



# Saltlakeeduchange Foundation Annual Report 2024-2025

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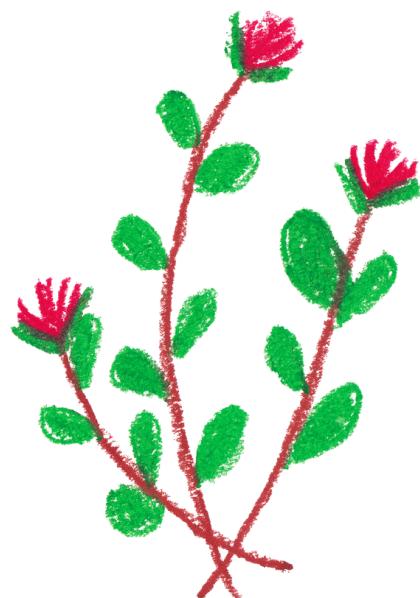
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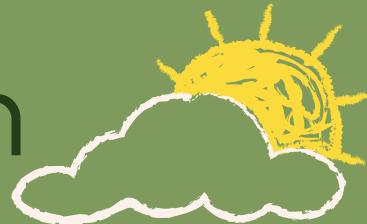
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# Introduction



## About Saltlakeeduchange Foundation

Saltlakeeduchange Foundation is a Section 8 not-for-profit organization based in Kolkata, West Bengal, committed to reimagining education through its innovative “Curriculum through Co-curricular” approach. The Foundation works to ensure that every child thrives academically, socially, and emotionally by bringing play, creativity, and joy into everyday learning.

Over the past two years, the Foundation has reached 80,000+ children across West Bengal through integrated initiatives in teacher training, art-based learning, language development, reading promotion, and community engagement. Developed by Founder and Director Ms. Manjir Ghosh through over three decades of educational practice, this approach enables children to learn academic concepts through arts, movement, storytelling, theatre, and play—making learning meaningful, inclusive, and joyful.

Saltlakeeduchange Foundation partners closely with government and private schools, childcare homes, and community organizations across rural, urban, and semi-urban contexts. By strengthening teacher capacity and nurturing school-based reading ecosystems, the Foundation advocates for classrooms where every child learns with confidence, curiosity, and dignity.



### Mission

To foster holistic learning in children’s educational environments through a unique Curriculum through Co-curricular method.



### Vision

To ensure that every child learns the school curriculum with joy.



### Values

Inclusivity | Participation | Transparency | Empathy



# Message from the Founder's Desk



Our eyes are always searching the horizon, fixed on the future, while our feet remain firmly planted in the soil of our heritage. We move forward carrying dreams and faith, shaping our path with words and thoughts, love and laughter. Every step we take is guided by hope. Along this journey, we meet children whose minds know no fear and whose heads are held high, even when they have little to lean on. Many of them have no home to return to, no parents waiting, sometimes not even a proper meal. Yet their faces bloom with wide, fearless smiles. In those smiles, we find our strength. In their courage, we find our purpose. We hold their small fingers and walk beside them, learning together. We offer them books, and they gift us the joy of reading. We tell them stories, and they listen with wonder-filled eyes. We dance with them, and they share their rhythm, turning simple moments into celebrations. The road ahead is long, but we believe it is lit with hope. We believe that change begins with well-trained facilitators, with learning spaces that are wholesome, welcoming, and joyful, and with deep empathy for every child. We believe that books can become the most powerful tools in this movement—quiet weapons capable of shaping an educated and thoughtful generation. Today's call is clear: create learning environments that nurture growth. Educchange stands ready to answer that call. Together, as a dedicated team, we commit ourselves to building mindful individuals through a shared movement.

Last year marked the beginning of many such steps. It started with Aalaap, an initiative that brought children and adults together to truly know one another. The year unfolded with the publication of three new books for young learners, the renovation of a school building that was on the verge of fading away, and the training of nearly 1,000 facilitators in new and meaningful teaching practices. We set up book corners, creating small worlds of imagination, and closed the year with Anondo Mon, a new initiative that will empower 26 young adults to find their voices and strengths.

As we look ahead, the coming year may lead us to build a new learning center and begin the journey of growing a “climate school.” There is still so much to do, so much to dream. Let us continue to evolve together—and dream even bigger.



# Context and Problem Landscape

While school enrolment has improved across West Bengal, learning outcomes remain uneven—particularly for children from low-income, Bengali-medium, and tribal communities. Many classrooms continue to rely on rote memorization, textbook dependency, and exam-centric teaching, leaving limited space for creativity, critical thinking, emotional expression, or joy in learning.

