

Annual Report 2022

A year of quality education, digital learning, nutrition and child protection for 105 Right to Education children at our Chetpet and Ayanavaram tuition centres.



105

RTE CHILDREN

2

CENTRES

13

STAFF

₹44.95L

INVESTED

The year in brief

Karma Corps submits this annual report for 2022 — a record of the year's work towards the holistic wellbeing of the Right to Education children in our care. It covers quality education and digital learning, a safe environment, healthy nutrition, and the protection of every child at the centre.

The year's aim was simple: remove the barriers in front of these children. Free and quality tuition, access to digital learning, healthy food

every day, and full supervision for every hour a child spends with us.

Karma Corps invested in the infrastructure and equipment required by its child protection policy across both centres — Chetpet and Ayanavaram — serving 105 children in all.

The pages that follow give the data, records and updates for each part of the work: finance, education, technology, nutrition, safety, monitoring, health, housekeeping, celebration and awareness.

₹9,73,500

Scholarships awarded to 105 children

19

Laptops issued under the rental program

635 hrs

Learning time logged by children on IXL

1,040 hrs

Teaching and training hours by our teachers

100

People served a balanced snack every centre day

5

Partner organisations funded alongside our centres

CONTENTS

- | | |
|---------------------------------------|--|
| 1. Overview | 8. Laptops and technology |
| 2. Our children and centres | 9. Child protection and safety |
| 3. The team | 10. The centres: infrastructure and care |
| 4. Learning: IXL and teacher training | 11. Life at the centres |
| 5. Claiming the RTE seat | 12. Community support |
| 6. Scholarships and parents' meeting | 13. Finance |
| 7. Nutrition | 14. In closing |

HIGHLIGHTS

The year at a glance

105 RTE children · Chetpet and Ayanavaram centres · ₹44,95,035 invested

PROGRAMME	WHAT HAPPENED	FIGURE
Education	Daily tuition at both centres — one hour online, one offline per child on IXL, with monthly leaderboards and twice-yearly diagnostic reports filed per child.	635 hrs logged
Teaching	Five teachers, an education co-ordinator and a computer instructor, with Saturday training on methodology and lesson planning.	1,040 hrs taught
Scholarships	Cheques handed to parents in two batches — 61 families in June, 44 in July — awarded on attendance and IXL work.	₹9,73,500 105 children
RTE advocacy	Three schools visited over fees demanded from RTE families; a grievance filed with the education department cut one family's bill from ₹35,916 to ₹14,495 the same day.	3 schools 2 fee cuts
Technology	Laptops, dongles and headphones issued to classes 6 and 7 to take home, with signed agreements, a bilingual handbook and two home visits each.	19 laptops 17 reviewed
Nutrition	A freshly cooked balanced snack with coffee and RO water on all six centre days, checked before serving and recorded in a tasting register.	100 served every day
Child protection	CCTV at both centres, biometric attendance, police verification for all staff, a POCSO session for 54 children, a complaint box and a December fire drill.	13 cameras 0 incidents
Centres	Both centres repainted and refitted: air conditioning, RO water, new furniture, labs, UPS and Wi-Fi, extinguishers and smoke detectors.	2 centres refitted
Life at the centres	Monthly birthdays and storytelling, a picnic to VGP Universal Kingdom, Teachers' Day, Deepavali sweets, and Children's Day with seven competitions.	106 on trip 7 contests
Community support	Monthly grants to five partner organisations, plus ₹5,000 a month in family financial assistance at the Chetpet centre.	₹98,000 per month
Total invested	Salaries, scholarships, devices, school fees, rent, nutrition, safety and celebrations across both centres, May–December 2022.	₹44,95,035

105 children, two centres

Karma Corps runs tuition centres at Chetpet and Ayanavaram for children who hold Right to Education seats in private schools across Chennai. In 2022 we supported 82 children at Chetpet and 23 at Ayanavaram, studying in classes 2 to 7 across 22 schools.

