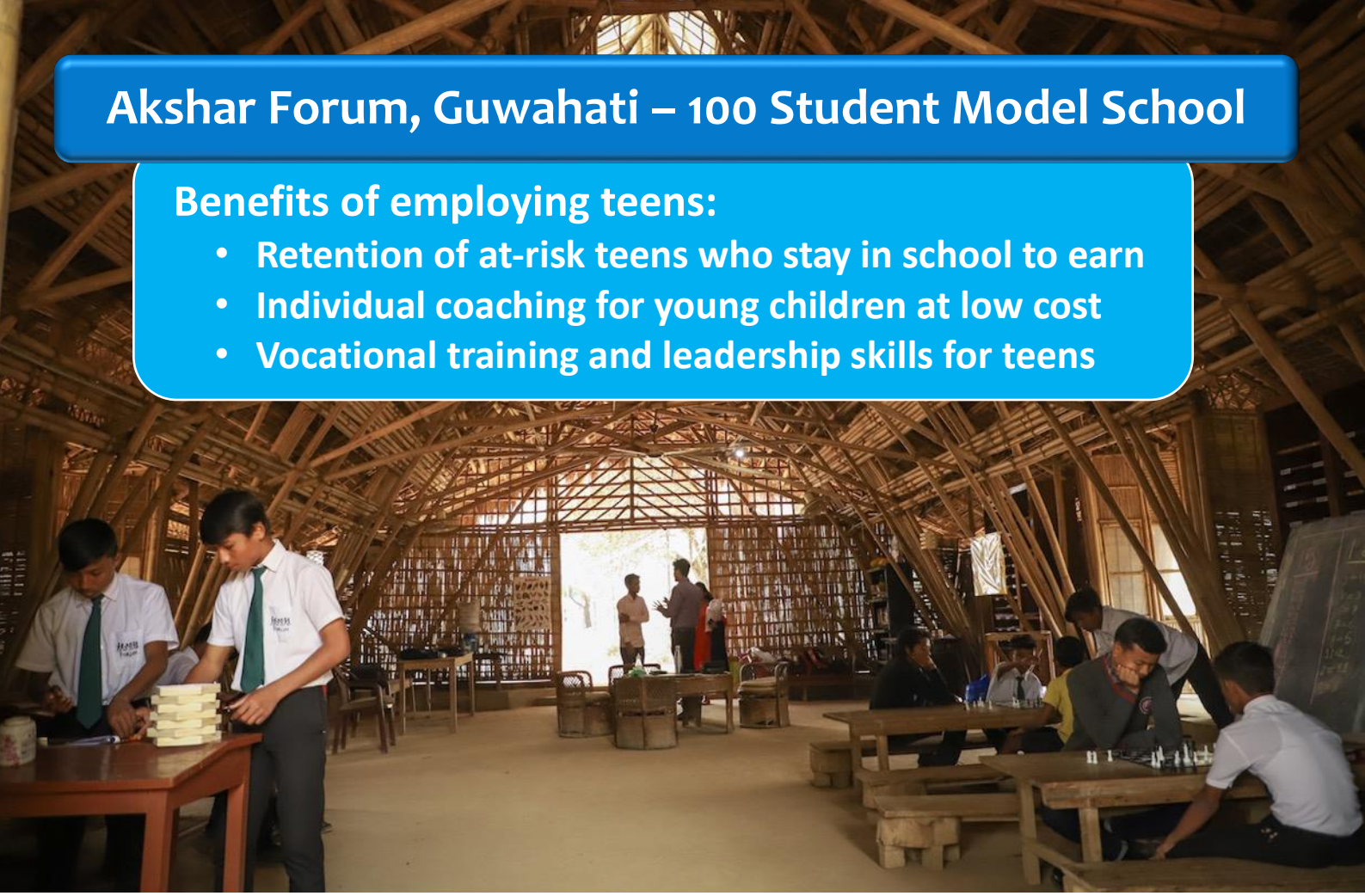
AKSHAR

# ANNUAL REPORT 2018-19

# Akshar Forum, Guwahati – 100 Student Model School

**Benefits of employing teens:**

- Retention of at-risk teens who stay in school to earn
- Individual coaching for young children at low cost
- Vocational training and leadership skills for teens



## A Problem We Can't Afford to Ignore:
## Failing schools keep most Indians trapped in the cycle of intergenerational poverty

60% Dropout before Secondary school
Only 8% attain College Graduation
Low retention: average person in school for 5 years

