



KISA OUTCOME REPORT - 2023

MENTOR GIRLS • DEVELOP LEADERS • TRANSFORM COMMUNITIES

Dear Friends and Family,

GLAMI is delighted to present the Impact Report for our accomplished Kisa Scholars who have successfully completed the program from 2021-23 cohort. This report showcases the outstanding achievements of our graduates and the profound impact of our initiatives. Over the 2 years of participation in the program, our scholars went through a Leadership and Life skills curriculum, expertise health and career sessions ,conducted advocacy campaigns and 2 Days challenges projects to address challenges in their school and home communities. With the activities conducted ,here are some of the highlights from this cohort.

1316

Scholars nurtured by GLAMI have successfully completed their Form 6 education in May 2023.

98%

of our Scholars have completed 2Day Challenge standing as our commitment to transforming communities.

50%

of our alumni have portrayed their leadership skills by securing Leadership positions in various fields while in the program.

35

dedicated Mentors who have provided invaluable support to our Scholars.

24

Partner Schools.

100%

remarkable pass rate among our Scholars in their Form 6 exams, proof of their commitment and hard work.

This Impact Report demonstrates the incredible strides made by GLAMI and our Kisa Scholars, and we look forward to continuing our mission of nurturing future leaders and fostering positive change in society.

Girls Livelihood and Mentorship Initiative (GLAMI) mentors secondary school girls in Tanzania to complete their education, develop into confident leaders, and transform their own lives and their communities.



We equip girls to overcome challenges and reach their full potential because educated girls create lasting positive change.

GLAMI Strategic Plan 2022-26 envisions to improve girls empowerment through its program and partners with 24 secondary schools in two regions implementing the Kisa Program.

Kisa Program and Implementation

Kisa Program is a two-year leadership course that prepares girls in their last two years of secondary school to attend university and create positive social change in their communities. Kisa means **“story”** in Swahili.

GLAMI enrolls a class of 30-55 scholars per school each year, totaling over 1000 scholars per cohort annually. As of October 2021, GLAMI had enrolled a total of 1316 scholars from 24 schools across Kilimanjaro and Arusha (15 and 9 respectively). These scholars underwent a two-year Kisa curriculum starting in July 2021, which concluded in May 2023.

These sessions were facilitated by trusted Mentors over the course of two years, where they met once in every week.

In addition to facilitating lessons, mentors and social workers offered individual support to scholars in need of advice and guidance.

An average of 35 Mentors had been trained prior on delivering the sessions to ensure their competence when mentoring Scholars.



***Kisa taught me more about Leadership, and I have been applying what I have learned in my daily life. I even volunteered to be a Kisa class captain to further my Leadership abilities.
Gladness, Machame Secondary***

Kisa Program Theory of Change



PROBLEM

Tanzanians girls lack role models and support from their communities to become confident leaders.

ACTIVITIES

- Kisa Classes
- Health Sessions
- Career Sessions & Career Exhibitions
- Advocacy Campaigns
- End of Year 1 Presentations
- 2 Day Challenge
- School Staff Meetings
- All- Schools Seminars
- Emergency Fund
- Social Worker
- Scholarships
- Kisa Alumnae Network
- Job Readiness Workshop

OUTPUTS

- Girls learn Leadership and life skills in weekly classes
- Girls build a relationship with a trusted female mentor
- Girls access safe space to learn about their health
- Girls gain knowledge and resources
- Girls engage with successful and inspiring women
- Girls begin to participate in community development
- Communities recognize girls' abilities and rights
- Girls have psychosocial and financial support to stay in school
- Girls continue to tertiary education
- Alumnae connect and collaborate after graduation

OUTCOMES

1. Kisa Alumnae are confident Leaders
2. Kisa Alumnae's communities recognize the worth of girls and women.
3. Kisa Alumnae actively engage in community development.
4. Kisa Alumnae are mentally and physically resilient.
5. Kisa Alumnae are connected, supported, go on to University and/or gainful employment.

IMPACT

Girls lead positive change in their communities and have a higher standing in society.

In addition to the curriculum sessions, Kisa scholars also participate in health sessions designed to educate and empower them on crucial health topics. These sessions, conducted by expert health facilitators from the community, aim to enhance scholars' understanding of issues such as menstrual hygiene, sexual reproductive health rights, and mental health.

