This year of 2017-18 has been a year of awakening; awakening to our dream, and see first true glimpses of the manifestation of idea of i-Saksham, we have together dreamt to build. We launched i-Saksham fellowship program, an extensive 2 years training program to build community edu-leaders, and handhold them with various capacity building, mentoring and education services support.

The objective is to see these young edu-leaders bringing significant change in the learning experiences of children in their communities, and become effective educators that other stakeholders in the education ecosystem want to emulate.

We launched our first formal school intervention as well. Out of our first cohort of 15 fellows, we placed 5 fellows across 3 government schools, and one Kasturba Gandhi Balika Vidyalyaya.

It was heartening to see how our fellows were creating huge shift in learning experiences of children. With the use of relevant pedagogy principles, activities, TLMs, and digital content learning becomes very engaging and interesting for children.

It is an overwhelming experience for parents to see their children being able to read Hindi, and recite English poems. We are regularly getting to see great learning outcomes in children which is keeping our spirit high to work further.

Ekta, our team member made all of us proud by getting though MA Education course of Azim Premji University. The success of Ekta is a true reckoning to all of us of potentialities that our young educators have, and how right opportunities and coaching can turn their lives.

"These successes and stories of change strengthens our resolve to dream bigger, and awaken to better India of tomorrow."

We are set to strive hard for more such successes. The task ahead is monumental. I admire all our supporters and the not-giving-up attitude of our team for taking us further in the path of translating thoughts into lives.
VISION
A society where people from excluded sections are well educated, skilled and self-reliant.

MISSION
To provide in-situ education and skill development services in unreached areas to enterprising young community educators, mainly females and differently-abled with the aid of digital technology/content.
Key Programs

Certificate Course in Basic Community Tutorship

i-Saksham Fellowship

School Transformation
Program Goals for 2017-18

1. Scale Certificate Course In Basic Community Tutorship to 1000 youths

2. Launch i-Saksham fellowship program to build community edu-leaders

3. Start School Transformation program and strengthen KGBV Intervention

4. Demonstrate academic growth in children
Certificate Course in Basic Community Tutorship

An NSDC Approved Course
Community tutorship is a growing segment. As per ASER, 2015 more than 50% of rural children attend community learning centers. However, these young community educators have no access to quality formal training, and education support services. To cater to their end, i-Saksham designed an innovative Basic community tutorship to equip such tutors with basic pedagogy skills, and functional digital literacy.

We decentralized training delivery at more than 25 panchayat clusters. It resulted into significant increase in female participation.

The training is provided onsite at panchayat level making it more accessible, esp for females and differently abled youths.
Course Outline

Pedagogy Skills

- Teaching of Basic Hindi Alphabets, Rhymes, Picture Reading and Words
- Art of Story Telling
- Teaching of EVS
- Addition, Subtraction, Multiplication, Division
- Money, Measurement, Time and Pattern

Curriculum and Facilitation Skills

- Multi-grade Classroom Management
- Child Behavior Management
- Creating Differentiated Lesson Plan, Assessment Methodology and Inducing Values
- Orientation on Importance of Education and Role of a Teacher
- NCF
- Bloom’s Taxonomy
- Application of Digital Technology and Content in Effective Teaching

Digital Literacy

- Fundamentals of computer
- Basic office suite
- Internet
Program Outcomes

• 650 youth skilled in basic pedagogy and digital technology to deliver quality education.

• 2500 children experienced efficient and effective classrooms leading to better retention and improved learning outcomes

• Helping youth discover teaching as their true passion. 100 new youths took up community tutorship.

After i-Saksham’s training, I could understand simple yet powerful methods of teaching.

- Priyanka (community educator)
Before launching the fellowship, it was vital for us to understand demographics, and persona of community educators. The survey revealed that a typical community educator is young, 12th pass, undergoing Bachelors, teaching an average batch of 20 children for a median period of 3 years. The primary motivation to teach is to fill the vacuum, enhance personal learning and earn a supplementary income to sustain own education expenses.

