



# DISHA

A Resource Centre For Multiple Disabilities



ANNUAL REPORT 2016 -2017

INCORPORATED IN DISHA FOUNDATION



# Thinking of a Career

Different  
Interesting  
Service Oriented  
Honourable  
Attainable



## DISHA

College of Special Education

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<https://vimeo.com/37661270>



*Here is an Opportunity  
to train yourself in the  
field of Special Education*

Become a

## Special Educator

Join the Recognised Special Education Programme

### B.Ed. in Special Education (Mental Retardation)

- Affiliated to The University of Rajasthan
- Approved by Rehabilitation Council of India

**Duration** - 2 Years Degree programme

**Eligibility** - Graduation (Any Stream)

**Seats** - 30

### Diploma in Special Education (Mental Retardation)

- Recognized by RCI

**Duration** - 2 Years programme

**Eligibility** - 10+2 (Any Stream)

**Seats** - 30

# DISHA FOUNDATION

## TRUSTEES

Mr Basant Khaitan (*Chairperson*)  
Mr Anand Singhal  
Mr Ashok Agarwal  
Ms Mala Khaitan  
Mr Kailash Kanoria  
Mrs P.N.Kavoori  
Mr Purushottam Agarwal  
Dr Sudhir Bhandari  
Mr Madhur Khaitan

Disha Building

## GOVERNING COUNCIL

Dr Ashok Panagariya  
(Sr. Neurologist)

Mr Basant Khaitan  
(Business)

Mrs P.N.Kavoori  
(Educationist)

Mr Anand Singhal  
(Business)

Mr Apurv Kumar  
(Business)

Dr Mrinal Joshi  
(Doctor)

Dr D.R.Mehta  
(Retd. IAS & Social worker)

Dr Govinda Rao  
(Disability Expert)

Mr Inderjit Khanna  
(Retd. IAS)

Ms Jayanti Dalmia  
(Business & Social Work)

Ms Jayshree Periwal  
(Educationist)

Mrs Mamta Mansinghka  
(Business)

Mr. Ashok Singhvi  
(IAS)

Mr Paras Kuhad  
(Sr. Advocate)

Dr Priyamvada Singh  
(Development Consultant)

Mr Rajeev Arora  
(Politics)

Maj. Gen. (Retd.) S. Sandhu  
(NGO Consultant)

Dr Sudhir Bhandari  
(Sr. Physician)

Mr Yogi Durlabhji  
(Business)

## EXECUTIVE COMMITTEE

Mrs Mala Khaitan  
*Chairperson*

Mr Manish Tailong  
*Secretary*

Mr Basant Khaitan

Mr Mahendra Khaitan

Mrs P.N.Kavoori

Mr Anand Singhal

Mr Anil Agarwal

## ADVISOR

Mrs P.N.Kavoori

## EXECUTIVE DIRECTOR

Ms Rainu Singh

## Message from the **TRUSTEE CHAIRPERSON**



Most of us who lead lives of privilege tend to take freedom for granted. However on the edge of our own reality there are people who can't. People shackled by the inadequate working of their own minds, people prisoners of their own disobedient bodies. People in bonds because of their sensory disintegration or who have locked themselves within themselves rejecting all communication, including an eye contact with others.

Disha started with a 'hope' & 'faith' in helping and serving with love, this most neglected, marginalized group of people the so called "Disabled".

I proudly and at the same time humbly put on record that team Disha, both, those who directly deal with special need children and those who serve the cause through in- direct means successfully created, with their hard and devoted work, a multi disciplinary outstanding centre of rehabilitation for the special needs people.

The centre caters full time to about 157 beneficiaries within its premises. Through its Community Based Rehabilitation programs, Home Management, Mother and Child program, and OPD services further of beneficiaries are catered to. As a team member. I wish further success to Disha in serving the cause of disability.

Basant Khaitan  
Trustee-Chairperson  
Disha Foundation

## Message from the **ADVISOR**



My congratulations to all Disha's team players for completing 22 years of very meaningful work. Very fortunately I have had the privilege, of watching, from very close quarters Disha's phenomenal growth and impressive work, earlier as their Executive Director, and now, for several years, as an Advisor.

Today, their therapy department can vie with the best in the country. The well trained special educators are knowledgeable and committed. Disha's achievement in the area of sports at the national and International level have been commendable, it's successful efforts towards training special educators at the Diploma and degree levels need to be appreciated. Disha has not been an ivory tower centre of excellence. It has fully merged itself with the world around it, entering it through its successful Community Based Rehabilitation (CBR) programmes and has encouraged the community to enter it through its Home management & Mother Child Training programmes. The setting up of a Research wing and planning for the starting of a 'Help' unit, for children with learning difficulties are feathers in its cap.

This nonstop achievement of goals set has been possible because of the cohesive team work of the management, the Executive Director and the entire staff.

As per an Irish blessings, I wish that

May the road rise up to meet you.  
May the wind always be at your back.  
May the sun shine warm upon your face,  
and rains fall soft upon your fields.

P N Kavoori  
Advisor  
Disha

## *From the desk of the* **EXECUTIVE DIRECTOR**



Once again, I have the immeasurable felicity to write the Introduction of DISHA's Annual Report.

DISHA has evolved into an Island of great Hope created by the dedication, professionalism, and sheer grit of the DISHA staff and our steadfast supporters. DISHA family has set this example in a Sea of immense challenges. Our total transparency, facilities and the commitment of our Human Resource towards bettering the lives of our children with special needs, has put DISHA in the leading position in this field of disability.

We move into 2017-18 as our country grapples with herculean challenges. We will surely play our part by touching perfection in all aspects to lessen the national burden. But let me alert you!! Although we have achieved rare heights, we have no time to rest on our laurels. We still have mountains to climb, and together, hand in hand, we shall reach the zenith and be recognized not only Nationally, but Globally. Lastly, it goes without saying that the hands that support and guide us in the Governing Council and the Executive Committee are our real motivation to keep moving forward to serve the people with special needs in our society.

I slept and dreamt that life was joy.

I awoke and saw that life was service.

