

# En Classe

Improving schools. Building futures.

## Policy plan 2018-2020

updated version April 2019



## Introduction

At the moment, the situation in the Democratic Republic of Congo (Congo) is far from stable. At the end of 2016, the two terms for Kabila as president ended, but he decided not to resign. This creates a lot of tension in the country because the Congolese population, under the leadership of the churches, is increasingly rising and wants change. Peacefully organized demonstrations are prevented with violence and dozens of people have been killed and wounded. At times like that, the country is completely shut down from the internet and life seems to stand still for a moment. The streets are empty, and schools and shops are closed. After a few days the "normal" life starts again and nothing has changed. The expectation is that there will still be many demonstrations to ultimately force Kabila to resign. Assistance from the United Nations and other international organizations is urgently needed. All En Classe activities take place in Kinshasa, the capital of the Congo. This is where the government sits and here most demonstrations take place. And under these circumstances, En Classe is working on improving education in the Congo ....

After reading the above it will not come as a surprise that it is often very difficult to do our work. And yet we have plans for the future, because "life goes on". There has been war in the Congo for more than 25 years, so waiting for the war to stop and then doing something is not an option. More than ever, we realize that educating young people is one of the most important things to bring about change.

This policy plan describes what En Classe will do in the next three years, including the associated budget per school and per project. Because our fixed costs are 100% covered by the income of our members, 100% of all donations actually go to these projects and nothing stays on the bow. Our method has been the same for years: En Classe only starts a project if we are able to finance the entire project. The more money that comes in quickly, the sooner we can start with a next, usually extremely urgent, project.

We hope that after reading our future plans you will be inspired to financially support En Classe. If you have any questions, please let us know via [info@enclasse.org](mailto:info@enclasse.org). We will be happy to answer your questions.

On behalf of the local team and the board,



Sylvia van den Brink  
founder and chairman  
December 2017



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## En Classe in a Nutshell

Since 2007, En Classe has been working hard to build a brighter future for thousands of children in Kinshasa. Kinshasa is the capital of the Democratic Republic of Congo, one of the poorest countries in the world. The country is huge, with hardly any infrastructure, and has almost 80 million inhabitants. For over 25 years, a horrific civil war has been raging in Congo and more than 5 million people have been killed. Often the war centers around one of the many valuable raw materials that can be found in the country, such as coltan, which is needed to manufacture electronics such as cell phones and computers. You are most likely carrying around a piece of Congo in your cell phone everyday!

The general level of education in Congo is low. If children go to school at all, they frequently have to sit on the floor in dilapidated school buildings. They learn to read and write with out-dated methods and few materials. En Classe believes this situation needs to change..

### Our approach

En Classe starts by improving the basic infrastructure of a school. We invest in new roofs, floors, doors and windows where needed, furnish classrooms with desks, build bathrooms and install running water and electricity. Our next step is to improve the quality of the education by implementing several educational programs, such as a digital reading program and teacher training. En Classe has a team of seven employees in Kinshasa, consisting of bright, young and enthusiastic Congolese. We call them our "Aide Scolaires". They manage all En Classe's programs and they cooperate closely with the schools, our partners and our Congolese contractors.

### A ripple effect:

- 1) Year after year, En Classe has invested in the local economy by creating dozens of jobs for Congolese people; from contractors, masons, wood and metal workers, to teacher coaches and school aides. Nearly 100% of our budget is spent on decent salaries for all of these people and on purchasing local materials. We absolutely believe in investing locally.
- 2) As a result, school buildings have been improved and teachers have become more skilled and empowered to teach using modern methods and up-to-date materials.
- 3) Consequently, students receive a better education with these improved conditions, which ultimately enhances their chances of a brighter future.

Our ongoing goal is to improve education throughout the entire country of Congo, not just in Kinshasa. We hope to do so in a sustainable way that will benefit all involved.

