



FOREFRONT International School Education Project Report

India Project Report: FOREFRONT International School

The Problem

India is among the top five nations in the world for out-of-school children of primary school age. Even more, 43% of children drop out of school before upper-primary school. Due to a lack of access, affordability, and awareness, children in rural areas are unable to receive the education to escape poverty. Unfortunately, this has a disproportionate impact on women and girls. More than 50 percent of girls fail to enroll in school, and those that do are likely to drop out by the age of 12. As a result, these children lack the skills to break the cycle of poverty.

In the communities that FOREFRONT works, we have observed poor school infrastructure, lack of teachers, incongruence between curriculum and felt realities of the students, lack of vocational training and low social standing of women. These are common obstacles to realizing the full potential that education can provide.

FOREFRONT's Solution

Education empowers young leaders to establish successful careers and give back to their communities. FOREFRONT is in the process of building a school in Kolluru, Andhra Pradesh, India, that will serve 400 local children with a focus on empowering young women and girls. FOREFRONT's primary school will support students in realizing holistic success. FOREFRONT will foster students' critical thinking skills, socio-emotional skills, and healthy habits, in order to build up life-long thinkers who will contribute to their communities. The school's mission is *to prepare youth to be leaders through access to quality education and an enabling environment toward positive community development.*

FOREFRONT International School's Principles

The primary school in Kolluru will provide an excellent education to all students, regardless of their gender or demographics, so that they can become skilled and active future change agents in their communities. Teachers and parents will work together to ensure that students at the primary school develop rigorous critical thinking skills, core values, and acquire enduring understandings on how to exercise appropriate self-care. The cultural pillars for the success of our elementary school are five-fold:

1. *Student Culture* - FOREFRONT is developing a school curriculum where students are taught enduring values and are building a bank of socio-emotional strategies. Our six habits and mindsets of student culture are urgency, preparedness, wonder, initiative, persistence, and empathy



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2. *Student Instruction* - FOREFRONT will maintain high expectations to develop students into proficient readers, writers, and mathematicians; ensuring that all students have opportunities to approach their problems creatively and engage in critical thinking. FOREFRONT will affiliate with the Indian Certificate of Secondary Education (ICSE) and its standards-based curriculum reinforced with regular assessments, data analysis, and instructional strategy revision.
3. *Staff Development* - FOREFRONT will provide structures for teachers and school leaders to deepen their craft by protected time set aside for professional development, regular observation and feedback, and one-on-one meetings with their direct manager. Staff will reflect on and be evaluated by their competencies across eight major areas of responsibility including professionalism, classroom management, race and equity, vision and goal setting, instructional delivery, building student relationships and assessment design.
4. *Staff Culture* - FOREFRONT will ensure that staff members feel highly valued, excited about the mission and direction of the school, and feel like they see a pathway for professional development in their work. We also have plans to partner with leading education experts such as Insight Survey to assess and improve staff culture. Classroom systems will reflect the habits and mindsets of student culture. Teachers interactively model each system with students, focusing on what each habit and mindset looks like and sounds like.
5. *Family and Community Engagement* - School teachers and administrators will partner with families in order to best support our students at school and also at home. This includes, but is not limited to, having multiple touchpoints with family members during the year, such as community meetings, parent-teacher conferences and home visits.

Members of the community will be represented on the board of governors for the school. In addition, the school will emphasize the involvement of mothers in school matters, such as parent-teacher meetings, exposure to management concepts for 'cottage' businesses, and conducting of sanitation-focused initiatives for mothers and children. The empowerment of women through these initiatives will have a significant impact on the health and economic prosperity of the larger community.

The school will also provide several noteworthy features to enhance the educational experience of children and the community at large. These include discounted tuition for female students to promote equitable educational opportunities, ICSE-accredited, data-driven curriculum to prepare students for long-term success, and extracurricular opportunities for older members of the community to participate in the educational process and mentor younger children.

The School's Infrastructure

FOREFRONT's architecture team and local construction contractor have designed a state-of-the-art school with facilities for classes and extracurricular activities for 400 students. The school is designed to support a healthy staff and student culture. Aside from strategically

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designed classrooms, the completed school will also have a playground, solar-powered water filtration, and an auditorium for both school and community meetings and events.

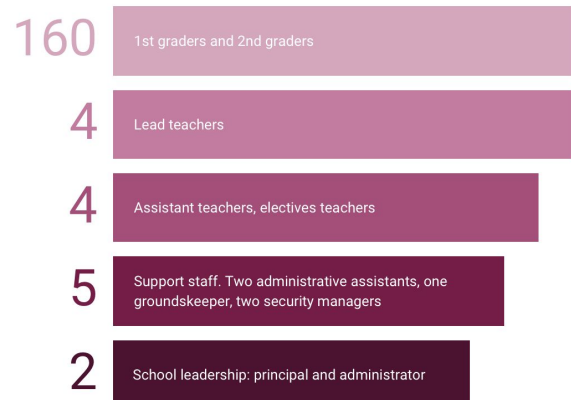
The first stage of construction is anticipated to be completed in April 2019 and will accommodate the first class of 160 students, eight teachers, principal and administrator. The first floor of the school will be completed, which will include the computer lab, separate boys and girls restrooms and a teacher lounge. Following the completion of the first school year and before the second, FOREFRONT will complete the second floor to build the school to full capacity.



Start-Up Logistics

FOREFRONT's International School will launch in June 2019 with its inaugural class of first and second graders. Each class will be led by one lead teacher and one co-teacher to allow for a teacher to student ratio of 1:20. This is much lower than the average in India and will allow for more personalized attention for each student.

FOREFRONT has also hired the Colonel Mathew Muricken as the principal of the school. Col. Muricken brings over 30 years of experience in school leadership in India and the Asia region. In the upcoming month, FOREFRONT will hire the school administrator and team of teaching staff.





Each subsequent year, FOREFRONT International School will add an additional 80 students and four teachers to accommodate all primary school grades by the end of its third year.

Our Financial Needs - Year 1 Budget

TOTAL EXPENDITURES	\$67,308.00
Staff Supplies and Curriculum	
Curriculum - Online and Paper	\$9,600.00
Library Books	\$1,320.00
General Office Supplies	\$600.00
Professional Development	\$313.00
Printer Ink and Paper	\$519.00
Total Books and Curriculum	\$12,352.00
Building Maintenance	
Cleaning and Repair Supplies	\$2,680.00
Landscaping	\$3,322.00
Utilities	\$938.00
Total Building Maintenance	\$6,940.00
Student Materials	
Extracurricular equipment	\$720.00
General Classroom Supplies	\$1,200.00
Uniforms	\$1,920.00
Total Student Materials	\$3,840.00
Technology	
Copy Machine	\$130.00
Routers and Comp Domain	\$1,266.00
Laptop Charging Carts	\$2,800.00
Student Laptops	\$6,550.00
Teacher Laptops	\$2,200.00
Total Technology	\$12,946.00
Salary	
Administrative and Operations Staff (x4)	\$8,000.00
Full-time Staff Benefits	\$2,430.00
Principal	\$10,000.00
Teachers (x4)	\$10,800.00

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Total Salary	\$31,230.00
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