**Tumaini miles of smiles centre**

 **Strategic plan**

 **2019-2023**

**Executive summary**

Tumaini Miles of Smiles Centre is non-governmental organization established in 2004 by Christians who had the same calling and vision. The organization primarily caters for the most underprivileged, deprived and vulnerable members of society, especially orphaned children and young people aged from (4-18). Tumaini is located in kakamega county, kakamega north Sub County.

Kakamega County is an area that has little access to assistance from development educational projects offered by large non-profit organizations. There is little hope in the lives of many, especially orphans and children from poor families. Most of them do not have access to basic education and health facilities. This has increased the level of poverty and hopelessness. It has decreased the levels of education in the community as well. Tumaini has a desire to meet physical, emotional and intellectual needs of each child and the community in general and give them a hope.

The organization endeavours to deepen the sense of patriotism and team-work spirit, support the most promising creators and innovators amongst the youth and promote their talents and creativity as a national resource that should be nurtured, as well as working actively on the positive integration of children in the community.

Mission

Tumaini Miles of Smiles Centre aims to be the leading organisation in the helping of the kakamega society, particularly focusing on disadvantaged children and youth through nurturing their capabilities and skills to enhance their self-resilience and improve their aptitudes in all aspect of life. And this can be expressed through the following statement;

‘To help underprivileged, deprived and vulnerable children to release them from their spiritual, economic, social and physical poverty and enable them to become reasonable and fulfilled people in the society’

**vision**

Tumaini Miles of Smiles Centre specializes in charity works and considers it as a foundation of creating smiles in individuals and bringing change to the community. This is done through adopting developmental and social solidarity projects. This is achieved through the following statement;

‘Creating smiles, changing lives and giving hope for the glory of God’

**Values**

* Cooperation

Since the charity work is based on cooperation and coordination between all parties whether at the governmental level, the society level or at the level of funders and donors. This is believed to represent the best ways and means to communicate with the target groups in the organization.

* Integrity, transparency and credibility

Through the screening of the integrity, transparency and accountability in all activities and implemented projects.

* Teamwork culture

Based on teamwork, brotherhood and coordination among the employees of the organization

* Justice and equity

The belief that every community member has the right to benefit from the organization services regardless of partisan consideration.

* Commitment

The believe that mutual trust is key to success and this trust is generated by the commitment pledge by the organization towards all members.

* Respect

By respecting the values and principles of TMSC.

**Environmental assessment**

**Strength**

* The large number of projects and activities carried out and their continuity over nine years indicates the success of the organisation in enlisting funds for the implementation of various educational activities.
* Ability to identify the needs of the target groups and ease to communicate with them.
* Monthly assessment to monitor project progress and achievement
* Existence of decentralized system of decision making allowing for the participation of the employees in decision making thus getting more accurate decisions.
* Keeping up with modern technology by using innovative means such as email, internal sharing network and computers and many others.
* Experienced and qualified personnel are the most important human resource for the organisation
* Accumulated experience of employees have positively impacted on the quality.

**weakeness**

* Lack of enough funds in the implementation of the projects.
* Lack of training and development programs for employees
* Limited capabilities in targeting youth of the age between 13-18 years old.

**Strategies**

**Equipping school with enough textbooks**

Lack of enough textbooks has limited us to reach more disadvantage children in the community. Four pupils have to share one textbook and this has increased straining and poor performance. The pupils cannot smile since they are straining to achieve their educational goals. This strategy will reduce straining by pupils and teachers, encourage more excises for pupils to familiarizes with the concept and create comfortable learning environment.

**What are we going to do?**

Aiming to be the leading organisation in the helping we hope to buy more text books so as to reach more children and create conducive learning environment.

**Develop effective high school fees payment**

On assessing the progress from primary school to high school, not all pupils who have completed primary education joins high school education. Some of them even after performing highly they don’t join the good high schools that they have been called. This demoralized them and they start involving themselves in dangerous activities like drugs and early sex. All these are because of lack of the high school fees or insufficient funds.

