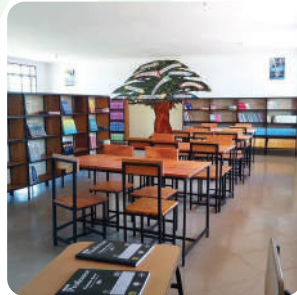




Realising  
Education for  
Development

# ORGANIZATION PROFILE



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## REMARKS FROM FOUNDER |



### Dear friends of READ Tanzania,

We are the proud co-founders of READ, a venture initiated by a dedicated group of British and Tanzanian students in 2004. As we reflect on our journey, we are humbled to celebrate nearly two decades of expertise dedicated to enhancing the quality of education in Public schools throughout Tanzania.

Our foundation is built upon the relentless efforts and unwavering dedication of countless university student volunteers from institutions across Tanzania. These remarkable individuals have worked side by side with Tanzanian school students, transforming disused spaces into vibrant, functional libraries that serve as catalysts for improved literacy in Tanzanian schools.

From our humble and inexperienced beginnings, fueled by passion, enthusiasm, and a determination to make a meaningful impact, we have evolved into an organization addressing critical challenges within the education system. Recognizing the pivotal role of access to quality, locally produced books and conducive reading spaces, we embarked on our journey in Singida in 2004, followed by Lindi in 2005, and Mtwara shortly after. Our efforts have expanded to regions such as Shinyanga, Tabora, Ruvuma, Rukwa, Tanga, Mwanza, and beyond.

The growth we've experienced has been both remarkable and gratifying. We owe a debt of gratitude to the extensive support received from business leaders, politicians, NGOs, academics, teachers, and students who collaborated with READ to enhance educational opportunities for Tanzania's youth. A special acknowledgment goes to Hatim Karimjee, whose impactful contributions, though he is no longer with us, remain an enduring part of our journey through the Karimjee Jivanjee Foundation.

In the past two decades, urban schools have faced increasing challenges, accompanied by a surge in school numbers and a significant rise in enrollment. However, the pressing need for our work is now more apparent than ever. Fortunately, we've witnessed consistent economic growth in Tanzania, coupled with a heightened commitment from successful businesses and leaders to give back to the community. Unlike many organizations reliant on foreign aid, READ Tanzania now secures the vast majority of its funding locally.

While we take immense pride in the millions of books donated and the creation of hundreds of libraries, our true measure of success lies in improved exam results and the borrowing of thousands of books monthly. Looking ahead, we aspire to even greater heights over the next two decades and acknowledge that achieving our vision requires more support than ever before. We invite you to join us on this journey, hopeful that our vision resonates with you as deeply as it does with us.

Warm regards,  
**Rob Wilson**

## FOREWORD FROM BOARD CHAIR |

It is with great pleasure and a deep sense of pride that I extend my warmest greetings to all stakeholders, partners, and friends of READ Tanzania. As the Chairperson of the Board, it is my honor to present this foreword, reflecting on the remarkable journey and impactful initiatives that READ Tanzania has undertaken to bring knowledge and empowerment to Tanzania's future.

At the heart of our organization is a commitment to the transformative power of education. READ Tanzania, born out of the visionary efforts of READ International, has emerged as a beacon of hope for elevating the quality of education in Tanzania. Guided by a steadfast mission and fueled by a set of core values, READ has become a catalyst for change, creating inclusive and nurturing learning spaces that resonate with our vision for an empowered generation.

Our vision is clear – we envision a future where young individuals, irrespective of gender, become key contributors to their households, communities, and the global development arena. This vision, rooted in the values of integrity, respect, quality, accountability, transparency, result orientation, and teamwork, forms the bedrock of everything we do at READ Tanzania.

The justification for our existence is deeply rooted in the current educational landscape of Tanzania. Quick facts reveal the stark realities – a significant number of public schools without libraries, challenges in accessibility to learning materials, and the need for a concerted effort to complement national development goals and international benchmarks such as SDG4. READ Tanzania's initiatives align seamlessly with constitutional mandates, national acts, and policies, ensuring a synergistic approach toward our shared goals.

