underlying theme of celebrating our people. The main purpose was to share best practices and acknowledge the contribution of each member of Akanksha towards the student vision. Through this event, we **fostered** deep connections, **demonstrated** work in schools and **created** opportunities for the Akanksha family. We celebrated our people and innovative practices that make Akanksha's model of education unique and fit for the holistic development of our children.



Number of stalls

87



Number of Akanksha Team Members

400



Total Number of Visitors

600



Visitors from Govt. body

27





Just the way colours blend in to make a beautiful rainbow, our community day was an aggregate of schools displaying their best practices and coming together to create a captivating fusion of culture.

It was and will continue to be a reminder of all the exceptional work that's been cultivating in schools in an attempt to nurture the organisations' values.

- Dhira Peer  
Lead Counsellor, Pune



# Technology at Akanksha

18

## Apple and Akanksha Partnership

Akanksha and Apple have partnered since 2015 to build 21st century skills, where technology is integrated into the fabric of the school, not only as a tool that is leveraged to address specific learning and development goals, but also to enable a deeper impact on students, teachers and the community. Technology, when accessed with the right guidance and intentions, can transform the learning experience for children. To realise this, the two organisations have built a strong curriculum and approach to realise the “4Cs.”



Customised  
Learning



Collaborative  
Thinking



Creativity



Communication



Akanksha Foundation is integrating technology to drive maximum impact across school leaders, teachers and most importantly, students.

For the core team of teachers from each school who integrated technology into their classes, Apple Professional Learning Specialist, Sue Rankin worked with Akanksha at a strategic level.

At the Akanksha leadership level, our school leaders and Akanksha Central Senior leadership team were empowered to develop and implement strategic plans that enable Apple technology to underpin Akanksha's vision and goals for learning and teaching.

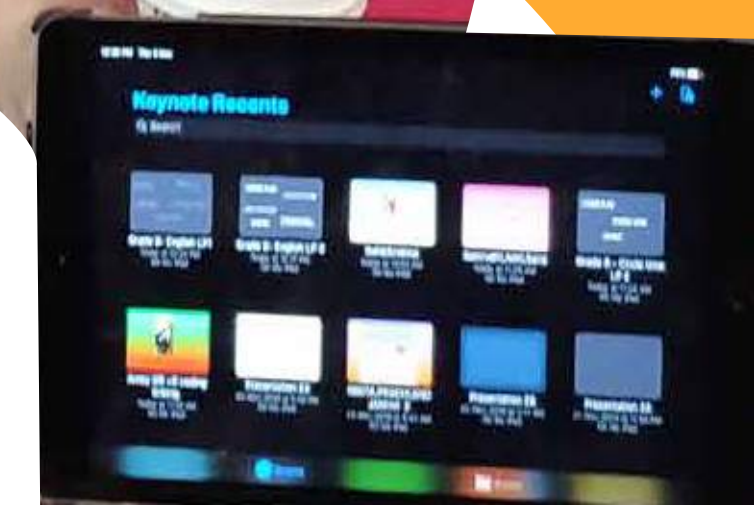
At the school team level, a core group of Akanksha staff were coached and mentored to design and deliver a professional development program that focused on using Apple technology to develop effective teaching practices and facilitate impactful learning experiences.





Each school created SMART goals in their Development Plan to explain how they would use iPad devices to build their students' 21st century skills throughout the year. Core teams of educators and Student Digital Leaders provided support to teachers and students, both within their own school and across the network. This integrated approach led to many inspirational examples of innovative learning and teaching. Highlights include primary students applying communication and creativity skills to design and publish multimedia newsletters in Pages and teachers redesigning assessment tasks, including the opportunity for students to create an interactive display demonstrating their combined understanding of a biology topic. Student Digital Leaders used critical thinking to create 'How to' videos in Clips that helped teachers become confident users of new apps and equipment. This holistic approach is fostering a culture of innovation throughout the network and is now visible in many aspects of every school's life.

**- Sue Rankin**  
**Apple Professional Learning Specialist**



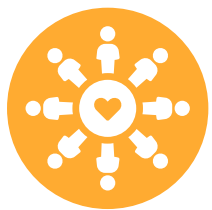
# Students

## work with iPads

With teacher capacities strengthened, we are seeing students produce excellent work. Examples include:



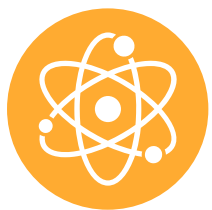
**Reading Program:** One of our Pune schools introduced an exciting reading program for students of KG to Grade 3. The students were given daily reading tasks on the iPad, which allowed children to move at their own pace, and log in their progress. This program is an excellent example of self-learning through technology.



**Community Project:** Grade 1 students of PKGEMS, Pune, did an insightful project using iPads to learn more about the community they come from. They used the devices to record interviews and gathered data to encapsulate it in the form of a report called, "Life of the Community worker."




**Digital Leaders:** Children from four of our schools were trained on how to use technology, upkeep the device, and install various applications, as part of a comprehensive learning and ownership generating experience. This built a huge sense of ownership amongst students.



**Teaching Science:** Students of grade 9 learnt the periodic table by creating an individualised logo for each element on the iPads. This enabled creativity to play a role in learning.





In another innovative lesson, the children took pictures of their friends in action during a physical education class, and used that to learn concepts of force and velocity in their Physics class.

In addition to this, children are using iPads for many real-life applications.

For instance, they engage in cultural exchange projects with schools from other countries and use the devices in clubs like photography and cooking. Technology also enables the children to develop a sense of confidence and provides a higher degree of exposure to the world around them. Learners form relationships to build understanding and contribute to our world.



The most exciting part of working with Apple is the shift in our mindsets. iPad is no longer just a product, but a part of a much larger and intricate learning process. The possibilities are endless and as we continue to empower our teachers, our children continue to learn better.

**- Paromita Sen**  
**Instructional Specialist, Technology**



# Student Well-being

## Social, Emotional, Ethical Learning

Developed by Emory University in partnership with the Dalai Lama Trust, SEE is a creative and pragmatic learning tool aimed at honing fundamental development skills as well as providing socio-emotional support to all our students. Close to 30 educators from across our schools underwent the SEEL training (Social, Emotional, Ethical Learning) As an organisation, we deeply believe in the holistic development of a child. Our goals are designed in a way that all stakeholders together provide holistic learning to our children. Most of our schools already have programs and practices that would support the socio-emotional learning of our children. This training has helped us to:



**Strengthen** our Youth Development initiatives for children focusing on self-awareness, self-management, compassion and engage meaningfully in their social interactions.



