



2024-25

# ANNUAL REPORT

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# MESSAGE FROM KSHAMTALAYA

The year 2024–25 reaffirmed a belief we have carried since our inception: depth precedes scale. For years, we invested in building trust within classrooms, strengthening teacher practice, and embedding wellbeing as foundational rather than supplementary.

This year, those foundations enabled expansion — not as replication, but as institutional adoption. Khushishala transitioned from a pilot initiative to a state-level framework. Teacher Support cycles in Delhi evolved into collaborative leadership structures. The School Excellence Program in Bihar strengthened systemic credibility through measurable learning outcomes.

Our journey reflects a model where demonstration leads to ownership, ownership leads to trust, and trust enables policy alignment.

# iDISCOVER FELLOWSHIP RAJASTHAN



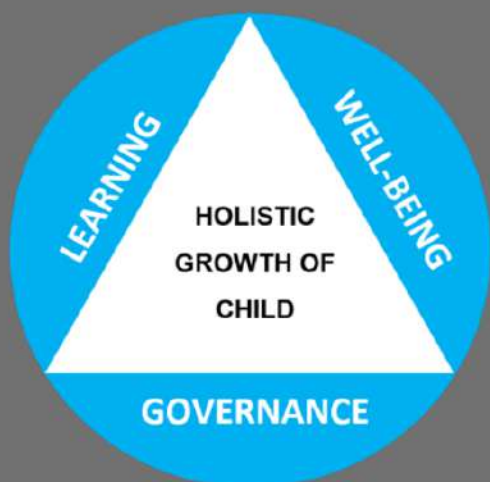
## PROJECT CLUSTER EXCELLENCE LEARNING LABS (C.E.L.L.) : I DISCOVER FELLOWSHIP



# About Project

The iDiscover Fellowship by Kshamtalaya Foundation is a two-year program that **nurtures passionate youth to become transformative educators** and community leaders in tribal-rural areas of Bihar and Rajasthan. Through mentorship and fieldwork, they drive systemic impact, bringing a shift in Learning, Well-being, and Governance domains of schools. In Rajasthan the fellowship has a cohort of 25 iDISCOVER fellows reaching 50 Government schools of Kotra & Gogunda Blocks of Udaipur District and Pindwara Block of Sirohi district





The Approach

**Learning:** Daily Classroom instruction & Co-teaching with teachers

**Well-being:** Building Caring & Compassionate Classrooms and supporting Teachers' Well-being

**Governance:** Activating parental engagement as well as school governance systems by working with the School Management Committee



Rekha Kumari, an iDISCOVER fellow (2023-25) and former Edu Leader with Kshamtalaya, has been instrumental in transforming learning outcomes in Kherawas. Through her collaboration with HM Sangeeta Ma'am, five of her students secured admission to Eklavya Model Residential Schools for Grade 6 —marking a significant milestone in their educational journey!

# Children impact!

60% 

of students have  
more than 75% attendance %  
in Pindwara

48% 

improvement in  
literacy levels  
observed 50  
iDISCOVER schools

43% 

improvement in  
numeracy levels  
from observed 50  
iDISCOVER schools

66% 

of students improved in Basic life  
skills such as Self Expression, Self in  
Community & Self Regulation skills

1352 

students reached in the  
year 2024-25



# TEACHERS IMPACT

61

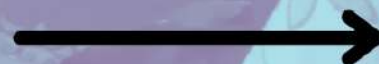
TEACHERS REACHED  
THROUGH FELLOWSHIP



THE GOGUNDA BLOCK ADMINISTRATION INVITED  
KSHAMTALAYA TO TRAIN ADDITIONAL 4 SCHOOLS  
IN THIS TEACHING-LEARNING PRINCIPLES

## OBSERVABLE SHIFTS IN TEACHER'S BEHAVIOURS

Classroom management principles | Using TLMs in learning  
processes | conducting home visits of students | level-wise  
learning support



# COMMUNITY IMPACT



2833

Cumulative reach of  
community  
members

192

PTM meetings  
conducted



14,000

Rupees raised as  
Community  
Contribution to run  
Learning Festivals



111

SMC Meetings  
conducted in the  
50 schools



# Way Ahead



- The fellows moving to 2<sup>nd</sup> & 3<sup>rd</sup> year will be taking up individual projects to solve local level issues
- Govt Collaboration with Sirohi administration to open avenues to deepen impact
- Ganit, Katha & Bhavnaon ka Utsav to reach the students of the 50 schools of Rajasthan



# TEACHER SUPPORT PROGRAM

# DELHI





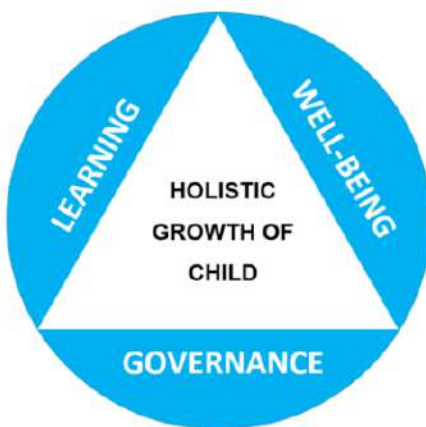
# About Project

The project works towards developing schools in Shahadra North as centers of excellence by creating a cohort of CHAMPION TEACHERS. Implemented in partnership with five Primary Municipal Corporation Delhi (MCD) Schools, the aim is to create caring and compassionate schools.



**Mamta Rani Verma ma'am** shares that her experiences working with fellow Tamanna shaped both classroom strategies and overall FLN improvement in children

## The Goals our TSP fellows strive for!



### **The program works towards:**

- Improving foundational learning and life skills of children
- Developing teacher leadership in Integrated Pedagogy and Social and Emotional Learning pedagogy
- Improving governance and parental engagement

The Approach



# Teachers Impact

**97%** Active Champion Teachers!  
(Out of 48 Teachers)



**88% of educators now know how to build skills of attention in students**



**100% of teachers foster warmth, connection, and joy in their facilitation.**



**86% respond to mistakes with empathy**

## PRACTICES ADOPTED BY FELLOWS CONSISTENTLY

- One-on-one coaching & observations
- Co-planning & co-teaching
- Teacher's Cafe
- Sharing education related Readings
- Workshops on FLN & SEL
- Sharing best practices on Teacher WA groups



# Children impact!

2486



direct children  
reached!

