



IMPACT

NETWORK

ABOUT US

Impact Network transforms lives in rural Zambian communities through education and innovation — at a fraction of the cost of other alternatives.

Our key program, the eSchool 360, is a holistic education model centered on empowering teachers with tablets, activity-based lessons, support and weekly coaching. This model is currently running in 40+ schools and impacting over 6,000 students. We also design and implement a variety of projects that improve the overall lives of our students, including early childhood education, financial literacy, child protection, girls and women empowerment, environmental sustainability, and life skills and sexuality.

We believe every

child deserves a

quality education

Currently, we are part of a large-scale randomized controlled trial evaluation conducted by American Institutes for Research. At the end of grade 1, their research finds that our students were 12 months ahead on numeracy and 22 months ahead on literacy.

25,000+ lives impacted

WHO WE SERVE

Impact Network programs are located in the Eastern province of Zambia, a remote and rural area with no running water and limited electricity. Our schools serve over 6,000 primary school students from grades 1-7. We also have programs for out-of-school girls and the communities where we work, impacting over 25,000 lives. Most families are subsistence farmers, and there is no formal job market or economy in these areas.

An external evaluation by AIR found that only 1% of our students come from families that do not consider themselves poor. The evaluation also found that students live on average 1.7 miles from school – a distance quite far for primary school students to walk. Internal results have found that only 1% of our student population has access to regular power from a power grid at home, and more than 4 in 10 students do not wear shoes to school. Students live in households with an average of seven people, but only 20% of students have someone from their household who has completed grade 12 schooling.

Additionally, Impact Network is one of the few real training and job opportunities in these rural areas where the only other opportunities are agriculture dependent. We are one of the largest employers of teachers outside of the government employing almost 200 teachers.



IMPACT

EDUCATION

eLEARNING THAT WORKS

Over the last decade, thousands of schools have been built in Africa to provide universal access to education. However, without trained teachers, strong management, and high-quality learning materials, many of these schools are failing to produce quality results.

That's where we are different.

Our eSchool 360 program provides locally-hired teachers with a tablet and projector to deliver eLearning lessons using an interactive curriculum that moves away from traditional rote learning. We give teachers weekly coaching and professional development to help them improve their pedagogical and technology skills.



THE PROBLEM

Despite decades of peace and stability, the Zambian educational system is providing neither the access to nor the quality of education that its citizens demand. Primary and secondary school age children in the poorest countries are nine times more likely to be out of school than those in the richest countries. Additionally, while primary school enrollment is relatively high, education quality is low, and literacy rates among young adults fall under regional averages. The average scores on the 2016 Grade 5 National Assessment were 35% in English and 37% in Math, and little progress has been made on academic performance since 1999.

There needs to be a bridge solution, in which a support system is created for rural schools so they can deliver a quality education. Impact Network's eSchool 360 is that solution.

OUR SOLUTION

Impact Network developed the eSchool 360 to address the widespread inequality in global education, which disproportionately affects children in rural Africa. Technology is not a silver bullet to solving these problems, but it can be leveraged to increase education quality while also lowering costs. eLearning works because it provides teachers with a roadmap to teach and engages students with activity-based lessons. The core of the model is the technology: tablets and projectors loaded with an interactive curriculum. Around this, we have built a successful model for holistic education bolstered by intensive teacher coaching, weekly management through mobile data collection, eco-friendly solar power, and community ownership.

We complement this model with additional programs to improve education outcomes, including guided reading programs, Family Literacy days and Early Childhood Education classes for three to six year olds.



6,097 students a year

195 staff members

43 schools

\$5 a month per student



EARLY CHILDHOOD EDUCATION

Across the globe, investing in the earliest years of a child's development has been proven to improve future learning outcomes and keep children in school longer.

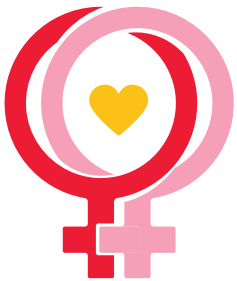
Early Childhood Education supports cognitive and socio-emotional developments during early childhood when the brain matures faster than any other time in life. Indeed, it has even been proven to improve future earnings by up to 25 percent. An additional dollar invested in quality early childhood programs has a return of between \$6 and \$17.

