



IMPACT REPORT 2022-2023

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Cambodia Impact



OUR VISION

Every Child Can Be a Leader - a Role Model, a Positive Contributor, a Global Citizen

OUR THEORY OF CHANGE

When children in the most impressionable age group (9-15 years) are engaged for sustained periods of time with programs that use experiential mediums (like sports, arts, play, etc), they are empowered with critical skills to become productive and responsible adults.

OUR PROGRAMS



EL Play uses the powerful medium of football to develop critical leadership skills and mindsets in students.



Using the principle of positive play, EL Build students design solutions using building blocks for real-world challenges in their home, school, and community.



EL Create is a groupbased music leadership program that enables children to to tell the stories of their dreams and communities

EXECUTIVE SUMMARY

Enabling Leadership empowers early adolescents from vulnerable backgrounds, with leadership skills and life skills to overcome challenges, make good choices, and become 'leaders' - productive and responsible adults capable of taking care of themselves and the world around them.

Using the mediums of music, Lego building blocks and football, our unique experiential curriculum is designed to improve leadership and technical outcomes for students by creating positive learning experiences. All stakeholders in our children's ecosystem (parents, teachers, schools and community members) are engaged to make learning sustainable for our children. In 2022-23, we worked with 8200+ children in our flagship programs: EL Play, EL Create and EL Build.

This report presents the impact our programs have had in the year 2022-2023. Using both qualitative and quantitative tools, we present an analytical overview of the impact relative to our program objectives.

Highlights of 2022-23 include:

- Re-started physical sessions after two tough Covid-19 years when sessions were virtual.
- Expanded our reach significantly (69%) to 8297 students across 172 partner schools in 2 countries, 6 cities and 4 rural sites.
- Launched EL Play Program in 1 new rural site, and EL Build and EL Create Programs in 2 current sites.
- Launched mixed-gender football matches in the sub-junior category at both Regional and National level tournaments.

 Launched ELEVATE2023 which brought 700+ students from all sites and programs across India to compete at a 2-day National level competition.

Impact Highlights:

- Across the board, surveyed school teachers reported that our students had better school attendance records, did better in academics and showed growth in leadership skills.
- 12 of our alumni students from EL Play and EL Create joined us as Coaches, Assistant Coaches and Teachers.
- 100+ songs in 5 languages written and composed by students in EL Create program.
- 70+ school and community projects undertaken by students in EL Build program.
- ELevate 2023 saw 700 students from across India came together to compete, learn and build camarederie.
 In the words of one parent, "traveling to Mumbai without their parents, competing with children from other parts of India and bonding with fellow students has been transformational for our children".

METHODOLOGY AND TOOLS

To measure the impact of our program, each year Enabling Leadership conducts various assessments and surveys addressing three key efficacy markers:



Leadership skill development in students



Leadership skills transfer outcomes



Technical skill development in students

LEADERSHIP SKILLS ASSESSMENT

Each student is assessed using a Student Assessment Tool administered by our teachers/coaches at the beginning (baseline) and end (endline) of the year.

Specifically designed assessment lesson plans and marking rubrics help facilitators assess intangible skills objectively. Students were rated on a 3point leadership skill rating scale.

LEADERSHIP SKILLS TRANSFER OUTCOMES

To get a deeper understanding of student growth and how leadership skills are transferred to their day-to-day lives, we engage stakeholders around our students. We conduct parent interviews, school teacher interviews and surveys, EL teacher/coach surveys and student self-

evaluation surveys. These were conducted on samples as below:

Type of Data	% of Respondents
Student self- evaluation tool	34% of our students
School teacher survey	52% of our partner schools
Parent interview	4-6 parents per site (urban & rural)
School teacher interview	4-5 partner school teachers per site (urban & rural)
EL teacher/coach survey	95% of our teachers/coaches
Leadership Skills assessment	100% of our students
Technical Skills assessment	100% of our students

The student self-evaluation tool, School teacher survey and EL teacher/coach survey were collected from all sites.

