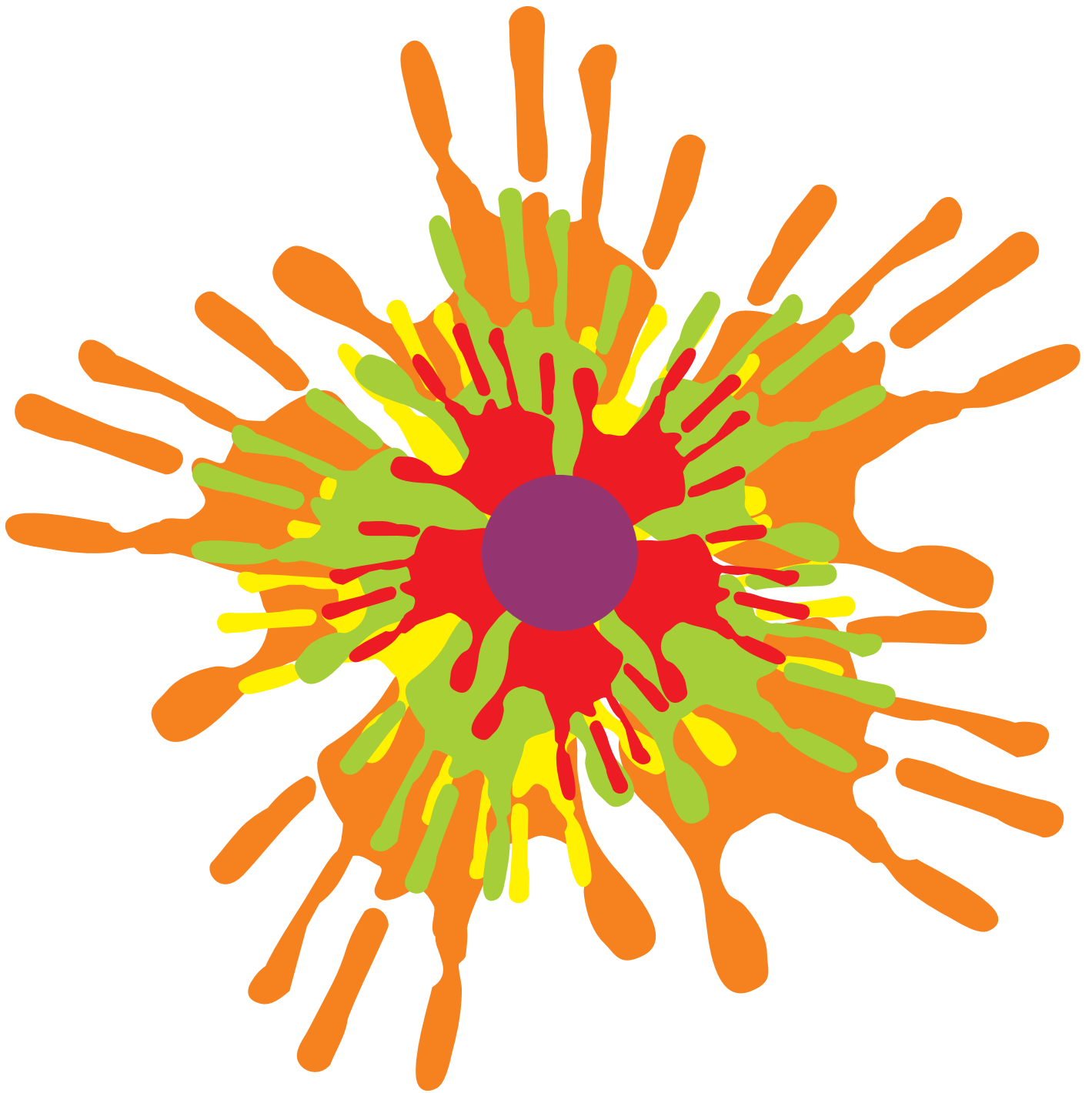




Dr. Anjali Morris Education & Health Foundation



Annual Report
2015-16



all it takes is
a helping hand!