82% 123

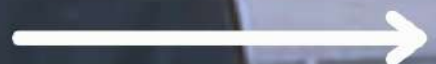
positive shift  
in numeracy  
skills in Level 1  
students

92% अक्षर  
माला

Level 1 students  
showed progress in  
Hindi literacy

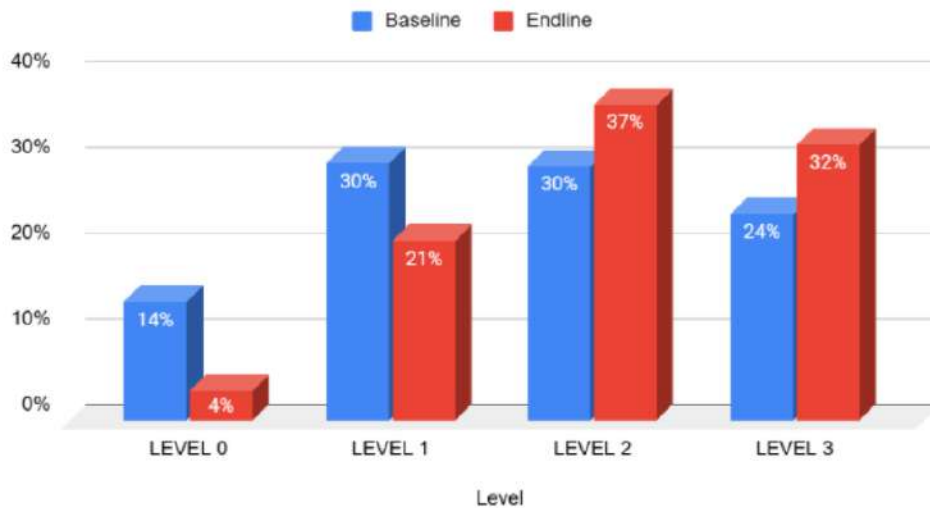


**Azmi** from **OSP morning school** which **fellow Swati** works in, shares her new found joy when she learnt how to read fluently!



# COMMUNITY IMPACT

Parental Engagement Baseline and Endline



69% of parents now actively champion their children's right to learn, take ownership, and support their academic and emotional growth



# Way Ahead



- Depth work reaching 10 more additional schools, reaching 100 Champion Teachers in 15 schools
- Institutional support at scale in partnership with MCD: Teacher Well-being, Ganit Utsav & Family Champions
- Capacity building on Foundational Literacy and numeracy with Life skill in 192 schools of Shahdra North Zone!



# FAMILY CHAMPIONS



# About Project

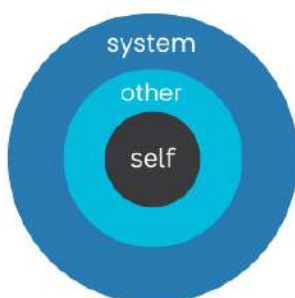
Family Champion Program also shortlisted as 10 of the World's Best Community Collaboration initiative by T4 was launched with a vision to create a network of **motivated and trained family members to become leaders in their children's education** and active participants in their school communities. In response to the COVID-19 pandemic's impact on students, teachers, and schools, the program was initiated to bridge the disconnect between schools and community and foster a sense of ownership in parents to actively champion their children's right to education.





# The Objectives of the Family Champion Program

- **Nurturing Leadership:** Builds parents' confidence and communication to advocate for education.
- **Facilitating Learning Circles:** Champions lead local groups to support learning and bring out-of-school children back.
- **Strengthening Community Partnerships:** Encourages parent involvement in school activities and governance to bridge school-community gaps.



The Approach

For the growth of the Family champion the focus begins with self-awareness, extend care to others by bridging home-school gaps for their children's growth, and emerge as leaders influencing governance, identity, and systemic change in their communities.



# How Did They Bring Impact?



Children were supported as part of After-school intervention, 2 levels of jump in math in each child and 3 level jump witnessed in foundational literacy



children were present during Wednesdays Life Skills Activities held by Family Champions



**OUR PROUD ACHIEVEMENT!**  
Out-of-school children have been enrolled in school



Family Champions as part of 2024-25 Cohort who have increased our Alumni to 130 Family Champions



# Gousiya Didi's Journey

*Empowering  
Change:*



“

”

Gousiya Didi's life was marked by hardship, including abuse at home that left her feeling powerless. Through the Family Champion Program, she gained the tools to rebuild her confidence. Today, she is a leader in her community and an active contributor to her school. Her Art and Craft Studio, a highlight of the learning festivals, stands as a testament to her creativity and dedication to fostering a love for learning among children.

# COMMUNITY IMPACT

## 70% of the children resuming their education

Family Champions recognized that absenteeism often stems from deeper challenges. They conducted home visits to connect with families, understand concerns, and support children in returning to school. Through their efforts, they visited 80 students' homes

## 69% parents are demonstrating

**observable behaviours such as engagement in student's learning, they aware of children's learning trajectory, regular attendance and active communication with the school**



# Way Ahead



- **The Family Champions Program will be adopted by the MCD as 'Star Parent' program that will soon become part of their policy and Kshamtalaya to be part of the advisory and training team.**
- **The Family Champion program will continue to support the 15 schools that Kshamtalaya will directly work with.**



# FALE FALE SHIKSHA MUHEEM RAJASTHAN





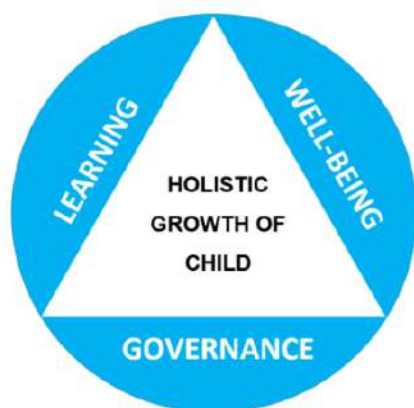
# About Project

Fale-Fale Shiksha Muheem is a school & community-led learning movement where local youth take charge of their own learning while supporting their younger siblings in building joyful, engaging, and foundational learning experiences through after-school learning circles. The initiative aims to nurture educational role models at 3 levels – **female leaders** between ages 18 to 25, **Kshamta Saathis** of grades 9 to 11 and **Grade 1 & 2 students** foundational life skills, well-being & literacy-numeracy.





