



EmpowerEd
Foundation



Educate
Empower
Transform

Annual REPORT 2024-25

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**“From classrooms to confidence –
we empower children in
government-funded schools
to become future-ready leaders.”**



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Introduction

We are pleased to share the EmpowerEd Foundation Annual Report for 2024–2025, a year that marked quiet but powerful transitions in how we teach, learn and grow together.

Over the past twelve months, we've moved from running stand alone programs to building a full learning journey for children in government schools from foundational literacy in Grade 3 to communication and career readiness in adolescence. With 420 students supported through SMARTlearner, pilot batches launched for Begin and 4 line, and deeper partnerships with schools and communities, we are beginning to see what sustained, ecosystem-led change can look like.

This report captures the milestones, stories, and moments that shaped our year, from our first Arithletics championship and parent workshops to national recognitions and the launch of in-school delivery. It reflects the steady work of local teachers, the trust of parents, the belief of partners and the resilience of children.

We remain grounded in our mission to build confident, communicative and future-ready learners. And we're deeply grateful to each one of you, our teachers, volunteers, funders, and friends, for walking with us, one step at a time.



Director's Message

Looking back on the year, I'm filled with gratitude for the curious children, the dedicated teachers, and our team's steady support. While Kerala is known for its literacy rates, many children in the government schools we serve still struggle with reading, math and confident communication. EmpowerEd exists to bridge that gap.

By March 2025, our SMARTlearner program reached 420 students in Grades 5 and 6, led by 23 trained community teachers. This year, we began piloting programs for Grade 3 and Grades 7–10, building a continuous learning path from early literacy to future readiness. Begin (for foundational skills) and 4 line (for communication and career prep) are energising what's possible for children inside and beyond the classroom..

We celebrated milestones, such as Arithletics, our student-led numeracy championship and were honoured as a top NGO in the Future of Impact Collaborative. In 2025–26, we will reach 420 children across Grades 3–7, including new pilot groups.

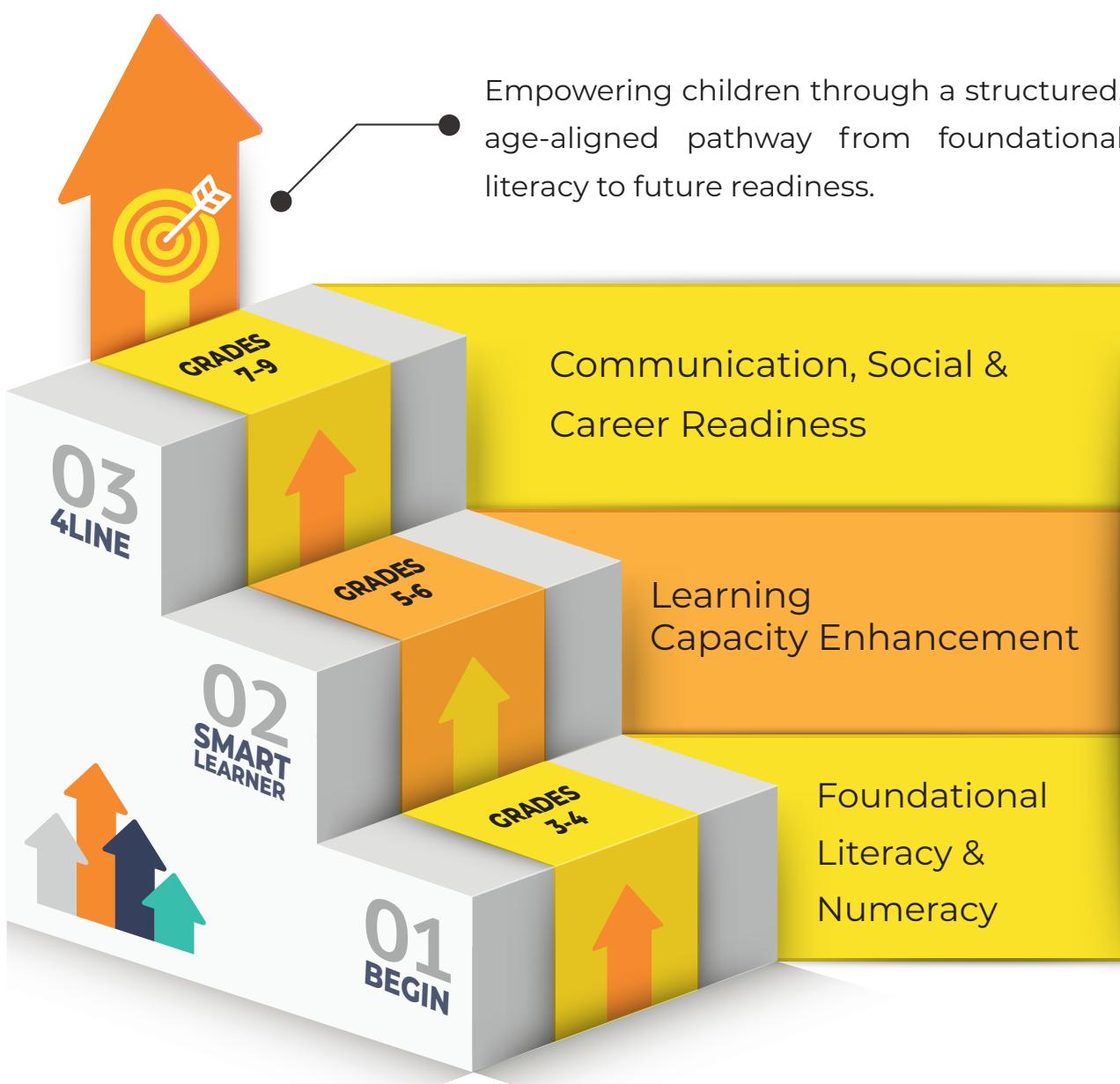
Our community is growing, driven by the belief that change happens through human connection between teachers and students, parents and children, schools and communities. Thank you for being part of this journey. Your support builds futures grounded in equity, dignity and hope.