**Develop** wellness practices for our employees, parents and school management committees.



**Take back** our learnings into our classrooms and for our teachers and staff.



**Explore** the SEE learning curriculum and its fit into Akanksha's context.





**SEE learning as a practice has been introduced through various child friendly yet reflectively and insightful activities for the students. They have been categorised grade wise and used across synchronous as well as asynchronous classes. They are also used during existing circle time, class meetings or advisory platforms.**

The **violin class**, with Mika Nishimura, is a wonderful opportunity that our students have been introduced to beyond academics. It enables them to develop a sense of rhythm. The students along with learning to play the violin, are cultivating personal as well as social skills, through group dynamics. The class promotes skills of resilience, attention, patience and compassion. The classes run in group settings and students are required to be extremely focused and attentive. It builds on the enduring capabilities of SEE such as exploring ones potential for positive change, skillful communication, helping others and balancing the body.





Practising to play the violin, in a big way, has led the students to gain self confidence and an increased sense of self esteem. I'm noticing students who were shy earlier, now getting bolder, expressing themselves a lot more and also taking on other initiatives like participating in concerts, contributing in school events and being a lot more vocal in sharing their thoughts in group discussions. Their communication skills too have been sharpened.

**- Prachi Mangaonkar**  
**School Leader**





# Sports

## at Akanksha

27

The Physical Education curriculum offers students a wide variety of opportunities to gain knowledge and expertise in basic skills, exercises, and activities needed to stay fit.



Akanksha Futsal



Milind Deora Football Cup



Inter Ngo Independence  
Football Cup



JFK Football Cup



Karate Coaching



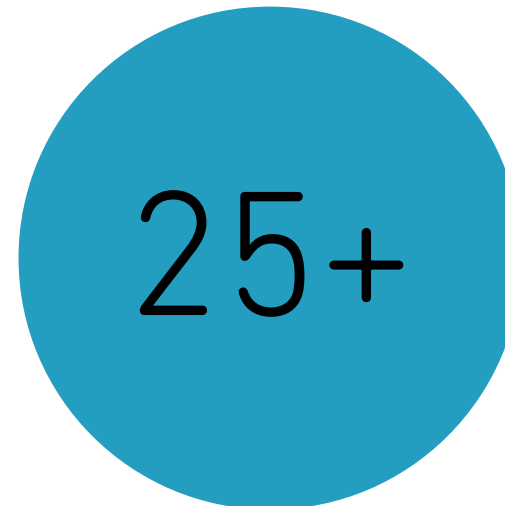
Maharashtra State  
Karate Championship



Mayor Cup



MCGM Chaawa Football Cup



Awards Won



Mumbai DSO Karate  
Championship



Maharashtra State &  
District Competition

# Sports Achievements

28



Sepak Takraw



Rugby



Karate



Football



Volleyball



Kick Boxing



Taekwondo



No. of District  
Awards

---

20+



No. of State  
Awards

---

3+





Sports and physical education in Akanksha allows children to enroll ,engage, enjoy and excel. The prime focus is to nurture inquiring young minds through unique, stimulating and creative teaching approaches. Our physical education program focuses more on channelising energy which helps students in developing mind, body and soul in order to create a lifelong love for learning and to keep them physically and mentally fit.

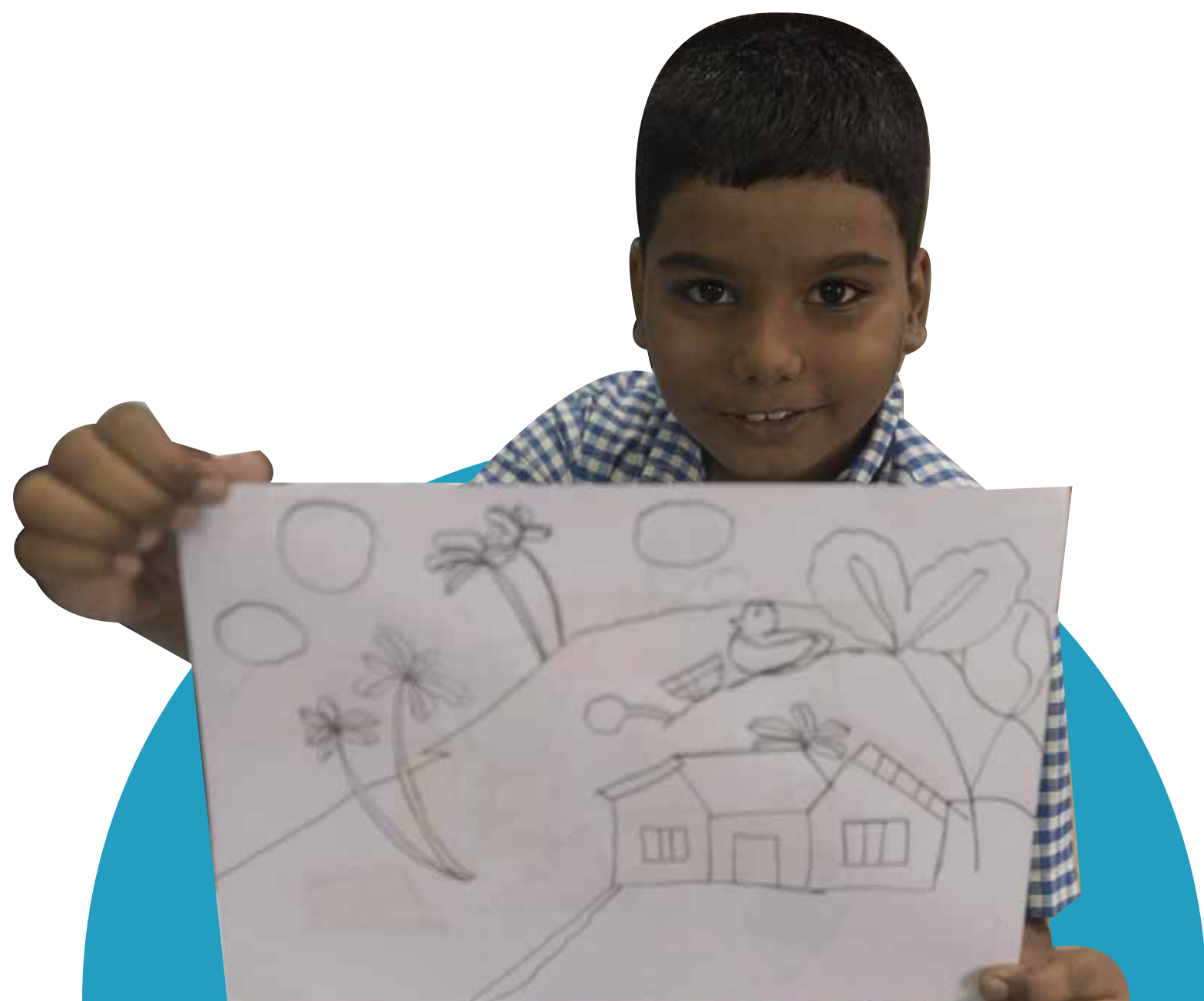
**- Dattatrey Kadam**  
**Sports Lead, Mumbai**