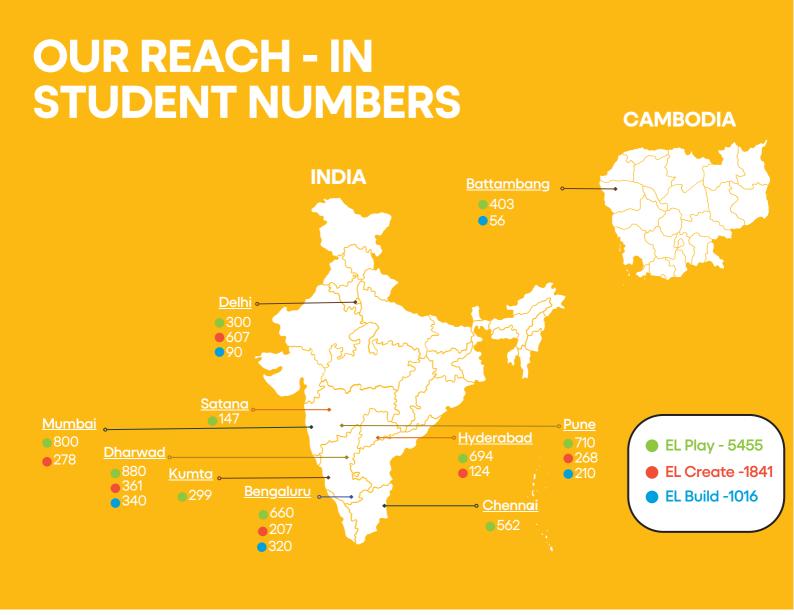
Parent interviews and School teacher interviews were collected from 6 out of the 9 regions, we work in (Pune, Hyderabad, Bengaluru, Chennai, Dharwad, Kumta).

TECHNICAL SKILLS ASSESSMENTS

To understand how our students are growing technically, each student is assessed on key medium-specific technical skills as follows: Football: Ball passing, dribbling, ball control and football knowledge

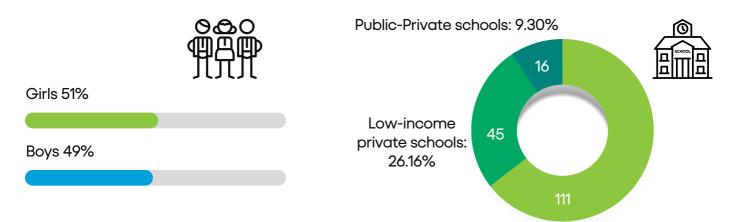
Music: Music knowledge and appreciation, rhythm, melody, song composition and presentation

Lego: Model building like shape & form, proportion, complexity and replication as well as concepts.



Student Gender Ratio

Partner School Distribution



Government schools: 64.53%

WHAT'S NEW?



After 2 years of online sessions, physical sessions restarted in all partner schools



EL Create Program launched in 5 Hyderabad schools



EL Play Program expanded to 4 schools in Satana (rural Maharashtra)





Mixed-gender matches debut in EL Play program at regional and national levels



Launched ELEVATE2023, a 2-day national-level competition for all 3 programs featuring 700+ winners from Regional finals



After successful trials, 2 students from our EL Play program join the Hyderabad FC U-15 team



EL Play students given the opportunity to be mascots for a Hyderabad FC match in the Indian Super League



4 senior girls from Karvy High School chosen for Reliance Youth Sports Tournament



Create program students from Mumbai's Supari Tank School performed at Lollapalooza, India's biggest music fest in Mumbai



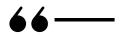
12 EL alumni join our organisation as coaches/assistant coaches and teachers



