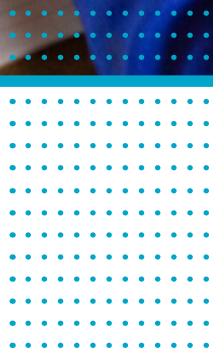


 TeachUNITED
1 Million Reasons



January 2022 - June 2023
IMPACT REPORT





1,028
new schools

TRANSFORMED

6
new countries

WELCOMED

391,570
new students

REACHED

11,697
new educators

EMPOWERED

Based on new projections,
our reach goal has grown to

3 MILLION
students by 2030



One Million Reasons Why.

The last eighteen months have been incredibly exciting and filled with great achievements for TeachUNITED (TU).

We have now reached more than one million students and thirty-thousand educators globally!

While that milestone deserves to be celebrated, the last eighteen months have also laid bare the daunting reality of COVID-related impacts on education globally - student learning has been delayed by an average of eight months, teacher shortages are increasing rapidly, and more than 129 million girls remain out of school. So as our reach surpasses one million, so does the number of reasons why we do this work:

- Empowering local change from within our partner communities
- Preparing our kids for the future
- Keeping great teachers in the profession
- Helping women and girls thrive
- Closing equity gaps in the most overlooked areas

Teaching is difficult, especially right now. But the quality of teaching has always had, and will continue to have, the greatest impact on student learning (World Bank, 2018). When motivated teachers are equipped with the best instructional skills and a supportive community, students gain access to an education that prepares them to succeed and thrive. It's that simple.

There is a solution and the committed TU schools and partners are implementing it.

So while we pause briefly to recognize the hard work of our coaches, staff, and partner educators, we know the need continues. If we keep on this path, together, we will get there.

In service,

Heather Hiebsch
Co-Founder and CEO, TeachUNITED



Why we do this work.

TeachUNITED believes that every child deserves access to quality education—but nearly 70% of 10-year-olds in low- and middle-income countries are unable to read and understand a simple text¹. Without immediate action, this global learning crisis will become a generational catastrophe. TeachUNITED is working to overcome this.

We KNOW teachers are the solution.

By increasing secondary schooling and completion:



Income Opportunities

Women will earn twice as much, on average, as women without a secondary education.²



Poverty

We could cut the global poverty rate by more than half.³



Employment

In many of our partner regions, TU-certified teachers qualify for career advancement and pay increases.



Health

Girls will be 5x less likely to marry as children and 3x less likely to become HIV positive.⁴



Violence

Fewer incidents of crime and gender-based violence.⁵

What we do.

Overcome barriers to success for small, rural, and underserved school systems.

AFRICA



Click here to play

In Monduli and Karatu regions of Tanzania, TeachUNITED-trained teachers build collaborative learning classrooms, motivating their students so that kids enjoy going to school. That translates directly to academic success, with nearly 10% more students able to move onto secondary school and double-digit growth in both math and literacy when compared to control schools.

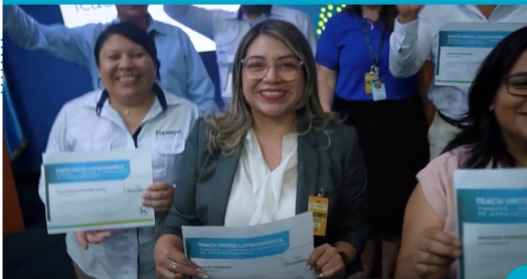
Scan to watch video



What we do.

Partner with local, impact-driven organizations dedicated to improving educational outcomes in their schools networks and communities.

LATIN AMERICA



Working with community-based NGOs, TeachUNITED's mission to give schools around the world access to world-class training contributes to the development of countries like Guatemala. Partnering with local leaders like Funsepa doubles our efforts to strengthen the quality of public schools, improve student achievement, and benefit the entire country.

Click here to play

Scan to watch video



UNITED STATES



A supported and engaged teacher is an effective teacher. Cultivating teacher capacity, commitment, and drive positively impacts students' academic achievement as well as teacher retention. Our partnership in Colorado is a perfect example of the process at work.

