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A cross section of students at the 2013 Teachers' Award for Excellence Celebration

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We are one of the pioneer education foundations in Nigeria involved in the recognition of teachers.

Ours is commitment to the improvement of the standard of education in Akwa Ibom state, using teachers as the focal point while complimenting government's efforts in enhancing the quality of education.

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Motivating Teachers to drive Education Transformation in Akwa Ibom State



George Akpan
Editor

Teaching is one of the world's most respected professions. It is a practice that involves imparting knowledge to people who seek knowledge or skills in a specific field of study. In today's world, students go to school with more than notebooks: they are eager to get quality education. Sometimes, many students bring with them learning challenges, emotional, family issues and much more. As a result of these challenges, teachers are forced to act as social workers, behavioral counselors and surrogate parents. For over forty hours every week, teachers own the students. A positive or negative influence from a teacher in the early life of a child can affect the child's adulthood. According to Henry Adams, "A teacher affects eternity; he can never tell where his influence stops".

Teachers have arguably, one of the most rewarding, yet draining occupations: they are overworked and underpaid. Despite this, they still love and care for students as they would their own children. The joy of influencing and molding characters cannot be

quantified in pecuniary terms.

However, motivation is crucial to long term growth of every educational system. Since teachers constitute the pivot of the education system in Nigeria and elsewhere, the motivation of teachers is important to drive the transformation of the sector. Job satisfaction is the basic catalyst of motivation in the education system and perhaps, can be viewed from the same lenses as professional knowledge, educational resources and strategies in the advancement of educational goals and objectives. Motivation is essential in influencing the working behavior of teachers. The common belief that teachers should wait till they get to heaven to get their reward is a great disservice to hardworking teachers. We believe that teachers should be recognized and rewarded while performing their work here on earth.

The Inoyo Toro Foundation on its part has sought to restore the integrity and pride of teachers in the past 10 years. The Foundation

has given teachers a sense of self-worth by rewarding their efforts and motivating them to be more diligent in their work, and by so doing, positively affect the quality of students produced. The Foundation has also provided a platform for corporate bodies and public-spirited persons to join hands in motivating teachers in public secondary schools in Akwa Ibom State.

This year's edition of IKIKE, the Magazine, in your hands, is unique. It is a treasure-trove of information. It does not only chronicle the strides our Foundation have made these past ten years, it is also a compendium on the benevolence of the mentors and sponsors, the competitive spirit of teachers, the hard work of students and all stakeholders whose efforts have helped sustained the Foundation's contributions in the last 10 years.

It is our expectation that as you read it, you will be inspired to join hands with us, or do more as a mentor/ sponsor or begin your own noble journey of giving back to society. It is by doing so that we can create a loving and caring society that we all yearn for. Enjoy it!

"True teachers are those who use themselves as bridges over which they invite their students to cross; then, having facilitated their crossing, joyfully collapse, encouraging them to create their own."

- Nikos Kazantzakis

About us

Background

The Inoyo Toro Foundation is one of the foremost Educational Foundations in Nigeria involved in the recognition of teachers by instituting an Annual Award of Excellence for Teachers in public schools as one of the ways of supporting educational development in Akwa Ibom State in particular, and Nigeria at large.

The Foundation was founded in February, 2007 in response to the need for private sector involvement in eradicating poverty through education, and to supplement the efforts of the Akwa Ibom state government to enhance the quality of education.

The Foundation is firmly focused on contributing to the eradication of poverty through education by investing resources to encourage the learning of core Science subjects in schools (Social Science and Arts subjects have been included in recent years), encouraging teachers to be more focused, and complementing government's efforts in developing education.

Also, the Foundation is committed to the improvement of the standard of education in Akwa Ibom State, using teachers as the focal point in a bid to complement Government's effort in enhancing the quality of education.

Our activities are hinged on realizing five objectives, namely:

- encourage the development of Physics, Chemistry, Biology, Mathematics, English, Fine Arts, History, Economics, etc
- create awareness on the importance of these subjects
- foster positive and healthy

competition for excellence among teachers

- contribute to community development
- complement Government's effort in enhancing the quality of education in Akwa Ibom State

What we do

The following are our contributions in ITF:

i. Annual Teachers' Award for Excellence

By focusing on the achievements of teachers, and rewarding them, the Foundation aims at restoring the integrity and pride of teachers thereby motivating them to be more diligent in their work and to produce better students.

The Annual Teachers' Award for Excellence has birthed a related award scheme tagged Grand Mentor Teachers' Award which is designed to challenge past winners of the Annual Teachers' Award for Excellence to reproduce such excellence in their colleagues.

ii. Train teachers and promote teachers' certification

The Foundation does not only recognize the achievements of teachers, but also provides training and skills enhancement opportunities to boost their career and make them better teachers. The Foundation also provides the platform to facilitate teachers' certification by recognised institutions/bodies.

iii. Conduct periodic surveys and gather education data

The Foundation in recognition of the importance of quality/accurate information in decision making and policy formulation engages the services of experts in gathering education data in Akwa Ibom

state. The Foundation maintains this repository of data which is made available to the Government periodically/on request to enhance policy decisions.

iv. Promote Innovation and Invention initiatives

The Foundation collaborates with local and international agencies and institutions in sharing information and facilitating training opportunities, in furtherance of her stated objectives.

v. Student Mentoring Scheme

The Foundation has a student mentoring scheme which provides opportunities for well-meaning and accomplished persons from the state and elsewhere to participate in a mentoring program for students in public secondary schools in the state. Participation in the mentoring program offers the following opportunities/benefits:

-adopt the best students from a public secondary school of the mentor's choice and participate in a mentoring clinic with the students;

-mentor the students with a view to broadening their perspectives about life, enhancing their self-esteem, and motivating them to become better students who will grow up to become responsible leaders;

-impart positive leadership behaviors and winning character to the students.

-network with other Akwa Ibom indigenes and Nigerians who are similarly committed to human capacity enhancement in the state.

"The whole art of teaching is only the art of awakening the natural curiosity of young minds for the purpose of satisfying it afterwards".

- Anatole France

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INOYO TORO FOUNDATION
BOARD OF TRUSTEES

MEET

US



Ntekpe Inoyo chairs the Board of the Inoyo Toro Foundation. She is the CEO of Toro Group of Companies and a highly accomplished and visionary executive with proven successes in motivational leadership, fiscal oversight and strategic planning. She holds a Masters of Business Administration degree from the University of New Orleans (1999), with specialization in International Business and Finance and has also completed the Owner's Management Program Certificate (OMP 38) Harvard Business School (2009). Ntekpe's over 25 years' experience has been in the area of finance, business administration and corporate governance. Her companies are engaged in supply chain management, dredging and marine related services. She is a member of the governing council of Obong University, Akwa Ibom State, Harvard Business School Association of Nigeria (HBSAN) and Logistics Society of Nigeria (LSN). She dedicates significant time for religious and charity activities.



George S. Akpan is the Secretary of the Board of Trustees of the Inoyo Toro Foundation. He is an accomplished petroleum and investment lawyer with many years of experience. He obtained his LL.B (Hons) degree from the University of Uyo, Nigeria and a Master of Laws (LL.M) in Petroleum Law, Policy and Economics from the Centre for Energy, Petroleum and Mineral Law and Policy, University of Dundee. He holds a PhD in Foreign Investment Law and Policy and an Advanced Certificate in Intellectual Property Law from the World Intellectual Property Organisation (WIPO). He has attended many leadership training courses in leading institutions around the world. Dr Akpan has held teaching positions in many Universities around the world including the University of Uyo, University of West Indies Bahamas LL.B programme, Bahamas, Institute of Advanced Studies, United Nations University, Yokohama, Japan and University of New South Wales, Australia. Dr Akpan has consulted international organisations like the World Bank, United Nations Conference on Trade and Development (UNCTAD) and has been a visiting professor to the Aayoma Gakuin University WTO Centre in Shibuya, Japan, the United Nations University, Japan and an External PhD Examiner to the University of South Africa, UNISA. George has a passion for education because he believes that he is a living testimony to the fact that quality education can help alleviate poverty and transform lives.



Mrs Uto Ukpanah is the Company Secretary of MTN Nigeria Communications Limited. A lawyer with wide and diverse professional experience particularly in financial services, corporate governance and telecommunications, she is a Fellow and Member of the Council of the Institute of Chartered Secretaries and Administrators of Nigeria. She has been involved in the development of various corporate governance and ethics related codes. She is a Certified Ethics Officer (Ethics Institute/University of Stellenbosch) with extensive global experience. She sits on the Board of several organisations including educational institutions.



Mr. Usen Udoh is currently the Chief Human Resource Officer of Dangote Group. He was a Senior Director in Accenture, the leading professional services firm in the world, where he wore several hats heading the telecoms practice, the public sector practice and the management consulting workforce. He holds a BSc. Civil Engineering from the University of Ilorin, an MBA from the Leicester School of Management and is an Alumni of the Harvard Business School, Boston, USA. Along with his Boardroom relevant experience, Usen has extensive leadership, enterprise transformational and project management skills. He has over 20 years of strong organizational work experience across industry groups and geographies leading the design, delivery and operation of industry leading innovative products. With a proven ability in cultivating effective interpersonal relationships, he is known to consistently execute high pressure projects and building highly motivated teams of professionals in the course of his project execution. Usen is an avid community builder.



Mrs. Lebari Edo-Ukpong practised commercial law for 3 years before joining the British Deputy High Commission, Lagos, where she worked for 10 years as a Trade Development Manager, developing Britain's economic interest in Nigeria. At the High Commission, she was at various times responsible for the oil and gas, telecommunications, education, food and drink sectors. She also worked at London Metropolitan University, Nigeria Office as Country Director. In 2014, Lebari started a consultancy company, Inside Edge Limited, which is focused on education consultancy including teachers and students' recruitment, scholarship management and also providing market entry services to international SMEs. Lebari is on the Board of Trustees of

Crossfields Private School Lagos, two private companies and the COO of E.D. Wifa Charity Ltd. In 2008 she was given an award by NIPRO as one of the Top 40 Nigerian Professional Women in Nigeria under 40.



Mr. Kayode Komolafe is a journalist with over 30 years' experience. He is a graduate of the University of Calabar, Nigeria and the International Institute of Journalism, Berlin, Germany. He has worked in a string of notable National newspapers and magazines, including The Guardian, The News, and National Concord. He has at various times held executive positions in the Nigerian Union of Journalists and the Nigeria Guild of Editors. In the course of his career, Mr. Komolafe has participated in numerous international conferences in journalism, labour, democracy and development including the Leadership and Simulation program at J. Mac Robinson College of Business, Georgia State University, Atlanta, Georgia, USA. In 2013, he was inaugurated into the National

Human Rights Commission Governing Council. He is the Deputy Managing Director, Thisday Newspaper Group. Every week he uses his weekly column, THE HORIZON in bringing a fresh perspective to the discourse of National issues.

10 Years and still counting ...

// “A journey of a thousand miles begins with a step” – goes a popular saying. As we celebrate our tenth anniversary, we acknowledge the sacrifices and contributions of several persons who have stood by us throughout these years.

We thank the Almighty God for giving the Foundation the strength to persevere.

We are grateful to the members of our Board of Trustees and our staff (past and present) for all the support they have given to the Foundation.

We appreciate the Government of Akwa Ibom State and the Akwa Ibom State Secondary Education Board for their tremendous support throughout these years.

Our Teachers' Award of Excellence programme and the Grand Mentors Programme are hinged on a painstaking selection process that guarantees a merit-based selection procedure. This process was developed by Late Prof Ebong W. Mbipom and has been built upon by Dr. Enobong Joshua. We are grateful to the entire selection team for this great partnership.

We thank specially Mrs Lydia Nkan, Mr. Richard Esin and Arc. Ime Ekpo who have over the years contributed significantly to the achievement of the objectives of the Foundation as members of the Board of Trustees. We welcome Mrs. Lebari Ukpong and Mr. Kayode Komofale to the Board of Trustees

We also thank the persons who have consistently obliged our invitations as Chairmen, Guest Speakers, sponsors, mentors, volunteers, etc.

With the amount of support received over these ten years, we are strengthened to continue to contribute to making education great in Akwa Ibom State.

Ntekpe Inoyo
Chairperson,
Inoyo Toro Foundation



“Education is the key to success in life, and teachers make a lasting impact in the lives of their students”
- Solomon Ortiz

Special Appreciation

The Inoyo Toro Foundation appreciates the contribution and unwavering support of Mr. Charles Udoh who has been the publisher of the IKIKE magazine of the Foundation from inception till date. Mr. Charles Udoh is an ambidextrous professional with over 2 decades of diversified experience in digital and offline brand management, communications, media relations, and PR.

Charles has conceptualized and orchestrated over 100 major local and international advertising, brand, marketing communication and public relations campaigns (digital and offline) that effectively reinforced and built brand



perceptions while driving sales. At various times, Mr. Udoh has been a Training faculty member of several reputable institutions including Central Bank of Nigeria (CBN), Nigeria Deposit Insurance Company (NDIC), FITC, Nigeria Institute of Training and Development (NITAD), Institute of Chartered Accounts of Nigeria

(ICAN), Fidelity Bank, Nigeria Civil Aviation Agency, Unity Bank, Dangote Group and the Chartered Institute of Bankers of Nigeria (CIBN).

Has been a Member of several committees of the Chartered Institute of Bankers' of Nigeria (CIBN) including the ad-hoc committee on communication (Chairman) and Banker's Dinner Planning Committee (member and chairman publicity sub-committee). He led the team that drafted the maiden CIBN Communications policy.

He is currently the Honourable Commissioner for Information and Strategy in Akwa Ibom State.

The Inoyo Toro Foundation appreciates the contribution of Mr. Idorenyin Mbang. Idorenyin was the Pioneer Program and Admin Coordinator of the Foundation. He served in this capacity for 7 years (2008 – 2015).

Idorenyin played major roles in the setup of the Foundation. As the pioneer Program Coordinator, he was a part of the team responsible for the conceptualization and implementation of the Foundation's key projects.

He successfully managed the



affairs of the Foundation in his time as Program Coordinator and was given an award for meritorious service by the Foundation's Board of Trustees.

Mr. Idorenyin Mbang still serves

the Foundation as volunteer. In this roles, he acts in a number of capacities in further pushing the organization's ideals. He currently consults for the Foundation's Environmental Awareness Project in partnership with Seven Energy.

Idorenyin has a B.sc in Public Policy and Administration, University of Calabar and prior to joining Inoyo Toro Foundation, he was with the Coalitions for Change, Abuja, as one of the Champions of Change, a project sponsored by the UK Department for International Development.

Special Appreciation

Ten years have come and gone and the Inoyo Toro Foundation has recorded several successes and achievements.

This has been as a result of the hard work and dedication of members of the Board of Directors of the Foundation, staff, sponsors, mentors, volunteers, and other supporters.

We use this opportunity to express our immense appreciation to all who have supported us. The work of the Foundation is centered on

awarding teachers for their distinguish service in their profession and the Screening Committee plays a vital role in the rigorous process of screening and selecting the awardees.

Therefore, we thank the following members of the Screening Committee:

- Prof. Ebong W. Mbipom (now late)
- Dr. Enobong Joshua
- Mrs. Lydia Nkan
- Mr. Itohowo Umoh
- Elder Joseph Effiong Udoh (JP)

FOUR YEARS GONE ... but his legacies remain with us

It took a brief meeting in Calabar, in November 2007, for late Prof. Ebong Willie Mbipom to welcome the idea of an intervention in Akwa Ibom State public secondary schools by way of recognizing science teachers who have excelled in their career. If there was any question from Prof, it had to do with the commitment of the initiators to ensure a transparent selection process. It was therefore in response to this that Prof. Mbipom was selected to serve as the Chairman of the Screening Committee, a position he gladly accepted and held from

the Foundation's inception till his demise. His integrity and credibility spoke the loudest in his role of selecting award winners. His passion for the development of education was his driving force and he worked tirelessly and selflessly to see the Foundation's vision achieved.

An amazing man who spent years shaping, sharpening and touching lives. The Inoyo Toro foundation owes a debt of gratitude to the encouragement, sound advice and strategic planning methods of late Prof. Mbipom.



Professor Mbipom departed this world on the 6th of February 2013.

On this occasion of its 10th anniversary celebration, the Foundation pays tribute to the memory of a great academic, a man of great integrity, a pillar of support, and a dependable friend.

We sincerely miss him!

Inoyo Toro Foundation

"Education would be so much more effective if its purpose were to ensure that by the time they leave school every boy and girl should know how much they don't know, and be imbued with a lifelong desire to know it."

– Sir William Haley

Special Appreciation



Dr. Enobong E. Joshua teaches Mathematics at the University of Uyo. He has a PhD in Applied Mathematics with specialization in Mathematical Modelling of Biomedical Systems. His research interest

has spanned various aspects of medical biology and the human system, with a number of publications.

He has also developed and nurtured interest in Entrepreneurship Studies. He was the pioneer Head, Department of Computer Science and later Director, General Studies (for six years) in the University of Uyo.

He was at some time the University orator at University Convocation Ceremonies. He has served

as chairman or member in various committees of the University of Uyo and elsewhere. In community service, Dr. Joshua served in Southern Africa as a volunteer in the Nigerian Technical Aid Corps Programme.

He is Chairman, Inoyo Toro Foundation Screening Committee.

He is currently a member of the Governing Council, College of Education, Afaha Nsit. He is also on the Boards of some schools in the State. He also served as National Council Secretary, Scripture Union (Nig) for six years, among other positions. He is an educational consultant and a regular conference speaker. He was the keynote Speaker at the 2016 Akwa Ibom State Education Summit.

Dr. Joshua loves singing and gospel music, drama and reading. He has travelled wide. He is married with children.



Mrs. Lydia Gordon Nkan has a Teachers' Training Certificate (TTC), National Certificate of Education (NCE), and B.Ed. She has been a teacher for over 30 years and retired as Principal Special Grade with the Akwa Ibom State Secondary

Education Board.

She has attended several seminars and workshops on education and the environment, both locally and internationally, such as the United Nations Conference on Environment and Development, Rio de Janeiro; 2nd World Conference on Solar Cookers Costa Rica; Plan it for the Planet, Orlando-Florida, USA; and was the National Moderator for the Voice of the Children on our living Environment.

