



Indigenous Education Foundation of Tanzania
2015 ANNUAL REPORT

2015 HIGHLIGHTS

247 STUDENTS

43 NEW STUDENTS

18 GRADUATES IN COLLEGE / UNIVERSITY

12,262 HOURS OF COMMUNITY SERVICE

100% PASS RATE ON NATIONAL EXAMS

EXTENDED PRE-FORM ONE YEAR

CONSTRUCTED FORM FIVE CLASSROOMS

ESTABLISHED IEFT YOUTH BOARD

DEVELOPED NEW PARTNERSHIPS

What is a high-quality education? I ask myself this question everyday as we strive to ensure the best for our students, staff and community. The work we do is very hard and each day is a joyous struggle. To get one student through the 12th grade in Tanzania is rare. But the future is bright, attitudes are changing, new leaders are emerging and nothing is more inspiring.

Each day, I watch our students courageously studying for their high-stakes exams, winning basketball games, building robots, teaching in primary schools. Most importantly, all of this is happening in their communities in front of their parents who are cheering them on.

Now, our students are heading off to University and coming back to their community with dignity and strength. They are coming back to ensure that their little brothers and sisters will get the same high-quality education they received. They are coming back to support their parents. They are grounded in their community. They are confident leaders. I couldn't be more proud. Here's to another inspiring year!

With your support, we will continue to grow in new and impactful ways. With gratitude to those who have made it all possible,



Peter Luis
Executive Director



ORKEESWA SCHOOL

Orkeeswa School is a community-based secondary school located in Orkeeswa Village, an under-served Maasai community in rural Tanzania. The school serves four villages, covering an area of approximately 32 square-kilometers with a total population of over 10,000 individuals. By providing free education within the village, in a country where less than a quarter of the population has access to secondary school, Orkeeswa offers the only opportunity for most of our students to continue their education past the primary level.

Since 2008, Orkeeswa School has grown out of an organic process of experimentation in collaboration with local leadership. As a result, we have developed a model of holistic education, responding to the specific needs of our students and their community. In the past couple of years, we have initiated student-led service programs to provide support and services to the four government-run primary schools in our catchment area. Now, Orkeeswa School represents the core of a program that provides educational opportunities to the wider community.



THE BEST LEADERS ARE WELL-ROUNDED



They are able to **think creatively, inspire and motivate community members**, and apply **actionable solutions** to complex problems. We create opportunities for our students to become the best possible **voices for change** in their communities in Tanzania by nurturing their overall development while maintaining the highest academic standards.

Through the highest-quality holistic education, we equip youth to become leaders in their communities.

COMMUNITY-BASED DAY SCHOOLS

A holistic, community-based education offers our students the opportunity to develop critical and creative thinking skills while remaining deeply connected to their community. **The result is a new generation of visionary leaders, innovators, and problem solvers who have a thorough understanding of and commitment to their own culture, community and local politics.** Our students live and learn within their village, allowing them to take their education home with them everyday and make an immediate impact on their families and community members.

CO-EDUCATIONAL LEARNING

In the context of a community where women and girls experience severe gender discrimination, a **co-educational environment offers girls an opportunity to learn and lead alongside boys, gaining immediate respect and confidence in their capacity to be educated leaders in their community.**

LEADERSHIP DEVELOPMENT

Effective and sustainable community development must come from within – conceived, implemented and managed by local leadership. **Our programs are designed to nurture our students' creativity, allowing them to hone their own unique leadership styles, while building their capacity to think outside the box.**

RESPECT FOR CULTURE

"Nowadays, the world is changing. But because we go to school in our village and we come back home every day, we are continuing to be a part of our community and we can keep getting advice from our parents. We are not only going forward with our education, we are also trying to learn from our elders about our past and about our culture."

– Sereti, 9th Grade / Form Two



OUR IMPACT

Orkeeswa is more than a school. It is a community of citizens committed to a belief in human potential and the power of inspired leadership. By focusing on high-quality education, Orkeeswa School has become the catalyst for community-driven change in the surrounding villages. Our impact emanates from a deep and holistic investment in our students and staff, reaching hundreds of families and thousands of primary school students.