With gratitude,



**Theophilus Mlaki**

## ACKNOWLEDGMENT WORD FROM EXECUTIVE DIRECTOR |



Dear READ Tanzania Supporters, Partners, and Friends,

I am delighted to address you as the Executive Director of READ Tanzania, an organization that has been steadfastly working towards the noble cause of transforming the educational landscape in our beloved nation. As we embark on this journey together, I want to express my heartfelt gratitude to each one of you for your unwavering support and commitment to our cause.

At READ Tanzania, our mission is simple yet profound: to enhance the quality of education in public schools by creating inclusive and nurturing learning spaces, ensuring access to educational materials, and facilitating skills development, coaching, and mentorship among the youth. As we move forward, it is crucial to reflect on our vision, mission, and the core values that guide us.

We envision a generation of empowered young individuals, both boys and girls, who contribute significantly to their households, communities, and the global development arena.

In the face of the challenges highlighted by existing relevant studies and our alignment with various national and international frameworks, READ Tanzania is committed to making a tangible impact. We are proud of our impactful initiatives such as Library Refurbishment, Soma Connect E-Learning program, Literacy Reading Program, Volunteer Program and others that strive to address the educational gaps in Tanzania.

Our impactful initiatives would not be possible without the support of our esteemed partners and funders. We are proud to collaborate with organizations such as the Karimjee Foundation, PROBONO School Partnership for One World, Wentworth Africa Foundation, Cordura Ltd and many others who share our passion for education.

At READ Tanzania, our dedication to improving education is unwavering. We believe in the power of knowledge to transform lives, and through our innovative programs, we are building a brighter future for Tanzania's youth.

Together, we are Realising Education for Development.

Thank you for being a vital part of our journey.

Warm regards,  
Adv. Naemy Sillayo

## BACKGROUND |

Education has played a vital role in Tanzania's development since independence, in 2007, Tanzania achieved nearly universal access to primary education.

However, since then, there has been a noticeable lag in educational quality, in both early grades and secondary schools. Reading proficiency is a concern, with only 5.4% of early-grade students reading with comprehension.

A significant number of teachers (66%) lack essential materials for teaching the basics (reading, writing, and arithmetic), and a majority of students (89%) attend classrooms without supplementary reading materials.

**READ (Realizing Education for Development)** strives to provide solutions to the challenges.



**66%**  
number of teachers  
lack essential materials



**89%**  
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materials

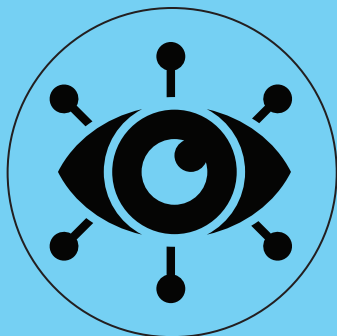
# INTRODUCTION |

READ Tanzania is a locally registered non-governmental organization based in Tanzania. Established as a result of the visionary efforts of READ International, which was founded in 2004 by a group of socially entrepreneurial students led by Rob Willison, READ aims to contribute to the improvement of the quality of education in Tanzania.

With a commitment to fostering conducive learning environments and improving literacy, READ's innovative initiatives are transforming the educational landscape across the nation.

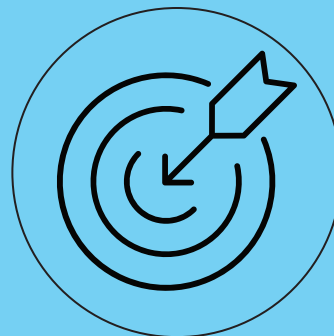


## OUR VISION



We envision a generation of empowered young individuals, both boys and girls, who contribute significantly to their households, communities, and the global development arena.

## OUR MISSION



To enhance the quality of education in public schools by creating inclusive and nurturing learning spaces, ensuring access to educational materials, and facilitating skills development, coaching, and mentorship among the youth.

Our understanding of “Improving access to education” is by:



Improving access to educational resources (books and, where possible, electronic resources such as computers, Printers) and the conducive space to use them (libraries in secondary schools and communities) in our Library Refurbishment Programme.



Improving learning and independent studying skills amongst primary and secondary school students through our reading club program.