I acted and behold, service was joy.

Rabindranath Tagore

Rainu Singh  
Executive Director  
Disha.



# *CENTRE FOR SPECIAL EDUCATION*







The Centre for Special Education is the corner stone on which Disha is built. The main focus of the CSE is to fulfil the educational and other rehabilitatory requirements of each special child, so that he or she can reach to his/her full potential. To optimise the learning process, the CSE has been categorised into four different groups.

- Early Intervention
- Academics/ National Institute of Open Schooling
- Functional Academics
- Recreational Group

This process is not only limited to quality teaching procedures with individualised lesson plans, it also provides the students with adaptive seating equipment. All teaching material is accessible to each child and all learning content is modified as per the ability of each individual. The CSE caters to the rehabilitation of about 160+ students in the age group 5 to 18 years.

To aid a child's development, there are various co-curricular activities such as games, sports, art & craft, dance & music, along with the very important library and computer facilities.

The CSE majorly works with Cerebral Palsy (CP), Intellectual Impairment, Down Syndrome (DS), Autism Spectrum Disorder (ASD) as well as Attention-Deficit-Hyperactivity (ADHD) among other congenital disorders.

# *'Saksham'* *CENTRE FOR THERAPIES*



The team at the therapy department of Disha, works on the premise that each individual needs a different approach for rehabilitation.

Keep in mind the above all therapy is performed through a multithronged approach, which involves a pooling in of resources from all rehabilitational services at Disha. The aim is to maximize each child's potential through individually tailored programs.

## ***Physiotherapy***

At Disha we specialize in pediatric physiotherapy to enhance the welfare and development of all our special children. Our aim is to assist in early detection of the health problems in the babies and use variety of techniques such as Neuro Developmental Therapy, Sensory Integration etc as means of early intervention. The treatment focuses on improving gross and fine motor skills balance and coordination, strength and endurance as well as cognitive and sensory processing thus aiming towards making the child functionally self sufficient. Our therapists perform thorough assessment and then form tailor made therapy programmes which includes various treatment strategies on principles of NDT, Motor relearning and Motor control. These aim at improving the patients standing and quality of walking, strength and balance.





# *Occupational Therapy*

Occupational Therapy works as a facilitator for independent living for the differently-abled population as well as for the clients with minimal dysfunction. Occupational Therapy helps in daily living tasks like toileting, grooming, bathing, eating, brushing, dressing, etc. and it also helps in instrumental self-help skills like transportation, use of mobile phone, community mobility etc. Thus, the Occupational therapist works as a motivator for the clients with disability and making life independent. Occupational therapist assesses the disabled child and recommends adaptive devices modified accordingly.

## *Sensory Integration Therapy*

Sensory integration is a part of occupational therapy that deals with the innate development of nervous system. It helps in the balance of senses i.e vestibular, tactile, proprioceptive, auditory, gustatory, visual, play, social, emotional, olfactory systems of our body by giving them appropriate sensory diet. Sensory Integration helps children to overcome their behavioral and sensory issues to let them live their life in ease.

## *Aquatic Therapy*

Aquatic Therapy provides therapeutic facilities in the water environment, enabling the beneficiary to achieve many functional milestones which otherwise are difficult to achieve on land. Children with a variety of different disabilities such as cerebral palsy, mental retardation, autism etc participate in the aquatic therapy programme. It may be noted that the pool water is heated to an optimum temperature through the year through solar panels.

## *Speech Therapy*

The aim of the unit is to assess and give therapy to both verbal and non verbal children by using electronic equipment and new techniques. All the children new and old are regularly assessed and those who are found to have difficulties in speech are given speech therapy.

### *Speech therapy at Disha provides*

- Complete assessment,
- Diagnosis
- Treatment of speech problems in children includes Language development and vocabulary building, Speech correction, Pre-speech activities.

This unit is fully equipped with necessary aids and equipment and has a dedicated, multi-disciplinary team of rehabilitation professionals.



# CENTRE FOR PRE-VOCATIONAL AND VOCATIONAL TRAINING

## *Pre-Vocational*

This centre has been specifically designed for students between the ages of 14 to 18 years, who display better functional skills in comparison to academic skills. These students are trained to develop day-to-day skills like basic arithmetic, reading, writing, measuring, money-handling etc. This is taught through arts & craft, kitchen work, stitching, handling different machines as well as basic exposure to computer skills. Pre-vocational training is essential to identify the different interests, capabilities and aptitudes of the students to help their transition for vocational training in the field of their interest.

## *Vocational*

After training in the pre-vocational centre, students between the age group of 18 to 25 years are transited to the vocational programmes. Disha offers four vocational skills which are cooking, stitching, art & craft and machine handelling. Additionally, on-job training is also provided to students leading to self-dependancy and eases their integration into the mainstream society.

### *Kitchen Unit*

In this unit, students learn to experiment with cooking various simple dishes, keeping safety procedure in mind. This training process helps the students build self-worth and self-esteem. Furthermore, the students can prepare several dishes/snacks independently, which are put in the canteen for sale.

### *Stitching Unit*

This unit enables the students to find suitable occupational opportunities as per their abilities in different textile related work. Disha has been providing these students with assistance in learning the required skills in specific textile fields.

### *Art and Craft Unit*

This is a place where beauty is created through playing with colours, charts, beads etc to produce bookmarks, paper bags and much more. With the help of a number of activities, the aesthetic and the creative sides of the students is encouraged and polished.

### *Skill Based Training Unit*

This unit provides the students with the opportunity to learn the workings of basic machines which could enable them to earn a living for themselves. Some of the skills imparted at Disha are lamination, paper cutting, spiral binding, photocopying, coffee and popcorn machinery, grinding etc. The products made by the students are also sold in exhibitions across the city including in corporate events, to build the confidence of students. Products are also prepared through order.







# *CENTRE FOR HOME MANAGEMENT*

An increasingly essential Centre for Home Management at Disha provides several facilities to the differently abled children and their parents and families. The basic aim of this centre is to provide assistance to special needs children, not only to those at Disha but also to their parents and to the community at large.