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Little about us.....

The Bridging Over Learning Differences (BOLD) program of the Morris Family Fund was started by Dr. Anjali Morris in 2003. The Dr. Anjali Morris Education and Health Foundation abbreviated as Anjali Morris Foundation (AMF), was founded by Dr. Anjali Morris and Mr. Umakant Joshi in 2008, to expand and further develop the BOLD Program and to provide an Assessment, Resource and Training Centre.

AMF is a non-profit organization in Pune (Maharashtra, India), seeks to help students with Learning Disorders (LDs) by offering remedial educational assistance and by training teachers to work with such children.

Vision :

To make available to all children in India who have learning disorders the necessary special help and understanding to give them the opportunity to overcome their specific problems and become effective learners, so that they can become happy, confident and productive members of the society.

Mission:

- Educating & helping children to achieve academic success by developing their basic skills through an individualized plan.
- Educating and supporting parents of children with LD through awareness and sensitization programs.
- Training of teaching professionals to identify and remediate students with LDs
- To replicate the program by helping other organizations ,by collaboration throughout India and abroad in order to reach a larger population

Board of Directors



Mr. Surojit Sen,
B.Tech , MBA



Mrs. Frenny Tarapore,
B.Sc. , M.S.



Mrs. Malati Kalmadi,
Post Graduate English, PG Diploma
(Communication Media For Children),
PG Diploma In School Psychology



Mrs. Sharmila Bramhe ,
B.Com, F.C.A, B.com, F.C.A., D.I.S.A.,
Certificate Course In IFRS



Mrs. Harsheela Mansukhani,
Post Graduate (Med- Social Worker)



Dr. Anita Morris,
M.S.W., Ph.D.



Ms. Kate Currawalla,
Founder President Of M.D.A., PG Diploma
In Mass Communication

Message from the Founder



Dear Friends,

It has been heartening to see, that like every year AMF has focused on building on the mission to help children read. I appreciate the Board of Directors for developing a concrete strategic plan for next few years and constantly guiding the team at AMF. I also see efforts being taken to strike a balance between the social cause on one hand and building professionalism in the foundation on the other. The focus on training teachers will definitely show results on a long run.

As I move around the country and outside, I see a lot of people conducting interesting research in the field of LD. Dr. Nandini Singh at the Brain Research Centre, Manesar has impressed us all with her work. AMF has always been keen to learn from this environment.

The Maharashtra Dyslexia Association (MDA), Mumbai has been inviting experienced people from all over the globe to conduct seminars and workshops on reading programs. As a member of MDA, we at AMF have greatly benefitted from these sessions and their experience. There are many other organizations in India who are doing substantial work in teachers training in LD. AMF stands to gain from them too.

I am glad AMF has joined the International Dyslexia Association (IDA), USA as a Global Partner. This will help us strengthen our existing processes at par with those existing internationally.

I would like to see AMF gain from all the above experiences and strengthen its teacher training program further.

My best wishes are always with the team at AMF. Looking forward to seeing some great work ahead.

Dr. Anjali Morris.
MD,FAAP, MPH(USA)
Founder of AMF

Message from the CEO

Dear Friends,

It is that time of the year, when we want to pause, take a breath look back at the hard work done, the outcomes achieved and the milestones crossed. I am glad to present to you, the Annual Report of the year 2015-16 and share with you growth of AMF from strength to strength, each passing day.

As I ponder over the past year, I realize that I am fortunate to be guided by a very experienced Board of Directors. Equally important is the fact that, I am supported by a team of young, dedicated, hardworking and enthusiastic young minds...my staff. I can not think of a better way to convey my gratitude to the staff then showcase their contribution. I feel proud to dedicate this year's edition of the Annual Report to my lovely team.



