



IZM House, 1-5-23
Musheerabad
Metro Pillar No. 1046
Telangana (INDIA)
Pin Code: 500 020

+91 - 40 - 27634832
+91 - 73826 10885

izm786@gmail.com
<http://www.izm.co.in>

President
Mr. Syed Baqar Hasan
+91 9848055433

Vice President
Mr. Aga Mujahid Hussain
+91 9666905038

Secretary
Mr. Mir Ahmed Ali Khan
+91 9550008800

Joint Secretary
Dr. Yasir Yousufali Rawjee
+91 7674095964

Treasurer
Dr. Irfan Ali Motiwala
+91 9949209900

IZM Board's Report Vision for the Future

Dear Momineen and All our Esteemed Donors,

Salamunalaikum. Going forward, we will be circulating the "Board's Report" instead of the hitherto, "President's Report". This will reflect a joint effort on the part of all members of IZM actively engaged in serving the community through IZM.

Elections Update

Elections were conducted on September 30th 2023, to induct a new board at IZM for the next 3 years. As a result of the elections, there have been changes to the board. These changes were communicated by Mr. Ahmed Ali Khan, Secretary, and this communication is also attached for your reference. The members of the new board elected a 5-member executive committee. We would like to introduce below, the executive committee members and their brief credentials below.

Syed Baqar Hasan, President-IZM, has a Bachelor of Science degree. He is the Chairman of Hansa Group of Companies for more than four decades, which is a renowned export house certified by the Government of India and, is involved in the manufacture and export of finished leather garments and shoes to European countries. He also serves in other institutions in the following capacity.

- Chairman of Olive Hospitals, a multi-specialty hospital in Hyderabad.
- President of Jaferia Institute of Social Medicine Society (JISM), a non-profit society serving the underprivileged.
- Managing Director of Kunoor Leather Park, a government-recognized leather park in Telangana
- Member in the Governing Council of Sultan Ul-Uloom Educational Society, which runs primary schools and Colleges for engineering, Pharmacy and Business Management for 15,000 students
- President in the Governing body of Focus Schools

Mir Ahmed Alikhan, Secretary-IZM. Has a degree in Engineering. He is the Managing Director and co-founder of Focus Softnet, a successful IT company that was founded in Hyderabad but has expanded to many countries across multiple continents. He also serves as Secretary of Jaferia Institute of Social Medicine Society (JISM) and is a member of the Governing body of Focus Schools.

Aga Mujahid Hussain, Vice President-IZM. Has a degree in Law and is a religious scholar with the equivalent of a Post-Doctoral degree in the Religious Sciences (*Dars-e-Kharij*) from Qom, Iran. He is the Managing Director and co-founder of Olive Hospitals. He also serves as Vice President of Jaferia Institute of Social Medicine Society (JISM) and is a member of the Governing body of Focus Schools.

Dr. Irfan Motiwala, Treasurer-IZM. Has a Master's Degree in Dental Surgery and is one of the most prolific maxillofacial surgeons in Hyderabad with a well-established practice. He also serves as Secretary of Jaferia Institute of Social Medicine Society (JISM) and is a member of the Governing body of Focus Schools.

Dr. Yasir Rawjee, Joint Secretary-IZM. Has a Ph.D. from Texas A&M University, USA. Currently, serves as Managing Director and CEO of Glenmark Life Sciences, a publicly listed pharmaceutical company. He also serves as Treasurer of Jaferia Institute of Social Medicine Society (JISM) and is a member of the Governing body of Focus Schools.

Vision

This executive committee along with the board would like to revive the original objectives for which IZM was founded.

The key themes are...

1. Provide high quality education in the schools.
2. Create platforms for skill development in diverse areas for both, women and men, of all ages to augment livelihoods.
3. Create pathways for the underprivileged in the community to become active contributors to society.
4. Create institutions of higher learning in the Sciences, Humanities and Commerce.

