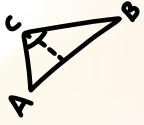


Spreading for Math & Science



ANNUAL REPORT 2023-2024



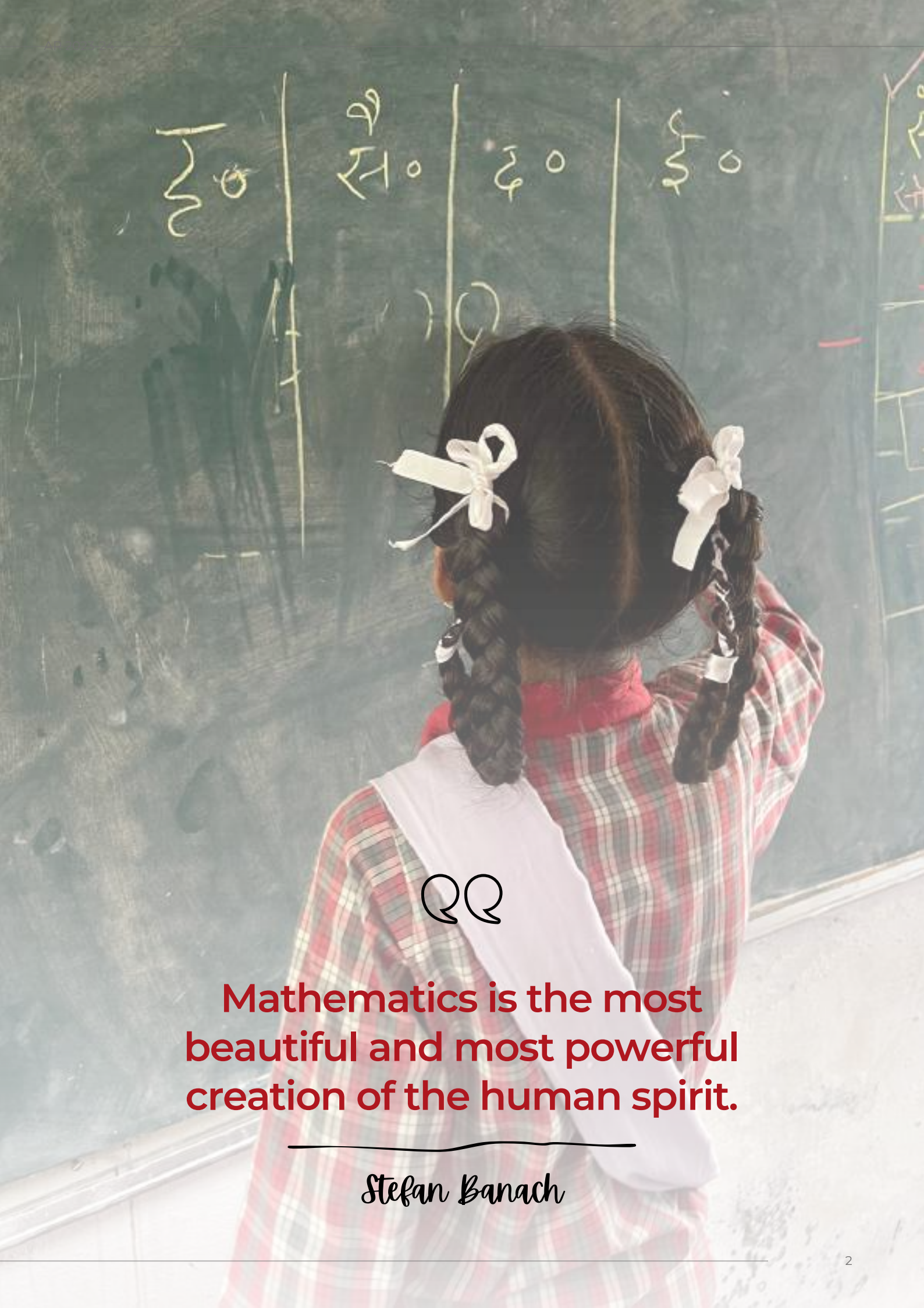
आविष्कार

मैं हूँ
आविष्कारक!
दिल्ली

मैं हूँ
आविष्कारक!
दिल्ली

मैं हूँ
आविष्कारक!
दिल्ली

20	2	4	10	2
12	16	8	12	24
20	22	14	2	4
18	4	16	22	6
18	24	6	22	10
10	8	12	16	24



QQ

Mathematics is the most beautiful and most powerful creation of the human spirit.

Stefan Banach

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Letter from Our Founders!

Once I asked Anjali, a bright young lady in our Math program, why she used to be scared of math. Was she just scared of her math teacher? I will never forget her response: "*Nahin di, aisa nahin tha. Sir to bahut pyar se padhate the! Bas unko mujh par vishwas hi nahin tha.*" No di, my teacher taught us with a lot of love, but he didn't believe in me - my ability. A teacher's mindset towards her students' abilities plays a crucial role in the success of her students.

At Aavishkaar, we are deeply aware of this reality, especially considering the fact that students are already plagued with Math and Science anxiety. We tackle this problem head-on. Our programs focus on teachers' subject mastery, teaching practices, and beliefs. Teacher belief has three major elements - their belief towards the subjects of Math & Science, belief in their own abilities, and, most importantly, their belief in their students' abilities. For change to happen in our education system, we need to educate, equip, and enable our teachers - the agents of change. The support network of mentor teachers, principals, and the leadership teams need to know and understand the shifts that are needed, and what the vision of excellence looks like. This past year, we have worked at each of these levels within the government system, and with non-profits in the education space.

