



# ANNUAL REPORT 2018-19



*"Education for the Community,  
by the Community"*

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## FROM OUR CEO

Muktangan began with a simple vision; that sustainable, inclusive, learner-friendly education become the norm of the mainstream.

Now 16 years since our inception as a two-roomed Balwadi (preschool) we are closer than ever to achieving our goals.

We are now the primary consultants for government entities such as the MCGM and MSCERT for teacher development projects across the state, with the Muktangan Model now being viewed as the framework for transforming public sector schools into international standard institutions.

Our collaborations with private agencies have also matured. As knowledge partners, we were called upon to re-design the TISS - SVE Bachelor of Early Child Development course curriculum; a program currently being run across five states in India.

We have successfully implemented a sustainable, developmentally appropriate preschool program in rural Wada and continue our development of an enhanced quality preschool curriculum in partnership with the Singapore International Foundation.

Our schools continue to be our research labs for the development of new, innovative pedagogic practices each now independently managed by a team of senior Muktangan developed educators.

To consolidate our actions with our charitable identity and taking a pragmatic approach in view of our future strategic growth into an Education Resource Centre we will now be legally addressed as the **Muktangan Education Trust.**

**Dymphena Dias**  
**Chief Executive Officer**

# MANAGEMENT TEAM



**Dymphena Dias**  
**Chief Executive Officer**



**Farida Bhatena**  
**Trustee**



**Keshav Satose**  
**Chief Operating Officer**



**Jumana Rampurawala**  
**Leader - Outreach**



**Vineeth Iyer**  
**Leader - Strategy Development**



# ADVISORY BOARD



**Shalini Randeri**



**Maithili Parekh**



**Rajan Mehra**



**Sean Sovak**



**Vivek Asrani**



**Donald Lobo**



Featured Our Toppers from Left to Right: Pooja Kanojiya (92.6%), Mallika Arutla (92.4%), Aditi Thakur (91.4%), Sakshi Choudhary (91.8%), Shivanidevi Tiwari (90.4%) and Vaishnavi Gholap (91.6%).

## SCHOOLS

In keeping with our motto of 'Education for, by the Community', our schools are now being independently managed by a team of homegrown, skilled, senior teachers and faculty.



Muktangan seven schools catered to a total of **3717** students from under-served communities, including **47** with Special Needs in the Academic Year 2018-19.

## STUDENT PERFORMANCE

In the academic year 2018- 19, **221 students** cleared the Secondary School Certificate (SSC) Examinations from all our seven schools with a passing percentage of **92.5**. Of only twelve toppers, scoring above 90%, across MCGM schools, **six were Muktangan students**.

**14 Special Needs students passed the exam with an average score of 62.6%** the **highest score** secured among them was **69.8%**.



## SCHOOL UPDATES



*Muktangan students participated in the Primary Olympiad; a National Level Assessment conducted on January 24th, 2019 by Firefish Inc. and the Cambridge University Press. 13 of our students between Grades 3 to 5 cleared the exam with Distinction, one of whom was awarded an Honors.*

*Facilitated by our supporting partners Sattva, 12 Muktangan students, Grades 8 to 10, were invited by the Pragya Academy, a school established by the Pravaha Foundation, to participate in its 'Immersive, Residential Summer Program for the Gifted'. The School specializes in Academic and Socio-Emotional support programmes for Gifted Kids.*



*This voting season our Grade 8 students operationalized their civic lessons at school by planning and executing a Voting Awareness Campaign for their own neighborhoods. They conducted orientation sessions for groups of pedestrians and local vendors, focusing on the need to vote, location of booths and also shared relevant digital resources.*



## SCHOOL UPDATES



*With an aim to improve reading skills among our students; Mukhtangan initiated its first ever Volunteer led English Reading Programme. Engaging 26 volunteers over an eight month period, we implemented the 'English 400 Reading Programme' that improves reading proficiency and tracks progress in a structured manner for future intervention.*

*In collaboration with Space Geeks Mumbai, Mukhtangan hosted two senior space scientists at our schools. Dr. Henry Throop Sr. Scientist at the Planetary Institute, Arizona who briefed our students on the New Horizon's Extended Deep Space Mission and Dr. Jaydeep Mukherjee, Director, NASA - FSGC, who celebrated the 50th Anniversary of the Moon Landing with our students.*



*Mukhtangan engaged with the Maiden Factor Project, a global all female sailing initiative; raising awareness for women's causes. The Maiden team visited us and interacted with students and teachers at our schools. One crew member from Mumbai, Ayesha Lobo, Director, Discover Sailing India also organized a sailing week for our 8th Graders after an interactive session about Maiden and the science of sailing.*





## ALUMNI PROGRAMS

**656 students** have graduated from our schools between 2014 to 2019. Today **86 %** of these kids are pursuing college degrees with **5%** taking up Vocational Education courses.