## THE SCOPE AND OBJECTIVES OF FAL FALE SHIKSHA MUHEEM IN GOGUNDA BLOCK, RAJASTHAN



The Approach

- **Learning:** Improve foundational literacy and numeracy outcomes for ~1,300 children (Grades 1 & 2) in schools and community centers by equipping 10 Edu Leaders and 100 Kshamta Saathis with contextual, child-centric pedagogical tools and practices.
- **Well-being:** Foster a joyful, inclusive learning environment by building children's confidence, curiosity, and engagement—alongside developing teachers' and facilitators' capacities to address emotional and social needs through localized learning resources and reflective practices.
- **Governance:** Model a cluster-level approach to school transformation in Gogunda by embedding daily quality classroom processes, revitalizing after-school centers, and enabling meaningful engagement between schools and communities.



# EDU LEADERS

Our Edu leaders are the anchors of the Fale Fale Shiksha Muheem Program! These are girls who are pursuing their education and work in 1 Government School delivering FLN support to Grades 1 & 2 and also have built a youth club in their village with 7 to 8 Kshamta Saathis



# Children Impact!

239



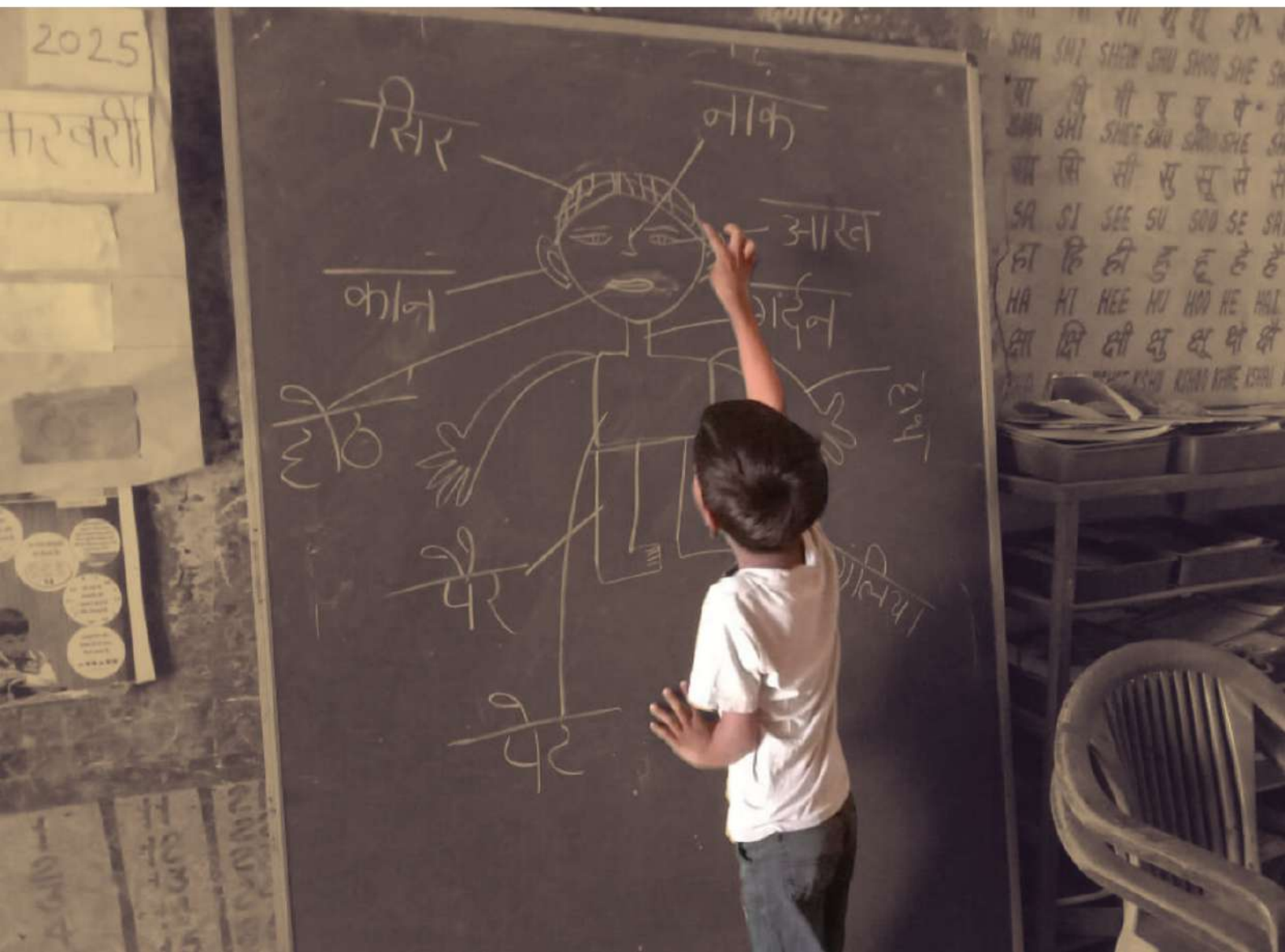
students reached

79% 123

positive shift  
in numeracy  
skills

66% अक्षर  
माला

positive shift  
in literacy  
skills



# Kshamta Saathis

# 65

Kshamta Saathis reached through the Fale Fale Shiksha Muhim Project

## Sessions conducted for their Growth

- Induction & Orientation of **Who is A Kshamta Saathi**
- Dream Articulation : My Dream Village
- Roles and responsibilities of Kshamta Saathis
- Career Shaala : Meeting a Businessman & a Youtuber



