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# 3<sup>rd</sup> Gusii Education Conference

## Elements of GEAR Strategic Plan

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# Acknowledgments

- MKIDA Officials and Members
- GEAR Education Committee under the chairmanship of Dr. Joshua Bagaka's
- GEAR Partners in the Diaspora and in Kenya
- The Community both in Kenya and the Diaspora

# Background

- Concern and need to address the dismal performance in education in Gusii schools
- Minnesota Kenya International Association (MKIDA) Initiative @ the 1<sup>st</sup> Gusii Education Conference in July 2006 and appointment of Education Committee
- Proposal to form GEAR @ the 2<sup>nd</sup> Gusii Education Conference in July 2007 and appointment of Interim Committee
- GEAR to targetting harnessing the collective goodwill, efforts and resources of Gusii Diaspora & friends, Kenyans and the community back in Kenya.
- Major Objective: contribute to the improvement of educational standards in Greater Gusii Region

# Focus: Issues Impacting Education Performance

- General poor economy, poverty & lack of resources for the Gusii people
- Leadership and management of schools, or lack thereof
- National and local politics, and clan segregation
- Negative socio-cultural practices – FGM, witchcraft,
- Gender preference/disparities between girl child and boy child
- Teacher and Student motivation, or lack thereof
- Diseases

# GEAR Mission

- To mobilize the Gusii people, and friends of Gusii in Kenya and in the Diaspora, to actively participate in resource mobilization aimed at enhancing and developing educational opportunities of the Gusii child, as well as to find means of raising living standards, nurturing the general growth, and fronting the welfare of the Gusii child.

# GEAR's Vision

- To nurture and produce responsible learners who are encouraged by home, school, community and place of worship. To strive to model future leaders, who are full of confidence as they graduate from one stage of life to another, prepared to meet the challenges and high expectations of the 21st century.
- GEAR hopes to create successful, life-long learners and productive citizens of high morals, who shall work to their fullest potential to make a positive difference in the community. While acknowledging that the Gusii child begins his or her discovery of knowledge in a nurturing family environment, GEAR hopes to promote healthy relationships between schools and families, and facilitate their working in harmony so as to provide a safe, supportive, and challenging learning experience for the Gusii child.

# GEAR's GOALS

- To collectively mobilize resources to be used for projects aimed at the betterment of the educational opportunities of the Gusii learners in the Diaspora.
- To unite its Members and friends, and engage in discussions on ways to enhance the quality of education among the Gusii in the Diaspora.
- To operate in a manner that enables the organization to respond sensitively, urgently, and constructively to issues that affect the educational and related issues of the Gusii community.
- To establish Gusii Educational Foundation for the express purpose of accomplishing the purpose of the organization.

# GEAR's Objectives - I

- Collectively mobilize resources in Kenya and in the Diaspora, to be used for projects aimed at accomplishing GEAR's mission.
- Explore avenues, through research and forum discussions, of ways to enhance the quality of education of the Gusii child.
- Mobilize, recruit, and increase GEAR membership in the Diaspora, as well as in Kenya.
- Expand the GEAR network through establishment of branch offices around the world in order to effectively tap resources aimed at achieving GEAR's mission.
- Lay a foundational structure and operative machinery that responds expediently and constructively to urgent educational and other welfare issues affecting the Gusii child.

# GEAR's Objectives - II

- Raising the quality of educational research through supporting and encouraging innovation, rigor and relevance with respect to Gusii child.
- Encouraging the development of a research infrastructure to ensure sustainability of the activities affecting improvement of education standards.
- Improving knowledge transfer/exchange and influencing education policy and practice as well as policy on educational research.
- Providing a forum for all individual students/learners/researchers, through arranging conferences, seminars, networks and the Internet.
- Promoting the use of educational research across the wider community (schools, colleges, community groups, governmental and non-governmental organizations, as well as parents, students and the general public) through effective educational and awareness raising activities.

