

On-Ground Site-Visit Report

Kankura Masat Social Welfare Society (KMSWS) — Tiyas Primary School

Asha project #1268 · South 24 Parganas, West Bengal · Visit 25 July 2026



Tiyas School, Kankura Masat — front view

Visit date	25 July 2026 · 11:30 am – 3:00 pm
Assessors	Daipayan Choudhuri & Kousik Chatterjee (Jadavpur University, Computer Science, 2000 batch), representing Asha Minnesota. Pictures courtesy Soumi Ghosh and Classroom observation noted by Rebanta Ghosh
Hosted by	Sajal Kanti Kayal — Founder Secretary & CEO. Also present: Arpita Patra (Teacher-in-Charge, Primary); Rupali Jhulki, Anushree Pal (Primary teachers)
Purpose	Holistic assessment of Tiyas School / KMSWS to inform the 2026–27 funding decision (study materials + Mathematics teacher honorarium)
MN stewards	Tanvi Mansingh · Sanjali Subash

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Executive summary

Tiyas School continues to perform strongly and has improved materially since Asha Minnesota's earlier visits. Enrolment has grown from roughly 275 students in 2019 to 424 today (244 boys, 180 girls), driven largely by word of mouth and the school's growing reputation as a feeder to strong local government schools. The annual failure rate has fallen from 30–35% five to six years ago to 5-6%, supported by a shift toward more second-generation learners, wider use of teaching-learning materials and audio-visual/smart-class teaching, and better attendance.

Infrastructure is sound — a well-maintained G+2 building with spacious, ventilated classrooms, a computer lab, a library, and an auditorium. The digital footprint has expanded since the 2024 concerns: six working desktops (five donated by Tata BlueScope in 2024), two smart classrooms funded by Genpact with United Way as implementation partner, and a portable sound system. Nutrition is well-supported through Zomato's Feed India mid-day-meal programme, and water and sanitation are in good order.

The clearest gap is teacher capability rather than teacher retention: limited familiarity with new-age / NEP-aligned pedagogy and lower technology-savviness, and the absence of a dedicated computer teacher. Mathematics and English remain the subjects most in need of support.

Recommendation: Approve the 2026–27 renewal of ₹5,90,000 — study materials for all 424 students (₹4,93,706) plus the Mathematics teacher honorarium (₹8,000/month × 12 = ₹96,000) **subject to reverification of student distribution across classes.** The materials grant has a verified track record of reaching students, and the Maths honorarium targets the single weakest subject. We further recommend (non-funding) that KMSWS be encouraged toward structured teacher upskilling on NEP/pedagogy, and that the spoken-English support continue.

Project background & context

KMSWS, established in 1999, runs Tiyas School (Pre-Primary to Class IV) alongside a coaching centre (Class 5–12) and community programmes on the same campus at Kankura Masat, PO Masat, PS Diamond Harbour, South 24 Parganas. Asha Minnesota's mandate is focused on Tiyas School — historically funding teacher salaries and the original computer room — while Asha London supports the coaching centre, meals and sanitary-napkin provision. The community is roughly evenly split between Muslim and Hindu households, with a high share of first- and second-generation learners.

This visit set out to verify current metrics on the ground and to assess progress on themes recurring across prior reports: teacher staffing and pay, the state of the computer lab, the reversal of the 2022 dropout spike, protection and retention of girls, and the condition and coverage of the funded textbooks.

