

2017
**Impact
Report**



Hello, Hola, Habari!

At TeachUNITED, we are inspired by the courage of our teachers. In 2017, our team built a global community of 100+ educators who are connecting, sharing ideas, and inspiring each other to grow. Our teachers come from different cultural backgrounds and classroom experiences but remain connected by a common thread - a passion for teaching and the determination to re-imagine learning in their schools.

Our teachers are building new skills to personalize their classrooms. They are embracing technology to measure and accelerate growth. And they are connecting with peers from across the globe to exchange innovative ideas. At a time when many schools are struggling, TeachUNITED educators and school leaders are digging into the hard work of improving teaching practice to ensure students thrive.

Teachers are at the heart of student success in school, but too often their hard work and expertise go unrecognized and unsupported. With your help, TeachUNITED is working to change that.

Working side-by-side with school leadership and local policymakers, we are supporting teachers with evidence-based methodology, world-class coaches, and customized technology.

Kids from underserved schools deserve the same great teachers and learning opportunities as any other student. We believe that elevating and supporting teachers is the most powerful way to transform learning. The time to make a difference in education is right now, together.



A handwritten signature in cursive script that reads "Heather Hiebsch".

Heather Hiebsch, Executive Director

TeachUNITED

Core Values

UNSHAKABLE DEVOTION TO TEACHERS

We focus on supporting courageous teachers, who when properly supported and inspired can transform an entire school with their energy and ideas.

STRONGER WHEN UNITED

We believe in the power of the collective energy of dedicated educators. That is why everything we do, from our coaching program to our online learning community, is rooted in collaboration, peer support networks, and mentoring.

FOCUS ON RURAL SCHOOLS

Everything we do is grounded by our commitment to connect schools with the resources they need. We customize our program for each school and are unafraid to take on the least-supported districts with the lowest levels of access.

WORKING TOGETHER, FOR THE LONG TERM

Our program is a comprehensive, side-by-side journey with school partners to sustainably improve overall quality of education over the long-term.

KNOW - AND DO - WHAT WORKS.

We are a team of experienced educators and school leaders who are committed to measuring our programs, demonstrating results, and being transparent. We do what's right, what's relevant, and what works.





Who We Are

TeachUNITED is a global non-profit dedicated to reducing inequality through education. We focus on underserved communities where educational disparities are most acute.

Education transforms the local communities we serve. It also provides tangible solutions to some of the world's most persistent challenges, including poverty, climate change, and health and gender inequality. By investing in education, we empower teachers and students to incubate long-term solutions to these challenges.

OUR 2017 REPORT CARD



3

countries



100+

teachers




5,800+

students



18

schools



“ This is great philanthropy. This is great change in the world that will last a long, long time.”

- India Howell,
Tanzania Children's Fund

What We Do

Our core belief is that a quality education is possible when students are taught by quality teachers. By providing training, resources, and long-term connections for teachers in underserved communities, we improve student learning outcomes.

Program Offerings



TEACHER COACHES

Work side-by-side with teachers.



TECHONOLOGY

Mobile, off-the-grid tablet lab with digital content.



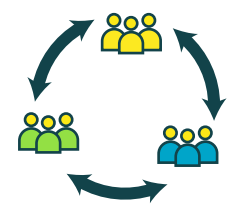
CONNECTIONS

Ongoing peer support across geographic boundaries.



TRAINING

Skill-building toolkits and innovative workshops for teachers.



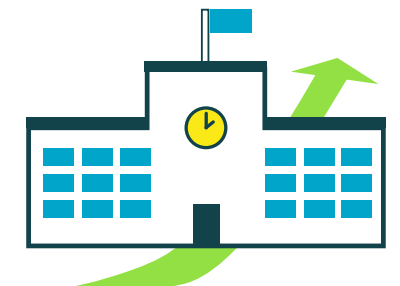
Long-term Partnerships



Teacher Coaches



Technology, Connections, and Design Workshops



Transformed Schools

2017 in Numbers

Our Schools



Costa Rica



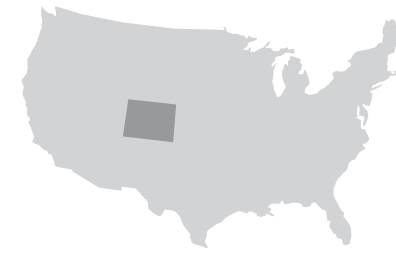
38
teachers



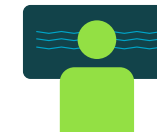
1,819
students



8
schools



United States



27
teachers



1,190
students



4
schools



Tanzania



32
teachers



2,761
students



6
schools

2017 in Numbers

Our Educators

“With TeachUNITED, the tone of the classroom shifts dramatically. Students are motivated because they choose their own task and are held accountable. They have more independence and responsibility for their learning.”

- **Carrie**, Beaver Valley Elementary, Brush, Colorado



TeachUNITED educators are 56% female and 44% male

100+ Teachers in our online community



Teachers come from **6 districts** across **3 countries**

100%
completion

100% of teachers completed the first year of professional development.

1,000
hours

Over 1000 hours of professional development time including online, one-to-one coaching, and workshops.

700
hours

Nearly 700 hours spent in online learning platform.

25
hours

Each teacher received over 25 hours of individualized development time in addition to time spent with their team.



Banjika: Case Study in School Transformation

Lydia, an educator for over 17 years, is the Principal at Banjika Secondary School in Tanzania. TeachUNITED began working with Banjika in 2015. **Lydia's decisive leadership and determination, coupled with TeachUNITED's coaching and support, have contributed to dramatic shifts at her school.**

Lydia, like many rural school principals, has faced many challenges over the years, yet she faces each one with determination and resilience. "There are many obstacles an educator has to overcome in Tanzania, and as a leader I have faced my own share of challenges - particularly unmotivated teachers and poor infrastructure that slows us down considerably."