Very importantly it provides services which facilitate early intervention thus minimizing the effects of the disability on the child and the parents. It caters to the needs of outstation children, who cannot attend Disha on a daily basis.

Special educators, therapists, vocational and sports trainers together design individual need based home plans for the concerned special needs child and conduct sessions with his/her family to develop a meaningful and better learning routine at home for the child. This is further buttressed with counselling, assessments, home visits and follow up sessions, to make sure that the family of the child is aware of training methods and the possible facilities as well as the assistive aids which can be made available to the child at home.

During the year of 2016-2017, a total of 140 new cases were assessed by a team of special educators, clinical psychologist and therapists, as per the new cases need.

With the joining of Dr. Savita Jagawat, regular psychological assessments such as IQ testing, Rating Scales for Autism, ADHD as well as assessment for Learning Disabilities and Behavioural issues are conducted. Counselling sessions and psychotherapies including Behaviour Therapy, Cognitive Behavioural Therapy (CBT), Supportive Therapy, ABA Therapy for Autism are also conducted.

Group therapy sessions with the family, teachers as well as the children has been helpful in formulating an individualised educational as well as psychological intervention plan for the child. All assessment outcomes are documented in order to be aware of the child's functioning.





# *CENTRE FOR HUMAN RESOURCE DEVELOPMENT*



The main focus of the Human Resource Development (HRD) unit of Disha is on enabling young professionals to achieve competitive advantage in the field of their choice which in this case is special education. Further to make them realize that there is an urgent need to create a new, capable & sensitive work force to fill in the gaps in the professional groups in this much neglected field of special education, the effort is to motivate and train people so that we have the right person at the right place at the right time.

For the above purpose Disha is conducting two professional courses i.e.

- Bachelor in Special Education - a two years degree course in Mental Retardation (B.Ed-MR) affiliated to the University of Rajasthan & recognised by the Rehabilitation Council of India.
- Diploma in Special Education - a two years diploma course in Mental Retardation (D.Ed-MR) recognised by the Rehabilitation Council of India.

Apart from this the HRD unit also conducts

- Training sessions in “Continuous Rehabilitation Programs” for trained special educators from all districts of Rajasthan.
- Training sessions for parents of special children
- Training sessions for those who work as volunteers with Disha.
- Awareness programs for the community at large.

# MOTHER AND CHILD TRAINING PROGRAM

The idea behind the "Mother and Child Training Program" was to empower mothers of children with special needs enabling them to better handle their special child at home.

To put this idea into practice a program was structured to be completed in 180 hours during which mothers of special children were trained to make them effectively handle their children and also spread awareness amongst the community.

The mothers who got trained under this program not only worked for their child but also emerged as a great help for disabled children in the nearby localities. It is very difficult to work with disabled children only through special schools and professional educators. When assistance at home is combined through trained mothers the effectiveness can be increased manifold. This program worked in the same direction and has proved to be a good initiative.

Impressive results were obtained so far which have resulted in better behavior management and other developmental progress of the child. In 2016-17, four batches were successfully trained which included 47 mothers. 6 children got admission in the mainstream schools and 5 students got admission in Disha.



(घ) इस प्रशिक्षण के बाद आपने स्वयं के व्यक्तित्व में क्या बदलाव आये है।  
इस प्रशिक्षण के बाद मुझे सहसास हुआ की मैं  
दुख: को अपने पास तक नहीं जाने दूंगी। मैं अपने  
बच्चे के साथ काम हंसते-2 करवाती। मैं अपने बच्चे  
की-को-की-की में इतना सुधार लाऊंगी की वो अपना  
सुद कर सकें। अपनी जिन्दगी खुद जी सकें।





(घ) इस प्रशिक्षण के बाद आपकी स्वयं के व्यक्तित्व में क्या बदलाव आये है ।

Ans- After this training I am feeling positive that now I should handle my child.

Overall this training is very very important for mothers like us.

प्रशिक्षण के बाद आपकी स्वयं के व्यक्तित्व में क्या बदलाव आये है ।

है अपने व्यक्तित्व में छपाटे के बहुत भाषानी हुई है हमें बच्चों को पढ़ाया और उनके साथ घर पर काम किया जा रहा है बच्चों को आगे बढ़ाने के लिए ई खुशकि मिले जिनसे बच्चे को आगे बढ़ाया जाये।



आपने कच्चे घर कुछ नहि रीश्वता था गुस्सा करती थी घर जब मैं व्यक्तिगत ना गुस्सा करे इस कारण से हमारे साथ कार्य करने में तय्यार आया है, नाम-चांदे कठर उर-कविराज



# COMMUNITY BASED REHABILITATION

Dish's Institutional Based Rehabilitational work (IBR) was complemented by its Community Based Rehabilitational work (CBR) done in Bhankrota and Mahapura districts.

We are indeed very grateful to Bharat Heavy Electricals (BHEL) who understood our cause and generously came forward to support our CBR project by sanctioning an amount of Rs 6,25,000.


The duration of the project was from 01 October 2016 to 31 March 2017. Intervention was provided in the areas of Speech and Physiotherapy along with Special Education. 54 beneficiaries were helped in the above period.






# SUCCESS STORIES

## PREET JANGID




Preet Jangid, a 15 year old premature born (7 months) boy from Mahapura, suffered severe jaundice after birth and later had severe problems in walking and performing simple activities like tying shoelaces, buttoning shirt etc. His coordination and balance was also poor. In fact, he had to use his upper limbs for locomotion. After keen observation and sustained efforts from CBR team of Disha, he is now able to walk properly and successfully do certain simple things which he found difficult earlier. He is even able to cope up with functional academics which was not the case in the initial stages.

## ARCHANA



Archana, a 20-year-old girl whose birth cry and other milestones were delayed, was a big concern for her family, as she had a fear of fire which hampered routine household work related to the kitchen. After regular sessions from CBR team of Disha. The fear of fire has gradually reduced and now is able to do routine household work in the kitchen. This has been a huge relief for the family.