First-generation learners often lack access to books, reading role models, and stimulating learning environments at home, resulting in low reading fluency, limited comprehension, and reduced confidence—especially in English. Teachers, particularly in government and under-resourced schools, face overcrowded classrooms, rigid academic schedules, and heavy administrative workloads. Although policies such as NEP 2020 promote experiential and art-integrated learning, teachers frequently lack the practical tools and sustained mentorship needed to implement these approaches effectively.

In rural and tribal contexts, these challenges are compounded by socio-economic vulnerability, linguistic diversity, disrupted family structures, and limited infrastructure. Saltlakeeduchange Foundation positions its work within this landscape—bridging the gap between curriculum and lived experience, policy and practice, and learning and joy.

# Highlights of the Year



## ALAAP 2025 – BACK TO CHILDHOOD

Held on 18 January 2025 at the Indian Museum Grounds, Kolkata, Alaap 2025 was a large-scale public celebration of childhood and joyful learning. The event brought together 1,000+ participants, including 500+ children, educators, NGOs, parents, donors, and civil society members. Through performances, reading corners, creative workshops, and art installations, Alaap amplified the collective voice for child-centric, inclusive education and fostered collaboration among organizations working with children across West Bengal.



## KOLKATA BOOK FAIR 2025



In collaboration with Tulika Publishers, the Foundation hosted a stall at the Kolkata Book Fair, engaging 2,000+ educators, children, and readers. Two children's books published by the Foundation—ଶିଳମିଳି and সাত ভূত—were showcased, marking a significant step toward strengthening engagement with children's literature, authorship, and visual storytelling.

# Key Projects and Impact



## 01 Educhange Book Club

Weekly 1.5-hour sessions across multiple schools provided children aged 8–15 a safe, imaginative space to explore literature beyond textbooks using drama, art, poetry, and discussion.

**Impact:** 250+ students showed measurable improvement in reading comprehension, focus, teamwork, and creative expression.



## 02 Educhange Book Corner

Pop-up libraries were established in low-income and rural schools, stocked with curated, multilingual books. Teachers were trained to conduct interactive reading and storytelling sessions.

**Impact:** Book Corners set up in 20 schools and learning centres, reaching 2,700+ children.



## 03 Educhange Boimon Mela

A flagship, self-sustaining school-based book fair model that makes quality children's books affordable while promoting livelihoods for women facilitators.

**Impact:** Implemented in 70 schools, reaching 60,000+ students over two years.



## 04 Bridging the Gap

Implemented at Mahamayapur Adarsha Vidyapith H.S., the programme completed Level 1 of Developing Communicative English (Listening & Speaking) for 60 Grade 7 students using interactive, creative methods.

**Impact:** Students demonstrated improved confidence, comprehension, and spoken English reaching 120+ students across urban, rural, and tribal contexts since inception.



# Key Projects and Impact



## 05 Teacher Training & Capacity Building

Extensive training aligned with NEP 2020 and CBSE art-integrated guidelines, focusing on experiential, child-centric pedagogy.

**Impact:** 1,000+ teachers trained across West Bengal, leading to improved classroom engagement and foundational learning.



## 06 Project Anondonmon – Sido Kanhu Mission, Purulia

A holistic learning initiative for 50+ tribal children, integrating language, art, theatre, local culture, and academics. Through a range of integrated learning interventions, students experienced measurable academic and creative growth.

Communicative English classes strengthened reading, speaking, and sentence formation through storytelling, role-play, and interactive games, with over 90% of students showing improved confidence and spoken English skills. Storytelling and reading sessions, featuring folk tales and books like *Tuntunir Golpo* accompanied by traditional instruments such as the *madol* and *dhamsha*, enhanced listening, comprehension, and independent reading habits, with 80% of students demonstrating higher engagement and understanding.

Theatre and performance workshops, including mime, improvisation, and poetry-in-motion, nurtured creativity, teamwork, and self-expression, leading to 70% improvement in public speaking and confidence.

The installation of an Active Book Corner, supported by a Student Librarian model, resulted in a 60% increase in voluntary book borrowing and reading ownership.

Film screenings and discussions using films such as *Sonar Kella*, *Moana*, and *Mulan* strengthened analytical thinking and narrative understanding, while subject-based learning through art—including math games, science observation, and herbarium-making—led to a 50% improvement in reasoning and problem-solving skills across subjects.

### Impact Highlights:

- 90% improvement in English communication
- 70% improvement in comprehension and listening
- 80% growth in confidence and self-expression
- 60% improvement in reasoning and problem-solving

# Monitoring, Evaluation & Learning (MEL) Approach

The Foundation follows a participatory MEL approach using classroom observations, reading assessments, confidence rubrics, teacher feedback, and documentation of student work. Emphasis is placed on meaningful outcomes—confidence, creativity, comprehension, and engagement—rather than rote performance.