Impact Network early childhood classes operate across 8 schools and 350 children, and are divided into two classes: Middle Class (aged 3-4) and Reception Class (aged 5-6). There are a maximum of 25 learners in each class in order for the teachers to be able to manage the classes and provide appropriate support to each individual child. Impact Network uses a play-based approach to learning and a child friendly space. The play-based approach offers many opportunities for exploration and manipulation across a number of domains including cognitive, physical and socio-emotional.



IMPACT

GIRLS



Empowering Girls

and Young Women

to be Educated

Healthy and Safe

Impact Girls aims to holistically address critical issues facing rural girls and young women – a lack of power to make decisions about their own education, health, bodies and lives. Keeping school-age girls in school is one of the biggest factors that helps to secure long-term change in communities across Zambia. An extra year of primary school increases wages for girls by an eventual 10% to 20%.



THE PROBLEM

Many adolescent girls in rural Zambia lack critical menstrual health hygiene materials and knowledge. They often do not have access to private wash-rooms or clean sanitary products. Poorly managed menstrual health hygiene contributes to up to 4-5 missed days of school each month.

Additionally, young women are often not empowered to have control over their own bodies and are coerced into unwanted sex or early marriage. Zambia has a teenage pregnancy rate of 15%, the 11th highest in a 2018 UNICEF study of countries. Almost one-third of girls aged 15-19 have a child or are currently pregnant, and a similar proportion get married by 18.

OUR SOLUTION

Our student population is 60% female, so we employ a number of strategies in the classroom to ensure our girls can continue learning.

First, we provide private latrines and handwashing stations for adolescent girls. We combine these with pad-making workshops to promote the use of clean and reusable sanitary products. Additionally, we provide community sensitization, counseling services, and work closely with local hospitals to ensure that girls receive appropriate support to prevent early marriage and teenage pregnancy. In 2019 we partnered with FSDZ to hold financial literacy workshops targeted to out-of school girls and women that reached 18,000 young people.

400 Adolescent Girls served

57% female student population

NETGIRLS ZAMBIA: EMPOWERING RURAL GIRLS THROUGH SPORT

In Zambia, girls often miss out on opportunities to play sports because they are expected to help with chores and take care of younger siblings. Yet, research has shown that giving girls the opportunity to play sports has awesome benefits, including: breaking down gender stereotypes, building leadership skills, providing female mentorship and role models, building self-esteem and improving happiness.

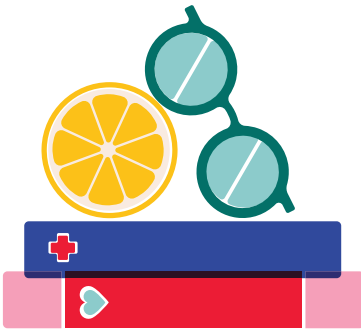
Impact Network's NetGirls Zambia initiative empowers and improves the lives of girls by providing opportunity for growth through play and engagement in group sport. There are two basic leagues — our Junior League focuses on school-aged girls, while the Varsity League caters to young women over the age of 18. Teams are coached by volunteers and managed at the ward level by local staff. We currently serve over 100 teams and 1,000 girls each year.





ENSURING OUR STUDENTS CAN LEAD HEALTHY, SECURE, AND PRODUCTIVE LIVES

Our work extends beyond the lines of traditional education, towards a shared mission of improving the overall lives of rural children in Zambia. With the school as a starting point, we are able to make broad changes across families and communities to improve not only their educational outcomes, but also their overall wellbeing. To solve the health issues facing our students we use a multi-pronged approach. Impact Health is our newest initiative and will continue to grow from the needs in our communities.



THE PROBLEM

Sexual and reproductive health information is essential for the futures of young women and men in rural communities, but only a third of primary school students in Eastern Province are provided with sex education. This leads to a high risk of unplanned pregnancies and compounds the cycle of poverty in rural Zambia.

Additionally, the risk of contracting HIV and other sexually transmitted diseases is higher when people lack access to health education. Only a quarter of girls and boys have sufficient knowledge of HIV, while Zambia experiences an HIV/AIDS epidemic. One in ten adults aged 15 to 49 are infected with HIV/AIDS.