## SAHIL



Sahil, a 15 year old child studying in class VIII himself took the initiative to contact the CBR team of Disha. Sahil was obviously facing learning difficulties. Surprisingly, he was himself aware about the difficulties and precisely conveyed them to our team. CBR team worked in the right direction by teaching him phonetics. He enjoyed it so much that he took extra effort to attend the sessions even before going to school. He displayed considerable improvement and now he is more comfortable in reading English language.

# *PUBLIC AWARENESS AND ADVOCACY*



Diwali Carnival.



Junio run Rajasthan.



Medical camp.

Celebrating 'International day of Persons with Disabilities'  
**Theme: Achieving 17 Goals for the Future We Want.**



Fun day out.



Art Workshop.



Stage Presentation.



## *DISHA IN THE NEWS*

स्पेशल बच्चों ने सेलिब्रेट  
क्रिया नेशनल स्पोर्ट्स डे



पत्रिका प्लस जयपुर • लाउड म्यूजिक पर डांस, क्वार्टिट गेम्स में पार्टिसिपेट करते स्पेशल बच्चे। कुछ ऐसा ही नजारा देखने को मिला खेल दिवस के मौके पर। मौका था सोमवार को रा. जयपुर-जयपुरम गवर्नमेंट में आयोजित की गई, जिसमें स्पेशल बच्चे के साथ गर्ल्स ने सेल्फी भी खिंचवाई। इस मौके पर एनजीओ उमंग, दिलीप गिरमा, स्वीकार, माइलस्टोन के स्पेशल बच्चों ने हाँकी का मैच खेला। हाँकी में जागरण ध्यानचंद को कानिज में या

आयोजित की गई, जिसमें स्पेशल बस के साथ गर्ल्स ने सेल्फी भी खिंचवाई। इस मौके पर एनजीओ उमंग, दिग्विजय, स्वीकार, माइलस्टोन के स्पेशल बच्चों ने हॉकी का मैच खेला। हॉकी के बाद गजदर ध्यानचंद को कॉलेज में या

बच्चों ने किया एंजॉथ, दिनों के चेहरे पर छाई खुशी  
 स्पेशल बच्चों को दिया नृत्य  
 एवं वादन का प्रशिक्षण



इतिहास अथर्ववेद का १८ पैरिस संस्करण में सम्मिलित हिन्दू तथ्या व्यवस्था

जैपर यजिन्का

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**खाण्डी चौक** = जयपुर के सिटी पैलेस स्थित 'ए पैलेस स्कूल' की प्रिंसिपल जर्जरी कार्टर के दिशा-निर्देशन में 'विद्युत' सोलर पम्प के विरोध करने

प्रशिक्षण दिया। प्रशिक्षण कार्यक्रमों ने संगीत विभाग के अध्यापक-अध्यापिकाओं द्वारा विशेष बच्चों के लिए प्रदान किए गए इस प्रशिक्षण को सहाय्यक कायम बताया। उन्होंने बताया कि इस तरह के कार्यक्रम विशेष बच्चों को सामान्य बच्चों के

मिशल नहीं, अमेजिंग किड्स हैं, ये मुझे स्पायर करते हैं: शिम्स

**Praxis**

फावट मैदान

७७) कबसे सोचना पड़ी, अविनाशिक  
मे पालिका व पिता, हुस्वरन का  
क सुनिम हो जाती है।  
मेक वा विनाश हुस्वरन का क  
हुस्वरन सोचने को मजबूर  
सुखदुःख, सुखदुःख, सुखदुःख  
मे विनाश के रूप में का  
मे विनाश में सुखदुःख को का  
हुस्वरन सोचने के रूप में अविनाशिक  
मे सुखदुःख को सुखदुःख  
अविनाशिक का रूप में का  
मे विनाश में सुखदुःख को सुखदुःख  
मे सुखदुःख का विनाश, हुस्वरन  
मे सुखदुःख का विनाश, हुस्वरन  
मे सुखदुःख का विनाश, हुस्वरन  
मे सुखदुःख का विनाश, हुस्वरन

विषय - ६४ के उपकरणों की भा-  
लिया होती है। इसकी राशि वही है  
के जिस दुर्ग, लक्ष्य और आलोचना  
में है, यदि किसी भी प्रकार के  
तत्त्वों के अभाव में ऐसा हो  
है। इस विषय में और इसके साथ  
अन्य बातों की बातें हैं। इस विषय में  
को भी जान ली है, लेकिन इस विषय में  
इसकी बात नहीं करे।

ਲਗੀ ਕੋਟ ਫਲੋਰ

उत्तराखण्ड में ही डीजल के नुकसान का पैमाना है। वहाँ डीजल की रकम का 10 प्रतिशत नुकसान होता है। जिससे राज्य सरकार को भारी नुकसान होता है। इसलिए डीजल के नुकसान को रोकना ही सबसे बड़ा काम है। (अमित शर्मा, एन।डी।ए.)

विश्व लक्ष्य प्रसार में जल्द यह नई योजना के साथ गैरसरकारी संगठनों से सहकार्य होगा, इसीलिए विदेशी भाषा में प्रसारित होगा।

जोड़ में उठाया

[illegible]

लेमन रेस, सौ मीटर रेस  
में दिखाया दम



**निर्माण नगर** • बच्चों को कोई डिसेबिलिटी न हो और उनकी एबिलिटी को हम सब देख सकें। इसी उद्देश्य के साथ दिशा-ए

किया। गेम्स खेलकर बच्चों ने काफी एंजॉय किया। फल गेम्स से लेकर बच्चों ने सेक रेस, लेमन रेस, 50 और 100 मीटर रेस आदि में पार्टिसिपेट किया।

जयपुर | खेल दिवस पर आईआईएस यूनिवर्सिटी में सजी थी दिव्यांग बच्चों की महफिल। खेल दिवस पर विभिन्न खेलों में हिस्सा लेते हुए इनका जुनून और जज्बा देखते ही बनता था। किसी भी तरह ये बच्चे सामान्य बच्चों से कमतर नहीं थे। इन बच्चों के चेहरे की मासूमियत भरी मुस्कान देख कर वहां मौजूद लोगों के दिल पसीज गए। सारे दर्खों को भूल कर इन विशेष बच्चों ने 'पैरा स्पोर्ट्स

