



# Our Vision

TeachUNITED envisions a world where **every child** receives the quality education needed to **thrive** beyond the classroom.

Dear Friends and Supporters,

TeachUNITED achieved a significant milestone in 2023 – **reaching more than one million students and 30,000 educators globally!** But reach is only a celebration if coupled with positive change for our teachers and students. Success lies in the transformations witnessed among our participants last year.

- **83% more secondary students performed at grade level** in Africa, well enough to pursue higher education.
- Students at TU schools in Latin America **improved literacy and math scores at greater rates than their peers (by 4x in math)**, laying foundational skills for life-long learning.
- **100% of TU schools in the U.S. improved teacher retention** after participating, creating critical impact when the majority of districts are struggling to hire and retain teachers.

More kids are graduating and more teachers are staying in the profession. These profound changes are all possible because of your generous support and unwavering belief that together, we can transform lives through education.

With this strong evidence of impact, **the TeachUNITED team sees it as our collective responsibility – not just a vision – to bring our programs to 5 million children by 2030.**

We remain driven by the core value that initially inspired our journey - a deep commitment to equity for every educator and every child. Thank you for standing with us to make sure these children thrive in the classroom and beyond.

With immense gratitude,



Heather

Heather Hiebsch  
Co-Founder & CEO  
TeachUNITED

Mission

We support teachers to prepare the next generation of students with the skills to graduate, earn more income, and disrupt cycles of poverty.

# Combatting the Learning Crisis



## Young People Lack Basic Skills

More than 55% of young people around the world lack basic reading and math skills.<sup>1</sup> Despite growth in school enrollment, these shockingly low proficiency rates limit young people's opportunities and consign generations to a future of economic insecurity and poverty.



## Due to a Shortage of Trained & Supported Teachers

A root cause of this crisis is limited to no access to teacher professional learning, leading to underperforming schools and demoralized teachers who lack the skills necessary to deliver a quality education.<sup>2</sup>



## Which Decreases Education Quality & Stunts Student Potential

Unsupported teachers and poor teaching quality limit the opportunities of learners. Students who do not perform well academically and fail to complete secondary school earn 23% less than those with a degree.<sup>3</sup>



1. United Nations Statistics Division. (2019). *SDG Goals: 4. Quality Education*.  
2. World Bank. (n.d.). *Successful Teachers, Successful Students*.  
3. Economic Policy Institute (2019). *The teacher shortage is real...*;  
WOECD (2020). *Education at a Glance 2020*.

# Supporting Our Greatest Resource: **Teachers**

Research shows that teacher quality is the single **most powerful lever for addressing the learning crisis** in under-resourced schools.<sup>1</sup>

Customized *with and for* the needs of local communities, our teacher training programs collaboratively support educators with sustainable, context-relevant teaching solutions to the challenges they face every day.



## Learn Proven, Practical Strategies

- Develop a **growth mindset** in teachers and students
- Deepen learner **engagement**
- **Personalize** student learning
- Leverage **data** to improve instruction



## Implement with Coaching & Support

- Practice new strategies in the classroom with **1:1 coaching**
- Increase knowledge through self-paced **coursework**
- Collaborate with peers in **small groups** and **workshops**



## Train Peer Teachers as a Certified Coach

- Become a Certified Teaching Coach
- **Train other teachers** to hone high-impact skills
- Continue building knowledge in **Alumni Network**

1. World Bank. (n.d.). *Successful Teachers, Successful Students*.

Learning about & refining our model via

# 1. Innovation Hubs

TeachUNITED works directly with educators in East Africa, Costa Rica, and the United States within schools we call our Innovation Hubs. These hubs allow us to continually evaluate our model and ensure we're maximizing impact.

At our Innovation Hubs in the Karatu and Monduli districts of Tanzania, in Sarapiquí, Costa Rica, and the U.S., our local teams have developed deep relationships with key stakeholders as we work together to set goals for teachers and students, customize our teacher training program, and create plans to measure its impact.



Driving local, sustainable change via

# 2. Partnerships

Our Innovation Hubs have proven that our training programs create significant and lasting impact throughout entire schools and districts.

