

ORKEESWA 10



ORKEESWA SCHOOL

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

In 2008, responding to a high demand for access to secondary education, Orkeeswa School opened in an under-served Maasai community in northern Tanzania on land donated by local leaders. Orkeeswa School is the only affordable secondary school within its catchment area, which consists of four Maasai villages. These communities face serious challenges when it comes to income, healthcare, land and food security, access to water, and gender equality. **We believe that education is the first and most necessary step toward sustainable community development.**

Since 2008, Orkeeswa School has grown from 35 students and 3 teachers operating out of a village church to a well-resourced campus serving over 360 students and alumni, employing 75 people and operating dozens of high-quality and innovative programs in the community. Today, our school is one of the top-performing schools in Tanzania and our students and graduates are making a tangible impact in their community.



CELEBRATING 10 YEARS

A few of our accomplishments since 2008:

Over **270 students** on campus, **60% of whom are girls**

96 graduates pursuing their goals and impacting their community

62 graduates in or completed higher education

Currently employing **75 team members**

Ranked in the **TOP 4%** of schools in academics in Tanzania

#1 in Agriculture and **top 2%** in Physics, Chemistry & Biology

Internationally competitive **athletics program**

Award-winning student-produced film plays in over **18 countries**

Students contributed over **43,000 hours of Community Service**

45 Global Scholars traveled to **9 countries**

Graduate sits on **UN Commission on the Status of Women** panel

14 graduates working or volunteering at Orkeeswa School



ORKEESWA IS MORE THAN A SCHOOL

We are 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 a 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.

COMMUNITY-BASED DAY SCHOOL

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

We believe that effective and sustainable community development must come from within – conceived, implemented and managed by local leadership. The best leaders are well-rounded. They are able to think creatively, inspire and motivate community members, and apply actionable solutions to complex problems. 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.

HIGH-QUALITY EDUCATION



ACADEMICS



ATHLETICS



CLUBS & ACTIVITIES



TECHNOLOGY



PROFESSIONAL DEVELOPMENT



GLOBAL SCHOLARS

STUDENT WELLNESS SERVICES



LIFE SKILLS



COUNSELING & ADVOCACY



HEALTHCARE

COMMUNITY ENGAGEMENT



COMMUNITY SERVICE



CAREER COUNSELING



ENTREPRENEURSHIP

“Our students are very creative. They are confident and inquisitive. Everyday, they challenge us as teachers and are always trying to learn more.”

- Bahati, Orkeswa Teacher -

OUR STUDENTS

271 STUDENTS ON CAMPUS

160 GIRLS

111 BOYS

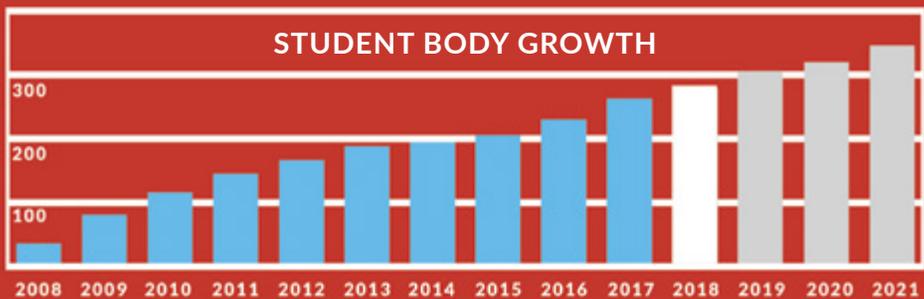
**26 STUDENTS
IN OTHER ORKEESWA PROGRAMS**

**96
TOTAL
GRADUATES**

**62
GRADUATES IN OR COMPLETED
HIGHER EDUCATION**

By September 2018, we will have enrolled over **415** students from the community.

STUDENT BODY GROWTH





“At Orkeeswa, students and teachers are like family. Everyone is happy and free and knows that they can count on one another. Orkeeswa is the place that made me who I am. I can connect with the students because we are from the same community.”

