

ANNUAL REPORT 2018-19



DISHA

A Resource Centre for Multiple Disabilities

Incorporated in Disha Foundation





पेन्शन लोन

अपनी दूसरी पारी में
आरंभिक बल्लेबाज की भूमिका निभाइए



आपकी एसबीआई शाखा से झंझट-रहित पेन्शन लोन्स

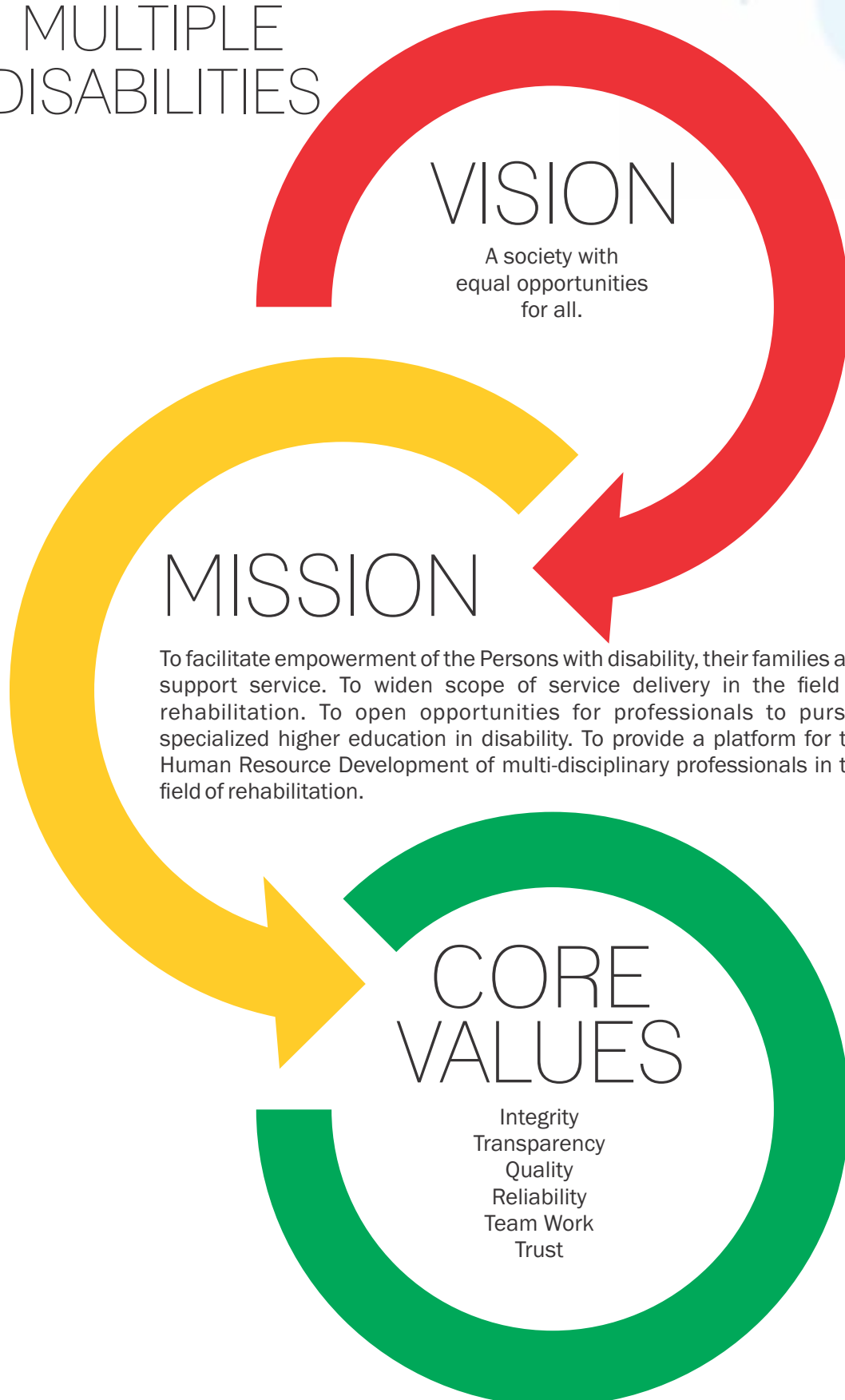
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A RESOURCE CENTRE FOR MULTIPLE DISABILITIES



DISHA FOUNDATION

Trustees

Mr. Basant Khaitan-Chairperson
Mrs. P. N. Kavoori
Mr. Purushottam Agarwal
Dr. Sudhir Bhandari
Mr. Madhur Khaitan

Mr. Anand Singhal
Mr. Ashok Agarwal
Ms. Mala Khaitan
Mr. Kailash Kanoria

Governing Council

Padma Shri Dr. Ashok Panagariya
(Chairperson) Sr. Neurologist

Ms. Jayanti Dalmia
(Business & Social Work)

Dr. Priyamvada Singh
(Development Consultant)

Mr. Apurv Kumar
(Business)

Ms. Jayshree Periwal
(Educationist)

Mr. Rajeev Arora
(Business & Politician)

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

Mrs. Mamta Mansinghka
(Business)

Dr. Govinda Rao
(Disability Expert)

Dr. Mrinal Joshi
(Doctor)

Dr. Sudhir Bhandari
(Sr. Physician)

Mr. Inderjit Khanna
(Retd. IAS)

Mr. Paras Kuhad
(Sr. Advocate)

Mr. Yogi Durlabhji
(Business)

* All members of Executive Committee are invitees of Governing Council

Executive Committee-Member

Mrs. Mala Khaitan (Chairperson)
Mr. Basant Khaitan
Mrs. P. N. Kavoori
Mr. Anand Singhal
Mr. Manish Tailong – Secretary
Mr. Mahendra Khaitan
Mr. Anil Agarwal

Advisor
Mrs. P. N. Kavoori

Executive Director
Ms. Rainu Singh

Message from the Governing Council Chairperson



I have known Disha as a vibrant organization, academically pioneered by the brilliant Madam Kavoori and supported by the distinguished Khaitan family. To manage and rehabilitate the mentally challenged is a huge task with a limited number of trained faculty vis-a-vis the number of sufferers. With the Government of India, under the Right to Education, showering special privileges for those children requiring special education, the responsibility on us become onerous.

