**Strategic policy Plan 2020 – 2022 Durlstone Foundation Zimbabwe (DFZ).**

In this note we present the strategic goals for Durlstone School and Durlstone Foundation Zimbabwe and the resulting plans.

**Mission.**

Our mission is to improve the opportunities of our children through good quality education for a better future.

**Vision**

Durlstone School strives for high quality education using the teaching methods in a stimulating physical environment.

**Context.**

Durlstone School has got humble beginnings and started in 1981 with 25 students. With the growth to the current 850 pupils this school has reached full capacity. Rare school which is the satellite school does have the possibilities to expand both in terms of students and the infrastructure. There is also a great desire in the community for the establishment of a secondary school in the immediate vicinity of Durlstone School.

From the Netherlands, Durlstone Foundation’s policy will be aimed at providing ongoing support to the education at Durlstone and Rare schools. This support will mainly consist of financial support enabling and facilitating the various activities and projects. These developments fit within the mission and vision of Durlstone Foundation Zimbabwe as expressed on the website.

**Strategic goals for Durlstone School and Durlstone Foundation Zimbabwe.**

The first priority of Durlstone School and DFZ is that the positive developments at the school are continuous. There has been heavy investment in the quality of education through motivated staff and better teaching methods. This has been a success. Infrastructure has been improved with new classrooms, teachers’ accommodation, running water for the children’s needs and teachers’ houses and so on. During the period 2020 to 2022 we want to continue the upward trend and also achieve new strategic goals listed below;

(a) Further expansion of the satellite school (Rare)

(b) Improving the energy supply

(c) Develop an action plan to support the establishment of the secondary school in the area.

*(a)Expansion of the satellite school – Rare.*

This includes making the necessary number of bricks and repairing the road as with the Durlstone growth is also aimed at improving in a qualitative sense (better teaching materials, quality of the teacher, safety and hygiene)

*(b)Improving energy supply*

In Africa and also in Zimbabwe digital communication means are widely used. Durlstone School proudly opened a computer laboratory a few years ago to train students to use the techniques. Computers and printers require a good power supply and in the current situation that is not possible. The school only gets electricity between 10 p.m. and 5 a.m. However this is not sufficient for the school because no lessons are given during that time. This has been the reason for purchasing solar equipment and giving it priority in 2020. With solar power the school becomes self-sufficient in terms of energy. In the first instance, central buildings such as the offices, computer room and library will be supplied with solar power.

*(c) Establishing a secondary school*

Every year approximately 70 – 80 students leave Durlstone primary school with a primary school qualification. There is no secondary school in the vicinity for further education putting the children’s future in danger.

**Explanation of goals for Durlstone School and DFZ**

(a)Extension – Rare school

The developments of the recent years have positively put Durlstone School in Zimbabwe on the map. The number of students has grown to more than 800 with the current number of classrooms housing the maximum number possible.

To accommodate the ever growing stream of new students, a satellite school had to be started three years ago. In 2020, Durlstone Foundation is supporting further expansion of the satellite school which is to become a fully-fledged school providing 9 years of primary school learning. With the current renovation of the existing buildings such as the 3 classroom facility and the 3 by 2 roomed apartments for the teachers in 2019, the extension of the existing buildings has been completed. In order to provide classrooms for the students, new classrooms will have to be constructed. To start with, a classroom block will be built in 2020. Parents will participate in this as much as they can within their means.

Recently a request for cooperation in the establishment of a secondary school about 4 miles from Durlstone School has been received by the Durlstone supervisor. Three village heads presented the request on behalf of other residents. The local initiators have already arranged 25 hectors of land for the school and they have agreed to supply the necessary number of bricks themselves. Given the situation in the local employment market in Zimbabwe, the focus is on practical vocational education. This will increase the chances of young people to build a decent future. The newly established secondary school will function as an independent school.

All this is in line with the longer term vision of Durlstone Foundation. This ambition has been brought forward by this local initiative and the first steps will be taken in 2020 with a plan of action.

**Fundraising.**

The many existing activities combined with new development plans of the Foundation puts fundraising at a position where it must receive attention. After all this is the Foundation’s mission and that is to support the development of Durlstone School and its satellite school.

*The website* is a central source of information for all fundraising activities. There is a great need to keep the content of the website up to date. This is essential when referral to the site is done while we are fundraising. A professional appearance to the outside is important.

*The newsletter* will be sent every quarter with the most recent information to donors and will also be placed directly on the website.

*Golf tournament*

The golf tournament has so far been organised by Kees Westerhuis. From 2020 it will continue as “Kees Westerhuis” golf tournament. The ambition is to make this tournament one important annual fundraising event.

*The benefit concert* has become a good and beautiful tradition. The driving force behind the concerts are Jaap – annelies wiersma and the ambition is to make this an important fundraising event.

*Activities* organised by volunteers are an important part of the Foundation’s income. For example it sells in markets and is sponsored in many creative ways. These volunteers as well as many loyal donors receive extra attention as valued ambassadors of the Foundation.

*Social Media:* Fundraising using social media is relatively new to DFZ. The use of LinkedIn and Facebook can help the Foundation build awareness. The latter supports the fundraising. The ambition is to build this during the strategy period.

*Institutional partners:* In recent years DFZ has raised funds through project proposals from partners such as Wilde Ganzen, Stichting Groot Haspels, Rotary and others. New project proposals will be developed to achieve the new ambitious strategic goals and these can be deposited directly by the new potential donor.

**Adopted by the board of DFZ on**…………………………………………………….