- Mimitye, Graduate and Teacher -

OUR TEAM

Orkeeswa School's team has grown from **3 employees in 2008** to **75 employees in 2018**, with the majority of our team members coming from the local community.

75
TOTAL
TEAM MEMBERS
EMPLOYED BY
ORKEESWA

96%
OF
TEAM MEMBERS
ARE BASED IN
TANZANIA

59%
OF TEAM
MEMBERS ARE
FROM THE
COMMUNITY

GRADUATES EMPLOYED AT ORKEESWA

Seven graduates are currently employed at Orkeeswa School with an additional seven graduates volunteering part-time at the school during their breaks from university.

PROFESSIONAL DEVELOPMENT

At Orkeeswa School, we work to ensure **high-quality, student-centered learning in and outside of the classroom**. Therefore, we work with our team members on a regular basis to introduce and practice progressive teaching methods.

“In other places, students go to school to pass national exams. But here at Orkeeswa, students go to school to learn how to learn.”

– Isaya, 12th Grade –

ACADEMIC SUCCESS

Orkeeswa promotes hands-on, experiential learning that emphasizes creative and critical thinking. A low student-to-teacher ratio and a philosophy of open communication create an environment in which students are able to recognize their strengths, find their passions, and seek guidance. Over the past 10 years, Orkeeswa School has emerged as one of the top-performing schools in Tanzania.

2017 FORM FOUR NATIONAL EXAM RESULTS

100% PASS RATE
COMPARED TO 77% NATIONALLY

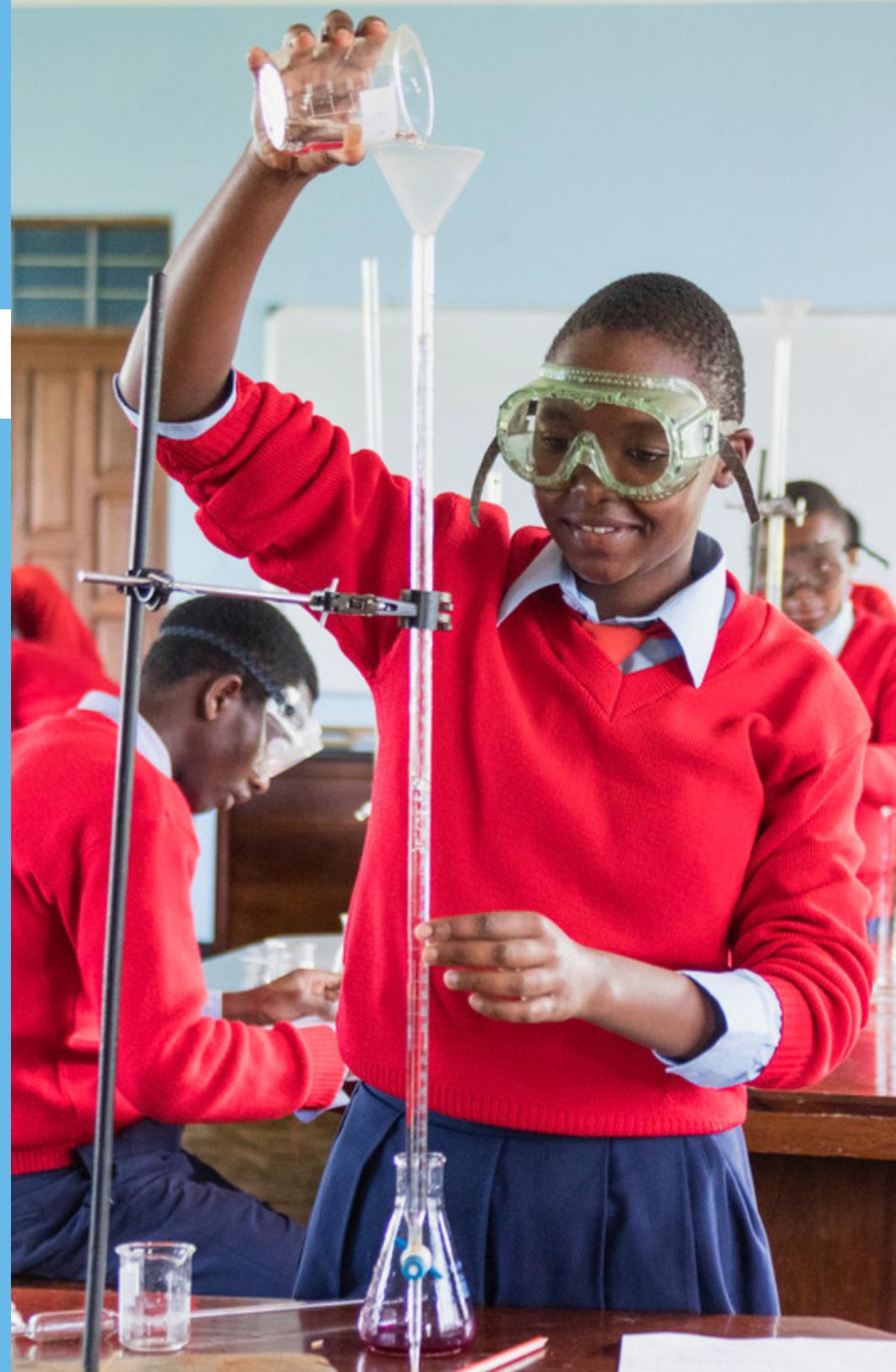
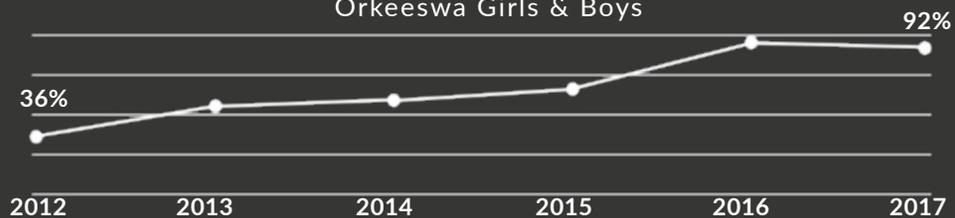
TOP 5%
OF SCHOOLS IN TANZANIA