Since Disha is considered a leader in this area of special education, we need to be proactive and consolidate ourselves further and continue to grow at a speed to match the international standards. This obviously requires generating resources, creating public awareness and introducing further academics and research. Only then we would be able to create an institution of excellence which shall provide training for trainers and diagnostic and rehabilitative services for those who require them. We shall also have to create an advocacy forum for the cause of the mentally challenged.

This year 2018-19 was extremely eventful and all of us can take pride that several things happened together, which included receiving of “NGO Leadership Award” at “Pride of India Awards”. Inclusion of B. Ed. course under Section 12 (B) of the UGC Act for receiving UGC Grant for B. Ed. Course, starting of “Early Intervention group” for child's development. Apart from the academic and research development, DISHA as an institution and the performance of individual students made a bigger mark at the social, cultural, educational level and also providing expertise into policy formulation of disabled in India. The 100% success rate in graduate level examination and periodic workshop organization added value to the institution.

All these have made us more optimistic but there is a long way to go and we should continue to strive for higher levels of growth and should prepare ourselves for taking bigger challenges. My best wishes to everyone and special compliments to those who played their roles effectively in making the institution what it is at the moment.

Padma Shri Dr. Ashok Panagariya
Chairman - Governing Council
Disha Foundation

From the desk of Executive Director

Feel highly Blessed to be sitting down to face that sacred moment again to reminisce about the eventful year that enriched our lives.

Feel proud to be part of a well-knit TEAM consisting of sagacious members of our Governing Council & Executive Committee, our professional & dedicated Staff Members, our Donors & Sponsors. All working selflessly with one aim for our wonderful children !!

I have the great satisfaction to list below the Major strides in DISHA's ascent towards its lofty goal :

1. Early Intervention program started early this year. This program is THE ANSWER to bringing down the impact of disability in our country.
2. Record intake of DISHA-trained special educators by the Govt.
3. Book launch of Mrs. P. N. Kavoori.
4. 12 B certificate by UGC. It will strengthen our Teacher Training programs further.
5. Highlight of Disability Week programs - "**Ek Shaam Disha Ke Naam**" - advocacy and fund raising. Thanks to Dr. Anil Sharma and Dr. Geeta Brar for their outstanding performance free of cost for us.
6. Supported Govt in its endeavor of Accessible Election by organizing a rally.
7. DISHA students were part of the World Record for participating in an event for assembling solar lamps.
8. Dr. Lalit Kishore won the Findel CASTME award conferred by Commonwealth Association of Science, Technology Educators in London, for his research paper on special education.

The above achievements will surely motivate our Team to do better in F.Y. 2019-20. The standards, transparency and work culture at DISHA is the new benchmark in this field. Looking forward to bringing more smiles on the faces of our children and disassociating them from the concept of disability.

Laud this great effort towards Nation Building !!

Rainu Singh
Executive Director



CENTRE FOR SPECIAL EDUCATION

THE CENTRE FOR SPECIAL EDUCATION IS THE BED ROCK ON WHICH DISHA STANDS. THE FOCUS IS ON REHABILITATING STUDENTS, WITH SPECIAL NEEDS, THROUGH SPECIALLY DESIGNED PROGRAMMES WHICH ADDRESS INDIVIDUAL DIFFERENCES AND NEEDS.



The above process involves individually planned and systematically monitored arrangements of teaching procedures, adapted equipment and materials, along with accessible settings for differently able students (Age group 5 years to 25 years). The entire exercise is conducted with a view to enhance the potential of each student so that she/he reaches his or her highest ability level.

The above programs cater to students with Multiple Disabilities, such as Cerebral Palsy, Intellectual Impairment, Down Syndrome, Autism Spectrum Disorder, and many more.

- ♦ To achieve optimum results, the Center has been categorized into four different groups
- ♦ The Early Intervention group
- ♦ The Academics group
- ♦ NIOS - Geared to the National Institute of Open Schooling
- ♦ The Functional Academics group
- ♦ The Recreational group

Co-curricular activities such as games and sports, art and craft, dance and music are planned for all. The students have regular access to computer and library facilities.

CENTRE FOR THERAPIES

The Centre for Therapy is a kin to all rehabilitation work done in Disha. The centre follows a trans-disciplinary approach that enables its clients to avail the services of all professionals concerned with rehabilitation, under one roof.

The available disciplines under the centre are Physiotherapy, Occupational therapy, Speech therapy, Aquatic therapy, Equine Therapy, Sensory Integration and Orthotic advice.

Every beneficiary visiting any facility is given an evaluation and customized treatment protocol, which involves the following steps:

- ♦ Consultation and Evaluation to meet the need of the child.
- ♦ Planning of the treatment , goal setting and regular follow up.
- ♦ Biannual assessment to monitor the progress.
- ♦ Regular meeting with parents or caretakers to discuss the concerns.

PHYSIOTHERAPY

Aim of this unit is to assist in early detection of health problems in children and use a wide variety of treatment techniques such as Neuro Developmental Therapy and Sensory Integration Therapy as means of Early Intervention for Posture and Movement Disorders.

Trained therapists work collaboratively with individual's family, care givers and physicians to develop comprehensive treatment programs based on the principles of human neurology and physiology.

