

Annual Report



2013-2014

Annual Show 2013-2014



ADAPT's mission is to influence and change public policy in order to create an inclusive, caring, disability friendly India by demonstrating and promoting the philosophy of inclusion through model innovative education and health techniques guided by the key principles and practices of inclusive education, employment and human rights.

TABLE OF CONTENTS

| | |
|---|----|
| 1. Chairperson's Message..... | 2 |
| 2. The Trustees and Governing Body | 4 |
| 3. Institutional Review Board | 6 |
| 4. Board of Advisors | 8 |
| 5. Micro Level | |
| I ADAPT: Journeys and Destinations | 9 |
| ii Colaba Centre | 10 |
| iii. Bandra Centre | 13 |
| iv. Therapy, Psychology and Social Work | 17 |
| v. Adult Services: Skills Development Centre | 24 |
| vi. ADAPT and HPCL together make CSR a successful reality..... | 26 |
| vii. Training & Pedagogy | 29 |
| viii. Library & Media Resource Centre | 33 |
| ix. Revenue Generation | 35 |
| 6. Mezzo Level | |
| i. Community Services..... | 39 |
| ii. Pelhar: The Mithu Alur Foundation | 42 |
| 7. Macro Level Policy | |
| i. Research Studies | 44 |
| ii. The ADAPT Rights Group | 46 |
| iii. National and International Level Work | 48 |
| iv. In-service Training, Seminars and Workshops..... | 52 |
| v. Voices | 53 |
| 8. Shiksha Sankalp - an Indo-German Project | 53 |
| 9. People Who Make The Organisation | 55 |

Chairperson's Message



Dr Mithu Alur

Dear Friends and Well wishers,

We have had an excellent year... and have carried on inspite of the many ups and downs in our journey. This year there has seen much progress in our different services and we have been able to appropriately and effectively reach out to the poorest disabled child not getting any services, which you will see in the detailed Annual Report.

An important lesson in our philosophy of service and professionalism is that it is crucial to make the handicapped, however rich or poor, feel emotionally and socially strong and make India a disability friendly country. They will always need determination, grit and moral stamina to face up to the life long battle of having a chronic handicap.

Inclusion needs each one of us to reach out to people who are different, to value, respect, and celebrate diversity. We are now in the 42nd year... right from the beginning the organization has endeavored to create a civil society movement built on the bedrock of social justice and human rights. We need a value system which is inclusive supporting economic inclusiveness, to promote the values of philanthropy and altruism in the country through schools, colleges and companies.

I take this opportunity to thank all my Members of the Trustee Board and Governing Body for all their work throughout the year. Our appreciation and grateful thanks to Mr. Kamal Bakshi and Mr. Sathi Alur who have gone out of their way and spent time to ensure smooth running of the organization. The Board ensures that the organization maintains the highest ethical and quality based approach to the services. They have always been behind us with their guidance and support. A special thanks to my volunteers, parents, disabled activists and all my professional colleagues who have supported me through the years with earnest diligence, sincere passion and commitment which has helped to make this journey bearable!



I would also like to thank Dr. Samiran Nundy, Chairperson of the Institutional Review Board (IRB), Co-Chair, Dr. Farokh Udwadia, and its Members for helping in directing our Research Studies. At the same time, I would like to thank all the other eminent people on this very scholarly research Committee.

A Board of Advisors has also been launched over the course of this year and has professionals from diverse fields whose suggestions and ideas will assist us in constantly innovating in the different areas of our work. I welcome on our Board Mr. Shyam Benegal, Mr. V. Ranganathan, Mrs. Vera Udwadia, Mr. Arup Patnaik, Mr. Nagesh Kukunoor, Ms. Dia Mirza and Ms. Shonali Bose.

I take this opportunity to thank all our donors, well wishers for all their continuous help and support. We will continue in our efforts to include people with disability into mainstream society and position disability into the policies of the country's Corporate sector and the Government.

With your support, we can do more.

With best wishes and with grateful appreciation for your support.



Dr Mithu Alur
Founder Chairperson
ADAPT (formerly The Spastics Society of India)

THE TRUSTEES AND GOVERNING BODY



Managing Trustee, Mithu Alur, Founder Chairperson of the organisation, is a member of the Central Advisory Board of Education (CABE), New Delhi. Padmashri Dr Alur has also been appointed to the Round Table on School Education and Disadvantaged Sections: Women, Persons with Disabilities and SC/ST set up by Shri Kapil Sibal, Honourable Minister, Human Resource Development, New Delhi. She is a member of the Working Committee of the National Advisory Council (NAC), the Round Table on Elementary Education and the Anil Bordia Committee to synergise the RTE with existing programmes. She has also been nominated to the National Monitoring Committee on the Education of Scheduled Castes/Scheduled Tribes/Persons with Disability.



Vice Chairperson, Kamal Bakshi, has served as the Indian Ambassador to Iraq, Italy, Austria, Sweden and Norway. Mr Bakshi has also been Ambassador to the United Nations offices in Vienna and Rome, including FAO, IAEA and UNIDO. Associated with ADAPT for thirty years, he has been advising on all important matters related to its interaction with the government, and the progress and growth of the organisation.



Trustee, Sitanshu Mehta is a Fulbright Scholar; Professor Emeritus, MS University, Baroda; former Vice Chancellor of Saurashtra University, and an eminent poet and critic. He is a recipient of the Padmashri and the Sahitya Akademi Award. He advises the organisation in pedagogy and presents the parent perspective. One of his recent initiatives has been the development of a plan for 'after care' services for adults with disabilities.



Joint Honorary Secretary & Acting CEO, Malini Chib is the Founder and Chairperson of the ADAPT Rights Group, and also heads the Library and Media Services. Ms Chib regularly conducts Empowerment and Sensitisation Courses for individuals, corporates, parents, professionals and activists with disabilities, and lectures nationally and internationally. She plays a key role in the Training, Pedagogy and Library Service areas. Ms Chib has been Senior Events Manager, Oxford Bookstore and has also consistently written on the rights of people with disability. Her first book, One Little Finger, received both critical and popular acclaim.



Parliamentarian and Trustee, Priya Dutt Roncon has highlighted social issues with her late father, Shri Sunil Dutt, and assisted in fundraising ventures for the organisation. Mrs Dutt Roncon continues to help in liaising with government agencies at the national, state and local levels to create awareness on disability and inclusion. She has been associated with The Spastics Society of India since the age of six.



Honorary Treasurer, Nikhil Chib is an economist trained in Finance, turned professional chef and restaurateur. Mr Chib runs the award-winning restaurant, Busaba, in Mumbai. He provides inputs on financial aspects which include fundraising, budgeting, expenditure, cost cutting and portfolio management.



Trustee & Acting CEO, Varsha Hooja trained as a special educator at ADAPT and has been with the organisation for nearly three decades. Mrs Hooja has taught at the primary, secondary and pre-vocational levels at ADAPT's three Centres in Colaba, Dharavi and Bandra. She also assists Dr Alur in policy interventions at the national level. Mrs Hooja is General Secretary, All India Regional Alliance on Inclusive Education (AIRA), liaising with partner organisations across the country at the state and district levels.



Member, Governing Body, Ami Gumashta is a Chartered Accountant and the organisation's Honorary Director, Finance. Mrs Gumashta coordinates and monitors the revenue generation efforts, forecasts and consolidates individual departmental budgets and scrutinises expenditure. She is also in charge of coordinating, under Dr Alur, the national and international projects of the organisation.



Member, Governing Body, Deepak Kalra joined the Spastics Society of India, Mumbai first as a parent and then as a professional. Mrs Kalra has worked for several years as a teacher, educator and researcher and was in charge of the Outreach Project of the organisation in the community. She also headed the Faculty of Teacher Training. She is now Founder and Head of Umang, an inclusive NGO and partner organisation in Jaipur, Rajasthan. She has been appointed Chairperson of the Rajasthan State Commission for the Protection of Child Rights (SCPCR).



Member, Governing Body, Vishal Bakshi is Managing Director, Goldman Sachs, where he heads the private equity business in India based out of Mumbai. Mr Bakshi has an MBA in Finance from Columbia Business School, a Post Graduate Diploma in Management from IIM, Ahmedabad and a BA (Hons) in Economics from St Stephen's College, Delhi. Prior to moving back to India in 2008, he worked in Goldman's Investment Banking Division, New York.



Member, Governing Body, Aslesha Gowarikar is Partner in the leading legal firm, Desai & Diwanji. Ms Gowarikar advises on mergers, acquisitions and project finance related transactions. She also has substantial experience in assisting foreign investors, investment banks and Indian promoters on transactions across various industry sectors and has significant experience in advising on private equity.



Member, Governing Body, Nikhil Dhanrajgir has a doctorate in Public International Law, with degrees in Political Science, Human Rights and Development Studies. An Associate of the Netherlands Institute of Human Rights, Mr Dhanrajgir has worked with policy organisations such as Brookings Institute and Centre for Policy Research. He also has a specialisation in Middle Eastern Studies. He is currently Policy and Communications Advisor to Milind Deora, MP, South Mumbai.



Member, Governing Body, Jayabrato Chatterjee is a well-known film director, novelist and corporate communications expert based in Kolkata. He has spent over thirty years advising NGOs on changing public perceptions of disability in India. English (Hons) graduates from St Stephen's College, Delhi, Mr Chatterjee's films have received critical acclaim at International Film Festivals. He has also served as Writer-in-Residence at the University of Stirling and Hawthornden Castle, Scotland.

INSTITUTIONAL REVIEW BOARD

Ethics Committee



Dr. Samiran Nundy, Chairperson, Institutional Review Board, is an internationally renowned Surgeon and Emeritus Professor at the Department of Surgical Gastroenterology and Liver Transplantation, Sir Ganga Ram Hospital, New Delhi. He has innumerable research studies, text books and papers to his credit.



Dr. Farokh Udawadia, Consultant Physician, Breach Candy Hospital, graduated from the University of Bombay in 1953. He trained at the Brompton Hospital and Middlesex Hospital, London and was on the house staff of City Hospital. He is also a renowned writer and researcher.



Dr. Hiralal Desai, is one of Mumbai's renowned Gastroenterologists and Researchers. He is attached to several Trusts and NGOs and has an abiding interest in development work.



Dr. Surajit Nundy is Fellow at the Center of Brain Science at Harvard University.



Dr. Mithu Alur has been appointed on several National Committees and is responsible for spearheading the Disability Movement in India. Dr Alur is an academic, author of several books and papers, a researcher and has made contributions, both nationally and internationally, to the disability sector.



Dr. Armida Fernandez is the Founder Trustee of the Society for Nutrition, Education & Health Action (SNEHA), an NGO that provides services in the slums. She is the Former Dean and Head of Neonatology at Lokmanaya Tilak Municipal General (LTMG) Hospital and Medical College and past President of the National Neonatology. Forum of India.



Dr. Anaita Hegde, Consultant Paediatric Neurologist, has a special interest in pediatric epilepsy & childhood disability. She is involved with numerous NGOs that address the problems of disabled children.



Professor Zenobia Nadirshaw, Head of Psychology at Kensington and Chelsea, is also Chief Examiner at Leicester University, Governor of London Metropolitan University and Professor at Thames Valley University.



Dr. Anuradha Sovani, has done her M.Phil and Ph.D. from University of Mumbai. She is a clinical psychologist and psychotherapist and Reader at Mumbai University.



Ms. Malini Chib, MA, Women's Studies, Institute of Education, University of London has also done her second Masters in Information Technology from the London Metropolitan University. She is an author, researcher, academic and activist in the disability movement.

Action Research Team



Mrs. Varsha Hooja, Trustee & CEO, trained as a special educator at ADAPT and has been with the organisation for nearly three decades. She also assists Dr Alur in policy interventions at the national level. Mrs. Hooja is a member of Research Team and has worked on UNESCO - Four Nation Research, SSI/Unicef Project, NRCI and Shiksha Sankalp Research. Presently she is working on 'A Narrative Exploratory Study on inclusion of children with disability into regular mainstream schools'.



Dr. Shabnam Rangwala is Director Community Services and a pediatric occupational therapist with 25 years of experience in the field of pediatric therapy. She specializes in intervention for neonates and high risk infants. As part of Dr Mithu Alur's team she has had fifteen years experience in working in the field of Inclusive education and has worked extensively in the area of inclusion of children with developmental disabilities into mainstream schools. She has also worked in community settings and played an important role in redefining the role of therapists in inclusive education. Presently she is working on 'A Narrative Exploratory Study on inclusion of children with disability into regular mainstream schools'.



Ms. Sangeeta Jagtiani is a Deputy Director Services / Head of Education, an M.Com Post graduate and is a Special educator by profession. She has been working as a Head of Education/special educator at the organization for the past 20 years working in areas of assessments of students with disabilities, planning and monitoring teaching strategies and interventions being applied at ADAPT. Ms Jagtiani has also been a faculty member for all training courses conducted by the centre. She is a member of Dr Alur's Action Research Team of the Prospective Research being conducted by ADAPT as per the approval of the IRB.



Mrs. Deepshikha Mathur is Deputy Director – Training. Training in the field of Disability and inclusion has been the mainstay of her job as Deputy Director-Training at ADAPT. She joined the organisation after finishing her M. Phil (Psychology) and the post graduate diploma in special education as a research assistant for a SSI/ UNICEF project on early intervention in inclusion. Thereafter, Mrs. Mathur has been involved with designing, conducting and monitoring the various courses conducted by ADAPT. She is a member of the Action Research Team of the Prospective Research being conducted by ADAPT as per the approval of the IRB.



Mrs. Shobha Sachdev, parent, special educator, and former Principal at ADAPT's Bandra Centre is now the organization's Resource Mobilization Consultant. She also lectures on ADAPT's Trainings.



Mrs. Gulab Sayyed has been with ADAPT for the past eighteen years. She heads the Sultan Noorani Memorial Karuna Sadan project at Dharavi and is the senior site supervisor of ADAPT's Community Services. She is a member of ADAPT's action research team.