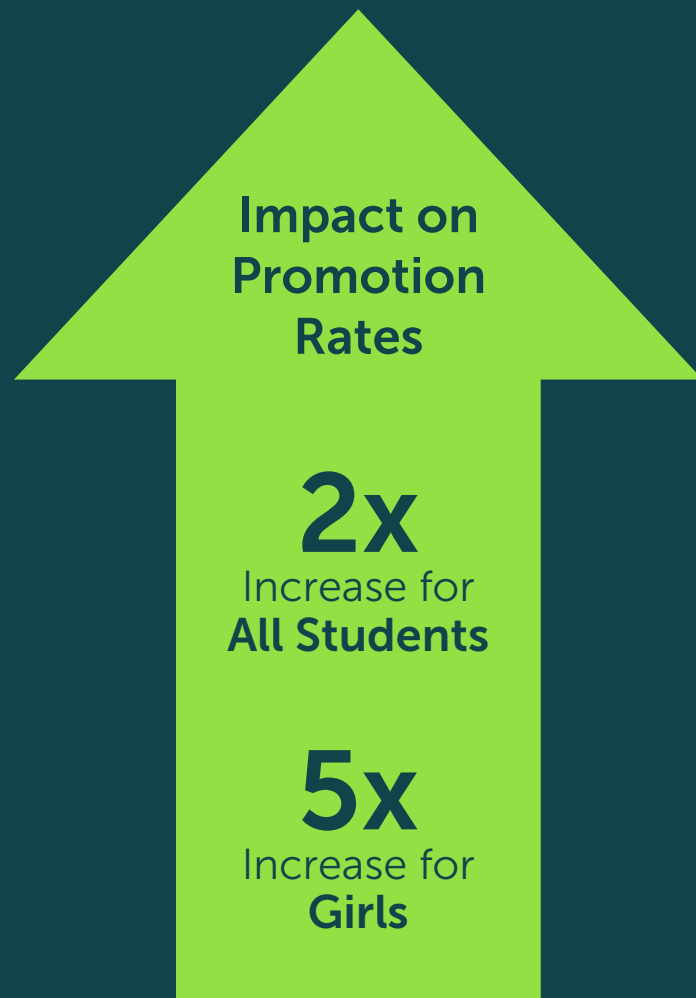
Lydia has endeavored to fill these gaps by working side-by-side with her students and teachers, communicating closely with

education officials, and **collaborating closely with TeachUNITED.** TeachUNITED works with Lydia to ensure Banjika has access to world-class teacher training programs and educational materials and technology for students.

"After working with TeachUNITED, teachers talk less. They are free from chalk dust. Students are active and independent and look for more details on the materials they are taught, rather than waiting for a teacher's answer. The lesson is more interesting and engaging for both teachers and students. In fact, we have seen academic improvement in the subjects taught using the tablets."



Tanzania: Dramatic Gains in Learning & Pass Rates

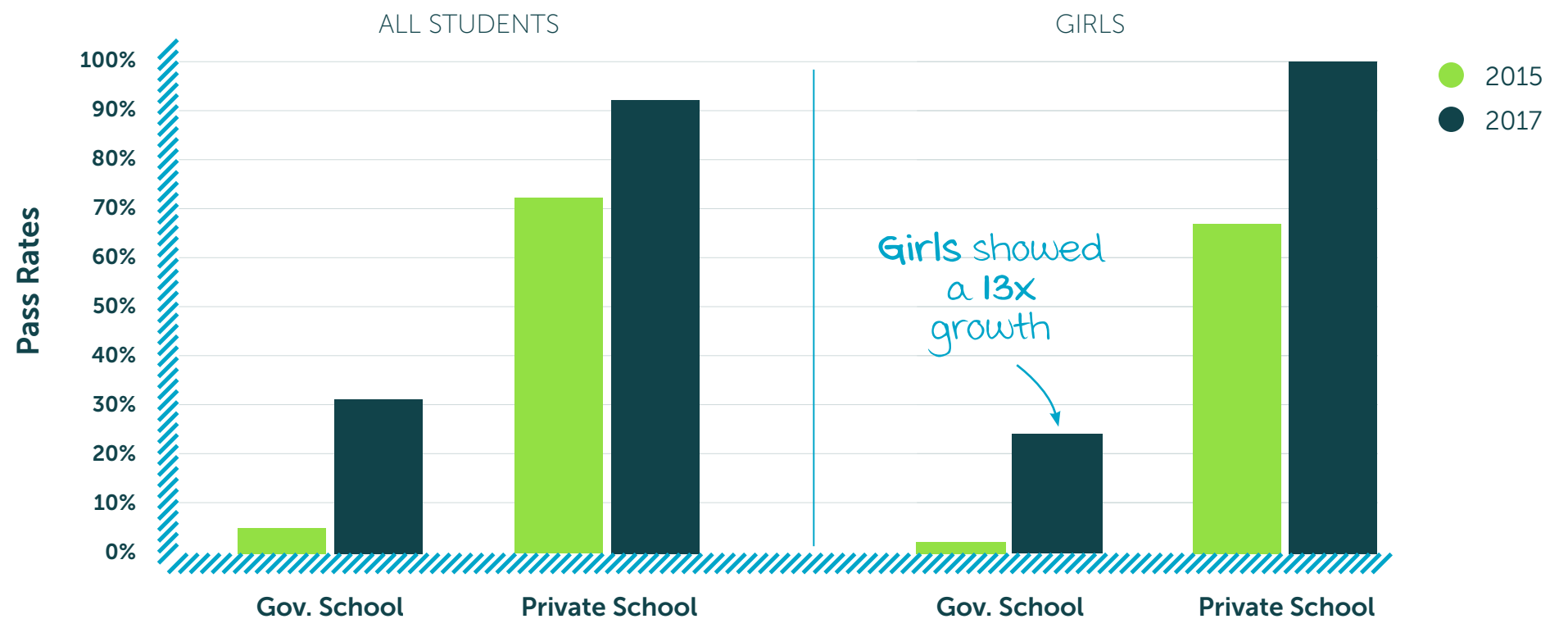


Average growth rate for all schools that have been in the program for two years.

In Tanzania partner schools, more young people are staying in school longer and **growing academically**.

This transformation is happening across very different schools – a government school with some of the lowest pass rates in Tanzania and a private school with some of the highest pass rates in the region. **The biggest growth is happening with girls**, who are starting behind the boys and catching up quickly.

