



Annual Report 2023-24

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1. About ADI Trust- Assam Development Initiative (ADI) is an independent trust, registered in Guwahati, Assam (Reg. No. 3440), founded by Mr. Hiren Sarma together with his friend Mr. Biswadip Barooah in 2009. The Trust was registered in Guwahati in 2016 (Registered No. 3440). Until 2017/2018. The primary objective of ADI is to foster the development of youth in Assam and the Northeast through a 'holistic' learning approach that integrates education at home and school, emphasizing core values, life skills, and personal growth.

ADI is committed to empowering underprivileged children by ensuring access to basic education, both in rural and urban areas, through various programs, scholarships, and community-driven initiatives. The trust collaborates with educators, volunteers, and organizations to create a supportive learning environment that nurtures talent, instills moral values, and enhances employability skills.

Beyond education, ADI also focuses on skill development, mentorship, and awareness programs aimed at uplifting marginalized communities. By fostering inclusive education and holistic development, ADI strives to build a brighter future for the youth of Assam and the Northeast, enabling them to contribute meaningfully to society.

2. Vision and Mission- ADI envisions a brighter future for the children of rural Assam, where every child has the opportunity to grow, learn, and develop the skills needed to lead a successful and fulfilling life. By empowering them with knowledge, values, and essential resources, ADI aims to help these children contribute meaningfully to their communities, the state, the country, and the world.

To achieve this vision, ADI is dedicated to supporting and nurturing as many children and young people in Assam as possible. Its flagship project, "Value-based Education (VbE) and Child Development," focuses on providing quality education rooted in strong moral values. The initiative works in collaboration with Government and Non-Government Organizations, with active participation from volunteers, donors, and sponsors. Through these collective efforts, ADI strives to create an inclusive, supportive, and impactful learning environment that enables children to unlock their full potential

3. ADI supported rural schools report and other activities.

ASSAM DEVELOPMENT INITIATIVE

2023-24 ADI Supported Rural School Report:

During the year, ADI continued to manage the Basistha school at SSA campus with financial support from ASHA for Education, USA. ADI President and Managing Trustee, Upasha Boruah Phukan actively participated in much of the developmental activities of the school. Ex-ADI President and a supporter of Basistha School, Raj Kamal Bhuyan helped ADI in preparing the 23-24 budget proposal and attended several meetings with ADI and SSA. In addition, Bhuyan also helped ADI to organize the mid-day meals sponsored by ASHA.

On Teachers Day, the 5th of September, ADI President took the opportunity to felicitate the team of dedicated teachers of the school including Kamala, the regular help by honouring them with a traditional Assamese Gamoosa. A delightful cultural show was put up by the children for their teachers. As requested by Phukan, a handful of responsible mothers and a zealous grandmother turned up. She interacted with them and encouraged the children and the mothers to speak about their school and their teachers. She also urged the sincere and enthusiastic grandmother to be a responsible person in her community and use her position and influence to persuade the mothers and parents to send the children to school. Everyone present were invited to partake of the mid day meal prepared by Kamala who cooks with care maintaining hygiene.



ADI managed the disbursement of funds from ASHA and also helped in getting the salaries cleared for teachers which were pending for a few months. President ADI visits the school now and then to keep the teachers motivated so that they remain committed to academic excellence and also instill and nurture the latent talents of the children in various extracurricular activities.

Recognizing the importance of health and well-being among the under privileged children, ADI undertook a healthcare initiative on dental care. Assam Development Initiative, the promoter of VbE education in Assam in association with Lions Sahyog and the Regional Dental College, Guwahati organized a dental check-up camp in the Basistha school on the 4th of October. The Dental Checkup Program was conducted at the school, offering free checkups and consultations to students as well as the teachers and staff present. Dentists provided valuable advice on oral hygiene and dental care, enhancing students' awareness of preventive healthcare practices. Doctors educated them on oral hygiene and demonstrated ways of taking care of their teeth and gums. Packed lunch was distributed to all.



And towards the end of the year, the long awaited uniforms and sweaters were distributed to the students of Basistha School on the 4th of October 2023. President ADI, Upasha B. Phukan along with the teachers and staff from SSA helped in the distribution process. A pair of shoes and two pairs of socks each were also given to each student. She invited the parents and guardians and educated them on the necessity of sending their children to school and imbibed in them the discipline of donning uniforms. ADI is grateful to ASHA for making it possible.



