

Sustaining Excellence: How TeachUNITED's Alumni Program is Deepening Long-Term Student Impact

New data shows that students of teachers participating in our Alumni Program achieve **78% higher math pass rates** compared to neighboring schools. This case study proves that when we provide educators with ongoing support, we can do more than sustain student achievement, we can increase it.



The Challenge: What Happens After the Training Ends?

TeachUNITED programs have long [demonstrated powerful results](#): raising student achievement, boosting teacher efficacy, and building school-level capacity. While most teacher training is delivered in one-off sessions or stops after a few months, our flagship program lasts a full school year. Even then, we wondered how we could extend and strengthen its impact.

That question inspired the launch of the TeachUNITED Alumni Program. While TeachUNITED's flagship program already drives lasting improvements (five years or more), the Alumni Program builds on those gains and mitigates the natural decline in impact that follows traditional professional development. This continued support maintains training momentum and deepens teacher and student outcomes, creating even greater long-term transformation.

The Alumni Program Offers Graduates:

High-Impact Instructional Strategies:

Advanced coaching to refine classroom techniques

Digital Tools & Open-Source Resources:

Access to curated, high-quality learning materials

Leadership Training:

Sessions designed to equip teachers with more peer-coaching skills and tools

Networking Opportunities:

Connecting expert educators to share best practices and solve local challenges

Proven Impact: 2024 Pilot Results

In 2024, with the support of the Waterloo Foundation, we piloted the Alumni Program with 65 teachers in Tanzania. The results prove that continued investment in targeted coaching, high-quality digital tools, leadership training, and community connection pays dividends for students and teachers:

- **Accelerated Learning:** Students of Alumni Program teachers experience 78% growth in Math pass rates compared to control schools.
- **Grade Level Success:** Students in these classrooms saw a 58% growth in promotion rates compared to control schools.
- **Teacher Leadership:** Participants in the Alumni Program were 9x more interested in moving into educational leadership positions.

Boosting Teacher Skills & Confidence

Alumni Program educators aren't just continuing to implement TeachUNITED (TU) strategies in their classrooms; they're mentoring peers, experimenting with new teaching tools, and emerging as local education leaders in their own right.

Alumni Survey Indicators	% of Respondents
Highly confident in applying TU strategies in the classroom	86%
Implement advanced pedagogy (e.g., project-based learning)	90%
Highly motivated to teach	92%
Pursuing formal school leadership roles	29%

“As we are implementing, the school is getting better every day, teachers are mentoring each other, and the spirit of work is improving.”

- Mr. Adbull, Educator & Alumni Program Participant, Kainam Rhotia Secondary School

Improving Student Outcomes

When teachers thrive, students succeed. The Alumni Program pilot demonstrates that ongoing educator support translates directly into academic gains. In 2024, students of Alumni Program participants achieved remarkable growth in national exams, significantly outperforming both historical baselines and neighboring control schools.



Student Indicators	2024 Pilot Outcomes	vs. Baseline (2023)*	vs. Control (2024)**
Pass Rates: Mathematics	26%	+37%	+78%
Pass Rates	96%	+5%	+6%
Pass with Promotion Rates	59%	+38%	+58%

***vs. Baseline:** Represents the year-over-year improvement compared to 2023 baseline data from the same schools, prior to the launch of the pilot Alumni Program.

****vs. Control:** Represents the performance gap between Alumni Program pilot schools and comparable non-participating schools in the same region in 2024.

See additional methodology in the Appendix.

“Before, we used to teach students without setting any goals. Now, we set individual goals at the beginning of the school year and evaluate student data after midterm exams to motivate students to learn and to foster their growth mindset.”

- Mr. Chipya, Educator & Alumni Program Participant, Engutoto Secondary School

Building on What Works

Participants responded to the Alumni Program pilot with overwhelming enthusiasm. 100% of participating teachers rated the program as more effective than any other professional development they have received. Today, a network of **180+ alumni** are now actively improving the learning of over **20,000 students** in Africa.

