



**ANNUAL REPORT**  
**2014-15**

# मासूम

वह्या-पुस्तके, ग्रंथालय नाही  
प्रयोगशाळेचा तर पत्ताच नाही  
अनंत यातना, अनंत अडचणी  
येथे गातात उणीवांची गाणी

‘एकमेका साह्य करू’  
मंत्र मनाशी बांधला  
पालक-विद्यार्थी समाजातुनी  
SMDC चा पूल साधला

‘जे काय रंजले गांजले  
त्यासी म्हणे जो आपुले’  
हे तत्व घेऊनी उराशी  
नाते जडले ज्यांचे रात्रशाळांशी

दमले शरीर विसावली मनं  
‘राजहंस’ टिपती ज्ञानकण  
रात्रशाळांची मुले निराधार  
‘मासूम’चा असे त्यांना आधार

... प्रा. जयवंत पाटील  
शारदा नाईट हायस्कूल, विक्रोळी.



## *Foreword*

I am happy to present the Annual Report 2014-15 to you. This year, our focus was on evaluation, consolidation and strengthening the program.

The School Transformation Program has been successfully implemented with some challenges. The Core Committee has played a significant role in guiding and supporting the Night School Transformation program.

This year, Masoom commissioned 2 third-party evaluations for its program. These evaluations were conducted by Samhita Social Ventures and Toolbox India Foundation. The external study was sponsored by TMF while the internal assessment was sponsored by Edelgive Foundation. The outcomes and recommendations have been encouraging and have enabled us to better understand ways to further strengthen our program.

There have been some interesting program partnerships for Financial Literacy, Life Skills and Nutrition. We have also partnered with a US based organization –LevelUp– for updating Science and Technology.

Our Alumni Street Play received training from theatre professionals. Through these street plays we have been able to enrol 64 students to various Night Schools.

Our Career Cell has worked on skilling through partners such as Aakar Institute, NIIT, Antarang and Fuel.

Going forward, we wish to grow by adding 20 more schools to our family in the coming year and focus on the recommendations of the 3rd party evaluations in order to further strengthen the program.



Nikita Ketkar, CEO



## ***VISION***

*To empower, strengthen and transform Night Schools to ensure the youth learn better and earn better.*

## ***MISSION***

*To enable Night School students to achieve their full potential through educational and policy support, leading to better skills and job opportunities.*

## ***THEORY OF CHANGE***

*By providing resources and building capacity of Night Schools, we facilitate the creation of a strong academic foundation that will lead to widening the scope of career opportunities for students.*

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# SCHOOL TRANSFORMATION PROGRAM

## Empower, Strengthen and Transform Night Schools: Way Ahead

Masoom aims at establishing Quality Education in Night Schools, through the 'Night School Transformation Program'. The Program is specifically tailored to meet the needs of Night Schools and individual students. It is based on a three-pronged intervention model consisting of interdependent focus areas for school transformation, namely: **Education Infrastructure and Inputs, Capacity Building for all Stakeholders and Advocacy.**

Masoom's Night School Transformation Program has been designed such that it can be replicated and implemented in other schools and states across India.

Masoom Model		
Education Infrastructure and Inputs	Capacity Building (for all stakeholders)	Advocacy
Notebooks, Textbooks, Mobile Science Labs, Libraries, Nutrition	Trustees, Headmasters, Teachers, Students, Parents	Policy, Partnerships with the Education Department
Improved school infrastructure, increased attendance and enrolment better academic performance, improved standard of living		

### Educational Infrastructure and Inputs

Masoom provides critical educational infrastructure and resources. This includes basic amenities such as nutrition (evening meals), notebooks, textbooks, mobile science labs, library books, computers and audio-visual learning. For schools that have blind students, we also provide Braille learning tools and Braille textbooks.

### Capacity Building

Masoom works closely with various stakeholders in the schools such as the Trustees, Head Masters (HMs), Teachers, Students, Parents and Non-teaching Staff. Masoom organizes training sessions and workshops for teachers, parents and students.

### Advocacy

Masoom takes initiatives to bring about policy level changes in favour of Night Schools. Masoom is aiming at raising awareness and advocating amongst the public and key decision-makers, the urgent need for changes at the policy level and their implementation.

### Numbers

Total Schools	30
Total Students	2731
Male Students	1932
Female Students	799
Headmasters	30
Teachers	150
Teaching Mediums	Marathi, Hindi, English

## GRADING OF SCHOOLS

Masoom has developed a grading tool to regularly assess schools on the basis of different parameters. These parameters divide schools into 5 categories – Lower D, D, C, B and A.

A school that needs improvement in all areas is marked at grade Lower D, while an ideal school is marked at Grade A. Masoom targets to upgrade all schools to grade A –an ideal school with the best teaching quality, infrastructure and one which is self-sustainable through School Management Development Committees (SMDCs).

Based on a board decision, the grading tool was revised for the final time. There were 65 evaluation questions that have now been reduced to 32 with 8 major indicators. Our grading tool is now more streamlined and outcome based.

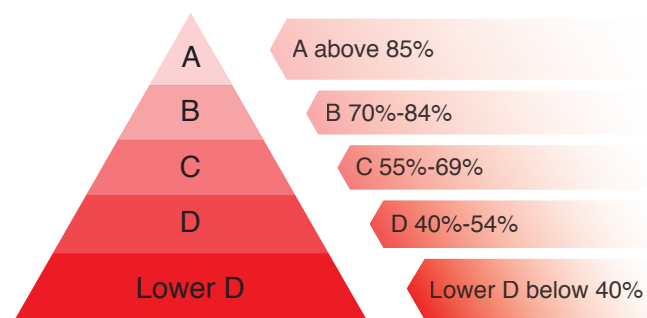
Our Grading tool measures the efficiency of a school by monitoring the following factors:

1. Enrolment
2. Attendance
3. Retention and Transition of students
4. Quality of Learning which reflects on the Academic performance of the school
5. Quality of Governance which reflects on the involvement of stake holders in school activities and their valuable contribution in raising resources for the sustainability of the respective schools.
6. Infrastructure, Alumni involvement and co-curricular activities that affects overall development of students and the school.

### Grading Parameters

#	Indicators	Questions	Target Marks	Weightage
1	Enrolment of Students in School	3	12	10%
2	Attendance of Students	3	12	10%
3	Retention of Students	5	20	15%
4	Quality of Learning (Academic Performance)	4	16	30%
5	Quality of Governance	14	56	20%
6	Alumni, Co-Curricular and Infrastructure	3	12	15%
TOTAL		32	128	100%

### Grading Pyramid



## THIRD PARTY IMPACT ASSESSMENT

Masoom commissioned two third-party organisations –Samhita Social Ventures and Toolbox India Foundation to independently evaluate its program.