MONITORING & EVALUATION

In 2015, with support from the Segal Family Foundation, IEFT developed and launched a strategy for evaluating Orkeeswa's impact on our students and their community.

PROGRESS OUT OF POVERTY

In 2015, our students collected data in their villages in order to evaluate poverty levels within their communities. Using the Progress-Out-Of-Poverty Index (PPI), a globally recognized poverty measurement tool, we discovered that roughly **78% of households in our catchment area live below the poverty line of \$1.25 per day**, compared to a national poverty rate of 61%. The poverty rates in each of the four villages were determined to be:

ORKEESWA

80%

LASHAINE

81%

NGARASH

67%

LENDIKENYA

84%

SOCIAL RETURN ON INVESTMENT

BY 2025, ORKEESWA WILL HAVE PRODUCED A

267%

SOCIAL RETURN ON THE INVESTMENT OF
BUILDING AND OPERATING THE SCHOOL.

Through a participatory evaluation process, a selection of community members identified and subsequently monetized the changes they have seen in their community due to Orkeeswa School. Some benefits that were too difficult to monetize but carry equal importance within the community include: increased access to higher quality education; drastically reduced instances of child marriage; and promotion and respect for Maasai culture.

247 STUDENTS

53% GIRLS

47% BOYS

205	STUDENTS AT ORKEESWA SCHOOL
16	STUDENTS IN OTHER SECONDARY SCHOOLS
18	GRADUATES IN COLLEGE / UNIVERSITY
6	GRADUATES EMPLOYED
2	GRADUATES EMPLOYED AT ORKEESWA
14	GRADUATES IN THEIR COMMUNITY

21 GLOBAL SCHOLARS

In 2015, our students traveled around the world to participate in exchange programs and athletics events. Students traveled to Massachusetts to attend the Groton School, Lawrence Academy and St. Mark's, to the International School of Tanganyika in Dar es Salaam to play basketball and Nairobi, Kenya for Rugby.

NEW 6th GRADE / PRE-FORM ONE YEAR

In 2015, we extended our Pre-Form One English Immersion Program from three months to 15 months. Now, each of our new students will go through a year-long curriculum focusing on project-based learning, literacy and numeracy designed to strengthen their language skills. By building a stronger foundation for our students' secondary education, this new program will improve their chances later on to qualify for Advanced Level studies and University.

"Orkeeswa is the best school to prepare you to do well in your studies and get to University. Now that I am going to the University of Dar es Salaam, I can't even describe how happy I am. I worked hard to get here, and I am so thankful for the education I got at Orkeeswa, from my classes of course, but also everything I learned about life and how to work hard and take care of myself."

– Margaret, Orkeeswa Graduate at University of Dar es Salaam





54 STAFF MEMBERS

74%
OF STAFF ARE TANZANIAN

59%
ARE FROM THE COMMUNITY

21,850
VOLUNTEER STAFF HOURS

Orkeeswa School not only provides education to the community, but it also creates jobs. One of our long term goals is to see our graduates return to Orkeeswa after completing University to become leaders at our school. In 2015, several of our graduates worked at Orkeeswa during breaks from college or University.

2 ORKEESWA GRADUATES ARE
EMPLOYED AT THE SCHOOL

“Orkeeswa prepared me for my future in many, many ways. This school taught me how to express myself and gave me competence and confidence in many different things; I can coach basketball, I can teach in the class, I can run activities. All of these things I couldn’t do if I had gone to another school. I wanted to come back to work at Orkeeswa because of the environment here. And I really love to work with Orkeeswa students; they are always willing to try new things.”

– Edward, Orkeeswa Graduate and Teacher

“I like to work at Orkeeswa because the school has taken me a long way. It took me out of poverty. Our community has changed a lot since the school was formed. I think it was the greatest change that has happened in this area. In the past there were very few people who were educated, but now there are many. Some of them work, some of them are in university. It’s helped to make the community an educated one.”