Mrs. Nkan is an Environmental Consultant and the Coordinator of Programs Environmental Education Institute - A division of LEEGON Ventures and above all a Child Evangelist and Deaconess of Qua Iboe Church of Nigeria.



Mr. Itohowo Umoh is presently the Director, School services with State Secondary Education Board. He served as a member of Inoyo Toro Foundation's screening committee between 2010 to 2015.



Elder Joseph Effiong Udoh (JP) is a member of the screening committee, currently working with the State Secondary Education Board as Deputy Director (School Services). He joined the Foundation's Screening committee in January 2016.

10
years
of exceptional
service
at a glance

9

Teachers' Awards of
Excellence Ceremonies



Grand Mentor Award
Winners and teachers
they have taught

100



Total number of
teachers who have
benefitted from the
Foundation's activities
over the years

1560



Total number of
teachers recognized
and rewarded

170



Total number of
schools that have
been selected
over the years for
mentoring

92



Total number of best students in
their respective class-year who
have benefitted from the mentoring
programme

1600



"Teaching is a very noble profession that shapes the character, caliber, and future of an individual. If the people remember me as a good teacher, that will be the biggest honour for me".

A. P. J. Abdul Kalam

WE ANTICIPATE TO GET HIGHER AND BETTER

- Dr. Enobong Joshua



Dr. Enobong Joshua is a Lecturer in the Department of Mathematics, University of Uyo. Since 2013, he has been the Chairman of the Award Screening Committee. In this interview, he bares his mind on his experiences in carrying out the screening of the awardees.

Tell us about yourself

I am Dr. Enobong Joshua, Department of Mathematics, University of Uyo. I am the immediate past Director of General Studies of the University of Uyo. I was pioneer Head of the Department of Computer Science in the University from 2009 to some point in 2011. I research in the areas of Bio-Mathematics, particularly Mathematical Modeling of Bio-Medical Systems. I teach Mathematics and other courses.

How did you get involved with the Inoyoto Foundation?

I have been a member of the committee since inception. The committee was then headed by the Prof. Ebong Mbipom (now late). He just saw me as somebody who could be there with him and with the others. After some years, God called him home and then the Foundation's Board of Trustees asked me to take over the chairmanship of the screening committee. I think that happened in 2013 or there about. Since then, I have been on the saddle, contributing my best.

The procedure for screening is usually summarized in all the souvenir programmes of the Awards, but we also know that the experience in the field might not be exactly as summarized, can you explain the screening procedure?

Well the screening is concentrated on public schools, not private institutions.

The aim of it is to see if we can reward teachers in those public schools that live up to expectations by imparting the knowledge they have acquired in their different training institutions in students. What modalities do we use to choose who wins? We said well, some schools do very well in external examinations, so why don't we use that? So we look at WAEC scores and maybe NECO if necessary. If we check WAEC scores and find out that a school did extremely well, some with up to 90% of the students with Cs in the sciences and in other subjects, we will shortlist the school. Initially, we started with the science subjects, later we included some Social Sciences and Arts subjects because of the dearth of some of these subjects in higher institutions. We first ascertain that the school is not what we call a "Success Centre".

Next, we say, if your school does so well in Mathematics, we would like to know who is teaching the Mathematics at that level and then we screen that person to find out if he or she really taught them or it was something else. Then we get to the school, meet with the teacher, look at his Notes of Lessons, look at the laboratory for science subjects, and check whether they have a library. If the majority of the students are doing very well, they should have good laboratories and a good library, and the teacher should have his Notes of Lessons. We go through the Notes of Lessons and we also observe how the teacher does his job in the classroom. Does he teach well? If he does, we will score the teacher. So all of these brought together will form a certain percentage of the final score. And then we give the teacher a written test. If he excels in the test to some extent, we now have an interactive session with him. The test is based on what he teaches - so it is based on the WASSCE syllabus. Once we finish, we put the scores together and if you excel more than others, then of course, you may be awarded a prize.

2008

ANNUAL TEACHERS' AWARD FOR EXCELLENCE

If you can read this...., **thank a teacher**

Remarks by the Chairperson of the Occasion
DR. (MRS) MYMA BELO-OSAGIE



It is a pleasure and an honour to be here with you today chairing this ceremony which, as you know, is intended to honour one of the least acknowledged and most under-appreciated group of professionals in Nigeria today. As I stand here I am reminded of the well known quotation – probably now an adage – that says “If you can read this sentence, thank a teacher”. The fact that I can stand before you here today is because I had the privilege of being taught by some amazing people – people dedicated to education; people who considered education a lifelong vocation and who were passionate not only about conveying their knowledge, but also about teaching their students to learn for themselves and encouraging their students to use the knowledge they had acquired in a productive way.

I hope my presence here today serves in some small way to thank the generations of teachers who taught me but, more importantly, I hope it conveys, on behalf of myself and, I am sure, anyone who has ever been taught, our thanks to those who teach. Whether we say so or not, there are countless millions of us who truly appreciate the dedication and commitment of the teaching profession. Because we so rarely acknowledge what our teachers do for us and our children, I must commend the Inoyo Toro Foundation for instituting this incredible initiative and working

so hard to ensure that this award ceremony has come to pass.

The Inoyo Toro Foundation has recognised, as all of us must, the vital importance of education in today's world. If Nigeria is truly to compete successfully in the world today, it needs educated citizens. Nigeria today is full of people discussing Visions (such as Vision 2010 or Vision 2020), Agenda (such as the 7 point Agenda that is our current focus) and Goals (such as the Millennium Development Goals that an economy such as ours must achieve). The Bible tells us (although I am taking some licence with the exact quotation) that we are permitted to have visions and dream dreams but I think we all recognise that if the Visions I have mentioned are to come to pass, if the Agenda is to become a working plan and if any of the Goals is to be achieved, there is a need for educated people.

This reality was recognized hundreds of years ago. Confucius, the great Chinese philosopher, said “If your plan is for one year, plant rice, if your plan is for ten years, plant trees. If your plan is for one hundred years, educate children.” Hundreds of years ago, it was clear that without educated people it is not possible either to plan for the achievement of any Visions, Goals or Agenda items or to implement them. If Nigeria is, by God's grace to develop into a country that makes progress over

the next hundred years, the children who are the future of this country must be properly educated. Without our teachers, particularly teachers who are of the calibre we seek to honour here today, educating our children and in many ways all of us, we will not have the quality of people we need to achieve our Visions, to achieve our Goals, and to convert any Agenda from being merely an Agenda to a reality. Each and every one of our teachers should therefore never be in any doubt as to how important they are for the development, the well being, the prosperity and indeed the continued existence of this State and our nation.

Like any human being, I have particular prejudices and preferences. I always stress that I prefer people who are educated – not those who have simply gone to school. To my mind an educated person suggests a person who develops and retains an enquiring mind throughout his or her life, one who is self motivated and inquisitive, one who will sometimes learn simply for the sake of learning and not just to pass an exam, one who will sometimes challenge orthodoxy or received teaching. I do not wish to suggest that it is easy to develop such people and I certainly acknowledge that it can sometimes be a problem to have them.

As anyone who knows my children

will agree much as I can secretly enjoy the fact that my children are able to argue – sometimes very logically and with very good points – for something I don't agree with or do not wish to give them or allow them to do, it can be absolutely infuriating to listen patiently to these arguments and I am often forced to resort to the age old solution of simply saying “Well I am your mother and this is my final decision”. I do believe, however, that educated people of the kind I have described are the kind of people Nigeria truly needs. I would therefore like to appeal first to all teachers, especially our awardees, to continue encouraging their students to become educated people in the sense I have described; second to all students to strive to become educated in the sense I have described; and third to the Inoyo Toro Foundation and its screening committee to continue to make the ability to produce an educated child an important criterion when seeking to identify candidates for the Inoyo Toro Awards.

I must take a moment to acknowledge the work done by the screening committee headed by Professor E. Mbipom, an educationist who, I am certain, needs no introduction to this audience. The challenge of identifying suitable candidates for short-listing would have been considerable and in taking on this task Professor Mbipom and the committee he headed gave of their time and their resources in a manner that very few people are prepared to do today. We truly appreciate their efforts in supporting the work of the Foundation. In particular I think Prof. provides a living proof of what we all know to be true – for a real teacher, teaching is a vocation that continues throughout his or her life and one that he or she will continue to spend time and energy supporting. Thanks to all of you.

In addition, I must congratulate

Your Excellency, Godswill Akpabio, the Executive Governor of Akwa Ibom State, and indeed the whole of Akwa Ibom State, for having produced sons and daughters of the State who buy into the vision, dreams and goals for the educational sector established by your administration. It is because you have produced indigenes with this kind of vision that no official of Akwa Ibom will, by God's grace, ever have cause to lament – as the Commissioner for Education, Science and Technology of another State in Nigeria has recently done – about the poor quality of the teachers in his state. In his state 19,125 public school teachers were asked to take an English and Mathematics test set for children in Primary 4.

Although 2,628 of these teachers

“Anyone who understands the fundamental importance of education to any economy, be it developed or emerging, has to acknowledge and also support those who deliver that education”.

are university graduates, only 1 of them passed this test while 10 of these university graduates were unable to score any mark at all – In other words to put it colloquially, they “scored Zero” . Apart from the one university graduate, only 6 other teachers were able to pass this test. In other words the Commissioner had to confess that only 7 out of 19,125 teachers in his state could pass a test meant for children in Primary 4. This is a truly shocking statistic. If the indigenes of this State cared enough to follow the example set by the Inoyo Toro Foundation, I am sure this appalling situation could not have occurred. I therefore hope you will continue to support and encourage the Foundation.

Anyone who understands the fundamental importance of education to any economy, be it developed or emerging, has to acknowledge and also support

those who deliver that education. But I believe the Inoyo Toro Foundation should also be supported for another reason. Like virtually every other private sector employer I have spoken to throughout Nigeria, I and the partners of my law firm have had occasion to mourn the quite frankly appalling quality of many of the students and graduates seeking employment today. The statistics I just mentioned support our concerns. These so called students and graduates are probably the products of some of the so called “Miracle Schools” or “Miracle Centers” that seem to have sprung up in several parts of Nigeria; institutions that do our children a major disservice because they teach our children rote learning and, to be blunt, teach them how to cheat, thereby laying the foundation for a future based on lies and fraud.

The private sector has a desperate need for well educated employees if it is to thrive in an increasingly globalised environment and the Inoyo Toro Foundation has recognized that of the many areas in which our government needs assistance, the support and encouragement of the educational sector is one where a true public-private partnership can be achieved. Even if the responsibility to provide basic education rests only with our State or Federal Governments – and I do not wish to suggest that I agree with this view – it is certainly in the interests of the private sector of Nigeria to support and encourage education and all those who work to provide it.

In recognising those teachers who excel, the foundation is taking up the private sector challenge and should be supported and encouraged to continue doing so. It is particularly commendable, and I am certainly one of those who are pleased, that the Foundation has focused on those who teach within our public schools.



The Inoyo Toro Foundation hopes to enhance the standard of education in Akwa Ibom State and to provide a model that can be followed throughout Nigeria – certainly it would be useful in the state that I have refused to name. Udo Udoma & Belo-Osagie (UUBO), the law firm of which I am the Managing Partner, is pleased to support this initiative. We at UUBO believe very strongly in excellence and seek to achieve it in the practice of our profession. Therefore for us, supporting an award that seeks to achieve “Excellence in Teaching” is a natural fit. Although we acknowledge the importance of each of the areas identified by the Foundation –Mathematics, the basic sciences and English Language – and support all the goals of the Foundation, our financial support is targeted towards acknowledging and rewarding the teaching of English Language. Our reasons for so doing will be obvious to many but it may be useful to mention some of them because they are reasons that speak not only to Udo Udoma and Belo-Osagie's particular concerns, but also to the needs of Akwa Ibom state and Nigeria in general.

As we all know, the ability to speak and communicate clearly in any language is an immensely useful tool. No matter what our discipline (be this mathematics, science, engineering or anything else), no matter what our trade or profession, language conveys our thoughts, our intentions, our feelings and indeed the understanding of that discipline, trade or profession as well as the transfer of the knowledge within each trade, discipline or profession. Used inappropriately language can generate quarrels or even wars. Used

appropriately language can soothe the deepest of our fears and sorrows. I am sure many of us have been soothed by the words of a particular hymn or poem or touched by a few words of thanks. Certainly as any lawyer, or anyone who is affected by any law knows, the specific language of a statute can make all the difference between being right or wrong, rich or poor, indeed between life or death.

It may well be the case that someday the ability to communicate in a language such as Mandarin will be important but in the globalised world of today the ability to speak and communicate clearly in English is a vital tool and one that should not be taken lightly. Certainly while English remains the language of government, business and commerce in Nigeria, it is important that we encourage excellence in English – excellence in the use of that language as well as excellence in the punctuation, grammar and other rules that accompany its use, all of which form part of the language.

“The Inoyo Toro Foundation hopes to enhance the standard of education in Akwa Ibom State and to provide a model that can be followed throughout Nigeria”.

I often give as an example of the importance of this issue, the title of a very well known book on grammar: Eats; shoots; and leaves. With different punctuation, that sentence can mean two very different things. With commas or semi-colons – and therefore read as follows: eats; shoots; and leaves – the sentence suggests a person who eats something; shoots someone or something probably with a gun; and then departs from the location or venue where the shooting took place. Without punctuation, the sentence – which would then read as follows – eats shoots and leaves – suggests an animal – or possibly even a person – that feeds on (eats) the shoots and leaves of a plant. The meaning of these two sentences is so different that if one, rather than the other, was incorporated in a legal document it could prove fatal to someone's legal rights. Even in a non-legal environment such differences are important. As I have suggested, they can make the difference to relationships, to understanding issues and to solving problems. This is the reason why the Partners and Associates of UUBO believe it is important to speak and write English well; and as lawyers are, as I have mentioned, happy to support not only the goals and vision of the Inoyo Toro Foundation but more specifically the award for excellence in teaching English.

I would like to thank the Foundation for inviting me to chair this ceremony; to thank you all for your attention and to join in welcoming all of you to this celebration of excellence.

Thank you.

2008

ANNUAL TEACHERS' AWARD FOR EXCELLENCE

MY EDUCATIONAL JOURNEY

Remarks by the Guest Speaker



LARRY E. ETTAH
GUEST SPEAKER

Let me begin by saying it is indeed a great privilege and a high honour to be here today, and moreso, to be the Guest Speaker at this maiden Annual Teachers' Award for Excellence in Akwa Ibom State Public Schools.

I salute and applaud the vision of the founders of the Inoyo Toro Foundation; my good friend, Udom and his delectable wife, Ntekpe for not just putting their will in supporting education in Akwa Ibom State, but also their wallet.

For me this occasion and this neighbourhood have special meaning for another reason but yet connected in some way to why we are here. In this neighbourhood in 1963, a young Branch Manager, working with PZ Industries at Nwaniba Beach now part of the Golf Course of this hotel, met a young lady then starting her teaching career at Uruan County Council School, Nwaniba, Mbiakong only few minutes from here, and fell in love. I am a product of their liaison and subsequent brief marriage as my father soon became one of those unfortunate statistics of the civil war. I possibly was a toddler when I began my educational journey as my mother took me to school and her class since she could not quite possibly afford a baby sitter. I may have been the youngest child in that school's history.

So today my friends, I stand here as a modest testimony of what a son of a teacher and a beneficiary of public school education can become given the opportunity I believe every child in Akwa Ibom State should have. This Award is timely as it is coming when our public educational system has fallen into a

lamentable state of distress from decades of under investment both in terms of the infrastructure and the psyche of the teachers who work in the sector. It is coming in an era where it has now become fashionable to send our children to private nursery schools, secondary schools and even universities while those not so blessed are consigned to public school system.

What obtains today in the public school arena in Nigeria is a tragedy born of neglect where the government has overtime become a disinterested guardian of the public good. Permit me to say it does not have to be so and it wasn't always this way.

Teaching was not always that profession where it was a continuous struggle trying to make ends meet at the end of the month, where the rewards was in heaven and life on earth was purgatory. It was a respected, noble and celebrated profession. Teachers were the icons of our society, bastions of reputation, role models and custodians of values and virtues of integrity, candor and hope. Teachers were the leading light, and shapers of future destinies of the wards in their care and under their watch. Teachers were those shouldering the responsibility for preserving the vitality of the society through educational nourishment of its youth.

That was my experience and possibly yours, as I was privileged to be brought up by a teacher at home and taught by several others in school. In my life's journey it has become apparent to me that only education provides the ability to climb the ladder of opportunity. Our society will never be an equal one but we must seek to have equality of opportunity so that we can have a mobile society through an education system that equips Akwa Ibom indigenes with general skills to make them mobile and competitive in the Nigerian job market. This award seeks to encourage such an endeavour.

As has been my experience from a village primary school in this neighbourhood to another in Mbiaya Uruan, to yet another at Ndukpo Ise and subsequently to Nuhu Primary School Kankia in Katsina State, before going to Government College, Kaduna and the University of Benin. Our young people will succeed if they have a strong CV that reflects the various schools they attended, the grades they earned, the subjects they studied, languages they speak and the experience they have been through.

A good CV allows you to sell yourself in the job market and rely less on luck or a boss who likes you. Advancement becomes a consequence of effort and talent not luck or patronage. Good teachers as we are celebrating today make those good CVs possible.

It is often said that the best way to hide information from a black man is in a book. That must not be the fate of Akwa Ibom children in modern day Nigeria. It is a sad waste of talent in my mind, when we fail to give the teaching job the esteem it requires and allow qualified people to think becoming “Okada riders” makes more economic sense than taking up teaching in our public schools. It is equally of concern when we do not strive to encourage more of our children to seek numeracy over literacy by encouraging them to take to the sciences and related professional courses as this award seeks to do.

The inconvenient truth is that today, we do have significant number of our people who are educated but unqualified for the new job opportunities of our new economy as we are largely science shy and take too easily to the road of the liberal subjects. As we seek to become a competitive player in the Nigerian landscape, our education must have a qualitative approach as an essential complement to the quantitative one which the current government's free education scheme offers. Our problem in public school education is sometimes not a problem of insufficient resource, it is a problem of insufficient resource allocation and our government must recognize that it has a stewardship obligation as any transformation must have a content dimension and this much is true of the upliftment it seeks in the educational sector.