Samhita Social Ventures conducted an external evaluation to measure the impact of Masooms' program.

The objective of this study was to:

- Assess effectiveness of the program
- Identify strengths and weakness
- Provide recommendations for improvements

For its primary research, Samhita used a combination of 3 methods:

### Baseline-Endline Method

This method measures the performance variables before and after the program. Changes (if any) can then be attributed to the intervention.

### Treatment-Control Method

This method assumed two categories of respondents:

- A. Treatment schools (schools that implemented our program) and;
- B. Control schools (schools that did not implement our program –Comparison group).

### Retrospective Pre-Test Method

This method tests the respondents' knowledge before and after an intervention by comparing Treatment schools and Control Schools. It was extremely useful to understand the effect of the intervention amongst the beneficiaries.

A summary of the assessment findings:

Strengths		Areas of Improvement	
Encouraging enrollments through enrollment drives	Provision of inputs (Meals and Materials)	Ensuring regular attendance	Boosting take-up of bridge course
Headmaster's Buy-In and mentorship to schools	Trustee Involvement	SMDC strengthening	Burden on Project Managers
SSC Pass-rate improvement plan	Regular monitoring / supervision through dedicated project managers		

The sample covered for this study included 9 Treatment schools (5 old and 4 new) and 3 Control schools.



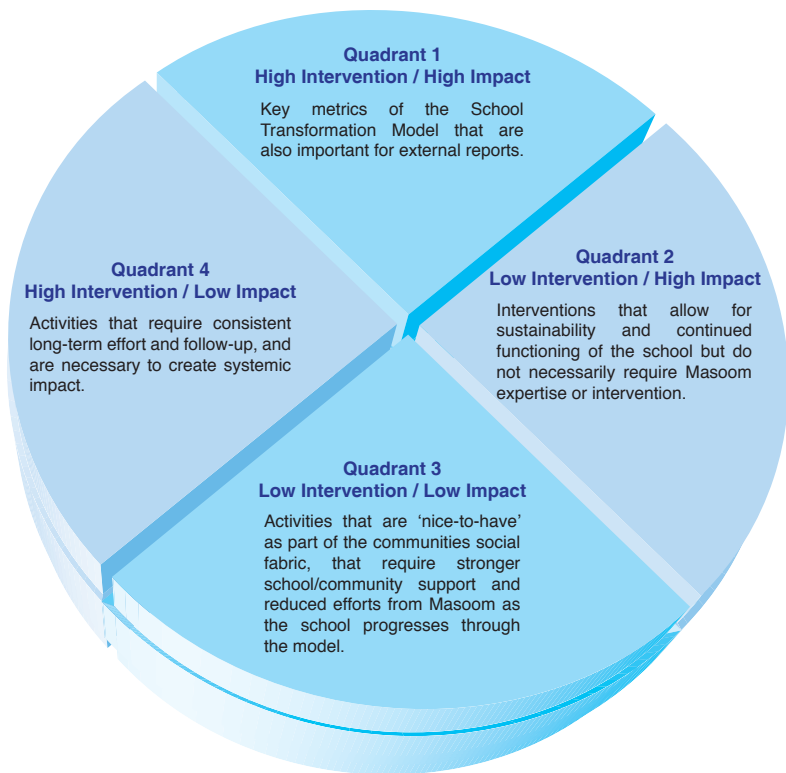
Toolbox India Foundation conducted an evaluation of Masoom's Night School Transformation Program model and approach. It is imperative for Masoom to identify key metrics and areas of intervention for schools in the first few stages of its lifecycle with the NSTP in order to effectively allocate resources for the same.

### Objective of the Study

- Identify areas where Masoom can continue its existing efforts and seek new avenues to pursue as part of its model.
- Create a model for the ideal lifecycle of a school in the NSTP to enable Masoom to effectively differentiate its efforts for schools and accordingly allocate its resources.
- Identify differentiated support for all stakeholders involved with Masoom schools through its lifecycle.
- Critically examine the sustainability of the Program and its impact once a school achieves optimal levels.

### Methodology and Assessment Approach

- Reviewed data provided by Masoom's Grading Tool.
- Created templates to categorize data and analyse trends.
- Interviewed key stakeholders.
- Identified specific recommendations based on existing processes and interventions.



<b>Quadrant 1</b> <b>High Intervention / High Impact</b>
SSC Improvement Plan Attendance Enrollment Teacher Training - Teaching Methodology - Teacher PD - Curricular Planning Staff Engagement
<b>Quadrant 2</b> <b>Low Intervention / High Impact</b>
Infrastructure (science labs, libraries, other construction, books) Computer Education Trustee Financial Viability Non-teaching Staff Management PTA Interaction
<b>Quadrant 3</b> <b>Low Intervention / Low Impact</b>
Classrooms Displays Teaching Outside the Classroom Extra-curricular activities
<b>Quadrant 4</b> <b>High Intervention / Low Impact</b>
Advocacy SMDC Role and Functioning

The recommendations of the evaluation are:

- Focus on Headmaster development and support.
- Masoom staff to reach out to national organisations currently working on School Leadership Programs.
- Increase focus on Community Engagement and support.
- Redesign staff profiles to include Intervention specialists.

## YEAR HIGHLIGHTS

### E-learning Sessions

E-learning sessions were conducted in 25 schools. These sessions enabled students to learn better through an interactive medium. This teaching aid has also increased students' interest in learning. Introduction of E-learning by Masoom has helped schools to improve their SSC results. Over the year, 2228 sessions were conducted for all subjects.



*We understand subjects easily because of e-learning support. It helps us remember topics during examinations.* –Bhagyashri Rajendra Rajguru, Sant Dnyaneshwar Night School.



### Core Committee Meetings

With the expansion of schools, the role of core committee members is increasing over time. Last year we had 4 meetings of the core committee and a workshop where they prepared plans for the SSC program. This year they specially guided critical schools for further improvement. They also gave suggestions to Masoom for improving and updating educational programs for Night Schools.