Click here to play

Scan to watch video



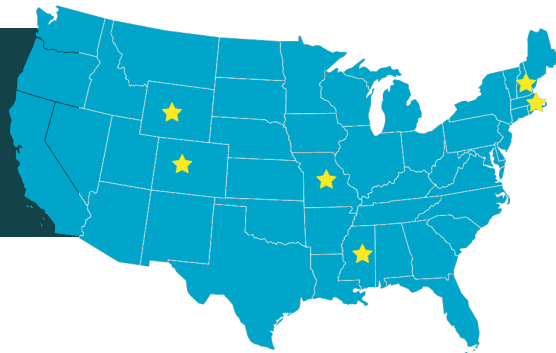
Where we work.

We focus on rural and underserved communities, where access to professional development is scarce due to geographic isolation, dwindling budgets, and minimal resource investments.

TeachUNITED is both global and hyper-local in that our model is rooted in global research and evidence-based pedagogical training, while also using local innovations. We are working proudly within rural communities across 14 countries around the world.



Colorado
Massachusetts
Mississippi
Missouri
New Hampshire
Wyoming



“With the help of TeachUNITED, our teachers can do their work in the greater community and create an instructional culture and actual differentiated roles that don’t have teachers fighting an uphill battle alone.

- Jillian, Assistant Principal
Timberland School District, New Hampshire

Mexico

Costa Rica
Guatemala
Honduras
Nicaragua



“My favorite part of the TeachUNITED training was learning new techniques and strategies to make my lessons more dynamic and entertaining.

- Beatriz, Teacher
Escuela La Guaria, Costa Rica

“The TeachUNITED program has taught us about the importance of having a growth centered mindset.

- Joan, Program Officer
Girl Up Initiative, Uganda

Ghana
Nigeria

Kenya
Malawi
Rwanda
Tanzania
Uganda



How we do the work.

Rather than imposing a one-size-fits-all approach, we build deep, strategic partnerships with local schools, NGOs, and education stakeholders.

We work collaboratively with these partners to support educators with sustainable, context-relevant instructional solutions to the challenges they face every day in the classroom.



1



Participate in Hybrid Programs

- 1:1 coaching
- online resources
- small group webinars
- professional learning communities

2



Learn Instructional Strategies

- mindset
- engagement
- personalized learning
- data-driven instruction

3



Apply Knowledge

- refine skills
- coach peer teachers
- impact long-term, school-wide change

TeachUNITED strives to provide leadership and add perpetual value for our partners by creating, curating, and sharing locally relevant content.

Podcasts hosted by coaches in Latin America

Maximizing Federal Funding for Small and Rural Schools

Marcia McCaffrey
Senior Director | US Partnerships

Impact of the work.

Monitoring & Evaluation are essential components of assessing student performance and improvement. TeachUNITED measures program impact not only for participants but also weaves measurement throughout the program to show impact at the student, teacher, and school levels.

Partner in Data.

We work with partners to decide which assessments, metrics, and measures of success are most important. Together we build a plan to make sure partners collect the data that matters for their school communities.

Embedded and Scheduled.

Assessments and data collection are built into the program. Our data team and trainers work closely with our partners to determine a schedule that works best for the communities they serve.

Multiple Levels of Data.

We work with partners to collect participant, teacher, and student data in multiple forms (i.e. student pass rates, teacher job satisfaction), allowing partners to track measurable outcomes for their entire community.

Monitoring & Evaluation Mentorship Program

TeachUNITED recently launched an M&E mentorship program for our local, community-based NGOs. This program is intended to help partners measure the impact of TeachUNITED's training and plan for continued impact assessment in the future.



TeachUNITED

- Guides the development of M&E frameworks and systems during our coaching program implementation with partners.
- Provides “off-ramp” instructions for partners to take over the M&E plans and systems upon completion of the program.

Partner NGOs

Build the skills and confidence necessary to continue the data collection processes even as they complete program implementation with TU and move into Alumni status.

Congratulations to pilot partners who have now moved into Phase 2 and Alumni status within the coaching program and M&E mentorship program.



Impact of the work.

AFRICA

Effective teachers help kids remain in school.



Students raising hands in class, Olarash Primary School, Monduli, Tanzania

During the year one implementation of the program in Monduli District, over 75 workshops were conducted and 350 individual coaching sessions held, resulting in a 98 percent program completion rate among participating teachers.

In East Africa, TeachUNITED schools:

showed **24x** the growth compared to control schools in math.

performed **14x** better than control schools in literacy.