Promoting independent study and a reading culture amongst young people.



Engaging and empowering young people in activities to support learning.



Building skills in volunteers who take part in the Library Refurbishment Programme.



# OUR CORE VALUES |



Our commitment to improving literacy among Tanzanians is guided by the below-stated core values:



## **Integrity**

We uphold the highest standards of honesty, ethics, and transparency.



## **Respect**

We value diversity, treat everyone with respect, and foster a culture of inclusivity.



## **Quality**

We are committed to excellence and continuous improvement in all our endeavors.



## **Accountability**

We take responsibility for our actions and outcomes, both to our beneficiaries and our stakeholders.



## **Transparency**

We believe in open communication and transparent operations.



## **Result-Oriented**

We are driven by tangible outcomes and positive impact.



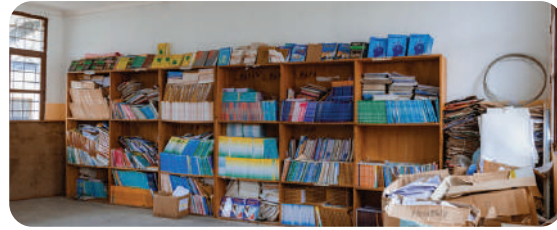
## **Teamwork**

We collaborate effectively to achieve our shared goals.

# OUR IMPACTFUL INITIATIVES |

## 1 Library Establishment and Refurbishment

Transforming underutilized spaces into vibrant libraries, we've successfully established 176 libraries in 22 regions of Tanzania.



## 2 Teacher's Professional Development

Empowering teachers through training in advanced teaching methodologies, effective textbook usage, and library management, we've reached 1,305 teachers.



## 3 Literacy Development and Reading Promotion Program

Fostering a reading culture through student-led reading clubs, we currently have 847,711 students in 111 schools as active participants.



## 4 E-Learning Program

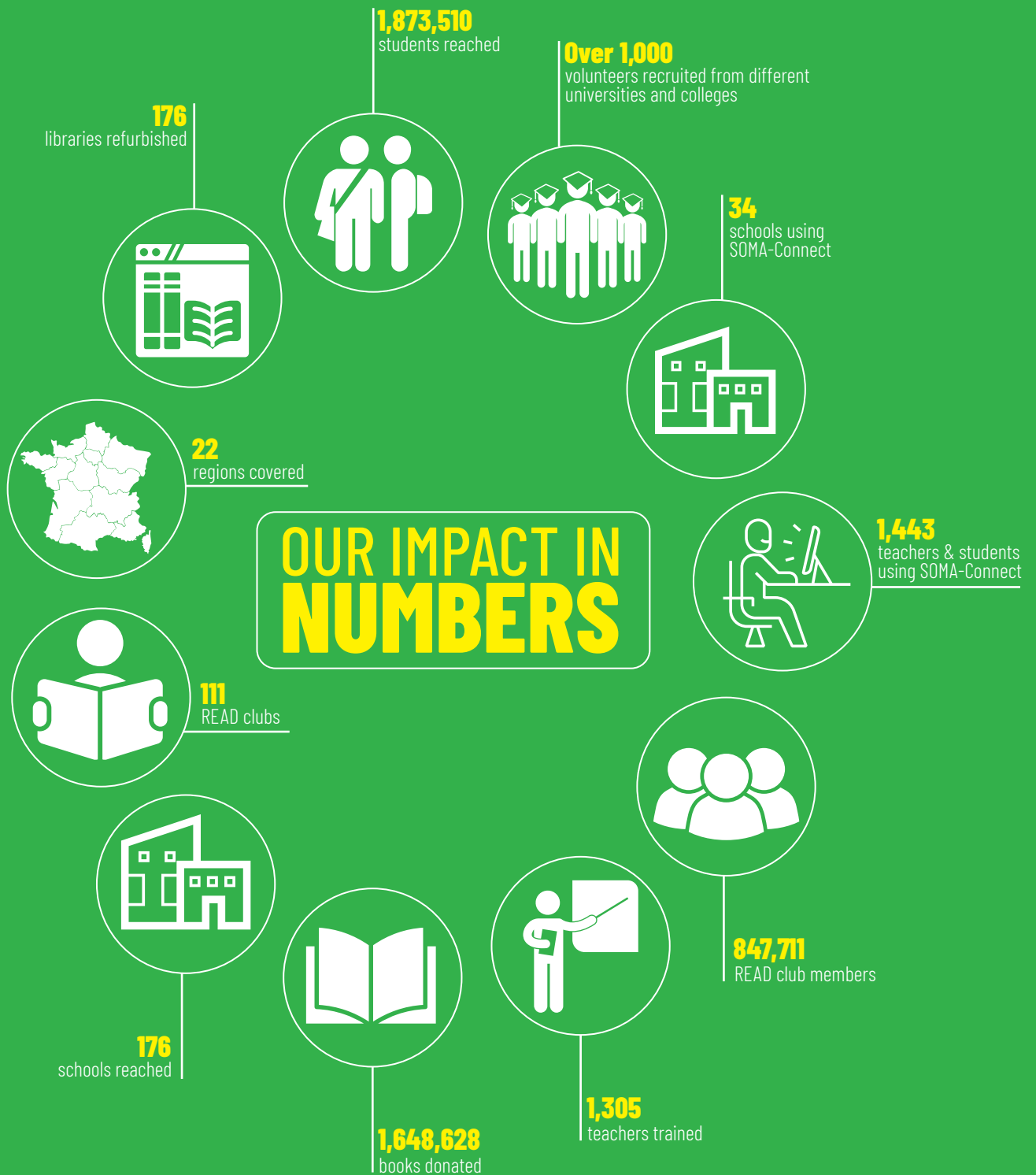
Our e-learning program has been installed in 34 schools impacting more than 1,443 students and teachers.



