

# Suryoday Trust Newsletter



**VOL 12 | JAN-MAR 2026**



*“We want that education by which character is formed, strength of mind is increased, the intellect is expanded, and by which one can stand on one's own feet.”*

*- Swami Vivekanand*

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# Note from the Trustee

Dear Donor / Supporter,

It gives me great pleasure to share the latest updates from Suryodaya Trust. This quarter, we continued our mission of empowering children and young adults with disabilities through education, therapy, skill development, and livelihood opportunities.

We are proud of our students' achievements, especially Obed Dias representing the state cricket team at the national level, along with our students winning medals in various sports events. We also launched Project Dhvani to support children with hearing impairment through early intervention and inclusive education.

Festivals, Annual Day celebrations, and community participation such as the Tata Mumbai Marathon added joy and confidence to our students' journey. Our staff also underwent POSH training, reinforcing our commitment to a safe and inclusive environment.

I sincerely thank our teachers, parents, donors, volunteers, and supporters for their continued trust. Together, we are creating opportunities for every child to grow with dignity and independence.

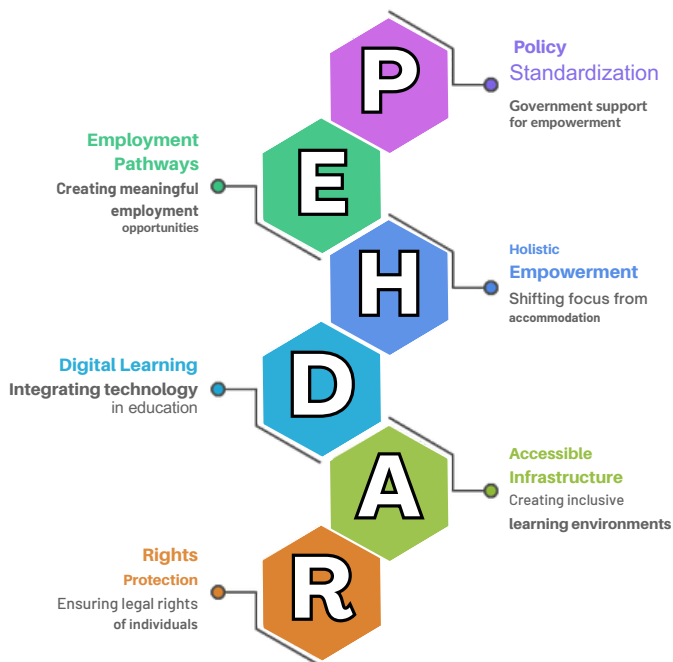
Regards,  
Sachin Raje  
Managing Trustee.

# Building Pathways for Special Education Practices Across India

The landscape of special education and vocational training in India is undergoing a profound transformation. Across the country, special schools, rehabilitation institutes, and vocational centres are shifting their focus from mere accommodation to genuine empowerment. By standardizing holistic processes, these institutions are building robust pathways that guide individuals with disabilities from early childhood through to meaningful employment and independent living.

Here is an overview of the foundational practices and emerging trends shaping this sector across India today.

## Special Education Transformation in India



## The Core Pillars of Empowerment

While approaches may vary depending on resources and regional context, successful institutions across India anchor their programs on several key components:



