

# ANNUAL REPORT

2019-20



BY VARITRA FOUNDATION

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April 2020 | Haryana

# Varitra Executive Summary

## About Varitra Foundation

Varitra Foundation is a youth-led organisation setup with a vision to *Transform Rural Education System by creating grassroot change-makers*. A Sanskrit word, meaning umbrella “Varitra” symbolises collaboration and synergy of ideas and efforts to make way for collective ownership and maximum impact. Varitra Foundation was founded in January 2018 by two CSR Professionals – Ayesha Kalyan & Baljeet Yadav who have earlier worked with Tata Institute of Social Sciences, Mumbai.

Varitra works on ‘Whole school Transformation’ model where it currently works in 20 rural government schools of Karnal district on Infrastructural strengthening, BaLA painting, Library set-up, Reading Program, Remedial learning through Learning Enhancement Centres and Student leadership-building. Through Varitra Foundation, we are also empowering local rural youth into becoming change-makers to transform education in their villages.

## Our Vision

To empower people to participate towards building a just society through collective efforts

## Our Mission

To create platforms and opportunities for individuals and communities to enhance their capacities towards leading collective, path-breaking and sustainable solutions.

### OUR GOALS

By the year 2025, Varitra shall transform 100 villages by -



ENSURING HOLISTIC GROWTH & DEVELOPMENT OF UNDER-PRIVILEGED CHILDREN THROUGH CREATING QUALITY LEARNING SPACES IN RURAL SCHOOLS



EVOLVING THE CAPACITIES OF THE RURAL YOUTH THROUGH DESIGNING AND PROVIDING LEADERSHIP OPPORTUNITIES AND MENTORSHIP



EMPOWERING MEN AND WOMEN TO REDEFINE GENDER ROLES IN THEIR COMMUNITIES AND STRIVE FOR THEIR SOCIAL & ECONOMIC INDEPENDENCE

## Our Approach

Varitra believes that the key to a progressive and happy society lies in education and every child should have access to quality education and learning. Our project geography is villages located on the Haryana- UP border of Karnal district (also referred to as Yamuna Belt). These rural communities are struggling with low representation, low level of parents' education, low participation due to awareness level, negative perception towards government schools and inclination towards private education despite non-affordability.

**Varitra has designed a three-dimensional approach to improve the education status in these rural government schools:**

- **Systematic change at Government Department level:** Varitra's main focus is on improving the implementation of the policy-reach mechanism of government departments. Varitra has collaborated with Education, Women & Child and MNREGA departments for better implementation and maximised reach to the government policies on ground
- **Intervention at the School level:** Varitra has collaborated with NGOs to create quality education spaces into schools. Varitra is working on creating a student-led child centric environment into school through its key activities like Building Libraries, Running Reading programs, Creating Bal Parishads (Child Council), Improving learning outcomes, undertaking BaLA Painting in the school.
- **Intervention at the Community level:** Varitra is very keen on strengthening the community's involvement in the project for long term sustainability. Women SHG members, SMC members, panchayat members and parents are involved right from starting of the project and are involved to mobilize resources for school. Focus of the project is to transform complete ownership of the project to villagers by end of the year three.