Request from ABET (Archana Borthakur, Priyobandhu)

During 2023-2024 the NCLP had withdrawn themselves from several schools across Assam which affected the funding of three schools (Paschim killing, Dharbam and Robingaon) managed and operated by ABE Trust. These schools were earlier part of the SSA_JSVN system, primarily funded by ASHA, USA and managed by ADI. ABE Trust has recently requested ADI to support these schools from 2024-2025. ADI is currently engaged in discussion with ASHA and presented a funding proposal.

ADI's Projected Report for the year 2024:

Organise Home-Visits so as to reach out to more people to educate them on sending their children to school.

Review Teacher's salaries of Basistha School

Introduce Yoga to the children

ADI to support and participate in celebrating significant days like Children's Day, Teacher's Day and other regional festivals

Aiming to organize a Breast Cancer Awareness Movement in collaboration with a leading Cancer Institute of the State and introduce a leading Breast Oncologist, Dr.Deba Sarma from Levine Cancer Institute & Atrium Health, North Carolina USA.

4. About ADI's Flagship Project : Value-based Education (VbE) and Child Development (Project Director's report)

The Value-based Education (VbE) and Child Development project is the flagship initiative of Assam Development Initiative (ADI), designed to provide a well-rounded education that goes beyond academics. This program emphasizes holistic learning by integrating moral values, life skills, and personal development, ensuring that children not only gain knowledge but also grow into responsible, compassionate, and capable individuals.

The project focuses on three key areas-

1. **Quality Education-** Providing children with access to basic and advanced education, especially in rural and underprivileged areas, ensuring they receive proper guidance, mentorship, and opportunities to excel.
2. **Moral and Ethical Development-** Instilling strong moral values such as honesty, empathy, responsibility, and discipline to help children become ethical and socially conscious individuals.
3. **Skill and Personality Development-** Encouraging creative thinking, problem-solving, leadership, and communication skills, preparing children for future challenges and career opportunities.

ADI works closely with schools, teachers, parents, and community leaders, along with Government and Non-Government Organizations, to implement the program effectively. With active involvement from volunteers, donors, and sponsors, the initiative aims to create a supportive learning environment where children can thrive both academically and personally.

Through Value-Based Education and Child Development, ADI envisions a generation of empowered, self-reliant, and socially responsible youth, ready to contribute to their communities and the world at large.

The project value base education has been implemented in the following schools-

1. **Guwahati Refinery Higher Secondary School (Kamrup Metro)**
2. **Pandu Adarsha High School (Kamrup Metro)**
3. **Jalukbari Higher Secondary School (Kamrup Metro)**
4. **Dergaon Girl's Higher Secondary School, Dergaon**
5. **Numaligarh Higher Secondary School, Numaligarh**

Below is a brief description of the work done by ADI in these specific five schools in 2023/2024 through Value Based Education and child development project-

5. Value Implementation-

Since 2021, we have been implementing Value-based Education (VbE) Project at foster the holistic development of students. This initiative aims to go beyond traditional academics by shaping young minds with strong moral and ethical values that will guide them throughout their lives. Our objective is to instil ten core values that serve as pillars of character development-

- 1. Honesty**
- 2. Discipline**
- 3. Responsibility**
- 4. Coordination**
- 5. Cleanliness**
- 6. Empathy**
- 7. Respect**
- 8. Kindness**
- 9. Courage and**
- 10. Resilience.**



JALUKBARI HIGHER SECONDARY SCHOOL



Discipline (Numaligarh HS school)



These values are carefully integrated into the school's curriculum and co-curricular activities to enhance students' social interactions, decision-making abilities, and emotional intelligence, ultimately equipping them with essential life skills that contribute to their personal and professional growth.

As part of our step-by-step implementation strategy, we have successfully introduced and completed the Responsibility module, helping students understand the importance of responsibility, integrity, and ethical behaviour in their daily lives. Through storytelling, real-life examples, and interactive sessions, students have been encouraged to practice Responsibility both in and outside the classroom.

We then implemented the Discipline value in all the schools in 2023-24 by engaging students in structured activities, mentorship programs, and behavioural assessments, we aim to instil the habit of self-discipline,

ensuring that they develop the resilience and dedication necessary to excel in life.

