



The Teacher Foundation®

TTF ANNUAL REPORT

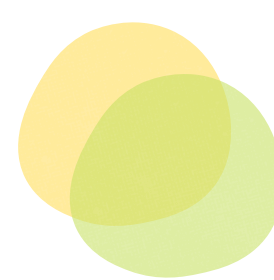
SHRADDHA TRUST

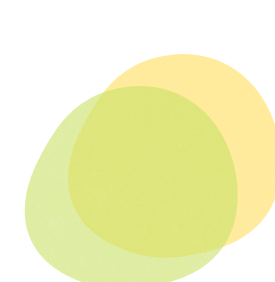
April 2023 - March 2024

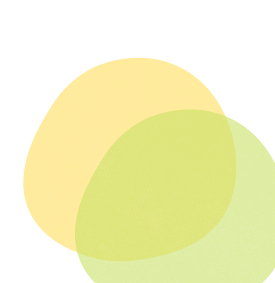


The Teacher Foundation®

AGENDA

 **Highlights:**
April 23–March 24

 **Programme Review:**
ST: April 23–March 24

 **Financial Review:**
ST: April 23– March 24



The Teacher Foundation®

“

There is no system in the world or any school in the country that is better than its teachers. Teachers are the lifeblood of the success of schools.

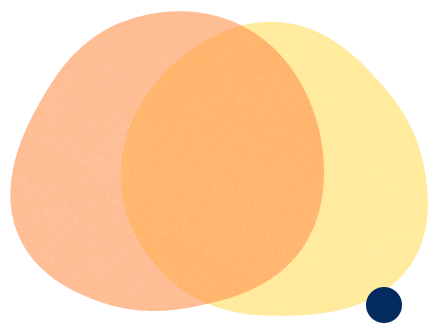
”

Ken Robinson

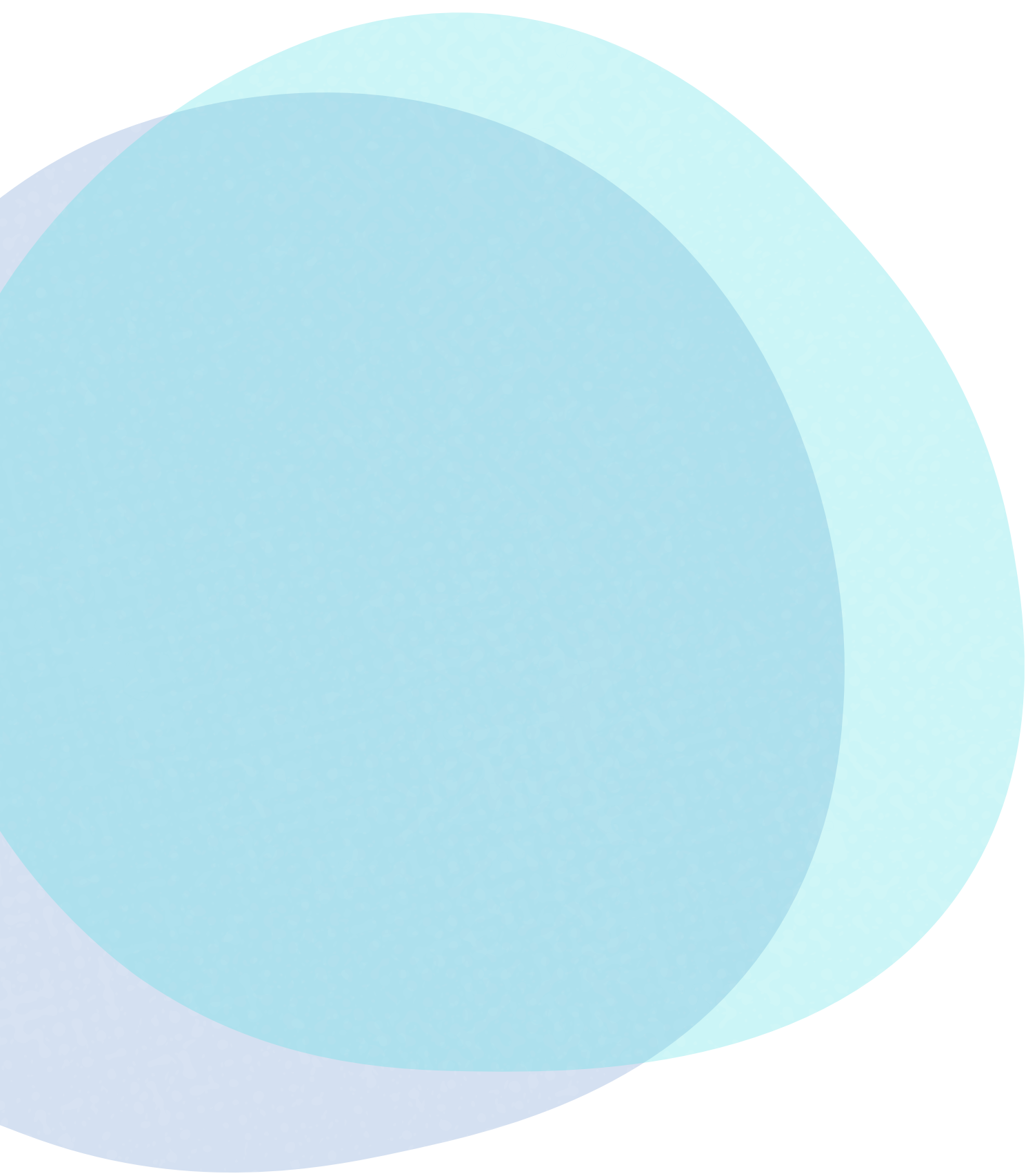


The Teacher Foundation®

HIGHLIGHTS: 2023-24



- 1212 Govt teachers were trained
- **Pernod Ricard India** has signed up a 3 year contract (to be renewed every year) with TTF to enable teachers to improve childrens' Numeracy, English Language and Social-Emotional Skills. Year 2 will commence in the new academic year 2024





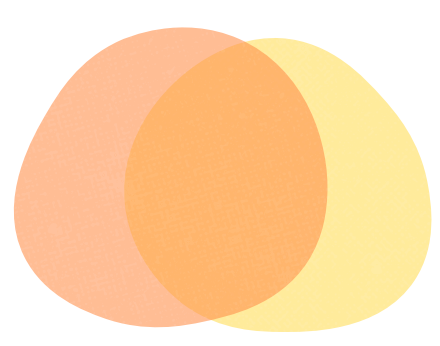
The Teacher Foundation®

SHRADDHA TRUST – AT A GLANCE

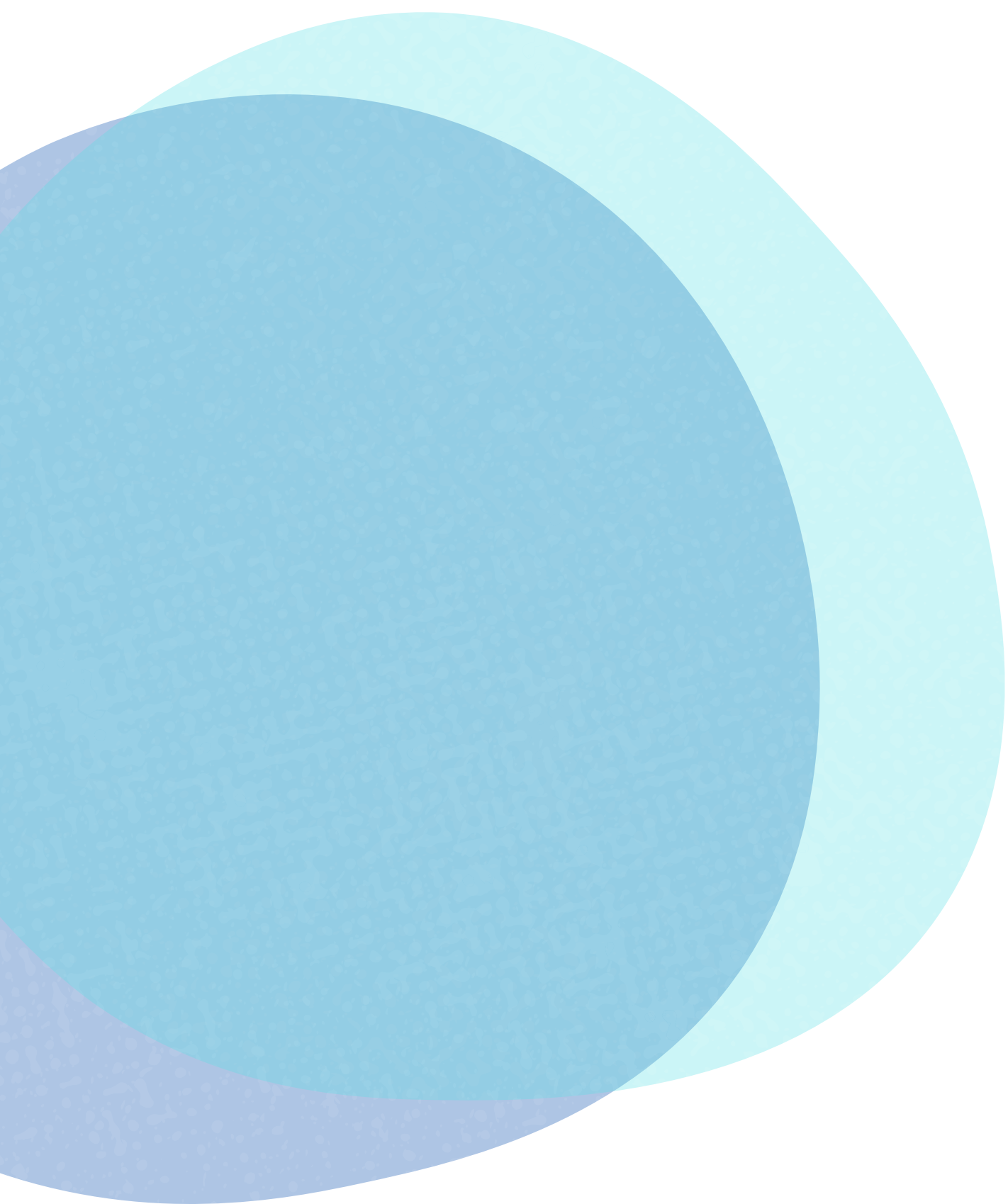
- **Government Projects in Karnataka:** – supported by Deloitte and United Way, Bengaluru (Improve reading & SEL skills in children); Fourth Wave Foundation (Enabling Inclusion); CBM (Implementation of inclusive curriculum).
- **Government Project in Nashik, Maharashtra** - 100 teachers supported by Pernod Ricard India (PRI).
- **Life Skills Collaborative (LSC)** – Steered by Sattva Consulting and supported by MSDF, Porticus, Echidna Giving, Children's Investment Fund Foundation (CIFF) and Omidyar Network



The Teacher Foundation®



GOVERNMENT PROJECTS KARNATAKA





The Teacher Foundation®

IMPROVE READING AND SOCIAL EMOTIONAL LEARNING SKILLS IN CHILDREN IN KARNATAKA SUPPORTED BY DELOITTE & UNITED WAY BENGALURU

Objective: To train Government school teachers to improve reading and social-emotional skills of children from government schools of Bangalore Rural and Haveri districts. The project also entailed equipping department officials with the skills to administer TTF's Graded Reading Assessments to students of Grades 1 to 5 across the state.

