Half Yearly Project Status Report

Part. A: General Information

1. Name of the Organization : ASHRAYA
2. Address : PULLIYIL, KILIKOLLOOR-PO KOLLAM, KERALA STATE INDIA, Pin :  691004.
3. Tel & Email Address : +91 474 2728905 / 09446315656 pulliyill@dataone.in
4. Funding Period : 01-04-2007 To 31-03-2008( Our accounting period in which fund received). Asha’s fund received during August 2007, Our Receipt No. Dtd:
5. Prepared by : R. VENUGOPALAN

Part. B : Account of Past activities

1. Please describe the activities undertaken during the previous six months.
   Activities of Ashraya enclosed ( Refer Annexure-I)

2. Is the project proceeding as planned and scheduled : Yes
   Ashraya can confidently state that it is achieving the objectives for which it was established. Ashraya beneficiaries, its challenged daughters, its challenged teachers, parents of Ashraya’s challenged daughters are being benefited 100%. Ashraya’s awareness programme are reaching out to the community in terms of awareness on disability management which encompasses the parents and siblings of challenged children, regular school teachers, higher secondary & college students, NSS and NCC volunteers etc.

   Our teachers have been specifically trained at the National Institute of The Mentally Handicapped, Secunderabad, Govt. of India, for carrying out awareness sessions on disabilities, parental counseling, behaviour modification in the disabled, physiotherapy and rehabilitation of the disabled etc. The services of our teachers are utilized in imparting the awareness and parent counseling programmes.

3. Please provide details of how the money from Asha was spent, highlight if the money spent was for reasons other than those mentioned in the project proposal application
Asha’s fund was requested for carrying out parental counseling programme and for recurring expenses. The recurring expenses for the financial year 2006-2007, for which funding was released, includes students welfare expenses, traveling expenses, postage, artificial limb, awareness programme, medical expenses, Printing & stationary, repairs & maintenance expense and training expenses. The total expense for these works out to Rs. 2,90,507 /-. 

The parent counseling sessions are carried out by our regular teachers. The total salary paid as honorarium for the financial year 2006-07 was Rs. 2,62,900 /-. 

Kindly refer for details in our Audit Report Under Income & Expenditure for the financial year 2006-07 forwarded through Ms. Purba Rudra during her visit to Ashraya in October/ December 2007.

4. What challenges have you encountered in conducting these tasks mentioned in the project proposal ? How were they addressed?

We did face initial challenges during the inception of the project in 2000 from the community, parents of beneficiaries and the Government machinery. We could address them over the years and buildup in house capabilities in addressing and finding positive solutions to them. Currently we do not face any challenges.

Part . C : Account of Future Activities

1. What are the activities planned for the next six months?

Apart from the normal activities of Ashraya, we are planning to undertake the following

   (i) To continue the awareness programme on causes, prevention and management of various types of disabilities for Higher Secondary School students, NSS Volunteers, NCC Cadets of colleges.
   (ii) Special Vacation classes for the school going students of Ashraya
   (iii) Entrance coaching class for Malu (Senior challenged daughter of Ashraya) in preparing her for the medical/engineering admission.
   (iv) Teachers training programme ( FC-SEDE, June-July-August-2008)
   (v) To continue with the on going parent counseling session
   (vi) To continue with the general school teachers training programme.
2. Do you anticipate any changes or problems will cause you to modify the project or the tasks to complete the project? How? Explain with an estimated time schedule.

No. Ashraya’s programmes are not time bound, it’s an on-going programme. Hence this is not applicable.

3. What are activities and broad goals planned for the next two years? Do you plan to apply for Asha CNJ funding again?

Funding requirement for financial year 2007-2008

(i) Physio Therapy Unit

Ashraya is currently extending the facility of physio therapy to its 7 residential school going challenged girl children, also it is extending physio therapy to 3 severely retarded day scholars also. The effect of physio therapy is giving a lot of ease in the mobility of these children as Ashraya sincerely feels that this area needs to be developed on a priority basis, so that it could extend its services to many more deserving children.

Ashraya needs to construct a floor on the existing building for this purpose and since we construct on our own the cost of the project would be low and for a 3000 sq.ft of construction we would need a funding of Rs. 10,00,000/- during this financial year.

Ashraya would also appreciate if Asha would extend the existing funding for carrying out the awareness programmes and parental counseling along with support for recurring expense in line with the previous year.

Projects Planned for the next 2 years.