# GEAR – SWOT Analysis

## Strengths

- Search for education is a norm supported by current National Policies
- Relatively good network of educational establishments
- A good number of motivated educational personnel
- Dedicated/committed team of volunteers
- Supportive community in the Diaspora and in Kenya
- Education in Gusii is identified as a problem across the board, within and outside the community
- Many organizations exist in the Diaspora from which lessons can be drawn, especially wrt funding;

## Weakness

- GEAR is relatively young
- Staffed by volunteers
- Limited resources: funds, space, etc.
- Distant from the ground – *nyimbo y'aare tari raise igoita eng'iti!*
- Limited experience in running a global organization as GEAR will end up being
- Few initiatives of this model to learn from

## Opportunities

- Increased donor support to education
- Tap into the current yearning for improvements in education in Gusii.
- Potential to associate the issue of education with the micro and macro-economic situation in the region.
- Tapping into the world concern for African development – potential sources of resources for GEAR initiatives
- Willing partners in Kenya to help facilitate and do “legwork” on behalf of GEAR

## Threats

- Weak governance: corruption, lack of transparency in planning and management
- Poor economic climate deters yearning for education
- Politics hamper GEAR’s effectiveness;
- Weak linkages and (hence) weak control of agenda of partner organizations;
- Failure to “strike the iron while it is hot”
- The task of solving Gusii education issues is a huge one: GEAR’s capacity could limit its effectiveness.
- Dependency on volunteers

# Strategic Direction

- Strategic directions that GEAR proposes are
  - Outreach
    - Establish presence, seek collaboration & partnerships; grow membership base and attract greater participation
    - Publish and share experiences from GEAR and related undertakings - newsletter, website, communiqués, ceremonies. Etc.
  - Advocacy
    - Lobby for policies, process and programs that positively impact the Gusii child with governments, institutions (local & international; bilateral and multilateral)
    - Encourage volunteerism and support for GEAR-related and GEAR-like initiatives
  - Practical Participation
    - Get involved in practical/direct manner that impacts the Gusii child
      - Awards and recognition schemes, for students, teachers and schools
      - School improvement initiatives - models schools, facilities, computers, library, etc

# Strategic Plan – Short-term goals

**Action**

**Timeline**

**Responsible**

Building, enhancing GEAR's capacity & establishing presence	Immediate, On-going	Everyone, GEAR Education Committee
Partnerships and Plans for Effective Program Delivery	End of year 2010	Everyone, GEAR Education Committee, Headteachers, BOG
Gusii Education Conference in Gusii	End of year 2010	GEAR Education Committee, Headteachers, Ministry of Education
Awards & Motivation	End of year 2008, on-going	Gear Education Committee, Ministry of Education

# Strategic Plan – Long-term goals

## Action

## Timeline

## Responsibility

GEAR Secretariat	End of Year 2010	GEAR Committee &
School Computers Project	End of Year 2015	Project Lead/ Head-teachers/BOG/GEAR Education Committee
Gusii Model Schools Project - Every District	End of year 2012	Project Lead/ Head-teachers/BOG/GEAR Education Committee, Ministry of Education
Gusii Library Project	End of year 2015	GEAR Education Committee, Headteachers, Ministry of Education
Gusii Education Foundation	Plans to commence in 2009 with target of establishment by 2012	Gear Education Committee, Ministry of Education

# Resource Needs

- **Volunteers**

- The major item we can count on; need foot soldiers and remember: *haba na haba hujaza kibaba*;

- **Need Financial Resources**

- Awards
- Research
- Gusii Education Conference
- Gusii schools computer project
- Gusii Library
- Model School support
- Gusii Foundation
- Administrative

- **GEAR Budget**

- Under development & estimated to be upward of \$100K per year!

# Call to Action

- Become a member of GEAR. Membership fees as follows
  - \$50.00
  - \$100.00
  - And we can always take more!
- Bring along friends & family into GEAR
  - Influence and multiplier effect
- Contribute monetary and in-kind resources for GEAR initiatives;
- Tell your stories and share experiences to inspire others; such stories will appear in the planned GEAR newsletter and the GEAR website: [www.gusiieducation.org](http://www.gusiieducation.org)
- Volunteer time for GEAR: there is a lot to do and something for everyone to do
- Participate in the exchange of ideas that would promote excellence in education in Gusii – join the Gusii Education Forum.

*Kanyama gake gakora bokima kee!  
Keminchoria 'imi tang'ana moseba ibu!*

**Questions?**