These objectives are not new for IZM, an organization which was founded to bring changes into the Shia community of Hyderabad. This vision had been embraced by major institutions such as the World Federation and Sajjadiya Trust, Houston's IEC, Sahib-e-Asr mission, and the donor community at large, who supported these efforts through very significant charitable contributions to the foundation in the past.

Unfortunately, IZM lost its direction for a variety of reasons, and as a result, lost the support of many of its funding organizations. This sharp decline in funding led to a complete shutdown or curtailment of many programs. The only surviving institution that remained were the schools, and sadly, these were not able to maintain basic educational standards resulting in a very poor quality of education, which has been the norm for over a decade.

The good news is that massive improvements that are needed to improve the quality of education in the schools have already begun since February of this year when many of the current board members were inducted in January of this year (into the old board). Many of us came with the background of running the Focus Schools, which has provided a huge impetus for getting IZM schools back on track.

We were very fortunate at the beginning of this year to have received a visit by the President of the World Khoja Federation, Br. Safder Jaffer, who was accompanied by Br. Gulamali Virjee. When we explained our plans on reviving the schools, we got a commitment from the World Federation for additional aid to make necessary improvements to the schools. This was a big boost because the World Federation had withdrawn its support many years ago due to falling educational standards.

We also apprised the board of Sajjadiya Trust of our plans, and a visit by its Executive Director, Br. Mohsin Khimji, also happened at the beginning of the year. We also received Br. Mohammed Visram and Br. Mohamed Ali Bhai of Beta Charitable Trust and, Br. Abbas Peera and Br. Asad Virani from the World Federation of KSI Jamaats.

In addition, we apprised the Houston Momineen from IEC, who have been staunch supporters of IZM, via a conference call on all the changes that we planned to bring. Very recently, we have also apprised the office bearers of Saheb-e-Asr Mission, Br. Fazle Ali Sajanlal Sahab and Br. Ali Naqvi about the objectives that we have for IZM going forward in the next 3 years. It is equally important that the larger donor community is also aware of these plans.

The changes that have been executed already are spelled out below, however, before we get into those specific changes, it is important to clarify the principles along which this new board will be operating.

1. Holistic Improvements: Improvement in school education needs to be multi-pronged with the school and the family playing an equal role and this can become a nucleus for bringing many other meaningful changes in the community. The goal is to help families of children to support education within the household and also to improve other aspects of their domestic environment. *A team of four highly committed educationists including two senior Aalims are leading the effort on engaging with families of our school children by paying individual visits to houses. The purpose is to understand the deeper issues that plague our community and also the willingness of the families to change themselves for the future. The level of interest shown by families has been very positive; however, they do have their own challenges in terms of livelihoods, crippling disease and other social issues which in many cases even impact basic*

necessities for the children. IZM will ensure that multiple programs are designed to deal with many of these issues so that they do not come in the way of the children's growth and education. Hand-in-hand with this approach, we will be engaging parents in adult skill-building programs that will assist them to utilize those skills to earn a better living.

2. Charity: We believe that charity is a tool meant to provide support for a limited period. We believe quite strongly that people eventually need to stand on their own feet, and charity can only give temporary relief until they become strong enough to do so. Unfortunately, charity in our community has made people entitled to continue to receive it, whether they deserve it or not. As a result, people have become lazy and unwilling to work, even in sections of our community that can earn a decent living on their own. This will have to change, and IZM will work tirelessly to ensure that aid is provided only when and where it is needed, rather than making it a universal distributor of charity regardless of people's willingness to change their lot.

We would request the Momineen who continue to support IZM to refrain from making individual donations to people who make requests through WhatsApp. Instead, direct these requests to IZM to ascertain the real need of such people.

Additionally, there are family members of donors who continue to be supported perpetually for years together, and this has led to very bad role models for the community. It is likely that a pushback from such elements will come when IZM distributes aid only to the needy, and many donors will get complaints about IZM's implementation of a policy on distributing aid only to the deserving. In this context, some disparaging WhatsApp messages and Facebook posts have already begun circulating about the credentials and intentions of the new board. The donors must understand that this is an attempt to deflect us from real work where our time and energies are needed. The IZM Board has decided not to respond to such insinuations made by people who are disgruntled about these changes.