Permit me to add my voice to the social dialogue that seeks to create a new Akwa Ibom State of results, as we have had promises in abundance for 8 years since 1999. It may be early days yet but one is encouraged that the current government seeks to achieve delivery over pronouncements at least as it relates to educational opportunity in our society through the free education programme it recently enacted.

We must seek to banish the painfully familiar stereotype, perception and profiling of Akwa Ibom people as Stewards/Cooks, “Okada riders” and other low self esteem job seekers and holders. We must resist the temptation in government to buy social peace by doling out handouts, benefits and donations in the name of “empowerment” as such is distortionary and a disincentive to creating a society of people with a spirit of “can do” and the experience of “know how”, A “Do how” Akwa Ibom populace. Government must see education as seeking to provide help and citizens to use that help to help

themselves.

Inoyo Toro Foundation in instituting this Annual Awards represents a new set of social entrepreneurs in Akwa Ibom State, who believe that it is not the reach of a man's fame nor the depth of his fortune but his ability to make a difference to humanity is what matters. By their action they show that success of others in Akwa Ibom State does not diminish theirs but adds to the common wealth. I sincerely hope that their effort, serves as an appeal to other people of optimism and goodwill to join hands to build a coalition of the socially responsible and a network of peers with interest in public issues and public good in Akwa Ibom State.

“A single swallow does not make a summer” as the saying goes, equally, “a single gunshot does not constitute a revolution”; but my friends it can start one.

I see a tomorrow for Akwa Ibom State, which will be more glorious than today, sons happier than their fathers. We must however make the right choices, empower our people through education and celebrate our teachers.

In ending this, I am reminded of Robert Frost in his poem, “The Road Not Taken”, which you’ll kindly permit me to recite.

Two Roads diverge in a yellow wood,
And sorry I could not travel both
And be he one traveler, long I stood
And looked down one as far as I could
To where it bent in the undergrowth

Then took the other, as just as fair
And having perhaps the better claim
Because it was grassy and wanted wear,
Though as for that the passing there
Had worn them really about the same

And both that morning equally lay
In leaves as step had trodden black
Oh, I marked the first for another day!
Yet knowing how way leads on to way
I doubted if I should ever come back

I shall be telling this with a sigh
Somewhere ages and ages hence
Two roads diverged into a wood, and I,
I took the one less traveled by,
And that has made all the difference.

Thank you all for listening. God bless our teachers! and God bless Akwa Ibom State!

2008

WINNERS OF ANNUAL TEACHERS' AWARD FOR EXCELLENCE

ENGLISH		
NAME	SCHOOL	POSITION
Cletus Stephen Bassey	Ika secondary Commercial school, Ikot Osukpong, Ika	1st
Mfon Emmanuel Abasiubong	Qua Iboe Church Senior Science College Ndon Eyo, Onna	2nd
Margaret F. Akpan (Mrs.)	St. Mary Senior Science College, Ediene Abak, Abak	3rd
MATHEMATICS		
NAME	SCHOOL	POSITION
Aniekan Enefiok Okpo	St. Mary Senior Science College Ediene, Abak	1st
James Akpan Udoh	Union Secondary School, Ibiaku, Itu	2nd
Edet Okon Esedeke	Methodist Senior Science College, Oron	3rd
BIOLOGY		
NAME	SCHOOL	POSITION
Moses Udo Ukpo	Presbyterian Senior Science School, Ididep, Ibiono Ibom	1st
Patrick Linus Akpan	St. Mary Senior Science College, Ediene Abak, Abak	2nd
		3rd
CHEMISTRY		
NAME	SCHOOL	POSITION
Mfonobong Enefiok Umo	Etinan Institute, Etinan	1st
Anthony Gabriel Udousung	St. Mary Senior Science College, Ediene Abak, Abak	2nd
Joseph Edem Joseph	Community High school, Afaha Obong, Abak	3rd
PHYSICS		
NAME	SCHOOL	POSITION
Okon Akpakpan Udoh	St. Mary Senior Science College, Ediene Abak, Abak	1st
Francis Donatus Eyenaka	Holy Family College, Oku Abak, Abak	2nd
Samuel Akpabio	Community Secondary Grammar School, Ikot Akpabio, Etinan	3rd

“Any good teacher knows how important it is to connect with students and understand our culture”.

- Adora Svitak

2009

ANNUAL TEACHERS' AWARD FOR EXCELLENCE



MR. EMEKA IZEZE
CHAIRMAN OF OCCASION

THE INOYO TORO FOUNDATION INITIATIVE IS "A REVOLUTION"

The Inoyo Toro Foundation's educational initiative is one which can redirect the sector significantly. It is the beginning of "a revolution" in many ways and one that will transform the society beyond the imagination of the initiators of the idea. Societies are built by those "who dream dreams," by virtue of which lives are transformed. "The essence of the program is not so much about the cash awards alone, but the effect it has on the psychology of the teachers and their self-worth".

Having witnessed the dinner organized for last year's winners in Lagos, during which a teacher admitted that his flight to Lagos was the very first in his life time, the beneficiaries of the award and other initiatives of the Foundation are bound to record many feats which they otherwise would not have been able to accomplish. My predictions are that with what the Foundation has initiated, Akwa Ibom State will, before long, produce the best students in Engineering, Medicine and the Sciences

in this country."

Excerpts of a speech by Mr. Emeke Izeze on the occasion of the 2009 Teachers' Award for Excellence



CHIEF ASSAM E. ASSAM (SAN)
GUEST SPEAKER

THE EXORBITANT PRICE OF IGNORANCE

Growing up I had always understood and abhorred the idea that there is an exorbitant price to be paid for ignorance. This abhorrence was a driving force in my life to equip myself with every available knowledge in the social and professional spheres of my life. If I am adjudged a success today, it is because of that driving force, that quest to inform and improve oneself, to understand life, to appreciate the environment, to enter into empathy with the ethos and spirit of my calling, and to understand, as much as I am capable, even the purpose of existence and my place in this environment.

In spite of this obvious reality, today, we are bedeviled with a falling standard of education, structural illiteracy and fallen moral standards. We suffer under the weight of eroded skills in all works of life. Our moral perception is unable to inspire and sustain any degree of happy socio-political or professional way of life. The mental and attitudinal attributes that creates the man of science and thought are subrogated to those that breed fear, bigotry and superstition which

we sometimes even excuse as religion and thereby debase that lofty state. These are seeds we have sown through the devaluation of teaching and teachers over many generations now. These are the exorbitant prices of our collective ignorance.

The work of the Inoyo Toro Foundation is remedial to these anomalies.

Excerpts of a speech by Chief Assam E. Assam (SAN), on the occasion of the 2009 Teachers' Award for Excellence

"Education's purpose is to replace an empty mind with an open one".

- Malcolm Forbes

2009

WINNERS OF ANNUAL TEACHERS' AWARD FOR EXCELLENCE

ENGLISH

NAME	SCHOOL	POSITION
Okon Iniobong E	Presbyterian Snr Science College Ididep, Ibiono Ibom	1st
Udoh Ekpo Jackson	Ikono People's High School, Ikono	2nd
Eshiet Cletus Stephen	Ika Commercial Sec School, Ikot Osukpong	3rd

MATHEMATICS

NAME	SCHOOL	POSITION
Okpo Aniekan Enefiok	Etinan Institute, Etinan	1st
Esedeke Edet Okon	Methodist Snr Science College, Oron	2nd
Abraham Udeme Dickson	Community High School, Ekparakwa, Oruk Anam	3rd

BIOLOGY

NAME	SCHOOL	POSITION
Akpan Udofia Essien	Presbyterian Senior Science College Ididep, Ibiono Ibom	1st
Edentekhe Iquo Abang	Methodist Senior Science College, Oron	2nd
Akpan Jameson	Ufot Secondary School Ibotio & Ndon, Onna	3rd

CHEMISTRY

NAME	SCHOOL	POSITION
Umo Mfonobong Enefiok	Etinan Institute, Etinan	1st
Antia Victor George	Presbyterian Senior Science College, Ididep, Ibiono Ibom	2nd
Mkpa Robert Ekere	Community Sec. Comm. Sch Ikot Oku Ikono, Uyo	3rd

PHYSICS

NAME	SCHOOL	POSITION
Udoh Okon Akpakpan	St. Mary Senior Science College, Ediene, Abak	1st
Udoka Ndifereke Sunday	Secondary School Odoro Ikot, Essien Udim	2nd
Thompson Nsese Gabriel	Comprehensive High School, Edemeya	3rd



Mrs. Gloria Essien-Danner presenting an award on behalf of ExxonMobil to **Mr. Udoka Ndifereke Sunday** of Secondary School, Odoro Ikot, winner of 2nd Prize in Physics

2010

ANNUAL TEACHERS' AWARD FOR EXCELLENCE

GOOD EDUCATION IS LIKE A SEED



Dr. Olabode Augusto
Chairman of Occasion

Over the years, the Inoyo Toro Foundation has consistently honoured our teachers who teach in the public schools in Akwa Ibom State. But I ask two questions: Why are we focusing on teachers? Why are we focusing on the public schools? We are focusing on teachers because in education the quality of instructions, that is, the quality of teaching plays a large part in determining the quality of education. We are also focusing on public schools because the teachers there teach the majority of students in the state. How then can these awards improve the quality of instructions and consequently, the quality, of education?

This award in my view promotes healthy rivalry amongst our teachers as they strive to win the competition. They improve themselves and consequently the quality of teaching in the state. I therefore say to all our teachers, you are all winners.

I say good education is like a seed. If sown on fertile ground, it will germinate significantly. I thank the sponsors of this

novel idea for all they have done. I thank the members of the awards committee and I thank the Inoyo Toro Foundation for the honour they have done to me for making me chairman of this year's occasion. I assure them that I am always available to support worthy causes like this.

Excerpts of a speech by Olabode Augusto on the occasion of the 2010 Teachers' Award for Excellence.

LIVING YOUR DREAM



Mr. Udeme Ufot
Guest Speaker

About 34 years ago, while leafing through the pages of a marketing journal, I came across an illustration of a trendy looking fellow in Ray Ban Glasses, a colorful print shirt and what looked like a linen jacket. The caption below the illustration read "A trendy Art Director".

I had left secondary school barely a year earlier, and was struggling a bit with choosing a future career that would inform my course to study in the University. I was not helped by the fact that my father had very strong ideas about my course of study which did not quite align with my aspirations. And so, when I came across this visual of the "trendy Art Director", it made quite an impression on me. Moreso, as I had always displayed a natural flair for Fine Arts and had obtained an A1 grade in the subject in my West African School leaving Certificate Examination.

Many young people are at that stage in life when I became enamored by the image of the Art Director, and resolved to be one. Through choice of educational pursuit, and sacrifices at various stages, I pursued my dream of being a renowned professional in advertizing.

The need to dream big dreams, and set forth towards realizing such dreams cannot be over emphasized. It is never too early to set strategic objectives for your life, articulate a plan for achieving same, then embarking on a diligent execution of the plan.

Excerpts of a speech by Mr. Udeme Ufot on the occasion of the 2010 Teachers' Award for Excellence.

2010

WINNERS OF ANNUAL TEACHERS' AWARD FOR EXCELLENCE

ENGLISH

NAME	SCHOOL	POSITION
Irene Ironbar Essien	QIC Senior Secondary School, Ndon Eyo, Onna	1st
Mary Efiong Essang	Methodist Senior Science College, Oron	2nd
Daniel Joshua Udo	Presbyterian Snr Science College, Ididep	3rd

MATHEMATICS

NAME	SCHOOL	POSITION
Ukpong Raymond Akpan	Methodist Sec School, Nto Ndong, Obot Akara	1st
Essiet Mandu Okon	Independence High School, Ukana East, Essien Udim	2nd
		3rd

BIOLOGY

NAME	SCHOOL	POSITION
Michael Thompson Udofia	St. Mary Senior Science College, Abak	1st
George Okon Bassey	Community. Secondary School, Ikot Abia Idem, Ikot Ekpene	2nd
Gabriel Godwin Akpan	Community High School, Afaha Obong, Abak	3rd

CHEMISTRY

NAME	SCHOOL	POSITION
Oboho Umo Umo	Community Sec School, Ndung Uko	1st
Udoh Cyprian Patrick	Ikpa Ibom Comp Sec School, Ikot Ekong, Ikot Abasi	2nd
Ime Jeremiah Esu	Secondary Grammar School, Ibeno	3rd

PHYSICS

NAME	SCHOOL	POSITION
Ntekop Peter Wenceslaus	Girls High School, Ikot Ibiok, Eket	1st
Aniefiok Douglas Akpan	Secondary Grammar School, Ibeno	2nd
Udo Idem Udo	Community Sec. Commercial School, Ukana East, Essien Udim	3rd



Arc. Akpanudonya Akpan
of Fovak Nig Ltd Presenting
the award to the first prize
winner of Mathematics,
Ukpong Raymond Akpan

2011

ANNUAL TEACHERS' AWARD FOR EXCELLENCE

THE GREATEST SOURCE OF A TEACHER'S SATISFACTION



Uko Udom, SAN
Chairman of Occasion

The Inoyo Toro Foundation's activities are focused on the tripod of the Students, the Teachers and the Mentors. My remarks are directed at the three groups.

Teachers: Your profession is one of sacrifices. Successive generations of teachers have fallen victim of warped government policies which always situate teachers in the lower rungs in the remuneration of government workers. Teachers are very lowly salary earners and their general condition of service reflects the lack of care for their wellbeing. The teacher's job appears like a thankless job. That is perhaps why it is said that your reward as teachers is in heaven.

I realized, sometime last year, that a teacher's satisfaction does not come with remuneration. I attended a formal dinner where the dinner speech was delivered by a former law teacher at the University of Calabar. The man narrated his pride at the realization that his students at University were

now senators, commissioners, and one of them, he said was now the governor of Akwa Ibom State. He beamed with pride when he said that the young student who used to call him "Sir", "I now proudly call him "Sir".

Seeing your students progress and attain feats even beyond your own imagination is probably the greatest source of satisfaction of a teacher.

Excerpts of a speech by Uko Udom (SAN) on the occasion of the 2011 Teachers' Award for Excellence.

OUR TOMORROW IN YOUR HANDS



Mr. Chima Ibeneche
Guest Speaker

I was invited as distinguished guest speaker at the 2011 Teachers Award. It was an opportunity I could not ignore. First, my father was a primary school teacher and I have continued to admire what he epitomized. Secondly, I consider myself a teacher even in my role as a manager of people. I believe that next to procreation, teaching is the other component of reproduction – we reproduce and extend the life of our cultures and civilization through teaching and learning.

There was a time when teachers were among the elite in our rural societies and in the emergent cities of Nigeria. Parents used to send their children to live with teachers to enable them learn not just knowledge but character. That in itself was reward to teachers – the high esteem in which they were held. But not so anymore!

Inoyo Toro Foundation must be commended for joining the world in showing teachers how valuable they are. Teachers, we thank you for your guidance, for pointing the way to go, for the support and encouragement, admonishment and punishment, for setting targets and creating dreams, for your strictness and discipline.

Excerpts of a speech by Mr. Chima Ibeneche on the occasion of the 2011 Teachers' Award for Excellence.

2011

WINNERS OF ANNUAL TEACHERS' AWARD FOR EXCELLENCE

ENGLISH

NAME	SCHOOL	POSITION
Asuquo Christopher Silas	Community Sec. Commercial School, Ukana East, Essien Udim	1st
Udo Ubokobong Okon	Secondary School, Ikot Abia Idem, Ikot Ekpene	2nd
Okon Mary Joseph	Presbyterian Snr Science College, Ididep, Ibiono Ibom	3rd

MATHEMATICS

NAME	SCHOOL	POSITION
Archibong Mark Edet	Urban Sec. School, Ibiaku Ntok Okpo, Ikono	1st
George Udeme Friday	Community. Secondary School, Etok Uruk Eshiet	2nd
Usoro Godwin Effiong	Cornelia Connelly College, Uyo	3rd

BIOLOGY

NAME	SCHOOL	POSITION
Oboho David John	Community Sec School, Eyo - Abasi, Oron	1st
Udo J. Margaret	Holy Trinity College, Mbiakong, Uruan	2nd
Akpabio Steve John	Cornelia Connelly College, Uyo	3rd

CHEMISTRY

NAME	SCHOOL	POSITION
Isaac Ibanga Okon	Community Sec School, Ikot Akpabo, Etinan	1st
Effiong Raphael Bassey	Uyo High School, Uyo	2nd
Udiong Daniel, Sunday	St. Augustine's Sec Sch, Urua Inyang, Ika	3rd

PHYSICS

NAME	SCHOOL	POSITION
Akpan Friday Sandy	Comp Sec School, Ediene, Abak	1st
Ufot Simeon Ekpe	Etinan Institute, Etinan	2nd
Etok Nsima Joshua	Community High School, Afahabong, Abak	3rd



Ms Susan Eshett presenting an award to the First Prize winner in Physics, Akpan Friday Sandy

2012

ANNUAL TEACHERS' AWARD FOR EXCELLENCE

HAVING CAPABLE TEACHERS IS NOT ENOUGH



Dr. Ini Urua
Chairman of Occasion

We now live in a knowledge society, and only those countries and states that consciously and continuously enable, encourage, inspire, and utilize science and technology and its applications in meeting the needs of the society can survive into the future.

In my view, developing scientific and technological talents in Akwa Ibom State calls for concerted actions by all (not just the government) to ensure that our youths, the future of our state, have early, sound and solid grounding in science and technology. They must be adequately motivated, inspired, coached, mentored and above all supported to excel in science and technology as they grow to become young adults.

As someone who has visited and worked in almost all the countries of Africa as well as in many continents of the world, I have come to realize the immense opportunities that our country has and can offer, and also that which Akwa Ibom

state has and can offer. We can only make these endowments work positively for us through applying our knowledge and knowhow in adding value locally and transforming our natural endowments, including human capacity into world class products and services.

Excerpts of a speech by Dr. Ini Urua on the occasion of the 2012 Teachers' Award for Excellence.

TEACHERS HAVE TO BE ENCOURAGED AND REWARDED



Mallam Nasir El-Rufai
Guest Speaker

Firstly, let me commend the Inoyo Toro Foundation on their involvement with teachers and students in Akwa Ibom State. In my view, the most important profession in the world is that of a teacher because teachers shape the young minds and determine the future of the next generation. In Nigeria, our past generation of leaders were all teachers first, before they went into politics. But we have lost all that now. We tell teachers that their reward is in heaven when heaven is now in our lives. Teachers have to be encouraged and rewarded and as a result of what I have seen here today, I am now challenged to go back to my state, Kaduna and the Federal Capital Territory, where I made my name and try to replicate what the Foundation is doing. I would like to use this opportunity once again, to congratulate the Chairperson and the members of the Foundation for an excellent job.

