

We envision a world where every teacher, everywhere, has opportunities for professional learning and support so that every child has access to a quality education.





Dear Friends and Supporters,

TeachUNITED was founded in 2016 with a mission of supporting and empowering small and rural community teachers to ensure every child can reach their full potential. With a model that helps teachers tangibly shift their practice for a proven impact on student outcomes, this mission is more relevant and urgent than ever.

2020 was an unprecedented year for education. Disruptions to schooling widened gaps for millions of kids, shined a spotlight on global inequities, and made it increasingly apparent that teachers need our focused attention and support.

Throughout this turbulent year, the TeachUNITED team and community of schools, partners, and supporters responded with tenacity and resilience, gave selflessly for the larger good, and stood together every step of the way — for a powerful and profound impact on kids and families.

Much remains to be done in overcoming educational inequality, but together our community truly moved the needle for underserved students in 2020. We will continue to build the platform for a better education and a brighter future for small and rural communities in the long term.

With our utmost gratitude,

Heather Hiebsch Chief Executive Officer

Heatherthielsch

Stephanie Cornell
Chair, Board of Directors







# The Learning Crisis

Every child on the planet deserves access to an equitable and quality education.

Yet, more than half of the world's children are not learning critical math, literacy, and life skills.

Without these foundational skills in place, students often fail to thrive as they progress through school and join the workforce. Without action, more than 1.5 billion adults could be living in extreme poverty in 2050. Underserved and rural areas are the hardest hit.

We believe teachers are the solution.





# Scale & Sustainability

In line with <u>United Nations' Sustainable Development</u> <u>Goal #4: Quality Education</u> (SDG4), we invest in teachers on a global scale to drive local action that increases opportunity for every child.

#### What is UN SDG4?

The United Nations developed a unified agenda for sustainable development, which covers a broad series of global and local goals for peace and prosperity for people and the planet.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

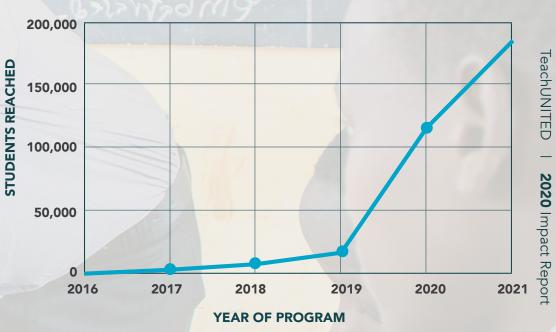
Target 4.C: Increase the supply of qualified teachers in developing countries.

As teachers are a fundamental condition for guaranteeing quality education, teachers and educators should be empowered, adequately recruited and remunerated, motivated, professionally qualified, and supported within well-resourced, efficient and effectively governed systems.









Our goal is to improve outcomes for one million children by 2030.

TeachUNITED is both on track and on mission to reach our goal ...and 2 million children by 2035.





We are so grateful for the support from our community, which enabled us to provide urgent, in-the-moment support during the global pandemic. Crisis-response training delivered through our partnerships with state departments and ministries of education helped teachers gain the skills needed to deliver online and hybrid education. Newly developed digital content and tools allowed us to coach teachers virtually during school closures — even in off-grid areas, where teachers with connectivity issues joined first-ever virtual workshops.

# Within a year of adversity came the seeds of greater benefit.

This year profoundly influenced our ability to empower positive change in small and rural school systems. Our reach grew 5x across all programs, and the shift to virtual coaching laid the groundwork for expansion to new countries. The hard work of our community delivered short-term aid during the pandemic while also helping build more resilient and equitable educational systems for small and rural communities around the world.



# 2020 Achievements

#### **CLOSING LEARNING GAPS, EVEN IN THE PANDEMIC**

Teachers have shown time and time again that, if supported with coaching, high-impact strategies, and a cohort of their peers, they will set and reach ambitious student outcome goals. Our Tanzania partner schools demonstrated this significantly in 2020 with higher growth scores; despite months-long school closures.

18%
higher student growth score in literacy.\*

21% higher student growth score in math.\*

\*In comparison to Tanzania control schools.



# HELPING TEACHERS DEVELOP SKILLS TO KEEP STUDENTS ON TRACK

At the end of the program, 94% of TeachUNITED partner teachers in the United States reported they felt confident they could address the needs of students struggling academically. These skills are critical for accelerating growth to close learning gaps associated with school closures and disruptions.