1 • Snapshot metrics

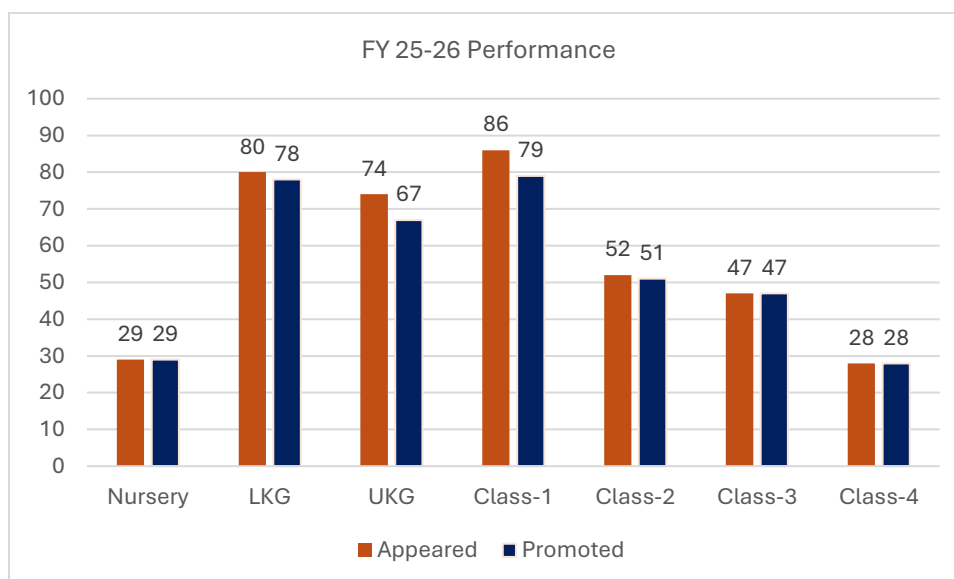
Metric	Prior reference	Verified on visit
Total enrolled (school)	429 (2026–27 ref)	424 — 244 boys / 180 girls
Coaching centre	~208 (2023)	185 (Class 5–12)
Exams (Apr 2026)	—	396 appeared / 379 promoted
Grade A/B/C/D/E	—	181 A , 89 B , 47 C , 21 D, 41 E A - 80% and above , B - >=65% and <80% , C >= 50% and < 65% D >= 40% and <50% , E >= 30% and <40%.
Fail-rate trend	30–35% (5–6 yrs ago)	Down to 5-6%

Metric	Prior reference	Verified on visit
Learner profile	—	~30% first-generation · ~50% second-generation
Teaching staff	12 school / 14 coaching (2019)	24 total — 16 primary + 6 coaching + 2 spoken-English
Teacher : student ratio	—	≈ 1 : 22
Computers (working)	5 aging (2024)	6 desktops (5 Tata BlueScope 2024 + 1 older)
Nutrition coverage	—	All students + staff (Zomato Feed India)
2026–27 grant ask	—	₹5,90,000 (materials + Maths teacher)

2 · Academic performance & learning outcomes

Enrolment has risen from about 275 in 2019 to 424 today. Growth is driven mainly by word of mouth and rising parental awareness: strong local government schools — Ramakrishna Sarada Mission (for girls) and Ramakrishna Mission Shikshamandir (for boys) — absorb Tiya's students from Class 5 onward, which has reinforced the school's standing as a feeder and encouraged parents to enrol early.

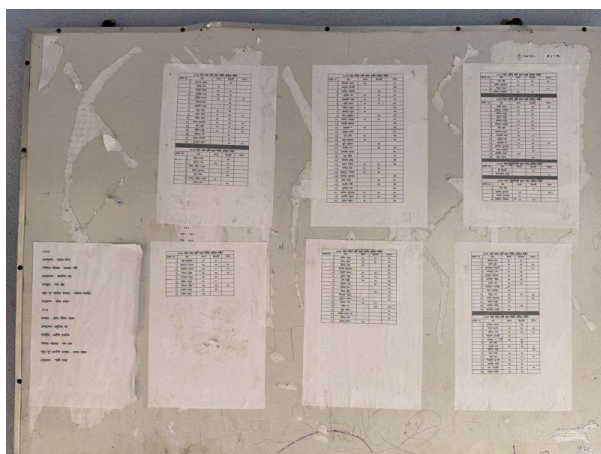
Learning outcomes have improved. The annual failure rate has fallen from 30–35% five to six years ago to 5–6%. In the April 2026 examinations, 396 students appeared and 379 were promoted to the next class, with **46% securing Grade A and 23% securing Grade B**. Staff attribute the improvement to three factors: a changing learner profile (now roughly 30% first-generation and 50% second-generation learners, with stronger home support); wider use of teaching-learning materials, audio-visual methods and smart classes; and better community awareness lifting attendance.



Subjects doing well: Bengali; computer operations (MS Word, Paint); English reading has improved

Subjects needing support: Mathematics and English

Underlying gap: Teacher upskilling — new-age / NEP-aligned pedagogy and technology-savviness are lacking, and there is no dedicated computer teacher



Class-wise results displayed for the community



"Stars of Tiyas" — USO National Test achievers

3 • Classroom observations

Six classes were observed across levels. Since it was a Saturday pre-primary section was off. Classroom conditions — light, space, seating and cleanliness — and student engagement were consistently strong, and wall displays and materials in use were in good order.