BOARD OF ADVISORS



In addition to the Board of Trustees and Governing Body and the Institutional Review Board, a Board of Advisors has been constituted. Mr. Shyam Benegal, renowned filmmaker and activist for social change, has taught at the Film and Television Institute in Pune and has been associated with ADAPT for many years. He has also directed a film on the organisation entitled "The Love We Give for Nothing".



Mr. V. Ranganathan was formerly Chief Secretary, Government of Maharashtra. He has been associated with Dr. Alur's work and as the present Chairman of the Mumbai Heritage Conservation Committee, advocates physical accessibility for persons with disability in public places. He is at present facilitating a collaboration with the Brihanmumbai Municipal Corporation on the mapping of out of school children and training of regular teachers.



Mrs. Vera Udawadia is committed to the cause of disability and along with her husband, IRB Member Dr. Farrokh Udawadia has been actively engaged in activities at ADAPT.



Mr. Arup Patnaik, Director General, Police and Managing Director, Maharashtra State Police Housing Corporation is a supporter of social causes, among which, disability is one that is close to his heart. Mr. Patnaik is keen to replicate inclusive services in Orissa.



Mr. Nagesh Kukunoor is an award winning filmmaker and has been ADAPT's Ambassador for the Mumbai Marathon.



Ms. Dia Mirza is an actor and producer and is known for her involvement in social causes. She has been a staunch supporter of ADAPT's work and as one of our Ambassadors, has been spreading awareness on disability and inclusion.



Ms. Shonali Bose is a filmmaker of international renown, and has been advocating for the rights of the disabled. She actively supports the activities of the ADAPT Rights Group.

ADAPT: Journeys and Destinations

In presenting this Annual Report, we asked ourselves a question. How do we begin, introducing our organization and its work, in a way that we haven't already done in our previous reports? We could go the conventional way and present a paragraph about how our Founder Chairperson, Dr. Mithu Alur, set up the first organization of its kind in the nation, The Spastics Society of India (now ADAPT), in 1972 and that it was set up to provide services for the disabled in India where no such provisions existed.



National & Asian Resource Center for Inclusion (NARCI)

But forty-two years of innovation and pioneering work later, we choose to do things a little differently. Our Chairperson told us, "Be bold. Don't ever get too comfortable with the work you're doing – it leads to complacency." It inspired us to innovate. Innovation has been the key to the ethos of our work in the field of disability and development over the last four decades.

Dr. Alur was the first to innovate. When she started, no services existed for the multiply disabled, and government officials didn't seem to know the difference between the terms 'spastic' and 'plastic'. She created a unique model whose USP was the holistic combination of education and treatment for multiply disabled children, provided under a single roof.

Replicated in 18 states of India, The Spastics Society of India model served as the basis for the all-India services that were set up, which, over the years have become independent administrative institutions.

The reason we could deliver our services to the poorest and weakest of India's disabled and that we are able to continue this even today at a highly scaled-up level is because we began at the grassroots level and expanded our services, over time, at the micro, mezzo and macro levels.

Milestones on the Road: Inclusion

Evolution has always been an intrinsic component of our organizational philosophy and we accepted and internalized the change that was necessary, reorienting our services and procedures within an inclusive framework.

Today, all our Centres promote inclusive education and provide a variety of services that seek to deliver satisfaction to each of our stakeholders. What makes us unique is that we focus on not solely the multiply disabled, but also on other socially marginalized categories such as the girl child, the LGBTQ community, and others. Our National and Asian Resource Centre for

Inclusion (NARCI) is one of the premiere Centres in the Indian subcontinent which provides such services.

Some contend that the journey matters more than the destination; others would disagree. At ADAPT, we are grounded in the conviction that both, the journey and the destination, matter equally. That's what defines us – an emphasis on processes as well as outcomes.

COLABA CENTRE

Begun in 1972 with only three students, The Centre for Special Education, Colaba has, over the years, grown into an inclusive centre providing a high quality of education and varied inclusive services to all children with and without disabilities. Multilevel teaching strategies and need-based remedial interventions have been instrumental in meeting the needs of every child.

Services Offered

The holistic development of each child is ensured by providing the following services:

- Identification and Screening
- Education: SSC and NIOS Boards
- Home Management
- Physiotherapy
- Occupational therapy
- Counseling
- Vocational training
- Computer training
- Remediation
- Resource support
- Anganwadi (Community pre-school)

Academic Year 2013 – 2014

During the academic year 2013 – 2014, we had a hundred students across nine inclusive classes. This included 63 students with disabilities and 37 without disabilities. Several students from our centre have secured admission into neighborhood schools. Five of our students have this year appeared for the NIOS C level board exam (equivalent to the Grade 8 curriculum) in March 2014.

Vocational Development Programme (VDP)

The young adults in this group follow a specially designed functional academic programme that includes social skills and skills required for activities of daily living. Formal vocational training is provided to students and the products created are sold at community events, corporate offices and our 'I Can' Bazaars. Sales training, computer education and culinary skills are also imparted. Adult trainees receive a monthly stipend.

The aim is to help the trainees secure employment in various set-ups: open competitive employment, self-employment and sheltered workshops.

This year, Shramdaan or dignity of labour was introduced for the VDP students who took part in the Times Green Ganesha Cleanliness Drive organized by the Time of India at Chowpatty beach following the ten-day Ganapati festival.

The students of VDP and NIOS 'C' also went on an Independent Living Camp to Mount View Resort, Vajreswar to facilitate independent living skills. Several social empowerment sessions were held prior to the elections in Mumbai to inculcate in them, an awareness of their civic rights and responsibilities.

Co - Curricular Activities

Co-curricular activities like art, yoga, music, sports, dance, and drama play an important role in shaping personality. Sumeet Chauhan of Sumeet's Academy of Dance (SAOD) continues to train our students in music and dance. Our students participated in the Annual Concert of the Army Public School and B.D Idol an event organized by the B.D. Somani International School.

Field Trips

Field trips were regularly organized to supplement classroom teaching and enrich learning. The concepts learned in Science, Environmental Studies and History were consolidated by visiting places like Mani Bhavan, Nehru Science Center, Nehru Planetarium, Chowpatty Beach, Afghan Church, Gamdevi Police Station, Colaba Post Office and Sahakari Bhandar. Students also visited the Chatrapati Shivaji Maharaj Vastu Sanghralaya (CSMVS) to attend the Kahani Carnival a festival of stories. We have initiated a partnership with the CSMVS and participate in all their activities.

Creative Mela

A Creative Art Mela comprising of twelve different workshops was held in partnership with CSMVS in the month of April 2014. Conducted by professionals, the workshops on taxidermy, flower and jewelry making, painting bags and t-shirts, tie and dye and block and screen printing helped our trainees learn new skills.



Toufique demonstrating the block printing technique to his peers



Students performing at the Annual Concert of Army Public School



Participants at the Creative Mela

Pottery

Under the expert guidance of ceramic artist Mrs. Mamta Mukherjee, pottery has been introduced this year. Student and young trainees are being trained to make clay items like pendants, bowls, plates, pen stands, vases and animal figurines. These are then displayed and sold at exhibitions.

Swimming

The therapeutic benefits of swimming for children with cerebral palsy are well documented and this year we initiated weekly swimming sessions for 15 students with mild to severe physical challenges at the YMCA, Mumbai Central. The officials at YMCA organised the coaches and lifeguards. The students who attended have shown considerable improvement in their muscle tone and confidence levels.



Mrs. Mukherjee helping Imran shape a clay bowl with his elbow!

Anganwadi at Colaba

Our anganwadis provide education, nutrition and therapy to all children who are facing barriers to learning including the girl child, children from the scheduled castes, scheduled tribes and children with disabilities. This academic year, the Ambedkar Nagar Anganwadi, supported by Lila Polymers, was relocated to the Colaba centre. Thirty students including four with disability, between ages of 2 ½ years and 6 years are enrolled. The curriculum follows the play way method of teaching and the areas covered are visual perceptual training, language development, pre-reading / number, pre-writing, music, free play, dramatics, yoga, value education and sports. Therapy and counseling are part of the services offered. The children participated in all the events of the centre. Parent meetings were held through the year to emphasize the need for parental involvement and the importance of education so that they can, in turn spread it within their own communities. Majority of our students attending the anganwadi have enrolled in mainstream schools.

Sensitization Programmes

Sensitisation of students of mainstream schools and colleges is critical to bring about attitudinal change. Several interactive sessions were held with schools and colleges. Our students visited the Aditya Birla World Academy, J.B. Petit School, Cathedral Infant School and Army Public School, while students from Fazlani World Academy, G.D Somani, Islamic International School, and Kendriya Vidhyalaya visited our centre and participated enthusiastically in art, craft, music and storytelling sessions. The students of St. Xavier's and H.R. Colleges continue their Social Involvement Programme (SIP), at our centre. The International Baccalaureate (IB) students of B.D. Somani International School have chosen our centre for their service project. These interactions create lasting bonds and many students continue



Art is fun with friends from Aditya Birla World Academy

volunteering well beyond their stipulated hours.

Events

Through the year our students participated in a number of in-house as well as external events showcasing their immense talent. Meticulous planning and team work go into the conceptualization, organization and execution of these programmes. ADAPT's events like the I Can Bazaars, Sports Day, Inclusion Mela, Star Collection, Founders Day and Annual Day provide our students with not only an opportunity to demonstrate their creative, athletic and academic achievements but also a platform to interact with students from mainstream schools and colleges.



We all are champs! Mrs Mukherjee awarding the winners

Like all preceding years, this year too, we have had a rich gamut of experiences. Parents and volunteers as our partners have provided much needed support. We are also indebted to our donors – individuals, corporates and trusts: without their unflinching generosity, many of our dreams would remain unfulfilled. We are grateful to HPCL, Kishinchand Chellaram Education Trust, Rotary Club of Mumbai (Nariman Point), State Bank of India, Ambalal Trust, Lila Polymers, and the Rotary Club of Mumbai South.

Parent Speak

Mrs. Alifiya Kadir (mother of Abdul Kadir, Reception Class): "It has only been a year at this wonderful organization and the changes I see in Abdul are so many. He has started talking, has become more confident and academically too, he has shown interest and progress. The teachers and volunteers are full of passion and so dedicated. With a heavy heart, we are moving residence to Madhya Pradesh. But before we leave, a very big Thank You to Dr. Alur for creating and developing such a school... it is a heaven for disabled students!"



ADAPT wishes Abdul all the very best!

BANDRA CENTRE

In the academic year 2013-2014, we had 206 students of whom 50 were without disabilities, ranging from 3 years to 38 years. Thirteen classes catered to the various curricula followed – pre-primary, National Institute of Open Schooling, pre-vocational and vocational. The curricula include academic work as well as extra-curricular activities, along with need-based therapy for all students. As always, we continue to provide these services to all children irrespective of their caste, creed, financial backgrounds, social status and abilities.

The curricula followed are:

SSC Curriculum: Nursery to Std. II

Under this curriculum, students are prepared for inclusive, mainstream education. Children with and without disabilities are a part of this section. This year the pre-primary and primary classes had 53 students.

Pre-NIOS (Level A, Level B and Level C): equivalent to Std. III to VIII of the SSC Curriculum

This curriculum is based on the National Institute of Open Schooling (NIOS) programme. This year 19 students from Bandra appeared for the Pre-NIOS school Examinations (Level A and C).

NIOS (Std. X)

This is the Std. X Board Examination equivalent to any State Board, following which students can pursue a college education in a subject of their choice or opt for vocational training.

Prevocational Unit

Students with severe multiple disabilities are imparted prevocational training and follow a functional academic curriculum in order to prepare them for vocational skills as a future goal. The students are divided into three groups- Functional Academics Junior (8-12 years) Functional Academics Senior (12-16 years) and Functional Literacy (12-18 years).

Works Skills Unit

The Work Skills Unit completed twelve years in 2013. This Unit comprising of 45 trainees ranging from 18 to 38 years of age, focuses on providing formal vocational training to young adults with disabilities and placing them in open or sheltered employment. The goal is to instill in them a desire for independent living, and enhance critical social and professional skills that are a requisite for employment.

Students in this Unit are trained in various production skills like making jewelry, gift bags, door mats and other products that are exhibited and sold at community events, corporate offices, schools, colleges and ADAPT's 'I Can Bazaar'. Students are also given training in sales through these exhibitions. The trainees are paid a monthly stipend, giving them a sense of achievement. Computer training is also imparted to the trainees. Some of the trainees are able to work independently with minimal assistance in production activities while others continue to receive inputs.

This Unit is a result of the hard work, dedication, commitment and conviction of the parents, teachers, volunteers and of course, the students themselves. In the next academic year they will be moving to our Skills Development Centre – Chembur.

Home Management

Children who cannot attend our centre regularly due to reasons like severe impairment, young age, living away from Mumbai are given the option of joining the Home Management Programme. This consists of remedial education, physiotherapy, counseling and speech therapy. Parents are given a home programme. These services are provided under the OPD section.

The children attend group and individual sessions along with their parents where academic concepts are taught through interactive activities enhancing motor growth, cognitive, social and emotional growth, and thereby preparing them for formal education in a mainstream school.

Inclusive Education and Activities

Inclusive education prepares the child for mainstream schooling as well as for social and emotional inclusion into the outside world. With a view to promoting inclusion, each year, we invite students from mainstream schools to participate in events with our children. Conversely, our students participate in many varied community events, helping generate and spread awareness regarding the talents and capabilities of disabled people.

This year as well, we were supported by students from Kamla High School, Learner's Academy, National College and Arya Vidya Mandir. These students participated in classroom as well as extracurricular activities, resulting in rich learning experiences for all involved and helped build meaningful relationships.

In an attempt to strengthen bonds with other mainstream and special schools, their students are invited to participate in our annual funfair called the 'Inclusion Mela'. A unique feature of this Mela is the equal participation of both, parents and staff in the Centre. It is also an important fundraising event.



Products made by our students, displayed at the I Can Bazaar

Our 'I Can Bazaar', held annually around the time of the Diwali festivities, showcases the talents of our students through an exhibition and sale of products made by them with the help of their peers from mainstream schools. The Bazaar is a community as well as social event, and people from all walks of life visit our Centre to support our cause. This year we held a second 'I Can Bazaar' which was inaugurated by our IRB members.