# BUILDING SKILLS AND DRIVING FUNDS TO LOCAL COMMUNITIES

In the midst of the pandemic, the Latin America team secured an important partnership with the Universidad Nacional — bringing critical funds to a high-poverty region. Teachers who complete the program will now receive professional credit for their participation and a salary increase.

#### **EXCEEDING GROWTH AND IMPACT MILESTONES**

TeachUNITED exceeded a critical growth milestone in 2020 — we have impacted more than 100,000 students globally by supporting their teachers. This represents a **5x increase in global reach from 2019**. We are on track to reach our goal of ensuring one million students from small and rural school systems have access to a quality, equitable education by 2030.



#### **EXPANDING PARTNERSHIPS FOR EDUCATIONAL IMPROVEMENT**

In 2020, TeachUNITED was thrilled to develop two new and expanded partnerships to deliver a COVID crisis-response program. Our new partnerships with the Costa Rica Ministry of Education and the US Wyoming Department of Education allowed us to serve even more schools in each region, reaching almost 2,200 teachers total!



# What We Do

THE SCHOOL ACCELERATOR PROGRAM | TeachUNITED empowers teachers and leaders with the high-impact strategies necessary to set and reach ambitious student academic goals.

#### PROVEN STRATEGIES FOR IMPROVING STUDENT OUTCOMES.



Research tells us that sustained instructional coaching is one of the most effective methods for improving instructional practice and student success. Coaching occurs during 1:1 calls, webinars, workshops, online course feedback, and small group PLCs.

### PEER LEARNING COMMUNITIES

Teachers support each other's professional growth and work collaboratively to improve student success.

### HIGH-IMPACT STRATEGIES

Strategies like building growth mindsets, personalized learning, and data-driven instruction improve student engagement and outcomes.



# 4-Step Process for School and District Transformation



TeachUNITED enters into formal partnership with schools and districts.



Education leaders and teachers work alongside coaches to develop engaging, student-centered classrooms driven by data.



Professional networks allow for ongoing collaboration, support, and leadership opportunities for teachers.



Teachers mentor others in their schools and districts for sustained growth.

We partner with regional and national governments to ensure change is integrated into school systems.

### By the **Numbers**

Totals for year ending on December 31, 2020

104k

**Students reached** 

+459%

YoY Growth

2,600

**Educators served** 

+1,138%

YoY Growth

394

School / district partnerships

+591%

YoY Growth



What makes our program unique.



Designed for small and rural school systems.

We fill gaps in access to teacher professional learning in historically overlooked communities.



Accessible for any school, anywhere.

Our program is effective, regardless of community socioeconomic status or technological capability.



Builds capacity, not dependency.

Our program is a comprehensive journey to build long-term capacity so change and skills are sustained within schools.



Evidence-based and data-driven model.

We rigorously measure and test our research-based model to ensure teachers develop skills that have the greatest impact on kids.



Tested, proven, and effective.

Across multiple regions, our program consistently demonstrates meaningful impact for teachers and students.



# What You Measure, Matters

# RIGOROUS PROGRAM MEASUREMENT ENSURES A MEANINGFUL IMPACT ON STUDENT AND EDUCATOR SUCCESS.

#### A PARTNER IN DATA

We work with our partner schools to determine which assessments, metrics, and measures of success are most important to them. We make sure to collect the data that really matters.

#### **EMBEDDED AND SCHEDULED**

Data collection is built into the program. Our Monitoring and Evaluation (M&E) team and coaches work closely with district and school partners to gather data on the schedule that works best for teachers and students.

#### **MULTI-LEVEL DATA**

Student and teacher data is collected in multiple forms, allowing schools to track measurable outcomes for their entire community.

#### **SHARING RESULTS**

When data is collected and analyzed, we share results with our partner schools and districts so that everyone can learn together.

#### **CONTROL SCHOOLS**

Data is collected from control schools with similar attributes to partner schools to compare student outcomes for a complete understanding of program success.



### **OUR MODEL** TO GET TO THERE

We support schools, districts, and government education systems to shift toward a more effective model for teaching and learning.

