

The African SOUP

Impact Report 2022



SOUP

Our Mission:

To empower communities through national primary education change, informed by our community development programming.

Our Vision:

A Uganda with equipped teachers, engaged learners, and empowered communities.

Nursery students engaged in a lesson on The SOUP campus.



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SOUP teachers participate in a lesson on active learning at The SOUP campus.



Letter from our Executive Director



Dear Colleagues and Partners,

The milestones The SOUP has achieved since its humble beginnings in 2010 are almost unbelievable. Nearly 13 years later, we began 2022 filled with excitement and possibility as I stepped into the role of Executive Director. We applied lessons in resilience from the COVID pandemic and have developed new ways of working and learning.

On behalf of the children and community we serve, we are immeasurably pleased with the generosity and kind support from our donors, the U.S. and Ugandan Board of Directors, and our broad network of well-wishers. As a result of your support throughout the past year, The SOUP has been at work providing a nurturing environment where children can learn and grow. Students and teachers embrace the active learning method on our campus as they develop a critical, creative and ethical mind. We continued our work at Bishop Willis Primary Teachers College and made strides in advancing our national reform initiative. We continued to support babies and pregnant women with medical health information and nutritious food supplements and mentored our sponsored secondary students with skills that will help them become leaders of tomorrow. Our SOUP staff have shown a clear and steadfast commitment in responding to the needs of the children and the community in this complex environment.

With the recent acquisition of 21 acres of land and the finalization of a new Campus Master Plan, we have the opportunity to reimagine our campus and place active learning at the center of all we do.

I invite you to engage with us through this report as we continue on our journey of restoring hope and transforming lives through the power of education.

Michael Kaidhiwa, Executive Director

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2022 Impact Highlights



The SOUP School served **655** nursery and primary students, including 76 boarding students



The SOUP School hosted its first **Active Learning Conference** with over **150** participants



Over **200** teachers-in-training completed The SOUP's active learning methods course at Bishop Willis Primary Teachers College



57 secondary students received scholarships and leadership training



120 families received nutrition and health services, an increase of 60 families from the previous year



The SOUP completed its first-ever **Campus Master Plan** as a pro bono client of Perkins&Will

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The Active Learning Project (ALP)

The ALP trains teachers in active learning strategies that focus on hands-on, experiential learning to cultivate creative and critical thinking, as opposed to the conventional approach of lecture-based learning and rote memorization.

In 2022, the ALP resumed its work at our partner teacher college, Bishop Willis, after a nearly two-year closure due to the pandemic. Over 200 first-year teachers-in-training completed our year-long active learning methods course. The SOUP also worked with 10 instructors at the teacher college to instill the principles of active learning in their instructional methods and help them serve as mentors.

This fall, we hosted our first-ever Active Learning Conference at The SOUP School in partnership with the Namutumba District Education Office. This event engaged over 150 participants, including District-level education officials,

teachers from Namutumba schools, tutors, and teachers-in-training. The event was very well-received, and we plan to build on this success with an additional conference in 2023.

In December, The SOUP celebrated the graduation of the inaugural group of teachers-in-training who first took the active learning methods course in 2020 at Bishop Willis. Two of these graduates are uniquely connected to The SOUP, as they are also graduates of The SOUP Primary School and attended secondary school on scholarship through the Secondary Enrichment Program (SEP). They want to give back to The SOUP School as supporting teachers. Twelve other ALP graduates applied for teaching positions at The SOUP Nursery and Primary School and hope to be employed there in the future.

ALP Manager Kenneth Agaba with a recent Bishop Willis graduate who completed The SOUP's active learning methods course.





An active learning lesson in a primary classroom at The SOUP School.

Highlights:

- Upon completion of all nine modules at Bishop Willis Primary Teachers College, 206 teachers-in-training passed their exams with 89% scoring above average.
- The ALP supported 10 Bishop Willis tutors and 76 teachers-in-training in their school practice. Ten of these teachers-in-training completed their practicums at The SOUP School.
- The African SOUP ALP team produced its first comprehensive **Annual Report**.
- The ALP team presented to the Ministry of Education and Sports and the Uganda National Institute of Teacher Education (UNITE) regarding a potential partnership to strengthen teacher training across the country.