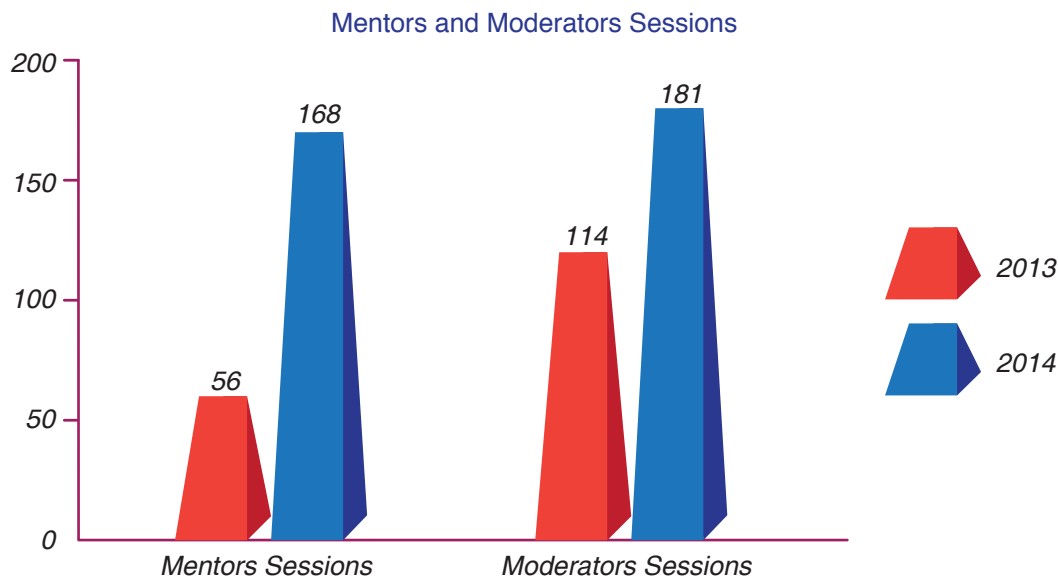
### School Management Development Committee (SMDC) Meetings

SMDCs have been set up in all the schools. These committees focus on school development and consist of the school trustees, headmaster, one active teacher, one social worker, alumni and 5-8 parents. 46 SMDC meetings were conducted in 30 schools. Last year, the SMDCs of 22 schools, successfully raised resources for notebooks and textbooks for their respective schools. Most of the schools conducted successful health camps because of the involvement of the SMDC members.



### SSC Program

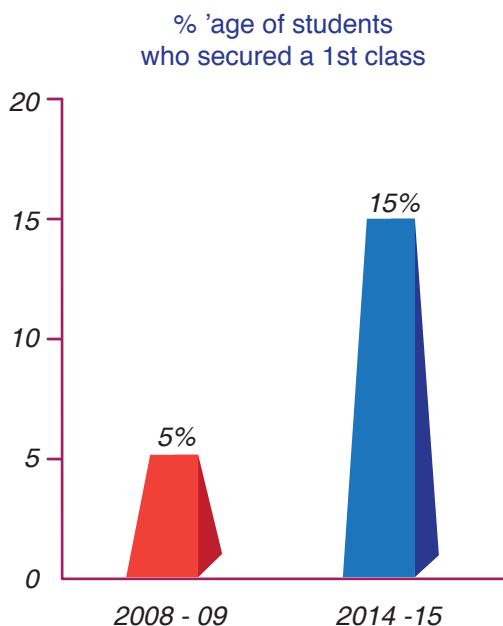
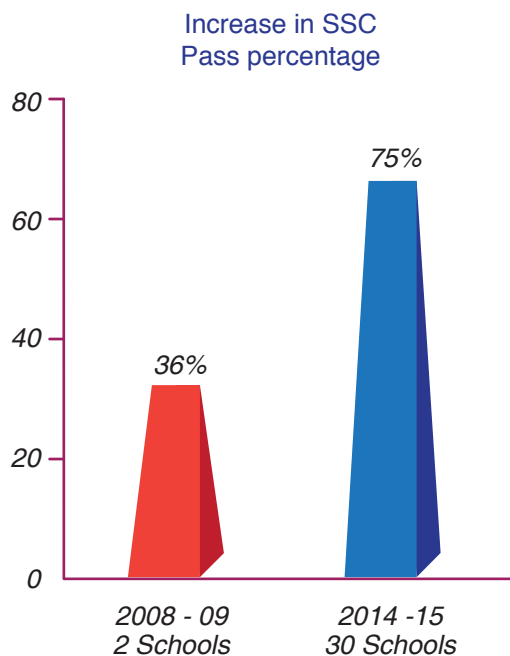
SSC Moderator sessions were conducted in January 2015 with 627 SSC students. 188 moderator sessions were conducted across 28 schools. The SSC moderators' sessions were conducted separately in each of the schools for Mathematics, English, Science, Hindi, Marathi and Social Sciences. Mentor sessions were also conducted under the SSC improvement program. Expert teachers imparted teaching techniques to School Teachers. 53 mentor sessions were held during the academic year. Also, for the first time, we conducted a collective meeting for all the SMDC members to better understand their issues. Members from 90% of the schools attended these workshops.



### Program To Help Academically Weaker Students

Masoom identified students who needed extra coaching to pass their SSC exams. Skilled and well qualified teachers trained these students and helped them to gain confidence and improve their respective performances. Additional classes in subjects that students found difficult were conducted as a special program organized from Diwali vacations up to the exams. Masoom provided extra coaching for academically weaker students in 8 centres covering 26 schools with each centre overseeing 3 to 5 schools. Masoom is also providing guidance to 20 schools that are continuing these extra classes from Diwali onwards. Approximately 600 students are being helped by this extra training.

### SSC Pass Percentage





## Health Camp

1592 students from 23 Night Schools attended the health camp. Guest Doctors conducted general physical check-ups at this camp. Schools have conducted these camps themselves through SMDC intervention and support.