# Art

## for Akanksha

Art for Akanksha aims to unleash the full potential of our teachers and our students. Akanksha ART curriculum is integrated into the regular school curriculum and our teachers include ART into every sphere of their teaching and learning.



- **Teacher professional development**
- **Kala Ghoda Arts Festival, Mumbai**
- **Doodle for Google**
- **Teach for India- Annual Showcase- The Greatest Show On Earth**
- **235 students appeared for the State Grade Art Exams**





# Art for Akanksha

31

## 1. Art-Language Integrated Curriculum

We introduced an integrated art-language curriculum that covered Junior kindergarten to grade 5 and incorporated core texts, the Balbharati and some quotes from authors and some poems.

## 2. New Akanksha Art Studio

Art for Akanksha moved into a beautiful space and named it 'Art Studio'.

## 3. Paramparik Artists in Pune Schools.

1 day. 6 artists. 12 classrooms in 6 schools. 439 students

## 4. Kala Ghoda Arts Festival, Mumbai

We had a total of 12 schools create installations. We were the only government schools other than Salaam Bombay to participate in the fair.

## 5. Teach For India's 'Greatest Show on Earth'

When Teach For India turned 10 and launched their book 'Grey Sunshine', Art for Akanksha played a special role in creating the backdrop of the beautiful presentation that showcased the state of our education system through outstanding performances by our students.

## 6. Doodle for Google

The doodle for Google competition was an opportunity for our children to express their creativity through the medium of Art. 177 students from Akanksha schools participated in the contest.





This is the much awaited event of the year for the children at Akanksha schools. Kids look forward to the event to come up with ideas, their interpretations and creations around the theme. They thought outside the box where there were no limitations to their imaginations, they put down the plan of action and waited eagerly extra hours in schools to make the installations along with the art teacher. The entire process opened up many opportunities for the students.

**- Salimunnisa Shah**  
**Senior Associate - Art Teacher Training & Support**



# Clubs

## at Akanksha

33

The CLUB program at Akanksha aims:

- **To provide access** to varied interest-based skill development opportunities
- **To build confidence** and leverage it for academic learning
- **To develop leadership** and communication skills
- **To complement the curricular** offerings in school
- **To stimulate creativity**, responsibility, initiative and social awareness
- **To provide opportunities** to cater to the socio-emotional needs
- **To extend interest** based activities into potential vocations in the future



Embroidery Club

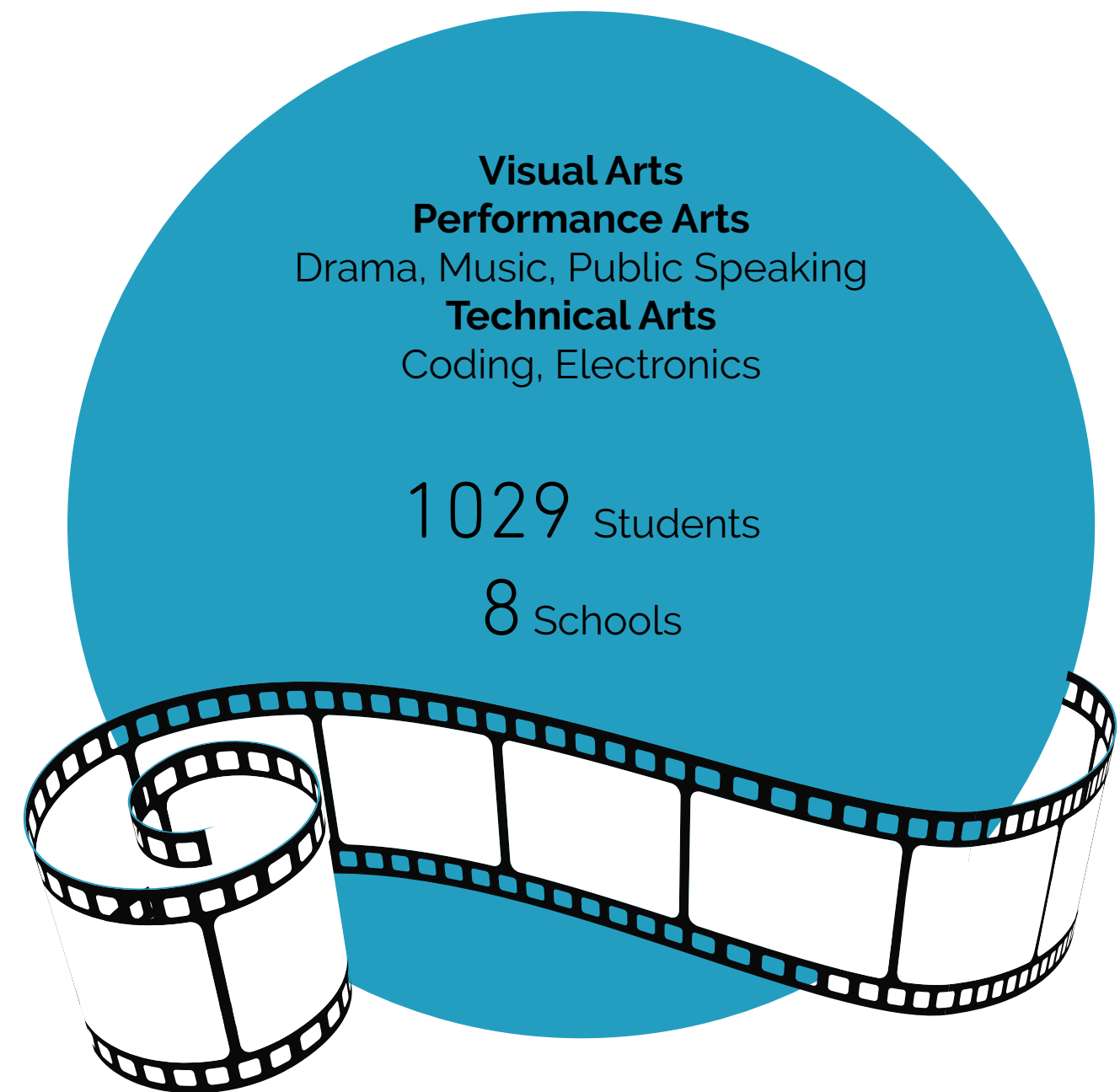


Photography Club



Movie Club

In the year 19-20, we partnered with the organisation 'The Apprentice Project' to implement the CLUB's program in our schools.



