Rural Education Welfare and Resource Development Trust
Our Vision

We work towards excellence in rural govt schools
We add full time teachers to Govt schools which have a teacher shortage

We conduct continuous teacher training
Over 6 years, we have improved primary learning outcomes

Doubled high school graduation rates

Reduced teacher student ratios to 1:40 from 1:80

We try to ensure that there is one teacher for every subject
Conditions in rural govt schools

Over crowded ClassRooms
Poor infrastructure
Not enough middle, high or higher secondary schools
Often times,
no Math teacher,
no Science teacher,
no Primary school teacher..
In 2003 70% students failed to graduate High school

In 2013 after we added teachers 75% of the students passed High School
Reward Trust has added ~50 full time teachers to ~19 government schools in 25 villages (Number fluctuates based on demand)
50 Teachers
19 schools
7500 students
After Reward trust added the teachers..
Quality of Teaching has improved
Student performance has improved significantly

5 students > 80% overall in 2005

95 students > 80% in 2013
Average High School Graduation rate has doubled to 75% from 30% in 7 years.
Class sizes are smaller.

From ~1:77 to ~1:40 in 10 of 19 schools.
There is now one teacher for every subject (in most schools)
Increased graduation rates

Manamai - from 15% to 76%
Natham – from 58% to 85%
Vengampakam - 100% for 3 years
Thiruvadadhur- from 46% to 88%
Vengambakkam Govt HS Graduation Rates

Graph showing graduation rates from 2005 to 2013.

- 2005: 78%
- 2006: 82%
- 2007: 100%
- 2008: 100%
- 2009: 100%
- 2010: 92%
- 2011: 91%
- 2012: 76%
- 2013: 90%
Koovathur Govt. High School
Graduation Rate

![Graph showing graduation rate from 2008 to 2013. The graduation rate starts at 37% in 2008, increases to 42% in 2009, and reaches a peak of 57% in 2010. It then decreases to 55% in 2011 and 2012, and remains at 55% in 2013.](image-url)
Koovathur Govt. Higher School Graduation Rate
Natham Govt. High School Graduation Rates
Pandur Govt High School Graduation Rate

![Graph showing graduation rates from 2008 to 2013. The rates are as follows: 26% in 2008, 62% in 2009, 63% in 2010, 46% in 2011, 66% in 2012, and 78% in 2013. The graph indicates an upward trend in graduation rates over the years.]
Manamai Govt Higher Sec School Graduation Rates

![Graph showing graduation rates from 2005 to 2013]
Vayalur Govt. High School Graduation Rates

Pass Percentages

- 2006: 16%
- 2007: 3%
- 2008: 76%
- 2009: 77%
- 2010: 59%
- 2011: 75%
- 2012: 55%
- 2013: 69%
Nerumbur Govt. High School
Graduation Rate

Pass Percentages

- 2010: 60
- 2011: 64
- 2012: 76
- 2013: 90
Paiyyanoor Govt. High School Graduation Rates

- 2008: 71%
- 2009: 85%

Graph shows an increase in graduation rates from 2008 to 2009.
Parameswara Govt. High School Graduation Rates

- **2011**: 48%
- **2012**: 55%

Graph showing an increase in graduation rates from 2011 to 2012.
Sogandi Govt. High School Graduation Rates
Sooradi Mangalam Govt. High School Graduation Rates

Pass Percentages

2013

80
Manamai Govt High School Graduation Rates

[Graph showing graduation rates from 1995 to 2013, with a notable increase from 2008 to 2011 and a slight decrease from 2011 to 2013.]
Koovathur Govt High School
Graduation Rate

- 2009: 42%
- 2010: 57%
- 2011: 55%
- 2012: 38%
- 2013: 55%
Thiruvadhydr Govt High School
Graduation Rate
Thiruvadhur Govt Higher Sec School
Graduation Rate