## b) Operational Aspects

### Varitra key programs

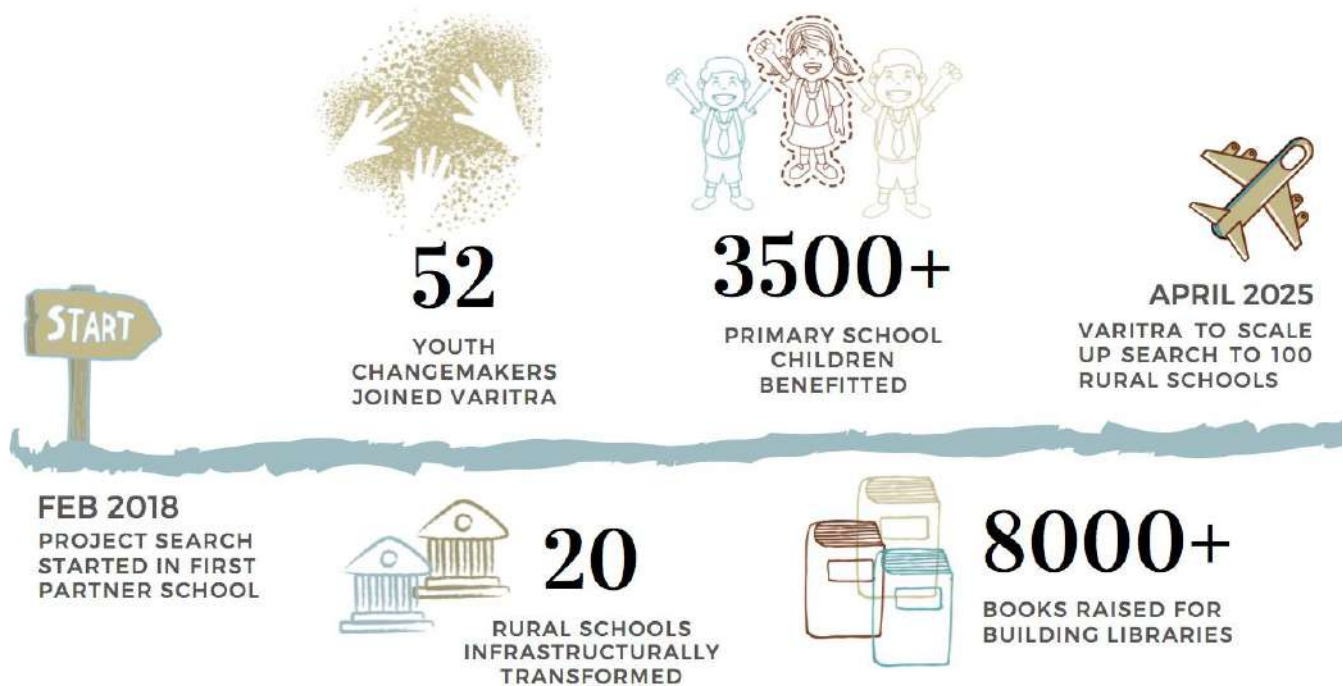
Varitra designed its umbrella initiative - **Project SEARCH (Strengthening Quality Education Access to Rural Children of Haryana)** and started working in its first partner school in February 2018. Our main objectives are:

- To improve learning outcomes of children
- To create inclusive and safe spaces for children for student leadership
- To strengthen community members' ownership over government schools

## Target Group

Currently, we work in 20 rural government schools. By year 2023, we plan to reach out to 75 rural government schools in the next 3 years benefiting around 15,000 children.

The key initiatives under SEARCH are: Learning Enhancement Centres, Building Libraries & running reading Programs, Creating Bal Parishads in schools, strengthening school environment through advocacy with government, school and village leadership, strengthening community-school engagement through campaigns & initiatives.



## The Change we are looking at -

Through our 'Whole School Transformation' approach in rural government schools, we are working on:

1. Improving the enrolment and working towards zero drop-outs.
2. Improving student attendance into school.
3. Enhancing the learning outcomes of children.
4. Bridging the gap between the school and the communities to create a sense of collective ownership.
5. Transforming school into a safe, creative and inclusive space for the children.

## PROGRAM 1 - LEARNING ENHANCEMENT CENTRE

**OBJECTIVE:** To help raise the learning levels of the children from rural government schools through innovative remedial learning.

### LOCATION

10 villages across Karnal district  
(Haryana)

### BENEFICIARIES

638 students who are 4<sup>th</sup> and 5<sup>th</sup> students  
from rural government schools

Varitra LEC is a safe learning space for children which aims to strengthen their understanding of necessary basic concepts of Math and English according to their age. It focusses on the child's learning according to his/her pace. Each LEC engages children from 4<sup>th</sup> and 5<sup>th</sup> class from the local government school. The students are picked on the basis of learning levels (need), willingness to learn (availability). The LECs are run within the school or in the *community Chaupal* depending on space, permission and convenience of the children. Each LEC is run and managed by one to two Shikshan Mittra. Varitra LECs also encourages both self-learning and peer learning with the Shikshan Mittra acting as effective facilitators

- Our LECs operate **6 days a week** wherein the SMs teach for **two and a half hours** every day on Mathematical and English Language proficiencies.
- Once a week, Varitra organizes an activity day called 'Fun Friday' where the SMs engage children in indoor and outdoor activities related to sports, reading, art & craft, rhymes and language-building.
- Every month, the SMs are handed out a monthly teaching plan by Varitra Project Officers. Each SM maintains daily student attendance, daily lesson plan and a monthly diary to record their activities.
- Currently, Varitra is empowering 17 youth change makers, 14 of whom are women. Over the past two years, Varitra has built a volunteer community of 52 rural youth.