(i) Early Intervention Unit

An Early Intervention Unit is the need of the day, which is highly essential to identify disability during pregnancy and also to provide proper therapy and training to children at risk from day one. The proposed Early Intervention Unit of Ashraya aims at providing adequate care, sensory stimulation therapies and training to the children with developmental delay. Also to render assistance to parents in coping skills, understanding and accepting their children’s condition and train the parents to help their children to attain maximal potential.

(ii) Artificial Limb Unit
An Artificial limb unit is highly essential today in order to provide proper aids and appliances at a reasonable rate to the much needy physically challenged especially the cerebral palsy affected children.

The proposed Artificial Limb unit of Ashraya aims at

* Providing light weight calipers, crutches, walkers etc to the challenged children.

* Providing Physio & Occupational Therapy to the needy.

* Providing necessary residential care and therapy to the children, so that they can avail the follow up treatment and therapy, gait training etc.

Part D : Statitics about the project

1. No. of children currently enrolled in the school (2007-2008)

   Total No. of Students : 25 [22 (Residential), 3 (Day scholars)]

   Class/Division - Strength

   Preprimary - 6 (Special Education)

   Primary - 9 (Special Education)

   Secondary - 9

   Higher Secondary - 1

2. Same as 1. for the previous academic year (2006-2007)

   Ashraya is a Residential Rehabilitation Project, with a capacity to accommodate 25-30 challenged girl children and is an ongoing project. Hence the variations will not be there.

3. Current Girl/Boy Ratio

   Ashraya is a Residential Rehabilitation Project for girl children only drawn from addicted families, broken families and of economically & educationally backward communities.
4. Same as 3. for the previous year : Answer same as 2.

5. Current Teacher / Student Ratio : 1 : 6

6. Overall school attendance percentage : 100 %

7. Medium of Instruction : Malayalam & English

8. Was there any drop-outs ? Why so ? in which class ?

No. Our daughters being challenged and our project being of a residential nature the cases of drop outs are practically nil.

9. How many children were admitted in the entering class(es)? How many children passed out from the highest class (es)?

All children who are admitted in the normal school programme were passed and promoted to the higher classes. One of our challenged daughter who had appeared for the X std public examination, passed with 70% marks and had joined for XI std in Science group.

Children who are enrolled in the special education programme at Ashraya are trained, assessed or evaluated as per the NIMH assessment checklist. As per NIMH checklist all our children show great progress.

10. How many children failed to be promoted to the next class ? : None

11. How many children appeared in Public exams ? How did they perform?

One child, appeared for the X std public examination and passed with 70% marks and had joined for XI std in Science group.

12. Was there any change in the number of teachers or staff in the school ?

Yes. As a policy, only physically challenged female graduates are appointed as teachers in Ashraya, and these teachers undergo a three months special teachers training programme of the Rehabilitation Council of India, Ministry of Social Justice & Empowerment, Govt. of India.

During the last academic year four challenged teachers joined Ashraya, but after undergoing this training and 6-8 months of service at Ashraya, they appeared for the PSC examination and fortunately or unfortunately three of them got Govt. jobs, hence we had to appoint new teachers as replacement and put them through the above said training programmes.
13. Details about the special achievement made by a student

Malu, one of our students who had appeared for the X std public examination, passed with 70% marks and had joined for XI std in Science group. She took part in the cultural competitions (youth festival) conducted at the Govt, HSS, Koickal, Kollam and won 1st prize in Light Music & Recitation. She is learning classical music and Keyboard and performs quite well in both.

14. Details about the special achievement made by a teacher

Mrs. B. Sreekala, a staff of Ashraya had attended many training programmes and seminars at the National level, recently she had undergone a certificate course in Developmental Delays And Early Intervention conducted by the National Institute For The Mentally Handicapped, Secunderabad.

Mrs. Sreekala has completed her M.Phil degree and submitted a thesis on “The Impact of Vedic Mantra Chanting on Mentally Retarded Children”

15. Information about camps/ workshops etc that the teachers/ students attended

The staff members of Ashraya had attended the following training programmes conducted by the National Institute for the Mentally Retarded, Secunderabad.