## Life Skill sessions (New Interventions by Blue Ribbon)

Blue Ribbon conducted a Social Leadership program for Masoom students. 7 Masoom Program Managers were trained for 4 days to equip them to train students. It was a new intervention that was piloted by Masoom Program Managers in the following 7 schools:

1. Agarkar Night School
2. New Era Night High School
3. Adarsh Night High School
4. Sharda Night High School
5. Bhandup Vikas Night High School
6. Nanavare Night High School
7. Meenatai Kurude Night School

The Module consisted of 10 sessions

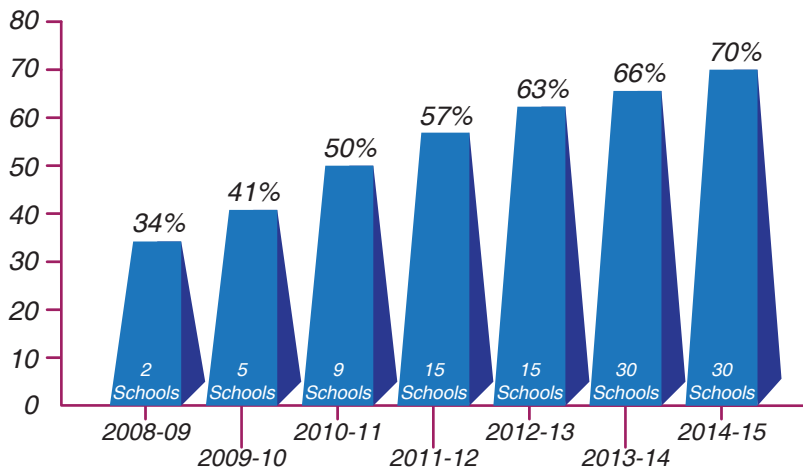
1. Why am I here and who am I?
2. Am I a good speaker?
3. Share my stories
4. Who am I among others?
5. What have we done so far?
6. Integrity
7. Walk a mile in my shoes
8. Share your stories
9. Empathy
10. Evaluation

These sessions were conducted through different interactive methods such as –Activities, Role Play, Presentations, Drawing and Writing. As part of this training, students undertook projects on various topics including –Eve Teasing, Waste Management and Corruption. At the end of the sessions, students of all schools were brought together to share their experiences regarding the challenges faced, experiences and lessons learnt. This helped them to inculcate a sense of social responsibility and leadership.

### Attendance

Together with the school teachers, Masoom regularly conducts home visits and makes phone calls to bring irregular students back to school. Masoom has made phone calls to 2673 students, and has conducted 335 home visits during the year. As a result 159 students started attending school regularly.

Attendance in Masoom Schools



### Distributions (Notebooks, Textbooks)

2448 notebook sets and 661 textbook sets were distributed across 30 Night Schools in 2014-15. SSC students were given 120 Sanvad Pustika books, 617 were given quick fix books and 719 were given 21-sets.



### Lab Material/ Concept Development Program (CDP) Sessions

Mobile Science labs have been provided to all the schools and science lab material was replenished as per requirements. 527 CDPs (science practical sessions) have been conducted across all schools.



### Bridge Course for students of classes 8, 9 and 10

Bridge courses for Marathi, Mathematics, English, Science and Social Studies have been developed for building knowledge and competencies of students who dropped out of school for a few years and lost touch with education. Bridge course books were developed by Masoom to help bring students up to the required level before rejoining school. 20 sessions were conducted in all schools in July. Baseline exams were conducted before and after the sessions. This process has been in place for the last 3 to 4 years.

Refined version of 6060 bridge course books of Mathematics, English, Science and Social Studies were provided to the students. We have also provided 2020 notebook-sets especially for students for their bridge course notes.



### Library

2322 students from 27 Night Schools used library books (reading) provided by Masoom.

*I have a good time reading library books. Stories are inspiring.* –Suchita Bhalchandra Telvane, New Era Night School.

### Financial Literacy

322 students participated in the Financial Literacy program conducted by ANZ, where they were taught the basics of money management, savings, budgeting, etc. Masoom staff was trained by ANZ to conduct these sessions. This helped students to understand the planning of monthly budgets with an eye to reach their goals and vision in life.



### Enrolment Drive 2014-15

64 youth were enrolled in Night Schools through Masooms' enrolment drive. The enrolment drive was conducted through street plays and door-to-door visits, facilitated by Masooms' alumni and volunteers.



## Nutrition

Nutrition consists of a daily evening healthy snack to improve concentration and boost attendance. Through the year, an average of 2422 students were provided Nutrition.

*We like the snacks that come to the school in the evening. They are very tasty.*

—Pradeep Raghunath Ghure, Sahakar Night School



## Sports

1561 students participated in the Sports Day organized in December 2014. The Sports Day helps students to display their athletic talent and provides a change for the students from their usual daily schedule. Most of the attending students participated in the sports competitions.

*I like to participate in the sports. Running is my favourite game.* —Nitin Paykoli, Nanaware Night School

## Extra-classes for SSC students

Extra coaching batches were started for bright and weak students respectively. The idea behind this was to help weak students improve their studies and support them additionally. For the brighter students, the objective was to further perfect their studies and enable them to achieve the highest scores possible.

## CAPACITY BUILDING

Masoom has developed a 5-year plan to work systematically with schools. Years 1-3 focus on providing infrastructure and years 4-5, on mentoring schools to sustain the changes that capacity building bring about. In 2014-15, Masoom trained 240 HMs and Key teachers. As a result, teachers are now showing eagerness to support the Masoom program to the best of their capacity.

### Trustee meetings

34 trustee meetings were conducted across the 30 Night Schools. The topics of discussion at the meetings included measures to improve the teaching-learning process, ways to improve student performance, increase in attendance and action plan for the same, and activation of the School Management Development Committees (SMDC).



### Headmaster, Teachers Workshops and Residential Training

The Headmasters shared their school's annual plan with all. Thereafter, each element of Masoom's program was discussed to obtain feedback on elements that worked best in the previous year. Discussions were also held to find ways to improve the elements that did not do so well. The teachers now show more willingness to support the Masoom program to the best of their capacity. They planned and organized moderator sessions, picnics, field visits and health camps on their own.



### Girls Program

Thomas Cook sponsored 20 girl students of Dnyan Bharti Hindi School. These students successfully completed the Basic English-speaking course as well as a basic Computer Course that enabled them to operate the computer and also understand Basic English.



### Picnics and Field Visits

907 students participated in field visits to the Chatrapati Shivaji Museum, Global Pagoda and Saguna Baug. Massom organised a picnic to Sagar Resorts for 131 students.

## ADVOCACY

### Follow up of payment of Nutrition Bills

Last year the Central Government sanctioned funds for Nutrition to be provided to students of Standard 8. Masoom vendors provided nutrition for these students but payments for these are still pending clearance from the BMC. To ensure a quick resolution of this unfortunate development, Masoom is continuously following up with the BMC and has escalated this urgent matter to the Mantralaya level.

### Free ICT Labs set up

As a result of our Advocacy, last year Aadarsh Night High School, Maharashtra Tilak Night High School and Modern Night High School were given classrooms for the ICT Lab. The Government provides free ICT Labs (including 10 computers and other set up), with a pre-requisite that the school arranges a vacant classroom on its premises.