Target: 1000 Teachers

Assessing reading skills using Graded Reading Assessments (GRA):

An **assessment** of children to gauge their reading skills was conducted using TTF's Graded Reading Assessment (GRA) tool. The test was administered to students of grades 1 to 5 twice during the project period - Baseline and Endline Assessment.

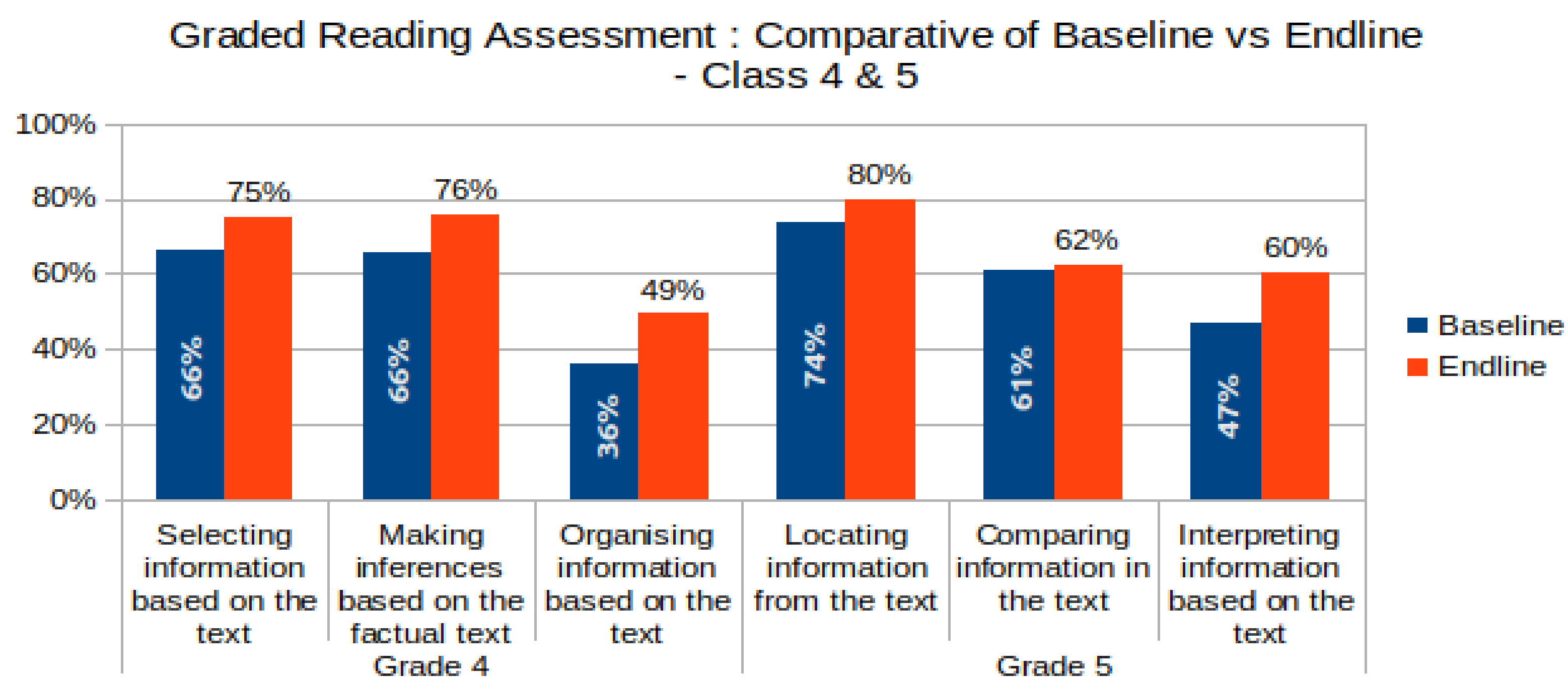
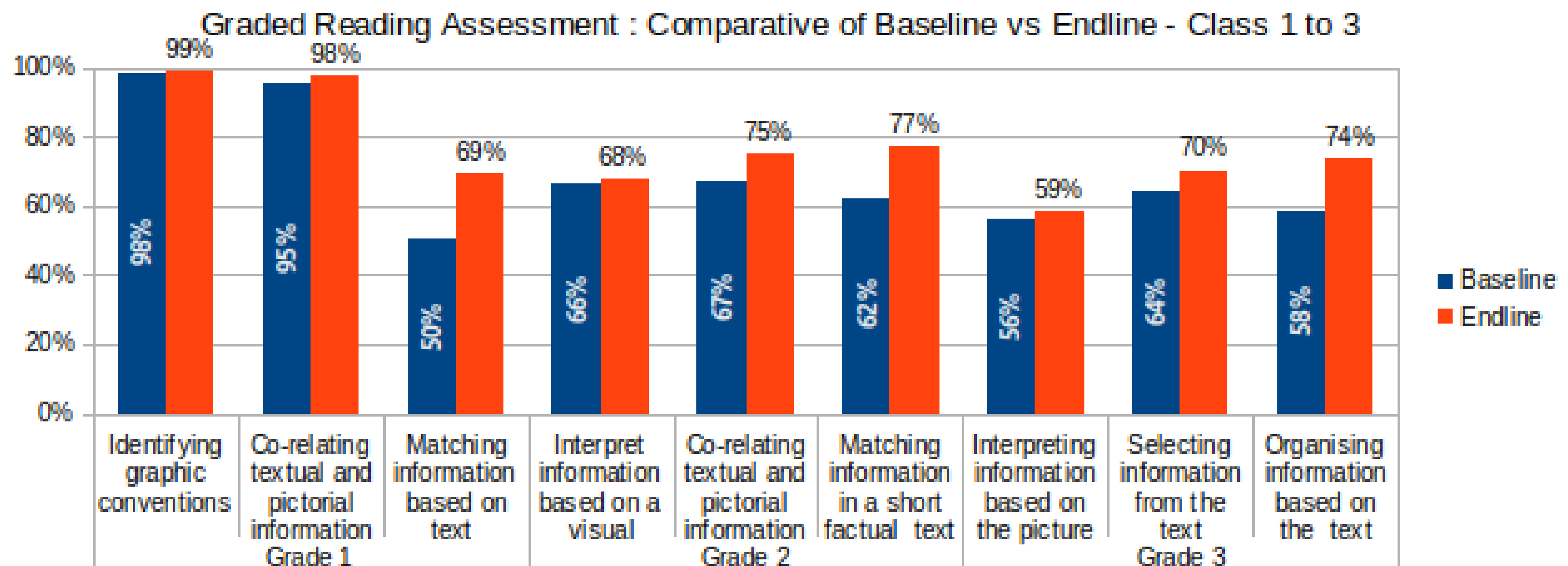
Assessing social-emotional skills using SAMBHAV:

An **assessment** of children to gauge their social-emotional skills was also conducted using SAMBHAV – an age banded assessment tool, developed by TTF in an audio-visual mode. The test was administered to students of Grades 2 to 5 twice during the project period - Baseline and Endline Assessments.

Teachers were trained for **5 days in 2 phases**. **Phase 1 (3 days)** training consisted of orientation and understanding the Reading for Real module developed by TTF, which aimed to improve reading skills. While **Phase 2 (2 days)** training focused on developing the social-emotional skills of children through the Whole school Quality Circle Time (QCT) approach. 876 teachers took part in the training. **One round of School Based Support (SBS)** was also provided to the teachers



READING ASSESSMENT USING GRA



There is a noticeable increase in the scores in Endline when compared to Baseline scores in both the locations. In the Post Reading stage when teachers and students were observed on the types of activities planned and how these activities encouraged student learning and comprehension, it was gathered that:

- Teachers were ensuring that students engage in speaking/writing activities
- Teachers got the children to reflect on the new vocabulary learnt

