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metis

ANNUAL REVIEW

2019



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A LETTER FROM OUR EXECUTIVE DIRECTOR



REBECCA CROOK
CO-FOUNDER AND
EXECUTIVE DIRECTOR

Dear friends,

In a year punctuated by global political tensions, increasing social division, and climate crisis it can feel nearly impossible to imagine new possibilities for our collective well-being.

Here at Metis, I am humbled to bear witness to what it looks like to collaboratively **imagine a future distinct from the past**. Having inherited an archaic industrial-era education system during the time of colonisation, Kenyans are dismantling and creating a new system to meet the needs of the 21st century. This, of course, is hard work. We need people to create new curriculum, school models, teacher training, extracurricular programs, and relevant technology. And we need to build not only islands of excellence but reinvent a system that serves youth across the nation. Metis accelerates this reinvention.

Through our Fellowship and ecosystem-building events, we support a movement of leaders and grow their capacity to reinvent teaching and learning in Kenya. In 2019, Metis Fellows started and led programs and schools that ensured **370,000 youth accessed** relevant, joyful and life-affirming learning. **46 new initiatives were started or scaled by 29 graduates of the Metis Fellowship**. We launched and graduated our second cohort, and began a third. We opened up Leadership Lab programming to the broader education ecosystem. We're building, learning, making mistakes, and improving.

In the year to come, we **plan to expand our reach to half a million youth** through our Fellowship and alum movement. We also will launch CelebratED, awards for education innovation and excellence across the region. We know that none of this would be possible without your support. Thank you for participating in our community, and for helping us to build a better future.

Rebecca



ABOUT
METIS

VISION

Metis envisions a world in which all people have the skills and community they need to flourish.

MISSION

Our mission is to support a movement of leaders with the tools and resources they need to reinvent teaching and learning across Kenya.



OUR PROGRAMS



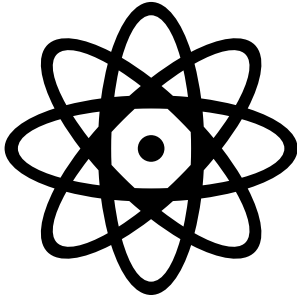
FELLOWSHIP

We find local Kenyan leaders who have ideas to fundamentally reinvent teaching and learning. Through the Fellowship, we **connect them to the tools, resources, mentors, and community they need** to make those ideas come to life.



TRAINING

Metis alum and staff **bring the METIS Way curriculum to schools, corporates, and non-profits**, enabling hundreds of teachers and social changemakers to approach challenges as design opportunities, and in turn improve learning for thousands more students.



EVENTS

We build an ecosystem conducive to innovation and change through events. In partnership with leading social impact and education institutions we've hosted 15 formal and informal **gatherings to learn, connect, and collaborate.**



2019 IN NUMBERS

46

FELLOWS

Supported 46 Fellows and alum through our flagship Fellowship program.

100+

CONNECTIONS

Facilitated over 100 connections between leaders and companies in the education ecosystem.

370,000

YOUTH

370,000 youth benefited from relevant, joyful, and life-affirming programs.

10

EVENTS

10 ecosystem building events conducted through the year.



BUILDING
LEADERS

BUILDING LEADERS

Metis supports leaders and grows their capacity to reinvent education. Our Fellowship, trainings, and events connect leaders to the tools and people they need to start and scale path-changing education initiatives.

100%
of Fellows report they would recommend the program to a peer.





