



Gatoto  
Community  
Primary  
School



## GIDP - TERM 1, 2017 REPORT



**We Strive to Shine**



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## EXECUTIVE SUMMARY

The first term began on 3<sup>rd</sup> January 2017. On behalf of GIDP and the Gatoto school community, we are happy to share with you our report for the period. During the term, the parents and teachers held a meeting to elect the Board of Management to align leadership with provisions of the Education Act, 2013. The alumni who sat their leaving certificate examinations had their results released. They posted significant improvement compared to the previous years with 16 of them qualifying to join university later this year.

During the term, we held a series of meetings with the staff to discuss new contracts. This was informed by the fact that over the years, we had to grapple with pay-outs whenever a member of staff left to join government or pursue other interests. The Board thus agreed to process the outstanding pay-outs to 84% of the staff members and enter into new contracts with them. As an incentive to staff, personal pension schemes were agreed on. This will see GIDP match individual staff members' contributions of 5% of their salaries. Alexander Forbes, Jubilee Insurance and ICEA Lions, 3 leading pension scheme providers made presentations to staff regarding their products and the staff later settled for ICEA Lions.

To guarantee consistent academic and co-curricular improvements, the Board agreed to develop a performance appraisal system for staff. A template for this was developed and it will be implemented shortly. We are happy to report that 3 senior officers of the Ministry of Education conducted a follow up professional observation of all teachers in their classrooms and made recommendations whose implementation began during the term. All the teachers attended a one-week computer training facilitated by Camara while two teachers attended a Religious Education workshop facilitated by the Department of Education.

We completed registration for the candidates who will sit this year's Kenya Certificate of Primary Education (K.C.P.E) Examinations. In all 99 candidates were registered. Under the examination council's new rules, all candidates are required to produce birth certificates, a challenge for the Mukuru community. Going forwards, sensitisation of the parents is being upped so that they can obtain the documents early enough.

During the term we entered children for competitions in ball games starting from the zonal level. 5 boys and 3 girls excelled going all the way to the Nairobi County level. The choir and elocution teams began preparations for this year's Kenya Music Festivals in earnest. The festivals begin in the second half of May.

We are happy to report that we once again received local funding from the Kenton College and Catholic International Community. The Kenton's college donation is towards our general operating costs and the donation of Ksh. 250,000 is for furniture. We also received Ksh. 103,000 from Willow Wheelers, Ireland's cycling club this will go towards the drainage work in the school. Members of the club paid us a visit during the term.

We were privileged to once again host H.E Yahel Vilan, the Israeli Ambassador to Kenya. He was accompanied by The Hazelnuts Band of Israel and a group of students from the Jewish community from Canada. The band entertained the children with their popular songs while the embassy donated assorted readers and stationery. We also hosted an Irish band that was in Nairobi as part of the St. Patrick's Day festivities. The band was accompanied by Ms. Brona O'Neill, the Irish Ambassador's wife. We are pleased to report that we began a partnership with Education for all children (EFAC) a New Hampshire based non-profit with a local chapter. This year they took on two of our alumni and will provide half of their secondary school fees for four years with the possibility of extending their support into university.

The World Food Programme implemented a new food provision model in the school during the term. The off-site catering model had its fair share of logistical challenges and in the end it was felt that it was inappropriate for the school. Following



consultations with the implementers it was agreed that the model be shelved in favour of the old approach where food was prepared within the school.

To all our supporters and partners, we wish to convey our sincere gratitude for your continued faith in our project by offering financial, material and technical support as well as encouragement. We hope our partnership with all our supporters will continue to strengthen. Please see the financial section for details on all the organisations and individuals who supported us during the year.

