



P4H Global

# Annual Report

2018



# Table of Contents

---



LETTER FROM THE FOUNDERS  
3

TEACHER TRAINING  
5

HAITI STAFF & OFFICE  
9

FINANCIAL OVERVIEW  
11

REDEFINING AID  
4

IMPACT BY NUMBERS  
10

MESSAGE FROM THE BOARD  
12



# A Letter from the Founders

Hello P4H Family,

We had a conversation with our dear partner in Haiti, Pastor Isaac, recently where we were recounting the story of Nelson Mandela and how Mandela modeled what it looked like to build bridges for the sake of a greater cause. Pastor Isaac said something that has stayed in our hearts. He said, “Mandela had a vision that required many different types of partnerships to fully achieve.”

We have seen the reality of these words come to life in P4H’s journey in 2018. This past year, we have seen how you, other nonprofits operating in Haiti, educators from across the country of Haiti, churches in the United States, and our staff members have joined together in a beautiful partnership that is transforming the educational landscape of Haiti!

In this Annual Report, you will see the impact you’ve made in 2018! These are just some of our many firsts that we’ve had this year:

- Hired on full-time staff in Haiti
- Constructed an office building on our Training Center property
- Developed a 3-Year Professional Development program for teachers in Haiti

None of these “firsts” could have been accomplished without you. As this quote by Ryunosuke Satoro states,

"Individually, we are one drop. Together, we are an ocean."

By working together, we are impacting the lives of teachers, their students, and future generations to come. Thank you for being a part of this story!

Blessings,

Priscilla & Bertrhude  
Co-Founders // P4H Global





# Redefining Aid.

Education empowers vulnerable populations with the skills, knowledge, and experiences needed to eradicate systemic poverty. In the world of charity, however, educational investments are not seen as urgent or as “sexy” as painting an orphanage or giving material goods. Providing clothes, food, and supplies is a common response to abject poverty, but unfortunately this type of aid never addresses the root issues of poverty.

Although this type of aid is designed to help, it can easily cause an unhealthy dependence on the giver while stripping the receiver’s dignity.

As an organization, P4H operates differently. In our call for a radical shift in the way the world sees and does aid, we aim to Redefine Aid. **We believe that in order to truly help vulnerable populations, we must not only give with our hearts but also with our minds.** In order to Redefine Aid, donors and charity workers must move away from practices that provide temporary relief and move towards evidence-driven practices that lead to long-term development. Formal, non-formal, and informal education are all proven ways of combating poverty because education empowers the greatest resource in every nation, its people. We deeply believe that

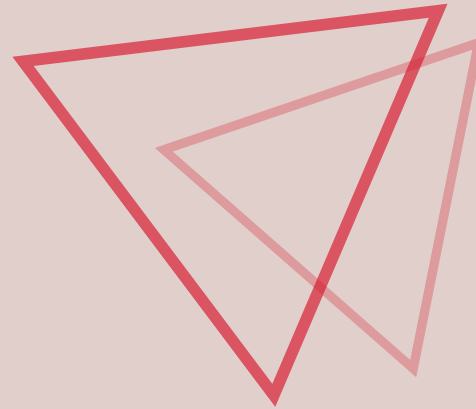
HANDOUTS DON'T END POVERTY.  
EDUCATION DOES.

# Teacher Training Strategy

T  
E  
A  
C  
H  
I  
N  
G

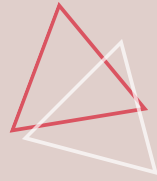
is a profession that carries much responsibility. Across cultures and nations, educators are widely seen as gatekeepers of the future. In response, P4H has partnered with Haitian educators since 2012. The need for well-trained Haitian educators cannot be overstated. According to the World Bank, approximately **80% of Haitian educators lack adequate training**. As a result, Haitian classrooms are marked by rote memorization and an authoritarian, teacher-centered approach.