- Mrs. Sreekala B (Administrator) attended the following Programmes
  * Master Trainers Programme on Parents Training
  * Training Programme on Communication Aspects of Autism
  * Master Trainer’s Programme on Rehabilitation Counseling
  * Certificate Course In Developmental Delays And Early Intervention

- Ms. Deepakumari. S (Teacher) attended the following Programmes
  * Master Trainers Programme on Parents Training
  * Training Programme on Behaviour Modification
  * Three days training programme at National Trust, Ministry of Social Justice and Empowerment, govt. of India on Disability related issues.

- Ms. Radhika. S (Rehabilitation Therapist) attended the following
  * Therapeutic Aspects on Mental Retardation
Mrs. Sreekala B also had attended a 5 days Seminar on “Inclusive Education” organized by the Regional Institute of Education at Mysore.

16. If any child complete the highest level of classes offered in the school, where is he/she now?

Currently our eldest child is in XI standard and would be promoted to XII std. beginning 1st June 2008.

17. Details about the salaries paid to teachers

Refer item 18 below

18. Details about the qualifications of the teachers

(i) Details of Permanent Teachers

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Name &amp; Designation</th>
<th>Qualification</th>
<th>Special qualification</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>B. Sreekala (Administrator / Principal)</td>
<td>BSW, MA, M.Phil</td>
<td>B.Ed, DSE (MR)</td>
<td>Rs. 9000/-pm</td>
</tr>
<tr>
<td>2.</td>
<td>Deepakumari S (Vice-Principal)</td>
<td>B.Com</td>
<td>FC-SEDE (Special Education)</td>
<td>Rs. 4000/-pm</td>
</tr>
<tr>
<td>3.</td>
<td>Radika S (Rehabilitation Therapist)</td>
<td>Plus Two</td>
<td>Dip. Rehabilitation Therapy &amp; Orthotic Technology FC-SEDE (Special Education)</td>
<td>Rs. 4000/-pm</td>
</tr>
<tr>
<td>4.</td>
<td>Sudhini P (Teacher)</td>
<td>BA, B.Ed</td>
<td>--</td>
<td>Rs. 2000/-pm</td>
</tr>
<tr>
<td>5.</td>
<td>Sonia Joy</td>
<td>Plus Two</td>
<td>FC-SEDE (Special Education)</td>
<td>Rs. 2000/-</td>
</tr>
</tbody>
</table>

(ii) Details of Permanent Other Staff

<table>
<thead>
<tr>
<th>Sl No.</th>
<th>Name &amp; Designation</th>
<th>Qualification</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Mrs. Rukmini (House mother)</td>
<td>SSLC</td>
<td>Rs. 1500/-pm</td>
</tr>
<tr>
<td>2.</td>
<td>Mrs. Jayalekshmy (House mother)</td>
<td>SSLC</td>
<td>Rs. 1500/-pm</td>
</tr>
<tr>
<td>3.</td>
<td>Ms. Dhanya (Helper)</td>
<td>IX</td>
<td>Rs. 1000/-pm</td>
</tr>
<tr>
<td>4.</td>
<td>Mr. Prathapan (Security Staff)</td>
<td>SSLC</td>
<td>Rs. 1700/-pm</td>
</tr>
</tbody>
</table>

(iii) Details of part time Teachers & Staff

<table>
<thead>
<tr>
<th>Sl No.</th>
<th>Name &amp; Designation</th>
<th>Qualification</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Mrs. Ajitha (Music Teacher)</td>
<td>BA-Music (Ganapraveen)</td>
<td>Rs. 1000/-pm (8 classes per month of 1 hour duration)</td>
</tr>
<tr>
<td>2.</td>
<td>Mr. George (Dance Master)</td>
<td>BA</td>
<td>Rs. 1000/-pm (8 classes per month of 1 hour duration)</td>
</tr>
<tr>
<td>3.</td>
<td>Mrs. Madhuri (Embroidery &amp; Craft)</td>
<td>BA (Teachers Training in needle work)</td>
<td>Rs. 500/-pm (4 classes per month of 2 hours duration)</td>
</tr>
<tr>
<td>4.</td>
<td>Mr. Sangeeth Kumar (Keyboard Master)</td>
<td>BA-Music</td>
<td>Rs. 500/-pm (4 classes per month of 1 hour duration)</td>
</tr>
<tr>
<td>5.</td>
<td>Mr. M.S. Mani</td>
<td>BA-Music</td>
<td>Rs. 700/-pm</td>
</tr>
<tr>
<td></td>
<td>( Tabala master)</td>
<td>(4 classes per month of 1 hour duration )</td>
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<tr>
<td>6.</td>
<td>Mr. Rajan</td>
<td>M.Com</td>
<td></td>
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<tr>
<td></td>
<td>( Maths Tuition master)</td>
<td>Rs. 700/- pm</td>
<td></td>
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<td></td>
<td></td>
<td>(8 classes per month of 1 hour duration )</td>
<td></td>
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<tr>
<td>7.</td>
<td>Ms. Vimithra</td>
<td>MA. B.Ed</td>
<td></td>
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<tr>
<td></td>
<td>( Hindi Tuition teacher)</td>
<td>Rs. 700/-</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>(12 classes per month of 1 hour duration )</td>
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</tr>
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19. Details about the fees paid (if any) by the students