## SPECIAL NEEDS STUDENTS PROGRAM

Masoom supports visually impaired students in 2 schools. We have appointed a special resource person to guide them with studies and train them in a vocational course. There are a total of 40 students who are visually challenged in Masoom supported Night Schools. Braille and Abacus training has been provided to them by our resource teacher. Masoom also organized training in book binding to 30 students.

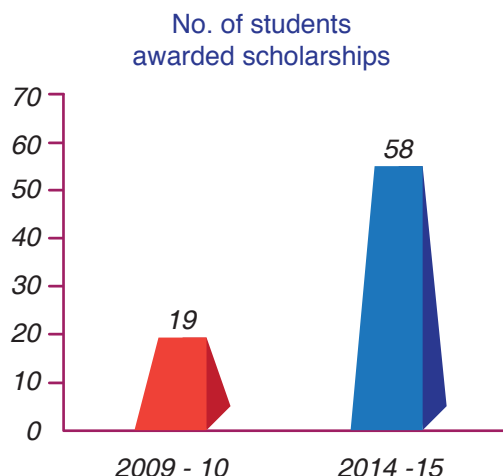


For the first time, audio recording of 21-set was obtained from NAB. Support provided by Masoom in the form of stationery, braille books, sticks, slates, talking watches, writer fees for board exams, makes it easier for visually challenged students to complete their studies. Masoom also provides scholarships to bright students for further education. As a result of Masoom's assured support, these students are motivated to pursue further education.

Masoom arranged a picnic for students with special needs. Annual sports for students were conducted in December and 35 students participated in different sports activities. This initiative was supported by ANZ.

### Scholarships

In order to motivate students to do better and provide them with financial support for further education, Masoom provides scholarships to the top 3 students of every Masoom supported school. This scholarship is specifically for higher education and vocational courses. This year, 58 students received scholarships from Masoom to pursue higher studies.



### English Conversation

In order to empower Night School students to fare better in their further education as well as at their workplace, Masoom conducted in-class training on Basic English conversational skills. Masoom conducted English Speaking sessions in 16 schools with the help of volunteers, benefitting a total of 352 students.

### Basic Computer Skills

Aiming at better job opportunities, Masoom conducted training sessions on the essentials of computer literacy at our Resource Center in Parel. Dual certification is provided by NIIT Foundation and Intel. 394 students have received Basic Computer training, supported and certified by NIIT.

### Vocational Training

Masoom provided various vocational courses such as Beautician, Telecom operator, Fashion Designing, etc. to our Alumni and other students in the community which motivated the students to pursue further education while doing part time jobs. Along with experience, this provided them with additional income as well.

In addition, the National Skill Development Corporation has provided training in skills required for jobs. 35 students have been placed in Domino's pizza outlets and as Sales Promoters in various mobile shops.



### Interest Mapping

Interest mapping is a psychometric test for Night School students to test their aptitude and counsel them on their future course of study. Antarang Foundation has conducted detailed Interest Mapping of 475 students from 17 schools and guided them to choose the correct career option. Masoom also gave inputs on the different course choices available to students such as diploma, degree, vocational and ITI.



### Alumni Association

The Association is a forum for former students to channelise their energies towards Night School development and assisting in implementation of the Masoom program activities. A committee of 45 former students has been formed and they are assisting Masoom and Night Schools in various activities such as enrolment drives, organizing field visits, picnics and annual day.



### Career Fair

The Career cell conducted a career fair at SKP School, Kurla, in March. 224 students from 18 schools attended this fair. Guidance was provided on different career options like the retail sector, education field, technical field (especially ITI courses).



## SUCCESS STORIES

### Ankita Bhagwan Gade

A talented girl aspiring to become a forest officer, Ankita passed her SSC exams in March 2015 securing 79.20% marks from Meenatai Kurude Girl's Night School, Wadala; and secured 1st rank in her school. She obtained 2nd rank amongst all Masoom's Night School students in this academic year. She is the first ever educated person in her entire family of 4. Her father is no more and her mother is a domestic worker who encouraged Ankita to pursue education in whichever way possible.



Masooms' activities such as field visits, health camps, availability of proper nutrition etc. helped Ankita develop self-confidence. Masoom also provided 21-set, quick fixes and textbooks to her which helped her in her achievement. Masoom will extend its helping hand in the form of a scholarship for her further studies. Masoom will also support her overall development with help in English fluency, computer knowledge and to get a part time job so that she can help her family.

*I enjoyed studying at Night School. I am now hopeful about my further studies because Masoom is giving me a scholarship. –Ankita*

### Dinesh Namdeo Hate

A student of Utkarsh Night High School, Worli, Dinesh scored 79.8% in his SSC board exams. He obtained the 1st rank amongst all Masoom Night School students this academic year. Dinesh is 31 years old and without sight since his birth. He has a widowed sister who works as a House maid and takes care of Dinesh's family. His second sister is married. 2 years ago, Dinesh's mother lost her life to cancer and a year later his father passed away due to an illness.



Masoom provided him with a special memory card made for visually impaired students as it is designed to reduce their dependence on classroom learning. He was also provided with a talking watch that helps him organize his time. Continuous interaction between him and the Masoom team helped him tremendously and with the aid of these provisions and support, Dinesh successfully passed his SSC exams.

*I am very thankful and grateful to Masoom for all the initiatives and support. I hope many other students like me will get similar kind of help from the organisation and help them to have a prosperous future. –Dinesh*

## TESTIMONIALS

Shri. Suresh Chavan

Asst. Teacher - Sahakar Night School

*Night Schools are rejuvenated because of Masoom which has created a lively environment in the Night Schools through its activities. My best wishes for Masoom in their future endeavours.*



Shri. Narendra Waghmare

Asst. Teacher, Mulund Night School

*Masoom has distributed educational material like notebooks, textbooks, bags, projector, laptop, science lab material, and reference books etc. which are really useful to Night School students and teachers.*

*Night School students come from financially weaker backgrounds so they always benefit from this kind of support. Our school's overall performance graph has increased after the intervention from Masoom.*

Shri. Badgujar

Headmaster, Maharashtra Night School

*Masoom is really a good NGO working in the field of Night Schools. Masoom is providing nutrition as well as all the required educational material to Night School students, which is admirable. It has helped boost confidence of students. Our schools' SSC result is also improving since the last two years with the intervention of Masoom.*