3. Complete Transparency: Transparency is key to maintaining a healthy relationship between yourself as donors and our board. You will find this practice as a departure from past practices where flowery communications did not convey any negative news, and donors were kept in the dark on many inconvenient truths, such as the schools' performance (e.g., the failure rates of students were omitted). As a new board, we are very clear that this is a three-way partnership between yourselves, the board, and the recipients, and this three-way partnership requires that we are clear about where we are today, what we plan for tomorrow, and how these plans will be executed. In this process, there is no scope for obfuscating facts and things will have to be put on the table from time to time so that people understand the challenges faced by the organization in order to bring real changes on the ground.

4. Skin in the game: Apart from the donor community, we also believe very strongly that we need to be substantial donors ourselves to this effort, not only in terms of time, expertise, and energies but also with funds for new initiatives that are being planned. We believe that once these new initiatives have some traction, we can share the results with our donors to consider becoming part of newer journeys in IZM. I am happy to share that this executive committee has already contributed Rs. 40 lakhs in the last 6 months towards multiple initiatives and will continue to commit substantial financial support to fund them. In this manner, we hope that our partnership will become even better going forward.

Update on the work done at IZM Yakutpura schools from Feb 2023 to Oct 2023

Infrastructure

Washroom Renovations

- GHS Building: 4 Floors (G+3) - 36 Washrooms, 4 Wash Areas, and 8 Long Sinks Completely Renovated.

- BHS Building:
 - Ground Floor: 3 Washrooms renovated, and new Pipelines laid out for Ground Floor Washrooms and Wash Area
 - First Floor: 5 Washrooms, Wash area and Sink completely renovated.

Pre primary Play Area

Following are the items installed for Pre Primary Play area at the backside of BHS building

- | | | |
|-----------------------|-------------------|-----------------------|
| 1. Multi playstation | 3. Balancing Beam | 5. Ring Tower Climber |
| 2. Revolving platform | 4. Magic Carpet | 6. Tunnel |

Sports equipment

Various sports equipment has been purchased, volleyball and football goal nets have been purchased, and three sports faculty members have been hired to engage students in meaningful games and promote physical fitness.

ICT Lab

Both GHS and BHS computer lab systems have been upgraded. Many systems were repaired, resulting in each lab now having 24 fully operational computers. Additionally, LAN connections were set up to enhance internet speed. Inverters have also been purchased for both labs to prevent damage to the computers in case of sudden power outages.

Heavy Duty Printer

We purchased a heavy-duty printer for printing worksheets, making work much easier for teachers, and significantly reducing the cost of printing these teaching materials outside.

CCTV Surveillance

The entire BHS campus is now under full CCTV surveillance, with an additional 42 cameras installed in all classrooms, corridors, and the grounds, in addition to the 16 cameras that were already in place. This was of utmost importance to maintain student discipline, monitor teacher activities, and prevent any unforeseen incidents.

OT (occupational therapy) Room

From Nursery to Class 1, we conducted screenings and identified 48 children with severe issues that cannot be effectively handled by the class teacher alone. These children require daily occupational therapy (OT). We have promptly acquired the basic equipment needed and initiated OT sessions with the assistance of trainers from the Endeavour section of Focus School. Our search for additional trainers at IZM is ongoing, and we must expand our setup and acquire many more necessary items to establish a setup similar to that of the Focus School Endeavour section.

Staff Hiring & Training

Hirings

Since May 2023, we have successfully hired 33 teaching staff members and 8 administrative staff members, effectively meeting almost all our hiring requirements. The only exception is the Physics teacher position, for

which we are currently relying on temporary assistance from Focus staff during weekends or after school to meet our needs.

22 Days Orientation & Training

During the 22-day training program at the start of the academic year, our teachers were engaged in a wide range of workshops and activities to enhance their teaching skills and foster a positive learning environment.