**In 2018, P4H introduced a 3-year In School Professional Development Program. Trained Haitian P4H Staff members lead this dynamic program that goes beyond an in-school training.**





## KEY DISTINCTIVES



# Teacher Training Strategy

1. We don't end at a 3-day intensive training. We return to our teachers classrooms to conduct classroom observations. We also have WhatsApp discussion groups where our teachers receive monthly professional development videos.
2. Our trainings are delivered in Haitian Creole by our qualified staff.
3. Our research-based curriculum focuses on practical strategies teachers can use in their classrooms the next day. We specialize in having a student-centered, engaging classrooms.
4. We travel to local schools and communities to host the training.

With the professional development opportunities that P4H offers, Haitian teachers grow in knowledge and skills to meet the distinct needs of their students. Special emphasis is placed on a student-centered approach to teaching during the trainings.

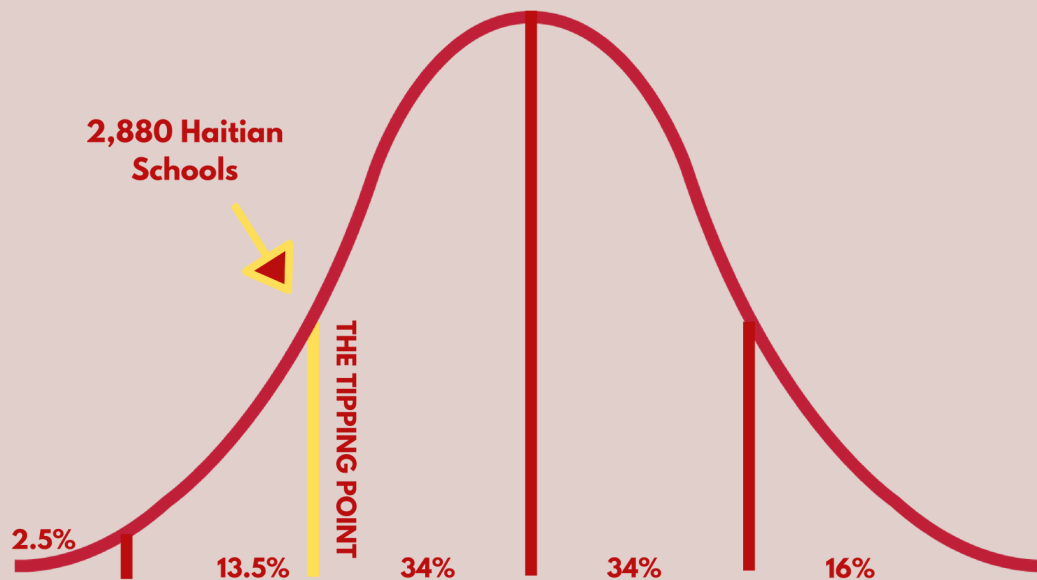


Our goal is to see **100%** of Haitian educators using student-centered, engaging pedagogy.



# THE 16%

While it is vital to improve the quality of education in Haiti and around the world, it takes a substantial amount of time and effort to increase educational outcomes for each teacher. Ensuring that every student receives a quality education is too important for a slow-moving approach. In the time that it would take to sufficiently train every teacher, entire generations would be left behind and economic development would be stifled for decades to come.



Our approach to transforming the education system in Haiti is based on Roger's (1962) Diffusion of Innovations Theory. This theory proposes that different groups of individuals adopt innovations at different times, and that those who adopt them early on influence the adoption of others. When a certain percentage of people adopt an innovation, it reaches a tipping point and begins to spread throughout the system. Figure 1 shows how the different groups adopt an innovation over time.

This shows that influencing a system does not require reaching each person individually. As the first 16% begin to use the new innovation, the remaining groups are influenced to do so as well. This indicates that transforming a country's education system doesn't require training 100% of its teachers. If we instead treat good education techniques as an innovation, **reaching just 16% of teachers can lead to those techniques being adopted throughout the entire system.** Therefore, our efforts to improve the quality of education in Haiti focus on reaching 16% of Haitian schools (2,880) in order to reach the tipping point.