**IMPACT.** Our multi-year model and partnerships allow us to saturate a district, state, or region to create systemic change. Starting with a small cohort of teachers per site in year-1, those teachers become mentors to others to shift school culture in year-2 and beyond.

**SCALE.** In five years, our reach has grown 60x. Participating schools across three unique regions have seen meaningful improvements in teacher efficacy and student outcomes for less than \$30/child per year.

**FINANCIAL.** With diverse revenue streams from school and government partnerships alongside philanthropic support, our sustainable revenue model meets our mission and scaling goals.

### **IMPACT**

We focus on whole systems.

### **SCALE**

We keep costs low to support greater reach.

### **FINANCIAL**

Our diversified revenue ensures we are here long-term.



### Where We Work

# Our program can be implemented in any rural setting — even in remote, off-grid schools.

As a criteria for scaling, TeachUNITED has tested the efficacy of our model by operating in countries with diverse cultures and socioeconomic factors.

#### **EAST AFRICA**

- » Teachers participated in first-ever virtual workshops, overcoming substantial connectivity issues.
- » Double-digit growth scores compared to control students in math and literacy, despite monthslong school closures.
- » From 2018 to 2020, TU secondary schools in Tanzania averaged a 23% increase in their national exam pass rate and a 25% increase in girls' pass rates.

#### **LATIN AMERICA**

- » **3x increase in program reach**, impacting 10,000 students in 2020.
- » Implemented a new short-term, crisis-response program to help hundreds of teachers develop digital instructional skills.

#### **UNITED STATES**

- » 10x increase in program reach, impacting nearly 60,000 students in 2020.
- » Statewide partnership with the Wyoming Department of Education.



#### 2020 PARTNER SCHOOLS

Afflerbach Elementary Albin Elementary Alcova Elementary Alta Elementary Alta Vista Elementary Arp Elementary Ashgrove Elementary Baldwin Creek Bar Nunn Elementary Bayfield Middle School Beitel Elementary Black Butte High School Bondurant Elementary **Boxelder Elementary** Buffalo High School Buffalo Ridge Elementary **Burlington Elementary** C.Y. Middle School Campbell County High School Campbell County Virtual School Cariblanco Casper Classical Academy Centennial Middle School Chuqwater High School Chugwater Junior High School CINDEA Puerto Viejo CINDEA San Miquel Clark Elementary Claudio Lara Campos Clear Creek Middle School Cloud Peak Elementary Cole Elementary Colegio Nocturno de Río

Colegio Nocturno Puerto Vieio Colonia Nazareth Colonia Villalobos Colter Elementary Cooperative High School Cottonwood Elementary. Campbell #1 Cottonwood Elementary, Natrona #1 Crest Hill Elementary CTP Puerto Vieio Sarapiquí Davis Middle School Dean Morgan Middle School Desert Elementary Desert Middle School Desert View Elementary Douglas Intermediate School Douglas Primary School Dry Creek Elementary **Dubois Elementary** Dubois High School Dubois Middle School Eastside Elementary El Coyol El Cruce Nocturno Encampment K-12 School Escuela Bajos de Chilamate Escuela Buenos Aires\* Escuela Calle La Lucha Nocturna Escuela Cariblanco Escuela Chilamate\* Escuela Cristo Rey\* Escuela Cubujuquí Escuela El Achiote

Escuela El Jardín

Escuela El Naranjal Nocturna Escuela Estero Grande Escuela Finca Cinco Nocturno Escuela Finca Cuatro Nocturno Escuela Finca Once\* Escuela Finca Seis\* Escuela IDA Otoya Nocturno Escuela Juan Santamaria\* Escuela Kay Rica Escuela La Flamilia Nocturno Escuela La Flaminia Escuela La Guaria\* Escuela La Tigra Nocturno Escuela La Trinidad Nocturno Escuela Las Orquideas Nocturno Escuela Las Palmitas Escuela Líder Puerto Viejo\* Escuela Lindo Sol\* Escuela Los Lirios Nocturno Escuela Luis Demetrio Tinoco\* Escuela Pueblo Nuevo Provecto EPJA Escuela San José del Río Sucio\* Escuela San Ramón Evansville Elementary Farson-Eden Elementary Farson-Eden High School Farson-Eden Middle School Finca Dos Florence Jr./Sr. High School Frontier Academy Ft. Caspar Academy