Over the two years, scholars attended four health sessions, with an impressive 98% attendance rate, indicating their commitment to learning and improving their well-being.

After graduation, scholars become part of a supportive network of Kisa alumni who continue to encourage each other as they transition into early adulthood and pursue their professional goals.

Kisa Scholars also have access to mental health and psychological support where Mentors identify and refer Scholars to GLAMI Social workers for support. Kisa Scholars facing financial challenges also apply to GLAMI for Emergency funding and Scholarship to support their educational journey during and after they graduate from the program. At the end of their first year in the program, scholars undertake advocacy campaigns in their schools.

Through curriculum lessons, scholars learn various advocacy methods to tackle challenges within the school environment. Working in groups of 10-15, scholars conduct advocacy initiatives, marking the culmination of their first year in the program. This practical application of leadership skills aligns with their year-long study.

An impressive 99% (1314 out of 1316) of scholars actively participated in advocacy campaigns, addressing critical topics such as sanitation and environmental pollution, academic performance and school dropout rates, early pregnancy, inadequate sports facilities, electricity problems, severe punishment, and vegetable gardening.

Some of Kisa Scholars preparing a vegetable garden by putting drip liner which will be used for irrigation



Scholars took part in career exploration sessions to explore their interests and aspirations. During these sessions, scholars met with professionals in their chosen fields to learn about the steps required to pursue their career goals.

GLAMI organizes a Career Day event annually, aimed at connecting Year 2 Scholars with experts in their desired career fields. This full-day event provides Year 2 Scholars with the chance to interact with and learn from professionals who can offer valuable insights into their chosen career paths. Through this event, scholars gain a better understanding of the journey required to achieve their aspirations.



Scholars showcasing their future career aspiration during a career day event



Kisa Scholars teaching artists about digital marketing

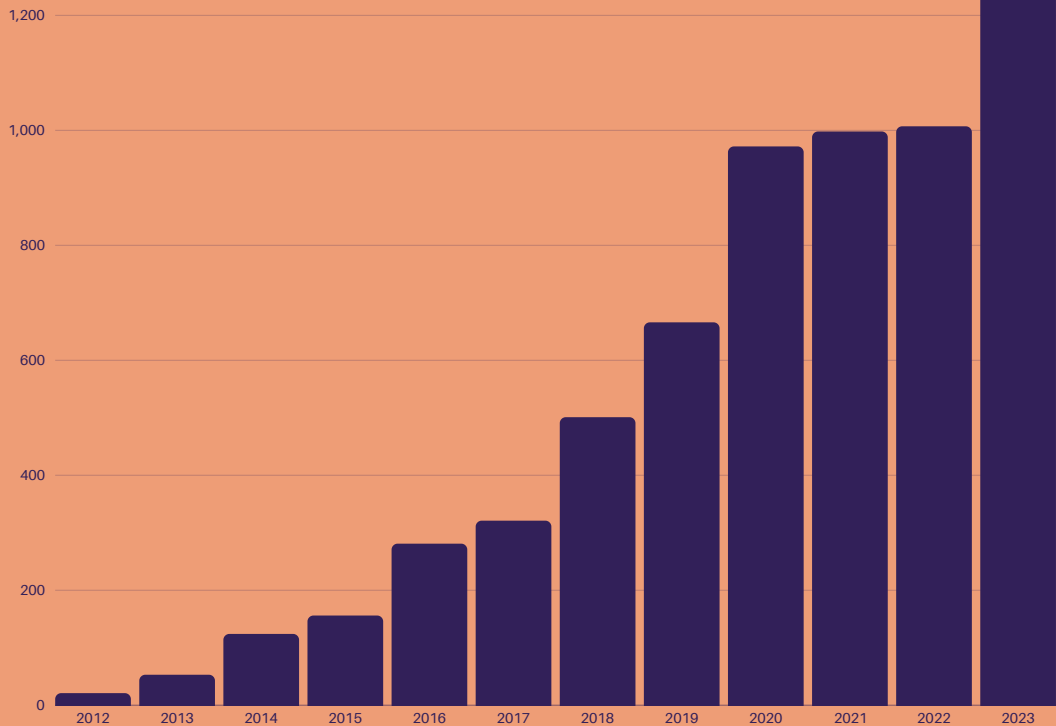
Before the end of the program, scholars return to their communities to research local challenges and develop sustainable solutions. They then have two days to implement their projects. The completion of the 2-Days' Challenge signifies the end of the program for each cohort.