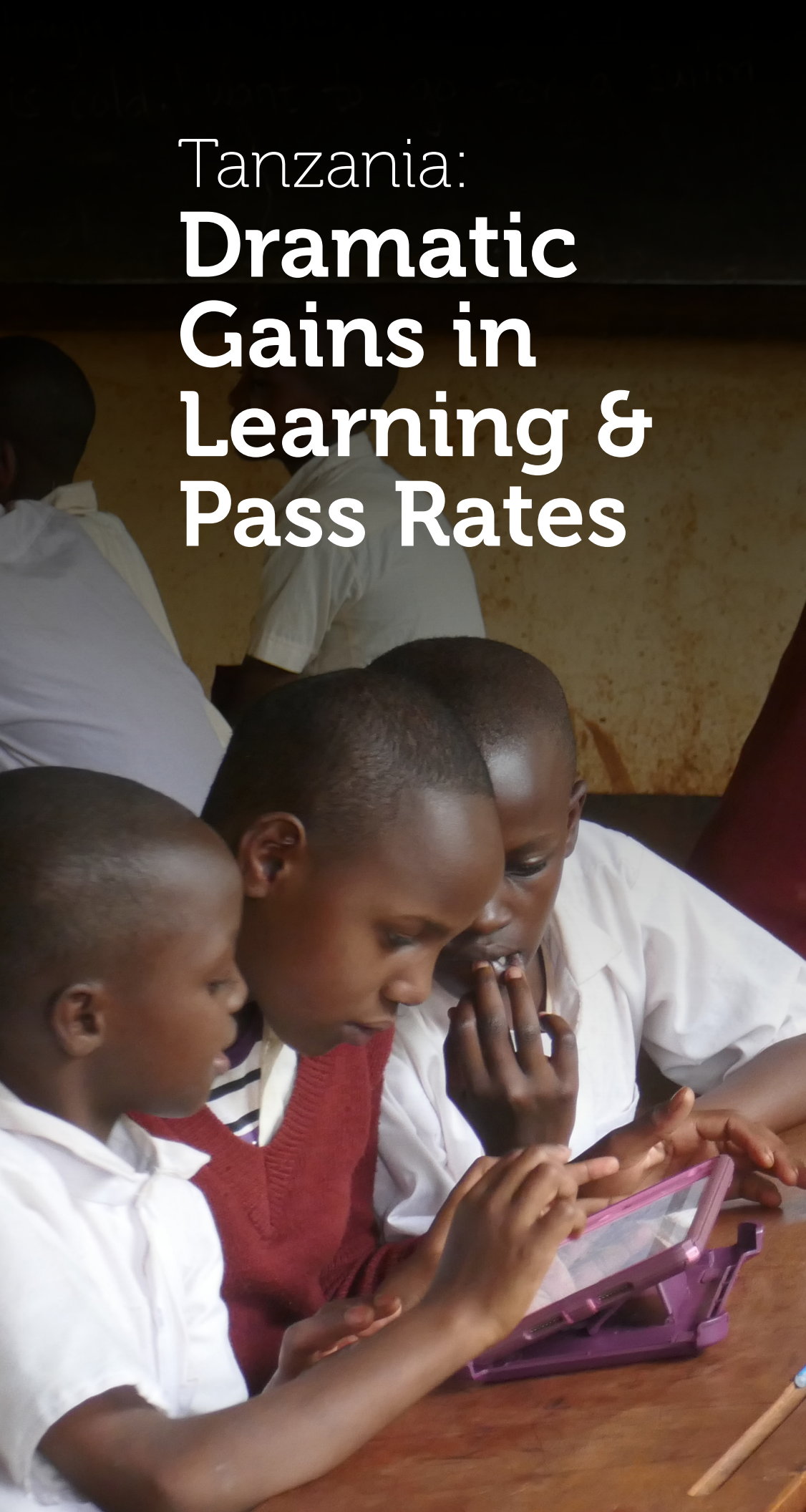
Form IV National Exam “Pass with Promotion” Rates



