

Teach For Bulgaria

Quarterly Donors' Report

Dear partners and supporters,

With a look at the forthcoming Easter holidays, I would like to give you a short update of Teach For Bulgaria work and achievements in the last few months.

As we have discussed with some of you, Teach For Bulgaria has set a goal, by 2032, to completely transform the Bulgarian education system so it is adaptable and fully answers the emerging social needs. We believe that this can be achieved by sharing best practices and keeping a constant dialogue with all education stakeholders.

In this regard, in November 2014, we held our third annual conference Education 2014. The event brought together prominent international policy makers and attracted many institutional partners including teachers, school principals and government officials from the Ministry of Education and Bulgarian Parliament, other NGOs. Across panels and workshops on the two days various topics were discussed such as the successful education reform in Poland, what innovations can be integrated in school programs for induction of young teachers etc. Definitely, this conference established Teach For Bulgaria as a well-respected opinion leader in the education policy.

All these factors allowed Teach For Bulgaria to actively join the ongoing discussions of the new Education Law and to put together very specific legislative proposals addressing key problems in the education sector. Together with education and legal experts we formulated concrete legislative proposals and presented them to the Education Committee in the Parliament. (*Teach For Bulgaria's proposal can be found [here](#)*)

Last but not least, I would like to share with you some good news – Teach For Bulgaria was recognized as a NGO of the Year at the 2014 Forbes Business Awards. This, undoubtedly, is a great recognition for our joint efforts to positively impact the education system in Bulgaria.

Thank you all for your support and commitment to the quality education of our children!

Regards,
Evgenia Peeva, CEO



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Student Achievements

As of September 2014, Teach For Bulgaria is using 3Rs (*Rigor, Reach and Results*) model for accessing teacher's impact in the classroom. By means of this model the teachers track not only the progress in student results, but also the rigor of student assessments and the percentage of students the teacher is able to attract, engage, and invest in the learning process. In short, this is a model that allows the teachers to understand better the progress of their students.

Results

We are happy to report an **average progress in student results of 22%** and significant decrease (28%) of students with results below 60% (equivalent of failing) for the first semester of the school year.

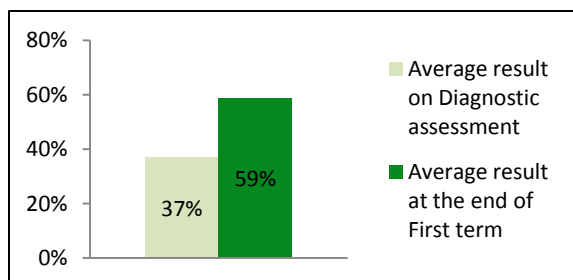


Chart 1: Progress in student results for the First term

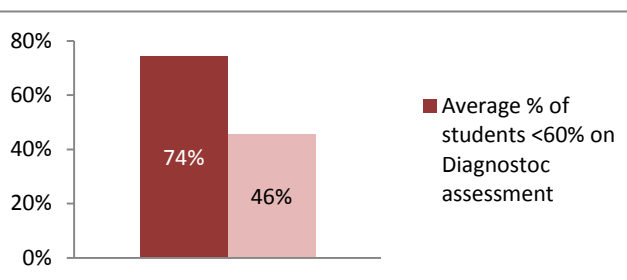


Chart 2: % of students with results <60%

Rigor

Every TFB teacher aims at leading their students to the level of knowledge and skills expected from the students in the best performing schools in Bulgaria. Therefore we track not only the progress in student results but also the rigor of teaching and assessment. The chart of the right shows the progress in rigor in TFB classrooms for the first semester.

In 23% of all the classrooms there is a progress in the level of rigor.

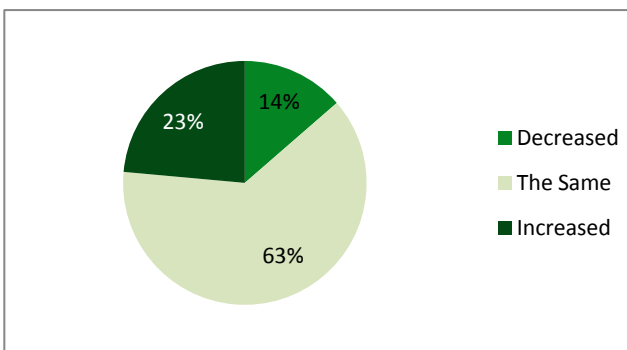


Chart 3: Change in Rigor

Reach

Another important factor that influences the learning process is the level of engagement of the students with their learning not only in class but outside the classroom. **We are glad to report in 65% of our classrooms the level of students engagement is more than 70%.**

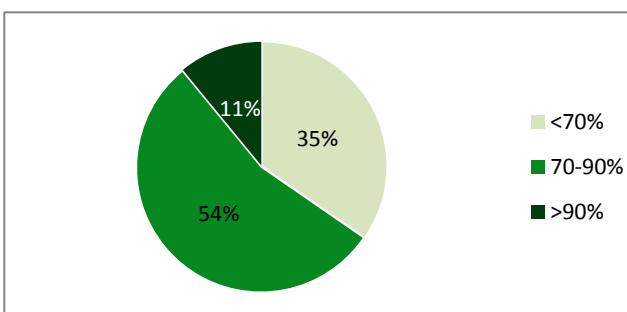


Chart 4: Level of engagement of students in the learning process

Classroom story

Students in Zlatna Panega replaced their breaks with reading classes

Vesela Zvezdelinova is a first-year TFB teacher in Zlatna Panega. One of her priorities is that her students love reading. As some of them have difficulties in reading she has initiated “reading breaks” where students can indulge in variety of books, fairytales and magazines. They even set a goal – by the end of the school year the students would have read 10,000 pages.