**Poor performing schools**

< 10% → **Upward Social Mobility towards Middle-class**

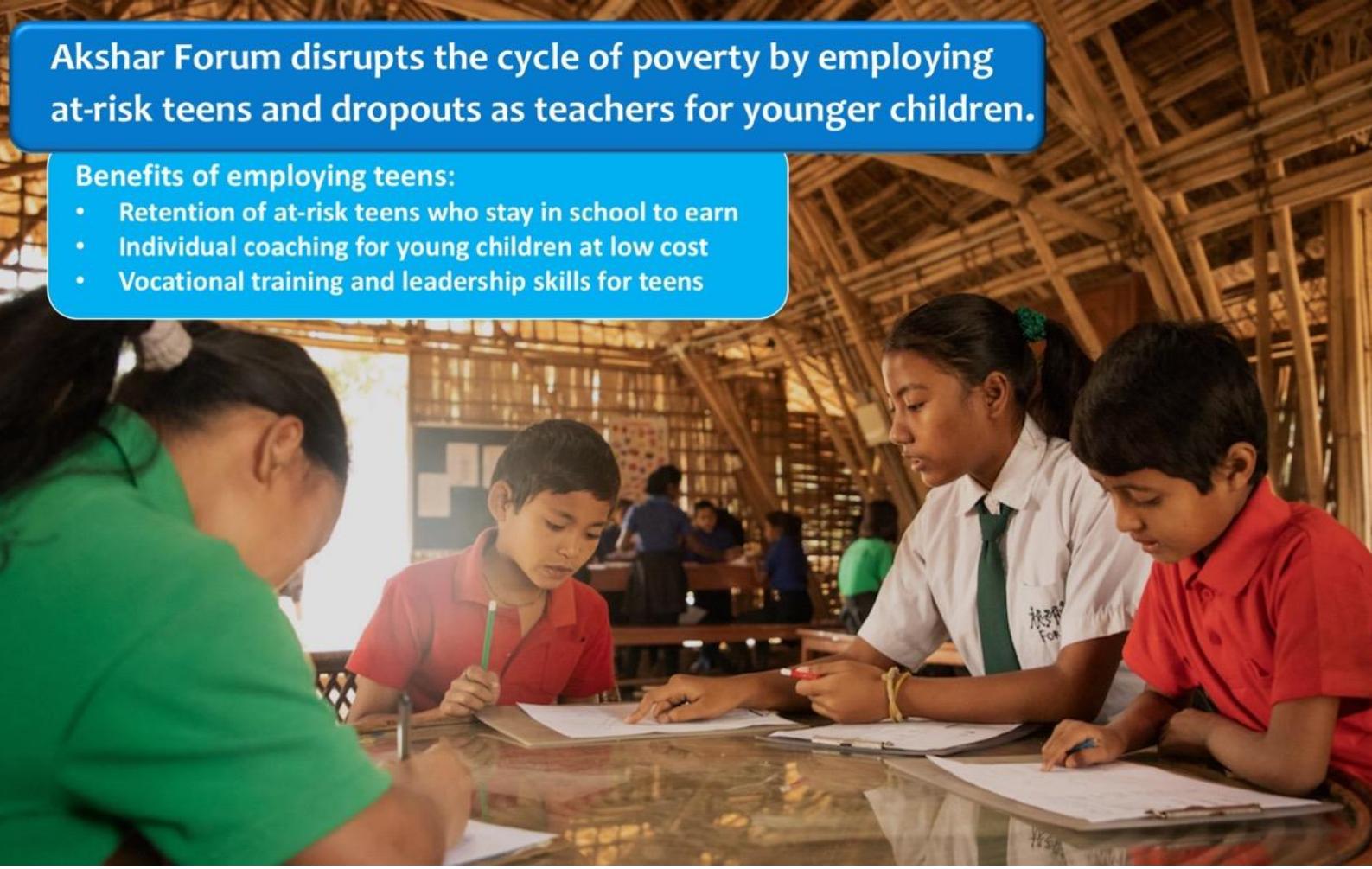
> 90% → **Dropout, Unemployment & Child Brides**

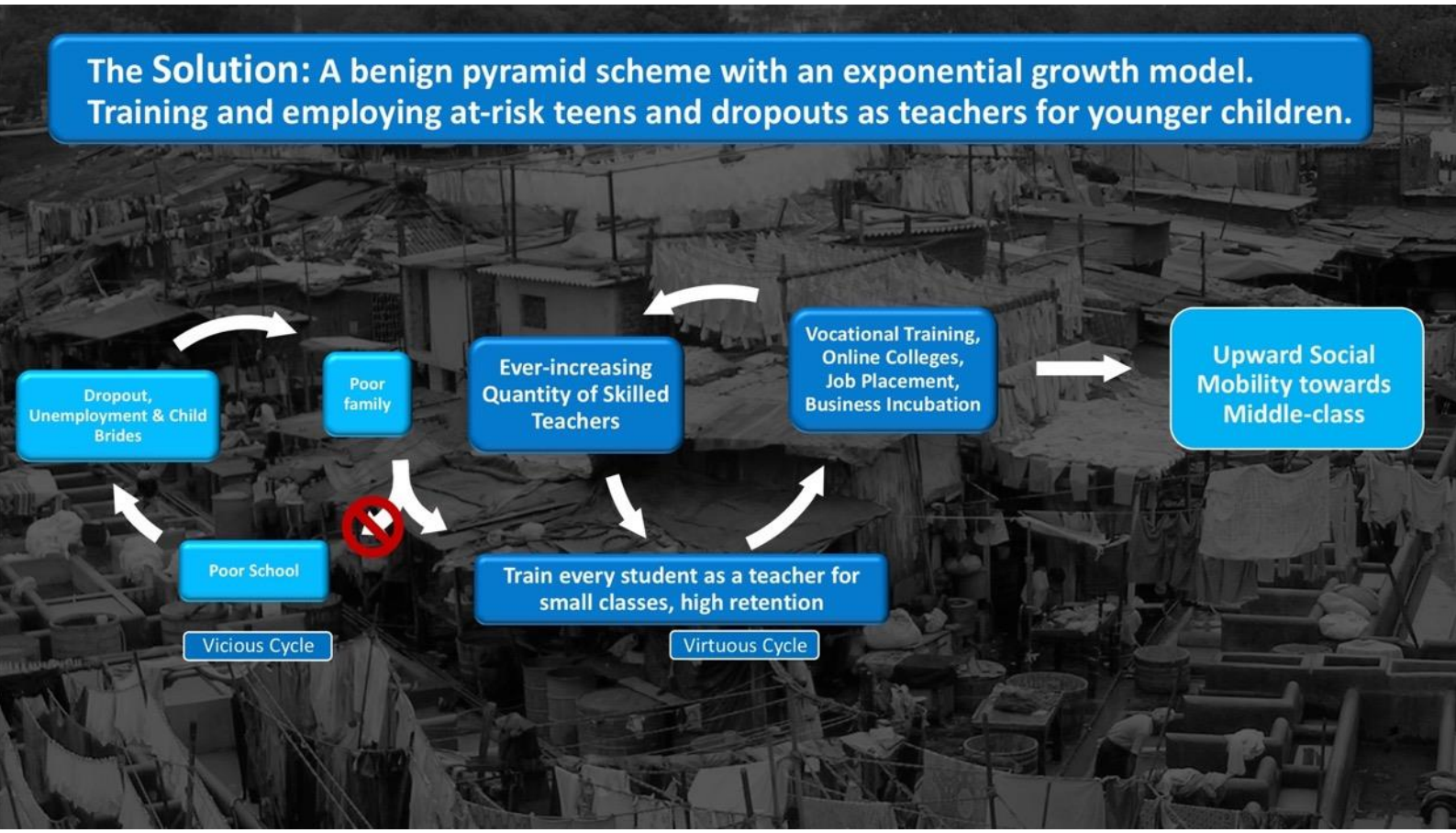
10% Youth Unemployment
> 80% self-employed or unskilled labour
43% of Women were child brides
51% of Girls drop out before 10th grade