## And that is how we make a difference.

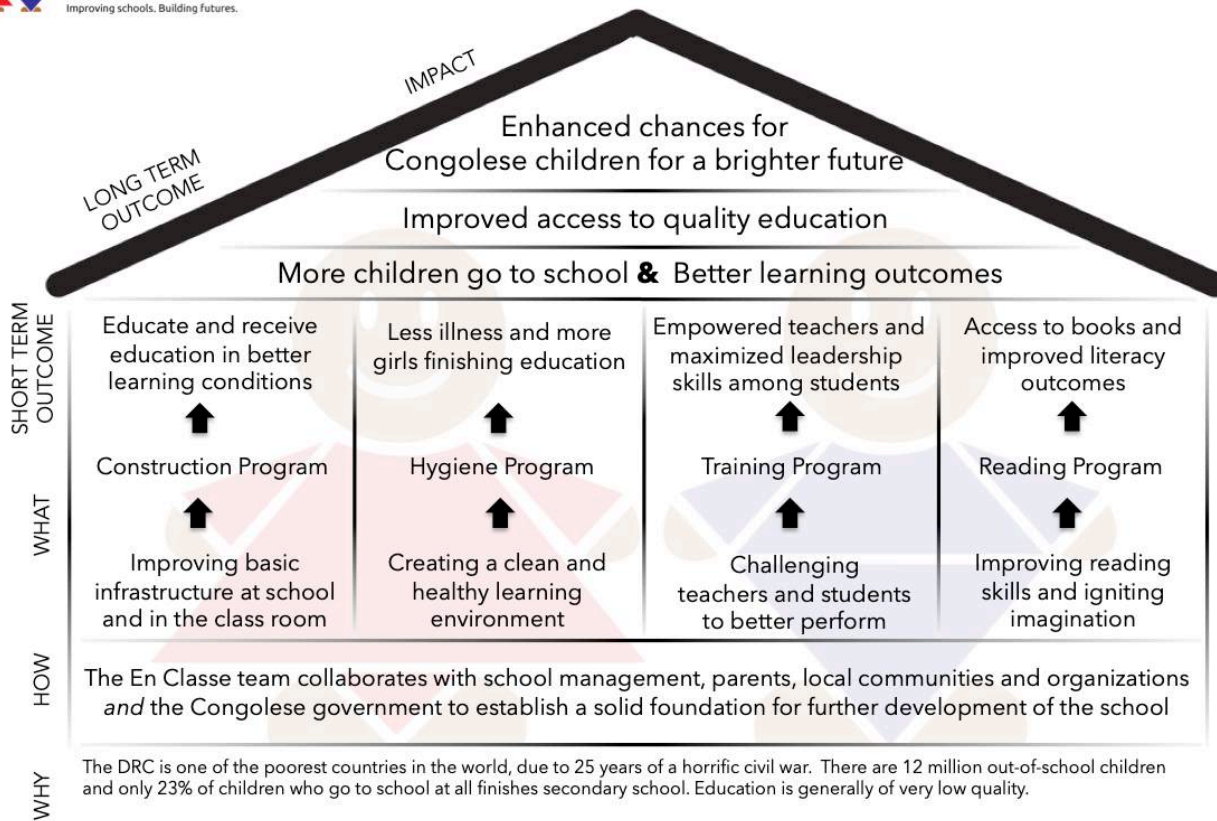


## Theory of Change

Since 2007, the mission of En Classe has been to improve education in Kinshasa and to offer Congolese children a chance for a better future. Following our "Theory of Change", you can see how everything that En Classe does contributes to our mission:



### Theory of Change — Education in Kinshasa/DRC



This policy plan is mainly focused on the "WHAT", divided into the four programs that En Classe offers:

- 1) Construction Program
- 2) Hygiene Program
- 3) Training program
- 4) Reading program



## Our four programs explained

### 1) CONSTRUCTION PROGRAM

The construction program aims to increase the number of children attending school and to provide a source of employment for local teachers and administrative staff. By providing comfortable conditions for children at schools, En Classe has found they are able to attract more students away from poor home conditions and into a learning environment. Importantly, nearly all of the renovation work and classroom furniture is provided by local labor, helping to create jobs in neighboring communities.

En Classe provides infrastructure improvements to each of its schools in the following five areas:

- 1) The renovation or construction of school buildings (the repair or complete replacement of the roof with Onduline, a new type of roofing sheets that are sound-proofing and heat-repellent, the leveling and tiling of the floors in the classroom, strengthening or renovating doors and windows, ensuring that ventilation and light incidence are optimal);
- 2) Building a wall around the school grounds so that it becomes safe in the schoolyard;
- 3) Preventing or solving erosion problems;
- 4) Setting up the classroom with school desks and a cupboard, table and chair for the teacher
- 5) Installation of electricity.

### 2) HYGIENE PROGRAM

The hygiene program aims to improve hygiene in schools, so that children are less likely to be ill and girls in particular can complete their school education. Because, if there are no separate toilets, most girls quit school when they get their first menstruation. First there are improvements in the infrastructure, such as the construction of (separate) toilets for boys and girls, the installation of running water and a hand washing station. In order to create as large a support base for change as possible, the teachers, the pupils and the parents of the pupils are trained on four themes: hand washing, toilet use, waste processing and hygienic food.