To the teachers here present, I say congratulations. What you are doing is a worthwhile venture and as we pray for you and for more rewards for you right here on earth, I appeal to all of you that after you have become Principals and are through with your

teaching careers, go into politics.

Unless you get an education, be at the right place at the right time, have the right friends, be good to people, you would not have prepared to take advantage of your luck.

Excerpts of a speech by Mallam Nasir El-Rufai on the occasion of the 2012 Teachers' Award for Excellence.

2012

WINNERS OF ANNUAL TEACHERS' AWARD FOR EXCELLENCE

ENGLISH

NAME	SCHOOL	POSITION
Gregory Joseph Ukpog	Comprehensive Secondary School, Nkana, Etinan	1st
Kate Samuel Ufuo	Community Secondary School, Ukoko	2nd
Aquaowo Ezekiel Augustus	Community Secondary School, Iko Town, Eastern Obolo	3rd

MATHEMATICS

NAME	SCHOOL	POSITION
Nsikak Iyire	Community Secondary School, Amayam, Ikot Ekpene	1st
Umoren Emmanuel Edet	Southern Annang Secondary School	2nd
Dominic Daniel Attah	Presbyterian Senior Science College, Ididep, Ibiono Ibom	3rd

BIOLOGY

NAME	SCHOOL	POSITION
Etukudo Friday Joseph	Community Secondary School, Nkari, Ini	1st
Anita Aniefiok Ekanem	Itam Secondary School, Itu	2nd
Mary Nkereuwem Nkereuwem	Methodist Senior Science College, Oron	3rd

CHEMISTRY

NAME	SCHOOL	POSITION
Emmanuel Emmanuel Okon	Qua Iboe Church Secondary School, Minya, Mkpato Enin	1st
Itohowo Okon Akpan	Community Secondary School, Mkpato Enin	2nd
Okon Asuquo	Ewang Comprehensive Secondary School, Mbo	3rd

PHYSICS

NAME	SCHOOL	POSITION
Ndifreke Thomas Udoh	Community Secondary School Ikot, Abia Idem, Ikot Ekpene	1st
Inyang Akpan Basil	Secondary School, Ukam, Mkpato Enin	2nd
Blessed Peter Sunday	Secondary School, Ibioto, Ndon	3rd

"I have come to believe that a great teacher is a great artist and that there are as few as there are any other great artists. Teaching might even be the greatest of the arts since the medium is the human mind and spirit".

- John Steinbeck

2013

ANNUAL TEACHERS' AWARD FOR EXCELLENCE

TEACHING MUST BE SEEN AS A PROFESSION



Maj. Gen. Edet Akpan (Rtd)
Chairman of Occasion

I got to know of the existence of the Inoyo Toro Foundation Teachers' Excellence Awards for secondary school teachers a few years ago. I was delighted with the uniqueness and innovativeness of the Awards because most people hardly remember teachers as one of the major resources when considering improvement in education development and delivery

Teacher education is the foundation of resource development for the attainment of Education goals for National Development. No education system can rise above the quality of its teachers; this makes it imperative that teachers receive adequate training and re-training. Teachers cannot give students what they do not have.

Teachers must be committed and derive pride from their services, and the attainments made by their students. We

salute the Award Winners for doing just that. We hope that other teachers will emulate the good example of today's awardees and together help to take teaching to new levels. Teachers must be at the fore-front of getting recognition and respect for their profession. Just like medical, legal, engineering, etc. practitioners who set standards for their profession, teachers must do the same. They must promote efforts for their certification and registration to the extent that no unqualified jobless person can get into the classroom to "teach".

Excerpts of a speech by Maj. Gen. Edet Akpan (Rtd) on the occasion of the 2013 Teachers' Award for Excellence.

ADVANCING THE DEVELOPMENT OF QUALITY EDUCATION IN NIGERIA



Mr. Osita Chidoka
Guest Speaker

The future of the Nigerian educational system must be built on existing foundations by improving on those structures; and at every level we need to focus on areas for improvement using national and international metrics to measure performance.

I am delighted that this award ceremony for excellence is a wake up call for us to reinvent the public schools that can front-leap Akwa Ibom state into the league of global competitiveness that is the hallmark of the present information age. Certainly the map of oil is changing, therefore Akwa Ibom must invest more in the education of the future generations. This will then make us confident that their tomorrow is fully assured and prosperous. The ongoing transformation in the state requires conscious strategic planning that would produce a generation of educated, well skilled, and competent manpower that would

not only sustain the ongoing progress, but cause quantum improvement in positioning Akwa Ibom and Nigeria as the pride of the black race.

The world today is a global village. If we must make education the foundation of our future, if we must create knowledge based - economy; then we must orient ourselves with what other countries have done to beat the global standard. We must make a quantum leap in restructuring our educational system from being a mere box for students gathering to a citadel of innovation and value. As drivers of the Nigerian future economy, you are not only competing within the blue waters of our national sea but against the global ocean current.

Excerpts of a speech by Mr. Osita Chidoka on the occasion of the 2013 Teachers' Award for Excellence.

2013

WINNERS OF ANNUAL TEACHERS' AWARD FOR EXCELLENCE

ENGLISH

NAME	SCHOOL	POSITION
John Ekom Anietie	Apostolic Church Secondary School, Ikot Oku Nsit	1st
Abia Stephen Joseph	Community Secondary School, Ikot Usen, Ibiono Ibom	2nd
Stanley Ndifreke Frank	Ntiat/Mbat Comprehensive Secondary School, Mbak Itam, Itu	3rd

MATHEMATICS

NAME	SCHOOL	POSITION
Onwi Benjamin Bassey	Methodist Senior Secondary College, Oron	1st
Uduak Charles Udoaka	Commercial Secondary School, Eka Uruk Eshiet, Etim Ekpo	2nd
Eniefiok Etim Essang	Uyo High School, Uyo	3rd

BIOLOGY

NAME	SCHOOL	POSITION
Sampson Edem Effiong	Offot Ukwa Secondary School, Uyo	1st
Akpan Marycollate Malachy	Community Secondary Commercial School Ifiayong Usuk, Uruan	2nd
Umoh Nse Sunday	Community Secondary Commercial School, Ibiaku Itam	3rd

CHEMISTRY

NAME	SCHOOL	POSITION
Friday Innocent Ben	St. Augustine Secondary School, Urua Inyang, Ika	1st
Bassey Joseph Paul	Uyo High School, Uyo	2nd
Antia Victor Geroge	Presbyterian Senior Science College, Ididep, Ibiono Ibom	3rd

PHYSICS

NAME	SCHOOL	POSITION
Mbat Nkamanse Akpan	Community Secondary School, Nya Odiong, Mkpato Enin	1st
Inyangudo Ephraim Jacob	Comprehensive Secondary School Ikot Esanam, Oruk Anam	2nd
Umoh Emaekop Peter	Community Secondary Commercial School, Eka Obong, Etim Ekpo	3rd

ECONOMICS

NAME	SCHOOL	POSITION
Okon Jude James	Cornelia Connelly College, Uyo	1st
Umo Kubiak Bassey	Presbyterian Senior Science College, Ididep, Ibiono Ibom	2nd
Udomah Uwem Jacobson	Comprehensive High School, Edemaya, Ikot Abasi	3rd

HISTORY

NAME	SCHOOL	POSITION
Umoh Nsini Etim	Ikono People's High School, Nung Ukim, Ikono	1st
		2nd
		3rd

2014

ANNUAL TEACHERS' AWARD FOR EXCELLENCE



Mrs. Margaret Lucy Annette Ita
Chairman of Occasion

I FEEL FULFILLED after 41 years as a teacher

It is indeed a great honor for me to be invited to chair this very important occasion. When I read the objectives of the Inoyo Toro Foundation, it was a delight to know that good teachers are being recognized and rewarded.

Having been a teacher for 41 years in Nigeria, I am so encouraged by the work of the Foundation and congratulate the Founder, Trustees and all the Mentors who have made it possible.

Most of us can give the qualities of a good teacher. However, as I look back and reflect, I want to highlight two qualities which I feel can enhance a teacher's excellence. It is so important for a teacher to realize the privilege of moulding the lives of young people. As a Mathematics teacher, I taught the same students every day for 40 weeks in a school year! How the teacher acts in class has a lasting impression on them – his discipline, punctuality, dress code, morals and respect for each student, even the weakest, in addition to teaching his subject thoroughly with an engaging personality and good communication. Students can “read” their teachers and today, I have over 1000 ex-student friends on Facebook – doctors, accountants, engineers, businessmen, professors, etc. Their comments are such a delight to me as more not only appreciate the teaching, but also the moral training and ideals they received. What a privilege to assist in the moulding of young lives; so teachers must be responsible for their actions

Excerpts of a speech by Mrs. Margaret Lucy Annette Ita on the occasion of the 2014 Teachers' Award for Excellence.



Mr. Michael Ikpoki
Guest Speaker

NEW WORLD SKILLS:

an imperative for relevance in tomorrow's world

I consider it a privilege to be a part of this 7th edition of the Inoyo Toro Foundation Annual Awards for Teaching Excellence in Akwa Ibom State public secondary schools and thank the organisers for the opportunity to make some remarks at a gathering of such far reaching consequence.

I must first of all commend the Inoyo Toro Foundation for the great strides and impact they are selflessly making in education in Akwa Ibom State. I say far-reaching because progress in the education field will always create a ripple effect in other segments of society. Certainly the Inoyo Toro Foundation recognizes the pivotal role of education in state and national development. That, of course, is why the activities of the Foundation are built around education, and why this annual award ceremony targeting our almost always

unsung heroes - teachers, was instituted.

Today's world and that of the future requires a different mindset, skills set and tools set and quickly too! A practical example here is the result of a study on the most important work skills required in the year 2020. Some of these include: sense making; looking beyond the obvious and drawing deeper meaning; cross-cultural competency; functioning successfully in a globally connected world by appreciating different cultural frames; new media literacy; navigating and interacting successfully in the viral, uncensored new media space; trans-disciplinary; familiarity with diverse disciplines; social intelligence; effectively navigating diverse social interactions; novel & adaptive thinking; generating creative, out-of-the-box ideas; etc.

Excerpts of a speech by Mr. Michael Ikpoki on the occasion of the 2014 Teachers' Award for Excellence.

2014

WINNERS OF ANNUAL TEACHERS' AWARD FOR EXCELLENCE

ENGLISH

NAME	SCHOOL	POSITION
Patricia Cletus Effiong	Presbyterian Senior Science School, Ididep, Ibiono Ibom	1st
		2nd
		3rd

MATHEMATICS

NAME	SCHOOL	POSITION
Regina John Udo	State College, Ikot Ekpene	1st
Bassey Nyong Bassey	Odoro Ikono Secondary School, Mbiabong Ikot Udofia, Ikono	2nd
Philomena Etiusen Akpan	State College, Ikot Ekpene	3rd

BIOLOGY

NAME	SCHOOL	POSITION
Eno Ernest Okokon	Mary Hanney Secondary School	1st
Noah Cyril Noah	Community Comprehensive Secondary School, Ikot Eba, Etinan	2nd
Glory Okon Abia	Community Secondary School, Eyoabasi, Oron	3rd

CHEMISTRY

NAME	SCHOOL	POSITION
Okon Sunday Bassey	Methodist Senior Science College, Oron	1st
Enoch Harry Esong	Community Secondary School, Mbiakot	2nd
Wilson Bassey Peter	Odoro Ikono Secondary School, Mbiabong Ikot Udofia, Ikono	3rd

PHYSICS

NAME	SCHOOL	POSITION
Ufon Dick Urom	Northern Annang Secondary Commercial School, Utu, Etim Ekpo	1st
Mfon David Umoh	Govt Comprehensive Secondary School, Amadaka Eastern Obolo	2nd
Emem Udo Ubom	Ediene Community Secondary School, Ikot Ayan Ikono	3rd

FINE AND VISUAL ARTS

NAME	SCHOOL	POSITION
Mfon Okon Essien	State College, Ikot Ekpene	1st
Joseph William Udoka	State Sec. Commercial School, Okop Eto Road, Ikot Ekpene	2nd
Affiong Victor Bassey	Cornelia Connelly College, Afaha Oku, Uyo	3rd

“Good teachers know how to bring out the best in students”.
- Charles Kuralt

2015

ANNUAL TEACHERS' AWARD FOR EXCELLENCE

THE TEACHER AND HIS PRODUCTS



Mr. Kayode Komolafe
Chairman of Occasion

It is, perhaps, appropriate to begin these brief remarks on an important occasion such as this by quoting from a survey on the condition of teaching in Africa.

"The status of the teaching profession in Africa is low. Recruitment has been haphazard, while training has been inadequate. The teacher often does not get a salary which keeps him contented or enables him to maintain standard of life comparable to that of others having the same qualification. He often has to work in conditions, which would daunt the bravest of spirits... For a long time the teaching profession has been for many Africans a means to an end rather than an end in itself: it provided an avenue to higher education. The African teacher joined the profession not out of exalted sense of vocation, but rather as a necessity..."

It may, therefore, interest you that 40 years earlier, a former minister of education, Professor Babs Fafunwa, wrote a book entitled *New Perspectives in African Education* in which he made a passionate case for a "revolution in scientific education." Incidentally, teacher education was one of the areas in which Fafunwa

recommended that this revolution should take place. And the argument he made in 1967 is still relevant today. Fafunwa, a foremost theorist of education, lamented then the "lot of teachers" as we would do today. He observed: "Yet the services of the teachers are indispensable to a nation, for they, unlike any other professional group, influence in no small measure the lives of the nation's youth and the nation's future. Poorly trained teachers will produce poorly trained doctors, lawyers, engineers, architects and the like; indeed, the teachers directly influence the quality and quantity of services provided by all other trades and professions. Poor teachers tend to reproduce their own kind just as good teachers tend to reproduce their own kind." So, it could not be for lack of a theoretical articulation of the issues that education policies in the last five decades have failed abysmally to advance the status of the all-important tribe of workers and professionals in our society – the teachers.

A nation that wants good products from its schools must pay adequate attention to the quality of teachers.

Excerpts of a speech by Mr Kayode Komolafe on the occasion of the 2015 Teachers' Award for Excellence.

TEACH OUR CHILDREN TO RISE!



His Excellency, Mr. Udom Emmanuel
Guest Speaker

It is a great honor for me to deliver, on behalf of the Government and good people of Akwa Ibom State, the keynote address at this very important forum of the celebration of teachers. Eight years ago, the Inoyo Toro Foundation began this patriotic and noble exercise. Every succeeding year, the crème de la crème of our society gather, at their behest, to give our teachers a sense of worth. But there is something different and unique about this year's event. What is unique and what is different? I, the proud son of teachers, stand in your midst today to give the keynote speech and lead this celebration of teachers.

We live in a time when we celebrate the superstructures; and neglect to know that without the substructure, they can be no superstructures. We pay tribute to the political irokos of our time, but forget that their roots are the teachers who moulded and fashioned them for success. Therefore, we commend the Inoyo Toro Foundation for digging under the pile to unveil the truth we rarely face. The truth that we owe a debt of gratitude to our teachers for what we are today.

The theme of this year's award is a little flattering to me. It is, "Udom Emmanuel in the Eyes of a 13 year old - History and Importance of Education and Why Teachers Need Be taken Seriously". At 13 I was still under the watchful eyes of my parents, who were both teachers. They steered us in the paths of righteousness and I had a clear sense of identity and strong faith in God.

Distinguished ladies and gentlemen, permit me to point out that you are the testimonies that education is important. Education breeds knowledge, knowledge breeds confidence, confidence breeds hope; hope of a better future; hope of a better country; hope of a better you. Hope is the vehicle, which drives you to heights of great attainments.

We need teachers like this as co-drivers of our Dakkada Campaign. We need teachers who would think like the Good Samaritan and lift our children up. Such teachers will always be celebrated. Their students will celebrate them. The society will celebrate them. History will celebrate them. Heaven will celebrate. Today, we celebrate them.

Excerpts of a speech by His Excellency, Mr. Udom Emmanuel, the Executive Governor of Akwa Ibom State on the occasion of the 2015 Teachers' Award for Excellence.

2015**WINNERS OF ANNUAL TEACHERS' AWARD FOR EXCELLENCE****ENGLISH**

NAME	SCHOOL	POSITION
		1st
Silvanus George	Methodist Secondary School, Ibiaku Issiet, Uruan	2nd
Nse Isaac Ukpung	Community Sec. Grammar School, Ikot Essien, Ibesikpo Asutan	3rd

MATHEMATICS

NAME	SCHOOL	POSITION
		1st
		2nd
Ibidu Nsidibe-Abasi A.	Abiakpo Community Compreh. Sec. School, Ikot Ukana, Obot Akara	3rd

BIOLOGY

NAME	SCHOOL	POSITION
Imaobong Ekaete Ekaete	Christian Secondary School, Uyo	1st
Josh Charles Amadak	Presbyterian Senior Science School, Ididep, Ibiono Ibom	2nd
Mfon Sunny Udom	Christian Secondary School, Uyo	3rd

CHEMISTRY

NAME	SCHOOL	POSITION
Aniefiok Asukwo Ekanem	Community Secondary School, Ikot Usen, Ibiono Ibom	1st
Joseph Anna Ubon	Comprehensive Secondary School, Ikot Uneke, Ibiono Ibom	2nd
Enyenekere Brown Owoh	St. Mary's Science College, Ediene-Abak, Abak	3rd

PHYSICS

NAME	SCHOOL	POSITION
David Ufot Jacob	Community Secondary Commercial School, Ikot Okubo, Uyo	1st
Aniekan Effiong Umoh	State Secondary Commercial School, Okop Eto Road, Ikot Ekpene	2nd
Nseobong Marcus Udoh	Western Annang Secondary Commercial School, Ukanafun	3rd

ECONOMICS

NAME	SCHOOL	POSITION
Kubiat Bassey Umo	Community Secondary School, Ikot Usen, Ibiono Ibom	1st
Edet Linus Enefiok	Methodist Secondary School, Ibiaku Issiet, Uruan	2nd
Akpanoyoro Mbuotidem John	Community Secondary Commercial School, Eka Obong, Etim Ekpo	3rd

FINE AND VISUAL ARTS

NAME	SCHOOL	POSITION
Anthony Enefiok Bassey	Community Sec. Commercial School, Ikot Ekpeyak Ikono, Uyo	1st
Victor Monday Bassey	Community Secondary Commercial School, Ikot Oku Ikono, Uyo	2nd
Ifiok Ekong	West Itam Secondary School, Ekit Itam, Itu	3rd

2016

ANNUAL TEACHERS' AWARD FOR EXCELLENCE



Mr. Edo Ukpung
Chairman of Occasion

TEACHERS ARE BEST PLACED TO DRIVE DEVELOPMENT

A warm welcome to all of you who have graciously availed this ceremony of your esteemed presence. It is an honour to be asked by the organizers to chair this 9th edition of the Inoyo Toro Annual Teachers' Award in Akwa Ibom State. This is my eighth time of attending this ceremony and I recognized, from the onset, the importance of this laudable initiative and the need for all of us in our own different ways to support any effort that will uplift the teaching profession. Indeed, the theme of my remarks will focus on different ways we all can lend some form of support or the other.