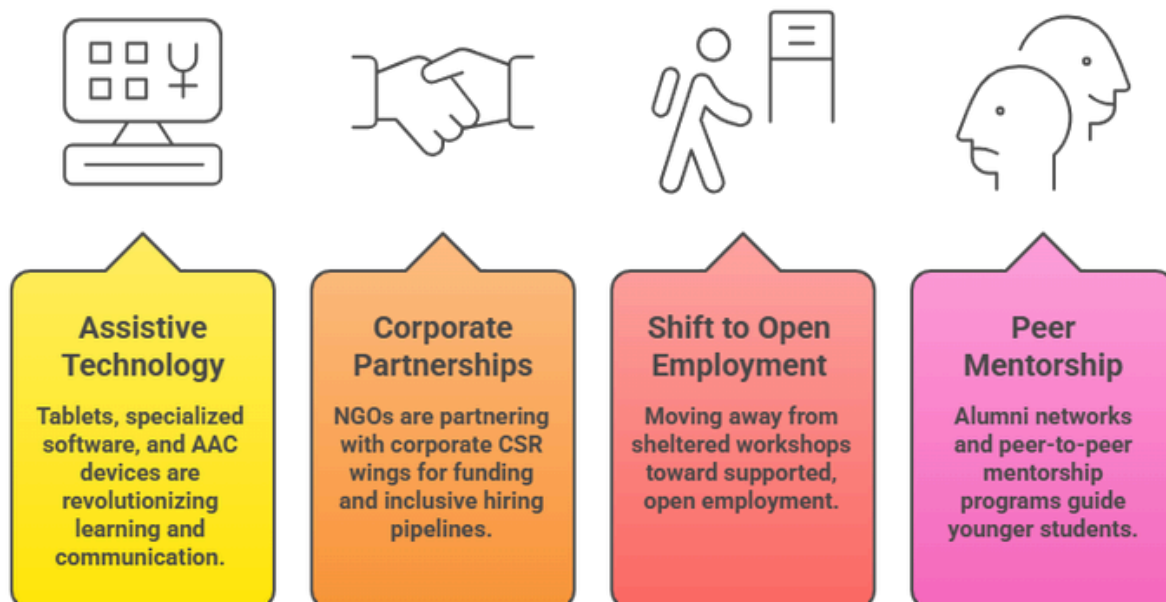
- Individualized Education Plans**  
Customized learning maps tailored to each child's unique needs.
- Early Intervention & Therapy**  
Multidisciplinary teams addressing developmental delays in early years.
- Life Skills & Functional Academics**  
Teaching practical skills for daily life and independence.
- Vocational Training**  
Modules aligning with market demands to build marketable skills.
- Transition Planning**  
Facilitating a smooth shift from school to the workplace.
- Parent Counselling**  
Supporting families in navigating emotional challenges and advocating for their children.

## Navigating Challenges and Embracing Best Practices:

Despite significant progress, the sector faces considerable hurdles. The most pressing challenges include a severe shortage of trained special educators and therapists, particularly in rural India. Funding constraints, lack of accessible infrastructure, and lingering societal stigmas also slow down the pace of inclusion. Furthermore, while vocational training is improving, securing long-term open employment remains difficult due to rigid corporate policies.

However, emerging best practices are paving the way forward:

### Inclusive Employment Initiatives



### The Road Ahead

Building pathways for individuals with special needs is a collaborative, ongoing effort. As practices across India continue to evolve, the collective goal remains clear: to create an inclusive society where every individual is equipped, supported, and valued for their unique contributions.