Last, most young women are likely to encounter violence from future partners – 43% of women aged 15 to 39 experience intimate partner violence at least once in their lifetime. Young women are not often given adequate life skills training to help them deal with and escape such violence, and young men are not taught the importance of respect, consent, and advocacy for the women in their lives.

OUR SOLUTION

Each of our students has a trusted adult to confide in and access to a trained social worker. We are committed to a 'zero tolerance' policy of all forms of child abuse, neglect, exploitation, and violence. We collaborate with parents, traditional leaders, and law enforcement agencies to ensure a safe learning environment and to promote and safeguard the wellbeing of our students.

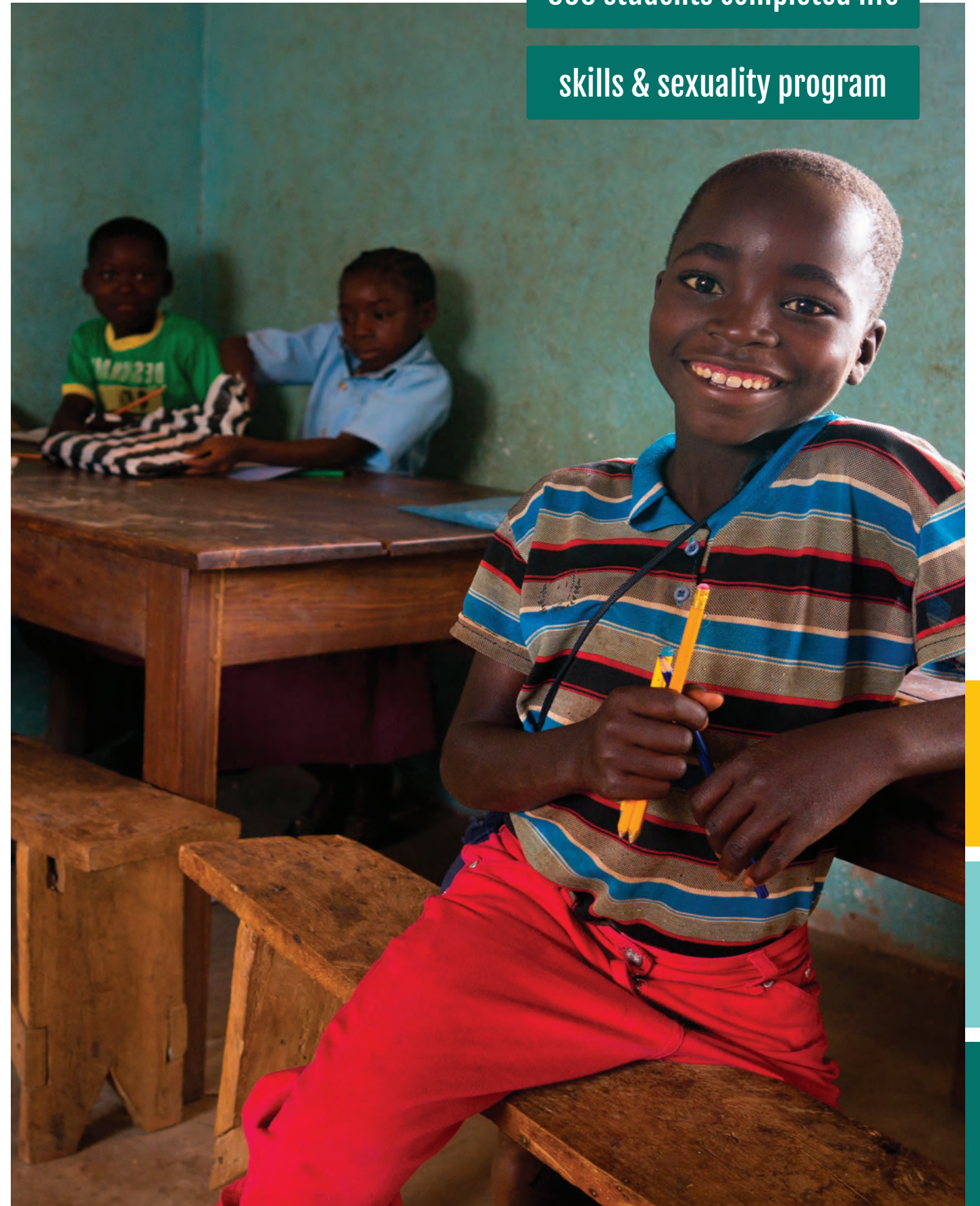
All students in grades five and higher complete weekly Life Skills and Sexuality workshops, which teaches skills that will benefit the students in their transition into their teenage years and subsequent adulthood. Topics surround transferable skills such as communication and problem solving, as well as difficult topics like teenage pregnancy, sexuality transmitted diseases, and gender-based violence.