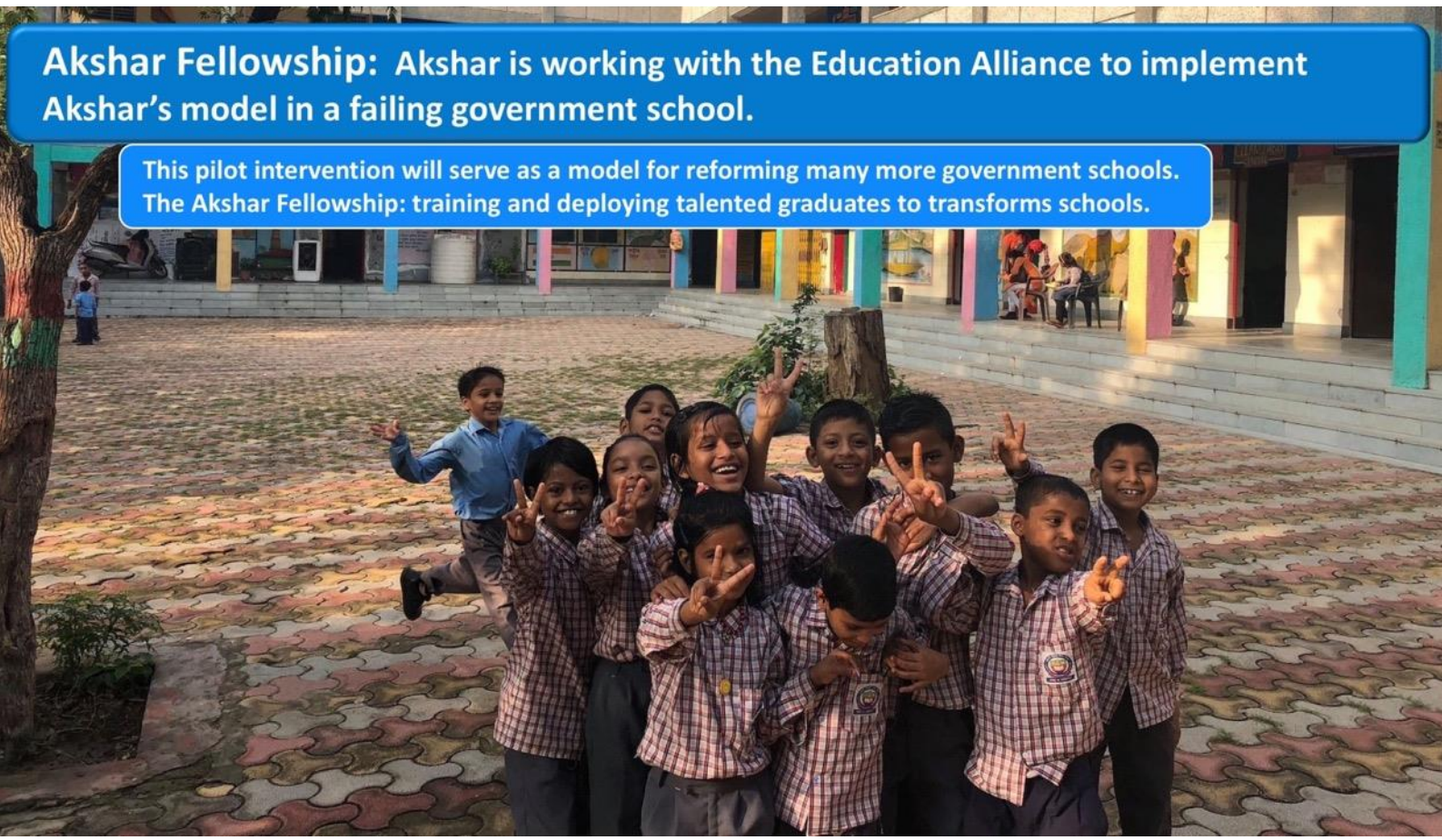
**Poor Families**

20% Below Poverty Line
27,00,00,000 Poor
50-75% in "Low Income" Category
37% Illiterate

**The Costs of Poverty are immeasurable vis-à-vis unemployment (loss of GDP), mass migration, crime, civil strife, pollution, healthcare, uninformed voters, and a populace ill-equipped to face future challenges.**


Akshar Forum disrupts the cycle of poverty by employing at-risk teens and dropouts as teachers for younger children.
Benefits of employing teens:
• Retention of at-risk teens who stay in school to earn
• Individual coaching for young children at low cost
• Vocational training and leadership skills for teens