Class	Subject in session	Present / roll	Teacher
Class 4	Bengali — Shabdo Khela	14	Suma Haldar
Class 4	Computer	15	Anushree Pal
Class 3	English	25	Tridib Mandal
Class 2	Language	26	Arun Banerjee
Class 2	Bangla Grammar	21	Paromita
Class 1	Bengali	18	Shampa Koyal

Science teaching in Class 4 runs three classes a week — two theory and one practical — using smart-board video; physical teaching aids for science have reduced somewhat, though materials remain available for Mathematics, Bengali and English. The library's demonstration models (for example, a skeleton) and natural materials such as leaves (to show colour change) are used for concept building.



A primary classroom in session



Wall displays and active participation



Class 4 students

4 • Infrastructure & facilities

Building

The property is a well-built, well-maintained G+2 structure with spacious, well-ventilated classrooms and dedicated computer lab, library and auditorium spaces. One section on the top floor still has an asbestos roof; converting it to a brick roof would cost roughly ₹3.5 lakh. This is noted as context only and is not part of the current funding request.

Computer lab & digital learning

- Six desktops — Five sponsored by Tata BlueScope (donated 2024) with the necessary software installed, plus one older machine. Adequate and well-maintained for primary numbers; individual seats without dividers.
- Two smart classrooms, in place about a year, funded by Genpact with United Way as implementation partner. Teachers use them reasonably well and students respond positively.
- Internet via Alliance Broadband (100 Mbps), though connectivity is somewhat unstable. A portable sound system was also provided by Tata BlueScope.
- There is no dedicated computer teacher, and teachers' skills in building digital content (e.g. presentations) are limited.



Computer lab (Tata BlueScope desktops)



Library and study-materials store



Smart classroom (Genpact / United Way)

Library

A separate library room holds story books for primary students, supplementary books for the coaching centre and dictionaries for teachers, all well maintained. The room doubles as the primary activity and practical space.

Kitchen, water & sanitation

A separate kitchen and cooking area supports the mid-day meal. Safe drinking water is provided through a Tata Swach filter, toilets are functional and separate for girls (supported by Rotary Club Kolkata), and handwashing facilities are available.



Drinking water — Tata Swach



Student washroom



Kitchen for the mid-day meal



Play area

5 • Programs

5.1 Spoken English (Jadavpur University CSE alumni supported)

Two dedicated spoken-English teachers (each paid ₹10,000/month, funded by the JU alumni group) teach across both the school and coaching centre; the programme has run since about April 2025. On the ground, primary students converse spontaneously, while coaching-centre students remain more reserved. Programme effectiveness was rated roughly 3 out of 5.

5.2 Computer & digital learning

Students learn practical MS Word and Paint operations. The main constraints are the absence of a dedicated computer teacher and limited teacher skill in digital content creation.

5.3 Women's livelihood (Rotary Foundation)

A Rotary-Foundation-funded livelihood project, distinct from the school's academic programmes, has trained 85 women to date; around 35 are currently engaged in making jewellery, sanitary napkins and garments. In addition, six men are part of a formal garments-production stream under the same project.

5.4 Nutrition — mid-day meal (Zomato Feed India)

The mid-day meal has been sponsored by Zomato's Feed India initiative since 2024, covering 424 primary students, 175 coaching-centre students, and teaching and non-teaching staff. Zomato uses biometrics to verify attendance. The programme provides ₹13 per head for breakfast and evening snacks for coaching students, and ₹16 per head for lunch for primary students.

5.5 Teacher training & capacity building

Training runs roughly every six months; KMSWS has adopted six schools for training (about ₹2,000 per school), and a three-day training costs around ₹50,000 (of which roughly ₹18,000 is for 3 trainers). The focus is subject-wise skills, pedagogy and Bengali. Across the visit, the recurring theme was limited familiarity with NEP/NCF frameworks, pedagogy and learning-outcome concepts, and a need for new-age methodology and greater technology-savviness.

5.6 Enrichment & summer projects

Enrichment includes a local-market visit and MSME exposure (Chow Mein and brick making) for Class 3–4, visits to local historical places tied to the Salt Movement, and project work such as medicinal-plant charts, village-resource charts and family-tree/history exercises. There is no yoga trainer at present.

5.7 Coaching centre & vocational training (context)

The London-funded coaching centre on the same campus serves 185 students (Class 5–12) with six teachers; growth is constrained by teacher capacity. Vocational streams include tailoring, beautician and computer training.



Teaching-learning materials on display



Career-counselling / livelihood display

6 • Teachers

Teaching staff total 24: 16 primary teachers, six coaching-centre teachers, and two spoken-English teachers who teach in both sections. All but three hold graduate degrees and two hold master's degrees. Retention is not a concern; the priority is teaching quality and capability. Salaries are self-funded by KMSWS except for the two spoken-English teachers (funded by the JU alumni group).

