

# Quarterly Impact Report

## Q1 | 2018



Students and Fellows at the Building Tomorrow Primary School of Bulyamushenyi



**BUILDING TOMORROW™**



## From Founder & Chief Dreamer, George Srour

For the last four years, Building Tomorrow Fellows have worked in some of the most underserved schools throughout Uganda. They have brought communities together in the quest to provide access to a quality, inclusive education while ensuring that each and every child is actively attending school. Since the Fellows program began, 100 Ugandan college graduates have had a hand in the enrollment of a staggering 24,495 previously out-of-school children.

Our Fellows will be the first to tell you their work is not done alone. In fact after the first year of the program, a handful of Fellows came to Building Tomorrow staff to share their perceived need of adding a volunteer component to our Fellows programming.

Three years later we're proud to launch our Thriving Schools program, giving a nod to exactly what our entire team—Fellows, Community Education Volunteers, staff and stakeholders—are working to support.

**We believe a Thriving School enjoys significant support from the community, is effectively managed by school leaders and ensures all children are afforded an opportunity for a quality education.**

This quarter, we're most especially excited to share with you the work we're doing through the Thriving Schools program. Thank you for your continued support of Building Tomorrow and being a part of our continuing journey.



George Srour  
Chief Dreamer, Building Tomorrow

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Fellow Nelson Ayebare trains a School Management Committee on the relationships between various roles needed to support a Thriving School.

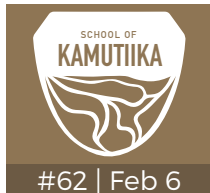
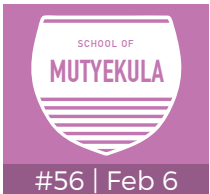


# Two groundbreaking & nine openings occurred in Q1.

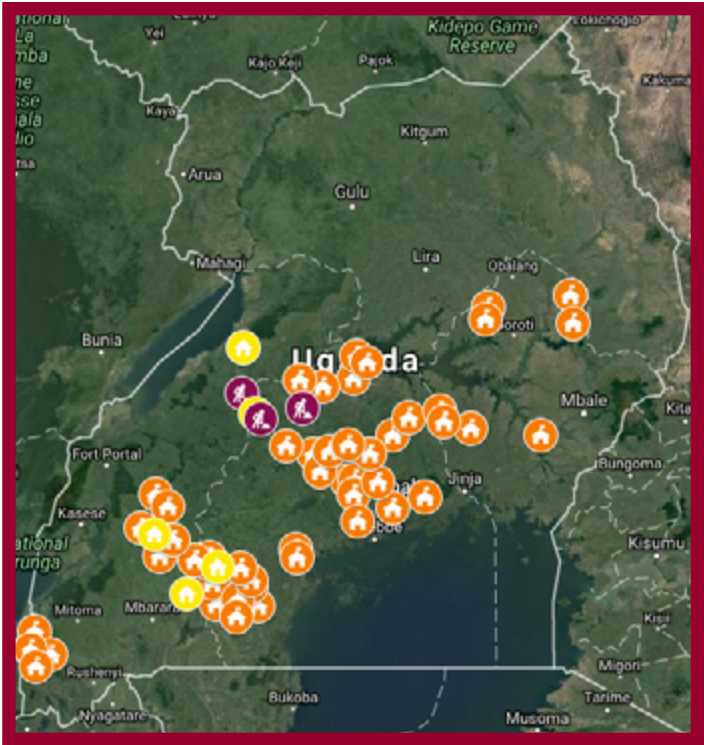
Groundbreakings



Openings



Click to view our school map including details on each school



## Student Impact

101,832

total students served by Building Tomorrow, including all students enrolled in Building Tomorrow Primary Schools and Fellows-supported schools.

24,495

out-of-school children enrolled via the Thriving Schools Program

13,148

+ out-of-school children enrolled via new Building Tomorrow Schools

37,643

total out-of-school children enrolled via Educate51k initiative

Through Dec. 2017

Jan. - Mar. 2018

15,115

9,380

8,334

4,814

Through Dec. 2017

Jan. - Mar. 2018

23,449

14,194

## Thriving Schools Program Update

On January 19th, Building Tomorrow celebrated the graduation of ten exceptional Cohort 2 Fellows. The Fellows completed their 24-month leadership journey that started in 2015 with a celebration that included all Building Tomorrow Uganda staff, Founder & Chief Dreamer George Srour, and various leaders within the Ugandan government. Fellows were each given a chance to reflect on their fellowship with Building Tomorrow, which included school and community leadership capacity building, identification and re-enrollment of out-of-school children, and the development and operation of a social impact enterprise.