Products made by our students are also displayed and sold at other community events in Mumbai like the Kala Ghoda Arts Festival as well as corporate exhibitions. These events not only help to raise funds but also create awareness, thus moving towards an inclusive society.

Extracurricular Activities

Extracurricular activities are designed to boost the emotional and social growth and development of students. We focus on activities such as dance, drama, yoga, sport, games and music, encouraging our students to participate in all that interests them. This academic year, our students participated in Raell Padamsee's production of 'Grease', through the Create India Foundation. Ms. Padamsee also directed a play entitled 'Its Magic' involving the students of all our centers along with students of our partner

schools, The Army Public School, Colaba, Beacon High, Khar, Guru Harkishan, Santacruz, Kamla High, Khar and Learners Academy, Bandra (W). Our students were selected, along with students from other NGOs, to perform the Indian National Anthem with Bollywood superstar, Mr. Amitabh Bachchan. Adventure sports were organized by the Mattel Foundation. This was the first time that such an event was held for our students. It was a lifetime experience for our students, as they ziplined via the Flying Fox and engaged in other adventurous activities.



Dr. Mithu Alur, Ms. Dia Mizra & Ms. Tanuja with students of ADAPT at the Annual Show



Students of ADAPT along with Other NGO performing the National Anthem with Mr. Amitabh Bacchan

Our students also participated in the programmes organised by ADAPT to commemorate the International Day of the Disabled (IDOD).

As every year, this year too, our students performed in cultural programmes held on Founder's Day, Independence Day and the Annual Day, for which Jeet's Dance Academy worked closely with the students to help them showcase unique and inclusive dance performances.

Field Trip, Outings and Camps

Each year, our students and trainees are taken on educational field trips to the museum, aquarium, to beaches, malls and markets. These trips facilitate learning through experience and also help to boost self-confidence.

Every year, overnight camps are organized to instill independent living skills. This year, as part of their training in Independent Living Skills and Job Skills, the Work Skills Unit trainees, accompanied by staff members went to Delhi for

a week where they got the opportunity to interact with and be part of the activities of the Pallavanjali Centre, Gurgaon. As part of their learning programme, they visited two luxury hotels to understand the job opportunities in hospitality services. In addition to visiting historical monuments in Delhi, they also visited the Taj Mahal in Agra. An in-house camp was organised for students belonging to the Pre NIOS Junior and Pre-vocational Junior Groups with a view to encouraging independence.



ADAPT students experience history in Delhi and Agra

Computer-based Learning and Communication Programme

We continued the computer-based Learning and Communication Programme which identifies and develops alternative computer access methods for our students. We are also continuing to provide and develop educational software programmes and adaptive aids to suit each child's unique physical capabilities. Similarly, communication aids are customised to meet the requirements of children who have severe speech difficulties.

Accessibility Projects

Our collaboration with the Homi Bhabha Science Education Centre continues with an aim to making computers increasingly accessible via alternative input devices such as Adaptive Switches.

This year a camp was organized with the BMC personnel to make Aadhar cards for all our students. The officers from Corporation Bank also came to school to open bank accounts for our students.

All our success stems from the support of our volunteers, donors, parents and dedicated staff. We are especially indebted to our volunteers for willingly giving us their precious time, and of course, to our donors – individuals, corporates and trusts. We are proud to say that you are now a part of the ADAPT family – a legacy of over four decades and counting!

THERAPY DEPARTMENT

ADAPT has been providing multi-disciplinary therapy services under one roof since its inception. For intervention to be truly successful it is essential that all the team members work cohesively following a trans-disciplinary approach.

Therapy services at ADAPT are set in the social model and operate in line with the WHO's "*International Classification of Functioning, Disability & Health*" commonly known as the ICF model. Under this model, disability is seen as an outcome of the environment in which the individual functions. In the *ICF model* 'ability' or 'disability' arises from the environment rather than the individual. Compassion and a humane approach are important elements of therapy services at ADAPT. Parent empowerment is the key factor while providing therapy services.

The therapists work in different settings such as the classroom, playground and mainstream schools.

Services offered by the therapy Department in the year 2013 - 2014

Therapy services to students attending the centres were provided on an individual or group basis. Younger students receive a combination of group and individual sessions depending on the individual need of each student.

Individual therapy sessions

In the year 2013 – 2014, 58 students received individualized therapy inputs, based on the Neuro Developmental (NDT) Approach or Sensory Integration (SI) approach. The NDT approach is largely used for children with motor difficulties whereas the SI approach is used for children with difficulties in processing sensory information. For children with multiple disabilities a combination of both the approaches is used. Parents are encouraged to attend the individual sessions so that they learn the techniques and carry on the same at home as part of the home management for their child.

Group therapy sessions

Physical and occupational therapists also provide group therapy sessions which are designed with the aim of developing social interaction among children. In the year 2013 – 2014, 61 students received group therapy sessions.

Groups that have been conducted through the year were:

- **Peto Groups:** Peto groups are conducted for younger classes up to Std II. Principles of group dynamics are used to ensure that therapy takes place in an enjoyable manner. Parents are key members of these groups and are actively involved in the sessions.
- **Gym Group:** Workout sessions in our gym are provided to students with a focus on strength training. The key to successful strength training in students is gradual progression. Gym sessions help to improve the overall stamina of the student.
- **ADL Group:** This group is focused on helping the students develop their skills of independent living. It worked on improving bilateral coordination of the upper limbs as well as fine motor skills.
- **Jumping Jacks Group (For children with high energy levels):** This group included students with hyperactivity, low attention and concentration span. It aimed at improving sitting tolerance and auditory processing which would impact the concentration and attention span of the students.



I learn to roll - Peto Therapy



Rock rock rocking I learn to sit

Other interventions

- ***Furniture and wheelchair evaluation***

The therapists also design furniture modifications for every student based on their individual needs. Special chairs are provided with appropriate straps, footrests and or headrests in order to maintain correct posture and alignment. Correct posture in turn assists the students in many areas such as feeding, correct breathing pattern, handwriting, etc.

• **Aids and adaptations**

Students are also referred for special aids like braces, splints, walkers, and crutches etc. which help in improving the independence in mobility. Children received aids and appliances which were sponsored by different foundations like Rotary club and ALIMCO (Artificial Limb Manufacturing Company of India) organized by Trustee and former MP, Ms. Priya Dutt. 15 students received splints from the Rotary Club and 10 wheelchairs from ALIMCO.

Home management and Parent training

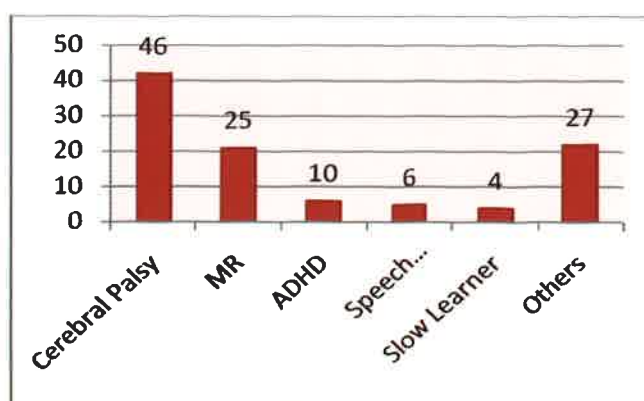
Home management and training parents on the how to of managing their children at home forms an essential part of the role of the therapist.

Assessment

A total of 118 children with varying type of disabilities have been assessed through the year.

Parents from all across the country approach ADAPT's OPD services. This year we have had children Gujarat, Assam, Rajasthan, Uttar Pradesh and other parts of Maharashtra.

Ongoing treatment in the form of OPD sessions has been provided to 33 children on a monthly basis.



Stratification of disability N=118

External consultations

Children with orthopedic issues were referred to clinics organized at the ADAPT Bandra center under pediatric orthopedic surgeon, Dr. Taral Nagda. Six clinics have been organized this academic year where 45 children have been assessed and provided guidance.

Other activities

World Cerebral Palsy Day: As a part of the World Cerebral Palsy day event, the therapists of ADAPT conducted "Disability Orientation Seminars" in 5 medical colleges, namely Nanavati College of physiotherapy, Nair College of Speech Therapy, Nett College of Physiotherapy, Terna College and MGM College.

Research: The therapists of ADAPT participated in data collection for the prospective research being conducted under the Institutional Review Board.

Sports Day: The annual sports day of ADAPT was



Even we can run and we can win!

conducted on the 24th of February 2014. All students and Staff from the ADAPT Bandra center, The Sultan Noorani Memorial Karuna Sadan community center, Dharavi and the Skills Development Center, Chembur participated in the event. The students form mainstream schools like the Kamala High



Lecture at D Y Patil

School and Guru Harkishandas High School also participated in the event. The Chief guests for the event were Mr. Sai Krishna Hattangadi (Superintendent Directorate of Customs & Intelligence (Revenue)) and Mrs. Leena Mogre (renowned celebrity fitness trainer). The theme for this year's sports day was "GOGREEN".

Lecturing on ADAPT courses: The therapists of ADAPT also conducted lectures for courses conducted by the Training Department.

Case study: Umar was diagnosed with ADHD full form and was not able to sit in a particular place for more than 1-2 minutes. He had inconsistent eye contact and would participate partially in activities of daily living. Umar has been receiving therapy for 5 months in ADAPT. He has learnt to chew and requires minimal assistance for dressing. After a consistent programme, he can sit for 20 minutes and is able to make appropriate eye contact. His oral hypersensitivity (mouthing objects) has reduced considerably. He has begun following two step commands. He can now follow the activity schedule board and complete up to three tasks in the correct order.

Interventions provided at ADAPT are a combination of sensory integration therapy with one on one psychological sessions.

A New Model of Treatment and Rehabilitation: The Adult Rehabilitation Unit

Though there are many services for children with disabilities, most facilities for the adults are hospital based. Ailments and difficulties affect one's psychosocial balance, affecting morale. Therefore a holistic approach which includes Art, Therapy and Psychology is needed. With this objective, ADAPT has begun a new model, the 'ADULT REHAB UNIT' to cater to the needs of adult with disabilities.

The unit is well equipped with world class equipment for imparting therapy and other services to minimize and control the setbacks caused to adults with disability.

We hope this Model will change the outlook of adults with physical and developmental difficulties and will help improve the quality of their lives.

Department of Speech Therapy

In the year 2013-2014, the Speech Therapy Department conducted OPD assessments and follow-up group sessions for individuals requiring specific inputs to develop communication skills and feeding

management. ADAPT students also received therapy sessions based on the same principles.

This year, training for the use of high-tech and mid-tech communication aids was started. Based on an assessment carried out last year, children were selected and trained to use the communication aids to facilitate basic expression and to help them initiate interaction. As part of the Computer Assisted learning unit, various adaptive switches, colourful keyboards with larger keys, joysticks, and camera mouse were used depending on the child's physical ability and comfort level to use the device to navigate the computer. Various websites such as sheppardsoftware.com, abcya.com were also utilized to teach concepts to children and let them play educational games such as online number bingo, picture memory, and cause-effect games to help them practice using the computer and the different adaptive devices. The use of various low-tech communication aids was initiated in the classroom environment. All the children of ADAPT received classroom group therapy sessions.

Children at the Colaba center were assessed for speech, language, and communication difficulties and their parents, caretakers, and teachers were provided with rehabilitation programs. Children from the community in Dharavi and Colaba were also assessed and provided with brief home training programs.

Computer-Based Learning and Communication Programme 2013

The Computer-Based Learning and Communication Programme identifies and develops alternative computer access methods for the students of ADAPT. Educational software programmes are chosen according to each child's learning level. Accessibility settings and adaptive aids are provided and developed as per the child's unique physical capabilities. Communication aids are customized to fulfill the needs of children with severe speech difficulties.



Students being trained on large keyboards

It is the second year of computer based learning and communication programme. Last year's collaborations with Homi Bhabha Science Education Centre (HBSEC) led to an intern project in the summer. HBSEC interns developed 'Click-n-type' - an on-screen, switch friendly keyboard that is being used by children with severe motor disabilities to type. Along with this, we had a product and interface design intern from Srishti School of Design, Bangalore, who spent the last semester developing personalized, DIY and low-cost assistive technology devices as a part of her thesis project.

The year's vision is to take this programme online and collaborate with more institutions.

Internship

The internship program continued in collaboration with Nair Hospital for 18 graduates in Speech and Language Pathology. These students interned at ADAPT. The interns, working on a rotational basis system, conducted assessments, and planned and carried out intervention programs under the

guidance of the speech therapist. This program will continue for the next academic year.

New initiatives

A social awareness campaign to improve awareness of various Government schemes for persons with disabilities was initiated in concurrence with 2 interns from the Tata Institute of Social Sciences. An awareness walk was conducted as part of the campaign. This campaign will be taken forward in the next academic year. A project proposal has been created to carry forward this initiative.

Department of Psychology

The Psychology department focuses on facilitating the optimum development of the child both of the students at all the centers of ADAPT as well as those attending the Out Patient Department.

The department has a systematic approach of using formal and non- formal methods for assessing children. This enables a thorough understanding of the child's natural dynamic contexts which influence behavior, capacities and limitations-an understanding which assists in the formulation of a holistic intervention plan.

In addition to counseling the child, the interventions include counseling the student's teachers, parents and caregivers. The intervention approach is a synchronized and a combined one, where the child benefits from physical therapy along with psycho-therapeutic inputs for behavior modification and cognitive and social development, which makes the session enjoyable for the child. The psychologist in collaboration with the teacher and therapist aim to achieve goals which include (but are not limited to) increasing attention span, developing one's self-efficacy and self-worth, engaging in pro-social behavior and enhancing learning skills. Regular inter - departmental meetings help to follow-up with the child's progress and redirect or make new goals, and if needed provide appropriate referrals.



Psychologist Kruti Shah using Supportive Therapy to transfer learning

Therapeutic techniques such as behavior modification through Cognitive Behavior Therapy and Rational Emotive Behavior Therapy are used along with ingenious therapies which promote self-expression and self-growth in the form of Art Therapy, Play Therapy, Drama and Music Therapy. A Parents Support Group has been introduced to help them overcome their daily stress and achieve their personal goals, motivate and enhance their personal skills which would indirectly affect their child in a positive way.