After graduation, scholars enroll in the Kisa Alumnae Network, where they can continue their engagement with mentors and GLAMI staff as they pursue further studies at university or embark on their career paths by securing employment in their chosen fields. GLAMI also offers Kisa alumni job-seeking workshops and networking opportunities to support their professional development.



Kisa alumna giving a presentation during a job readiness workshop.

Kisa Program Alumni Number



YEAR	NUMBER
2010 - 2012	21
2010 - 2013	53
2011 - 2014	124
2012 - 2015	156
2013 - 2016	281
2014 - 2017	321
2015 - 2018	601
2016 - 2019	666
2017 - 2020	972
2018 - 2021	998
2019 - 2022	1007
2020 - 2023	1316
TOTAL	6416



6,416
Kisa Program
Alumni
(2010-2023)



Kisa taught me how to make a difference in my community and handle problems better. I also learned to start businesses with what's available and to be kind and helpful. Now, I want to inspire others as well. Mwajabu, Moshi



Methodology

To compile this report Qualitative and Quantitative data was collected through surveys, focus groups discussions and Most Significant Change (MSC) stories from our stakeholders that is ; Program Scholars, Community Members, School Administrators, and Liaisons. Data was collected at baseline and endline for comparison. For correct representation, approximately 20% of enrolled scholars per class were randomly selected to fill out the surveys. Additionally, all scholars completed demographic surveys, providing basic information and contact details.

Although there has been a sporadic growth in the interest of youth becoming more involved in the communities in which they live (Kenneth R. Jones, 2006), Women and girls are taking the lead to drive transformation and development in their homes, their neighborhoods and their nations. And when girls feel valued, celebrated and motivated, they grow up to be powerful change-making women. (Calvin K., 2021)

The Kisa program is designed to empower girls to make positive contributions to their communities. Over two years in the program, Kisa Scholars acquire the necessary skills to lead impactful changes.

Upon completing the Kisa program, 1249 out of 1316 (95%) alumnae, organized into 46 groups, successfully launched community projects. These initiatives addressed various challenges, including Health awareness (31%), Academic excellence (4%), Construction and renovation (40%), Entrepreneurship and technology (10%), Environmental conservation (6%), and Leadership (8%).

“Through the Kisa Program, our community has seen significant improvements. For instance, during the two-days challenge at school, we repaired water taps, helping students avoid diseases from contaminated water. Teachers were pleased with the impact, as we also repaired floors and food dishes.” Lightness, Moshi

“When I joined the Kisa program, I got great ability to start a community initiative and this has enabled me to initiate a youth group that will help me to make a positive difference in my community.” Jane, Moshi.



Key Findings

Kisa Alumnae are actively engaging in community development activities

Kisa Alumnae are empowered to become confident leaders in their communities and beyond.

A community environment that acknowledges and values the worth, potential, and diverse contributions of girls and women.

Kisa Alumnae are resilient and able to navigate challenges, setback and stressors effectively

Kisa Alumnae are connected, supported and enthusiastic ambassadors for the Kisa Program.

Girls lead positive changes in their communities and have a higher standing in their society



✔ Kisa Alumnae are actively engaging in community development activities

Youth involvement in community planning, decision making, and action hasn't received a lot of attention in the past, but youth are becoming increasingly involved in community development. (R. V. Barnett and M. Kumaran, 2012)

During the second year of the program, Kisa Scholars learn about project preparation, and social entrepreneurship which they put into practice by conducting 2 Days Challenge projects. These skills make it easy for alumni to assess the challenges in their communities as they already have experience from the 2 Days Challenge.

"Now, I'm equipped to address community issues, thanks to the 2-day challenge where I gained leadership and problem-solving skills with my Mentor. I've learned to approach problems creatively and network, empowering me to solve personal and community challenges." - Jasmine

1249/1316(95%) alumnae in 46 groups were able to initiate Community Projects that addressed challenges in Health awareness(31%), Academic excellence(4%), Construction and renovation (40%), Entrepreneurship and technology (10%), Environmental conservation (6%) and Leadership (8%).