**What are we going to do?**

TMSC will ensure no child has not joined high school due to lack of fees

Pupils will join the school they have been called to.

Together with the guardians ensure the child has school supplies like textbooks, exercise books, uniform and other personal effects.

**Develop ECD (early childhood education) infrastructure**

ECD is the academic foundation of a child where all other things are built on. Poor foundation of the ECD leads to poor academic growth. TMSC has only two classes instead of three, meaning two classes are combined, thus not meeting the required standards. Playing and mastering of some words is the most activity done here, and is through the use of playing tools, listening to kids’ stories, writing and drawing. Well established ECD motives guardians and parents to bring their children and convince others of the importance of education.

**What are we going to do?**

It is our hope to establish enough classes and an office

Equip the ECD with playing equipment and tools

Procure reading and writing materials.

**Internal and external communication improvement**

It is the duty of all workers in the organisation to entirely understand how to work continuously to improve the means of communication both internal and external, it is of utmost importance amid the civil society and other organisation and for the workers themselves.

**What are we going to do?**

Partnership and networking

* Prepare messages, materials and other essential elements for a clear and straightforward communication.
* Publish updated information about projects and activities on the official TMSC website and social media.
* Establish effective relationships with the target groups to establish and understand the real needs.

Internal communication

* Create an internet system to communicate and share information between workers.
* Making periodic workshops and meetings with staff to inform about reform progress and development, ongoing plans, and clarify staff roles for each and every process.

**Adopting the new education curriculum**

Kenya education sector is undergoing radical changes, from the current 8.4.4. System to competence best curriculum. This new system emphasizes on affirmative tests than summative tests, also checks on what a learner can learn and acquire skills. It farther emphasizes more of collaboration than a competition.

**What are we going to do?**

* Training teachers on the new curriculum.
* Construction of more classrooms to meet the requirement of the new curriculum.
* Developing pupils database

**BUDGET**

|  |  |  |
| --- | --- | --- |
| **Years**  | **Details** | **Amount in $** |
| First year | Construction of 6 ECD classrooms |  95,527  |
| Purchase of text books |  2,100  |
| Teachers training |  1,020  |
| Playing tools and equipment |  1,500  |
| Feeding 300 pupils lunch |  3,600  |
| Fees for the high school |  6,143  |
| Girls sanitary towels |  2,000  |
| **Total**  |  **111,890**  |
|  |  |
| Second year | Construction of 6 Juniour Secondary classrooms |  95,570  |
| Uniforms and school suppliers  |  5,102  |
| high school fees for students |  8,000  |
| feeding 300 pupils lunch |  5,102  |
| Girls sanitary towels |  2,000  |
| **Total** |  **115,774**  |
|  |  |
| Third year | Developing communication network |  10,204  |
| Fees for the high school |  11,735  |
| Staff training and support |  5,102  |
| Feeding program |  20,000  |
| Empowernment workshop in community |  10,000  |
| Construction of the ECD office |  12,000  |
| Sanitary towels for the school girls |  3,000  |
| **Totals** |  **72,041**  |
|  |  |
| Fourth year | High school fees |  12,245  |
| Feeding program |  22,000  |
| Uniforms and school suppliers |  6,000  |
| Sanitary towels for the school girls |  3,000  |
| Purchase of 20 desktop for pupils |  10,000  |
| Family visitation  |  6,500  |
| Schoool Bus |  10,416  |
| **Total** |  **70,161**  |
|  |  |
| High school fees |  15,306  |
| Fifth year | Feeding program |  24,000  |
| Evaluation fees  |  1,531  |
| Staff training and support |  5,102  |
| Replacement of text books |  3,061  |
| Sanitary towels for the school girls  |  3,000  |
| School shoes |  10,000  |
| **Total** |  **62,000**  |
|  |  |
| **Grand Total** |  **319,976**  |