

2025

GOFISHNET HAPPY KIDS ACADEMY 2025 - 2028 STRATEGIC PLAN



EXECUTIVE

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STRATEGIC AND OPERATIONAL PLAN (2025–2028)

1. Introduction

GoFishnet Happy Kids Academy is a non-profit making educational institution located in **Ahero–Kakmie**, along the road to **Apondo Primary School**. The school was established to provide access to **free, quality education** for **needy and vulnerable children** within the community and the surrounding villages.

All learners are **fully sponsored** by the **Fishnet Organization**, a committed team from **Austria**, whose continuous support enables the school to offer education, nutrition, and holistic development opportunities **without charging any school fees**.

The academy operates under Christian values, emphasizing **discipline, moral growth, and academic excellence**, in line with Kenya's **Competency-Based Education (CBE)** framework.

2. Vision, Mission, and Motto

- **Vision:**
To nurture well-rounded, God-fearing, and responsible learners who will positively impact their communities.
- **Mission:**
To provide quality, holistic, and free education to needy learners, empowering them to excel academically, socially, and spiritually through partnership and compassion.
- **Motto:**
“Excel to the Highest.”

3. Core Values

- Faith in God
- Integrity and Discipline
- Excellence and Hard Work
- Teamwork and Love
- Compassion and Service
- Accountability

4. School Anthem

*To provide every learner with quality education to learn and lead,
GoFishnet Happy Kids committed to excel,
With all the help of our loving sponsors,
To be the best school in providing quality education.
We abide by our motto, mission, vision, and objectives,*

*Discipline is the key to meet all we need,
And to be responsible citizens*

5. Management Structure

Overseer: *Mr. Gordon*

Director: *Mr. Calvince*

Executive Committee: Provides administrative and strategic oversight

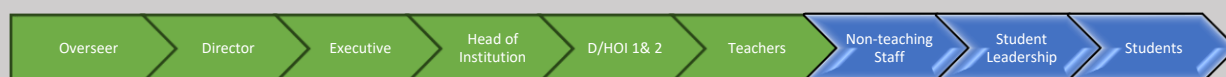
Head of Institution (HOI): Responsible for daily operations and academic leadership

Deputy Heads of Institution (D/HOI 1 & 2): Coordinate academics and learner welfare

Teachers: Deliver lessons under the Competency-Based Education framework

Non-Teaching Staff: Support learning, welfare, and maintenance

Organizational hierarchy:



6. Strategic Focus Areas (2025–2028)

1. Quality Education and Holistic Development

- Implement the **Competency-Based Education (CBE)** curriculum effectively.
- Promote learner-centered teaching methods.
- Incorporate spiritual, social, and physical development programs.
- Support teacher training and mentorship.

2. Infrastructure and Learning Environment

- Maintain safe, clean, and child-friendly facilities.
- Develop new and modern classrooms, a library, and ICT resources.
- Create a playfield to support physical education and recreation.

3. Child Welfare and Protection

- Provide balanced meals and clean water.
- Ensure every child's right to protection, guidance, and counseling.
- Implement health and hygiene programs.

4. Staff Development and Motivation

- Offer professional development for teachers and staff.
- Promote teamwork, recognition, and fair welfare systems.
- Encourage spiritual and personal growth.

5. Financial and Institutional Sustainability

- Maintain transparent financial management.
- Work closely with the Fishnet Organization and partners for sustainability.
- Develop small-scale self-sustaining school projects.

6. Community and Partnership Engagement

- Strengthen partnerships with the Fishnet Organization, local churches, and community leaders.
- Hold community events and open days.
- Promote outreach and parental involvement in learners' growth.

7. Operational Plan (Annual Overview)

Strategic Area	Key Activities	Responsible	Timeframe	Expected Outcome
Quality Education	Training teachers in CBE, continuous assessment, and mentorship	HOI & D/HOIs	Ongoing	Improved learner competencies
Infrastructure	Maintain classrooms, improve sanitation, and create an ICT space	Director & Executive	Annual	Safe, modern environment
Child Welfare	Feeding program, health checks, counseling	Welfare Committee	Continuous	Healthy, supported learners
Staff Development	In-house workshops, motivation events	HOI & Executive	Termly	Skilled, motivated staff
Financial Accountability	Quarterly reports, audits, donor communication	Director & Accountant	Quarterly	Transparent, sustainable management
Community Engagement	Parents' open days, outreach programs	HOI & Teachers	Each term	Strengthened community relations

8. Monitoring and Evaluation

Monitoring is continuous and includes:

- Weekly staff and executive meetings
- Termly progress evaluations
- Annual reports shared with Fishnet Organization (Austria)
- Learner performance tracking and feedback systems

9. Financial Framework

The school operates entirely through **sponsorship by the Fishnet Organization (Austria)**. Funds are used for:

- Staff allowances
- Feeding and nutrition programs
- Learning materials and uniforms
- Infrastructure improvement and maintenance
- Health and safety programs

Accountability is ensured through regular financial reports, donor updates, and external reviews.

10. Conclusion

GoFishnet Happy Kids Academy is committed to **transforming lives through Competency-Based Education (CBE)** that nurtures the mind, heart, and soul of every learner.

With continued support from our sponsors, dedicated leadership, and a shared commitment to excellence, the school will continue to **“Excel to the Highest”** while empowering needy children to become capable and responsible citizens who positively impact their communities.