## 5 Volunteers Mentorship Program

We create temporary employment for fresh graduates through our programs where graduates are offered the opportunity to practice their skills, sharpen their professional capabilities, and earn initial income while adding value to the education ecosystem. Moreover, this program enables READ Tanzania to enhance its initiatives through innovative and disruptive ideas and contributions of fresh and vibrant young professionals.





## OUR COVERAGE |



- Geographically, our interventions directly span in 22 regions of the Tanzania mainland.
- We have reached and refurbished 176 libraries.
- Our main working regions have been ***Pwani, Dar es salaam , Mtwara, Ruvuma, Lindi, and Dodoma***

## OUR STRATEGIC DIRECTION |

Over the next decade, **READ Tanzania** is poised to adapt to the evolving educational landscape and the specific challenges surrounding literacy. Emerging technologies like artificial intelligence and the Internet of things are fundamentally reshaping how learning is both delivered and acquired. At READ Tanzania, we have established strategic objectives to ensure the pertinence of our future endeavors:

### Enhance the availability and accessibility of digital and physical reading resources

**READ Tanzania's** primary focus is on improving the student-to-book ratio, aiming to transition from 4:1 to 1:1. Currently, in some public schools, a single book is shared by as many as 57 students. In partnership with existing collaborators and like-minded organizations, READ Tanzania will provide additional books to targeted schools and facilitate students' and teachers' access to both online and offline reading resources through the Soma Connect Platform.

### Empower educators to achieve higher-quality outcomes

**READ Tanzania** is committed to enhancing teacher productivity by ensuring that educators receive in-service training focused on learner-centered techniques. This will be achieved through tailored workshops, teacher forums that will allow teachers to exhibit their best teaching approaches, and an exchange/exposure visits program that will be expanded to primary school teachers since we started with secondary school teachers.

### Advocate for child protection, Gender awareness, and violence prevention education in the schools we support

**READ Tanzania** will prioritize the observance and implementation of child rights, addressing gender issues and violence prevention with

specific attention to issues directly impacting the learning process, including bullying, sexual abuse, emotional abuse, and physical abuse.

### Enhance teaching and learning infrastructures

Through collaboration with the government and like-minded stakeholders, **READ Tanzania** will work to improve teaching and learning environments. This will involve the construction and/or refurbishment of libraries and classrooms in targeted schools, with the aim of achieving a student-to-classroom ratio of 40:1. Additionally, READ Tanzania will encourage the implementation of WASH measures, including the construction of more latrines, to achieve a student-to-latrines ratio of 25:1 (Boys) and 20:1 (Girls) at primary schools, and 20:1 at lower secondary schools. So as to complement the creation of conducive reading environment were students have quality and equity education services.