Muktangan continues to support its Alumni even after they finish schooling with us. This year, in collaboration with our program partners the Antarang Foundation, we provided a more structured engagement program to our young graduates through the Career Ready program. A three-month-long classrooms based course that supports students by...

- Making them self - aware (aptitude, interest, and skills)
- Clarifying career pathways in chosen fields
- Grooming them with work skills and professional ethics
- Providing Professional Mentorship

Our Career Ready graduates will also be provided with work internships and work placements as required.

## TESTIMONIALS



*"We had a bond with our teachers at school, that is what I miss at college. Whatever problems we had, whether they be academic or emotional, our teachers were always there as our support system. I remember when my father was diagnosed with a brain tumor I was so disturbed. At the time, it was my teacher who gave me the support I needed. At school, our opinions and ideas were always respected and requested for. Creativity was very welcome within the classroom. I fondly remember one of our Socio-Emotional sessions where 15 of us came up with a hundred and one uses for a single chair! Our teachers taught us to think about and understand concepts, treated us equally, boys and girls, showed us how to care for those differently-abled than us and work with one another, despite our differences".*

**- Pooja Basutkar,  
Muktangan Alumnus, Poet and  
Undergraduate at Krea University**



*"I have two kids studying at Muktangan. We always wanted to enroll our children in an English Medium school but we couldn't afford it. We heard about Muktangan through community members. My eldest used to be so withdrawn but after he joined this school he got involved with so many activities. They teach through play, so all the kids enjoy and **want** to go to school. Each teacher handles only 14 children at a time, each child gets attention and is involved. They support the learner to ensure no child is left behind in any area. My eldest was encouraged to expand his interest in sports and now he has won gold at several state-level tournaments. My youngest can communicate effectively with anyone in English! ". I want more students to share their experiences so more children and parents avail of the opportunities provided by Muktangan schools.*

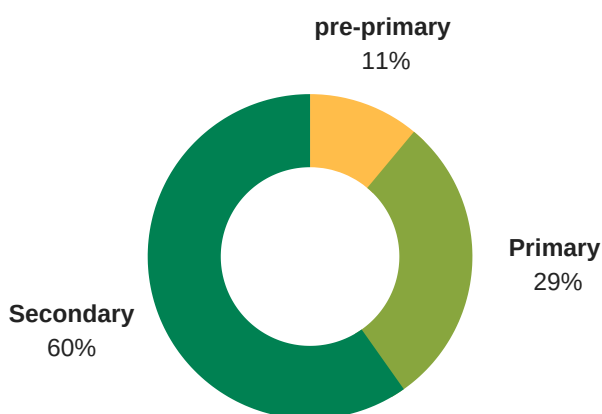
**- Karuna Khandare,  
Home Maker, Muktangan Parent**

## TEACHER EDUCATION

Muktangan's Teacher Education program continues to develop members from under-served communities (mostly women) and transform them into quality child-friendly educators. This year as a certified HUB partner with TISS - SVE we conducted the first batch of their three-year, work-integrated Bachelor of Vocation (B.Voc) in Early Childhood Development (ECD).

## IN-SERVICE

This year Muktangan schools employ **504 community educators**.



**Muktangan teachers' section-based distribution across schools.**

In the year 2018-19, **13 teachers grew into subject faculty** (teacher educators), raising the existing **total number to 49**. Muktangan schools also absorbed **30 fresh graduates** from its Teacher Education Centre.





## PROFESSIONAL DEVELOPMENT

With more of our homegrown teachers taking on senior leadership roles within our schools and subject departments; some aspects of in-service professional development have been restructured to fit the new requirements of in-service educator development.

All \*subject faculty underwent orientation meetings, once a week conducted by professionally qualified faculty.

Subject faculty began conducting \*\*CUDD meetings once a week for their subject teachers from grades 1 to 8.

CUDD meetings for teachers, grades 9 & 10 were still conducted by external faculty.

\*\*\*42 Pastoral Care modular sessions were conducted over 10 months for Mukhtangan pre-school subject faculty.

The triannual Professional Development workshops for teacher skill-building were conducted in June and October 2018, and May 2019.