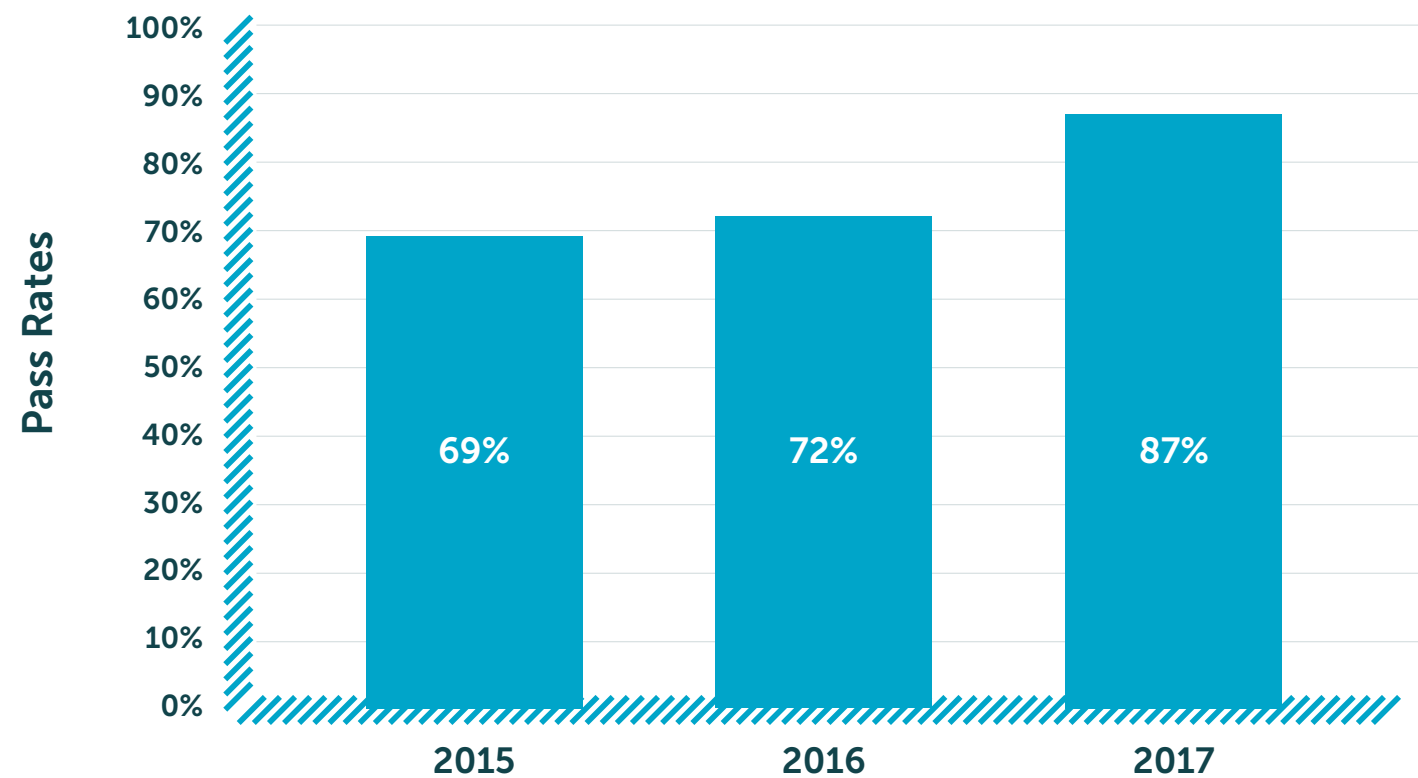
More about the Form IV Exam

Students take the Form IV at the end of their second year of high school. Students who “pass with promotion” can continue in school and possibly pursue higher education and better paying careers. Students who do not pass are forced to leave school.

Tanzania: Dramatic Gains in Learning & Pass Rates



We are thrilled to see **15% more students** at our first primary school partner passing primary school this year!



Our first Primary School partner has had great success this year. Teachers have been very positive about the TeachUNITED training program, and we have seen real changes in the classroom: co-teaching, differentiated learning, and increased use of technology leading to higher student motivation.

Costa Rica: Steady Gains in Math Learning

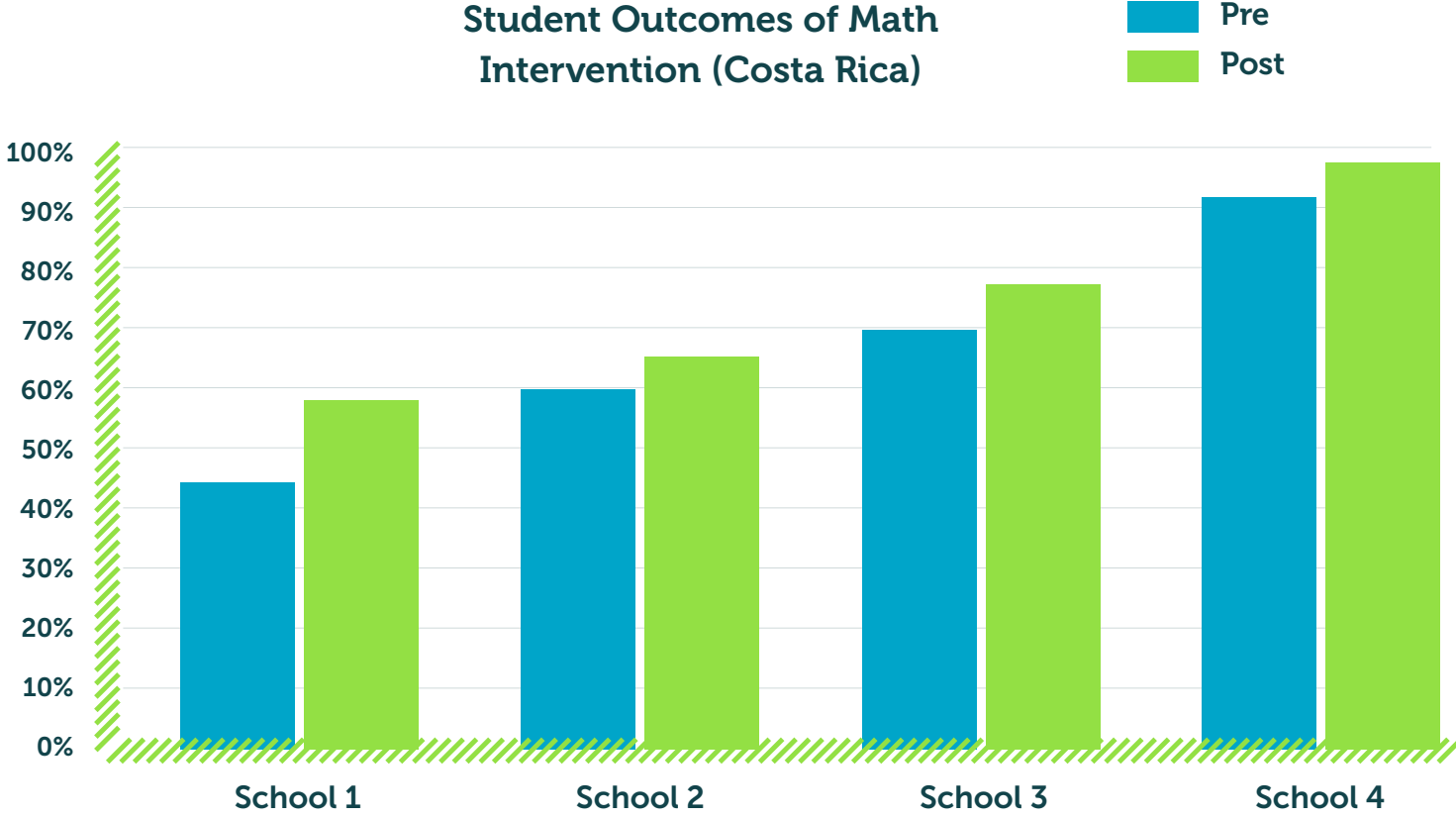
At Bajo de Chilamate school, teachers use the TeachUNITED tablets to help students learn, and become more excited about, math. **Jose Ignacio Arce Rodríguez** is a star math student. He recently won the **Mathematical Circuit Olympiad**, a local math competition.