Treatment techniques focus 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.

In the present academic year physiotherapy services have been provided to approximately 55 in house children under a regular timetable and could show encouraging results in transforming them into potential walkers.

Therapeutic services are also provided to outdoor patients under the Home Management

Programme. Around 60 cases were attended who were given centre based as well as home based programs aiming at maximum remediation benefits.



OCCUPATIONAL THERAPY

Occupational therapy helps infants, toddlers and children improve their cognitive, physical, sensory and motor skills by providing vestibular, proprioceptive, auditory, olfactory and tactile inputs to them to become independent.

Areas cater to are Autism Spectrum Disorder, ADHD, Learning Disability, Handwriting issues, Fine Motor issues, Co-ordination issues and various other neurological disorder.

A well-equipped Sensory Integration facility forms an important treatment area which includes Swings, Tactile toys, Vibratory toys, Textured Materials, Ball pool, Jungle gym, Visual box, various types of brushes, and many other hands on devices to give the best possible treatment to the beneficiaries.

Every year 6-7 occupational therapy students of Boston University, Massachusetts USA come for a one month internship programme to familiarize themselves with the India perspective of pediatric occupational therapy.



AQUATIC THERAPY

A unique Aquatic Therapy Programme at Disha provides therapeutic facilities in the water environment, enabling the beneficiary to achieve many functional milestones which otherwise are difficult to achieve.

Any person with gross motor and behavioral issues can participate in therapy.

It may be noted that the pool water is heated to an optimum temperature throughout the year through solar panels.



SPEECH THERAPY

Speech Therapy comprises of assessment & rehabilitation of students with speech, language, communication disorders, oro-motor & Swallowing difficulties. Some of the areas addressed are misarticulation, dys-fluency, voice disorders and others. Parental counseling for developing & carrying out a home based intervention programme forms an important aspect of the therapy.



A horizontal row of five hands holding various objects. From left to right: a hand holding a pair of pliers, a hand holding a yellow measuring tape, a hand holding a black computer mouse, a hand holding a metal strainer, and a hand holding a pair of scissors. The hands are positioned against a white background.

This centre has specially been designed for students between the age of 14 to 18 years and aims to develop day-to-day skills like basic arithmetic, reading, writing, measuring and money-handling skills in students who display better functional skills in comparison to academic skills. This training includes art & craft, kitchen work, stitching, handling different machines as well as computer skills. Pre-vocational training is essential to identify the interests, capabilities and aptitude of the students to help their transition to vocational training in the field of their interest.

After Pre-Vocational training, students between the age group of 18 to 25 years are promoted to the Vocational programs.

Disha offers four vocational skills such as cooking, stitching, art & craft and handling of various machines like photocopy, spiral binding, paper cutting, laundry etc.

On job training is also provided to students to make them self-reliant and to ensure their integration into the mainstream society.



STITCHING UNIT

This unit empowers the students to find suitable occupational opportunities as per their abilities in different textile related work. Disha provides students with assistance to learn the required skills in specific textile fields.



ART AND CRAFT UNIT

It is a place where beauty is created through playing with colors, charts and, and beads to produce bookmarks, paper bags, key chains and much more. With the help of a number of activities, the aesthetic and the creative side of the student is encouraged and polished.



SKILL BASED TRAINING UNIT

This unit provides the students with the opportunities to learn the workings of basic machines which would enable them to become independent and self-sufficient. Some of the skills imparted at Disha are lamination, paper cutting, spiral binding, photocopying, coffee and popcorn making, grindings etc. The products made by the students are also sold in exhibitions across the city as well as in corporate events, to build the confidence of the students. Products are also prepared through order.

Ashish Hulliyal, a student from this unit is under training with Energy Efficiency Services Ltd. (EESL).



KITCHEN UNIT

Students learn to experiment with cooking by preparing simple dishes, keeping safety procedures in mind. This training process helps the students build up their self-worth and self-esteem. The students can prepare several dishes/snacks independently. Which are put in the canteen for sale.



CENTRE FOR HOME MANAGEMENT



Home Management is a program for those children or adults who for some reason are not able to take admission in CSE and hence get themselves enrolled in the Home Management program. They visit Disha at regular intervals to get guidance for differently abled children.

During the year of 2018-2019, a total of 121 cases were registered by Centre for Home Management.

When a child with special needs visits Disha for Home Management Program, the first step is to assess the child's intellectual functioning level by the Clinical psychologist. Then, along with special educators, therapists, vocational and sports trainers design the individual need-based home plan for the special child followed by sessions with his/her family to give psycho education according to child's needs and to develop a meaningful and better learning routine for the child.

Counseling sessions are conducted regularly for the differently abled children. Diagnosis and rating of different disorders like ADHD, ASD, learning disorder, anxiety, depression, psychosis are conducted at different intervals. Group therapy sessions are conducted with the families, teachers and children to be able to construct an individualized educational as well as psychological intervention plan for the child.

To ensure that the families of the special children are aware of the training methods, possible facilities and assisting aids, home visits and follow up sessions are carried out on a regular basis. This program also provides services which helps in minimizing the effect of disability on the child and parents. Every assessment is documented to be aware of the child's functioning at every point. This program not only caters to children in Jaipur but also to the outstation children.

CENTRE FOR HUMAN RESOURCE DEVELOPMENT

The Human Resource Development (HRD) Unit of Disha aims to train young professionals in the field of Special Education helping them to develop skills and competencies which will enable them to cater to the special needs of children with disabilities. This Unit is responsible for conducting two professional courses:

- ♦ **B. Ed. in Special Education** – A two-year course in Mental Retardation (B. Ed. - M.R.) affiliated to the University of Rajasthan and recognized by the Rehabilitation Council of India. This program has trained over 250 students since its inception in 2008.
- ♦ **D. Ed. in Special Education** - A two-year diploma course in Mental Retardation (D. Ed. - M.R.) recognized by the Rehabilitation Council of India. This course was launched in 2014 and trains a batch of 30 trainees each year.