मीट' में हिस्सा लिया। इस मौके को स्पेशल बनाते हुए ये बच्चे बॉलीवुड सॉन्स पर धिरेके और कॉम्पिटिशन में जीत के लिए जोरआजमाइश की। स्पोर्ट्स बोर्ड और नेशनल सर्विस स्कीम यूनिट के संयुक्त तत्वाधान में आयोजित कार्यक्रम में दिशा, माइलस्टोन, निर्माण स्वीकार, गरिमा और उमंग के स्पेशल चाइल्ड्स ने हॉकी, सॉफ्ट बॉल थ्रो सहित विभिन्न खेलों में हिस्सा लिया।

# HAPPENINGS AT DISHA

## Guests and Visitors

- Dr. Ashish from Raksha TPA Pvt Ltd- Health service facilitator
- Ms. Rubina Saifee from NCERT, Delhi
- Mr. Krishnam motivational trainer. Prof. Rita Arora & Prof. Mathureshwar Pareek, Ex. Dean, Dept. of Education.
- Mrs Uma Kachhawah president ICCW
- Prof. Rita Arora & Prof. Mathureshwar Pareek, Ex. Dean, Dept. of Education
- Mr. Ugesh Sarkar the well known magician with Mr. Gilllberto – Chairperson of Entrepreneur Enterprises along with Mr Madhur Khaitan and MrsYashvi Khaitan
- Mr. Anand Sharma former Union Cabinet Minister Government of India.visit Disha along with Rajeev Arora, entrepreneur , political, social and cultural activist
- Brigadier Rakesh Gupta followed by the National Anthem. Students presented a cultural programme which charged up the atmosphere with patriotic spirit.
- Mr. NirmalNahta, Mayor of Jaipur
- Mr. VirendraChoudhary, MD- First India News Channel
- Mr. Devendra Kumar Sharma, Registrar, and University of Rajasthan.
- Capt. A.K Malohtra , Chief security officer, SBBJ bank
- Members from Rotary Jaipur midtown
- Mr. Anand Singhal and family
- Dr. Ashok Agarwal and Ms. Manisha Agarwal
- Ms. Suman Sharma, Chairperson -State Women's Comission
- Mr. Sandeep Sethi, Principal-Edify World School
- Mr. Tapesht Jain, President-Lion's Club Malviya, Nagar
- Mr. M.K Khaitan and Ms. Shailja Khaitan Mr. Karan Rawat, Rawat Jewellers
- Mr. Anoop Khichi, Comissioner ,Higher Education
- Dr. Lalit Kishore and family
- Prof. Prahald Singh Shekhwat Dr. and Ms. Sharda Shri.
- Sh. Bhim Singh, Rajasthan Tours and Travels
- Ms Dr. Priyamvada Singh
- Sh. Rajendra Singh Rathore, Health and Family Welfare Minister
- Mr. Ashok Jain, Additional Chief Secretary, MSJE
- Mr. J.P Singhal, Vice Chancellor, University of Rajasthan
- Ms. Leela Bordia, Neerja pottery
- Mr. Ayush Kasliwal , a well known artist
- Mr. Basantt Khaitan , Chairman Disha Foundation
- Ms. Rita Kuhad , Social worker and artist
- Mr. Sunit Ghlidal , Faculty fine Arts College
- Ms. Swati, Artist
- Mr. Yunus Khimani and Ms. Molina Khimani
- Ms. Ashluwalia- Principal - Springdales school, Jpr.
- Ms. Neena Chature Vice Principal- Bright Land school, Jpr.
- Ms. Rama Dutt- Principal Sanskar School, Jpr.
- Ms. Sandeep Sethi-Principal - Edify World School
- Ms. Urvashi Warman Principal - The Palace School Jaipur
- Dr. M.C Gupta –Dy Registrar (Acad.II) of University of Raj and
- Dr. Jaipal Singh – Chief Operating Manager – Raj. Grameen Aajeevika Vikas Parishad.
- Dr. Rajni Pandey, former HOD of drawing and painting department, Govt College, Bundi
- Mr. Rajeev Dasot, IPS (Director Rajasthan Police Academy)
- Ms. Saroj Jain
- Mr. Sankalp Temani and members of ‘ Young Indians’.
- Confederation of Indian Industry – Northern Region
- Ms. Amrita Sengupta from UNICEF
- Mr. James Chapman, Director-Gap Art 30.01.2017
- Ms. Sylvie Cochin, President AMC, Paris
- Mr. George from Malaysia with Mr. Madhur Khaitan
- Mr. Gurbir Singh, Director sports and students welfare
- Mr. Arun Jatia with Ms. Mala Khaitan, Chairperson EC



# Events and Celebrations

- Participated in “Zarurat-the help Beyond”, JECRC
- Participated in Mati Utsav at Bal Bhawan
- Participated in “Junio Run Marathon”
- Participated in Skit competition on "Anti-tobacco" at Bal Bhawan
- Participated in the 9th National Boccee Championship at Patna
- Participated in "Para sports meet" in the remembrance of Hockey Legend Dhyhan Chand at ICG college
- Participated in National Championship of Aquatics, Mumbai.
- Participated in 12th Senior National Championship of Athletics at SMS stadium
- Participated in National Championship of Volleyball at Ganpat University, Gujarat
- Participated in skill assessment camp for table tennis at Navjyoti Special School, Jodhpur.
- Participated in Judo karate Competition.
- Participated in "Trotz Allem" at Bal Bhawan
- Participated in Art and Craft workshop at Bal Bhawan
- Participated in NIOS foundation day celebration by presenting a play “Boond ki Goonj” at Noida.
- Participated in painting Competition at Jawahar Kala Kendra, Jaipur
- Participated in Annual Carnival of Rajasthan Institute of Engineering and Technology (RIET).
- Participated in panel discussion at Zee News Rajastahn and Ist India channel on the occasion of "World Down's Syndrome Day".
- Participated in SMS Founder's Day Celebration
- Participated in painting competition – ICCW
- Celebrated "World Tourism Day" by Govt. of Rajasthan
- Invited to meet with WWE World heavyweight Champion Sheamus at Hotel Rajputana Shreaton
- Watch a show of Dangal Movie for Disha students at FunStar Cinema, Vidhyadhar Nagar.
- Invited to celebrated “National Science Day” by the AMD Complex, Pratap Nagar, Jaipur
- Invited by the Rajasthan Police Academy, Jaipur for a session on “Advocacy through media for Woman Empowerment” during “Self Defense Techniques for Physical Training Instructors” training."
- Celebrated World Autism Awareness Day and World Down Syndrome day.
- Diwali Celebration
- Republic Day celebration
- Lohri & Makar Sakranti Celebration
- Basant Panchami celebration
- Holi celebration
- Children's Day celebration
- Christmas celebration
- Independence day celebration
- Sharam Daan Diwas celebration
- Teacher's Day Celebration
- Dusshera Celebration
- Eid-ul-Fitar Celebration
- Rakshabandhan Celebration
- Independence Day Celebration
- Janmashthmi Celebration