Ft. Washakie Elementary Ft. Washakie High School Ft. Washakie Middle School Gannett Peak Gilcrest Elementary School Glendo High School Glenn Livingston Elementary Glenrock High School Glenrock Intermediate School Goins Elementary Granger Elementary Grant Elementary Green River High School Greybull High School Greybull Middle School Hanna Elementary Harrison Elementary HEM Junior/Senior High School Henderson Elementary Hobbs Elementary Horizon Alternative School Hulett School IDA CARTAGENA IDA La Gata IDA LA PAZ IDA La Otoya IDA Nazareth Nocturno IDA Sarapiquí Indian Paintbrush Elementary Jackson Elementary, Fremont #25 Jackson Elementary, Teton Jackson Hole High School Jackson Hole Middle School

Frío



Jessup Elementary Johnson Junior High School Journey Elementary Kaycee School Kelly Elementary Kelly Walsh High School Kemmerer Jr./Sr. High School La Isla Lance Creek Elementary Lander Middle School Lander Valley High School Laramie High School Laramie Junior High School Lendikinya Primary Libbey Elementary Liceo Ambientalista Liceo El Paraíso Liceo La Virgen Liceo Río Frío Liceo Rural San Julian Liceo Rural Unión del Toro Lincoln Elementary School Lincoln High School Lincoln Middle School Little Snake River Valley School Los Lirios Lovell Elementary Lusk Elementary Lusk Middle School Lyman Intermediate School Manor Heights Elementary McCormick Junior High School Meadowlark Elementary, Johnson #1

Javillos

Meadowlark Elementary, Laramie #1 Meeteetse School Midwest School Monroe Elementary School Moorcroft High School Moorcroft K-8 Moran Elementary Mountain View K-8 Munger Mountain Elementary Natrona County High School Natrona Virtual Learning **NGARASH** Niobrara County High School Njiapanda Northpark Elementary Oregon Trail Elementary Overland Elementary Paradise Valley Elementary Park Elementary Parkside Elementary Peak High School Pilot Butte Elementary Pinedale Elementary Pineview Elementary PODER Academy Poison Spider Elementary Powell High School Powell Middle School Rawlins High School Rawlins Middle School Red Creek Elementary Riverton High School Riverton Middle School Rock Springs High School Rock Springs Junior High

Roosevelt High School Sage Elementary Sage Valley Junior High School Sagewood Elementary San Bernardino San José San Rafael Abajo San Vicente Saratoga Elementary Saratoga Middle/High School Sheridan High School Sheridan Junior High School Shoshoni Elementary Shoshoni High School Shoshoni Junior High School Skyline Academy Snowy Range Academy South Side Elementary Southridge Elementary Southside Elementary Spur Virtual Academy St Margaret's Catholic School St. Anthony Tri-Parish Catholic School Stagecoach Elementary Star Valley High School Stocktrail Elementary Summit Elementary Summit Innovations School Sundance Elementary Sunrise Elementary Tambor Ten Sleep K-12

Thunder Basin High School

Ticari

Torrington High School Trail Elementary Uinta Meadows Elementary Ujarras Upton High School Upton Middle School Urie Elementary **UW Laboratory School** Velma Linford Elementary Verda James Elementary Walnut Elementary Washington Elementary West Elementary Westridge Elementary Westside Elementary Westwood High School Wheatland High School Wheatland Middle School Willow Creek Elementary Wilson Elementary Wind River Elementary Wind River High School Wind River Middle School Woods Learning Center Wyoming Indian Elementary Wyoming Virtual Academy Zapote

\*Denotes daytime and nighttime schools.



# 2020 Impact Spotlights

# COMMUNITY PARTNERSHIPS TO OVERCOME CHALLENGES, BUILD RESILIENCE

#### The Challenge

In the United States, as many of the nation's schools and districts grappled with how to quickly turn to remote or hybrid learning during the COVID-19 pandemic, small and rural districts found additional challenges unique to their communities, their students, and their educators. The Wyoming Department of Education recognized those challenges and acted quickly to ensure teachers felt prepared to serve students' individual learning during this year, no matter where the learning occurred.

#### The Response

In the 2020-2021 school year, thousands of teachers across Wyoming participated in TU's professional development programs. With cohorts of their peers, they learned and applied best instructional practices and received individualized feedback. Focusing on adaptable, blended, and virtual strategies, TU coaches supported teachers through the challenges of teaching and learning during a pandemic.