# Implementing best practices in Special Education - Our Journey from Learning to Earning.

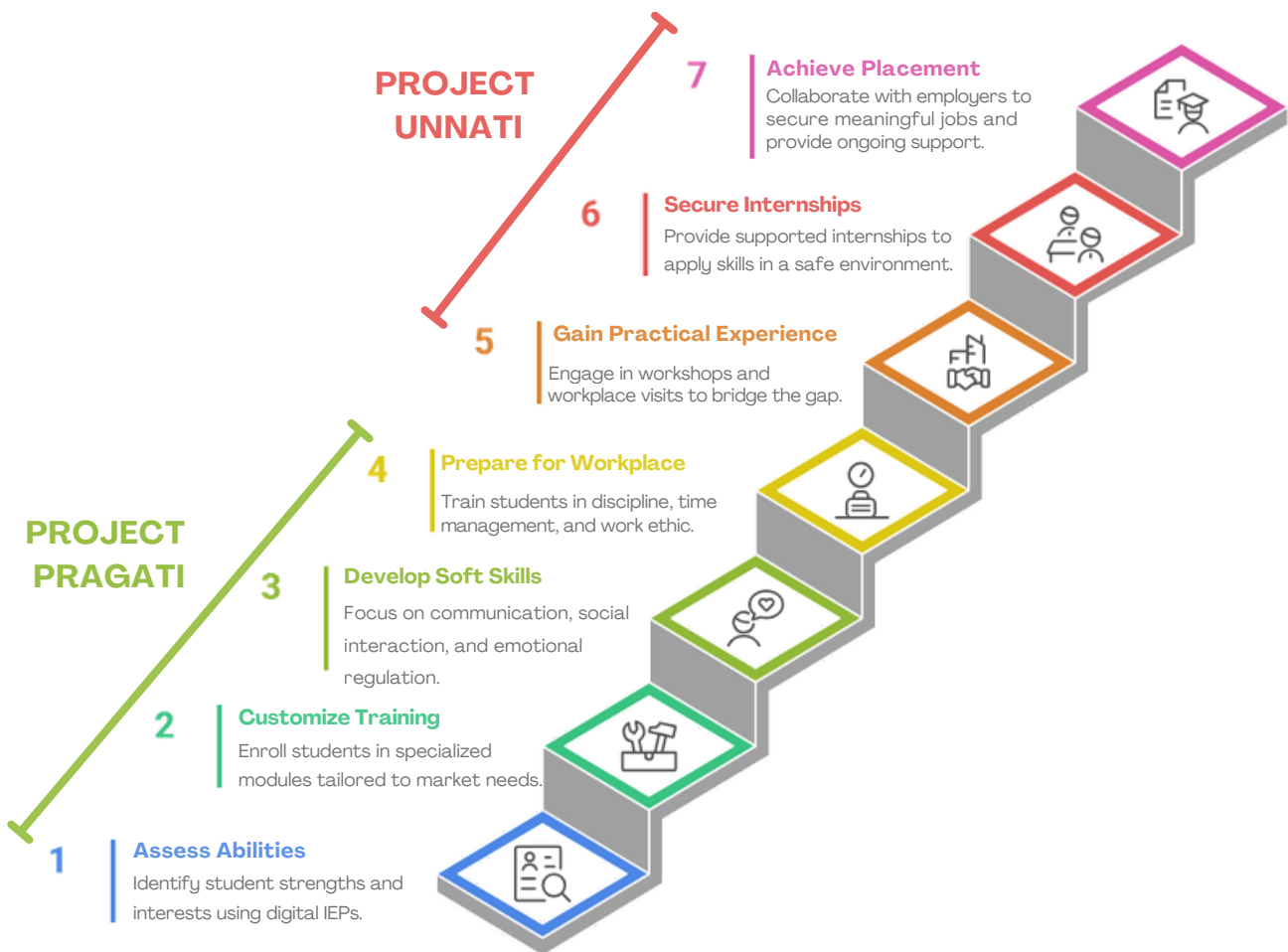


## Suryoday Trust’s Approach to Livelihood

While the sector faces challenges like infrastructure and trainer shortages, dedicated organizations are breaking barriers with actionable, structured models. A prime example is Suryoday Trust, which has built a robust framework to transition individuals with intellectual disabilities from structured schooling to open employability and functional adulthood.

## The Step-by-Step Approach at Suryoday

Through initiatives like Project Pragati & Project Unnati, Suryoday’s journey from learning to earning follows a meticulous, phased approach borrowed from rigorous corporate work ethics:



At its core, Suryoday Trust’s livelihood approach is not just about keeping young adults occupied; it is about cultivating true self-reliance. By focusing on producing high quality, commercially viable products that compete in the open market, the trust ensures that their students are seen as valuable contributors to the economy. This shifts the narrative from charity to dignity, providing these young adults with a sustainable, regular income stream and a profound sense of self-worth.



## The Broader Ecosystem: Organizations Championing Special Young Adults

Suryodaya Trust is part of a growing movement. The ecosystem is further strengthened by other pioneering organizations working comprehensively for the livelihood of special young adults:

**Sol's ARC:** Established in 2003, Sol's ARC implements a powerful ecosystem approach to employment. Through their Pathways vocational degree program and dedicated skills training, they conduct extensive job mapping across corporate sectors (partnering with giants like Amazon). They focus heavily on young adults with Autism and Intellectual Disabilities, aligning training directly with industry needs to create a direct pipeline for inclusive, open employment.