To catalyze change for teachers and students at scale, TeachUNITED Coaches train local government and NGO staff to deliver our program to teachers in their schools through our Partnerships Model.

We now work with 20 partners across 14 countries in Africa and Latin America and in the U.S., including both global nonprofits, small community-based NGOs, and large-scale government partnerships, like the Secretary of Education in Yucatán.

**Africa**

- 1 MILLION TEACHERS
- adilisha
- Girl Up Initiative Uganda
- HAKIZETU Women and Youth Organization
- inspire
- LABS TANZANIA
- tiba
- Uwezo
- VoteSawa

**Latin America**

- FUNDACION ACEES HONDURAS
- Fabretto
- Funsepa
- MAIA
- mep Ministerio de Educación Pública
- niños en alegría
- PIET INTERACTIVE SIMULATIONS
- Justos transformamos Yucatán GOBIERNO DEL ESTADO
- VIVA vive valores

2 organizaciones anónimas en Nicaragua

**United States**

- Choctaw County School District Mississippi
- New Hampshire Department of Education
- POUDRE SCHOOL DISTRICT NORTHERN COLORADO
- Northeast Nodaway R-V School District Missouri

# Empowering Teachers at Scale



1,200,000+ Students' Education & Life Outcomes **IMPROVED**

33,000+ Educators **EMPOWERED**

2,400+ Schools & Districts **TRANSFORMED**

Increasing **EQUITY** in **14** Countries



**SUPPORTING**  
**5** New Countries  
in 2023



## Evidence of Impact

In 2023, TeachUNITED released two impact studies to share findings of program impact at our Innovation Hubs in Tanzania and Costa Rica.

The results show that while each region has unique challenges to providing quality education, participating in TeachUNITED has transformed schools. Teachers' increased effectiveness is leading to significant improvements in student outcomes, increasing opportunities for generations.

*TeachUNITED's cumulative reach as of December 2023*



# Proven Impact: Great Teachers Change Lives

1.

TeachUNITED educators build the **foundational skills** needed for success.

Compared to control schools, students increased performance in math and literacy significantly in a single school year.

In Latin America, we see:

**4x**  
growth in  
**MATH**

**15pp\***  
increase in  
**LITERACY**



3.

TU students show improvements in school, which is proven to **increase future earning potential**.

Compared to previous years, secondary school pass rates increase after TeachUNITED.

In East Africa, we see:

**83%**  
more students can  
**PURSUE HIGHER  
EDUCATION**

**41%**  
increase in  
**PASS RATES**

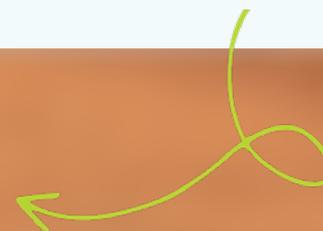
2.

TU teachers are more successful, more motivated, & **more likely to keep teaching**.

Amidst a global teacher shortage crisis, TeachUNITED improved teacher satisfaction, motivation, and retention.

In the U.S., we see:

**100%** of TU schools  
**IMPROVE TEACHER  
RETENTION**



Learn more at  
[TeachUNITED.org/Impact](https://TeachUNITED.org/Impact)

\*TU schools improved literacy scores by 15 percentage points (pp): as TU students climbed 8%, non-TU students declined 7%.



# Improving Outcomes for 479,000+ Students across 7 Countries in Africa

Africa



“Before this program, we had a lot of challenges. A teacher would teach but **we wouldn’t understand and we couldn’t get any help**. That was our norm. But TeachUNITED has helped us a lot. I ranked 45th among my fellow classmates in past exams, but **now I have managed to rank 5th in my class.**”

- Kelvin John  
Student of a TU Teacher, Tanzania

TeachUNITED has grown to reach more than **479,000 students in rural and underserved communities in Africa** within seven countries where teachers’ access to professional learning is limited to non-existent, including Ghana, Kenya, Malawi, Nigeria, Rwanda, Tanzania, and Uganda.

In 2023, we continued to deliver our program to our Innovation Hub schools in Karatu and Monduli, Tanzania, while expanding with NGO partners 1 Million Teachers, Adilisha, Girl Up Initiative Uganda, HakiZETU, Projekt Inspire, RLabs, Tiba Foundation, UWEZO Youth, WoteSAWA.