### 3) TRAINING PROGRAM

The training program has two elements;

- a training for teachers where they learn a more modern and interactive way of teaching
- a leadership training for students.

For both trainings, En Classe partners with local organizations: AFEC for the teachers and ELENGI for the students.

### 4) READING PROGRAM

Our reading program consists of 3 different programs.

- **digital reading program:** at the beginning of 2014, En Classe entered into a partnership with NABU.org. This New York-based foundation has developed an application, especially for developing countries that gives students access to hundreds of books on a tablet.
- **home library:** the old fashioned way of reading! Taking a book home and return it the next week, is still one of the most exciting things.
- **additional reading lessons for those kids who need help:** we offer during and after school reading sessions and during holidays, kids can come to school to improve their reading skills.





## Impact

Everything En Classe does has a positive impact on thousands of Congolese children. Whether it concerns the fact that they are now sitting on a decent school desk instead of on the ground, or that they stay dry when it rains, or that the teacher now teaches better than before, they can finally go to the toilet .... Between 2007 and 2019, En Classe has (slightly) improved the daily lives of 16,000 children in one way or another.

En Classe supports 18 schools in eight different locations. This is because most schools in Kinshasa share the school buildings. In the morning one school, in the afternoon another ... Children are actually only up to 4 hours a day at school. The overview below shows the names and sizes of our locations, so you can immediately see how many children are reached with the programs that En Classe performs at its schools.

As you can see there is still a lot of growth possible from actual students at our schools to the maximum capacity. We expect to grow slowly towards that number in the years to come, so that by 2020 we will support more than 9,000 children.

location	number of schools	number of school buildings	number of classrooms	actual number of students	maximum number of students
Kabinda	2 elementary schools	3	16	550	1250
Kamina	2 elementary schools	6	19	1050	1500
Matonge	2 elementary schools	3	10	600	800
Selembao 1	2 elementary schools 1 secondary school	3	13	860	1300
Kapini	1 elementary school 1 secondary school	1	7	260	550
Lukunga	1 elementary school 1 secondary school	3	16	825	1250
<b>Kimbwala</b>	<b>1 elementary school 1 secondary school</b>	<b>3</b>	<b>14</b>	<b>1080</b>	<b>1120</b>
Selembao II	2 elementary schools 1 secondary school	4	17	1160	1360
			total	6385	9130



all estimated amounts are in US dollars

## Our team

En Classe has a local team in Kinshasa that consists entirely of young, enthusiastic Congolese people. They oversee and guide all projects in Kinshasa. They are managed by Sylvia van den Brink from Singapore, Michiel Ruiters from Paris and Joris Stolk from Belgium. The communication mainly takes place via WhatsApp (calls and texts) and email. Sylvia, Michiel and Joris visit Kinshasa two or three times a year to maintain face-to-face contact with the local team.

The local employees receive a small salary and En Classe grants them with a micro credit for personal development purposes, for example, English classes, computer training, leadership training and even a university study is possible. We also do a lot of team building.

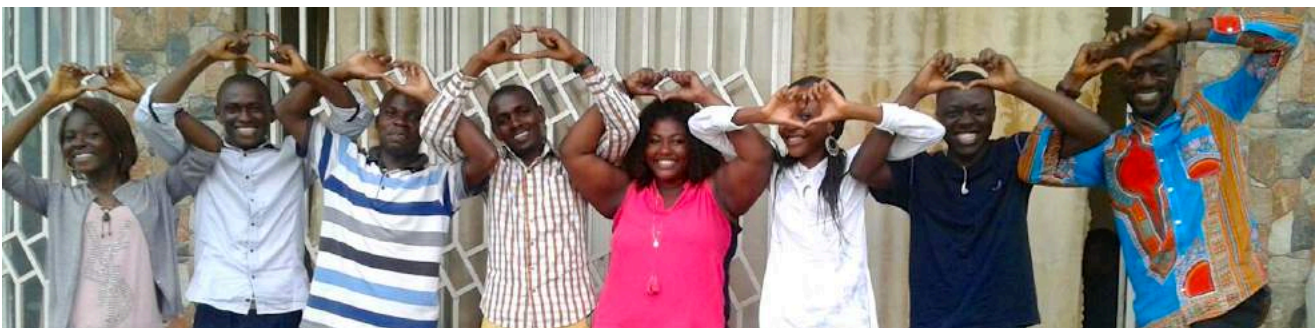
The official name of the local staff is "Aide Scolaire" which means school assistant. In the past years, the Aide Scolaires have been visiting all of our schools several times a week to give the right guidance and help to implement our four programs. Since the beginning of 2019, we changed our focus from making all of our 18 schools better at the same time to first making one school our **model school**.

