



# DISHA

CENTER FOR SPECIAL EDUCATION

Incorporated in Disha Foundation



# Annual REPORT 2024-25

1.4.2024 to 31.3.2025



2 year regular course with practical training  
in the prestigious Disha Special School

**B.Ed.**  
Special Education

**Intellectual Disability**

**Eligibility Criteria**

B.A. & B.Sc. with 50% (SC, ST, OBC, MBC - 45%)

**D.Ed.**  
Special Education

**Special Education**

(Intellectual and Development Disabilities)  
Approved by Rehabilitation Council of India (RCI), New Delhi

**Eligibility Criteria**

10+2 with 50% (SC, ST, OBC, MBC - 45%)

**Job / Career Opportunities**

- Government Jobs-As a Special Educator
- Special School -As a Special Educator
- General School - As a Special Educator/ Resource Teacher (Mandatory by CBSE)
- Run your own centre
- Home Tuition
- Shadow Teacher
- Clinic/Counselling Center- As a Special Educator
- Day Care Center -As a Special Educator
- M.R. Home - As a Special Educator
- Specialist - Child Development Centre in Recognized Hospital
- Online Remedial Classes
- Unified Partner, Special Olympic, Rajasthan

**Become a Certified RCI Professional**



भारतीय पुनर्वासि परिषद्

Approved by Rehabilitation Council of India (RCI), New Delhi



Affiliated by University of Rajasthan Jaipur





## **VISION**

Build an Institute as a 'Resource Centre' which is self-sufficient and technologically capable of serving the cause of Intellectual & Learning Disability.



## **MISSION**

- Empowering the lives of people with Intellectual and Learning disabilities.
- Academic & Practical courses for Parents, Teachers, and Schools.
- Advocacy to influence National policies.
- Collaborating, Partnering, and Researching on the cause.
- Counselling & Enabling Parents for ongoing support of their child.
- Leveraging Technology for making an impact.



## **VALUES**

Each citizen deserves an equal opportunity to be an active member of the society. Whether the disability is driven by poverty, physical, mental or emotional, all forms merit acceptance and endeavors for improvement as human beings. More people need to reach out to such people to help face and overcome their disabilities.

# Disha Foundation

## Board of Trustees

(As on 1.4.25)

**Mr. Basant Khaitan**  
Chairperson

**Mrs. Mala Khaitan**  
**Mr. Madhur Khaitan**  
**Mr. Anand Singhal**  
**Dr. Sudhir Bhandari**

**Mr. Ashok Agarwal**  
**Mr. Purushottam Agarwal**  
**Mr. Kailash Kanoria**

## Governing Council

**Padma Bhushan Shri Rajiv Mehrishi**  
Chairperson

**Sh. D.R. Mehta**  
(Retd. IAS & Social Service)

**Mr. C.S. Rajan**  
(Ex. Chief Secy. Rajasthan)

**Mrs. Jayanti Dalmia**  
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**Dr. Jai Krishan Mittal**  
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**Mr. Apurv Kumar**  
(Hotel Industry)

**Dr. Ajay Data**  
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**Dr. A.N. Johari**  
(Specialist Child Orthopedic)

**Ms. Irina Garg**  
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**Dr. Sitaraman**  
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**Mr. Rajeev Arora**  
(Business & Social Service)

**Dr. Priyamvada Singh**  
(Development Consultant)

**Mr. Paras Khuhad**  
(Sr. Advocate Supreme Court)

**Mrs. Jayshree Periwal**  
(Educationist)

**Mr. Vaibhav Jain**  
(Business)

**Mrs. Mamta Mansinghka**  
(Entrepreneur)

## Executive Committee

**Mrs. Mala Khaitan**  
Chairperson

**Mr. Basant Khaitan**  
**Mr. Madhur Khaitan**  
**Mr. Pradeep Baheti**

**Mr. Mahendra Khaitan**  
**Mr. Anand Singhal**  
**Mr. Ajay Sanghi**

## Secretary

**Mr. Manish Tailong**

## Director Administration

**Dr. Bharti Khunteta**

# Loving Memory of Mrs. P.N. Kavoori



With profound respect and heartfelt sorrow, we dedicate this edition of our Annual Report to the cherished memory of Mrs. P.N. Kavoori, founder, visionary and guide of Disha. Her unwavering vision, deep compassion, and relentless dedication laid the foundation for an institution that has touched countless lives and transformed the landscape of special education. The cause of "Special Children" was the final purpose in her life, which she so determinedly and lovingly pursued by establishing Disha in 1995. Her legacy lives on in every student empowered, every milestone celebrated, and every barrier broken.

Though she is no longer with us in person, her spirit continues to guide Disha's journey. We honor her memories with gratitude, love, and a renewed commitment to carry forward her mission.



**May her soul rest in eternal peace**



***"Some lights shine long after they are gone—Mrs. Kavoori's light continues to guide us every day."***



## *Message from the Chairperson*

I feel fortunate, privileged and delighted to be associated with Disha which, by itself is a very important message on inclusiveness, enabling children with special needs to live lives of dignity, independence and fulfilment. In fact, this institution for the differently abled carries a very important message for all of us: each human may not have the same high skills, but still has the right to a respectful and fulfilling life. Being differently abled does not and cannot mean being less able or less deserving. A child may not be able to read or write as well as you, but he/she may have better skills in art or music, and may be more sensitive to the needs of others.

I feel especially privileged and thankful to God to have come into a position where I can contribute to the wellbeing and output of each human being. Mala and Basant understood this 30 years back and devoted themselves to meeting the challenge is quite remarkable. To all those associated with the Institute, Mala and Basant have shown a meaningful path in the service of God.