2018 Review

# IN-SCHOOL PROFESSIONAL DEVELOPMENT

Training Educators to Transform Haiti

## THE PROGRAM

A holistic, school-based training with a three-year structure including:

- Three-day intensive conference
- Research-based practices
- Learner-centered approach
- Interactive curriculum workbook
- Energy-filled environment
- Follow-up classroom observations
- Monthly educational videos

## AVERAGE PARTICIPANT SCORES

According to Rogers (2003), knowledge-gain is the first stage in the behavior-change process. P4H, therefore, measures knowledge-gain through a pre and post-test structure. In summer 2018, participants were given an evaluation tool that measured knowledge-gain in the topic areas covered during Year 1 of the P4H In-School Professional Development Program. Topic areas included:

- Foundational Educational Theories
- Classroom Management
- Collaborative Learning

## IMPACT BY NUMBERS



**36** partner schools



**458** educators trained



**11,398** students reached

**AVERAGE SCORE  
BEFORE TRAINING**

**42%**

**AVERAGE SCORE  
AFTER TRAINING**

**92%**

“This training was important for my teachers because they testify to how they have used beatings and embarrassing students as methods of classroom management. Now, they have decided to use other research-based strategies to engage students because of the training you all gave them.

-Jean Gilbert Raphael, School Director







# Haiti Staff and Office



This year, P4H's staff grew to include 6 full-time staff in Haiti. The P4H talented staff in Haiti is fully focused on teacher training in Haiti. They are highly skilled trainers that have extensive experience in classrooms in Haiti. These individuals set our teacher training apart from every other organization. They are passionate, skilled, and highly engaging. In 2018, they trained teachers in 7 out of Haiti's 10 departments.

**We are honored to have a team of individuals who are motivated to see lasting change in their country!**

Our full-time staff operates out of P4H's brand new Haiti Office located on our Training Center Property. The office was built in July. At this location, the Haiti Staff is able to plan trainings, meet with teachers from the area, and host workshops throughout the year.





# Impact By Numbers

## PD

**458** educators were trained across 37 schools in 2018

**42%** was the pre-exam average

**92%** was the post-exam

**27% to 88%** <sup>average</sup> improvement of Knowledge of Student-Centered Classrooms

**31% to 85%** improvement of Knowledge of Classroom Management

**27% to 89%** improvement of Knowledge of Collaborative Learning Strategies

---

## EPDC

**295** educators attended our EPDC

**98.6%** of educators stated that the training during the conference was effective

**97.5%** of educators stated that they planned to incorporate new teaching strategies into their classrooms after the training

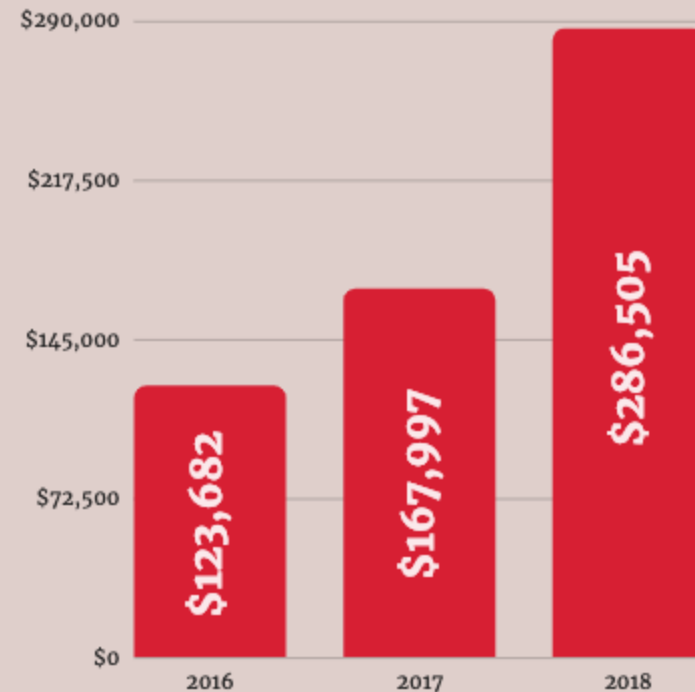
On average, educators indicated an increase in knowledge in