## Model School

This is an exciting project that will allow En Classe to put in practice all the wisdom gained from the past 12 years in operation. It will also serve as motivation and a source of inspiration for En Classe teachers and staff for the years to come.

After months of deliberation, En Classe has selected Kimbwala as its model school. The selection was based on a number of criteria, most important of which was the level of cooperation from school management, buy-in from the En Classe local management team and the school's existing infrastructure, such as the presence of a square fenced courtyard to ensure the safety of children and exclusion of trespassers. One aspect that presents both an opportunity and a challenge for Kimbwala is its remote location. On the one hand, the school is difficult to reach, but on the other hand, if Kimbwala is nonetheless able to achieve its goals as model school despite its location, this will convince stakeholders of the viability of this concept.

The model school will see at least two En Classe staff members present most days of the week, who will oversee every detail of each program's implementation. The visits for the remaining schools will drop down to twice a week and the investments in the remaining schools will be heavily reduced, in order to have more budget for Kimbwala. Once Kimbwala achieves its key benchmarks, we will move on to focus on a second school in our network, and so on, one-by-one, until all 18 schools are operating at the model school level.





## Our Model School is a school where:

- the school management is dynamic and trustworthy
- students pay their school fees
- students are with a maximum of 40 in a classroom
- students can be educated from kindergarten to high school
- students can safely study under decent learning conditions (construction program)
- students can use clean toilets and wash their hands (hygiene program)
- students are challenged by a good teacher (training program)
- students can read according to their age (reading program)

## Kimwala

Back in 2011, we found a very dilapidated school building with six classrooms, just outside of Kinshasa. It turned out to be primary school “Kimwala”. About two hundred children sat on the floor and got wet when it rained. We had a good chemistry with the management and after a few visits and explaining on our part what we expected from them and what they could expect from us, we added Kimwala to the En Classe schools that we already had at that time. And we have never regretted that for one day!

En Classe first built six new classrooms so that all the children who were already at Kimwala had a neat and decent school building. Because the school looked so beautiful, it attracted many more children! The next step was the renovation of the six collapsed classrooms. In the years after that, we were able, together with the school, to build 2 more classrooms. Now, Kimwala is a primary and secondary school with 14 classrooms and 1000 children registered, who can now sit on a solid, durable school desk. The management is still just as active and really takes care of the school, the children and the teachers. They do fairly active teacher training themselves, the children of Kimwala have successfully completed our entire hygiene program and they started reading with the tablets in 2018.

In the beginning of 2019, we were lucky to receive a big grant to build new toilets, a new hand washing station, to enforce the wall that protects the schoolyard and to solve the erosion problems they face.

So reasons enough to bring Kimwala to the next level: our Model School! A lot of things still need to be done and we will work closely with the school in the whole schoolyear of 2019-2020 to realize that.



## Budget

This year, we plan to invest almost 100.000 US\$ in Kimbwala, divided as follows:

WHAT	INVESTMENT	COVERED	FUNDS NEEDED
Construction Program	\$83,000	\$73,000	\$10,000
Hygiene program	\$2,500	\$2,500	\$0
Training program	\$4,000	\$4,000	\$0
Reading program	\$1,500	\$1,500	\$0
School furniture	\$7,500	\$0	\$7,500
<b>TOTAL</b>	<b>\$98,500</b>	<b>\$81,000</b>	<b>\$17,500</b>

For our other schools, as said, we won't be investing much, but we will still do the very necessary things to maintain what we have invested and in some occasions a bit more. The total estimation for our other schools will be around 2,500US\$ per location.

Initially, we needed a much bigger budget to enroll our (digital) Reading Program. Thanks to a partnership with the Orange Foundation, we are granted 500 tablets in 2019. A good example of product sponsoring!

## En Classe data

En Classe is a foundation, officially registered in three countries: in the Netherlands, in the US and in Congo. In all three countries, En Classe has all the quality marks and a tax-free status.

### En Classe in the Netherlands

**Chamber of CommerceL:**

34287160 in Amsterdam

**Tax number:**

8186.82.541

**Bank account:**

NL03ABNA0452066387

ABN Amsterdam

### En Classe in the US

**EIN Tax ID#**

45-5215243

**Bank account:**

4974006396

CITIBANK Rye NY

### En Classe in the DRC

**Certificat d'Enregistrement**

Min. Justice: F.92/D.E/1024

**Certificat d'enregistrement**

couvrant l'activité: 001/DPIK/0512/2017

**Bank account:**

1201-5038096-00-36

TMB Kinshasa

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