I am a little  
artist of my  
own world.

- Namrata Gupta  
Student





# Community & Parent Engagement

Social workers at Akanksha, form the primary link between the communities and the school. They deeply enrich the bond between the families and the educators. During crises, our robust and compassionate social work team has always shown up for our parents and children. Throughout the year, many activities are conducted to ensure maximum parent engagement. In 2019-20, **The Theatre of The Oppressed** was one such activity undertaken.



Parent Teacher  
Student Meetings

65



Number of  
Schools

12



School Management  
Committee Meetings

92



Average Parent  
Attendance

73%

All Akanksha schools have **fully functional SMCs** which are constituted as per the RTE. In addition, **regular monthly parent meetings** are held in all Akanksha schools.



# The Theatre of the Oppressed

A play was done by the staff and parents of one of our schools to bring about awareness on the topic of physical abuse on children through the medium of the Theatre of the Oppressed. They presented a problem of physical abuse of children and asked solutions from the parents and the audience.





# Multiply

## School Leadership Academy

37

In the year 19-20, Akanksha's School Leadership Academy was a key initiative that aimed to surface school leadership competencies through year-long experiential learning. The vision of School Leadership Academy at Akanksha is to create visionary leaders and to equip them with the skills, competencies, and attitudes necessary to inspire and motivate a team of excellent educators, working together to provide children with a love for learning and life.

A cohort of 10 aspiring leaders went through a transformational rigorous training schedule that was immersed in the realities of school leadership and developed leadership competencies.





# Nagpur Teacher Training Program

38

In 2019-2020 a team was set up to carry out the groundwork involved in setting up schools in a new city. The team explored multiple city options and Nagpur City Corporation showed eagerness to partner with Akanksha. Continuous engagement with the Nagpur Municipal Corporation led to visit of the Education department officials to our Mumbai and Pune schools. The visit demonstrated to the civic officials Akanksha's ability to provide excellent education to children from low-income communities. The Nagpur Corporation made a request to Akanksha to support with building capacity of their teachers. Akanksha signed a 3-month contract to run a teacher training project that was partly funded by the Government of Nagpur.

The training project focused on enabling teachers to:



**Create** learning environment by implementing age appropriate systems and routines in the classroom



**Integrate** learning of literacy, numeracy through play



**Connect** with children by creating spaces and practices to develop age appropriate Socio-Emotional skills



**Vision** is to enable safe classroom environments where play-based learning is used to develop foundational knowledge & age - appropriate skills in the preschool children of Nagpur



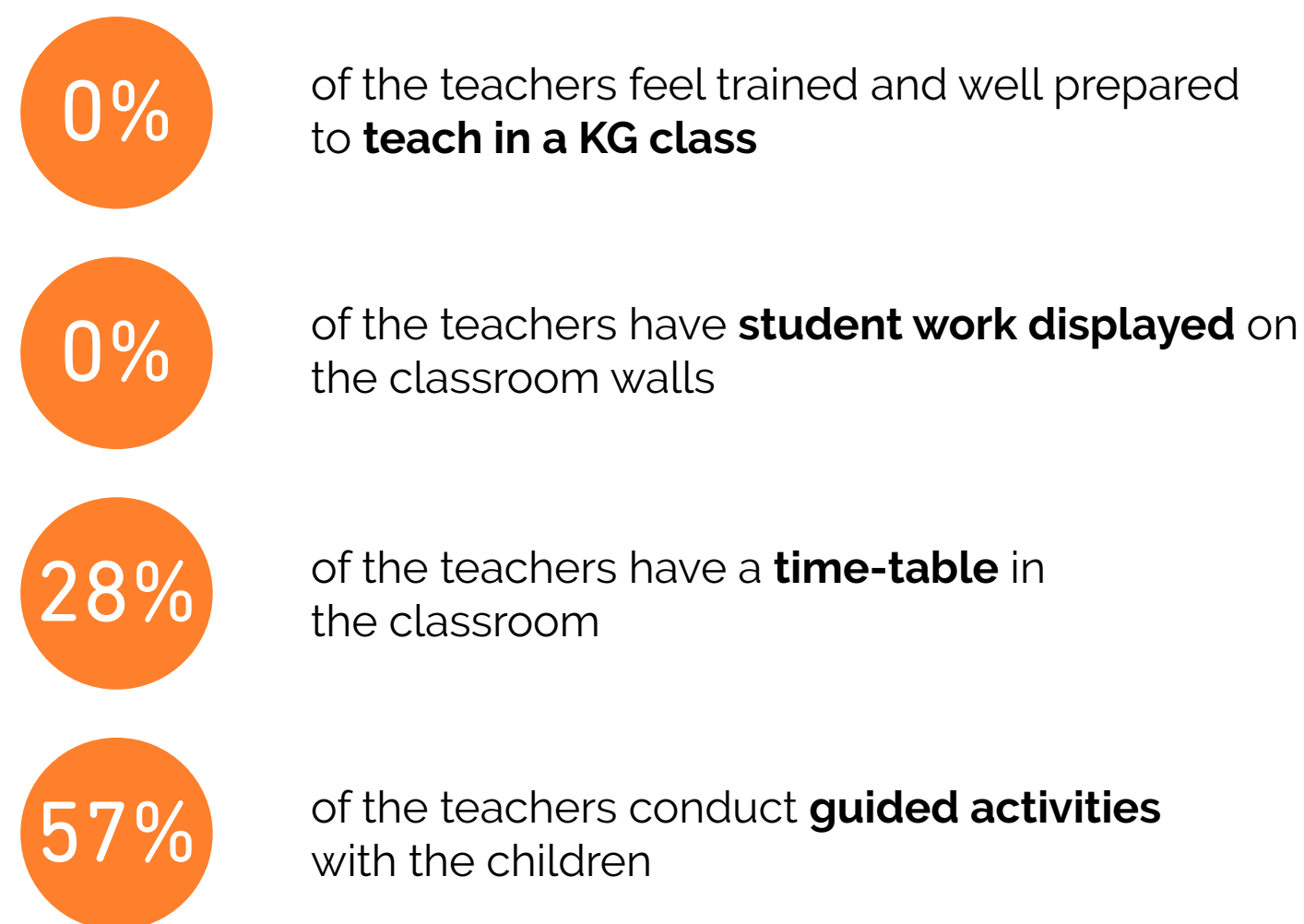


# Insights from Teacher Baseline

39

At the very outset of the program, a baseline assessment was conducted of all the participating teachers. The aim of the baseline was to assess the teachers' current reality on parameters like classroom systems and structures, the opportunities provided for student expression, and teachers' preparedness to conduct a KG class. The insights shared below encapsulate their self evaluation of the same.