When comparing pre- and post-scores, TU schools scored:

9.3% pts

better than control schools in math



5.4% pts

better than control schools in literacy



We celebrated the region's first Mentors for Change graduation class with partner NGO Girl Up Initiative Uganda. The program kicked-off about one year ago reaching an estimated 16,800 students at 35 schools. Girl Up is now engaged in Phase 2 of the TU program for replication and measurement.



I further incorporated getting to know my students' weaknesses and strengths through the bio data they submitted. This enabled me to look out for their needs and find suitable solutions for them.

- Claire, Head of Programs
Girl Up Initiative, Uganda

SCHOOL SPOTLIGHT:

Engutoto Secondary School | Tanzania

50%

increase of pre- to post-scores

in Math & Literacy



Impact of the work.

LATIN AMERICA

Quality education requires great teachers.



Scan to watch video



I had a great [TU] coach who showed great empathy towards us always - saw our human side and addressed our needs.

- Zoila Basulto, Teacher



In Sarapiquí, Costa Rica



✓
86.3% of all TU Sarapiquí students passed their classes (85% primary students; 93% intermediate students).

✓
TU students showed a particular strength in STEM, as 88.9% of TU students passed in science.

✓
TU schools gained 15.1 percentage points more in literacy and 3.7 percentage points more in math than their control schools.

Teacher retention is one of the most challenging issues facing education today, especially in regions and localities where funding and external economic factors are in flux. Attracting and retaining great teachers has a direct effect on student engagement and achievement, and TU programs provide support to schools experiencing these challenges.



Educational innovation and updating different educational areas improves empathy and the motivation to continue training for a society that breaks the educational gap.

- Miguel Andrés Arias, Director
Ministerio de Educación Pública | Costa Rica

SCHOOL SPOTLIGHT:

Liceo de Río Frío | Costa Rica

14%
increase
of pre- to post-scores

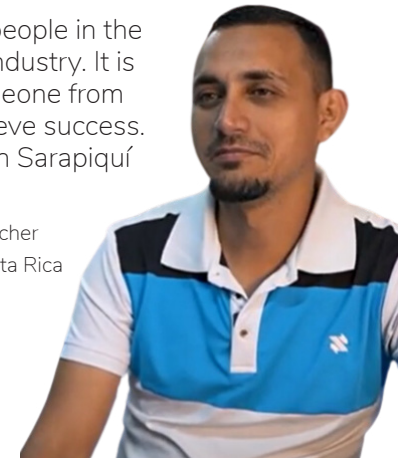


8%
increase
of pre- to post-scores



Here in Costa Rica, we have very important people in the field of science, technology, commerce, and industry. It is hard for us in small towns to believe that someone from a small school, in a rural community, can achieve success. That they can believe that it is possible, that in Sarapiquí the potential exists. That is my vision.

- Alexander Núñez, Teacher
Liceo de Río Frío | Costa Rica



Impact of the work.

UNITED STATES

Empowering educators to transform rural education.

Sharing Insights

Developing collaborative partnerships is one way to reduce educational isolation for rural teachers and school leaders. TeachUNITED recently reached out to Heidi Beatty, PreK-12 Principal of Northeast Nodaway R-V School in Ravenwood, Missouri to understand her perspective on the situation facing her rural school and how data-driven solutions are paramount in today's rural education climate.

Read more in this guest blog by Heidi Beatty.



- Heidi Beatty, Principal
Northeast Nodaway
R-V School, Missouri



Progress & Learnings

Collaboration by Vertical

Participants hear the perspectives of teachers they don't usually get to collaborate with and have more chances for vertical alignment school-wide.

School-wide Training & Initiatives

Lead teachers build a consistent mindset vocabulary, so that every teacher in every classroom is actively using the same vocabulary with students.

Curriculum Complement

TU personalization lesson made teachers realize the value of existing curriculum and how to adapt it to meet the needs of their students.

Northeast Nodaway R-V School

Schools	1
Grades	PreK-12
Students	225
Teachers	30

School district covers
206 square miles.

Social and economic issues faced by US communities often translate into challenges for local schools. When schools, families, and community groups work together to support learning, children tend to do better in school, stay in school longer, and are more engaged.



It is vital to continue to have open and honest conversations about where we have been and where we are going as a district. We have a lot of potential to move our district forward and I'm sure that teachers and the community will be impacted by TeachUNITED and some of the other district-wide initiatives. We are interested in improving instructional practices, becoming more inclusive and connecting our practices to our competency-based grading. We are doing all of this so that we can improve student outcomes and make our district a model for the rest of the state.



