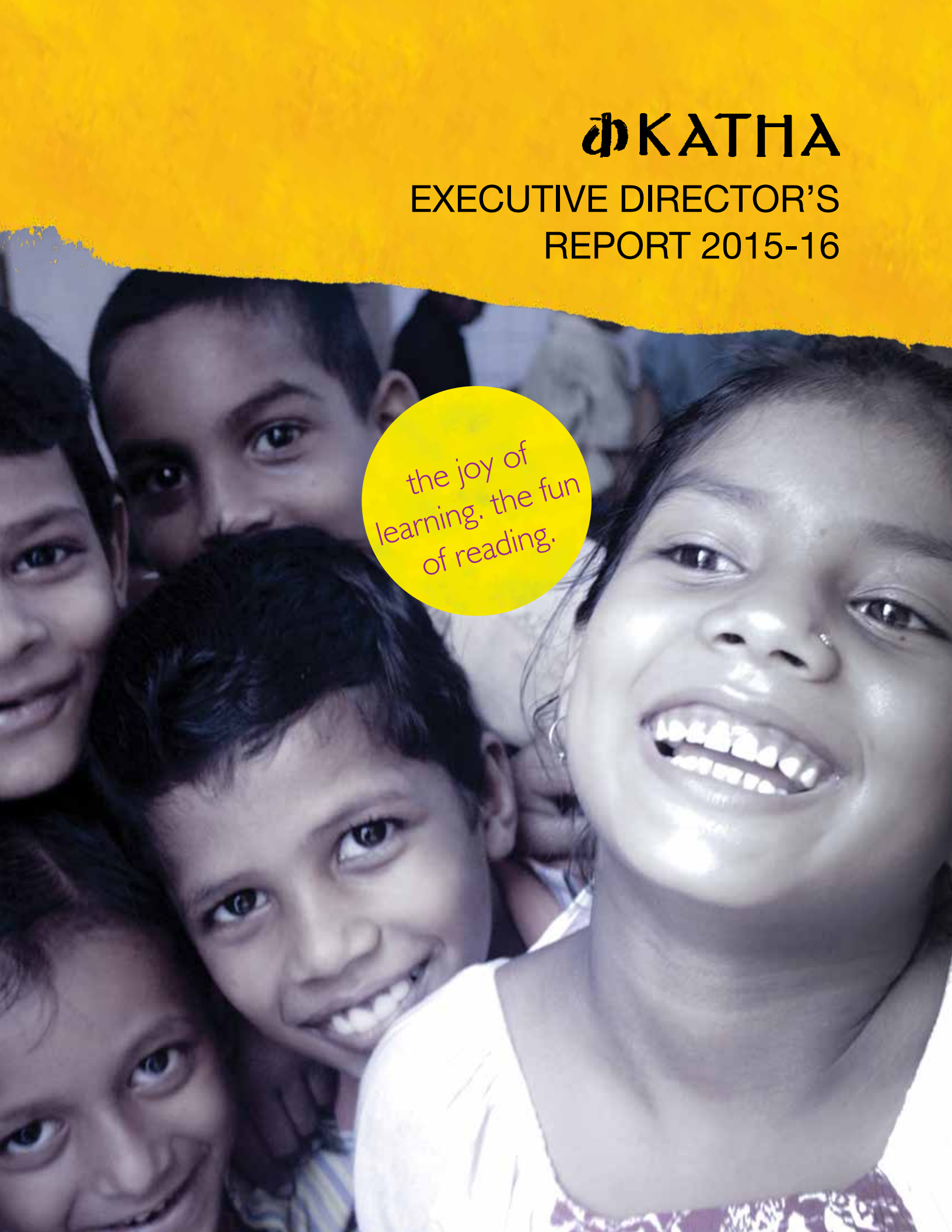


# ΦΚΑΤΗΛ

## EXECUTIVE DIRECTOR'S REPORT 2015-16

A black and white photograph of a group of children smiling. A yellow circular graphic is overlaid on the image, containing the text "the joy of learning. the fun of reading." in a purple, lowercase, sans-serif font.

the joy of  
learning. the fun  
of reading.



Dear Friends,

As we come to an end of another eventful and exciting year of working towards coming up with creative and meaningful ways to match the learning needs of children, we are happy to share with you this report with the hope that you can get a sense of the achievements – big or small, qualitative or quantitative – that keep us on our toes in the relentless pursuit of our mission.

2015-16 has been a year of growth, new developments and collaborations for us at Katha. Keeping in line with our broad goal of helping children achieve their full potential, we made a step change for India, with support of governments, foundations and corporate entities. Applying the core strength of innovativeness and not one-time innovation, Katha's two wings – Kalpavriksham, the centre for sustainable learning, and Katha Vilasam, the story research and resource centre, inspired children to learn, and enabled them to become reader-leaders.

We are proud to report that our schools were able to deliver a consistently strong performance. On metrics such as student attendance and retention, Katha School achieved 92% and 98% respectively. 100% of our Class XII students and 92% of our Class X students passed the NIOS exams, as compared to the national average of below 40%. A remarkable feat, this. Over 80,000 children benefitted from our I Love Reading programme, and nearly 13,000 women were engaged to take the Katha All in School Mission to new heights, bringing school dropouts back into the formal system.

Our book publishing programme which integrally supports our reading and education programmes was nominated for a fifth time for the world's largest award for children's literature, the Astrid Lindgren, for our diverse yet inclusive books that inspire children to read, write and create. This year, we added 3 new books, all the way from South Africa, into our World Series that acquaints young minds to different cultures and images. In collaboration with Srishti School of Art, Design and Technology, we also brought out 2 new books which give young readers a glimpse into parts of the country and the world which they might find unfamiliar, but which they are sure to find fascinating.

Katha has certainly been at the leading edge, yet adaptation to newer and more efficient processes is necessary in meeting the enormity of the educational need of the children in the country. Each year, we put down huge aspirations for quality, growth and systemic impact. This year too, we continue to adapt and fine-tune our strategies to build an inclusive and empowering future for our children and all of us.

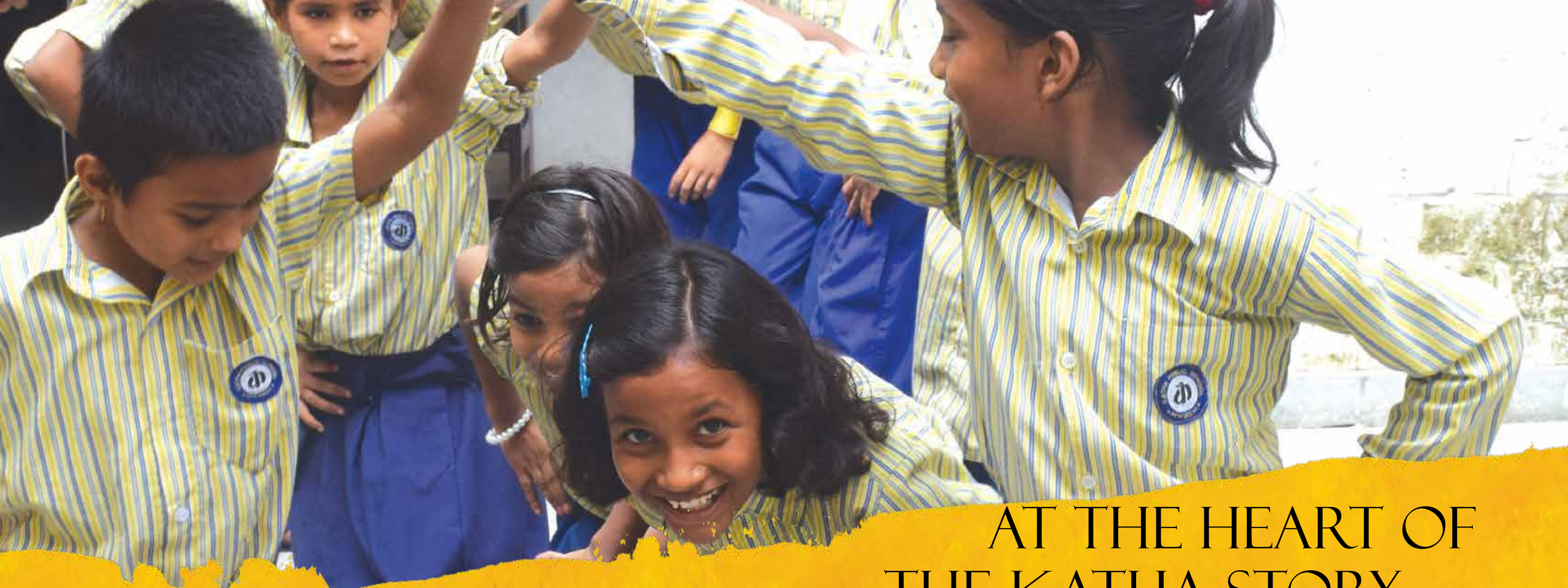
We are thankful to the many hands that stretched out to help and support us, not just financially but also morally. Your companionship on the road to a brighter future for our children definitely makes the journey less tedious!

I would like to take this opportunity to thank our Founder-President Ms Geeta Dharmarajan for her continuing guidance and entrusting in me the faith to lead such a vibrant organization. My thanks also to the amazing army that is Team Katha. It has shown that change is possible when there is commitment and compassion combined with intelligent action.

Lastly but most importantly, I would like to thank all our wonderful children who redefine what's possible by the minute, and to our writers, translators, illustrators, readers who make Katha what it is today. We hope you'll keep holding us to high standards and will keep us going and growing. Day after day. Year after year.

*Cordially*  
*Parvinder*

Parvinder Kaur  
Executive Director, Katha



# TRANSLATING STORIES TRANSFORMING LIVES

## AT THE HEART OF THE KATHA STORY ...

### CREDO

Uncommon creativities for a common good.

### VISION

No child should live in poverty.

### MISSION

To enhance the joy of reading and impact social injustice and inequity through active story-based learning, quality education and community action to enable every child realize his/her potential. To nurture translation as a counter-divisive tool for nation-building and to culturelink our many pluralities.



# OUR CORE STRATEGIES

CATALYSING CULTURAL AND SOCIAL CHANGE  
FOR CHILDREN IN INDIA

Provide high-quality, holistic education to underprivileged children using innovative methods that make learning fun and relevant. Actively help children attain grade-level reading skills, stay in school and complete their education.