It does not take a genius to recognize that education is the most important component of development in any society. Similarly, it should be obvious to all, that teachers drive the education

sector. Indeed as one seasoned educationist pointed out some years ago, our governments make the mistake of equating the erection or renovation of classrooms with improvement in education whereas it is better to have good teachers teaching under a tree than students in well-constructed classrooms with no teachers or poorly trained teachers. Indeed, teachers by the nature of their role in society are the most impactful change agents. Teachers, are best placed to drive development in society in as much as it is their students who will eventually be charged with administration of all aspects of societal coexistence. The output to society in terms of quality of governance and coexistence in all ramifications, will obviously be tied to the quality of education in the society. So, if we recognize that teachers play such a pivotal role in society, why are we not treating them better?

Excerpts of a speech by Mr Edo Ukpung on the occasion of the 2016 Teachers' Award for Excellence.

EDUCATION IS A CREATOR OF OPPORTUNITIES



Mr. Phillip Iheanacho
Guest Speaker

I was born in Lagos; my father is obviously from the East while my mother is British. I was born in 1965 and for most of you who are a bit older, you will remember, that was before the war. My parents stressed education as a priority and I only got to know the importance of education when I grew older and that is partly the reason why I am here today. I was privileged to have a good education. In 1983, I applied for admission to twelve Universities in the United States and was fortunate to be offered admission into all of them which came as a surprise to me. I decided to attend Stanford University in California to read either Computer science or Physics as my best subjects were the Sciences.

One of the things I can say about my life is never really knowing what I wanted to do or having a great plan of any sort, but learning over time what things I enjoyed and what things I was passionate about. There is nothing wrong with not knowing what you want to do and there is nothing wrong with exploring many things, the key is to explore and follow your passion, and that will,

in my view, lead to happiness.

I will like to finish with why I passionately believe that education is critical. Education matters because it teaches you how to use the powerful weapon that a human being has, that weapon is a tool and that tool is your mind. The only way you can understand how to use that tool is through education. Education is also the creator of opportunities in a meritocratic society. The opportunities that education creates in opening doors gives us reasons to seek for some qualities in the higher people we are looking to which are: discipline, hard work and intelligence, but education is the best measure of those qualities. So as the creator of opportunities, there is nothing greater than education.

Excerpts of a speech by Mr Philip Iheanacho on the occasion of the 2016 Teachers' Award for Excellence.

2016

WINNERS OF ANNUAL TEACHERS' AWARD FOR EXCELLENCE

ENGLISH

NAME	SCHOOL	POSITION
Caroline Felix Asuquo	Community Secondary Grammar School, Ikot Ekpene	1st
Idorenyin Okon Antia	Ikono Ibom Comprehensive Sec. School, Ikot Ayan Ikono, Uyo	2nd
Godwin Sunday Ikotokpo	CDA Secondary School, Ikot Eket, Eket	3rd

MATHEMATICS

NAME	SCHOOL	POSITION
Aniekan Enefiok Okpo	Etinan Institute, Etinan	1st
Solomon Idorenyin Monday	Madonna Community Secondary School, Ikot Ekpene	2nd
William William Etukikpong	State College, Ikot Ekpene	3rd

BIOLOGY

NAME	SCHOOL	POSITION
		1st
Mbet Udoudo Ikot	Community Secondary School, Nkwot Ikot Obok	2nd
Aniebiet Dick Udoia	Western Annang Secondary Commercial School, Ukanafun	3rd

CHEMISTRY

NAME	SCHOOL	POSITION
		1st
Idongesit Aloysius Nkorok	St. Mary's Science College, Abak	2nd
Mfonobong Enefiok Umo	Etinan Institute, Etinan	3rd

PHYSICS

NAME	SCHOOL	POSITION
Blessed Peter Sunday	Secondary School Ibotio/Ndon, Mkpato Enin	1st
Idem Udo Udo	Community Secondary Commercial School, Ukana East	2nd
Gabriel Etim Udom	State College, Ikot Ekpene	3rd

ECONOMICS

NAME	SCHOOL	POSITION
Richard Akpan Udo	Ediene Community Secondary School, Ikot Ayan	1st
Uke Augustine Friday	St. Augustine Secondary School, Urua Inyang, Ika	2nd
Effiong Okon Bassey	Community Secondary Commercial School, Udessi, Mbo	3rd

FINE AND VISUAL ARTS

NAME	SCHOOL	POSITION
Emmanuel Effiong Etebong	Etinan Institute, Etinan	1st
Trust Peter Etukudoh	Lott Carey Baptist Secondary School, Afaha Obio Eno	2nd
Inyang Sunday Inyang	Comprehensive Secondary School, Ediene, Abak	3rd

GRAND MENTOR TEACHERS' AWARDS

After two years of recording commendable level of success in the drive towards achieving its vision, and determined to stay tenacious in its drive towards set goals, the Inoyo Toro Foundation rolled out another initiative called the “Grand Mentor Teachers' Awards” (GMTA). The GMTA is designed to challenge all winning teachers, past and present, to reproduce such excellence in their colleagues through effective mentoring. The successful mentor is then recognized in another award, the “Grand Mentor Teachers' Award”.

The Grand Mentor Teachers' Award is open to only past and present winners of the Teachers' Award for Excellence. The eligible teachers are required to adopt a minimum of 4 and maximum of 7 teachers in their subject area. Thereafter, they are required to register their mentor group with the names and details of the teachers on the group. They are to submit the mentoring group work plan and activities to the Foundation quarterly. This will

thereafter be monitored and verified by the Foundations Screening Committee.

The criteria for selecting the final GMTA recipient include:

- The combined average score of 4 top members of the mentoring group
- Evidence of activity in the mentoring group throughout the year,
- The individual score of the leader of the mentoring group who is being considered for the GMTA
- Any other special or distinct contribution by the grand mentor towards furthering the objective of the Foundation beyond teaching in class or mentoring a fellow teacher.

Through this initiative, the mentors will get other teachers to win the Annual Teachers' Award while they will graduate to participate in the Grand Mentors Teachers Award category in which the winner gets a prize of ₦500,000.



Mr. Bassey Umoh of Seven Energy (middle) with winners of 2016 Grand Mentor Teachers' Award for Biology (left); Mathematics (second left); Physics (second right); and English Language (right).

LIST OF GRAND MENTOR WINNERS

2016

Subject	Name	School
English Language	Patricia Cletus Effiong	Uyo High School, Uyo
Mathematics	Regina John Udo	State College, Ikot Ekpene
Physics	Ufon Dick Urom	Northern Annang Sec. Comm. School, Utu, Etim Ekpo
Biology	Noah Cyril Noah	Community Sec. Grammar School, Ikot Akpabio, Etinan
Chemistry		

2015

Subject	Name	School
English Language	Stephen Abia	Community Secondary School, Ikot Usen, Ibiono Ibom
Mathematics	Enefiok Etim Essang	Community Secondary Commercial School, Ikot Okubo, Uyo
Physics	Inyangudo, Ephraim Jacob	Comprehensive Secondary School, Ikot Ekenam, Oruk Anam
Biology	Umoh Nse Sunday	Community Secondary School, Obio Ediene, Ikono
Chemistry	Friday Innocent Ben	St. Augustine's Secondary School, Urua Inyang, Ika

2014

Subject	Name	School
English Language		
Mathematics	Nsikak Iyire	Amayam Community Sec. School, Mbiaso, Ikot Ekpene
Physics	Inyang Akpan Basil	Secondary School, Ukam Mkpato Enin
Biology		
Chemistry	Emmanuel Okon Emmanuel	Qua Iboe Church Secondary School, Minya, Mkpato Enin

2013

Subject	Name	School
English Language	Mary Joseph Okon	Presbyterian Senior Science College, Ididep
Mathematics	George Udeme Friday	Community Secondary School, Etok Uruk Eshiet, Etim Ekpo
Physics	Akpan Friday Sandy	Comprehensive Secondary School, Ediene Abak
Biology	Akpabio Steve John	Cornelia Connelly College, Uyo
Chemistry	Udiong Daniel Sunday	St. Augustine Secondary School, Urua Inyang, Ika

2012

Subject	Name	School
English Language	Irene Ironbar Essien	Irene Ironbar Essien
Mathematics		
Physics	Aniefiok Douglas Akpan	Community Secondary School, Odoro Atan, Ikot Abasi
Biology	Michael Thompson Udofia	St Mary Senior Science College, Abak
Chemistry	Udoh Cyprian Patrick	Ikpa Ibom Comprehensive Secondary School, Mkpato Enin

2011

Subject	Name	School
English Language		
Mathematics	Okpo Aniekan Enefiok	Etinan Institute, Etinan
Physics	Udoh Okon Akpakpan	St Mary's Senior Science College, Ediene, Abak
Biology	Edentekhe Iquo Abang	Methodist Senior Science College, Oron
Chemistry	Umo Mfonobong Enekiok	Etinan Institute, Etinan

"The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires".

- William Arthur Ward



Considering the fact that not all schools have good laboratories, how do you then compare teachers from schools that have good

laboratories with those from schools that don't?

Yes! If you are teaching a science subject, for example, Chemistry, there is something we call improvised laboratory. You cannot go to the WAEC level without a laboratory. It may not be well equipped as other schools which are well-funded or which have been established overtime, but you must have a laboratory. That laboratory is inspected by WAEC before they administer their exam to you or to your school, and so even if that doesn't happen, a Chemistry or Physics, or Biology teacher is expected to improvise. I was a teacher too and we were taught how to improvise or mimic a standard lab. We expect a teacher who is going to win a prize to have that kind of intelligence, because the prize is not a giveaway. Even when we compare a school at a certain place with another school, we are conscious of that. We are conscious of the fact that not all schools have the same facilities but students should be exposed to similar things - things that look like standard facilities.

"The main challenge is accessing the schools to carry out the screening: challenge of mobility. We spend a lot hiring vehicles to help us get around the different schools in the state. Some of the terrains we cover are not very motor-able, especially during the rainy season".

What are the challenges faced by the committee in the screening process?

First, the teachers not coming out on time, and we try to be very strict on that. We try to give you time to come out from where you are even if you are from Eastern Obolo or from Nkari in Ini. If you don't, then you are cut off from the screening exercise. The main challenge is accessing the schools to carry out the screening: challenge of mobility. We spend a lot hiring vehicles to help us get around the different schools in the state. Some of the terrains we cover are not very motorable, especially during the rainy season. We are hoping that during this 10th anniversary somebody will donate, for example, a Hilux van for the Foundation's programme. I know too that we have problems getting to the venue of radio station that hosts the Inoyo Toro Radio Show because of the nature of the road. The other things are things we try to get through with. Our work is

voluntary so when we bring some consultants from the University to set the test, we need to give them something to help with their transportation.

You work extensively with the Ministry of Education and the State Secondary Education Board, how cooperative have they been?

Very cooperative! The principals cooperate a lot with us. The Ministry does, so also the State Secondary Education Board (SSEB). In fact, when we visited the Commissioner for Education, the Permanent Secretary of Ministry was there. They were so excited about the work of the Foundation and they said they could sponsor some subjects. We were glad about that. One of the directors of the SSEB is on our committee and that facilitates getting to schools very easily. Knowing that somebody from the state is coming will make the Principals to sit up and know it is a serious matter.

This year, the Foundation is debuting the Principals' Award, could you talk more on this?

The Principals' award is something that has been on from the days of Prof. Mbipom, but somehow we were looking at the modalities of assessment. Somehow, God helping us we have now drafted some modalities for assessment. During the 2016 Awards, someone opted to sponsor the Principals' Award - the person said we should look at the Principals. So we started the process to check how the principals carry out with their work.

Are they some who can qualify to be appreciated for the work they do?

The essence is to know if the principal is doing his or her work in the school. If the principal is doing his work, then the staff will sit up. Then the students will also have no excuse. Things will move on. Staff will deliver and the student will accept to learn. Then we make recommendation to the board that some persons have qualified and can be awarded. We hope that this might be expanded later. We are just starting so we can begin with one person, later more people would be involved. It's a worthwhile award. That can help some principals to sit up.

Based on your experience as the Chairman of the Screening Committee, are there things that you think would need to be improved upon?

Well, I can't remember one now. But you know as we get on we also anticipate improvement. We also anticipate that we need to get higher and better, refined in our approach perhaps. Maybe the mentoring programme needs to be improved upon. This is because sometimes, contacts with the school or students are made only once in a year. The mentors need to have contacts with the students over time, preferably, at least 3 times in a year.

INOYO TORO FOUNDATION FACILITATES THE PARTICIPATION OF PUBLIC SCHOOL TEACHERS AT THE NIGERIAN INTERNATIONAL SCHOOLS' CONFERENCE



The Akwa Ibom State Commissioner for Education, Pastor Paul Udofia (4th from left) with the teachers

In keeping with its tradition of building capacity of teachers, the Inoyo Toro Foundation in conjunction with the Akwa Ibom State Government facilitated the participation of 23 teachers from selected public secondary schools at the State at the Nigerian International Schools' Conference which held at the American International School, Lagos. The selected teachers were the winners of the 2016 Annual Teachers' Award of Excellence.

At arrival in Lagos, the group was received and hosted to a dinner at Eko Hotel & Suites, Victoria Island. The dinner event was hosted by Mr. Kufre Ekanem of Nigerian Breweries Bottling Company. The Commissioner for Education in Akwa Ibom State, Pastor Alexander Udofia was also on ground to receive the teachers.

The conference commenced on the 29th of April 2017 and the theme for the conference was "Building a Positive School Culture". In his Keynote Address, the Superintendent of the American International School, Mr. Gregory Rayl, emphasized the importance of harboring a positive culture in schools. He further reiterated that a positive culture

consists in a respectful environment, where staff are always learning and collegial, students are engaged and there is a clear focus /vision that is recognized by students, parents and staff. The conference also had training sessions where teachers from participating schools were trained on various ways of creating and nurturing positive culture in their respective schools. The training was well received by the teachers who were all given certificates of participation.

At the end of the conference, some of the teachers expressed their delight on the opportunity given to them by the Foundation, and pledged to make good use of all they had learnt. Mrs. Idorenyin Okon Antia, a participating teacher from Ikono Ibom Comprehensive Secondary School, Ikot Anyan, Ikono, noted that a spark was brought into her life and rekindled her passion for teaching. The teachers returned to Akwa Ibom State on 30th April, 2017.

The Inoyo Toro Foundation expresses its appreciation to the Akwa Ibom State government for its support especially in the sponsorship of the Akwa Ibom State teachers' delegation to the Nigerian International School Conference (NISC 2017) in Lagos.

"It is the supreme art of the teacher to awaken joy in creative expression and knowledge".
- Albert Einstein

WINNERS OF 2016 ANNUAL TEACHERS' AWARD FOR EXCELLENCE TRAINED ON EFFECTIVE MENTORING



The Inoyo Toro Foundation organized a training for the awardees of the 2016 Annual Teachers' of Excellence Awards. The training was held on the 4th of February, 2017 at Luton Part Hotel in Uyo and was facilitated by Mr. Usen Udoh. The objective of the training was to equip teachers with necessary tools that could be harnessed to mentor other teachers and thus create a cycle of excellence in teaching. In addition, the training was to create a trickle-down effect in terms of providing improved learning outcomes to students. The training was done in four phases. In the first phase, the participants were made to understand the role of mentors, best practices, associated problems, benefits, as well as limitations in mentoring.

In the second phase, the focus was on understanding the mentoring structure and identifying the structure that best suits each participant. In addition, issues of managing

relationships with their mentees and attributes that are important for effecting mentoring were handled.

In the third phase of the training program, a charge was thrown at the teachers to ascertain their understanding of key mentoring methods and techniques. The need to be familiar with different mentoring tools for preparation of mentor/mentee assessment was also emphasized at this stage.

In the final stage of the training, the teachers were taught the fundamentals of effective mentoring. They were advised to use topics developed at the training in the course of mentoring other teachers to replicate excellence in teaching. At the end of the training, the trainees expressed delight at the opportunity given to them by the Foundation, and pledged to utilize the knowledge gotten from the training to mentor other teachers.

"Let us remember: One book, one pen, one child, and one teacher can change the world".

- Malala Yousafzai

Inoyo Toro Foundation Partners with Seven Energy to Promote Environmental Education and Awareness in Public Secondary Schools



A cross section of the Seven Energy team, ITF team, Principals and Club coordinators

The Inoyo Toro Foundation in partnership with Seven Energy Exploration and Production Ltd has started a new campaign in public secondary schools in Akwa Ibom State. The project is tagged “Environmental Awareness Project in Akwa Ibom State Public Secondary Schools”. The project commenced with 7 secondary schools:

- Girls High School, Ikot Ibiok, Eket LGA
- Edor Secondary School, Edor, Esit Eket LGA
- Community Secondary Commercial School, Odoro Atan, Ikot Abasi LGA
- Community Secondary Commercial School, Ikot Ebiere, Onna LGA
- Mary Hanney Secondary School, Oron LGA
- Community Secondary School, Udung Uko, Udung Uko LGA
- Ubodung Community Secondary School, Oruko, Urue-Offong Oruko LGA

The primary objective of the project is to engage and educate the students on environmental safety, and to create a sustainable economic environment that will deliver improved standard of living for all. It will educate the students on how to interact with their environment and how to

preserve the natural resources around them. It will further enlighten the students on how issues and problems arise in their environment and the roles they should play towards finding solutions to these problems.