IMPACT SNAPSHOT 2020-2023

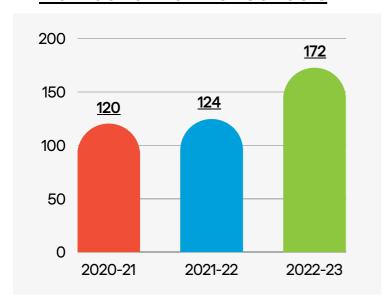
A 69% increase in the number of Children Impacted





IN 2022-23, 1 IN EVERY 3 STUDENTS IMPACTED WAS FROM A RURAL SCHOOL

A 43% increase in the Number of Partner Schools



79.4%

AVERAGE STUDENT ATTENDANCE



LEADERSHIP SKILLS TRANSFER

(Data presented in these infographics is for India only)

Achieving Holistic School Success

93%

School teachers reported improved student school attendance



Students took active part in various school activities and competitions

Active Student Initiative & Participation



School teachers reported improved academic outcomes of students



Students took active part in various community events and activities

Top 5 leadership skills learnt and practised by students

(Data presented below is reported by Students)



Taking care of my health and hygiene



Helping others when they need help



Solving problems and challenges around me



Not giving up even when it is difficult



Trying to understand others





Spotlight: Graduating Students

Leadership Skills

452 students graduated from EL Play and EL Create programs across Bengaluru, Chennai, Mumbai, Hyderabad and Dharwad in 2022-23. To find out the values and skills with which these students leave our programs to become our alumni, we conducted a survey. Below are some key results.

1. Confident in goal achievement **Important Values** 90% 2. Open to ideas during events 1. Seeking out diverse opportunities 84% 74% 3. Confident amidst difficulties 2. Helping and caring for others **78%** 70% 3. Loyalty to friends and other close people **Priorities** 67% 1. Earning respect 75% 2. Having the freedom to make own decisions

60%

58%

3. Being humble, modest and not draw attention



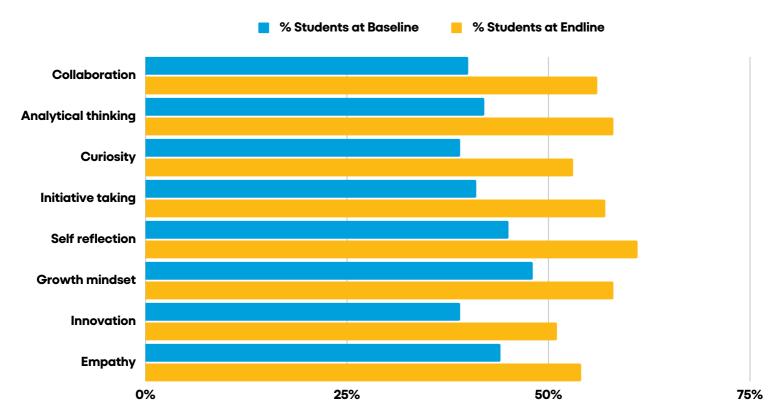
- What stood out for me was the way my students accepted their match results during the city league and showed their leadership qualities among themselves and others.

 <u>Seshu Prakash, Coach, EL Play, Chennai</u>
- I have seen self-confidence in my students develop significantly specially post-stage experience (concert). They have also developed a sense of possibility within.

 Daksh, Teacher, EL Create, Delhi
- I have seen my students supporting others. They now talk confidently. They are able to easily define the problems in their community and what solutions might work. They ask many questions in class and are respectful of others' opinions.