The department has also been involved in guiding and mentoring counseling trainees from various colleges and has been involved in conducting workshops and trainings for the staff under the Shiksha

Sankalp Project - a short module has been prepared for in-house parent trainings.

As a part of the World Cerebral Palsy day event, the department has successfully been a part of "The Disability Orientation Seminar" in Terna Medical College, and has been able to spread awareness about Cerebral Palsy through lecturing in SNDT University and Sohpie's College.

The department has also been actively involved in other curricular activities like the Annual Sports day, Inclusion Mela, Adventure day conducted by Mattel Foundation, and the Annual Show.

Additionally the department is also involved in the research activities conducted by ADAPT.

Moreover, assisting as resource persons for the World Vision Project for assessments, being guests lecturers to the various courses held in ADAPT, the department has benefitted greatly from its involvement in each of these as it has enabled the department to keep itself at par with the emerging trends in the field of psychology and disability.

Department of Social Work

At ADAPT, we believe that all our work should be rooted in Praxis – a balance between theory and practice.

Out-Patient Department (OPD)

OPD is conducted once a week, every Wednesday, round the year. The OPD service is coordinated by the social worker with the aim of assessing the socio- economic, medical and the psychological needs of the children with disabilities and then to provide the best possible solutions. These services include Need Based Therapy aiming at the child's growth along with guidance to parents for their child's education; support and guidance to children attending mainstream schools to sustain mainstream education, career guidance for adults with disabilities and the counseling of parents. The total number of out patients addressed this year was 135.

Regular case conference were coordinated by the social workers with the OPD team which includes the Special Educator, Social Worker, Physiotherapist, Speech Therapist, Psychologist after the assessment of the candidate to discuss and plan the intervention for the candidate. The plan of action was shared with the parents and regular follow up of the candidate maintained by the Social Worker.



Children's assessment in progress

Liaising with the Social Welfare Department

The Social Workers also worked with the Social Welfare Department of Maharashtra State to get updates on the various current schemes and facilities provided by the government for persons with

disabilities and helped parents get the benefit of these schemes. They facilitated the opening of bank accounts, and registrations for AADHAR card. A hundred and seventy children obtained the ADHAR card and seventy children opened joint accounts with their parents. These two major documents further helped the children to apply for the Social Welfare scholarship and will be useful for various other legal purposes.



Parents meeting

Disability Certificates

The Disability Certificate is an important document to avail of various facilities provided by the government to persons with disabilities. A New Online Disability Certificate has been made compulsory by the government to avail benefit of any scheme. By coordinating with the Disability Department of J.J. Hospital, a group of 20 school children got registered with the new online system. This process will continue for the next academic year and will continue for all students admitted to ADAPT.

ADULT SERVICES: SKILLS DEVELOPMENT CENTRE

The Skills Development Centre (SDC) caters to young adults with disability and to the under privileged. This year has been very busy and eventful with the trainees learning various job skills and soft skills in preparation for job placement. The curriculum was divided into the Advanced Pre Vocational Training Programme (APTP) and the Vocational Activities programme.

Services

At SDC, services comprise of assessments, counseling, referrals, vocational and pre-vocational training and placements.

Activities include:

Advanced Pre Vocational Training Programme (APTP)

This course is designed for students above 16 years of age. It provides training in functional academics, communication skills and skills of daily living. The aim is to prepare students for job placements in open employment or vocational work. The curriculum is planned to include and benefit all persons with varying learning abilities. Co – curricular activities like yoga, music and dance are an important part of the curriculum. This year 14 students benefited from the programme. APTP Trainees were introduced to Computer Skills, Banking and Basic Office skills. They also learnt Catering House Keeping & Horticulture as part of Vocational training.

Activity Centre

The Centre provides training in vocational activities for persons with disabilities, who may otherwise find it difficult to be absorbed in open employment. Activities like making jewelry, gift bags, festival lamps, decorative items as well as outsourced work from corporate are carried out. The trainees are supervised, their skills evaluated and enhanced through regular monitoring. The items produced by the trainees are sold at various exhibitions held in Mumbai and those conducted by ADAPT. This year, the SDC saw the introduction of ceramic work – pottery, terra cotta jewelry, decorative trays- under the guidance of Mrs. Mamata Mukherjee, a skilled ceramic artisan.

Computer Training

Students were provided training in Data Entry and computer applications as part of the preparations for job placements.

Mothers' Kitchen

The Mothers' Kitchen, run by mothers of the trainees along with SDC staff has been doing well over the year, providing lunch to trainees, staff and few offices in the neighborhood. Sweet and savory snacks, pickles and juices, are produced following stringent quality control and later sold at exhibitions and to people in the community.



Young trainees learning the art of cooking

Other Training Programmes

The Kotak Education Foundation (KEF) has been training not only our trainees, but also the underprivileged, in areas of hospitality, customer relations and sales. This year, two of our trainees acquired gainful employment. Pankaj Rajawat Singh has been placed at Vashi, and Lanvina has found employment as well.



A yoga class in progress

The trainees have been enthusiastically participating in several outdoor programmes throughout the year, and have won awards for their dance performances. At the Talent Fiesta, they performed a dance routine and were lauded for the same by all present. They also participated in ADAPT's Annual Show which was highly appreciated by our guests and donors. They also participated in HPCL Painting Competition where their talent were acknowledged and appreciated.

To develop independent living skills, communication skills, social skills and self-confidence, the trainees went on field trips to offices, malls and markets for off-site training. They visited the K-Star Mall, the local restaurants and fruit and vegetable vendor in Chembur, where each of them was given a certain task to perform and debrief was done following each activity.

The staff of SDC also attended workshops on self development, documentation, and contributed to the research studies being conducted by ADAPT.

At the SDC, as throughout ADAPT, we believe in a holistic approach to empower people with disabilities. Spending time with our stakeholders is critical, as we would like to be partners in all that we do; after all, a good relationship is at the heart of every successful enterprise!

ADAPT and HPCL together make Corporate Social Responsibility a successful reality

HPCL continues their support this year to ADAPT's services. This significant partnership under the Corporate Social Responsibility is HPCL's first venture in the disability sector.

The project focuses on:

- Activities to encourage parents to educate their children with disabilities
- Motivating the students with disabilities to participate in co-curricular and extra-curricular activities.
- Recognizing students for their achievements.
- Addressing existing attitudes and prejudices towards children with disabilities. Messages related to disability will be displayed across all HPCL petrol pump outlets.
- Sensitizing teachers and the community on gender inequalities, asserting the vital need of educating the girl child who is disabled.
- Public Education on the value of education for disabled child and girl child is also supported through different events.

ADAPT's present activities continue with a focus on the aims listed above. The progress of 300 children and youth with disabilities at the three centres is being tracked under the ADAPT - HPCL project.

This project aims:

- To track the quality and nature of educational and therapeutic services for 300 CWD at the different centres of ADAPT.
- To ensure that every disabled child enrolled in the ADAPT schools is provided with quality school education, and treatment as needed, in an enabling environment so that he/she can realize their fullest potential.

| Bifurcation of number of children with disability as on April 2014 | |
|---|-------------|
| Branch | 2014 |
| Bandra | 182 |
| Colaba | 65 |
| Anganwadi | 21 |
| Bandra OPD | 30 |
| Colaba - OPD | 2 |
| Total | 300 |

Since cerebral palsy as a condition requires a multi pronged approach, a combination of various disciplines working together to create an individualized profile. The following areas are addressed:

- Educational, Physical, Emotional and Social

Tracking and Monitoring the students is done through a matrix approach using:

- ADAPT Child Profile Forms
- Educational Check Lists
- Report Cards and class assessment

ADAPT offers varied curricula to suit the different abilities of its students. The following graph indicates the number of beneficiaries availing of services among various curricula, including the functional, non-academic curriculum.

The student's performance and the activities of the school services are recorded after every formal internal assessment (Unit Tests). This year the goals for every child in the areas of academic, therapy, and socio emotional development were identified, tracked and recorded.

An external audit of the project was conducted by HPCL in September 2013. Ms Rashmi Choradiya and Ms Smita Rakesh from the Tata Institute of Social Sciences (TISS) in Mumbai conducted a social audit in order to understand the structure, functioning and qualitative impact of the project. They interacted with the stakeholders and beneficiaries to understand the impact of the project.

This exercise was spread over three days and included:

- An overview of the services, financial management and researches undertaken by ADAPT.
- Visits to our services in Colaba, Bandra and Dharavi, reflecting the different aspects of the work done by ADAPT.
- Inspection of record keeping and relevant documents
- Interviews with the stakeholders: The evaluators closed door meetings and group discussions with stakeholders and beneficiaries: Parents of students with and without disabilities, Volunteers, Students with and without disabilities, Staff (Teachers, Therapists Psychologists, social workers, administrative staff and ancillary staff).

Both the auditors acknowledged the depth and vast variety of services of ADAPT. They appreciated the recording and documentation processes followed the ADAPT Child Profile (ACP) form used. The evaluators found it commendable that extensive records were maintained in addition to the service provided.

Employee Engagement: HPCL employees have participated in many of our events. They walked with our students, pushing some of the wheelchairs at the Mini Marathon-Footsteps for Good in October 2013 and also at the Standard Chartered marathon held in January 2014.



HPCL employees interacting with children

ADAPT was invited to run an I Can Bazaar at the Diwali celebrations at HP Nagar in Chembur, Families of HPCL employees interacted with students and staff of ADAPT and bought products made by the students in the vocational and work skills development unit.

HPCL celebrated the Womens' Day with weeklong celebrations. On 10th March, ADAPT participated in their Celebrations at the Petroleum House. Students and trainees performed at the event. A stall showcasing the products made by students and trainees of ADAPT was also set up with a view to raising awareness and generating revenue.

On 7th March' 14, HPCL organized a day of entertainment for our students where 50 women employees played games and danced to Bollywood numbers with the students.

Senior management of HPCL including Ms. Sonal Desai (General Manager, CSR) Mr. Kulkarni (GM Material & Project Lead), Mr. Prem (Chief Manager – Projects), Mr. Molla (Chief Manager, CSR), Ms. Vineeta Nagar (Officer) CSR), visited the centres regularly and participated in our events, of which we are most appreciative.

Creating Accessibility- Stairlift Installed at ADAPT Colaba

ADAPT's centre at Colaba is a heritage building and had stairs that made it difficult for students and adults with disabilities to navigate. HPCL generously sponsored the installation of a stairlift in May 2014. It will be formally inaugurated in the new academic year.

Painting Competition sponsored by HPCL 19th Feb'14

As has been the practice every year since the inception of the ADAPT-HPCL project, this year too, the HPCL sponsored painting competition was held at all the ADAPT centers on the 19th of February. Project leader Mr. Kulkarni visited the Colaba Center with Mr Prem and encouraged the students while they displayed their creative skills. They also interacted with the students and trainees and gave gifts. The joy on every child's face was indeed palpable as they showed off their creations to Mr Kulkarni and Mr Prem and received their gifts.

TRAINING & PEDAGOGY

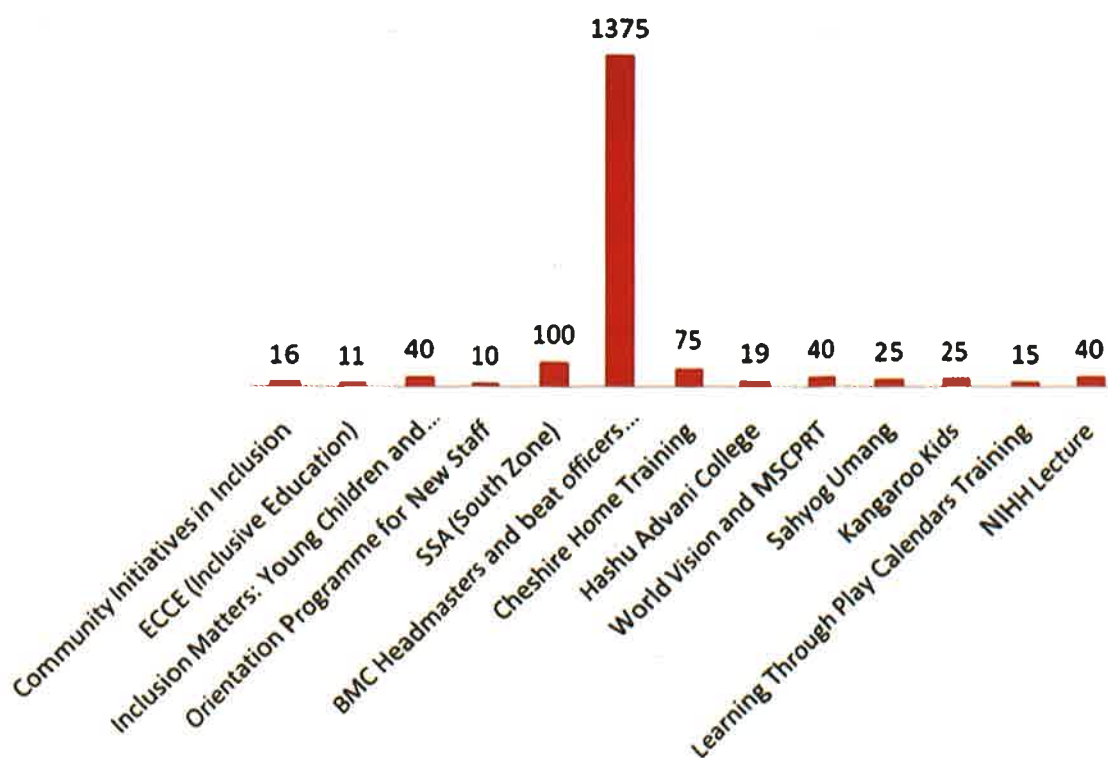
The aim of the training and pedagogy department is to develop a cadre of resources, which would aid inclusion, which is now a mandate as per the Right to Education Act (RTE), 2009. The objective of the department is to increase the access to and the use of inclusive education modules, and to disseminate research findings and practice guidelines for teachers that are appropriate in the Indian context. Recognizing capacity building as a critical component in the sustaining of inclusion, we have addressed pedagogy through existing training courses as well as through conceptualizing and delivering new courses, programmes and sensitization programmes. The syllabi of the courses are restructured to include the NARCI ideology within the framework of Human Rights and 'Education for All' perspective. The simultaneous path of micro, mezzo and macro level training efforts has led to transforming pedagogy in the sector.