## School-wise LEC Data

S.No	Name of school	Class	Number of students in School	Students at LEC	No. of Shikshan Mittras at LEC
1	GPS Hasanpur	4th & 5th (combined)	20	20	1
2	GPS Garhi Khajur	4th	24	49	2
		5th	25		
3	GPS Premnagar	4th	66	50	2
		5th	86		
4	GPS Peer Badoli	4th	50	50	2
		5th	55		
5	GPS Rasulpur	4th	21	38	1
		5th	17		
6	GPS Faizalipur	4th	NA	13	1
		5th	NA		
7	GPS Tatarpur	4th (and 3rd )	25	43	2
		5th	18		
8	GPS Pingli	4th	43	50	2
		5th	33		
9	GPS Sadarpur	4th	72	50	2
		5th	40		
10	GPS Gudha	4th	34	50	2
		5th	36		
			<b>Total</b>	<b>638</b>	<b>17</b>

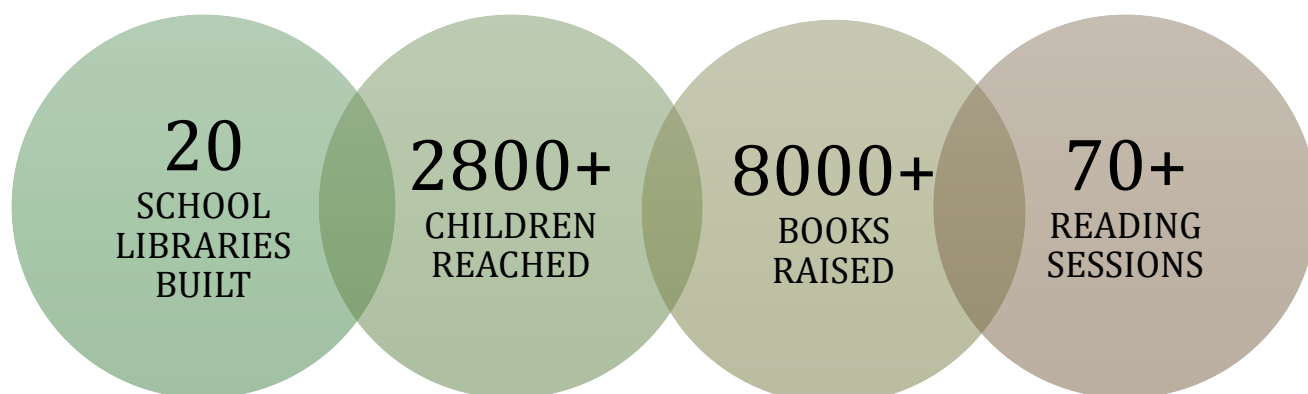
## PROGRAM 2 – BUILD A LIBRARY PROGRAM

### OUR OBJECTIVE

To help set-up a safe reading space in school and create student-centric environment through reading, peer activities and Behavioural change interventions.

Varitra began setting up libraries in rural government schools in 2018. In 2019, Varitra introduced Reading Program in all its partner schools to create a healthy reading environment by strengthening the reading skills of students. The program structure includes reading sessions which are conducted on weekly basis in all the partner schools and focus on 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> grade students. Currently, these sessions are facilitated by Varitra core team members and trained volunteers.

Our curriculum includes read aloud, story-telling, individual and peer reading. These have been curated to boost excitement and engagement among the students towards books. Once a student has access to a different kinds of books, he or she can explore and discover their reading interests and every student feels engaged and understand better.



Varitra believes that every child has a unique personality therefore we need books which suit their unique individual preferences. We have thus tried to curate a collection of books from a diverse range of publishers to reach out to all kinds of child readers.