Warmly



Anne Samuel
Director, EmpowerEd Foundation

Our Approach at a Glance



This continuum builds core skills across each developmental stage, ensuring no child is left behind

What We Stand For

Core Values:

Commitment to Equity

We actively engage in addressing educational inequities, particularly among underserved communities, to ensure every child has the opportunity to learn, grow and thrive.

People-Centred Approach

We value individuals for who they are, honouring their dignity, showing empathy, and building inclusive relationships rooted in trust and respect.

Responsible Stewardship

We utilise time, funds and materials wisely, maximising the impact of limited resources to deliver meaningful and measurable results with transparency and care.

Integrity and Accountability

We uphold honesty in all we do, follow through on our commitments, and remain transparent in our actions to earn the trust of our partners and stakeholders.

Perseverance with Purpose

We move forward with determination, even in the face of challenges, always guided by our vision for lasting change in the education ecosystem.

Learning and Growth

We believe in continuous reflection and improvement, staying curious, adapting with humility and growing together as individuals and as an organisation.

Vision:

To empower marginalised children in India to cultivate strong values and embrace responsible citizenship

Mission:

We empower marginalised children aged 8 to 15 in India's government schools by addressing critical gaps in literacy, numeracy, cognitive development, values, and life skills through age-appropriate, structured interventions. Our programs build confident, communicative, and future-ready learners prepared to thrive in school, work, and society.

Milestones Of The Year

June 2024

Third-year rollout of SMARTlearner begins, reaching 490 children across Grades 5 and 6 in 10 government schools, supported by 35 trained community educators.

September 2024

Marked our first formal entry into government schools, with pre-intervention studies launched to prepare for program rollout in the following academic year.

October 2024

Awarded First Runner-Up recognition as a top-performing NGO in the Future of Impact Collaborative (FOI 2.0), supported by ATECF, Sattva, Rohini Nilekani Philanthropies, and others, marking the culmination of a one-year capacity-building journey.

January 2025

Conducted the first-ever Arithletics, EmpowerEd's flagship numeracy championship. The event brought together students from multiple schools in a high-energy, team-based contest that celebrated computational speed, mental agility and growing confidence in using numbers.

Secured First Runner-Up at ToolBox India's Pitch Perfect 2025, a national platform spotlighting high-potential nonprofits creating scalable education solutions.

February 2025

Received approval for weekday, in-school implementation of programs, marking a strategic shift from after-school delivery to integration with the regular school timetable.

March 2025

Begin curriculum development completed, setting the stage for foundational literacy program implementation in Grade 3, contextualised for the Kerala state syllabus.