To achieve these objectives, modification and adaptations have been introduced in the content and delivery of the courses, with a focus on changing the attitudes of the trainees. Internal faculty has been constantly oriented to the new ideology through workshops, and in-service trainings. At present we run courses in:

- Early Childhood Care and Education (Inclusive Education)
- Management in Cerebral Palsy (A physio/ occupational therapist course)
- Community Initiatives in Inclusion.
- Short term courses on inclusive education for organisations and schools.
- Trainings for the mainstream teachers under the Sarva Shiksha Abhiyan (SSA).

The courses promote a holistic approach in the inclusion of all children in the mainstream.

In 2013-14 the department trained 1791 stakeholders:



Community Initiatives in Inclusion

This is a 6 month certificate course for the Asia Pacific Region that prepares Master Trainers and Management Personnel to train others in their regions to promote inclusive education. The course is concerned with community issues and is firmly rooted in the social model of disability, moving away from the medical approach.

This year the course was conducted from 20th January to 11th April 2014. There were 16 participants (14 women and two men) from Nepal, Sri Lanka, Mongolia, Myanmar, Tajikistan, Tibet, Malaysia, Iraq and India a vibrant mix of ages, cultures, backgrounds and professions.

The course uses a varied methodology that includes interactive lectures, discussions, demonstrations, visits, observations, workshops, group work, presentations, research, projects, and participation in



Swami Mounanda, Mr. Michael Moore, Dr. Francis Moore, Dr. Mithu Alur and Mrs. Rekha Vijayakar lighting the lamp at the inauguration function



17 participants from the 9 countries introducing themselves

inclusive activities. This year, Mr. Essam Francis from Support, Education, Training for Inclusion (SETI), a partner of the Women's Council in Egypt, conducted a weeklong workshop on Community-based Rehabilitation (CBR). A half day workshop on evaluations of the objectives in the action plan was conducted by Dr. Frances Moore. The Valedictory Function was planned as well as organized by the participants themselves!

As in the previous years, Course Director Dr. Mithu Alur facilitated the module on Policy. She also guided and supervised the participants in creating their Context and Culture Specific Plans for inclusion in their countries, focusing on their three-month action plans and their future plans too. The final presentations of the action plans were assessed by Dr. Frances Moore, Honorary Technical Advisor, The Women's Council, UK, Dr. Shabnam Rangwala, Director, Community Services & Head, Therapy, Dr. Gregg Beratan and Mr. Sudeep Pagedar, Research and Documentation Officer & Coordinator, ARG. The participants implement their action plans in their respective communities with guidance and support from ADAPT.

We are grateful for the support we receive from the Women's Council, especially Chairperson Mrs. Pat Yaxley, Trustees Mrs. Antonia Derry and Mrs. Ruth Whitehouse, Dr. Frances Moore and the Patrons of who have helped us to continue offering the course.

New Courses

Three new courses have begun this year.

Inclusion Matters, in collaboration with the Podar Education Institute

“The consequences of inadequate stimulation at an early age, are even more disastrous for disabled children than for non-disabled children, as it is during this period, that the disabled child stands the best chance of improving abilities and developing efficient compensatory patterns.” – Dr. Mithu Alur

Training of pre-primary and primary school teachers becomes critical. The new course, *Inclusion Matters: Young Children and Inclusive Education* has been conceived by Dr. Alur to address this concern in an inclusive setting. The course is targeted at mainstream pre-primary and primary teachers and teacher trainees of pre-primary courses, content developers and others who are associated with pre-primary teaching. A major focus of the ten day course is on the developmental needs of children in various areas – physical, social, sensory, intellectual, language and communication skills. 40 pre-primary teacher trainees of Podar Educational Institute were trained in the last year. We would like to acknowledge Ms. Swati Popat, (Director) and Ms. Naina (Coordinator) from the Podar Education Institute, who have collaborated with us and are actively promoting inclusive education in early years through training and practice.

Early Childhood Education and Care (Inclusive Education)

Conducted in collaboration with Helen O' Grady International, this pre-service course prepares teacher trainees to manage an inclusive pre-primary class with children with special needs. This is a 6 month course which includes inputs on adapted play, various types of disabilities and their management, therapy inputs and remediation in early years. This year 11 students were enrolled in this course.



ECCE trainees presenting their work

The students interned at two mainstream schools – Guru Harkishen School (SSC syllabus) and Rishikul School (IB syllabus). They also did their internship in ADAPT, Bandra. Our grateful thanks to Mrs. Rekha Vijaykar, Director, Guru Harkishan High School and Mrs. Kalro, Coordinator, pre Primary Section, Rishikul School, for their kind help and support.

Several short term modules and training programmes were conducted throughout the year.

Sarva Shiksha Abhiyan (South Zone)

In view of the SarvaShikshaAbhiyan focusing on quality of teaching- learning and promoting inclusive education, the department was asked to conduct a five day module on Inclusive Education of Children with Multiple Disabilities, Learning Disabilities and Autism for their mainstream school teachers in the

South Zone. A hundred teachers from mainstream schools were trained in December. The post-training questionnaires showed a shift in the attitudes of a majority of the teachers to include children with disabilities in their classrooms.

BMC Headmaster's and Beat Officers' Training

The Brihan Mumbai Municipal Corporation (BMC) organized a sensitization training programme on inclusive education the principals of their schools, in collaboration with the Citizens Association for Child Rights and ADAPT. A total of one thousand, three hundred and seventy five (1375) stakeholders were sensitized. A pre and post evaluation was also conducted.

Other inputs provided included:

- A session on RTE and Inclusion at the 'Capacity Building Training Program on RTE' for NGOs in Dharavi organized by the Maharashtra State Commission for the Protection of Child Rights and World Vision India.
- A two day Disability Awareness Programme for Sahyog Umang where 25 adolescent young girls between the age group 18 years and 30 years from the slums of Govandi were sensitized.
- Sensitization programmes for three mainstream schools in Thane were organized by the Cheshire Home India. 75 regular teachers were sensitized.
- 6-hour lecture series on 'Needs, Characteristics and Management of Children with Multiple Disabilities' was conducted for the 40 B. Ed and M. Ed students of Ali Yavar Jung National Institute of Hearing Handicapped.
- A lecture on 'Characteristics and Management of Children with Cerebral Palsy, ADHD and ADD' was conducted for 19 students of the Hashu Advani College for the Hearing Impaired.

A new training initiative the Mithu Alur Associates has been set up to expand the reach of the department.

Mithu Alur Associates

2014 also saw the inception of the Mithu Alur Associates (MAA) – an extension of our training services honed carefully over four decades of experience. Mithu Alur Associates under the aegis of ADAPT, comprises of a group of professionals working under the leadership of Dr. Mithu Alur. The core team consists of committed professionals from the fields of special education, therapy, psychology, and doctors with more than 10 years experience with associated guest faculty consisting of various experts.

MAA, was launched at the Open Forum for Principals organized by Nrityanjali, offers short term training programmes on Inclusive education for mainstream educational institutes/ schools, colleges and corporates varying from a half day to three days as per the requirements of the organisation. These tailor-made modules can also be conducted on the premises of the organisation.

All modules have an underlying theme of inclusive education and focus on understanding the philosophy of inclusive education and strategies and intervention for various disabilities. Teaching strategies are interactive and participatory. The MAA can extend a need based continuum of support to the organizations on conclusion of these modules, if required, to facilitate inclusion.

Modules created for the corporate sector include disability and CSR, HR policies and Disabilities, Disabilities and performance appraisal and Disability and discrimination at the workplace, disability and media portrayal. Social audits will also be conducted to understand the needs of the organisation to conform to the barrier free environment to facilitate inclusion at workplace.

LIBRARY & MEDIA RESOURCE CENTRE

Library and Media Resource Centre (LMRC)

The Library is the intellectual resource hub for the organization as well as the community. A library could not serve its mission without the materials it provides. The LMRC is not merely a store house of books but a dynamic agency to support library users such as researchers, teacher trainees, ADAPT teachers, students, parents, lecturers and external faculties of various courses, therapists, psychologists, social workers and others in carrying out their pursuits in the advancement of knowledge. It provides information and resources from its rich collection of its material of books, encyclopedias, resource materials, periodicals, journals, photographs and audio-visual material.

Reference Services

Most library users and staff members use the internet to research the required information and then visit the library when assistance is required. Reference services help members effectively take advantage of the multitude of books, journals, encyclopedias on our speciality of disability and its allied disciplines. It also disseminates information on current issues, trainings, workshops and seminars on disability

Membership

The LMRC offers individual and institutional membership. This year, two institutions and thirty eight students from various courses have availed of the membership of the LMRC which is also a member of the British Council Library, The Tata Institute of Social Sciences library, the American Library and the SNDT University Library.

Research Support

The LMRC supports the quantitative and qualitative researches which are conducted at ADAPT. An archive section has been set up, which includes ADAPT's annual reports, brochures, organizational publications, peer reviewed articles & publications and other research documents. Apart from this the LMRC boasts of a huge collection of library material, including audio-visual material, case studies and scanned documents.

A "Research and Reading Room" has been created for the team of the researchers.

Resource Material

We maintain a wide collection of over 3,600 books. This academic year, 40 books were added. In addition, we have more than 500 children's resource books. The LMRC has subscribed to 7 national journals and magazines, namely, Disability, CBR and Inclusive Development (Formerly the Asia Pacific Disability Rehabilitation Journal), Journal of Community and Guidance, Journal of Disability and Impairments, Journal of Family Welfare, Education World, Info change Agenda, and One India One People.

The LMRC also receives 25 national and international newsletters. Other resources include video and audiocassettes, CDs and educational slides as well as dissertations submitted by teacher trainees of the Post Graduate Diploma Course in Special Education, and over 250 of ADAPT's publications.

Information dissemination

The LMRC is an open access library arranged for easy wheelchair manoeuvring by disabled users.

Digitization through scanning of information material continues to enable dissemination across the world. The library has initiated translation of some of its books and papers to Braille, to facilitate their use by students with visual difficulties. It also offers facilities of indexing, photocopying, translation of documents, spiral binding, and circulation of newspaper clippings.



Our completely accessible Library is frequented by staff as well as members from outside

Reports on events & activities, recent educational trends, newspaper reports, book reviews, government notifications, job opportunities, training courses related to disability and inclusion are all disseminated to staff members of all the departments through the electronic medium, on a regular basis.

Parents' initiative and Parents' corner

This initiative was begun seven years ago and has become a platform for them to come together and share information and discuss problems and suggest solutions. Many parents have provided information on issues pertaining to disability.

Toy library

Begun last year, "Educational Toy Library" permits parents to borrow toys for a week. Parents have also donated educational toys and games to the Toy Library. These educational toys are very helpful in improving various motor and cognitive skills of the children. Additional educational material and drawing books were added as a part of the library's resources, provided by the Value in Education Programme.

New initiatives

Library hours were increased from 8:30 am to 8:00 pm, in keeping with readers' requirements and varying schedules and deadlines of the researchers.

Greenstone Digital Library Services

We have continued to provide services to our readers through our Greenstone Digital Library facilities. A booklist has been created to make it more accessible to a wider audience. The digitized material on Greenstone is, at present, available to members of the organisation.

REVENUE GENERATION

Sustaining Services

Mahatma Gandhi said, *“First they ignore you, then they ridicule you, then they fight you, and then you win.”* The journey through this is always long and challenging and ADAPT embarked on a similar journey more than four decades ago. Financial sustainability is one of the key challenges and continues to be, with regard to developmental work in India. Over the last forty four years ADAPT has ensured that no beneficiary is deprived of services whilst it continues its endeavor and struggles to sustain services. Many lessons have been learnt along this remarkable journey in trying to achieve economic sustainability.

Experiences over the years has lead to the evolution of ADAPT from operating within a charity model framework evolving into a sustainable model based on the very ethos of inclusion. This is based on the principles of decentralization and sustaining services vis-a-vis replicability within an economic framework. ADAPT facilitates bringing together various stakeholders and assigning economic responsibility to them in a structured manner. This is based on the broad philosophy of inclusion to bring within its resources all participants in the community. Based on this ideology the services take ownership to underwrite 50% of their own funding need for delivery of services, whereas ADAPT as the parent organization provides a safety net for the balance. This has resulted in community participation and drawing on the resources of the various stakeholders in a unique way and has been a crucial stepping stone for growth and has provided a strong foundation for venturing into new initiatives.

However, for this approach to work there must be an equal impetus and a planned structured approach to both corpus (restricted funds) fund raising and the yearlong initiatives in resource mobilization on one side and budgeting, cost cutting and constant financial management on the other.

Whilst much has been achieved, many barriers overcome and many myths broken, we still have a long way to go.

Capturing the essence of 2013-14

The year 2013-14 can be rightly described as a year of growth in many areas and would not have been possible without the support of our corporate partners, donors and well wishers. We at ADAPT have

tried our best to maintain financial stability by following the principals of sustainability as the challenge continues year after year. Funds have been raised both at the service and trust levels by way of corpus donations, sponsorships for deserving students, earmarked funds to support events, courses and campaigns , specific project grants and revenue generation initiatives. Fund raising has also focused specifically towards capital expenses and new initiatives.

Corpus Donations: ADAPT's corpus was initiated in 1972 and has been growing at a steady pace with support from national and international donors. There is an in-house expertise that looks at investments which represent the corpus, the yield from which has earmarked expenses allocated to it.

Contributions towards these restricted funds have been received during the year towards:

- Lutherhjalpen Fund
- Karita Benevolent Foundation
- Indiana Cables
- Ottobock HealthCare India Pvt. Ltd.
- Kersy Katrak Trust Fund
- Vishnu and Veera Dingwaney Fund

Sponsorships and earmarked funds : Consistent support and contributions of individuals and service organizations go a long way in funding education, treatment, transport and other support costs of children with and without disability and in sponsorships of various events across the year. Donor wise contributions received during the year are reflected in the books of accounts.