“Active learning is where pupils learn creatively, ethically and with a lot of practice. I have also learned gardening skills because we were part of the demonstrations where we learned how to plant maize, soy beans and vegetables at the school garden. And I know how to use a computer, which I know can help me get a job in the future. Debating and sharing freely in groups with my fellow learners has improved my confidence. I have learned to respect the ideas of my fellow students.”

—Mary Karungi, Student at The African SOUP School

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The SOUP School

In 2022, The African SOUP Nursery and Primary School reopened after a two-year school closure due to the COVID-19 pandemic. The SOUP currently serves 655 nursery and primary students, which is a significant increase from our pre-pandemic enrollment of 448 students. This increased enrollment is the result of the high demand for quality education since schools reopened, and the heightened visibility of The SOUP School in the community during its pandemic-era homeschooling and food distribution programs. The SOUP also houses 76 students on campus in Haven Home boarding facilities.

The boarding program prioritizes primary seven students who are preparing for their final exams as well as students from vulnerable households.

The SOUP School offers students a range of co-curricular activities, including scouting, music, athletics, and drama. Our School also has a library, a computer lab, and a large community garden where we provide lessons in sustainable agriculture. All students, faculty and staff receive two hot, nutritious meals a day, and boarding students receive an evening meal as well.

Primary students eating lunch outside on The SOUP campus.



Highlights:

- Served 655 students in 2022, a 46% increase from pre-pandemic enrollment.
- 15 SOUP students spent one week at the National Scout Camp on the shores of Lake Victoria where they demonstrated outstanding leadership skills and even met the President of Uganda!
- All 30 SOUP primary seven students who sat for the national Primary Leaving Exam received Division One or Division Two scores—the two highest possible scores. These results were remarkable given the two-year closure of schools in Uganda during the pandemic. SOUP students scored extremely well compared to peer schools in the District, reinforcing the power of active learning.



SOUP students at the National Scout Camp.

Students playing netball on campus.



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Emma's Baby SOUP (EBS)

EBS is a comprehensive nutrition, health outreach and home visiting program that provides support to pregnant women and parenting families with children under six years of age in Nabikabala Village. The program is staffed with a program director and two community social workers. In 2022, EBS served 120 beneficiary families, which represented an increase of 60 families from the previous year. Staff also liaised with government-trained and employed village health teams to provide medication, nutrition and health counseling, immunizations, psychosocial support, and transport to medical facilities when necessary.

EBS helps ensure children are prepared to enter The SOUP Nursery School ready to learn and grow. EBS also fosters small business development and entrepreneurship, which has allowed a number of women to launch their own ventures and enhance their financial stability and the overall well-being of their families.



A mother being weighed as part of the EBS program.

Highlights:

- Served 120 beneficiary families in 2022, double the number of families served in 2021.
- In December 2022, 20 children between the ages of 3-5 years who had recovered from acute malnutrition transitioned to The SOUP Nursery School.
- 100% of EBS children received a growth monitoring screening, and 100% of children registered weight and height increases over the past 6 months.

A child being weighed as part of the EBS program.



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Secondary Enrichment Program (SEP)

SEP supports SOUP Primary School graduates with scholarships so they can attend secondary school. Additionally, these students return to The SOUP campus during term breaks for workshops that provide training on health and life skills, servant leadership, and entrepreneurship. They also receive counseling and mentoring services throughout the year.

SEP Scholars support our school and the surrounding community through volunteer service, such as teaching English, conducting community needs assessments, leading health education sessions, and discussing small business management. They serve as ambassadors for The SOUP and represent to families and local leaders the value of a SOUP education. During the COVID lockdown, SEP Scholars helped facilitate home learning sessions in the community.

Highlights:

- 57 SEP Scholars benefited from scholarships and leadership training, and all eligible students sat for their lower secondary education exams.
- Six SEP Scholars launched small scale businesses to support themselves and their families.



SEP Scholar Caroline Kantono was awarded an additional scholarship from her secondary school for her academic achievements and aspires to become a medical doctor.