In addition to these courses, the HRD unit also conducts training sessions to equip special educators and trainees to handle children with special needs:

- ♦ **Continuous Education Program (CEP)** – This program has a focus on training educators and trainers, in order to develop skills that would allow them to impart knowledge to special children.
- ♦ **Continuous Rehabilitation Education (CRE)** – This training session focuses on special educators from all the districts of Rajasthan.

Training sessions for parents of the special children, volunteers and interns working with Disha and Awareness Programs for the community at large are also conducted.



PUBLIC AWARENESS AND ADVOCACY



DISABILITY DAY CELEBRATIONS

Nov 20th - Dec 3rd, 2018

CHARITY MUSICAL CONCERT

A musical concert was organized as fund raising activity and as part of the functions/events on the occasion of World Disability Day celebrations. The concert was organized at Ravindra Manch on November 24th, 2018.

Dr. Anil Sharma, popularly known as the Voice of Jagjit Singh and the famous Sufi and folk singer Dr. Geeta Brar were the performers.

Shri Jagdish Chandra, CMD of 1st India News Channel was the Chief Guest while Ms. Archana Joshi, Chief Commercial Manager of North Western Railway was the Guest of Honor. Shri Jaswant Singh Ji elder brother of Late Shri Jagjit Singh Ji, the legendary ghazal maestro was there as a special guest.



SIGNATURE CAMPAIGN

Disha organizes a signature campaign during disability week each year with the purpose of sensitizing main stream school children and the society at large, about special abilities of persons with disabilities and integrating them in mainstream life.

This year the Disability Week celebrations at Disha began with flagging off the signature campaign. The Chief Guests on this very special occasion was Mr. Alok Ranjan, IAS, CEO, Zila Parishad, and Mr. Rajiv Kohli, General Manager, SBI Network1, Jaipur. Mr. Alok Ranjan also sensitized the participants about their right to vote and accessible elections. Disha students also made paintings on the theme of accessible elections.



POETRY COMPETITION

A poetry competition titled 'Expressions-Abhivhyakti' was organized at Disha.

The purpose of this event was to give an opportunity to the main stream students to express their views about disability on the theme 'Empowering Persons with Disabilities and Ensuring Inclusiveness and Equality'.

The judges for the event were Ms. Preksha Chopra, Ms. Purna Sahni, News Editor, City Bhaskar, and Dr. Lalit Kishore, Head Research Unit, Disha.



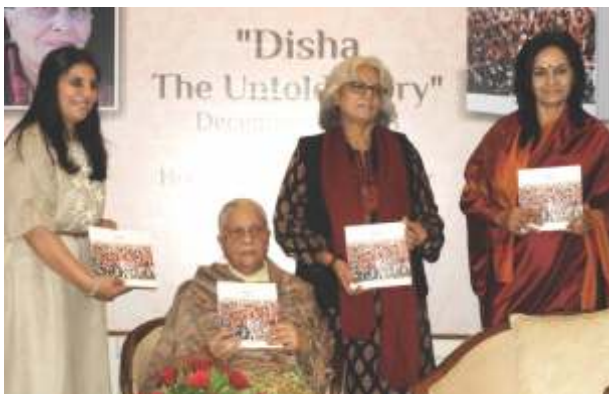
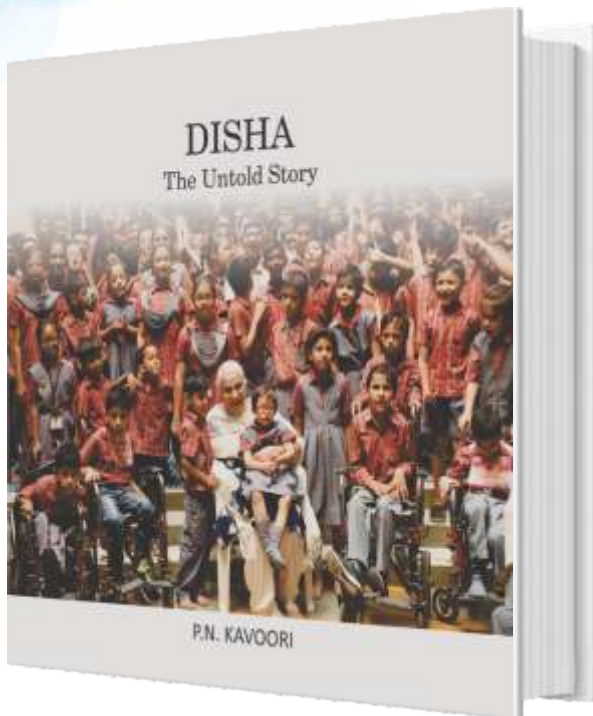
ART WORKSHOP

This workshop was about bringing together the mainstream school/college students and the students with special needs and express their ideas through paintings. The guests of this event included Dr. Amita Raj Goyal, Asst. Prof., Rajasthan University, Dr. Krishna Mahawar, Asst. Prof., Rajasthan University, Dr. Hemlata Kumawat (Retd.) Asst. Prof. and Dr. Rajni Pande, Former HOD, Arts Department, Bundi College, Ms. Maisha, Mr. Yunus Khimani from City Palace, Mr. Bhrahma and Mr. Suneel Gildial From Fine Arts college.



BOOK LAUNCH

Ms. P. N. Kavoori, the founder of Disha, launched her book on Dec 12th, 2018, which was also her 88th Birthday. The grant event was organized at Hotel Clarks Amer, Jaipur. The book portrays the journey of Disha and how it changed lives of thousands of children with various disabilities.