- Jamie Parsons, Principal
SAU21, New Hampshire

MOTIVATING EDUCATORS:

By the end of the program, participating US TeachUNITED educators:



are confident in implementing new teaching strategies in their classrooms.



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



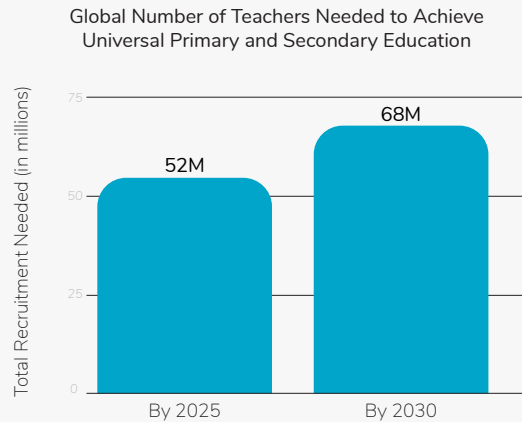
are confident addressing needs of struggling students.



Impact of the work.

TEACHER RETENTION

Limited to no access to educator professional learning is leading to lower morale and greater attrition worldwide. It is estimated that there will be a teacher shortage of 50-70 million globally if we don't work urgently to support our teachers.



Programs like TeachUNITED helps schools retain great teachers by supporting school administrators in finding out the reason why teachers are leaving the district and/or the profession. Principals should hold “stay conversations” with all effective and promising teachers as soon as possible, making clear that they are valued members of the community, and that the school’s leadership team wants them to stay. If teachers say they’re considering other options, principals should ask what they can do to convince them to stay. We as principals need to address the main reasons why teachers are leaving. We need to show teachers that we appreciate them by addressing the concerns.



- Jillian Lee, Assistant Principal
Timberlane, New Hampshire



Professional Development programs like TeachUNITED help to keep teachers motivated and engaged in their work, which can lead to improved job satisfaction and retention by addressing some of the challenges that can lead to burnout and high turnover rates. By investing in strong teacher professional development and coaching, schools and districts can create a culture of continuous learning and improvement, which can benefit both teachers and students. [This support can help to reduce feelings of isolation and provides teachers with the tools they need to succeed.](#)



Barnard School South Hampton, NH

Schools	1
Grades	K-8
Students	90
Teachers	10 (FT) 10 (PT)

South Hampton
Area: 8 square miles
Population: 900

Additionally, the individualized support that is offered through TeachUNITED provides teachers with the help they need to address specific challenges or areas of weakness in their teaching practice. By addressing specific challenges, teachers can feel more supported and confident in their abilities, which can help to improve job satisfaction and lead to teacher retention.



- Michelle Witt, Principal
Barnard School, New Hampshire

Impact of the work.

GENDER EQUITY

129M

girls are out of school globally.⁵

Girls in countries affected by conflict and violence are

2.5X

more likely to be out of school than boys.⁵

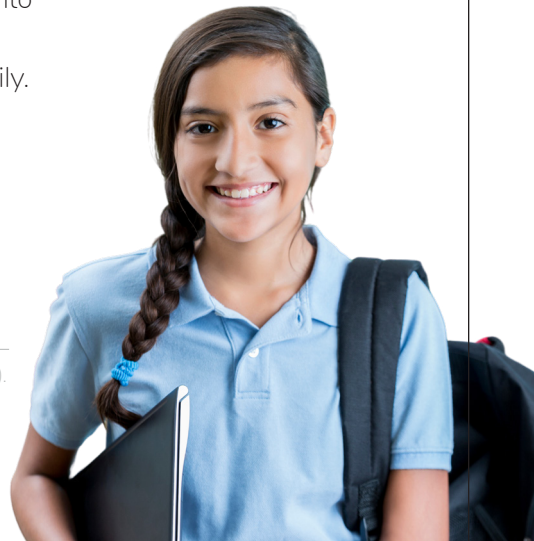
How investing in education directly impacts girls:

She will earn up to 25% more per year of secondary school.


She will invest 90% of her earnings into her family.


She will have a smaller, healthier family.