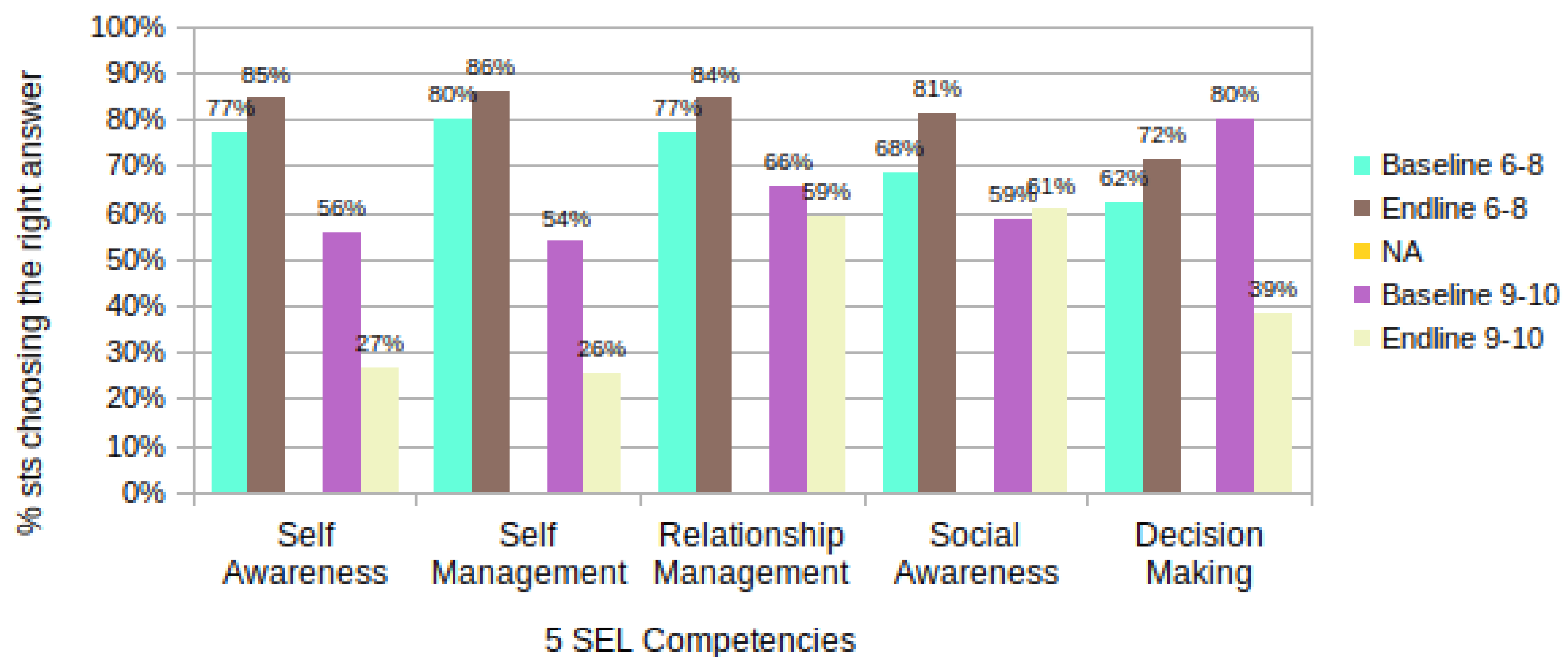


SEL ASSESSMENT USING SAMBHAV

BANGALORE RURAL DISTRICT

SEL COMPETENCY SCORES

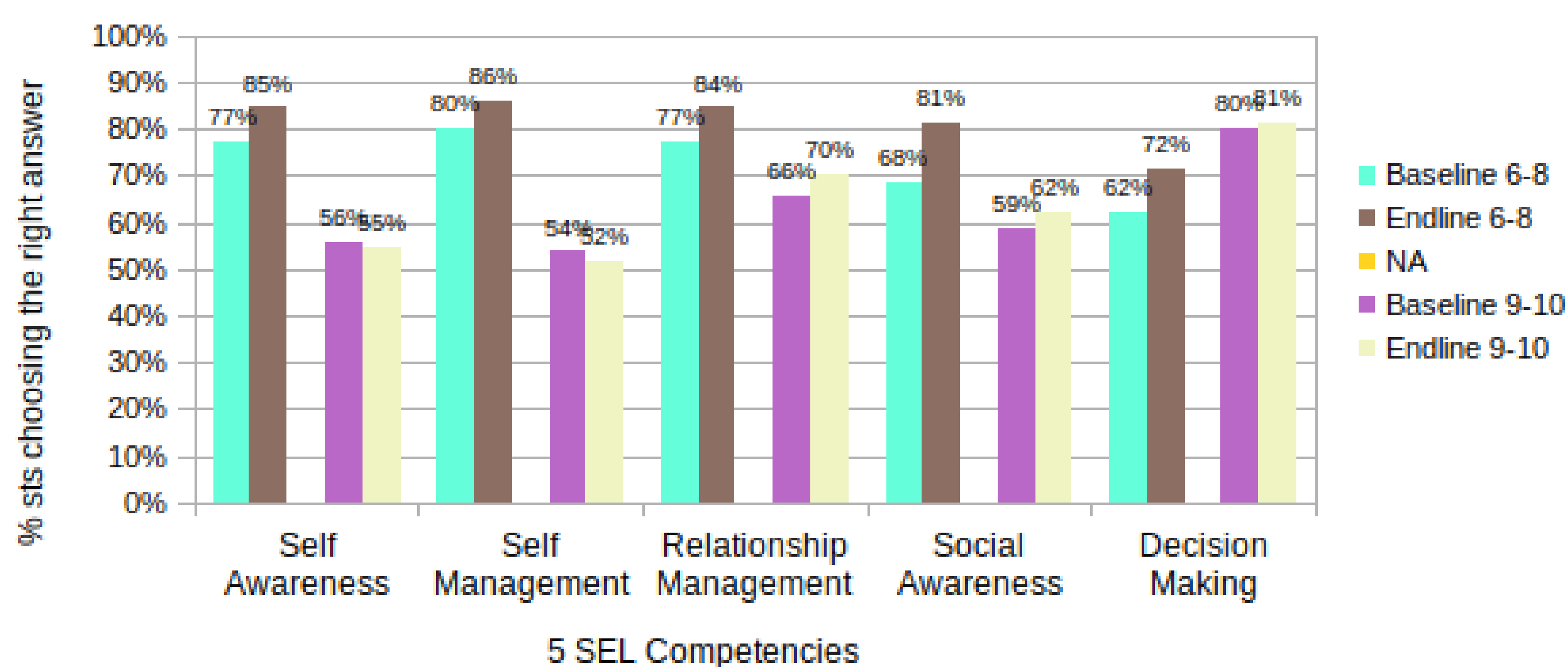
BASELINE VS ENDLINE



HAVERI DISTRICT

SEL COMPETENCY SCORES

BASELINE VS ENDLINE



From the findings described in this report it can be concluded that children's social and emotional skills are average, with a scope for improvement in many areas. It can also be seen that as children grow up, their social and emotional skills decline.



The Teacher Foundation®

Testimonials

Ms. Monika Rani, from GHPS Hadonahalli said that this was a unique and very innovative training she had attended in her career. She said that the method and the activities used in the training was very creative and is very useful. She was very keen to try these activities in her classroom.

While Doddaballapur BEO, Mr. Rangappa, who had visited the training batch in July' 23 said that "TTFs programme is very innovative" and asked the teachers to make use of the learnings and transfer the same into their classrooms.

Kamalamma, HM of GHPS Harohalli gives her feedback on the impact of QCT training:

https://youtu.be/-NWhQu_YOHs

IMPACT DAY

- An **Impact Day** event was conducted in November 2023. Around 80 volunteers, from TTF & United Way Bengaluru, participated in the event, painting the school walls @ GKMPs Kengeri. Extra-curricular activities were organised for students of Grades 3 to 8 and refreshments were provided to all students.



Before



After



The Teacher Foundation®

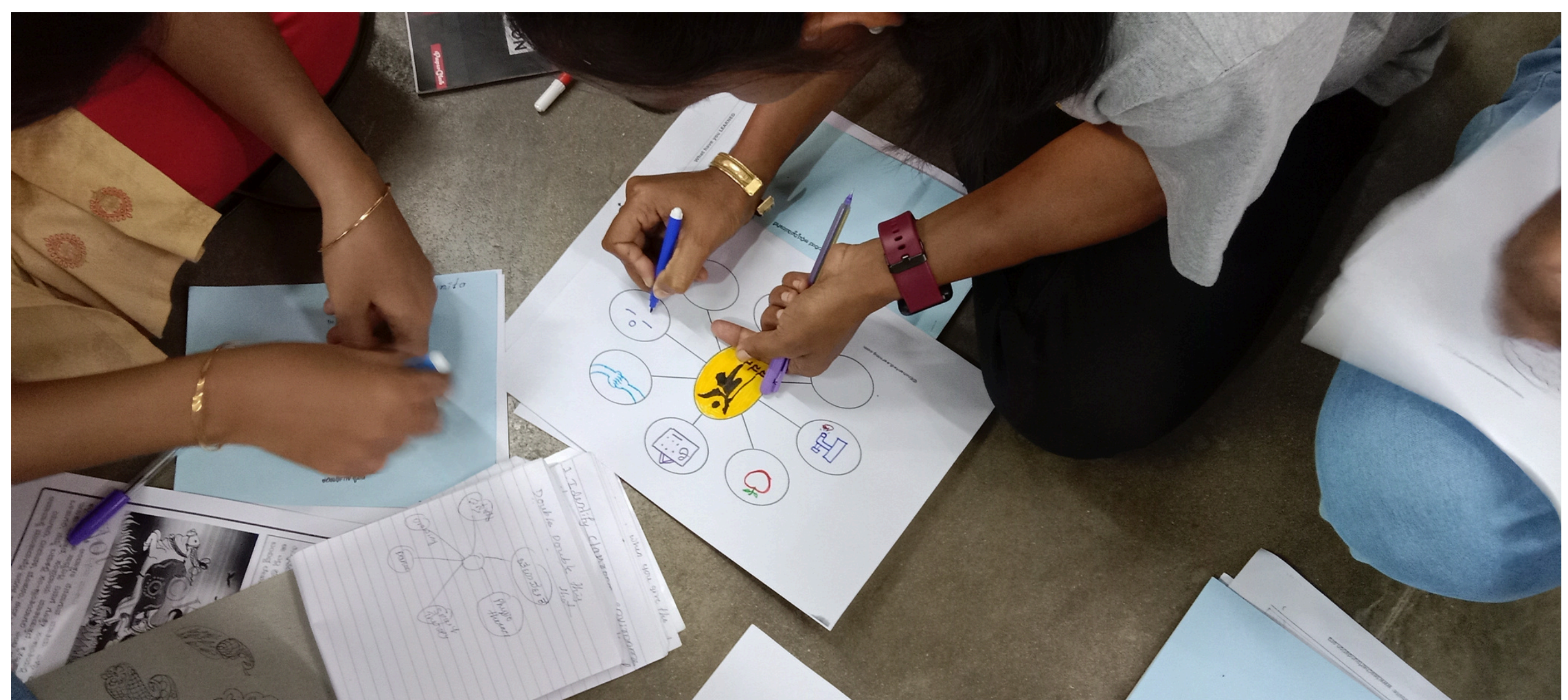
ENABLING INCLUSION

SUPPORTED BY FOURTH WAVE FOUNDATION

Objective: To equip participants with inclusive teaching-learning processes.

Overall Target: 1200 participants from 35 districts of Karnataka

- **During the 2nd year of the project, 64 BIERTs** (Block Inclusive Education Resource Teachers) and **1013 VRWs** (Village Resource Workers), **MRWs** (Mandal Resource Workers) and **URWs** (Urban Resource Workers) **were trained on Inclusive Classroom**. These participants are from 5 districts of Karnataka (Bellary, Dharwad, Haveri, Bagalkot and Chitradurga)
- The training included briefing the participants on importance of Inclusion, learning about Disabilities, how to use the theory of Multiple Intelligences and Assessment procedures for CWSN.