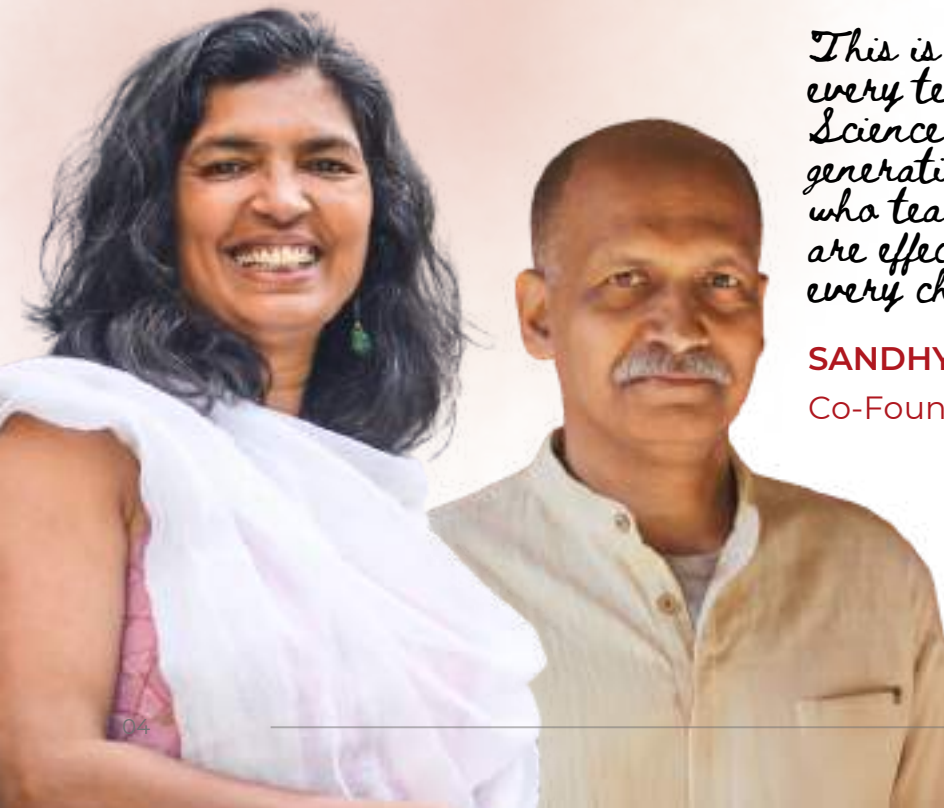
A school teacher is not the only teacher in a student's life. They might also be going to a tutor: the grim reality of our nation. We need to cover all the spaces our children are learning from. This is why we work with community teachers and aspiring teachers as well. To influence change in a system entrenched with memorization practices, we need to show that understanding is possible. We must show our students that Science and Math can be understood. We also need to show our students that we believe in them; that we believe in their ability to learn Science, Math, or anything else.

This is our mission: to reach every teacher of Math and Science and create a new generation of teachers. Teachers who teach for understanding, who are effective, and who believe in every child's ability to learn. We dream of a world where each of us feels confident to try beyond our reach, fail in trying yet not shy away, instead learning and moving on. A future where all Anjali's have teachers who believe in them. A world for learners where the mind is without fear, the head is held high, and the heart is excited about learning!



This is our mission: to reach every teacher of Math and Science and create a new generation of teachers. Teachers who teach for understanding, who are effective, and who believe in every child's ability to learn.

SANDHYA GUPTA & SARIT SHARMA
Co-Founders, Aavishkaar



Letters from Our Advisors!



VIGNESH KRISHNAN,
Director of Expansion
Christel House International

My journey with Aavishkaar began in 2016 when I first met Sandhya & Sarit. Their innovative & research-backed methodology to teach science and mathematics immediately stood out to me. I vividly remember attending a session led by Sandhya and Sarit, where their simplicity, joy, & purpose in teaching left me feeling truly inspired.

Over the years, I've witnessed Aavishkaar's remarkable growth & the profound impact they've made. One of the most impressive aspects of Aavishkaar is their dual focus. While they build proof points of excellence in teaching & learning at their center in Palampur, they are also tirelessly driving systems-level change to impact thousands of teachers & children. Their dedication to working directly with teachers, empowering them with the right tools & resources, is truly commendable. They have also fostered strong & impactful partnerships over the years. Since 2016, their collaboration with TFI has expanded across multiple cities, significantly enhancing the quality of education for over 10k students.

Additionally, their partnership with Sajhe Sapne is noteworthy for its role in building the capacity of rural women to become Math educators. These initiatives reflect Aavishkaar's commitment to **empowering educators and transforming education at a grassroots level.**

Recent initiatives, such as the partnerships with the Delhi & Himachal Pradesh governments & the Women Math Educator Program, are significant strides toward achieving Aavishkaar's mission. These collaborations have the potential to transform the education landscape, making quality Science & Mathematics education accessible to many more students. **By empowering women math educators, we are not only addressing gender disparity in STEM fields but also ensuring that diverse perspectives enrich the teaching process.**

Looking ahead, I envision continued growth & evolution for Aavishkaar. To maximize our impact, it is crucial to prioritize strategies that amplify our reach and deepen our influence.

This includes expanding our teacher training programs, fostering more government and institutional partnerships, and continuously innovating our teaching methodologies.

If we can push the bar and drive change at a systems level across states in the next 5-10 years, it will be a gamechanger for how children learn.