all **6** of the topics covered

# Financial Overview



P4H Global continues to experience growth as an organization and in financial resources. Over the last three years, P4H's revenue growth over the prior year has accelerated from 25% to 27% to 36% to 71%. The revenue growth enabled P4H to build the Isaac Albert Training Center in prior years and in 2017 allowed the organization to invest in staff who daily build the future of P4H and the future of the countries in which P4H operates. Continued financial growth in 2018 will result in the ability of P4H to further invest in staff and Redefine Aid in new communities worldwide. In the near term, P4H looks to expand teacher training operations within Haiti with the goal of reaching an entirely new generation of teachers and students building the future of their nation together.



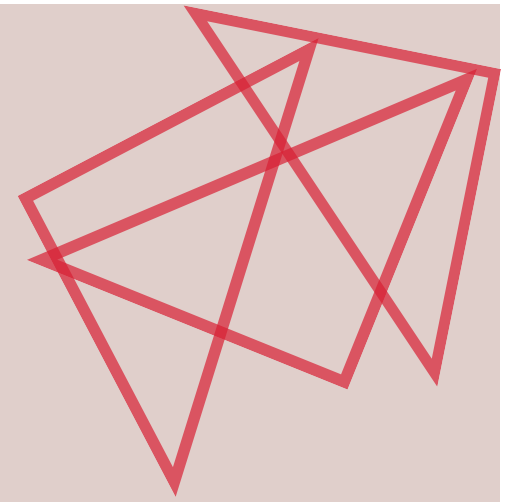
## Highlights

- P4H had a **71% revenue growth** over last year
- P4H has had **4 consecutive years of growing** revenue at an increasing rate
- **Riverside Church** donated a space & renovation funding for P4H's US **Headquarters**
- P4H constructed its **1st office in Cap-Haitian, Haiti**
- New growth led to **full-time staff in Haiti** dedicated to Teacher Training
- In 2018, P4H created a brand new revenue generating service, the **In-School Professional Development Program**





# A Message From the Board



Hello P4H Community,

It is my sincere privilege to write this short letter to thank each of you for your continued support for P4H Global! Without you P4H could not accomplish the vision of Redefining Aid around the world. Your contributions to our organization, in all the various ways, are proving to be more fruitful than we could have hoped. 2019 is shaping up to be an unbelievable year!

P4H is moving at the speed of light right now. As I write this, our founders, Berthude and Priscilla are developing partnerships with some of the largest relief organizations in the world. World Vision, Food for the Poor and the Inter-American Development Bank are just three examples of these developing partnerships. It's amazing to see these firmly established, billion-dollar organizations recognize that P4H is the absolute best entity in sustainable development because of our expertise in teacher training. We fully expect that each of them will pour significant resources into P4H so that we can impact the entire nation with unparalleled excellence in education reform!

It is exciting times for P4H Global! We truly are on the cusp of seeing nations changed. There is so much more to tell, but I simply wanted to give you a glimpse of what's happening in our organization. Are you as excited as we are?

In the midst of all the excitement is a deep sense of humility. We are incredibly humbled that God would allow us to be part of something so big. In one of Jesus' parables he says, "If you are faithful in little things, you will be faithful in large ones" (Luke 16:10 NLT). P4H has been faithfully building over the years, and God is now about to release us into greater responsibility and faithfulness. And we firmly believe that we are ready!

Please know that we need you now more than ever! Your continued financial, emotional and spiritual support is essential to the task ahead. Depending on where you're at in this journey with us, please consider increasing your participation. We need more monthly donors, increased funding from our current monthly donors, volunteers for one of our impact trips, and to spread the P4H vision to everyone in your spheres of influence. I can't wait to see how your participation will impact generations to come!

Sincerely,

Adam Greenfield  
Board Chairman // P4H Global





Thank  
You!