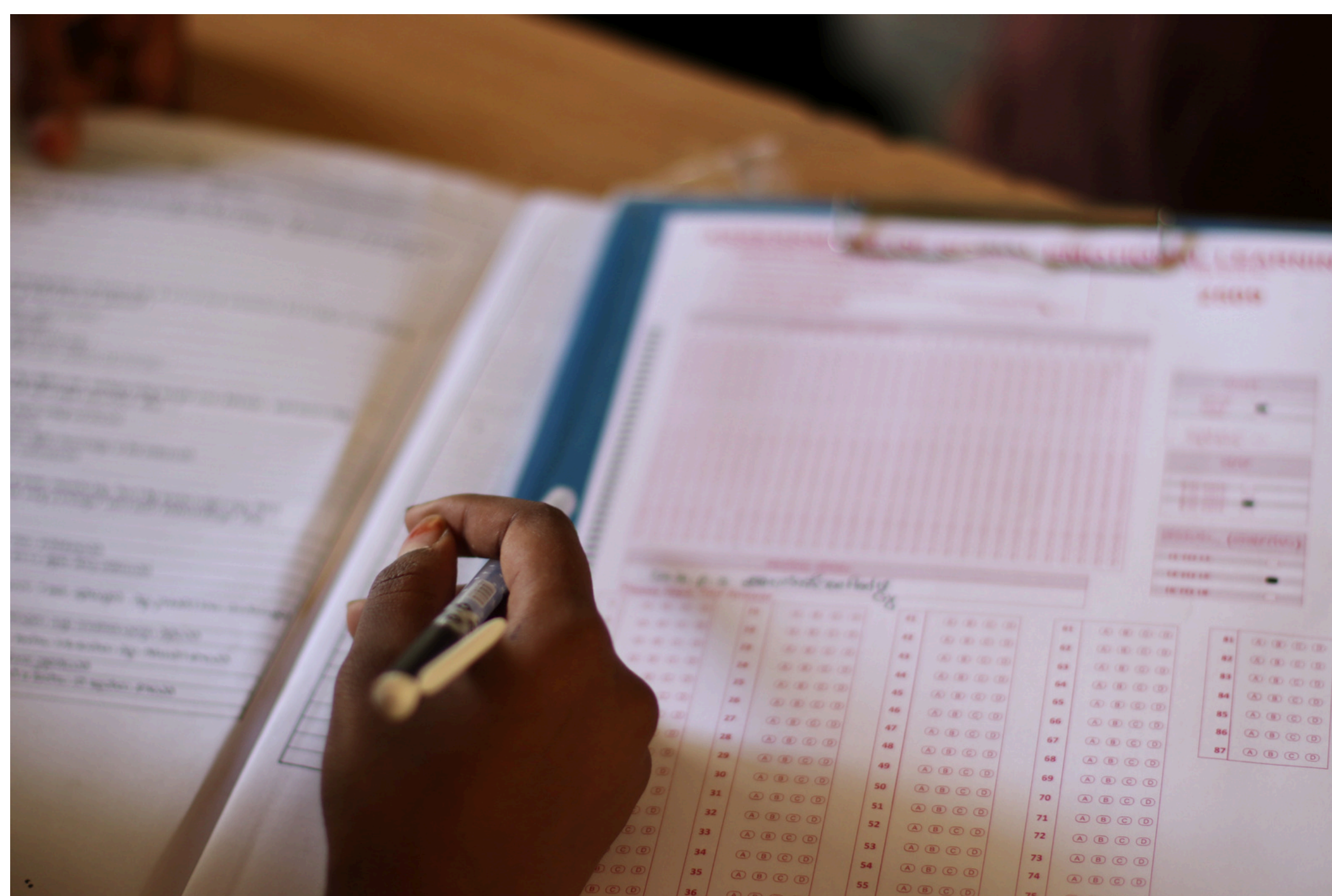
The Teacher Foundation®

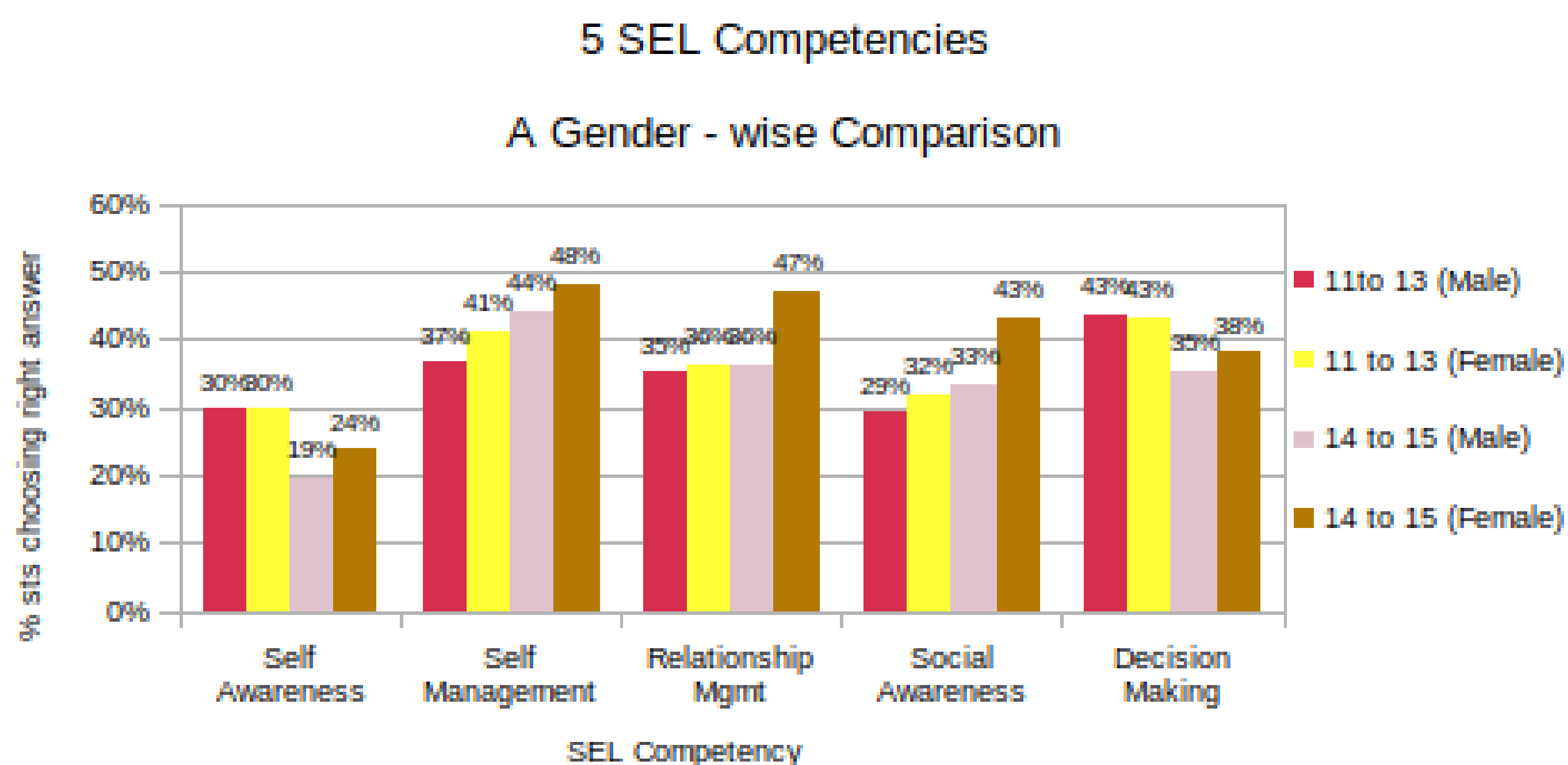
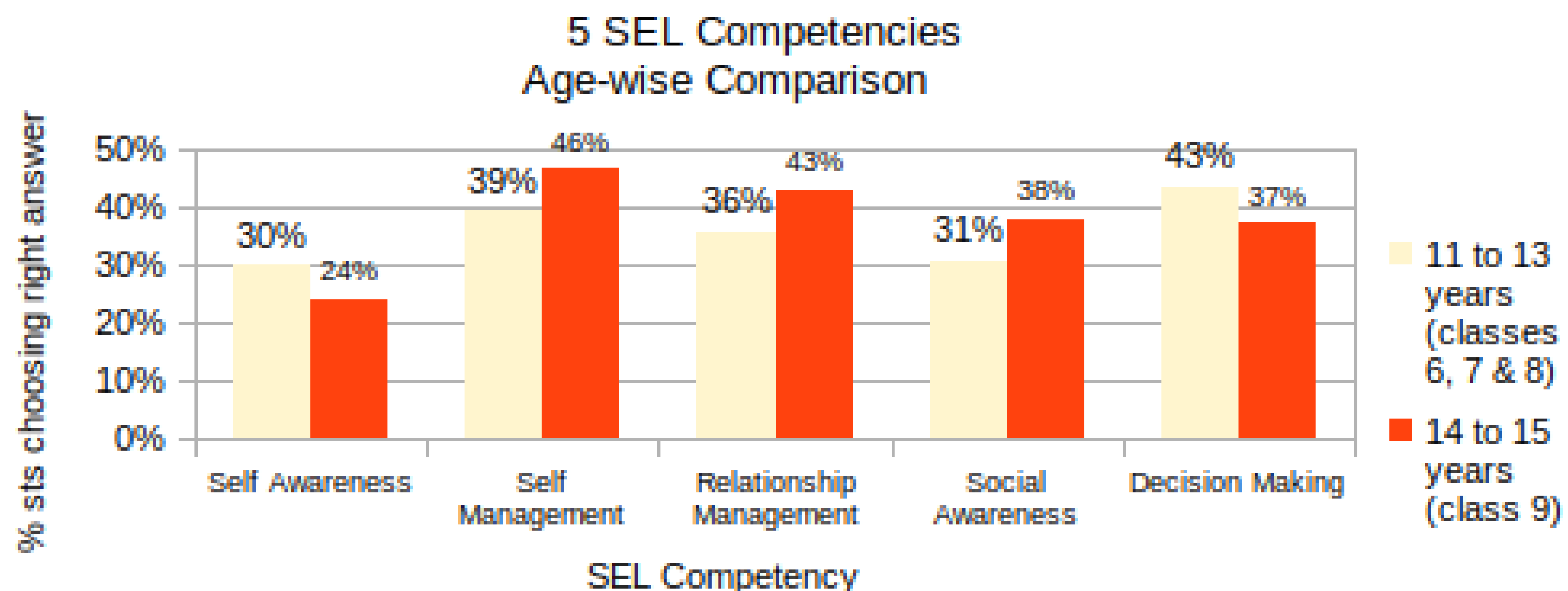
MENTAL HEALTH AND PSYCHO-SOCIAL SUPPORT FOR CHILDREN AND YOUTH IN KARNATAKA, INDIA (PHASE-II) SUPPORTED BY CBM, ITALY

Objective: To train teachers on i-SELF curriculum and QCT from 50 selected schools from Doddaballapur taluk

Target: 50 Govt teachers in Doddaballapur District-Karnataka.