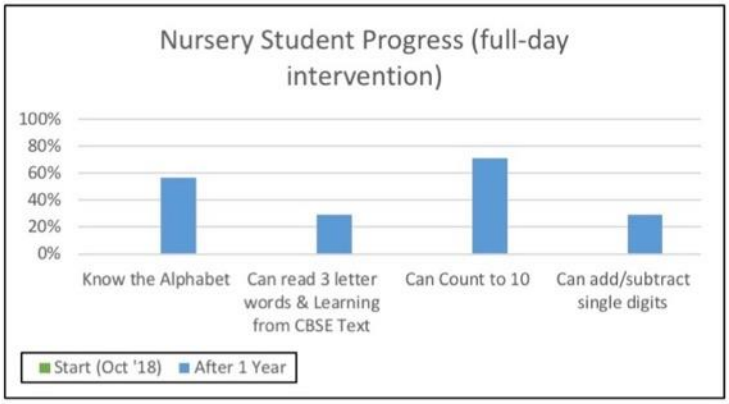

The Solution: A benign pyramid scheme with an exponential growth model.
Training and employing at-risk teens and dropouts as teachers for younger children.
Dropout, Unemployment & Child Brides
Poor family
Poor School
Vicious Cycle
Ever-increasing Quantity of Skilled Teachers
Train every student as a teacher for small classes, high retention
Virtuous Cycle
Vocational Training, Online Colleges, Job Placement, Business Incubation
Upward Social Mobility towards Middle-class

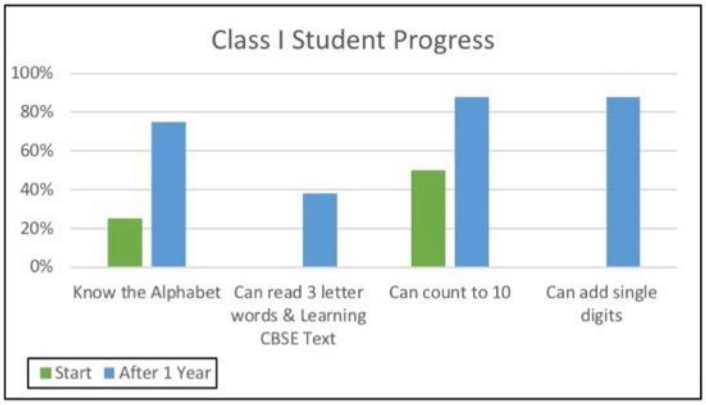

Akshar Fellowship: Akshar is working with the Education Alliance to implement Akshar's model in a failing government school.
This pilot intervention will serve as a model for reforming many more government schools.
The Akshar Fellowship: training and deploying talented graduates to transforms schools.

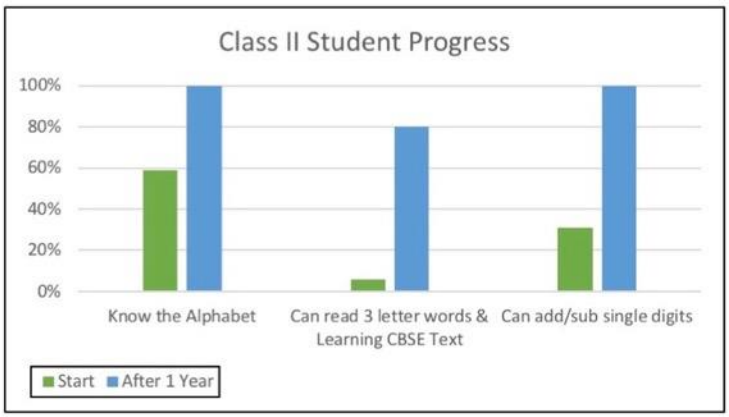
# Akshar School Reform Fellowship – 1 Year Progress Snapshot

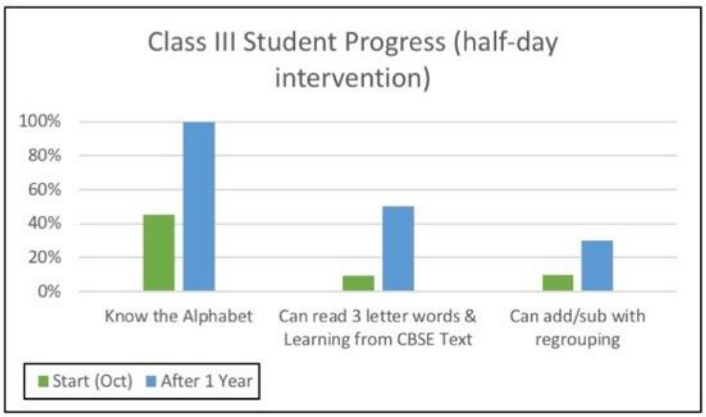
Sponsored by Motivation for Excellence and the Bhansali Trust, in partnership with the South Delhi Municipal Corporation and the Education Alliance, and under the leadership of Principal Seema Sharma, the Akshar School Reform Fellowship has made major strides in transforming an under-performing government in the first year.

**80% of Class II students are reading English words and learning from class-appropriate CBSE Textbook.**

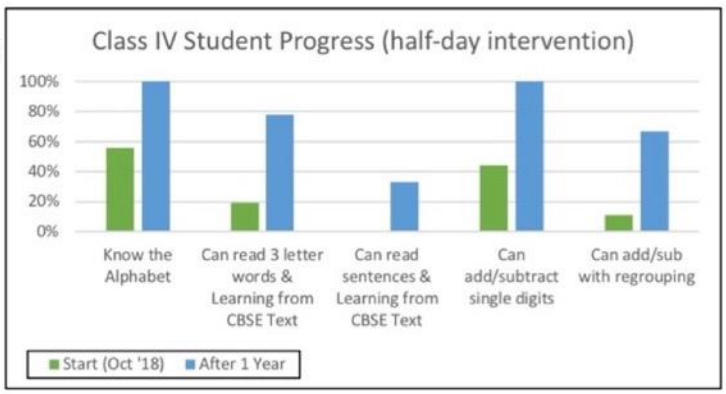



We have successfully implemented our Meta-teaching peer learning model, transforming behaviour and outcomes of the entire student body, despite notorious reputation of the school in the system. Also, the school is now a plastic collection and recycling center for the community.