In an effort to build on this success, in 2025, TeachUNITED launched a fully virtual Africa Alumni Program — an online support system open to all flagship program participants across the region. It includes webinars, instructional deep-dives and tech tool trainings, peer networking and cross-school collaboration opportunities, and a growing library of lesson plans and resources.

In Latin America, a Spanish-language International Alumni Webinars regularly convene educators from 5-10 countries, confirming the program’s scalability and relevance across continents.

By extending our year-long program to a longer-term partnership, TeachUNITED is working to ensure that students everywhere are taught by a well-supported, expert teacher.

“Now, the students are closer to their teachers for care, counseling, and academic follow-up. The students are coming to school every day.”

- Mr. Mbise, Educator & Alumni Program Participant, Manyara Secondary School



APPENDIX

Methodology

Context: The CSEE National Exam

The Certificate of Secondary Education Examination (CSEE) serves as a critical measure of student achievement and determines access to further education. The national exam determines whether students can continue to advanced secondary education or technical college. Students who pass are placed into one of four divisions, with Division I being the highest. Earning a Division I, II, or III qualifies them for further study.

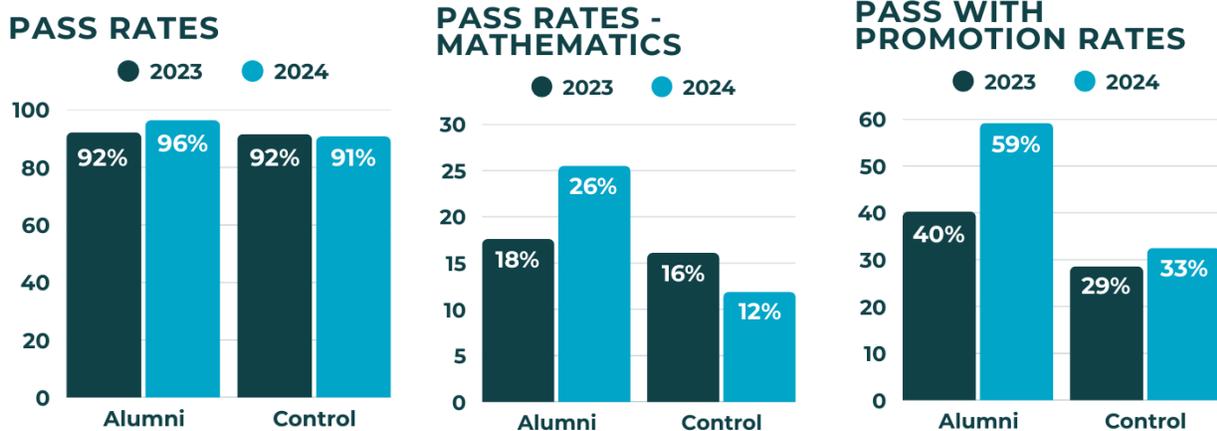
Study Design & Sampling

To evaluate the specific impact of the Alumni Program, we utilized a quasi-experimental design comparing three distinct groups:

- Treatment Group: 6 TeachUNITED schools with active Alumni Program educators.
- Baseline Data: Historical performance data (2023) from the same schools prior to pilot launch.
- Control Group: 10 comparable non-participating secondary schools in the same region.

Control Group Selection

The comparison group was selected using nearest-neighbor matching based on the most recent publicly available CSEE national percentile ranks from the National Examinations Council of Tanzania (NECTA). This ensures that the control schools were statistically similar to TeachUNITED schools prior to intervention.



Data Analysis

We calculated pass rates (Division I–IV) and promotion rates (Division I–III) for all groups. The analysis compares:

- Longitudinal Growth: 2024 Alumni school results vs. their own 2023 baselines.
- Impact vs. Control: 2024 Alumni school results vs. the 2024 matched control group.