In the year gone by, our focus has been to limit our direct reach of the BOLD Program. We have streamlined and strengthened our assessment battery further. The year ended on a high note as we introduced a standardized, remedial reading program, 'Empower', developed by the research department of SickKids Hospital Toronto, Canada. The program has been welcomed by the students and parents with equal enthusiasm and hope. The aim is very simple-if children can read, only then can they write...

As we curtail our direct reach to the students by limiting the number of outreach schools, our Technically Assisted Projects (TAP) have grown from 2 to 5 projects, where we are helping selected schools to start their own remedial centre

Our annual teacher training program has been greatly satisfying. Augmenting the 6day training program with a 4month long weekend practicum program has been well received by the participants. The practicum has become very popular as the trainee teachers are able to get a comprehensive 'hands on' experience.

AMF initiated the formation of an informal body of professionals working in the field of LD. Supported by Sunderji's Institutes and other individuals, the Pune LD Forum successfully hosted a conference on Learning Disabilities-Finding Solutions on 24th & 25th Oct 2015 in Pune. Guest speakers from Delhi, Mumbai, and Pune shared their expertise and experience in dealing with different aspects of LD. The forum plans to host such conferences every alternate year.

This year is also special as AMF bagged its first CSR project with the generous support from the Bajaj Auto Ltd. The funds helped us conduct awareness programs in different parts of Maharashtra, besides conducting special teachers training programs in LD for many teachers from underprivileged background. Further, the funds are being used to make training videos on LD for mainstream teachers who can include these in their regular training programs.

This year, we aim and hope to initiate the process of developing standardized assessment tools to assess the oral reading fluency in Marathi medium schools. My team, as always is charged up to take on new challenges and keep the AMF flag flying high. As we continue our exciting journey and cross new milestones, with all humility, I would like to thank students, parents, trainee teachers, the school managements and all those who have shown faith in us.

We hope to help students read.....

Dr.Uma Kulkarni

We will miss him.....



Dr. Don Morris- a humane man of great abilities

Dec 19, 1936 – July 9, 2016

We, the members of the Dr. Anjali Morris Foundation (AMF), are deeply saddened by the passing of Dr. Donald Morris, Senior Member of our Foundation.

He generously supported several NGOs in India, including AMF, and in other parts of the world. Don Morris had an insatiable curiosity about the world and had a great zest for life. At college, although he majored in Physics, he took classes in English, economics, philosophy, biology, calculus, history, astronomy, art history and German.

Don participated in extra-curricular activities and played drums too. In the late '50s, he earned his Ph.D. in Physics at the University of California, Berkeley where he made several Indian friends and studied Hindi. When the opportunity arose in 1962 to work on a project in India, Don was prepared. A few short weeks later, he was in Delhi, working at the National Physical Laboratory. Shortly thereafter, Don co-founded Morris Electronics, in Pune. The company had 178 employees and made ferrite radio, TV, and scooter parts for Bush Radio, Phillips, and Bajaj Auto. In 1981, after 19 years in India, Don returned to the US with his family. In Berkeley, he conducted research, published 94 scientific papers, and received several patents. He mentored several young scientists, and guided postgraduate students in physics, material science and mechanical engineering.

Don Morris was committed to helping others and served on the boards of two US non-profit organizations that supported university students and funded community organizations. Although he had left India, Don continued his strong attachment to this country. In the '80s, Don and Anjali provided scholarships for university students in Maharashtra. They also founded a not-for-profit centre in Pune to teach computer programming courses at a time when no one else was doing it. In the 1990s, they set up the Dr. Anjali Morris Education and Health Foundation to help children with Learning Disabilities. Committed to improving the education and health of children and families, they supported several NGOs in Pune including Family Planning Association, Morris Child Development Centre at KEM Hospital, Morris Autism Centre at the Deenanath Mangeshkar Hospital, SOFOSH at Sassoon Hospital, and Vanchit Vikas.

