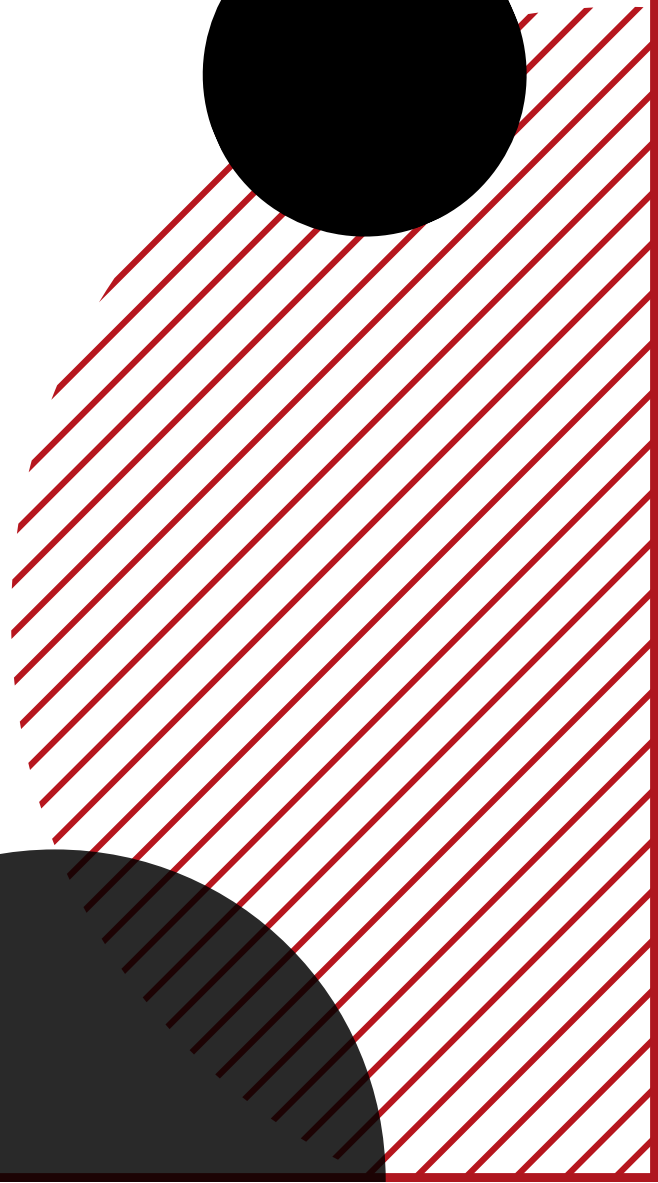
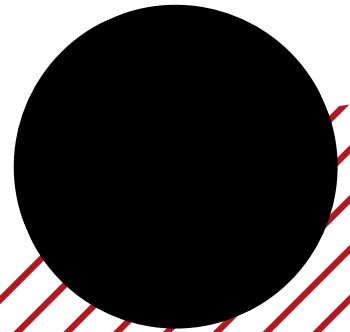


# AAVISHKAAR

CENTER FOR SCIENCE, MATH, ARTS  
& TECHNOLOGY

ANNUAL REPORT 2022-23



# FOUNDERS' NOTE

An annual report is a comprehensive report on a company's activities throughout the preceding year. Annual reports are intended to give shareholders and other interested people information about the company's activities and financial performance. They may be considered as grey literature. Most jurisdictions require companies to prepare and disclose annual reports, and many require the annual report to be filed at the company's registry. Companies listed on a stock exchange are also required to report at more frequent intervals (depending upon the rules of the stock exchange involved).

Other information deemed relevant to stakeholders may be included, such as a report on operations for manufacturing firms or corporate social responsibility reports for companies with environmentally or socially sensitive operations. In the case of larger companies, it is usually a sleek, colorful, high-gloss publication.

An annual report is a comprehensive report on a company's activities throughout the preceding year.

The Directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable Law of the Republic of Ireland, including the accounting standards issued by the Accounting Standards Board and published by The Institute of Chartered Accountants. Irish company law requires the directors to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period.

# ABOUT AAVISHKAAR

## VISION

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To nurture curious,  
creative and  
critical thinking  
citizens of  
tomorrow.

## MISSION

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To enable, equip & empower  
educators and students to  
rekindle their creativity,  
curiosity and critical thinking  
in Science and Math.



# AAVISHKAAR'S IMPACT SO FAR

70  
ORGANIZATIONS

3,00,000  
STUDENTS

8,100  
TEACHERS

4  
GOVTS.

# IMPACT

YEAR 2022-23

28

ORGANIZATIONS

30

TEACHER  
COACHES



170

ASPIRING  
TEACHERS

EXPERIENCED  
TEACHERS

530

STUDENTS

27,100

# HIGHLIGHTS 2022-23

MATH  
MATTERS  
PROGRAM  
LAUNCHED

19 MATH & SCIENCE  
CAMPS  
FOR TEACHER  
EDUCATORS,  
TEACHERS &  
STUDENTS

CAPACITY  
BUILDING  
OF  
TEAM MEMBERS

NEW  
PARTNERSHIPS &  
NEW LENS TO  
TRAINING:  
ORGANISATION  
CAPACITY  
BUILDING

100% JOB  
PLACEMENT  
OF AAROHAN  
GRADUATES

# DRISHTICONE

Under the **DrishtiCONE** Program in partnership with Himachal Government and Wipro Foundation - Aavishkaar has been working with the school systems to reimagine Math and Science education.

## HIGHLIGHTS

- **Year-long teacher professional development** programs with teachers of **5 DIETs** (Solan, Hamirpur, Bilaspur, Kullu, Una)
- **In-person STEM workshop** for **35 Secondary School Teachers** from Una district at the **DIET office**.
- **Creating STEM environment** through **14 STEM Melas** in different schools of Kangra district (also a part of **Rashtriya Avishkar Abhiyaan**)
- **Hamaari Picycle** residential STEM camp for students from the **3 partnering Secondary Govt. schools** in our home Block.