*We hope Masoom will continue to help us in future.*



Shri. Navnath Jackar

Headmaster, Shri Krishna Night School

*As an organisation we have always tried our level best to raise the standard of the school and our students. As per our capacity we are conducting activities in the school. But somewhere we were facing financial constraints to run activities regularly. With the support of Masoom, we have started conducting cultural and educational activities with vigour and our school SSC result is also improving.*

*We are sure that we will be on new heights with the support of Masoom. Heartiest wishes to Masoom in its noble cause.*

**Sangita Katdare**

**Volunteer at Janata Night School, Vile Parle**

*I started interacting with Night Schools in and around Mumbai last year. I visit the schools and motivate students, especially SSC students for academic as well as co-curricular and extra-curricular activities. I focus on problems these kids are facing and keep following up.*

*I found some students very depressed because of some non-academic problems that affect their studies. But a continuous interaction with students enabled me to help them overcome their problems.*

*Now students and parents ask me to conduct more such sessions as they find it useful for their children.*

*It is very satisfying for me on a personal level.*



**Manisha**

*I was introduced to Masoom in Jan 2015 by Roshan Kedar, one of my seniors, who was a volunteer with Masoom. I now teach Mathematics to Standard 10 at Nanaware Night High School, Wadala East, and English at Kirti Night High School, Sewri.*

*The students here are great because this is a Night School where they are twice my age but incredibly supportive.*

*Though they are all in their secondary school they belong to various age groups and are not just 12 or 13 years old. This huge age difference doesn't discourage them from attending school which is worth noting. The smile with which these students welcome each one of us makes us feel at home.*

*I have been part of a team of volunteers that organized street plays and home visits for student enrolment, competitions like essay writing, drawing and poster making.*



## **WAY AHEAD**

Toolkit for School Transformation Program

Establishment Of Girls Club

Tech Wheel / Level Up Village

Design For Change

Career Guidance Helpline

## Toolkit for School Transformation Program

We will convert our practice model of School Transformation into a toolkit, complete with trainers, resource library and a portal for peer learning and exchange. This toolkit, once recognized by the State Education Department, can be implemented through Masoom in all Night Schools across Maharashtra; and can be given to any entity to implement in mainstream Secondary Schools and/or can be negotiated with other State Education Departments willing to start Night Schools in their major cities.

## Establishment of Girls club (Life Skill Development)

We have been working with Night School students since 2008. Based on our experience, we decided to focus on special intervention with girls exclusively in 2015-16 on 3 main issues, namely, Leadership, Life Skills and Skilling Program. We propose to work with girls across Night Schools to impart life skills and leadership skills. The project will focus on girls of the age of 18 and above, studying in Masoom supported schools and linked colleges. We have started conducting special workshops for girls on subjects such as financial independence, adolescent health, sex education and self-protection against abuse.

## Tech Wheel / Level Up Village

This is a program where students' interest level in Science and Maths will be encouraged by Masoom through a mobile program (mobile bus). For this program, students will be selected from our Night Schools and given special training on Science and Technology courses by creating mobile applications and video games. We are planning to equip the bus with computers and requisite materials for the Science Lab. Once trained, these students will also be motivated to encourage other students.

## Design for change

Masoom has identified an organization, Riverside from Ahmedabad. Their program –Design for Change– will be implemented to impart leadership skills to students across Masoom supported schools, as these skills are an essential aspect in the holistic development of a student.

Design for Change (DFC) is a global movement started in 2009 to give children a platform to express their ideas for a better world and put them into action. DFC engages with schools in two ways –The Annual School Challenge and through the Design Thinking Guide Curriculum.

The Design Thinking Guide (DTG) is a year-long curriculum that seamlessly helps to inculcate crucial 21st century skills in children. Riverside will conduct 2 workshops of 4 hours each through the year for our staff to support the implementation of DTG. Based on this training, our staff will then conduct 30 hour sessions with our students.

## Career Guidance Helpline for Night School students

We are planning a career guidance helpline for Masoom Night School students. To facilitate this, we are planning to create a Career Research Handbook for counsellors to help them to guide students. Promotional flyers to convey this and other activities of the Career Cell will be created and shared with the Head Masters of our partner schools.

# FINANCIALS

**THE BOMBAY PUBLIC TRUST ACT, 1950**  
**SCHEDULE - IX**  
**( Vide Rule 17 (1) )**  
**Name of Public Trust : MASOOM**  
**Registration No. : E-24715**  
**Income & Expenditure Account for the year ending 31.03.2015**

EXPENDITURE	AMOUNT	AMOUNT 31-3-2015	AMOUNT 31-3-2014	INCOME	AMOUNT	AMOUNT 31-3-2015	AMOUNT 31-3-2014
To Expenditure in respect of properties				By Rent			
To Establishment Expenses		11,43,830	8,47,992	Accrued	-		
To Remuneration to Trustee		13,60,410	9,72,687	Realised	-		
To Legal Expenses		-	7,500	By Interest			
To Audit fees		19,480	35,627	Interest on FD	5,70,955		
To Bank Charges		972	2,036	Realised on Bank Accounts	-	5,70,955	3,51,618
To Amount written off:				By Donation		3,28,38,034	1,74,73,400
(a) Bad Debts	-			By Grants		-	
(b) Loan Scholarship	-			By Income from Courses		1,39,200	57,300
(c) Irrevocable Rents	-			By Transfer from Reserve		-	
(d) Other items	-			To Deficit carried over to Balance Sheet		-	16,86,870
To Miscellaneous Expenses			20,898				
To Depreciation							
To Commission Paid							
To Expenditure on Objects of the Trust							
(a) Religious							
(b) Educational		2,09,72,752	1,76,82,447				
(c) Medical Relief							
(d) Relief of Poverty							
(e) Other Charitable Objects							



To Surplus carried over to Balance Sheet	-	1,00,50,746	-				
<b>TOTAL</b>		<b>3,35,48,189</b>	<b>1,95,69,188</b>	<b>TOTAL</b>		<b>3,35,48,189</b>	<b>1,95,69,188</b>

As per our report of even date.