Each Varitra library consists of at least **200+** bi-lingual (Hindi & English) story-books, knowledge books, poem books/cards, children magazines, wall posters and display materials.



## School-wise Library Data

S. No.	School Name	No. of books	Library set-up date	Room availability
1.	Govt. Primary School, Hasanpur	200	15-10-2018	Yes
2.	Govt. Primary School, Gudha	578	28-11-2018	Yes
3.	Govt. Primary School, Faizalipur Majra	200	4-12-2018	No
5.	Govt. Primary School, Tatarpur	200	10-10-2018	No
5.	Govt. Primary School, Premnagar	200	18-2-2019	No
6.	Govt. Primary School, Dabarki Khurd	200	22-2-2019	No
7.	Govt. Primary School, Rasulpur Kalan	200	26-12-2019	Yes
8.	Govt. Primary School, Peer Badoli	200	8-7-2019	No
9.	Govt. Primary School, Barsat	200	30-1-2019	No
10.	Govt. Primary School, Kutail	200	27-12-2018	Yes
11.	Govt. Middle School, Khora Kheri	568	24-11-2018	Yes
12.	Govt. Middle School, Pingli	559	21-11-2018	No
13.	Govt. Middle School, Sadarpur	250	23-2-2019	No
14.	Govt. Middle School, Dabarki Kalan	200	22-2-2019	No
15.	Govt. Senior Secondary School, Garhi Khajur	504	5-2-2019	Yes
16.	Gharaunda Govt. Girls Sr. Sec. school	772	5-12-2018	Yes
17.	Govt. Sr. Sec. School, Chaura	200	Ongoing	Yes
18.	Govt. Middle School. Jamalpur	200	Ongoing	Yes
19.	Govt. Primary School, Sanjay Nagar	200	Ongoing	Yes
20.	Govt. Middle School, Mubarkabad	200	Ongoing	No



## PROGRAM 3 – BAL PARISHAD

Varitra creates spaces to promote student-leadership, inclusion and participation in schools. BAL PARISHAD by Varitra was the first initiative taken by Varitra towards this. Bal Parishad operates on three-pillar approach – **Representation, Participation & Leadership**. The Parishad or Council comprises of student-led committees under four thematic – Environment, Library, Sports & Cultural Activities. Varitra engages with Bal Parishad committees twice a month and conducts leadership-building and exposure-building sessions



## PROGRAM 4 – STRENGTHENING SCHOOL ENVIRONMENT THROUGH ADVOCACY

**With Government** - Varitra's has partnered with District Administration for 3 years to work on policy-reach mechanism of government departments. Varitra collaborates with MNREGA for playground creation. Varitra BEO

**With School Leadership & Panchayat** – Varitra works with School leadership & Panchayat on designing contextual solutions for school improvement, fund allocation in the school and policy implementation support.

**With School Management Committee** – Varitra works with SMCs on improving community-school engagement, increasing parental involvement, strengthening student regularity and reducing drop-out. Varitra regularly designs campaigns to create a positive momentum in school. Our campaigns address village-level social issues and aim to establish a dialogue-system between stakeholders.

## b) Educational Aspects

Ayeshna Kalyan, Baljeet Yadav and Narendrayash Das comprise the founding team of Varitra Foundation. All the founding team members are working full-time and remotely on the ground. Having expertise in different components of organizational development, roles & responsibilities of each founding member is defined very clearly.