- **Assessment of children** to assess their social-emotional skills
- **Train 50 Govt Primary school teachers** to implement i-SELF curriculum in their classrooms. The i-SELF curriculum consists of 50 Quality Circle Time Lesson Plans developed in phase 1 using the Indian Social Emotional Learning Framework
- **2 rounds of school based support (SBS)** to support teachers on using i-SELF curriculum
- A pilot assessment was conducted in February '23 for 2300 students from grades 6 to 9 in 23 schools of Doddaballapur. The survey was a study of students' social and emotional skills.
- Based on the pilot, the assessment tool was reviewed and redesigned as an audio-visual tool and the number of questions were also reduced. Baseline and Endline Assessments were conducted.





The following cumulative observations can be made from the graphs given above:

1. Students' scores take an overall dip in the higher age group
2. Both the genders score the lowest on Self Awareness across both the age-groups
3. In the 11-13 yr old age-group, girls and boys seem to be doing equally across all five competencies with very minimal differences in their scores, except in Self Management
4. In the 14-15 yr old age-group, girls demonstrate better ability than boys across all 5 competencies. They score the maximum in Self Management closely followed by Relationship Management
5. Self Awareness as well as Decision Making show a clear dip with the advancing age of children



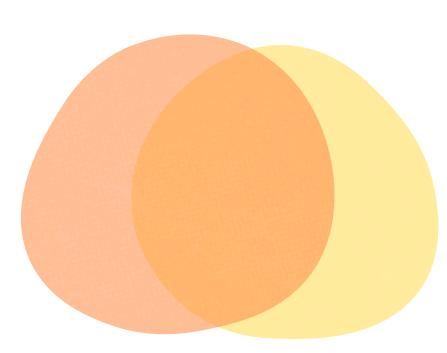
The Teacher Foundation®

- 41 teachers were trained on **Whole School Quality Circle Time approach** and QCT lesson plans were shared with them
- Two rounds of School Based Support were conducted. The second round showed an improvement in the teaching-learning environment when compared with SBS round 1

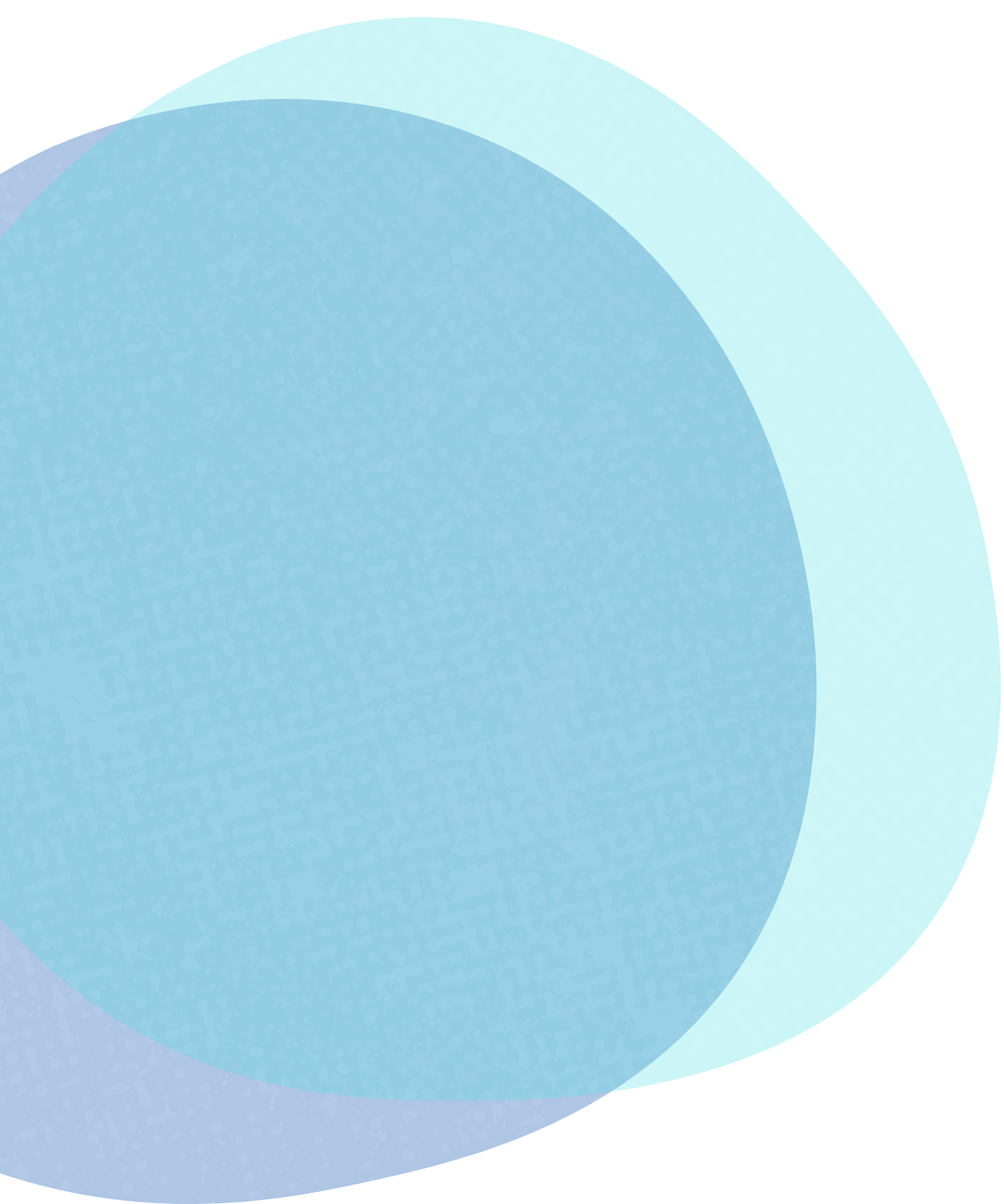




The Teacher Foundation®



GOVERNMENT PROJECTS MAHARASHTRA





The Teacher Foundation®

ENABLING TEACHERS TO IMPROVE CHILDREN'S LITERACY AND NUMERACY SKILLS SUPPORTED BY PERNOD RICARD INDIA

Objectives:

- Improving children's foundational skills in literacy (English) and numeracy
- Equipping the teachers with effective methodologies to teach literacy and numeracy skills
- Improving communication skills of teachers and students
- Equipping teachers with the skill to hold effective conversations in their classroom to contribute to the fostering of student well-being

Target: 100 Govt School teachers from Dindori Block - Nashik District of Maharashtra.

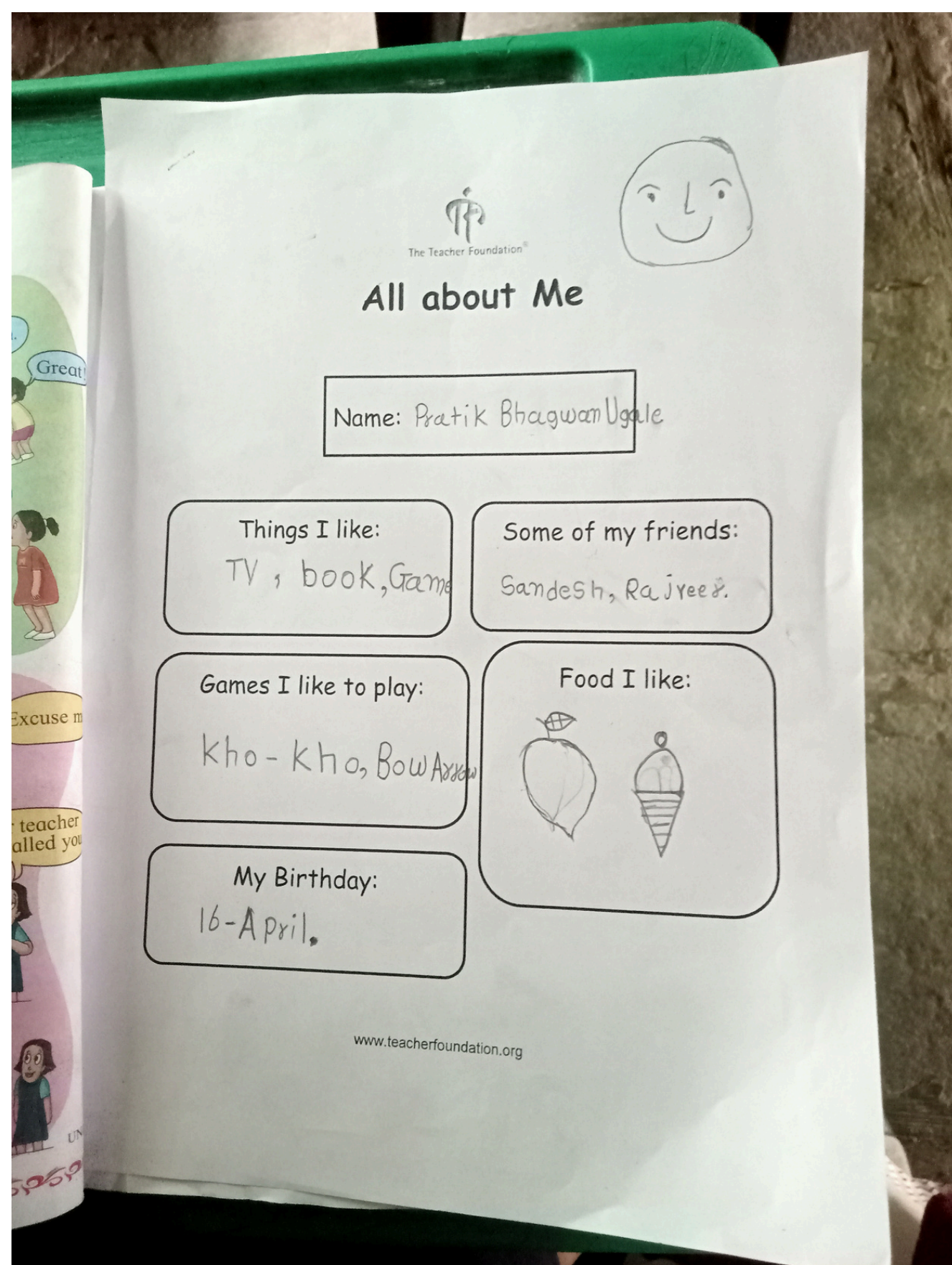
- Through **450 class lesson Demos**, 100 teachers have received training on the different modules prescribed for this programme
- **60 Lesson Plans** in Maths and English each have been created for this purpose
- Baseline and Endline Assessments were conducted for **100 teachers**
- Approx 1250 students from Grades 3, 5 and 7 were assessed in Maths and English
- A comparative student assessment report format was developed for this project