# Training and Workshops

- Participated in one day workshop on a professional development course on learning differences jointly organized by Mahatma Gandhi Occupational Therapy & Cellfield Canada
- Participated in one day workshop to discuss "Barkhaa series" - graded reading series organized by NCERT at OTS, Jaipur
- Participated in two days National Course Coordinators meet at Chennai
- Participated in two day workshop on "Animation Software "Scratch" organized by Next Education India Pvt. Ltd.in collaboration with Edify World School and Disha.
- Participated in one day workshop on storytelling at Campus Nursery School.
- Participated in one day workshop on storytelling at Campus Nursery School
- Participated in workshop on "Inclusion of people with disability" at Udhayog Bhawan
- Participated in two hour workshop on "Private Family Trust for the parents of special need students" by Mr. Dileep Krishnan, Mr. Rajkumar Jain, wealth manager of Anand Rathi Share & Stock Brokers Lt.
- Participated in one day workshop on "The Power of Roles" by Keystone Institute of India with Hans Foundation and Asha ka Jharna Nawalgarh.
- Four days teachers training program to enhance the teaching & interpersonal skills of all the staff.
- Workshop for parents on "Health Insurance Scheme "Swavlamban", "Stress Management" "Equitable g"and Inclusive education" and "Disaster Management"
- Continuous Rehabilitation Education (CRE) workshop on "Recent developments in developmental disabilities, debates & dilemmas", "Methods of Teaching:project, Play-way, Montessori, Feurestein's Instrunmental Enrichment program and VAKT", "Cognitive Development and Training"
- Continuous Educational Programme (CEP) Workshop on "Personality Development-Need for All", "ABA treatment in Childhood Autism", "IQ Testing.





# UNTIRING HANDS



# OUR PARTNERS IN DEVELOPMENT

## *Networking*

Amity University  
Amrapali Jewels, Jaipur  
APPIRIO  
Approach Autism  
Bal Bhawan, Jaipur  
BITS, Pilani  
Boston University, USA  
Credibility Alliance  
ETV Rajasthan  
Give India  
Hospimedica International Ltd., New Delhi  
Hotel Clarks Amer, Jaipur  
IDEX, Jaipur  
Jaipur Hospital College of Physiotherapy, Jaipur  
Jaipur Physiotherapy & Occupational Therapy College  
JECRC University  
National Institute of Mentally Handicapped, Hyderabad  
National Trust, New Delhi  
Project Abroad  
Ratan Textiles, Jaipur  
Rehabilitation Council of India, New Delhi  
Rotary Club Jaipur Midtown  
Social Justice and Empowerment, Jaipur  
Special Olympics Bharat, Delhi  
Special Olympics Bharat, Rajasthan  
TATA CSR Hub  
University of Rajasthan  
Vodafone  
World wide Adventures  
Ministry of Social Justice and Empowerment, New Delhi  
Zee Rajasthan News

## *Major Donors*

Benzo Chem Industries Pvt.Ltd  
Bharat Heavy Electricals Limited  
Gayatri Poddar Chairtable Trust  
Give India Foundation  
Hari Shankar Gupta  
Poddar Pigments Ltd.  
Sandeep Garg  
State Bank Of Bikaner and Jaipur  
Shubham Foundation  
Shreya Gupta  
Wires and Fabriks (S.A.) Ltd  
WMW Metal Fabrics Ltd.

## *Special Child Sponsors*

Bhaveshti Sudra  
Dhires Saxena  
Rachana Garg  
Saroj Jain/Alok Jain  
Seth Madanlal Palriwala Foundation  
Srimati Kiran Devi Nanagram  
Ujjwal Daga  
Vinod Kumar Sarraf  
Nisha Kura  
Sugni Sukhani



# GOVERNANCE

## Trustee Details

Trustee Name	Position	Meeting attended
Mr. Basant Khaitan	Trustee Chairperson	3/3
Mr. Anand Singhal	Trustee	2/3
Dr. Ashok Agarwal	Trustee	1/3
Mrs. Mala Khaitan	Trustee	3/3
Mrs. P N Kavoori	Trustee	2/3
Mr. Purushottam Agarwal	Trustee	1/3
Mr. Kailash Kanoria	Trustee	2/3
Mr. Madhur Khaitan	Trustee	3/3
Dr. Sudhir Bhandari	Trustee	1/3

- Except three, none of the Trustees are related by blood or marriage.
- During the period three trustee meetings were held. In annual meeting dated 27/03/2017, 9 trustees participated. The annual accounts for F.Y. 16-17 and budget for FY 17-18 and appointment of auditors were approved.

## Transparency Disclosures

- Disha Foundation is a Registered Trust.
- For Disha, 1 Governing Board and 4 Executive Committee meetings were held in FY 16-17.
- Banker are State Bank of India, Shyam Nagar Branch, Jaipur - 302019.
- Auditors are Jain Shrimal & Company, 62, Gangwal Park, M. D. Road, Jaipur 302004. Disha follows the audit related process whereby the statutory auditors are appointed in annual meeting and their remuneration is also fixed. The Auditor report & financial statements are passed in the annual meeting.
- Disha Foundation complies regularly with statutory requirements of Income Tax Act and Foreign Contributor (Regulation) Act.