In keeping with his approach to life, in death too, Don Morris contributed to further learning by donating his body to science for use in research labs and by biotech companies to study disease. Those of us who had the privilege of knowing him respected Don for his sharp intellect, his ability to think 'out of the box', and his willingness to provide help, guidance and advice whenever it was needed. He was a wonderful human being: generous, warm, caring, compassionate. He had a great sense of humor. His 'never say die' attitude inspired many of us. All of us share the deep loss and sorrow of the Morris family.

We will miss Dr. Don Morris immensely. He lives on in our memories and in the good he has done.

Bridging Over Learning Disabilities (BOLD)



The BOLD program of AMF which focuses on assessing and identifying children at risk of learning disabilities has been nurtured for 11 years by Medha Pathak, whose contribution has been crucial to the program where it stands today. She has worked her way from being a shy and hesitant resource teacher to confident Manager, supervising the outreach schools and the centers with equal ease. Her enthusiasm to work with the children is remarkable. In the last three years, she has ably assisted the Technical Consultant to implement the standardized assessment tools one by one ensuring that the team follows the protocols as per the laid down criteria.

The resource teachers are mentored by a dedicated and hardworking team of supervisors assisting Medha, beginning with Prajakta Phadake for outreach schools, Priyanka Chadchan at the Pune Resource Centre & Mugdha Safai at Chinchwad Resource Centre. The motivation of the entire team is highly commendable which has won the hearts of all students coming in for remediation.

The team quickly identified with the new strategic plan which has helped them focus at depth on a limited number of children. This resulted in a leaner BOLD program which is strengthened with new assessment tools and evidence-based remedial reading program named 'Empower, subscribed from the SickKids Hospital Toronto, Canada. The children enjoy the BOLD program for the activities associated with the skill development.

Battery of assessments used at AMF

Name of Area	Name Of Test
Developmental Assessments	DIAL 4 (Developmental Indicators of Assessment in Learning 4)
	Curriculum Based Assessments for Pre Skill, developed by AMF
Cognitive Assessments	RSPM (Raven's Standard Progressive Matrices) RCPM (Raven's Colored Progressive Matrices)
	ICIT (Indian Child Intelligence Test)
	UNIT (Universal Nonverbal Intelligence Test)
Academic Achievement Assessments	WRAT -4 (Wide Range Achievement Test-4)
	CBM (Curriculum Based Measurements)
	CBA (Eng) (Curriculum Based Assessments English)
	CBA (Mar) (Curriculum Based Assessments Marathi)
	Woodcock Johnson IV (WJ-IV) (Test for Cognitive abilities , Language and Achievement)
	TOWRE-2 (Test of Word Reading Efficiency-Second Edition)
English Proficiency	CTOPP-2 (Comprehensive Test of Phonological Processing -Second Edition)
	W- APT (WIDA- Access Placement Test)
Behaviourial Assessments	Vanderbilt checklist (NICHQ Vanderbilt ADHD Parent and Teacher Assessment Scale)
	Conners 3 (Conners 3 Edition)

Outcome of Remediation

During the 2015-16 school year, a total of 301 students enrolled for remedial services. This report includes the data of 227 (75%) students who availed remedial services on a regular basis. The rest of the 25 % were very irregular and therefore results of their remedial services cannot be reported. Of the 227 students, 140 (62%) students availed of services through the outreach program and 87 (38 %) were served in the resource centers.

Of the 140 students being served through the outreach program 119 (85%) were enrolled in 12 English medium schools and 21 (15 %) attended two Marathi medium schools. Data collected through CBMs, teacher-made tests, parent and teacher reports at the end of the year indicated following

English Medium :

Reading: Almost all students had reading goals in their Individualized Education Plans (IEPs). Student progress was monitored through either CBMs or teacher-made tests. 89 % of all students showed improvement in their reading skills. About 35 % moved up a grade level in terms of their fluency. 54% stayed at their grade level continued showing growth on their accuracy .