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Special Projects

SOUP Campus Master Plan

In October 2022, the architecture firm Perkins&Will accepted The SOUP as a pro bono client to develop our first-ever **Campus Master Plan**. U.S. Board Member Joel Jassu is a Designer at the firm and led this collaborative process. The first two priority projects will be to build new teacher housing as well as an open-air dining pavilion where the School community can share meals and gather for important events. The new teacher housing will serve as a retention tool, particularly given The SOUP's remote rural location. SOUP students also had the opportunity to provide feedback on the Master Plan!

Perkins&Will

The African SOUP | 2023 Campus Master Plan

Campus Master Plan

Entry Portal

New classroom block will have an entry portal that leads to the heart of the primary school cluster and into the central greenspace.

Sustainability

Utilize new large roof areas to install solar panels and water collection systems to reduce dependency on unreliable electric power and village water.

Connected Clusters

Major pathway connects the primary, gathering, nursery and boarding clusters but ensures that primary and nursery students enjoy separate enclaves and provides more privacy for the boarding community.

Learning Pavilions

A series of pavilions provide spaces for outdoor learning, shade and gathering spaces for students and teachers. These are sized to accommodate at least one classroom at a time.

Teacher Housing

New teacher housing better utilizes available land and can serve 10 families per floor. Outdoor space allows teachers an area for rest and relaxation where their children can play.

LEGEND

1. Gatehouse
2. New Office
3. New Latrine
4. Primary Classrooms
5. New Primary Classrooms
6. New Kitchen
7. Computer Lab
8. New Boys Dormitories
9. New Girls Dormitories
10. Teacher Housing
11. New Guest House
12. Nursery Classrooms
13. New Library
14. New Dining Hall
15. Loading/service area
16. Playground
17. Common Green Space
18. Outdoor Pavilions
19. Future Nursery Expansion
20. Future Primary Expansion
21. Future Office Expansion



New Computer Lab

In 2022, The SOUP established a computer lab where students can build computer literacy and participate in self-directed learning. The SOUP also hired its first IT Technician who helps facilitate lessons with teachers and students, ensures the functioning of all equipment, and keeps the IT curriculum updated. In 2023, The SOUP will purchase additional desktop computers and laptops to increase student and teacher access to technology. Six tablets were also purchased to support program data collection.

Primary students enjoying a lesson in the new computer lab.



Partnership with KPMG

A generous donor who is passionate about our vision for national education reform through active learning has funded an engagement for The SOUP with the global consulting firm KPMG. The firm brings together an experienced global network of professionals that delivers industry leading practices, research and solutions. KPMG will work with The African SOUP to measure the impact generated by The SOUP's initiatives in Uganda with a focus on the ALP and our School as a demonstration lab for active learning. This relationship represents a tremendous opportunity for growth and learning as an organization and will set the stage for even greater national impact.

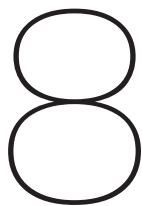
Children engaged in active learning on The SOUP campus.



"At The African SOUP School, teachers are well-trained. Pupils learn through sharing ideas with others. I have benefited from active learning through using computers and making research with my fellow learners. It has helped me gain skills in debating and confidence. You can become a member of Parliament through active learning or even President. When with friends, you can make a poem and address it to the whole school during assembly."

Judith Nabirye, Student at The African SOUP School





Organization and Team

Program and Operations Team

Michael Kaidhiwa, Executive Director
Rebecca Mirembe, Director of the ALP
Kenneth Agaba, ALP Manager
Emma Muyinda, Director of EBS
Jill Kuhn, Director of Development