Majority of our challenged daughters are from BPL families and the total inward funds available as fees would average to Rs. 4800/- per month.

20. If the school caters to children with special needs, details about how the school is equipped to do the same.

Ashraya admit only those children with special needs. (physically & Mentally challenged children). We have specially trained teachers to take care of the special needs and in order to update their knowledge and skill, regularly they are sent for various training on disability rehabilitation. Special teaching – learning materials and equipments are available at Ashraya. Ashraya is registered with the National Institute for the Mentally Handicapped, Secunderabad, Govt. of India. This registration mandatory calls for certain qualifications in terms of trained manpower, special teaching aids & Equipment over and above infrastructure facilities.

Over and above this Ashraya has devised its own methodology in imparting special education & training, using the traditional tools, for children with special needs.

21. Details about the school curriculum. What subjects are taught in each class?

Special Education: - Ashraya provides special care and training to all children with special needs. Individualized Education Program is implemented based on individualized assessment. Special training is given to children according to their nature, capability and severity of disability. Based on each child’s level of functioning, suitable special teaching aids and learning materials are being used to improve their activities of daily living, functional academic skills which includes reading, writing, number concept, time, money, colour, shape, size concept etc, recreational skills, domestic skills, vocational skills etc.

Regular Schooling: - With the special training and education provided at Ashraya, 10 children have risen to a level of attending the regular normal schooling at Govt. High School, Koickal. The general school curriculum (Kerala State SSA) are being used by these children.
22. Does the school have a library? Do children have access to a public library? Would you need books for the school library? If so, please give suggestions for the kind of books you would be needing?

Yes, Ashraya has a full fledged library, which is solely attributed to the field of disability, Legal rights & Acts related to disability. These are being utilized by our teachers.

We do not have a library yet for daughters and would appreciate if Asha volunteers could contribute books which are inculcate moral values and also give them the fighting spirit to develop over coming their physical limitations.

**Part. E : Miscellaneous**

1. In your view how effective has the current project with Asha been for your school/ institution?

   Asha’s unstinted support was and is a great blessing for Ashraya. To be honest Asha is the major stakeholder for the silent movement Ashraya. We just wish that this bond would exist and continue.

2. How do you think the school has performed in the last six months?

   The project Ashraya has out performed. The opportunity people behind Ashraya gets makes them much more mature which further enhances the growth of Ashraya and its beneficiaries.

3. Can Asha help your project in anything beyond funding?

   As stated earlier Ashraya is in the process of enhancing its existing physiotherapy activities, for which we need physiotherapy equipments. Maybe Asha volunteers could put a word around in sourcing out used physiotherapy equipments in USA, which would have been used by similar challenged children and who do not need it any more.

   For imparting sensory stimulation activities in challenged children we would need toys/ play equipments. This could also be explored by Asha.
As regards to technology we would appreciate inputs on Artificial Limb unit equipments, modern materials and available technology. It would be of great help if Asha would facilitate Ashraya to network with similar organizations.

4. What interaction did your project have with Govt. or other NGOs in the past and current years. Do you plan to apply for Govt. funds or any other external funds for the next 2 years? Are you taking/ do you plan to take the Govt. Schemes like SSA or similar?

Ashraya is the Nodal agency in Kollam district for the Ministry of Social Justice & Empowerment, Govt. of India. Ashraya forms part of the Ministry’s quasi legal body known as the Local level Committee which extends protection to the property and person of individuals who are challenged.

As a policy Ashraya does not apply for funds to the Government, since ashraya’s style of functioning and that of Govt, are not at all compatible. Ashraya helps various Govt. departments by conducting awareness sessions etc.

10 of our challenged daughters are admitted in the Govt. School under SSA.