The planning phase of the project began with an inaugural meeting on the 2nd of March, 2017 at the Foundation's office complex at Ultra-Fit, Ewet Housing Estate, Uyo. In attendance were Patricia Akinlotan, Senior Manager, Shared Business Support, Seven Energy; Nkoyo Etuk, Manager CSR, Seven Energy; and Roland Uye also of Seven Energy. Representing the Foundation at the meeting was Idorenyin Mbang, a Consultant with the Foundation and Imo Bassey. Also in attendance were the Principals of four of the selected schools alongside a teacher from each school who anchors the program in their respective schools.

The pilot phase of the campaign is designed to facilitate understanding on the best approach to be adopted to enable scale-up to all public secondary school in Akwa Ibom State.

“A good teacher can inspire hope, ignite the imagination, and instill a love of learning”.

- Brad Henry

LIST OF MENTORS - 2009

MENTOR	SCHOOL
Dr. Ini Urua	Union Secondary School, Ibiaku, Ibiono Ibom
Mr. Usen Udoh	St. Mary Senior Secondary Commercial School, Ikot Nseyen, Ikono
Mr. Nsikan Usoro	Government Secondary School, Afaha-Eket, Eket
Mr. Isong Isang	Etinan Institute, Etinan
Mr. Bassey Abia-Bassey	Methodist Boys' High School, Oron
Mr. Isaac Idorenyin	Community Secondary Grammar School, Ikot Itina, Etinan
Ms. Susan Eshett	Ibeno Grammar School, Upenekang, Ibeno
Mr. Ani Umoren	Holy Family Secondary School, Ediene Abak, Abak
Mr. Etim Amana	Christian Technical School, Oyubia
Mr. Edo Ukpong	Archibong Memorial Grammar School, Ikono
Mr. Uko Udom	Community Secondary School, Asuna
Dr. Dominic Ukpong	St. Francis Secondary School, Ikot Ataku, Eket
Mr. Antai Effiong	Comprehensive Secondary School, Eyo-Abasi, Oron
Ms. Affiong Amana	Mary Hanney Secondary School, Oron
Ms. Elizabeth Essien	Technical College, Ikot Abia Idem, Ikot Ekpene
Arc. Ime Ekpo	Salvation Army Secondary School, Akai-Ubium, Nsit Ubium
Mr. Charles Udoh	Offot Ukwa Secondary Grammar School, Obio Offot, Uyo.

LIST OF MENTORS - 2010

MENTOR	SCHOOL
Mr. Isaac Idorenyin	Community Secondary Grammar School, Ikot Itina, Etinan
Ms. Idongesit Etiebiet	Cornelia Connelly College, Uyo
Dr. Isang Iwot	Community Secondary Commercial School, Odoro Atan, Ikot Abasi
Mr. Usoro Usoro	Comprehensive Grammar School, Asong, Mkpato Enin
Shalom Ubong	St. Theresa Secondary School, Etinan
Dr. George Akpan	Ikono Ibom Comprehensive Secondary School, Ikot Ayan Ikono, Uyo
Dr. Ini Urua	Union Secondary School, Ibiaku, Ibiono Ibom
Mr. Nsikan Usoro	Government Secondary School, Afaha Eket, Eket
Ms. Susan Eshett	Ibeno Grammar School, Upenekang, Ibeno
Ms. Rita Umoren	Community Secondary School, Nkek Ukanafun
Mr. Nkekere Udom	Western Annang Secondary Commercial School (WASCO), Ukanafun
Ms. Elizabeth Essien	Ikot Ekpene Community Secondary School, Ikot Abia Idem, Ikot Ekpene
Charles Edelduok	Secondary School, Ikot Ebere, Onna LGA
Aniekian Ukpanah	Obong Christian High School, Obong Ntak, Etim Ekpo
Mr. Edo Ukpong	Archibong Memorial Grammar School, Ikono
Mr. B. J. Umo	Community Secondary School, Edem Urua
Charles Udoh	Offot Ukwa Secondary School, Uyo

2010

MENTORS WITH THEIR STUDENTS



Students of Offot Ukwa Secondary School, Uyo and their mentor Mr. Charles Udoh



Students of Union Secondary School, Ikono and their mentor, Dr. Ini Urua (Centre)



Student of Secondary School, Ikot Ebere, Ona and their mentor, Mr. Charles Edelduok (Center)



Student of Ikono Ibom Comp Sec. School, Ikot Ayan, Ikono, Uyo and their mentor, Dr. George Akpan (3rd from left)



Students of Govt. Secondary School, Afaha Eket and their mentor, Mr. Nsikan Usoro (Center)



Students of Cornelly College, Uyo and their mentor, Mrs. Idongesit Etiebet (Center)



Students of Community Sec. School, Nkek, Ukanafun and a representative of their mentor, Dr. Mrs. Iton (4th from right)



Students of Community Secondary Grammar School, Odoro Atan, Ikot Abasi and their mentor Dr. Isang Iwot (4th from left)

LIST OF MENTORS - 2011

MENTOR	SCHOOL
Nkekere Udom	Western Annang Secondary Commercial School (WASCO), Ukanafun
Blaise Namso	Comprehensive Secondary School, Afaha Obong, Abak
Nsikan Usoro	Government Secondary School, Afaha Eket, Eket
Elizabeth Essien	Community Secondary School, Ikot Abia Idem, Ikot Ekpene
Usen Udoh	St. Mary's Secondary Commercial School, Ikot Nseyen, Ikono
Usoro Usoro	Comprehensive Grammar School, Asong, Mkpato Enin
Isaac Idorenyin	Community Secondary Grammar School, Ikot Itina, Etinan
UFOK*	St. Francis Secondary School, Ikot Ataku, Eket
UFOK*	St. Columbanus Secondary School, Ikwen, Obot Akara
UFOK*	Holy Trinity Secondary School, Mbiakong, Uruan
Dr. Godfrey Akro	Regina Coeli Secondary School, Essene, Ikot Abasi
Charles Edelduok	Onna People's High School, Onna
Shalom Ubong	St. Theresa Secondary School, Etinan
Susan Eshett	Secondary Grammar School, Akai Ubium
Arc. Ime Ekpo	Salvation Army School, Akai Ubium
Dr. Ini Urua	Union Secondary School, Ibiaku, Ibiono Ibom
Mr. Edo Ekpong	Ndiya Comprehensive School, Ndiya, Ikono

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2011

MENTORS WITH THEIR STUDENTS



Dr. Godfrey Akro (sitting 1st from left) with students of Regina Coeli Secondary School, Esene, Ikot Abasi



Mr. Edo Ekpong (m) with students of Ndiya Comprehensive Secondary School, Ndiya, Ikono



Mr. Usen Udoh (m) with students of St. Mary Secondary Commercial School, Ikot Nseyen, Ikono.



Mr. Blaise Namso with students of Comprehensive Secondary School, Afaha Obong, Abak

LIST OF MENTORS - 2012

MENTOR	SCHOOL
Nsikan Usoro	Government Secondary School Afaha Eket, Eket
Usen Udoh	St. Mary Secondary Commercial School, Ikot Nseyen, Ikono
Usoro Usoro	Comprehensive Grammar School, Asong, Mkpato Enin
Isaac Idotenyin	Community Secondary Grammar School, Ikot Itina, Etinan
Ufok*	Government Technical School, Ewet, Uyo
Ufok*	Methodist Senior Science College, Oron
Ufok*	Ikpe Community Secondary School, Ibam Edet, Ini
Charles Edelduok	Oniong West Community Secondary School, Ikot Edo, Onna
Shalom Ankoh	St. Theresa Secondary School, Edem Ekpato, Etinan
Susan Eshett	Secondary Grammar School, Ibeno
Arc. Ime Ekpo	Salvation Army School, Akai Ubium, Nsit Ubium
Dr. Ini Urua	Union Secondary School, Ibiaku, Ibiono Ibom
Mr. Edo Ukpong	Ndiya Comprehensive School, Ndiya, Ikono
George Akpan	Ikono Ibom Comprehensive Secondary School, Ikot Ayan Ikono, Uyo
Ubong Akpan (Esq.)	Ikono Annang Comprehensive Secondary School, Nkwot Ikono, Etim Ekpo
Kafayat Oluwa	Girls' High School, Ikot Ibiok, Eket
Mrs. Lakshmi Tombush	St. Francis Secondary School, Ikot Ataku, Eket
Elizabeth Essien	Community Secondary School, Ikot Abia Idem, Ikot Ekpene
Rita Umoren & Dr. Elsie Ifon	Community Secondary School, Nkek, Ukanafun
James Utiaruk	SS Peter & Paul Comprehensive College, Ibeno

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2012

MENTORS WITH THEIR STUDENTS



Kafayat Oluwa (Centre) with students of Girls' High School, Ikot Ibiok, Eket.



Cross section of students during the mentoring clinic



Interactive session with students during the mentoring clinic



Mr. Usoro Usoro (Center) with students of Comprehensive Grammar School, Asong, Mkpato Enin

LIST OF MENTORS - 2013

MENTOR	SCHOOL
Nsikak Usoro/Usoro Usoro	Government Secondary School, Afaha Eket, Eket
Usen Udoh	St. Mary Secondary Commercial School, Ikot Nseyen, Ikono
Isaac Idotenyin	Community Secondary Grammar School, Ikot Itina, Etinan
Ufok*	Government Technical School, Ewet, Uyo
Ufok*	Methodist Senior Science School, Oron
Ufok*	Ikpe Community Secondary School, Ibam Edet, Ini
Charles Edeldouk	Onion East Community Secondary School, Ikwe, Onna
Shalom Ubong	St. Theresa Secondary School, Edem Ekpai, Etinan
Dr. Ini Urua	Union Secondary School, Ibiaku, Ibiono Ibom
Mr. Edo Ukpong	Ndiya Comprehensive School, Ndiya, Ikono
George Akpan	Ikono Ibom Comprehensive Sec. School, Ikot Ayan, Ikono
James Utiaruk	SS Peter and Paul Comprehensive College, Mkpanak Ibeno
Kafayat Oluwa	Girls' High School, Ikot Ibiok, Eket
Ani Umoren	Government Secondary School, Nto Nsek, Essien Udim
Lakshmi Tombush	St. Francis Secondary School, Ikot Ataku, Eket
Charles Henry	Nsit Peoples' Grammar School, Afaha Offiong, Nsit Ibom
Dr. Chidi Eneogwe	Etinan Institute, Etinan
Nkekere Udom	Western Annang Secondary Commercial School, Ukanafun
Mfon Abia	Secondary School, Edor, Esit Eket
Ito Utuk	Adiaha Obong Secondary Commercial School, Uyo
Margaret Ighalo	Qua Iboe Church Senior Science School, Ndon Eyo, Onna
Antai Effiong	Community Secondary School, Eyo Abasi, Oron
Addax Petroleum	Mary Hanney Secondary School, Oron
Aniekan Willie	Comprehensive Secondary School, Nung Obong, Nsit Ubium
OWSD, University of Uyo Branch	Cornelia Connely College, Afaha Oku, Uyo
George Inyangette	Competent Comprehensive Secondary School, Nkara Obio, Ikono
Rita Umoren	Community Secondary School, Nkek, Ukanafun
Aniekan Ukpanah	Obong Christian Secondary School, Etim Ekpo

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"I am a teacher. It's how I define myself. A good teacher isn't someone who gives the answers out to their kids but is understanding of needs and challenges and gives tools to help other people succeed. That's the way I see myself, so whatever it is that I will do eventually after politics, it'll have to do a lot with teaching".

- Justin Trudeau (23rd and current Prime Minister of Canada)

2013

MENTORS WITH THEIR STUDENTS



Ms. Margaret Ighalo (right) with students of Qua Iboe Church Senior Science School, Ndon Eyo, Onna



Mr. Aniekan Ukpanah with students of Obong Christian Secondary School, Etim Ekpo



Mr. Emeka Obi (representing Addax Petroleum) with students of Mary Hanney Secondary School, Oron



Ms. Mfon Abia with students of Secondary School, Edor, Esit Eket



Mrs Lakshmi Tombush (4th left) with students of St. Francis Secondary School, Ikot Ataku, Eket



Mr. Idotenyin Isaac with students of Community Secondary Grammar School, Ikot Itina, Etinan



Mr. Richard Esin with students of St. Theresa Secondary School, Edem Ekpat, Etinan



Mr. Nkekere Udom (3rd left) with students of Western Annang Secondary Commercial School, Ukanafun

LIST OF MENTORS - 2014

MENTOR	SCHOOL
Nsikan Usoro/Usoro Usoro	Asong Community Secondary School, Asong, Mkpato Enin
Isaac Idotenyin	Community Secondary Grammar School, Ikot Itina, Etinan
Ufok*	Ekparakwa Community High School, Ekparakwa, Oruk Anam
Ufok*	Community Secondary Commercial School, Ikot Uso Ekong, Eket
Ufok*	East Itam Community Comprehensive Secondary School, Itu
Charles Edelduok	Oniong East Community Secondary School, Ikwe, Onna
Shalom Ubong	St. Theresa Secondary School, Edem Ekpato, Etinan
Dr. Ini Urua	Union Secondary School, Ibiaku, Ibiono Ibom
Mr. Edo Ukpang	Ndiya Comprehensive Secondary School, Ndiya, Ikono
George Akpan	Ikono Ibom Comprehensive Secondary School, Ikot Ayan Ikono, Uyo
James Utiaruk	SS Peter & Paul Comprehensive College, Mkpanak, Ibeno
Kafayat Oluwa	Girls' High School, Ikot Ibiok, Eket
Ani Umoren	Government Secondary School, Nto Nsek, Essien Udim
Charles Henry	Nsit People Grammar School, Afaha Offiong, Nsit Ibom
Dr. Chidi Eneogwe	Etinan Institute, Etinan
Mfon Abia	Secondary School, Edor, Eket
Ito Utuk	Adiaha Obong Secondary Commercial School, Uyo
Margaret Igalo	Qua Iboe Church Senior Science School, Ndon Eyo, Onna
Antai Effiong	Community Secondary School Eyo Abasi, Oron
Aniekan Willie	Comprehensive Secondary School, Nung Obong, Nsit Ubium
George Inyangett	Competent Comprehensive Secondary School, Nkara Obio, Ikono
Rita Umoren	Community Secondary School, Nkek, Ukanafun
Aniekan Ukpang	Obong Christian Secondary School, Etim Ekpo
Arc. Ime Ekpo	Salvation Army Secondary School, Akai Ubium, Nsit Ubium
Aniekan Etiebiet	Nigerian Christian Secondary School, Ukpom Abak, Abak
Justin Ezeala	St. Mary's Senior Science College, Ediene, Abak
Elizabeth Ene	Community Secondary School, Udung Uko, Udung Uko
Mr. Atiba Adeboyega	Independence High School, Ukana, Essien Udim
Capt. Ita Itabina	Community Secondary School, Eyo-osung, Udung Uko
Inyang Effiong	Federal Government College, Ikot Ekpene
Mfon Udom	Community Secondary School, Asuna, Etinan
Bassey Umoh	Ibiono Community High School, Edem Urua, Ibiono Ibom
Esomoh Effiong	Community Secondary School, Ukuko, Urue Offiong/Oruko
William Morgan	Holy Family College, Abak
Nkekere Udom	Western Annang Secondary School Commercial School, Ukanafun
Capt. Abiola Oshodi	Secondary Grammar School, Ibeno
Capt. Andrew Enahoro	Uyo High School, Uyo.