"At our school, every 15 days, we benefit from demonstration lessons in English and Mathematics conducted by The Teacher Foundation Facilitators. The lesson plans provided by TTF are of exceptional quality. They begin by showcasing the demonstration and then offer us the opportunity to conduct the demo ourselves, followed by constructive feedback. This structured approach greatly facilitates our work, ensuring smooth operations. Therefore, we extend our sincere gratitude to The Teacher Foundation for their invaluable support."

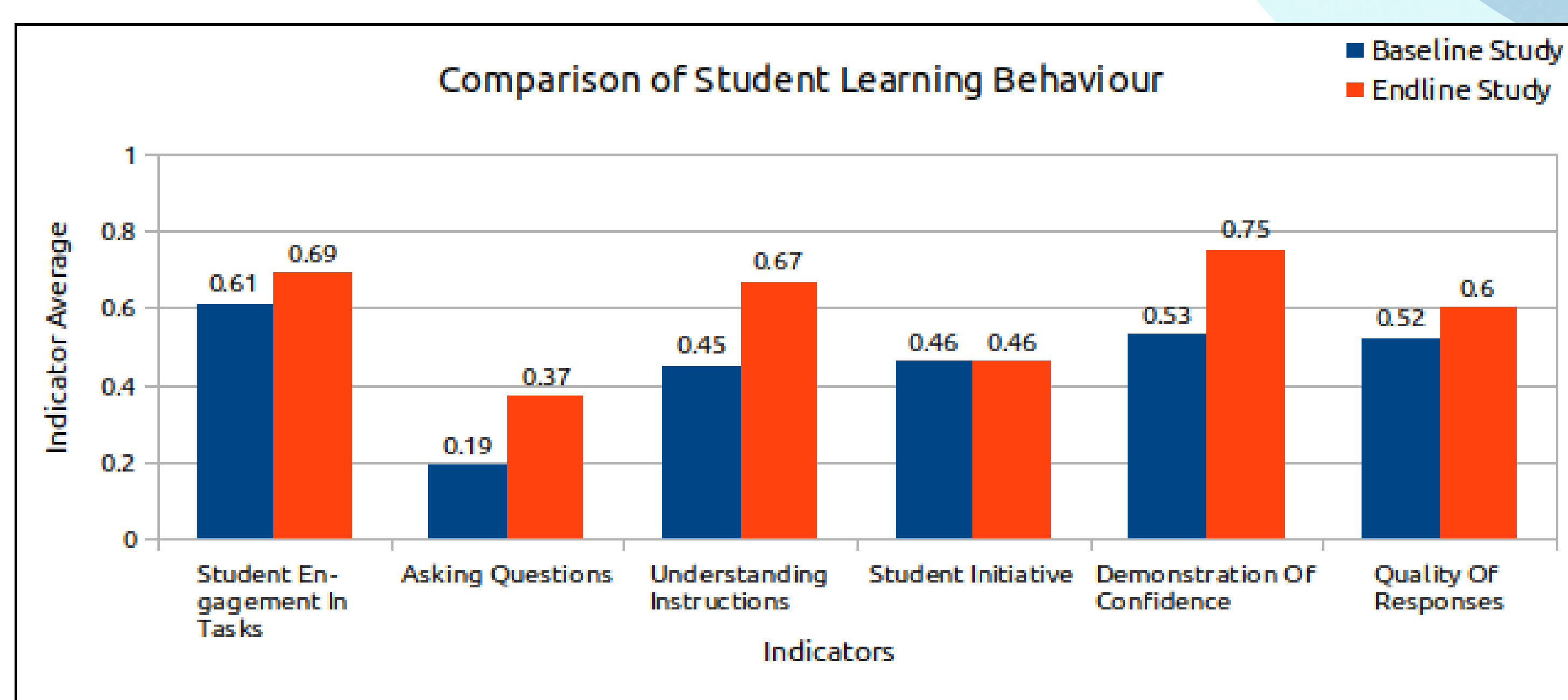
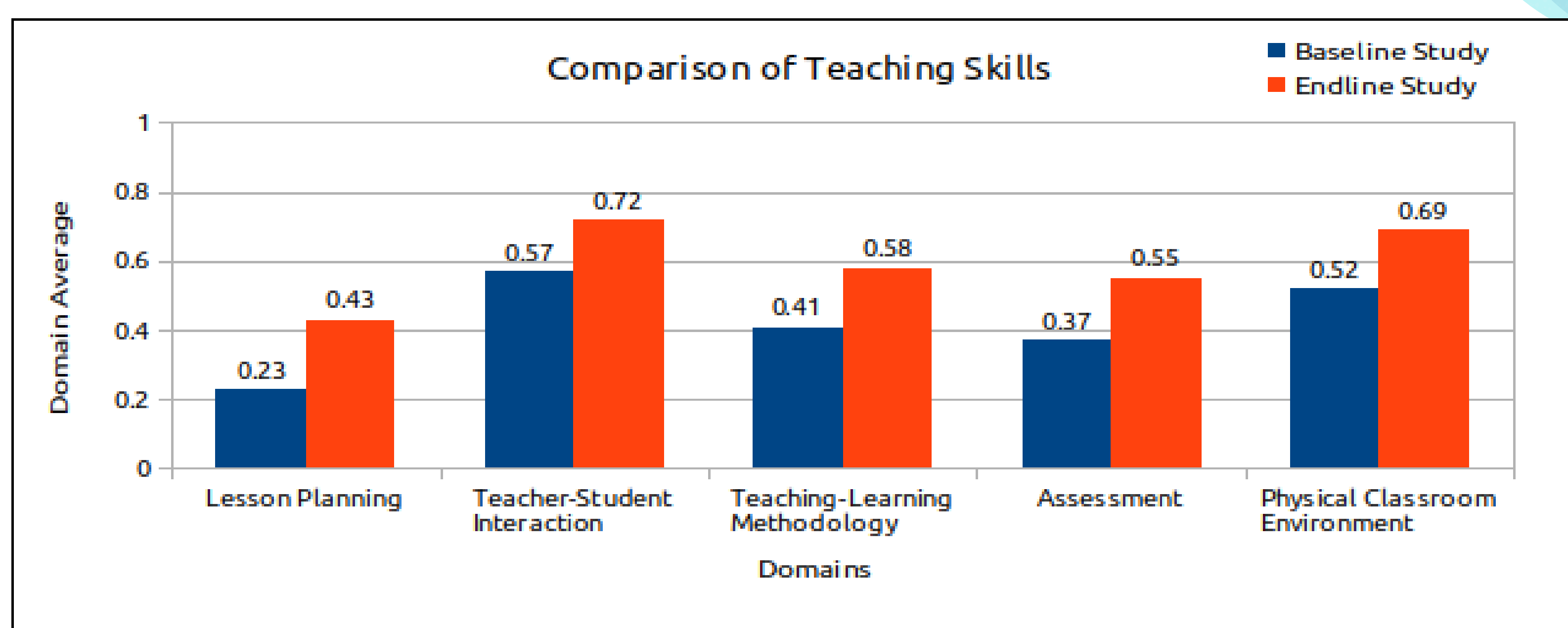
Jyoti Pagare, teacher at Zilla Parishad Primary School