**We Worth:** Dedicated to empowering individuals through skill development and fashion-focused training programs. The organization offers hands-on vocational training in areas such as apparel manufacturing, fashion designing, and entrepreneurial skill-building, equipping learners with practical expertise and industry-relevant knowledge. Through its structured programs, We Worth aims to enhance employability, foster creativity, and support individuals in building sustainable livelihoods, thereby contributing to the growth of the fashion and vocational training ecosystem.

Building pathways for individuals with special needs is a collaborative, ongoing effort. As practices across India continue to evolve through the efforts of institutes like Suryodaya Trust, Sol's ARC, and We Worth, the collective goal remains clear: to create an inclusive society where every individual is equipped, supported, and valued for their unique contributions.

# Expert Insight From Classroom to Career



## Interview with a Clinical Psychologist

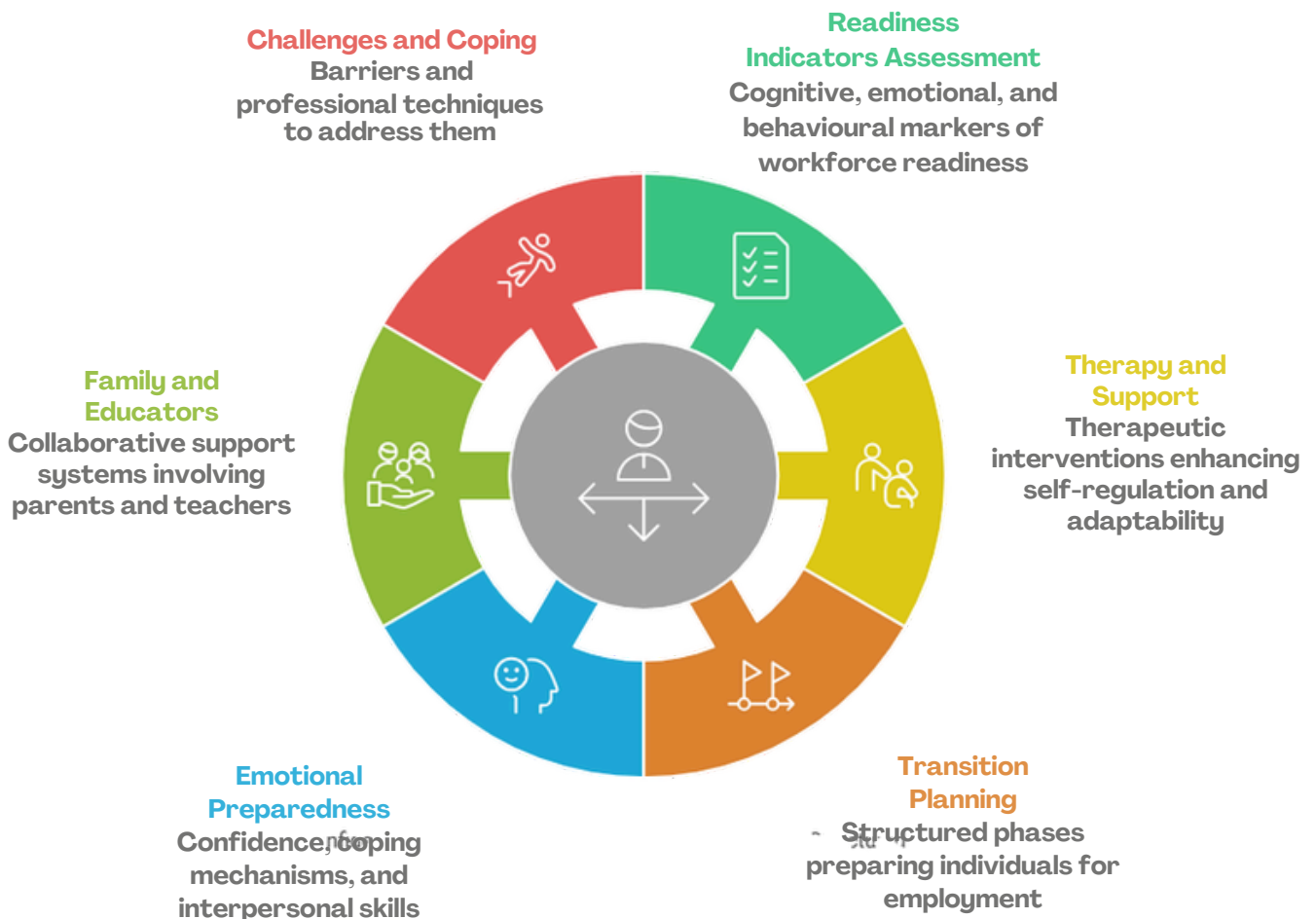
**Expert Name:** Ms. Shreya Jaokar

**Profession:** Clinical Psychologist

**Objective:** To gather expert insights into the psychological, social, and emotional aspects of transitioning from school to employment among young adults, particularly those needing behavioural or therapeutic support.



## Employment Readiness Focus Areas



## Section A: Readiness and Preparation

**Q: What psychological or behavioural indicators suggest that a student is ready for employment?**

**A:** A student is ready for employment if they can follow instructions, complete tasks independently, manage routines, stay focused, interact respectfully, show willingness to learn, handle feedback, and manage emotions calmly.



**Q: How can educators and counselors assess or measure readiness effectively?**

**A:** By observing in various settings, tracking punctuality, communication, task completion, behavior, and teamwork. Regular parent reviews help too.

**Q: In your experience, what are the most common signs of unpreparedness?**

**A:** Signs include trouble following instructions, emotional outbursts, low attention, fear of new places, poor social skills, and dependency.