# EDU LEADERS STORIES



जब मैं इस मुहिम से जुड़ी, तब मैं एक सामान्य लड़की थी, जिसे बोलने में डर लगता था। लेकिन टीम के समर्थन और प्रेरणा से मैंने आत्मविश्वास पाया और धीरे-धीरे अपने विचार खुलकर रखने लगी। अब मुझे समझ में आता है कि टीम वर्क, समय की पाबंदी, और एक-दूसरे की मदद करना क्या होता है। आज जब मैं पीछे मुड़कर देखती हूँ, तो गर्व महसूस होता है कि मैंने यह यात्रा तय की और खुद को पहचाना।

– Sunita Bhatt



मैं दीपिका देवड़ा, सेनवाड़ा से हूँ और सेनवाड़ा के स्कूल में कार्यरत हूँ। मेरा सपना शिक्षक बनना है, और इस प्रोजेक्ट से जुड़ने का यही कारण था। शुरुआत में मुझे पाठ योजना बनाना नहीं आता था, लेकिन टीम वर्क से अब मैं खुद से पाठ योजना बना सकती हूँ। पहले लोगों के सामने अपनी बात रखने में डर लगता था, लेकिन पेरेंट्स मीटिंग और होम विजिट्स ने मेरी झिझक दूर की और अब मैं आत्मविश्वास से बात कर सकती हूँ। इस प्रोजेक्ट ने मुझे बहुत कुछ सिखाया और मेरा आत्मविश्वास बढ़ाया है।

–Deepika Deora

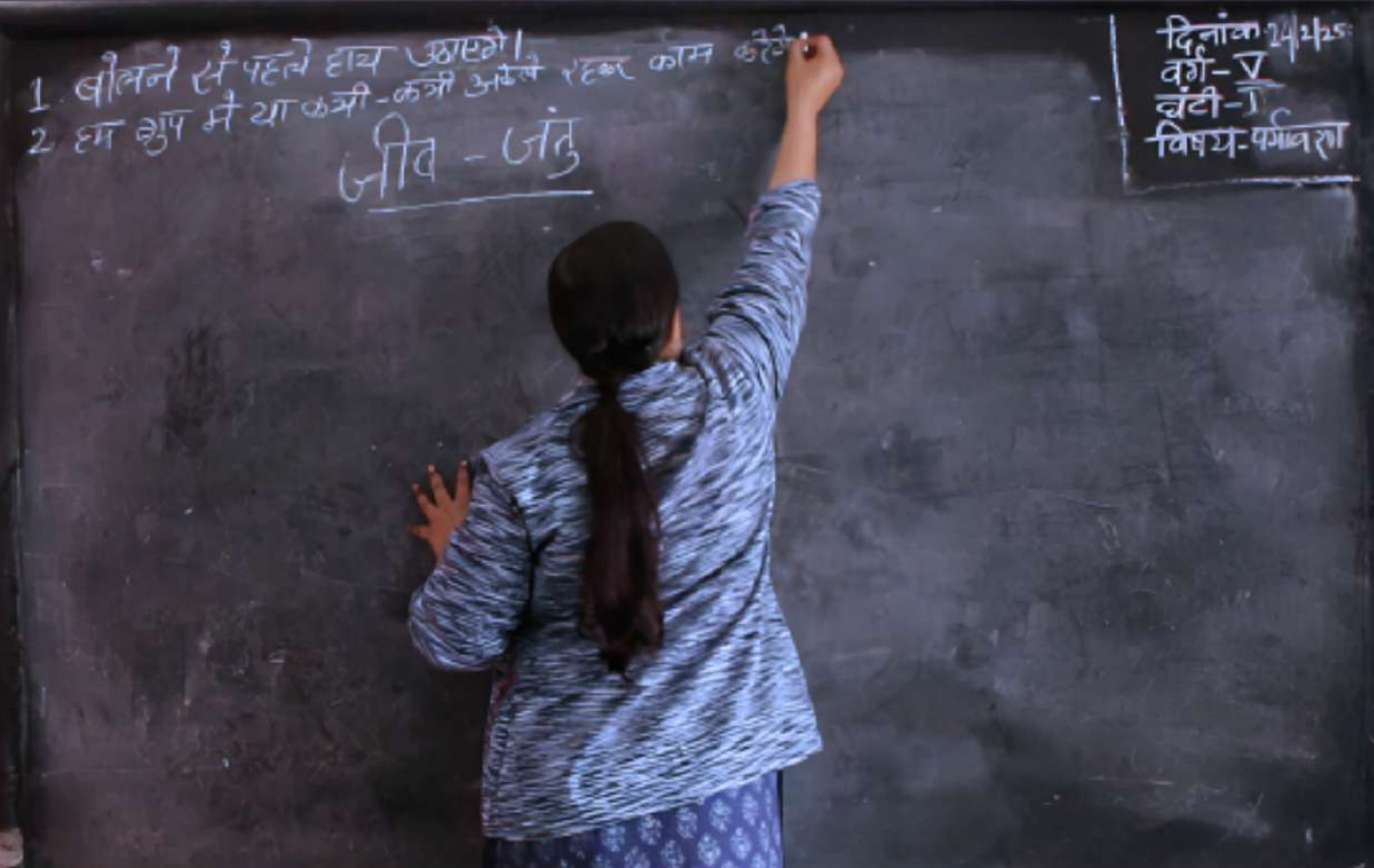
# Way Ahead

- Shift focus from individual Edu Leader impact to whole-school transformation, embedding strong pedagogical practices across classrooms and staff.
- Support Edu Leaders in transferring learnings into school-wide processes that improve teaching quality, classroom culture, and student engagement.
- Enable Kshamta Saathis to independently run Learning Circles in villages, making foundational learning more accessible at the community level.
- Facilitate the emergence of Youth Clubs in various panchayat villages, driven by Kshamta Saathis, as spaces for leadership, dialogue, and collective growth.