In addition to working with students, we also work to promote good health with parents and community members more broadly. We conduct workshops for teachers, PTA members, and community members on WASH, HIV / AIDS prevention, and gender-based violence prevention.

6,097 students protected

656 students completed life

skills & sexuality program



IMPACT

EARTH



COMBATting CLIMATE CHANGE

Despite policy and legal initiatives centered on environmental protection, little has been achieved on the ground to reduce the consequences of environmental degradation for the country and the toll that it continues to take on the people. Over 85% of rural households are affected by worsening crop land conditions, exacerbating the situation beyond an environmental issue, but also a food security one. In particular, the areas that we work are drought-prone and the conservation and efficient use of water becomes critical.

Our Impact Earth initiatives include solar power, rainwater harvesting, tree-planting, and educational upcycling to rethink the use of trash in our school environment. Each of our students participates in environmental activities focused around tree-planting in our communities.



OUR RESULTS

Impact Network has a strong commitment to evidence-based research and complete both internal and external evaluations of our work.

EXTERNAL EVALUATION

We have a proven history

of engaging independent,

unbiased researchers

to evaluate our programs.

In 2017, we launched a 35-school expansion of the eSchool 360 and combined this expansion with a randomized controlled trial evaluation conducted by American Institutes of Research – the gold standard of research design. Evaluators randomly assigned schools to receive the eSchool 360 program or serve as a control group, allowing them to follow students for three years to determine the exact impact that the eSchool 360 program has on academic learning.

AIR's randomized controlled trial evaluation found that attending an Impact Network school, on average, causes children to learn more than they would have otherwise. The learning gains – that is how much more Impact Network students learned than students without our program – are the equivalent of 22 months of extra schooling in reading and 12 months of extra schooling in math. Additionally, Impact Network increased enrollment in school for entering first graders by almost 15%. Qualitative research suggests that Impact Network parents were more satisfied with their child's education.



