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Who are we: The Crisis

The school enrolment rate in India is as high as 100% till Grade 5 but dips significantly in Grade 9 to 79.3% and lower to 56.5% by Grade 11. Closer to home, in Pune, none of the 54 English Medium government schools go beyond Grade 7. With students not being able to afford private schools, a concerning number of students drop out - giving the poorest students of the city virtually no chance at attending college or building a sustainable career.

None of them offer secondary English medium education

An alarming number of children dropout before completing Grade 10 every year

1216 schools in Pune*

336 of these are government schools*

54 of these are English medium schools*

* source: UDISE Data Set

Coming from a poor class family, we can’t afford the hefty fees of private schools. And the government schools don’t provide education after Grade VII. As a result, we can’t be a helping hand in our child’s education.

Swati Kumbhar,
Mother of Tanmay Kumbhar,
Grade VIII, iTeach SVT
Our Solution: Schools

iTeach Schools was born to wage war on this problem. We are on a mission to create a community of free, transformational schools for the most under-resourced children in Maharashtra. Our secondary schools function in a PPP (Public Private Partnership) model enrolling students from government with no selection bias.

Since 2015, we have expanded to 10 schools and are impacting 2000 students and 1500 alumni, with a team of 170 full-time staff members.
Our Solution: College to Career Program

Our College to Career Program enrolls our student alumni and facilitates their journey to and through college! It is designed to ensure that students get admissions to ‘best fit’ junior and degree colleges and receive financial, academic as well as socio-emotional support throughout their journey. This then gives them a chance to lift their families out of poverty by preparing them to secure sustainable employment opportunities and make the destiny of their choice.

Foundation
i) Scholarship & Financial Readiness
ii) Best fit College Admissions

Employment Readiness
i) Life Skill Opportunities
ii) Job Readiness Bootcamps

Academics
i) Weekly Peer Learning Program
ii) Competitive exam Preparation

Lifeguarding
i) Dedicated Advisor Support
ii) Alumni Leader Support
iii) Lean In Workshops for Alumna
iv) Regular Community Support

Here's our College to Career Program at a glance!
Who are we: Our Students

We serve Maharashtra’s most under resourced children. 61% of these children come from families with one earning member. The average family income per month ranges from INR 5000–15000 and the average family size is 4 members. Most parents are skilled or unskilled contractual workers which means employment, and hence incomes, are inconsistent and are not the most dependable. Further, all our students live in slums and access to other development means is highly restricted.
Who are we:
Our Vision

Creating a community of **transformational schools**, which fundamentally empowers the **most under-resourced children** to create a destiny of their choice.

Student Vision
Every student who graduates from iTeach will be able to:

- Make it to and through college
- Lead a healthy and balanced lifestyle
- Articulate their passion, ability and career choices
- Own India's development

Staff Vision
To achieve this, we will build:

- The best team in the Indian Ed reform space, one which is healthy and high performing, and embodies our organizational values of courage, excellence and growth.

![Image of students]

![Image of iTeach logo]

![Image of staff member]
How did we face and fight COVID-19?

Our Approach

Since March 2020, India has enforced various restrictions on mobility and gathering of people to control the spread of COVID-19. Our schools which were a safe space for the students were shut. Student families lost jobs and access to livelihood. This was unknown territory for us as well as our students, but we were determined to stay true to our principles of People, Promises and Values.

People

• Online Training and workshops for all its employees
• Increased team size to 170 members
• HR and Child Protection policy adapted to COVID

Promises

• College Scholarship for 100 students
• Starting the academic year without delay
• 3 new schools across 2 cities, impacting over 300 students

Values

• Courage: ration for 1800 families as well as 1600 devices for all students
• Excellence: Innovating and adapting to a blended model by June’ 20
• Growth: Impacting 900 Alumni and 9 schools across 2 cities
In the pandemic, iTeach supported my 12-member family through ration, other essentials, a new tablet and even data recharges!

PRIYA SONAVANE,  
Grade X, 
iTeach KRJ

We shifted 60% of the grade to be project oriented and converted all assessments to online - without a drop in rigour or quality.