### Strengthen organizational systems and structures to ensure sustainability

**READ Tanzania** will concentrate on fortifying its existing system by reviewing and updating policies to align with universally accepted standards. Additionally, it will augment its human resources by either recruiting new staff or engaging part-time personnel for key positions such as Internal Auditor, Fundraising Officer, and Monitoring Evaluation and Learning (MEL) Officer. This strategic move is aimed at bolstering operations and delivering high-quality services to targeted schools and their local communities.

READ will use monitoring, and evaluation data for learning and making a result-based decision that will contribute to improve the learning and teaching process both to students and teachers so as to improve access to educational resources for young people in Tanzania and support them in skills and capacity development.



# THEORY OF CHANGE OF ORGANIZATION |



## Goal:

Support creating conducive learning environments and improving literacy of students.

## Activities

1. Library renovation
2. In-service teachers training
3. ICT Education through SOMA Connect
4. Literacy skills activities

## Inputs

1. Textbooks
2. Computes
3. Furnitures
4. Technical Team
5. Facilitators from Ministry of Education
6. Partnership

## Outputs

1. **30** renovated school libraries by the end of 2025
2. **28,000** distributed textbooks books and supplementary books by the end of 2025
3. **150** trained teachers on pedagogical methodologies, textbook use, library management and promotion
4. **100** computers distributed to school libraries by the end of 2025

## Outcome

1. Increased knowledge on textbook use in classroom
2. Increased student's academic performance
3. Accessibility of reading materials
4. Increased student's ICT knowledge and Literacy skills

## Impact

Students and Teachers are better equipped and strengthened with necessary resources and conducive environment for their learning and teaching process.



# GOVERNANCE AND LEADERSHIP |

READ's accomplishments are steered by a strong and principled framework of governance, built upon core values like innovation and inclusiveness in advancing learning and education holistically. The board of directors is tasked with an advisory role and approval of the organization's final determinations, while the executive director supervises daily activities and sets the overall strategic course of the organization.

## OUR MANAGEMENT TEAM |

- Naemy Sillayo**  
Executive Director
- Nixon Mpaji**  
Head Finance and Administration
- Anthony Edson**  
Head of Programs
- Elizabeth Kuyonga**  
Public Relations and Media  
Engagement Officer (Volunteer)

## OUR BOARD OF DIRECTORS |

- Theophil Mlaki**  
Board Chair
- Naemy Sillayo**  
Board Secretary  
(Executive Director)
- Magdalena George**  
Member
- Cathleen Sekwao**  
Member
- Lawrence Masha**  
Member
- George Shumbusho**  
Member



# STRATEGIC PARTNERSHIPS AND FUNDING |

At READ Tanzania we recognize that meaningful improvement of education is a result of collective contributions of multifaceted endeavors of various actors. To realize our vision, we strategically engage and collaborate with partners at three levels; international, national, and community levels.

## National

At the national level, READ Tanzania engages the central government through the Ministry of Education, Science, and Technology and its responsible institutions to ensure that our programs align and contribute to the attainment of the overall national education plans and policies.

## Community

At the community, we engage with the local government, schools, stakeholders, and community members, particularly parents and/or guardians. Our goal at the community level is to understand the needs, design pertinent solutions, as well as secure support, buy-in, and commitment to the sustainability of our programs.

## International

We think locally but embrace international opportunities for the betterment of Tanzania's education vision. We partner with international organizations, networks, and instruments working to address global educational challenges as part of contributing to Sustainable Development Goal 4 which promotes quality education.

## Funding

Our work is made possible through the contributions of people who share our passion for education. We are proud to have collaborated with several foundations and corporations both local and international. Our most recent partners include, but are not limited to;



The Karimjee Foundation



PROBONO School Partnership for One World



Wentworth Africa Foundation



Charlie Bailey/Cordura Ltd



SONGAS Tanzania Ltd



MANTRA Tanzania Ltd



DELOITTE TANZANIA.