According to José Ignacio; "I studied a lot of math with the help of my teacher and my dad who is a farmer and my main motivator. I take the [TeachUNITED] tablet to my house and review math with the help of the materials that my teacher gives me. When I won the first place in the Olympics, my dad was very happy and proud."

José Ignacio continues studying with the help of his teacher, father, and TeachUNITED resources.

Results from a math intervention show an average of **13% growth across all schools** and students are expressing more interest in math class!



"I thank the team that makes this dream possible, in which not only children learn, but we as teachers also learn alongside our students."

- **Magda Matarrita** (teacher)



“ At Bajos de Chilamate school, we are very proud of having such high-quality material for our students. Students have benefited very much, particularly in Math. They feel motivated and eager to use the tablets which are a very innovative resource. As educators, the technology drives us to look for new teaching strategies.”

- **Magda Matarrita** (teacher)

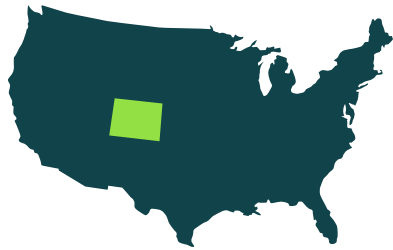
United States: Exciting Results in Colorado



24
teachers
participating



3
districts



Rural
Northeast



Left: Carrie (6th)
Right: Yanesia (5th)

"After testing, I discovered that 86% of my students had growth in math, and 80% met or exceeded their growth goals in all 3 subjects. This growth represents using much more technological resources (thanks to TeachUNITED) than I have previously used. I feel like using these resources has helped me cut down on grading and helped improve student differentiation and engagement."

- **Carrie Jordan** (Prairie School)



127%
Reading

132%
Math

142%
Writing

* Based on NWEA MAPs Percent of Projected Growth reported by participating schools as of 5/22/18.



Teachers grew with the help of our **incredible Coaches**



Name: Yohns Williams Solis Delgado
Teaching Experience: 13 years
Country: Costa Rica

“It is more than just a job - it is a commitment to thousands of children, youth and adults from poor areas of Costa Rica. TeachUNITED represents love, passion, courage, confidence, tolerance, patience and above all, teamwork. The community of cooperation and global learning that this project represents, allows us to grow professionally day-by-day and it is thanks to this that educators like me continue to believe that our commitment to education is worth it.”



Name: Mikel Webb
Experience: 5 years
Country: Costa Rica

“There is certainly no better way to leave a lasting impact on the new generation than through education. I always felt the rural areas were at a disadvantage with regards to education compared to urban areas. The only real way to reduce the gap is to improve education through alliances and create strategies to generate change. I love that this project is interested in and concerned about education and improving professionalism in teachers. **This is a dream come true for our communities and I want to be a part of that change.**”

Teachers grew with the help of our **incredible Coaches**



Name: Modesta Barnaba Willey
Teaching Experience: 10 years
Country: Tanzania



“I love teaching. I wanted to work with TeachUNITED because the team works hard to improve the teaching and learning for both teachers and students. **With TeachUNITED, the environment and culture of a school grows to feel more comfortable and relaxed, which equates to teachers enjoying their work!** Personally, I have learned several modified ways of teaching to improve learning. Now I can see the new heights of success as my students are performing and growing academically.”



Name: Eligi Donasian Tairo
Experience: 7 years
Country: Tanzania



“I come from a family of teachers - I am the 5th teacher in the family and love teaching! **I want to help other teachers grow and improve their teaching to transform education in rural schools.** TeachUNITED works with teachers through school visits and ongoing hands-on support to help teachers implement new knowledge. I want to give kids across Tanzania access to equal opportunity and an education which promotes justice.



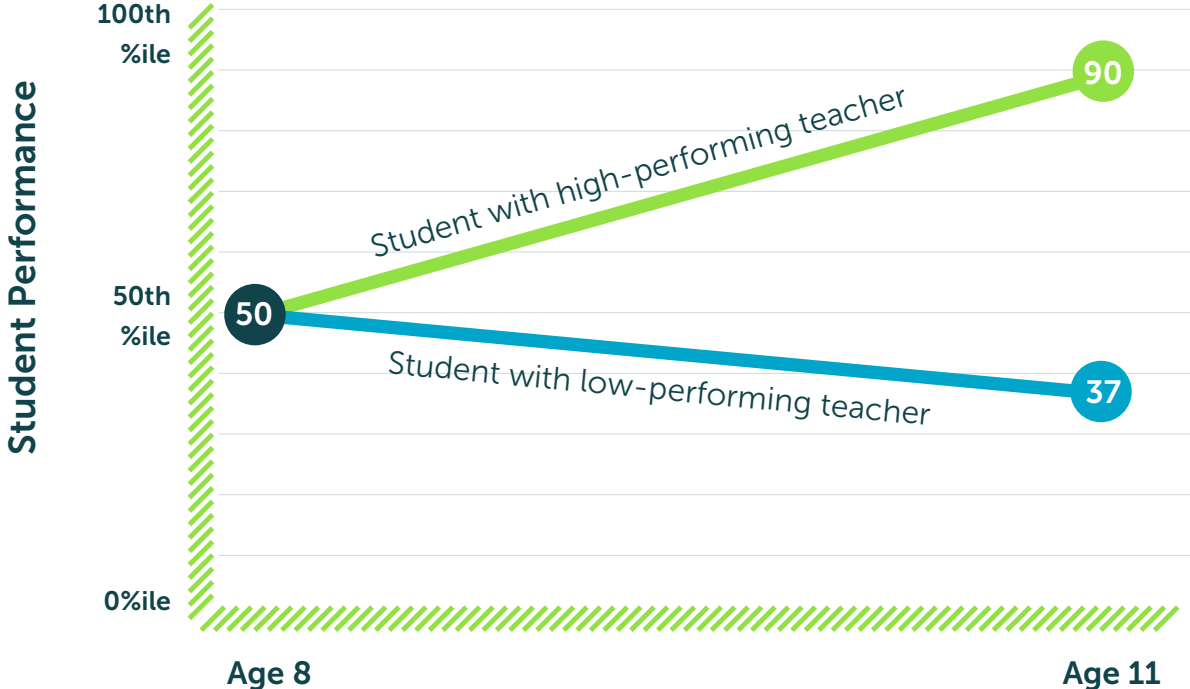
Name: Bud Hunt
Experience: 15 years
Country: United States