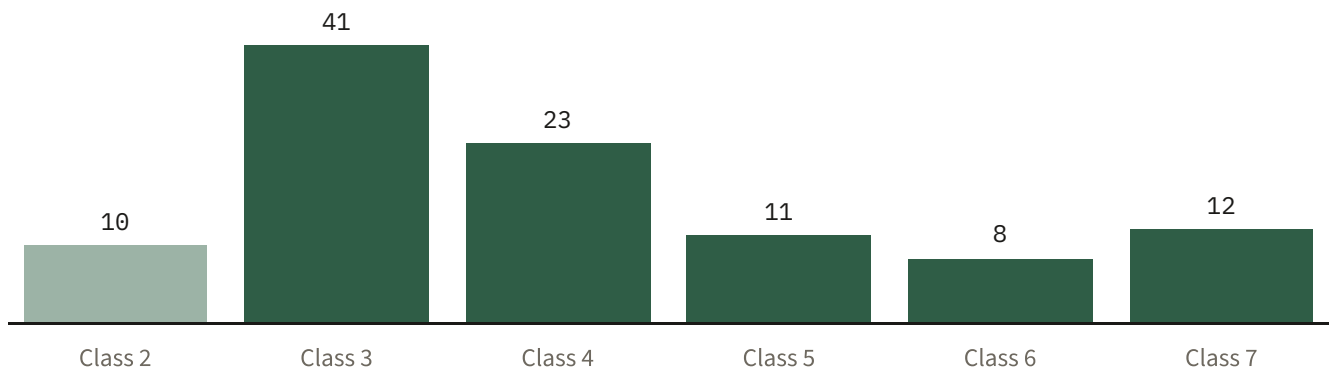


Ayanavaram — 23 children



Chetpet — 82 children

Children by class



Both centres combined. Class 2 children attend Ayanavaram only; class 3 is the largest cohort at 41 children across the two centres.

Schools attended – Chetpet (82 children)

SCHOOL	BOARD	CHILDREN
Chinmaya Vidyalaya	CBSE	16
Union Christian	Matric	15
Sherwood Hall	CBSE	13
Lady Andal (Sir Mutha)	CBSE	10
Sri Krishnaswamy	Matric	9
MCC	Matric	7
Madras Seva Sadan, Our Lady, Sindi Model, Maharishi Vidya Mandir	Govt / Matric	2 each
T. T. Arusu, Good Shepherd, Seventh Day Methodist, DAV	Matric	1 each
Total		82

Schools attended – Ayanavaram (23 children)

SCHOOL	BOARD	CHILDREN
Jaigopal Garodia	CBSE	7
ICF Silver Jubilee	Matric	5
Valliammal	Matric	3
Bharathi Vidyalaya, Bethel, Sri Krishnaswamy	Matric	2 each
Maharishi, Danish Matriculation	Matric	1 each
Total		23

A full roster of enrolled children is maintained at each centre and is available to auditors and funders on request; individual names are not published here.

Thirteen people, one team



Our tuition centres are run by a team of thirteen: five teachers, a computer instructor, an education co-ordinator, an accounts manager, a programs director, two nutrition aides and two cleaning aides. Together they make sure every child gets good food, a safe environment and uninterrupted digital learning.

NAME	ROLE
Kavitha	Programs Director
Kothai Nayaki	Education Co-ordinator
Bhavani	Accounts Manager
Sharmila	Computer Instructor
Lizy, Shobana, Gladys, Hepsiba, Nivedha	Teachers
Kothai Ramani, Bharathi	Nutrition aides
Poongodi, Mangairkarasi	Cleaning aides

Every member of staff has submitted a police verification certificate and a signed declaration that they have never been accused of an offence under child-related law, including the POCSO Act 2012 and the JJ Act 2015.

IXL, teacher training and toppers

IXL is the digital learning platform at the centre of our teaching. It covers the K–12 curriculum in mathematics, English language arts, science and social studies, and it lets each child work at the level they are actually at rather than the level their class assumes.

Maths practice covers equations, graphs, fractions and comparison; language work focuses on grammar, vocabulary and comprehension. Children who master a skill are awarded virtual prizes, and the platform's diagnostic reports tell teachers exactly where each child is strong and where they need help.

Every child has an IXL username and password created by our co-founder, and works on a laptop or a lab monitor at the centre. Teachers meet every Saturday for training — study methodology, lesson planning, how to guide a child through a concept, and IXL updates. These sessions were begun by our co-founder and are now led by the education co-ordinator.

Each month the ten children who answered the most questions are named on the IXL leaderboard and receive certificates and gifts. Diagnostic reports are printed twice a year and filed in each child's folder, alongside school mark sheets collected from parents.

2 hrs

Every centre day per child — one hour online, one hour offline

635 hrs

Total learning time logged by children in 2022

1,040 hrs

Teaching, training and lesson planning by our teachers



Teacher training sessions, IXL practice in the labs, leaderboard certificates and diagnostic report folders.

Claiming the RTE seat

An RTE seat is only worth what a school honours. Several of our families were being asked for fees they do not owe. Our team took each case to the school, and where that failed, to the education department.