UPASANA SAHOO,  
Curriculum Associate

I had to learn how to teach online through google classroom and zoom, deliver high quality lessons, and provide socio-emotional support to my students all while I couldn’t meet them for months!

PRIYANKA DESHPANDE,  
English Teacher, 
iTeach PDU

Among the first to start online classes, we ensured it all - academic and co-curricular learning with socio-emotional well being for our students and their families

ATHARVA GADGIL,  
School Leader, 
iTeach BJR

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SHIVAJI DAUNDKAR,  
Education Officer, 
Secondary Education Department, PMC

“आईटीच पुरे परिवार का ख्याल रखता है - साल भर घर घर जाके, बार बार फ़ोन करके तबियत और ज़रूरतों के बारे में पूछा है और मदद की है। टीचर्स में बहुत अपनेपन का भाव है - उनकी मदद से आगे बढ़ते रहने का प्रोत्साहन मिलता है।”

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Shubham (GIX) and Ashutosh (GX)’s Mother, 
iTeach RSM

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PRIYANKA DESHPANDE,  
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The comfort of physical presence was missing, but iTeach support remained the same - scholarship, study groups and life skills building opportunities.

ADITI BURADKAR, Batch of 2019, Science Student at Wadia College

The entire Alumni program - admission process, scholarships access, advisor support, study groups and community circles to unwind, shifted online and ran successfully despite the challenges.

HRISHIKESH MANE, Community Relations Associate, Student Alumni Wing

HR policies were agile to adapt to COVID needs - a 5 day work week, virtual Child Protection Policy, COVID care leaves and extended medical insurance to all staff members.

NISHA MENON, HR Associate

iTeach has supported continuity of education by bridging the digital divide by providing tablets with data support to underprivileged children as part of their digital education support program.

LEENA RAJAN Director CSR Jankidevi Bajaj Gram Vikas Sanstha

iTeach is the first school that not only ensured quality education for its students but stood firmly behind the families by helping them with their livelihood.

AKSHADA SHAH, Social Worker, iTeach SRK

SAINATH BABAR, Corporator - Kondhwa Khurd, Mitha Nagar Prabhag
What did we set out to achieve: School Goals

Our students do not have access to education, thus it became absolutely vital that we continue to be a safe space of learning and growth.

The goals to achieve this are:

- 100% of students back to schools albeit online, thus providing all students with a device
- Evaluating academic progress across subjects by using project work, internals and online assessment
- Revamping and strengthening Advisor support to reduce student dropout and social and mental well-being
- Access to hobby clubs through volunteers and interns
How did we fare: Schools

SSC Board Grade X (2021) results brought much needed cheer in the middle of the pandemic. Our batch of 299 iTeach students performed exceedingly well. 99.66% of them cleared the SSC exams and 53% of our students scored more than 60%.

Grade X performance

Access

Goal: 100% students to have access to devices for learning
Outcome: 100% have access to devices for learning

Attendance

Goal: 100% students will attend school
Outcome: 71% students attended school (average attendance across schools at the end of the year)
Our Goal: Academic Excellence

Grade VIII
- Attendance was a concern with the group who we only got to meet in person in Jan ‘21
- Learning outcomes driven through consistent relationship & investment building through the year

Grade IX
- Rigorous instruction assignments and projects given to students
- Focus on submissions & student practice led to satisfactory outcomes across schools

Grade X
- Marked growth in learning outcomes observed as students stepped closer to Boards
- Evaluation and preparation for junior college admissions done based on the government issued guidelines

Subject Mastery

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<th>Grade</th>
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Co-Curricular Learning

Goal met: Schools ran co-curricular activities for average of an hour every week

- Students developed skills like drawing inferences, critical thinking, communication, etc. and explored their interests virtually

- **Hobby Clubs:** Interest based activity clubs organized- Photography, Poetry, Origami, Embroidery, Creative Writing, Performance Arts, Public Speaking, Yoga, etc.

- **4C Challenges:** Rigorous problem solving exercises to build skills like communication, collaboration, etc. like growing vegetables, prepared an immunity booster, made environmentally safe chemical free cleaning products, etc., with parents joining in

- iTeach ADH & KRJ among top 3 in city level Udaan competition with total 15 participating schools

As an active member of the Music Club, I learned to compose and sing my own songs. I want to get on the stage one day and establish a career in music.