EARLY INTERVENTION

The “Early Intervention Program” is Disha's latest project which basically aims to provide services to *risk* infants and toddlers below the age of 6 years. Services are designed to identify and meet these *risk* young ones special needs in 5 main developmental areas, namely, physical, cognitive, communication, social or emotional development and sensory and adaptive development.

Presently, this program in Disha is working on 13 young children all under the age of 5. Stimulating resources used in their environment along with individual guidance and traditional therapies like occupational, physio and speech therapy have shown great improvement in the young ones. Most of them are beginning to talk, engage with one another and are gradually grasping pre-academic concepts like alphabet and numbers.



GUESTS/VISITORS



- ♦ Mrs. India 2017 - Ms. Tripti Arvind.
- ♦ RCI Inspection team, Ms. Namita Kakkar from Delhi and Mr. Yashvinder Kapil from Chandigarh.
- ♦ Children from Springdale School.
- ♦ Ms. Chandan Palmer, Regional Grant Officer of Rotary International, Sh. Ramesh Aggarwal and Shri R.K. Gupta from Rotary International.
- ♦ Children from Sanskar School.
- ♦ Hayley, Gabrielle and Cole were three Occupational Therapy interns from Boston University(USA) for the month of July 2018.
- ♦ Ms. Sakshi Sapra and Ms. Deepanjali Nathawat, two undergraduates from Psychology Dept. of Manipal University did their internship for the month of July.
- ♦ Mr. Douglas Bowman, renowned international author.
- ♦ Students of Jayshree Periwal School .
- ♦ Jessica Oliveira, Batool Behnam, Vennessa Alice, Friha Kaiwan, Ana Beatriz and Melissa Mbithe from Portugal, Kenya and Afghanistan and Finland.
- ♦ MBBS students of JNU Medical College, Jagatpura, Jaipur.
- ♦ Mr. Vikas Prasad, Director, Department of Empowerment of Persons with Disabilities, MSJE, New Delhi.
- ♦ Ms. Paula Ahola from Finland.
- ♦ Group of ladies from Shri Jain Shwetambar Terapanth Mahila Mandal, 'C' Scheme, Jaipur.
- ♦ Mr. Dasho Anubhav from EESL.
- ♦ Fifteen Tourists from World Wide Adventure group.
- ♦ Mr. Sidhartha Sen & Ms. Kritika Modi.
- ♦ Sh Rajiv Kohli , General Manager, Network-I, Jaipur.
- ♦ Dr. Anil Sharma, popularly known as Voice of Jagjit Singh.
- ♦ Dr. Geeta Brar, a popular Sufi & folk singer.
- ♦ Dr. Shiv Gautam, Eminent Psychiatrist.
- ♦ Ms. Suchi Sharma (IAS) Commissioner – Integrated Child Development Services, Secretary – Social Justice & Empowerment, Jaipur.

- ♦ Twenty four interns of Human Rights Commission, Rajasthan.
- ♦ Students from S. V. Public school and Periwal Public School.
- ♦ Mr. Walder, Trustee of Seth Nathmall Palriwala foundation.
- ♦ Mr. Yunus Khimani from City Palace.
- ♦ Sh. Suneet Ghildial from Fine Arts college.
- ♦ Dr. Amita Raj Goyal, Dr. Krishna Mahawar from University of Rajasthan.
- ♦ Dr. Hemlata Kumawat and Dr. Rajni Pandey from University of Rajasthan.
- ♦ Shri Vijay Ronjan, Chief General Manager, Jaipur Circle of SBI.
- ♦ Air Commodore Naidu along with his wife Ms. Jayanti.
- ♦ Mr. Divendu Thakur, HR Director of SPX Technology Flow Ltd.
- ♦ A team of Chefs from Hotel Sarovar Portico.
- ♦ Ms. Ankur Kumar along with Mr. Anant, Mr. Arjun and Ms. Upasana from Hotel Clarks Amer.
- ♦ Ms. Alexia Mathew (from Australia) and Ms. Nadine Hani (from Egypt).
- ♦ Participated in a painting competition at Jawahar Kala Kendra organized by Pratibha Educational Development Research Society as a part of Jaipur Kala Mahotsav .
- ♦ Law interns from Human Rights Commission, Rajasthan.
- ♦ 22 Students of B. Ed., 2nd year from LBS College, Jaipur.
- ♦ Alexia Mathew from Australia and Nadine Hani from Egypt.
- ♦ Aditya Johari, Anirudh Sen, Jayati Garg, Meghna Mansikga and Shashank Sharma, 1st year MBA students from NMIMS, Mumbai.
- ♦ A team of staff members from 1589 Core (Hotel Clarks Amer) along with Ms. Upasana Kumar.
- ♦ Mr. A. J. Warner and his family from China.
- ♦ Students from S.S.G. Pareek College.
- ♦ Students from Tilak College.