# Teacher Professional Development

We educate, equip & enable teachers through training (online and in-person) to create engaging Math & Science classrooms. This year we focused on

- **Long Term Teacher Support:** By deep diving in concepts & pedagogical practices to make content visual, contextual & relevant. Discussion on breaking the common misconceptions.
- **Short Term Teacher Support:** Focusing on Science & Math specific pedagogical practices to make excellent hands-on, minds-on Active Thinking Classrooms.

## STEM Workshop at DIET Una

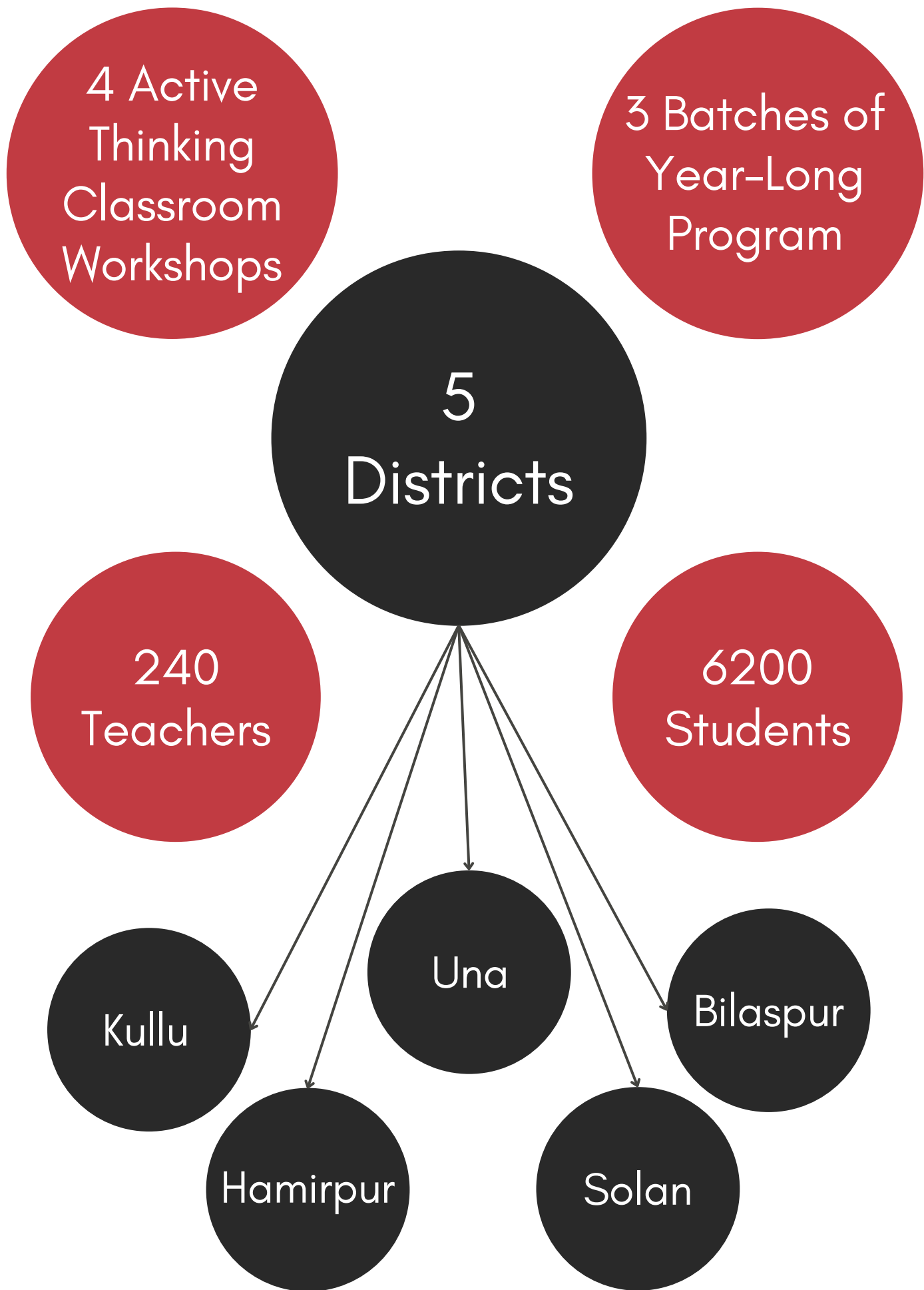
We conducted a day-long workshop for Math & Science teachers at the invitation of DIET Una. The teachers got a chance to interact with our facilitators in person and share the challenges they face in their classrooms. They **experienced master classes** in Math and Science and **participated in debriefs** to cull out strong pedagogical practices as takeaways.

*"I understood the significance of using proper language to be used while teaching fraction in the class."*