TOP 3 SUBJECTS
GEOGRAPHY, CIVICS, BIOLOGY

In rural Tanzania, less than 1% of girls continue onto Advanced-Level studies.

In 2017, 100% of our Form Four girls qualified for Advanced-Level.

ADVANCED-LEVEL MATRICULATION Orkeeswa Girls & Boys





“By teaching in the primary schools, we gain a lot of experience that will be helpful in our careers. And we learn about the problems that our community and its students are facing so that we can make a difference.”

- Angelina, 10th Grade -

COMMUNITY SERVICE

Through our Community Service program, our students apply their skills and passions to concrete actions within their community. Following the completion of their 10th Grade year, each student serves over 300 hours by teaching in the local primary schools, while our graduates participating in our Bridge Program continue to give back to their community throughout their time in higher education. We believe that by giving our students an opportunity to make a tangible impact on their community now, they will not only build their confidence as changemakers, but also their passion for a life of service to their community for years to come.

Over the past ten years, our students have contributed over

43,000 hours

of Community Service within their local villages.

“I am not just playing basketball to improve myself, I am playing it to improve my country. Many girls in Tanzania feel like they don’t have a voice, and people see them as weak. But I want to change that and prove that girls are strong.”

- Neema, 9th Grade -

ATHLETIC ACHIEVEMENTS

Orkeeswa School’s athletics program includes both varsity and intramural sports for over 270 student athletes. Athletics offers our students an opportunity to learn about teamwork, leadership, competition and dedication while building their confidence and communication skills outside the classroom.

Over the past 10 years, our athletics program has reached local, national and international success, including:

GIRLS’ BASKETBALL

With the most competitive program in the country, our girls have played internationally on the Tanzanian National team.

BOYS’ RUGBY

Our rugby team has represented their country and traveled internationally to compete in the UK and Kenya.

GIRLS’ & BOYS’ SOCCER

Our soccer teams have been at the top of their league several times over the past ten years.