## Baseline Evaluation



## After Akanksha's Intervention

**100%** of the participants agreed that:

-  The objectives, pre work, and the assignments of the training were **clearly defined**
-  The program was **well structured** in terms of timings, space, and flow of the day
-  There was a high degree of **participation and involvement** during the program
-  The knowledge/ skills and information they received during the training will **help them perform** their role better
-  The **facilitator** was effective and engaging
-  Overall, the training was **engaging**

Akanksha's Public Private Partnership Model for improving the state of public schools is a great example of how children from low income communities can achieve at high levels, if provided the right opportunities and exposed to world class teaching and learning practices. The training that Akanksha provides its teachers enables them to help every child achieve to their full potential. In the last year, Akanksha has worked closely with Municipal Corporation of Greater Mumbai school department to improve the learning outcomes for Mumbai's government school children. Their contribution, as a part of an advisor committee, led to the education department key steps in improving the schools. As a result Gr X results across city's govt schools improved tremendously. We hope that Akanksha can continue to partner with MCGM in the near future.

**- Ashutosh Salil**  
**Joint Municipal Commissioner,**  
**Municipal Corporation of Greater Mumbai**





# Alumni

41

## Support & Engagement

A huge focus for Akanksha has been to find ways to unleash the alumni voices and to do so in forums where they truly count, are taken note of and have an impact replace unleash with empower.



Alumni  
connected

3100



Alumni in  
events

1238



Alumni on  
whatsapp

1422



Hub  
Sessions

46



No. of  
ambassadors

46



Financial  
aid given

58.81L



### 11th & 12th Grade

### Undergrad



Individual career counseling in Grade 10 (Phase 1)

84%



Alumni who took the stream recommended in career counseling

67%



Admissions into junior college

84.5%



Alumni in colleges recommended by Akanksha (11th & 12th grade)

24.2%

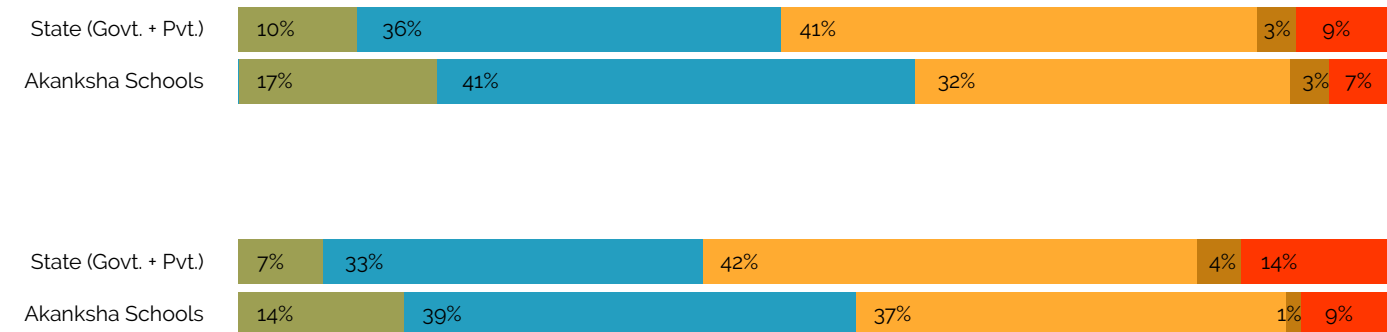


Individual career counseling in Grade 12 (Phase 2)

55%

### HSC Performance 2019-20

2018-19 2019-20



183

110

Distinction First Class Second Class Pass Class Fail



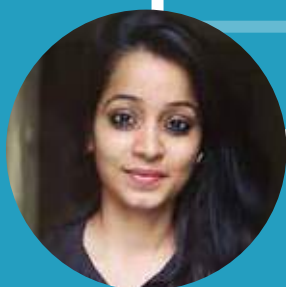


# Alumni Voice on the Akanksha Board

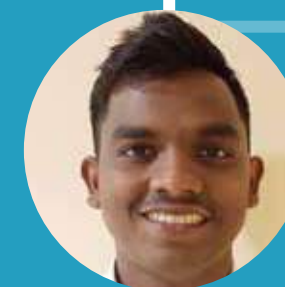
43

At Akanksha, student voice has always been a great source of informed learning. In continued efforts for the same, we opened up positions for our alumni on the Akanksha board - to have a voice & a vote in matters connected to the programmatic and strategic direction of the organisation. From a group of nine interested and eligible alumni, two of our alumni, Shweta Nagaria and Mahesh Londhe were invited to join as alumni members of the board for a duration of two years.

I am grateful for this opportunity. I would like to represent the needs of the children and communities and provide perspectives to any strategic discussion. To be a key influencer in reaching out to children in a more meaningful manner and increase their life chances. Considering I have been a Gandhi Fellow, I would like to leverage the education system for strengthening the Akanksha school programs and contribute to systemic reform. Stepping beyond academics, I would like to advocate extracurricular areas to be adapted as curriculum to enhance holistic development of all children. It surely is my time to give back. - **Shweta Nagaria**



Being an Akanksha alumnus, I truly believe in the power of skill development and the effect it has on the employability of our children. I would like to bring about a positive change in the structure that allows us to quantify our results by ensuring that every Akanksha student becomes an achiever after school and uplifts his or her family. - **Mahesh Londhe**



# Alumni Admissions in Top Universities

Our team has been working with alumni who are high performers as well as those who have high potential to identify and support them to apply to key universities and colleges.