- **Ayeshna** has worked on gender and educational issues and comes with a background of development communications, M&E, research, documentation, strategy development and partnership management, etc. Ayeshna Kalyan has been overlooking the library programme. She has developed the library curriculum for the facilitators. Ayeshna has curated and shaped the Library Management Committees across 4 schools and overlooks the orientation training of the children. She also regularly monitors the LEC's learning impacts and designs the assessments within LECs. Ayeshna has also been instrumental in rendering capacity building and educational support to the ground team of volunteers (Shikshan Mittras). Ayeshna has attended Wipro supported workshops like Design Thinking and Facilitation in the course of last year.
- **Baljeet** comes with experience of strategy development, stakeholder management, M&E, documentation, etc. Baljeet Yadav has been involved in designing the key aspects of the LEC based curriculum. Additionally, Baljeet also conducts periodic sessions within the LEC to gain key insights and feedback regarding the curriculum development. Baljeet has attended WIPRO supported workshop like Design Thinking and Facilitation last year towards programme management and developing efficient delivery platforms for the team.
- **Narendrayash** comes with experience of early childhood literacy, policy making, research & documentation. Narendrayash Das leads the Bal Parishad initiative. He designs the Bal Parishad sessions and conducts the same on a weekly basis with the children. Narendrayash also conducts library sessions for children who are not covered through the school library reading programme. He works on making LEC and Libraries to be print-rich to facilitate picture reading among children of standard I and II. He helps in capacity building and support to the ground team through periodic cluster level meetings held at Varitra. Naren has attended Children Parliament Training Course help by PratyEk along with WIPRO supported training like Early Literacy and Language Workshop by Vikramshila last year.

**List of trainings attended by founders and core team members on capacity development (2019-20):**

<b>Attending Member</b>	<b>Training</b>	<b>Organization</b>	<b>Domain Impact</b>
Ayeshna and Baljeet	Design Thinking and Facilitation	Azim Premji University, Bangalore	Designing & Facilitating Effective Learning Experiences
Narendrayash	Child Parliament Training Workshop	Pratyek, Delhi	Design and Developing Child Parliament Initiatives
Narendrayash	Early Literacy and Language Workshop	Vikramshila, Kolkata	Library Session Designing, TLM, Activity based learning, Language Development
Manisha and Shiwani	Primary Maths	Jodo Gyan, New Delhi	Teaching Learning Aid, Mathematical concepts, Activity based learning
Shiwani	Library Reading Workshop	TCLP, New Delhi	Read Aloud Sessions, Student engagement, Language Development, Building reading competencies

**c) Organizational Aspect**

- **Legal:** Following is the overview of the current status of the legal compliances by Varitra

<b>Compliances</b>	<b>Status</b>
<b>80 G</b>	Applied
<b>12 A</b>	Applied
<b>FCRA</b>	Not Eligible Yet

- **Core-Team Profile**

- 1. Baljeet Yadav (Co-Founder, Director):** Baljeet is Co-Founder and the force behind Varitra Foundation. Baljeet holds his Masters in Labour Studies from the TISS, Mumbai and has worked as a CSR professional with the National CSR Hub. Baljeet

carries experience from Project Design & Management, M&E, Stakeholder Management. Baljeet leads the field intervention in Varitra and looks into curriculum development and youth engagement. Baljeet also looks after the advocacy with government and stakeholder management within Varitra.

2. **Ayeshna Kalyan (Co-Founder, Director):** Ayeshna is the Co-founder of Varitra. Ayeshna is a Post Graduate in Communication for Development from Xavier Institute of Communications, Mumbai and Graduate in Mass Media from St. Xavier's College, Mumbai. Ayeshna carries experiences in developmental communications, project design and monitoring through her previous professional engagement with National CSR Hub, TISS Mumbai. At Varitra, Ayeshna manages the organizational development and also looks after the communications and fund raising. Ayeshna is the anchor behind Varitra Library programme and its intervention on field.
3. **Narendrayash Das (Founding Member, Lead Operations):** Narendrayash holds Master's degree in Development Studies from TISS, Mumbai and has been with Varitra since its inception. He looks after the daily operations and monitoring at Varitra. Currently, he leads the Bal Parishad initiative within Varitra.
4. **Manisha Dhiman (Project Officer):** Manisha has completed her Masters in Commerce from GCW, Karnal. She anchors the LEC programme within Varitra and also assists in Office Management. Manisha has been part of Varitra since June, 2018.
5. **Manisha Devi (Project Officer):** Manisha Devi co-anchors the Library initiative and looks after community engagement in Varitra. Manisha has completed her B.Sc. from GCW, Karnal and is currently pursuing her B.Ed.. She has been part of Varitra from August 2018.
6. **Shiwani Dhiman (Project Officer):** Shiwani has been completed anchoring the Library Program at Varitra. She has completed her B.Com.