These included:

1. **Teacher Learning Cloud:** Utilizing digital resources for professional development.
2. **Multiple Intelligence:** Understanding diverse learning styles.
3. **Problem-Solving Skills:** Developing students' critical thinking abilities.
4. **Effective Classroom Management:** Establishing routines and behavior tracking.
5. **Conscious Teaching:** Focusing on mindful education.
6. **Team Building:** Promoting collaboration among staff.
7. **Communication Skills:** Emphasizing the importance of effective communication.
8. **Developing Reading Habits:** Encouraging a love for reading.
9. **Classroom Activities:** Engaging students in interactive lessons.
10. **Spirituality in School:** Exploring holistic education.
11. **Spirituality in School Culture:** Integrating spiritual values into education.
12. **Bloom's Taxonomy:** Encouraging higher-order thinking.
13. **Formative Assessment Strategies:** Enhancing assessment practices.
14. **Student Leadership:** Empowering students to take leadership roles.
15. **Visible Thinking Strategies:** Promoting critical thinking.
16. **Fair and Ethical Teaching:** Maintaining fairness and ethics.
17. **Role of Rubrics in Assessment:** Ensuring transparent grading.
18. **Building Mathematical Skills:** Strengthening math education.
19. **Active Learning:** Engaging students through active participation.
20. **Learning Problem Solving in Mathematics:** Developing math problem-solving abilities.
21. **Qualities of a Good Lesson:** Focusing on effective teaching techniques.
22. **Subject-Specific Planning:** Tailoring teaching plans to different subjects.
23. **Year Planners Review:** Collaborative planning and review.
24. **Unit and Period Plan Documentation:** Structuring lesson plans.
25. **Formative Assessment Components:** Assessing students effectively.
26. **Effective Use of Assembly Time:** Maximizing assembly activities.
27. **Teaching Aid Preparation:** Crafting instructional materials.
28. **WhatsApp Groups Formation:** Facilitating communication.
29. **Classroom Decoration Standards:** Creating an inspiring learning environment.
30. **Classroom Setup:** Organizing classroom space.

This comprehensive training was designed to empower the teachers to provide quality education and create a conducive learning environment for our students.

Classroom management and school culture training

We have hired an experienced external trainer who conducts workshops on a monthly basis on classroom management and the establishment of a positive school culture. This trainer also conducts individual teacher observations after the workshop. Following these observations, the trainer submits a report and provides feedback to the school's director regarding progress, development, and areas for improvement.

Subject level training

Subject level experts from Focus School, as well as leaders who have been transferred from IZM to Focus,

conduct training sessions every alternate week. Additionally, they perform individual classroom observations and hold department-wise meetings to gain insights into the department's progress and address classroom challenges.

Student Progress and development

Student record corrections

The student record files were inconsistent, with many lacking essential primary information such as birth certificates and Aadhaar numbers. There were also issues with incorrect student names and parents' names. Up until October, we were able to correct and verify the records of 683 students, but there are still 265 students whose data needs correction and work is in progress.

Let's Read - Foundation literacy program

Let's Read is a child-centric program exclusively designed to cater to children's reading levels, making learning engaging and joyful for kids aged 3 to 6 years (Nursery to Class 1).

Let's Read is a play based, activity oriented program having the following features:

1. Activity Kits (Level 0,1,2,3) - comprising dozens of reading materials such as flashcards, reading puzzles, word joiners, and reading passage activities.
2. Reference Guide for teachers
3. LR Diagnostic tool to assess Reading Age
4. School textbook and workbook for foundational years.
5. Teacher Training Modules and videos for support

Student Assembly

Thrice a week, a school assembly is conducted in the schoolyard. Students are assigned class-wise responsibilities to encourage public speaking and perform a 5-minute skit, making the school assembly a valuable learning experience.

Remediation

A detailed assessment has been conducted across classes 2 through 9, revealing that most of our students have significant academic gaps, ranging from 3 to 7 years. It is concerning that 92% of high school students exhibit more than a 2-year gap in Math and English, with 70% of them performing at a Class 1 or Class 2 level, indicating a gap of more than 6 years.