## TERM 1, 2017 RESULTS

Committed	Delivered
<p>1. <b>Access/Quality:</b> Academics Excellence, Enrolment and Retention targeting 1000 children in primary school and 150 in post-primary institutions.</p> <ul style="list-style-type: none"> <li>▪ The school programme ensures relevance, quality and balance.</li> <li>▪ Review staff performance and decide on appropriate measures.</li> <li>▪ Design a suitable mentorship and affirmative action models to support girls in primary and post primary schools.</li> <li>▪ Put in place a practice to motivate teachers.</li> <li>▪ Continuously inspire students and alumni through extra supports to enable them perform well.</li> <li>▪ Engage the local community as partners in education.</li> <li>▪ Promote environmental consciousness among the student community including personal hygiene and caring for the surroundings.</li> </ul>	<p>Quality Primary education delivered to over 1,002 students this term.</p> <ul style="list-style-type: none"> <li>▪ 3 Ministry of Education officers observed all the teachers delivering lessons and offered useful recommendations to improve results.</li> <li>▪ 99 children registered to sit this year's Kenya Certificate of Primary Education (K.C.P.E) Examinations.</li> <li>▪ 6 children qualify to represent our sub-county in the Nairobi County ball games meets.</li> <li>▪ 173 students received support to access high school and with 20 getting tertiary education.</li> <li>▪ 16 alumni qualified to join university with one of them, Maria Wamaitha, emerging in the top 10% of the candidates nationally.</li> <li>▪ 35 new students placed into the post primary support programme.</li> <li>▪ We received a donation of Ksh. 600,000 from Kenton College.</li> <li>▪ We facilitated a professional mentorship programme for all teachers and pupils in class 7 and 8</li> <li>▪ It was agreed that staff performance come up for formal review in quarter 2, 2017.</li> <li>▪ We secured a donation of Ksh. 250,000 from Catholic International Community for the purchase of furniture for the classrooms and staffroom.</li> <li>▪ A donation of readers and assorted stationery by the Israeli Embassy.</li> <li>▪ Text books donation from a Nairobi Trust for nursery and pre-unit classes and Karen Country Club donated social studies books for class 1-7</li> <li>▪ EFAC, a New Hampshire based non-profit with a local chapter took on two of our alumni providing half of their fees for the next four years. We hope to further build our cooperation in order to enable more children to benefit from the programme going forwards.</li> </ul>
<p>2. <b>Communications and Marketing:</b> Establish GIDP and Gatoto as one brand in the community, Kenya and</p>	<p>GIDP doubles its local and global visibility by mid-2019 through accomplishments and reports.</p> <ul style="list-style-type: none"> <li>▪ The alumni were in school in April during their school break.</li> </ul>



<p>overseas.</p> <ul style="list-style-type: none"> <li>▪ Maintain communication with stakeholders through reports, correspondence, website and events.</li> <li>▪ Promote accomplishments of students and alumni in local and regional media outlets.</li> <li>▪ Develop a 3-year internal/external Marketing Plan.</li> </ul>	<p>They engaged in peer mentorship with regard to academic outcomes and career choices.</p> <ul style="list-style-type: none"> <li>▪ Disadvantaged families continued to receive livelihood training and food rations courtesy of our support and that of Childslife International.</li> </ul>
<p><b>3. Financial Sustainability:</b> Achieve long-term financial sustainability by mid-2019.</p> <ul style="list-style-type: none"> <li>▪ Agree with the Ministry of Education to support teacher salaries and capitation grants.</li> <li>▪ Maintain a comprehensive 3-year budget.</li> <li>▪ Obtain alternative funding sources to avoid dependence on any one single donor.</li> <li>▪ Set up a reserve fund to insulate GIDP from financial crunches in case of donor withdrawal and/or delays in funds disbursements.</li> </ul>	<p>With the registration of the American Friends of Gatoto in the USA, our partner base has been widened substantially.</p> <ul style="list-style-type: none"> <li>▪ We paid out our staff for the period they have been with us. With this, GIDP need not worry about the financial impact of staff leaving as they are not owed for the period they have been in service. 84% of the staff were paid and the rest will be paid as funds become available. The said staff are now on fixed terms contracts of service.</li> <li>▪ We target to get more donors in order to bridge our deficit for the year currently standing at \$76,000.</li> </ul>
<p><b>5. Governance Development:</b> Looking at 2017 and beyond.</p> <ul style="list-style-type: none"> <li>▪ Put in place a training and professional development plan to support the Board.</li> <li>▪ The Board will champion and assess the Strategic Plan and its implementation biannually.</li> </ul>	<p>A new Strategic Plan for 2016 to 2019 completed.</p> <ul style="list-style-type: none"> <li>▪ In line with the new requirements of the Basic Education Act, it was agreed that we form a School Board of Management in 2017. To this end, parents held a meeting in the school and constituted the Board. It will support the GIDP Board in its oversight and fundraising functions.</li> <li>▪ We completed a new 2017 Action Plan.</li> <li>▪ Process agreed to expand the Board and bring in a finance expert. However, there are still challenges with regard to getting the right person to volunteer to be on the Board.</li> </ul>