ACCELERATING
IMPACT



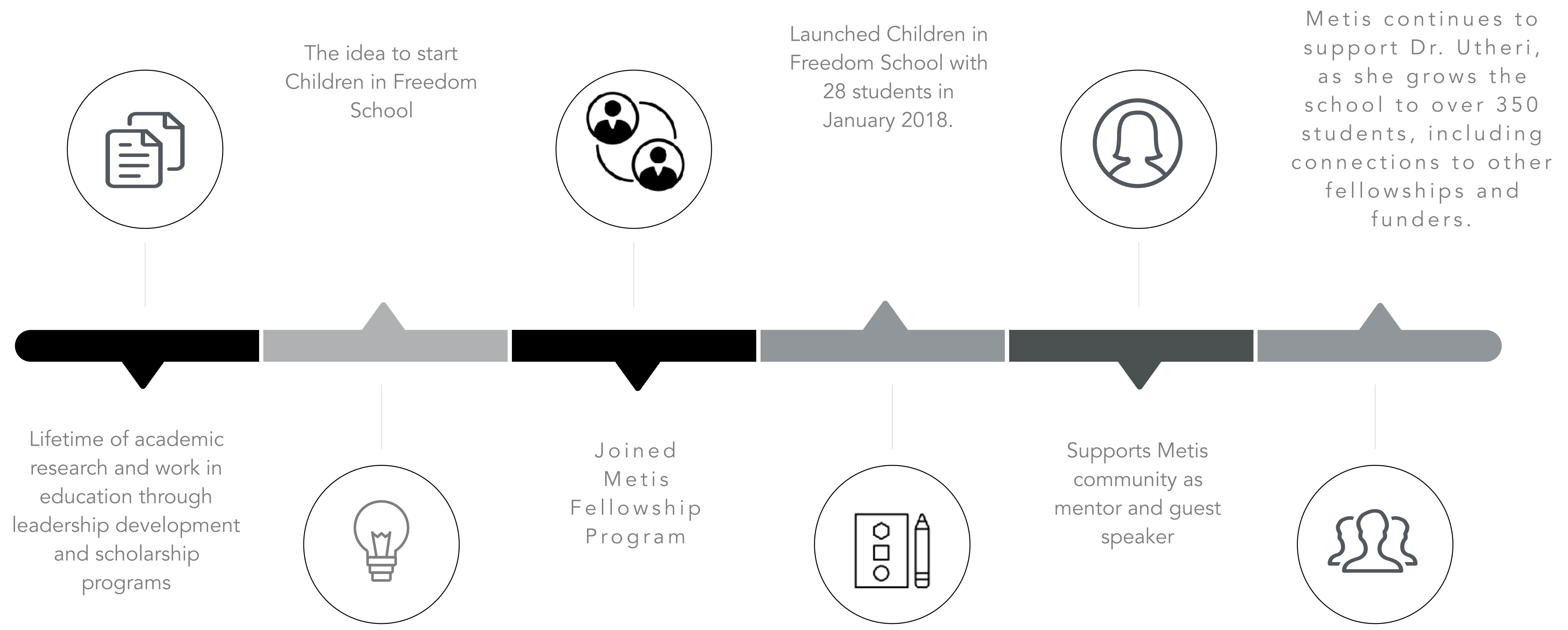
ACCELERATING IMPACT

“I want our youth to be proud to be Kenyan and equipped to lead our continent forward. Through the Metis Fellowship, I honed my vision for a PanAfrican primary school. I met other school leaders and curriculum experts in my Metis cohort, was exposed to research and other school models from around the world. **Metis gave me the building blocks and coaching support to create a school** for the next generation of African leaders.”

Dr. Utheri Kiragu-Kanayo, Founder of Children in Freedom School



DR. UTHERI'S METIS JOURNEY





CONNECTING
THE
ECOSYSTEM



CONNECTING THE ECOSYSTEM

14

In 2019, we hosted or co-hosted 10 events, gathering 600 social changemakers and educators to learn and collaborate. We also curated connections for Metis Fellows to amplify their work through publications, conferences, and funding opportunities.

“Before Metis, I honestly thought I might have to give up on my dream of leading Sunflower. But Metis introduced me to key funders and thought partners to grow our work serving Nairobi’s most marginalized youth with quality life skills programs.”

Rukia Sebit, Co-founder of Sunflower Global and Metis Cohort II Fellow

“Metis has been a key group in Kenya for us as we identified potential partners and thought about how to support them. We see how being a Metis Fellow has assisted one of our grantee organization's founders . Many funders, development professionals and entrepreneurs talk about needing a supportive local ‘ecosystem’ to help them grow, learn from and engage with -- Metis’ approach is putting this into concrete action.”