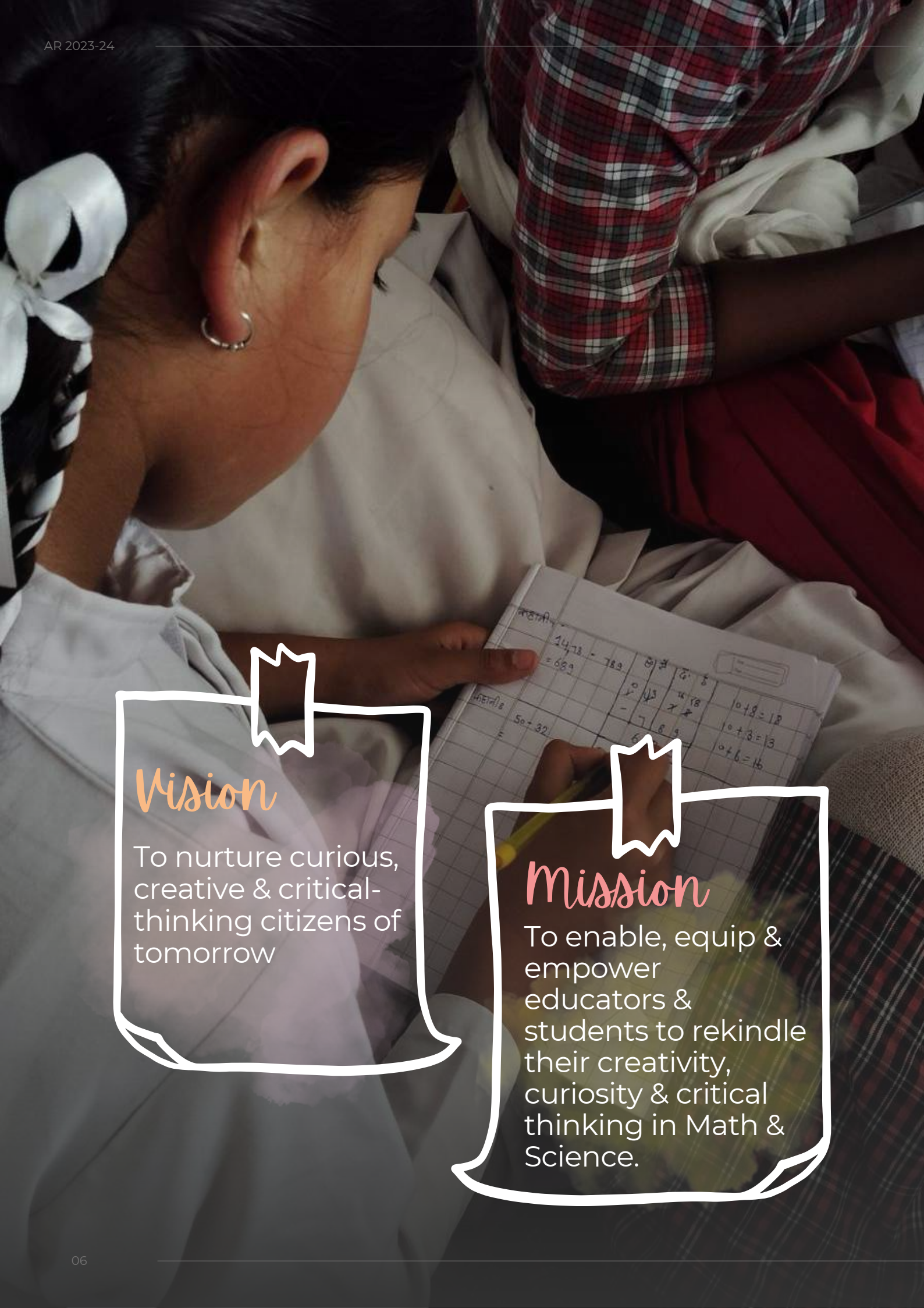
It has been an absolute privilege to support them during this exciting growth phase. I am confident that with our collective efforts, we will continue to make significant strides in reimagining education & creating a brighter future for our children.



SUSHMA RAJAGOPALAN,
Venture Capitalist Partner
Rittenhouse Venture

My journey with Aavishkaar began in 2022 when I signed up as a mentor to the Nudge Institute and their portfolio companies. I was keen on mentoring women led companies and have always been passionate about education. Aavishkaar was a natural fit. The fear of Mathematics is inherent in many people. I was drawn to Sandhya's passion for innovating Math education and make it fun.

I started as a mentor and continue as a board member. I am highly encouraged by the recent initiatives and partnerships with the Delhi & Himachal Pradesh governments. Along with the government partnerships, the Women Math Educator Program is integral to scaling Aavishkaar. **Our focus has to be creating huge impact and revolutionizing Math education.**



Vision

To nurture curious, creative & critical-thinking citizens of tomorrow

Mission

To enable, equip & empower educators & students to rekindle their creativity, curiosity & critical thinking in Math & Science.

A snapshot OF THE YEAR

Mentor Teachers

320

Inservice &
Aspiring Teachers

930

1,000

Students

40

Organisations

And through them we indirectly impacted...

1,60,000 students &
16,700 teachers



Highlights of the Year

Piloted the Ambitious Project ‘Ganit Setu’