## Mumbai

- Sabiha Khan
- Mariya Choudhary
- Ganesh Naidu
- Mitali Sakaria
- Aliya Mulla
- Suraj Gupta

## Pune

- Harsh Rokade
- Padmaja Gaikwad
- Shruti Bansode
- Abhay Bhadoriya
- Aniket Ghole
- Rohit Chouhan
- Chaitrali Reddy
- Tejashree Jadhav
- Shubhashree Sathe
- Rohit Chouhan

Alumni  
studying in  
prestigious  
colleges

United World College

5

Ashoka University

13

Krea

3

Azim Premji University

2

Wartburg College, USA  
Whitnam College, USA

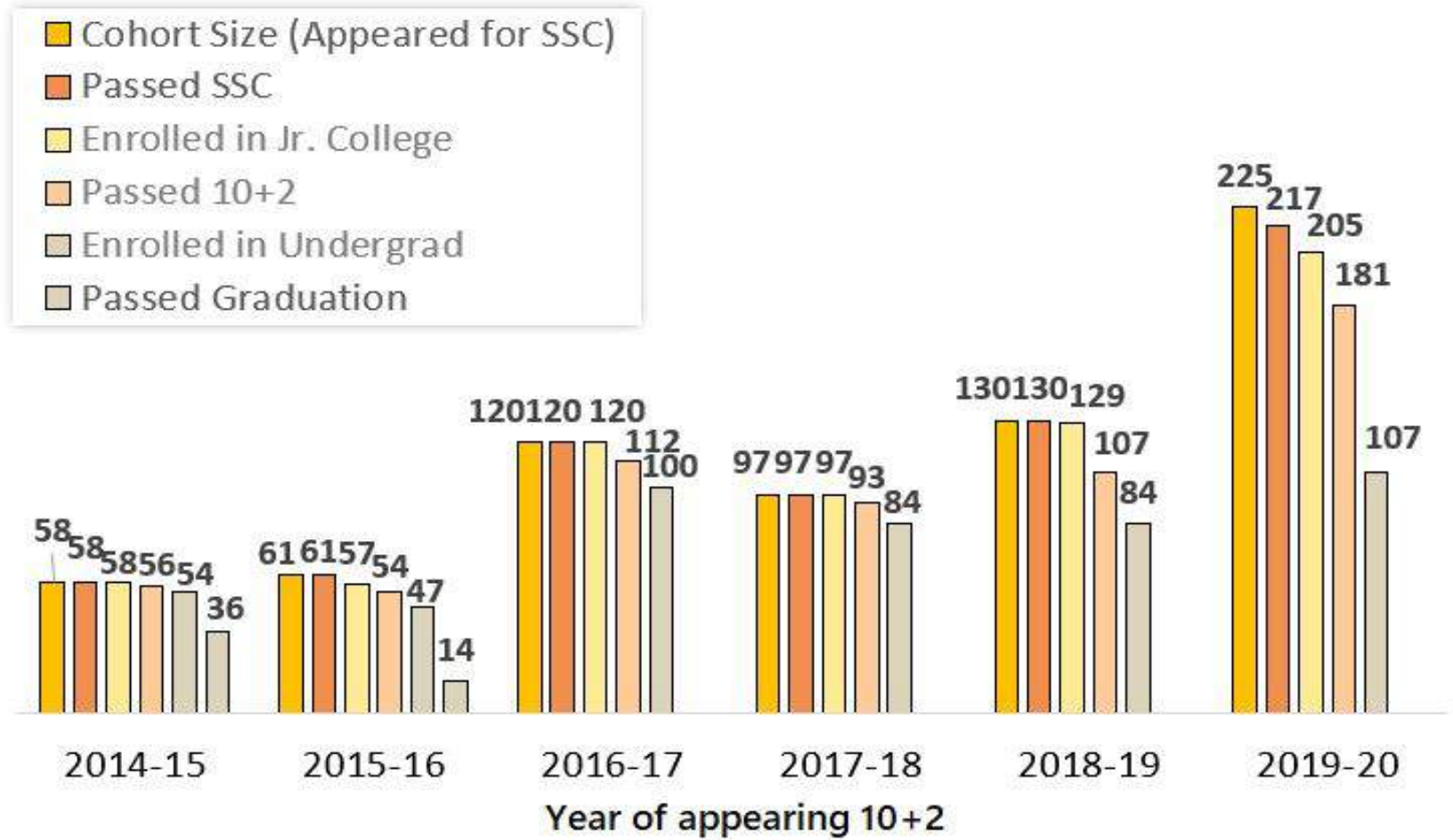
10

**TOTAL**

33



Cohort wise analysis of alumni (year of passing Gr 12 equivalent)



\*2019-20 UG college admissions are in process (\*107 will increase)

When I found out I got into Wartburg College to study psychology and theatre, I was on cloud nine. I am extremely thrilled to study at the college of my dreams. I would really like to thank the Akanksha foundation for supporting at every step and providing me with opportunities that have made me who I am today.

**- Chaitrali Reddy, Alumnus, Pune**



# Mentorship Program

We recognise the role that mentors play in the lives of young people, with regards to socio emotional support, mental well-being, adjusting in colleges, making key life decisions, learning numerous life skills and thinking through long term career decisions.

- In Mumbai, in partnership with Lighthouse, we closed the year with a total of 110 alumni in Mumbai having access to mentors who are there with them long term. (ABMPS - 42, SMPS- 68 - Total 110)
- In Pune, we did a lot of ground work to understand who we can bring on as a partner and explored options like Mentor Together and Buddy for Study. We also ran a mentor group with one of our corporate partners (11 mentors and 7 mentees). We have, however, realised that the power of a mentor program is realised when the relationship begins much earlier in the secondary grades and have made this recommendation to our school team.



# ASB Staging Changes

A group of our alumni were selected to perform this unique act along with the students from the American School of Bombay. This platform brought together children from different cultures, nationalities, linguistic and diverse backgrounds to interact with one another.

The underlying theme of the performance was 'Family Matters'. The central idea of the performance was that when it comes to the perception of family, biology is not destiny.

The play was set after formulating various discussions from the experiences that the students shared. The script was articulated in various languages that pushed the students beyond their comfort zone and helped them push their own boundaries.

Being a part of this event has been very helpful for me. It has made me think and reflect on how and what I feel.

**- Nemat Shaikh**





# Financial Aid for Alumni

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We closed the process for financial aid disbursement with a total aid of **Rs. 5,636,266** being given out to **593** alumni across Mumbai and Pune.

We have created a list of external scholarships that alumni can avail in the future.