Kathy Bartlett, Girl Rising Global Education Fund

“It would have taken me a lifetime to make the connections I made this event”

Dr. Mukuria Mwangi, Director of Rusinga School and Metis Cohort III Fellow



TRANSFORMING TEACHING & LEARNING



TRANSFORMING TEACHING & LEARNING

“Having access to a wealth of knowledge and a community of changemakers recharges me and I am excited and committed to creating a new and positive reality for marginalized youth in Kenya and Africa. My piece in this puzzle is leveraging yoga for employability skills.”

Julie Auma Academy Coordinator at Africa Yoga Project and Cohort III Metis Fellow

“At Deep Sea Holiday program, we’re rethinking how art, chess, and music teach character and academics, how cooking lunch imbues responsibility and dignity. This program—which serves 300 kids in the slums, was born from my Metis experience.”

Clifford Oluoch, Head Teacher at Premier Academy, Founder of Homeless of Nairobi, and Cohort II Metis Fellow

As a result of our programming, our leaders go on to transform teaching and learning, both collectively and individually.





WHAT
WE
LEARNED

WHAT WE LEARNED

In keeping with our value of continuous learning, here's a peek into five lessons we learned (and continue to learn!) this year.

➤ BUILD, ITERATE, BUILD

As you test what you build, be open to making changes based on what you learn. This year, we iterated the Fellowship model we piloted to include thematic subgroups. This enables more tailored programming and cohort collaboration.

➤ COLLABORATE FOR IMPACT

Metis t-shirts are emblazoned with "Further Together", a proverb we know to be true. This year, Metis collaborated with Global Schools Forum, Nairobi EdTech, ALforEducation, and a collective of impact investors to host 10 ecosystem-building events. We partnered with Dignitas, GMin, BRCK, Moringa Schools, Premier Academy, CAP-YEI, Carolina for Kibera, and The Vale School Muthaiga to provide Fellowship programming. If you want to go far, go together.

➤ LEARN ACROSS BORDERS

While our leaders design contextualized solutions to local challenges, they learn from global innovations. Thanks to a network of over 65 mentors, Metis Fellows learn from the wisdom and experience of education entrepreneurs from India to Israel and beyond. They share tools and resources for mutual learning and impact.