**Section B: Therapy and Behavioral Support**

**Q: What forms of therapy or behavioral interventions aid in preparing students for work settings?**

**A:** Behavior therapy, occupational therapy, speech therapy, counseling, and social skills training help improve readiness.

**Q: How do therapy goals align with vocational or skill-training objectives?**

**A:** They support readiness by improving attention, communication, emotional control, and motor skills.

**Section C: Transition Planning**

**Q: Could you outline the key stages in an effective transition plan from school to career?**

**A:** Key stages: Assessment, Skill Building, Exposure, Placement, and Support & Review.

**Q: What role does follow-up or post-placement support play in long-term success?**

**A:** It's crucial for adjusting to work expectations, with regular check-ins to address issues early.

**Section D: Emotional and Social Preparedness**

**Q: What emotional skills are most crucial for a smooth transition into employment?**

**A:** Patience, confidence, stress management, accepting correction, coping with change, and staying motivated.

**Q: How can social skills training be integrated into school programs effectively?**

**A:** Use role plays, group projects, peer interactions, greeting practice, conversation exercises, teamwork games, and mock workplace scenarios.

**Section E: Support systems to help coping with challenges**

**Q: How can families and educators collaborate to ease this transition?**

**A:** Maintain regular communication, set common goals, encourage independence, reinforce routines, celebrate progress, and prepare for work responsibilities.

**Q: What are the most frequent emotional or behavioral challenges faced by young adults during this period?**

**A:** Anxiety, fear of failure, low self-esteem, resistance to change, frustration, social withdrawal, and difficulty adjusting to discipline.

**Q: Could you share strategies or case examples of overcoming such challenges?**

**A:** One student practiced accompanied travel, gradually gaining confidence to travel alone. Another learned to manage anger through counseling, role play, and feedback, improving workplace behavior.