Our approach is progressive and immersive, ensuring that each value is deeply understood and applied before moving on to the next. By reinforcing these principles through continuous engagement, reflection sessions, and teacher-student discussions, we strive to create a positive school culture where students learn, grow, and evolve into responsible and compassionate citizens who contribute meaningfully to society.

Through the Value-Based Education Project, we are committed to shaping a generation of young individuals who uphold moral integrity, exhibit leadership qualities, and embrace the values that define a strong and ethical society.

6. Mindfulness Meditation-

Mindfulness Meditation is a powerful practice that serves as a transformative tool for fostering peace and harmony within the physical, mental, and intellectual consciousness of human life. Recognizing its immense benefits, ADI has initiated a structured program to introduce Mindfulness Meditation in three schools across Guwahati city. This initiative aims to integrate mindfulness into the daily routine of students and teachers, helping them develop a sense of inner calm and focus amidst their academic and personal challenges.

Under the guidance of experienced trainers, the sessions are carefully designed to be engaging, interactive, and easily accessible to both students and teachers. Various techniques, such as breathing exercises, guided meditation, and mindful awareness practices, are incorporated to ensure an enriching and enjoyable experience. Special emphasis is placed on making the sessions dynamic and relatable, fostering curiosity and enthusiasm among participants.

As a result of these efforts, teachers and students have been able to experience firsthand the profound benefits of mindfulness meditation. They have reported increased concentration, reduced stress levels, and an improved ability to manage emotions effectively. This initiative has not only enhanced individual well-being but has also played a crucial role in creating a more harmonious, stable, and supportive school

environment, contributing to the overall growth and development of the education system.



Mindfulness (Numaligarh HS school)



7. Counseling for Teachers, Students, Parents, and Guardians-

Counselling plays a vital role in fostering a healthy and supportive learning environment and since the inception of the project, ADI has been committed to providing counselling services across all the schools under its initiative. Recognizing the diverse challenges faced by students, teachers, parents, and guardians, ADI has worked to establish a structured approach to address emotional, social, and psychological concerns within the school community.

Adolescence is a critical phase of life, often accompanied by confusion, emotional turbulence, and behavioural shifts. There are many reasons why young individuals may struggle with self-doubt, peer pressure, academic stress, and personal challenges. Counselling serves as a powerful tool to openly address the natural perceptions and challenges associated with puberty, guiding students through this transformative phase with clarity and confidence.

Understanding the importance of mental well-being, ADI has taken proactive steps to provide professional counselling sessions conducted by trained psychologists. These sessions aim to support students dealing with anxiety, stress, self-esteem issues, and other difficulties, helping them navigate their emotions and make informed decisions. Through this initiative, many students have been able to break free from negative influences, redirect their focus, and realign themselves with their academic and personal growth goals. By fostering a nurturing

environment, ADI ensures that students receive the necessary guidance to build resilience, confidence, and a positive outlook toward their future.



Student Story – A Journey of Transformation

On August 17, 2022, a seventh-grade student at Guwahati Refinery Higher Secondary School was struggling with disobedience, distraction, and a sense of hopelessness. At the time, he appeared completely broken and scared, with little direction in his life. Wanting to understand his situation better, our field coordinator from Assam Development Initiative (ADI), along with a teacher named Khirus Misong, visited the student's home, located on a hillside.

They found the student's mother at home. She was physically ill and seemed unaware of her son's struggles or daily activities. Identifying the lack of communication and emotional support, our field coordinator advocated both the mother and the boy together hoping to bridge the gap between them.

Next morning the student's father visited our field coordinator, who took the opportunity to explain the importance of setting a positive example through love, encouragement, and support. It was emphasized that a nurturing home environment could inspire the boy to work toward a better future. Over the course of time, as members of ADI continued to check in on the student, noticeable improvements became evident. The student began greeting our team warmly and made a visible effort to change for the better.

This success story is just one among many that reflect the transformative impact of the Value-Based Education and Child Development Project. Through dedicated guidance, emotional support, and structured learning, countless students have been able to overcome personal challenges, unlock their true potential, and step confidently onto the path of success.

ADI has been actively organizing various workshops and competitions to help students to gain a deeper understanding of essential values. These initiatives are designed not only to educate but also to encourage students to implement these values in their daily lives, fostering personal growth, ethical decision-making, and a sense of responsibility. Through interactive sessions, engaging activities, and real-world applications, ADI aims to create a lasting impact, ensuring that students develop strong moral foundations and leadership qualities that will benefit them throughout their lives.