“All of the extra-curricular activities at Orkeeswa have made such a big impact on my life and future. Each of them have developed a new skill within me and taught me that I can be anything I want to be. ”

- Dickson, 12th Grade -

EXTRA-CURRICULAR ACTIVITIES

Each day, our students are encouraged to explore their interests, find their passions and develop practical skills through clubs, projects, workshops and leadership training.

Over the past 10 years, we have offered numerous extra-curricular opportunities, including:

ROBOTICS - CHESS - CHOIR - DRAMA - VISUAL ARTS
INDIGENOUS KNOWLEDGE CLUB - WORLD LANGUAGES
MAASAI MYTHOLOGY - WOODWORKING - DANCE
YOGA - ZUMBA - MUSIC - STORYTELLING - POETRY
GARDENING - BEE KEEPING - ENVIRONMENTALISM
GLOBAL ISSUES AND SUSTAINABILITY - BICYCLES
TED TALKS - PUBLIC HEALTH - BOOK CLUB - FIRST AID
CULINARY ARTS - JOURNALISM - CREATIVE WRITING
DEBATE - ENGINEERING - PUBLIC SPEAKING - DESIGN
PRINTMAKING - FILMMAKING - PHOTOGRAPHY
FASHION - DATA COLLECTION - TAXONOMY - LAW
ANTI-CORRUPTION CLUB - COMPUTERS - ANIMATION
MAP MAKING - KNITTING & CROCHET - MAD
SCIENTISTS - CURRENT EVENTS - GENDER STUDIES

“At Orkeeswa, I have learned what a girl can do. I learned how to make good decisions, how to be social and live with other people, and how to overcome challenges. I have built my confidence, and I now know how to open up to others so they can help me if I am having a problem.”

- Koko, 12th Grade -

STUDENT WELLNESS

Orkeeswa's Student Wellness Program is a critical component of our school and aims to equip out students with the knowledge and skills necessary to make positive, healthy choices in their lives today and in the future.

Our Student Wellness Program consists of:

COUNSELING & ADVOCACY

LIFE SKILLS EDUCATION

HEALTHCARE

STUDENT & FAMILY SERVICES





“Because of this momentous opportunity to study abroad, I have learned how important it is to interact with other cultures and make new friends from all over the world. I am now a more open-minded global citizen who is ready to change the world.”

- Edna, Global Scholar -

GLOBAL OPPORTUNITIES

As a global community in the 21st century, we need as many diverse voices to enter the dialogue about solutions to the world's challenges. The Orkeeswa Global Scholars Program is designed to equip our students with the tools and confidence to join this conversation. Through key partnerships, we strive to provide our students with opportunities that will challenge them to become thoughtful and confident advocates for their communities, empathetic global citizens promoting peace and collaboration, and creative problem-solvers drawing connections between local challenges and global dynamics.

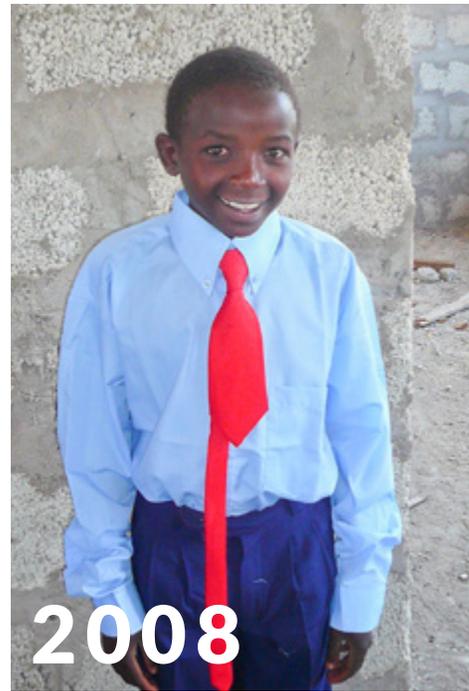
Over the past 10 years, we have had
45 GLOBAL SCHOLARS
travel to **9 COUNTRIES**

through our partnerships with the Groton School, Brewster Academy, Cate School, Kents Hill School, Franklin & Marshall College, African Leadership Academy, Yale Global Scholars, University of Maine-Farmington, and more.