Impact Highlights

Although full-scale implementation of the BeGin program started in June 2025, the past year was crucial in laying its foundation:

Pre-intervention studies were carried out in eight partner government schools to establish learning baselines. Baseline assessments (Feb 2025) revealed major gaps: while decoding scores averaged **4.0/5**, writing lagged at just **0.9/5**. The overall mean was **8.9/20**, with only 6% scoring above **10** and 3% scoring zero underscoring the urgent need for a structured, contextualised literacy program. A complete one-year BeGin curriculum, including videos, flashcards and workbooks aligned with the Kerala state syllabus, was finalized by March 2025. Training design and teacher onboarding began to prepare for rollout in the new academic year.

Ground Work Impact

With this groundwork, **BeGin** is ready to meet the real needs of Grade 3 learners in rural Kerala.

In 2024-'25, we also laid the foundation for 4 line, our adolescent-focused program that builds communication, confidence, and career readiness.

- Curriculum development was completed in alignment with adolescent needs, focusing on ethical communication, emotional resilience, leadership and future-ready skills such as teamwork, goal-setting and workplace awareness.
- A pilot batch of 15 Grade 7 students previewed the intervention's potential through early-stage sessions.
- Teacher training materials and delivery frameworks were finalised to support implementation in the upcoming academic year.

The 4 line program is designed to support adolescents as they transition into young adulthood, helping them express themselves with clarity, navigate social dynamics, and make informed choices about their futures.

Program Impact Highlights

In 2024, SMARTlearner completed its third year as a structured two-year program that builds focus, memory, comprehension and confidence among students through consistent, brain-based learning:



- Reached 490 students across 10 government schools, facilitated by 35 trained community educators, with each student completing 200 hours of instruction over the full program cycle.
- Achieved a 23% improvement in aggregate scores among Grade 6 students, based on year-end assessments conducted by schools.
- Reported a 17% increase in classroom engagement, reflected in sharper attention spans, increased participation, and better peer interaction.
- Schools rated the program 8.9 out of 10, citing improved numeracy fluency, motivation, and student-teacher rapport.
- In January 2025, 310 students participated in our first Arithletics Championship a structured inter-school numeracy event that tested computational speed, visualisation skills, and confidence.
- SMARTlearner continues to demonstrate how consistent, community-led instruction can measurably strengthen learning outcomes in government school classrooms.

Stories of Change

Alfin joined the SMARTlearner program in Grade 5 as a quiet student who struggled to stay focused. His class teacher recalls, "Getting him to settle down and focus was always a challenge. He'd resist, lose focus quickly, and needed constant reminders."

But gradually, things began to shift. With steady practice and support, Alfin became more engaged. He stayed on task, completed his work without reminders, and began taking responsibility for his own learning.



At home, the changes were just as visible. "He does everything by himself now, including his studies," his mother, Renju, shared. "I don't have to run after him anymore. He picks things up quickly, sometimes even faster than the calculator. He's become confident, and his interest in learning has grown so much."

Alfin maintained excellent academic performance throughout the program, scoring 100 in Maths and 84 in English in Grade 6, followed by 97 in Maths and 96 in English in Grade 7.

In January 2025, he won the Advanced Level Championship at EmpowerEd's first-ever Arithletics competition, a high-energy event designed to test students' speed, mental math, and numerical confidence.

This year, he cleared the USS Scholarship Examination, Kerala's premier academic test for Grade 7 students, an achievement that reflects not just his potential, but the real, measurable impact of timely, targeted support in under-resourced schools. Alfin's journey is proof that when support meets opportunity, transformation isn't just possible, it's inevitable.

ALFIN PRAPIN

SMARTlearner Graduate | USS Scholar | Arithletics Champion

Stories of Change



When I first heard about EmpowerEd, I was still studying for my MA. A classmate mentioned the organisation, and I remember thinking 'I wish I could do something like that.' At the time, I didn't have much confidence in myself.

I was active in a youth movement in my community, and one day, our leader told me that the government school I once attended, my own alma mater, was seeking local women to train as teachers for a program called the SMARTlearner. It was meant for underprivileged children in our area. I felt a pull to be part of it... But I was scared, too.

During the early days of training, I would shiver if asked to take a mock class. My voice was barely audible. I found it difficult even to stand up and answer questions. I didn't think I had it in me to teach.

But EmpowerEd believed in me. Over the next several months, I received more than 140 hours of hands-on, practical training from a master trainer, with over 12 years of experience. Slowly, something started changing. I began speaking up. My voice grew stronger. I learned how to plan a lesson, guide a child and lead a class. And then one day, I walked into a classroom, not as a student, but as a teacher.