Mobilize communities to solve local issues and support all children going to school.

Train teachers to use child-centric methods to creatively engage children in learning.

Publish and disseminate beautiful storybooks that celebrate India's rich cultural heritage and entice children to read.

Transform government schools into vibrant learning spaces that deliver quality education to all children.



# OUR INNOVATIONS

KREAD (KATHA RELEVANT EDUCATION FOR ALL-ROUND DEVELOPMENT):

Our philosophy that education must be relevant to the lives of children and must empower them to solve real-life problems by bringing community challenges – water and sanitation, health, education – into the classrooms.

## SPICE:

Our education model promotes multidimensional growth in children to overcome five poverties – Social, Personal, Intellectual, Cultural and Environmental.

## STORY PEDAGOGY AND ACTIVE STORY BASED LEARNING:

Our innovative teaching methods that use storybooks, not textbooks, to help children learn standard national curriculum and encourage them to Think, Ask, Discuss and Act!

## VIDDUNIYA:

Our method of integrated-subject, theme-based learning. Each year we choose a new theme and our teachers link all academic and co-curricular lesson plans and activities to this theme. They also coordinate activities across subjects, creating a seamless learning experience for children.

## KATHA TOOLKIT:

We train our teachers to use a variety of teaching tools to engage children and make learning a fun experience through music, dance, theatre, discussion, debate and surveys.



# 2015-16

## IN A WRAP

“While many organizations have been working with the underprivileged community over the years, what distinguishes Katha is its multi-stakeholder engagement with different partners which includes Delhi government and an innovative education model to mainstream education.”

— Deccan Herald

# 80,144

children and 911 government primary school teachers in 100 schools and 151 underserved communities in Delhi impacted by ILR (I Love Reading).

# 1760

children received quality education from Katha Lab School.

# 1466

Youth volunteers participated in spreading the joy of reading.

# 503

teachers from Katha and other organizations received in-service teacher training.

# 7

new books published and added to 323 Katha books.

# 124

Katha books recommended by CBSE and NCERT.



KALPAVRIKSHAM  
THE CENTRE FOR SUSTAINABLE LEARNING

# KATHA LAB SCHOOL

Real education is the one which gives learners both wings and roots – wings to soar fearlessly and explore the world while firmly being rooted to their culture, to where they belong. It was with this motivation to lay the ground for delivering holistic, quality education to the underserved, Katha Lab School was established in 1990 with 5 children and a lofty vision.

Over the years, the School has become a unique educational model that not just educates but also gives students an inclusive learning environment where they can grow into individuals who are sensitive, empathetic, and accepting of differences – be it language, culture or ability. In the heart of the largest slum community of Delhi – Govindpuri – Katha Lab School is the incubator for Katha's innovative learning and education. Based on Story Pedagogy and Active Story Based Learning which have been developed and refined over more than two decades, Katha Lab School is an institution that not just educates but also empowers the children to master the challenges of today and shape the world of tomorrow.

The School also works towards imparting entrepreneurship and computer training to students, as well as professional skills development for young professionals and marginalized women from the local communities, part-time academic support to students enrolled in other schools and quality education to children from crèche to Class 12 including children with special needs.



# 25 YEARS OF KATHA LAB SCHOOL!

On 19th September 2015, Katha Lab School celebrated its 25th Annual Day. The event was inaugurated by Hon'ble Deputy Chief Minister of Delhi, Shri Manish Sisodia.

“I can simply say Katha is doing what one can dream best out of education. I hope we will learn from it to change the culture of education in Delhi.”

— Shri Manish Sisodia

Hon'ble Deputy Chief Minister & Education Minister of Delhi



# AT KATHA LAB SCHOOL, THE JOY OF LEARNING IS NOT TAUGHT BUT EXPERIENCED

THE VARIOUS COMPONENTS THAT MAKE KATHA LAB SCHOOL THE VIBRANT AND DYNAMIC LEARNING SPACE THAT IT IS, ARE:

The moment one enters the bustling street of Bhumiheen Camp in south Delhi's Govindpuri Extension, the colourful entrance to Katha Lab School can hardly be missed. — Deccan Herald



## CRÈCHE:

Caters to infants aged 0 to 3 years of age so that the parents can go to work and the older siblings can attend classes.

## PHULWADI

Provides essential preschool education and nutrition to children with special needs from 3 year onwards.

## K-12

A full-time school for children of all ages, covering grades 1 through 12. In addition, Kala Nivas, our four arts centre for music, dance, theatre and fine arts, hones the creative skills of children. The sports wing of Katha, Katha Josh, offers children a range of sports facilities.

## KATHA STUDENT SUPPORT CENTRE (KSSC)

Caters to children who are either first-generation learners or need extra care and attention by teachers.

## KATHA ENGLISH ACADEMY (KENG)

Increases the employability prospect of youth from underprivileged backgrounds by training them in conversational as well as written English.

## KATHA IT AND E-COMMERCE SCHOOL (KITES)

The programme offers quality IT education to children as well as the men and women from the communities to enhance

opportunities for them. This innovative centre has proven to be one of the most successful and unique projects in Delhi's slums.

## KATHA SCHOOL OF ENTREPRENEURSHIP (KSE)

It offers courses in cutting and tailoring, dress design, bakery and food processing, certified by the Ministry of Human Resource Development as well as National Institute of Open Schooling. It offers a wonderful platform for women and drop-out children to gain employment.

## KATHA SOCIAL WORK INSTITUTE (KASWI)

It helps children understand social issues and embrace active citizenship through the integrated poverty reduction activities, community action, awareness campaigns and surveys.



# CURRICULUM FOR LIFE

At Katha we believe all children are different and learn in different ways and at different rates. Through an integrated, theme-based curriculum that is a result of decades of consistent work and in-depth research, we align the learning to the individual needs of the children and set the base for developing skills that prepare them to be ready for life. Our curriculum is also integrated with the strong national CBSE curriculum. Katha Lab School's theme this year was: Linking Diversities, Forging Identities.

| TRIMESTER                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | TRIMESTER 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | TRIMESTER 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | TRIMESTER 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| THEMES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | WE THE CHILDREN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | ANIMALS, NATURE AND YOU!                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | BEST OF INDIA AND THE WORLD!                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Knowing India, America, Africa and Australia: Seasons, national symbols, festivals, folk stories<br><br>My Home: Living and non-living things, farm animals, birds<br><br>Sentence Making: Me, you and we, describing words<br>Giving Directions and Safety Rules<br>Various Civilizations<br>Freedom and Violence<br><br>Myths and Folktales: Creation myths<br>Global Warming<br>Women Empowerment in Literature<br>Technology, Environment and the Media<br>Diversity of Indian Forests, Diversity of Earth Forests, Family and Family Living<br><br>Our Natural Resources | <ul style="list-style-type: none"><li>Developing a sense of identity, fostering bilingualism and encouraging tolerance and self-esteem</li><li>Understanding and appreciating physical differences and individuals with physical disabilities</li><li>Creating a sense of community</li><li>The various stereotypes that exist in our society. Ways in which we should change our points of view on stereotypes</li><li>The idea of “respect” in comparison with prejudice, bias, racism, and stereotyping</li><li>Immigration: The idea of open and close borders, developing ways of promoting community cohesion between different ethnic groups</li><li>The Civil Rights Act: Individual and group rights of equal protection of law, social justice, censorship, environmental justice and dynamics of poverty in India</li><li>Rights of the Child</li></ul> | <ul style="list-style-type: none"><li>Resource distribution, reasons of economic equality and inequality in nature and society, who benefits when an industry is allowed to extract resources, who pollutes, who pays the price?</li><li>Investigate: Government spending on military, health, foreign aid and environment</li><li>Corporate profit, wages and benefits</li><li>The jobs that exist in our society, influence of society on the choice of jobs, what's the social and economic impact of unfairness, which trends effects employment in business?</li><li>Security vs Freedom: How do we treat elderly in the society?</li><li>Understanding geometrical shapes, symmetry and patterns from architectures, animals and textiles</li><li>Passive and active tolerance</li><li>Business Ethics: Significance of competition and cooperation in business</li><li>Community Linkages: Infant mortality rate in society, social justice</li><li>Arts across Cultures: The influence of a culture on the artist and in his artwork</li><li>Celebrating Healthy Food Choices: Vegetarianism and beliefs in religious system and knowing global food equity</li></ul> | <ul style="list-style-type: none"><li>Creation Myths</li><li>Haiku writing, the importance of nature</li><li>Policy changes that are likely to have positive impact on country's well-being</li><li>Environment conservation</li><li>The 4 Rs and their importance. Recycling to make costumes and things like patchwork quilts, paper bags for community children and old people.</li><li>Community Connection: Waste management strategies and promoting healthy eating initiatives</li><li>Organic food and nutritional requirements</li><li>Wage War: Understanding pros and cons on increasing the minimum wage through graphs and linear equations</li><li>Knowing the World: India, Australia, Africa and America: Exploring seasons, national symbols, transports, folk stories, children, landforms</li></ul> |

# STORIES TAKEN

Walk the Rainforest with Niwupah | Walk the Grasslands with Takuri | Earthsong | Hic!copotamus | Begum, Badshah aur Baghbani  
The Little Cloud’s Quest | Bioscope | Jungle Safari | Oh, What a Wonderful World! | Sun Magic | Aamu’s Kawandi | Tibet Ke Khazane Se | The Bicycle | Moon, Ramu and I | Faster Fenay Lays a Ghost | War and Peace | Ek Anokha Safar



# STANDARDS OF SUCCESS

RETENTION

98%

ATTENDANCE

92%

% OF STUDENTS WHO  
PASSED THE NIOS BOARD  
EXAMS FOR CLASS 10

92%

TOTAL NUMBER OF  
STUDENTS TRAINED AS  
YOUNG ENTREPRENEURS  
AT KATHA SCHOOL OF  
ENTREPRENEURSHIP

2491

TOTAL NUMBER OF  
GOVERNMENT SCHOOL  
STUDENTS WHO RECEIVED  
COACHING FROM THE KATHA  
ENGLISH ACADEMY

400

% OF STUDENTS WHO  
PASSED THE NIOS  
BOARD EXAMS FOR  
CLASS 12

100%

NUMBER OF NEW  
COURSES INTRODUCED  
IN KATHA SCHOOL OF  
ENTREPRENEURSHIP: 2  
(AYURVEDIC THERAPY  
AND AC, REFRIGERATION  
REPAIR AND  
MAINTENANCE)