- 2010: 46%
- 2011: 80%
- 2012: 88%
- 2013: 69%
<table>
<thead>
<tr>
<th>REWARD Teacher</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
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<td>Prakash</td>
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<td>Sampath Kumar</td>
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<tr>
<td>Dilli Ganesh</td>
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<td>100:93</td>
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<td>Devi C</td>
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<td>Rajarajan</td>
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<td>Revathi</td>
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<tr>
<td>Amala</td>
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<td>58:49</td>
<td>72:58</td>
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</table>
# Reward Teacher vs School’s pass %

<table>
<thead>
<tr>
<th>Plus 2 Results</th>
<th>Tchr’s</th>
<th>Schl’s pass %</th>
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<tbody>
<tr>
<td>Deepa</td>
<td>100\65</td>
<td>100\56</td>
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<tr>
<td>Ranjith Kumar</td>
<td>97\65</td>
<td>98\56</td>
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<tr>
<td>Sampath Kumar</td>
<td>99\65</td>
<td>97\56</td>
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<tr>
<td>Radha</td>
<td>100\70</td>
<td>90\68</td>
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<tr>
<td>Rajarajan</td>
<td>100\76</td>
<td>94\70</td>
</tr>
<tr>
<td>Bhoologam</td>
<td>96\46</td>
<td>98\80</td>
</tr>
<tr>
<td>Gnanaprakash</td>
<td>100\46</td>
<td>100\80</td>
</tr>
</tbody>
</table>
Upgrade Government schools

Sadras High School to Higher Secondary (1999)
Vengambakkam: Middle to High School (2003)
Vayalur: Middle to High School (2004)
Kuzhipandhandalam: Middle to High (2008)
17 ABL teachers in primary classes

Activity Based Learning
Improve quality of teaching

Recruit qualified teachers

Regular teacher training sessions

Merit Pay based on Student performance

Evaluation of subject matter, delivery

Peer reviews of teaching techniques
Recruit Qualified Teachers

Primary School teachers have +2 degrees and D. T. Ed.
Middle School Teachers have Bachelors degrees
High and Higher Secondary School Teachers have Masters degrees
We Conduct Educational Fairs
We try to make Learning fun
Our teachers are trained to use teaching aids
We conduct rigorous Teacher Training
We routinely evaluate the teachers
Teachers get a Merit Pay based on student performance
We have excellent community, PTA and local govt support
We are a volunteer run zero overhead organization
Audit Report
Budget for 2013-14

For EXISTING Teachers (along with replacements @ existing rate and with appropriate increments and excluding those -about 10- under the local fund)

- Higher Secondary Level: 12 @ Rs 9000/- = Rs. 12,96,000
- High School Level: 18 @ Rs 8000/- = Rs. 17,28,000
- Middle School Level: 8 @ Rs 7000/- = Rs. 6,72,000
- Primary School Level: 12 @ Rs 6000/- = Rs. 8,64,000
- Incentives (~one month salary for all) = Rs. 3,80,000
- RESOURCE PERSONS: 12 @ Rs 800/- per person = Rs. 10,000
- AUDITOR = Rs 20,000/-
- Postage, Stationery etc = Rs 30,000/-

Total: Rs. 50,00,000
<table>
<thead>
<tr>
<th>Teacher Salaries</th>
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<tbody>
<tr>
<td>13 Middle + 7 Primary School Teachers</td>
<td>Rs. 10,94,400</td>
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<tr>
<td>Rs.91,200 per month * 12</td>
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<tr>
<td>Approximate USD</td>
<td>$ 20,000</td>
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</table>
(Un) Equal Pay for Equal Work

25% of the pay of government teachers
No benefits.

<table>
<thead>
<tr>
<th>School Type</th>
<th>Monthly Pay</th>
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<tbody>
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<td>Higher Secondary</td>
<td>Rs. 7600</td>
</tr>
<tr>
<td>High School</td>
<td>Rs. 6500</td>
</tr>
<tr>
<td>Middle School</td>
<td>Rs. 5300</td>
</tr>
<tr>
<td>Primary School</td>
<td>Rs. 5300</td>
</tr>
</tbody>
</table>
7500 students
19 government schools
25 villages
50 - 60 teachers

Hundreds of primary school children are learning better.

75% of the students are now graduating High school, up from 30% in 2005
These are our government schools. Thank you for supporting them.