2018



EDWARD
Orkeeswa Graduate & Teacher



2008

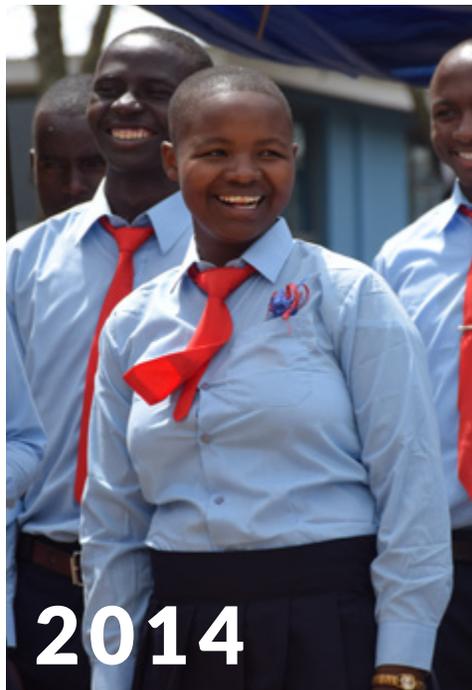


2013

“Orkeeswa is a community school. And it’s a place to get the best education you need in life. My favorite part about the school is the fact that students come to school and go back home to their parents. It allows students to face different challenges at home and learn how to solve them. This community is going to have a lot of educated people – a lot of very, very powerful people who can see different issues going on in the community and try to tackle them.”

Edward
Graduate and Teacher

Edward was part of our first class of students and graduated from Form Six in 2015. While at Orkeeswa School, Edward actively participated in the many extra-curricular programs we offered, from chess to film projects to being a leader on our Varsity Basketball team. Now, Edward is in his final year at the University of Dar es Salaam where he studies Chemistry and Biology. During his breaks from university, he returns to Orkeeswa School to work as a teacher and coach basketball. Edward was recently appointed to be one of the Tanzanian Youth National Basketball Team coaches.



"My community usually discourages girls from pursuing an education. Girls attending school is thought to be a waste of time and money because girls will eventually marry and follow their husbands to another community. Despite this culture, my parents and Orkeeswa School encouraged me to pursue my education because they believed in the education of girls and they knew that I could do it."

Sioni
Graduate and Global Scholar

Sioni graduated from Form Six at Orkeeswa School in 2017. She was an active leader on campus and the recipient of top awards in academics and citizenship. She participated in film workshops and played on the Varsity Basketball team. She discovered her passion for community service and championing the rights of girls and women. This year, Sioni finished a Post-Graduate year at Brewster Academy in the USA and will receive a full scholarship to study at Franklin & Marshall College. She recently spoke on a panel at the UN Commission on the Status of Women to represent rural women and girls in a discussion about early marriage.

2018

SIONI
Orkeeswa Graduate & Global Scholar



2010



2018



2009



2018

"I never thought that I could be a leader. I didn't believe that I could stand in front of people and they would listen to me, that I could walk into a classroom and teach and the students would understand me, ask questions and enjoy my lesson. I never thought I could do those things. But now, I feel like I am somebody. I feel like anything is possible. You hope and you plan and it's possible. After university, I really want to be a teacher."

Bertha
Graduate, Orkeeswa Fellow and Teacher

Bertha graduated from Form Six at Orkeeswa School in 2017. While at Orkeeswa, Bertha was a student leader of our Life Skills program and was an influential Peer Counselor. She was also involved in many extra-curricular activities including track and field, and she was selected to be an Orkeeswa Global Scholar to study in the USA for an exchange program. Following her graduation, Bertha was selected for the Orkeeswa Fellowship Program and is now teaching Pre-Form One and facilitating Life Skills classes at the school. Later this year, Bertha will continue onto University to pursue her dream of becoming a teacher.