TOTAL NUMBER OF  
CHILDREN WHO  
RECEIVED ACADEMIC  
SUPPORT FROM STUDENT  
SUPPORT CENTRE

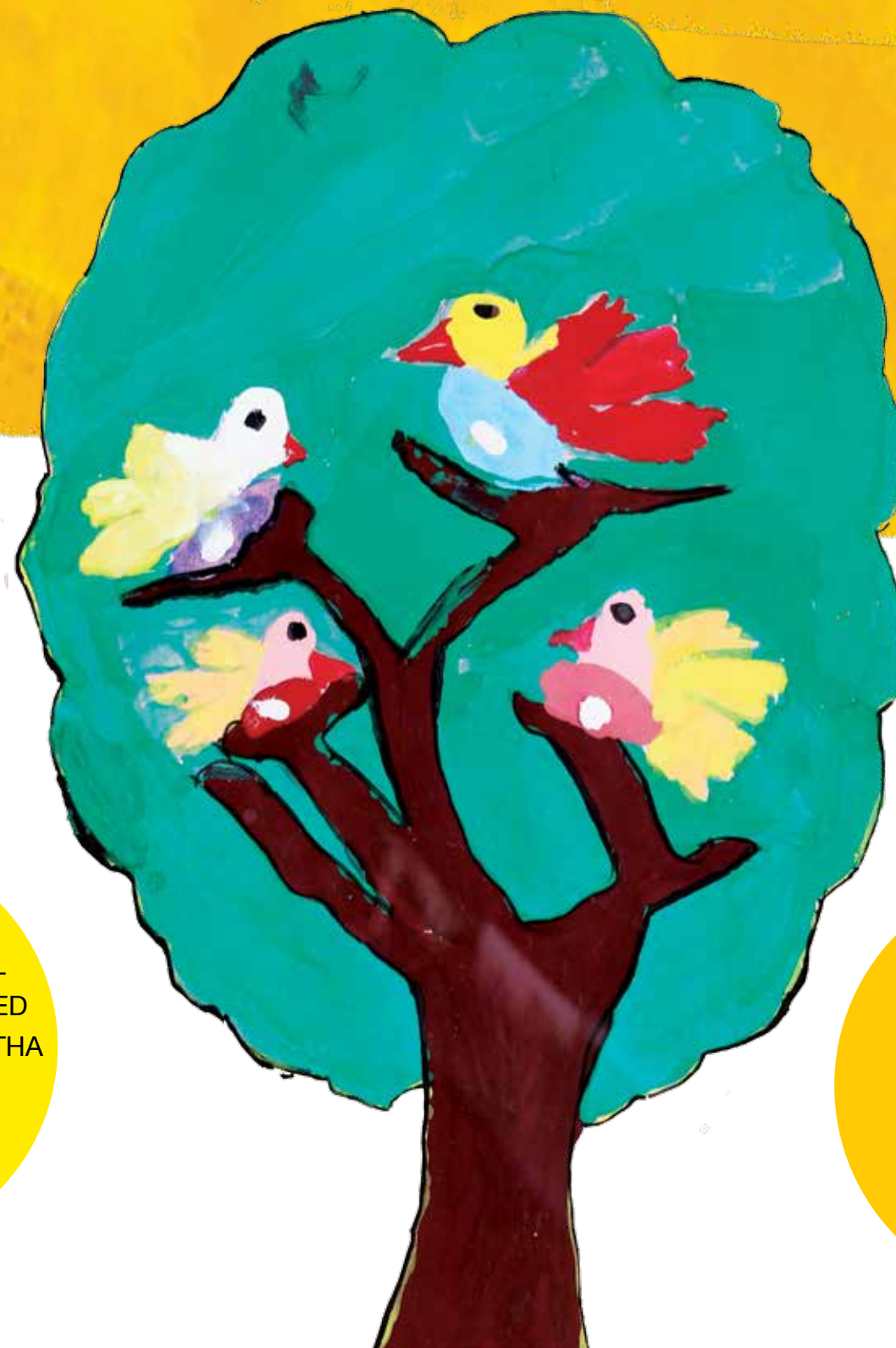
604

TOTAL ENROLMENT  
ACROSS CRÈCHE,  
K12, KATHA STUDENT  
SUPPORT CENTRE  
AND KSE

1760

TOTAL NUMBER OF  
PROFESSIONALS  
WHO COMPLETED IT  
COURSES FROM KATHA  
IT AND E-COMMERCE  
SCHOOL (KITES)

462



# HIGHLIGHTS 2015-16

## ANNUAL DAY

Established in 1990 as a learning centre for the underserved with only 5 children, 25 years later Katha Lab School has impacted over 1,91,190 lives. To mark this glorious milestone, on 19th September 2015, Katha Lab School celebrated its 25th Annual Day. This event was inaugurated by Hon'ble Deputy Chief Minister of Delhi, Shri Manish Sisodia.



## OZ HAAT MELA AT AUSTRALIAN EMBASSY

Katha Lab School took part in Oz Haat Mela at Australian Embassy on 28th November 2015. Many items prepared by Katha students were displayed.



## AATISH

With the support of Madhav India Foundation, Katha organized a 6-week workshop for all KSE beneficiaries on personality development. This workshop culminated into an event conducted on 31st March 2016 at India International Centre. 70 beneficiaries along with the faculty members from Katha School of Entrepreneurship participated in the event.



## KATHA-MELBOURNE COLLABORATION

From 16th to 27th November 2015, Melbourne University started their 2-week EPP program with Katha Lab School children. It was an educational collaboration between Katha and the Melbourne Graduate School of Education (University of Melbourne) wherein trainee teachers from Melbourne Graduate School of Education and Katha teachers worked in teams to support the learning of Katha students.

## 8TH KATHA ANNUAL SPORTS DAY

8th Katha Annual Sports Day was organized on 3rd December 2015 at Thyagaraj Sports Complex. The meet was attended by 2,000 children from all the underserved communities across Delhi. The guest of honour, Mrs Supriya Singh, Sustainability and Corporate Social Responsibility, Tata Communications Ltd., inaugurated the sports meet along with Mr K Dharmarajan, Principal Volunteer of Katha.



## VISIT TO NATIONAL CENTRE FOR CHILDREN'S LITERATURE (NCCL)

Children from Katha Lab School visited National Centre for Children's Literature (NCCL), National Book Trust (NBT), India. NCCL organized an interactive session with Shri Leeladhar Mandloi, Former Director General, All India Radio, and Director, Bharatiya Jnanpith. Shri Leeladhar Mandloi introduced the children to the recently published NBT books which are based on the flora and fauna of Bastar region, Chhattisgarh.



## KATHAK DANCE TRAINING FOR KATHA LAB SCHOOL CHILDREN

35 Katha Lab School children took classes in Kathak from the resource person Mr Rajendra Pawar. Both the senior and the junior group gave an elegant Kathak performance at the Annual Day ceremony.



## TATA EMPLOYEE ENGAGEMENT PROGRAMME

TATA Employee Engagement Programme with Katha Lab School children was held in November 2015 at Tata Communications office, where children and the volunteers from TATA made a robot, Robbie, and created a story around it.

## CLAY SCULPTURE MAKING AND FIBRE CASTING WORKSHOP

13 Katha Lab School children learnt making clay sculpture and fibre casting from Mr Shashi Kumar Paul from the Sculpture Department of Triveni Kala Sangam. After the workshop the children made a life-size sculpture of Thathu from the Katha storybook *Days with Thathu*. The children also made 20 other sculptures, drawing inspiration from various other Katha storybooks.



## BHARAT SCOUTS AND GUIDES ACTIVITIES

From 13th to 16th November 2015, Katha Lab School children took part in Bharat Scouts and Guides Activities.



## WORKSHOP TO IMPROVE MOTOR SKILLS FOR PHULWADI KIDS

Every Friday of a week a resource person from Special Olympics, Mr Jolly, visits Katha School to give children exposure to more games and enhance their coordination. The workshop focuses on boosting confidence in children, encouraging them to participate in as many championships as possible and teaching them the basic skills through a variety of activities.



## BOCCE GAME ORGANIZED BY BHARAT SPECIAL OLYMPIC AT THYAGARAJ

On 21st and 22nd March 2015, our 8 special children took part in a Bocce game organized by Bharat Special Olympic at Thyagaraj Sports Complex. Our girls' team secured the fifth position.



## VISIT TO WORLD BOOK FAIR 2016

On 12th January 2016, 50 K-12 students from Katha Lab School went to the World Book Fair at Pragati Maidan. They visited the Children's Pavilion and took part in the launch of the Katha storybook *Aamu's Kawandi*. Children also interacted with the writer, Ms Shrujana Niranjani Shridhar.



## RALLY ON CRACKERS

On 9th November 2015, 100 Katha students organized an anti-cracker rally in their community. The children spread awareness about the need for celebrating a safe and eco-friendly Diwali using posters and placards.



## IMPACTFUL FINANCIAL LITERACY SESSION BY STANDARD CHARTERED BANK

Children of Khojwadi attended a 2-day workshop on Financial Literacy organized by Standard Chartered Bank.

# ESTABLISHMENT OF SCIENCE LAB IN KLS

A Science Lab was established in Katha Lab School.  
The students now use various state-of-the-art  
equipment and are gaining hands-on experience in  
various scientific methods and topics.



# REDEFINING WHAT'S POSSIBLE



Shalini Massey is a 17-year old girl studying at Katha Lab School. Her journey with Katha began in 2007 when she joined Hulgulwadi. Her father moved from UP to Delhi 25 years back in search of a job and fortunately found a good job in a church. The family's financial conditions were pretty stable until 2010, when her father passed away. As the financial conditions crumbled, her mother decided to take up a job in an export factory. It was only a matter of time before Shalini left school to help her mother with household work.

It was very difficult for Shalini to overcome the grief of her father's demise. The teachers at Katha school were really concerned about her future when they heard about her decision to quit school. The teachers counselled Shalini. After many follow-ups and discussions Shalini finally gathered the courage to speak to her mother and share her desire to go to school. Fortunately Shalini's mother didn't say no to her. Shalini joined back school and got the much-deserved second chance in life. She comes to school regularly even though she has to complete all household chores before coming to school.

Initially Shalini faced a lot of problems in understanding what was being taught due to her poor vocabulary. Her teachers provided her special guidance to improve her vocabulary and help her grasp concepts easily in class.