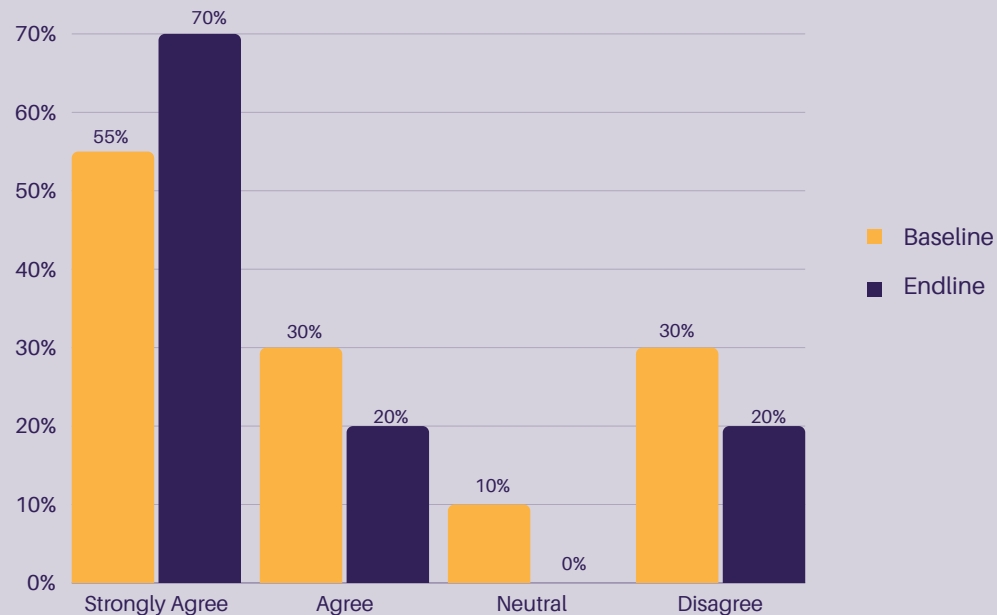
✔ Kisa Alumnae are empowered to become confident leaders in their communities and beyond.

The Kisa program equips alumnae with leadership skills that extend beyond school and community borders. Over two years, they develop confidence and advocacy abilities. After a year, they initiate community projects, leading from problem identification to solution implementation. At program end, they engage community leaders, expressing readiness to address challenges and seeking support.

Research studies have shown that young people who are civically engaged in their communities are more likely to serve as leaders during their college days and later in adulthood. One valid reason youth desire to have leadership roles and contribute to their community is because it provides a sense of mattering and feeling of being able to make a difference (Eccles & Gootman, 2002; Flanagan & Van Horn, 2003)

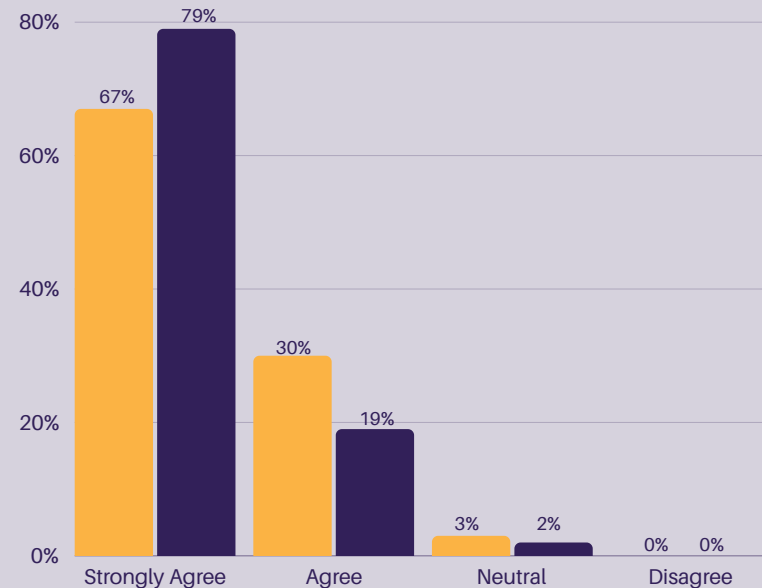
➔ Kisa Alumnae are Confident Leaders in their Communities and Beyond