– Mama Danny, Orkeeswa Mother and Cook

28 TEACHERS

7:1 STUDENT TO TEACHER RATIO

Compared to a national average of 60:1

PROFESSIONAL DEVELOPMENT

With the help of a new Education Consultant, our passionate and talented teaching staff came together throughout the year to learn new methods in cooperative learning, building their capacity to engage our students in the classroom and beyond.



“Professional Development teaches me how to be a better facilitator and to divide students into groups, pose questions, let them work and then provide feedback. Instead of just listening, now the students get time to learn actively. They are not just sitting and waiting for the teacher. In my class, we are all teachers together.”

– Bahati , English Teacher

“A teacher must be professional, but they must also be a counselor and empathetic to each learner. If a student is having a problem in the class, maybe it is a result of a problem they are having at home. If there is anything I can do to help them, I must help them. If I can't, I must find someone who can. I can motivate my students to study hard by sharing my background and experiences.”

– Halima, English Teacher



ACADEMICS

100% PASS RATE

ON FORM TWO, FOUR AND SIX NATIONAL EXAMS

TOP 8% OF SCHOOLS IN THE COUNTRY
BASED ON OUR 2015 FORM FOUR NATIONAL EXAM RESULTS

100% QUALIFY FOR UNIVERSITY
BASED ON OUR 2015 FORM SIX NATIONAL EXAM RESULTS



	ORKEESWA	TANZANIA
PASS RATE*	100%	68%
STUDENTS PASSING WITH TOP 3 GRADES*	75%	25%
STUDENTS QUALIFYING FOR ADVANCED-LEVEL*	75%	10%
STUDENTS ATTENDING ADVANCED-LEVEL	56%	<3%**
STUDENTS ATTENDING COLLEGE / UNIVERSITY	38%	<4%**

*BASED ON 2015 FORM FOUR NATIONAL EXAM RESULTS

** PERCENTAGE OF TOTAL TANZANIAN POPULATION

“Instead of looking at a picture on a page, we are actually seeing it in front of us and using our hands to discover new information. It was fun because when we were doing the dissection other students came to watch because they also wanted to see and learn. For the younger students, it showed them that science can be really fun, and not just reading facts from a book. That’s why I like science.”