*- Sanjeev Kumar ( H.P. Govt. Teacher )*

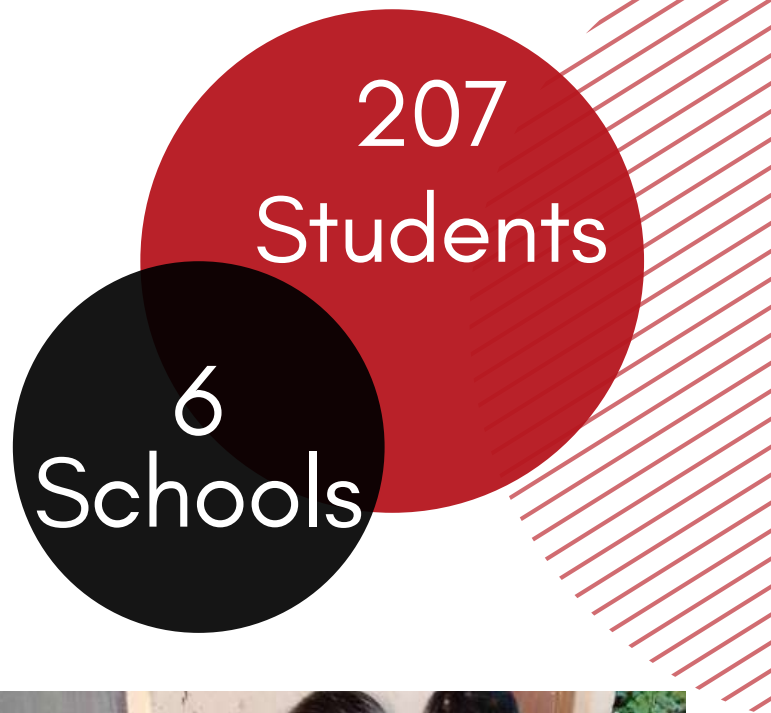






# STEM Education for Students

Through Aavishkaar Fellows & team, we consistently work with students of primary & secondary nearby government schools of our block to fill **acute numeracy gaps** in primary and bridge **STEM gaps** in middle & secondary grades.



We have observed tremendous **growth** in the **understanding of numeracy concepts** in the primary grade students we work with.

Our fellow talks about Ajal, a student who has gone from not wanting to participate in class to confidently asking questions and voluntarily taking down notes.

*"The students are now able to visualize and have been able to become friendly with numbers."*

*- Nidhi (Aavishkaar Fellow)*

In the month of January 2023, we organized a residential Math & Science **immersion for 9th grade students from 3 govt. schools**. It was a huge success, and going forward it will be an **annual event**.

## Setting up STEM Environment in Schools

With the aim of setting up STEM Environments, we organize student-led **STEM Festivals (mela)** in schools of Kangra, HP.

1530  
Students

200  
Teachers

14  
Schools



STEM festivals aim at creating a festive atmosphere around Science and Math. The STEM mela consists of student-led stalls with **Math & Science games** that the visiting students and teachers go to play and explore.

A larger goal of these melas is to develop confidence in students in their own ability to **understand and explain STEM** concepts. For our teachers, the Mela showcases that all their **students are capable of achievement in STEM**.

This year, we conducted **14 melas** in **14** Government & Private schools, reaching **1530 Students, 200 Teacher and Parents**.



# PROGRAM OUTCOMES

## Teacher Professional Development

*"Why aren't these kind of activities in our text books? If they were there, then wouldn't it be easier for students to learn and also for us to teach?"*

- Harcharan Singh (Year-long TPD program participant from Bilaspur)

### Take Aways / Shift

Improved conceptual understanding

Teach from the basis of what the students already know

Using Daily life examples

Multiple approaches of teaching concepts

## STEM Education for students

*"...It has helped me to see that science can be learnt outside an experiment lab and textbook."*

- A student who attended Hamaari Picycle camp

### Shifts

Improved conceptual understanding

97% ask more questions on the last day as compared to Day-1 of camp

100% became friendlier with Math

90% are able to see Science outside the lab & textbook



## Setting up STEM Environment in Schools

*"In the classroom I have only done math by writing & learning. The mela was fun and all games were so interesting of Math."*

- A student at a mela

### Take Aways / Shift

100% of students were able to see Math & Science can be fun

100% of teachers were able to see Math & Science can be fun

Schools are inviting us every month to setup melas

Even students who don't speak in class are able to explain in melas

## CHALLENGES

- Restarting relationships on any transfer or readjustment of any official
- Shifting learning habits from memorizing to understanding
- Gathering proof points of shifts in teacher behavior at the classroom level

## WAY FORWARD

- Adding 3 more districts for long-term teacher professional development.
- Increasing in-person workshops for teachers of collaborating DIETs.
- Gathering training impact data for teachers & students.
- Creating STEM environment in all the Secondary Schools of Panchrukhi Block via STEM Melas.

# AAVISHKAAR FELLOWSHIP

Aavishkaar Fellowship aims to create **excellent educators** and leaders to **transform STEM education** in the country.

During the Fellowship, the fellows build capacity on Math & Science content, mindsets and pedagogy. They work in schools of our home block where they engage with students on a daily basis. In Year 2 of the fellowship, they also start working with aspiring teachers.

## HIGHLIGHTS

- Our fellows went back to their communities to lead & execute student camps this year.
- They also co-led & executed aspiring teacher camps in several communities of our partner organizations.
- One fellow is selected for the Teach For India Fellowship

*"Earlier I used to be afraid of maths but now I am a maths teacher. Now I am able to make friendship with math and teaching it to children as well."* Nidhi- Aavishkaar Fellow 2021

# PROGRAM IMPACT

5 Fellows in the program impacting 1000 students directly or indirectly

8 Primary Grade classrooms through daily engagement

These students now believe that Math & Science are fun & can be visual

Our Fellows are now Role Models for their native communities



## CHALLENGES

- Finding the right talent and retaining them for 2 years in a remote location
- A team exclusively dedicated to the program

## WAY FORWARD

- Strengthening the Fellowship design - for the short term & long term
- Scaling up the program - more fellows working in more schools and with more students & aspiring teachers



# MATH EDUCATOR SKILL DEVELOPMENT PROGRAM

The aim of the program is to build capacity in young women from marginalized communities to

- Become excellent Primary Math Educators
- Enable them to resiliently monetize their skills
- Build a community & an ecosystem to support their growth

The program has 2 tracks

1. Residential Program
2. Online Program

## 1. AAROHAN

Currently, the program has 2 tracks catering to different needs of women

# PROGRAM IMPACT

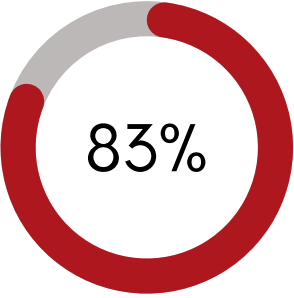
"After getting into the job, many problems came and solved it with confidence. I took people's help regarding class management and language and now I have become expert in class management, in engaging children."

-Gangi Kumari (Aarohan 2021 batch graduate)



1300

Students through 15 young women.