In 2013 she passed 10th NIOS board with 60%. Getting good marks really boosted her confidence. As she opened up, she took up different courses at Katha. She started with a 1-year Bakery and Confectionery course in 2014. After its completion she went on to do a 6-month Basic Computer course at KITES.

She also attended a 3-month movie making workshop organized by Katha in 2013 and her confidence has certainly picked up since then. In 2015, she did the anchoring for Katha Student Council Oath Taking Ceremony at the School's Annual Day.

Now Shalini is in class 12th and is also pursuing a nursing course from Christian Medical College, Chennai. She hopes to become a nurse someday and serve her community.

Shalini's mother says, "I stopped worrying about Shalini after sending her to Katha. I know she is in the safest hands!"



“Katha creates a special bonding with its students and tries its best to prepare them for their career.”

— Shalini Massey  
Student, Katha Lab School

A young girl with dark hair, wearing a blue school uniform with a dark vest, is sitting on a patterned rug and reading a book. The book has Hindi text and a small illustration of a yellow airplane. A large, bright green circle is overlaid on the right side of the image, containing the text 'I LOVE READING' and 'BUILDING A NATION ON READING'.

# I LOVE READING

BUILDING A NATION ON READING

# I LOVE READING

## I LOVE READING

In our country, children are expected to learn to read and comprehend simple text by the end of their first year in school. Textbooks in early school grades require children to read fluently. However, available evidence indicates that a large proportion of school children, especially first-generation readers, are still struggling to recognise letters and decode words even after formal schooling. This makes helping children learn to read one of the biggest challenges in India today. In a foresighted move to address this challenge, Katha initiated the ILR programme in Delhi's municipal government schools and the surrounding slum communities.

Aiming to improve the effectiveness of elementary education in the government school system, especially reading skills in children, ILR is based on Katha's proven education and teacher-training methods. ILR also uses Katha's beautifully illustrated books that stimulate students' imagination, expand their minds and evoke enough interest to keep them reading. Under the ILR programme, Katha works with all the stakeholders – students, teachers, principals, communities/parents, and the government – to ensure a robust, sustainable intervention. With direct intervention through trained Reading Mentors, ILR facilitates whole school transformation. One of the most important features of ILR is the integrated approach of teaching based on NCERT syllabus. In addition to this, the programme also focuses on supporting the most reading challenged children in MCD schools and tracks their progress and results.



## LITERATURE TO LITERACY

ILR uses Katha's culturally rich storybooks to improve the reading abilities in children. We not only work towards literacy, but go beyond that to help children engage with content.

## IN SCHOOLS & COMMUNITIES

ILR employs a two-pronged approach of working in both schools and the surrounding communities.

## SCALABLE, REPLICABLE

ILR is a replicable model that is designed to be scalable. Katha has successfully demonstrated that the model helps children improve their reading abilities, and is also planning to expand into other states.

## MULTI-STAKEHOLDER ENGAGEMENT

ILR works with all major stakeholders: children, teachers, principals, community, and the government. This enables us to address the many challenges children face in attending school.

## PUBLIC-PRIVATE PARTNERSHIP

ILR is a Public-Private Partnership to transform the government school system. We liaise closely with government to enable systemic change.

## READING CHAMPIONSHIPS AND READING MENTORS

ILR employs a system of continuous evaluation by way of Reading Championships that measure levels of reading literacy in children. An innovative and motivated team of reading teachers or mentors create reading interest in children.



**Name:** Mahima Nayak

**Age:** 8 Years

**School:** Ambedkar Nagar, Sec 5, No 1, SDMC

**Father's Name:** Sanjay Kumar

**FATHER'S OCCUPATION:** Mason

**Family Income:** Rs 6,000 per month (approx)

Mahima was almost a recluse when she first came to Katha's storyroom in the fourth quarter. What was unusual about her was that she had almost no interaction with her peers and had an extremely shy demeanour. Although she was attentive, she had below-average reading and writing skills.

Katha's Reading Mentor, having understood her nature and learning needs, personalized activities and worksheets for her. After forming a good rapport with Mahima in just two classes, Mahima was encouraged to pick up any book she liked and the Reading Mentor would read that book to her. She was also engaged in group activities. Gradually her confidence level increased and her interaction with her peers also improved drastically. She's now so fond of reading that even during lunch breaks she tries finishing her lunch as fast as possible so that she can come to the Katha storyroom to read storybooks. Her attendance in the class is 100% and her performance as per Katha assessment scale is around 90%.

Mahima's transformation into an avid reader and a confident girl reinforces the importance of child-centric education and innovative classroom practices that Katha is trying to promote through I Love Reading programme in the government school system.

# 6 PILLARS OF ILR

# IMPACT IN NUMBERS

## ILR IN MCD SCHOOLS

100  
SCHOOLS  
IMPACTED

80,144  
PARTICIPATING  
CHILDREN

911  
MCD SCHOOL  
TEACHERS TRAINED

## ILR IN COMMUNITIES

151  
COMMUNITIES  
REACHED

12,177  
WOMEN ENGAGED  
FOR KATHA ALL IN  
SCHOOL MISSION  
(KASM)

5,48,479  
PEOPLE BENEFITTED

1466  
DOYTs FORMED



# ILR - KEY HIGHLIGHTS

26.6%

of children attained grade-level reading competency after the intervention.

79%

Average attendance

100%

Retention

92%

of the Principals have responded that there has been a significant improvement in the reading levels and interest of children after I Love Reading intervention in their schools.

79%

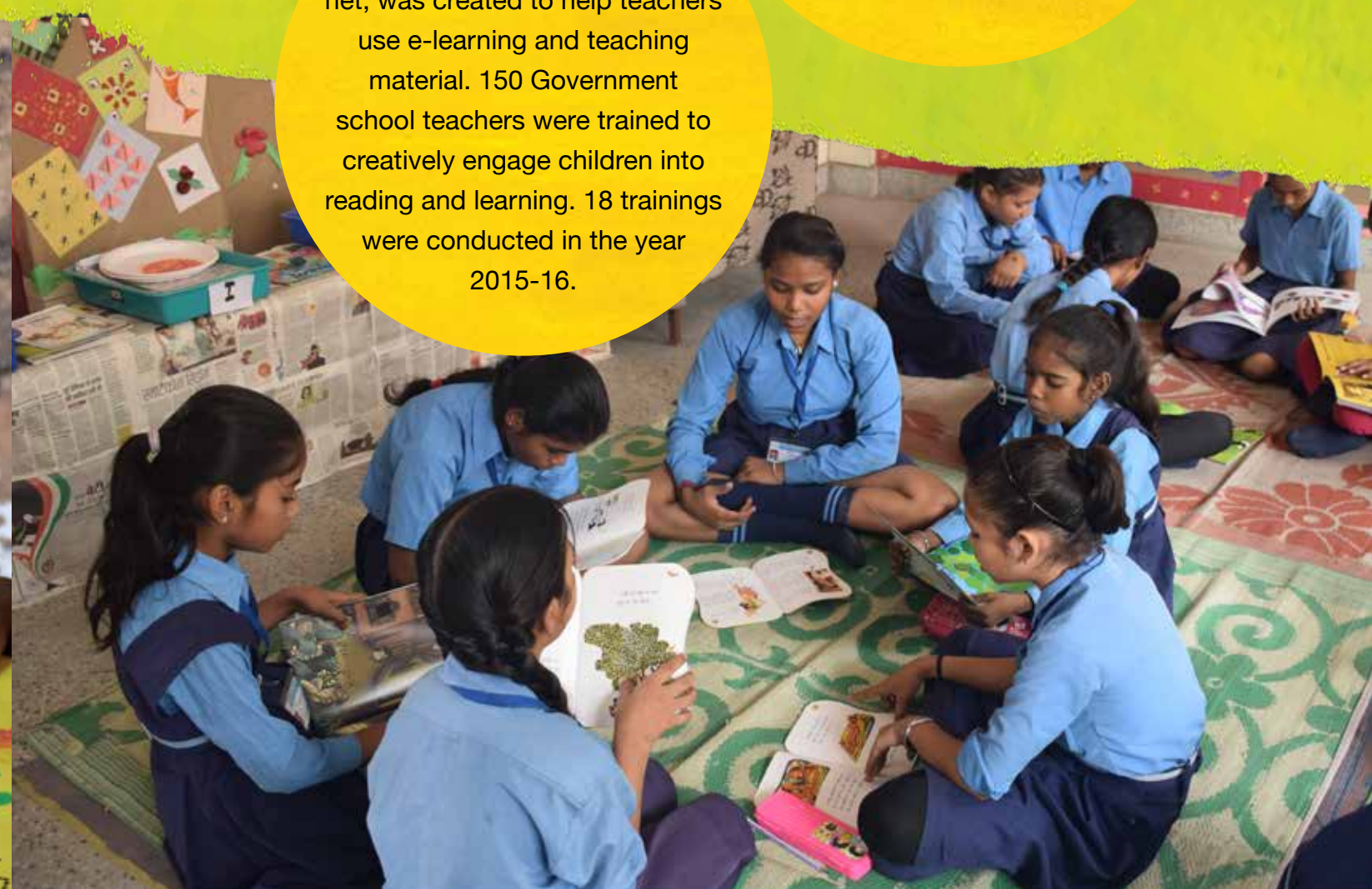
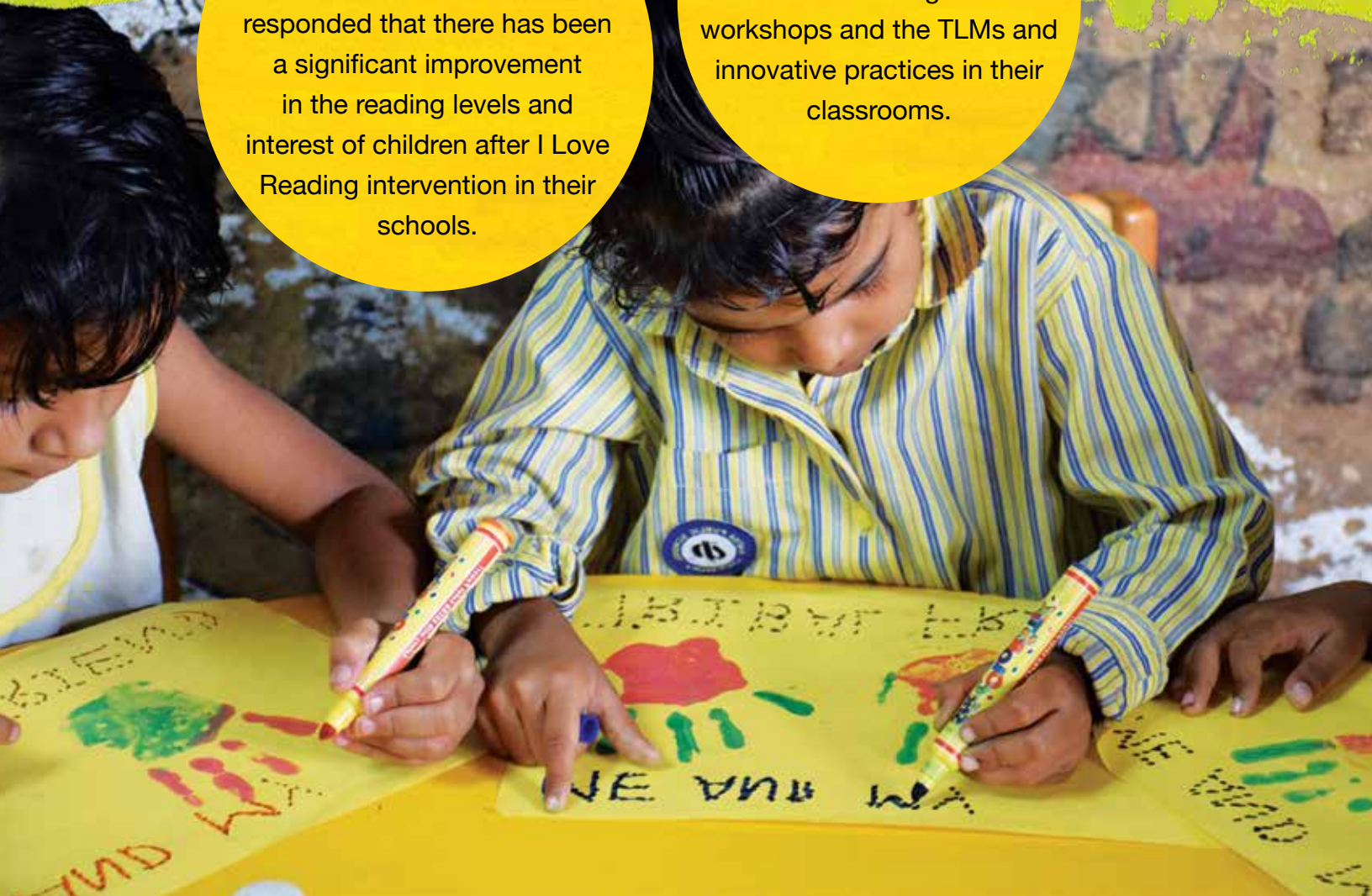
of Principals have seen teachers benefiting from the workshops and the TLMs and innovative practices in their classrooms.