SINDI MODEL SCHOOL · DEVADHARSHAN, CLASS 5

~~₹35,916~~ → ₹14,495

Fees demanded from one RTE family, reduced the same afternoon our co-founder and programs director filed a grievance with the Director of Matriculation Schools and the Chief Educational Officer.

The visits

- **T. T. Arusu Matriculation.** Two visits by the programs director over heavy fees demanded from a class 7 RTE child. The school reduced the amount.
- **Sindi Model.** Two school visits, then a grievance filed at the DPI office with Director Mr Karupusamy and Joint Director Ms Anandhi, and a second copy filed with the Chief Educational Officer. Fees were reduced from ₹35,916 to ₹14,495 within hours. Devadharshan returned later with a thank-you letter for the officials.
- **ICF Silver Jubilee.** A visit with two mothers over ₹13,053 in fees and ₹2,780 in book charges for two class 3 children who had received only seven books. The school maintains its position, but the pressure on the families stopped.

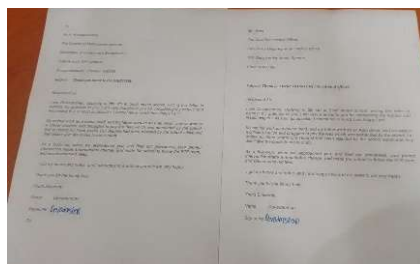
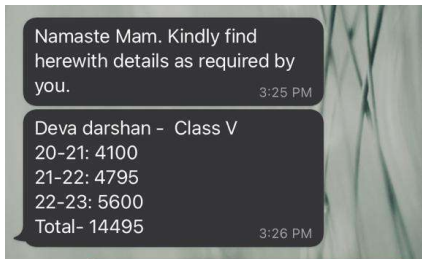
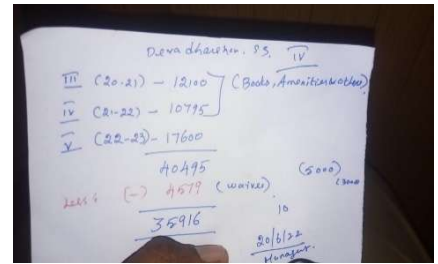


TO THE HON. DIRECTOR OF THE DIRECTORATE OF MATRICULATION SCHOOLS:

Catherine Capozzi Reddy files this grievance. I do so on behalf of student Devadharshan (s/o Annu and Sathish Kumar), a 4th SI student studying at Sindhi Model Matriculation School under the Right to Education's 25% quota. At present, the school is mandating the family pay a sum of 35,916/- in order to receive this year's books. The child has been without textbooks for the past two academic years due to their unwillingness to pay fees titled "amenities" and "others."

Unless rectified, these violations prevent Sindhi Model from obtaining its required Certificate of Recognition. Per Form II Certificate of Recognition: "(5) The school shall not collect any capitation fee" and arguably, "(7) The school shall ensure that (ii) no child is subjected to... mental harassment." We kindly request the Authority look into this matter and, unless resolved, initiate procedures enumerated in section 13's Withdrawal of Recognition.

I, as an interested member of the public, have the proper authority to raise this grievance. Per Chapter VI of the 2009 Right to Education Act, section 32(1): "Any person having any



School meetings, the grievance filed at the DPI and Chief Education offices, and Devadharshan's thank-you visit.

₹9,73,500 in scholarships to 105 children

Scholarships help families buy what school demands — book fees, uniforms, shoes and bags — and they are also a token of appreciation for a child's effort and attendance. Awards were made on two criteria: the number of days a child attended the centre, and their work on IXL.

Cheques were handed to parents in two batches: 61 families on 25 June and 44 families on 2 July. Parents were reminded that absence and damage to rented devices both reduce the following year's award.

Parents' meeting, 16 May



Around 120 parents, children and staff attended the first parents' meeting of the year, held after the renovation and installation of new infrastructure so families could see the centre for themselves.

Points covered:

- IXL learning and its role in each child's progress
- Academic coverage and digital learning content
- Mark sheets and school fee receipts now mandatory
- Leave and permission to be informed in advance
- A parent or sibling to drop and collect each child
- Suggestion and complaint box available to all families
- Regular attendance affects scholarship awards
- Care of rented laptops and devices is the family's responsibility

A balanced snack, every centre day

Children arrive at the centre straight from school. A cooked snack — carbohydrate, protein, fat, vitamins and minerals — is prepared fresh each day by our nutrition aides and served to about 100 people including staff, with coffee and safe drinking water on all six centre days.