: Income Tax Registration: Under section 12A: Income Tax Officer Jaipur

अ.आ./वसूली/घारा12अ(अ)/116/95-96/789 dt. 31-07-1996. PAN: AAATD2135P.

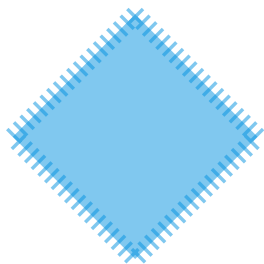
TAN: JPRD02565D. All Contribution to Disha Foundation is exempt under section 80G of the Income Tax Act vide Certificate Nr : अ.आ.1/अ.(तक.व.न्या.)/80जी/जय / 2008-09/675 dt. 25-07-2008 .

: FCRA Registration Nr: I25560I0I Credibility Alliance Registration Nr: 3A/48/2011.

- No remuneration, sitting fees or any compensation was paid to any trustees except to the Advisor – Disha @ Rs. 40,000/- per month. No travel reimbursement has been made to any trustees for attending meetings. Total cost of international travel by all personnel and board members during the year is nil. Total cost of national travel by all personnel during the year is Rs. 40,011/-. Remuneration of the highest paid staff members are Rs. 93,000/- per month. Highest paid person is Operational Head – Ms. Rainu Singh. Remuneration of the lowest paid staff members is Rs. 5,600/- per month.

Staff salary	Male (Nos)	Female (Nos)	Total (Nos)
<5000	0	0	0
5,000 - 10,000	11	19	30
10,000 - 25,000	6	15	21
25,000 - 50,000	1	2	3
50,000 - 1,00,000	0	1	1
1,00,000 >	0	0	0
Total	16	44	60

# FINANCIALS 2017-18



## BALANCE SHEET As on 31 March 2017

Rupees in Lacs

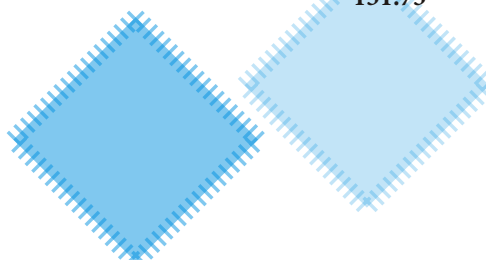
PARTICULARS	31/03/2016	31/03/2017
<b>Assets</b>		
Fixed Assets	206.69	192.84
Investment	286.90	313.22
Cash & Bank Balance	12.22	3.42
Other Current Assets	18.74	23.76
Income & Expenditure A/c Balance	-	-
<b>Total</b>	524.55	533.24
<b>Liabilities</b>		
Corpus Fund	114.82	115.33
General Fund	339.47	339.47
Capital Assets Fund	32.5	32.50
Current Liabilities & Provisions	16.52	25.71
<b>Balance Of Income &amp; Expenditure Account</b>	21.24	20.23
<b>Total</b>	524.55	533.24

## INCOME & EXPENDITURE

For the Year Ended on 31 March 2017

Rupees in Lacs

PARTICULARS	31/03/2016	31/03/2017
<b>Internal Sources</b>		
Donations from Indian Sources	58.14	66.54
Grants from Indian Sources	41.54	30.34
Donations from International Sources	0	14.48
Other Income	0.85	0.11
From Workshops	27.85	28.61
From Research activities	0.64	0
Deficit	0.50	0
<b>Total</b>	22.21	1.01
	151.73	141.09
<b>Expenditure</b>		
Programme	31.03.16	31.03.17
Management and Administration	91.79	92.72
Other Expenses	20.38	23.22
Excess of Expenditure over income B/f	18.33	16.14
Excess of Income over Expenditure C/F	-	0
<b>Total</b>	21.23	0
	151.73	141.09





# FINANCIALS 2017 -18

## RECEIPTS & PAYMENTS ACCOUNT For the Year Ended on 31 March 2017

Rupees in Lacs

PARTICULARS	31/03/2016	31/03/2017
<b>Receipts</b>		
Opening Balance	36.52	12.21
Internal Sources	61.91	67.79
Donations from Indian Sources	48.04	28.93
Grants from Indian Sources	0	9.88
Donation from International Sources	0.85	0.11
Other Receipts	17.97	24.46
<b>Total</b>	<b>165.29</b>	<b>143.38</b>
<b>Payments</b>		
Capital Items/Assets Purchased	12.48	1.71
Purchase of Investments	16.21	18.52
Loan and Advances	8.82	8.11
Other Payments	115.57	111.62
Closing Balance	12.21	3.42
<b>Total</b>	<b>165.29</b>	<b>143.38</b>

# RESEARCH AND DEVELOPMENT

Research and Development (R&D) work has been initiated at Disha since July 2016. The research unit is being manned by Dr. Lalit Kishore occasionally assisted by volunteers and interns. However, the two firsts of the research unit were: (a) to mobilize and apply appreciative enquiry method of research study and (b) to write and present a paper for an international conference on disability communication organized by the University of Mumbai and Jonkoping University, Sweden.

During the year 2016-17, in all, six papers were accepted for different conference and three were presented personally by the research unit. Dr. Kishore reviewed 12 books on different aspects of special education which were published on an on-line portal. In R&D area, a colour-cum-pattern recognition game board was produced with the help of an intern from Australia and TISS, Mumbai which was tried out by Pooja to assess its efficacy. A twenty-page manual was produced depicting the design and protocol of its use with differently abled children.

A set of 40 odd visual symbol cards was produced in which Varsha Tikkiwal assisted for standardization and classroom use. The preliminary trialing and lesson study has indicated that a standardized visual support is required instead of presently used flash cards which have distracting details. The work on creating a manual on teacher produced visual support and protocol will start soon with the help of a research assistant.