It is a growing segment, but is unorganized and lacks quality. Most of community educators felt under-equipped to manage multi-grade classrooms, and provide quality learning.
Demographics of Community Tutors

Educational Qualification of Youth in Villages

- 12th pass: 50%
- Graduates: 30%
- 10th pass: 15%
- 5%: 5%

Teaching Experience of Community Tutors

- 3 to 5 years: 40%
- 5 to 10 years: 35%
- >10 years: 15%
- 10 years: 10%

Age Group of Community Tutors

- 30+ years: 25%
- 18-30 years: 75%
Youth Earnings from Tutorship

![Earnings Distribution Chart]

- 35% <INR 1000
- 27% INR 1000-2000
- 20% INR 2000-3000
- 18% INR 3000 or more
- 20% Not earning

Motivation behind Teaching

- Supplementary source of income
- Passion to teach and reinforcement of their own education
- Miscellaneous

![Motivation Bar Chart]
i-Saksham Fellowship

TWO-YEAR PROGRAM TO BUILD COMMUNITY EDU-LEADERS
Fellowship Objectives

Build a cadre of community edu-leaders that demonstrate delivery of quality education at scale, and inspire other educators in the eco-system

Provide training, content, and additional education services to enable community edu-leaders deliver quality learning to children

Provide coaching and mentoring support to help them pursue their aspirations
Fellowship Operation Model

Enterprising learning centres

• Edu-leaders run their enterprising learning centres, recruit children and charge nominal $1-2 per child per month
• i-Saksham provides technical support, and monitors children learning till they achieve grade 5 competencies.

School Transformation

• Community edu-leaders are placed in govt schools in SC/ST, backward areas facing shortage of trained teachers.
• i-Saksham adopts grade 1-grade 2 classroom. Edu-leaders lead the curriculum delivery till the achievement of grade 5 competencies.
Schools We Are Currently Working In

Middle School
Saradhi, Munger

Primary School
Kathor, Munger

Primary School
Daniyalpur, Munger

Kasturba Gandhi Balika Vidyalaya, Jamui

8 Fellows Teaching in Government Schools Currently

Each class is conducted with pre-planned sessions on academics

A great increase in attendance and children’s academic growth have been observed
2017: Our third continuous year at KGBV

Our girl volunteers visit KGBV twice a week.

We focus on building basic literacy & numeracy, creativity, critical thinking, and life-skills
We trained 10 KGBV teachers from 5 KGBVs of Jamui
“Teaching has always been my passion that was buried inside. i-Saksham helped me become what I always wanted to be, a teacher!” says 16 year old Taniya, a resident of naxal affected Saradhi village, Munger district of Bihar. Taniya faced great resistance to step out from her village, when she enrolled in i-Saksham’s training program. Her family members were skeptical if she would gain anything while others thought a girl shouldn’t have the freedom to pursue and decide her will by self. She, despite all reservation took a chance, came out alone from her village to join fellowship program.

She is now a role-model in her community. At such a young age, she is able to handle a class of 60 students all by herself at Middle School, Saradhi. Children love her, and teachers, parents are in awe for her innovative pedagogy and passion for teaching.

As a person, Taniya has become more confident, more opinionated, robust and fearless of speaking in front of any one. “I always wanted to be a teacher, and teaching students at the same school where I was a student, is a dream come true” says Taniya with a huge smile on her face.
Ekta is from Jamui. She joined i-Saksham as a team member in 2015. Over three years, she led the intervention at Kasturba Gandhi Balika Vidyalaya, Jamui, and became interested in the field of education. i-Saksham provided her mentoring & coaching support, and helped her prepare for prestigious Universities in the field of education. She is currently pursuing Masters in Education from Azim Premji University.

“During my tenure with i-Saksham leading school intervention at KGBV, I discovered education as my true calling. I thank i-Saksham for helping me achieve a milestone that I otherwise would not have dreamt of, Ekta”
Learning Outcomes

Tests conducted among 400 students between October 2017 to March 2018.