### Additional Achievements

#### Academic (Primary)

- We received feeding programme support from WFP and Feed the Children Kenya ensuring pupils continue to attend school without disruptions.
- 99 pupils were registered for this year's K.C.P.E Examinations.
- All our teachers had an opportunity to be evaluated by officers from the Ministry of Education. They received positive feedback to help them improve their performance and approach to teaching.
- Two of our teachers attended a workshop on Religious Education teaching while all teachers attended a week-long computer training facilitated by Camara, an Irish agency.
- The nursery and pre-unit pupils continued to receive a daily breakfast courtesy of support from a Barbara Steenstrup.
- We received a donation towards the lunch programme for all pre-school children from a Nairobi based trust and cooking oil from Gil Oil Company.

#### Academic (Post-Primary)



- Our alumni who sat the 2016 the Kenya Certificate of Secondary Education. (K.C.S.E) Examinations did us proud with 16 qualifying to join university. We congratulate them for their performance and wish them all the best going forwards.
- This year EFAC are supporting two students to access high school education providing Ksh. 150,000 which is half of their annual fees.
- Monitoring and evaluation of students in post primary schools has been stepped up to ensure that the children get the best they can from their education and those facing challenges assisted to improve. Students met in school during their April holidays to discuss their progress and learn from one another.
- This year the number of girls being supported in post primary is 96 compared to 77 boys

### **Management, Fundraising, Planning**

- The support towards teacher salaries from a local donor Kenyan donor (a Nairobi based Trust) was reviewed. This year the Trust is supporting salaries for 9 teachers up from 7 last year. The same donor continues to fund the feeding programme for pre-school pupils for the year.
- Parents elected the Board of Management to serve a 3-year term.
- AFOG is funding us to the tune of \$100,000 this year.
- During the year we were privileged to host a number of important guests. They included:
  1. The Willow Wheelers Cycling Club members from Ireland.
  2. The Hazelnut Band from Israel.
  3. The Israeli Ambassador to Kenya.
  4. Mary Kiguru, Country Director of the local chapter of EFAC.
  5. Nancy Van Sciver- EFAC
  6. Stephen Cassidy and Alex of Suas Educational Development.
  7. Patricia Kicak, President of Childslife International.
  8. Ms. Ruth Ogao and two others of the Ministry of Education trained teachers on effective curriculum delivery.
  9. A band from Ireland and Ms. Brona O'Neill, wife of the Irish Ambassador to Kenya.
  10. Jane and Roberto Oddi of the UK.
  11. Caroline and Jim Khambatta.

On behalf of the entire Gatoto community we wish to thank all our guests for finding time to visit us and for their invaluable words of advice and encouragement.

### **Community Support**

- With the support of our partners and well-wishers, we provided nutritional food and medical allowances to 60 vulnerable families from Mukuru. We continued to facilitate weekly group therapy meetings for HIV infected parents with guest speakers invited.
- With the support of FEED the Children, we continue to support a group of parents on entrepreneurial and money management skills. The group members meet in the school once a week to discuss their developments and challenges. Each of the members contributes an agreed amount each week that is saved in a pool and can be borrowed at an interest.

### **GIDP Board and Management Team**

- The Board approved pay-out to 84% of staff members to help mitigate against challenges of paying staff members their services each time one leaves.
- The Board also approved plans to engage an Insurance firm to manage personal pension for staff.

### **CHALLENGES**

- We are yet to raise the full budget for the year.
- Prices of basic commodities continue to soar with food commodities spike exceeding 50% from last year's.



- WFP implemented a daily off-site catering for all primary school pupils in the school. Due to logistical difficulties, it meant teachers putting in a lot of time to help with daily reports and serving.
- One teacher proceeded for maternity leave at the beginning of the year.
- The electioneering period began with party primaries being held in schools, Gatoto included. During the exercises some voters damaged a section of the fence as they looked for entry short cuts.

## **SOLUTIONS**

- We are working with partners to help us plug the budget deficit.
- Looking ahead we will be forced to cut expenditure on basic commodities as the prices continue to spiral.
- Following consultations, the off-site catering model was reviewed and the old on-site model revisited.
- We engaged the services of a volunteer, an alumnus of the school.
- We tried to up the school's security. Going forwards, we plan to actively engage parents and local community around peaceful elections.