## Key Challenges Faced During 2024-2025

### Key Challenges:

- Shifting mindsets from traditional to experiential pedagogy
- Limited time within rigid school schedules
- Sustaining reading cultures beyond initial interventions
- Language and confidence barriers among first-generation learners
- Logistical challenges in remote and tribal areas
- Resource and funding constraints

### Key Learnings:

- Continuous mentoring is essential for sustainable change
- Local culture and familiar narratives enhance engagement
- Small, consistent interventions yield deeper impact
- Teacher and student ownership strengthens sustainability
- Flexibility ensures relevance across diverse contexts

## Learnings & Adaptations

These challenges led to important organizational learnings and program refinements:

- Ongoing mentorship and follow-up are as critical as one-time training sessions for teachers.
- Embedding local culture, folk traditions, and familiar narratives significantly enhances engagement, especially in tribal contexts.
- Small, consistent interventions over time yield deeper impact than short, intensive engagements.
- Teacher ownership—through models such as student librarians and peer facilitation—greatly improves sustainability.
- Flexibility in program design allows adaptation to diverse school realities while maintaining pedagogical integrity.

These learnings continue to inform the Foundation's evolving approach to program design and partnerships.

# Successful Partnerships

## Concentrix – Infrastructure Development at Dum dum Sarvodaya Balika Vidyapith



Saltlaekeduchange Foundation collaborated with Concentrix to initiate an infrastructure development project at **Dum dum Sarvodaya Balika Vidyapith**- a low resourced Govt. aided school in Dum dum Kolkata, having working with us for the past 2 years over several projects.

Using the Building as Learning Aid (BaLA) approach, the project reimagines school spaces as child-friendly and educational environments, integrating learning elements into walls, floors, and courtyards. The project also includes a total repair of the school building, providing additional infrastructure support and capacity-building sessions for teachers to effectively use these learning spaces as part of their classroom practice.

## HUHT (Help Us Help Them)– Project *Apni Mitti Se Judi Shiksha*



Under the *Apni Mitti Se Judi Shiksha*, a pilot program, Saltlakeeduchange Foundation partnered with HUHT as implementation partners for academics and teacher training across **100 rural schools in West Bengal**.

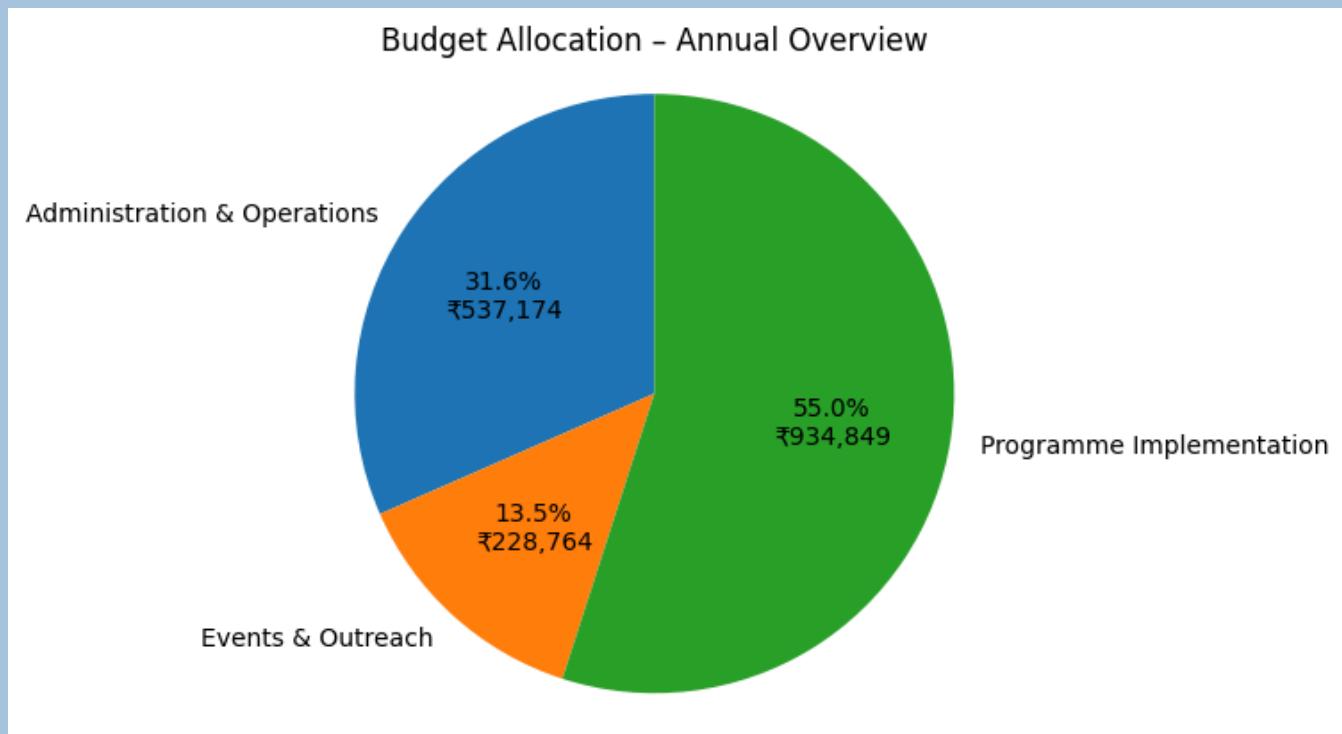
This initiative focuses on connecting quality primary education with local life and environment — integrating nature and local skill-based learning, traditional knowledge and expertise, and experiential classroom practices to enhance learning outcomes of rural children in need and make them self-sufficient entrepreneurs as adults. Teacher training modules emphasized contextual learning, creativity, and student participation, leading to enhanced classroom engagement and reduced dropout tendencies in several clusters.