“I enjoy facilitating and gently challenging students and teachers to think deeply about their learning and teaching experiences. I work with TeachUNITED because I’ve seen the power of instructional coaches for teachers. Teachers are the lead learners in their classrooms, and frequently, time for teacher learning is one of the first things that seems to disappear when resources get stretched. **Supporting teachers in their growth is a great way to build better learning experiences for all the learners in schools- both adult and child.**”

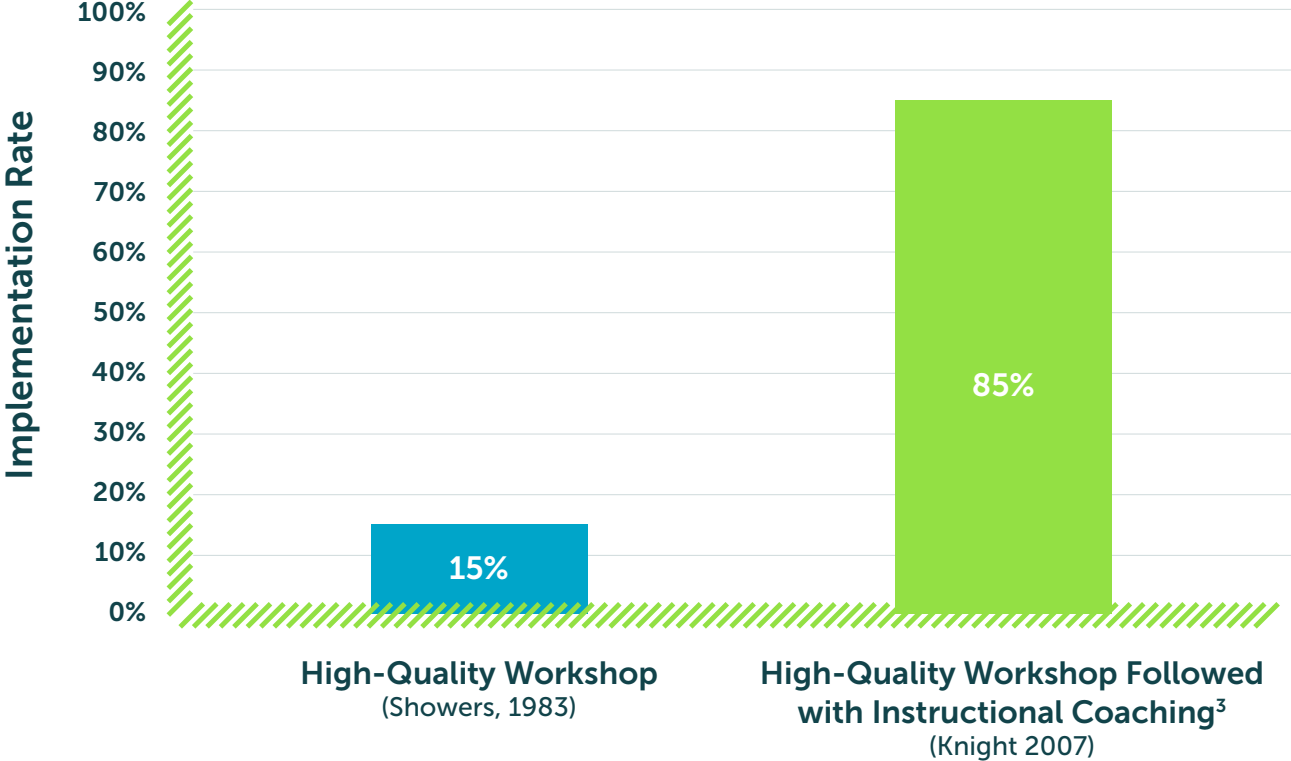
The best teachers are always learning

TeachUNITED focuses energy and resources on the courageous teachers in the education system who are willing to step up and become change agents in their school communities.



Many factors shape a child’s success, but in school nothing matters as much as the quality of teaching.¹ In fact, it has been found that having a high-quality teacher in primary school can substantially offset the influence of poverty on school test scores.²

Percent of New Teachers Implementing New Skills



And ways of teaching better can be learned. When teachers receive precise instruction together with specific, regular feedback under the mentorship of an instructional coach - preferably a long-term coach, teachers can see large positive effects in the classroom.⁴

1 Source: Hattie, John (2016), Hattie Ranking: 195 Influences And Effect Sizes Related To Student Achievement 2 Source: Hanushek, Eric A., Marc Piopiunik, Simon Wiederhold (2017) The Value of Smarter Teachers: International Evidence on Teacher Cognitive Skills and Student Performance 3 Source: Knight (2007) 4 Source: Teaching the teachers, (2017) The Economist