For Ambavat Jain & Associates LLP  
Chartered Accountants  
Firm Registration No.: 109681W

Satish Pawar  
Membership No.: 126305  
Place: Mumbai  
Date: 30 September 2015

For Masoom

Nikita Ketkar  
Trustee  
Place: Mumbai  
Date: 30 September 2015



Vineet Ketkar  
Trustee  
Place: Mumbai



**THE BOMBAY PUBLIC TRUST ACT, 1950**  
**SCHEDULE - VIII**  
**( Vide Rule 17 (1) )**  
**Name of Public Trust : MASOOM**  
**Registration No. : E-24715**  
**Balance Sheet as on 31.03.2015**

FUND & LIABILITIES	AMOUNT	AMOUNT 31-3-2015	AMOUNT 31-3-2014	PROPERTY AND ASSETS	AMOUNT	AMOUNT 31-3-2015	AMOUNT 31-3-2014
<b>Trust Funds or Corpus :</b>				<b>Immovable Properties : (At Cost)</b>			
Balance as per last balance sheet	11,67,500			Balance as per last Balance Sheet	-		
Addition during the year	70,000			Addition during the year	-		
Total	12,37,500			Less : Sales during the year	-		
Reserve & Surplus	14,96,807	27,34,307	26,64,307	Depreciation up to date	-		
<b>Other Earmarked Funds :</b>				<b>Investments :</b>			
Ordinary Fund	-	-	-	Balance as per last Balance Sheet	26,00,000		
				Add : During the Year	71,45,000	87,45,000	26,00,000
				Less : Matured during the year	(10,00,000)		
<b>Loans (Secured or Unsecured) :</b>				<b>Plant &amp; Machinery :</b>			
From Trustees	-			Balance as per last Balance Sheet	10,28,801		
From Others	-			Addition during the year	10,04,962		
<b>Liabilities :</b>				Less : Sales during the year	-		
For TDS on Contract	1,986			Depreciation up to date	6,56,119	13,77,643	10,28,801
For TDS on Professional Fees	1,02,744			<b>Loans (Secured or Unsecured) :</b>			
For TDS on Salary	27,427			Goods/Doubtful	-	-	-
For Profession Tax	4,600			Loans Scholarships	-	-	-
For Other Payables	4,23,094			Other Loans	-	-	-
For Audit Fees	16,029	5,75,880	2,66,853	<b>Advances :</b>			
<b>Income and Expenditure Account</b>				To Trustees	-		
Balance as per last Balance Sheet	48,38,794			To Employees	1,34,944		
Less : Appropriation if any	-			To Other (Prepaid)	24,331	1,59,275	43,944
Add : Surplus as per Income & Expenditure Account	1,00,50,746			<b>Deposits :</b>			
Less : Deficit as per Income & Expenditure Account	0	4,48,89,540	48,38,794				
				Office Rent Deposit	1,78,001		
				FD Interest Receivable	3,05,816		
				Income Tax A.Y 15-16	12,189		
				TDS Receivable FY13-14	11,177	5,07,183	2,21,008
				<b>Cash and Bank Balances :</b>			
				a) Bank Balance	73,77,712		
				b) Cash In Hand	32,914	74,10,625	38,76,201
<b>TOTAL</b>		<b>1,81,99,726</b>	<b>77,69,954</b>	<b>TOTAL</b>		<b>1,81,99,726</b>	<b>77,69,954</b>

As per our report of even date

For Ambavat Jain & Associates LLP  
Chartered Accountants  
Firm Registration No. : 109681W

Sanjay Purohit  
Membership No. : 1263905  
Place : Mumbai  
Date : 30 September 2015

For Masoom

Nikita Ketkar  
Trustee  
Place : Mumbai  
Date : 30 September 2015

Vineet Ketkar  
Trustee  
Place : Mumbai

## MASOOM GOVERNANCE

### Nikita Ketkar –Founder and CEO

Nikita is a postgraduate in Political Sciences from Mumbai University. Nikita has an exciting and varied background; she has worked as a journalist, a lecturer and a social worker before qualifying for the Indian Civil Services. Nikita worked with several NGOs in the field of education before establishing Masoom.

### Mrs. Vidya Shah

Vidya is an Executive Director and Head of the EdelGive Foundation. She is responsible for providing strategic direction to the Foundation as well as guiding its overall development. Vidya holds an MBA degree from the Indian Institute of Management (IIM), Ahmedabad.

### Mr. Aditya Natraj –Director

Aditya is the Founder and Director of the Kaivalya Education Foundation which works with Head Teachers in rural India helping them to turn around deteriorating schools. Aditya holds an MA in Economics and an MBA from INSEAD. He has previously worked as a Programme Director at Pratham, as a Consultant for the World Bank in Afghanistan, and as a National Talent Search Scholar. Aditya initiated a 2-year fellowship programme named the “Gandhi Fellowship” which enables graduates to engage in practical training programs.

### Mr. Aashu Calapa –Director

Aashu holds a Master’s Degree in Personnel Management & Industrial Relations from the Tata Institute of Social Sciences (TISS). He has over 20 years of experience in Human Resources and is also the Executive Vice President of Human Resources for First Source. He is responsible at the corporate level for external affairs and for statutory compliance. Prior to First Source, Aashu headed human resources activities for Wipro Infotech, one of India’s leading IT companies.

### Mr. Vineet V Ketkar –Trustee

Mr. Ketkar is a Chartered Accountant by profession and has worked with numerous corporate organisations. Mr. Ketkar has established his own accountancy practice and has been of invaluable help in establishing and developing the accounting systems used by Masoom.

### Dr. Chandrashekhar Bangargi –Trustee

Dr. Bangargi is a Doctor by profession. He offers a wealth of experience and support.

## OUR SUPPORTERS

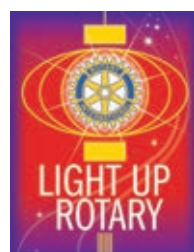
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Manilal Kallianji Public Charitable Trust

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### Program Partners

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### Donors (In Kind)

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Ashish Kejriwal

Pooja Taparia

## SPECIAL THANKS

### Masoom Core Committee

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Mr. Anant Kumar Patil	Agarkar Night School
Mr. Niwas Shevale	Adarsh Night School
Mr. Bajrang Kadam	Nanaware Night School
Ms. Sangeeta Kadam	Meena Tai Kurude Night School
Mr. Chandrakant Mhatre	New Era Night School
Ms. Prajyoti Patil	Bhandup Vikas Night School
Mr. Jaywant Patil	Sharda Night School
Mr. Suryakant Deshpande	Retired HM of KMS Night School
Mr. Ankush Jagdale	Masoom

### Our Bankers

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HDFC BANK   ICICI BANK   DENA BANK

Masoom is a Trust registered under Bombay Public Trust Act, 1950  
Registration No – E24715

Masoom is registered under the Foreign Contribution Regulation Act, 2010  
FCRA Registration No. – 083781290 valid till 26th Sept, 2016

Donations to Masoom are eligible for deduction  
under section 80G of the Income Tax Act, 1961

## OUR NIGHT SCHOOLS

We are grateful to the Principals and Trustees of all Masoom Night Schools who continue to support us with a positive spirit in each and every activity we plan for students and schools.