### Hindi

<table>
<thead>
<tr>
<th>Hindi</th>
<th>Beginner</th>
<th>Alphabet</th>
<th>Word</th>
<th>Para</th>
<th>Story</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginner</td>
<td>2</td>
<td>7</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Alphabet</td>
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<td>13</td>
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</tr>
<tr>
<td>Word</td>
<td>0</td>
<td>3</td>
<td>3</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>Para</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>10</td>
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<tr>
<td>Story</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>6</td>
<td>19</td>
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</tbody>
</table>

### English

<table>
<thead>
<tr>
<th>English</th>
<th>Beginner</th>
<th>Alphabet</th>
<th>Word</th>
<th>Paragraph</th>
<th>Story</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginner</td>
<td>6</td>
<td>7</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Alphabet</td>
<td>8</td>
<td>38</td>
<td>10</td>
<td>1</td>
<td>3</td>
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<tr>
<td>Word</td>
<td>1</td>
<td>8</td>
<td>17</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>Paragraph</td>
<td>0</td>
<td>0</td>
<td>6</td>
<td>9</td>
<td>12</td>
</tr>
<tr>
<td>Story</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
</tbody>
</table>

### Math

<table>
<thead>
<tr>
<th>Math</th>
<th>Beginner</th>
<th>0-9</th>
<th>10-99</th>
<th>Addition</th>
<th>Subtraction</th>
<th>Division</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginner</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>0-9</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>10-99</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Addition</td>
<td>0</td>
<td>2</td>
<td>1</td>
<td>4</td>
<td>8</td>
<td>1</td>
</tr>
<tr>
<td>Subtraction</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>Division</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>3</td>
<td>17</td>
</tr>
</tbody>
</table>

### Summary

- **Total Hindi**: 84
  - Same level*: 19
  - Down: 9
  - 1 level Up: 24
  - 2 level up: 9
  - 3 Level up: 0
  - 4 levels up: 0
  - Highest retained: 19

- **Total English**: 148
  - Same level*: 70
  - Down: 25
  - 1 level Up: 37
  - 2 level up: 5
  - 3 Level up: 3
  - 4 levels up: 0
  - Highest retained: 5

- **Total Math**: 57
  - Same level*: 12
  - Down: 6
  - 1 level Up: 16
  - 2 level up: 1
  - 3 Level up: 1
  - Highest retained: 17
Our Overall Reach in 2017-18

650 youths trained
50 learning centers
2500 children receiving quality education
Support and Partnerships

Innovation Partner

N·S·D·C
National Skill Development Corporation
Transforming the skill landscape

Incubators, and Mentors

IIMB
NSRCEL
unlimited
TEACHFORINDIA
duMentum

Content & Technology Partnerships

isee
Mindtree
EY Foundation
Pratham

Awards & Recognitions

janhit jagraan
## I-SAKSHAM EDUCATION AND LEARNING FOUNDATION

### Balance Sheet as at March 31, 2018 and March 31, 2017

<table>
<thead>
<tr>
<th>Description</th>
<th>Notes</th>
<th>March 31, 2018</th>
<th>March 31, 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1 Shareholders’ Funds</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(a) Share Capital</td>
<td>1</td>
<td>1,00,000</td>
<td>1,00,000</td>
</tr>
<tr>
<td>(b) Reserves and Surplus</td>
<td>2</td>
<td>36,22,773</td>
<td>16,80,158</td>
</tr>
<tr>
<td><strong>2 Current Liabilities</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(a) Other Current Liabilities</td>
<td>3</td>
<td>41,050</td>
<td>30,750</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>37,63,823</td>
<td>18,10,908</td>
</tr>
</tbody>
</table>

### II. ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>Notes</th>
<th>March 31, 2018</th>
<th>March 31, 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1 Non Current Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(a) Fixed Assets</td>
<td>4</td>
<td>1,32,386</td>
<td>76,217</td>
</tr>
<tr>
<td><strong>2 Current Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(a) Cash and Cash Equivalents</td>
<td>5</td>
<td>35,45,381</td>
<td>16,97,997</td>
</tr>
<tr>
<td>(b) Other Current Assets</td>
<td>6</td>
<td>86,057</td>
<td>36,694</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>37,63,824</td>
<td>18,10,908</td>
</tr>
</tbody>
</table>