Our journey has mainly been enabled by our students, their parents, teachers, therapists and vocational trainers and other well-wishers, including the Government, of course, the Khaitan family, all of whom seem dedicated towards this effort. It is them we need to be thankful to and proud of, when we count our achievements or get satisfaction from our output. This year, we witnessed a remarkable progress across all areas – from the success of the new initiative Disha Plus and vocational training, to the truly inspiring academic excellence in NIOS Board examination.

I extend my heartfelt gratitude to our dedicated team, donors, corporate partners, and well-wishers for their unwavering belief in our vision. Together, we will continue to break barriers and create a truly inclusive society where every individual's potential is recognized and celebrated. Disha remains committed to new and expanding opportunities.

Chairperson,  
Governing Council



## *Message from the Director*

*"Every child has a different ability to shine; it is our responsibility to give them the space, support, and opportunity to grow."*

As we reflect on this remarkable year at Disha Foundation, it fills me with immense pride to celebrate our achievements, milestones, and the unwavering commitment of our students, staff, and supporters. This year was particularly special as we marked **30 years of Disha's journey**, a testament to our dedication to empowering individuals with special needs and fostering an inclusive society.

One of the most significant milestones was the success of Disha Plus, our exclusive individualized interventional program for hyperactive and autistic children, ensuring a strong foundation for their future. Our vocational training units excelled, with students participating in major exhibitions and festive events, proudly showcasing their skills, creativity, and self-reliance.

Our NIOS students demonstrated commendable performance in their class X & XII Board Examinations, proving the effectiveness of our individualized educational approach and the dedication of our faculty. Sports continued to be a source of pride, with our students excelling in the National Championships, proving that determination knows no limits.

The dedication of our staff has been the driving force behind these successes. Their tireless efforts, continuous learning, and passion for special education have created a nurturing and empowering environment for our students. This year, we strengthened our professional network through Memorandums of Understanding (MOUs) with several leading institutions. These collaborations have expanded access to specialized therapies and enhanced our training programs, benefiting both our students and professionals.

Beyond academic and skill development, community engagement has been a priority. We have expanded our social networking and awareness efforts, organizing a series of impactful initiatives, signature campaigns and community-based programs. Strengthening partnerships with government agencies and NGOs, we continue to advocate for the rights and inclusion of individuals with special needs.

None of these achievements would have been possible without the unwavering support of our donors, corporate partners, and well-wishers. I extend my sincere gratitude to SMPF, Petronet Ltd, WMW Ratan Jaipur. Your generosity has enabled us to expand our programs, introduce innovative initiatives, and build a brighter future for individuals with special needs.

As we step into the next phase of our journey, Disha remains committed to breaking barriers, fostering independence, and creating new opportunities for individuals with special needs. With your continued support, we look forward to an even brighter and more inclusive future.

With gratitude and determination,

**Dr Bharti Khunteta**  
Director-Administration

# Centre for SPECIAL EDUCATION

Nurturing Growth  
Empowering Potential

The Centre for Special Education is the heart of Disha Foundation, serving as a lifeline for students of ages between 5 to 25 with multiple disabilities such as Cerebral Palsy, Intellectual Disability, Down Syndrome, Autism Spectrum Disorder, and many more. Our vision is rooted in the belief that every student, regardless of their abilities, has unique talents waiting to be discovered and nurtured.



This year, our classrooms continued to be vibrant space of learning, inclusion and individualized support. With a dedicated team of special educators, we expanded our curriculum to integrate life skills, assistive technology and experiential learning, ensuring our students gain academic and functional independence.

With the diverse needs of our students, we have structured our educational programs into four specialized groups:

- Early Intervention Group
- Academic Group
- Functional Academic Group
- Recreational Group

We are proud to announce the excellent results of our class X and XII students in NIOS Board Examinations, reinforcing our commitment to quality education and academic achievement.



# SPORTS

Cultivating Excellence,  
Strengthening  
Resilience & Inclusion



At Disha, we recognize that sports play a pivotal role in shaping well-rounded individuals. Our comprehensive sports programs are designed not only to enhance physical fitness but also to foster teamwork and resilience qualities that contribute to the holistic development of our special need students.

This year, our athletes have made us proud by actively participating in premier events such as the National Games and the North Zone Special Olympic Games. Their dedication and hard work have translated into remarkable achievements, including winning medals in roller skating and excelling in various athletics events. These accomplishments underscore our commitment to nurturing talents that excel both in the field and in life.

By integrating into sports, Disha continues to empower students to overcome challenges, build character, and achieve excellence in life.



# Centre for THERAPIES

Transforming lives with  
Holistic Interventions

At Disha Therapy Center, we are dedicated to making a tangible and transformative difference in the lives of children with special needs. Recognizing that every child is unique, we provide personalized, evidence-based therapies to address their specific challenges, nurture their strengths, and unlock their full potential. Our multi-disciplinary team of compassionate professionals work tirelessly to ensure each child receives the care, encouragement, and interventions they need to thrive.

In addition to our in-house therapy programs, we extend our Outpatient Department (OPD) services to support the broader community, ensuring that more children benefit from our expertise and holistic approach. Our Comprehensive Therapy Services:

## **Occupational Therapy:** *Empowering Young Minds*



Occupational therapy serves as a cornerstone of our rehabilitation approach, helping children develop essential daily living skills, motor coordination, and sensory processing abilities. Through structured activities and targeted interventions, we focus on enhancing independence and addressing developmental delays at an early stage to maximize long-term progress.