No. of  
Alumni given  
Financial aid  
Mumbai

199



Total  
Financial aid  
Mumbai

Rs. 15,16,694



No. of  
Alumni given  
Financial aid  
Pune

394



Total  
Financial aid  
Pune

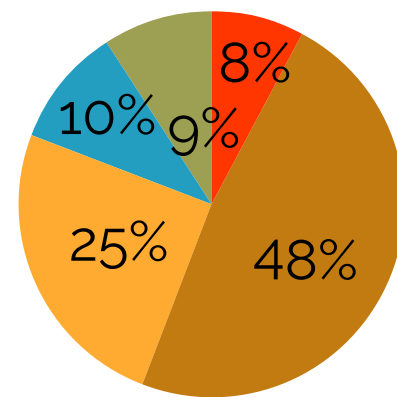
Rs. 41,19,572

# Alumni Income Survey

48

1. 152 alumni were surveyed [46 from schools + 106 from centres] in the age group of 21+; 5 years post their Gr 10 completion from Akanksha school/centre

2. Of the 119 school alumni, 50 are employed, 25 are still studying, 20 dropped out from UG, 7 have taken a gap year and 7 have lost contact with Akanksha.

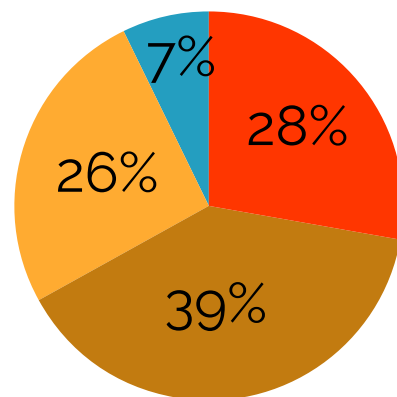


Above 40K 30-40K 20-30K 10-20K 5-10K

- Almost **one-third** of school alumni are employed in **IT & Banking sector**

- **50%** of income is spent by school alumni on **supporting family**

Out of the 152 alumni surveyed, 46 alumni are from KCTVN school, their income range has been given below.



30-40K 20-30K 10-20K Less than 10k

- Majority of school alumni fall in the income bracket of **10-20 k per month (41%)**, primarily because this is the starting salary range for their first jobs.

- Almost **a quarter (26%)** of alumni are in the income range of **20-30k per month**, which is a good start considering first jobs.





# Events

2019 marked some special events for us. All these occasions highlighted the Akanksha spirit of oneness as we came together for the common purpose of providing quality education for all of our children.

Team Akanksha participated in the TATA Mumbai Marathon and Pune International Marathon to spread the key message to get excellent teachers for our students. A collective force of more than 500 Akanksha members ran the marathons and witnessed the support of over 60,000+ participants across both Pune and Mumbai.

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## Mumbai Marathon



## Pune Marathon





We collaborated with our long-time supporter, Boman Irani on the occasion of Teachers Day. The veteran actor helped us amplify our message for the need for excellent educators by making a quirky film that was promoted on our online channels.

This year, Boman Irani also joined us at the Akanksha US Gala fundraiser, as our special guest and ambassador. He helped us raise money for the education of our children.



## Teacher's Day



## US Gala





# Donors & Supporters

51

In 2019-20, Akanksha employees engage with our supporters in a variety of events: art activities, health camp, STEM workshop, alumni book reading, Secret Santa and many others.



**Apple**  
Science Workshop



**Bank of America**  
CSMVS Visit



**Morgan Stanley**  
Art Activity at MJP



**Standard Chartered Bank**  
Visit to Schools



**Altico**  
Medical Check-Ups



**BlackRock**  
Wall Mural Competition



**Mastercard**  
Girls4Tech Session

# List of Donors

52

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

Arisaig  
Partners

BAJAJ  
Alliance

Bank of  
America

Charities  
Aid  
Foundation

EXL  
Service

Fractal  
Analytics

Franklin  
Templeton  
Asset  
Management

Give India

HT Parekh  
Foundation

IREP  
Capital

KINOE

Kotak

Mastercard

Morgan  
Stanley

Mphasis

National  
Grid -  
KINOE

Oracle  
India

Rahul  
Mookerjee

Rusy and  
Purviz Shroff  
Charitable  
Foundation

Saint  
Gobain  
India  
Foundation

Societe  
Generale

SoftBank

Standard  
Chartered  
Bank

Sudhanshu  
Vats

The RG  
Manudhane  
Foundation for  
Excellence

TMF Group

United Way  
of Mumbai

UTI Asset  
Management

VFS Global

Vijay  
Santhanam

## Strategic Partners





# Board of Directors

53



**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



**Shweta Nagaria**  
Alumni  
The Akanksha  
Foundation



**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



**Mahesh Londhe**  
Alumni  
The Akanksha  
Foundation

SCHEDULE VIII  
(Vide Rule 17(1))

The Maharashtra Public Trust Act  
The Public Trust:- The Akanksha Foundation  
Balance Sheet as at March 31, 2020

| Amount (₹)<br>2018 - 19 | Funds & Liabilities   | Amount (₹)<br>2019 - 20 | Amount (₹)<br>2019 - 20 |
|-------------------------|---|-------------------------|-------------------------|
|                         | <b>Trust Funds or Corpus</b>                                |                         |                         |
| 69,859,126              | Balance as per last Balance Sheet Local                     | 69,884,125              |                         |
| 8,941,080               | FC  | 8,941,080               |                         |
| 78,800,206              | <b>Total</b>  | 78,825,206              |                         |
| 25,000                  | Adjustment during the year                                  |                         |                         |
|                         | Local   | -                       |                         |
|                         | FC  | -                       |                         |
| 25,000                  | <b>Total</b>  | -                       | 78,825,206              |
|                         | <b>Liabilities (Annexure A)</b>                             |                         |                         |
| 33,964,287              | For Expenses  | 36,985,649              |                         |
| 67,542,878              | For Advance Donations/Grants                                | 90,033,621              |                         |
| 1,099,501               | For Others  | -                       | 127,019,270             |
|                         | <b>Income and Expenditure Account</b>                       |                         |                         |
| 44,532,063              | Balance as per last Balance Sheet Local                     | 58,361,929              | -                       |
| 151,933,285             | FC  | 140,203,098             |                         |
| 196,465,348             | <b>Total</b>  | 198,565,027             |                         |
|                         | Less Appropriation, if any                                  |                         |                         |
|                         | <b>Add: Surplus (as per Income and Expenditure Account)</b> |                         |                         |
|                         | Less: (Deficit)   |                         |                         |
| 13,829,866              | Local   | 6,516,375               |                         |
| (11,730,187)            | FC  | 13,857,388              |                         |
| 2,099,679               | <b>Total</b>  | 20,373,763              | 218,938,790             |
| 379,996,899             | <b>Total</b>  |                         | 424,783,266             |