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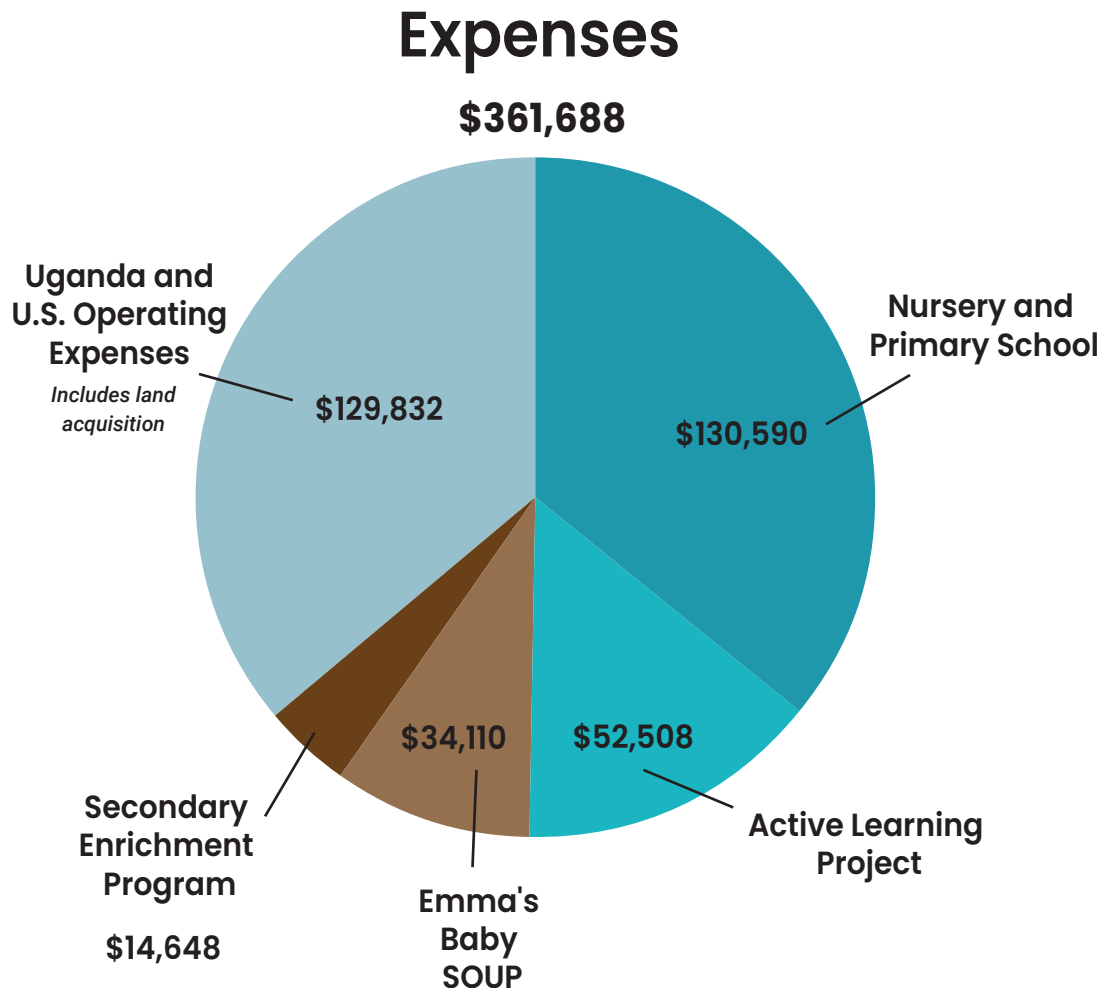


A SOUP student holding produce harvested from our community garden.

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2022 Financials

In 2022, The African SOUP received a transformational grant from an anonymous donor. As a result of this remarkable gift, we were able to hire six new teachers, an additional social worker, an IT Technician, and ALP support staff; invest in professional development for our current team; enhance the quality of all of our programs, including our model school; strengthen the ALP with an eye toward expansion; and purchase 21 acres of neighboring land to allow for future growth. Many of these investments will carry forward into 2023. Over the coming year, we also plan to make significant campus improvements in accordance with the new Campus Master Plan to include new teacher housing and a dining hall. The following is a breakdown of program expenses in 2022 by category.



Thank You!

We are so grateful for the family of supporters who believe passionately in our mission and the value of our programs. Your generosity allows us to dream big about The SOUP's future and how we can achieve even greater impact in the years to come.

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Nursery students at The SOUP School.