I've seen how the SMARTlearner program is transforming children. Every week, I stand before them, helping build focus, observation, memory and more using the abacus tool. Children who once hated sitting still now stay engaged through each session. Those who never did their homework, now take pride in completing it. Students who were once distracted or hesitant, are now solving problems, answering confidently, and showing genuine interest in learning. It amazes me how quickly they're developing their thinking skills and self-belief skills that many of us only discover much later in life. And every time they improve, I feel like I've grown with them.

Stories of Change

Being a SMARTlearner teacher hasn't just changed how I teach, it's changed how I see myself. I've become a confident woman, no longer afraid to speak, to lead, or to guide. This opportunity gave me more than a role in education it gave me belief in my own future. To me, this is not just a job. It's a calling. It has given me purpose, direction, and the deep satisfaction of knowing that I, too, can make a difference.

ARYA ANTONY

SMARTlearner Teacher, EmpowerEd Foundation



Activate Windows
Go to Settings to activate Windows

Stories of Change

Sreeparvathy was never weak academically, but she lacked confidence, especially in Math. She rarely spoke, kept to herself, and needed to be pushed just to start her homework.

Today, her mother, Eby Murali, sees a different child.

"She's not just doing well in school, she's grown as a person. She speaks freely, socialises with everyone, and even assists classmates who are struggling. She's more open, more understanding of what's happening at home. Her whole way of thinking has changed."

And the difference goes beyond behaviour. Sreeparvathy now tackles Maths with confidence, supports her peers, and most remarkably, completes her schoolwork independently, even when unwell.

For her parents, this quiet transformation speaks volumes.

"This program didn't just support her learning. It brought out a confidence we never imagined."



EBY MURALI

Mother of Sreeparvathy C. S, SMARTlearner Graduate



Voices From The Ground

Real words. Real change!

Here's what our students, teachers, and parents have to say.



"Before, my mind would wander. Now, I can sit, focus, and finish my work faster."

— Angel Daya, Grade 7 student



I never imagined my child would solve sums without anyone's help. Now she even helps others.

— Sindhu P, Parent



"SMARTlearner made me believe that I could teach—even stand and speak in front of a class. That was unthinkable before."

— Jeffna Oliver, Community Teacher



"My students now finish their classwork on time, remember what they've learned, and answer without fear."

— Ardhra S., Teacher at a Govt. Aided UP School



"The abacus training is changing their brain. They're quicker, sharper, and more confident."

— Mini V. R. , EmpowerEd Master Trainer



"Earlier, children were shy and unsure. Now they participate in competitions and even win."

— Jayan G., Headmaster at a Govt. Aided High School

Volunteer & Partner Spotlight

Partnering for Impact

Strengthening Roots, Spreading Wings: Our Journey with the Future of Impact Collaborative

When EmpowerEd Foundation joined the Future of Impact Collaborative in 2022, a capacity-building initiative led by ATMA and supported by ATE Chandra Foundation, Forbes Marshall Foundation, Sattva, and Rohini Nilekani Philanthropies, we were a small but determined team, fresh off piloting programs in five government schools. We had the vision, but lacked the systems, strategy, and confidence to scale.

What followed was a year of deep transformation. With structured support in fundraising, financial planning, logic model building, communications, and digital outreach, we rebuilt our foundation from the ground up. We rebranded, launched a new website, created a robust pitch deck, set up an advisory board, and developed a comprehensive monitoring framework. More importantly, we learned to think strategically and fundraise with clarity.

In September 2024, EmpowerEd was recognised as a top-performing NGO in the Future of Impact Collaborative. It was a proud milestone, one that validated the progress we'd made and the partnerships that made it possible.

Our Executive Director, Anne Samuel, was also invited to speak at FOI Utsav 2024 in Mumbai, where she shared EmpowerEd's journey from grassroots beginnings to a growing, mission-driven organisation ready to scale its impact.

As we move forward, its imprint is visible across every layer of our work

The Future of Impact Collaborative didn't just strengthen our operations, it gave us the confidence to dream bigger. And as we move forward, its imprint is visible across every layer of our work.