In response to this, a need-based remedial syllabus is currently under development. This remedial program focuses on Urdu, English, and Math and incorporates activity-based student engagement. The program commenced on 26 October 2023.

In each class, approximately 15% of students are struggling to keep up with the overall class pace, even with the remedial course. Currently, they are grouped with their peers with the intention of providing support through peer learning by creating heterogeneous student groups. We will closely monitor their progress, and for those who continue to struggle, either individualized academic support will be provided through the introduction of the Academic Intensive Care Unit (AICU) next month, aimed at assisting children with significant academic gaps, or a Special Education Needs assessment will be conducted to determine if they require special educators.

Hand Writing improvement sessions

Daily, 20 minutes have been allocated for handwriting improvement. Students practice slant, alignment, and letter formation under the supervision of their class teacher every morning.

C10 - After School Academic Support

Due to significant academic gaps and learning challenges, additional after-school academic support for Class 10 has been in place since August. Furthermore, on Saturdays, an additional 4 hours of dedicated remedial support are being provided.

We also aim to start the study hours from the end of November because most students do not have a place at home to sit and study, due to small houses or joint families living together. After the support classes, students will go home, refresh themselves, and return in an hour to sit and study at school for 4-5 hours (from 6 pm to 11 pm) under the guidance of additional part-time teachers who will provide extra assistance in the evening. Dinner is also planned to be served to these students.

House visits

A dedicated team comprising Moulana Agha Munawer, Moulana Murtuza Naqvi, Mr. Humayun, and Mr. Alamdar conducted home visits for Class 10 students and then for the rest of the high school. Their aim was to counsel parents, emphasizing the importance of supporting their children's studies and creating a conducive study environment. They ensured diligent homework completion, school assignments, and regular punctuality among the students. These visits also aimed to understand the family situation and any crises at home. Up until October, 212 house visits have been completed.

Student and Parent Counselling

We have three counsellors among our staff: one part-time and two full-time. They are here to assist students with their behavior and to address any concerns they may have. Additionally, in August, we organized a special counseling session for parents, which was greatly appreciated and received positive feedback. As a result, the counselors are planning to continue these monthly sessions for both mothers and fathers every month.

Daily snacks

After conducting a detailed survey and speaking to teachers and students, it was found that 53% of students come to school without having breakfast. Therefore, a small packet of snacks, either biscuits, cakes, or fruit, with a budget of Rs. 5, is provided to every child on a daily basis in the morning.

Initiatives - In progress or about to be implemented

Ground renovation

The entire ground was excavated to remove stones and levelled. A net has to be set up around the first half of the ground to prevent balls from going out and disrupting the game, as well as to minimize disturbance to the neighbors. Poles are placed, and work will finish by mid-November.

AICU - Pull out sessions

The Academic Intensive Care Unit (AICU) is a dedicated space where students with significant academic gaps in English and Math receive extra support. Currently, the focus is on these two subjects. In this space, one teacher is assigned for every 6 or 7 students, and progress will be recorded. Based on their performance in

unit exercises and tests after each unit, students will advance. Once they reach the classroom level, they will rejoin their regular classes. This program is expected to start by the end of November.

Library

To cultivate a deep passion for reading, we've procured a treasure trove of over 100 captivating books for each of our campuses, resulting in a remarkable total of 200 literary gems! As we put the finishing touches on our library setup and book accession, our library classes, enchanting storytelling sessions, and engaging guided reading and novel exploration classes are scheduled to commence in mid-November.

Newspaper reading

Using newspapers as a learning tool offers students a rich and multifaceted educational experience. The idea is to provide newspapers to every child twice a week and allocate 20 minutes in the morning for reading. This practice helps students stay informed about current events, fostering civic awareness and critical thinking skills, which are crucial for their future as responsible citizens. Additionally, it enhances language proficiency and broadens their knowledge base across various subjects. Likely to start it from mid of November.