TRAININGS/WORKSHOPS



- ♦ Participated in a workshop on “Inclusion of persons with Disabilities in Electoral Process” at HCM, RIPA, JLN Marg, Jaipur.
- ♦ Participated in All India Coordination Meet at Delhi.
- ♦ Organized Dental & Oral Hygiene Camp at Disha.
- ♦ Organized motivational talk by the famous novelist and motivational speaker Bharat Madan at Disha.
- ♦ Organized a capacity building workshop for the Disha teachers includes session on.....
- ♦ Anger Management, Importance of visual support in learning of special children ABA Therapy and Food & Nutrition for special children.
- ♦ Attended Social Role Valorization (SRV) workshop organised at Jaipur by Keystone Institute of India
- ♦ Participated in Founder Day Celebration Mahraja Sawai Man Singh Vidyalaya, Jaipur.
- ♦ Organized a three day workshop on Applied Behaviour Analysis (ABA) conducted by Dr. Priyanka Bhabu, a Board Certified Behavior Analyst from Delhi.
- ♦ Organised four Continuing Education programme (CEP) of the year 2018-19 on “Teaching Techniques used in Special Education”, “Learning Disabilities”, Early Intervention and “Teaching Learning Material”.
- ♦ Organised three 5-day CRE program on “Individualized Educational Programming” in collaboration with Rehabilitation Council of India (RCI) & National Institute for Empowerment of persons with Multiple Disabilities (NIEPMD), Chennai.
- ♦ Attended National Handicap Finance and Development Corporation meeting at Sahkar Bhawan.
- ♦ Participated in a conference on “Digitality and Communication” at English & foreign Languages University, Hyderabad.
- ♦ A One day workshop on food hygiene and nutrition was organized by trainees and students of VLCC.
- ♦ Organized a session on “Young People and Mental Health in a Changing World” on the occasion of World Mental Health day.
- ♦ Organised Second Alumni meet of B. Ed. and D. Ed. students of Disha.
- ♦ Attended a one day Introspective Lecture “ Find The Leader in You”, at Hotel Clarks Amer.
- ♦ Organized one day workshop on SRV (Social Role Valorization) theory by Keystone Institute an educational Institute on disability, community and innovation.
- ♦ Attended a workshop at Rajasthan Chamber of Commerce and Industry, Jaipur.
- ♦ Participated in National Coaching Camp for Power Lifting under Special Olympics Bharat at New Delhi.
- ♦ 600 principals from all over India visited Disha on the occasion of an International Conference on Early Childhood Education organized at City Palace Jaipur.
- ♦ Participated in a function organized by Department of Social Justice and Empowerment, Govt of Rajasthan at OTS, Jaipur.
- ♦ Organized a training workshop on Soft Skill Development conducted by Ms. Puja Maheshwari, a soft skill trainer.
- ♦ Organized a Picnic for NIOS Students at Nehru Garden, Jaipur.
- ♦ Team from the office of State Election Commission visited Disha for Election Awareness Day.
- ♦ Attended a National Conference on Deen Dayal Rehabilitation Scheme, New Delhi organized at Dr. Ambedkar International Centre (DAIC), Bhim Auditorium, Janpath Road, New Delhi by Department of Empowerment of Persons with Disabilities, Ministry of Social Justice & Empowerment.
- ♦ Organized a session cum Workshop on “Home Grown Diagnostic-Prognostic Model of Micro-learning (DPMM) for Children with Special Needs.
- ♦ Organized a session on Pranik Healing to discuss techniques for reducing stress in daily life.
- ♦ Attended meeting on “Accessible Elections” organized by the Department of Social Justice & Empowerment chaired by Dr. Bharti Dixit, CEO, Jaipur Zila Parishad & District Nodal Officer for Lok Sabha Elections.

EVENTS & CELEBRATIONS

- ♦ Children and staff watched IPL match between Rajasthan Royals & Sunrisers Hyderabad at SMS Stadium.
- ♦ Attended prayer meeting held on the occasion of 99th Birth Anniversary of Rajmata Gayatri Devi.
- ♦ Participated in Shubham Rakhi & Life Style Exhibition, Jaipur.
- ♦ Participated in National Coaching Camp for Roller Skating at Telangana.
- ♦ Participated in "Para sports meet" in the remembrance of Hockey Legend Dhyan Chand at ICG college, Jaipur.
- ♦ Participated in 'Junoon 2018' organized by NSS of BITS Pilani.
- ♦ A one day workshop on Clay Activity was organized at Jawahar Kala Kendra.
- ♦ Participated in "Bapu Ki Gode Mein Teen Din" at Bal Bhawan on the occasion of 150th Birthday Celebrations of Mahatma Gandhi.
- ♦ Participated in a Painting Competition organized by DCP (HQ) at Central Park, Jaipur.
- ♦ Participated in Annual Carnival organized by Rajasthan Institute of Engineering & Technology, Bhankrota.
- ♦ Organized an Educational tour for 2nd year students of B. Ed. & D. Ed. at Ajmer, Jaipur.
- ♦ Visited Albert Hall and zoo on the occasion of Rajasthan Day celebration.
- ♦ Participated in Mati Utsav at Bal Bhawan.
- ♦ Participated in painting competition – ICCW.
- ♦ Disability Week celebrations.
- ♦ Participated in World Autism Awareness Day.
- ♦ Celebrated World Health Organization Day.
- ♦ Diwali Celebration.
- ♦ Republic Day celebration.
- ♦ Lohri & Makar Sakranti Celebration.
- ♦ Basant Panchami Celebration.
- ♦ Holi Celebration.
- ♦ Women's Day Celebration.
- ♦ Poetry Reading Day.
- ♦ Gandhi Jayanti Celebration.
- ♦ Children's Day Celebration.
- ♦ Christmas Celebration.
- ♦ Teacher's Day Celebration.
- ♦ Rakshabandhan Celebration.
- ♦ Dusshera Celebration.
- ♦ Independence Day Celebration.
- ♦ Janmashthmi Celebration.
- ♦ Celebrated World Occupational Therapy Day.
- ♦ Sports Day Celebration.
- ♦ Celebrated Anti Tobacco Drive on Martyrs Day.