The food does more than feed. It gives children energy for two hours of study, it makes the centre feel like home, and eating together at a table is how much of the day's talking gets done.

Menus rotate daily. Every batch is checked by the co-ordinator before it is served, and food quality and tasting are recorded in a register. Groceries are stored in sealed containers, and wire mesh on the kitchen windows keeps insects out.

Our nutrition aides were given aprons and hairnets this year — 70 hairnets and two aprons each — both for hygiene and for the professional standing the job deserves.



The kitchen, the dining hall and a year of daily snacks at both centres.

Laptops, labs and the rental program

On 17 June and 16 July, 19 children in classes 6 and 7 received a laptop of their own to use at home — 11 in class 7 and 8 in class 6 — each with a charger, a dongle and headphones.

How it works

1. SIM and modem configured and tested at the centre before handover.
2. A rental agreement in English and Tamil, signed with a self-declaration and an inventory of items issued.
3. Handover of the laptop, charger, dongle, headphones and the rental handbook.
4. A practical demonstration by our computer instructor on care and safe use.

Keeping it working

- Two home visits to every rental family during the year to check network, speed and actual use.
- Kaspersky installed on all machines; browsing history reviewed and reported.
- Reinstallation on laptops 13, 17 and 21; games uninstalled across the fleet.
- Six-month biometric attendance reports extracted for all children and staff.