Writing: 94 % students received services for writing. Improvement was measured by teacher-made tests, work samples ,CBMs and observations. 82 % of students showed Improvement in writing; some specifically more so in spelling and others in the quality of their writing.

Math: 98 % of students received remedial services in math. Improvements were measured by teacher-made tests. In sum, 90 % of all students who received services showed improvement in their skills.

Marathi Medium:

Overall 24 students received remediation out of them 21 [12.57%] students were from two Marathi medium school and three [12.05%] students were from Pune resource centre.

Reading : Almost all students had reading goals in their Individualized Education Plans (IEPs). Student progress was monitored through teacher-made tests. 62 % of all students showed improvement in their reading skills.

Writing: Almost all students had writing goal. Improvement was measured by teacher-made tests, work samples and observations 37% of students showed improvement in writing; some specifically more so in spelling and others in the quality of their writing.

Math: Almost all students had math goal. Improvements were measured by teacher-made tests. In sum, 70 % of all students who received services showed improvement in their skills.

In addition, remedial teachers reported improvement in student in other ways such as their self-confidence, self-esteem, motivation and so on. Several RTs report other qualitative improvements in their students such as more confidence in their reading ability, increased self-esteem, more motivation to read and so on.

Parents... the real pillars of support



One of the major reasons that AMF has grown, has been the faith the parents have placed in our work. They are willingly participating in the process of assisting the child in dealing with learning problems. From being silent spectators in the wings, parents are now taking a central place on stage and actively participating in understanding the process of LD and getting themselves equipped technically.

We are happy to share that, this year the Teachers Training Program saw participation from parents. This is a welcome step in the right direction. 'Nishchay', the parents support group at AMF has been growing slowly but steadily. The parents get an opportunity to meet and interact with experts on child development and skill development, nutritionists, educationists and many other experts

'Nishchay' ensures that the parents focus on development of life skills in children along with learning strategies to deal with academic difficulties.

Here's what the parents have to say

"It's been very supportive and helpful for my daughter. It increased her confidence level to a great extent. Really thankful to Morris Foundation."

"We have liked the value addition and analytical view of the Morris foundation teachers."

"Keep up the good work! Remediation has been a great help to him. His reading skills have improved to a great extent and he is able to read his academic books without help. He is able to form sentences but still making spelling mistakes."



Beating the heat at the Summer Camp....



The summer camp held in May 2016 reflected the mood of the students who had worked hard all year long and get a chance to let their inhibitions fly off, building confidence. The drum circle activity conducted by the very talented group of Taal Inc. made this year's camp extra special. The resounding noise of the 'Jembe'(also spelled as Djembe) was so infectious that the parents and resource teachers joined in to play with the children, an outcome which we always look forward to.

At AMF it is not only about curriculum....



Reaching out to the stakeholders.....



Keeping in line with our strategic plan , AMF has focused on strengthening its teacher training program in an effort to reach out to more and more children indirectly. Tejaswini Pendharkar leads the training program. Her approachable attitude and her coordination skills have ensured that AMF reaches out to more and more beneficiaries through our monthly awareness programs, workshops, and bi-annual teachers programs.

Tejaswini has been supported by Rutuja Khatavkar and Gayatri Bhavsar. The hard work put in by this team is evident in the fact that the teachers enjoy the activities and the testimonials speak for themselves.

On repeated requests, the 6day training program has been extended 8 sessions of practicum program spread over 4months. The teachers get a chance and time to implement the remedial strategies learned in the practicum and share results. AMF has reached out to their trained ex- employees who now join hands to spread awareness about LD or deliver training in the teachers training programs.