**Increase of 55% on numeracy over control group
– Learning gain of 12 months –**

**Increase of 103% on literacy over control group
– Learning gain of 22 months –**

15% increase in enrollment in school

INTERNAL EVALUATION

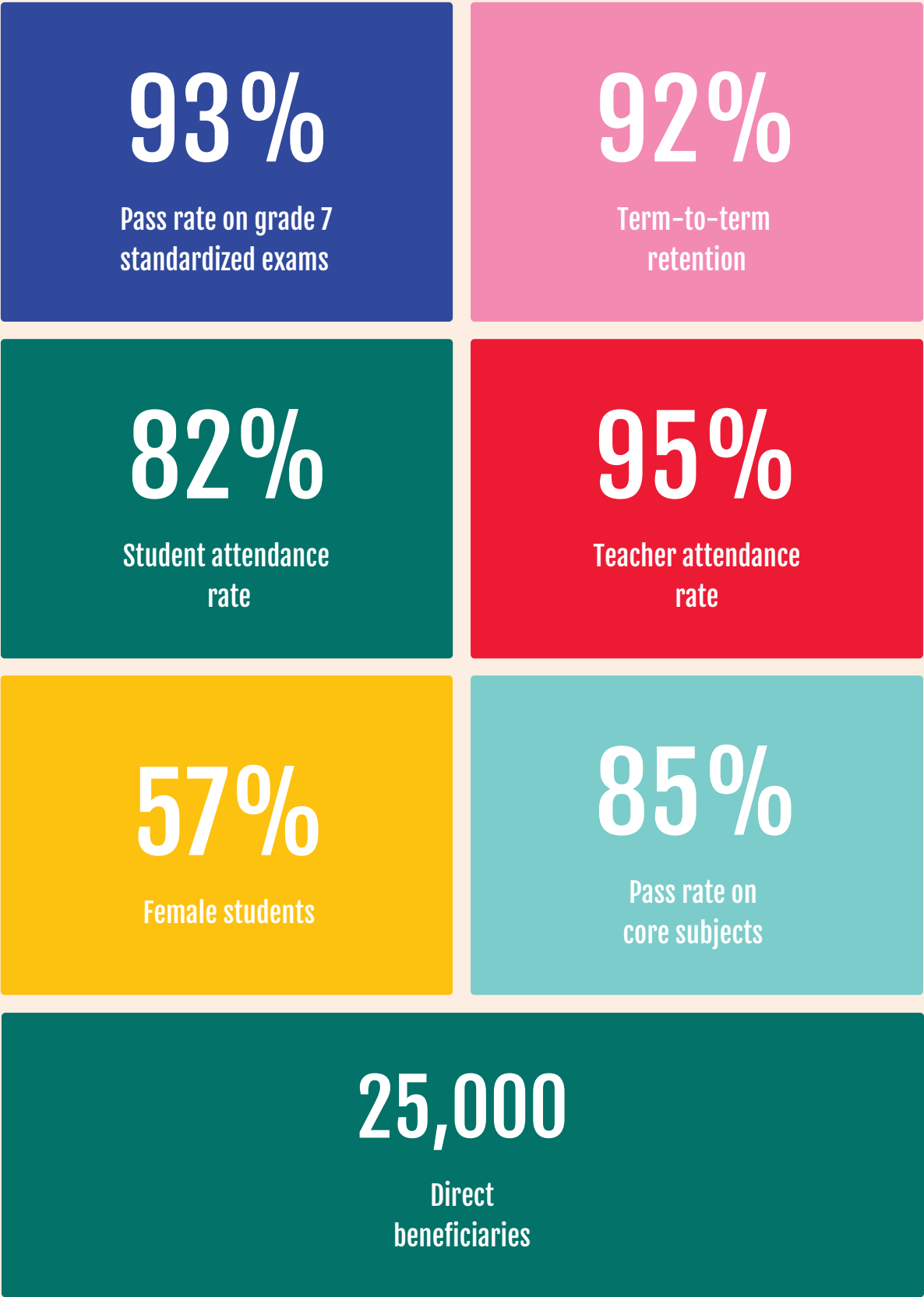
Monitoring and evaluation
play a critical role in our
decision-making and
goal-setting process.

Key impacts are assessed and monitored through our Activity and Output Protocol. This measures outcomes across a variety of areas including student learning, student enrollment and retention, teacher performance, and student wellbeing. Each of these measured outcomes are linked to one of the three key areas – education access, education quality, and student wellbeing.

In order to complete the Activity and Output Protocol, data is collected using mobile applications on a weekly and termly basis. These data include:

- Student enrollment, assessment, and performance on term-end examinations
- Annual literacy and numeracy assessments using standardized tools
- Teacher attendance and lesson scores for bi-weekly observations
- School health index and maintenance works needed

At the end of each term, the team evaluates the progress made according to the Protocol, sets annual targets accordingly, and revisits programs designed to improve metrics that have been identified as underperforming. Our framework also helps us track patterns across communities and schools over time to ensure that our interventions have meaningful impact.





OUR STRENGTHS

Impact Network has a decade of experience implementing technology solutions in rural schools of Zambia. In particular, we are:

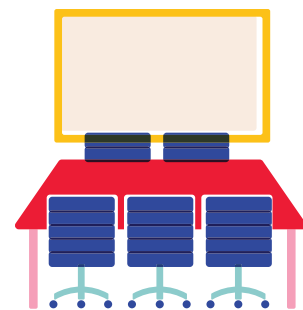
- 1 Experts in technology implementation in rural contexts:** From everything from solar power to tablet repair, we have been working with technology at our schools for almost a decade.
- 2 Community-driven:** The community is at the heart of what we do. We strive to maximize the long-term benefits to the communities where we work over our involvement, setting rural children up for long term success.
- 3 Committed to environmental sustainability:** We were early adopters of solar panels in Zambia, and incorporate upcycling into our school curriculum to better use local resources and waste. We are working to install rainwater collection systems at our schools, and starting a tree-planting program to combat deforestation.
- 4 Data Driven:** Every individual in our organization – from teachers to senior management – use our data collection tools to enter data directly onto tablets, as well as analyze data and make decisions.