Ashraya would be a member of a devoted team of NGOs on an all India basis shortly. The main focus of this Pressure group would be in pressurizing the State & Central Govts. for the rights of the challenged especially for their rights and access to education.

5. Do you have any recommendation for Asha about changes it should make in the current project? Do you have recommendations for Asha about how it should operate in general?

No. We are happy that we were fortunate in having the following volunteers visit Ashraya in the last three years.

1. Mr. Prveen Gopalakrishnan
2. Mrs. & Mr. Sreedhar Narayan
3. Ms. Purba Rudra (stayed at Ashraya for three days)

Such interactions would give the opportunity for Asha to assess the quality, dedication and the spirit of involvement of the NGO towards the cause they are on. Asha volunteers should make it a point in visiting NGOs without informing them, this would give them the opportunity in assessing how healthy the NGO is.

6. Do you have any comments about the site visit performed by the Asha team?

Ashraya as a policy takes help and support only if it is from a genuine organization.
Ms. Purba Rudra who spend three days with our children and the love and affection extended by her to our challenged but fortunate daughters did display the quality, sincerity and dedication of the movement Asha. And Ashraya feels we are lucky in having a partner who has similar traits.

7. Please include any new publicity material- new brochures, media write-ups etc. Annual financial report to be sent at the end of each financial year.

As such we do not publish or give any media coverage for the service we extend to our beneficiaries. This policy is taken since we do not intend to play with the dignity of our beneficiaries to run our organization.

Our Audited Statement of Accounts has been forwarded to you at the end of every financial year.

7. Additional comments. Please feel free to add anything that was left out but would be relevant for us to know.

“Interact, Assess and Monitor”, NGOs religiously, is the key to success in funding.

Try and entrust volunteers of Asha who are back to India in making preliminary study on NGOs requesting funds,

There are NGOs who are totally dedicated and devoted for the cause they are on, but their project presentation for funding would be not up to the mark for even getting a consideration. On the contrary you may get excellent project reports for funding but the NGO will not be dedicated and sincere and may exist mainly on paper only. If this aspect is really looked into, funding organization can find 100% utility for the hard earned money raised for the cause they are on.

PROJECTED BUDGET FOR THE YEAR 2008-2009 (RECURRING EXPENSES)

1. Salary : 4,41,000.00
2. Students Welfare (Food) : 2,25,000.00
3. Travelling : 36,000.00
4. Medical Expenses : 15,000.00
5. Artificial Limbs : 20,000.00
6 Repairs & Maintenance : 50,000.00
7. Electricity Charges : 9,000.00
8. Telephone Charges : 5,000.00
9. Uniforms : 15,000.00
10. Printing & Stationery : 10,000.00
11. Awareness Program : 50,000.00
12. Physiotherapy Equipment : 80,000.00 (Non recurring)

Total : 9,56,000.00

Ashraya requests Asha to fund as much of the above expenses as Asha can.

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Annexure- I  Activities of Ashraya

Ashraya is a residential rehabilitation center for challenged girl children, which is located in the Palkulangara division of Kollam corporation, Kollam district, Kerala state. Ashraya commenced its activities in April 2000 and aims at moulding each disabled child into a self-reliant and dignified individual with a will to live successfully in spite of the challenge caused by their disabilities.

Activities

1. **EDUCATION**

   - **Special Education**: Ashraya provides special care and training to all children with special needs. Individualized Education Program is implemented based on individualized assessment and special training is given to children according to their nature, capability and severity of disability. Based on each child’s level of functioning, suitable special teaching aids and learning materials are being used. Currently 15 children are undergoing special education & training at Ashraya. Individual attention is given to each child with a view to improve their activities of daily living, functional academic skills etc.

   - **Regular Schooling**: With the special training and education provided at Ashraya, 10 children have risen to a level of attending the regular normal schooling at Govt. High School, Koickal. This would enable them not only to
learn the normal school curriculum but also get an opportunity to interact with other normal children and develop their socialization skill which is essential for leading an independent life later.

Our senior challenged daughter has passed her X\textsuperscript{th} standard examination, securing more than 70% marks and has joined for XI\textsuperscript{th} standard in Science group.

2. PRE-VOCATIONAL TRAINING.

Pre-vocational skill-oriented training is also provided to children who are above the age of 12 years which aims at developing their physical and mental abilities, creative skills, vocational aptitude and interest which are essential for leading an independent life in future.