She will be 3x less likely to become HIV positive.⁶



Girls in Africa attending TeachUNITED schools scored:

7.6 percentage points higher in reading 

6.9 percentage points higher in mathematics 

3.4 times growth in early reading 

than girls at control schools.



“ Negative beliefs and norms about education is a huge challenge. A section of the society still thinks education is for only boys. Because of this, girls are often left out of education and left to tend to housekeeping related work like cooking and cleaning.

The TU program has emphasized the need to continue working with a holistic approach. This approach aids engagement and also helps one to understand the power of involving each and every one i.e. the parents, learners and teachers, community members and more.



- Joan Atimango, Program Officer, Adolescent Education
Girl Up Initiative, Uganda

⁵The World Bank. ⁶Campaign for Female Education (CAMFED).

See what's new.

COACHING

Early Career Educators Coaching Program

Supporting the transition from training to classroom practice.

Addressing the statement “What I Wish I’d Known,” our new coaching program is designed for educators in their first three years of teaching. This coaching program addresses concerns including classroom management strategies, time management, administrative support, and burnout, and provides practical advice and strategies for educators as they get started in their teaching careers.



Classroom Management



Time Management



Administrative Support



Burnout



Scan or
Click to learn more!



FOCUS

Specialized Professional Development

Building specialized skill sets with single topic, high-impact professional development programs.

Equipping teachers with the tools to build specific skill sets, each program provides practical, easy-to-apply strategies with grade-level and content-area adaptations. As participants move through the program, they meet as a cohort with a TU instructional coach to share, problem-solve, and collaborate. Educators end the program with a portfolio of focused strategies adapted to the unique needs of their classrooms.

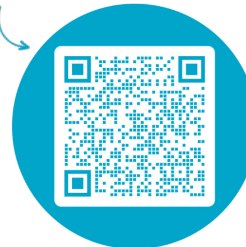
Student-Centered Learning

This program introduces educators to the best practices and strategies for student-centered learning—instructional approaches that support individual students as the **drivers of their own education.**

School Culture of Success

This program includes pathways for both educators and administrators to work independently, meet with peers, and **build a school culture strategic plan and toolkit** together.

Scan or



Click to learn more!



Passion for the work.

TeachUNITED team

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.

Executive Leadership

Heather Hiebsch Co-Founder & CEO	Brian Cathcart Chief Financial Officer
Molly Hoehn Chief Operating Officer	Jess Heitner Sr. Director of Advancement

Global Leadership

Gidibo Tindwa Sr. Director, Africa	Amanda L'Esperance Development Director, Global
Meghan Casey Sr. Director, Latin America	Alea Thompson Director, Product & Implementation
Marcia McCaffrey Sr. Director, US Partnerships	

Global Operations

Rebecca Eggerman Business & HR Manager	Jenny Boyd Partnerships Consultant
Laura Kome Marketing Manager	Mia Serpico Development Manager
Morgan Platt Sr. Manager, M&E	Edna Kilusu Development Assistant

Regional Teams

Africa

Gidibo Tindwa Sr. Director	Modesta Wiley Instructional Coach
Anastazia Louis Malale Regional Manager, Education Programs	Chesco Sowo M&E Associate + Instructional Coach
	Hussein Salum Operations Manager

Latin America

Meghan Casey Sr. Director	Pedro Céspedes Vargas Instructional Coach
Yohns Solis Director of Education	Armando José Bello Guzmán Operations Manager
Mikel Webb Instructional Coach	Ana Denisse Barquero López Partnerships Manager

United States

Marcia McCaffrey Sr. Director	Jason Taylor Coach/Administrator
Andrea Beson Operations Manager	Nyana Sims Coach/Administrator
Meghan Antol Instructional Coach	Amanda Rathbun Coach/Administrator

Board of Directors

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Advanced Leadership Initiative Fellow
Harvard University

Terry Nealon
CEO, Learning Without Tears

Scott Dooley
Software Director
University of Colorado Learning
Engineering Virtual Institute

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Venture Partner
Draper Richards Kaplan Foundation

Chris Devling
VP of Global Sales & Strategic Development
Corwin Press (a SAGE Publishing Company)

Julian Farris
Founder & CEO
Sunblink Entertainment

Kago Kagichiri
Global Head of Innovation
Sokowatch

Ross Wehner
Board Emeritus & Co-Founder
TeachUNITED

Advisors

Dr. Kathy Bartlett, Executive Leadership
Girl Rising & GEF Venture Philanthropy Fund

Emily Edwards, Director
Portfolio Fundraising Strategies
Draper Richards Kaplan Foundation

Brad Feld
Early Stage Investor & Entrepreneur

Gene Frantz, General Partner
CapitalG

Gregg Goldenberg, Partner
Ardent Companies

Bruce Miller, CEO
Investure

Robert Murphy
Education Research Consultant

Paul Pasin
Chief of Parish & School Operations
Archdiocese Chicago

Eric Roza, Managing Director
Vista

Weykyoi Victor Kore, Founder
Korecreatives International



Support of the work.