## **LESSONS LEARNT**

- That there is a great need to continuously monitor and evaluate teachers' work with the children to identify gaps and offer support in order to maximise academic outcomes.
- That there is need to build a reserve fund in order to have a fall back kitty in case of funding deficits and/or delays.
- That getting people in Nairobi to volunteer on Boards of NGOs can be a long and difficult process.

## **GOING FORWARDS BEYOND 2017 AND IN LINE WITH OUR STRATEGIC PLAN WE COMMIT TO:**

### **1. TO PROVIDE PRIMARY AND POST PRIMARY EDUCATION TO 1,200 CHILDREN**

To provide a quality, holistic, gender balanced education programme:

- Improve our learning resources to ensure high quality education for all the children in the school.
- Continue to monitor students in high school by way of school visits, results monitoring, encourage them and see how to support them further.
- Put in place a rigorous evaluation of teaching and engaging pupils. Further conduct an annual teachers' job satisfaction.
- Coach and mentor all students to encourage them to excel
- Organise regular career guidance sessions to offer advice on best career choices for students to choose from.

### **2. TO RAISE FUNDS FOR YEARS 2017 TO 2019**

- Primary objectives:
  - Engage local businessmen and companies to raise funds needed for the year.
  - Engage international NGOs and Foundations to raise funds for between 2017 and 2021.
  - Agree a strategy to engage the Ministry of Education with a view to, at least, obtain capitation grants and learning resources.
- Continue to research and target the following groups;
  - Kenyan companies
  - International embassies based in Nairobi.
  - Individual supporters (Friends of Gatoto Standing Orders. Sponsor a Child)
- Maintain and build relationships with donors

### **3. PROVIDE FAMILIES FROM KWA REUBEN AND ITS ENVIRONS WITH A NUTRITION AND HEALTH PROGRAMME**



- Continue to offer psycho-social support programme for people affected or infected by HIV and Aids in Mukuru.
- Link beneficiaries to appropriate referral centres/organisations.
- Continue to provide families from Reuben and its environs with a nutrition and health programme.

#### **4. EXPAND PARTNERSHIPS AND NETWORKS**

To achieve a sound positioning of Gatoto in Society

- Work to consolidate the gains thus far made in the United States with the support of the American Friends of Gatoto.
- Develop a communications and marketing plan
- Continuously update website and use social media to support relationship management and fundraising
- Marketing and fundraising locally and overseas
- Work proactively with the Government of Kenya to realise its support in the medium term.

#### **5. GIRL EMPOWERMENT**

Provide gender balanced support, financially and institutionally, to both boys and girls as they make their transitions to post primary and tertiary institutions.

- Design a suitable mentorship model to help girls stay in school and improve their performance to a pass rate of at least 75% of the candidates.
- Review the post primary support offering for girls introducing an affirmative action model that will bring parity in transition between girls and boys.
- All pupils in senior classes will have regular school-based opportunities to hear guest speakers to inspire them to strive to excel in their studies.

#### **Term 1, 2017 Attendance Rates**

Class	Enrolment			Attendance Rate		
	Boys	Girls	Total	Boys	Girls	Class Mean
Nursery	30	21	51	98.8	97.1	97.95
Pre-Unit	28	32	60	96.4	96.3	96.35
1	57	42	99	97.5	97.6	97.55
2	71	56	127	97.7	96.7	97.20
3	63	51	114	98.4	98.1	98.25
4	70	59	129	97.4	97.4	97.40
5	72	65	137	97.5	96.2	96.85
6	72	67	139	97.2	94.8	96.00
7	66	55	121	97.1	97.4	97.25
8	46	57	103	96.8	98.4	97.60
<b>Total/Mean</b>	<b>575</b>	<b>505</b>	<b>1080</b>	<b>97.5</b>	<b>97.0</b>	<b>97.24</b>

**Note: A Summary of Income and Expenditure for the Period is filed separately in Ms.Excel.**

## In Pictures



Top: Pupils pose for a picture after receiving The Willow Wheelers Members and left the members listen to the choir performing.

Middle: The Israeli Ambassador (Centre) in discussion with another guest and left The Hazelnut Band perform for the children.

! Bottom: Members of the girls' football team and left girls during break.