Project Grants: ADAPT has made intense efforts to build on the increasing momentum of Corporate Social Responsibility (CSR). It has brought together like minded corporate houses and paved way for partnerships which are crucial in the larger framework of nation building.

Project grants received under these CSR initiatives are in the nature of partnerships and collaborations which have made it possible for us to take the work up on a more innovative platform.

The partnerships briefly mentioned below have been covered in detail in the services reports:

ADAPT HPCL project: 2013-14 saw the third year of partnership with HPCL, this is the largest single service grant received from a corporate. The grant funds part costs of services for 300 children with disabilities at ADAPT services. Besides, this a major contribution to the infrastructure costs was the installation of a stair lift at ADAPT's founder centre in Colaba which is a heritage building. The centre now stands fully accessible.

Axis Bank Foundation Grant: The foundation has been partners with ADAPT for more than three years. In its fourth year the grant continued to fund three key sites demonstrating inclusive education. The focus was also to build community partnerships by engaging with government and other community organizations so as to create the foundation of a hub centre to provide resource support in the community.

Other Community Funding: Support from Lila Polymers and Lord Mayor and Mayoress Alex and Jennifer Crawford and Lotus Trust continue to fund other community initiatives.

The Catholic Health Association of India - Liliane Fond Foundation provides part support to specific medical and transport needs of children with disabilities from low socio economic strata.

The Women's Council : A successful decade long partnership of in funding and implementing the community initiatives in inclusion training course, the Women's Council and ADAPT have both given community rehabilitation a new dimension by training more than 500 master trainers across countries in the Asia Pacific Region. During the year, ADAPT and Women's Council have embarked to make efforts to make the courses which was fully funded by Women's Council sustainable. Organisations deputed students have been encouraged to raise funds to make contributions towards residential costs whilst the core training costs continue to be funded by Women's council. The ideology of sustainability has been extended to the course to ensure that no deserving student is denied a placement on the course due to inability to contribute towards it. Whilst the Women's Council sponsors lady students, Mr. David has been instrumental in extending this course to bring within its ambit gentlemen who have trained as master trainers.

K.C. Trust: Having not only set up the computer centre at our Colaba service more than a decade and half ago, K. C. Trust continues to have faith in us and not only maintains the centre but also sponsors the costs of a computer teacher and facilitates us to keep up with the change in technology.

Mattel Children's Foundation: The foundation also have grown ties with the organisation from being a Mumbai Marathon partner to funders for the Toy Libraries at ADAPT centres and funding a key research study to funding the infrastructural costs of ADAPT's new initiative , the Rehab Unit.

HDFC: The year gave an opportunity to renew old ties with HDFC by way of support for equipment for the new Rehab Project in 2 phases. While phase 1 has been completed, phase 2 will be completed in the following few months.

SBI: Partnerships with public sector organizations like SBI has provided the threshold to take on major capital repair projects. The support has been instrumental in the infrastructural repairs being undertaken at the conference centre in Bandra, purchasing need based equipment and painting of the Bandra centre.

ONGC: Old ties were renewed with ONGC with funding support for therapy sessions for 40 children at ADAPT's Bandra centre.

The Neurological Foundation has for the first time supported a short term research project and The SBI Mutual funds have funded an accessible Tata Sumo used extensively by students and members of the Adapt Rights Group for their advocacy project.

The Shiksha Sankalp Project, a collaborative initiative of ADAPT, BMZ and CBM ended in 2013. The report carries detailed record of the achievements and highlights of the impact of this project at the

micro, mezzo and macro level.

Revenue Generation Initiatives: Revenue Generation initiatives are planned and structured to carry forward the traditions of the four decades. They not only are a fund raisers but an important tool for sensitization and advocacy in the general community. The major fund raisers with the two pronged approach during the year were:

Star Collection Programme: The Programme is unique demonstration of inclusion which draws participation from more than 19 mainstream schools and 3000 students annually. The students not raised funds for ADAPT but are well sensitized.

Annual Show: It is ADAPT's main fund raising event planned each year with a unique concept. It provides an opportunity to draw support from the community by way of advertisement in a special souvenir released on the occasion. This year it was an inclusive concert which drew participation of 150 children with and without disabilities from 10 partner schools. The concert was directed by Raell Padamsee was a collaborative effort by ADAPT and Create Foundation. The key sponsors were Hemendra Kothari Foundation, L & T Finance, Pirojsha Godrej Foundation, Sun Pharmaceutical Ind. Ltd, Lotus Trust, Sequoia Capital, Times Foundation, HSBC, Vijay Sales and Ottobock India.

Personal contributions from Jaya Bachan, Usha Katrak, Mr. Bulchandani, Rashmi and Abhay Pandey, Deepa and Janak Dwarkadas and Anjali and Dinesh Israni, Sonali and Niren Shah, Vikram Tannan have gone a long way in supporting the new projects.

Mumbai Marathon: The ADAPT Rights Group lobbied for the introduction of the wheelchair event a few years ago and participates in the Marathon annually. Corporate support through the Corporate Challenge category not only helps to raise funds but provides an opportunity for spreading awareness. Support from Geltec India and Sidak Foundation has been consistent over the years.

Inclusion Mela and I Can Bazaar: These annual fund raising events are much sought after. While the Inclusion Mela is a fair, drawing participation from more than 2000 students from mainstream school, the I Can Bazaar displays and sells beautifully crafted hand made products by students of ADAPT's various services at Colaba, Bandra, Chembur and Dharavi. ADAPT's annual participation at the Kala Ghoda festival is an extension of the I Can Bazaar. These events create mainstream networks across different cross sections of the community besides being key planned revenue generation resources.

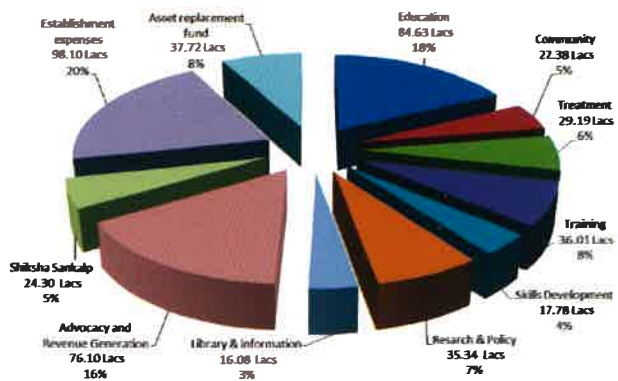
The corporate partnerships have also provided opportunities to hold exhibitions at their corporate and branch offices.

As we wind up one financial year and move towards the next financial year we take this opportunity to thank all our donors, corporate partners, well wishers, parents and volunteers. Your support is invaluable. We cannot do without you.

As Robert Louis Stevenson said, “Don't judge each day by the harvest you reap but by the seeds that you plant....”

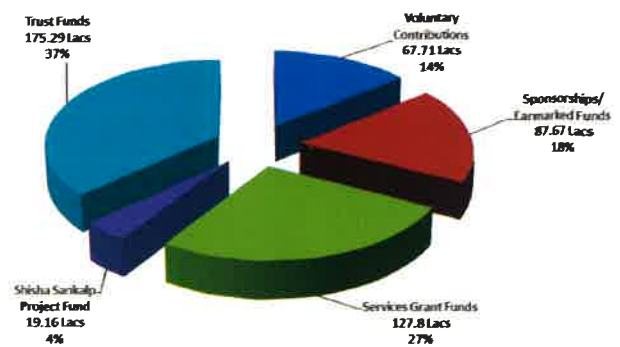
Application of Funds

2013-14



Sources of Funds

2013-14



COMMUNITY SERVICES

ADAPT has been working in different slums of Mumbai, for the past 29 years. ADAPT began its first community service in the slums of Dharavi in the year 1985 at the Sultan Noorani Memorial Karuna Sadan center, Dharavi. In the following year, in 1986, another outreach program was added at the slums of Khar Danda, the Junie Sethi center.

In 1999 after the completion of Founder Chairperson, Dr. Mithu Alur's doctoral thesis there was a reorienting of the policy of the organization toward inclusive education which led to the setting up of six inclusive preschools across different slums of Mumbai under an action research project with UNICEF.

Over the years, ADAPT has been constantly increasing the scope of its services, to include more marginalized children with a special focus on children with disabilities.

Over the last three years ADAPT had undertaken an action research project titled "Shiksha Sankalp" that looked at the operationalizing of the Right to Education Act, 2009 in a rural (Pelhar) and urban ('A' ward, Colaba) jurisdiction under the Inclusive Education District Hub (IEDH) model. A model of the IEDH will be set up through all the services of ADAPT with the first being set up at ADAPT's Dharavi service.

In the next academic year, 2014 – 2015 ADAPT hopes to continue to strengthen the IEDH in Dharavi and Pelhar with the aim of reaching more marginalized children under the public – private partnership.

Report for the year 2013 - 2014

Services in Dharavi

Anganwadi and Hub services: Anganwadi services are preschools services for children in the age group of 3.5 years to 5.5 years operating out of the *The Sultan Noorani Memorial Karuna Sadan Center*. We also have two functioning anganwadis in the slums of Rajiv Gandhi Nagar and Mahim (East) under the

names of *Ugam Prerna* and *Ugam Disha*.

The anganwadis provide inclusive educational services to children in the age group of 3.5 to 5.5 years and are based on the paradigm of services provided by the government. In the current academic year, 300 children without disabilities and 23 children with disabilities were enrolled at the Dharavi anganwadis. The curriculum includes visual-perceptual training, language development, pre-reading, pre-writing, numbers, dramatics, music, creative activities, ethics and sports.

An Annual Survey is conducted within the community to identify children with disabilities who could be enrolled in the anganwadis, with enrolment continuing till mid-July. Nutrition plays an important role in brain development and learning in the early years and therefore forms an important part of the anganwadi program.

Therapy services: Therapy is provided to children with disabilities through the teacher or a therapy aide who is guided and supported by the professional team at the ADAPT school centers. All children visit the Bandra center for their professional assessments once through the year. In the year 2013 – 2014, of the 23 children enrolled in our anganwadi, 9 were provided with physiotherapy, 9 were provided with occupational therapy and 5 were administered speech therapy.



Magic show being performed for student in the community

Extracurricular activities: The teaching methodology is largely based on the play way method and therefore extracurricular activities form an important part of learning. Drawings and paintings made by children of the anganwadis were displayed at the “I Can Bazaar”, the annual art and craft exhibition by ADAPT, in October 2013 & February 2014. Students participated in the Kahani carnival that was organized by the Chatrapati Shivaji Vastu Sangrahalay. In addition to celebrations of all local festivals, a mime show, a magic show and sports day were also organized for the students.

Community partnerships

- A Job fair was organized at NASEOH and 3 persons with disability from Dharavi attended the program and one has been offered a job by the State Bank of India (SBI).
- 10 members of the Disabled Persons Group, Dharavi attended a National Congress on Entrepreneurship and Skill Development of Persons with Disabilities in India organized by The Society for Disability and Rehabilitation Studies, New Delhi, in collaboration with the Ministry of Social Justice and Empowerment and Rachana Society for Research, Development & Innovations, Tirupati (AP) from 30th Jan 2014 to 2nd Feb 2014. This was facilitated by Swami Mounananda.
- A 2 day workshop on Community-Based Rehabilitation (CBR) was conducted for community workers by Mr. Essam Francis, Head, CBR at SETI, Egypt.

Parent partnerships

Various programs for parents are held through the year. This year, among the programs held, were orientation meetings to inform parents of ADAPT's services (attended by 152 parents), a screening of the film 'Mil Julke' (3 locations, viewed by 250 parents), an awareness program on Nutrition Health & Hygiene and Immunization & Family Planning held by a resource person from the Department of Preventive and Social Medicine, LTMG Hospital, Sion (attended by 205 parents) and a program on domestic violence (attended by 80 parents).



Awareness session for parents in progress

Mainstreaming of children from the community

At the end of every academic year, parents are encouraged to enroll their children into mainstream public institutions and in the last academic year, 458 non-disabled children and 9 disabled children were admitted to mainstream schools. 4 disabled children have been admitted to special schools in June 2013.

Hub services

The "Inclusive Education District Hub (IEDH)" demonstrates the process and methodology of identifying needs and providing need based support to children with disabilities attending mainstream school. Liaising with existing government programs is the key role of the hubs which should be placed at all district, block or cluster level depending on the number of children to be catered to. It is hoped that the functions of the hub will be replicated by existing government structures of the District Resource Center/Block Resource Center or Cluster Resource Center. Sensitization of the community on the RTE is another important activity of the hub. The IEDH has been operating out of the *Sultan Noorani Memorial Karuna Sadan Center* and seeks to provide support to 13 mainstream schools in Dharavi.

In the last academic year the IEDH established contact with 13 schools. Meetings with the Education Officers and SSA State Coordinators have been held to procure lists of Children with Special Needs (CWSN) in these schools. The SSA Office, ICDS Office and the Dharavi Resource Centre have been provided with a list of resource support that ADAPT is able to provide under the IEDH.

Direct support to beneficiaries

- Of 27 registered students under the IEDH, 15 were given remedial support based on their needs.
- 6 schools have been visited on a weekly basis to provide need based intervention
- Therapy interventions have been provided to 6 students; 4 students have been receiving speech therapy, three students have been provided with physiotherapy and two students are provided with occupational therapy at the hub.

- Aids were procured for 2 students registered under the IEDH through government programs of ALIMCO organized by MP, Shrimati Priya Dutt.

Other activities of the IEDH

- The Senior Community Supervisor attended a meeting organized by World Vision – India (WVI) to disseminate information about a survey conducted by the latter, in Dharavi. This led to ongoing partnerships being established with WVI Dharavi for provision of resource support to disabled children in Dharavi.
- A field test of the 12 domain questionnaire which is a gold standard tool to identify disability has been conducted in two areas of Dharavi namely Rajiv Gandhi Nagar and Naik Nagar in partnership with World Vision.
- Nearly 300 people from the communities were sensitized to the Right to Education Act (RTE) of 2009 through the medium of street plays.