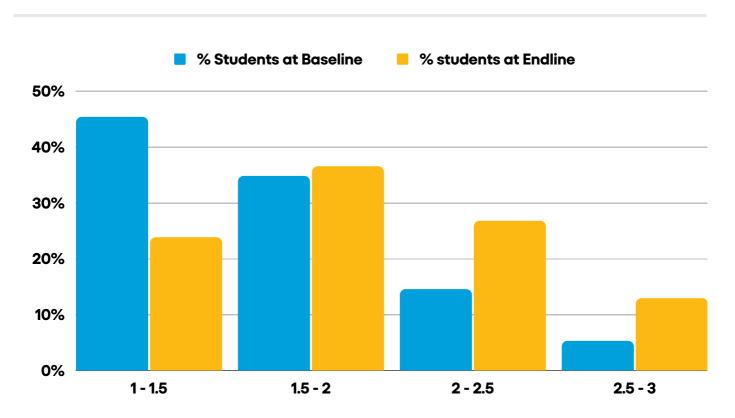
 Teacher, EL Build, Dharwad

LEADERSHIP SKILLS GROWTH: EL BUILD



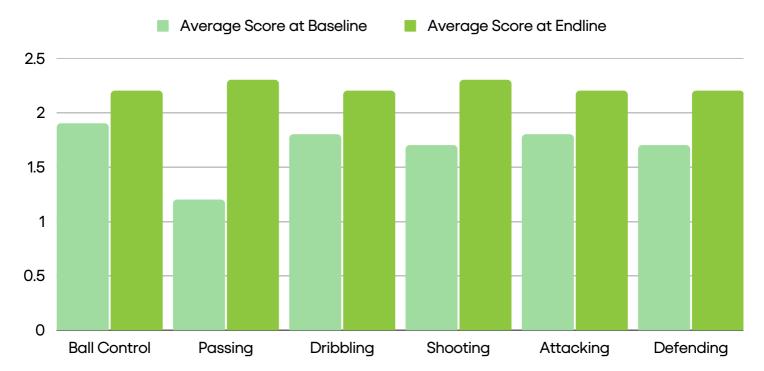
% students displaying various leadership skills at Baseline and Endline

* A student scoring 2 or more is considered to 'display' a skill well



% students with avearge leadership skill assessment scores at Baseline and Endline

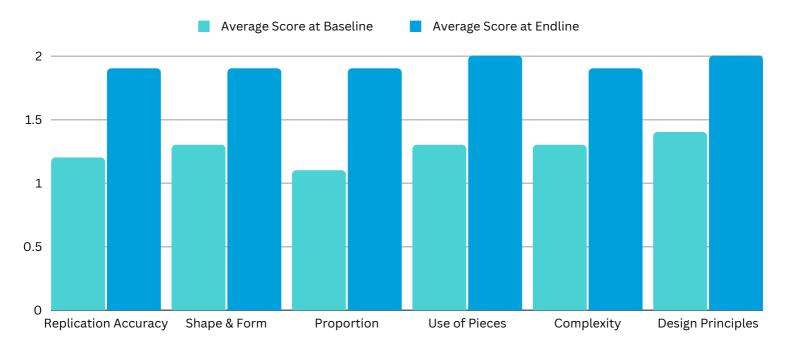
TECHNICAL SKILLS IMPROVEMENT: EL PLAY



Comparative average football skills scores at Baseline and Endline

* Rating: 1 (least score) to 5 (highest score)