## **Speech Therapy:** *Unlocking Communication Potential*



Effective communication is vital for a child's social and emotional development. Our speech therapy program supports children struggling with articulation, language comprehension, fluency, and social communication skills. Using personalized interventions and evidence-based techniques, our speech therapists work closely with children to improve speech clarity and language skills. We also provide family training and home-based strategies to ensure continuous progress beyond therapy sessions.

## **Physiotherapy :** *Enhancing Mobility & Physical Well-being*



Our physiotherapy program focuses on improving mobility, strength, and overall physical health. With structured treatment

plans, regular progress tracking, and bi-annual reports, we ensure measurable improvements in every child's development. Additionally, our OPD physiotherapy services extend support to children from the broader community, making expert care more accessible.

### **Aquatic Therapy : *Dive into Wellness***



We are thrilled to restart our Aquatic Therapy program, which leverages the buoyancy and resistance of water to improve strength, balance, coordination, and sensory integration. This fun and effective therapy enhances mobility while providing a refreshing experience, especially during the summer months. Sessions are tailored to each child's needs, helping them achieve greater physical well-being and independence.

### **Applied Behavior Analysis (ABA) and Psychotherapy : *Healing with heart, empowering every step forward.***



Disha's specialized services in Applied

Behavior Analysis (ABA) and psychotherapy are offered to support children with developmental and behavioral challenges. ABA therapy focuses on reinforcing positive behaviors and reducing problematic ones through structured, evidence-based techniques. Psychotherapy at Disha Foundation provides a safe space for emotional expression and helps children develop coping strategies to manage anxiety, trauma, or behavioral issues. Together, these therapies aim to enhance each child's emotional well-being, social skills, and overall development.

### **Theatre Therapy : *Unveiling Creativity & Confidence***



Disha's Theatre Therapy provides a unique platform for children to express their creativity, develop self-confidence, and showcase their abilities. Through captivating performances, our students displayed remarkable talent, resilience, and inner strength, leaving the audience in awe. The transformative power of theatre shattered stereotypes celebrated individual achievements, and inspired families and spectators alike.

At Disha, we believe in the boundless potential of every child. Through our holistic and integrated therapy programs, we continue to create an inclusive, empowering, and nurturing environment, ensuring that every child can grow, thrive, and shine.

Centre for

# PRE-VOCATIONAL & VOCATIONAL TRAINING

From Learning to Livelihood



The Centre for Pre-vocational & Vocational training continues to make significant strides in empowering individuals with essential skills and confidence required to pursue meaningful employment and lead independent lives.

Based on comprehensive assessments, our dual approach-combining Pre-vocational & Vocational training -has enabled us to cater the diverse needs of children and young people between the ages of 14 to 18 and 18 to 25 years.

The Centre for Pre-vocational & Vocational training has made a remarkable stride this year by broadening its practical skill training



through diverse specialized units.

Our comprehensive programs in Bakery, Cooking and Canteen Management, Machine Handling, Stitching, Art & Craft are tailored to impart industry-specific skills from traditional handicraft to modern culinary art, paving the way for self-employment and sustainable career development.

Disha's participation in major festive exhibitions further showcased the talent of the students, while our Diya making initiatives supported by dedicated members from COWE and FICCI-FLO-underscored the center's commitment to blending cultural heritage with vocational excellence.



  
**ratan**  
JAIPUR

*“Ratan Jaipur’s kind support fuels creativity at Disha’s Art & Craft Vocational Unit by providing essential paper and block printing materials”.*

# DISHA PLUS

Individualized Learning  
for a Brighter Future



**Disha Plus** is an exclusive, individualized teaching and intervention program designed to meet the unique needs of autistic and hyperactive children focusing on individualized teaching and intervention. The program is structured into two groups to provide age-appropriate learning and support. Disha Circle (Ages 3-6 years) and Disha Square (above 7 years)

## Key Features:

- **Personalized Learning Plans:** Tailored interventions based on each child's strengths, challenges, and developmental goals.
- **Structured Teaching Approach:** Evidence-based methods, including visual support, sensory integration, and behavior management strategies.
- **Therapeutic Interventions:** Integrated speech therapy, occupational therapy, physiotherapy, ABA, music, and play therapy to address individual needs.

- **Social & Life Skills Training:** Encouraging interaction, emotional regulation, and self-help skills for greater independence.
- **Parent Involvement & Guidance:** Regular sessions to equip parents with techniques to support their child's progress at home.

By providing a nurturing, structured, and engaging environment, Disha Plus empowers autistic and hyperactive children to develop essential skills, ensuring better social inclusion and an improved quality of life.





The Centre for Home Management plays a crucial role by offering essential support to families who face barriers such as limited access to regular rehabilitation services, due to distance, transportation, or lack of specialized facilities. Through practical workshops, personalized support plans, and helpful digital resources, the centre equips parents with the necessary knowledge and skills to manage therapy exercises and everyday tasks within the home. This initiative not only ensures that loved ones receive consistent high-quality care but also promotes greater independence and resilience among families, ultimately transforming home care into a sustainable and nurturing environment.

During the year 2024-25, total 60 individuals participated in thorough assessments conducted by Clinical Psychologist, Special Educators and Therapists to evaluate their intellectual and functional capacities, facilitating the development of tailored home plans.