\*Muktangan homegrown teachers, now developed into teacher educators

\*\*Curriculum Understanding Design and Development

\*\*\*Enabling teachers and faculty with counseling skills for positive social interactions at school



## PRE- SERVICE

**48 fresh graduates** completed the Muktangan pre-service teacher education program during the last academic year with **28 of them completing the Year 1 Foundation for primary school.**

As an accredited HUB center for the Tata Institute of Social Sciences School of Vocational Education. **We developed our first batch of 20 trainees Certified with a Dual Muktangan - TISS Diploma in Early Childhood Development.** Both batches of trainees were felicitated at the Annual year-end celebrations.

The Diploma also doubles as the first year of a work-integrated three-year B.Voc. program in Early Childhood Development and awards a...

- **Year 1 Diploma in Early Childhood Development**
- **Year 2 Advanced Diploma in Early Childhood Development**
- **Year 3 B.Voc Degree in Early Childhood Education**



## EDUCATOR UPDATES



**Three of our homegrown, senior educators** from the Department of Early Childhood Care and Education (ECCE) were **invited to participate in the World Forum on Early Care and Education 2019, held at Macau, China.** From left to right Ms. Seema Ghorpade, Ms. Samidha Shetye and Ms. Sneha Sawant presented papers themed around their work, research and best practices followed within Mukhtangan. Their presentations included the topics; 'Impact of Adult Behavior on Children', 'The Relationship between Culture and Language in Early Years' and 'Mukhtangan's perspective on Leadership Development in Education'.



**Mukhtangan lead faculty for Social Studies** Ms. Jitendra Kaur Saini and **Math subject faculty** Ms. Renu Alle and Ms. Ujwala Dali **participated in a National Seminar titled 'Gender Parity - An Era to be Together'** organized by the Thakur Shamnarayan College of Education and Research (TSCER). The faculty from both departments presented various aspects of the Mukhtangan model that propagate attitudinal change among educators, students, and parents aimed at promoting equality between gender groups. Ms. Jitendra Kaur Saini also submitted a paper titled 'A Small Step to Gender Equality'.



## OUR TEACHERS

***“People would hesitate to begin a conversation with me, they would move back as I passed by or they would consciously make sure not to touch me because of the way I looked. It was a truly horrible experience”...***

*This is an inkling of the social prejudice Kalpana experienced as she continued to transit in and out of Tata Memorial Hospital from 2007 to 2010; undergoing chemotherapy treatments for acute leukemia. She recalls feeling like a prisoner within her own debilitated body, watching as the world moved on to bigger and better things. While this experience would have effectively crippled the will of anyone, it only made Kalpana more determined. She wanted to be more than just a patient with cancer. This is why, as soon as she entered remission, she enrolled to college to complete her higher secondary education despite concerned opposition from her own family.*

*Kalpana’s dream hit a hurdle, however, when she relapsed once again in 2012. It is in the midst of this, her darkest hour that Kalpana found hope towards a more fulfilling and independent future. As she continued to undergo treatments, sick and in pain, she still attended classes and even managed to complete her Higher Secondary Certification with a 72% score.*

*She was introduced to Mukhtangan's Teacher Education Program through another Mukhtangan teacher, a family member of a fellow patient. Kalpana who was familiar with tutoring children during her high school years enrolled for our pre-service education program. She fulfilled all the entrance criteria, however, she still lacked confidence, she did not want her illness to be a barrier to her work. It was only continuous encouragement from her colleagues and mentors that kept her going even as she soon after lost both her parents.*

*Today, Kalpana is a Math subject faculty at Mukhtangan, she has taught at all levels of schooling and even successfully completed graduate and post-graduate degrees in education. She lives independently in her one-room apartment and though she still needs to undergo physical examinations every six months, she carries herself with grace and humour.*



## OUTREACH

With the success of the Active Constructivism Oriented Teacher Education Project (ACOTE) in partnership with MSCERT; the Muktangan Education Resource Centre (MERC) has now expanded its operations nationwide through TISS - SVE HUB centres located PAN India. Closer to home under a new public-private partnership we are now also sharing our expertise with MCGM school educators through our newly established Teacher Education Centre at the Talchekarwadi MCGM school.