5

PACT (Principal's Alliance for Creative Teaching) Meetings were held, reaching out to all 100 schools.

MCD teacher training workshops: As part of STeP (School Transformation Programme), teacher training workshops were organized to orient teachers about Active Story Based Learning techniques (Story Pedagogy) and make them aware of online resources for teaching.

A website, [www.padhopyarse.net](http://www.padhopyarse.net), was created to help teachers use e-learning and teaching material. 150 Government school teachers were trained to creatively engage children into reading and learning. 18 trainings were conducted in the year 2015-16.





# KALPANA VILASAM

CENTRE FOR RESEARCH AND TEACHER  
EDUCATION

At Katha, a teacher plays multiple roles – she is a mentor, facilitator, personal coach, friend and a guide. She is instrumental in motivating students to achieve their full potential.

Our teachers possess sound knowledge of the developmental stages of a child and have an in-depth understanding of the socio-cultural values, strengths, and challenges of their students. They realize the importance of engaging with young people – being with them, living their lives, understanding them, before making them understand the lessons of life. And our innovatively designed teaching strategy introduces the standardized curriculum to children in fun ways, without using the textbooks, and makes learning an organic process.

Specially designed teacher development programmes that includes quality- and assessment-based workshops ensure our teachers are always in touch with the most-recent pedagogical practices from across the world, and are also aware of innovative teaching-learning ideas that are implementable in their own classrooms.



# THE VARIOUS TEACHER-TRAINING PROGRAMMES OFFERED BY KATHA INCLUDE:

## IN-SERVICE TRAINING

Katha's teachers are given 160-hours of training each year plus weekend workshops twice per month. The modules for the training cover topics such as early learning curriculum, classroom practices, continuous assessment, community linkages, etc. Katha also conducts 2-day workshops for in-service teachers from other NGOs/low-cost schools.

## TRAINING FOR YOUTH READING MENTORS FOR ILR-C

Katha's trainers train and give ongoing support to Reading Mentors who help run ILR-C in slum communities.

## DISTANCE TRAINING (‘KREATE CLICKS’)

Katha has successfully developed a system to impart trainings via a combination of direct training and digital/mobile media. Katha has now launched [www.padhopyarse.net](http://www.padhopyarse.net), a website offering e-books and teaching-learning materials.



# KATHA HOLISTIC EARLY LEARNING CENTRE (KHEL!)

Katha's guiding principle of 'educating the educators' has fostered a culture of transforming a teacher into a 'reflective practitioner' who is herself a thinker, learner and above all a knowledge originator. Katha's teacher-training has helped teachers bring sustainable enjoyment to all children. We train teachers to creatively engage children into learning and bring the classrooms to life. We introduce them to fun ways of teaching using our very own Story Pedagogy and Active Story Based Learning methods.

Katha's class-management training has created a qualitative notable shift away from traditional teaching styles for reading and comprehension that typically focused on teachers strictly correcting mistakes. Now, teachers are using more collaborative and imaginative approaches that combine visual aids and other materials which are proving to be successful.

## HIGHLIGHTS

The training programme under Halcrow was attended by 326 teachers of 21 NGOs and schools. The teachers attended 15 hours of Story Pedagogy (LEAD, ACE and ECTA) through various methods like discussions, debates, self assessment, games, video screenings, demonstrations, development of teaching-learning material and story integration.

23

Reading Mentors were given training on various aspects of 4C's, namely curriculum, classroom design, continuous assessment and community school linkages.

467

teaching-learning modules (reading/language/board games, masks, puppets) were developed.

10

Faculty Club Meetings were held.

130

Reading Kits of Easy Readers were distributed.



# KREATE

Weekly 2-hour workshops for teachers from each of the 3 zones were conducted:

North Delhi Municipal Corporation (NDMC)

East Delhi Municipal Corporation (EDMC)

South Delhi Municipal Corporation (SDMC)

The training was conducted at 10 different nodal e-ILR Hubs spread out across the 3 different zones in Delhi Municipal Corporation.

80 lesson plans based on the NCERT syllabus were developed.

60 teachers Approximately were in regular attendance at all the workshops, of the initially planned 100 teachers.

70-100% of teachers felt confident with each component of the training by the end of the workshop.

Across all workshops, 90% of teachers rated the trainer as Very Good or Excellent.

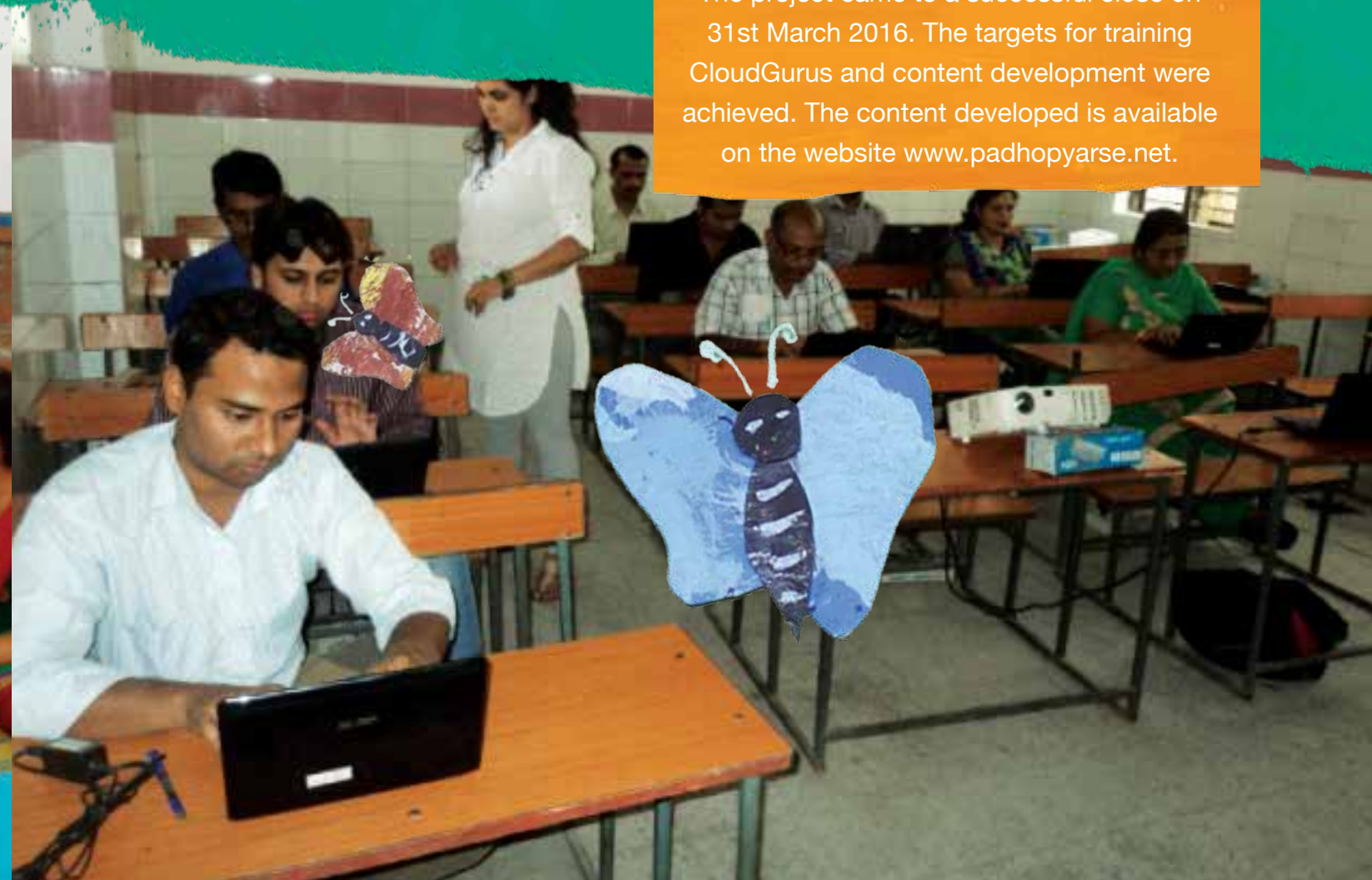
90 teachers from KLS were trained.