Over 25% of students are learning from Nalanda's CBSE tablets daily, with unique user profiles accelerating their progress in English, Maths, and digital literacy at the same time. The peer-teaching model will incorporate Tablets in the coming months.

**S:** "Wages" and "fines" encourage model behaviour from students and rapidly improving outcomes. In addition to increasing student engagement and learning outcomes dramatically, tablet program and recycling help boost the school's profile, useful for increasing enrolment.

**W:** Retention is low, with high transfer rates from children in government home as well as children of migrants from remote villages.

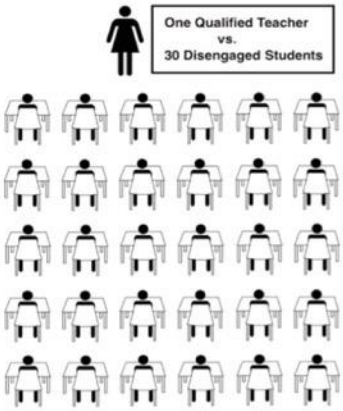
**O**: SDMC is encouraging us to implement the Akshar model in more schools, based on initial results.

**T:** The school may be at risk of shutting down if we do not increase enrolment to 200 students by 2021.

**Methodology:** The entire school is a teacher training facility where every student is a part-time teacher. A military hierarchy incentivizes each student to "learn more to earn more" with wages based on academic level and teaching performance.

**Typical Class Seven Student Schedule**

| | |
|---|---|
| 7:30-8:00 | Geography X |
| 8:00-8:30 | Teaching: Class 3 Students |
| 8:30-9:00 | English V |
| 9:00-9:30 | English V |
| 9:30-10:00 | Teaching: One-on-one mentoring session |
| 10:30-11:00 | Teaching: One-on-one mentoring session |
| 11:00-11:30 | Lunch/ Online Tablet Free-time |
| 11:30-12:00 | Math |
| 1200-12:30 | Math (Khan Academy on Nalanda tablet) |
| 12:30-1:10 | Laptop video: Planet Earth documentary |
| 1:10-1:50 | Science: Biology VII |
| 2:00-6:00 | Vocational training: Recycling and Construction |




Traditional Classroom Structure

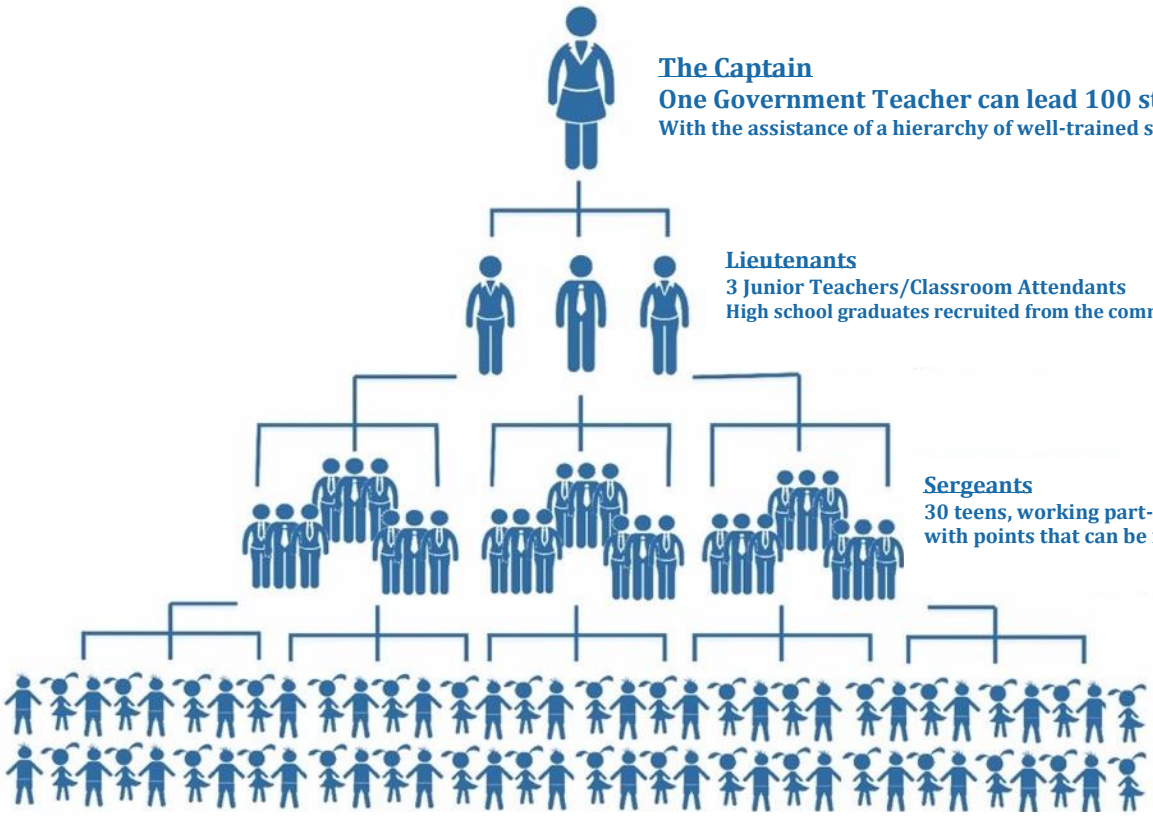
New Classroom Structure

## Teens assist the teachers in teaching younger children

## Then adults can focus on teaching the teens

## Exponential Growth: With Government Partnership, Akshar has growth potential

Akshar Forum's teaching model is essentially a pyramid scheme with potential for exponential growth as beneficiaries climb the hierarchy and are transformed into team members