Addressing the Foundational Math Gaps
in Middle School students



Worked together

with **3** Governments across the system

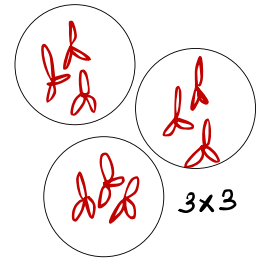
100% Job Placements

of Graduates from
Women Math Educator Program



Worked across India

in **11** States & **2** Union Territories

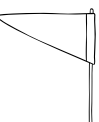


Great Place To Work

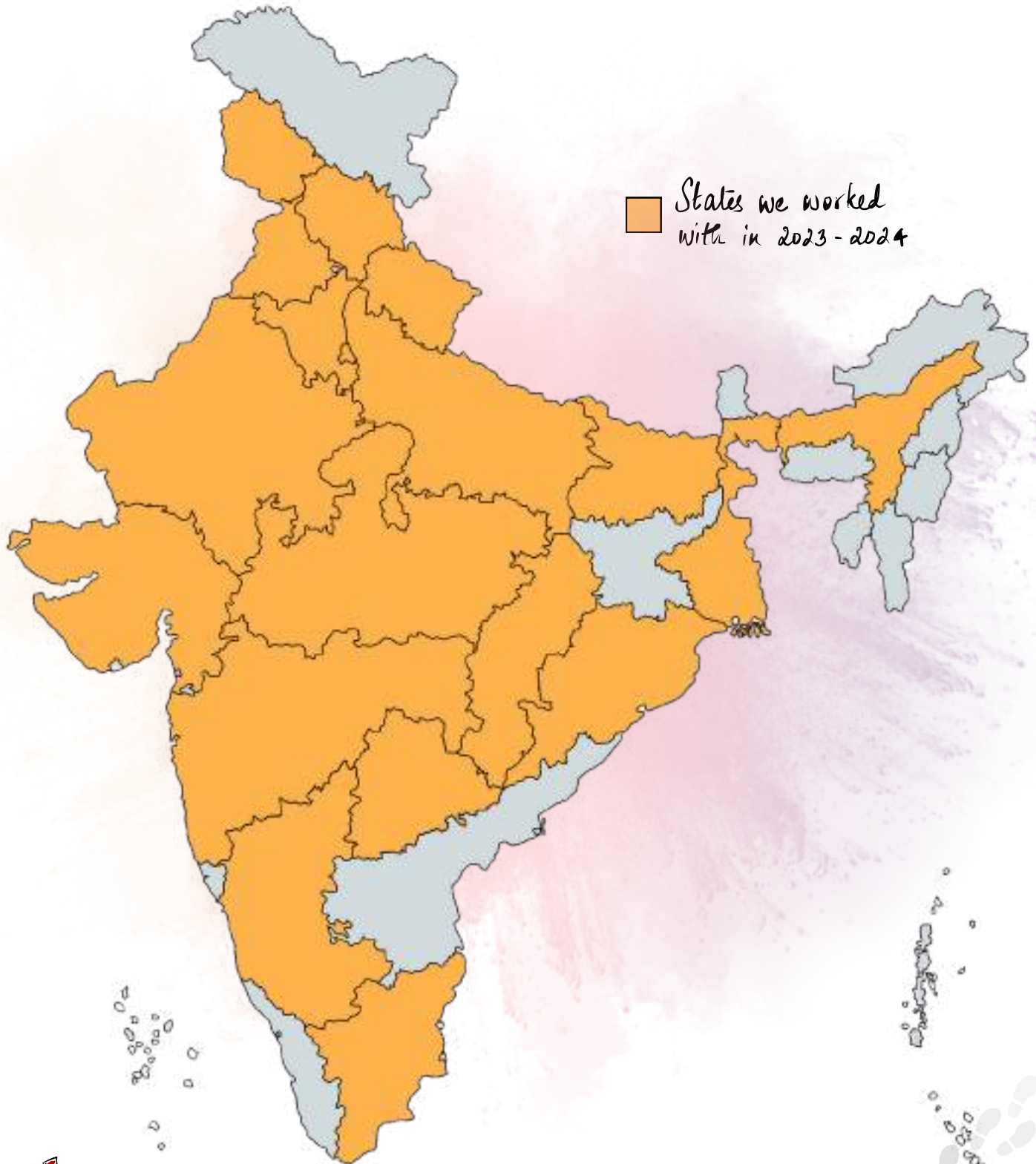
certified!

40+

Partnerships



Footprints of *Aavishkaar*



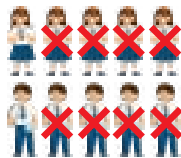


Why Aavishkaar?