“**TeachUNITED to us is like a rescue, really.**

It has done a great job. From the way it has started up to now, we have seen a lot of changes. Our teachers are very much equipped with new methodologies of handling the children, and we are so glad of that.”



- Prosister Shayo  
District Academic Officer, Tanzania



# Creating Impact for 577,000+ Students across 6 Countries in Latin America

Latin America

TeachUNITED worked to support and connect educators across borders in six Latin American countries in 2023, including Costa Rica, Guatemala, Honduras, Mexico, Nicaragua, and Peru. We are now reaching more than **577,000 students in Latin America.**

This year, we continued to deliver our program to our Innovation Hub schools in Sarapiquí, Costa Rica, while expanding with NGO partners like, Fabretto, FUNSEPA, MAIA, Niños en Alegria, PhET, and VIVA Peru.

In 2023, TeachUNITED continued our partnership with the Ministry of Education in Yucatán, Mexico, to address increasing educational inequalities caused by the pandemic in rural communities. After a successful pilot, government officials requested state-wide implementation of our coaching program. Our work involves increasing the supply of effective teachers to improve learning outcomes for 400,000+ students. This year alone, TeachUNITED's programming reached **686 educators in Yucatán**.

"TeachUNITED affects teachers in the most positive way possible. When we were presented with the opportunity to be part of this training, it opened up a different perspective for us.

**We started to remember why we decided to become teachers."**



- Karina Esquivel

Pedagogy Advisor, Yucatán Secretary of Education, Mexico

We are now working to expand to the Yaxcabá Municipality of Yucatán to support educators with sustainable, Maya-language and context-relevant solutions to the challenges that they face every day in the classroom. By empowering teachers in Yaxcabá, we can substantially improve access to quality education for indigenous learners and promote teaching in students' native language.



## Boosting Results for 151,000+ Students across the U.S.

Our U.S. programs function in a 100% virtual, direct-to-school model. State Departments of Education, Districts, and/or individual Schools choose to partner with TeachUNITED for professional learning and coaching services.

Our U.S.-based Coaches and Monitoring & Evaluation team then work directly with small cohorts of teachers and administrators at the school level to implement and measure the efficacy of our 2-year teacher training program.



"It's not just professional development given to you, and 'Good luck, go do it and implement it, and you'll probably see some good results!'

**The team doesn't go away.**

The TeachUNITED team said, 'Well, we're going to teach you as administrators in year one, teach the six-teacher team in year two, and we're going to come in and do it with you in whatever structures work for you.'

- Kris Gallo, Elementary School Principal

Our U.S. programs now reach more than **151,000 students in rural and under-resourced schools in the U.S.** In 2023, TeachUNITED continued to support educators in 6 states and released new specialized coaching programs for new teachers and to build specialized skills in creating a school-wide culture of success and student-centered learning.

"Even just using the Choice Boards: [students] know that when they get a project and there is that assignment, knowing that those options are going to be something that they're interested in rather than just me saying, 'Okay, you have to create a post or write a paper or create a slideshow.'

**That's not going to work for everybody."**



- Andrew Bergang, Middle School Teacher

# Leading the Conversation for Equitable Education

## Paving the Way for Change UN Summit



TeachUNITED participated in the UN Sustainable Development Goals Summit – a week full of energizing discussions regarding overcoming learning gaps, the use of tech in education, and advocating for the profound impact teachers have on the world.

## Collaborating with Thought Leaders at Skoll

TeachUNITED CEO Heather Hiebsch traveled to Oxford, England, to learn from and collaborate with changemakers at Skoll World Forum, an annual event that brings together social entrepreneurs, business leaders, and policymakers from around the world.



## Leading the Conversation in Latin America



TeachUNITED's leadership in Latin America participated in a panel on education at the Central American Donors Forum, and the team also organized a meet-up for more than 30 education-based organizations to continue the conversation!

## Unlocking the Potential of Rural Schools

We had the honor of participating at All Points North Foundation's Board Retreat in Florida. All Points North Foundation has been a foundational supporter of our work with rural middle schools in the U.S.