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: 27.11.2020

Registration no: F-14568 dated April 15, 1991

| Amount (₹)<br>2018 - 19 | Properties & Assets                               | Amount (₹)<br>2019 - 20 | Amount (₹)<br>2019 - 20 |
|-------------------------|---|-------------------------|-------------------------|
| 147,714,823             | <b>Investments (Annexure B)</b>                   |                         | 152,695,923             |
|                         | <b>Movable Assets (Annexure C)</b>                |                         |                         |
| 42,229,645              | Balance as per last Balance Sheet                 | 63,284,177              |                         |
| 21,088,282              | Additions during the year                         | 13,702,808              |                         |
| 63,317,927              | <b>Total</b>                                      | 76,986,985              |                         |
| 33,750                  | Less: Deletions during the year                   | 705,254                 |                         |
| 34,693,628              | Depreciation up to date                           | 44,956,154              |                         |
| 34,727,378              | <b>Total</b>                                      | 45,661,408              |                         |
| 28,590,549              | Net Block   | 31,325,578              |                         |
| 3,592,103               | Capital Work In Progress (Leasehold Improvements) | -                       | 31,325,578              |
|                         | <b>Advances</b>                                   |                         |                         |
| -                       | To Employees                                      | 439,400                 | 9,160,358               |
| 56,761                  | To Contractors                                    | 3,427,856               |                         |
| 9,103,597               | To Others (Annexure D)                            | 8,592,273               | 12,459,529              |
|                         | <b>Income Outstanding</b>                         |                         |                         |
| 3,986,745               | Interest  | 9,129,017               | 9,129,017               |
|                         | <b>Other Income and Asset Receivable</b>          |                         |                         |
| 333,523                 | Other Receivable                                  | 417,032                 |                         |
| 753                     | Sundry Debtors                                    | 316,469                 |                         |
| 20,707,152              | Grant receivable                                  | 4,929,052               | 5,662,553               |
|                         | <b>Cash and Bank Balances (Annexure E)</b>        |                         |                         |
| 109,601,679             | a) In Saving Account                              | 172,243,963             |                         |
| 52,726,815              | b) In Fixed Deposit Account                       | 40,623,756              |                         |
| -                       | c) With the Manager                               | -                       |                         |
| 2,552                   | d) Cash   | 18,426                  |                         |
| 2,525,000               | e) Cheques on Hand                                | -                       | 212,886,145             |
| 1,054,847               | <b>Inventory of Art project</b>                   |                         | 624,521                 |
| 379,996,899             | <b>Total</b>                                      |                         | 424,783,266             |

For The Akanksha Foundation  
Trustee

Trustee

CFO

Place: Mumbai  
Date: 27.11.2020



SCHEDULE IX  
(Vide Rule 17(1))

The Maharashtra Public Trust Act  
The Public Trust:- The Akanksha Foundation  
Income & Expenditure Account for the year ended March 31, 2020

| Amount (₹)<br>2018 - 19 | Expenditure                               | Amount (₹)<br>2019 - 20 | Amount (₹)<br>2019 - 20 |
|-------------------------|---|-------------------------|-------------------------|
| 46,009,280              | To Establishment Expenses (Annexure F 1)  |                         | 41,602,508              |
| 2,627,090               | To Remunerations to Trustees              |                         | 3,401,640               |
| 354,000                 | To Remunerations paid to Auditors         |                         | 354,000                 |
| 923                     | To Amount written off                     |                         | 14,565                  |
| 28,368                  | Bad debts                                 |                         | -                       |
|                         | Irrecoverable                             |                         |                         |
| 10,702,864              | To Depreciation                           | -                       | 10,604,846              |
| 342,689,388             | To Expenditure under Objects of the Trust |                         | 374,671,315             |
| -                       | Educational (Annexure F 2)                |                         | 99,914                  |
|                         | Other charitable object                   |                         |                         |
| 2,099,679               | To Surplus carried over to Balance Sheet  |                         | 20,373,763              |
| 404,511,592             | Total                                     |                         | 451,122,551             |

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: 27.11.2020

Registration no: F-14568 dated April 15, 1991

| Amount (₹)<br>2018 - 19 | Income                                      | Amount (₹)<br>2019 - 20 | Amount (₹)<br>2019 - 20 |
|-------------------------|---|-------------------------|-------------------------|
| 4,371,383               | By Interest (Annexure G 1)                  |                         |                         |
| 4,765,601               | On Securities                               |                         |                         |
|                         | Bonds                                       | 5,809,989               |                         |
|                         | Deposits                                    | 4,385,333               | 10,195,322              |
|                         | Accrued                                     |                         |                         |
|                         | Realized                                    |                         |                         |
|                         | On Loans                                    |                         |                         |
| 57,038                  | On Bank Deposits                            | 1,114,629               |                         |
| 3,200,622               |   | 2,725,379               | 3,840,008               |
|                         | Accrued                                     |                         |                         |
|                         | Realized                                    |                         |                         |
| 4,320,481               | On Savings Account                          |                         | 6,616,240               |
| 74,841,423              | By Donations in cash or kind (Annexure G 2) |                         | 15,186,702              |
| 308,721,081             | By Grants (Annexure H)                      |                         | 410,908,201             |
| 683,615                 | By Income from Other Sources                |                         | 1,799,327               |
| 3,550,348               | Other income (Annexure I)                   |                         | 2,576,750               |
|                         | Sale of Art Product                         |                         |                         |
| 404,511,592             | Total                                       |                         | 451,122,551             |

For The Akanksha Foundation  
Trustee

Trustee

CFO

Place: Mumbai  
Date: 27.11.2020

# Creating a Safe Workplace

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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: 2019-20**

**Rashmi Chainani**  
Presiding Officer (ICC), Mumbai

**Sivakami Kotla**  
Presiding Officer (ICC), Pune





**Mumbai**

Voltas Premises, Z Block Building, 2nd Floor,  
TB Kadam Marg, Chinchpokli East,  
Mumbai-400033

**Pune**

New Thermax Building, Next to Sai Chambers,  
Old Bombay Pune Highway Road, Wakdewadi,  
Pune - 411003

[www.akanksha.org](http://www.akanksha.org)