Monthly salary ladder (INR): 3,900 (Teacher-in-Charge) · 3,500 · 3,300 · 3,200 · 2,800 · 2,700

Spoken-English teachers: ₹10,000/month each (externally funded)

Illustrative profiles gathered on the visit: Arpita Patra (Teacher-in-Charge; joined 2012; Higher Secondary); Rupali Jhulki (resident of Masat; Political Science Honours, teaching UKG/Class 1 and Class 4 Social Science through activity-based methods); and Anushree Pal (joined 2022; Computer Science graduate with Maths and Physics as minor; teaching UKG English and Class 4 Science and Computer).

For 2026–27, KMSWS has requested support for one Mathematics teacher honorarium (₹8,000/month × 12 = ₹96,000) — directly addressing Mathematics, the subject identified as most in need of support.



Tiyas School teaching staff

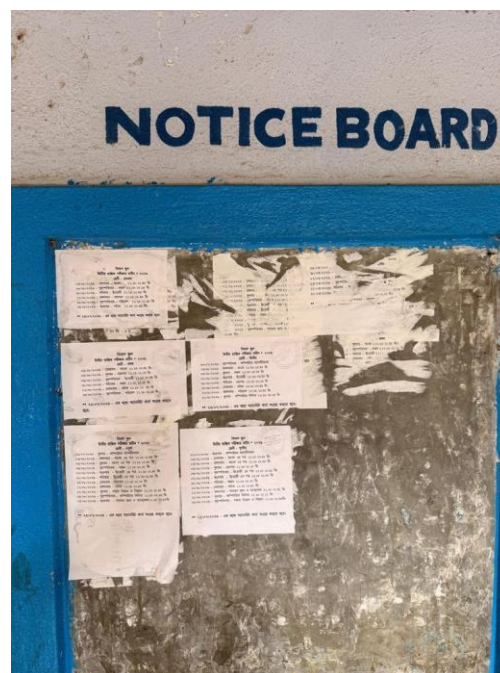
7 · Student welfare, equity & inclusion

Of 424 students, 180 are girls and 244 boys, and the school serves a high proportion of first- and second-generation learners. First-generation learners are supported through counselling, parent engagement, home tutoring and individual attention. A practical constraint is that home support is often weak — many children have private tutors, but parental follow-through can be limited, and some children struggle to keep pace without support.

Child marriage and trafficking are best understood as broader social issues in the wider community rather than school-specific problems. KMSWS plays an active role in sensitizing the community and parents through awareness-building and sustained engagement, which helps protect and retain adolescent girls.



Trophies and recognitions



Notice / activity display board

8 • Fund utilization & 2026–27 budget

Year	Granted (INR)	Students covered
2024–25	2,90,000 (materials + teacher salary)	372
2025–26	4,65,832 (materials)	360
2026–27 (proposed)	5,90,000 (materials + Maths teacher)	424

The 2026–27 proposal totals ₹5,89,706 ($\approx$ ₹5,90,000): study materials of ₹4,93,706 for all 424 students (Pre-Primary to Class IV) plus one Mathematics teacher honorarium of ₹96,000. The materials are budgeted by class, from Nursery through Class IV:

Class	Students	Books/std	Notebooks/std	Cost/std (₹)	Class cost (₹)
Class IV	40	10 @160	11 @28	1,908	76,320
Class III	45	10 @135	11 @28	1,658	74,610
Class II	40	8 @118	8 @28	1,168	46,720
Class I	39	8 @115	8 @28	1,144	44,616
UKG	50	8 @100	8 @28	1,024	51,200
LKG	50	8 @95	8 @28	984	49,200
Nursery	160	8 @90	8 @28	944	1,51,040
Study material subtotal	4,93,706				
Mathematics teacher honorarium (₹8,000 × 12)	96,000				
Grand total	5,89,706				

Fee context: the school generates some revenue itself (admission ₹750 + ₹500, with roughly half of families paying; primary tuition ₹250/month at 70–75% recovery), which offsets part of operating costs but does not cover materials at scale.

Verification note: on this visit we did not formally verify book distribution against receipts or observe the funded books in classroom use.

The student distribution data across classes, mentioned for FY 26-27 budget varies widely (specially nursery student data) with FY 25-26 student distribution data. The number shared by Ms. Arpita Patra (Teacher in Charge) is closer to the actual number for FY 26-27 (covered in Appendix B Section 6 of Visit Intake Register). This requires reverification.

9 · Parent & community engagement

Parent-teacher meetings are held quarterly, with additional meetings called when a child's results fall short. Parents of first-time learners are counselled individually, often over the phone. This engagement underpins the attendance and pass-rate gains noted above.

