The NYALI SCHOOL

THE NYALI SCHOOL
PRE-PRIMARY, PRIMARY & JUNIOR SECONDARY
RISE AND SHINE

9th July 2025

REF: CLUB CHAIRMAN'S COMMUNICATION

Warm greetings from the Board of Management of the Club.

Fellow members of the Mombasa Parents Club, I trust this message finds you well.
I am pleased to share with you an update on key areas regarding our Club and School operations. Below are notable highlights:

1. **ACADEMIC PROGRESS**:

The Board of Management (BOM) remains committed to providing a supportive learning environment and ensuring the delivery of quality education. This is achieved through active oversight by the Education sub-committee.

We are pleased to report that the teaching and learning environment continues to improve. Our facilitators remain motivated, collaborative, and dedicated to excellence.

Honorable Members, I am pleased to highlight key educational achievements attained through the collaborative efforts of the Board and our facilitators:

a) Capacity Building:
To keep our facilitators aligned with current educational trends and Competency-Based Education (CBE) practices, the Board organized a series of professional development workshops and academic clinics. These workshops included:

- Training for Pre-Primary and Lower Primary facilitators held on 1st February 2025.
- Workshop for Upper Primary and Junior Secondary facilitators, led by Dr. Fred Namasaka from KICD, conducted on 15th February 2025.
- Academic Clinic for Grade 6 Facilitators on 14th June 2025.

These efforts were designed to enhance the effective delivery of the CBE curriculum.

b) Recruitment of Principal and New Facilitators:
The appointment of a substantive principal in May 2025 has enhanced academic leadership.

Five new facilitators were also recruited, improving the teacher-learner ratio and ensuring continuity in teaching and learning.
The Board extends its sincere gratitude to Club members for their support and patience during the recruitment process of the Principal and facilitators.

c) Provision of laboratory equipment:

On 13th June 2025, the Junior School received essential laboratory equipment, enabling learners in Grades 7 to 9 to participate fully in practical lessons as outlined in the Junior Secondary curriculum.

d) Parents engagement:
Recognizing parents' involvement as a core component of the CBE framework, the Board appreciates the growing engagement of parents and guardians.
We encourage continued collaboration, particularly in supporting discipline and moral guidance.

e) Upholding Professional Standards:
In adherence to educational laws and regulations, the Board, through the Education and Human Resource Sub-committees, has ensured that all learners are instructed by certified and professionally trained facilitators.

f) Ongoing Grade 9 placement:
The grade 9 placement process for their senior school education on the different education pathways is ongoing. The board, through the education subcommittee, the principal and his team are keen on ensuring that parents are involved throughout this very important exercise of our learners.

2. INFRASTRUCTURE DEVELOPMENT:

The Board of Management, through the Club Affairs sub-committee, has identified and initiated the following key projects to improve the school's infrastructure, services, and overall learning environment:

i) Renovation of school washrooms
The upgrade of washroom facilities across the school has been prioritized to ensure a clean, safe, and hygienic environment for all learners. The phased implementation; beginning before the end of this school term will proceed as follows:

Phase 1: Kindergarten Section
Phase 2: Upper Primary Block
Phase 3: Lower Primary Block
Phase 4: Swimming Pool Area

ii) Introduction of smart meal and transport cards

To enhance service efficiency and financial accountability, a digital smart card system will be introduced for students accessing meal and transport services. Key features include:

- Digital allocation of prepaid funds by parents at the start of each term.
- Personalized cards linked to individual students.
- Access control through readers installed at service points (e.g., cafeteria).

Only students with valid cards will be eligible for the services.
This system aims to streamline operations, prevent misuse, and promote transparency.

iii) Establishment of a kindergarten playground

To support the physical and cognitive development of our youngest learners, plans are underway to establish a dedicated and safe playground for the kindergarten section, which currently lacks such a facility.

iv) Repairs and painting of school infrastructure

As part of an ongoing school maintenance and beautification initiative, the Board will carry out comprehensive repairs and repainting of all school buildings. This effort is intended to revitalize the learning environment and foster a sense of pride and responsibility among both learners and staff.

3. HUMAN RESOURCE MANAGEMENT:

Dear Honorable Members, upon assuming office, the current BOM inherited a Human Resource function that lacked formal structures, policies, and operational guidelines. Despite these challenges, the BOM has successfully filled vacancies left by departing staff, including the recruitment of a substantive Principal. This recruitment process was conducted transparently and competitively under the oversight of the Human resources sub-committee.

The transition from a centralized, one-person management approach to a structured, Board-led model has addressed many long-standing HR gaps. However, this necessary shift has also caused some discomfort among certain staff members, contributing to increased turnover.
In addition, the BOM has instituted greater accountability across all roles; an area that was previously neglected.