Volunteer & Partner Spotlight

Powered by Young Hearts

“I came in to support. But I walked away transformed.” That’s how Viswas P. P. sums up his 8-week internship with EmpowerEd Foundation. A tech student from Dehradun, Viswas, joined the **SRIJAN 2025** social internship, not knowing how deeply the experience would impact him. Over the course of two months, he became a core contributor, analysing learning-level data, conducting class observations, and supporting on-ground operations.

Viswas helped structure school pipelines, conducted tests in classrooms, co-led orientation sessions, and supported volunteer engagement. He wasn’t just “assigned tasks”, he was entrusted with real responsibilities that directly supported children’s learning journeys.

Viswas P. P – Social Intern, SRIJAN 2024

B.Tech CSE, UPES Dehradun

“

“Seeing the children develop and become more confident was incredibly motivating. The team’s unwavering support and the Trust’s impactful mission made this experience profoundly enriching. I’m thankful for the chance to be a part of this and look forward to continuing my support for their essential work.”

Our Learning Ecosystem in Action

Change doesn't happen in silos. At EmpowerEd Foundation, we build a 360° learning ecosystem where children learn, parents engage, teachers grow, and communities invest in education.

Students participate in weekly, in-school sessions that build reading, writing, arithmetic, focus, memory, observation, communication, emotional resilience, and future readiness.



Teachers, local women and trained through over 150 hours of instruction, lead classes using structured tools.

Parents engage through orientations, surveys, and feedback sessions that foster home-based learning support.



Schools serve as active partners, providing classrooms, scheduling support, and real-time monitoring.

Volunteers and interns assist with assessments, classroom support, and community engagement across schools.



Communities become invested in education by enabling youth and women to lead learning and mentorship locally.

EmpowerEd isn't just building programs. We're building ecosystems where every child has someone rooting for their success.

Teacher Development & Capacity Building

Real change begins with those who teach.

At EmpowerEd, we don't just deliver programs, we build people. Our vision for change is sustained by a committed team of local women who are trained to become teachers and role models in their communities.

Each of our teachers undergoes over 100 hours of training led by experienced master trainers. These sessions equip them to deliver structured, skill-based lessons on reading, numeracy, focus, memory, communication and emotional resilience. But the real transformation goes deeper.

Many of these women, often homemakers or first-time earners, walk in with hesitation and walk out with confidence. From mock classes to live classroom practice, they gain the courage to lead, speak up and believe in their abilities. We've seen teachers who once struggled to introduce themselves now confidently manage full classrooms and inspire their students to learn.

Support doesn't stop after training. We offer monthly review sessions, on-site classroom observations, and mentorship to ensure ongoing growth. Teachers also participate in peer reflection and joint problem-solving, building a collaborative culture of growth.

By investing in teachers, we ensure our programs are not just taught, but owned, sustained, and carried forward by the communities we serve.



Events & Engagements

Program Launches – Trivandrum & Ernakulam

Two districts. Two inspiring beginnings. One shared mission.

This year, EmpowerEd Foundation marked the formal launch of our programs in Trivandrum and Ernakulam with heartfelt inaugural events supported by local leaders and educators.



Dr. Shashi Tharoor, Member of Parliament, delivered a powerful message of endorsement during the Trivandrum launch.

“By extending this program to train teachers in our government schools, we have the potential to transform the lives of not just 430 children but 43,000! such an expansion could pave the way for a Kerala model of education.”



His words moved many in the room and affirmed the relevance of our mission. We were also honoured by the presence of Adv. G. Stephen (MLA, Aruvippuram), Dr. Hareendran Nair (MD, Pankajakasthuri Group) and school board representatives, all echoing their commitment to empowering children from underserved communities.

In Ernakulam, we launched the second cohort of our Value-Rooted Skill Development Programme for students from government-aided schools. The event was inaugurated by Mrs. Difi Joseph, Assistant Education Officer, who acknowledged the importance of such initiatives in transforming classroom learning.

These launches aren't just ceremonial, they represent a growing movement to bring holistic, skill-based education into the heart of Kerala's government schools.

Events & Engagements

Where learning meets celebration

330 children. 10 schools. 2 cities

Our biggest celebration of learning yet, Arithletics 2025, brought together young minds in Trivandrum and Cochin to showcase speed, accuracy, and confidence in arithmetic. But what stood out most was not just the math, it was the mindset.

Students walked in unafraid of Maths. Every child, regardless of skill, was encouraged to participate. Mistakes were met with calm, second chances, and cheers from peers. For many, it was the first time they experienced learning as joyful, forgiving, and fair.