10 · Challenges, needs & priorities

- Classroom capacity is tightening as enrolment grows; expansion (and the associated permissions for floors beyond current G+2 building structure) is a medium-term need.
- Teacher upskilling is the central gap — NEP/pedagogy familiarity, technology-savviness, a dedicated computer teacher and expert Maths support.
- Parental and home support for first-generation learners remains limited.
- Adolescent girls face community-level child-marriage and trafficking pressures, which KMSWS works to counter through sensitization.
- Minor infrastructure items: one asbestos roof section (safety) and unstable internet; no yoga trainer at present.

11 · Overall assessment & recommendation

Overall impression: strong and improving. Tiyas School delivers a well-run primary programme with visible gains in pass rates, a sound and expanding digital footprint, well-supported nutrition, and an engaged staff and community. Progress on the 2024 concerns is clear — the computer lab has been renewed and expanded (Tata BlueScope desktops, two smart classrooms), and the spoken-English programme is running with early positive signs.

Key strengths: Rising enrolment and pass rates; strong classroom conditions and engagement; renewed digital infrastructure; robust nutrition (Zomato Feed India); committed, well-retained staff; active community engagement

Key concerns: Teacher capability / NEP-pedagogy gap and no dedicated computer teacher; Mathematics and English as weak subjects; limited home support for first-generation learners; community pressures on adolescent girls

Funding recommendation: We recommend Asha Minnesota approve the 2026–27 renewal of ₹5,90,000 — study materials for all 424 students (₹4,93,706) and the mathematics teacher honorarium (₹96,000) **subject to reverification of student distribution across classes.** The materials grant reaches every child and has a reliable delivery history; the Maths honorarium directly strengthens the weakest subject at modest cost. Alongside funding, we encourage KMSWS to pursue structured teacher upskilling on NEP-aligned pedagogy and to continue the spoken-English programme, and — for the next grant cycle — to retain book-purchase receipts for direct verification.

Appendix A · Additional photographs

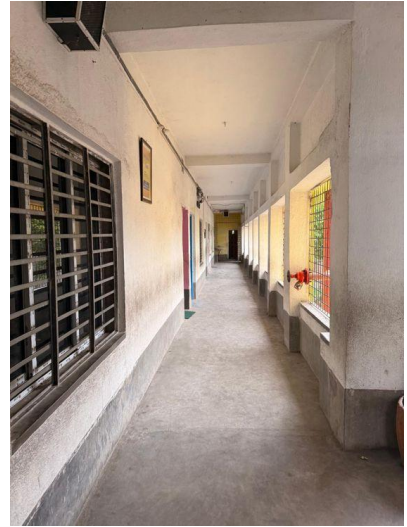
Further images from the visit, grouped for reference.



School entrance



View from second floor



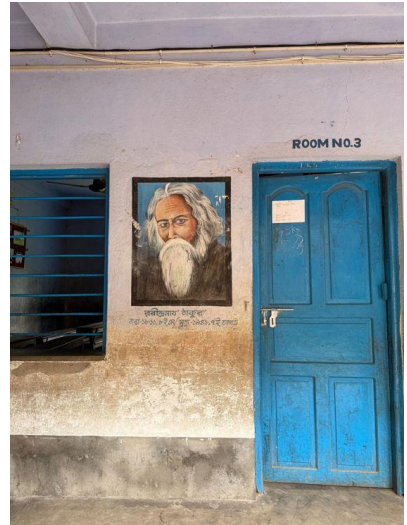
Corridor



Ground floor



Auditorium



Wall painting



Classroom



Class 1 in session



Class 2 in session



Class 3 in session



Class 4 in session



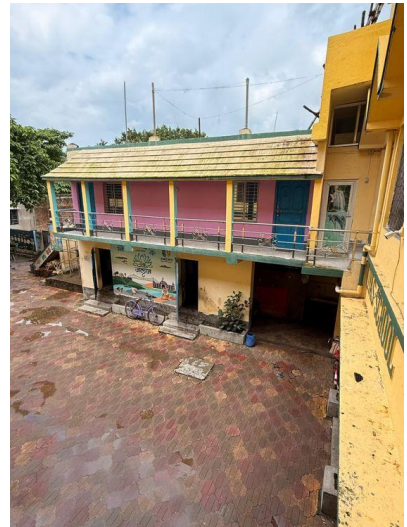
CCTV monitoring



Office staff



Teachers' room



Visitor room



Drinking water station



Kitchen



Play area



Higher-secondary star achievers

২০২২ সালে সশ্রম শ্রেণী থেকে দ্বিতীয় শ্রেণীতে উন্নীত				
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২৮	আব্দুল হক	৪০	৪০	৪০
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৩০	আব্দুল হক	৪০	৪০	৪০

Results display



Activity display board



Rotary support

Appendix B · Visit intake register

The consolidated intake register is reproduced below.