WHAT WE LEARNED

➤ HOW YOU OPERATE MUST MATCH THE REALITY YOU HOPE TO INHABIT

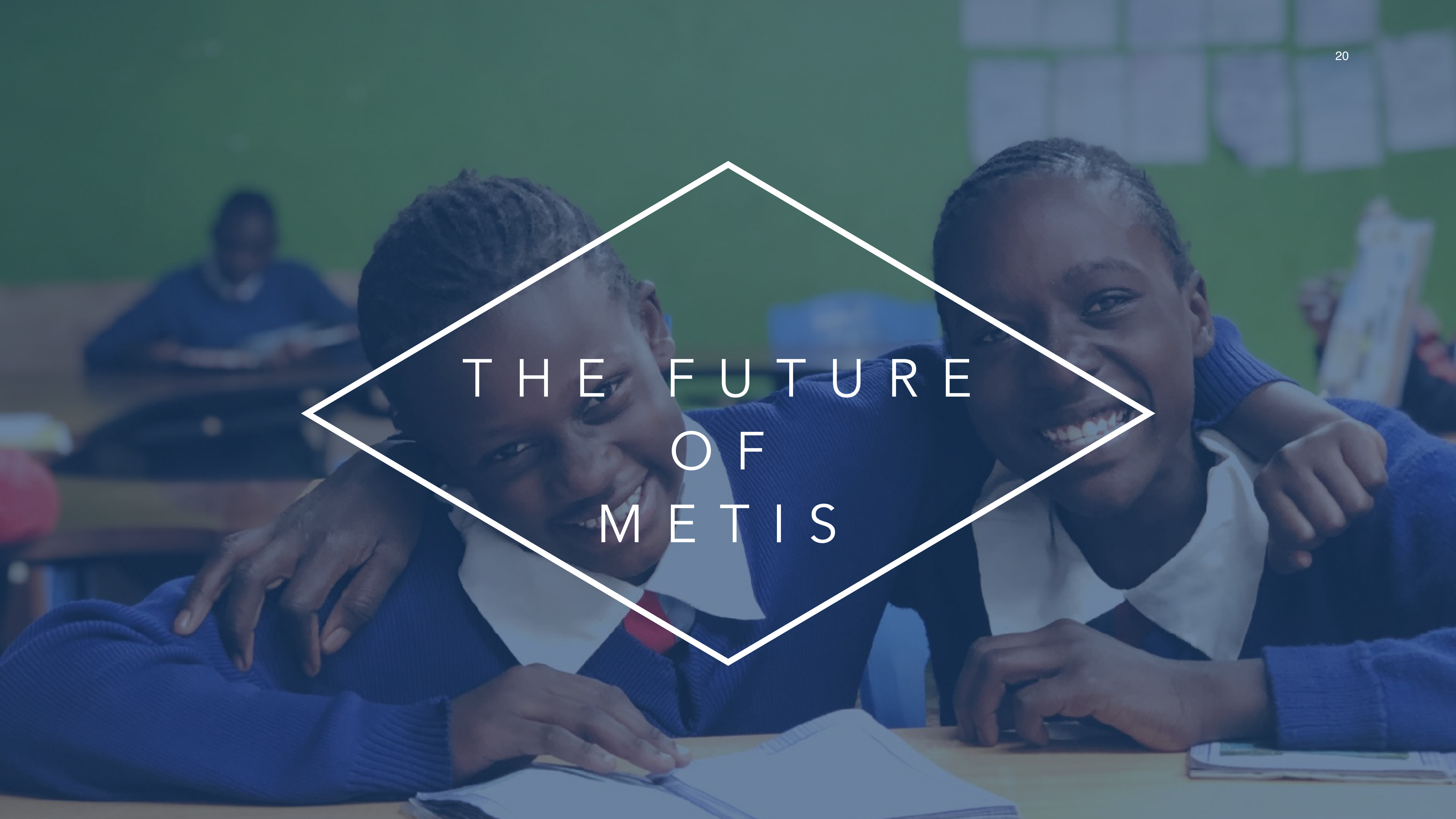
We're learning to embody the change we wish to see in the world. This means our programming has to reflect the student-centered, joyful, interactive nature we wish to see in schools across the nation. It means our team has to embody the values we wish to see in the Fellowship and in the country at large. To change the world "out there", we must start with what is "in here". Begin within.

➤ QUALITY WORK DEMANDS YOU SAY "NO AND NOT NOW"

Many interesting and diverse opportunities present themselves to new start-ups. It is hard to turn them down! This year, we got really excited for CelebratED. In collaboration with East Africa EdTech and other education leaders, we've met to plan for an awards process and celebration to honor innovation and excellence in our sector. Our lean team will launch the inaugural CelebratED in December 2020, a year after we initially envisioned.



THE FUTURE
OF
METIS



THE FUTURE OF METIS

In the next three years, we will ensure half a million kids access and relevant and joyful education. We'll do this by equipping education leaders across the sector with tools to innovate and the relationships they need to execute their plans for a reimagined education at scale.





Scale impact to equip 500 community leaders and educators with the METIS Way curriculum. Metis alum will pilot METIS Way workshops for at least ten community organizations and schools in the first half of 2020.



Amplify innovation in Kenya's education ecosystem through CelebratED- the Oscars of education. In partnership with Nairobi Edtech, we will pilot an awards process and gala to uncover and celebrate great teachers, schools, and programs across the country.

OUR FOCUS IN 2020

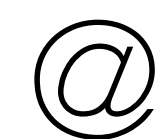
Equip 35-40 education leaders through the Metis Fellowship





THANK
YOU

SAY HELLO



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