# Financial Overview

## Governance & Organizational Structure:

Saltlakeeduchange Foundation operates as a compliant Section 8 organization with transparent governance, ethical financial practices, and regular reviews. The Foundation is committed to child safeguarding, dignity, inclusion, and safe learning environments across all programmes.

Funds were primarily allocated to programme implementation, teacher training, Book Clubs, Book Corners, and community learning initiatives. Events such as Alaap and Boimon Mela supported outreach and sustainability. Administrative costs ensured effective coordination and delivery.



# Sustainability & Scaling Considerations

As the Foundation scales its interventions, maintaining quality, contextual relevance, and pedagogical integrity remains a priority. Future growth will be guided by:

- Strengthening teacher leadership and peer learning models
- Building long-term institutional partnerships
- Diversifying funding sources to ensure financial sustainability
- Investing in documentation and research to inform advocacy and replication

The Foundation remains mindful of the risks associated with rapid expansion and is committed to growing responsibly while staying rooted in its core values.



# Next Steps

Through collaboration, creativity, and compassion, we remain committed to reimagining education — one child, one school, and one joyful learning experience at a time. As Saltlakeeduchange Foundation steps into another year, our focus will be on:



## **EXPANDING AND SCALING PROJECTS**

to reach more children across West Bengal through organizing affordable Book Fairs, developing more Book Corners and also include young adults in need through our holistic development endeavors.

## **DEEPENING PARTNERSHIPS AND STRENGTHENING CAPACITY**

with corporate and institutional collaborators for sustainable impact.

## **DEVELOPING THE EDUCHANGE LEARNING CENTRE**

a model space for creative pedagogy, teacher training, experiential and skill-based learning for children and educators.

# Acknowledgement

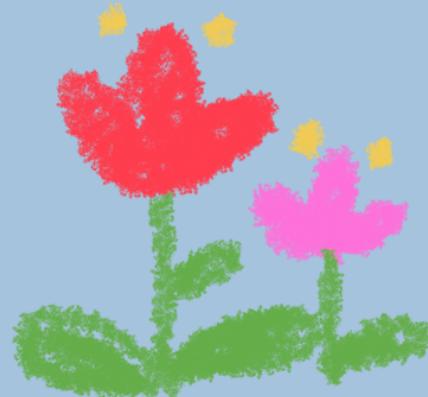
Saltlakeeduchange Foundation expresses heartfelt gratitude to all donors, partners, and well-wishers who have believed in and supported our mission. Special thanks to Concentrix and our network of educators, volunteers, and community partners who have made every initiative possible.

## PROJECT: BRIDGING THE GAP: DEVELOPING COMMUNICATIVE ENGLISH SKILLS

1. Ms. Sukalpa Chakraborty
2. Ms. Ananya Singh
3. Ms. Soma Banerjee
4. Ms. Srirupa Mukherjee Thakur
5. Ms. Dola Guha
6. Ms. Sumita Bose
7. Ms. Mou Ganguli
8. Ms. Rashmi Prasad
9. Mr. Sreeparna Sen
10. Ms. Anju Das
11. Ms. Manisha Pal
12. Dr. Abanti Dasgupta
13. Mr. Abhirup Sen

## PROJECT: BOOK CORNER

1. Mr. Meghdut Roy Chowdhury
2. Mr. Angshu Kar
3. Mr. Kallol Kumar Basu
4. Ms. Ankana Sengupta
5. Mr. Arindam Singh
6. Ms. Bidyutparna Gupta
7. Dr. Saurav Chatterjee
8. Mr. Rupam Bhowmick
9. Dr. Koushik Chakraborty



## INDIVIDUAL INDEPENDENT DONORS

Dr. Sithara Venkateshwara supporting project Anondomon: Sido Kanhu Mission, Purulia

Mr. Sandip Dasgupta

Your support continues to help us bring joy, creativity, and dignity to children's learning experiences across West Bengal.

We thank you for your continued support in our efforts to promote education for all.



## CONTACT

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