ASHA FOR EDUCATION — MINNESOTA CHAPTER

Site-Visit Intake Register — Consolidated Findings

Kankura Masat Social Welfare Society (KMSWS) — Tiyas Primary School

Visit 25 July 2026 · Asha project #1268 · South 24 Parganas, West Bengal

This register consolidates everything gathered from the visit into one place for review before the report is drafted. Sources: the digitized field notes, the scanned template with handwritten annotations, the Gemini meeting notes, the two Fireflies recordings, and the site photographs.

Source log

Source	Type	Notes
KMSWS_notes_25.07.2026.docx	Digitized field notes	Most complete typed record; the field template filled in
KMSWS_notes_25.07.2026.pdf	Scanned template + handwriting	14 pp.; handwritten margin notes add detail not in the typed doc
Gemini notes 2026_07_25 11_57 IST	AI meeting notes	English summary; useful triangulation, some numbers approximate
Fireflies 01KYBZ... (≈1h49m)	Recording transcript	Main walkthrough; auto-transcript garbled (Bengali rendered in Devanagari)
Fireflies 01KYC9... (≈6m)	Recording transcript	Focused on child marriage & trafficking; garbled but theme clear
Tiyas School Renewal Budget 2026-27.pdf	Funding proposal	2026–27 ask: ₹5,90,000 (materials by class + Maths teacher honorarium)
Pic\ folder (60 images)	Photographs	Classrooms, labs, facilities, results boards, achiever banners

0 · Visit logistics & people met

Visit date	25 July 2026
Assessors	Daipayan Choudhuri & Kousik Chatterjee (JU Computer Science, 2000 batch), for Asha Minnesota
Time in / out	11:30 am – 3:00 pm
Host	Sajal Kanti Kayal — Founder Secretary & CEO
Also present	Arpita Patra (Teacher-in-Charge, Primary); Rupali Jhulki, Anushree Pal (Primary teachers)
MN stewards	Tanvi Mansingh · Sanjali Subash

1 · Verified snapshot metrics

Metric	Prior reference	Verified on visit
Total enrolled (school)	429 (2026–27 ref)	424 — 244 boys / 180 girls
Coaching centre	~208 (2023)	185 across Class 5–12

Metric	Prior reference	Verified on visit
Combined reach	—	~609 (school + coaching)
Exams (Apr 2026)	—	396 appeared / 379 promoted
Grade A/B/C/D/E	—	181 A , 89 B , 47 C , 21 D, 41 E A - 80% and above , B - >=65% and <80% , C >= 50% and < 65% D >= 40% and <50% , E >= 30% and <40%.
Fail rate trend	30–35% (5–6 yrs ago)	Down to 5-6%
First / second-gen learners	—	~30% first-gen · ~50% second-gen
Community mix	—	~50% Muslim · ~50% Hindu
Teachers (primary)	12 (2019)	16 primary + 2 spoken-English
Teachers (coaching)	14 (2019)	6 + the 2 spoken-English (teach both sections)
Total teaching staff	—	24 (16 primary + 6 coaching + 2 spoken-English)
Teacher : student ratio	—	≈ 1 : 22
Computers (working/total)	5 aging (2024)	6 desktops (5 Tata BlueScope 2024 + 1 older)
On nutrition programme	—	All students
Book-grant coverage	360 (2025–26)	~424 proposed 2026–27

2 • Academic performance & learning outcomes

Enrolment has grown from ~275 (2019) to 424 today. Growth is driven mainly by word of mouth and rising parental awareness — strong local government schools (Ramakrishna Sarada Mission for girls; Ramakrishna Mission Shikshamandir for boys) absorb Tiyas students from Class 5 onward, which has built the school's reputation as a feeder.

The failure rate has fallen from 30–35% (5–6 years ago) to 5-6%. Contributing factors:

- Shift in learner profile — fewer pure first-generation learners (now ~30% first-gen, ~50% second-gen); higher parental support lifts performance.
- Use of Teaching-Learning Materials (TLM), audio-visual teaching and smart classes.
- Better community awareness driving higher attendance.