I consider myself a Confident Person



"Through Kisa, I have become aware of different leadership styles and learned how to become a good leader. The main reason for my change is the Confidence I gained from my Mentors as they taught me how to build up my confidence." - Hendrika, Kisa Scholar Mwandet Secondary

I want to be seen as a Leader



"Before Kisa, I struggled to lead without offending others or addressing my own issues. Thanks to the life skills lessons I learned, I've seen significant change. Now, I can lead people without causing offense." - Moureen, Kisa Scholar Msangeni Secondary

✔ **A community environment that acknowledges and values the worth, potential, and diverse contributions of girls and women.**

The Kisa program is centered around empowering girls and amplifying their voices within the community. Through this program, girls gain essential skills to become leaders and drive change in their communities. Kisa alumni actively engage with community leaders and members by conducting assessments and leading community projects. They work closely with community members to identify challenges and collaboratively implement solutions, taking on full responsibility for initiating positive changes.

I have discovered new opportunities with the resources I already have. For instance, I used to only use my phone for chatting, but after joining Kisa, I realized I could use it to promote businesses like bags and shoes, now I use it to promote my family business. When my mother saw how I was using my phone in a positive way, she was proud of me. Grace, Ashira Secondary School



Kisa Scholars and Community Members working together to build a school foundation as part of a 2DC Project.

Girls are one of the most powerful forces for change in the world: When they are recognized, and their voices are heard, they drive positive change in their families, their communities and the world.” – (Kathy Calvin, United Nations Foundation President & CEO, 2021)

With time through community engagement, the community has started to acknowledge more the contribution and ability of girls being part of community change.

"Previously, it was challenging to voice my opinions and make decisions, especially in family matters where elders' opinions were primary. However, since joining Kisa, I've gained the confidence to express myself, defend my choices, and pursue my aspirations. Now, I actively engage in adult meetings and contribute meaningfully." - Ninaely

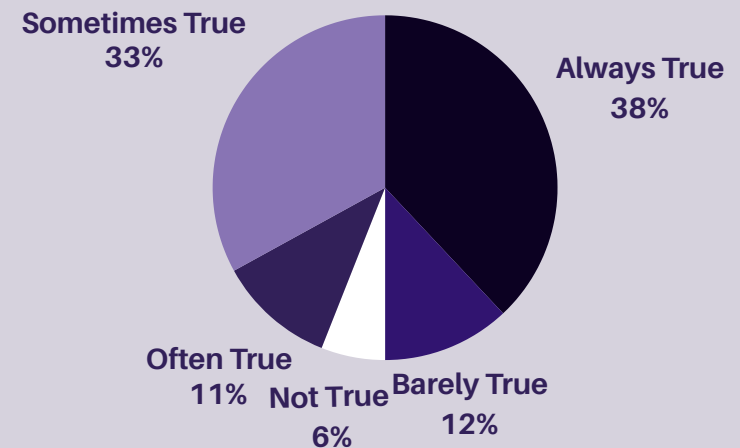


"Kisa has empowered me to positively influence two girls at home who were misusing their potentials. Using leadership skills and problem-solving acquired from Kisa, I intervened as their sister and friend. Eventually, they transformed their behavior, and now they feel comfortable to utilize the potentials to benefit their communities. They have even assumed leadership roles in school and I have become the family's confidante, and they trust me." - Laura, Arusha Secondary

✔ Kisa Alumnae are resilient and able to navigate challenges, setback and stressors effectively

Over the course of two years, Kisa Scholars have access to a Female Mentor who provides direct support, guiding them in building resilience through sessions. The Mentor serves as a role model, inspiring Scholars to remain positive and navigate challenges in healthy ways.