– Zainabu, 8th Grade / Form Two



CLUBS & ACTIVITIES

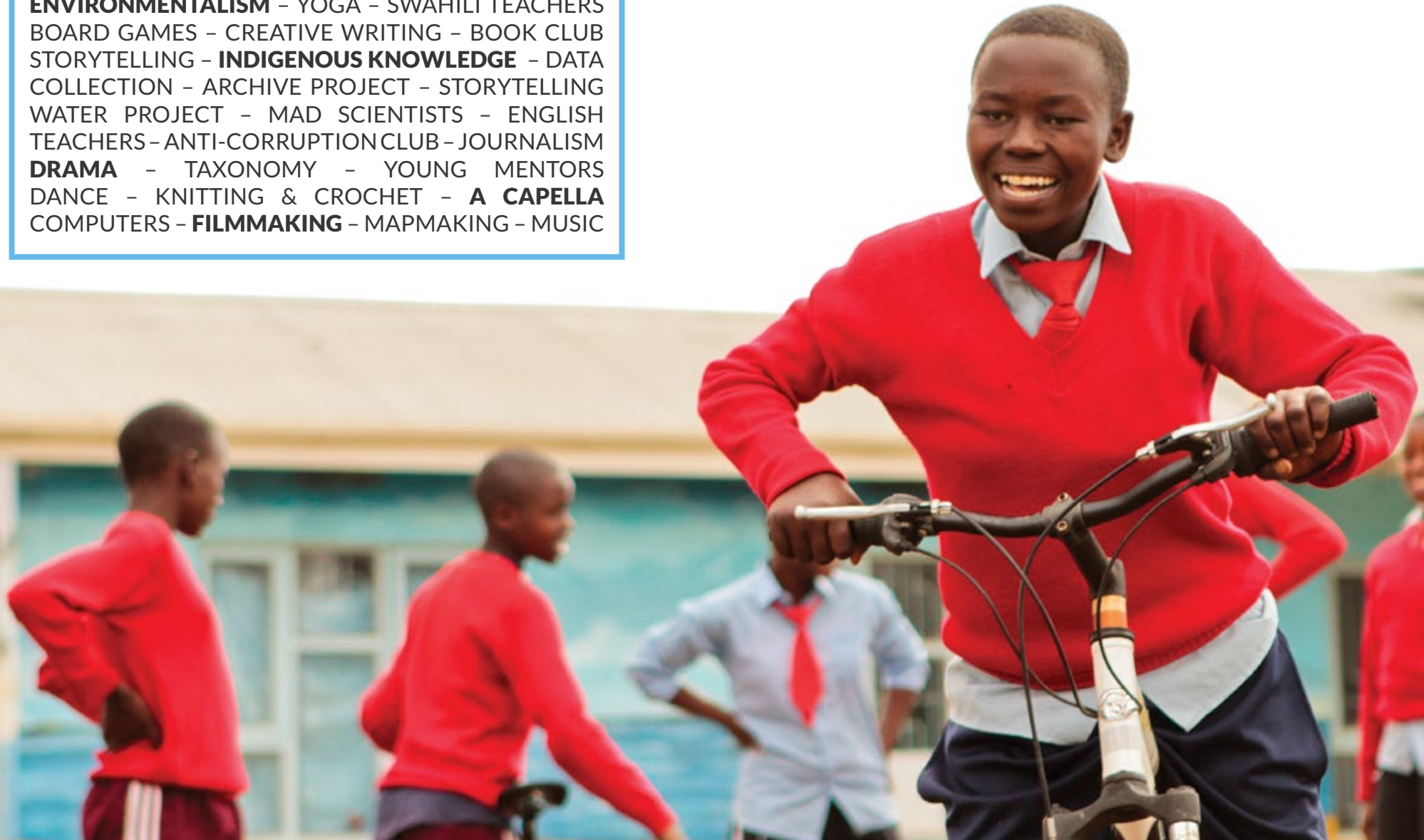
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EXTRA-CURRICULAR ACTIVITIES

COOKING CLUB – **PUBLIC HEALTH LEADERS** – CHOIR
GARDEN – CYCLING – PERFORMING ARTS – CHESS
PHOTOGRAPHY – FIRST AID – DRAWING – BOX CARS
ENVIRONMENTALISM – YOGA – SWAHILI TEACHERS
BOARD GAMES – CREATIVE WRITING – BOOK CLUB
STORYTELLING – **INDIGENOUS KNOWLEDGE** – DATA
COLLECTION – ARCHIVE PROJECT – STORYTELLING
WATER PROJECT – MAD SCIENTISTS – ENGLISH
TEACHERS – ANTI-CORRUPTION CLUB – JOURNALISM
DRAMA – TAXONOMY – YOUNG MENTORS
DANCE – KNITTING & CROCHET – **A CAPELLA**
COMPUTERS – **FILMMAKING** – MAPMAKING – MUSIC

“I feel good! Nobody in my whole village even has a bike. I fell down but I just got back on. I was afraid but I said to myself, ‘This is the moment that I am just starting get the point!’”

– Namnyak, 9th Grade / Form Three



ATHLETICS PROGRAM

100% OF ORKEESWA STUDENTS
GET AN OPPORTUNITY TO PLAY SPORTS

“From leading a team, I’ve learned that everyone is different – everyone has their own strengths and weaknesses. And although someone has their own opinions, that doesn’t mean they are wrong. Someone may be young but they can know things that you don’t know. You can learn things from them. As a team captain and a role model, it is my responsibility to learn from and listen to my fellow team members.”

– Anna, 11th Grade / Form Five

171 COMPETITIVE STUDENT-ATHLETES

89 GIRLS

82 BOYS

“By coaching younger students, it helps to bring us together. We are one family and we should help each other to reach our destiny. Through practices, they are not just learning the sport but they are learning leadership skills. When they see how I lead them, they can learn to help and guide their friends. It helps them with their confidence and teamwork.”