83%

Of 2021 cohort graduates have attained financial independence.



100%

Of 2022 cohort graduates have gotten placed as Primary Math Educators in schools and organizations, PAN-India.

*"After getting into the job, many problems came and solved it with confidence. I took people's help regarding class management and language and now I have become expert in class management, in engaging children."*

*-Gangi Kumari (Aarohan 2021 batch graduate)*

# THE STEM COLLECTIVE

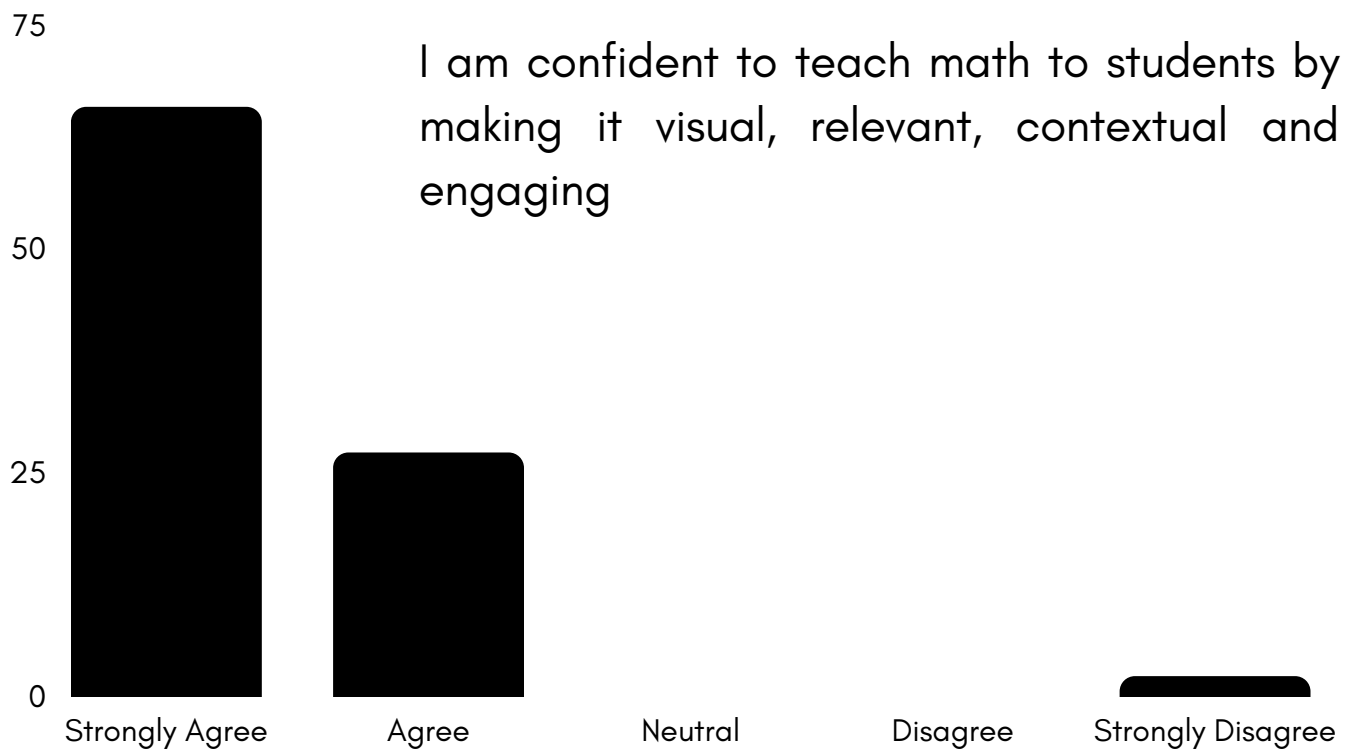
The STEM ( Science, Technology, Engineer, Mathematics) Collective is an online teacher development & support program that started in 2020. Through this program we are working with aspiring and experienced teachers from grassroot organizations across India. The aim is to reach and provide quality Math & Science education to students from marginalized communities.

## Highlights

- We piloted our Program STEM collective and the first batch started in August 2021 with the collaboration with 13 organisation, and the second batch started in August 2022 with the collaboration with 5 organizations.
- The participants shared that their perspective of seeing Math and Science have fully changed who engaged with first batch.
- In this year we include a design challenge to see the best participation from the participants side.

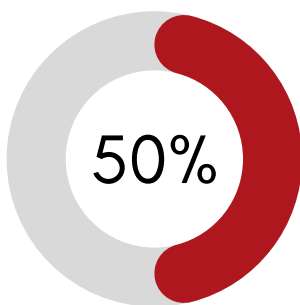
# PROGRAM IMPACT

2nd Half of 2021 Batch



*"Purey 1 and half year aavishkar se judkar mai bht tarakki ki hai with confidence. Thk u so much mam and sir to being our teacher .thk usi much all facilitators to share ur knowledge n quality time with us ."*

*-Arati Shantosh Chaudhary (Sahyog)*



Of teachers have seen an increase in the number of students they are teaching.

*"main chaahati hoon ki jo padhee likhee hai aavishkaar ke saath jodakar apane bachchon ko aur behatar vigyaan aur ganit sikha sakatee hai."*

*-Geeta (IBTADA)*

# MATH MATTERS

It is a woman teacher development program that addresses the problems of women unemployment and math phobia while creating educators with strong conceptual understanding and student-centric pedagogical practices.

This is a new program that was launched in 2022 which enables, equips and builds agency in women to become financially independent while taking up an active role in shaping the future of STEM education in India, regardless of their language, educational qualification, marital status and geographical location.