I can deal with unexpected events Positively

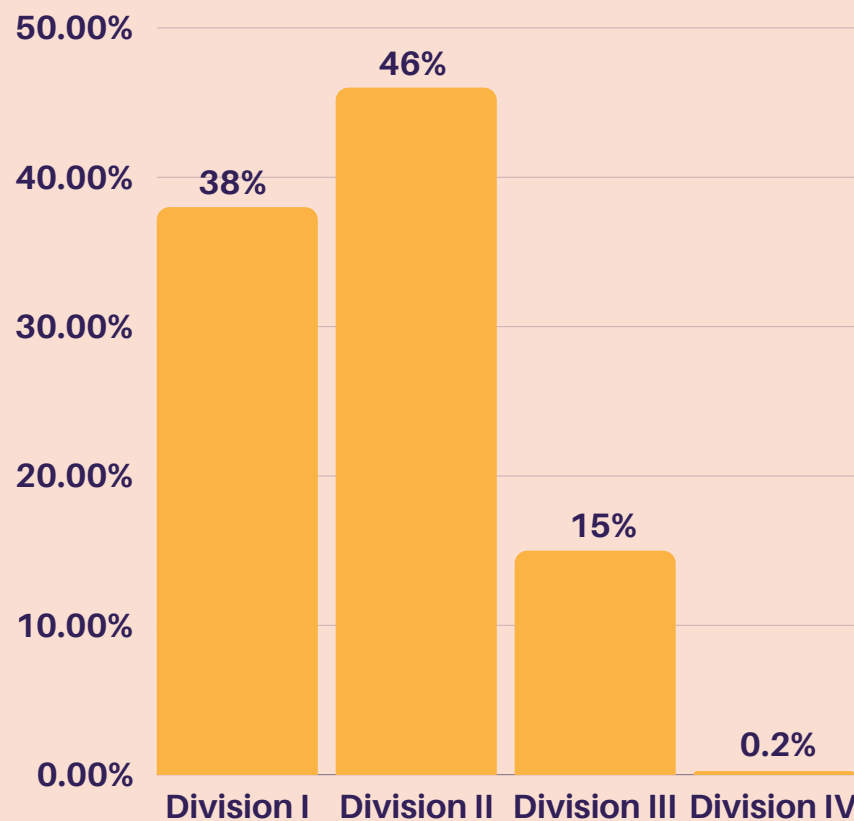


"Before joining Kisa, I was stressed which affected my academic performance. However, since joining Kisa, my Mentor played a significant role in advising and encouraging me. The program has empowered me to express myself and seek help when needed. As a result, I have been studying diligently and consistently ranked among the top ten students." Mariam

➔ Kisa Alumnae pass their exams and go on to University

100% of Kisa Scholars passed their final secondary education exams and qualified to join colleges and universities.

Kisa Scholars excel Academically



This achievement will significantly expand their opportunities for the future. For students who cannot afford university expenses, the Government of Tanzania provides loans. During Kisa Sessions, scholars are informed about the loan application process and strongly encouraged to apply.

However, it's essential to note that the government support may not cover all students' financial needs despite their efforts.

Overall, the government has been able to issue only 47%-61% of student's loan applicants each year. However, the trend of applicants allocated loans has been declining for the period under review (Kossey and Ishengoma, 2023).

GLAMI not only supports Kisa scholars to become socially responsible leaders but also helps them achieve their academic goals. Each year, with the available funding, a few Kisa Alumnae receive scholarship support to further their university education. In the year 2023, approximately 20 Alumnae will be supported with GLAMI scholarships.

✔ **Kisa Alumnae are connected, supported and enthusiastic ambassadors for the Kisa Program.**

After graduating, Kisa Alumnae gain access to the Kisa post-program network, enabling them to connect, network, and share opportunities with fellow graduates.

The primary aim of these gatherings is to reconnect with our Kisa alumnae, gaining insights into their current pursuits, and understanding their achievements and aspirations. Additionally, the events serve as a platform to remind them of the current opportunities available at GLAMI.

GLAMI hosts an annual alumni event that brings together Kisa alumni to network and learn on different topics of their choice. In 2022, four zones in Tanzania were reached; Arusha, Dar es Salaam, Mwanza, and Dodoma, with a total of 300 Kisa Alumnae in participation.