57% 14-18 year olds unable to do Division, a skill expected in Grade 3 and 4

<ASER 2023>



8 in 10 students of class 7 to 10 fearful of Math

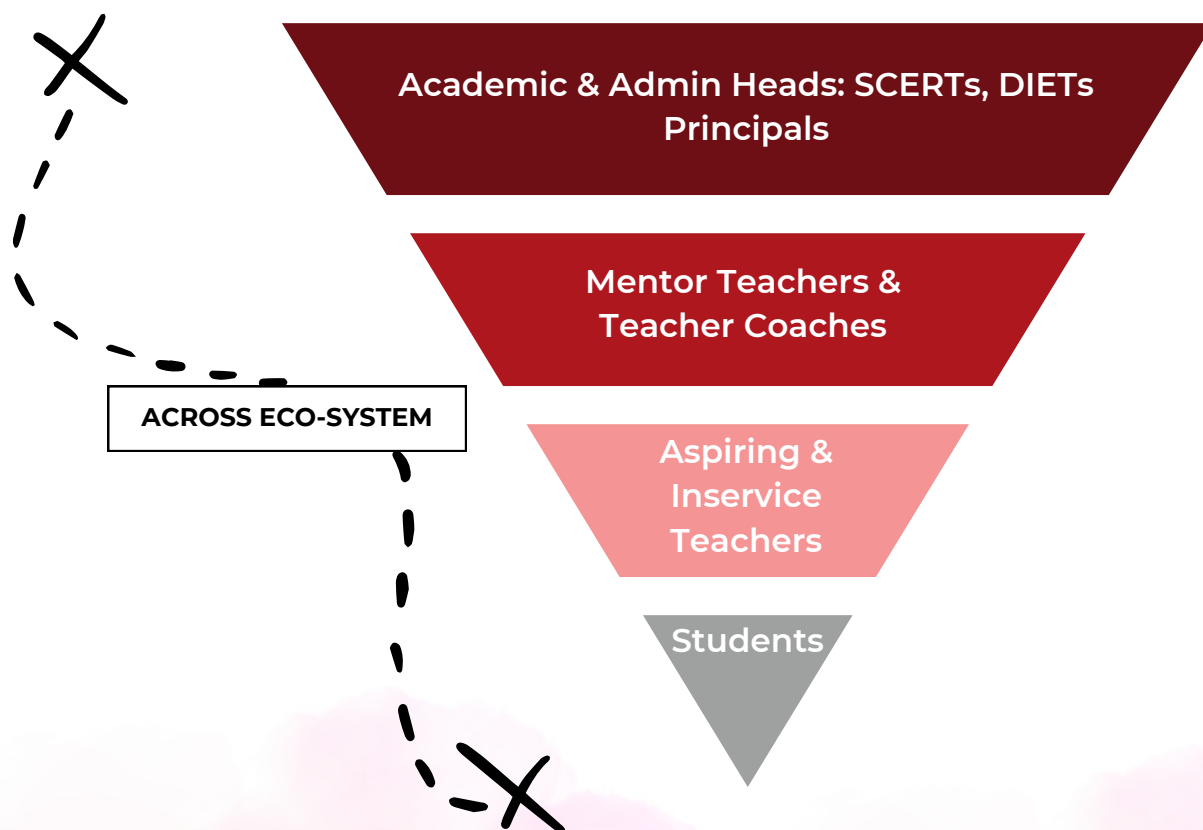
<CueMath Survey>



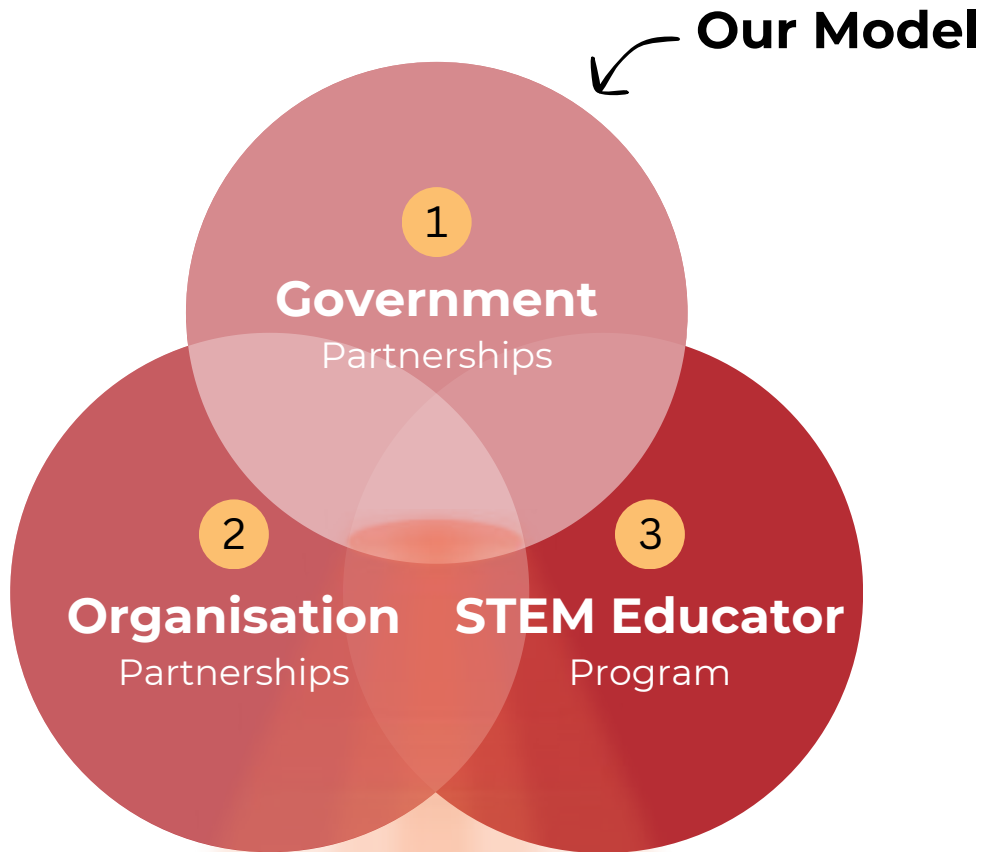
Teachers don't have subject mastery of 70% of the content

<CENTA>

Urgent need to re-define STEM education



How do we solve this?



Our Focus Areas



Subject Mastery

Conceptual
Understanding



Beliefs

Towards subject, self & others



Teaching Practices

Learning through
Exploration

1

Government Partnerships



Govt. of
Delhi



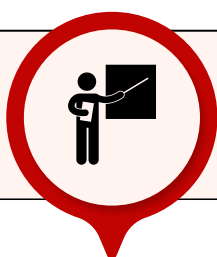
Govt. of
Himachal Pradesh



Govt. of UT of
Jammu & Kashmir

Aavishkaar worked with three State Governments in alignment with their Teachers Professional Development needs and vision for STEM for students. This year, we collaborated with the Governments of Himachal Pradesh, Delhi, & Jammu and Kashmir along with Government of Telangana & Tibetan Government in exile, in the past.

Through comprehensive training and capacity building programs we directly worked with...



MENTOR TEACHERS

240

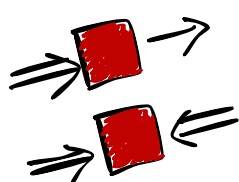


TEACHERS

260

...and via them reached

1.55.000 students & **16.700** teachers





Government of Delhi



The way we think about Math and Science and the approach through which it should be taken with our students has changed a lot. I learned new ways of introducing concepts, Maths games etc. My mindset has changed regarding the importance of process and now I have realised that *process should be focused more than answers.*

Mr. Prashanth Sharma
Mentor Teacher, SCERT - Delhi

115

Mentor
Teachers

110

Principals

90

Aspiring
Teachers

Aavishkaar hosted Principals, Mentor Teachers and D.El.Ed students from various DIETs in Delhi to build capacity in teaching and mentoring Math and Science Classrooms.





Government of Himachal Pradesh



&

DIETs, HP

Built capacity for
teaching Math &
Science in **101** D.El.Ed.
students

Built capacity for
teaching Math &
Science in **102** Mentor
Teachers



Rashtriya Avishkar Abhiyan

A project aimed to improve the confidence of students in approaching Math and Science, reduce Math and Science fear, and develop a positive and friendly relationship with them

Ganit Setu: 'Addressing the foundation'

A pilot project aimed to bridge foundational math gaps in Middle School Students



Ganit Setu

A pilot project aimed to bridge Foundational Math gaps in Middle School Students



I did not like Math before this Ganit Week. After this week, I had a lot of fun doing Math.

I learnt Math by playing games and enjoyed that.

Purvi Sharma, A student impacted by Ganit Setu

Students are saying..

Before Ganit Setu



“I **fear** Math”
“I **don't like** solving
Math Questions”



After Ganit Setu



“I feel **confident** about
solving Math Questions”
“I **enjoy** Math”

When 6th graders were checked for the below skill

‘Ability to convert a question to a Mathematical Statement’

We observed a

↳ **54%**
Growth



Government of UT of Jammu & Kashmir

QR

The training programme was very comprehensive, informative and supportive. Great presentation style of trainers with lots of opportunities to ask questions and talk about *real life examples* which all made the programme not only informative but also enjoyable

Naeem Ahmad Lone
Teacher, DIET Shopian

60

In-service
Teachers



In Collaboration with Rotary International, Department of School Education, Shopian and Human Welfare Voluntary Organisation, Aavishkaar built capacity in 60+ Government Teachers to make classrooms inclusive, relevant and fun.