# Success Stories: Voices from Within

## Journeys of Growth & Determination



**Student Name:** Chirag Pandere

**Disability Type:** Mild ID

Suryoday Trust student Chirag Pandere has been associated with the organization for more than five years, showing remarkable growth and determination. During his journey, he successfully cleared the National Institute of Open Schooling (NIOS) **C-Level examination**, marking an important academic milestone. He then completed **training with SOLS ARC** Training in scanning, sorting, and package handling, which helped him secure an **internship in backend operations at Amazon**. After successfully completing the internship, Chirag received further **training for the hospitality sector** and is currently **interning with Ginger Hotel**, continuing his inspiring journey toward independence and meaningful employment.

**Q: What challenges did your child face when he first joined Suryoday Trust?**

**Parent:** My child had difficulty communicating, following routines, and interacting with others. Confidence was also very low.

**2. How did Suryoday Trust support you in the beginning?**

**Parent:** The teachers were patient and caring. They focused on basic learning, behaviour, communication, and daily life skills.

**3. What new skills have you learned here?**

**Student:** I learned Art & Craft, Training in Sorting & scanning, greeting people, keeping things clean, Learn about time, Money and doing work on time.

**4. Which activity do you enjoy the most?**

**Student:** I enjoy vocational training and making products with my friends. It makes me happy.

**5. What achievement are you most proud of?**

**Student:** I am proud that I can work independently and complete my tasks properly.

**6. What positive changes have you seen in your child?**

**Parent:** My child is more confident, disciplined, social, and independent than before.

**7. Has your child become more independent at home?**

**Parent:** Yes, now my child helps in household tasks, manages personal routines, and takes more responsibility.

**8. How has this journey impacted your family?**

**Parent:** It has given us hope, happiness, and confidence about our child's future.

**9. What would you like to say to donors and supporters?**

**Parent:** Thank you for giving our children opportunities to learn, grow, and live with dignity.



**Mr. Sanjay Pandere**  
**(Chirag's Father)**



# New Initiative - Project Dhvani



Project Dhvani, initiated by Suryoday Trust, supports children with hearing impairment through early education and intervention. It addresses developmental needs during critical growth stages, fostering communication, cognitive, and social skills in an inclusive environment.

## Key features include:

- Holistic approach with auditory-verbal therapy, speech support, and parent counseling for ages 4-10.
- Structured educational programs for ages 4-8.
- Access to medical and audiological services for underprivileged children.

The project aims to empower children, enabling them to gain essential skills for greater independence and societal inclusion.

## Expanding the Horizon: Project Dhvani

Education at Suryoday goes beyond textbooks. This quarter marks a major milestone with the launch of Project Dhvani—a strategic initiative focused entirely on educating and empowering students with hearing impairment.



**Early Intervention:**  
Identifying and addressing needs at the crucial early stages of development.



**Specialized Support:**  
Deploying targeted educational methodologies tailored to hearing-impaired students.



**Holistic Empowerment:**  
Ensuring these students have the exact tools required to thrive independently in society.



# News of the Quarter

## A Moment of Pride



Our student Obed Dias was **selected to represent** the state cricket team and went on to compete at a **national-level tournament** in Haryana, marking a major milestone in his sporting journey. This achievement reflects his dedication, discipline, and passion for the game, while also highlighting the strength of a supportive community and quality training. Obed's success inspires fellow students by showing that perseverance can lead to remarkable opportunities, and we are confident he will continue to make us proud.



In addition to this proud moment, our students also excelled at a sports event organized by S.N.L.C.C.H.S.A Ltd., competing across various age group categories for special children and young adults. They brought great honour to the organization by winning an impressive **6 Gold medals** and **2 Bronze medals in Shot Put and the 100-meter run**. Their enthusiasm, determination, and sportsmanship continue to inspire everyone around them.

## Employee Welfare & Training

### POSH Awareness Sessions



A comprehensive **POSH (Prevention of Sexual Harassment) training** was held for Suryoday staff to promote a safe and inclusive workplace. The session covered the POSH Act, workplace harassment, employee roles, and maintaining professional boundaries. Through interactive discussions and real-life scenarios, the training raised awareness, encouraged communication, and reinforced the Trust's commitment to dignity and safety for all individuals.

