How do we know if we're succeeding?

**Our students**

1. Are we growing the number of students we serve?
2. Are our students on track for success in earlier grades?
3. Are our students completing school?
4. Are our students leaving school with purpose, agency and options?
5. Are our alumni accessing further study or meaningful work?

**Our organisation**

6. Are we building an effective talent pipeline?
7. Are we building a sustainable operating model?
Are we growing the number of students we serve?

Public School Partnership growth projections 2019-2025

Planning to add 1 new school in 2024 or ~250 learners

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Learners</th>
<th>Number of Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>1600</td>
<td>8</td>
</tr>
<tr>
<td>2020</td>
<td>1900</td>
<td>9</td>
</tr>
<tr>
<td>2021</td>
<td>3000</td>
<td>10</td>
</tr>
<tr>
<td>2022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2023</td>
<td>3250</td>
<td>11</td>
</tr>
<tr>
<td>2024</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2025</td>
<td>4000</td>
<td>13</td>
</tr>
</tbody>
</table>
We plan to add 8-12 new schools in 2024 or ~1200 students.
Are our students reading by the end of Grade 3?

The impact of COVID is clear in 2020, 2021 and to a lesser extent in 2022. Evidence of a rebound is apparent in 2023, with all sites reflecting “on track” levels well beyond the (pre- and post-COVID) national average (orange bars). The lighter blue and grey bars represent 12 new schools along the Coffee Bay Road, where the Nobalisa Programme has expanded to since June 2022.

Are our students completing school?

DCHS Throughput Rate from Grade 10 to Grade 12*

There were 138 grade 10s in 2021; two years later in 2023 69 learners wrote matric & 56 of those passed

Where have all the children gone?

In 2022 & 2023, for the first time in five years, the throughput rate from Gr 10 to 12 decreased. This is because large numbers of children were held back in Grades 10 & 11. The 2024 matric class is bigger (99), with a smaller bulge in Gr 10 (139) and 11 (132) than previously. This suggests that children are working their way through the system - i.e. not dropping out - BUT are taking additional time to get there.

KEY:
# Gr 10 attendees progressing to attempt school leaving exams (at least 7 subjects)
# Gr 10 attendees progressing to pass school leaving exams
*For context: according to Equal Education the Grade 10 throughput to pass rate for most of the last 12 years was ~40% nationally; in 2021 it was 57%
Are our students leaving school with purpose, agency & options?

There continues to be impressive improvement in the percentage pass and bachelor rates at both high schools. At DCHS this is offset somewhat by the potential for drop out (previous slide). Holding DCHS back from further progress are low pass rates in physical science (15%), maths (12%), life science (60%) and maths lit (58%). At 62% maths enrollment, DCHS is nearly twice the national average and this has been reviewed with the school. Dudumayo, with 40% bachelors rate has potential to exceed the fee paying average in future years.
Are our alumni accessing further study or meaningful work?

In the early years we had success with learners accessing colleges. With the advent last year of online applications at colleges - which by all accounts has been a mess - this stream has dried up. We're working hard to re-open this pipeline as we believe this is the best possible route for many of our learners.
Are we building an effective talent pipeline?

One of the ways to measure the effectiveness of our talent pipeline is to consider how engaged staff are in our mission and their daily work. The Q12 is an internationally recognised 12 question survey that measures this, which we've adapted slightly for our context. Note that as our staff size has grown, so has the percentage of staff who are strongly engaged with our work, as well as the percentage who do not feel engaged by our work.
Are we building a sustainable operating model?

Are we achieving economies of scale as we grow? Growth in budget, learners & staff since 2017 (Organisation-wide)

Consolidation phase while planning for growth

Economies of scale starting to be realised as costs per learner come down

2021-25 Growth Plan