Pelhar: The Mithu Alur Foundation

The Mithu Alur Foundation operates in Pelhar which is at a distance of 80 kilometers from Mumbai. Day to day activities and programs of the MAF are conducted by the local staff from Pelhar supported by the Community Resource Support team (CRST) either directly and through regular in-service training.

Dr. Alur's vision is to demonstrate a model of an inclusive village that can be replicated across the country. The focus of MAF is on the total inclusive development of the cluster of villages in Pelhar. With the implementation of the Indo-German project "Shiksha Sankalp" which focused on the operationalizing of the Right to Education ACT (RTE), 2009 activities over the last three years largely focused on developing and demonstrating the functions of an Inclusive Education District Hub (IEDH). Community development activities have also been initiated and although it is felt that activities in both these areas are interlinked, for purposes of reporting they have been written up separately.

IEDH

Since the Shiksha Sankalp project was completed in November 2013, the period from June 2013 – November 2013 was largely spent in consolidating the activities under the IEDH. Post November 2013 the IEDH activities came under the umbrella of MAF activities and are currently being supported by ADAPT.

Some activities of the IEDH:

- Networks with the officials of the Sarva Shiksha Abhiyan (SSA) as well as all the local school coordinators, school teachers and resource persons under the



Therapy at a Zilla Parishad school

SSA have been maintained.

- Admissions for nine children with disabilities were secured in the local Zilla Parishad and private schools in June 2013 through the support of the IEDH.
- Thirty students with special needs have been provided remedial support and therapy interventions based on their needs to ensure their retention in the mainstream schools.
- To spread the message of mainstreaming of children with special needs (CWSN) under the RTE, the Shiksha Sankalp film was screened at four ZP schools and the Hub centre.



Remediation in our mobile van

Community development activities

A self-help group of thirteen women including mothers of disabled children meet regularly and have a monthly savings account with the Bank of Maharashtra. A group of 22 disabled persons are being supported to develop a Disabled Persons Organization (DPO).

- Various initiatives to generate employment for both these groups have been undertaken in the last year which included:
 - Training on mushroom cultivation.
 - Members attended a job fair organized by NASEOH and three were offered a job. However, owing to transport issues, the offer could not be taken up.
 - Twenty three members with disability attended the National Congress on Entrepreneurship and Skill Development of Persons with Disabilities in India organized by The Society for Disability and Rehabilitation Studies, New Delhi in collaboration with the Ministry of Social Justice and Empowerment & Rachana Society for Research, Development & Innovations, Tirupati.
 - Networking for provision of aids and appliances to beneficiaries is done on an ongoing basis.
 - This year, twelve disabled persons received the required aids through an ALIMCO camp organized by MP and Trustee, Priya Dutt.
 - Another ten persons procured aids through a camp organized by the District Rehabilitation Center (DRC) at Bolini, Virar.
- Two women have been given sewing machines from the newly established Vasai Virar Mahanagar Palika.
- A three day registration camp for the Adhaar card for families of disabled persons was organized by MAF at the Pelhar hub in January 2014. A total of 110 people's applications for Aadhar cards have been accepted.
- Eight beneficiaries as per their individual needs were referred for screening camps organized by other NGOs like Lokanayak Nirmulan Kustarog Sansthan and Avadoot Ashram based on their needs.



Addressing a self-help group meeting

Future plans

- In the coming year the activities of continuum of support under the IEDH will be further strengthened at both the hub centers in Dharavi and Pelhar.
- Skills training and income generation activities depending on feasibility and interest of the Women's group as well as the disabled persons groups at Pelhar will also be undertaken.
- Networks with the Education office for G North ward, Dharavi will be strengthened so as to ensure streamlining of continuum of support to all CWSN in Dharavi schools through government programs.

RESEARCH STUDIES

As over the last few years, the research process has continued to be guided and supported by regular inputs from the organisation's Institutional Review Board (IRB) chaired by Dr. Samiran Nundy and other eminent doctors such as Dr. Farokh Udawadia, Dr. Hiralal Desai, Dr. Armida Fernandez, Dr. Anaita Hegde and Dr. Surajit Nundy, and professionals like Dr. Mithu Alur, Professor Zenobia Nadirshaw and Dr. Anuradha Sovani. Dr. Maria Barretto and Professor J. C. Sharma, have been our Consultants. The researches are carried out under the overall guidance and supervision of the Principal Investigator, Dr. Mithu Alur, Professor Zenobia Nadirshaw, Dr. Anuradha Sovani, Dr. Maria Barretto and Professor J.C. Sharma. A research and documentation officer has been brought on board to assist the Research Team.

Support for research has been provided by means of launching the Greenstone Digital Library and the setting up of the Archival Department. Bibliographies of publications, teacher trainee dissertations, case studies of students, CII Course project reports, audio-visual and other useful resources have been uploaded here, for the benefit of the Research Team. The Greenstone software has been linked to ADAPT's website for ease in access.

In addition, various national and international journals relating to disability and inclusion were identified and books borrowed from the American Library & British Council Library were made available to the research team.

As per the guidance provided to us by IRB Chair, Dr. Samiran Nundy, a dedicated "Research and Reading Room" has been made available for our researchers. The room has a computer with a high-speed internet connection, and is used for meetings and discussions. Resources and publications pertaining to past and ongoing research are available in the room.

Given below is an overview of both, ongoing and completed research studies approved by the IRB:

1. Retrospective Research - A New Model of Care: The Spastics Society of India: Examining 40 years of policy and practices developed in India for Children with disability (Cerebral Palsy, multiple and motor disability)

The Retrospective Research study titled "A New Model of Care: The Spastics Society of India: Examining 40 years of policy and practices developed in India for Children with disability (Cerebral Palsy, multiple

and motor disability)” seeks to understand, through reflection, the processes that led up to the growth of the Spastics Society of India (now called ADAPT). The study looked at major areas of service including therapy, teacher training, education, parent empowerment, and action plans for community and capacity building. The Founder Chairperson has arduously worked towards publishing the research outcome and it has been approved by the IRB for publication as a book. Sage Publications has shown interest in taking this up.

This research is led by Dr Mithu Alur. Assisting her are Mr. Sudeep Pagedar, Dr. Maneeta Sawhney, Dr. A.K. Kuriakose, Ms. Sujata Verma, Ms. Theresa D'Cost and Mr. Lucas Baretto.

2. A prospective study tracking changes (if any) in adaptive behaviour in a child/adult with Cerebral Palsy following a holistic intervention.

This study is being undertaken with the aim of obtaining data to evaluate the services currently provided by ADAPT while simultaneously tracking changes in adaptive behavior (if any) following a holistic intervention. *The objective of this study is to provide research-based evidence of ADAPT's work in the context of transferability.* The literature review for this has been completed, focusing on the areas of what constitutes adaptive behavior, its importance in people with disabilities, and identification of standardized measures of the same. For the baseline testing for the Control Group, the sample was matched from three organisations working with Cerebral Palsy that have various centres in Mumbai. The control and experimental group testing was conducted using ABAS-2 and GMFM measures with the help of an external psychologist and therapist. The data collected for the experimental and control group is under analysis.

Action Research Team: Mrs. Deepshika Mathur, Ms. Sangeeta Jagtiani, Ms. Heena Sharma

Guide: Dr. Maria Barretto, *Consulting Statistician:* Professor J. C. Sharma

3. A Narrative Exploratory Study of Inclusion of Children with Disability into regular mainstream schools.

The study was initiated as an attempt at recording the mainstreaming process. This will serve to bring about a code of practice for inclusion in India. Data collection for this research was initiated in November 2013. A total sample of 47 students, 46 parents, 32 teachers and 13 peers have been administered the first questionnaire. The focus group guide has been developed along with a paired t-test to compare responses within the subset of different stakeholders. Focus Group Discussions for this study are currently underway.

Action Research Team: Mrs. Varsha Hooja, Dr. Shabnam Rangwala

Guide: Dr. Maria Barretto, *Consulting Statistician:* Professor J. C. Sharma

4. A Qualitative Study Examining the Quality of Life of 100 former students of ADAPT with Multiple Disabilities

What is unique about this study is that it is among the few of its kind that have ever been conducted in India. Following up on the IRB's recommendations, the research team developed a highly context specific means of culling out Quality of Life (QoL) for disabled people. Drawing on the responses of a steering committee pulled from the same population as the study's respondents (100 former students of

ADAPT in the age group 18 - 50 years) will ground the research in the context of the disabled adults, who form its focus. This aspect of the methodology was chosen in accordance with the principles of Emancipatory research. It was decided that the study will employ qualitative research methodology in which disabled persons take an active role in shaping and carrying out research on disability based topics and issues, capturing a collection of rich data, as it reduces the inequality between the researcher and the researched. The principal investigators have begun the work of identifying and enlisting the members of the steering committee and seek to finish their study by mid-2015.

Action Research Team: Ms. Malini Chib, Dr. Gregg Beratan, Mr. Sudeep Pagedar, Ms. Heena Sharma.

THE ADAPT RIGHTS GROUP (ARG)

A disabled boy on a wheelchair and his father were going past a ground in Mumbai. Some boys were playing cricket and seeing this, the young boy asked his father whether he could join them. Seeing that a disabled kid was about to enter the ground, the guard summoned the authorities in charge. Rather than helping him inside, the management pointed to a sign which said wheelchairs were not allowed inside. Since the ground did not have proper ramps, didn't want to assume responsibility for any injury that might occur. The boy's father insisted that they both be let in, and the management, exasperated, blurted out that the "wheelchair-bound" boy's presence could disturb or upset those who come there regularly.

This is but one example of the abysmal lack of awareness, sensitivity and access that plague so many places in urban and rural India. More often than not, the fundamental rights of disabled citizens are violated without the offending party even realizing that they are at fault. It is to deal with such issues through active engagement with Indian society that The ADAPT Rights Group (ARG) was founded in 2001 by Ms. Malini Chib, writer, activist, Trustee & Honorary Secretary, ADAPT, along with Dr. Anita Prabhu and several other disability rights activists. This ethos of this group stemmed from the understanding that disabled people must play a central role in leading, shaping, and determining India's disability rights agenda. The ARG, thirteen years down the line, continues its relentless work of securing the fundamental rights of disabled people by advocating for legislative and systemic changes. The aim is to increase the visibility of people with disabilities in the mainstream. Since its inception, the Group's motto has been – *Nothing About Us Without Us!* It has been built around the strong belief that there are no more powerful advocates for disability rights than disabled people themselves. With this in mind, much of the ARG's work over the past year has focused on developing a network of self-advocates. This has been a multilevel strategy, and we have continued making connections with other disabled people's organizations across India and around the world.

We are preparing to launch a new *Self-Advocate Stories* website using the words and narratives of disabled self-advocates to present a more multidimensional picture of the lives of disabled people in India and finally we are in the process of developing and funding a Self-Advocacy Network Training Initiative (SANTI) to give the next generation of disabled leaders the skills they will need to further disability rights in India.

Universal Design is another critical area that the ARG has sought to address through its activities. Universal Design does not refer only to accessibility in the physical environment, but includes, within its scope, changes in attitude and behavior of non-disabled people towards people with disability. Accessibility of curriculum, accessibility in terms of sexuality, accessible media and information are

other aspects of the issue that have been completely overlooked. The government and even many private entities maintain a lackadaisical attitude towards accessibility in this broader sense, and the ARG will continue to engage with them. To this end, ARG's activities have been focused on increasing awareness of disability rights, conducting access audits to identify architectural barriers and training disabled people and their allies through empowerment courses. The group is working closely with the Mithu Alur Associates to embed disability rights and empowerment in all of ADAPT's training courses.

Awareness Generating Activities

Mumbai Marathon

Like every year, ARG participated enthusiastically in the Wheelchair Event of the Standard Chartered Mumbai Marathon in January 2014. The talented Bollywood star, Ms. Dia Mirza, and award-winning filmmaker Nagesh Kukunoor joined the ADAPT team in solidarity. This event has become an effective platform to raise awareness on what people with disabilities can do by focusing on ability rather than disability. Hundreds of people on wheelchairs coming out to take part in the Marathon prove that disability is no deterrent to spirit and passion.



Malini Chib, Chair ARG, giving an interview along with Nagesh Kukunoor and Dr Ashutosh Sonawane

International Women's Day

ARG celebrated International Women's day on 8th March 2014. Activists, academics and musicians came together not only to celebrate the essence of womanhood but also to highlight the discrimination and injustices that continue to plague our society. Students of ADAPT's Asia-Pacific Course, Community Initiative in Inclusion, added a valuable and international dimension to the event by contributing some of their perspectives. Ms. Malini Chib, though in Canada to deliver the keynote address at the Inspiring Leadership: Facing Adversity conference at the time, recorded and sent a video message of empowerment and support for the event. The event also saw active participation by senior faculty members of the Disability Studies and Action (DSA) course of the Tata Institute of Social Sciences (TISS), Mumbai.

International Day of the Disabled (IDOD)

The ARG organizes commemorates the International Day of the Disabled every year on the 3rd of December. We have used this event as a platform to raise awareness of our 'Mumbai Rising for Disability Access: We The people Too Campaign' which seeks to make public places in our city accessible. This year we gave focused on 4 establishments in South Mumbai and appealed to them to make the necessary modifications within their structures. This was followed by a



Panel discussion with Dr. Mithu Alur, Founder Chairperson, ADAPT, Mr. S. Mukherjee, Director, CSMVS, Mr. R. Ranganathan, Chair, Heritage Committee and Mr. S. M. Khened, Director, Nehru Science Centre during IDOD

gathering of over a thousand persons with disability, donors, well wishers, celebrities, government officials all of whom supported the efforts being taken in this area.

Outreach

Chair, ARG, Ms. Malini Chib was invited as the inaugural speaker and was felicitated for her achievements in the *National Platform for the Rights of Disabled*, the first conference of this kind organized in Kochi. The work of the ARG was showcased to 400 persons with disabilities who attended.