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2014

MENTORS WITH THEIR STUDENTS



Aniekan Etiebet (centre) students of Nigerian Christian Secondary School, Ukpom Abak, Abak LGA



Mr Ephraim Etokudo (representing UFOK) with students of Ekparakwa Community High School, Ekparakwa, Oruk Anam



Ms. Emem Dominic (Middle), representing the mentor for Adiaha-Obong Secondary School with students of the School



Umar Mohammed (centre) students of Secondary Grammar School, Ibeno and a representative of their mentor



Mr. Mfon Udom with students of Community Secondary School, Asuna, Etinan



Capt. Ita Itabina (5th Right) and Wife (4th Left) with students of Community Secondary School, Eyo-osung, Udung Uko



Ms. Rita Umoren with students of Community Secondary School, Nkek, Ukanafun



Mr. Esomoh Effiong with students Community Secondary School, Ukuko, Urue Offong/Oruko

LIST OF MENTORS - 2015

MENTOR	SCHOOL
Nsikan Usoro/Usoro Usoro	Government Secondary School, Afaha Eket, Eket LGA
Isaac Idotenyin	Community Secondary Grammar School, Ikot Itina, Etinan LGA
UFOK*	Ekparakwa Community High School, Ekparakwa, Oruk-Anam LGA
UFOK*	Community Secondary Commercial School, Ikot Uso Ekong, Eket
UFOK*	East Itam Community Comprehensive Secondary School, East Itam, Itu
Charles Edelduok	Secondary School, Okat, Onna LGA
Shalom Asuquo	St. Theresa's Secondary School, Edem Ekpat, Etinan LGA
Dr. Ini Urua	Union Secondary School, Ibiaku, Ibiono Ibom
Mr. Edo Ukpog	Ndiya Comprehensive School, Ndiya, Ikono LGA
Dr. George Akpan	Ikono Ibom Comp Sec School, Ikot Ayan Ikono, Uyo LGA
James Utiaruk	Secondary Grammar School, Ukpenekeang, Ibeno
Kafayat Oluwa	Girls High School, Ikot Ibiok, Eket LGA
Ani Umoren	Government Secondary School, Nto Nsek, Essien Udim LGA
Charles Henry	Nsit People's Grammar School, Afaha Offiong, Nsit Ibom LGA
Dr. Chidi Eneogwe	Etinan Institute, Etinan LGA
Nkekere Udom	Western Annang Secondary Commercial School, Ukanafun LGA
Mfon Abia	Secondary School, Edor, Eket LGA
Ito Ifeduba	Adiaha Obong Secondary Commercial School, Uyo LGA
Margaret Ighalo	Qua Iboe Church Senior Science School, Ndon Eyo, ONNA LGA
Antai Effiong	Community Secondary School, Eyo Abasi, Oron LGA
Aniekan Willie	Comprehensive Secondary School, Nung Obong, Nsit Ubium LGA
George Inyangette	Competent Comprehensive Secondary School, Nkara Obio, Ikono LGA
Aniekan Ukpanah	Obong Christian Secondary School, Etim Ekpo LGA
Arc. Ime Ekpo	Salvation Army Secondary School, Akai Ubium, Nsit Ubium
Justin Ezeala	St. Mary's Science College, Ediene-Abak, Abak
Capt Abiola Oshodi	Ikono People's High School, Nung Ukim, Ikono
Capt Andrew Enahoro	Uyo High School
Mr. Atiba Adeboyega	Independence High School, Ukana, Essien Udim
Capt Ita Itabina	Community Secondary School, Eyo-Osung, Udung Uko LGA, Akwa Ibom
Inyang Effiong	Federal Government College, Ikot Ekpene
Uko Udom	Community Secondary School, Asuna, Etinan
Bassey Umoh	Ibiono Community High School, Edem Urua, Ibiono Ibom
Esomoh Effiong	Community Secondary School Ukuko, Urue Offong Oruko LGA
William Morgan	Holy Family College, Abak
Okon Okon	A.M.E. Zion Secondary Commercial School, Ndon Ebom, Uruan LGA
Idongesit A. Etiebet	Cornelia Connelly College, Afaha Oku, Uyo LGA
Ime Udoetuk	Comprehensive Secondary School, Ikot Ubo
Ntekpe Inoyo	Qua Iboe Church Secondary School, Ika Annang
Edet Essien	East Itam Community Comprehensive Secondary School, East Itam, Itu
Kufre Ekanem	State Secondary Commercial College, Okop Eto Road, Ikot Ekpene

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Welcome to

INOYO TORO FOUNDATION



The Inoyo Toro Foundation is pleased to welcome Mr. Aniedi Amos to its team as the new Program Administrator. Mr. Aniedi Sunday Amos graduated from Ambrose Alli University, Ekpoma with a degree in Business Administration. He obtained a Master's degree in Business Administration from Obafemi Awolowo University, Ile Ife, in 2014. He is a member of many professional bodies including, an Associate Member of Institute of Chartered Secretaries and Administrators (ACIS), an Associate Member of Institute of Financial Accountants, London (AFA), a Graduate Member of Nigerian Institute of Management (NIM) and he also holds a Professional Diploma in Corporate and Public Administration. Prior to joining the Foundation, Mr. Amos worked for many years with Institute of Chartered Secretaries and Administrators of Nigeria in different capacities, including Manager (Consultancy). Mr. Amos took over from Mr. Idorenyin Mbang who was the Program Administrator from the inception of the Foundation to 2015.

The Inoyo Toro Foundation welcomes Mrs. Imo Bassey to its team. She anchors the Mentoring Program of the Foundation. Imo has a B.Sc. in Medical Laboratory Science from the University of Calabar, Nigeria and an MBA from Ladoke Akintola University of Technology Ogbomosho. She has worked in a string of medical institutions in Nigeria, with Garki Hospital Abuja being her most recent medical work place. She soon realised that her interests laid more in practical contribution to advancing the welfare of women and children both educationally and medically. Her work with NGOs began with one focused on social enlightenment on the needs of a healthy environment. She partook in a USAID sponsored survey the Akwa Ibom AIDS Indicator Survey (AKAIS). Imo now brings her passion to bear in coordinating programs for Inoyo Toro Foundation.





Rita Umoren and students of community Sec school, Nkek Ukanafun



Mr Ime Udoetuk with students of Community Secondary School, Ikot Ubo, Nsit Ubium

LIST OF MENTORS - 2016

MENTOR	SCHOOL
Inoyo Toro Foundation	Okoromita Comprehensive Secondary School, Okorette, Eastern Obolo
Nsidibe Akata	Nduo Eduo High School, Eket, Eket
Dr. Emmanuel Ekot	CDA Secondary School, Ikot Eket, Eket
Asamudo Samuel	Community Secondary School, Idung Inian, Eket
Andrew Okon	Community Secondary Commercial School, Ikot Uso Ekong, Eket
Kafayat Oluwa	Girls High School, Ikot Ibiok, Eket
Dr. Dominic Ukpong	St. Francis Secondary Schools, Ikot Ataku, Eket
Mfon Abia	Secondary School, Edor, Esit Eket
Ani Umoren	Government Secondary School, Nto Nsek, Essien Udim
Mr. Atiba Adeboyega	Independent High School, Ukana, Essien Udim
UFOK (Ephraim Etuk Udo)	Community Secondary School, Eka Uruk Eshiet, Etim Ekpo
Udeme Ufot	Community Secondary Grammar School, Ikot Akpabio, Etinan
Udoh Jonathan Ekwere	Salvation Army High School, Efa, Etinan
Dr. Chidi Eneogwe	Etinan Institute, Etinan
Shalom Asuquo	St. Theresa's Secondary School, Edem Ekpai, Etinan
Capt. Mfon Udom	Community Secondary School, Asuna, Etinan
Isaac Idotenyin	Community Secondary Grammar School, Ikot Itina, Etinan
James Utiaruk	Secondary Grammar School, Ibeno
Dr. Glenn Bestall (UK)	Ibesikpo Secondary Commercial School, Nung Udoe, Ibesikpo Asutan
Bassey Umoh	Ibiono Community High School, Edem Urua, Ibiono Ibom
Mfon Akpan	Ika Secondary Commercial School, Ikot Osukpong, Ika
Edo Ukpong	Archibong Memeorial Secondary School, Ukpom, Ikono
Usen Udoh	St. Mary's Secondary Commercial School, Ikot Nseyen, Ikono
Jeff Corey (USA)	Secondary Commercial School, Ibekwe, Ikot Abasi
Maj. Gen. Isidore Henry Edet	Enwang Comprehensive Secondary School, Enwang, Mbo
Udoh Michael Sunday	Community Secondary School, Nya Odiong, Mkpai Enin
Charles Henry	Nsit Peoples' Grammar School, Afaha Offiong, Nsit Ibom
Essien Esema	Ubium Community Secondary School, Ikot Okwot, Nsit Ubium
Ime Udoetuk	Community Secondary School, Ikot Ubo, Nsit Ubium
UFOK (Simon Etim)	Comprehensive Secondary School, Nung Obong, Nsit Ubium



Maj. Gen. Isidore Edet and his wife with students of Ewang Comprehensive Secondary School, Mbo



Mr Udeme Ufot with students from Community Sec. Grammar School, Ikot Akpabio, Etinan LGA

LIST OF MENTORS - 2016 Contd.

MENTOR	SCHOOL
Ephraim Etokudo	Abiakpo Community Secondary School, Ikot Ukana, Obot Akara
Ezekiel Umoh	Oniong East Community Secondary School, Ikwe, Onna
Dr. Tim Joshua	Onna Peoples' High School, Abat, Onna
Austin Ekwere	Community Secondary Commercial School, Ikot Akpan Ishiet, Onna
UFOK (Aniekan Willie)	QIC. Senior Science School, Ndon Eyo, Onna
Charles Edelduok	Secondary School, Okat, Onna
Mrs. Mabel Ime Ekpo	Mary Hanney Secondary School, Oron
Captain Andrew Enahoro	Methodist Senior Science College, Oron
Antai Effiong	Community Secondary School, Eyo-Abasi, Oron
Eshiet, Justine M.	Community Secondary Commercial School, Ikot Afanga, Oruk Anam
Idongesit Iboro Etiebet	Community Secondary School, Nung Ita/Ikot Ibiritam, Oruk Anam
Ntekpe Inoyo	QIC. Secondary School, Ika Annang, Oruk Anam
Captain Ita Itabina	Community Secondary School, Udung Uko
Ndianabasi Udom	Community Comprehensive High School, Ntak Afaha, Ukanafun
Rita Umoren	Community Secondary School, Nkek, Ukanafun
Nkekere Udom	Western Annang Secondary Commercial School, Ukanafun
Okon Okon	AME. Zion Secondary Commercial School, Ndon Ebom
Esumo Effiong	Community Secondary School, Okuko, Urue Offong/Oruko
Idongesit A. Etiebet	Cornelia Connelly College, Afaha Oku, Uyo
Dr. George Akpan	Ikono Ibom Comprehensive Secondary School, Ikot Ayan Ikono, Uyo
Charles Udoh	Offot Ukwa Secondary Grammar School, Obio Offot, Uyo
Aniekan Ukpanah	Obong Christian Secondary School, Etim Ekpo
George Inyangette	Obong Christian Secondary School, Etim Ekpo
William Morgan (USA)	Holy Family College, Oku Abak
Aniefiok Idiok	Lutheran High School, Obot Idim, Ibesikpo Asutan
Nkoyo Etuk	Immaculate Concept Secondary School, Itak, Ikono
Dr. Ini Urua	Union Secondary School, Ibiaku, Ibiono Ibom
Chief Eshiet Essien Ben	Salvation Army Secondary School, Akai Ubium, Nsit Ubium
Ito (Utuk) Ifeduba	Adiaha-Obong Secondary Commercial School, Eniong Offot, Uyo

2016 TEACHERS' EXCELLENCE



Arrival of students with their principals at registration



Mentoring sessions before the Awards Ceremony



Eshiet, Justine M and Students of Community Sec. Commercial School, Ikot Afanga, Oruk Anam



Aniekan Ukpanah with students of Obong Christian Sec. School, Etim Ekpo



Mr. Bassey Umoh (2nd right) with winners of the Annual Teachers' Award for Excellence in Mathematics



Mrs Mfon Ekpo (2nd right) with Winners of the Annual Teachers' Award for Excellence in Fine & Visual Arts

AWARD FOR IN PICTURES



His Excellency, Mr. Moses Ekpo, presenting His goodwill message



L-R Mr. Edo Ukpong , Dr Enobong Joshua, Rt. Hon (Barr.) Onofiok Luke, and Mr Philip Iheanacho



Arts exhibition by students during the event



Guests appreciating arts works presented by students during the event



Some guests at the event



A cross section of participants

2016 TEACHERS' EXCELLENCE



A cross Section of Students at the Event



Mr. Aniekan Umanah (2nd Right with winners in Economics category)



Some guests at the event



Mr. Usoro Usoro of MTN Nigeria giving an address



Mr. Usen Udoh giving a vote of thanks during the event



Mr. Charles Edelduok (4th right) with students of Secondary School, Okat, Onna

AWARD FOR IN PICTURES



Mr. William Morgan (Left) with a students of Holy Family College, Abak



Mrs. Idongesit A. Etiebiet (L), Mrs Mfon Ekpo (R) with a staff and students of Cornelia Cornelly College, Uyo



Art work presented by a student




Some guests at the occasion



Mr. Nsikan Usoro (left) with students of Salvation Army High School, Efa, Etinan



Mr. Idorenyin Mbang (Left) with students of Western Annang Secondary Commercial School, Ukanafun



EVERYONE HAS A ROLE TO PLAY TO BUILD A BETTER EDUCATIONAL SYSTEM FOR OUR STATE

- Emem Dominic

Media Consultant to Inoyo Toro Foundation

Emem Dominic is an educationist who is passionate about education, human rights, youth advocacy and development. She is a Lecturer in the Akwalbom State University and also the coordinator of the Inoyo Toro Foundation's radio program. In this interview, she bares her mind on her experiences in coordinating the radio program.

How did you get involved with the Inoyo Toro Foundation?

Well, it was borne out of passion, because I have a passion for education. One of the things I have always wanted to do or one of the things I still intend to do is to be part of a program or come up with something that will target the youths in the area of education. This is because I believe the mind is like a sponge, where whatever one puts in there can be squeezed. In 2013, I was asked to give a speech to the students after the mentoring session and I liked what I saw all through the whole duration of the teachers' award. I decided to volunteer for the Foundation in various ways. Last year, the Foundation asked me to look at the radio program and other media-related activities.

Tell us about the radio Program

The radio program was introduced to support the objectives of the Foundation so as to increase the impact of the Foundation's activities. The objective of the radio program is to provide an interactive platform for discourse with stakeholders on the state of the education sector in Akwalbom State. Through the program, teachers, students, heads of schools and lovers of education share their experience with a view to harnessing resources

(infrastructure and human) to effect positive transformation in the education sector. In addition, the program seeks to call the attention of Government and key change agents to the problems in the sector to enable the much desired intervention. The program started sometime in 2016, but was regrettably stopped due to lack of funds. It re-started on the 4th of December 2016 and since then, it has been running nonstop on Planet radio 101.1 every Sunday from 3-3:30pm courtesy of our sponsor, Vandrezzer Energy Services Ltd. The guests on the program have been balanced (from the public and private sectors). In the first quarter, we had 15 guests, the second quarter, we had 21 guests and we are currently in the third quarter. Since inception, we have received calls from over 130 listeners who call-in while the program is aired.

What has the feedback been like?

The feedback has been tremendous! We have people calling and sending text messages during and after the program to appreciate what the foundation is doing and seeking to partner and come on board as volunteers. The participation and interest generated from the public has been immense: each Sunday has been an exciting experience that listeners look forward to. Most importantly, it has aroused the interest of the people in the educational sector. In addition, one of the accolades we have received is that we are frank and the ideas on the program are not censured; we believe that issues affecting the education sector should be discussed in a frank and an open manner by stakeholders to generate quality ideas for sustainable solutions.

What are the issues you discuss on the program?



Students as guests during the radio program

Topics are obtained from opinion polls and are mainly current and topical issues in the education sector and may include policies, infrastructure, operations, etc.

What are the challenges you have encountered coordinating the radio program?

The challenges are multifarious. The first is getting unbiased resource persons; and sometimes, guests renege on their commitment to feature on the program at the 11th hour. The current program radio time of 30 minutes is sometimes, insufficient. Permit me at this point to thank our sponsor Vandrezzer Energy Services Ltd, especially the CEO Mr Joe Udofia. He has been wonderful. Apart from ensuring the program is on air he calls to inquire generally about the program and applauds us on a job well done. He is quite passionate about ensuring things work out and there is improvement in the educational sector. In addition, the road to the station is in poor condition and getting there can be a daunting task, but the determination just pushes us to forge ahead despite the terrain

From your experience coordinating the program and getting different stakeholders to speak, are there things that different stakeholders can do to improve the state of education sector in the state?

I think people need to ask themselves, "What can I give back to the society?" Some of us can form old

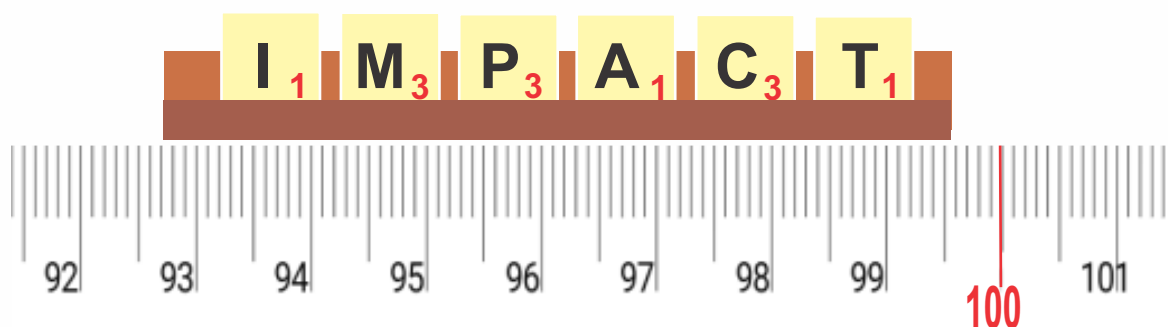
boys or old school association of whatever primary or secondary school we went to or sometimes, when we come back home, we can visit some of these schools and check up to see how they are doing. Sometimes, what a school needs is maybe 1000 exercise books, maybe just 3 or 4 of sheets of zinc to repair a leaking roof, sometimes, water, and so on. The mentoring program of the Inoyo Toro Foundation is another avenue people can use to give back. From the standpoint of parents, how involved are parents in the educational development of their wards? How often do parents attend PTA meetings? I think everyone has a role to play to build a better education system for our state.

"The mentoring program of the Inoyo Toro Foundation is another avenue people can use to give back."

What are your hopes and aspirations for the program?

Well, our aspirations are very high. In the short term, we hope to have representatives from government come on the program regularly to clarify some of the issues raised by guests and callers. We also hope to extend

our radio time from 30 minutes to 1 hour. We believe this will give our listeners and guests greater time to discuss issues that will uplift our education system. We hope to have a television program in the near future. Also, we hope to fully activate the Facebook page for the program which was put on hold. This will promote wider interaction and discussions. We believe in the role of the social media to drive positive societal change in our state.



Measuring the Impact of awards on Awardees

As part of its 10th Anniversary celebration, the Inoyo Toro Foundation evaluated the impact of its Teachers' Award of Excellence program. The primary aim of the evaluation is to understand how the award has impacted on the beneficiaries and to identify areas that require improvement. The evaluation was done by administering questionnaires on a cross section of awardees selected randomly. The questionnaire probed the impact of the awards on the awardees' personal and professional lives in the following areas:

- (i) impact of the awards in terms of the cash prize given
- (ii) impact of the awards in terms of the opportunity to visit model educational facilities and to learn improved teaching methods
- (iii) impact of the awards in terms of the recognition and respect accorded you by your peers and superiors
- (iv) the impact of the awards in terms of their desire to improve their professionalism.

The questions had ordered options from "no impact" to "high impact" and each response was supplemented with a space for qualitative response to support the selected ordered option. In addition, respondents were asked to identify different non-financial and/or administrative methods of recognizing and celebrating the effort of teachers in public secondary schools in Akwa Ibom State. In all, a total of 100 awardees filled and return the questionnaires.