The Board has prioritized staff welfare as a key area of focus. Since taking over, we have worked diligently to ensure timely payment of monthly salaries and the proper remittance of statutory deductions. It is important to note, however, that the BOM inherited a financially strained institution marked by a depleted account, a heavy debt burden, and several months of unpaid staff deductions. These constraints, coupled with limited revenue streams, have occasionally impacted our ability to meet all staff welfare obligations consistently.

To address these challenges, the Board recently convened a meeting with staff to discuss concerns openly and explore viable solutions.
We kindly urge Club members to continue supporting the Board's efforts to create a more stable, fair, and supportive working environment.

As the financial situation stabilizes, the Board is committed to institutionalizing robust HR systems. This includes the development and implementation of: A comprehensive Human Resource Manual, Procedure Manuals and Employee Handbook, HR Policies and Guidelines, Organizational Charts and Staffing Plans, Job Descriptions and Payroll and Remuneration Structures

Furthermore, the HR Subcommittee intends to review staff salaries to ensure they are aligned with employees' qualifications, experience, and prevailing market conditions.

4. ANNUAL GENERAL MEETING (AGM):

Dear Members, as you are all aware, the Club Secretary issued a notice convening the Annual General Meeting (AGM) on 28th June 2025. However, following the issuance of a court order requiring the BOM to permit the attendance of non-members at the meeting, the Board deemed it prudent to defer the AGM until further notice.

I would like to assure all members that the Board of Management will reconvene the AGM promptly upon the conclusion of the court matter and or at the earliest opportune moment.

5. SITTING ALLOWANCES:

Dear Members, there has been considerable misinformation circulating on parents' social media regarding claims that BOM members have awarded themselves hefty sitting allowances, allegedly in violation of Article 12 of the Club Constitution.
I wish to categorically clarify that no member of the Board of Management has received "any profit, salary, or emoluments" from the Club's funds or transactions for services rendered in the course of their duties. So that Club members can be rest assured that the Board has not violated Article 12 of the Club's Constitution as alleged by a small section of parents and or members or at all.

As previously communicated, the transition from a single-person management model to a Board-led management structure has required increased involvement from BOM members, including frequent visits to and from the school to fulfill their responsibilities. This has often been at personal cost, with members covering their own transport and communication expenses.

To prevent undue financial strain on BOM members while executing their official duties, the Board, at a full BOM meeting, resolved to modestly support members' logistical needs in a controlled and transparent manner. This facilitation is carried out openly and all related records are available for member review upon request.

6. COMMUNICATION AND CONSTRUCTIVE ENGAGEMENT

Dear members, I have consistently emphasized that the Board of Management (BOM) upholds an open-door policy and welcomes all members to engage directly with us on any matters concerning the Club or School.

Regrettably, there has been a recent campaign by a section of parents on social media, characterized by the spread of rumors, unfounded speculation, vitriol and blatant malicious misinformation regarding the governance of the institution.
These efforts which are obviously aimed at portraying the BOM as incompetent, corrupt and ineffective are most unfortunate.

We acknowledge that lingering sentiments from the last Club elections may have influenced some of these actions. However, I respectfully urge all members to refrain from negative and divisive rhetoric and instead embrace a spirit of unity and positivity. A toxic environment, fueled by persistent negativity, only serves to demoralize our teachers and BOM members; individuals who are working diligently to uplift the standards of this great institution.

My appeal to all well meaning Club members is that if you have concerns or feedback about the management of the Club or School, please direct them to the BOM through the proper channels rather than resorting to social media platforms.

We also kindly ask for your continued patience as we implement important changes. Rest assured, the BOM remains committed to transparency and will provide timely updates and communication on all relevant developments.

7. **SCHOOL FEES / MEMBERSHIP FEES**

I am pleased to inform you that the majority of parents have met their fee obligations for the second term, with many others having made partial payments. However, a considerable number of accounts still carry outstanding balances.

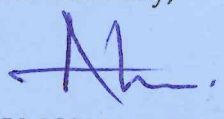
Dear Members, the school continues to experience a pressing need for capital to sustain our ongoing rebuilding and development efforts. These initiatives require considerable financial resources. With your continued support, we remain confident in our ability to achieve the goals we have set.

We kindly urge all parents with pending balances to clear them in full by the end of this month.

Let us continue to work together in fostering a supportive and thriving environment for both our teachers and learners.

May the Almighty continue to bless Mombasa Parents Club and Nyali Primary School.

Yours faithfully,



ALI MOHAMED SALIM
CHAIRMAN
MOMBASA PARENTS CLUB