*Note: Shiwani has recently exited Varitra in the month of April, 2020 due to personal reasons. Replacement for Shiwani to be discussed post Covid-19 aftermath. Preety left Varitra in January 2020 following health issues.*

- **Capacity Enhancement**

Since its inception, Varitra as an organization has maintained clarity that in order to grow as an organisation, the leadership baton is passed on to the team to take it forward in the future. Varitra hence emphasizes on internal capacity building and leadership development within its core team members. This is evident through its periodic refresher training, weekly team meets and quarterly review meets. Varitra stresses on internal capacity-building and enhancement of the core team. The core team has always been encouraged by the founders to attend capacity-building & exposure-building opportunities held in local as well as

nationally. All core team members are given a choice to attend any one of the Wipro supported workshops aligning with the need of their respective assigned programme. Other than the external workshops. Varitra has the following protocols in place for capacity enhancement:

1. Weekly debrief and team meetings for the core team
2. Cluster meetings every month for the ground and core team
3. Orientation/Foundational Training each year for the Shikshan Mittra (held in June each year)
4. Team Meetings every month for all team members of Varitra
5. Quarterly performance review for the core team
6. Individual meetings (as required)
7. Each core team also is required to present the learnings post any workshop attended

The training of the SMs by Varitra largely focusses on the following thematic domains:



For us in Varitra, our learnings are not limited to the core team only (within the educational domain), we proactively engage and hold a robust capacity building programme for our ground team as well. The trainings which are conducted on a monthly basis (including the orientation) include experts from different education domains including school teachers. Manisha Dhiman & Shiwani both attended the *Jodo Gyan* workshop while Manisha Devi completed SMILE Fellowship with *Pravah Delhi* last year. Our former Project Officer, Preeti also attended a Self-Awareness and leadership resident course conducted by *Mera Gaon Mera Desh (MGMD)* in Himachal Pradesh. In addition, the founders' constant source events held within Karnal and Delhi NCR relevant to the programme needs and encourage the core team to attend the same.

## ▪ **Governance:**

As an early-stage non-profit organisation, Varitra seeks constant mentoring and reviews from experienced individuals and domain-experts across for a stable functioning and solution-designing. Varitra has formed a circle of advisors and stays in regular touch with them.

1. **Dr. Ramji Lal (Educationist):** Dr. Ramji Lal is retired Principal of Dyal Singh College, Karnal holds over 35 years of experience in education. He is also a Political & Social Critique and provides Varitra with support in stakeholder management, community engagement & field team's youth leadership-building.
2. **Neha Buch (CEO, Pravah):** The founders maintain regular contact with Neha and share key information around Varitra's progress, team growth, community engagements and outreach.
3. **Gayathri Vasudevan (Founder, LabourNet):** Ms. Gayathri advises Varitra on Government collaborations and leadership-building. Varitra also works with LabourNet as Consultant for their CSR/NSDC projects in Karnal.
4. **KL Mukesh (Venture Partner, Unitus):** Mr. Mukesh has been Varitra's mentor from Edumentum fellowship. Mukesh guides Varitra on program design and implementation strategy.
5. **Amit Lahiri (Chief Sustainability Officer, Jindal Global University):** Prof. Amit has been associated with Varitra from early days and guides us on university-community engagement frameworks and intern support.
6. **Sandeep Mann (Educationist):** Prof. Mann is regularly invited at Varitra to take guest sessions during monthly team meetings. Prof. Mann shares his key insights on classroom management and motivation approaches.

## ▪ **Policies, Frameworks & Values**

Varitra has conceptualized certain organizational policies & guideline frameworks which are already practised:

1. **Human Resource Manual:** Containing various aspects of organisational practices followed within Varitra. The content are mainly Standard Operating practices in regards to on-boarding protocols, reporting, leave, grievance, termination etc. Formulated in 2019.
2. **Sexual Harassment Policy:** Formulated in 2018 and circulated to all employees and pasted on Varitra office notice board.

3. **Founders' Guidelines:** Guidelines for founding members with roles & responsibilities to mitigate any possible clash between the founding members.
4. **Varitra Vision Document:** Varitra has created a vision document. This document is revised on an annual basis and being discussed with advisors, mentors and core team to maintain common shared vision with transparency in organization.