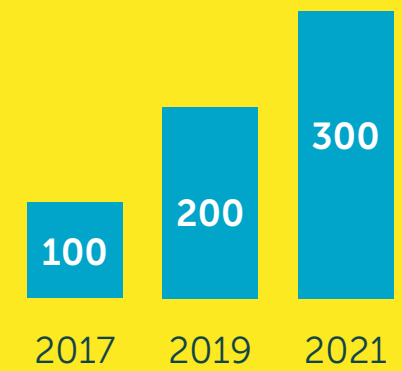
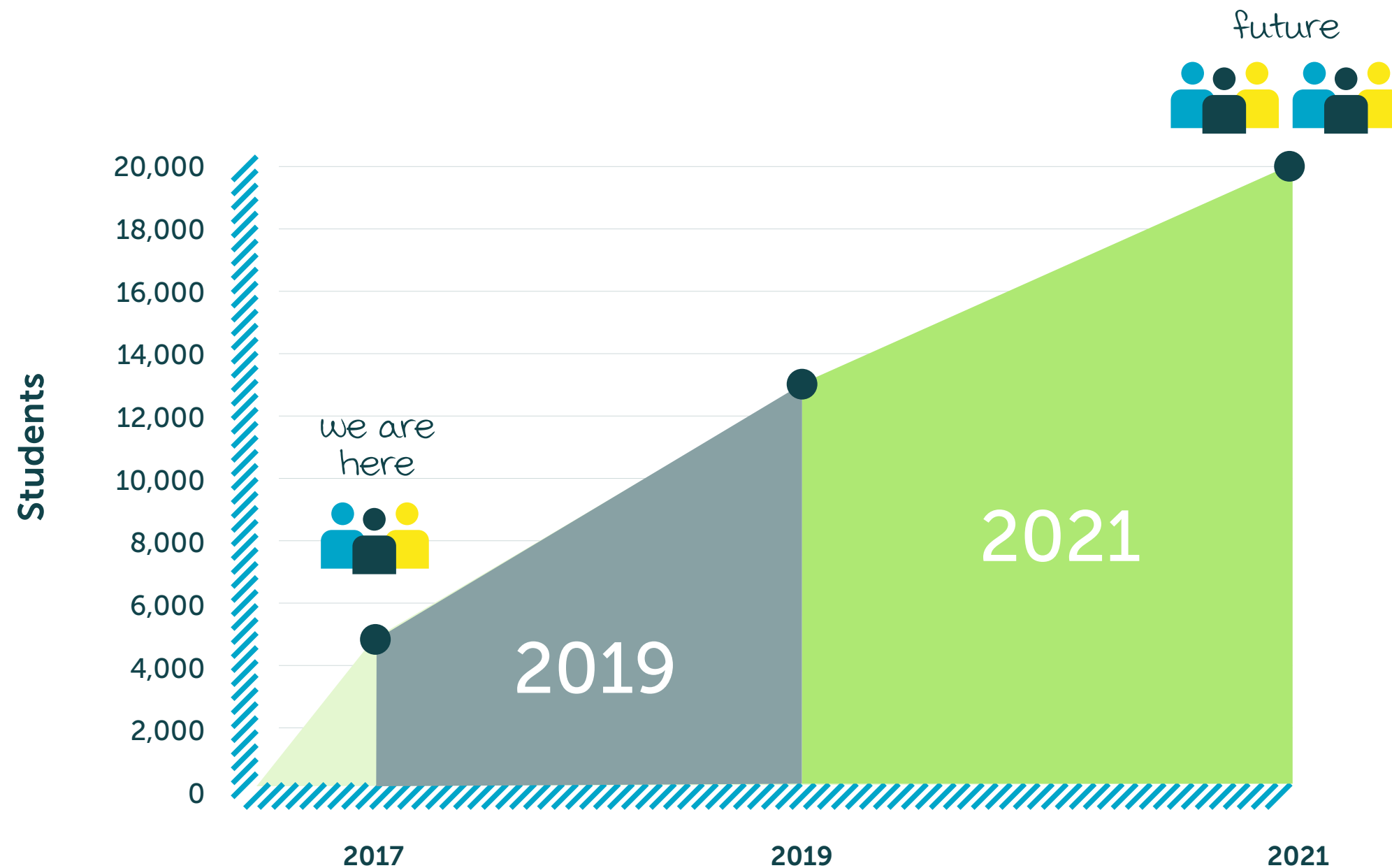


“ TeachUNITED has been a valuable resource for our rural school districts, who struggle financially to offer high quality professional development on a regular basis to their staff. We believe through providing ongoing training opportunities, our teachers will build capacity that will provide sustainability within the region, as our teachers move from novice to expert in their knowledge of blended-learning strategies to positively impact the academic success of our students we serve.”

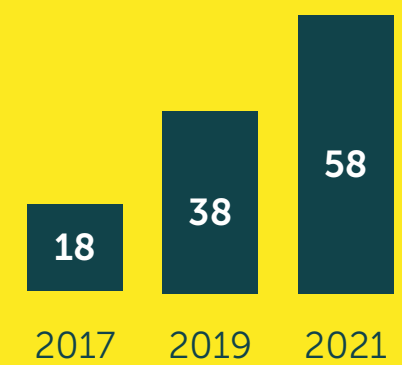
Mark Rangel
Director of Innovative Education Services
Centennial Board of Cooperative Educational Services (BOCES)

Looking Ahead: Scaling Projections

By 2021, we will support **300 teachers** in **58 schools** to help **20,000 students** thrive



Teachers



Schools

We are always learning

As part of our design process, TeachUNITED uses a combination of Design Thinking strategies and the Six Sigma DMAIC model of continuous improvement in order to spur innovation. We leverage our teacher's ideas, and educational best practices, to improve our model and make progress towards our goal: improve educational outcomes for underserved youth.

1

DEFINE

What are the individual needs of the participants? What are the desired outcomes? What metrics can be measured to track success? What program options are available or do new prototypes need to be created?

Define - Ideate - Prototype

2

MEASURE

Measure teacher and student outcomes including benchmark, interim, and summative cycles.



3

ANALYZE

Review actual outcome data compared to program goals.

4

IMPROVE

Make corrections and adjustments as needed to meet desired outcomes.

5

CONTROL

Maintain program operations to ensure continued success.



**We couldn't have
done it without you.**

We are so grateful for your leadership

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A very special thank you to our biggest supporters.