**The Captain**
**One Government Teacher can lead 100 students**
With the assistance of a hierarchy of well-trained students

**Lieutenants**
3 Junior Teachers/Classroom Attendants
High school graduates recruited from the community

**Sergeants**
30 teens, working part-time as coaches, rewarded with points that can be redeemed for prizes

**Cadets**
70 of the younger students, who receive daily one-on-one attention. They study hard so that one day they can be teachers and start earning points.

## Theory of Change: Every student is a teacher and extra-curricular activities include vocational training, apprenticeships, and business training

School to Career Pipeline: Akshar is partnering with local firms in the private sector to provide training and opportunities for teens
Our goal is to establish a direct pipeline from school to a fulfilling job in a trade, apprenticeship, or college. Some students will be recruited into the organization itself to work as school reformers.

Akshar Animal Shelter enables students to learn compassion and veterinary science while helping their community. Students become development workers.

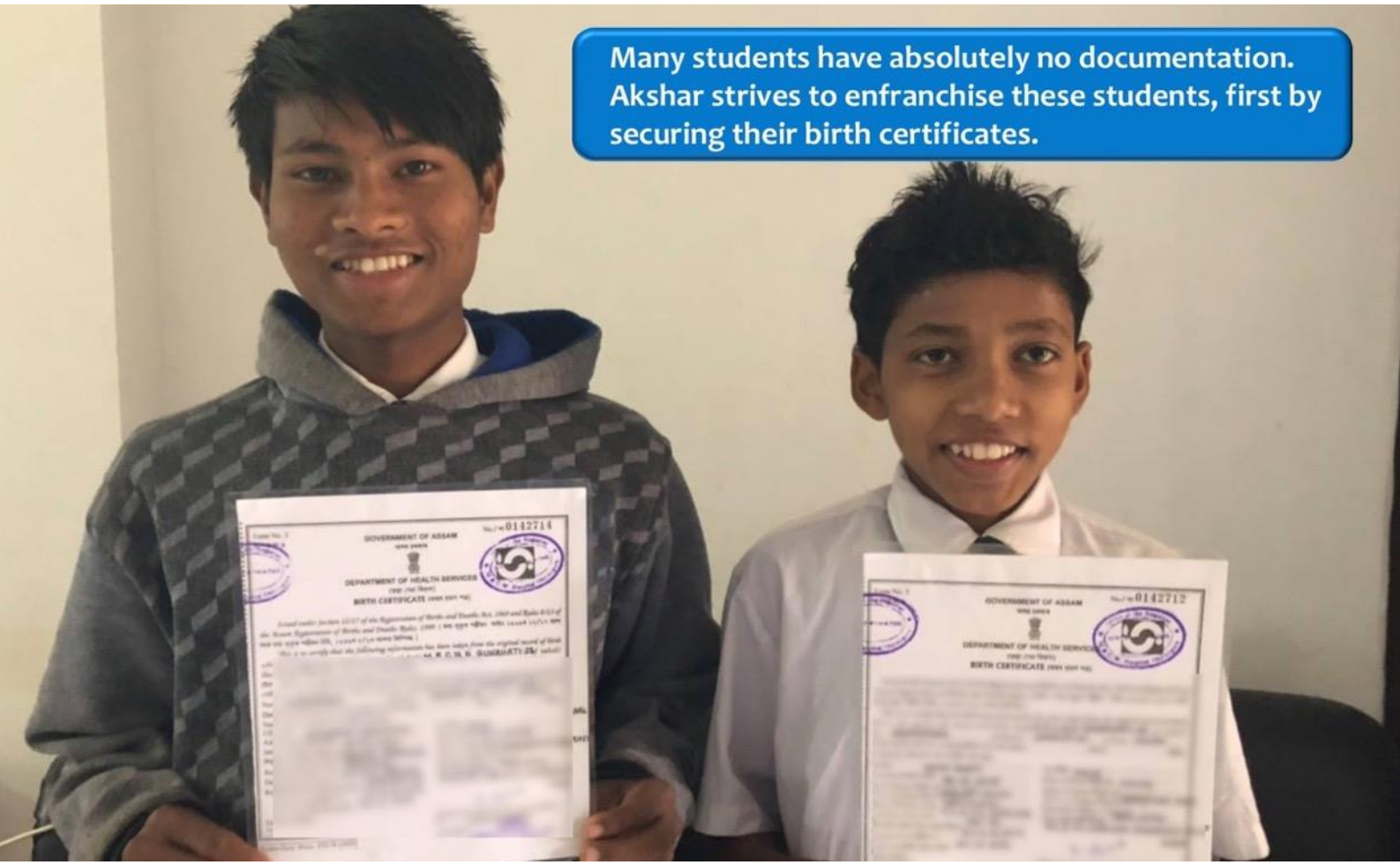
“Plastic School Fees” teaches students responsibility.
Social problems become part of the curriculum.