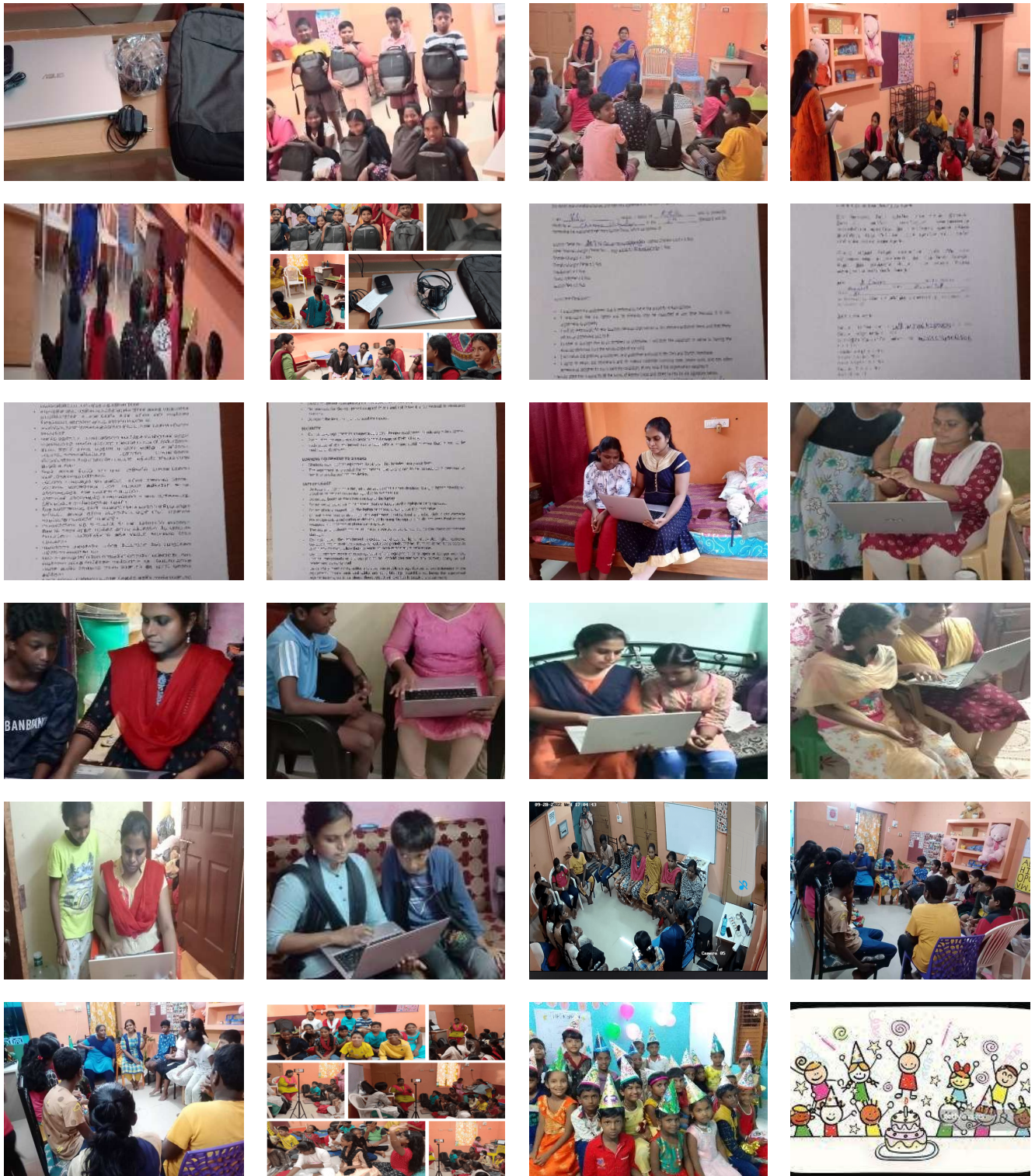
What the children said

Seventeen of the nineteen rental students attended a feedback session with the programs director and education co-ordinator. Shy at first, they were drawn out with specific questions about how they use the machine.

They reported learning grammar, mathematics and general knowledge on their own; clarifying doubts the same day instead of waiting for class; a wider vocabulary; and real pride at having an expensive device trusted to their care.

Asha Kanini training, 9 July

Trainers Ms Nirmala and Ms Jeyasri ran a session on the new 112 GB version of the Asha Kanini app for our staff and the 19 rental students. The app works without a network after first download and is curriculum and language independent. The new version was installed on every monitor and laptop at both centres, and the session was filmed for future reference.



Laptop handover, the rental agreements and handbook, home follow-up visits, the feedback session and Asha Kanini training.

Safety is a system, not a promise

Karma Corps has adopted a Child Protection Policy that applies to management, staff, teachers, trainers, aides, volunteers, parents and visitors alike. Every child is treated with respect and dignity, and any report of abuse is acted on immediately.

CCTV, both centres

Thirteen cameras monitored regularly to confirm activity, identify intruders and ensure nothing goes unseen. No incidents were reported in 2022.

Staff verification

Police verification certificates and signed affidavits on file for all thirteen staff, with standing instructions on conduct towards children.

Cyber safety

Kaspersky filtering on every machine, social networking blocked, supervised lab sessions and browsing reviews by the computer instructor.

Biometric attendance

Fingerprint attendance for children and staff, so teachers spend their time teaching rather than taking registers.

Suggestion and complaint box

Placed where children and parents can reach it, so a concern can be raised anonymously and acted on.

Emergency preparedness

Three fire extinguishers, smoke detectors at both centres, a first aid kit, an evacuation map and a December fire drill for children and aides.

POCSO awareness and good touch / bad touch

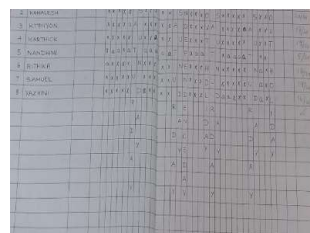
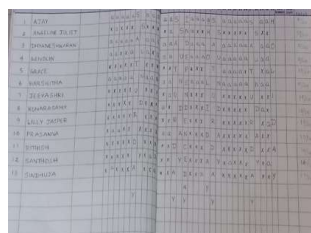
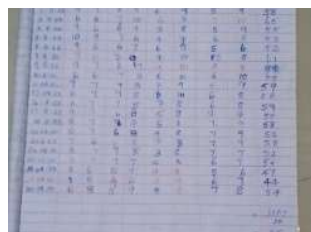
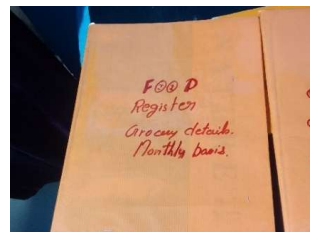
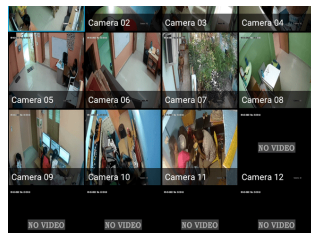
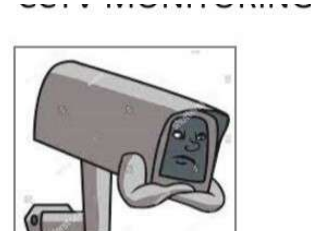
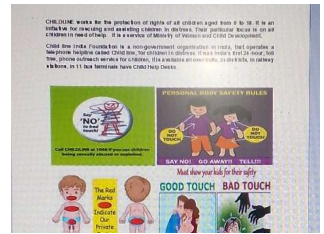
Police Inspector Ms Amudha and Sub-Inspector Ms Chitra spoke to 54 children and our staff on the rights of children aged 0 to 18 and on the POCSO Act, with a demonstration on good touch and bad touch and clear instructions to report anything uncomfortable to an adult they trust. Child Line information and good touch / bad touch posters remain on the notice boards at both centres so children can read them at any time.

