



# Rural Education Welfare and Resource Development Trust

Funding Renewal Request to Asha-SV  
May 2, 2012

# REWARD's Vision

Excellence in rural government schools by

- Adding full time teachers to Govt. schools which have teacher shortage
- Conducting continuous teacher training

# Situation on ground before REWARD

- Overcrowded class rooms
- Poor infrastructure
- Not enough teachers
- Low graduation rate
- Not enough Hope for students, parents, school principals



# REWARD

- Started with funding from Asha-SV in 2005
- Volunteer run zero overhead organization
- Well-qualified trustees with inherent passion for social effort in education
- Excellent support from community, PTA & local govt.



# REWARD Modus Operandi

- Recruit qualified teachers
- Conduct monthly teacher training sessions
- Merit-based Pay on Student performance
- Peer reviews of teaching techniques
- Evaluate of subject matter and delivery
- Upgrade Government Schools
- Make learning fun
- Conduct educational workshops
- Track learning outcomes by interacting with students and conducting extra-curricular tests

*Additional info in Appendix A*

REWARD added  
50 Teachers to  
19 schools with  
7500 students in  
25 villages



# Impact of REWARD

## Before

In 2003 70% students failed to graduate High School

In 2005 5 students scoring > 80% overall

## After

In 2011 71% students passed High School

In 2011 82 students scoring > 80% overall

# Impact of REWARD

- Quality of Teaching greatly improved
- Avg. Graduation rate increased to 71% from 30%
- Class sizes are now smaller
- One teacher for every subject (in most schools)

*Additional metrics in Appendix B*





# Challenges to REWARD becoming Self-Sustainable

- REWARD Trustees hold other full time jobs, and commit their personal time to teacher training and associated work.
- They use up vacation days to visit schools
- They try to get local funding, but have not been very successful. Local donations are minimal.
- They do not have the bandwidth to raise more funds and make REWARD independently sustainable
- The rural communities and PTAs do not have the money to pay for teacher salaries

**REWARD relies on Asha for Education for operating.**

# What if REWARD does not get funds from Asha for Education?

- Trustees will personally continue their work on a tiny scale.
- Teachers hired and trained with great effort will be laid off.
- Students learning, tests performance, graduation rates would go back to earlier levels.
- Children who fail may drop out of the school system completely
- Relationships with the School principals will be hard to re-establish after teachers get pulled out.
- Risk to one of Asha's top high-impact success story (~7500 students, 25 rural villages) focused on helping mainstream Govt. schools (relatively rare among Asha's projects)

# Receipt/Payment for Apr '11- Mar'12

	RECEIPT (INR)	PAYMENT (INR)	
Opening Balance: Cash	1,249		
Opening Balance: Bank	33,49,724		<i>Incl. interest accrued over years</i>
Donation-Honorarium	2,82,957		<i>From non-Asha</i>
Donation-QED	62,755		<i>From Asha (Jan 2012)</i>
Interest	1,07,895		
Honorarium		23,80,170	
Incentives		1,20,000	
Scholarship		2,95,000	
Auditor fees		5,520	
DD for FCRA		2,025	
Printing and stationery		5,455	
Postage		106	
Travelling exp. (C. Guest)		2,800	
Memento-Books		940	
Commission & Service		176	
	<b>38,03,331</b>	-- <b>28,12,192</b>	<b>= 9,91,139</b>
Closing Balance: Cash		1,948	
Closing Balance: Bank		9,89,191	
<b>Balance (Mar 31, 2012)</b>		<b>9,91,139</b>	

*Audit Report in Appendix C*

# Receipt/Payment through end of 2011-12 school year (Apr '12- May '12)

	RECEIPT (INR)	PAYMENT (INR)
Opening Balance (Mar 31 2012)	9,91,139	
Donation Asha-Princeton	8,01,682	<i>WAH 2011 sent Apr 2012</i>
Teacher Salaries		3,60,000 <i>assuming same payment as Mar 2012</i>
Est. Balance (May 31, 2012)	<b>14,32,821</b>	

# Proposed Budget for 2012-13 School Year (Jun '12 – May '13)

	RECEIPT (INR)	PAYMENT (INR)	
Balance (Jun 1, 2012)	14,32,821		
Teacher Salaries		35,40,000	<i>Also accounts for replacement of teachers who have left, annual salary increments and provision for adding a couple of new teachers &amp; schools (INR 2,95,000 pm)</i>
Scholarship (for 2011-2012)		3,00,000	<i>July 2012, after results from 2011-2012</i>
Incentives (for 2011-2012)		1,50,000	<i>July 2012, after results from 2011-2012</i>
Resource Person		36,000	
Auditor and Misc. Fees		17,000	
Scholarship (for 2012-2013)		3,05,000	<i>Reserve/Commit for 2012-2013 school year</i>
Incentives (for 2012-2013)		2,00,000	<i>Reserve/Commit for 2012-2013 school year</i>
Estimated Total Expenses		<b>45,48,000</b>	
Estimated Approximate Gap	<b>31,00,000</b>		

# Request to Asha SV

- Last grant from Asha SV in Aug 2010 (\$82,000)
- Functioning in 2011-2012 possible by reserve funds (now depleted), not replacing teachers who left (from 52 to 37 now), local donations
- Current request is approximately \$59,000
- Also approached Asha-Stanford for support. If approved, funding from SV can be reduced accordingly.
- Perhaps SV can send funds in two phases: \$30,000 now, and commit to meet the gap after Asha-Stanford's disbursement so that full academic year is covered.