### Adarsh Night High School

Adarsh Nagar Upper Primary Municipal Hindi School, Worli, Mumbai 30.

*Headmaster – Mr. Shewale NY*

### Agarkar Ratra Vidyalyaya

Worli Naka Municipal School, Worli Naka, Dr. Anne Besant Road, Mumbai 18.

*Headmaster – Mr. Patil AD*

### Ahilya Night High School

Abhyudaya Nagar, Kalachowki, Mumbai 33.

*Headmaster – Mr. Morajkar PA*

### B.S. Bane Ratra Vidyalyaya

Tembipada Municipal Marathi Higher Primary School, Tembipada, Bhandup (W), Mumbai 78.

*Headmaster – Mr. Lendhave AS*

### Bhandup Vikas Night High School

Tankroad Municipal School Buidling, Tankroad, Bhandup (W), Mumbai 78.

*Headmistress – Mrs. Patil PV*

### Bharti Vidyamandir Hindi Night High School

Worlinaka, BMC School Buidling, Worli Naka, Mumbai 18.

*Headmaster – Mr. Mishra MR*

### Chembur Night High School

Near Municipal Market, Chembur Naka, Chembur, Mumbai 71.

*Headmaster – Mr. Landage SM*

### Ghatkopar Shikshan Prasarak Mandal's Night High School

Pant Nagar, Near Acharya Garden, Ghatkopar (E), Mumbai 75.

*Headmaster – Mr. Bhat SD*

### Gyan Bharti Hindi Night High School

Municipal Hindi School, Adarshnagar (Sahakarnagar), (Shatabdi Sohla) Chembur, Mumbai 71.

*Headmaster – Mr. Tripathi AK*

### Gyan Vikas Hindi Night High School

Thakkar Bappa Municipal School Building, Thakkar Bappa Road, Chembur, Mumbai 71.

*Headmaster – Mr. Tripathi GS*

### Kirti Night High School

Sewri Municipal Primary School Buidling, Jerbai Wadiya Road, Opp. TB Hospital, Mumbai 15.

*Headmaster – Mr. Kote SV*

### KMS Night High School

Next to KEM Hospital, Dr. E. Borges Road, Parel, Mumbai 12

*Headmaster – Mr. Gade AH*



#### Maharashtra Night High School

Kamgar Nagar Municipal School Buidling, 4th floor, Kamgar Nagar, Kurla (E), Mumbai 24.

*Headmaster – Mr. Shelke RG*

#### Maharashtra Night High School (New)

Near Amrapali Working Women Girls Hostel, BMC School Buidling, Tilaknagar (W), Chembur 89.

*Headmaster – Mr. Badgujar BD*

#### Maratha Mandir's Worli Night High School

BDD Chawl No-49, Opp. Jaamboori Maidaan Worli, Mumbai 18.

*Headmaster – Mr. Patil HS*

#### Mazgaon Night High School

Municipal School Building No 1, Mulund Checknaka, LBSRoad, Mulund (W) Mumbai 80.

*Headmaster – Mr. Khairmode SP*

#### Meenatai Kurude Girls Night High School

Municipal School Building, Nadkarni Park, Wadala (E), Mumbai 37.

*Headmistress – Mrs. Kadam SS*

#### Modern Night High School

C/o. Gilder Lane Municipal Marathi Shala, Mumbai Central, Mumbai 8.

*Headmaster – Mr. Waghmare BM*

#### Mulund Night High School

Sevaram Lalwani Municipal School Building, 2nd floor, Mulund (W) Mumbai 80.

*Headmaster – Mr. Kulkarni UP*

#### Nanaware Night High School

Korba Mithanagar, Municipal School Compound, Near Wadala PS, Wadala (E), Mumbai 37.

*Headmaster – Mr. Kadam SB*

#### New Era Night High School

Khardev Nagar, Ghatla, Near Karnatak High School, Chembur (E), Mumbai 71.

*Headmaster – Mr. Mhatre CD*

#### Prerana Night High School

Deonar Municipal Colony, Marathi School No. 1 Building, Tatanagar, Govandi (W) Mumbai 43.

*Headmaster – Mr. Bhosale VM*

#### Sadguru Night High School

Upper Primary Marathi BMC School, Near Mankhurd Railway Station (E), Mumbai 88.

*Headmistress – Mrs. Kale SR*

#### Sahakar Night High School

C/o NM Joshi Marg Municipal School, NM Joshi Marg, Curry Road, Mumbai 11.

*Headmaster – Mr. Jadhav SK*

#### Sarvjanik Night High School

C/o. Dadar Vidyamandir, Taykalwadi Dyaan Mandir Marg, Dadar, Mumbai 16.

*Headmaster – Mr. Khade TE*

#### Sharda Night High School

Municipal School Building, School No. 1, Tagor Nagar, Vikroli (E), Mumbai 83.

*Headmaster – Mr. Patil JH*

#### Shri Krishna Night High School

Chembur Camp Municipal School Building, Gandhi Market, Near RSS Hospital, Mumbai 74.

*Headmaster – Mr. Jadkar NR*

#### Social Service League's Night High School

Damodar Hall Compound, Parel, Mumbai 12.

*Headmaster – Mr. Ghodke MS*

#### Tilak Night High School

Municipal School Building, 1st Floor, Tilak Nagar, Mumbai 89.

*Headmaster – Mr. Singh SP*

#### Utkarsh Night High School

BDD Chawl No - 11, Ground Floor, Next to Jaamboori Maidaan, Worli, Mumbai 18.

*Headmaster – Mr. Jadhav SS*

## WAY AHEAD



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HELPLINE**

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**CAREER CELL  
HELPLINE**  
7666 344 344

1 2 3  
4 5 6  
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## TECH-WHEEL BUS



Program Office

788 Avanbai Mansion, Jame Jamshedji Road, Dadar Parsi Colony, Dadar (E), Mumbai 400014, India

[www.masoomeducation.org](http://www.masoomeducation.org), email: [ceo@masoomeducation.org](mailto:ceo@masoomeducation.org), Tel: +91 91675 77131