As always, we are so grateful for the generosity of the TU donor community! The support will be used to reach more schools, educators, and students in small, rural, and underserved communities worldwide. Funds are often used to underwrite a portion of the program cost allowing all education-based NGOs and schools to access world-class professional learning.

Foundation & Corporate Partners



Government & Community Partners

Latin America

Fabretto/ACOES	Ostional Schools	Yucatán Sec. of Education
Funsepa	PHET	Viva Perú
Niños en Alegría	Sarapiquí Education District	Anonymous
MAIA		

Africa

1Million Teachers	Matibabu Foundation	UWEZO
Girl Up Uganda	Monduli District	Wotesawa
Hakizetu	Projekt Inspire	
Karatu District	RLabs	

United States

CO - Poudre School District	NH Dept of Education
MO - Northeast Nodaway	WY Dept of Education
MS - Choctaw County Schools	

In-Kind Supporters



Our Donors (Total dollars donated from Jan 2022 through June 2023)

\$100K+

Freddy & Gregg Goldenberg*
Meldrum Foundation
Pilot House Philanthropy

Gene & Maria Frantz*
Schooner Foundation
Segal Family Foundation

Vitol Foundation
Anonymous

\$50,000 - \$99,999

All Points North Foundation
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Draper Richards Kaplan Foundation
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\$25,000 - \$49,999

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\$5,000 - \$24,999

Amy Batchelor & Brad Feld
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Janet & Jim Dulin
Inspire Brands (SONIC Foundation and Arby's Foundation)
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Terry Nealon*
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Sita Foundation

\$1,000 - \$4,999

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\$1 - \$999

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Hannah & Mark Tinklenberg
Bitsie Turner
Lisa & Roger Vasiliadis
Todd Walmsley
Kay & Charles R Ward
Joan Wehner
Cherlyn & John Wells
Sarah Williams
Anonymous

* Indicates a donation as part of a multi-year pledge.



Financials

We are deeply committed to operating with the utmost financial efficiency and transparency, so you know your investments provide the greatest benefit to educators and students worldwide.

Income	2022	2023(E)	2023(E)
Foundations + Corporations	\$ 944,979	\$ 1,000,000	51%
Individual Contributions	\$ 526,697	\$ 510,113	26%
Program Revenue	\$ 175,494	\$ 458,100	23%
TOTAL INCOME	\$ 1,647,170	\$ 1,968,213	100%

Expenses	2022	2023(E)
Programs & Operations	\$ 1,332,159	\$ 1,530,000
Advancement*	\$ 305,342	\$ 430,000
TOTAL EXPENSES	\$ 1,637,501	\$ 1,960,000

NET INCOME	2022	2023(E)
	\$ 9,669	\$ 8,213

*Includes Fundraising, Communications, and Administration activities

 @teachunited
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Join Us!



Invest in TEACHERS

A donation supports courageous educators who work every day to ensure every child has access to educational opportunities and a chance to thrive.



Become a PARTNER

We work in collaboration with NGOs, governments, and schools across the world to support educators with an effective teacher coaching program.



Be a CHAMPION for Education

Become a part of our growing global community. Join us online to see how we are making quality rural communities.



Middle school is a critical time for students, and teachers need adequate tools and training to play a pivotal role in the classroom. Students need a nurturing school environment and passionate teachers that inspire them to embrace learning while fostering academic, social, and emotional growth. TeachUNITED's programs support and elevate local teachers and school leaders to help them become changemakers within their school communities. They are truly building sustainable leadership capacity in communities that are too often overlooked. All Points North Foundation is proud to support the incredible work of TeachUNITED.



Tony Moten, Executive Director
All Points North Foundation



Make a donation today.
www.teachunited.org/donate





TeachUNITED

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