## Celebrating Success in Latin America



Our Latin American team held their annual Fair of Successful Experiences event, hosting 150+ TU participants from 5 countries. Attendees collaborated and celebrated the positive change they've seen since participating.

## Helping U.S. Schools Maximize Federal Funds

TeachUNITED's U.S. team presented a free webinar to school and district leadership of small and rural schools across the country about accessing and maximizing federal funding.



## Facilitating International Connection & Skill Building



Our team in Latin America held inaugural International Webinars this year. The most recent event was attended by participants from throughout Latin America and focused on personalizing lessons for students and data-driven instruction.

## Challenging Gender Inequity

TeachUNITED's Africa team hosted an open house for partners and education leaders to celebrate the progress that has been made towards gender equity in education and recognize the achievements of our incredible girl-focused partner organizations.



# Team

The TeachUNITED Team is based in East Africa, Latin America, and the United States. Our organization benefits greatly from its strong local leadership and extensive experience in education.

## EXECUTIVE LEADERSHIP

**Heather Hiebsch** Co-Founder & CEO  
**Molly Hoehn** Chief Operating Officer  
**Brian Cathcart** Chief Financial Officer

## GLOBAL PROGRAMS & OPERATIONS

**Jenny Boyd** Partnerships Consultant  
**Rebecca Eggerman** Business & Operations Manager, Global  
**Jess Heitner** Director of Communications & Philanthropy, U.S.  
**Edna Kilusu** Development Assistant  
**Laura Kome** Marketing & Communications Manager  
**Amanda L'Esperance** Development Director, Global  
**Morgan Platt** Sr. Manager, M&E  
**Mia Serpico** Development Manager  
**Alea Thompson** Director, Product, Implementation, and M&E  
**Joanna Watkins** Sr. Manager, Development & Communications

## REGIONAL TEAMS

### Africa

**Issaya Ipyana** Coach  
**Angela Kithao** Regional Director  
**Anastazia Louis Malale** Lead Coach  
**Jackline Oduor** Implementation Manager  
**Hussein Salum** Partnerships & Operations Manager  
**Chesco Sowo** Direct Services; M&E Associate  
**Modesta Wiley** Coach, Direct Services

### Latin America

**Denisse Barquero López** Partnerships Manager  
**Armando José Bello Guzmán** Operations and M&E Manager  
**Meghan Casey** Regional Director  
**Pedro Céspedes Vargas** Coach  
**Maria Gelly Alonzo** Coach  
**Cotty Trujillo** Coach  
**Yohns Solis** Director of Implementation  
**Mikel Webb** Coach

### United States

**Meghan Antol** Lead Coach  
**Andrea Beson** Operations Manager  
**Marcia McCaffrey** Regional Director  
**Amanda Rathbun** Administrator Consultant  
**Jason Taylor** Administrator Consultant  
**Todd Weisbrot** Instructional Coach

*Includes staff employed during 2023 and up to report print date*

## BOARD OF DIRECTORS

**Robin Mendelson, Co-Chair**  
*Advanced Leadership Initiative Fellow*  
 Harvard University

**Terry Nealon, Co-Chair**  
 Former CEO  
 Learning Without Tears

**Scott Dooley, Treasurer**  
*Director of Software*  
 University of Colorado Learning Engineering Virtual Institute

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

**Julian Farris**  
 Founder & CEO  
 Sunblink Entertainment

**Heather Hiebsch**  
 Co-Founder & CEO  
 TeachUNITED

## ADVISORS

**Dr. Kathy Bartlett**  
*Former Executive Leader*  
 Retired, Girl Rising & GEF Venture Philanthropy Fund

**Erik Burmeister**  
*Former Superintendent*  
 Menlo Schools

**Emily Edwards**  
*Director, Portfolio Fundraising Strategies*  
 Draper Richards Kaplan Foundation

**Gene Frantz**  
*General Partner*  
 CapitalG

**Kago Kagichiri**  
*Global Head of Innovation*  
 Sokowatch

**Robert Murphy**  
*Education Research Consultant*  
 LFC Research

**Paul Pasin**  
*Chief of Parish & School Operations*  
 Archdiocese Chicago

**Julia Pettengill**  
*Executive Director*  
 The Schooner Foundation

**Bennett Rathbun**  
*Program Officer for International Philanthropy*  
 Pilot House Associates

**Eric Roza**  
*Managing Director*  
 Vista Equity Partners

*Several TeachUNITED staff and board members visiting our program in Costa Rica*



# Partners

As always, we are incredibly grateful for the generosity of our partners.