Technically Assisted Projects (TAP)



As we slowly curtail our outreach schools, we have been helping some of these schools to establish their own remedial centres as a part of a 3yr contract of TAP

Having started out with our first TAP in Jan 2014 in Priyadarshini School, Bhosari, as a 3 yr contract, we are slowly and steadily getting desired results. The positive approach of the school management and their approach towards the project helped us deliver the training successfully.



The project at the Sindhphana School in Majalgaon, Beed, which is in its second year needs special mention for the hard work and initiation of the core team looking after the remedial centre. Despite being located in a rural area and faced with varied challenges, the enthusiasm of the staff and the support of their Management has been exemplary. The students enrolled in the BOLD program at these centres have shown improvement in their respective academic problems.

Other on going Projects of current year

Umang Learning
Centre

Panvel

Disha Learning
Centre

Ichalkaranji

Dr. Kalmadi
Shamrao
High School

Pune

Guiding Light...



AMF has been fortunate to have Dr. Sushama Nagarkar, lead their technical team. A doctorate in Special Education, Sushama has been the person behind the scenes much like a conductor of an orchestra.

In the last three years, she has strengthened the technical processes of AMF, steadily and solidly. She has not only introduced a battery of assessment tools commonly used internationally but trained the technical team at AMF on data driven and evidence-based practices due to which the technical team working with her have fondly named her Sushama 'Data' Nagarkar.

Her critical thinking and analyses have helped us take the right decisions, whether acquiring the assessment tools, the Empower reading program or the initiation of the project to develop assessment tools in Marathi.

AMF has been trying its best to heighten the awareness in the community about Learning Disabilities and ways to deal with them. Our efforts were supported by Bajaj Auto Ltd. under the Corporate Social Responsibility (CSR) program. The funds are being used to conduct awareness programs for the community and trained mainstream teachers who will ultimately help the students at risk of LD. Bajaj Auto Ltd is also supporting us for making videos for training mainstream teachers from schools located in smaller cities, towns and villages beyond the physical reach of AMF.

We are grateful to Bajaj Auto Ltd. for their generous support and hope for the same in our future endeavors.

Creating new platforms....

Pune LD Forum

Morris Foundation initiated the formation of the Pune LD Forum consisting of NGOs and Individuals who are working for the children at risk of Learning Disabilities. Along with support from Suderji's Institute and other members of the forum held their maiden conference on 'Living with Learning Disabilities-Finding Solutions' on 24th and 25th October, 2015 in Pune.

The main aim of the conference was bringing together professionals in this field on a common platform, exchange expertise and heighten awareness among all the stakeholders and the community at large.

The conference was attended by about 225 delegates which included Educationists, Professionals working in Learning Disabilities, School Teachers, Students undergoing B.Ed & Psychology courses, Senior Leadership in Schools, Pediatricians, various Therapists, Psychiatrists, Parents of children with Learning Disabilities.



Reaching Out Globally

AMF has achieved another feather in the cap on joining the International Dyslexia Association (IDA) as Global Partners. The CEO Dr. Uma Kulkarni represented AMF at the IDA Conference 2015 at Grapevine Texas from 27th to 31st Oct 2015.

The Annual Conference of the IDA saw attendance of 2000 teachers, special educators, principals, parents and other professionals from the USA and other countries like Canada, Sweden, UK, Kenya, Kuwait, Australia, New Zealand, Singapore, France, India and many more.

The conference hosted multiple sessions being conducted simultaneously, which included topics like Understanding the Neurosciences of Reading Development and Disabilities, Evidence-based assessment and remedial strategies, the role of parents, challenges with implementation of the law for dyslexia, enhancing the awareness and role of assistive technology.

Looking Ahead....

AMF is at a very exciting juncture where, on one hand, it is exploring the avenues to start a formal certification course and on other hands it is planning to develop assessment tools in Marathi to identify children struggling with reading fluency early in school. We look forward to spread the 'Empower reading program' as far as possible.



Backstage artists....