One guest shared:

"The competition was successful not because of the stars of the event, but because every child left knowing it's okay to make mistakes, that they matter, and that they belong."



Events & Engagements

Parenting Sessions

Over 400 parents

Two heartfelt conversations. Every day changes

This year, we held two parenting sessions to help families build stronger bonds and develop better learning habits at home.

•Positive Reinforcement – How to praise effort, not just results

•Active Listening – How to really hear your child

Both sessions were led by experienced counsellors and filled with real stories, questions, and laughter. Parents spoke honestly about their struggles and left with ideas they could try right away.

"These sessions gave me simple ways to connect with my daughter. I've already seen changes in how she reacts when I really listen or notice her effort."

-Suma, a parent who attended the workshop

Feedback was overwhelmingly positive, with more than 90% of respondents stating that the sessions were clear, helpful, and meaningful.

We're grateful to every parent who took the time to come, listen, and grow with us.



Recognitions & Media Mentions

Celebrating small wins that move us forward.

This year, EmpowerEd Foundation was proud to be recognised as one of the top-performing NGOs in the Future of Impact Collaborative, a prestigious capacity-building program supported by Atma, ATE Chandra Foundation, Forbes Marshall Foundation, Sattva, and Rohini Nilekani Philanthropies.

We were also featured in their showcase event in Mumbai, where our Executive Director, Anne Samuel, shared our journey on a panel titled “Partnering for Impact.”

From a humble start to building strong programs in Kerala's government schools, these recognitions remind us that steady, grounded work matters. We're deeply thankful to every mentor, supporter, and well-wisher who walks this journey with us.



Our Reach

From one school to eleven, from 30 children to 420 EmpowerEd Foundation is growing stronger each year.

As of 2025, our programs reach:

- 420 children across 11 government-funded schools
- Located in Thiruvananthapuram and Ernakulam districts of Kerala, spanning underserved communities in Kattakode, Perayam, Undencode, Vlathankara, Pottayilkada, Peyad, and Anthiyoorkonam (Trivandrum District) and Chellanam, Thevara, Ernakulam South, and Market Road (Ernakulam District)

Each child, school, and classroom in this network represents a commitment to learning, to equity, and to a future where no child is left behind.



Financial Snapshot

From lean beginnings to sustainable growth.

Where We've Come

- Over 435 children reached through SMARTlearner by March 2025
- 22 trained local teachers across 10 government schools
- All this, on a lean budget of **₹14.21 lakhs**, with the core team working voluntarily

Where We're Going (2025–26)

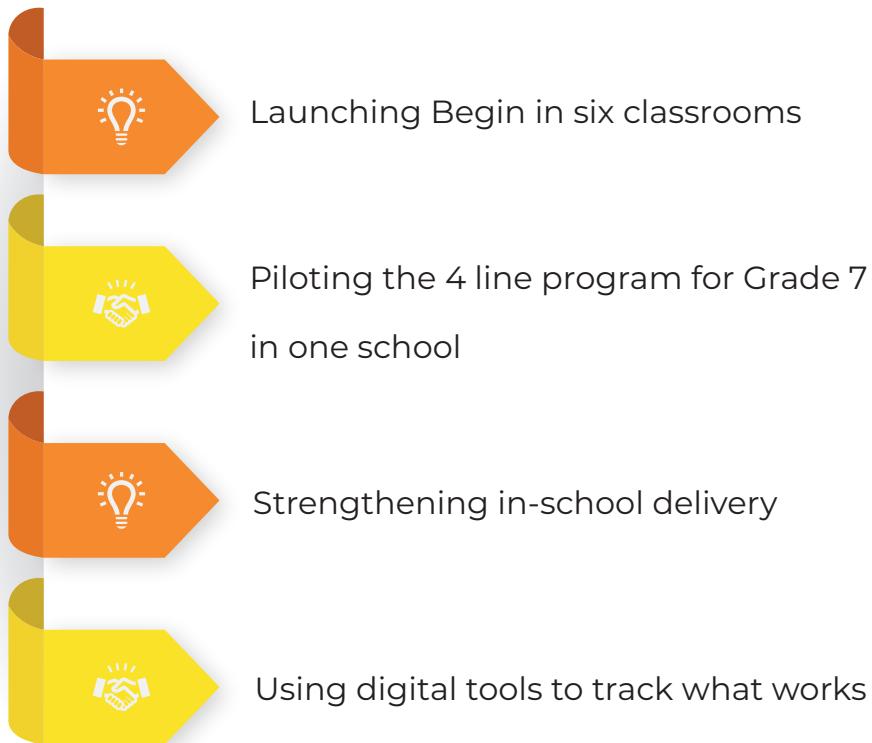
- Three programs: BeGin (Grade 3), SMARTlearner (Grades 5–6), 4line (Grade 7)
- 420 children to be supported through deeper, multi-grade engagement
- Planned Budget: **₹47.80 lakhs**
- Cost per Child: **₹10,870 per year (₹906 per month)**