# MOTHER AND CHILD TRAINING PROGRAM

Empowering Mothers,  
Enriching Lives



Disha's Mother and Child Training Program is a three-month initiative designed to equip mothers with the skills and knowledge needed to support their child's growth and development. Led by a team of rehabilitation professionals, the program covers therapies, counseling, self-help strategies, recreational activities, and an understanding of their child's condition. Through interactive workshops, hands-on sessions, and group discussions, mothers gain confidence, practical tools, and a strong support network.

Recognizing that mothers are lifelong mentors for their children with special needs, this program addresses the challenges of parenting children with developmental delays in cognitive, motor, speech, and language skills. By fostering parent-child bonding, improving communication and socialization skills, and creating a nurturing community, the program empowers mothers to navigate daily challenges with greater confidence. Ultimately, by strengthening mothers, we uplift families and create a more supportive environment for children with special needs.

# Centre for ACADEMICS (HRD)

**Building Skilled  
Professionals  
in Special Education**

The Center for Academics (Human Resource Development) at Disha is dedicated to developing skilled professionals in the field of rehabilitation and special education. To achieve this, the center offers two specialized programs designed to equip educators with the knowledge, skills, and practical experience needed to support individuals with disabilities effectively.

## Programs Offered :

- **B.Ed. in Special Education (Intellectual Disabilities & Learning Disabilities):**

A two-year degree program, affiliated with the University of Rajasthan and recognized by the Rehabilitation Council of India (RCI), this course provides aspiring educators with comprehensive training in teaching and supporting individuals with intellectual and learning disabilities. Through hands-on practical experiences at Disha, students gain real-world exposure to special education methodologies and interventions.

- **D.Ed. in Special Education (Intellectual Developmental Disabilities - IDD):**

A two-year diploma program recognized

by RCI, this course serves as a strong foundation for individuals entering the field or looking to enhance their expertise. The curriculum integrates theoretical learning with field placements and experiential training, ensuring that students develop essential practical skills for working with individuals with intellectual developmental disabilities.

By combining academic rigor with hands-on experience, the Center for Academics at Disha prepares dedicated professionals to create inclusive and supportive learning environments for individuals with special needs.



*Change That inspires us*

# SUCCESS STORY OF NIHARIKA

**To every parent watching, to every teacher trying, and to every child struggling: there is always hope. Niharika is proof of that.**

In the colourful world of Pre-Primary A, among tiny voices and little footsteps, there was a child who stood out—not for how much she spoke, but for how deeply she struggled.

Niharika arrived as a whirlwind of energy and emotion. She couldn't sit still, couldn't follow even the simplest of commands, and would often not respond when her name was called. Her tiny feet were always on tiptoe, her hands flapping in the air like butterfly wings. She was drawn to bright lights, loud sounds, and unfamiliar smells. Walls became her canvas, objects became tools of exploration, and the world around her was too overwhelming and too underwhelming—all at once. She wasn't misbehaving. She was seeking balance, calm and connection. Behind her restlessness was a beautiful mind trying to make sense of the world in her own way.

Then, like the gentle arrival of spring, came Occupational Therapy—a space where Niharika wasn't told to sit still, but encouraged to move with



purpose. It wasn't about control; it was about connection. Her therapy sessions became her playground of progress. Each session planted seeds of change. And slowly, something magical began to happen.

She began to sit through circle time. Her eyes began to sparkle with awareness when she heard her name. The classroom, once too loud and chaotic for her, became a space where she learned, played, and laughed. She stood—yes, stood—in the school assembly for the very first time, her posture steady, her heart open. The little girl who once ran from every routine, now welcomed structure with curiosity and calm.

Today, Niharika is not just participating—she is shining. Her story is not just about improvement; it's about unfolding potential. It's a powerful reminder that every child, no matter how different their beginning, deserves the chance to thrive—with patience, with care, and with belief.



*Change That inspires us*

# SUCCESS STORY OF AARUSH

*From Hesitation to Confidence: Aarush's Journey of Courage and Growth"*



When Aarush joined Disha on 26th June 2023, he was a quiet boy facing the daily challenges of autism spectrum disorder (ASD). With minimal speech, poor attention, and severe gravitational insecurity, the journey ahead seemed uncertain. Yet, behind the hesitation was a child full of potential.

Early observations revealed his quick grasp of academic concepts despite limited communication. With a carefully crafted plan involving occupational and speech therapy, Aarush began breaking down barriers—one small victory at a time. His balance improved, his attention strengthened, and his smile became more frequent.

Introduced to individual sports, Aarush began skating. At first, he struggled with following

instructions and managing his impulses. But through one-on-one sessions, he learned patience, discipline, and coordination. In badminton too, his initial grip was all wrong, but coaching helped him refine his technique and movement.

Therapies, structured routines, and a committed team worked in harmony to nurture his progress. Today, Aarush participates actively in both academics and sports, with his sights set on the Special Olympics. His journey is a shining example of how the right environment and multidisciplinary support can unlock hidden strengths.

***Aarush is not just learning to skate, he is learning to soar.***

# Research & Development

A major Research & Development work undertaken at Disha was the study to investigate “The Effect of Implementation of Behaviour Management Programmes in the Classroom on the Efficiency of Skilful Behaviour in Children with Intellectual Disability” within classroom settings. A Pre and Post Interventional study, done by Dr. Sunil Kumar Agrahari; Virendra Singh Ruhela; Ajit Kumar Gupta, was published in International Journal of Science and Healthcare Research, Vol.9; Issue:3, July-September-24; website; [ijshr.com](http://ijshr.com).