**In the past years we have worked and received support from;**

Pricewater Coopers Tanzania  
Sahara Foundation  
Expat Foundation  
Wentworth Africa Foundation  
Allan and Nesta Charitable Trust  
British Foreign School Society  
SOS Children's Village Tanzania.  
Bakhressa Group of Company  
Mo Dewji Foundation  
AngloGold Ashanti  
Barrick/Acacia corporation  
Bryan and Zainabu  
Champion Chanzige  
Stapleford Foundation  
M&P Exploration Production (T) Ltd  
WeWorld  
BFSS

**At READ Tanzania**, our dedication to improving education is unwavering. We believe in the power of knowledge to transform lives, and through our innovative programs, we're building a brighter future for Tanzania's youth.

***Together, we are Realising Education for Development.***

# DONATION |



## Why Support Us

Your generous contributions play a crucial role in facilitating quality education within public schools, primarily through the establishment of libraries.

## Ways to Contribute

### 1. Online

- Visit our website: <https://readtanzania.or.tz/donate/>
- Select a donation amount and securely complete the online payment process.

### 2. Bank Transfer

#### *TZS Account transfer*

- **Account Name:** Realising Education for Development
- **Bank:** KCB Bank
- **Account Number:** 3301268064
- **Branch:** Oysterbay, Dar es Salaam - Tanzania
- **Currency:** TZS
- **SWIFT CODE:** KCBLTZTZ

#### *USD Account*

- **Account Name:** Realising Education for Development
- **Bank:** KCB Bank
- **Account Number:** 3301268080
- **Branch:** Oysterbay, Dar es Salaam - Tanzania
- **Currency:** USD
- **SWIFT CODE:** KCBLTZTZ

## Commitment to Transparency

We are dedicated to financial transparency. Explore our annual reports on our website to understand how your donations have a tangible impact.

## Tax Deductibility

Your contributions are tax-deductible.

## Contact Details

For donation-related inquiries, reach out to our Donor Relations Department:

**Email:** [naemy@readtanzania.or.tz](mailto:naemy@readtanzania.or.tz) / [nixon@readtanzania.or.tz](mailto:nixon@readtanzania.or.tz)

**Phone:** +255 712 768 627 / +255 654 060 056

### Social Proof:

Discover inspiring stories of transformation on our website, showcasing the positive impact of your generosity on the lives of children.

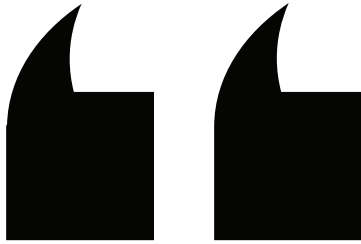
### Fund Management:

For the past eight years, READ Tanzania has been able to manage a funding portfolio amounting to 1.5 million USD.

**Your support is invaluable.** Join us in making a meaningful difference today!



## QUOTES |



Embracing the habit of reading is crucial for students. Exploring storybooks not only allows me to delve into captivating narratives but also enables me to analyze and rectify the behaviors of others. Through books, I am continuously gaining knowledge that will serve me throughout my lifetime.

**Elineema Mmary,**

a third-year student at Tinga Tinga Secondary School and an active member of the reading club.

We are grateful, and also congratulations on the launch of the Nanjota Secondary School library. The arrival of this library is a catalyst for educational development within the district and stimulates government efforts in advancing education.

**Mr. Fares Frans,**

District Librarian – Masasi district.

At Ihumwa Secondary School, we highly value the use of the library because before having a library, we were never among the top 10 schools in the region. However, since we acquired the library, we have been able to rank among the top 10 schools regionally.

**Mr. Sylvester Samwel,**

Teacher

The library has enabled students to grasp the correct method of acquiring knowledge from books.

**Christina Mwita,**

Head Mistress, Kiluvya Secondary School.

Previously, I faced challenges with English words, but by reading storybooks with a dictionary, I now identify and link English words effortlessly.

**Kassim Seif Said,**

Student at Kiluvya Secondary School.

We have acquired expertise in caring for and lending books to students.

**Miriam Mfyagisa,**

Library Teacher, Kiluvya Secondary School.



# CONTACTS



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