## Highlights

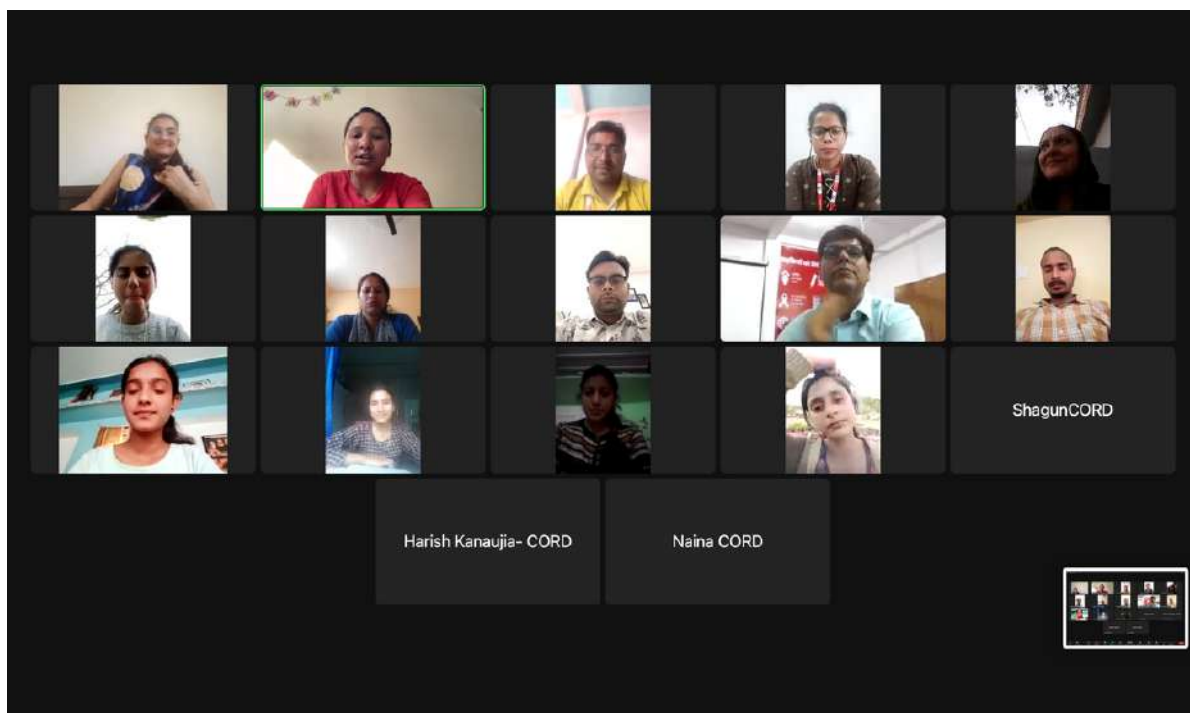
- Incubation of program by The/Nudge Institute.
- The Nudge is helping us get our program Math Matters ready. We are receiving mentorship on the following areas-
  - Program Design
  - Program Delivery
- Partnered with 5 new organisations (Educate girls, Nishtha, Cord, Aafaq foundation, Manjil ).

This year we are thinking that we should take this program to at least 700 to 800 women.

# PROGRAM IMPACT

*"Before joining Math Matters I just heard procedural math and conceptual math but after joining i am clear that how it is different from each other. I learned engaging way to design class plan and facilitate classes. I learned about how can we see/make math as a language through charcha."*

Krupali, Manzil

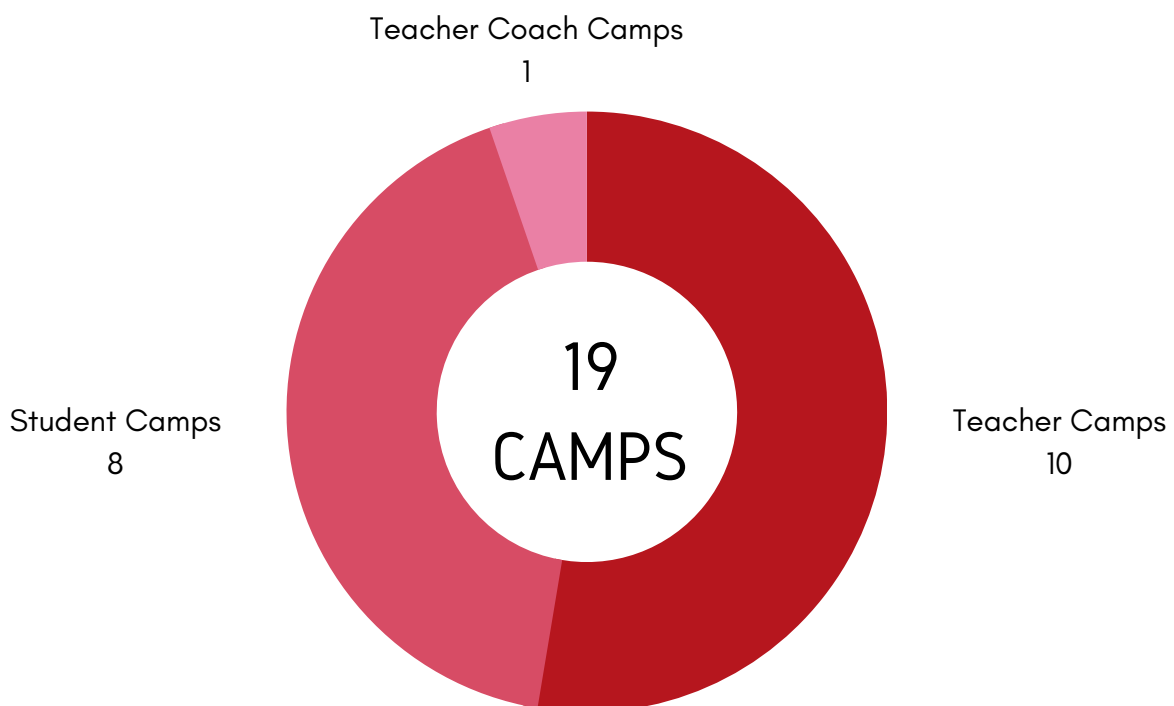


# CAMPS

Aavishkaar conducts **Math & Science immersions** for Students, Teachers and Teacher Coaches to spread the essence of exploratory learning.