# iDISCOVER Bihar





# About Project

The iDiscover Fellowship by Kshamtalaya Foundation is a two-year program that **nurtures passionate youth to become transformative educators** and community leaders in tribal-rural areas of Bihar and Rajasthan. Through mentorship and fieldwork, they drive systemic impact, bringing a shift in Learning, Well-being, and Governance domains of schools.



# Grade 3 children impact!

75% 

children attended  
more than 75% of  
the days

65% 

positive shift  
in numeracy  
skills

67% 

positive shift  
in literacy  
skills



# Teacher's Impact

47%

teachers (out of 223) have adopted child-centric practices in classroom

## PRACTICES ADOPTED BY FELLOWS CONSISTENTLY

Co-planning > Reading > Learning Festivals training > Co-teaching



# COMMUNITY IMPACT

70% parents attend  
ptm regularly

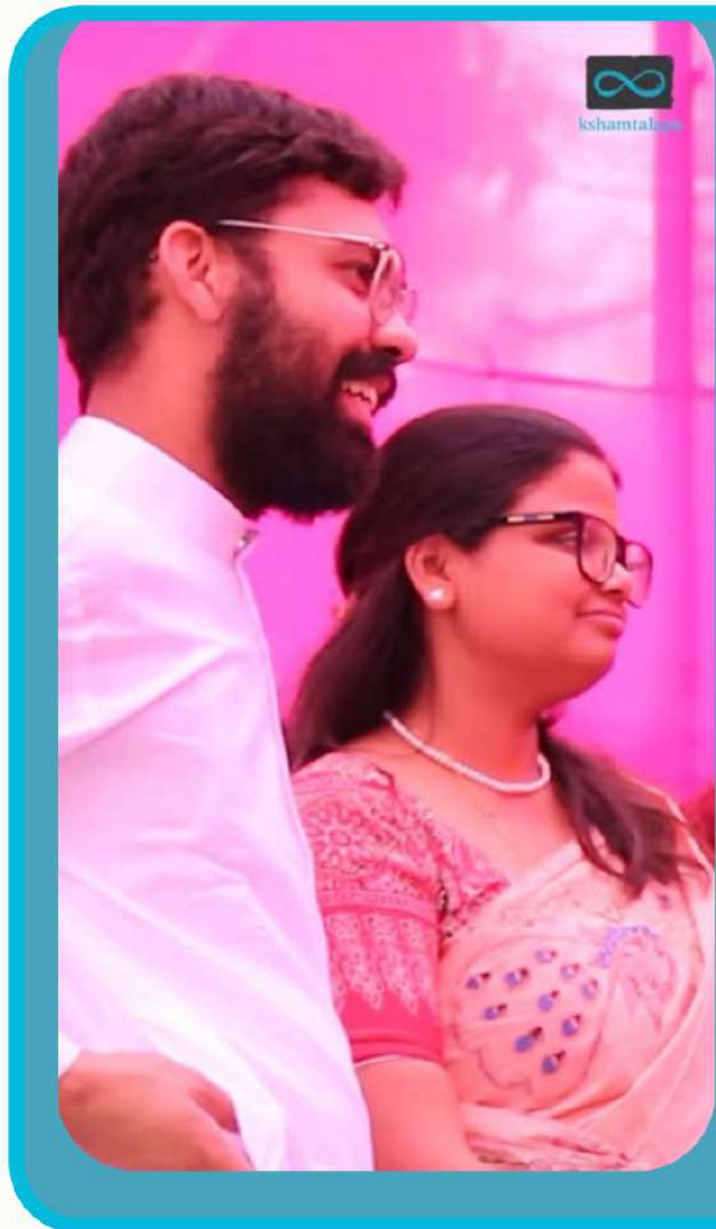
## PRACTICES ADOPTED BY FELLOWS CONSISTENTLY

Regular home visits > Monthly community night  
stay > Regular PTMs & Governance meetings



# Way Ahead

- Continue the demonstration work in 20 government schools through the School Excellence project!
- Strengthening the library interventions in School and Community spaces
- The Art Gallery project established in Sarairanjan school has paved way for setting up more hubs to demonstrate student potential





# LEARNING FESTIVALS





# About Project

The Learning Festivals (LF) is a 6-day celebration of learning that aims to nurture children's creative confidence by providing exposure to alternative learning mediums. Children move from exposure to creation and host a celebration day to the entire community to demonstrate the immense possibilities that they hold within themselves!



# FEED



"Glimpses of  
learning festival  
- Delhi"



# DELHI

## Data and anecdotes of stake holders

5

Learning  
Festivals

1521

Total children reached

50%

children demonstrated more  
collaborative skills on the  
last day

800

Total Parents witnessed  
Children's Creative  
Potential

“

हमने सरकारी स्कूल में पहली बार ऐसा  
होता हुए देखा हैं जहाँ बच्चे बहुत खुश थे  
और आत्मविश्वास से अपनी बातें रख रहे थे  
जो उनके जीवन में बहुत काम आएंगी, हमें  
यहाँ आकर बहुत खुशी हुई। ”

- अभिभावक



# RAJASTHAN





# Data and anecdotes of stake holders



46

Learning  
festivals



2480

Total children  
reached



72%

Students demonstrated life skills  
(Self expression, collaboration &  
mindful engagement) by the 6<sup>th</sup>  
day on life skills



865

Total Parents  
reached



08

Number of  
Studios



मैंने बहुत सारे किताब देखें, उनके  
लेखक के बारे में जाना और खुद एक  
स्टोरी बुक चित्रों के साथ बनाया!