– Agnes, 11th Grade / Form Five

36 TRAINED STUDENT-COACHES

204 PRIMARY SCHOOL STUDENT-ATHLETES

108 GIRLS

96 BOYS



ENTREPRENEURSHIP

Orkeeswa's Entrepreneurship Program promotes self-reliance, while encouraging our students to develop creative solutions to local needs. Over 80% of families in the Orkeeswa community live on less than \$1.25 per day. Our Entrepreneurship program offers students the skills, experiences and resources they need to start, manage and grow their own businesses.

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STUDENTS ARE RUNNING A BUSINESS

EACH OF OUR 10TH GRADE / PRE-FORM FIVE STUDENTS
COMPLETED OVER

60

HOURS OF OUR ENTREPRENEURSHIP COURSE

14

BUSINESS PLANS DEVELOPED

"I help my mother run our family business of making and selling donuts and samosas in the market. The money we make from our business helps us buy food and pay for school fees for my young siblings. My education has helped me understand about profit and losses and different ways to improve our business. I've also learned that if you stay at home without a job, life can be very difficult. I now know that in the future I can create my own job if I need to!"

– Husna, 7th Grade / Form One



COMMUNITY SERVICE

ORKEESWA STUDENTS COMPLETED OVER

12,262 HOURS

OF COMMUNITY SERVICE IN 2015

In 2015, our students worked in the primary schools, coached sports, taught about HIV/AIDS and repaired the village road.



IMPACT ON PRIMARY SCHOOLS

"It is very important for these students to be working here. Most importantly, they are motivating our students to work hard in their studies because they know they want to be like them when they are older."

- Mbimbi, Head of Lashaine Primary School

ORKEESWA

2,873

HOURS

583

STUDENTS

LASHAINE

2,185

HOURS

503

STUDENTS

NGARASH

1,830

HOURS

603

STUDENTS

LENDIKENYA

2,116

HOURS

544

STUDENTS

"We do Community Service teaching because our education is not only about being good at national exams or being good at school, it's about being good at our communities. This experience prepares us to do anything we wish. I now know that I can do any job I want because I can use my imagination and creativity to handle any situation. I am learning more than just what I have been studying in school."

- Agnes, 10th Grade / Form Four



SCHOLARSHIP PROGRAM

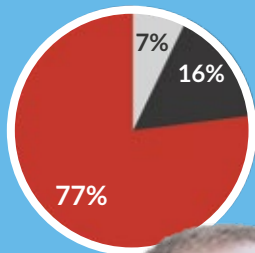
Our Scholarship Program offers supporters an opportunity to sponsor an individual student in our program, while learning about their life and community.

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NEW SCHOLARSHIPS

90%

RENEWAL RATE



- 158 STUDENTS HAVE FULL SCHOLARSHIPS
- 33 STUDENTS NEED FULL SCHOLARSHIPS
- 14 STUDENTS NEED HALF SCHOLARSHIPS

BRIDGE PROGRAM

Our students' education does not stop when they graduate from our program. We are committed to supporting each student for six years, regardless of their 10th Grade / Form Four National Exam results. Furthermore, we are determined to create opportunities for each student to continue onto college or University. Less than 4% of Tanzanians get the opportunity to pursue a higher education. In 2015, we piloted a Bridge Program to financially support our students as they pursue higher education.