Doing well: Bengali; Computer operations (MS Word, Paint); English reading has improved slightly

Needs support: Maths, English

Systemic gap: Teacher upskilling — new-age / NEP-aligned pedagogy and tech-savviness are lacking; no dedicated computer teacher

3 • Classroom observations

Class	Subject in session	Present / roll	Teacher
Class 4	Bengali — Shabdo Khela	14	Suma Haldar
Class 4	Computer	15	Anushree Pal
Class 3	English	25	Tridib Mandal

Class	Subject in session	Present / roll	Teacher
Class 2	Language	26	Arun Banerjee
Class 2	Bangla Grammar	21	Paromita
Class 1	Bengali	18	Shampa Koyal

Classroom conditions and engagement were rated consistently high (mostly 5/5 / “Excellent” across the blocks). Science teaching (Anushree Pal, Class 4) runs 3 classes/week — 2 theory + 1 practical — using smart-board video; physical TLM for science has reduced, though TLM is available for Maths, Bangla and English. Library holds demo models (e.g. skeleton) used for concept building; leaves are used to demonstrate colour change, etc.

4 • Infrastructure & facilities

Building

Well-built, well-maintained G+2 structure; spacious, well-ventilated classrooms; includes computer lab, library and auditorium. One section on the top floor still has an asbestos roof.

Computer lab / digital space

- 6 desktops — 5 sponsored by Tata BlueScope (donated 2024) with software installed, +1 older machine.
- Individual seats, no dividers. Adequate and well-maintained for primary numbers.
- 2 smart classrooms, in place ~1 year — funded by Genpact, with United Way as implementation partner; teachers use them reasonably well and students respond well.
- Internet: Alliance Broadband 100 Mbps — connectivity somewhat unstable.
- Desktops (2024) and portable sound system funded by Tata BlueScope.
- No dedicated computer teacher; teacher PPT-building skill is lacking.

Library

Separate library room — story books for primary, supplementary books for coaching, dictionaries for teachers; well maintained. Also doubles as the primary activity/practical room.

Kitchen, water & sanitation

- Separate kitchen / cooking area for the mid-day meal.
- Safe drinking water — Tata Swach filter.
- Functional toilets, separate for girls — Rotary Club Kolkata.
- Handwashing facilities available.

5 • Programs

5.1 Spoken English (JU CSE alumni supported)

Two dedicated spoken-English teachers (₹10,000/month each, funded by the JU alumni group), teaching in both school and coaching; programme running since ~April 2025. On the ground: primary students converse spontaneously; coaching-centre students are shy. Effectiveness rated ~3/5.

5.2 Computer & digital learning

Students learn MS Word and Paint operations. Constraints: no dedicated computer teacher; teacher skill in PPT / digital content is limited.

5.3 Women's livelihood (Rotary Foundation)

A Rotary-Foundation-funded livelihood project — separate from the school's academic programmes. To date 85 women have been trained; ~35 women are currently engaged in making jewellery, sanitary napkins and garments. In addition, 6 men are part of a formal garments-production stream under the same project.

5.4 Nutrition — Mid-Day Meal (Zomato Feed India)

The mid-day meal has been sponsored by Zomato's Feed India initiative since 2024. It covers 424 primary students, 175 coaching-centre students, and the teaching and non-teaching staff. Zomato uses biometrics to verify attendance. Rates: ₹13/head for breakfast and evening snacks (coaching students) and ₹16/head for lunch (primary students).

5.5 Teacher training & capacity building

- Training roughly every 6 months; KMSWS has adopted 6 schools for training (charges ~₹2,000/school); a 3-day training costs for KMSWS ~₹50,000 (~₹18,000 trainer fee).
- Focus: subject-wise skills, pedagogy.
- Gap flagged strongly across recordings: little understanding of NEP / NCF / pedagogy / learning-outcome frameworks; new-age methodology and tech-savviness lacking.

5.6 Enrichment & summer projects

Local market visit (Gr 3–4); MSME exposure — Chow Mein making, brick making (Gr 3–4); local historical places (related to Salt Movement); medicinal-plant chart making; village-resource chart making; family-tree / history project. No yoga trainer at present.

5.7 Coaching centre & vocational (context)

London-funded, same campus. 185 students (Gr 5–12), 6 teachers; growth limited by teacher capacity.

6 • Teachers & salary structure

Teaching staff total 24: 16 primary teachers, 6 coaching-centre teachers, and 2 spoken-English teachers who teach in both sections. All but 3 are graduates; 2 hold master's degrees. Retention is not an issue; the concern is teaching quality / capability. Salaries are self-funded by KMSWS except the 2 spoken-English teachers (JU-alumni funded).