# Events & Celebration

## Tata Mumbai Marathon:

Suryodaya Team enthusiastically participated in cheering the Tata Mumbai Marathon participants, experiencing the spirit of inclusion, endurance, and community participation. The event provided them with exposure to a large public platform, boosting their confidence and encouraging physical fitness while fostering a sense of achievement.



## Makar Sankranti Celebration:

The festival of Makar Sankranti was celebrated with joy and cultural activities such as kite-making and traditional sweets. Students learned about the significance of the festival while engaging in fun, sensory-rich experiences that enhanced social interaction and cultural awareness.



### Republic Day Celebration:

Republic Day was observed with patriotic performances, flag hoisting, and awareness sessions about the nation. Students actively participated in cultural programs, instilling a sense of pride, unity, and understanding of civic values.



### Annual Day Celebration:

The Annual Day was a vibrant celebration of talent, creativity, and achievements. Students performed on stage, showcasing their abilities through dance, music, and skits, which greatly enhanced their confidence, self-expression, and sense of accomplishment.



### Gudi Padwa Celebration:

The festival of Gudi Padwa was celebrated with traditional decorations and cultural activities. Students learned about regional customs, enhancing their cultural understanding and sense of belonging.



# Generous Givers

## Individual



<b>Abhijeet Kulkarni</b>	<b>Mehul Vora</b>
<b>Aditya Arora</b>	<b>Nilesh Chitre</b>
<b>Baskaran Chandramouli</b>	<b>Priti Srivastav</b>
<b>Bhasker Desai</b>	<b>Roma Prabhu</b>
<b>Dhruba Saha</b>	<b>Rupali Vaidya</b>
<b>Gautam G Shanbhag</b>	<b>Sandhya Naik</b>
<b>Glenn Suares</b>	<b>Srinivasan Seshadri</b>
<b>Kalika Rajesh</b>	<b>Suhas Joe Dantes</b>
<b>Kokilaben Vasantlal Shah</b>	<b>T. Balakrishnan</b>
<b>Manishkumar S Sabu</b>	<b>Vikas R Kasat</b>

## Corporate

<b>Aishwarya Decorators</b>	<b>Shri Mahakal Education Charitable Trust (Bharat Cares)</b>
<b>Azelis (India) Private Limited</b>	<b>SI Group India Pvt Ltd .</b>
<b>BANAGLOO PRIVATE LIMITED</b>	<b>Structural Specialties &amp; Projects (India) Pvt. Ltd</b>
<b>Hiraben Charity Foundation</b>	<b>TPAC Packing India Pvt. Ltd</b>
<b>ICAN BPO</b>	<b>United Way Mumbai</b>
<b>Rukmani Social Welfare Trust</b>	<b>Vaibbhav Ashok Goel Foundation</b>

# Board of Trustees



**Sundar Iyer**  
**Founder Trustee**  
**Former CFO**  
**Henkel India**



**Sachin Raje**  
**Former-CFO**  
**Teleperformance**  
**India**



**Anil Dron**  
**Practising**  
**Chartered**  
**Accountant**



**Ulhas Deshpande**  
**Alumni-TISS**  
**Former HR Head**  
**of Bharati AXA &**  
**Entrepreneur**



**Dr. Ramkumar**  
**Medical**  
**Practitioner**



**Samit Kashyap**  
**Founder &**  
**Co-owner at**  
**C & C Consultant**  
**Pvt Ltd**



**BC Maheshwari**  
**Marketing Head**  
**Madhumilan**  
**Industries**



**Shanmukha Reddy**  
**Ex-IIMA**  
**Professional in Food**  
**processing sector**



**Shanta Vallury**  
**Gandhi**  
**Ex- President-HR &**  
**CSR- RBL Bank**

# Advisory Committe



**T. Balakrishnan**  
**Alumni IIT & IIM**  
**Ex-Chief Marketing and Executive & Promoter**  
**Strategy officer,**  
**Diversey Inc. USA**



**OPK Joshua**  
**Ex-Banker**  
**Member - Goregaon**  
**Sports Club**



**Reema Gulati**  
**Yoga philosophy & life**  
**school concept teacher**  
**at The Yoga Institute of**  
**Santacruz. Member-**  
**Street Konnect**