**Abstract of Paper :** The research employs a pre- and post-intervention design, with intervention spans of 3 months assessing skilful behaviours using BASIC-MR. The sample consists of 20 children aged 8-12 years, diagnosed with intellectual disabilities and enrolled in Disha. The study's findings are demonstrating substantial improvements in skilful behaviours post-intervention, offering valuable insights into effective classroom management strategies for this population, which proves that the implementation of the educational activities and behaviour management program in the classroom has an impact on the learning behaviour of children with intellectual disabilities. By advocating for the broader adoption of tailored behaviour management programs, this research aims to enhance educational practices and outcomes for children with intellectual disabilities,



contributing to their overall development and success.

**Methodology :** Purposive sampling technique was used to identify subjects for this research project. The sample consisted of 20 children with intellectual disability aged 8 to 12 years from Disha, Jaipur, Rajasthan. At Pre & Post-Intervention Phase Behavioural Assessment Scale for Indian Children with Mental Retardation (BASIC-MR) tool was used, for assessing the current level of behaviour and for programme planning for children with intellectual disabilities, and structured behaviour management program was implemented for three months at Intervention Phase.

**Results and Implementation :** The findings of the present research on the effects of behaviour management programmes on the efficiency of skilful behaviour among children with intellectual disability in the classroom shows that there is a significant difference between the pre- and post-intervention scores for skilful behaviour and problem behaviour of children with intellectual disability. This proves that the implementation of educational activities, training and behaviour management program (appropriate behaviour modification techniques) in the classroom has an impact on the learning behaviour of children with intellectual disability.



## *The Visionary Legacy :*

# A PHOTO GALLERY EXHIBITION HONORING MRS. P.N. KAVOORI

The exhibition was inaugurated by the Deputy Chief Minister of Rajasthan, Smt. Diya Kumari ji, marking a momentous occasion that honored Mrs. Kavoori's unwavering commitment and transformative vision. Through a collection of rare and cherished photographs, the gallery beautifully showcased her journey, dedication, and profound contributions to the field of special education.



# Coffee with Kavoori : In Remembrance & Session with Dr. Sheenu Jhawar



On 25th February 2025, Disha Foundation, in collaboration with Hotel Clarks Amer and the SMS Alumni Association, hosted a session to pay tribute to Mrs. Kavoori and honor her remarkable legacy in education. The gathering, held at Hotel Clarks Amer, was attended by alumni students, friends, principals, and school heads, who paid tribute to her lifelong dedication and her profound impact on countless lives.

As part of the ongoing "Coffee with Kavoori" series, which commemorates her name in education, Dr. Sheenu Jhawar conducted a thought-provoking session on "Mental Health and Well-being – The Way Ahead." The session emphasized the growing need for mental resilience, emotional well-being, and proactive self-care, offering valuable insights and strategies for educators and professionals navigating today's challenges.

This meaningful occasion not only served as a heartfelt homage to Mrs. Kavoori's enduring influence but also reinforced Disha's commitment to fostering mental well-being and progressive education through collaboration and community engagement.



# FOUNDATION DAY

## 3 Decades of Disha's Legacy

*Strength in Every Step*



Chief Guest Mr. H Guite IAS (Food and Drug Safety Commissioner)



# Public Awareness and ADVOCACY

TO PROMOTE, PROTECT AND  
DEFEND THE HUMAN RIGHTS OF  
PEOPLE WITH SPECIAL NEED



Chief Guest Dr Dev Swarup, VC, Baba Amte Divyang University, Jaipur (Rajasthan)