The goals that we seek to achieve are urgent, and the road ahead, long and arduous. That has never deterred our team consisting of passionate and hard working disabled and non-disabled activists, writers, auditors and members from forging ahead to figure out and implement sustainable solutions to the myriad issues that stem from the appalling lack of awareness, sensitivity and concern at all levels of society. This coming year is set to be an exciting one, with a large-scale training programme on self-advocacy, more access audits and lobbying for the rights of the disabled. We are confident that we will move, this coming year, towards larger areas within the arena of disability rights.

NATIONAL & INTERNATIONAL LEVEL WORK

Policies are not made in a vacuum. Significant changes in policy occur through working directly with policy and decision makers. Change can also be influenced by members of the community who demonstrate the difference the changed policy can make to challenging situations.

Our efforts in this area are therefore manifold and at different levels: National; State; Local as well as International.

National Level

Dr. Alur's presence on the National level Committees has helped in pushing the agenda of Inclusive Education forward.

As a member of *The National Advisory Council* set up by the Ministry of Human Resource Development (HRD), Dr. Alur recommended the need for better convergence between the Ministry and government organisations and the inclusion of experts and civil society groups and NGO's working with Children with Special Needs on committees and fora constituted by the Government for example NCERT, NUEPA. Suggestions for the implementation of the RTE were forwarded to the RTE Guidelines Committee.

Dr. Alur's recommendations to the CABE focused the critical need for CAT (Carer, Attendant and Transport) and the dearth of disaggregated data on excluded Children with Disability which leads to there not being adequate allocations of resources for promoting inclusion and enhancing enrolment and

retention. Universal Design was another area of focus. This is broader than just infrastructure and includes access to the curriculum, capacity building, transformation of schools.

In the area of employment, a dialogue was initiated with the National Skills Development Corporation (NSDC) was initiated. Following this, we were invited to attend a workshop organized by the NSDC who are now including disability in their ambit.

The ADAPT Rights Group (ARG) created a new Political Charter of, by and for disabled people in India. The vision is to provide disabled citizens equal opportunity for inclusion in all walks of life. This was shared with political parties and the full text has been uploaded on our website. Taking our Political Charter forward, a meeting was held with the Chief Election Commissioner of India prior to the 2014 elections to ensure the accessibility of the elections.

We were fortunate to have Mr. Rajarshi Bhattacharya, Secretary, Department of School Education & Literacy, Ministry of Human Resource Development visit us at NRCI. He was shown the school and the various departments housed in the Bandra Centre. His encouraging comments have been recorded in the 'Voices' section of this Report.

State Level

Our efforts at the State level have focused on collaborating with the existing government programmes to promote inclusion at the district level. We are collaborating with the Maharashtra State Sarva Shiksha Abhiyan programme to ensure the provision of continuum of support to students with disabilities enrolled in BMC schools in Dharavi with the help of the local education officer and Resource Center Coordinator.

Local Level

ADAPT has initiated a collaboration with the Brihanmumbai Municipal Corporation (BMC) on a number of issues in relation to inclusive education. This includes Training and Orientation workshops for BMC teachers in inclusive education techniques and policy and to extend efforts to include all children into mainstream BMC schools.

We are also working with the SSA to enlist the help of their IED coordinators to get services for the out of school children in 'A' ward.

Sensitization Programme for Principals of BMC Schools

We were invited to conduct a Sensitization Programme for 1250 Principals and 125 Beat Officers of BMC in collaboration with CACR (Citizen's Association for Child Rights). The positive feedback has resulted in Teacher



Ms Jagtiani sensitizing Principals of BMC schools

Training programmes for these schools.

International

Several collaborations are being pursued at the International level. This year, in addition to our existing partnerships, we have explored new initiatives.

Disability Studies Unit

The vision is to establish an interdisciplinary centre for training and research in the field of disability and inclusion offering modules and programmes in collaboration with international universities. Meetings have been held with Professor Felicity Armstrong, Institute of Education, London and Dr. Nora Grace Director, Leonard Cheshire Disability & Inclusive Development Centre to discuss the setting up of a disability studies unit at ADAPT. This is envisaged as an international partnership and discussions have also been held with faculty of Education, University of Regina

Technical exchange programmes

A technical exchange programme encourages the exchange of ideas, shares good practices and methodologies, strategies and policies prevalent across the world and helps build the capacity of the staff, keeping them abreast of international trends. With this in mind, Dr. Alur has initiated a Technical Exchange Programme and we hope to have the benefit of the experiences of Mr. Richard Reiser, World of Inclusion; Ms. Judy Larsen Ms. Manjit Rai, Head, Beckton Primary School, a centre of excellence in inclusive education; Tara Flood, Director, Alliance for Inclusive Education.

International Seminars

A highlight of our International work was the invitation to Honorary Secretary and Chairperson, ADAPT Rights Group, Ms. Malini Chib to be a keynote speaker at the *Inspiring Leadership: Facing Adversity Forum* organized by Dr. Vianne Timmons, President, University of Regina. Her presentation, titled 'Leading From a Wheelchair' received a standing ovation leading to invitations to lecture on two courses: Bachelor Programme in Education at the University of Regina and Universal Design at the University of Oakland.



Ms Chib, Mrs Hooja with Dr Vianne Timmons, President of Regina with the Inspiring Leadership Forum Team

Book Readings

Ms. Chib's book, *One Little Finger* continues to be a best seller and excerpts were read at three events in Toronto, at a book reading organised by IRIS, Disabled Women's Network (DAWN) and Canadian Association for Community Living (CACL); at OCAD University's Inclusive Design Research Centre and at a reception organized by The Marsha Forest Centre and Inclusion Press Reception organized by Inclusion Press by Jack Pearpoint and Professor Gary Bunch.

Collaborations

To consolidate our work in the areas of building community resources, empowerment of parents and research, Ms. Chib and Mrs. Hooja have begun discussions on collaborative projects with IRIS and the Centre for Independent Living in Canada and the Alliance for Inclusion, UK

Dr. Alur has deputed librarian Ms. Sujata Verma to observe good practices in inclusion at the North Beckton Primary School in London and especially the role of the SENCO (Special Educational Needs Coordinator). The learning from their experiences will help us in planning our Hub Services.

Expanding our International Reach

Dr. Alur has met with the Secretary General, Commonwealth to discuss collaborations with international partners in the areas of empowerment, training of professionals, and disability rights.

We were invited to Tajikistan to build the capacity of teachers in inclusive education and to guide the services of our former student of the Community Initiatives in Inclusion Course.

Partnership with The Women's Council

Dr. Alur met with the Women's Council in June. This is an annual core committee meeting to discuss budgets and future plans. A presentation was also made to the Patrons of the Women's Council in the House of Lords.

Sports and Disability

We hope to work with Sporting Inclusion on introducing wheelchair basketball and 'Boccia' a Paralympic sport designed for people with cerebral palsy.

New Initiatives

Collaborations

Angan Trust: We were invited by the Angan Trust which works with vulnerable children especially in juvenile and remand homes across the country to provide inputs for children with disability housed at the Remand Home in Dongri. The children have all been screened and their needs identified. Tertiary screening is now being arranged for those who require it. At a parallel level, a needs based analysis has been carried out and intervention programmes are being designed. Teacher training will begin in the next academic year.

Citizen's Association for Child Rights (CACR): CACR is a network of citizens focusing on good quality education and health for all children and they are partnering us in two areas: Building the capacity of regular teachers especially in the schools run by the BMC to enable them to address disability in their classroom and in making Bandra accessible for persons with disability. A mini marathon called the MUSTRun was held on February 17th in Bandra in coordination with the H West Federation and Wake UpBandra to launch the accessibility campaign.

We are hopeful that our efforts at all these levels will be further developed and bear fruit in the coming year.

In-service Training, Seminars and Workshops

At all our centers, regular in-service training sessions were held for members of our staff, in order to update them on teaching and therapy methodologies, and processes of documentation, among other skills critical to expertise in the arena of disability research, pedagogy and action. In addition, many seminars and workshops are conducted for and by our staff and stakeholders, to ensure continued professional development.

This year, the trainings, seminars and workshops included the following sessions:

- A lecture on 'Simple Exercises for Better Living' conducted by Dr. Shivani C. Salian (P.T)
- Learning through Play by Dr. Usha Ramakrishnan - an assessment and intervention tool developed by the Bala Mandir Trust in Chennai.
- Session on Art Based Therapy by Mr Shalu Sharon.
- Team Building Sessions by Mr. Ravi Hooja of Skill Edge India.
- Workshop on the art of the street play, by Katta Babu.
- Training on Individualized Education Programme by Mrs. Shweta Tiwari.
- Workshop on 'Introduction to the Hanen Technique', a new methodology for use by parents and speech therapists in implementing therapy for children with communication difficulties.
- Two-day sensory motor integration workshop by Dr. Azaz Ashai, and an awareness programme on health, hygiene, immunization, nutrition and family planning by Dr. Monisha of the PSM Department in Sion Hospital.
- Session on the issue of Domestic Violence by *Sneha* for parents in Dharavi.
- Training on Augmentative and Alternative communication by Ms. Madhumita Dasgupta, Indian Institute of Cerebral Palsy, Kolkata.
- Session on the Right to Education by Dr Sharmila Donde, ADAPT and Pratham, for staff members.
- Lecture by Dr. Shwani Salian, Dr. D.Y. Patil College of Physiotherapy, on '*Ergonomics - Simple Exercise for Better Living*'.
- One-day workshop organized by the Early Childhood Association of India and the Department of Human Development, S.N.D.T at the S.N.D.T College.
- Workshop on sensory processing disorders and therapy intervention by Dr. Hima Dalal and Dr. Keli McHale.



Dr. Usha Ramakrishnan facilitating 'Learning Through Play'

VOICES

An extremely cheerful place! The library is great, and this is a Centre where one would look forward to coming and learning.

Mr. Rajarshi Bhattacharya, Secretary, Education, Ministry of HRD, New Delhi

There is so much to learn at your centre! This was my first visit to your institute, and I will certainly be back again. Together, we can achieve a lot. I hope you will take me along with you in your journey!

Mrs. S. Mukherjee, Director, Chatrapati Shivaji Maharaj Vastu Sangrahalaya, Mumbai

For me, a visit to this location is akin to a rebirth. I did not expect, before coming here, that I'd be able to do so much good for the disabled community through our association with ADAPT. I'm impressed by the certified team I've met who are working under the leadership of Dr. Mithu Alur, and we will do our best to take forward our association into the coming years. All the best!

Zakim Molla, Chief Manager, CSR, HPCL

It is a joy and an inspiration to be here. May it be a source of joy and inspiration to a lot more children, parents, teachers and institutions in India and the world.

Mr. Vijay Poddar, Aurobindo Ashram

I'm very grateful to ADAPT for formulating visit program at this centre. It's very inspirational and we can gain lots of information and ensure the right sort of exposure for our adult students at the Ngoenga School. Best wishes!

Mr. Karma, Director, Ngoenga School, Dehradun (UK)

It was a wonderful experience for us as well as our kids. They enjoyed doing the activity! Hoping to meet again.

Representative, Aditya Birla World Academy, Tardeo

A wonderful experience to see inclusion in its purest form. I leave here with a true sense of well-being.

Bhisham Mirchandani, Intern-CSR, HPCL

SHIKSHA SANKALP

Making School Inclusive - A District Model of Intervention

Learnings from the Shiksha Sankalp Project

Development of a District Hub

The three year Shiksha Sankalp project culminated in September 2013. With the overall objective of the project being to "Develop a sustainable model to ensure inclusion of Children With Disabilities (CWD) within mainstream (public) educational institutions" we at the end of the three years recommend an Inclusive Education District Hub (IEDH) which will not only have the key responsibilities of data collection, management and analysis but will be the nodal point to disseminate need based services to all identified with disability. This Hub will bridge the gaps that exist in the current health and education

departments and should be set up in every district of our country so that once a person is identified with a disability s/he is linked up to services that s/he needs. The IEDH will coordinate the resource support services required at the child, family, school and community levels and disseminate information about Inclusive Schools and schemes. The IEDH should be equipped with a team of itinerant District Resource Support Team (DRST) that includes Special educators, Braille teachers, Sign Language teachers, Physiotherapists / Occupational therapists, Social workers / Psychologists, Speech and communication therapist, Multipurpose workers and other skill sets as and when required. This team should be headed by an Inclusive Education and Health Needs Coordinator (IEHNCO). The existing Block Resource Centers (BRC) and District Resource Centers (DRC) can be strengthened, expanded and upgraded to become the IEDH. District Inclusive Education Officers need to be trained and strengthened to take on role of IEHNCOs.

The use of the Care Pathway Approach (CPA) modified to the Indian context by Professor Zenobia Nadirshaw combines health, social care and education at both strategic and individual level through a multidisciplinary team to ensure the delivery and tracking of recommended services to the identified CWD/PWD.

Another crucial outcome is the creation of Self-help groups such as parent associations and Disabled Peoples organizations along with other resource support organizations which monitor the implementation of the SSA provisions at the local levels.

Identification of Disability - India should be part of a MICS Country

Dr. Alur has recommended that India adopt the international tool developed by UNICEF for measuring disability. National Sample Survey Office (NSSO) and Census endeavour to provide information on the magnitude and other characteristics of the disabled persons, however the numbers and percentage vary. It is crucial to administer the correct tool for mapping of children and people with disability.

The UN Statistical Commission's Group on Disability Statistics (in association with UNICEF) was developing a module on child functioning and disability for use in survey and censuses and as part of the UNICEF's Multiple Indicator Cluster Surveys (MICS). The tool being developed was considered suitable in identifying disability in Out of School (OOS) children in India. Shiksha Sankalp was selected from India to partner with UN Statistical Commission's Group on Disability Statistics. This tool increased the number of children identified.

While the project has formally ended, ADAPT through the creation of the two IEDH in Colaba and Pelhar endeavours to provide need based services to the identified children and people with disability. It is through the learning of the three years of Shiksha Sankalp that has led to the creation and formulation of an Adult rehab Unit in Bandra which now caters to the needs of adults with disabilities. At our Skills development center in Chembur efforts are concentrated in merging the gap between the needs of the employers and the limitations of the employees in accessing jobs. Shiksha Sankalp has created the model of an Inclusive District Hub for the country to scale up to meet the needs of people with special needs.

People Who Make The Organisation

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