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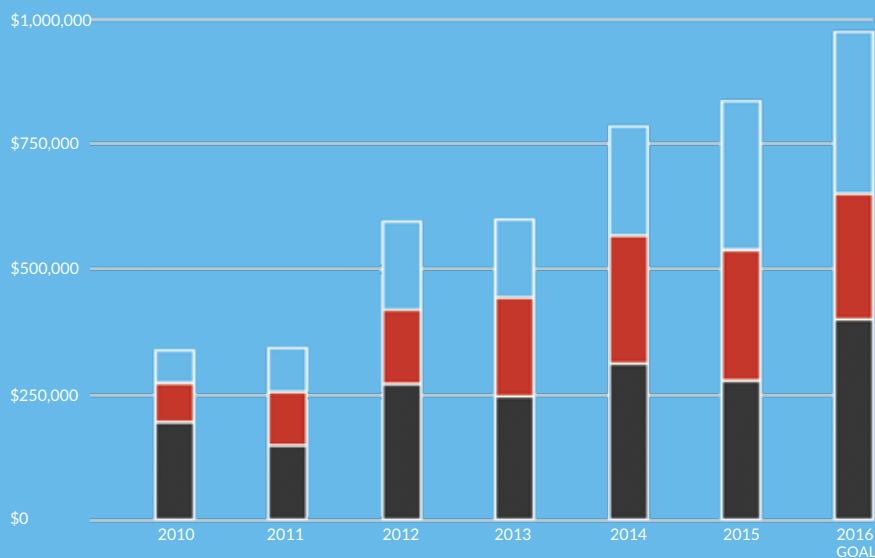
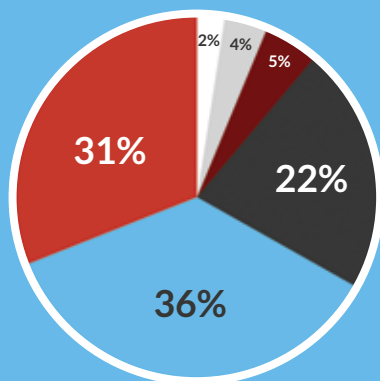
ORKEESWA GRADUATES RECEIVED LOANS OR SCHOLARSHIPS FOR HIGHER EDUCATION



2015 REVENUE

GRANTS / FOUNDATIONS	\$299,444.90
SCHOLARSHIP PROGRAM	\$261,939.83
GENERAL DONATIONS	\$186,856.64
CAPITAL INCOME	\$45,526.75
SPECIAL PROJECTS	\$33,949.16
EVENTS	\$13,738.58