FSSAI - Fire Mock Drill



Ellie - The robotic Elephant

# Public Awareness and ADVOCACY

TO PROMOTE, PROTECT AND  
DEFEND THE HUMAN RIGHTS OF  
PEOPLE WITH SPECIAL NEED



Mother's Day with Vanbandhu



Health Checkup Camp



Niramaya Awareness Camp



All India Canara Bank Union



Bakery Workshop with COWE



CII Awareness Session



Divyangthon with JPN Chief Guest Dr. N.C. Poonia, Neurosurgeon



# GLIMPSES OF THE YEAR



Episodes of Ramliila



Janmashtami Celebration



Holi Celebration



Republic Day Celebration



Diwali Celebration



Christmas Celebration

# GLIMPSES OF THE YEAR



Opening of Disha Shop



Children Day Celebration



Rakti Celebration



Teej Utsav Celebration



Basant Panchami with Dr. S.S. Agrawal



Clay Modelling Workshop



Performance for The Aga Hall Estate - Aher Annual Awards



# VISITS

- A group of aspiring architects from VGU. (03.04.2024)
- 40 Diploma students from the Rajasthan Mahila Kalyan Mandal, Ajmer, (22.04.2024)
- Students from READS, Ajmer, (25.04.2024)
- Vanbandhu Parishad hosted a joyous Mother's Day. (08.5.2024)
- Psychology interns from Amity University showcased a series of compelling presentations (13.5.2024 to 15.5.2024).
- Confederation of Women Entrepreneurs of India-Rajasthan Chapter in collaboration with Disha Foundation organized a bakery skill development workshop for underprivileged girls and women. (27.05.2024 to 01.06.2024)
- A surprise inspection by the State Ministry of PWD. Ms. Raghushree, Mr. Satyanarayan and representatives from the ministry. (06.07.2024)
- Divyangthone-chief guest was Dr Poonia, Secretary and members from JPN. (06.09.2024)
- Visit of Sri Lanka students along with Jaipuria Institute of Management interns. (07.9.2024)
- Visit of Give representative Ms. Ritu (23.09.2024)
- Bapu ki God Mein do Din-at Bal Bhawan. (01.10.2024)
- Saksham Parent training workshop in association with Nayi Disha Hyderabad (27.11.2024 to 3.11.2024)
- CSE Students participated in the Annual Sports meet at Rukmani Birla School (29.11.2024)
- Dr Dev Swarup, vice chancellor, Baba Amte Divyang University (03.12.2024)
- The Visionary Legacy-photo gallery exhibition inaugurated by-Deputy CM Diya Kumariji. (03.12.2024)
- Visit of General Secretary and 25 all India members of Canara Bank (All India Bank Employee Association) (17.12.2024)
- Students of Disha Foundation were invited by Aga Hall Estate for Aher Annual Awards (AAA) at Umaid Bhawan Palace, Jaipur, to present their inspiring event, "Mera Mann Genie- Revive," showcasing their talents. (11.1.2025)
- Dr. Bharti Khunteta was invited as the Special Guest at Rajasthan International Center (RIC), Jaipur on the 15th Matdata Diwas by Shri Naveen Mahajan (IAS). (25.1.2025)
- Mr Suresh Gupta, (Retd.IAS) Information Commissioner, Rajasthan & Dr Ajay Goenka (25.1.2025)
- Officers from Rajasthan Police Academy visited Disha Foundation as part of their training, (30.1.2025)
- Dr. S.S. Agarwal (Chairman Rajasthan Hospital & Director, AIIMS Jodhpur) and Dr. Alok Khunteta, (3.2.2025)
- Students from Shyam University visited Disha Foundation (10.2.2025)
- Dr. Bharti Khunteta, visited Mahatma Gandhi International School in Ahmedabad, (19.2.2025)
- Muthoot Fincorp employees spent a joyful day with the children & staff of Disha Foundation, (27.02.2025)
- 25 Students of Government Nursing College and Mr. Vinod Goyal visited Disha Foundation. (5.3.2025)

# PARTICIPATION



- In the Wish Carnival 2024 held at Jaipuria Institute of Management by, Dr. Bharti Khunteta. (07.04.2024)
- Meeting with Mr. Sudhir Mathur and Ms. Sandhya on a new initiative called 'Community of Dreamers', aimed at motivating and supporting brands of local artisans. (05.07.2024)
- Inaugural performance by Disha student on Mahavir International Association's 50th- anniversary celebration at the Mahavir Public School auditorium. (14.07.2024)
- Special Olympics Bharat Rajasthan organized an athlete development training program of Special Olympics at Nirmal Vivek Special School, Jaipur. Six students and Mr. Ummed Meena attended the event. (20.07.2024)
- An online meeting with CFAR. to discuss intervention on Menstrual Health and Hygiene Management in urban settlements of Jaipur, attended by Dr. Bharti Khunteta. (24.07.2024)
- Student participation in National Sports Day at IIS University.
- Google Meet with Bytelearn on AI Math teaching assistant attended by Dr. Bharti and CSE staff. (02.09.2024)
- Exhibition in Hindu Adhyatmikavam Seva Mela. (26.09.2024 to 30.09.2024)
- CUTS State level project launch meeting. Improving Access to Quality Health Services in Rajasthan, Attended by Dr. Bharti.(01.10.2024)
- Meeting with AI, Genosis- AI Autism diagnosis test, with Mr. Rakshit Jain Attended by Dr Bharti Mrs. Mala, Mr. Basant Khaitan. (08.10.2024)
- Google Meet organized by NIEPVD, Dehradun- Sh. Rajesh Kr. Agarwal, Secretary DEPwD, MSJ&E, Govt. Of India. Selected NGOs and agencies, Attended by Dr Bharti Dr Sunil & Virendra singh
- Meeting with SIGMA foundation, Kolkata Dr. M.N. Roy, Retd. IAS, founder president, SIGMA, Dr. Bharti, Mr. Ravikiran & Team (17.10.2024)
- Meeting with Azim Premji University placement officer, Mr Izharuddin Qureshi Regarding collaboration for internships, placement and Research & Development attended by Dr. Bharti (14.11.2024)
- Meeting with Hasmik from Step Beyond regarding internship of foreign students. (02.12.2024)
- Dr. Bharti Khunteta, participated in a talk show with Box FM, (23.01.2025),
- TEDx at IIS University by Ms. Mala Khaitan and Dr. Bharti Khunteta. (11.02.2025).

*Finance by*

# CSR PROJECTS OF DIFFERENT ORGANISATIONS

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- Credibility Alliance
- National Trust, New Delhi
- Rehabilitation Council of India, New Delhi
- Social Justice & Empowerment, Jaipur
- Social Justice & Empowerment GOI New Delhi
- Special Olympics Bharat, Delhi
- Special Olympics Bharat, Rajasthan
- Hotel Clarks Amer, Jaipur
- Jaipur National University
- Amity University, Jaipur
- Jaipuria Institute of Management, Jaipur
- Mahatma Gandhi Institute of Medical Science
- NMIMS, Mumbai
- The Palace School, Jaipur,
- COWE, Rajasthan Chapter,
- CFAR

## **Major Donors**

- Petronet LNG Limited
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- Partech Software India Pvt Ltd
- Seth Madanlal Palriwala Foundation
- Sukhraj Jewells Pvt. Ltd.
- Meena Khandelwal
- Rachana Garg
- Aprajita Mehta
- Rakesh Kumar Modani
- Anviksha Khunteta

# GOVERNANCE

## Trustee Details

Trustee Name	Position	Meeting attended
Mr. Basant Khaitan	Trustee Chairperson	2/2
Mr. Anand Singhal	Trustee	2/2
Dr. Ashok Agarwal	Trustee	1/2
Mrs. Mala Khaitan	Trustee	2/2
Mr. Purushottam Agarwal	Trustee	1/2
Mr. Kailash Kanoria	Trustee	0/2
Mr. Madhur Khaitan	Trustee	2/2
Dr. Sudhir Bhandari	Trustee	1/2

- Except three, none of the Trustees are related by blood or marriage.
- During the period two trustee meetings were held. In annual meeting dated 27/12/2024, 7 trustees participated. The annual accounts for F.Y. 24-25 and budget for FY 25-26 and appointment of auditors were approved.

