

#### Message from our Chair Lady, Bibiana Mardai

2013 was a year of change and challenge for The School of St Jude. We said a fond farewell to our Acting School Director Shean Gannon and warmly welcomed our new School Director Jon Ford. The Board continues to work closely with our Founder, Gemma Sisia. It is our role to uphold and develop the underlying principles of the school and provide Jon with the freedom to introduce new learning methods and further improve the academic and social performance of the school.

Student numbers reached 1,650 by the end of the year and our older students and now young adults. Our building program finished when we opened two new 'A Level' boarding houses at the Smith Campus. Whilst we rejoice at the completion of our campuses, we now turn our attention to the sustainability and future of the school. Our commitment as a Board is to foster an environment of openness and accountability and to ensure gifts given to the school are spent wisely and for the overriding benefit of the children. We love having lots of

## Message from our Director, Jon Ford



In February 2013 St Jude's received its first Form 4 results. These are the 'O' levels and students are ranked by their best seven subjects into Divisions with Division 1 the highest.

About 50% of the students achieved the top division and 95% achieved Division 1 or 2 and were eligible to continue into A Level study at the School based on these excellent results. St Jude's was ranked the Number 1 school in the region and 10<sup>th</sup>

The winning project from the Science Fair was entered for the National Young Scientists competition. The students had made a hybrid generator that uses three different fuels and their project won the overall special award at this prestigious event.

The young scientists were not done in achieving to recognition beyond the school. Two young writers won awards for their essays. One student was placed 3<sup>rd</sup> by the Africa Leadership Academy's essay competition which had entries from across Africa including 20 different countries. (He will be attending a 3 weeks leadership camp in South Africa in 2014 as his prize). Another student made the top 10 in the 2013 Student's Day Essay Competition.

The curriculum at St Judes is a mixture of the academic and the wider curriculum. In 2013 St Judes Students had the opportunity to take part in a range of educational excursions. These included a History trip to the site of the 'first man', a visit by primary students to a local clothing manufacturer and a trip to one of the nearby National Parks to look at both the wildlife and the tourism industry.

# Goal 2: Establish a sustainable business model for the school and all its activities.

In the second half of 2013 an important change of leadership took place at The School of St Jude. Shean Gannon ended his term as Acting Director, after a tenure that included positions as Construction Manager and Business Manager. Shean worked closely with Gemma to lead St Jude's through an important transition, with the professionalization of the Human Resources and Marketing teams; the design, execution and completion of the last buildings at Smith Campus; and the recruitment of new team leaders.

Jon Ford took over in September as the new School Director. Jon brought with him more than 30 years of experience in teaching and school leadership, and an ability to mentor and guide people to focus on achieving results. Jon has been working closely with the international mentors and the school leadership and is happy to be working towards the schools mission.

On the non-academic business side, Jon is supported by Jim Hopkins. Jim joined St Jude's in July as the new Business Manager. He brought his wide management experience in logistics, manufacturing and schools to help St Jude's improve its financial and operational performance. Working with the business teams in 2013, he is now focused on finding solutions to ensure the school is sustainable well into the future.



St Jude's moved forward in our preparations for 2015, when our very first class of students will graduate from secondary school, marking a major milestone in our history and their lives.

St Jude's invited more than 15 academic institutions from the Arusha region and 36 professionals from different job areas for our very first Careers Fair. Students from Forms 1 through 5 had the opportunity to move around different tables and talk to people about their professions in medicine, law, architecture, engineering, business, aviation, government, banking and journalism, among others. They also met representatives from 10 local tertiary institutions.

In November members of the East Africa Fund Committee came to Arusha for joint meetings with the Board of The School of St Jude. The main focus of these meetings was the plans for the students after they graduate from Form 6 in June 2015.

After an initial meeting to agree the scope of the discussions, the committee spent a week meeting with the students, representatives of the parents and with

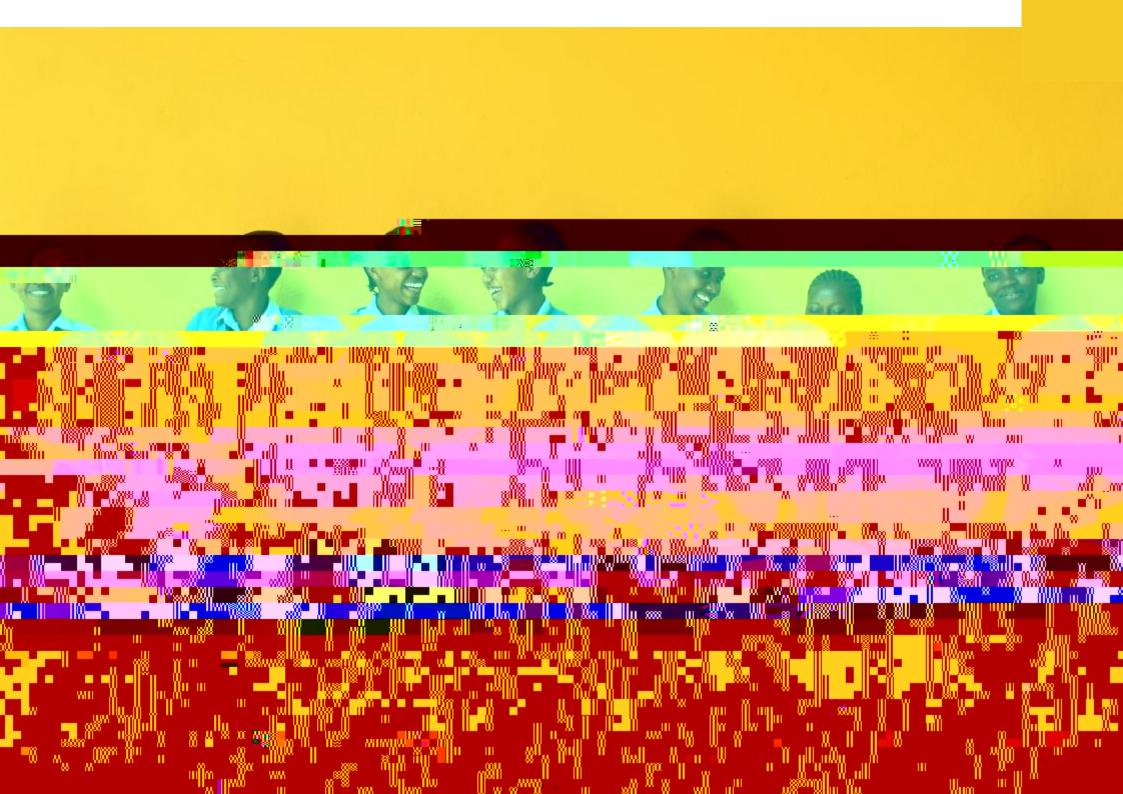
academic staff and school leaders.

During these meetings a number of key principles and ideas emerged and a general consensus was reached. A report was prepared and presented in a further joint meeting.

It was agreed in principle that students would be supported with grants to top-up their Government

Goal 7: Establish efficient, effective and transparent management structures and processes.

Teachers from Lower and Upper Primary participated in a series of subject-based teacher professional



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