Varitra continues to learn and incorporate best practices on organization practices and protocols.

**VALUES** - Through collective dialogues, we have jointly established our 5 core values:



Varitra celebrates 18th January as Varitra Day where the core team and field volunteers engage in fun-filled team-building activities. Varitra also organizes a day-out every quarter for the core team to spend time together and reflect and re-align the shared vision of Varitra.

▪ **Financial Review**

Financial year		Annual Budget Raised (in Rs.)	Availability of Audited Reports
Year 1	2018-19	<b>16,86,264/-</b>	Yes
Year 2	2019-20	<b>21,39,750</b>	Yes
Year 3	2020-21	<b>Rs. 37,90,000/-</b> (estimated)	-

**List of donors for 2018-19 with their contributions is as follows:**

Donation from AILSG	AILSG	10,12,500
Donation raised through Bitgiving platform online	Bitgiving	3,764
Individual Donation	Varun Anand	10000
Donation by Rotary Club Members	Anjali Bansal	60000
Pravah Changelooms Fellowship	Pravah	30000
Pravah Changelooms Fellowship	Pravah	20000
Donation by Jiya Foundation	Aroma Agrotech	500000
Pravah Changelooms Fellowship	Pravah	50000
		<b>16,86,264/-</b>

**List of donors for 2019-20 with their contributions is as follows:**

Wipro Seeding Fellowship amount	Wipro	9,72,000
Consultancy Fee from LabourNet Private Ltd.	LabourNet	3,21,750
Donation raised from local businesses and HNIs	HNIs	3,21,000
Online fundraising MILAAP	MILAAP	25,000
Grant from Government	Govt.	5,00,000
		<b>21,39,750</b>



## ▪ Partnerships

Name of the Organization	Objective	Status	Notes
Wipro Limited	Wipro Seed Fellowship	Ongoing	Jan 2019 onwards
Mantra 4 Change	Edumentum Fellowship	Ongoing	June 2019 onwards
Jindal Global University	University-Community Engagement	Ongoing	June 2018 onwards
Shiv Nadar School	School-Community Engagement	Ongoing	May 2019 onwards
Share A Book Association	Library Set-up	Ongoing	Dec 2019 onwards
Roundtable (North India)	Advocacy/ Constructing classrooms	Ongoing	Jan 2020 onwards
Ananta Aspen Centre	Alumni from GP Birla Fellowship for Women Leaders	Completed	Mar - Nov 2019
Pravah Delhi	Alumni from Changelooms Fellowship	Completed	Apr 2018 - Mar 2019
Beyond Eye	Gender Sensitization	Need-based	
The Eighth Dimension Consultancy	Student Leadership & Teaching-Learning Practices	Need-based	
SRI Foundation	Whole School Transformation	Need-based	
Arpana Trust (Karnal)	Community Engagement	Need-based	
Aastha	Inclusivity in Education	Need-based	
Goonj	Book Donation Drive	Need-based	
The Toy Bank	Toy Libraries	Need-based	
Medha Foundation	Youth Placement & Volunteers	Need-based	
Rotary Club (New Delhi)	Building Libraries	Completed	Sep-18
Monyati Initiatives	Building Libraries	Completed	Jul-18
LabourNet	Youth Leadership	Completed	March-Nov 2019
Barefoot	ECL	Completed	July - Jan 2019

## Outcomes

### 1. Learning Enhancement Centre (LEC)

- a. In the past one year, Varitra reached out to 638 children across 10 partner schools and focussed on building grade-level competencies through multi-learning level and activity-based approach.
- b. Each child was exposed to over 20 English rhymes and 25 team-building & confidence-building activities
- c. Each child was provided with a learning kit comprising of necessary stationery and activity materials.