44 Reading Mentors were trained for ILR-MCD.

1466 Reading Mentors were trained for ILR-Community.

326 teachers from outside Katha were trained.

The project came to a successful close on 31st March 2016. The targets for training CloudGurus and content development were achieved. The content developed is available on the website [www.padhopyarse.net](http://www.padhopyarse.net).



# VILLAGE BRICKS AND CLICKS

“I would like to appreciate Katha’s efforts which have impacted our children’s learning skills drastically.”

— Faisal, FIIR NGO

“यह मेरा पहला अवसर है कि मैं इतने सारे लोगों के सामने बोल पाई। पहले मुझे बहुत डर लगता था, बोलते समय शब्द गायब हो जाते थे लेकिन इन तीन दिनों में विभिन्न क्रियाकलापों में हिस्सा लेकर मेरा आत्मविश्वास बढ़ा है।”

सुनीता कुमारी,  
सीता देवी मैमोरियल चैरिटेबल ट्रस्ट

100

integrated activity  
modules were prepared  
and shared.

5

community libraries  
became operational in 5  
villages of Gujarat.

A librarian, a resource person  
and a caretaker were identified  
and trained in each of the  
libraries, who are now effectively  
managing the libraries along with  
the community.

3250

Katha books were  
disseminated into the 5  
community libraries.

87

teachers were trained  
and impacted.

The training culminated into  
an event called Indradhanush  
where children got to learn  
about theme-based activities  
through play, theatre, sports  
and outdoor activities.

5

intensive trainings were  
conducted throughout the  
project year.





KATHAVILASAM  
THE STORY RESEARCH AND  
RESOURCE CENTRE



KATHAVILASAM  
THE STORY RESEARCH AND  
RESOURCE CENTRE



# KATHAKAAR

BOOKS TO DELIGHT IN!

For nearly three decades, Kathakaar, the children's publishing programme at Katha, has been harnessing the power of stories to spark curiosity and compassion in children across the world. Using engaging visuals and imaginative narrations, Katha's children's books offer ways of exploring the similarities and differences existing in our world and lead young minds to think, ask, discuss and debate the issues that touch their lives. Every Katha book is designed to open children's hearts and minds, and to encourage little people of our world make big differences!

In response to the need of meaningful and relevant children's literature for children growing up in the pluralistic, global world, Katha added 7 new books to the exhaustive list of 323 books published under the Kathakaar wing of Katha to date.





# THE WORLD THROUGH PICTURE BOOKS!

NOW SOUTH AFRICAN BOOKS IN OUR WORLD  
LIBRARY SERIES ...!!!

This year, Katha included three new books from South Africa into its repertoire of children's books. A joyous celebration of children's literature that's inclusive and multicultural, these wonderful books that come all the way from Africa not only entertain, amuse and educate children but also broaden their views of the world.

7

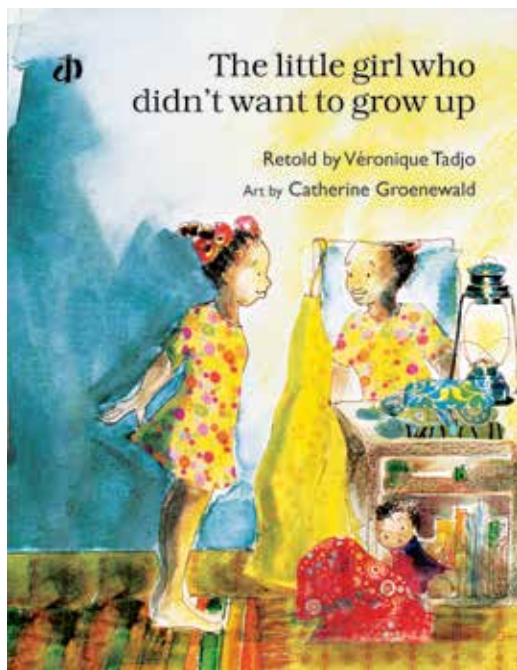
NEW BOOKS PUBLISHED

62,300

COPIES OF CHILDREN'S  
BOOKS REPRINTED

5

TIMES NOMINATED FOR  
THE ASTRID LINDGREN  
MEMORIAL AWARD, IN  
2010, 2013, 2014,  
2015, 2016!



## The Little Girl Who Didn't Want to Grow Up

Retold by Véronique Tadjo

Art by Catherine Groenewald

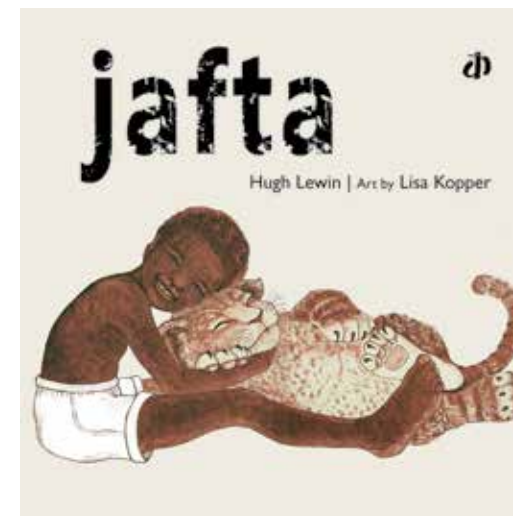
Little Ayanda loves her father with all her heart. One day he goes away, and doesn't return. She is so sad that she decides she doesn't want to grow up. So she stays small for a long time, even when her friends tease her. One day her mother gets sick and she changes her mind. She grows bigger so that she can help her family. But when trouble strikes her village, is she big and brave enough to save everyone? A wonderful fantasy that will make one nostalgic for the magic of childhood!

Available in English

Age Group: 6+ | Pub: 2015 | pp. 32 | 8.5" X 11"

ISBN 978-93-82454-35-9 [pb] [eng] | Rs 175

Rights for India and South Asia: KATHA



## Jafta

Hugh Lewin

Art by Lisa Kopper

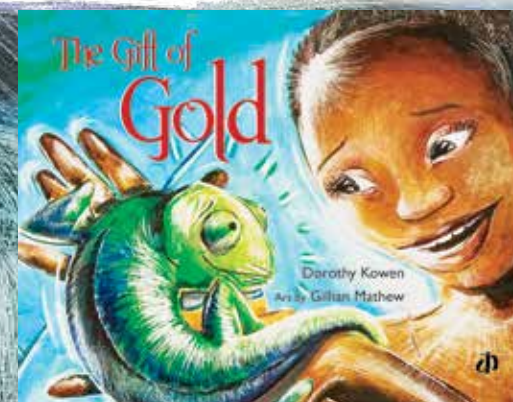
Meet Jafta, a little boy growing up in an African village, who describes some of his everyday moods and feelings by comparing his actions to those of various animals. Filled with vibrant illustrations and clever similes, the book will transport young readers to the beautiful environs of African wilderness. Early readers will find themselves reading aloud to this delightful story.

Available in English

Age Group: 2+ | Pub: 2015 | pp. 28 | 9" X 9"

ISBN 978-93-82454-37-3 [pb] [eng] | Rs 145

Rights for India and South Asia: KATHA



## The Gift of Gold

Dorothy Kowen

Art by Gillian Mathew

Thandi is a little girl who lives in a small village in Africa. Her village is dry and wrinkly – for there has been no rain. The elders believe that the village has been cursed, and only a chameleon can bring them rain. What will Thandi do now? Will she be able to help?

Join Thandi in her quest to save her village from drought, and get to know her unusual friends. With a curse, a gold pebble, some intriguing characters and of course, a happy ending, this mythical story from South African folklore has all the right ingredients to delight both the young and the old alike!

Available in English

Age Group: 6+ | Pub: 2015 pp. 28 | 11" X 8.5"

ISBN 978-93-82454-36-6 [pb] [eng] | Rs 150

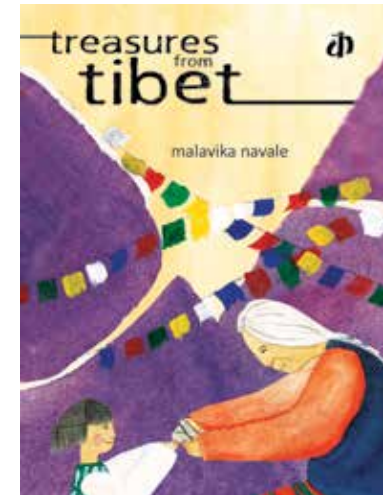
Rights for India and South Asia: KATHA



# IF I WERE SKY, IF I WERE STORY

Katha in collaboration with Srishti School of Art, Design and Technology, Bangalore, conceptualized the Katha Incubation Lab – ‘If I Were Sky, If I Were Story’, which inspired the art of storytelling and visual expression in both fictional and non-fictional genres. The students of Srishti School of Art, Design and Technology created illustrated books, graphic novels and artefacts to explore unfamiliar spaces, experiences and people. Each story navigated through a larger socio-political, economic or cultural system, while bringing in fresh perspectives.

Out of the wide-ranging work that the Project produced, two stories were published by Katha as picture books. As far-reaching as these stories are in their imagination, they also have larger narratives of inclusiveness and diversity running through them.



## Treasures from Tibet

**Malavika Navale**

Homes – are they really special? What does it mean to belong? What makes one feel at home? Find out with this simple story of Pema and her Momo-ley as they uncover, share and cherish their secret treasures from places they call home.