As per our report of even date attached
for **N S B & ASSOCIATES**
Chartered Accountants
Firm No.: 023043N

**Nandan Singh Bisht**
Partner
Membership No. 099805

For and on behalf of the Board of
I-SAKSHAM EDUCATION AND LEARNING FOUNDATION

**Ravi Dhanuka**
Director
DIN 07437626

**Sandeep Uppal**
Director
DIN 01793868
### Cash Flow Statement for the year ended March 31, 2018 and March 31, 2017

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A. Cash flow from Operating activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net Profit / (Loss) before Taxation</td>
<td>1,942,615</td>
<td>1,692,998</td>
</tr>
<tr>
<td><strong>Adjustments for:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation and amortisation</td>
<td>83,717</td>
<td>62,129</td>
</tr>
<tr>
<td>Finance costs</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Operating profit / (loss) before working capital changes</strong></td>
<td>2,026,332</td>
<td>1,755,127</td>
</tr>
<tr>
<td><strong>Adjustments for:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(increase) / decrease in Current assets</td>
<td>(49,363)</td>
<td>629</td>
</tr>
<tr>
<td>increase / (decrease) in Current liabilities</td>
<td>10,300</td>
<td>(172,250)</td>
</tr>
<tr>
<td>Cash generated from operations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net income tax (paid) / refunds</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Net cash flow from / (used in) operating activities (A)</strong></td>
<td>1,987,269</td>
<td>1,583,506</td>
</tr>
<tr>
<td><strong>B. Cash flow from investing activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of Fixed Assets</td>
<td>(139,885)</td>
<td>(37,208)</td>
</tr>
<tr>
<td><strong>Net cash flow from / (used in) investing activities (B)</strong></td>
<td>(139,885)</td>
<td>(37,208)</td>
</tr>
<tr>
<td><strong>C. Cash flow from financing activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proceeds from issue of equity shares</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finance cost</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Net cash flow from / (used in) financing activities (C)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Net increase / (decrease) in Cash and cash equivalents (A+B+C)</strong></td>
<td>1,847,384</td>
<td>1,546,298</td>
</tr>
<tr>
<td><strong>Cash and cash equivalents at the Beginning of the year</strong></td>
<td>1,697,997</td>
<td>151,699</td>
</tr>
<tr>
<td><strong>Cash and cash equivalents at the end of the year</strong></td>
<td>3,545,381</td>
<td>1,697,997</td>
</tr>
</tbody>
</table>

As per our report of even date attached
for N S B & ASSOCIATES
FRN:023043N

Nandan Singh Bisht
Partner
Membership No. 099805

For and on behalf of the Board of

Ravi Dhanuka
Director
DIN 07437626

Sandeep Uppal
Director
DIN 01793868

Place: New Delhi
Date:
## Financials Snapshot

### Sources

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>NSDC Grant</td>
<td>30 Lakhs</td>
</tr>
<tr>
<td>Crowd funding</td>
<td>21 Lakhs</td>
</tr>
<tr>
<td>Training contributions from field &amp; others</td>
<td>2.8 Lakhs</td>
</tr>
<tr>
<td>Additional IIMB stipend</td>
<td>6 Lakhs</td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training and onsite mentoring</td>
<td>72%</td>
</tr>
<tr>
<td>Program design</td>
<td>15%</td>
</tr>
<tr>
<td>Learning Infrastructure and Education Services</td>
<td>6%</td>
</tr>
<tr>
<td>OD, admin and miscellaneous</td>
<td>7%</td>
</tr>
</tbody>
</table>
EXECUTIVE TEAM

RAVI DHANUKA
Director (Operations)

SHRAVAN JHA
Chief Knowledge Officer

ADITYA TYAGI
Director (Strategy)

MENTORS AND BOARD MEMBERS

SOUMEN BISWAS
Ex-ED, PRADAN

SHWETA ANAND ARORA
Director, The Education Alliance

ANUP MUKERJI
Ex-Chief Secretary, Bihar

RANITA BASURAY
Masters in Economics

SANDEEP UPPAL
MD, i3 Consulting