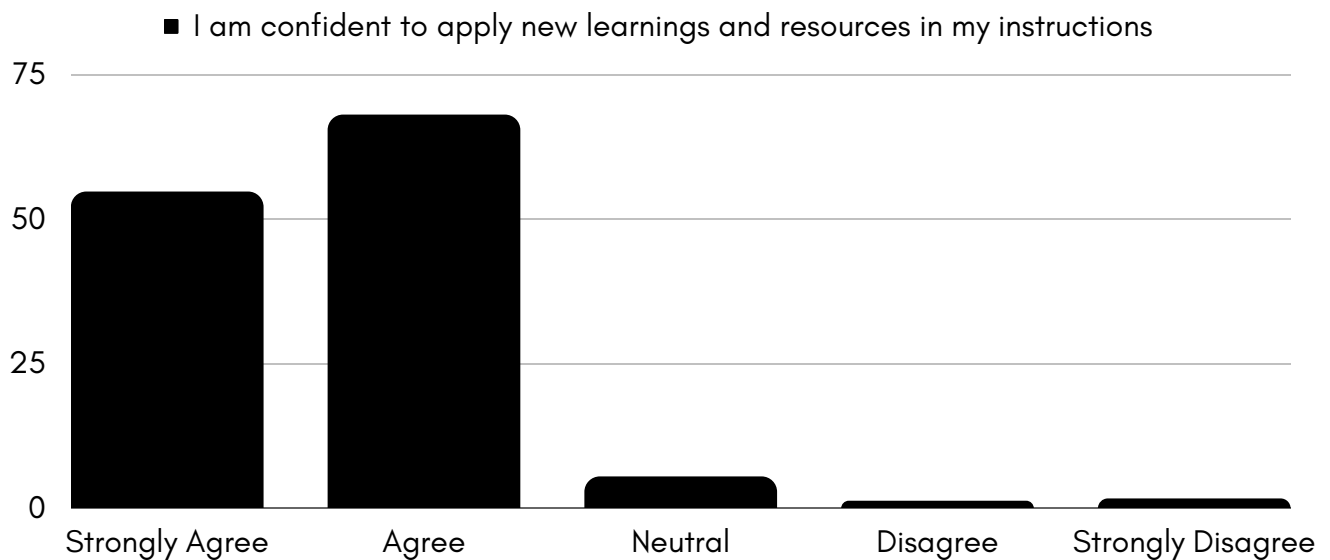
While the students camps are full of **fun, explorations** and **inquiry-based learning**, teachers and coaches go through a series of **master-classes** where they build an understanding of the importance of **visualization, conceptual clarity, questioning & justification** and **pedagogy specific to Math & Science classrooms**.

In 2022-23 we conducted **18 camps**, including those that were conducted online, on Aavishkaar campus and at other locations.

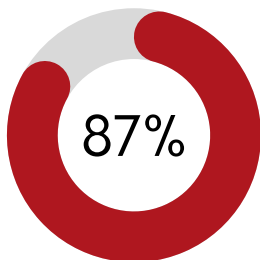


# PROGRAM IMPACT

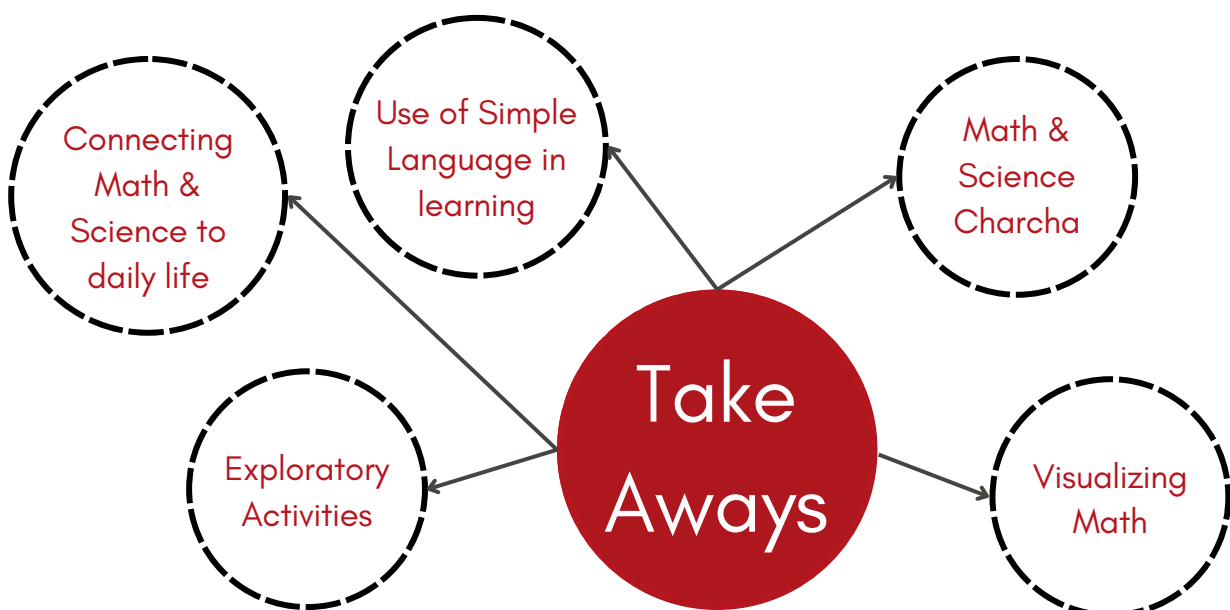
## Teacher & Coaches Camp



93% of the teachers & coaches shared that they are confident to apply new learnings and resources from the camp in their instructions.