This year marks a shift from lean piloting to long-term readiness. We're building sustainable systems, investing in better training, and offering children not just one year of support, but a complete learning journey from Grade 3 to Grade 10.

Every rupee continues to power progress - slow, steady, and built to last.

The Road Ahead

From pilots to pathways



By 2027, we aim to reach 1,500 students with a full learning pathway from literacy to career readiness, led by 50+ trained teachers across government schools. The journey continues.

Sustainability & Long-Term Vision

We don't just deliver programs. We build what lasts.

EmpowerEd's model is designed for long-term impact, with schools, teachers, and communities at the centre.

School-led Implementation: Teachers are trained to lead. By Year 3, schools begin taking ownership of planning, tracking, and training.

Built into School Systems: Programs are integrated into timetables and routines, ensuring continuity.

Designed for Scale: We keep costs low by training local women and utilising modular tools that are effective in low-resource settings.

Phased Exit, Ongoing Support: Handover begins from Year 2. Even after funding, we offer quarterly visits and virtual check-ins for a full year.

Our goal? That every child continues to learn, even after we step back.

Why Your Support Matters

When you fund EmpowerEd, you're not just supporting a program, you're joining a credible, community-rooted movement to change what education looks like for Kerala's most underserved children.

We work in government schools, train local teachers, and build learning pathways from Grade 3 to 10. Our model is low-cost, data-informed, and built for real classrooms in rural India.

₹906/month gives a child access to structured learning, caring mentors, and skills for life

₹10,870/year supports one full year of impact, reaching not just children, but also their families and schools

This is how we create futures that last. And this is why your support matters.

How You Can Help

CHANGE STARTS WITH YOU

Whether you're an individual, a funder, or a friend, there's a way to get involved:

- **Donate – Support a child's full learning journey: ₹906/month or ₹10,870/year**
- **Partner – Collaborate with us to scale programs in schools and communities**
- **Volunteer – Use your time and skills to strengthen grassroots education**

Every contribution, big or small, builds something that lasts.



Visit www.empowered.ngo or write to us at reach@empowered.ngo to learn more.

Our Core Team



DR. GEORGE SAMUEL

Founder

Former Nuclear Scientist and WHO Consultant; Founder, EmpowerEd Foundation



ANNE SAMUEL

Executive Director

Social Sector Leader with 20+ years of program and NGO management experience



SAJITHA G. MENON

Director, Finance & Administration

Software Engineer and Certified Kalaripayattu Trainer with experience in children's skill training



MINI V. R.

Director, Programmes

Master Trainer with 10+ years in children's numeracy and learning capacity enhancement



UMA ACHUTHAN

Consultant, 4 line Program

HR and Learning & Development Specialist with 20+ years of corporate experience

- **Tancy Thomas** – Project Coordinator
- **Sobha T.** – District Coordinator, Trivandrum
- **Treasa Thadevous** – District Coordinator, Ernakulam

Advisory Board

Our advisory board members bring deep expertise across education, development, branding, nutrition, research, finance, and social innovation:

Reni K. Jacob

Former Director of Advocacy and Justice for Children, World Vision India;
Former Director of Operations, International Justice Mission (IJM)
Social Development & Child Rights Expert

Dr. Praveena K.

Professor & Director, RACE; Deputy Dean – Accreditations & Compliance, SCMS Group, Cochin. Higher Education & Academic Governance Specialist

Lakshmi Sreenath

Clinical Dietitian; Founder, F.H.U.N (Food, Health, and U Nutrition)
Nutrition & Wellness Educator

Benson Varghese

Founder, HEYDAY
Entrepreneur, Design Thinking & Social Impact Branding Expert

Renji Reghunadh

Co-CEO, UTOPIA EdTech
Educational Technology & Product Innovation Specialist

Dr. June Cyriac

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Join hands



EmpowerEd
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