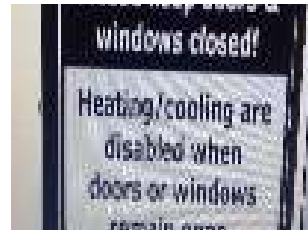
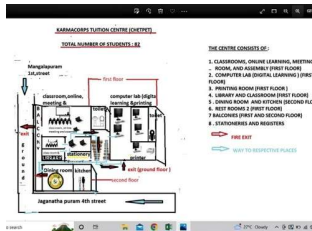
Child Safety Checklist 2022

Our annual safety checklist was completed and cross-checked for both centres across five sections:

1. Physical safety — building, electrical, fire, water, kitchen
2. Emotional and personal safety
3. Social safety — bullying, peer respect, grievance committee
4. Emergency preparedness
5. Cyber safety

The full checklist, with a recorded answer against every indicator, is held at each centre.





POCSO session, Child Line and safety posters, CCTV monitoring, centre registers and the fire drill.

What we built and how we keep it

A large part of this year's investment went into the buildings themselves. Children attend more regularly when the room is cool, the toilet is clean and the lab works — so that is where the money went.

Building

Repainted, well-ventilated classrooms and computer labs; new furniture; four air conditioners for cooler rooms and cooler machines; clean toilets with soap, towels and handwashing posters.

Health and hygiene

Reverse osmosis drinking water, first aid kits, monthly disinfectant supply, a ventilated kitchen with sealed storage and wire-mesh windows, and health posters in the dining hall.

Sanitation

Our cleaning aides Poongodi and Mangai at Chetpet and Bharathi at Ayanavaram clean daily with disinfectant; Kothai keeps the Chetpet kitchen and washes every vessel.

Plants, indoors and out

Soil, manure, seeds, decorative stones and plants were bought for both centres and potted by the housekeeping aides, who water and tend them. The first flowers appeared this year.

Learning

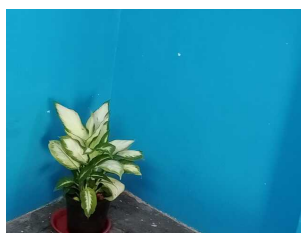
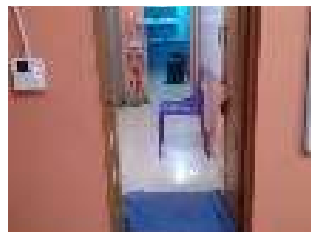
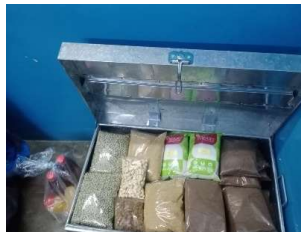
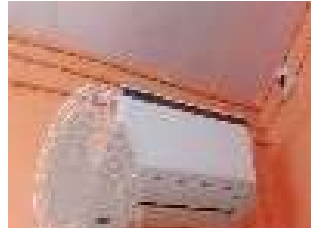
Printer for study material, stationery stocked in advance, large notice boards, laptops and monitors for every child in the lab, a library of readable books, and a tripod for recording sessions.

Electrical and electronic

Fitted and monitored switchboards with safety notices, UPS units, Wi-Fi and routers, monitor covers, and a television for group sessions.

Records

Children's folders with diagnostic reports and mark sheets, food stock and tasting registers, device inventories, lesson plans and daily work registers — all updated as a matter of course.





Classrooms, labs, kitchen, toilets, drinking water, the notice boards, daily cleaning and the new plants.

A childhood, not just a syllabus

Birthdays. Every child's birthday is celebrated at their centre each month — a decorated room, a cake, candles, a song from everyone, and a gift worth ₹250 to ₹300, usually slippers or a tiffin box. It tells a child plainly that they are noticed.

Picnic to VGP Universal Kingdom, 1 October.

After a pilot visit to three parks to compare rides, safety and food, VGP was chosen. A hired bus left Chetpet at 9.30 a.m. with 106 children and staff; the day covered rides, the zoo, the water ride, a 12D show and lunch, and everyone was home by evening.

Children's Day, 14 November. Celebrated at both centres with seven competitions — theme talk, miming, arts and craft, cooking without fire, solo dance, wealth out of waste and T-shirt design — followed by sweets, decorations and prizes.