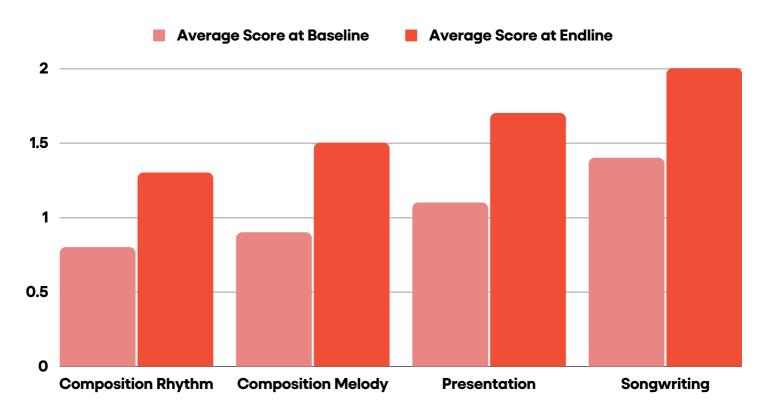
TECHNICAL SKILLS IMPROVEMENT: EL BUILD



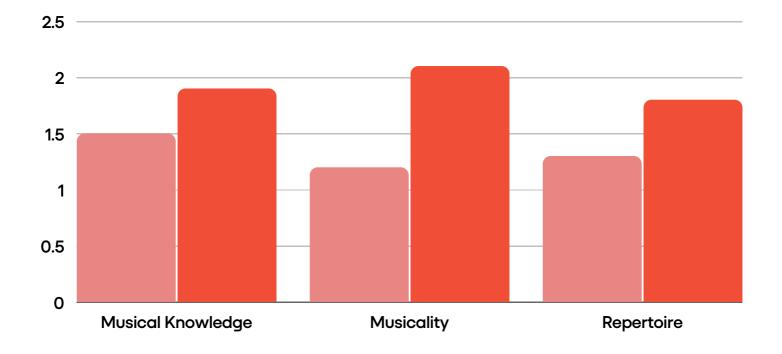
Comparative average Building blocks skills scores at Baseline and Endline

* Rating: 1 (least score) to 3 (highest score)

TECHNICAL SKILLS IMPROVEMENT - EL CREATE



Comparative average Musical Skills scores at Baseline and Endline



SUCCESS STORIES

Rising Stars in Football and Leadership

The EL Play Junior Girls Team from Government Higher Primary School, Govanakoppa village of Dharwad district created history. They won the District level football tournament conducted by the Dharwad Department of Education and were runners-up at the State Level. One student was selected to represent Karnataka in the Under-17 girls' team at the National Level.

The story five years ago when these girls first started in our program was a very different. The girls and their parents were extremely apprehensive of the idea of girls playing football. Laxmi, one of the young footballers recalls the emphasis their first coach (Coach Shobha) put on neatness and hygiene. Being neat and clean has become a habit for them now, she says. They also remember how hard it was to play in the heat and how uncomfortable it was to wear shoes for the first time. But their coach's patience and encouragement kept them going. And Coach Shobha remains their role model to this day.

Playing against other teams from the district and state for the first time was initially a nerve-wracking experience, they say. The opponent teams were older, taller and stronger and spoke different languages. They attribute their success to their discipline, regular practice, trust, teamwork, and determination, and most of all to their coach.

These young girls footballers have become role models in their village, inspiring other girls. The community, especially parents, have recognized the potential of girls. Over the years, we see a clear shift in parents' openness and support for girls to play sports. One mother credits the EL Play program for her daughter's physical and mental strength.









Empowered Girls Achieving Football Dreams

S. Hemalatha, a Grade 10 student from Karvy High School in Hyderabad, shares her experience participating in the Reliance Youth Sports Tournament.

Her team, 'Karvy Predators', had some notable victories in the tournament. Reflecting on her early days in the EL Play Program, she recalls being a newcomer to football and being quite fearful initially.

She credits her coach for instilling respect, kindness, and patience, which has fueled her passion for the sport.

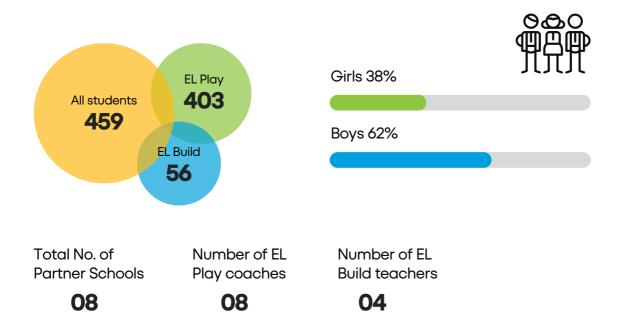
Football has become an integral part of the lives of these young girls. They say the sport has taught them confidence, teamwork, empathy, communication, and dedication. Daughters of domestic workers, construction workers and drivers, these young footballers have much larger ambitions. They aspire to serve their community as doctors, nurses and football coaches.