With their support, we can 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 teacher training and support.

## FOUNDATION & CORPORATE PARTNERS



## IN-KIND SUPPORT



## DONORS

### \$100K+

Dovetail Impact Foundation Maria and Gene Frantz*	Freddy and Gregg Goldenberg* W.K. Kellogg Foundation	Schooner Foundation Segal Family Foundation*
--	---	---

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

All Points North Foundation*	Hempel Foundation Meldrum Foundation*	Tinker Foundation* Waterloo Foundation*
---------------------------------	--	--

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

Dioraphte Jenny and Julian Farris	The International Foundation Roza Family Foundation*	Dale Thoms* Anonymous
--------------------------------------	---	--------------------------

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

Brad Feld & Amy Batchelor Stephanie & James Cornell Debra & Scott Dooley	Ian & Paige MacLeod* Robin Mendelson Eric Olsen & Kirsten Parsons*	Pasin Family*
--	--	---------------

### \$1,000 - \$4,999

The April Fund Chris Devling Marije van Donk Heather and Troy Hiebsch	Missy Mwendwa & Kago Kagichiri Connie & John Linehan* Terry Nealon	Andrew & Allison Stautberg The Uranns Ross & Renee Wehner
--	---	---

### \$1 - \$999

Altria Matching Gift AmazonSmile Foundation Wendy Alexander Julie Allen Kathy Bartlett Jenny & Andy Boyd Brian Cathcart Colorado Gives Foundation Imogene Croak Judy Farney Dr. & Mrs. Charles Fox Kristen Gengaro Jennifer Goupil & David Puckett Tanya Heller Jess & Ray Heitner	Jeanette & Cliff Hiebsch Hoehn Family Frank LoFrisco Amanda L'Esperance Nancy & Ray Heitner Otten Johnson Marcia McCaffrey Unia Nakityo Jesse Pickens Andrew Proctor Tonie Riordan Christine Riordan Tom & Victoria Riordan Bill & Jude Riordan	Ryan Currier & Whitney Moss Fund Maria Selde Lynn Streeter Chris Toll Patrick Stokes Alea Thompson Bitsie Turner Todd Walmsley Kay & Charles R Ward Joan Wehner Cherlyn & John Wells Sarah Williams & Ed Stackler
--	--	---

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

# Financials

We are deeply committed to operating with the utmost financial efficiency and transparency, to ensure any investment provides the greatest benefit to educators and students worldwide.

## INCOME

Foundations + Corporations	\$	1,018,281	54%
Individual Contributions	\$	568,712	30%
Program Revenue	\$	296,100	16%

**TOTAL INCOME \$ 1,883,092**

## EXPENSES

Programs & Operations	\$	1,531,256	79%
Advancement*	\$	418,265	21%

**TOTAL EXPENSES \$ 1,949,521**

**NET INCOME \$ -66,429**

\*Includes Fundraising, Communications, and Administration activities



# 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.

@TeachUNITED



"The attraction to TU is the stunning impact our programs have directly with teachers. **An educator is the biggest driver of learning outcomes, and TeachUNITED offers the best capacity building for those educators.**

**We have reached 1.2M students and 33,000 educators in 14 countries, and this has a multi-generational impact on these communities.** In the US, every one of our schools reported better teacher retention.



Heather and her team continue to show tremendous results globally; **I am equally excited by the potential for our future growth.** I would encourage any donor organization looking to see real impact results to consider TeachUNITED as one of their key partners."

- Terry Nealon Co-Chair, TeachUNITED Board



TeachUNITED

**TeachUNITED.org**

19 Old Town Square, Suite 228  
Fort Collins, Colorado 80524

© 2024 by TeachUNITED. All rights reserved.