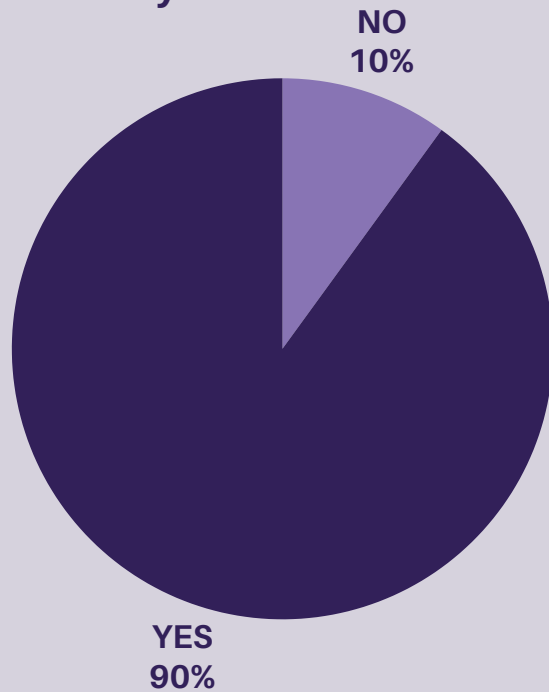
During the end-of-year holidays, GLAMI organizes job readiness training for Kisa Alumnae, equipping them with essential job search skills and preparing them for the employment industry.



Beach cleaning by Kisa Alumnae from University of Dar es Salaam -Kisa University Club

At the Kisa alumnae event, Scholars passionately expressed their commitment to sharing the valuable lessons and knowledge they gained from GLAMI within their local communities. This act of knowledge-sharing is celebrated as a ripple effect, amplifying the impact of GLAMI's programs well beyond their immediate scope.

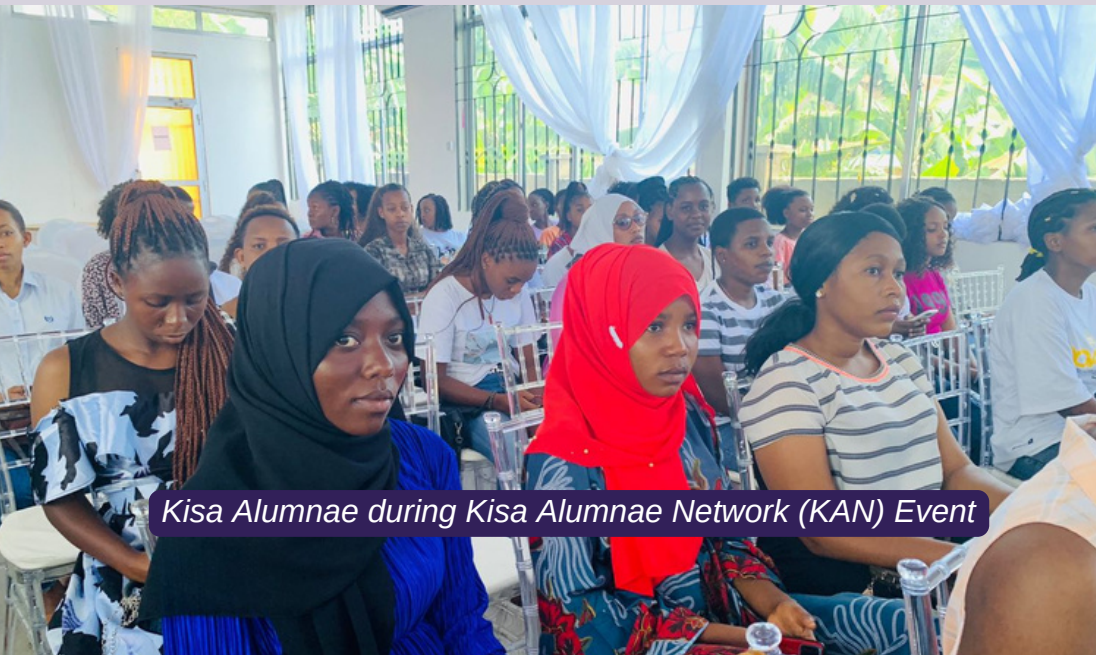
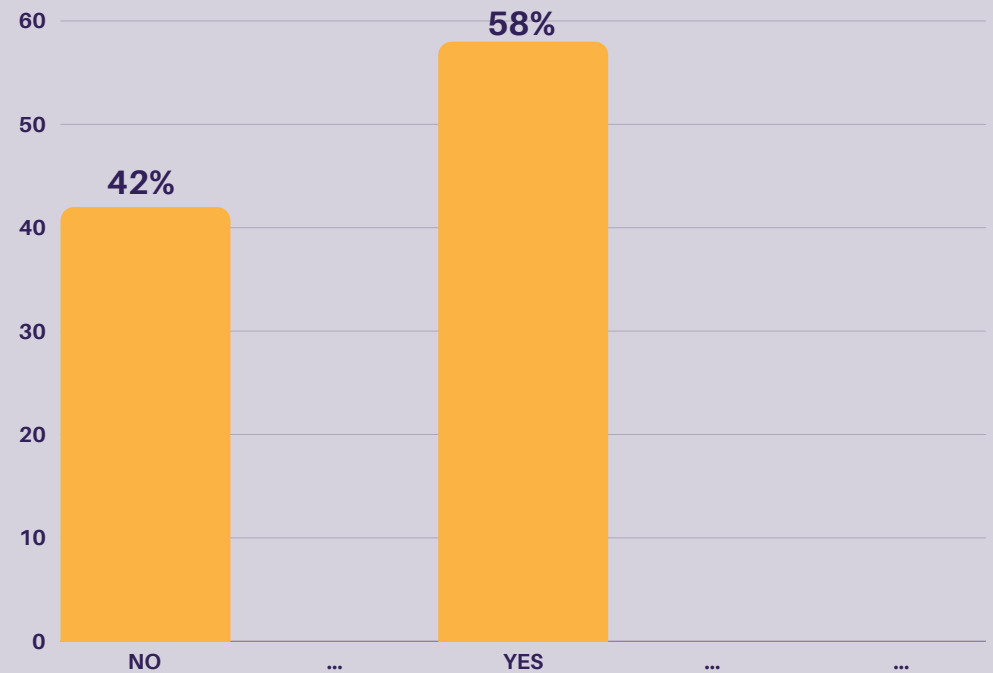
I have shared the Kisa Knowledge with other girls in my community