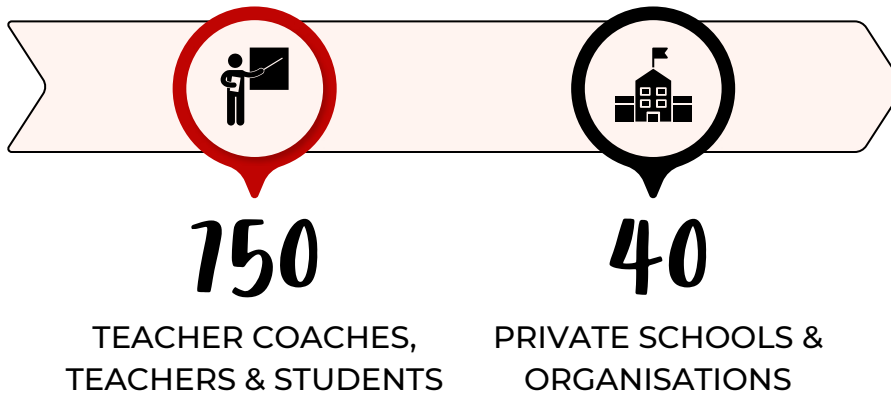
2

Organisation Partnerships

With the intent to make Math and Science education top-notch for every child, we collaborate with several grassroots organisations, private schools and offer contextualised support to their teachers and leadership. Since 2016, we have supported more than **100** organisations and schools.



In the last year we worked with...



In the previous 5 days, I have learned a lot, and my mindset has changed significantly. I always thought that I am a good teacher. At the workshop, I realised I have a lot of unfilled room, but Aavishkaar has supported me in filling them.

Here, I have learned that

Math and Science are subjects we should not be scared of.

We can easily fall in love with them. Also, I have learned that anything can be shown visually, doesn't matter if it's in Math or Science.

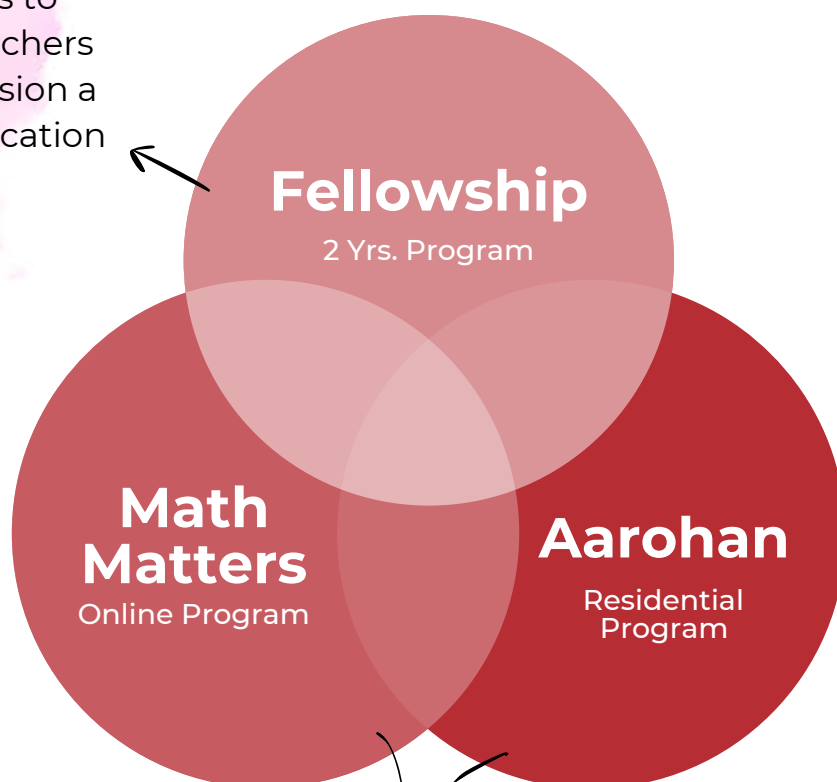
Samir Malik - TFI Delhi - Year 2 Fellow



3

STEM*Educator Program*

Educating, equipping and enabling individuals to become excellent teachers and trainers who envision a reimaged STEM education for the country



Build capacity in young women from under-served communities to become excellent Primary Math Educators and monetise their skills

Educated, Equipped and Enabled

800 women

from under-served communities since 2020!

Changing Narratives IN STEM EDUCATION



Aarohan program changed my life; I not only learned how to create a good lesson plan but also explored diverse topics in numeracy, understood the concepts of decimals and fractions, and learned how to teach children like a good teacher. Before joining Aarohan, I was afraid of Math, but after joining Aarohan, *Math became a game for me.* Now I believe that Math is my friend, and I can easily explain it in my classroom without any teaching learning material.

- Ms.Khushi, Aarohan Graduate, 2024



Khushi is now part of the Aavishkaar Fellowship where she closely works with 300+ children in Himachal Pradesh & Assam as part of our Ambitious Project 'Ganit Setu'

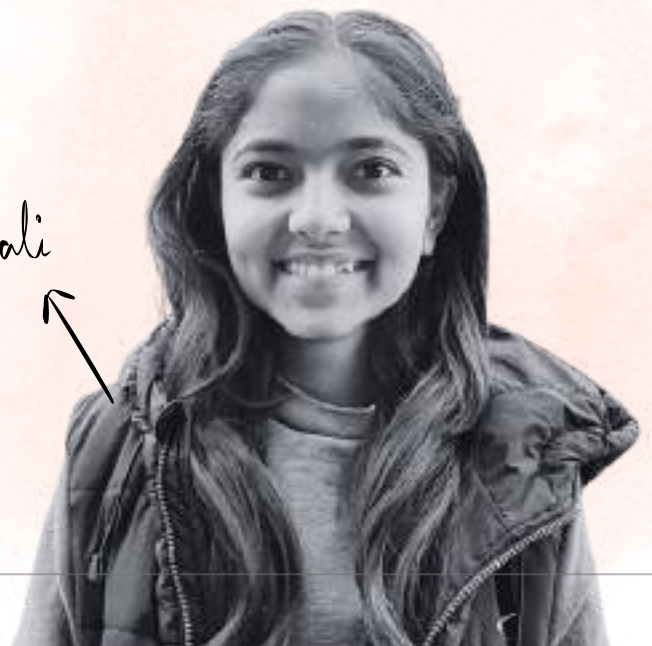
2021
As Students
1st Cohort - Women Math
Educator Program