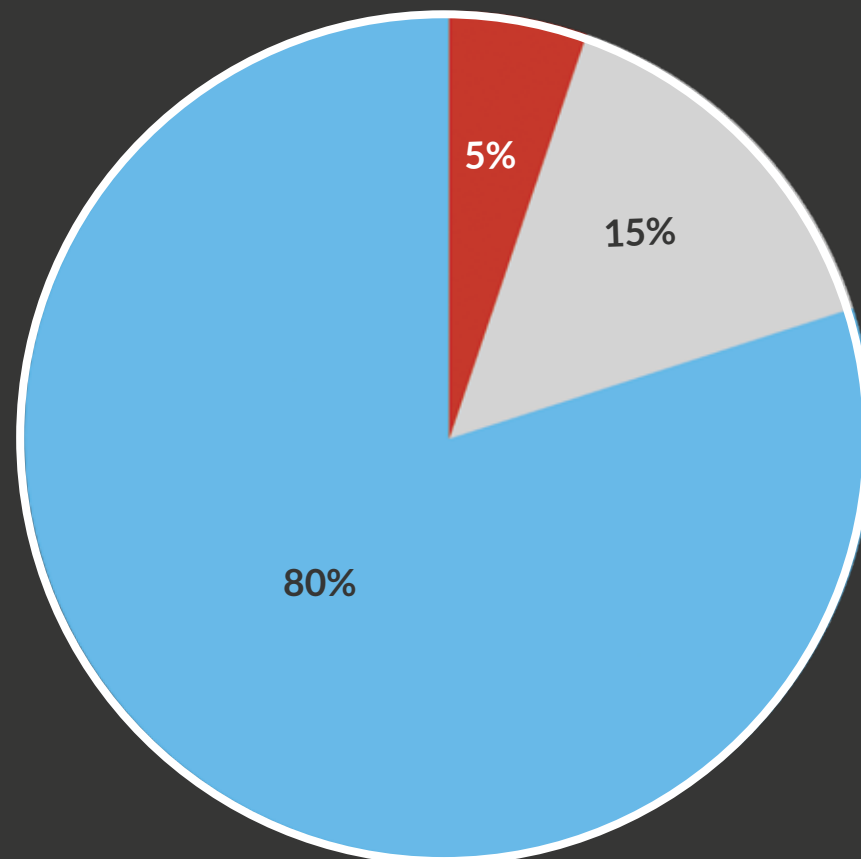
TOTAL INCOME **\$841,455.86**



2015 EXPENSES

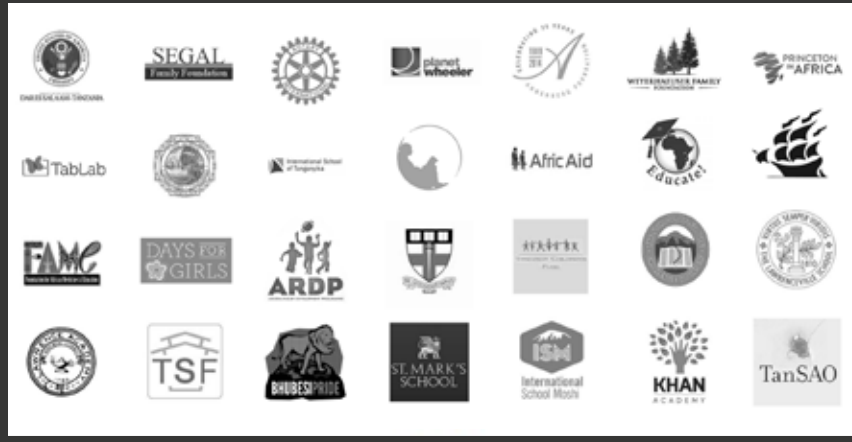
TZ PROGRAM COSTS	\$582,971.90
ADMINISTRATIVE COSTS	\$107,478.37
FUNDRAISING COSTS	\$41,260.68

TOTAL EXPENDITURE **\$731,710.95**



In 2015, 100% of our ADMINISTRATIVE COSTS were covered by donations from our Board of Directors.

OUR PARTNERS



“The holistic educational experience offered to Orkeeswa students is unparalleled in Tanzania and the proof is in the pudding. Orkeeswa students are not only out-performing their peers academically, but possess the critical thinking, self-awareness, and maturity needed to thrive and lead in their community. The young people Orkeeswa School is producing are the definition of leaders; from their ability to forge their own life paths, to their desire to create new opportunities for their community.”

– Andy Bryant, Segal Family Foundation

“A great strength of Orkeeswa School is its emphasis not only on academics and extracurricular activities such as sports, but also on service and volunteer work. We are proud to work with schools like Orkeeswa that educate and empower students from all backgrounds, and who then go on to make positive contributions to their communities.”