# THE RESULTS — WYOMING DEPARTMENT OF EDUCATION PARTNERSHIP

94%

of educators reported that the course had a positive impact on their teaching practice.

100%

of educators reported they were confident in their ability to implement new teaching strategies by the end of the course.

94%

of educators said they were confident integrating technology into their classroom by the end of the course.



"I enjoyed this course because of all the resources that were brought to my attention. I was able to see connections across my practice and within the sources, which brought a sense of pride for my lessons and creations within the classroom."

— Teacher, Wind River High School (Pavillion, Wyoming)



# 2020 Impact Spotlights

#### **EMPOWERING TEACHERS AS LEADERS**

Born in Saraquipí, Costa Rica, Ericka Peralta Jimenez has been a teacher for 10 years. Selected as "TU Teacher of the Year" in 2019 due to her outstanding commitment, Ericka completed the TeachUNITED program and then continued to support other teachers in the region through our local alumni network.

Ericka has been an incredibly important resource and a model for teachers in the community, especially during the pandemic. As TU coaches implemented the program virtually due to school closures, Ericka used her knowledge from completing the TeachUNITED coaching program and acted as a resource during the pandemic. She answered questions, helped teachers overcome challenges, and supported teacher success in delivering high-quality, effective online learning experiences.

Ericka has shown that, collectively, teachers can support and mentor each other to transform teaching and learning.



"Teaching is a gift. Teachers can make a positive impact that is carried forever in the hearts and minds of students. That is why it is so important to model positive examples for our colleagues. Only by working together and supporting each other can we make sure that students from our community succeed."

— Ericka Peralta Jimenez, Costa Rica





#### BE THE TEACHER THAT CHANGES LIVES

When he was young, Jonas Ngowi was not interested in school. He did not feel motivated or understand the importance of learning — until a very important teacher changed his life. Jonas was inspired to become a teacher and help kids like himself who were struggling in school.

Jonas volunteered for the TeachUNITED program in Tanzania because he wanted to inspire his students to be successful, but he found that he struggled to understand how to get students to engage in lessons and ask questions. The skills taught by TU coaches gave Jonas, who already cared deeply for his students, the tools to reach them in a more effective way.

Through his work and dedication, Jonas is transforming his community by ensuring that his students develop the motivation to learn so they can succeed in school and reach their full potential.





"When I was a child, I was not interested in school. But I had a great teacher and he made me who I am today. The objective of being a teacher is not to give the student a uniform. It is to help them one day be our ambassadors. So when they are proud and have a job in a bank, or a hospital, or the market, they will say, 'My teacher helped me be who I am today in the community.' They may have a house or car, but I want them to know how to live!"

— Jonas Ngowi, Tanzania



### Our Staff

We welcomed several new team members this past year to effectively respond to the growing demand for our model and accelerate our scaling strategy. Our staff is based in the United States, Latin America, and East Africa. TeachUNITED benefits from its strong local leadership and extensive experience in education.

#### **GLOBAL OPERATIONS & U.S. TEAM**

Heather Hiebsch, Chief Executive Officer
Molly Hoehn, Senior Director of Programs
Sam Stevens, Senior Director of Operations
Jess Heitner, Director of Advancement
Jenny Boyd, Director of Foundation Partnerships
Alea Thompson, Director of Product & Implementation
Hannah Tinklenberg, Development Manager
Rebecca Eggerman, Operations & HR Manager
Morgan Platt, Monitoring & Evaluation Manager
Joe Hoang, Accounting Coordinator
Meghan Antol, Instructional Coach



#### **EAST AFRICA TEAM**

Eligi Tairo, East Africa Education Program Director
Gidibo Tindwa, Director of East Africa Partnerships
Priscer Roma, Operations Manager
Modesta Wiley, Instructional Coach
Chesco Sowo, Instructional Coach and M&E Associate

#### **LATIN AMERICA TEAM**

Yohns Solis, Latin America Education Program Director Meghan Casey, Partnerships Coordinator Armando José Bello Guzmán, Operations Manager and M&E Associate Mikel Webb, Instructional Coach

Herlinda Alverez, Junior Coach



In January 2020, we welcomed our international team to the TeachUNITED headquarters in Fort Collins, Colorado, for a week-long training and retreat. Among learning new techniques and strategies to support teachers and students, we had an all-day site visit at our partner schools in Estes Park, and Otterbox hosted us for a lunch and learn with their staff.