In addition to the graduation ceremony, Building Tomorrow introduced the newest group of young Ugandans to become Building Tomorrow Fellows. Consisting of 30 women and 20 men, the fourth cohort of Fellows went right to work after inauguration by attending workshops on topics such as innovative teaching techniques, inclusive education and gender sensitivity. After receiving ample training, in February the Fellows were placed in the four schools/communities in which they will work for the next 2 years.

While the Fellows program was experiencing changes in personnel, it also underwent changes in structure and name in response to an education crisis that has emerged in Uganda.

In Uganda, only 21% of children who enroll will complete primary school. More than 700,000 primary school-age children remain out-of-school throughout the country; across sub-Saharan Africa the number jumps to 30.1 million. This education crisis has silently emerged and now requires sustainable, scalable solutions.

In 2015, Building Tomorrow launched the Fellows Program. Through this program, Fellows focused on building the capacity of school leadership, introducing teachers to child-centered pedagogy, and galvanizing community support to create thriving schools. In the first three years, Building Tomorrow trained 50 Ugandan university graduates as Fellows, who enrolled 15,115 out-of-school children and improved the overall school environment for over 57,000 students at 200 rural schools.

After significant growth and refining, the Building Tomorrow Fellows Program has developed into the Thriving Schools Program, which builds on the success of Fellows by leveraging their most critical allies—

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Community Education Volunteers (CEVs)—and further involving them in elevating the provision of inclusive, quality education. Throughout their two-year term, Fellows support four rural schools and their communities, forming teams of CEVs who serve as champions of education long after Fellows' placement ends.

CEVs are the main conduit by which Fellows affect change in schools and communities. Akin to community health workers, CEVs visit households

to ensure all children within a community are accessing an inclusive, quality education while simultaneously supplementing the efforts of classroom teachers by tutoring students in literacy, numeracy and life skills. Research has shown volunteer-led initiatives aimed at grouping students according to their abilities and teaching them at the right level are among the most effective methods in improving learning outcomes. By recruiting and training CEVs to implement this model, Fellows ensure all students master foundational skills.

Academic CEVs will be trained to tutor students using a methodology called Teaching at the Right (TaRL). This approach was pioneered by Indian education NGO Pratham and is currently being promoted by J-PAL, an international network of professors and researchers who believe that TaRL can transform the way in which students learn foundational skills. The program works by testing students' literacy and numeracy level, regrouping them based on these levels, and teaching them basic skills using interactive, student-centered activities. Academic CEVs will use this methodology to tutor lower-grade students during after-school sessions, and will be supported by teachers in carrying out assessment and grouping of students. Life Skills CEVs will also supplement student learning by facilitating school clubs, leading life skills/counseling sessions, and teaching vocational skills such as agriculture, carpentry, and handicrafts.

In order to reflect the changes in the new Thriving Schools model, Building Tomorrow is working to update the Fellows curriculum that guides the training and structure of the two year Building Tomorrow Fellowship. Updated curriculum topics will include Teaching at the Right Level, Safe Schools & Child Protection, Financial Literacy & Savings, and Early Childhood Development & School Readiness.

# Thriving Schools Program Update

## Program Model





## Award-Winning Fellows



**Namata Tendo** Cohort 3 Fellow

Winner of the World Bank #Blog4Dev Youth Essay Contest

In March of this year, the World Bank announced Namata as one of the winners of its annual #Blog4Dev youth essay competition. The competition, which began in 2016, is designed to inspire youth to think creatively, innovatively, and practically about solving some of the most pressing development challenges in their country. This year, citizens between the ages of 18-28 were asked to write a blog about what it would take to end gender-based violence (GBV) in their countries.

In recognition of her winning entry, Namata was invited to join the Ugandan delegation to the 2018 World Bank Spring Meetings in Washington, D.C. in April.

In her blog, Namata discussed her efforts as a Building Tomorrow Fellow to sensitize and mobilize entire communities against gender-based violence. She reflects on why interventions often fail, and tells of her experience empowering a community-led approach through her role as a Building Tomorrow Fellow and her social organization, the Embibo Gender-Based Initiative.