Thank you for your **support**

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Thank you for volunteering your **time**

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Jim Ruck, Graphic Design

Mallika Desai, Marketing

Matthew Herbert, Salesforce consultant

Nick Boyd, Intern

Sam Stevens, Operations Consultant

Scott Dooley, Grants Consultant

Skip Feeney, Operations Support

Stephen O'Reilly, Salesforce consultant

Tyson Berger, I/T Consultant

Thank you for your **partnership**

Centennial BOCES of Colorado

Colorado State University

Communities of Karatu, Monduli,

Sarapiqui, Brush, Kersey and Raymer

Indigenous Education Foundation of Tanzania

Ministry of Education, Costa Rica

Ministry of Education, Tanzania

Tanzania Children's Fund

(and Rift Valley Children's Village)

Thank you for your **in-kind** support

Learning A-Z

MyBlee Math

Otterbox

Salesforce.org

Chilamate Rainforest Eco Retreat

LAND Africa

Thank you for your contributions

Abbey Boeding	Cheryl McConnell	Formal Greeting	Jim Dulin	Marius Van Wyk	Robin Puckett
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Executive Director



Jenny Boyd
Director of
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**Adrienne
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Monitoring &
Evaluation
(Tanzania)



Kate Stevens
Coordinator of
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Meghan Casey
Country Director
(Costa Rica)



Eligi Tairo
Instructional Coach
(Tanzania)



Modesta Willey
Instructional Coach
(Tanzania)



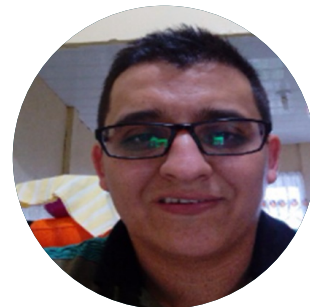
Mikel Webb
Instructional Coach
(Costa Rica)



**Sam Ruiz
Stevens**
Operations
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Tim Mdinka
Country Director
(Tanzania)



Yohns Solis
Instructional Coach
(Costa Rica)



Bud Hunt
Instructional Coach
(USA)



Jeanette Hiebsch
Education
Consultant

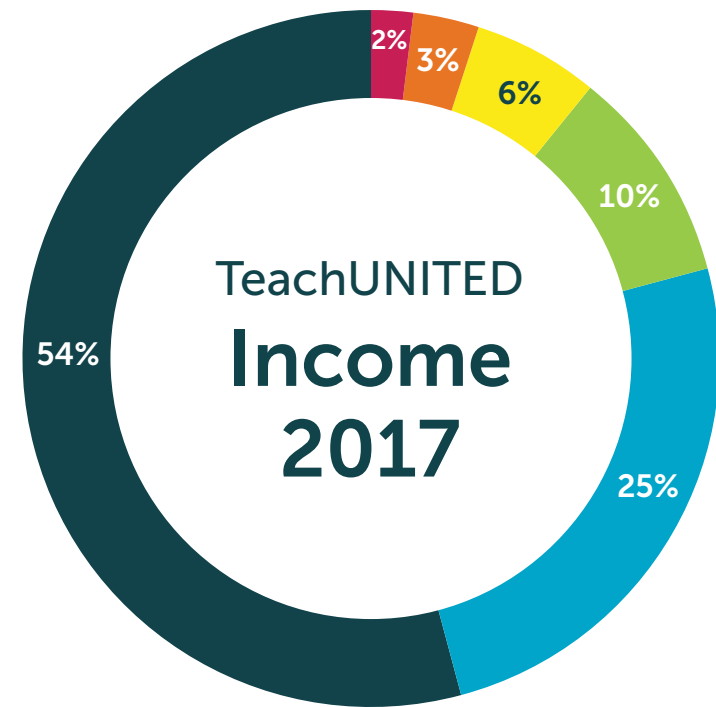


Tyson Berger
I/T Consultant
(Volunteer)



Chesco Sowo
Project Assistant
(Tanzania)

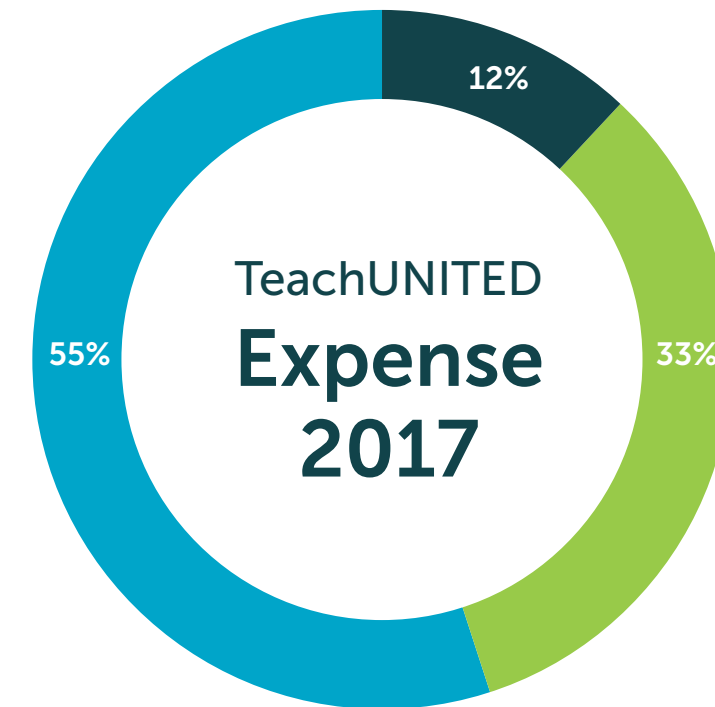
Our Financials



- Corporate Contributions
- School Revenue
- Individual Contributions
- Grants
- School Contributions
- Charitable Venture Fund

REVENUE

Major Gifts Campaign	\$193,000
School Revenue	\$9,000
Corporate Contributions	\$7,575.60
Grants	\$35,774.50
Individual Contributions	\$21,197.54
School Contributions	\$89,687.48
Total Revenue	\$356,235.12



- Administration
- Personnel
- Program Costs

EXPENSES

Marketing	\$327.14
Administration	\$21,150
Miscellaneous	\$21,725.96
Payroll Expenses	\$92,389.43
Professional Services	\$32,841.68
United States	\$23,877.54
Tanzania	\$29,804.01
Costa Rica	\$65,258.71
Community Projects	\$58,695.85
Net Income	\$10,164.80

TeachUNITED
is a global
non-profit
dedicated to
reducing
inequality
through
education.



TeachUNITED is an initiative of World Leadership Foundation,
a 501(c)(3) non-profit organization based in Boulder, CO.