## TISS - SVE CURRICULUM REDESIGN

In January 2018, Muktangan was called upon as a knowledge partner by the Tata Institute of Social Sciences - School of Vocational Education to redesign the entire course curriculum for their work-integrated Bachelor of Vocational Education in Early Childhood Development. **Year 1; Diploma in ECD, of the new redesigned curriculum, is already being implemented through 13 TISS - SVE HUB centers** (including Muktangan's own Teacher Education Centre) in New Delhi, Mumbai, Cochin, Vishakhapatnam and Kolkata **impacting 161 ECD trainees in its first year alone.**





## MCGM COLLABORATION

In view of the successes attained by the Mukhtangan Lab Schools under the previous PPP Model; Mukhtangan was once again pleased to collaborate with the MCGM as a knowledge consultant on a capacity-building project for In-service teachers and school Head Masters. The aim of the project was to build sustainable pedagogic process skills among the participants that would help them improve holistic learning outcomes amongst their students. The project was implemented in four phases:

### Phase I

A five-day, **Foundation Training program was implemented with 28 teachers** on classroom re-structuring, active - constructive learning and socio-emotional management.

### Phase II

Extended weekly training sessions over a six month period on \*subject-specific pedagogy for academic and co-curricular integration

### Phase III

**Phase I Foundation Training for 11 Head Masters** from the selected MCGM schools

### Phase IV

Mukhtangan conducted **18 Virtual Training sessions** for all academic and non-academic subjects, focused on building 21st Century skills and customizing the Active - Constructive approach, broadcast across all MCGM schools.

\* Subject-specific teaching methodology







## EARLY CHILDHOOD EDUCATION CURRICULUM ENHANCEMENT AND PEDAGOGY PROJECT

It has been a year since Mukhtangan initiated its project partnership with the Singapore International Foundation (SIF) aimed at producing a high quality curriculum for ECCD.

The collaboration has resulted in an **average of 48 ECD specialists representing 25 educational organizations** sharing their experience and expertise and building their own capacity **over four workshops, 20 sessions each**, conducted at Mukhtangan and

facilitated by Singapore International Volunteers (SIVs) during 2018-19. The sessions included...

- Singapore's ECD delivery framework
- Observation and Assessment
- Language, Literacy and Numeracy
- Discovery and Science
- Story Telling
- Free v/s Purposeful Play
- Motor Development
- Music and Movement
- Socio-Emotional Development



## PRE-SERVICE TEACHER INTERNSHIPS

To further support the spread of Muktangan's active constructive philosophy and process methodology, in the last academic year we partnered with Teacher Education Colleges across Mumbai giving their students access to our Lab schools under the guidance and mentorship of our subject matter experts.

**48 teacher trainees** completing their Bachelors in Education Degrees (B.Ed) joined us for three weeks each. They observed our classrooms, attended CUDDs,

developed guided lesson plans and conducted classroom sessions with our students.

The Colleges associated with us over the last year included

- **Somaiya College of Education**
- **All India Khilafat College of Education**
- **Hansu Advani College of Special Education**
- **St. Teresa's College of Education**



## ELDP

The Early Learners Development Program has been extremely successful with implementing a sustainable quality preschool process that focuses on holistic child development in the district of Palghar through our implementing partners; the Learning Space Foundation (LSF). The program will **benefit about 5,000 students through 271 rural Anganwadis, annually.**



## ELD-VPS

Post capacity building sessions conducted by Mukhtangan faculty, LSF facilitators are now successfully conducting supplementary language development activities in English Listening, Reading, Speaking and Writing for teachers from **128 ZP schools in Bhiwandi.** The facilitators continue to develop the proficiency of these teachers through **9 cluster-level weekly training sessions, positively impacting the English Language Learning of 5679 student over the last year alone.**







## MUKTANGAN PEDAGOGICAL WORKSHOPS

Muktangan continued its Pedagogical Workshop series for in- service educators. Through the workshops our experienced faculty shared their expertise on a range of teaching strategies both generic and subject specific aimed to engage students in the classroom and develop conceptual learning. **A total of 10 workshops were conducted between November 2017 and February 2018.**

Organizations Represented

21

Total number of Attendees

144

Avg. per session attendance

14

**To date we have conducted 64 such workshops** with a total of **1,320 educators** from **96 different organizations** impacting **an estimated 39,600 students.**

# AWARDS AND RECOGNITIONS



*Muktangan received a commendation from the Director of the Maharashtra State Council of Education, Research and Training (MSCERT), Pune for our work with D.El.Ed colleges and connecting network schools through the Active Constructivism Oriented Teacher Education (ACOTE) project.*



*The Muktangan Education Trust (Muktangan) was reviewed by Guidestar, India's largest non-profit directory and once again awarded with a Champion Level Platinum Certification.*



*The Muktangan Education Trust (Muktangan) has been empaneled (certified), by the Tata Institute of Social Science for its grassroots work as a non-profit in the education sector.*