We are immensely grateful to **Kelly and Dave Burke** for their generosity in making this a meaningful and special opportunity to learn and connect with our colleagues. A special thanks to **Otterbox** for hosting us at their headquarters.





#### **BOARD OF DIRECTORS**

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Venture Partner, Draper Richards Kaplan Foundation

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Director of Software, Applied Education Systems

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Executive Leadership, Girl Rising / GEF Venture Philanthropy Fund

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Advanced Leadership Initiative Fellow, Harvard University and Managing Member, Farm Animal Transparency, LLC

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#### **Gregg Goldenberg**

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Senior Director, Portfolio Fundraising Strategies, Draper Richards Kaplan Foundation

#### **Brad Feld**

Early Stage Investor and Entrepreneur

#### **Gene Frantz**

General Partner, CapitalG

#### **Dr. Ufot Inyang**

Education Administrator, Dougherty School District

#### **Bruce Miller**

CEO, Investure

#### Paul Pasin

Chief of Parish & School Operations, Archdiocese Chicago

#### **Eric Roza**

CEO, Crossfit, LLC



"Teacher coaching is at the top of the list of effective levers to improve student outcomes. I find it particularly compelling that TeachUNITED is bringing its experience to rural communities. They are continually building on the remarkably strong outcomes they are getting in the schools in which they work. The organization, at the cusp of significant scale, is a strong program that has the potential to reach children in rural communities all over the country and the world."

—Stephanie Cornell, Board Chair



### Our Partners

TeachUNITED relies on the generous support of individual donors and foundation and corporate partners to support the development of teachers to provide a brighter future for all children.

#### **FOUNDATION & CORPORATE PARTNERS**























#### **GOVERNMENT & COMMUNITY PARTNERS**



Karatu **District** Council



Monduli **District** Council







#### **IN-KIND SUPPORTERS**





















### THANK YOU TO OUR **GENEROUS SUPPORTERS**

This list recognizes institutions and individuals who provided generous financial support during our fiscal year 2020 (January 1, 2020 to December 31, 2020).

#### \$100,000+

Draper Richards Kaplan Foundation\* Vitol Foundation

#### \$50,000 - \$99,999

All Points North Foundation\*

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Gene & Maria Frantz Family Fund\*

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#### \$25,000 - \$49,999

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#### \$5,000 - \$24,999

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Todd Walmsley

Kay & Dick Ward

Joan Wehner

Sarah Williams

Anonymous

Anonymous

<sup>\*</sup>Indicates a donation part of a multi-year pledge.



### Our Financials

Our work is possible because of the generosity of our worldwide network. We are deeply committed to operating with the utmost financial efficiency and transparency, so you know your investments provide the greatest benefit to support teachers and ensure quality education.

In 2020, TeachUNITED raised over \$900,000, up 60% from the prior year, to keep pace with TeachUNITED's accelerated program scaling.

INCOME FY20		
Foundation Grants	\$471,007	51%
Individual Contributions	\$299,101	32%
Program Revenue	\$161,450	17%
Other Revenue	\$99	.01%
Total Income	\$931,657	100%
<b>EXPENSES FY20</b>		
Program	\$491,935	65%
Administration	\$125,185	17%
Fundraising	\$138,936	18%
Total Expenses	\$756,056	100%



#### **INVEST IN EDUCATION**

A donation to TeachUNITED helps us transform the lives of millions of children across the world through education. Make a donation today at <a href="https://www.teachunited.org/donate">www.teachunited.org/donate</a>.

#### **ESTABLISH A MATCHING GIFT**

Thanks to matching gift programs offered by many employers, you can double or even triple your impact!

#### **BE A CHAMPION FOR EDUCATION**

Invite others to share our passion for ensuring all children have access to quality education, regardless of where they live.

#### **FOLLOW US ONLINE!**

Be part of TeachUNITED's global community. Join us online to see how we're supporting teachers and making quality education accessible in small and rural communities across the world.

» Facebook: <u>@teachunited</u>

» Instagram: @teachunited

» Twitter: /teachunited

» LinkedIn: /company/teachunited/



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