"Orkeeswa has helped me grow. It has made me a confident leader. And it has given me an education that I can use to help my community. I came to realize that education is not just going to classes and learning something, it is talking to people about their lives and finding somewhere you feel like you fit in this world. I hope to come back and work at Orkeeswa. I want to help and stay close to this school. I feel happy that it is my time to go back and try to serve."

Lenga
Graduate, Orkeeswa Fellow and Teacher

Lenga graduated from Form Six in 2016. While at Orkeeswa School, Lenga was an active member of our peer mentoring program and he was involved with many community projects, including leading the Orkeeswa Archive Project to document the stories of elders in his community and collaborating on a student-produced short film, BLACK HEAD COW, about early marriage. After his graduation from Orkeeswa, Lenga was the first recipient of the Orkeeswa Fellowship and became a teacher at the school. Now, Lenga studies Global Challenges and Education at the African Leadership University in Rwanda.



"As the Student Body President, whenever students had problems, I had a dialogue with them to learn more about them. Being a good leader can help my community because we are the next generation that can create change in our community. If we are really good leaders, we should change the things that need to change, rather than wait for others to do it. We are the ones who should come back as leaders and solve problems in our community. The changes won't come without us."

Neema
11th Grade

Neema is in her final year of study at Orkeeswa School. During her time at the school, Neema was elected to be the first female Student Body President. She has been a leader on the girls' Varsity Basketball and Soccer teams, and has participated in a number of extra-curricular activities. Neema was also selected to be an Orkeeswa Global Scholar, traveling to the USA for an exchange program at Lawrence Academy and the Groton School, as well as to Zimbabwe for the Yale African Scholars Program. Neema's plans for her future include becoming a role model for young girls in her community and teaching life skills.

"I know that I am making my community proud by graduating. If you look at my village, not many girls make it this far in their education. So I know that my family and my whole community is proud of me and believes that I can succeed. When I look ahead to my future, I see myself giving back to my community by working at a hospital in my village."

Memusi
12th Grade and Global Scholar

Memusi is a 2018 graduate of Orkeeswa School. During her time as a student, Memusi was a peer counselor and the Student Body Vice President. In 2016, Memusi traveled to the USA for an immersive Summer English Institute program, where she was awarded "Best Ambassador" of her home country out of 144 students. That same year, she wrote a personal narrative about escaping early marriage in order to continue her education, and was selected out of 600 applicants to tell her story at The Moth Storytelling Conference in Nairobi. This year, Memusi will return to the USA for a Post-Graduate year at Brewster Academy.

STRATEGIC PLAN

As we celebrate 10 years of Orkeeswa School, we are embarking on a new chapter of growth. Reflecting on our priorities for the next five years, we considered two guiding questions: **How can we better support our students and their goals to make an impact on their community? How can we expand and deepen our impact within the Orkeeswa community and beyond?** Outlined below are our three main goals.

Retain each Orkeeswa student through seven years of our program.



Facilitate graduates returning to their community, equipped and inspired to make an impact.



Expand our impact within the Orkeeswa community and beyond.



GOAL ONE

Retain each Orkeeswa student through seven years of our program.

In order to maximize our impact on each individual Orkeeswa student, we must ensure that they are able to receive a high-quality education at Orkeeswa School for the full seven years of our program. While our student retention rate is extremely high compared to the national average, we have seen a handful of students drop out due to early marriage, pregnancy, family pressure, and academic performance on their National Exams. We have developed a list of strategies to better support our students to mitigate these challenges, including:

Expand and improve our **STUDENT WELLNESS PROGRAM**, including Counseling and Advocacy, Life Skills, and Healthcare programs.

Develop a seven-year long **LIFE SKILLS CURRICULUM**, designed to respond to the specific needs of our students and their community.

Improve student record-keeping to better identify student needs and respond with **INDIVIDUALIZED ADVISEMENT AND COUNSELING**.

Continue to develop and improve our **PRE-FORM ONE CURRICULUM**, to build a strong foundation for academic success in the years to come.

Continue to develop **PROFESSIONAL DEVELOPMENT** programs for our teachers to encourage more hands-on and experiential learning in the classroom.