The Teacher Foundation®



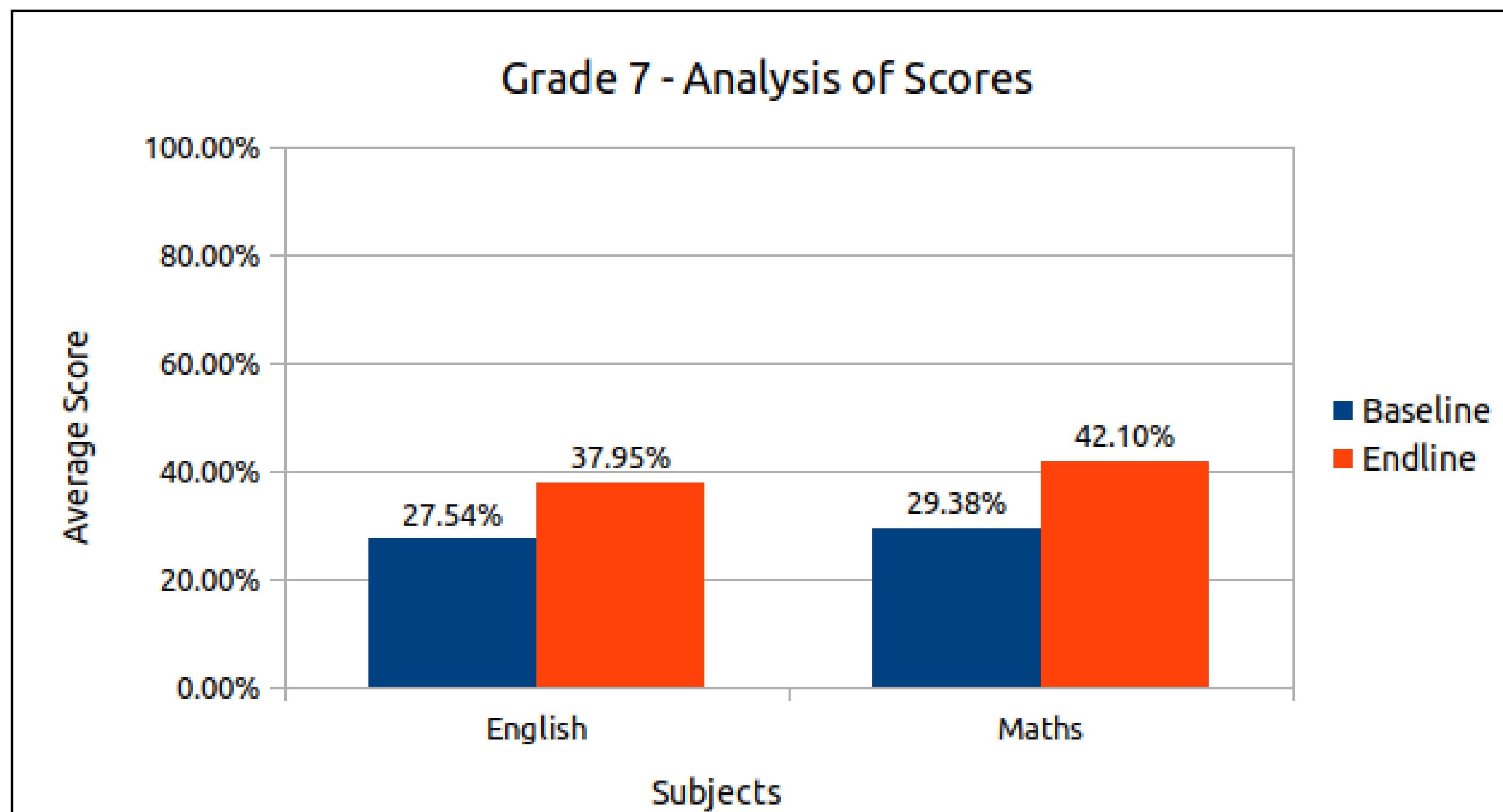
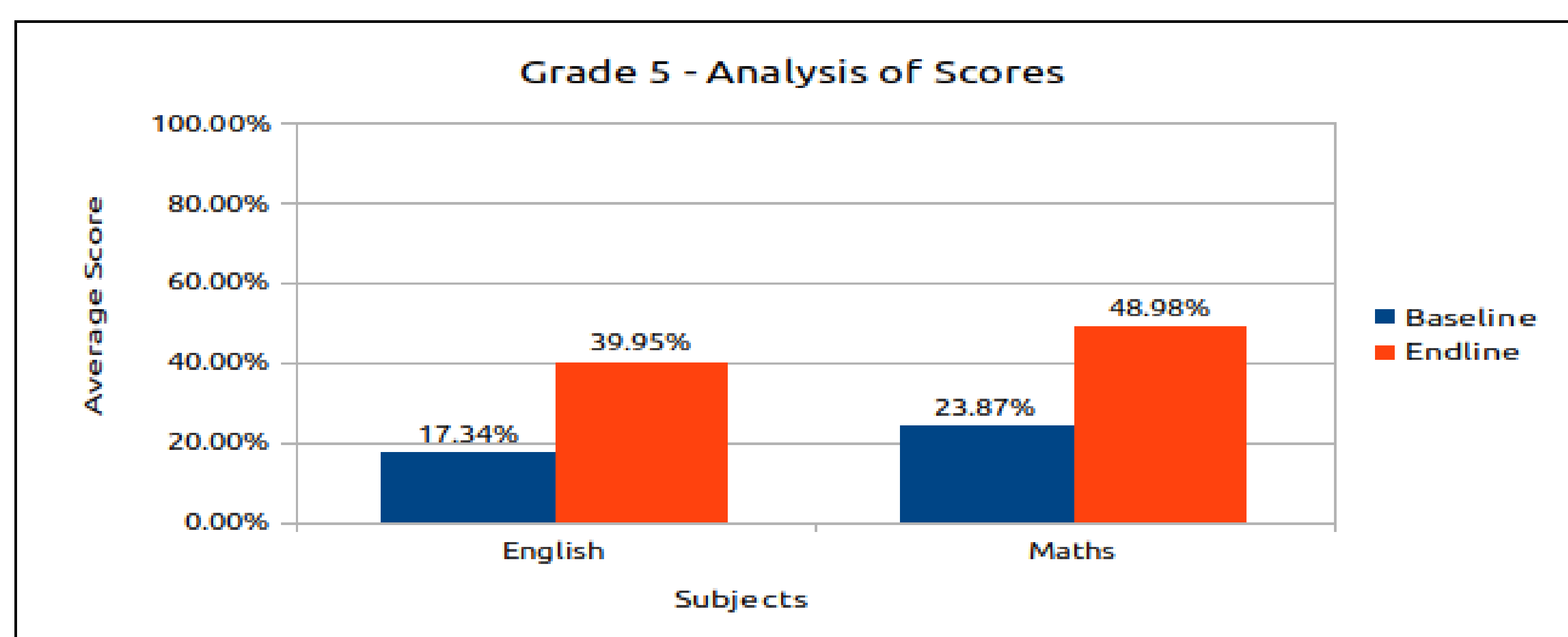
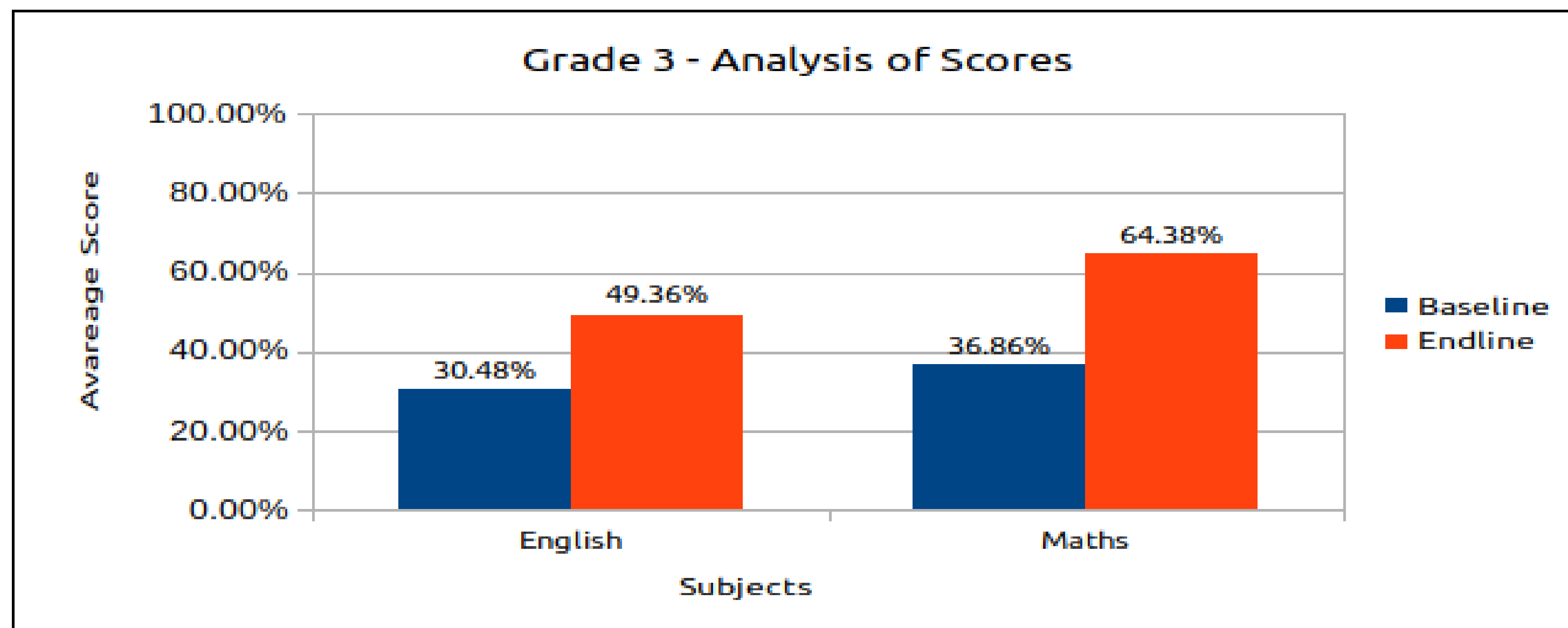
COMPARATIVE CLASSROOM OBSERVATION ANALYSIS



The graphs/data above illustrate a significant improvement across various domains and subdomains following TTF's intervention, reflecting the dedication and sincerity from the teacher participants. This positive change is commendable.



COMPARATIVE STUDENT ASSESSMENT ANALYSIS



The scores clearly indicate that there has been a marked improvement from the baseline to the endline scores. As part of the intervention in year 1, TTF demonstrated 30 lessons and shared resources for 60 lessons with teachers of each school participating in the programme. The resources included detailed lesson plans, picture/flash cards, worksheets, games etc. TTF facilitators demonstrated good practices such as use of group work, asking open ended questions, enabling hands-on learning using manipulatives and ensuring 'every' child is included and engaged in learning.



The Teacher Foundation®

LIFE SKILLS COLLABORATIVE SUPPORTED BY SATTVA CONSULTING

Objectives of LSC (the whole collaborative):

- Foster a life skills ecosystem in India, to empower children to build resilience, overcome adversities and thrive.

Objectives of TTF as Glossary Partner:

- Create the India Glossary of Life Skills
- Define each life skill
- Contextualise the life skill definitions and articulate the behavioural manifestations of each skill
- Support the roll out of Assessment tools in Maharashtra in collaboration with Shantilal Muttha Foundation

Achievements:

- **Glossary Translation:** Translation of LSC India Glossary of Life Skills version 2.0 into Hindi, Marathi, Mizo, Kannada, Telugu, Gujarati, Punjabi and Odiya is complete. Validation exercise with the SCERT officials of the respective states is also complete and the glossary has already been made available to the eco-system in 7 languages. Odiya language will be the last addition that will be made in April '24 after the second round of validation with the SCERT officials in Bhubaneswar.
- **Glossary Handbook:** A comprehensive Handbook of the India Glossary of Life Skills has been submitted to LSC
- **Gender and Disability Lensing Approach:** The Glossary is being examined from the gender and disabilities lens.