– Ambassador Childress, US Embassy in Tanzania



2016 PROGRAM GOALS

INTEGRATE TABLETS & ROBOTICS
INTO TECHNOLOGY PROGRAM

SOLIDIFY BRIDGE LOAN PROGRAM

STRENGTHEN CAREER / COLLEGE COUNSELING

DEVELOP STRATEGY FOR TARGETED
IMPACT OF FOUR LOCAL PRIMARY SCHOOLS

PILOT PROFESSIONAL DEVELOPMENT IN LOCAL
PRIMARY & SECONDARY SCHOOLS

AUDIT & CUSTOMIZE
LIFE SKILLS CURRICULUM

2016 ORGANIZATION GOALS

FUNDRAISE \$976,500

DEVELOP STRATEGIC PLAN

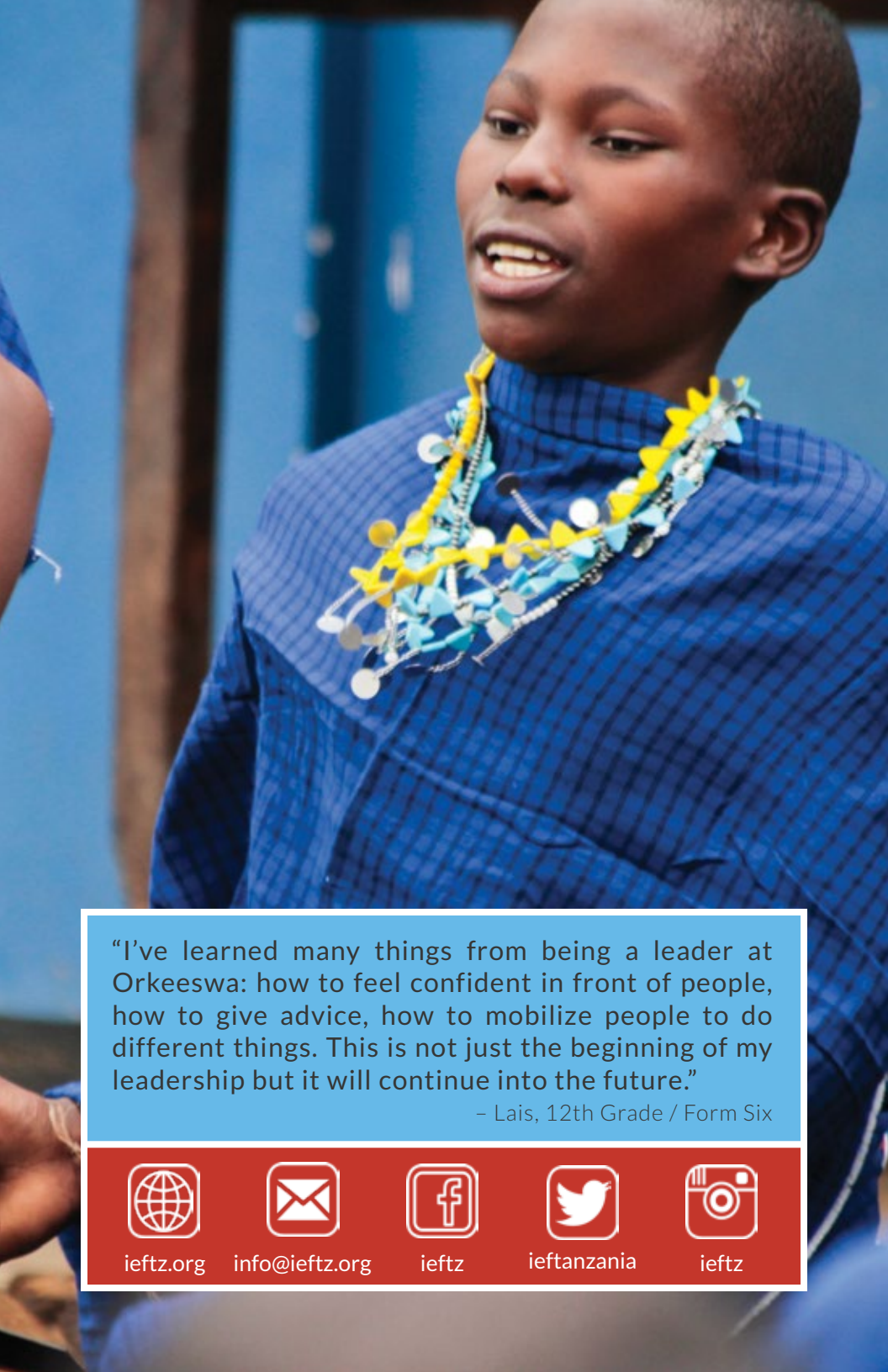
IMPLEMENT NEW CRM SYSTEM FOR
IMPROVED DATABASE MANAGEMENT

IMPROVE ONLINE DONATION SYSTEMS

DEVELOP NEW PARTNERSHIPS

COMPLETE BASELINE SURVEYS FOR
MONITORING & EVALUATION





"I've learned many things from being a leader at Orkeeswa: how to feel confident in front of people, how to give advice, how to mobilize people to do different things. This is not just the beginning of my leadership but it will continue into the future."

– Lais, 12th Grade / Form Six



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