**Note: End-line assessment for LEC is pending in light of the current covid-19 lockdown**

Here is a complete overview of LEC teaching hours of the past year:

Total LEC Days last year	<b>187 Days</b>
Total LEC Teaching hours	561 hours
Total LEC Session - Maths	280 hours
Total LEC Session – English	280 hours
Total Hours of Capacity Building of SM last year	48 Hours (14 days)
Total number of learning kits distributed to children	302

Following is the list of Math & English Competencies Built for students of 4<sup>th</sup> & 5<sup>th</sup> Std:

<b>MATHS</b>	<b>ENGLISH</b>
Ones, Tens, Hundred, Thousand	Self-Introduction
Addition, Subtraction, Division & Multiplication	Speaking
Measurement	Listening
Shapes	Building Vocabulary
Time	Grammar
Currency	Articles
Decimal	Parts of Speech
Patterns	Preposition

## 2. Library Reading Programme

Total Reading Sessions: **70**

Total Reading Session hours: **560 hours**

Total students who are active LMC members – **100+**

### Overview of Reading patterns

Total Children who have read at least 20 books	<b>95</b>			
Total Books Borrowed	<b>200+</b>			
<b>No of Books Issued by Children</b>	<b>3 Books</b>	<b>4 books</b>	<b>5 Books</b>	<b>8 Books</b>
No of children	62%	22.5%	9.5%	6%

## 3. Community Engagement

PTM Events with School (Half Yearly & Annual)	Twice a year
Average Attendance of parents across schools	30
Total Cultural Events last year	8 events
Total Children Participated	<b>Approx. 400</b>
Total Door to Door Home Visits last year	160 hours
Door to Door Home Visits (Weekly)	4 hours
<b>Total families Reached</b>	<b>290 approx.</b>

## 4. Bal Parishad:

- Total Bal Parishad Sessions: 13
- Total Community Awareness Events: 3
- Total Student-Engagement Session Hours: 65 Hours

## Plan for the next 3 years

Year	School Scale-up Plan		Beneficiaries
	Direct interventions	Advocacy	
2020-21	20	30	5000+
2021-22	50	70	10,000+
2022-23	75	100	15,000+

## Expected Outcomes in the next 3 years

- **Increased learning outcomes** - At least 70% children come up to a mainstream level basis the age and grade relevance. Improved reading and writing skills among children
- **Increased student regularity** - 85-90% attendance improvement and student regularity in the next two years
- **Zero drop-outs** of primary & middle school pass-outs for higher education in the villages in the next three years
- **Higher participation of the parents** in Parent-Teacher Meetings and an active interest in the growth and performance of their children is another important outcome for us
- **Increase in Higher Education** - At least 50% children who have passed-out 12th standard should apply for higher studies and enrolled to nearby colleges to create more aspiration among the school-going children in these villages

## Re-strategization for next 1 year

- **Realigning activities in the Covid-19 aftermath**  
What does the lockdown, slowdown mean for the rural education sector and what are some possible challenges ahead?
- **Design & Resource Support**  
Varitra is planning to create simplified, wholesome and easy-to-follow curriculum for LEC & Library programs respectively which can be easily implemented by our grassroot volunteers
- **Strengthening storytelling & external communication**  
How can Varitra create a robust communication mechanism and improve its project storytelling

## PHOTO GALLERY



LEC



Group activities at LEC



LEC Monthly Meetings



Shishkan Mittra Trainings



Student Learning Kits



Visitors at Library



Varitra Library Management Committee



Book Fair



Student Interaction



Gender Sensitization Activities



Peer Reading Activities

## Communications Outreach

- Website: [www.varitra.com](http://www.varitra.com)
- Instagram: <https://www.instagram.com/varitrafoundation/>
- Facebook: <https://www.facebook.com/varitrafoundation/>
- LinkedIn: <https://www.linkedin.com/in/varitra-foundation-b63742169/>
- Twitter: <https://twitter.com/Varitra2>
- Hundred: <https://hundred.org/en/innovations/varitra-foundation#>

## Media Features & Coverage

- [https://www.business-standard.com/article/beyond-business/how-varitra-foundation-is-giving-a-new-lease-of-life-to-rural-schools-119042000621\\_1.html](https://www.business-standard.com/article/beyond-business/how-varitra-foundation-is-giving-a-new-lease-of-life-to-rural-schools-119042000621_1.html)
- <https://www.youthkiawaaz.com/2018/08/youths-transforming-government-schools-in-haryana/>
- <https://www.tribuneindia.com/news/archive/paintings-as-a-novel-way-of-teaching-620406>