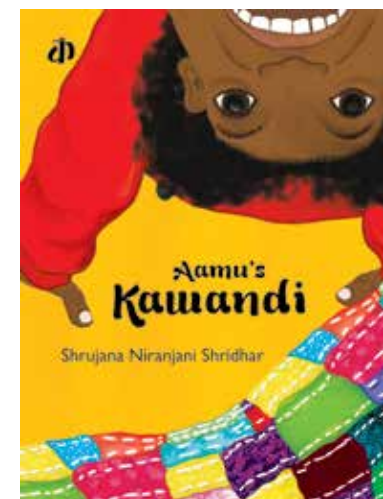
**Available in English and Hindi**

**Age Group: 6+ | Pub: 2015 | pp. 32 | 9" X 7"**

**ISBN 978-93-82454-31-1 [pb] [eng] | Rs 120**

**ISBN 978-93-82454-32-8 [pb] [hindi] | Rs 95**

**World Rights: KATHA**



## Aamu's Kawandi

**Shrujana Niranjani Shridhar**

Aamu is a little Siddi girl from Karnataka who loves to collect interesting stories from around her village. She has stitched them together to make her own kind of quilt. Do you want to see it?

**Available in English and Hindi**

**Age Group: 6+ | Pub: 2015 | pp. 32 | 9" X 7"**

**ISBN 978-93-82454-33-5 [pb] [eng] | Rs 120**

**ISBN 978-93-82454-34-2 [pb] [hindi] | Rs 95**

**World Rights: KATHA**



“This book is very special... It is a beautiful, simple and absolutely colourful story of Aamu, a young girl from the Siddi tribe of Karnataka. I absolutely loved the illustrations and the easy flowing tale and I do believe that this is something that will strike a chord with all the young ones out there.”

— [www.beontheroad.com](http://www.beontheroad.com)

# THE OUTREACH PROGRAMME



The Katha Outreach Programme, Katha Mela, aims to inspire young readers by way of interactive events and workshops. It takes the excitement of books and reading right into schools and colleges through innovative reading initiatives and partnerships with like-minded organizations and people. Through a diverse set of activities, including readings, discussions, workshops, author and illustrator interactions, it ignites the minds of the children and sets them upon the path of learning and reflection.

## AT THE NEW DELHI WORLD BOOK FAIR 2016

Katha enveloped young readers into the warmth of stories at the New Delhi World Book Fair 2106. With a wide variety of vibrant and colourful books, Katha ensured an enthusiastic response from children and adults alike.

A lot of people came to say hello to Katha's new releases – *Aamu's Kawandi* by Shrujana Niranjani Shridhar and *Treasures from Tibet* by Malavika Navale. The books were launched by the Chief Guests, Dr Varsha Das, Former Director, National Book Trust, and Ms Vandana Bist, renowned author and illustrator, at the Children's Pavilion to a super-excited audience. The author and illustrator of *Aamu's Kawandi*, Shrujana Niranjani Shridhar, was also present at the launch and interacted with the audience.



## KATHA KIDS AT NBT

In its endeavour to promote books and reading habit amongst children, National Centre for Children's Literature, NBT, organized an interactive session for children. Children and teachers from Katha Lab School, Govindpuri, New Delhi, visited NBT and attended the exciting session. The session, conducted by Mr Dwijendra Kumar, Assistant Editor NBT, introduced children to the nuances of poetry writing. The participating children created their own poems on a variety of themes and topics. Later, the children also visited the NBT bookshop where they were excited to see a number of books in different Indian languages.



## SCHOOL CARNIVAL AT SALWAN PUBLIC SCHOOL

Katha participated in the School Carnival organized by Salwan Public School, Rajinder Nagar, and showcased its children's books. In celebration of the printed word and to encourage reading habits among the students, a lot of reading activities were organized by the school. Katha launched its book *Jafta* from the Katha World Library and received an exhilarating response from the children as well as teachers.

## KATHA ON AIR!

In August 2015, our Executive Director, Ms Parvinder Kaur, was invited by Radio One FM 93.5 to share with the listeners and RJ Chris, Katha's journey and impact through the years. The engaging session also involved responding to many volunteering requests and offers to contribute to Katha's work.



# CHILDREN'S ART EXHIBITION AT SELECT CITYWALK

What's the sundial in a shade? What's the use of knowing that each child is talented in a unique way and yet not giving them the inspiration and the opportunity to express it? Katha in an endeavour to recognize and harvest the creativity in children organized an art exhibition of children's artworks at Select Citywalk. Open to all, the exhibition garnered a lot of positive response and encouragement.



# THE THIRD EDITION OF KATHA SEARCH FOR EXCELLENCE IN CREATIVE WRITING

THE MOST INSPIRING EVENT OF THE YEAR!

After two successive hits, the third edition of the Katha Search for Excellence in Creative Writing once again nurtured the latent writing skills in children by giving them a platform to share their writing and celebrate their creativity. In its third consecutive year, the programme took epic proportions with over 12,500 stories from over 600 participating schools from India and abroad.

This year, as an extension of the Katha Chitrakala Awards, eminent international illustrators and writers were invited to India to mentor India's budding young writers and illustrators. A series of engaging writers' and illustrators' workshops for children were organized to promote cultural exchange, and to provide children exposure to world-class literature and fine arts.

"Katha gives an excellent foundation for budding writers and illustrators. It is enlightening the lives of many children. I spent priceless moments at Katha Utsav and look forward to being there every year!"

— Sree Kavya, Volunteer



## SEARCH FOR EXCELLENCE

Schools organized an on-the-spot Search for Excellence and the best writings from all the submitted stories, poems and translations were selected and uploaded on [www.ilovereadin.in](http://www.ilovereadin.in).

## REGIONAL WRITERS' WORKSHOP

A jury was formed to screen the online student submissions. 1000+ semi-finalists were selected for the four Regional Writers' Workshops, in East, North, West and South zones. At the end of the regional workshops, students submitted their entries for the final round.

"A heartfelt thank you to Katha team for conducting a very well-orchestrated programme."

— Suverchala Kashyap, Mentor

## NATIONAL WRITERS' WORKSHOP/ KATHA UTSAV

Following the Regional Writers' Workshops, a team of resource people screened the submissions for Katha Utsav. The finalists, accompanied by their teachers or parents, participated in the workshops with national mentors and attended master classes with international writers and illustrators at the Katha National Utsav in New Delhi in December 2015.

"Steeped in creativity of children, their laughter, their brilliance and the warmth of all friends from Katha, it has indeed been very inspiring three days at the Utsav."

— Dr Vidyur Jyoti, Mentor



# katha utsav 2015



The Katha Search for Excellence in Creative Writing 2015 culminated into Katha Utsav and Awards wherein the finalists were divided into groups for their TADAA (Think, Ask, Discuss, Debate) workshops with the national mentors.

The children left the sessions with their head teeming with new ideas and their hearts full of the inexplicable joy of experiencing and expressing the magic of the word. The mentors too came away charged with the energy that children carry – the energy of hope and finding a new generation of writers.

The winning entries were felicitated with awards, and each participant was given a certificate.

“The un-conference was creative, informative, and innovative. It was a learning process. I feel Katha is doing a wonderful job. Regular workshops for teachers would be wonderful ...”

—Dr Shashi Sah, Principal  
Doon Convent School, Haldwani, Uttarakhand

# ALT21 – APPROACHES TO LANGUAGE TEACHING IN THE 21ST CENTURY – LINKING DIVERSITIES. FORGING IDENTITIES.

## THE UN-CONFERENCE ON READING TO LEARN

At the National Utsav, Katha organized an 'Un-conference' for teachers and parents where they were invited to think, discuss, and share how they can train and help children to become 21st century global citizens. Today's classrooms are awesome as the students are more and more diverse, multicultural, and truly reflective of the amazing linguistic culture map that is India. The discussions during the un-conference delved deep into how we can work upon this strength and empower children by promoting meaningful literacy in India, through the promotion of reading based on comprehension and assimilation. Conducted by the facilitators from Planet Excellence, the discussion also revolved around Katha's Founder-President Ms. Geeta Dharmarajan's idea of emphasizing on how personal stories and fiction can bring about lasting values that will make every student a contributing member of society in the long run.