UNTIRING HANDS

A SUCCESSFUL
TEAM IS A
GROUP OF
MANY HANDS
AND ONE MIND



OUR PARTNER IN DEVELOPMENT



Networking

- ◆ AIESEC
- ◆ Approach Autism
- ◆ Bal Bhawan, Jaipur
- ◆ BITS, Pilani
- ◆ Boston University, USA
- ◆ Credibility Alliance
- ◆ First India News, Rajasthan
- ◆ FORHEX, Jaipur
- ◆ Give India
- ◆ Hotel Clarks Amer, Jaipur
- ◆ IGNOU
- ◆ Jaipur Hospital College of Physiotherapy, Jaipur
- ◆ Jaipur Physiotherapy & Occupational Therapy College
- ◆ JECRC University
- ◆ National Trust, New Delhi
- ◆ National Institute of Mentally Handicapped
- ◆ RATAN Textiles, Jaipur
- ◆ Rehabilitation Council of India, New Delhi
- ◆ Rotary Club Jaipur Midtown
- ◆ Social Justice & Empowerment, Jaipur
- ◆ Social Justice & Empowerment, GOI, New Delhi
- ◆ Special Olympics Bharat, Delhi
- ◆ Special Olympics Bharat, Rajasthan
- ◆ TATA CSR Hub
- ◆ World Wide Adventures

Major Donors

- ◆ A U Small Finance Bank Aditya Saxena
- ◆ Bhagat Singh Mahla
- ◆ Ensol Multiclean Equipments Pvt. Ltd.
- ◆ Give Foundation
- ◆ GVK Emergency Management and Research Institute
- ◆ Indian Oil Corporation Ltd.
- ◆ Jatin Haryani
- ◆ Maharaja Sawai jai Singh Benevolent Trust
- ◆ Pandrol Rahee Technologies Pvt. Ltd.
- ◆ Ruchir Kalra/Prem Kalra
- ◆ SCION Exports Pvt. Ltd.
- ◆ Seth Madanlal Palriwala Foundation
- ◆ Shri Sudarshan Urja Pvt. Ltd.
- ◆ State Bank of India
- ◆ Swastika Investment Ltd.
- ◆ Wires and Fabrics Ltd.
- ◆ WMW Metal Fabrics Ltd.

Special Child Sponsors

- ◆ Aprajita Mehta
- ◆ Rachna Garg
- ◆ Saroj Jain
- ◆ Seth Madanlal Palriwala Foundation
- ◆ Ujjwal Daga

VISITORS BOOK



It was great to see the impact of the Rotary Foundation has had on these wonderful students. I'm very impressed with the work you do!

Chandra Palmer
Rotary Club

Visited Disha during the five days workshop on "Individual Educational Program". The course participants were excited to do this course and they will certainly use their training in real field. I congratulate Disha for organizing such a good workshop and wish them all the best.

Prof. V. V. Singh

Excellent work being done by Disha. An honor to have visited and being a part of the Disha family today.

Archana Joshi
Principal Chief Commercial Manager NWR

Had a nice time with such a talented lot of special abled kids and motivated staff. I am totally overwhelmed after coming here. I wish DISHA luck and hope to be associated in some way or the other. All the best.

Alok Ranjan

To visit 'Disha' was one of the most wonderful experience I have had in recent times! I think that a complete institute and lucky students coming here are in absolutely safe and able hands. These students will become assets to society and create many success stories. All the best to great efforts!

Bhashkar A. Sawant
IAS

Wonderful to see the amazing work provided to families with special needs children. I felt an inspiration to find a way to help the charity with its worthy mission.

A. J. Warner

GOVERNANCE

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

- Except three, none of the Trustees are related by blood or marriage.
- During the period two trustee meetings were held. In annual meeting dated 30/03/2019 5 trustees participated. The annual accounts for F.Y. 18-19 and budget for FY 19-20 and appointment of auditors was approved.

Transparency Disclosures

- Disha Foundation is a Registered Trust.
- For Disha, 2 Governing Board and 4 Executive Committee meetings were held in F.Y. 18-19
- Bankers 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/धारा 12 अ (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) / 80 जी / जय / 2008-09 / 675 dt. 25-07-2008.
 - FCRA registration No. : 125560101 Credibility Alliance Registration No. : CA/22/2016.
- No remuneration, sitting fees or any compensation was paid to any trustees except to the Advisor – Disha @ Rs. 50,000/- 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. 48,872/-. Remuneration of the highest paid staff members are Rs. 1,02,550/-. Highest paid person is Operational Head – Ms. Rainu Singh. Remuneration of the lowest paid staff members is Rs. 5,900/- per month.

Staff according to salary levels as on 31/03/2019

Slab of gross salary plus benefits (Rs per month)	Male (Nos)	Female (Nos)	Total (Nos)
<5000	0	0	0
5,000 - 10,000	9	15	24
10,000 - 25,000	10	18	28
25,000 - 50,000	4	1	5
50,000 - 1,00,000	0	2	2
1,00,000 >	0	1	1
Total	23	37	60

FINANCIALS



Balance Sheet

As on 31 March 2019

PARTICULARS	31.03.18	31.03.19
<u>Assets</u>		
Fixed Assets	183.24	172.05
Investment	362.05	390.82
Cash and Bank Balances	11.91	22.43
Other Current Assets	20.55	25.14
Income & Expenditure A/c Balance	-	-
Total	577.75	610.44
<u>Liabilities</u>		
Corpus Fund	124.17	134.01
General Fund	343.39	345.34
Capital Assets Fund	57.50	57.50
Current Liabilities & Provisions	23.45	42.54
Income & Expenditure A/c Balance	29.25	31.05
Total	577.75	610.44

INCOME & EXPENDITURE

For the year Ended on 31 March 2019

Income	31.03.18	31.03.19
Internal Sources	75.21	86.23
Donations from Indian Sources	27.78	28.35
Grants from Indian Sources	18.57	7.75
Donations from International Sources	2.66	4.81
Other Income	31.19	33.42
Deficit/Surplus	(9.02)	(1.80)
Total	146.39	158.76
<u>Expenditure</u>		
Programme	102.66	116.41
Management and Administration	28.72	28.96
Other Expenses	15.01	13.39
Total	146.39	158.76