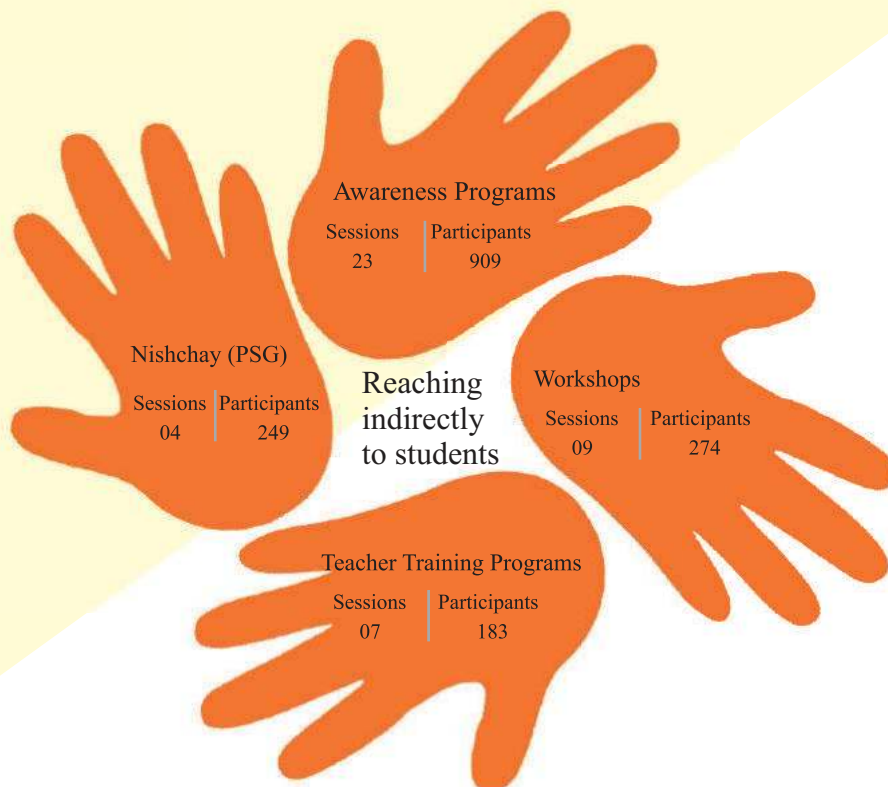
Armed with a soft demeanor, patience and positive attitude, Ms. Tanima Sarkar and Ms. Ashwini Pimpalkar, compliment each other completely to form an enviable team. The hard work in managing the Administration, HR duties, Accounts, Finance and Information Technology ensures that all legal and other compliance of the foundation are in place.

External validation of the legal and Internal Financial control processes conducted for 2015-16 surely endorse the fact that both these staff members are indispensable assets of AMF. The other major tasks achieved in this year are digitization of old records and automation of the technical processes.

FINANCE REPORT :

Particulars	Current Year (Rs.)	Previous Year (Rs.)
Income	3772861	23024762
Expenditure	11989086	12117418
Excess of Expenditure over income	8216225	-
Excess of Income over expenditure	-	10907344
Opening balance carried forward from previous year	21830693	10923350
Closing balance carried over to the Balance Sheet	13614468	21830693

Work at a glance.....



Gratitude

We are grateful to the following for their time, efforts and support to AMF.

Mrs. Archana Vora, Member, HR Committee.

Mr. Punit Bhat, Member, HR Committee.

Mrs. Bindu Patni, Member, Technical Committee.

Mrs. Geeta Rao, Member, Prevention of Sexual Harrasement Committee.

Dr. Sharmila Patil, Pediatric Consultant.

Mr. Mukund Ingalgaonkar, Statutory Auditor.

Mrs. Swati Bapat, Company Secretary.

Mr. Shailendra Joshi, PF Consultant.

Ms. Anuja Utpat, Internal Auditor and Accountant.



Dr. Anjali Morris Education & Health Foundation

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