2024
As Program Leads
3rd & 4th Cohort - Women
Math Educator Program



Nidhi



Anjali

Contributing to the Economy

₹ 1,000

Monthly Income range
of the graduates

₹ 21,000

QQ

I used to believe that Math can be done only through the steps given in the textbook. But after attending Aavishkaar's sessions, I have begun to believe that

Math can be done in so many different ways.

- Shagun, Online Program Graduate

We are creating an army of excellent Women Math Educators who are

Math *Didis* for little girls to believe that

Girls do Math well !

Jyoti

LIFI, Madhya Pradesh

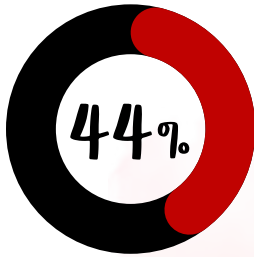
Ragini

Nari Gunjan, Bihar

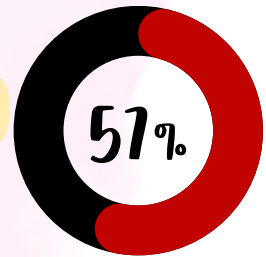


Our Impact

Teacher Capacity Building Programs



Growth in **Conceptual Understanding** Subject Mastery



Growth in **Teaching Practices** that enable students to think critically



Growth in **Mindset** Belief in subject, students & self





HUM: When Women Lead Book Launch



We are thrilled to share that Sandhya, our founder, has her inspiring journey featured in the book "Hum: When Women Lead." This book, a collaboration between the Ford Foundation and UN Women India, celebrates the leadership of 75 incredible women from across India.

"Hum: When Women Lead" showcases stories of resilience, creativity, and determination. Sandhya's story is a shining example of overcoming societal barriers and cultural expectations. Coming from a small region in Bihar, she pursued a PhD in electrical engineering, becoming a role model for women in her community. Her dedication to STEM education and support for women is truly commendable.

We encourage you to read "Hum: When Women Lead" to learn more about Sandhya's journey and the remarkable achievements of women leaders in India. Their stories highlight the *importance of gender equality and the potential for a more equitable society.*

[READ BOOK HERE](#)



Owing the last one year

to the dedicated and passionate '**Aavishkaaraks**'
A team that keeps it at its core

26 x 35 को और कितने तरीकों से हल कर सकते हैं ?

What?
How?
Why?

26 x 35?

	20	6
30	600	180
5	100	30



From Left to Right (Top Row): Shantanu, Akansha, Sweta, Khushi, Priyanka, Varshaa, Prapti, Amritansh, Ravi, Mudit, Sarit, Babli, Ardra, Kavita, Yashika, Ashwani
From Left to Right (Bottom Row): Anjali, Diksha, Shivani, Reema, Pushpa, Ridhi, Sandhya, Teena, Sakshi, Nehal, Arsheeda

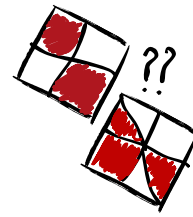
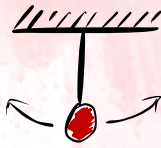
Great Place to Work Certified!



In December 2023, Aavishkaar received its certification as a 'Great Place to work'. A company's certification of 'Great Place to Work' depends on the quantitative and qualitative feedback of the people associated with it.

When asked to share what makes Aavishkaar befitting of this glory, Aavishkaarakas expressed immense pride for the impact they created in association with the organization. Our team is supporting and training stakeholders – educators, state bodies, and students – within the education ecosystem to transform Math and Science education.

As the organization is expanding, with more people joining us, 'Great Place to Work' certification is a great source of insight. We are committed to *making a long-lasting impact in the world* by not just doing what we do, but by also ensuring that our people can trust us, feel a camaraderie with each other, and feel immense pride for the work they do.



Visitors of Aavishkaar - You must have experienced our...

Ojas

The heart of all our training sessions.
As our team and work grows, we are creating a new campus to
spread our passion for Math and Science !