## Transparency Disclosures

- Disha Foundation is a Registered Trust.
- For Disha, 1 Governing Board and 3 Executive Committee meetings were held in FY 24-25
- Banker are State Bank of India, Shyam Nagar Branch, Jaipur 302019
- Auditors are Jain Shrimal & Company, 62, Gangwal Park, M. D. Road, Jaipur 302004. Disha follows the audit related process whereby the statutory auditors are appointed in annual meeting and their remuneration is also fixed. The Auditor report & financial statements are passed in the annual meeting.
- Disha Foundation complies regularly with statutory requirements of Income Tax Act and Foreign Contributor (Regulation) Act.
  - o Income Tax Registration, under section 12A: Income Tax Officer Jaipur Vide URN :- AAATD2135PE20160.DOA22.11.21 PAN : AAATD2135P. TAN : JPRD02565D.
  - o All contribution to Disha Foundation is exempt under section 80G of the Income Tax Act vide URN : AAATD2135PF20218 Date of Approval : 22.11.2021
  - o FCRA registration No.: 125560101 Credibility Alliance Registration No. : CA/22/2016
- No remuneration, sitting fees or any compensation was paid to any trustees. No travel reimbursement has been made to any trustees for attending meetings. Total cost of international travel by all personnel and board members during the year is nil. Total cost of national travel by all personnel during the year is Rs. nil. Remuneration of the highest paid staff members is Rs. 88981/-. Highest paid person is Director Administrations – Ms. Bharti Khunteta. Remuneration of the lowest paid staff members is Rs. 8050/- per month.

### Staff according to salary levels as on 31/03/2025

Slab of gross salary plus benefits (Rs per month)	Male (Nos)	Female (Nos)	Total (Nos)
<5000	1	0	1
5,000 - 10,000	2	0	2
10,000 - 25,000	16	23	39
25,000 - 50,000	7	17	24
50,000 - 1,00,000	0	1	1
1,00,000 >	0	0	0
<b>Total</b>	<b>26</b>	<b>41</b>	<b>67</b>

## Team Disha



*"Together, we are building  
a world where ability is celebrated,  
and potential is limitless."*

# FINANCIALS

## Balance Sheet As on 31 March 2025 (In Lacs)

PARTICULARS	31.03.24	31.03.25
<b>Assets</b>		
Fixed Assets	455.72	431.83
Investment	537.73	591.66
Cash and Bank Balances	37.80	44.41
Loan and Advances	24.25	20.16
<b>Total</b>	<b>1055.50</b>	<b>1088.06</b>
<b>Liabilities</b>		
Corpus Fund	150.82	150.82
Corpus-Capital Fund Utilised	716.17	705.93
Corpus-Capital Fund	2.89	4.44
Deposits	54.43	59.99
Current Liabilities & Provisions	21.75	18.99
Income & Expenditure A/c Balance	109.45	147.88
<b>Total</b>	<b>1055.50</b>	<b>1088.06</b>
<b>INCOME &amp; EXPENDITURE</b> For the year Ended on 31 March 2025 (In lacs)		
<b>Income</b>	<b>31.03.24</b>	<b>31.03.25</b>
Internal Sources	139.32	153.71
Donations from Indian Sources	66.63	40.31
Grants from Indian Sources	29.21	26.12
Donations from International Sources	1.76	0.00
Other Income	38.66	20.26
Deficit/Surplus	(40.82)	(8.56)
<b>Total</b>	<b>234.75</b>	<b>231.83</b>
Expenditure	31.03.24	31.03.25
Programme	161.59	166.47
Management and Administration	58.35	52.37
Other Expenses	14.81	12.99
<b>Total</b>	<b>234.75</b>	<b>231.83</b>
<b>RECEIPTS &amp; PAYMENTS ACCOUNT</b> For the Year Ended on 31 March 2025 (In lacs)		
<b>Receipts</b>	<b>31.03.24</b>	<b>31.03.25</b>
Opening Balance	52.21	37.80
Internal Sources	117.78	136.52
Donations from Indian Sources	66.28	40.21
Grants from Indian Sources	42.95	26.12
Donation from International Sources	1.76	0.00
Other Receipts	89.76	112.13
<b>Total</b>	<b>370.74</b>	<b>352.78</b>
Payments	31.03.24	31.03.25
Capital Items/Assets Purchased	58.54	40.89
Purchase of Investments	50.00	40.00
Loan and Advances	15.19	18.41
Other Payments	209.21	209.04
Closing Balance	37.80	44.44
<b>Total</b>	<b>370.74</b>	<b>352.78</b>

# DISHA IN NEWS

*In loving memory of*



**Mrs P N Kavoori**  
(12.12.1921 - 29.04.2024)  
"A Woman of Substance"

We have a Prayer Meeting on Tuesday 2nd May 2024 from 2 - 4 pm at Disha Foundation, Pt 131, Malviya Nagar, New Delhi 110017. The meeting will be held in the auditorium of the building at Disha Foundation, Pt 131, Malviya Nagar, New Delhi 110017. All members of the family are invited to attend. The meeting will be held in the auditorium of the building at Disha Foundation, Pt 131, Malviya Nagar, New Delhi 110017. All members of the family are invited to attend.