OUR TEAM

One of our greatest assets is the strength of our small but diverse and accomplished team. In Zambia, our team brings local knowledge and working relationships with government and donors at local, provincial, and national levels. Our team in the US is comprised of leaders with exceptional business acumen, project management and financial skills, research training, and international experience in fundraising and marketing.

Our key research partner is American Institutes for Research (AIR), a global behavioral and social science research and evaluation organization, over the last five years. Our research partnership with AIR complements the commitment of the Impact Network team to solving the challenge of high-quality education with the assets and expertise of a large, world-class research organization.

Most importantly, Impact Network works closely with the local communities, including parents, village headmen and chiefs, and the district government.





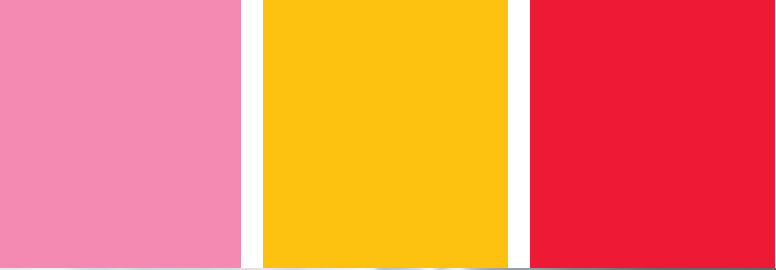
SUSTAINABILITY

At Impact Network, we have developed a three-pronged approach to sustainability and evaluate all our activities through these main target sustainability areas.

First, Impact Network seeks to create an education system that has the potential for long-lasting change. We believe that education is the critical change that can drive people out of poverty and enable them to have more productive lives. We have invested in creating a high-quality, low-cost solution that works in the most rural, remote communities of Zambia. We have built sustainability into our work – even if we left these communities now, the thousands of children who have come through our school doors will already be on a pathway out of poverty.

Second, Impact Network is implementing an education model that can eventually run without our financial support and expertise. We hire 98% of our staff locally within Zambia to support critical job creation and build important capacity within the communities where we work. Thus, even without our continued involvement, the critical pieces of the work we do would be in the capable hands of our local staff members.

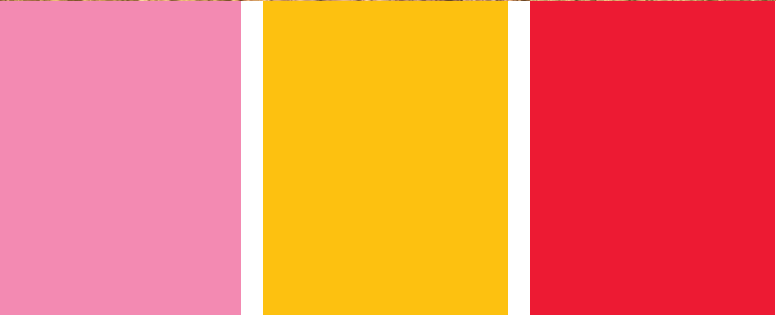
Last, Impact Network executes projects with a long-term view of its effect on the environment. In a country where electricity is cut off for hours a day to reduce the load on the overall system, we were one of the first organizations installing solar panels in school structures. While constructing buildings, we take care to use resources readily available, to dispose of waste ethically, and to reuse materials wherever possible.



Join us in our mission

to improve their lives.

Do more than donate.



IMPACT ADVOCATES

Each year, Impact Network serves 6,000 students across rural Zambia, and provides them with a quality education. These kids have amazing potential – they are bright, creative, and extremely capable.



VISIT ZAMBIA

We host a donors from diverse and varied backgrounds to visit our schools and make an impact.



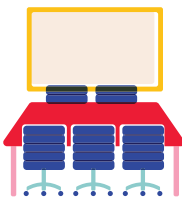
ATTEND AN EVENT

Our annual Chefs for Impact event combines amazing culinary cuisine with a great cause. Join us by attending, donating to the auction, and more!



FUNDRAISE

Doing a 5K? Celebrating a Birthday? Climbing Mount Everest? No matter your mission, make it a lasting one!



JOIN OUR BOARD

Our board and Associate Board is always looking for passionate and committed people to put their talents towards supporting our students and schools.

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