<u>Cambodia - Impact Snapshot</u>

In 2022-23, we expanded our outreach in Cambodia, increasing the number of students in our EL Play program and launching our EL Build Program. Below is a snapshot of our impact in Cambodia in 2022-23



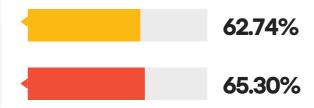
Year on Year Student Numbers



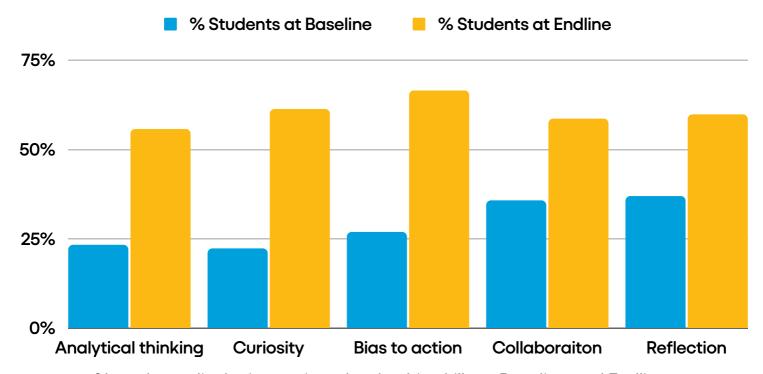
Leadership Skills Growth in Students

% of Students who showed a higher average leadership score at End of Year (EoY)

% of Students improved in more than half leadership skills assessed

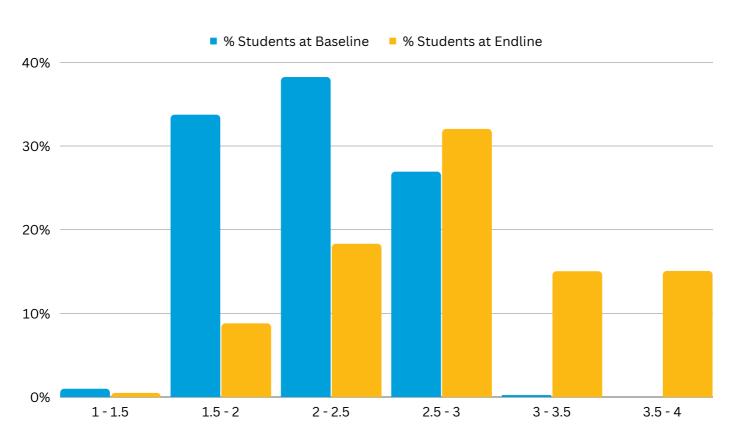


LEADERSHIP SKILLS GROWTH



% students displaying various leadership skills at Baseline and Endline

* A student scoring 2.5 or more is considered to 'display' a skill well



% students with avearge leadership skill assessment scores at Baseline and Endline



I want to see my students healthy with sports. This program fits into our curriculum and it would be their opportunity to develop their skills. I think this program will help my students develop their football skill, their behavior and their thinking

Mrs. Srun Thaisan, Vice Director, Somonors Primary school, Battambang.

Sport is one of the parts of our curriculum. I'm happy to partner with an organization like this to run a football program in my school. I want to see my students be good at football and have good health. I think they will be good players and take responsibility, having good morality and discipline. I want to see them develop their thinking Mr. Deb Phearum, Director, <a href="Preak Chdor Primary School, Battambang.

My son uses the phone often and likes to hang out a lot too. But since he joined the football program, he always gets up early in the morning, takes a shower, and gets ready for the session. I'm pleased to see that and I think he can learn much from it.

Parent, Prek Snor School, Battambang

When my daughter wanted to join the team for the league matches, I double-checked with her because sports need one to be strong. I told her that she can't cry, and needs to be patient. If she is soft, she can't join the team. But then she replied, "Mom, I will stop crying and will be strong."

Parent, Kok Doung Primary School, Battambang.