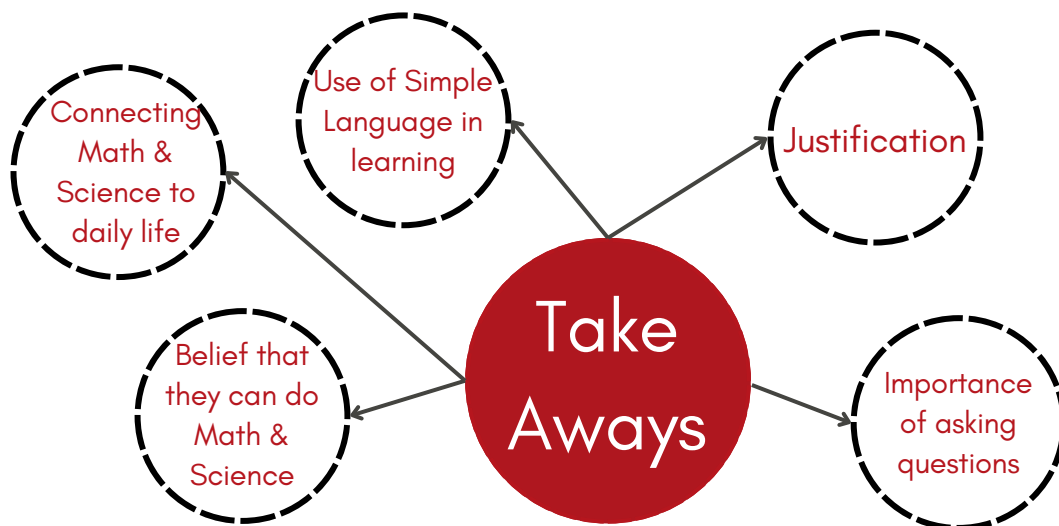
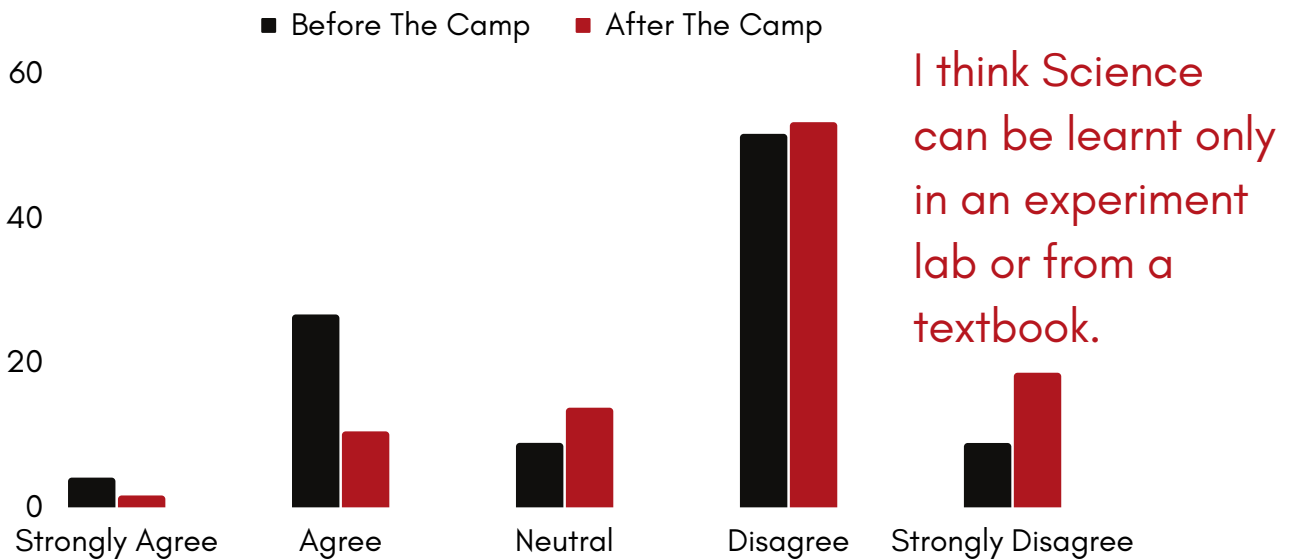
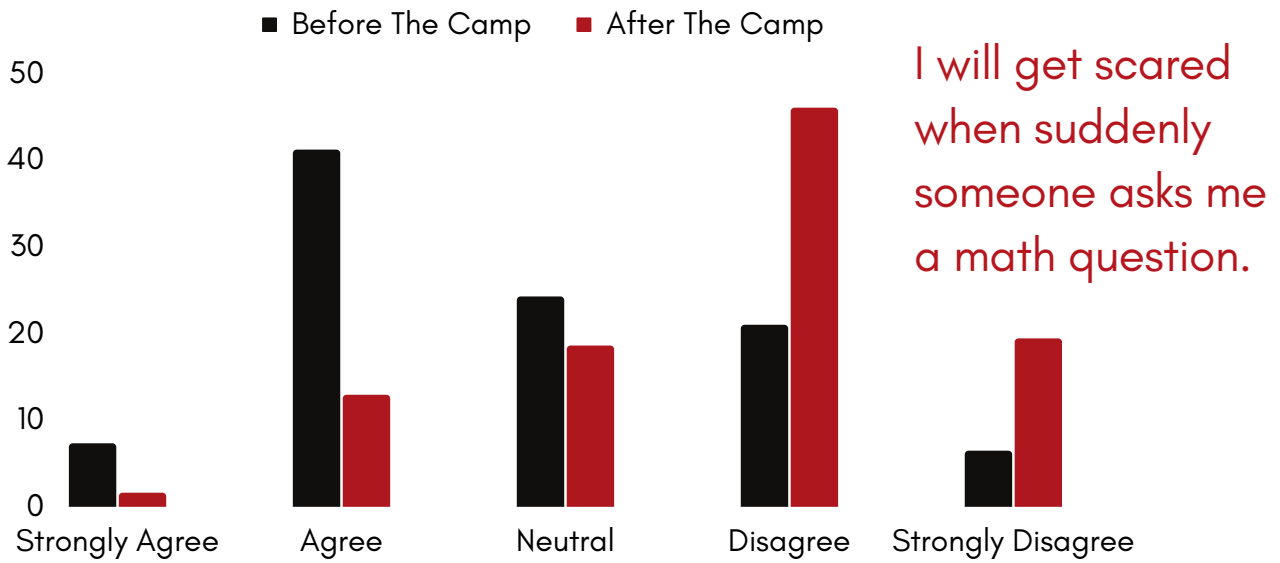