Smart Room

In each of our campuses, we're establishing a dedicated audio-visual classroom. The walls are undergoing a vibrant makeover, and the room is being elegantly furnished to enhance the learning experience. Additionally, we will be acquiring a 65-inch TV to further enhance our teaching and engagement methods. Teachers will be able to book this room based on their specific needs. It is likely to be ready by the end of November.

Field trips - Bus repaired

The bus has undergone repairs and is all set to hit the roads. Only a few formal insurance matters need to be sorted out, which are expected to be completed by mid-November. Afterward, we will be able to organize field trips and exposure visits for our children, providing them with encouragement, motivation, and valuable experiential learning opportunities.

Sincerely,

Syed Baqar Hasan, President

Mir Ahmed Ali Khan, Secretary

Images ***Guest Visits***



Br. Abbas Peera and Br. Asad Virani from the World Federation of KSI Jamaats



Br. Mohammed Visram and Br. Mohamed Ali Bhai of Beta Charitable Trust



Br. Abbas Peera and Br. Asad Virani from the World Federation of KSI Jamaats



Br. Gulamali Virjee, Dr. Irfan Motiwala and Br. Safder Jaffer, President of World Federation.

GHS Washroom Renovations



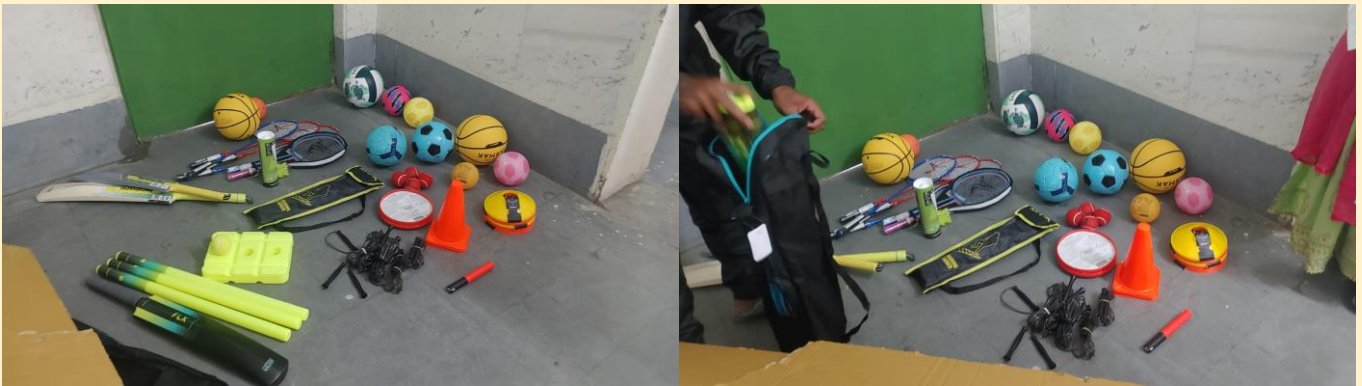
BHS Washroom Renovations



Ground Renovation



Sports Equipment



ICT LAB



Heavy Duty Printer



Occupational Therapy (OT) Room

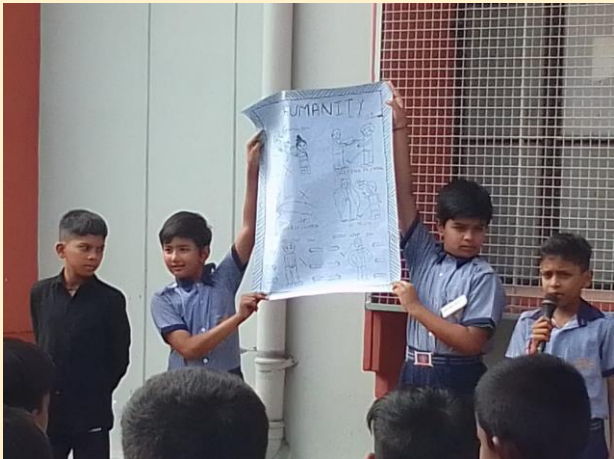


Orientation & Training





Student Assembly



Pre Primary Play Area



Bus for Field Trips