"My son is improving now. He worked hard to get good grades, even though he used to have bad grades. As a mother seeing his progress and hard work like this, I'm very proud of him. And now he also likes sharing what he has with his friends more than before."

Parent, Kok Doung Primary School, Battambang.

ORIGINAL SONG COMPOSITIONS BY STUDENTS

Ideal English Medium School, Pune

The song is about our thoughts on the current affairs of the world and how we can all strive to be great leaders to solve problems around us.

Say no to war, Let's play fair games Say no to saws, there should be no flames Say no to protests, Let's make new names Say no to corona, Let's not make mess Enjoy the world cup, Let's not stress

Kyun ladh rahe saare soldiers border pe Jab unke PM lassi peete hai apne ghar pe? Kyun jaahan ho rahe hai Hijab protest We cannot even serve pepsi to the guest? Kyun jab log marr rahe hai because of corona Please wear masks, sanitizer use karo na

Agar jaanwar bol pate toh hota kya?
Woh bolenge tumne hume pareshan kyun kiya?
Tum hume kharid ke kyun laate ho?
Agar humara dhyaan bhi nahi rakh paate ho?
Kyun jungle main campfire lagake bujhate nahi?
Kyun unhe koi samjhata nahi
Unke wajah se jungle main lag jaati
Beechare animals nahi paate bhaag

Aao aapko bataye kya hota hai depression Jisme chup jaate hai sab logon ke emotions Jisme logon ko karna padta hai meditation Aur doctoron se lena padta hai medication Kyun nahi log khulkar batate information? Kyun unhe hum darrate about bad impression?

You have only one chance to achieve fame Stories of all big people is the same They don't care from where they came They believed in themselves and not in shame They kept on trying, burning their spiritual flame



The song came into being after a meaningful discussion on how we drive ourselves towards Success and what actually is Kaamyabi for the students. Their "Don't Give Up" Attitude shines through the song called Kaaमया बी!

Natwar Nagar Mumbai Public School

Hume humari Mehnat banati Kaamyab Duniya jo kehti - Kehne do Hume apne hosale pe - Rehne do Bharose ke dost toh Bohot saari motivation ×2 Family Support × 2

Raste milenge kathinaai milegi Humari manzil milkar rahegi Race mein mat kho jaana Rakhna apno ko saath Iss kaamyabi mein thodi smile Jaruri....thodi smile jaruri

Har jeet ka khel hai ye ×2 Kabhi hasna kabhi Rona ×2 Apni galtiyon se seekhna ×4

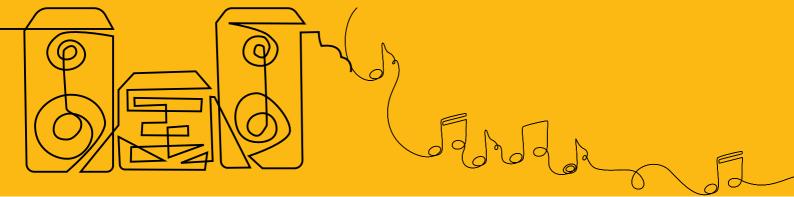
Peeche jo tumne mudkar dekha Purani yaado mein na kho jaana Jahan se shuru kiya tha Wahin na pahunch jaana Impossible mein chhipa hai possible ×2

Bbbbbbbbb......Hum Kehte hai Bas khoon paseena nahi Thodi si takat Thodi si Akal Khud pe vishvas Bas yahi Kamyabi × 4

Pani hai sabko Kaamyabi Bas padhai se nahi hoga kaam Thoda khel kood Thoda colour paint Thoda sa Dance toh Toh thoda sa gaana Pehchano khud ko Har cheez mein - chhipa Khazana × 2

.....

Don't give up Hum Kehte hai Don't give up You Don't give up Don't give up Hum Kehte hai Don't give up You Don't give up







Ability to Achieve





Bias for Action









Risk-Taking Ability













Global Citizenship









Mobilizing Others to Act



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