Collection of clean plastic waste from homes in the village

Teens are trained and employed in mixing cement and basic construction

Dozens of plastic packets are compressed into a plastic bottle to create a strong Eco-brick

Teens gain vocational skills, earn enough money to stay in school, and build tree planters, toilets, classrooms


Many students have absolutely no documentation. Akshar strives to enfranchise these students, first by securing their birth certificates.
GOVERNMENT OF ASSAM
DEPARTMENT OF HEALTH SERVICES
BIRTH CERTIFICATE
0142714
GOVERNMENT OF ASSAM
DEPARTMENT OF HEALTH SERVICES
BIRTH CERTIFICATE
0142712

## Founders / Board of Directors

CEO

**Prof. Alaka Sarma**
Pro-Vice-Chancellor, USTM
Former MLA from Nalbari

COO

**Parmita Sarma**
Graduate, TISS Guwahati
Principal, Akshar Forum

CCO

**Mazin Mukhtar**
ARC, Oakland, California
Alum, Univ. of Maryland

## Akshar Advisory Board

**Shaila Asave**
Founder, Motivation for Excellence
Former MD, Orbit Exports Ltd.

**Dr. Holly Shaw**
Professor, Adelphi University, NY
Fmr Dir., UN DPI Exec. Committee

**Chetna Sinha**
Founder, Mann Deshi
Co-Chair, World Economic Forum '18

**Mahbubul Hoque**
Chancellor, USTM
Founder, ERDF

**Prof. Ashok Bhargava**
Gandhian Scholar/ Nai Talim Expert
Banaras Hindu University

## Akshar Consultants: Young professionals who donate their time and expertise to serve in vital roles for Akshar

CTO, Content Design, Teacher Trainer, Live-in Hostel Supervisor, Coach of Akshar FC

**Arnab Thokder**
Fmr. Senior Software Developer,
Logitech California

CFO (Pro-Bono)

**Himanshu Agarwal**
Partner, NC Karnany & Company

CLO (Pro-Bono)

**Samudra Sarangi**
Associate, Veritas Legal

**Miguel Galaz**
Project Manager, Portugal Telecom
Graduate, IE Business School, Madrid

**Yale Levine**
Sr. Software Developer, Nike

**Mihir Bharali**
Software Developer, Sabre Corp.

**Sujat Jain**
Business Analyst, Sabre Corp.

## Partners

MOTIVATION FOR EXCELLENCE

ऑयल इंडिया लिमिटेड
Oil India Limited

THE EDUCATION ALLIANCE
enabling partnerships for quality education

दक्षिणी दिल्ली नगर निगम
South Delhi Municipal Corporation

TRENT LIMITED
A TATA ENTERPRISE

DECATHLON
AZARA, GUWAHATI
SPORT FOR ALL | ALL FOR SPORT

UNIVERSITY OF SCIENCE & TECHNOLOGY MEGHALAYA

ओएनजीसी
ONGC

RE-IMAGINING FUTURES
TISS
Tata Institute of Social Sciences

book a smile
a BookMyShow initiative

Action Research In Community Health And Development
ARCH
DHARAMPUR

## Achievements

MOTIVATION FOR EXCELLENCE

Implemented tablet education program with the Nalanda Project

UN

Akshar granted "Special Consultative Status" by the United Nations

दक्षिणी दिल्ली नगर निगम
South Delhi Municipal Corporation

Commenced intervention in failing government school in Lajpat Nagar

SPO INDIA

"Emerging NGO of the Year" at SPO India CSR Awards and Summit 2017, New Delhi

UN NGO Committee on Mental Health

Presented Akshar at parallel event of United Nations Commission on the Status of Women, New York City

N/CORE

Selected for first cohort of incubator from more than 1000 applicants

Routledge
Taylor & Francis Group

Published peer-reviewed study: "Experiment on Holistic Rural Development in Northeast India"

S.M.ZADE FOUNDATION

Girish Gandhi National Award for Social Work

MHRD | Department of Higher Education
Ministry of Human Resource Development
Government of India

Nominated for UNESCO Hamdan Prize for Outstanding Practice and Performance in Enhancing the Effectiveness of Teachers

Akshar Football Club keeps at-risk teenage girls and boys engaged in school, developing discipline and teamwork.

# AKSHAR FOUNDATION

18, Basisthapur Bye lane -3, Beltola Road, Guwahati-781028
Guwahati (Assam)

## Receipt & Payment A/C For The Year Ended 31st March 2019

| RECEIPTS | Amount (Rs) | Amount (Rs) | PAYMENT | Amount (Rs) | Amount (Rs) |
|---|---|---|---|---|---|
| **To, Opening Balance** | | | **By, Revenue Expenditure** | | |
| | | | Salary | 2,139,090.00 | |
| | | | Animal Shelter | 21,066.00 | |
| Cash in Hand | 16,471.00 | | Bank Charges | 1,068.00 | |
| Cash at Bank | 949,246.00 | 965,717.00 | Books & Games | 4,590.00 | |
| | | | Children's Day Expenses | 11,817.00 | |
| | | | Electricity Expenses | 44,196.00 | |
| | | | Football Club | 61,008.00 | |
| **To, Donation Received** | | 6,400,421.00 | General Expenses | 15,597.00 | |
| | | | Hostel Food Expenses | 42,113.00 | |
| | | | Hostel Household Supplies | 25,725.00 | |
| | | | Housekeeping | 19,350.00 | |
| | | | Insurance of Vehicle | 36,107.00 | |
| | | | Internet Expenses | 26,389.00 | |
| | | | IT Expenses | 4,725.00 | |
| | | | Medical Expenses | 6,346.00 | |
| | | | Mobile Bill | 17,510.00 | |
| | | | Office Expenses | 7,885.00 | |
| | | | Photography Expenses | 4,000.00 | |
| | | | Printing and Courier Charges | 28,152.00 | |
| | | | Recycling Center | 27,867.00 | |
| | | | Repairs & Maintenance | 110,455.00 | |
| | | | Repairs of School Furniture | 20,561.00 | |
| | | | Saraswati Puja Expenses | 10,348.00 | |
| | | | School Supplies | 45,358.00 | |
| | | | School Tiffin | 121,468.00 | |
| | | | School Maintenance | 106,642.00 | |
| | | | Stationery & Study Materials | 28,411.00 | |
| | | | Student Incentives | 41,238.00 | |
| | | | Student Transportation Exp. | 135,675.00 | |
| | | | Travelling Allowance | 64,100.00 | |
| | | | Uniforms | 69,603.00 | |
| | | | Vocational Training | 5,190.00 | |
| | | | Website Maintenance | 27,820.00 | 3,331,470.00 |
| | | | **By, *Current Liabilities*** | | |
| | | | Salary Payable | 60,000.00 | |
| | | | Tax Deducted at Souce | 13,000.00 | 73,000.00 |
| | | | **By, Capital Expenditure** | | |
| | | | CCTV | 55,000.00 | |
| | | | Laptop | 50,000.00 | |
| | | | Digital Classroom | 1,104,795.00 | |
| | | | Solar Panel | 307,549.00 | 1,517,344.00 |
| | | | **By, Closing Balance** | | |
| | | | Cash in Hand | 4,466.00 | |
| | | | Cash at Bank | 2,439,858.00 | 2,444,324.00 |
| | | 7,366,138.00 | | | 7,366,138.00 |