-भूमिका, कक्षा 3



# BIFAR



# BIHAR Data and anecdotes of stake holders

200

Total  
learning  
festival



35538

Total children  
reached  
(cumulative)



86%

Children  
showcased their  
life skills (Average)



3436

Total Parents  
reached  
(cumulative)



87% CHILDREN

attended more than

83%

of the LF days



मुझे लर्निंग फेस्टिवल में खास बात यह लगता है की यहाँ मुझे छोटे समूह में बातचीत करने और काम करने का अवसर मिलता है."

-सोहानी कुमारी , कक्षा - 8



# Way Ahead

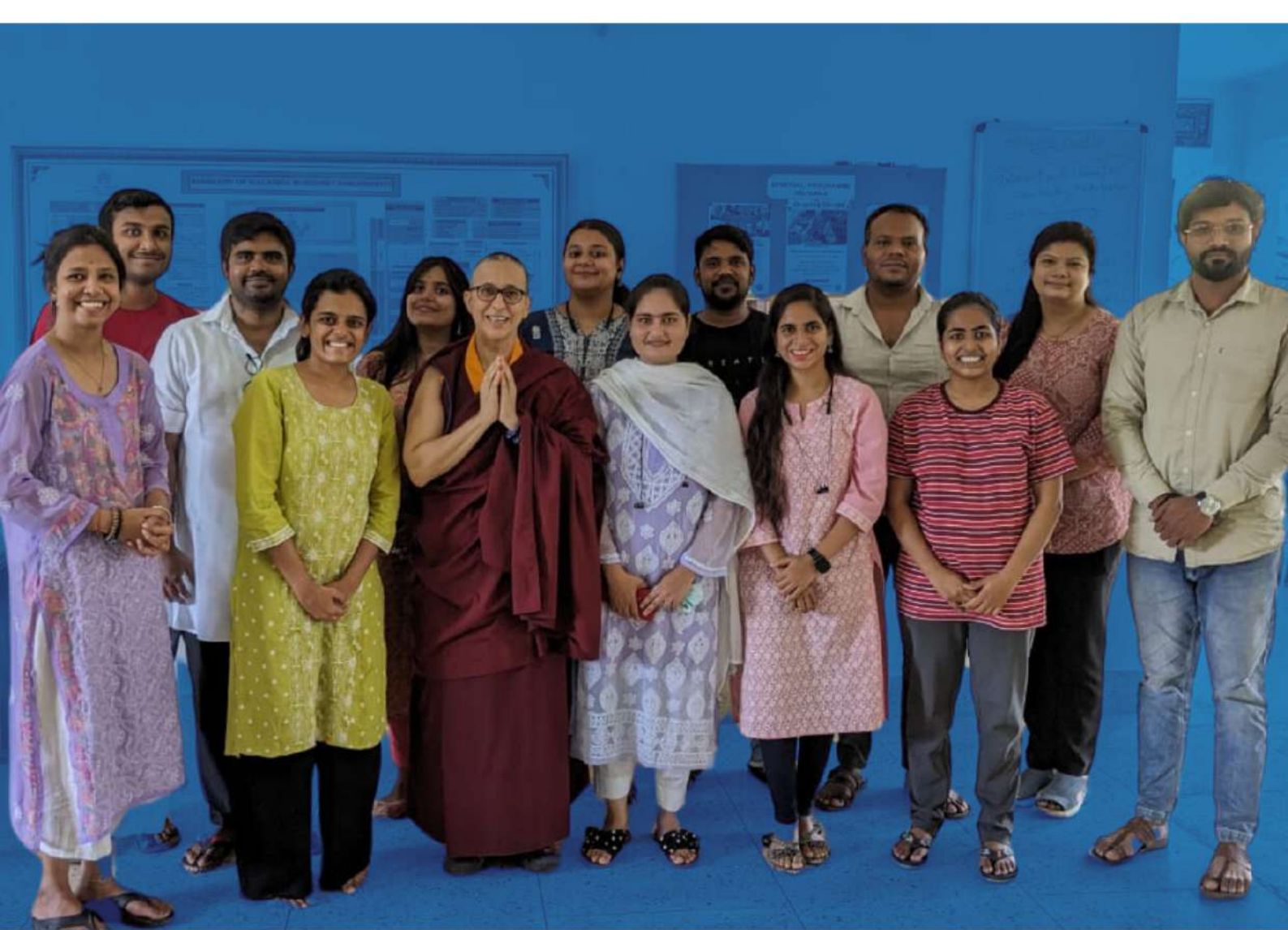


- Re-designing & improving the “LF Clubs” in Bihar to strengthen the Bagless Day initiative and make learning more hands-on and joyful.
- Expanding Learning Festivals with exciting new studios like Fashion Design, Stand-up Comedy & Acting, Photography, and more.
- Introducing new LF themes such as real-world problem-solving, where students design prototypes to address community-identified issues.
- Building on the success of the Art Gallery in Bihar’s Sarairanjan school and initiate more student-led exhibition hubs like Science Galleries and Board Game Galleries to showcase creativity and potential.



# WELL-BEINGPRENEURS BIHAR





# About Project

This is a BRIO-Kshamtalaya initiative!

Hausla Well-beingpreneurs is a year-long transformative journey that brings together **young professionals from diverse regions** and backgrounds across India to build a community rooted in compassion and well-being. Participants are equipped to design and facilitate online well-being spaces for teachers and educators working in tribal, rural, and urban government schools across the country.





# Program Objectives

- The program aimed to create reflective spaces for government teachers to strengthen their awareness, attention, regulation, and compassion—enabling deeper connection with their true selves.
- A cadre of 20 young development professionals facilitated these spaces to ensure meaningful engagement.
- The initiative also focused on identifying 100 potential master trainers who could be nurtured as state-led facilitators to scale Hausla across all teachers in Bihar.