Monthly salary ladder (INR): 3,900 (TIC) · 3,500 · 3,300 · 3,200 · 2,800 · 2,700

Spoken-English teachers: ₹10,000/month each (externally funded)

Illustrative profiles:

- Arpita Patra — Teacher-in-Charge; joined 2012; Higher Secondary , BA drop out.
- Rupali Jhulki — resident of Masat; Pol. Sc. Honours (BA), Fatikchand College; teaches UKG / Class 1 and Class 4 Social Science; activity-based teaching.
- Anushree Pal — joined 2022; Comp. Sc. graduate (Maths, Physics as minor); UKG English (86 students, ~30% weak , which is deterrent for advanced learning) and Class 4 Science + Computer (44 students, ~50% girls).

Approx. class-wise strength as per the Teacher in Charge: Nursery(~25); UKG (90); LKG (~70-75); Class 1 (60-65); Class 2 (80-85); Class 3 (~50); Class 4 (~40)

2026–27 salary ask (per the renewal budget): one Mathematics teacher honorarium — ₹8,000/month × 12 = ₹96,000/year (see Budget section).

7 • Student welfare, equity & inclusion

Girls / boys: 180 / 244

First-gen support: Counselling, parent engagement, home tutoring, special care

Child marriage & trafficking are a larger social issue in the wider community rather than a school-specific problem. KMSWS plays a role in sensitizing the community and parents — through awareness-building and sustained parent engagement — to help protect and retain adolescent girls. (To be treated briefly and sensitively in the report.)

Home / family support: many children have home tutors, but home support is often weak — some cannot keep up without it, and parental response can be limited.

8 · Fund utilization (books & grants)

Year	Granted (INR)	Students covered
2024–25	2,90,000 (materials + teacher salary)	372
2025–26	4,65,832 (≈4.6 lakh, materials)	360
2026–27 (proposed)	5,90,000 (materials + 1 Maths teacher)	424

Fee context (self-generated revenue): admission ₹750 + ₹500 (~50% recovery); primary ₹250/month (~70–75% recovery). Coaching monthly: Gr 5–6 ₹225; Gr 7–8 ₹275; Gr 9 ₹325; Gr 10–12 ₹420 (Gr 7–10 highest; ~50% pay).

8a · 2026–27 renewal budget (from proposal)

Total proposed: ₹5,89,706 (≈ ₹5,90,000). Study materials ₹4,93,706 for 424 students (Pre-Primary to Class IV) + one Mathematics teacher honorarium ₹96,000 (₹8,000/month × 12).

Class	Students	Books/std	Notebooks/std	Cost/std (₹)	Class cost (₹)
Class IV	40	10 @160	11 @28	1,908	76,320
Class III	45	10 @135	11 @28	1,658	74,610
Class II	40	8 @118	8 @28	1,168	46,720
Class I	39	8 @115	8 @28	1,144	44,616
UKG	50	8 @100	8 @28	1,024	51,200
LKG	50	8 @95	8 @28	984	49,200
Nursery	160	8 @90	8 @28	944	1,51,040
Study material subtotal	4,93,706				
Maths teacher honorarium (₹8,000 × 12)	96,000				
Grand total	5,89,706				

9 · Parent & community engagement

- Parent-teacher meetings held quarterly.
- Special meetings called when results fall short.
- Parents of first-time learners are counselled over the phone.

10 · Challenges, needs & priorities (observed)

- Classroom capacity as enrolment rises — expansion / Current building permission is till Ground +2 beyond that permission is needed.
- Teacher upskilling — the NEP/pedagogy/tech gap; no dedicated computer teacher; no expert English teacher.

- Limited parental / home support for first-generation learners.
- Child-marriage & trafficking pressure on adolescent girls.
- Asbestos roof section (safety) and unstable internet.
- No yoga trainer.

11 · Photo inventory (Pic folder)

60 photographs available; curated inline in the report per your preference. Grouped for matching:

- Exterior & campus — Tiyasa front/entry, from 2nd floor, corridor, ground floor, play areas, wall painting, Rotary board.
- Classrooms in session — Class 1–4 (multiple), plus general classroom shots.
- Facilities — computer lab, smart class, library, teachers' room, auditorium, visitor room, office staff, CCTV display.
- Water & sanitation — drinking water, Tata Swach filter, student & visitor washrooms.
- Nutrition — kitchen (2).
- Achievement & display — student results boards, USO National Test 'Stars of Tiyas' banner, 13 HS star-mark achievers, trophies, notice / activity display boards, TLM, career counselling.
- People — teacher group photo, high achievers.