**SHAHID PALLE,**
Grade IX,
iTeach SGM

As humans we have intellectual, material and socio-emotional needs. Through our holistic learning initiatives at iTeach ADH we encourage students to learn and apply skills to fulfill these different needs and prepare them for come what may!

**ANAGHA PADHYE**
School Leader,
iTeach ADH
Advisories

Teachers are assigned a set of 10-15 students for 3 years for individual and group mentorship. During the pandemic the role of the advisor extended its scope to include student families as well.

Sustained efforts were taken to bring high risk students (those with low attendance, who went back to villages, forced to work to support the family) to classrooms through consistent conversations with students and their families and home visits by social workers.
What did we set out to achieve:
College to Career Goals

This year exposed our students to more challenging situations and pushed them to persevere through. The College to Career team recognised their role was indispensable this year, thus their goals for this year were:

100% alumni enrol into a best fit Junior College

90% alumni are able to afford college themselves or via scholarships

100% alumni finish Grade XII and enrol into a best fit Degree College

Alumni Engagement and Development:
A. 100% alumni to be monitored and tracked through college.
B. Overall, 70% alumni to be regularly engaged through college to career program
How did we fare? C2C

Scholarships: 95% of alumni were empowered through scholarships to be able to afford higher education.

Enrollment in Higher Education: The percentage of iTeach alumni enrolled in higher education is over 3.5 times the national average. (AISHE, 2020)

Nearly 100% admissions in Junior College for 4 years in a row!

Student enrollment in Higher Education

![Graph showing enrollment in Higher Education](image)

Admissions to Aspirational Colleges

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<tr>
<th>College Name</th>
<th>2019</th>
<th>2020</th>
</tr>
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<td>2</td>
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<tr>
<td>2. KREA University</td>
<td>1</td>
<td>3</td>
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<tr>
<td>3. FLAME University</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>4. Azim Premji University</td>
<td>1</td>
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</tr>
<tr>
<td>5. Atria University</td>
<td>NA</td>
<td>6</td>
</tr>
<tr>
<td>6. Other Indian Universities (ISDI, FSPA, Shiv Nadar, Ahmedabad Univ.)</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td><strong>Total Students Admitted</strong></td>
<td><strong>3</strong></td>
<td><strong>20</strong></td>
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</table>

My family already faced multiple challenges due to the lockdown, with access to basic essentials becoming extremely difficult. During this time, the Student Alumni Wing (the team that runs C2C program) connected me to scholarships, checked up on my family constantly, also convinced my father to support my education. They had my back when everything else seemed impossible.

SANA SHEIKH,
Grade XI - Commerce, Abeda Inamdar

"
How did we fare? C2C

One year into college, Ashoka feels like the perfect place for me. Hadn’t it been for C2C I wouldn’t have even known about ‘Top 10 colleges’. Complicated application forms, numerous personal essays and interviews; it wasn’t easy. However, I had mentors who always guided me. Programs like SAT preparation equipped me with the linguistic and logical skills which are still useful in college.

MAHESH JANILA,
1st Year - Political Science,
Ashoka University

Foundation
94% and 99.8% enrollments done to junior and degree college respectively.

Employment Readiness
46% alumni engaged in at least one life skill opportunity (internship, part-time job, training etc.)

Academics
37% alumni engaged in the weekly peer learning program.

Lifeguarding
One to one counselling done fortnightly with 70% at-risk students.
Innovation

With the unexpected lockdown imposed in March 2020, the team was posed with an unique challenge to which it had to adapt quickly and most effectively.

In school we were determined to follow:
1. Fundamentals of pedagogy
2. Vision of good class: Academic, Access & Exposure and Value & Mindset
3. Togetherness and Joy in Class

Scan to read a collection of poems written by iTeach Students during the Pandemic.
Innovation

At the onset of pandemic and shutdown of all educational institutions, College to Career Program moved to online space to ensure impact for all student alumni.

College Mapping Tool - CMT

Every year students have to skim through 700+ colleges and pick the best fit. They have to make a choice based on multiple parameters. CMT converts the entire process to a user friendly, accessible model.