During the year, at least 300 pages were produced consisting the research referencing, abstracting, short notes, concept notes, sketch notes, method sheets, analytical news stories, video scripts, PPTs, etc. The norms the research unit consisting of research fellow and research assistant and outcomes are being worked



**Appreciative Inquiry: A sketch note and an ABC poem**  
Lalit Kishore

**SKETCH NOTE**

**ABC poem on appreciative inquiry**

A: Agreeing to look for positive, what works or what is the best  
B: Being true to anticipated or transformed reality  
C: Change to be action planned and co-constructed  
E: Engaging stakeholders in desired or anticipated change or reality with inner motivation

**Appreciative Inquiry process**  
Lalit Kishore

Appreciative Inquiry is often seen as the participatory search for the best in people, organizations and community in order to effect a change in perspective and create the most desired future or reality.

It is deemed as a positive problem solving strategy since it relies on positive questions that strengthen a system's or individual's capacity. And, it begins with an unconditional positive question to initiate the inquiry process.

The following flowchart shows the main steps in undertaking an appreciative inquiry.

**EXHIBIT: THE FLOWCHART SHOWING STEPS OF APPRECIATIVE INQUIRY**



# SUCCESS STORY

## *The boy with a new personality*

Often we see special children being defined by their disability. But here in DISHA, are mentors who push these children to explore the seamless world of possibilities, children who refuse to restrict themselves to this label of disability and go on to define themselves by their passion and dreams. The 21 year old Anurag Rathi is one such student of DISHA under training in the Vocational Unit who found his passion in sports and proved that limitations can never dampen the sweetness of fulfilling dreams and self realization. A few years back in 2006, Anurag joined DISHA as a hyperactive child with intellectual impairment. He was aggressive towards his peers and would very easily get tired while performing in physical activities. The conditioning through training he underwent in this period focussing on improving his stamina and speed, brought about a tremendous change in his demeanour and bridged the gaps between his true potential and limitations. Time bound planned training and proper diet extended from school to home and his development owes as much to his mentors in DISHA and his supportive family, as to his own perseverance and hardwork. This transformation pushed him off from the cliff of fears and obstacles and the medals he brought back home from several inter-school, State, National and International competitions can tell us the rest of the story, of his flight to success. This exceptional athlete and master of many games like cycling and badminton, bathed DISHA & the whole of our nation in pride as he won 2 Bronze medals, in his, forte Roller Skating, in the Special Olympics World Summer Games, 2015 held in Los Angeles. Sports training have rendered him with discipline, self confidence and a cooperative attitude which helped him to mould and create a leader out of himself. His outstanding ability in games and sports was highly complemented by his outstanding ability to draw, paint and create beauty on the canvas.

Disha's heartfelt thanks go to Neerja Blue Pottery for employing him as one of their artists.

Today, Anurag is a self sufficient productive member in the mainstream society. It is indeed true that there are merely a few skies that a passionate heart cannot soar to –

Keep soaring Anurag !



# EXCERPTS FROM THE VISITOR'S BOOK

Visited Disha today and spoke Mrs. Rainu Singh in length. Happy and glad to see such a nice setup for PWID. Disha can give Directions to whole Rajasthan as I could smell the potential its team has. I would like to request to spread the wings to whole Rajasthan for the betterment of the sector. National Trust & MSJE are there to support. Lot of changes now at ministry level to support good NGOs like Disha.s. I would love to support if you need any help.

Keep it up & God bless you.

Er. Pankaj Maru

26/05/2016

Disha

Direction,

Dedication

Amazing people and awesome children.

God bless the children and all the people associates.

HPCL Jaipur

It was a great pleasure to visit Disha Foundation Jaipur and celebrated auspicious 70th "Independence Day" with differently abled children, devoted teachers and staff Disha Foundation is doing excellent job in empowerment of these lovable differently abled children under able leadership of Mrs. Rainu Singh and blessing of Mrs P.N Kavoori.

Please continue doing great work

Keep it up.

With Best Compliments

Brig. Rakesh Gupta

Commandant Military Hospital Jaipur

Excellent Work

Please keep it up and do try and expand to other cities.

Jainish Samat

Rotary club of Pune Far East. - 19/09/2016

It was a special and moving experience to visit DISHA today. Over the years, it has developed as an invaluable institution to support children and adults, who are special differently abled and challenged. DISHA has adapted to new research and assimilated therapies. Equally important are its efforts in public interest and to create awareness. To inform and sensitize people to create a caring and sensitive society. The founder Mrs. Kavoori is Truly an inspirational lady. The Contribution is uncountable.

With Best Wishes

Anand Sharma -MP- Deputy Leader of Opposition – Rajya Sabha

22/08/2016

Thank you Madhur & Mahavir for having me to experience the amazing "DISHA"!!!. It is truly one of the most memorable experiences of my life & I do look forward to keep seeking out ways to add value to this beautiful venture.

Ugesh Sarcar

08/07/2016

I visited Disha Foundation as an assessor from Credibility Alliance to assess their working. I was pleasantly surprised to note that there is such sincere and dedicated voluntary organization that put up their best efforts to improve the lives of the children/families with special needs. They have been successful to a great extent to improve their lives. I wish them all the success.

Mr. P.N Thussu

Assessor from Credibility Alliance

27.05.2016



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## RECOGNITION / AFFILIATION / ACCREDITATION

- State Welfare Department, Govt. of Rajasthan  
(Education and Rehabilitation of Mentally, Physically and Neurologically challenged and young adults)
- State Award for outstanding work in field of Rehabilitation, Rajasthan
- Rehabilitation Council of India  
(HRD/Teachers Training Program)
- National Institute of Open Schooling  
(Education for Person with Disability)
- Recognized by The National Trust, Govt. Of India
- University of Rajasthan  
(B.Ed. in Special Education – Mental Retardation)
- Accredited by Credibility Alliance “Minimum Norms”
- Partner with Give India
- Empanelled with TATA CSR Hub
- Registered under FCRA
- Validated by CAF India



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[www.dishafoundation.org](http://www.dishafoundation.org)  
<http://vimeo.com/37661270>