Teachers' Day, 5 October. The children honoured the teachers and co-ordinator who spend their afternoons on them. Our programs director explained why the day is kept and whose birthday it marks; teachers, children and staff exchanged gifts and sweets.

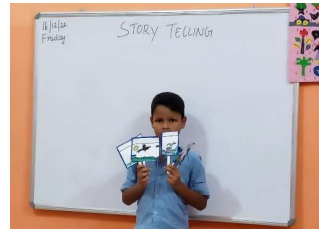
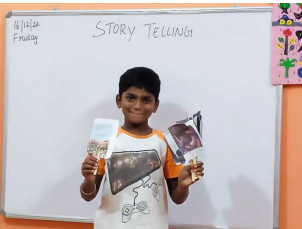
Deepavali. Our founder Mr Sriram visited both centres before the festival, spoke with the children and handed out sweets to every child and staff member.

Storytelling. A monthly session at both centres. Teachers and children tell stories with props — on friendship, kindness to animals, politeness, turning an obstacle into an opportunity — which is how values are best remembered.

The discipline checklist

Our teachers designed a nine-point checklist and award a prize to children who keep to it daily. It is used preventively — encouragement and attention first, support for a child who slips, correction only where needed.

Patience · Punctuality · Walking in line · Speaking English · Staying focused · Regular attendance · Good handwriting · Obedience · Sincerity on IXL





Birthdays, the VGP picnic, Teachers' Day, Deepavali sweets, Children's Day competitions and prize-giving.

Beyond our own centres

Standing by one family

Where a family at the centre faces sudden hardship, Karma Corps provides direct monthly financial assistance so a child's schooling is not interrupted. One family received ₹5,000 a month from September onwards.

Organisations we fund

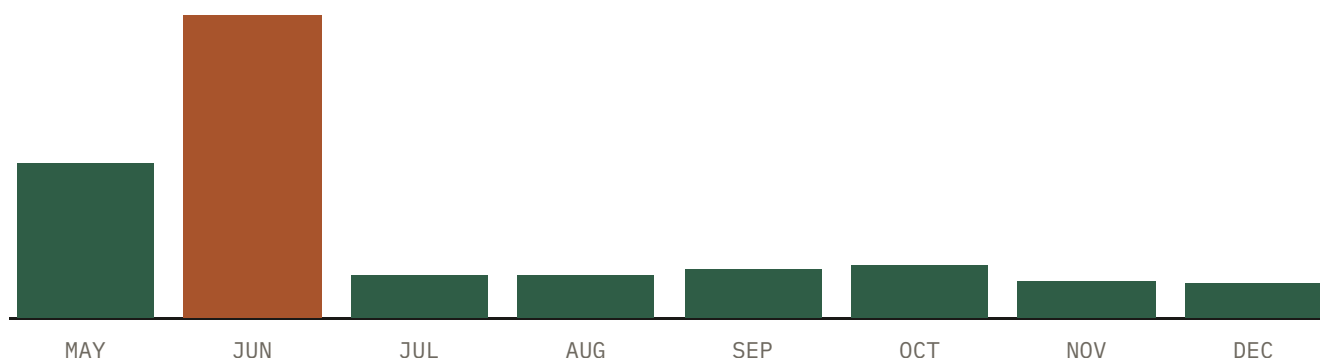
Alongside our own centres, Karma Corps funds organisations working in education, health, livelihood, women's empowerment and agriculture, under contractual agreements and against regular updates on their work.

ORGANISATION	PROJECT	PER MONTH
Nethrodaya	Welfare organisation for the visually challenged	₹30,000
DRIK	Educational intervention for urban and rural children and youth	₹30,000
TYCL	Youth resource centre	₹15,000
GNE Foundation	Global Network for Equality — rebuilding the lives of children of prisoners	₹15,000
Children's Home	Residential care	₹8,000
Total		₹98,000

₹44,95,035 spent across two centres

Budgets were set against written plans submitted by each centre, and expenses tracked month by month so the team could see what every rupee bought and stop spending that was not needed. The figures below are compiled from the monthly expense records for May to December 2022.