Of the teachers and coaches who attended the camps shared that **their idea of an ideal Math & Science classroom changed.**





## Student Camp





# CAPACITY BUILDING OF TEAM

FIRKI TEACHER  
COACH DEVELOPMENT

BY- FIRKI

LEARNING AND LEADERSHIP FOR  
THE 21ST CENTURY

BY- THE UNIVERSITY OF  
JYVASKYLA, FINLAND

PRIMARY MATH  
WORKSHOP  
BY- JODO GYAN

SOCIAL EMOTIONAL  
ETHICAL LEARNING

BY- FIRKI

LOGIC MODEL  
BY- WIPRO

DOCUMENTATION  
WORKSHOP  
BY- WIPRO

# GOALS FOR 2023-24

Partner with 20  
grassroots  
organizations/schools  
to set up  
environment for STEM

Long term  
engagement with 2  
state governments

In service teachers  
1000  
Long term  
partnerships with  
all DIETS

Have 15 team  
members

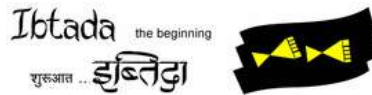
Have 10  
fellows for  
Aavishkaar  
fellowship

Have 500 Aspiring Math  
Educators from Math  
Matters and Aarohan - Math  
Educator Program

# NEW PARTNERS IN 2022-23



# PARTNERS



# MENTORS AND SUPPORTERS



**THE/NUDGE** | Centre for  
INSTITUTE | Social Innovation



CREDIT SUISSE 

**MALALA**   
FUND

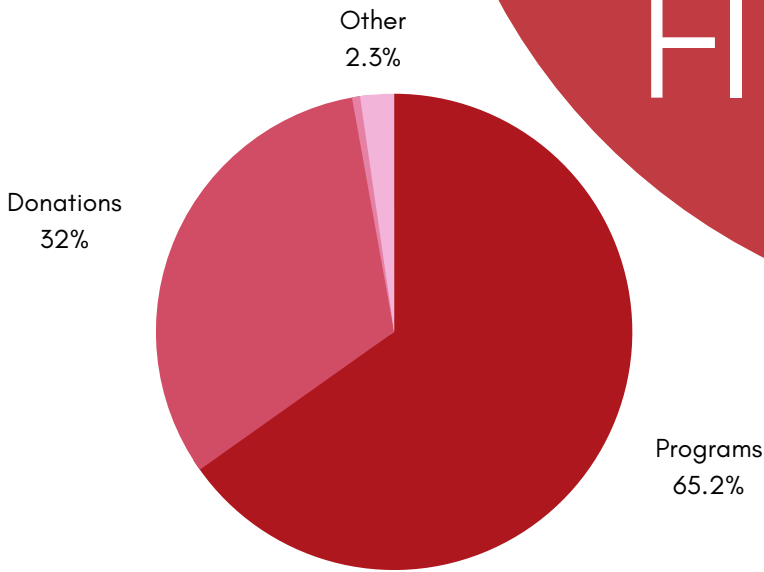
 **EMpower**

**Rotary** 

**FORCE  
FOR  
GOOD**

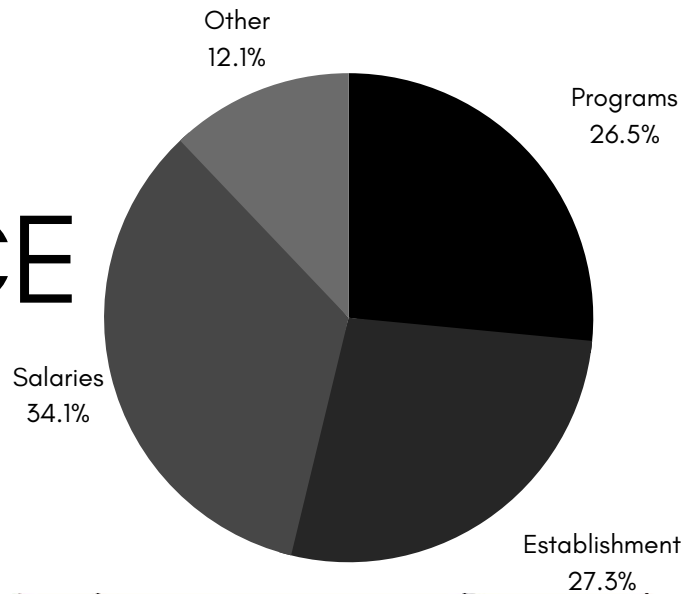
**TEACHFORINDIA**

# FINANCES



## INCOME

## EXPENCE



INCOME		2022-23
PGM	Programs	7,591,713
DTN	Grants, Donations	3,725,791
BKI	Bank Interest	63,480
OTH	Others	266,703
	<b>Program Income</b>	<b>11,647,687</b>
COR	Corpus Donation	4,284,796
	<b>Total Income</b>	<b>15,932,483</b>
BKX	Non Income Txn	5,226,155
BFD	Investment Redeem	-
	Cash Income	2,000
	<b>Bank Credits</b>	<b>21,156,638</b>

EXPENSES		2022-23
PGM	Programs	2,094,816
EST	Establishment	2,154,482
SAL	Salaries	2,695,223
OTH	Others	956,200
	<b>Program Expenses</b>	<b>7,900,721</b>
CAP	Capital Expense	3,711,447
	<b>Total Expenses</b>	<b>11,612,169</b>
BKX	Non Expense Txn	5,476,155
BFD	Investment Made	2,000,000
ADV	Cash Advance	560,000
	Cash Expense	571,185
	<b>Bank Debits</b>	<b>19,077,139</b>
	Excess Income	3,746,966
	Surplus Cumulative + Corpus	573,349