Audio – Video Resources (AVRs): TTF has created audio and video reels for the 7 skill-tags in and 52 individual skills. The 7 video reels consist of adult speakers who have experience of working with young people in the space of life skills. The audio reels include school children between the ages 15 and 18 talking about a life skill of their choice. TTF created two extra recordings covering the topic of life skills education in general, apart from the 52 skills and 7 skilltags. These will be uploaded on the LSC website in the Phase II of the LSC project.

Life skills **content co-creation and training** was done with the Rajasthan SCERT in a blended mode in association with Kaivalya Education Foundation and LSC.





SCHOOL WELL BEING

- **Development of 'SAMBHAV':** This year TTF completed the development of its first tool for assessment of Indian children's Social and Emotional skills. Called SAMBHAV, it is the first of its kind in India that assesses children's SE skills in a comprehensive way.

SAMBHAV consists of vignette based tests specially designed for five age – bands which are 6 – 8, 9 – 10, 11 – 13, 14 – 15 and 16 – 18. These are in congruence with the age-bands of the ISELF and measure the learning standards and outcomes as laid out by ISELF based on the developmental milestones of Indian children.

SAMBHAV has been piloted rigourously as a part of TTF's other projects in the government schools of Karnataka (Bangalore rural & Haveri under CBM and The United Way projects) as well as to measure impact of another organisation's SEL initiatives in the Pune Municipal Schools, Maharashtra. The tool is now much more compact and is administered in audio-video format.

SAMBHAV will be undergoing another rigorous round of review and a final set of tools will be available in English and Kannada by the end of May '24.

- **SEL4India:** The first meeting of SEL4India was conducted in August and was attended by a total of 8 partnering organisations including TTF and 4 potential donors. Subsequently, two more meetings were held, of which one was facilitated by Apni Shaala. Parellely, TTF continued to interact with potential donors for exploring funding possibilities. The focus remains on getting core partners in the collaborative and at least 1-2 donors for the project. TTF continues to seek funding solutions actively for this initiative.



The Teacher Foundation®

MEASURES UNDERTAKEN TO MAINTAIN TRAINING EFFECTIVENESS

Train the Trainer Sessions

TTT 1 : September 4-6, 2023

Focus of the TTT – Graded reading Assessment and reading for Real (Kannada)

Attendees : Karnataka Govt team and freelance facilitators.

TTT 2 : October 11-13, 2023

Focus of the TTT - Communication Skills, SBS

Attendees : All facilitators from Bengaluru, Govt team, Mumbai and freelance facilitators

TTT 3 : October 14, 2023

Focus of the TTT - Understanding English Lesson plans that have been designed for demo sessions in Dindori

Attendees : Maharashtra project team

New Modules Developed:

- Lesson Plans in Math and English for PRI project (60 plans for Year 1 and 60 plans for Year 2)
- Introduction to Graded Reading Assessment – Half day Module
- Module for Life-skills Content Co-creation with Rajasthan SCERT



The Teacher Foundation®

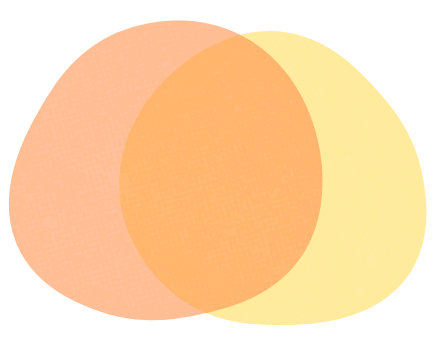
HR REPORT

No. of Employees, Consultants & Freelancers as on 31.03.2024

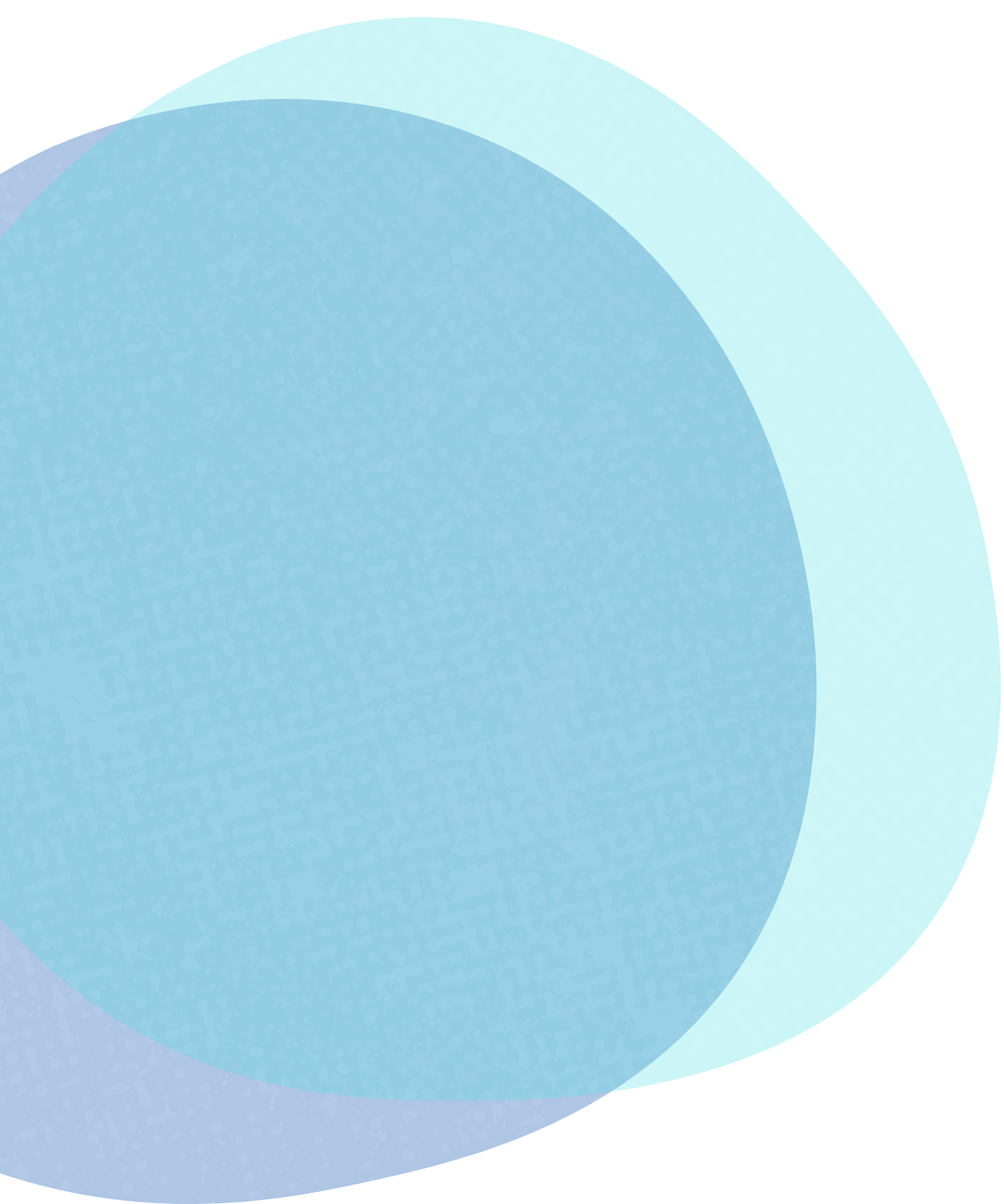
S No.	Particulars	Shraddha Trust	TOTAL
1	Full Time	15	15
2	Part Time	0	0
3	Consultants	3	3
4	Freelancers		12
			33
Gender Ratio			
Total No of staff		33	%
Male		10	0.30
Female		23	0.69
Employment & Attrition Status			
		Joined	Left
Shraddha Trust		7	3



The Teacher Foundation®



FINANCIALS OF ST





ST Financials

SHRADDHA TRUST Income & Expenditure A/C		
Particulars	FY2324 (Unaudited figures)	FY2223 (Audited figures)
	April to Mar	April to Mar
Excess of Income over Expenditure / Expenditure over Income	-0.22	1.05
Income		
Grants	233.34	218.21
Donation	1.06	1.84
Other Income	0.00	1.40
	234.40	221.45
Expenditure		
(525-001) Building & Occupancy	5.76	2.32
(509-100) Compensation	129.35	134.04
(537-000) Core Project Activities	66.97	55.51
(540-000) Contractual	14.05	13.05
(509-000) Operating Expenses	2.94	0.00
(520-001) Support & Other Services	15.54	15.48
	234.62	220.40



ST Financials – Donor Wise

S.No	Donor	Project Period	Amt in lacs		
			Project Value/OB	Expenditure for the period till Mar	Closing balance C=A-B
1	Bright Funds	April 23 to July 23	1.70	1.70	0.00
2	CBM – ISELF	July 22 to Mar 24	13.22	9.17	4.05
3	Deloitte (2 projects)	April 23 to Mar 24	51.11	51.11	0.00
4	Edelgive	April 22 to Mar 24	45.62	45.62	0.00
5	Fourth Wave	July 22 to Mar 24	6.72	6.72	0.00
6	Give2Asia	April 23 to Mar 24	5.73	5.73	0.00
7	PRIF	April 23 to Mar 24	55.01	55.01	0.00
8	Sattva (LSC)	Jan 21 to Mar 24	72.63	62.28	10.35
	Total (ST)		251.75	237.34	14.41



The Teacher Foundation®

Overall Teachers Trained - ST

Teacher Trained			
Financial Year	Funded		
	Heads	Teachers	Total
2002-03	0	0	0
2003-04	0	0	0
2004-05	0	30	30
2005-06	0	125	125
2006-07	164	513	677
2007-08	164	513	677
2008-09	87	641	728
2009-10	79	1264	1343
2010-11	105	1225	1330
2011-12	24	532	556
2012-13	62	856	918
2013-14	54	585	639
2014-15	560	1754	2314
2015-16	935	6178	7113
2016-17	121	6135	6256
2017-18	26	4870	4896
2018-19	51	2030	2081
2019-20	0	585	585
2020-21	60	2245	2305
2021-22	74	2260	2334
2022-23	0	2544	2544
2023-24	0	1212	1212
	2566	36096	38662

Note: The numbers are based on the invoices raised.



The Teacher Foundation®

"Education is not just
about going to school
and getting a degree.
It's about widening your
knowledge and
absorbing the truth
about life."

- Shakuntala Devi



The Teacher Foundation®

Follow TTF on Social Media !



INSTAGRAM



TWITTER



YOUTUBE



FACEBOOK



LINKEDIN

WWW.TEACHERFOUNDATION.ORG