**For, Akshar Foundation**

Managing Trustee

Date: 28/10/2019
Place: Guwahati

**For, N C Karnany & Co**
Chartered Accountants
FRN: 305103E

CA Himanshu Agarwal
Partner
M No: 305050

# AKSHAR FOUNDATION

18, Basisthapur Bye lane -3, Beltola Road, Guwahati-781028
Guwahati (Assam)

## BALANCE SHEET AS AT 31ST MARCH 2019

| LIABILITIES | Amount (Rs) | Amount (Rs) | ASSETS | Amount (Rs) | Amount (Rs) |
|---|---|---|---|---|---|
| **Capital Fund** | | | **Fixed Assets** | | |
| Opening Balance | 3,237,926.00 | | As per Schedule 1 | | 5,246,745.00 |
| *Add: Net Surplus* | 2,559,653.00 | 5,797,579.00 | | | |
| | | | **Current Assets** | | |
| **Loans(Liabilities)** | | | TDS | | 13,000.00 |
| Unsecured Loans | | 1,540,000.00 | Cash at Bank | | |
| Sundry Creditors | | 366,490.00 | ICICI Bank 198905000217 | 2419858.00 | |
| | | | ICICI Bank Delhi | 20000.00 | |
| | | | Cash in hand | 4466.00 | 2,444,324.00 |
| | | 7,704,069.00 | | | 7,704,069.00 |

**For, Akshar Foundation**

Managing Trustee

Date: 28/10/2019
Place: Guwahati

**For, N C Karnany & Co**
Chartered Accountants
FRN: 305103E

CA Himanshu Agarwal
Partner
M No: 305050

# AKSHAR FOUNDATION

18, Basisthapur Bye lane -3, Beltola Road, Guwahati-781028
Guwahati (Assam)

## Income & Expenditure Account for the year ended 31st March, 2019

| Expenditure | Amount (Rs) | Amount (Rs) | Income | Amount (Rs) | Amount (Rs) |
|---|---|---|---|---|---|
| To, Salary | | 2,139,090.00 | By, Donation and Contributions | | 6,400,421.00 |
| To, Animal Shelter | | 21,066.00 | | | |
| To, Bank Charges | | 1,068.00 | | | |
| To, Books & Games | | 4,590.00 | | | |
| To, Children's Day Expenses | | 11,817.00 | | | |
| To, Electricity Expenses | | 44,196.00 | | | |
| To, Football Club | | 61,008.00 | | | |
| To, General Expenses | | 15,597.00 | | | |
| To, Hostel Food Expenses | | 42,113.00 | | | |
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| To, Internet Expenses | | 26,389.00 | | | |
| To, IT Expenses | | 4,725.00 | | | |
| To, Medical Expenses | | 6,346.00 | | | |
| To, Mobile Bill | | 17,510.00 | | | |
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| To, Photography Expenses | | 4,000.00 | | | |
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| To, Repairs & Maintenance | | 110,455.00 | | | |
| To, Repairs of School Furniture | | 20,561.00 | | | |
| To, Saraswati Puja Expenses | | 10,348.00 | | | |
| To, School Supplies | | 45,358.00 | | | |
| To, School Tiffin | | 121,468.00 | | | |
| To, School Maintenance | | 106,642.00 | | | |
| To, Stationery & Study Materials | | 28,411.00 | | | |
| To, Student Incentives | | 41,238.00 | | | |
| To, Student Transportation Exp. | | 135,675.00 | | | |
| To, Travelling Allowance | | 64,100.00 | | | |
| To, Uniforms | | 69,603.00 | | | |
| To, Vocational Training | | 5,190.00 | | | |
| To, Website Maintenance | | 27,820.00 | | | |
| To, Depreciation | | 509,298.00 | | | |
| *To, Excess of Income over Expenditure* | | 2,559,653.00 | | | |
| | | 6,400,421.00 | | | 6,400,421.00 |

**For, Akshar Foundation**

Managing Trustee

Date: 28/10/2019
Place: Guwahati

**For, N C Karnany & Co**
Chartered Accountants
FRN: 305103E

CA Himanshu Agarwal
Partner
M No: 305050

**Akshar Foundation**
**Basisthapur Bylane 3, House 18**
**Beltola Road, Guwahati 781028, Assam**

**contact@aksharfoundation.org**

**(+91) 9706006555**

**Akshar Foundation is a registered charitable trust with 12A, 80G and FCRA.**