**DISHA**

A Prayer Meeting will be held on Tuesday 2nd May 2024 from 2 - 4 pm at Disha Foundation, Pt 131, Malviya Nagar, New Delhi 110017. The meeting will be held in the auditorium of the building at Disha Foundation, Pt 131, Malviya Nagar, New Delhi 110017. All members of the family are invited to attend.

Head Office: Disha Foundation, Pt 131, Malviya Nagar, New Delhi 110017. All members of the family are invited to attend.

**कॉफी पिएर कावुरी: (स्मॉकर डॉ) टीचू शॉकर ने कहा... मेंटल हेल्थ का अर्थ डिसऑर्डर नहीं, इमोशनल और सोशल वेल बीईंग है**

कॉफी पिएर कावुरी, जो 1942 में जन्मी थीं, एक प्रमुख शिक्षक और लेखिका हैं। उन्होंने अपने जीवन के दौरान शिक्षण के क्षेत्र में अत्यंत समर्पण और समर्पण के साथ काम किया। उन्होंने अपने जीवन के दौरान शिक्षण के क्षेत्र में अत्यंत समर्पण और समर्पण के साथ काम किया। उन्होंने अपने जीवन के दौरान शिक्षण के क्षेत्र में अत्यंत समर्पण और समर्पण के साथ काम किया।

**जन्म ए घूमर में झूमे विशेष योग्य बच्चे**

एक विशेष कार्यक्रम का आयोजन किया गया, जिसमें विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया। कार्यक्रम में विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया।

**विशेष योग्य बच्चों ने जन्म ए घूमर में दी शोणदार प्रस्तुति**

एक विशेष कार्यक्रम का आयोजन किया गया, जिसमें विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया। कार्यक्रम में विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया।

**END OF AN ERA Educationist PN Kavoori passes away at 95**

एक विशेष कार्यक्रम का आयोजन किया गया, जिसमें विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया। कार्यक्रम में विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया।

**जन्म दिवसोत्सव के रूप में विश्व फाउंडेशन का आयोजन 'दिव्यांगर्यों' एक अनोखा व अनूठा प्रयास**

एक विशेष कार्यक्रम का आयोजन किया गया, जिसमें विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया। कार्यक्रम में विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया।

**विश्व दिव्यांगता दिवस मनाया गया**

एक विशेष कार्यक्रम का आयोजन किया गया, जिसमें विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया। कार्यक्रम में विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया।

**विशेष बच्चों के हुनर को संभारने और उनके अल्पसंख्यक बच्चों का प्रचार**

एक विशेष कार्यक्रम का आयोजन किया गया, जिसमें विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया। कार्यक्रम में विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया।

**City activity**

**पीएन कावुरी ने इनोवेशंस और टीचर्स को ट्रेड कर एजुकेशन को दी नई दिशा**

एक विशेष कार्यक्रम का आयोजन किया गया, जिसमें विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया। कार्यक्रम में विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया।

**बैंक यूनिन का सहभागिता कार्यक्रम आयोजित**

एक विशेष कार्यक्रम का आयोजन किया गया, जिसमें विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया। कार्यक्रम में विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया।

**BREAKING NEWS NEWS**

**दिशा फाउंडेशन का तत्वावधान में विश्व दिव्यांगता दिवस मनाया**

एक विशेष कार्यक्रम का आयोजन किया गया, जिसमें विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया। कार्यक्रम में विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया।

**दिव्यांग बच्चों ने विजय रथ चलाए**

एक विशेष कार्यक्रम का आयोजन किया गया, जिसमें विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया। कार्यक्रम में विशेष योग्य बच्चों को प्रोत्साहित करने के लिए प्रदर्शन और प्रदर्शन का आयोजन किया गया।



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For Alternative Education

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WITH A DIFFERENCE, FOR A DIFFERENCE

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- Team of Learning Disability experts, teachers, and psychologist
- Technology driven teaching **STEAM – AeroBay Lab**



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- Counselling and Social Behaviour management support
- Remediation Class-every child is assessed for remedial support.

**For Admission Query**

Call: +91 7073777337, 9358000823, 0141-4113785 | write to us at [info@thejeyporeschool.org](mailto:info@thejeyporeschool.org)  
DISHA Center for Alternative Education, 3rd Floor, Disha Foundation, Pt. T.N. Mishra Marg,  
Nirman Nagar-C, Jaipur – 302019, India.

## RECOGNITION / AFFILIATION / ACCREDITATION

- State Welfare Department, Govt. of Rajasthan Education and Rehabilitation of Mentally, Physically and Neurologically challenged.
- Rehabilitation Council of India
- National Institute of Open Schooling
- Recognized by National Trust, Ministry of Social Justice and Empowerment, Govt. Of India.
- University of Rajasthan for Teacher's Training Programme.
- State Award for outstanding work in field of Rehabilitation, Rajasthan.
- Accredited with Credibility Alliance "Desirable Norms"
- Partners with Give India
- Empanelment with TATA CSR Hub
- Registered under FCRA
- Validated by CAF India



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- [disha@dishafoundation.org](mailto:disha@dishafoundation.org)
- [www.dishafoundation.org](http://www.dishafoundation.org)
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