# Teachers Impact

20

FACILITATORS  
TRAINED

2000

EDUCATORS  
SUPPORTED  
BY HAUSLA

55%

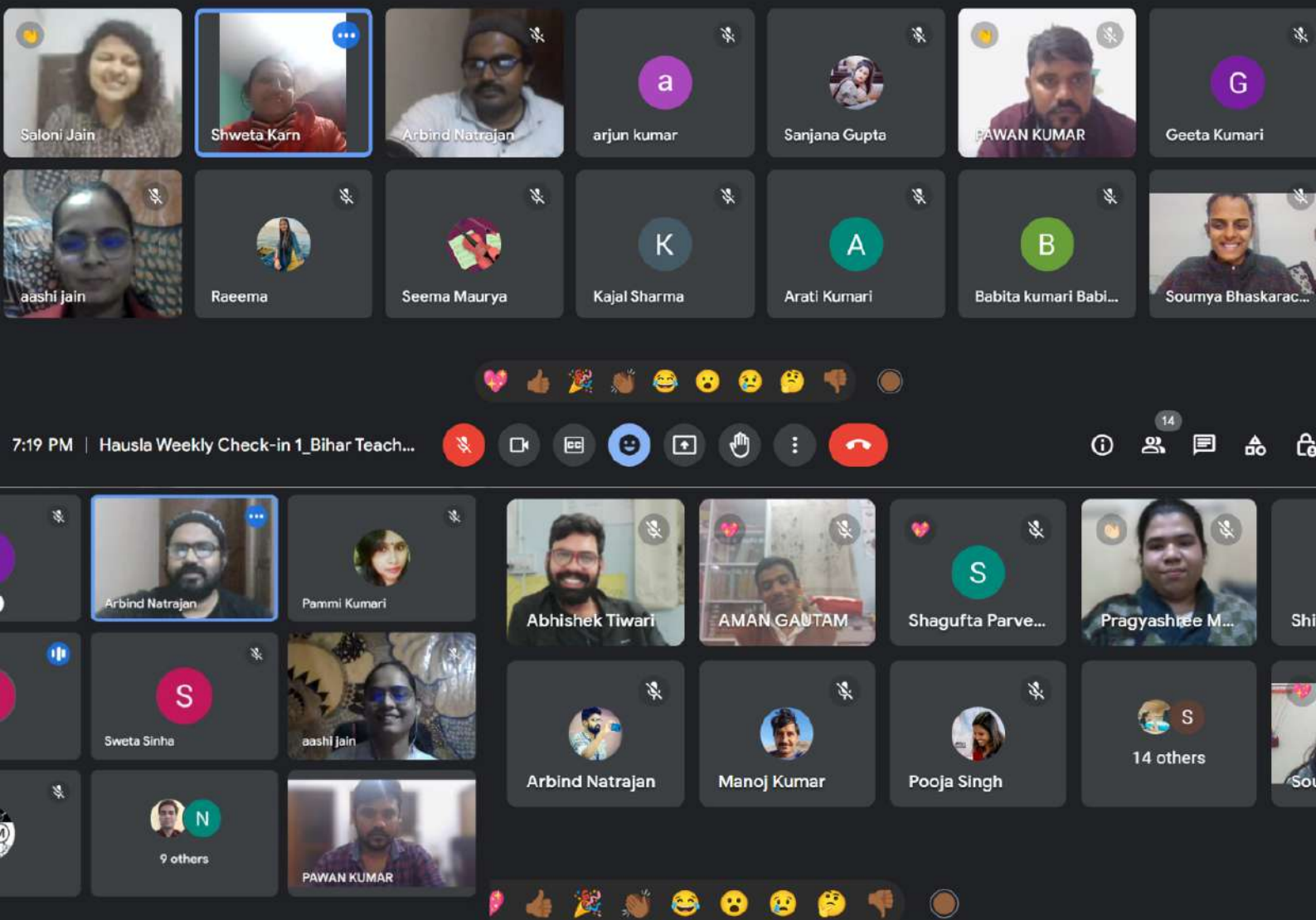
Improved wellbeing in  
pre/post evaluation

4.8/5

Averag program  
satisfaction  
rating

99%

Participants say they would  
recommend Hausla to a  
colleague



# Anecdotes



**5 minutes of daily practice  
made my entire day energetic  
and happy**

**-Gautam sir**



**It taught me to respect and understand  
each other's feelings, gratitude for others  
and self-awareness.**

**-Angad Sir**



**यह छोटी सी आदत हमारी ऊर्जा और जीवन  
के प्रति दृष्टिकोण को बदल दिया है**

**-Tarique Sir**



# PLAYQUITY

# KSHAMTALAYA

## PLAYQUITY-KSHAMTALAYA PROJECT

playquity



KICKOFF  
SOLUTIONS



# About Project

**Playquity**, a Pudiyador project, is being implemented in Rajasthan's Kotra block through **Kshamtalaya** to promote gender equity through play. Using Ultimate Frisbee, it fosters life skills like confidence, communication, and leadership among girls. This collaboration brings together three strengths—Playquity provides technical expertise and a life skills framework, Kshamtalaya ensures on-ground implementation, and **KickOff Solutions** offers mentorship and coaching support to help girls rise as leaders and changemakers in their communities. Together, we are building a movement of empowered girl coaches who are breaking barriers and leading change—on and off the field.



# Meet Joshila!

7

Working with 30 girls from Anjani Village to enhance their life skills using Ultimate as a Tool

6

Represented India among others in a camp organized by Ultimate Peace called "Camp Up!" held in New Jersey

5

Played in 4 tournaments with Westcoast Rascals, Bright Future, Project Khel and Team Blitz

4

Started as a CIT in PlayQuity Project

3

Supported Delhi & Bihar Learning Festivals as a Ultimate Frisbee Studio facilitator