Monthly expenditure

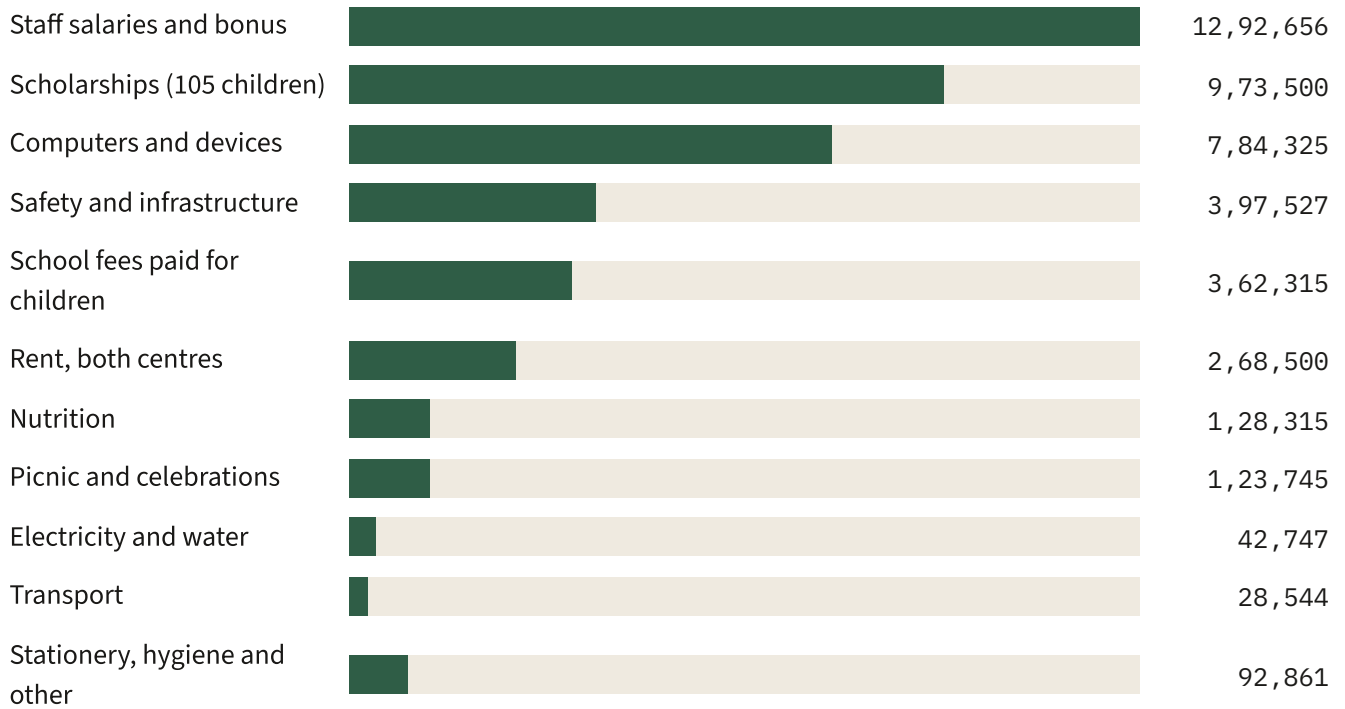


June carries the year's scholarship disbursement and the largest device purchase; May carries the renovation, air conditioners and CCTV installation.

Summary by month

MONTH	PRINCIPAL ITEMS	TOTAL
May	Renovation and painting, 4 air conditioners, 13 CCTV cameras, water purifier, biometric system, 7 desktops and 3 laptops	9,73,412
June	Scholarships for 105 children, MCC school fees, 7 desktops, 35 headphones, 7 UPS, 15 dongles	19,16,313
July	Electronic devices, printer and printing, Sindi Model school fees, disinfectants	2,63,125
August	Smoke detectors, stationery, pilot visit for the picnic	2,60,253
September	VGP picnic booking, plants and manure, birthday celebrations	2,99,971
October	VGP picnic, staff bonus, Teachers' Day, family support	3,26,296
November	Children's Day, 10 headphones, centre repairs, lamination and printing	2,37,140
December	Centre repairs, fire drill, family support, nutrition and rent	2,18,525
Total		₹44,95,035

Where the money went



Figures in rupees, compiled from monthly centre expense records, May–December 2022. Bar lengths are relative to the largest category. Grants to partner organisations (₹98,000 per month) are held and reported separately.

What 2022 leaves behind

This year Karma Corps worked to give underprivileged RTE children a quality education inside a safe, protected environment — through the child protection policy, digital learning and direct service at the centre.

It has also made room for a childhood: birthdays, a picnic, competitions, stories, plants on the windowsill.

The staff and the children both ended the year better prepared than they began it — in health and hygiene, in psychosocial wellbeing, in cyber safety, and in knowing that no form of abuse is tolerated here.

The infrastructure built this year is what gives all of that somewhere to happen. We thank our founders, our funders, our staff and the parents who trust us with their children.



Karma Corps

ANNUAL REPORT 2022 • KARMACORPS.IN