Shristi Special Academy

Renewal Presentation - 2012-13

Problem

- Mental disability = Invisible handicap
- 4M mentally disabled, 2M Autistic, 5M Cerebral Palsy
  - Discriminated by families and society
  - Awareness and services are inadequate
  - Many existing institutions deny service to severely retarded
  - Most NGOs provide special ed or therapy - not holistic care

Solution

- Structured intervention program
- Customized holistic care
- Inclusive program (regardless of severity or economic status)
- Vocational training provides opportunity for employment
- Goal is to help the children achieve self reliance, independent living and a better quality of life

Shristi Special Academy

- Urban campus (Nagarbhavi) houses Autism Unit
- Rural campus (Chenenahalli) houses all the other units
- Goal: To provide individualized intervention and train children with mental disabilities to become socially as well as economically self reliant

Objectives

- Structured intervention programs to train special needs children to become self-reliant
- Non-discriminatory Medical, Therapeutic, Educational interventions
- Customized holistic care and personalized intervention programs:
  - Enable children with developmental delays to go to normal or integrated schools
  - Enable others to gain employment, or be gainfully employed within Shristi's sheltered workshop
- Well trained Sp. Educators are key; hard to find, harder to sustain

Special Education Department

- Autism department
- Inclusive pre-school (Chiguru)
- Infant Stimulation & Early intervention Unit
- Pre-vocational & vocational training
- Sheltered workshop

Autism Department

- Autism spectrum disorder includes Autism, Asperger's syndrome, ADHD, ADD, etc.
- Special educations focus on
  - Psycho-educational assessment
  - Develop Individualized Education Plan
  - Skill training
  - Parental training
  - Tracking progress against IEP
  - Work with other therapists to monitor child's progress

Vocational Training

- Pre-VT: focuses on functional academics, pre-requisites for vocational transition, communication and life survival skills
- SSA's teachers judge their skills and choose a specific vocational stream for that suits each child
- VT: Participate in building products that get sold for revenue, individuals are given a stipend

Vocational Training

- Cannot scale due to limited manpower
- Shristi cannot sell products to make a profit.
- For these 2 reasons Shristi has started a new Trust for VT.
- Shristi plans to spin off a cross disability co-op where people from different disability sectors can work under one roof to produce products that are competitive in price and good in quality.

Therapy Departments

- Physiotherapy
- Speech therapy
- Occupational therapy
- Psychology
- Family Services/Counseling
- Therapy: Music, Art, Storytelling, Pet, etc.
- Community Based Rehabilitation (CBR)

YOGA SESSION ON THE TERRACE OF THE AUTISM UNIT

PHYSICAL THERAPY SESSION IN PROGRESS

OCCUPATIONAL THERAPY CLASS IN SESSION

JEWELRY FROM VOCATIONAL TRAINING CLASS

Asha Engagement

- First visited in 2003 -- decided on funding teachers salaries of the Autism unit
- Decision was made in favor of providing a consistent support that will help the organization the most
- Steady support from Austin until 2009-10; SV support started in 2008-09
- 15+ site visits in the period, some success with grants, contributed one full time volunteer (Meena),
- Asha has been a major donor (always in top 3) over the years

Updates from 2012

- Respite Care Unit wound down; beneficiaries moved to Early Intervention Unit or graduated
- Bus Driver/Conductor Day, Shristi Mela, multiple run/ walkathons, Christmas/Thanksgiving parties, etc
- Two govt School teacher training programs and other workshops & medical camps conducted
- Drawing, dance, singing competition etc for Shristi's children

ANNUAL DAY CELEBRATIONS, NEW YEAR/XMAS EVE CELEVRATIONS

Shristi and Team Asha

- Children from Shristi are running with Runner's High (Santhosh Padmanabhan) & Team Asha BNG
- Very positive feedback from the educators and parents

FCRA Reinstatement

- FCRA dept canceled FC registration for 4126 NPOs (including Shristi)
- Shristi has worked closely with MHA and other org for a year to get it reinstated
- Due to this, Shristi is in critical need of funds

Current Statistics

- Autism Unit Children: 30
- EI children: 49
- Chiguru Children: 48
- Pre VT children: 9
- VT Children: 22
- CBR: 12

Budget for 2012-13

- Total budget: 1,17,51,700
- Teacher's Salary for Autism Unit: 11,61,666
- Past disbursals:
  - Jun'09 - May'10: 11,46,000 (disbursed in Aug'09/Feb'10)
  - Jun'10 - May'11: 11,46,000 (disbursed in Jul'10/Nov'10)
  - Jun'11 - May'12: 9,16,800 (disbursed in Aug'11/Jan'12)
  - **Jun'12 - May'13: 10,08,480** (propose single installment in May'13)
- Pending payment: $3140.5 - $2077 = **$1063.5**
- Ebay grant (for Vocational Training): **$2500**

Challenges

- Teacher retention
  - 22 quit in 11-12 and 12 in 12-13.
  - 20 of these have left due to personal reasons or have come back as volunteers
  - No attrition despite no pay hike for 2 years
- Lack of funds or corpus

Sustainability programs

- SAC - Program might violate UNCRC privacy clause. Need further analysis.
- IVP - International Volunteer Program has generated lot of interest but is on hold due to lack of bandwidth.
- Fundraising - New fundraising coordinator (Khusboo) will join end of this month.
- See Q&A doc for more details.

SV: Future Engagement

- Original sustenance plan was to grow a Corpus
  - Not much progress or success with that
- Next plan was to get more grants
  - Not a sustainable solution – only interim
- Current plan for Shristi is three fold:
  - Start a SAC program (from Shristi)
    - Asha SV will assist by diverting donors – details to be worked out
  - Start Team Shristi
  - Start a International Volunteer Program
- Based on the success of the above plans, we can look into a 3 year exit window