New Campus

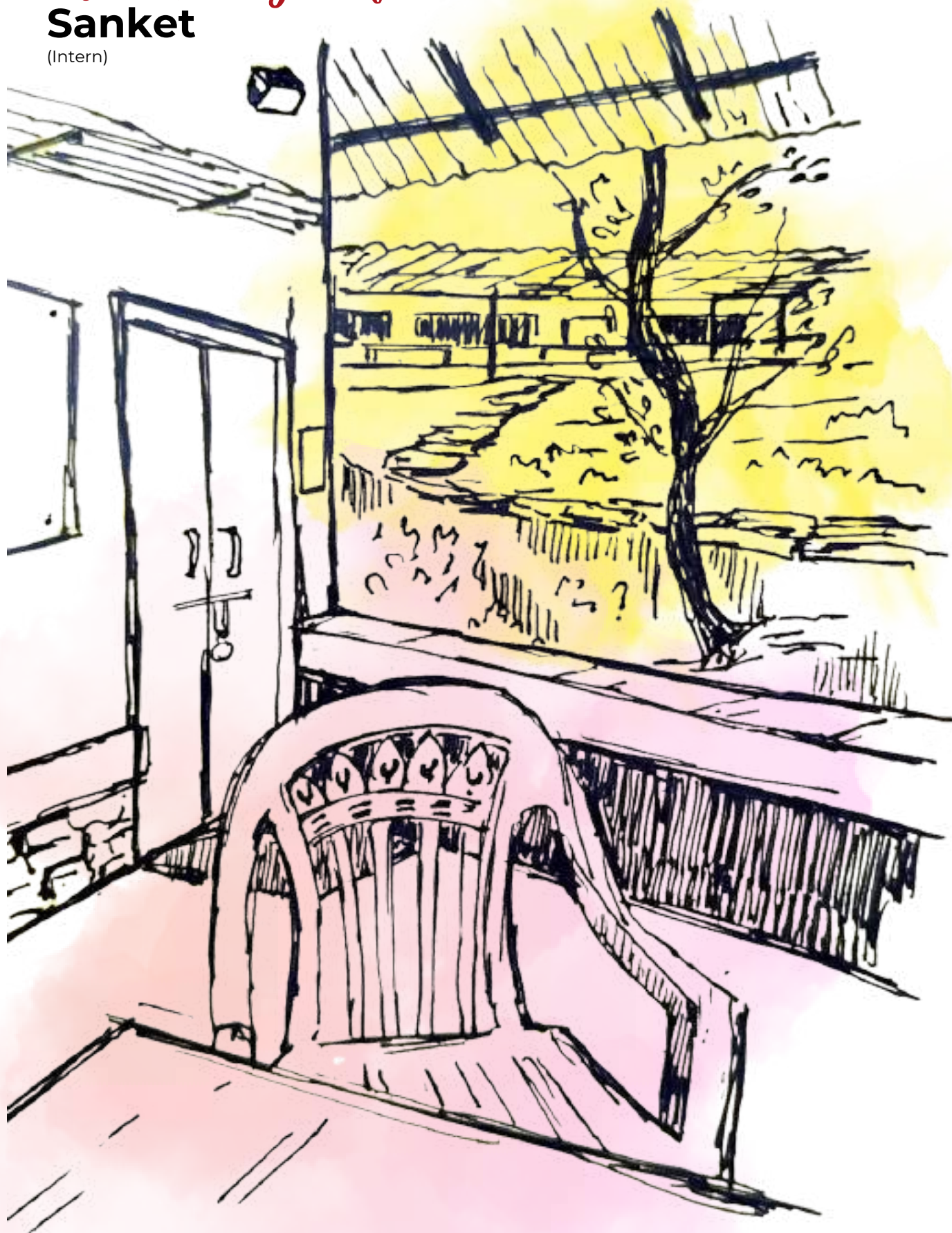
For you,
For Math,
For Science,
For Every Child,
For Every Educator,
For Every STEM Lover!

Tejas



From the eyes of Sanket

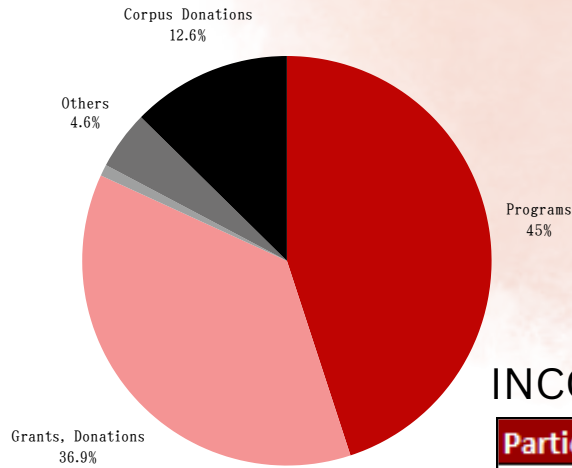
(Intern)



Now that you've seen our campus, can you guess where this spot is in Aavishkaar?

Financial

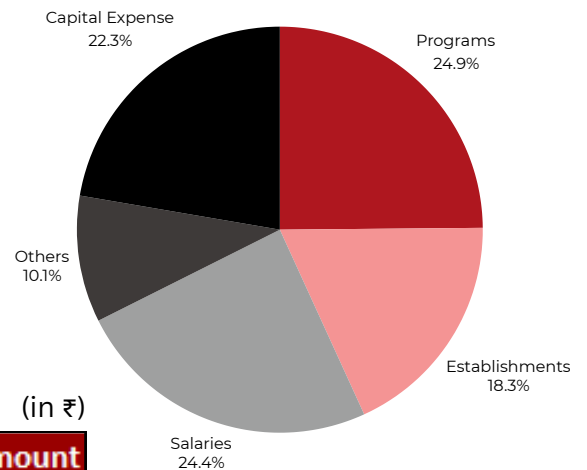
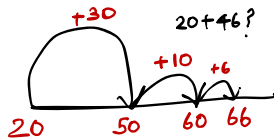
2023-24



INCOME

(in ₹)

Particulars	Amount
(a) Programs	71,21,483
(b) Grants, Donations	58,38,600
(c) Bank Interest	1,42,342
(d) Others	7,33,457
Program Income (A)	1,38,35,882
(e) Corpus Donations (B)	20,00,000
Total Income (A+B)	1,58,35,882



EXPENSE

(in ₹)

Particulars	Amount
(a) Programs	37,66,294
(b) Establishment	27,76,112
(c) Salaries	37,01,537
(d) Others	15,28,088
Program Expense (A)	1,17,72,031
(e) Capital Expense (B)	33,80,478
Total Expense (A+B)	1,51,52,509

Influencing Change

Invited as Keynote Speakers!



Gratitude to Our Partners & Supporters



This year wasn't possible without our
Funders & Mentors





Whats Next?

— OUR BIG AVDACIOUS GOALS —

By 2030

Educate, Equip and Enable
0.5 Million Teachers

For 2024 - 2026

Work with
different levels
in the education
eco-system

Integration of
Technology
in Programs
and Data
Collection

Identify
Bright spots
What works and by
how much - Apply &
Scale

Aavishkaar
Satellite Centers
in new locations



QQ

**Science is a beautiful gift to
humanity; we should not
distort it.**

A.P.J. Abdul Kalam



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🌐 aavishkaarcenter.org

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Palampur, HP