8. Home Visit-

In February and March 2024, ADI organised a programme of home visits under the banner of Value based Education and Child Development Project. As part of this initiative we visited students from the five schools where our project is being implemented. These students were identified by their teachers as either mischievous or showing a lack of interest in their studies. During our visits, we engaged with their parents to better understand their circumstances and challenges. We also offered solutions and guidance to support the students in overcoming these issues

Moreover, our field coordinators visit each school every day to assist in the holistic development of the students and also contribute to the overall development of the students and also contribute to the overall development of the schools. The Trustees, President, Project Head of ADI visits the school regularly and take necessary advice, suggestions and open exchange of views with students frequently.



Students -Parents Counselling Session and Home Visits (Numaligarh HS school)





9. Proposed plan for 2024-25-

The activities that we have decided to implement under the Value Based Education project for the year 2024-25 are briefly mentioned below.

9.1- Ethical leadership and team building workshop-

Ethical leadership and team-building workshops offer numerous benefits that contribute to a strong and cohesive work environment. These workshops foster trust and integrity, encouraging honesty, transparency, and ethical decision-making among team members. They strengthen collaboration by promoting teamwork and cooperation, allowing individuals to work towards common goals more effectively. Participants develop enhanced decision-making skills, ensuring ethical and well-informed choices that benefit both the team and the organization. Additionally, these workshops encourage a positive work culture by promoting respect, inclusivity, and professionalism, which in turn creates a motivating and supportive atmosphere. They also improve conflict resolution skills, helping individuals handle disagreements constructively while reducing workplace tensions. By enhancing communication and fostering accountability, these sessions empower individuals to take responsibility for their actions and contribute more efficiently to the team. Moreover, they help develop strong leadership qualities, preparing individuals to take on managerial roles with a solid ethical foundation. When teams operate within a culture of trust and collaboration, productivity and efficiency naturally increase. Lastly, these workshops inspire innovation and creativity by providing a safe space for employees to share ideas and work towards solutions without fear of judgment. Overall, ethical leadership and team-building workshops play a crucial role in shaping effective, responsible, and forward-thinking teams.

We are planning to conduct several workshops on ethical leaderships and team building exercises for teachers in all our schools in 2024-2025.

9.2- Cleanliness Drive-

Cleanliness drive is an organized effort to clean and maintain hygiene in a specific area such as a school or a community.

Its importance in a school-

1. It promotes hygiene- Ensures a clean and healthy environment, reducing the risk of diseases.
2. It teaches responsibility- Encourages students to take ownership of their surroundings.
3. Instils good habits- Develops lifelong cleanliness and environmental awareness.
4. Enhances Learning Environment- A clean school fosters better concentration and a positive mindset.
5. Encourages teamwork- Brings students, teachers and staff together for a common cause.

A cleanliness drive in school not only ensures development of the school campus but also shapes responsible and mindful individuals.

ADI under its flagship project Value based Education and child development initiative emphasized cleanliness from very beginning, envisaging the goal of making our five schools clean and hygienic. We are planning to form a cleanliness team of volunteers in each school comprising students from grade 1 to 10. This team will take responsibility for maintaining the cleanliness of the schools, ensuring a healthy and pleasant atmosphere for everyone.

9.3- Comprehensive Workshops-

We plan to conduct workshops on various topics for the overall development of students in 2024/2025. These include personality development , leadership, public speaking, economic literacy and so on. In addition, we have seen a lot of problems in speaking and writing Assamese among the students in two schools in particular. Therefore, it is planned to provide special training by experts in this field so that all students can speak Assamese language correctly.

9.4- Value measurement-

To review the developments and progress of the implementing values. These measurements will be done to know, to understand whether the values that are being implemented in our schools are being practiced well among the students, teachers

10. Other Activities Gallery

Mind Game and Drawings (Dergaon GHSs)



Cleanliness (Dergaon Girl's HS school)



Value Tree (Dergaon Girl's HS School)



Inauguration of value tree in Numaligarh HS school



Storytelling Session (Numaligarh HS school)



Value measurement and Teachers meet (Numaligarh HS school)



Cleanliness (Numaligarh HS school)



Inspirational and motivational videos (Numaligarh HS school)



Responsibilities (Numaligarh HS school)





*** Thank You ***