GOAL TWO

Facilitate graduates returning to their community, equipped and inspired to make an impact.

Orkeeswa School's ultimate goal is to see positive, sustainable community development through education. We believe that we are making an investment in our students and expect that they will use their education to make an impact on their community. We recognize significant obstacles for our graduates, even after receiving a high-quality secondary education, including limited access to higher education and employment opportunities. We have developed a list of strategies to address these obstacles, including:

Develop our **CAREER & COLLEGE COUNSELING PROGRAM**, which includes individual advisement and a curriculum designed to prepare students for their futures.

Expand **COMMUNITY SERVICE, INTERNSHIP & ENTREPRENEURSHIP PROGRAMS**, to offer students more hands-on opportunities within their community.

Establish the **ORKEESWA ALUMNI NETWORK** to develop a robust and tight-knit community of graduates while offering resources and opportunities.

Expand the **ORKEESWA BRIDGE PROGRAM** to support our students' transition into higher education through financial support, counseling, and life skills training.

Expand **TECHNOLOGY EDUCATION** programs to better prepare our students for current and future career opportunities.

GOAL THREE

Expand our impact within the Orkeeswa community and beyond.

Orkeeswa School has grown out of an organic process of experimentation in collaboration with the local community. We are still growing and intend to impact more students from the community while keeping the standards of our program high. In addition to further developing Orkeeswa School, we also recognize an opportunity to share what we have learned with like-minded schools and organizations, allowing us to expand our impact while supporting our alumni and their visions for community impact. We intend to:

Transition to a **DOUBLE STREAM MODEL** to increase enrollment while keeping our class sizes small and our student-to-teacher ratio low.

Expand student-run programming in the local **PRIMARY SCHOOLS**, including extra-curricular programs and tutoring.

Support our alumni's visions for community impact through **COMMUNITY GRANTS** and project development.

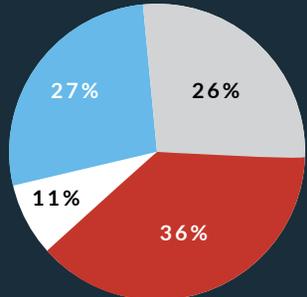
Package and share the **ORKEESWA MODEL**, by collaborating with partner schools in other communities.

Please **JOIN US** as we embark on this exciting new chapter of growth and impact.

2017 FINANCIALS



2017 REVENUE



SCHOLARSHIP PROGRAM
\$385,043

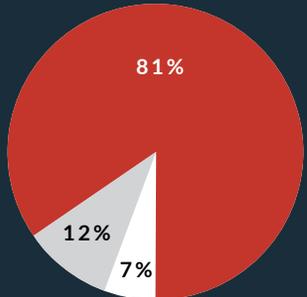
GRANTS/FOUNDATIONS
\$295,855

GENERAL DONATIONS
\$291,336

CAPITAL INCOME
\$115,085

TOTAL REVENUE
\$1,087,320

2017 EXPENSES



PROGRAM COSTS
\$876,050

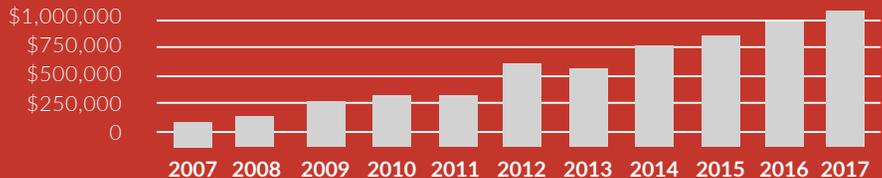
ADMINISTRATIVE COSTS
\$132,761

FUNDRAISING COSTS
\$69,990

TOTAL EXPENSES
\$1,078,803

In 2017, 100% of our administrative costs were covered by donations by our Board of Directors.

10 YEARS OF REVENUE





“Orkeeswa has opened our eyes as a community and because of the school, we believe that in years to come our community will make real progress.”

- Baba Mzee, Community Leader-