Mr. Boni Akpan (Right) and awardees in the English Language category



Dr. Dominic Ukpong (Middle) with the second position awardee for Biology (L) and the third position awardee (R)

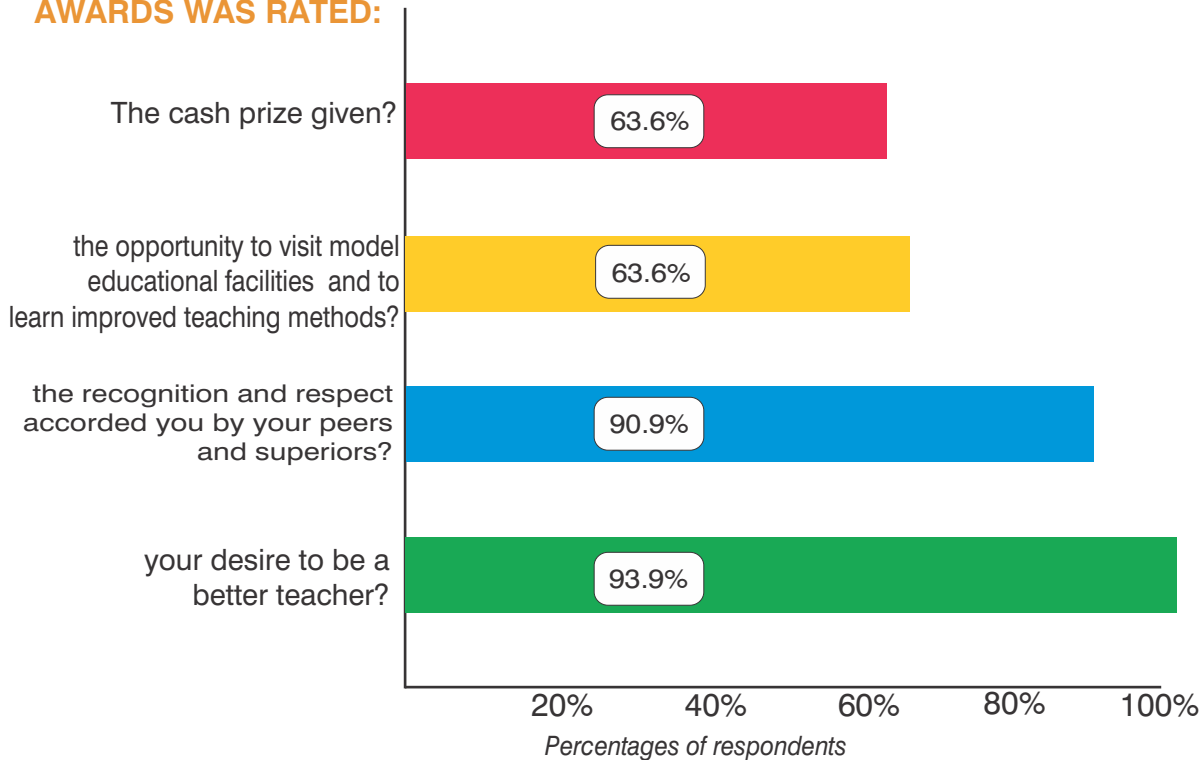
"Measurement is the first step that leads to control and eventually to improvement. If you can't measure something, you can't understand it. If you can't understand it, you can't control it. If you can't control it, you can't improve it."

- H. James Harrington

EVALUATION OF THE TEACHERS' AWARD FOR EXCELLENCE PROGRAM

The Teachers response:

HOW THE IMPACT OF THE AWARDS WAS RATED:



The result of the evaluation shows that the impact of the Inoyo Toro Foundation's Annual Teachers' Award for Excellence on the recipients is generally high: the high impact is felt by the awardees mainly in terms of the desire of the recipients to become better teachers and the recognition accorded the awardees by their peers and superiors. The respondents also rated the impact of the cash prizes and the opportunity to visit model education facilities as high, albeit this latter category was not as high as the former. This is in line with the result of several researches and surveys across the years that feeling appreciated is a key driver of employee

engagement in the work-place. It underscores the importance of a reward system in motivating employees for better service delivery. The real impact of the Awards goes beyond the recipients: the cash prize helps recipients to solve personal problems; the visit to model educational institutions in the country provides a rare opportunity to the awardees to build their capacity and learn improved teaching methods which in-turn may lead to improved teaching outcomes. In conclusion, it is important the Teachers' Award for Excellence be sustained.

An educational system isn't worth a great deal if it teaches young people how to make a living but doesn't teach them how to make a life.

- unknown

EVALUATION OF THE TEACHERS' AWARD FOR EXCELLENCE PROGRAM contd.

Impact of the Teachers' Award for Excellence: What Awardees said

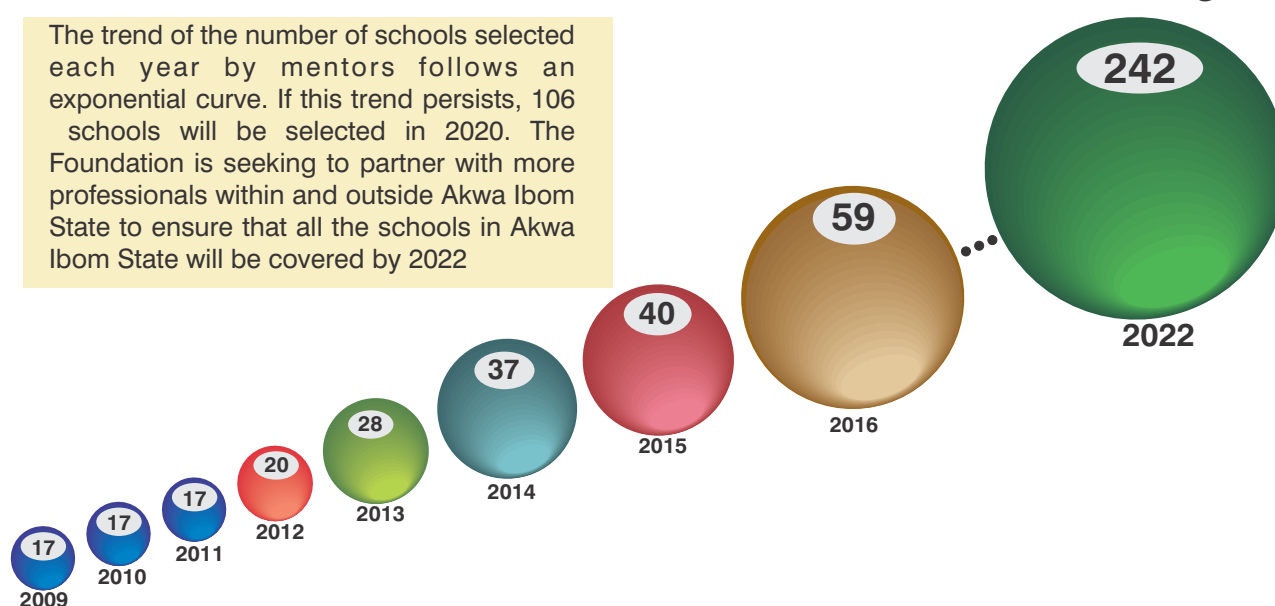


EVALUATION OF THE MENTORING PROGRAM

As part of its 10th Anniversary celebration, the Inoyo Toro Foundation evaluated its Mentoring Program to examine ways of improving the program. The evaluation was done using e-questionnaires which were sent via emails to all professionals who have volunteered their time to mentor students. The questionnaire sought to find out the motivations of professional in adopting schools, the primary reason for adopting any school, as well as the extent to which the mentors have followed up with the students they mentored. The responses were collated and analyzed, and the results are presented in this section.

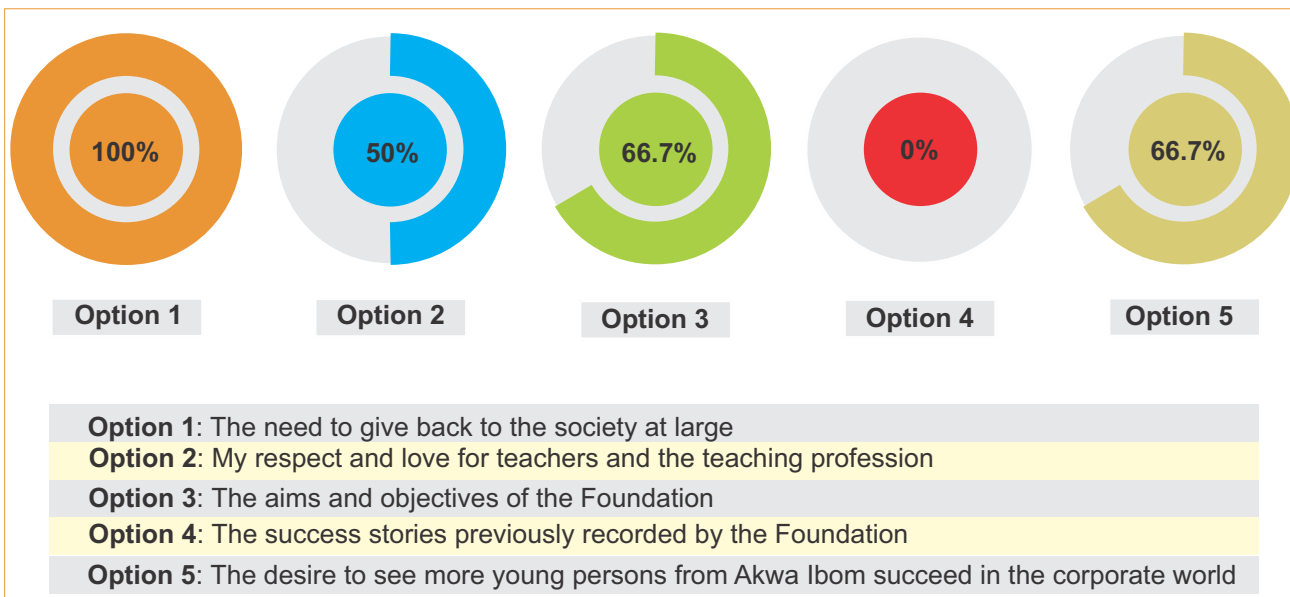
Total number of schools that have been selected for mentoring

The trend of the number of schools selected each year by mentors follows an exponential curve. If this trend persists, 106 schools will be selected in 2020. The Foundation is seeking to partner with more professionals within and outside Akwa Ibom State to ensure that all the schools in Akwa Ibom State will be covered by 2022



What motivated you to accept the invitation of the Foundation to be a mentor?

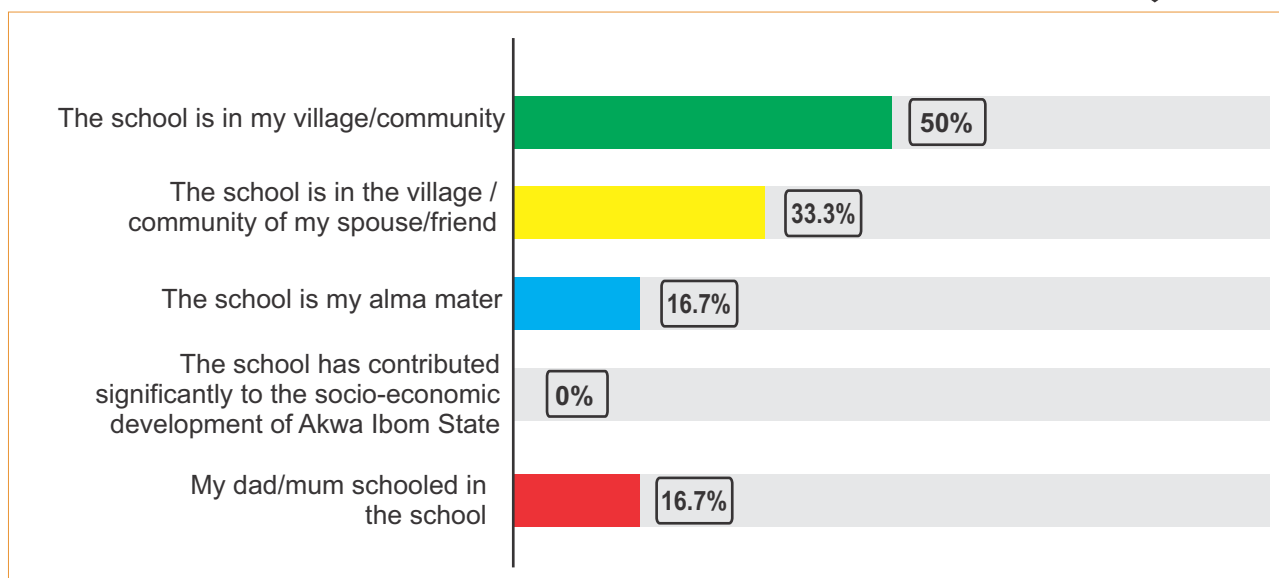
Responses



EVALUATION OF THE MENTORING PROGRAM

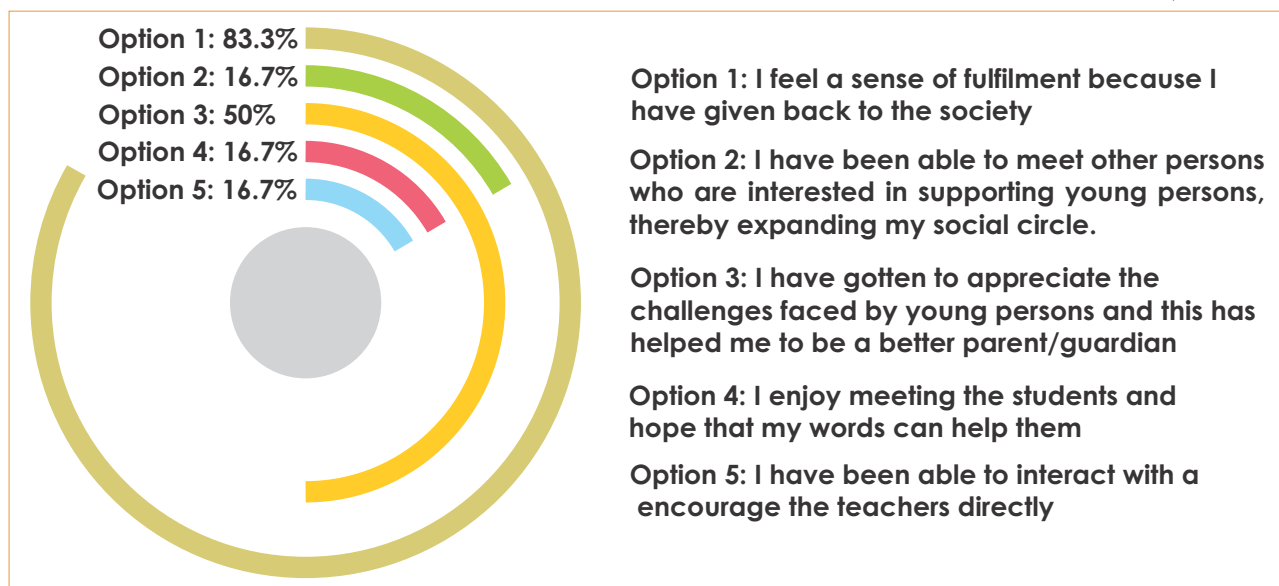
Why did you choose the school you mentored?

Responses



In what ways have you benefitted from the mentoring program?

Responses



The evaluation of the mentoring program shows that mentors are generally very concerned with giving back to the society and most of them are inclined to mentoring the school in their community. However, the Foundation has observed that only very few of mentors follow up with their mentees after the mentoring session. Given the importance of mentoring in inspiring younger persons, the Foundation is set to improve the mentoring program and enjoins mentors to improve on follow-ups with their mentees. To this end, the Foundation, through its secretariat, is willing to liaise with mentors to facilitate these follow-ups. Further, persons who have benefitted from the mentoring program are encouraged to form an “Alumni Association” with the aim of mentoring other persons. This is expected to create a significant ripple effect on the society at large.

INOYO TORO FOUNDATION'S BADGE OF HONOUR FOR A TEN YEAR JOURNEY



For a long time in its recent history, Akwa Ibom State's educational foundation has been beset by a number of problems. Poor teacher morale, outdated teaching materials, lack of standards setting in schools amongst other problems meant students were at a disadvantage when compared with their counterparts from other parts of the country, especially the West. It was against this background that the INOYO TORO FOUNDATION birthed in the State with the objective of supporting government in extricating this sector from its downward spiral and inspire a new methodology in teaching and learning.

As tall as this vision was, so also were various obstacles to achieving the objectives. The journey to uplifting educational standards wasn't just going to be wished into existence. It would take years of strategic thinking, immense human and financial sacrifice as well as passion from the teachers and students for whose benefit this seed was planted.

The vision of our Foundation has developed in the course of 10 years. From its investment in the development of Science, Mathematics and English Language, through the awards for Teaching Excellence in Akwa Ibom State Public Secondary Schools, we have served as a

platform for well-meaning persons to contribute their quota to uplifting our schools' system. The Foundation's program of having mentors adopt schools of their choice for mentorship of young ones is just one of the avenues of making this positive contribution. The Foundation's programs have recorded numerous positives from young men and women whose course of destiny have been changed for the better.

Amongst numerous other impactful programs, a half hour call in program on planet FM every Sunday on how to improve the standard of education has received numerous positive feedback from listeners. With an



Our Foundation was one of two Corporate entities celebrated that evening in the 'Recognition for Social and Humanitarian Services' award. We dedicate this award to all our Mentors, Sponsors and Supporters who have stood with us all these years. Thank you very much.

environmental club being piloted in seven (7) schools and an additional twenty (20) to be introduced, we are on the path to engraining in our students basic safety, health and environmental awareness and the need to protect critical public assets. Currently, the Foundation is promoting arts and in this regard, a play is in the works and it is being organised in conjunction with the Theatre Arts Department of the University of Uyo. These initiatives have been made possible by your kind support and encouragement. It's been 10 years since we started this journey and your support and encouragement has brought us thus far.

On the 23rd of September 2017, Akwa Ibom State, Nigeria's 21st state celebrated the 30th anniversary of its creation. As part of the program of events, outstanding personalities were honoured for their various roles in projecting the image of the state. Our Foundation was one of two Corporate entities celebrated that evening in the

'Recognition for Social and Humanitarian Services' award. We dedicate this award to all our Mentors, Sponsors and Supporters who have stood with us all these years. Thank you very much.

From its modest beginnings in 2007, we are happy to announce that the message of ITF is now being carried on in electronic media, local and national tabloids, social media and through the various participating schools. We are keen to have other professionals key into our message of emancipation and redemption for the educational system as well as our teeming youth population. Akwa Ibom State needs all the support we can give to lift the state of our educational system to greater heights. Government's support for our Foundation's program is not taken for granted and is much appreciated.

We have come this far, but there is much more to be done in order to lift our state out of poverty by lifting the standard of education.



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