The following pre-vocational trainings are provided to children, which would help them to develop a sense of personal satisfaction and self-esteem, to gain social acceptance.

- Computer Education
- Stitching & Embroidery
- Craft Work & Clay Modeling
- Greeting Card Making (drawing)
- Cooking & Domestic Chores

3. CO-CURRICULAR & RECREATIONAL ACTIVITIES

Regular extra-curricular classes such as sports & games, dance, music, craftwork, painting & drawing etc are conducted in order to bring out children’s hidden talents and develop their creative skills.

Providing proper recreational activities for special children is as important as for any normal child. It contributes substantially to their physical, emotional and psychological development. Various indoor and outdoor recreational equipments are provided to them at Ashraya which promote their all round development and provide an opportunity to interact with others and enjoy their free time fully.

The activities are selected according to the level and aptitude of each child.

Recreational outings are organized regularly for children and staff.

4. EARLY INTERVENTION PROGRAMME

In order to mitigate the degree of disability and improve their residual abilities, children below the age of 6 years with developmental delay are provided special training and care at Ashraya.

Ashraya’s early intervention programme mainly focusses on sensory motor training and sensory stimulation programs and pre-academic skill training.

5. VEDIC MANTRA CHANTING (SPEECH & SOUND THERAPY)
The need for developing proper language and communication skills is important for mentally retarded children, for expressing their needs and emotions. Ashraya has introduced chanting of mantra as one of the techniques for improving the functional abilities and developing language & communication skills of challenged children.

Regular Mantra chanting and classical music sessions help the children to improve their memory retention capability. This exercise also enables them to enhance their attention, concentration etc. which are essential for learning academic skills.

6. PHYSICAL EXERCISE & YOGA

For improving gross and fine motor muscle movements, physical exercise and yoga (Suryanamaskara) are regularly practised at Ashraya. Various equipments for physical exercises are provided for this purpose. Classical dance and aerobics are taught, which not only helps them to learn dancing but also improves their mobility and physical fitness.

7. PHYSIOTHERAPY

Ashraya has in house facility in providing the much needed physiotherapy to its Cerebral Palsy affected children. Ashraya not only provides Physiotherapy to its resident CP Children but also extent its service to CP children hailing from the community.

8. COMMUNITY AWARENESS PROGRAMME

For achieving all round development and total rehabilitation of special children, acceptance by the society is necessary. Social acceptance of persons with mental retardation and other disabilities depends on how they are perceived by the rest of the community. Ashraya organises community awareness programmes especially for school & college students (NSS & NCC Volunteers) parents & other community members which make them aware and understand the needs and problems of disabled persons and special educational programme and other rehabilitation programs available today for their development. Ashraya is recognized by the National Trust, Ministry of Social Justice & Empowerment, New Delhi as NGO representative of Local Level Committee.

9. AWARENESS PROGRAMME FOR WOMEN

Ashraya is also concerned with the health and related issues of women in the society, and conduct awareness programme for the local women’s group members (Sreeshakthi &
Kudumbashree) on women’s health and related issues and enable them to help themselves in taking proper care and prevent diseases, also to make proper decision when such problem arise.

10. TEACHERS TRAINING PROGRAMME

Ashraya is contributing more in the area of training and rehabilitation of disabled children by providing training programmes to teachers to work more effectively in this field.

**Foundation Course.**
Ashraya is recognised by the Rehabilitation Council of India, Ministry of Social Justice & Empowerment, New Delhi as one of the study centers to conduct Foundation Course on Education of Children with Disabilities (Study Center Code: 1615).

Courses for 5 batches (2004-2, 2004-3, 2006-1, 2006-3 & 2007-3) were conducted at Ashraya. 52 Candidates have successfully completed the Foundation Course and received their mark sheets and certificates issued by Rehabilitation Council of India & M.P.Bhoj (O) University, Bhopal.

11. STAFF DEVELOPMENT PROGRAMME

As a policy Ashraya employs only handicapped graduate women as teachers. For their development and better functioning Ashraya provides various developmental and rehabilitation programmes, which enable them to work more effectively with children.

Staff development programmes include computer training, special education, spoken English, yoga & meditation (Art of Living).

They are also provided opportunities to attend seminars, meetings, and workshops conducted by other reputed institutions/NGOs.
Recreational outing are organized for their enjoyment and well-being.
Physically challenged teachers of Ashraya are provided necessary artificial limbs, physiotherapy, corrective surgery etc.