2

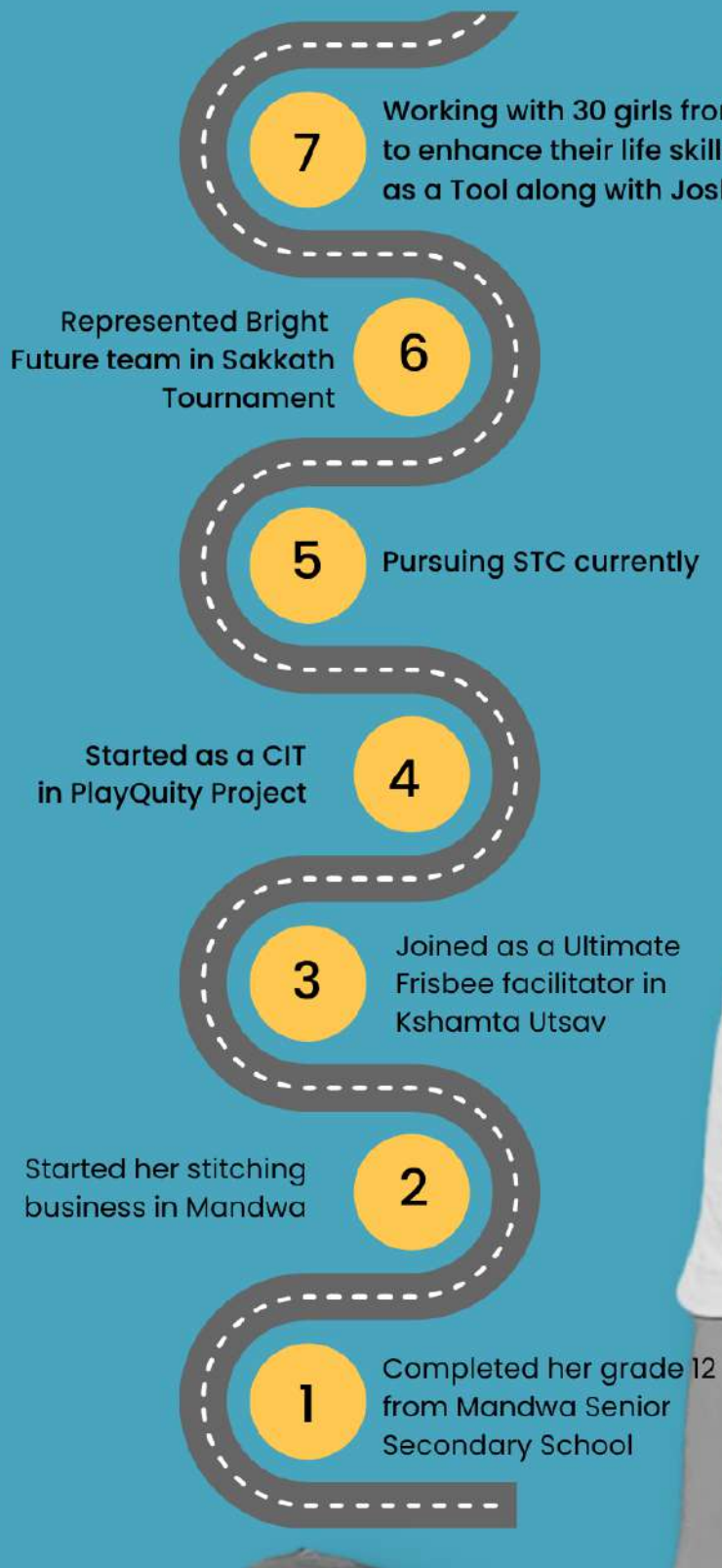
Joined iDISCOVER fellowship 2019-2021

1

Completed her education in Bachelors from Kotra Block



# Meet Hansa!



# Capacity Building Areas for Joshila & Hansa's Growth

- Good Touch Bad Touch
- Financial Literacy
- Social Harrassment
- Social Emotional
- Learning
- Strength training
- Digital Empowerment
- Mental Health
- Solve Ninja
- Leadership Lessons



## Life Skills Learned by Girls in Anjani's Sports Circle led by Joshila and Hansa

- Communication Skills
- Self Awareness: Body Awareness
- Menstrual Hygiene
- Building Vocabulary of Emotions
- Working in a Team
- Building Trust in Team members
- Creating an environment where we help each other
- Listening with Empathy

# Impact on Students So Far



38

girls registered for the  
Sports Learning Circle in  
Anjani



65%

of the girls have more than 90%  
attendance in the Sports  
Learning Circle



22

girls have completed  
their Health Check-up



# Way Ahead

- Joshila & Hansa Will be entering Phase 2 in the upcoming year to strengthen and sustain the After-school Sports Learning Circle they have established in Anjani Village, Kotra.
- Joshila and Hansa will be competing annually in atleast 1-2 tournaments so they are able to apply their learning/training recieved
- Joshila will be attending her 4<sup>th</sup> Academy and Hansa her 2<sup>nd</sup> academy training led by PlayQuity team, Pudiyaador



# THANK YOU FOR BELIEVING IN US!

This year did not merely expand our footprint — it expanded our responsibility. As we rise in scale, we remain rooted in depth, committed to meaningful, relevant, and compassionate education.

*Rooted in Depth. Rising in Scale.*

## THANK YOU FOR BELIEVING IN THE FAMILY CHAMPIONS' MISSION



give



Tax Benefits Available

**Family Champions: Mothers as  
regional leaders driving community  
led Educational movement!**

Campaign by Kshamtalaya Foundation

₹3,69,802

138

0

Raised of ₹15L goal

Donations

Days Left

Give Now

Share

74 shares! Every share counts.

# THANK YOU TO OUR CO-TRAVELLERS

At Kshamtalaya, we believe that wellbeing is nurtured in relationships — through collaboration, learning, and shared intent. Over the years, our work has grown stronger through partnerships that embody this spirit of interdependence.

Our collaborations — with knowledge institutions, training organizations, and collective platforms — have helped bring the language of wellbeing into diverse spaces: from classrooms and communities to workplaces and leadership programs. Each partnership has been an opportunity to listen, learn, and grow together — reaffirming that wellbeing is not an individual pursuit, but a collective responsibility.

## Knowledge partners



## Partners in Purpose



## Capacity Building Partners (Partners in Practice)



## Collectives We Are Part of



## Government Partners