[You can read Namata's winning entry here.](#)



**Stephen Katende** Cohort 1 Fellow

Member of the Queen's Young Leaders Class of 2018

At the beginning of this year, Stephen was selected as one of 60 to receive the Queen's Young Leaders Award, which celebrates and supports exceptional young people from across the Commonwealth of Nations that are leaving a lasting legacy for the Queen of the United Kingdom. The Queen's Young Leaders Programme, which bestows the award, is now in its fourth and final year and has formed a unique community of 240 influential change-makers, who represent 53 Commonwealth countries. Stephen's recognition earns him a visit to England later this year to meet with members of the Royal Family, including Queen Elizabeth II.

Stephen received recognition for his work as a Building Tomorrow Fellow to ensure that children in rural areas of Uganda are able to complete their education. Through the fellowship, he founded and is the director of Kisoboka Africa, which runs School Community Banks in the rural districts of Lyantonde and Lwengo that allow parents to save, borrow and invest for their children's education. In addition, Kisoboka Africa equips parents with entrepreneurial and agricultural skills to help start and run their own businesses. The parents are also encouraged to engage with teachers to address any challenges their children are facing at school.

Stephen and his team now work with 150 parents in two schools, and have helped over 400 children to acquire an education.

## Response to Refugee Impacted Areas

Over the last year, two refugee crises at Uganda's borders have put a significant burden on host communities in the Northern and Western parts of the country. In February, more than 20,000 Congolese entered Uganda and resettled in the Kanungu District where four Building Tomorrow schools are located. In the North, UNHCR estimates approximately 2,000 South Sudanese are entering Uganda daily. Today, more than 1,500 students in Building Tomorrow schools are considered refugees or internally displaced persons (IDPs).

In March, Building Tomorrow took part in a panel discussion organized by Education Above All in Geneva at the United Nations to speak about the unique community-led ways in which communities supported by the Thriving Schools program have adapted to the increase of students enrolling in schools. From Community Education Volunteers who have housed French-speaking Congolese students so they may more quickly learn English to working closely with local officials to provide basic amenities, Building Tomorrow's model has been championed as a sustainable way to work in host communities.

Working in partnership with the Ministry of Education and district officials in Adjumani, Building Tomorrow has commenced construction on three new school sites which will open in time for the 2019 school year and primarily serve the host communities and resettled out-of-school students.

## Media Coverage

As Building Tomorrow continues to grow its impact, the organization and staff increasingly receive recognition by local and national media for their work. Included here are the top stories within which media have mentioned Building Tomorrow. [Read the full stories here.](#)



### **Government told to prioritize teachers issues in the coming FY** January 24

Speaking at the annual Building Tomorrow ceremony for the graduation and inauguration of Fellows classes, Building Tomorrow Uganda Country Director Joseph Kaliisa urged the government to focus on improving the working environment for teachers by investing in key areas such as housing, salary, and teaching infrastructure.



### **Ugandan youth win World Bank #Blog4Dev youth essay contest** March 27

Building Tomorrow Fellow Namata Tendo was announced as one of three winners of The World Bank's annual #Blog4Dev youth essay competition, which inspires youth to think creatively, innovatively, and practically, about solving some of the most pressing development challenges in Uganda.



### **Education Above All and UNHCR high-level forum in Geneva shines light on barriers in delivering quality education amid highest levels of displacement on record** March 28

Founder & Chief Dreamer George Srour joined a panel of other global leaders for a high-level forum, organized by Education Above All in cooperation with the United Nations High Commissioner for Refugees, to urge the international community to facilitate access to quality education for displaced children.

## Work With Us

We are constantly looking for the next Builders of Tomorrow who have an unshakeable passion for education equality, possess creative ingenuity, are relentlessly determined, and believe in collaborative engagement. Below are all of the currently open positions with Building Tomorrow.

### **Monitoring & Evaluation Manager** Full-time | Kampala-based

The M&E Manager will play an important role in: project design and management; building capacity in performance and impact measurement within the organization; providing expertise in Monitoring & Evaluation planning and methodology; and participating in and providing support to project design activities, including development of project theories of change and strategic frameworks.

### **Chief of Staff** Full-time | Indianapolis-based

The Chief of Staff's main areas of responsibility will include: strategy implementation, program support, human resources & team development, and relationship management.

### **Relationship Manager** Full-time | Indianapolis-based

The Relationship Manager will be primarily responsible for: prospecting research & donor development, relationship management, and development support.

Visit [buildingtomorrow.org/work-for-us](https://buildingtomorrow.org/work-for-us) to view job descriptions for all open positions.





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