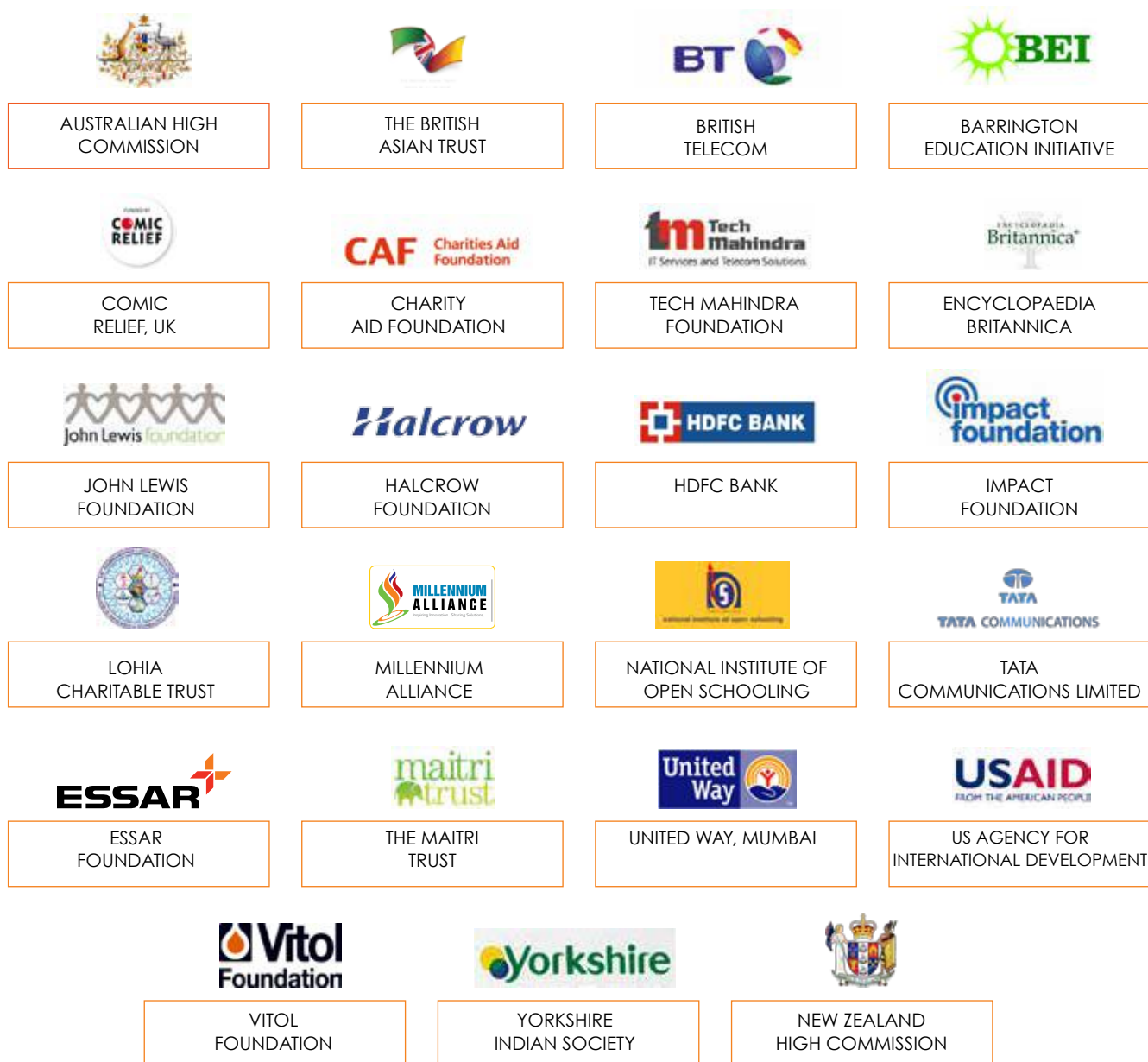
# THE ANNUAL RETREAT

The Katha family gathered on 29th September 2015 for the Annual Staff Retreat at Zorba the Buddha. The retreat was an effort to bring together all the staff members and to pause, think, reevaluate, recharge and, above all, celebrate what has been built as a family over the years.

# WITH GRATITUDE ...

Each year the generous contribution of our friends, partners and well-wishers reassures us of their support in our endeavour to transform the lives of many hopeful children. All of us at Katha would like to thank you for your valued involvement and belief in our aspiration. We sincerely hope we continue to nurture our association to gift a better life to many more children.

A BIG ‘thank you’ to all our wonderful partners!



We would also like to extend a special ‘Thank you!’ to **Rt. Hon. Patricia Hewitt, Mr. Tom Singh, Ms. Anamika, Professor Vijay Kapoor Memorial Trust, Tool Box, J Sagar Associates, iProbono**, and the **Dharmarajan family** for their valuable support, and to **Ministry of Corporate Affairs, Government of India**, for bringing us on to its esteemed panel..

## Credibility Alliance Norms Compliance Report

Annual Report  
2015-16

### IDENTITY

We are a not-for-profit organization registered under the Societies Registration Act 1961 [Registration No- S-20336, dated September 8, 1989].

### VISION AND IMPACT

VISION: No child will live in poverty – social, personal, intellectual, cultural and environmental. Culturelink India through quality translations.

MISSION: To spread the joy of reading and help break down gender, social and other stereotypes.

MOA and Rules are available on our website.

- We are registered u/s 12A of the Income Tax Act, 1961 [Registration No. DIT/A-3491, dated November 14, 1990] and u/s 80 G [Registration No. DIT/ E-2007-08/ K-45/4002, dated March 20, 2008]. Our FCRA registration no. is 231650637, dated 15-05-1992.
- Visitors are welcome at Katha, A3, Sarvodaya Enclave, Sri Aurobindo Marg, New Delhi 110017.

### NAME AND ADDRESS OF THE MAIN BANKERS

- Axis Bank Ltd, Hauz Khas, Ground Floor, Flat No. G1-G7, Basement Flat No. SB Mother’s House, Plot No. 22, Yusuf Sarai, New Delhi 110049
- HDFC Bank Ltd, F-126, First Floor, Katwaria Sarai, New Delhi 110016

### NAME AND ADDRESS OF STATUTORY AUDITOR

V. SHANKAR AIYAR & CO, CHARTERED ACCOUNTANTS 202-301, SATYAM CINEMA COMPLEX, RANJEET NAGAR COMMUNITY CENTRE, NEW DELHI 110008 (INDIA)

### GOVERNANCE

Please see the list of Governing Council Members.

- None of the members of the Governing Council is related to the other by blood or marriage.
- The Executive Director is not related to any member of the Governing Council by blood or marriage.
- Elections to the Governing Council are held as per rules of the Society. A Rotation Policy exists and is practised.
- No member of the Governing Council receives any remuneration or reimbursement from Katha.
- The Governing Body met three times in the last year with the requisite quorum: on 30th Jul, 2015, 29th Oct, 2015 & 27th Feb, 2016. The 27th AGM of Katha was held in New Delhi on 29th October, 2015. It was attended by 6 members.
- The Agenda was adoption of Annual Report, Annual Budget, Balance Sheet 2014-15, Statuary Compliance report, New Proposals, Review of Balance Sheet 2014-15 & Budget 2015-16, Cash Flow Status, Grant disbursal of KENGA project, Preliminary budget for financial year 16-17 and appointment of Internal Audit for FY 15-16.
- Minutes of the meeting are documented and approved in the subsequent meeting.
- The Governing Council of the Society approves programmes, budgets, annual activities, Audited Financial Statements and the Annual Report.
- Katha complies regularly with statutory requirements of Income Tax Act, 1961 and Foreign Contributor (Regulation) Act, 1976. The donors’ compliances are duly met.

### ACCOUNTABILITY AND TRANSPARENCY

- No remuneration, sitting fees or any other form of compensation has been paid to any Governing Council member since the inception of the Society.

- No travel or other reimbursements have been made to any Governing Council member.
- Remuneration of three highest paid staff members (CTC/year):

| S NO | NAME              | DESIGNATION              | CTC /YEAR |
|------|-------------------|--------------------------|-----------|
| 1    | Parvinder Kaur    | Asst. Executive Director | 15,84,000 |
| 2    | Manoj Kumar Singh | Operation Director       | 14,40,000 |
| 3    | Renuka Malakar    | Development Director     | 8,40,000  |

- Remuneration of the lowest paid staff member (CTC/year): Rs. 1, 44,000

| STAFF DETAILS: (AS OF MARCH 31 <sup>ST</sup> , 2015) |                                              |                |                      |
|------------------------------------------------------|----------------------------------------------|----------------|----------------------|
| GENDER                                               | PAID PART TIME/<br>SHORT TERM<br>CONSULTANTS | PAID FULL TIME | UNPAID<br>VOLUNTEERS |
| Male                                                 | 17                                           | 20             | 665                  |
| Female                                               | 35                                           | 64             | 915                  |
| Total                                                | 52                                           | 84             | 1580                 |

| DISTRIBUTION OF STAFF ACCORDING TO SALARY LEVELS             |                      |
|--------------------------------------------------------------|----------------------|
| SLAB OF GROSS SALARY<br>(IN RS.) PLUS BENEFITS PAID TO STAFF | NO. OF STAFF MEMBERS |
| < 9000                                                       | 4                    |
| 9001-12000                                                   | 10                   |
| 12001-20000                                                  | 76                   |
| 20001-30000                                                  | 27                   |
| 30001-50000                                                  | 12                   |
| 50001-75000                                                  | 5                    |
| 75000>                                                       | 2                    |
| Total                                                        | 136                  |

### TRAVEL:

**All travel done with specific invitations. Costs were borne by respective donor-partners.**

Total Cost of National Travel

(i) Executive Director: Rs 49,282

(ii) Asst. Executive Director: Nil

(iii) Governing Council Members: Nil

(iv) All personnel (including volunteers): Rs 12,96,964

Total Cost of International Travel

(i) Executive Director: Rs 1,79,180

(ii) Asst. Executive Director: Nil

(iii) Governing Council Members: Nil

(iv) All personnel (including students): Rs 2,52,648

### President

Geeta Dharmarajan  
(from September 2014)

### Vice President

Syed Shahid Mahdi

### Executive Director

Parvinder Kaur

## GOVERNING COUNCIL MEMBERS

Anshu Vaish

Arun Seth

Kapila Vatsyayan

Leela K Ponappa

Preety Kumar

R Balasubramanian

R Govinda

S Krishnamoorthy

Sanjana Kapoor

Shanta Sinha

Shyam Menon

Sudhir Narang

Sudhir Singh Dungarpur

K Dharmarajan

(Special Invitee)

Winner of Promising Practices Award 2015 for Katha's innovative Story Pedagogy for all grade levels.

Nominated five times for the world's most coveted award in children's literature – Astrid Lindgren Memorial Award, in 2010, 2013, 2014, 2015 & 2016!

Winner of Millennium Alliance Award 2013 for our innovative I Love Reading programme.

10 of Katha's books chosen in **101 Indian Children's Books We Love** by Young Zubaan.

**Aamu's Kawandi** shortlisted for the prestigious The Hindu Young World-Goodbooks Award 2017 in the illustrations category.

124 Katha books recommended, to date, by CBSE and NCERT.

**Moon, Ramu and I** won the Darsana National Award 2011 for the Best Children's Book.

Winner of ICICI India Inclusive Award 2012.

**My Haiku Moments: An Activity Book for Young Haiku Lovers** received Honourable Mention for Best Book for Children by the Haiku Society of America.

**Chouboli and Other Stories**, Volume II, won the A K Ramanujan Book Prize for Translation 2012 and the Asian Publishing Award 2011 in the Best Book Category.

North India winner of India NGO Awards for Quality Work, Accountability and Transparency 2009, by Rockefeller Foundation and Resource Alliance, UK.

**Not Flowers of Henna**, Jai Ratan's translation received Jury's Commendation at the Muse India National Award 2011.

**Bioscope** included in the International Board on Books for Young People (IBBY) list in 2011.

# KATHA

Katha is a non-profit organization that has seamlessly connected grassroots work in education, teacher-training and publishing for nearly 28 years.

We believe that by providing children with holistic, relevant books and education, and fostering in them a love of learning, they can become agents of change who can lift their families and communities out of poverty. Our innovative education model, integrally supported by our award-winning book publishing programme, benefits over 160,000 underserved children and 1,100 teachers annually.

Our mission is to help every child realize his/her full potential through community-based quality learning; to spread the joys of reading; to reduce injustice and poverty through education; to enhance linguistic diversity and to help break down gender, social and other stereotypes through story and translation.

katha . a3 . sarvodaya enclave  
sri aurobindo marg . new delhi . 110017  
ph (91-11) 4141 6600 | fax (91-11) 2651 4373  
**www.katha.org | katha@katha.org**

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