Each of the alumni we surveyed revealed that they have been sharing their insights with an average of 16 peers each, covering a wide range of topics, including life skills, leadership, entrepreneurship, resilience, confidence-building, budgeting, and savings.

Following their completion of the program, an impressive 58% of alumni have actively pursued and assumed leadership roles within their schools and communities.

I have applied for Leadership positions since completing the Kisa Program



Lesson Learned and Recommendations

Key lessons learned, from the program implementation of that cohort

- The schools we collaborate with have expressed a tangible impact from the program. As a result, they are eager for GLAMI to develop additional initiatives with the aim of reaching every scholar.
- Scholars participating in the program are actively sharing their knowledge with their peers. Kisa's influence has sparked changes in attitudes and triggered off the recognition from school administrations, scholars, and governmental bodies

Key recommendations, that can contribute to the program design or redesign

To foster meaningful community transformation, it's important to encourage Scholars to engage beyond their schools and actively address community challenges. Additionally, advocating for the 2 Days Challenges initiatives within the community can be highly impactful. This approach not only empowers Kisa Scholars to be part of the solution but also amplifies the reach and impact of advocacy campaigns conducted within these communities.

With 40% of projects being focused on construction and renovation, we encourage Kisa scholars to give back to the communities focusing on other projects

We have 20% of Kisa scholars at endline who still don't consider themselves as confident people. Learning models can be restructured to allow scholars learn and practice presentation skills and other skills that will enhance their confidence.

Yearly, the Kisa program graduates around 900 to over 1000 Kisa Alumni, but afterwards GLAMI is only able to reach around 30% of the Alumni because of diversity in geographical locations. More Alumni activities could be designed to reach to more Alumni whether virtually or physically.

Success Story



Before joining Kisa, I struggled with confidence issues, especially when it came to public speaking. However after joining the program I learned that anyone can transform their life with determination. In O-level, I failed to express myself during an election campaign, which left me feeling incapable. Through the Kisa lessons and presentations, I gained the confidence to contest for a students leadership role in school. Surprisingly, I won the position and could effectively communicate with my peers. I wouldn't have done it if not for the Leadership lessons I obtained from the Kisa Program. The confidence I gained from the program helped me express myself so well on school Leadership campaigns and thus achieved my leadership goal. Now, I take in-charge of my personal life, something that I couldn't do before and aspires to become a national leader in future. Lilian, Mawenzi Secondary.



Our Partners

Thankyou for supporting Tanzanian girls reach their full potential!



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CONTACT US

 Arusha Office: +255 734 293 545

 Moshi Office: +255 734 293 544

 www.glami.or.tz

 info@glami.or.tz