Kundali

A resource bank of all the programs provided by SAW for Junior College and Degree College Students.
What did it take?

Our Network Team is the backbone and enables smooth functioning of the organisation — We asked the team what are you the most proud of?

**Human Resources**
- Great Place to Work Certified for 2 years
- Staff Retention at 82%
- Policies and Spaces to promote staff well-being

**Fundraising**
- 100% funding for all projects
- Devices for 1600 students to ensure learning continues
- COVID Relief Packages for 1800 families for 3 months

**Finance**
- Renewal of 80G, 12A, CSR1 Registration
- Salary component restructuring towards tax saving

**Recruitment**
- Engagement of over 200+ B.Ed students across 8 colleges in various cities
- 20+ new staff members recruited
- 65 volunteers, teacher intern placed across verticals and schools
What did it take?

Curriculum
- Moving all assessments to online model
- Lesson plan bank for all grades and subjects

Training and Development
- 100% participation and completion of New Managers Professional Development Track
- 100% Satisfaction with 82% attendance on New Teacher Training Program
- Conducted a masterclass for the larger community wherein over 1000 teachers participated

Government Relations
- Invited District officers and corporators to observe classrooms thereby inspiring the Pune Municipal Corporation to replicate the model
- School permissions for 3 new schools across 2 cities
- Renewal of index numbers across all schools
What did we learn?

Our Schools

2020-21 was more than just a challenging year; it was testing. Life as we knew it came to a standstill almost overnight and thus began the period of ‘new normal’. Our schools were no longer safe spaces, and we had to navigate through unknown territory because after all, Education Can’t Wait!

For me this year was all about resilience. As educators, we knew we were responsible for our students and ourselves. Thus we consciously took steps to ensure the well-being of our students, their families, our teams, our own families.

When the world was in complete chaos, my fearless team worked towards making things better for the students and staff. It was because of this mindset that we could share our best practices at the Kids Education Revolution Week, and maintain strong student outcomes as well. I was proud of the space that my team could create at the community centres where students showed up in high numbers and even higher spirits for classes when restrictions were relaxed. I still can’t believe that we managed to do all that and more amid a global pandemic!

SUCHITA MOHAN
School Leader,
 iTech RSM
What did we learn?
College to Career Program

This year pushed us all to be better, rethink and redesign. What remained intact throughout was our commitment to student’s best interest and our resolve to ensure Continuity of Education!

The entire year was based on figuring out how to reach our student alumni, motivate them to pursue higher education, and support their journey. The situation we were dealing with were novel. From a student taking up a full-time job with college because her single parent was unemployed to a student running away from home to escape the threats of marriage and a student witnessing and facing domestic abuse.

The toughest call that we took was asking our incoming batch to contribute 1/3rd cost for the College to Career program, despite knowing that these students belong to most under-resourced communities. However, to improve the resilience, financial sustainability, scalability of the program, and our own accountability this was crucial.

The circumstances were tough, but we were tougher! Owing to continuous alumni and family engagements, we could secure enrollment for 99% students in Junior college and 94% in degree college!

TANVI METRE
Senior Manager,
Student Alumni Wing
We’re grateful!

Every year our partners play an important role in supporting and propelling us to larger and deeper impact. This year, our partners went beyond and mentored us through this unprecedented times. We’re immensely grateful to them.
We’re grateful!

This year we saw a community of champions come together to create a pillar of support for our students. Over 100 volunteers contributed in various spaces such as remediation teaching, career talk sessions, hobby clubs.

Certified Peer Learning Program is the most impactful program - I was helping the students with college application essays. Hearing all they have gone through is incredibly humbling and makes one appreciate them infinitely more. A lot of them have got into the best colleges already, but with this spirit, even the ones that don’t are bound to do wonders.

TEJASWA GAVANKAR
Technology Associate, Credit Suisse
How can you support us?

Volunteer with us
Transform a student’s path to college, career and citizenship by volunteering in our classrooms.

Scan to fill the application form or click here

Join our team
Join one of India’s fastest growing community of transformational schools, and lead the change to build a level playing field of ALL children.

Scan to check the open positions or click here

Donate to iTeach
Support high quality secondary education for students from the city’s most under resourced households.

Scan to access the donation page or click here