**Srinivas Narayanan**  
**Principal Consultant,**  
**Ingroup Consulting.**



**Dr. Shobha Shetty**  
**Ex-Principal**  
**Punarvas special**  
**School**



**Amit Potnis**  
**IT leader & Group CIO**  
**(Media/CPG industry)**



**Dr. Narendra Rathi**  
**Consultant Children &**  
**Adolescent specialist**



**Sarvesh Nayak**  
**Finance & Tax professional**  
**LTIMindtree**

# School Team



**Anusuya Pradhan**  
Principal



**Mable Rodrigues**  
Special Educator



**Prachi Gemini**  
Special Educator



**Ramratan Sawarbandhe**  
Special Educator



**Ritika Bhoir**  
Special Educator



**Riya Dsa**  
Special Educator



**Sairina Dabre**  
Special Educator



**Stephy Tuscano**  
Special Educator



**Sushma Virkar**  
Special Educator



**Tejaswini Lopes**  
Special Educator



**Gulafsha Shaikh**  
Computer Teacher

# Vocational Training Team

## Vasai



**Preeti Nirmal**  
Vocational Trainer



**Samita Harijan**  
Vocational Trainer



**Smita Alphanso**  
Vocational Trainer



**Meena Bansode**  
Centre Head



**Sonam Mathkar**  
Special Educator



**Kajal Sonawane**  
Pre-Voc Teacher

## Bhayandar

# Management Team



**Meera Nair**  
Sr. Project Mgr



**Vaishnavi More**  
Sr. Project Mgr



**Diksha Ahire**  
Project Co-ordinator



**Kangkana Rajbongshi**  
Project Co-ordinator



**Sanket Ghawali**  
Accounts & Admin  
Head



**Avinash Vichare**  
HR & Admin

# Consultants



**Aakash Trivedi**  
Project Mgr -School Bldg



**Abhishek Das**  
Dance Teacher



**Avinash Mahadik**  
Sports Teacher



**Avadhut Magar**  
Art & Craft Expert



**Dr. Hetvi Vira**  
Occupational Therapist



**Dr. Kiran Pal**  
Occupational Therapist



**Mukesh Ladane**  
Speech Therapist



**Simi Shibu**  
Clinical Psychologist



**Shreya Jaokar**  
Clinical Psychologist



**Neeta Patil**  
Merchandizing Expert



**Yashodhan Kadam**  
Music Teacher

## Empower Lives. Fuel the Engine.

The journey from learning to earning is about profound empowerment. Your contributions translate directly into specialized educators, vocational materials, and the infrastructure needed to guide these students toward dignity and independence.

### Bank Account Details:

**Cheque favoring:**  
Suryoday Trust

**Account no.:** 50100178536761

**IFSC Code:** HDFC0000411

**Bank Name:** HDFC Bank

**Branch Address:** China Link,  
Ground Floor, Opp. Goregaon  
Sport Club, Link Road, Malad  
West, Mumbai- 64,  
Maharashtra, India

## Connect With Our Ecosystem



### Registered Office

105, Shraddha Shopping  
Center, Old Nagardas Road,  
Andheri East- 400 069



### Suryoday RBL School

Ambedkar Nagar, Bhuigaon,  
Nalasopara West, Bhuigaon,  
Vasai West, Palghar- 401201



### Vocational Training & Skill Development Centre

Gala No. W01-part, Om Sai  
Commercial Complex, Near  
HP Gas Godown, Bhayandar  
East, Thane 401105

#### Leadership Contact:

Sundar Iyer (Founder Trustee) | [sundar.iyer@suryodayschool.org](mailto:sundar.iyer@suryodayschool.org) | 9820339587 | Sachin Rajee (Managing Trustee) | [sachin.rajee@suryodayschool.org](mailto:sachin.rajee@suryodayschool.org) | 9821319810

✉ [contact@suryodayschool.org](mailto:contact@suryodayschool.org)

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