FINANCIALS



RECEIPTS & PAYMENTS ACCOUNT

For the Year Ended on 31 March 2019

Receipts	31.03.18	31.03.19
Opening Balance	3.41	11.91
Internal Sources	78.13	96.75
Donations from Indian Sources	30.67	33.67
Grants from Indian Sources	18.57	7.75
Donation from International Sources	6.50	4.81
Other Receipts	44.72	55.86
Total	182.00	210.75
Payments	31.03.18	31.03.19
Capital Items/Assets Purchased	4.22	2.33
Purchase of Investments	21.17	46.00
Loan and Advances	16.85	7.94
Other Payments	127.85	132.05
Closing Balance	11.91	22.43
Total	182.00	210.75

SUCCESS STORIES



Bhoomi Chaturvedi

Bhoomi was born in Feb 2005. She was the first child of her parents Alok and Vandana. They were very happy to have been blessed with this little girl but soon the happiness turned into anxiety when they observed that their single child was showing signs of delay in the development, majorly in the physical and social area.

Her fundamental milestones like gaining head control, sitting, standing and walking were delayed. When she was two and a half years old, she was diagnosed with cerebral palsy.

When she was about two and a half years of age, she started walking but with a limp. She was taken to a hospital to get custom-made shoes. The doctors assured them that with proper treatment, she would be able to walk normally.

They plastered her legs for 15 days. Regrettably, the situation worsened after the plaster was taken off. Now Bhoomi could not walk at all. Her parents had lost all hope that their daughter would be able to walk again.

Around this time, her parents heard about Disha. Bhoomi underwent clinical assessment of her condition. The physiotherapists Ms. Bharati and Mr. Shaikh took her case as a challenge and assured Alok and Vandana that they will do their best to have Bhoomi on her feet.

Bhoomi started attending regular classes in Disha and was administered various therapies. After about 9 months, she was given aquatic therapy. Bhoomi was fond of water and she was enjoying her therapy sessions in the water environment.

Her learning skills were also sharpened in the pool and she learned all the required movements for ambulation with the help of our expert therapists. The third session of this therapy, 4th of April, 2016 was a miracle – Bhoomi started walking, a wobbly walk though!

Her aquatic therapy sessions continued to improve her mobility. Along with that, Bhoomi gradually started making progress in all areas. She started interacting with her peers.

The same girl who would hesitate to talk or make eye contact started responding to her teachers. Her inherent social nature is now evident for all to see.

Today, we all can dream that she will be able to lead an independent life and stand tall as a pillar of inspiration to the many behind her.

RESEARCH AND DEVELOPMENT



During the year 2018-19, Dr. Lalit Kishore and Dr. Alka Awasthi teamed up and there was a paradigm shift in the work towards Design & Development (D&D) of contextual interventions. Besides the criterion-referenced work of 16 one-page research resource document (per month), quarterly research resulted in the paper, and representation on four conferences in a year, also one R & D product in a year and four short academic films as a part the visual research.

Consequently, a good number of documents were produced which were put in the library. Also, inputs were provided to the in-house training programme with training frame-work for hand-outs.

During this period, the work-done since 2016 was compiled as theme-based documents and academics videos were listed to be produced as CD to become non-book resources for the library.

A reference-cum-citation document was produced to become a future research and support material for extended work. The classroom intervention as micro-learning based and protocol bound lesson study was done in the way of demonstration and

modelling; assisted learning; guided learning; remediation and deep learning to find the efficacy of the type of instructional technique for children with special needs.

Furthermore, four full length papers were presented at Phagwara, Patiala and New Delhi covering both teacher education and classroom intervention. Our paper on read-to-learn skills for pupil teachers was given the best paper award. A 32-page study on report on innovative practice of mathematical language received the common wealth Award instituted by commonwealth. Association of Science Technology and Mathematics Educators (CASTME, London).

The research paper on Mother and Child Programme of Disha which was presented at a national Conference in Delhi was included in the book, 'Women and Development' : Issues and Challenges published with support of Indian council of Social Science Research (ICSSR). Four book reviews were also done and published during the year 2018-19.

fine-motor & finger joint problem

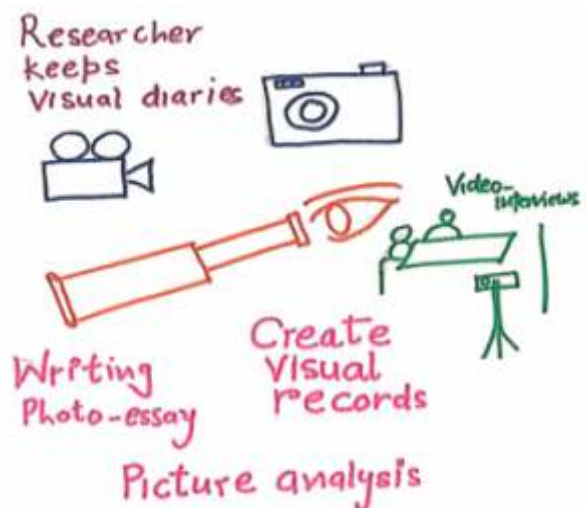
posture correction

assisted learning

hand positioning

initial correct positioning of hands

guided practice



- A = Analyze visual data
- B = Bias eliminated through focus groups and triangulation
- C = Create visual records
- D = Dictionary of visual codes
- E = Events, specific action, occasion or situation being converted into visual data

Design for way child learns /
Design for apt development /
Make prototype click

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- No Card Trapping
- No Shoulder Surfing
- No Lost Card/Pin



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 “Desirable Norms”
-  Partner with Give India
-  Empanelled with TATA CSR Hub
-  Registered under FCRA
-  Validated by CAF India