Fortunately, the students are enjoying “the breaks” so much that they can be hardly seen to have a normal break with children games. They are even considering increasing the goal to 20,000 pages. Vesi is very happy with the success of this initiative and her students’ comments come to confirm that: “Miss, now I realize that all we do here is really important.”



Meet Tomislav Rashkov

Tomislav graduated from the International German School in Brussels. Later on he continued his studies in Munich, Germany, where he got his Master's degree in Political Science.

During his studies he was actively interested in the Bulgarian NGO sector and was looking for a place where he could develop.

After a meeting with a TFB representative, he seriously considered working on reforms in the field of education, because he truly believed that a real change was possible through education. In his opinion teachers who think about education “out of the box” and set high goals are the key to new horizons for their students.

Currently Tomislav teaches English at 144th High School in Sofia.

School initiatives

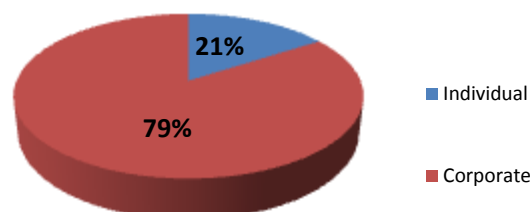
German language competition united students from six schools

On 14 March, The American College in Sofia hosted the German language competition “Ich WILL Deutsch lernen”. The initiative was organized by Teach For Bulgarian teachers in German and aimed to encourage team work and friendly competition between the participants while communicating in German. Six schools from different towns and villages participated in the event full with various language, sports and artistic challenges. All participants demonstrated that German is not just a school subject but can bring us many friends and open new opportunities. Students showed a great enthusiasm and are already motivated to prepare even better in German for the next editions of the initiative. Many thanks for the support to the sponsors of the event: Bankia Mineral water, Boulderland Climbing Center and Mondelez Bulgaria, which provided food, drinks and awards, and made “Ich will” a truly special event!

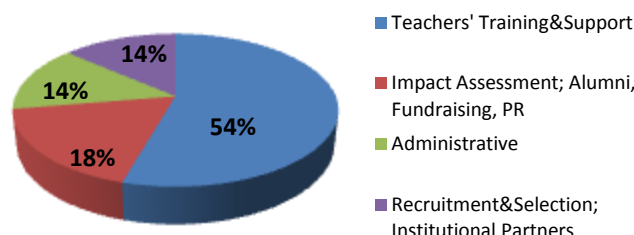


Financial snapshot

TFB Donations Oct - Dec 2014
BGN 196 342 (excl. AFB grant)



TFB Expenses Oct - Dec 2014
BGN 521 916



Organizational Report

Admissions: Currently we are in active recruitment campaign for teachers 2015/2017. Due to the joint efforts of our recruiters and the massive media campaign of Bankia mineral waters we can report the following results as of early March: 2143 registrations and 805 applications. We have extended offers to 69 successful candidates and 33 of them have already confirmed acceptance.

Institutional Partnerships: Since the beginning of November a major task for us has been to establish working relationships with the new leadership team in the Ministry of Education and make sure they support us. Recently TFB presented its recommendations for reforms to the Education Committee in the National Assembly. Our CEO is also actively engaged in the Public Council of the Minister of Education and the Advisory Committee to the new EU-funded Operational Program Science and Education for Intelligent Growth.

Impact Assessment and Data Analysis: For a second consecutive year, thanks to Teach For All, TFB takes part in an internationally administered student feedback study based on the 7 Competencies for Success. The survey asks student whether their teachers exhibit 7 key competencies during class (such as “care”, “challenge”, “consolidate” and others) that have been found out to correlate with consistent academic gains. At this point, it is evident that TFB teachers score higher than average in three categories – clarify, consolidate, control.

Training and Support: Training and Support Team is in ongoing discussions with Plovdiv University (PU) faculty in our aim to design a joint MA program which would integrate TFB trainings with the PU curriculum and allow our teachers to obtain a Masters degree upon completion of the program. Our goal is to start the MA program in 2016.

Alumni and Leadership Development: We are extremely proud of our alumni who continue working for ensuring quality education for every child. Emiliyan Kadiyski from the 2011 cohort achieved an extraordinary success by winning the Reach For Change competition. He received funding for his project - an IT training center in Vratsa. Furthermore, our alumna Teodora Zareva, founder of WishBox, received full scholarship for an MBA program in Oxford. In December we organized a big career event with the objective to enhance the understanding of the four priority career pathways for our alumni (school leadership, social entrepreneurship, business, policy-making).

Projects: In September, TFB was awarded a 2-year European funded Erasmus+ grant to participate in a cross-European project called *School Leadership Toolkit for Accelerating Achievement*. This is a multi-national project involving partners from Hungary, the UK, Estonia and Portugal. This project will have a significant impact in our mid-term efforts to facilitate the creation of transformed (model) schools, working alongside with our partners and sharing best practices and know-how.

2014-2015 Honor Roll

The 2014-2015 Honor Roll presented below includes all Teach For Bulgaria donors during the fiscal year Oct 1, 2014 – December 31, 2015. Teach For Bulgaria highly appreciates the generosity and support of our contributors.

Platinum Sponsor- covers 10 and more % of the annual budget;

Gold Sponsor - BGN 48 000 – 80 000;

Silver Sponsor - BGN 20 000 – 48 000;

Bronze Sponsor - BGN 5 000 – 20 000;

Collaborator - up to BGN 5000



Founder with a start-up grant (2010-2013) of BGN 4 780 000

Approved second grant (2013-2018) of BGN 22 340 000

Gold Sponsors:

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Vladimir Todorov
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Zlatil Davidov
Zoya Paunova

Thank you for helping Bulgarian children obtain excellent education!

Teach For Bulgaria Team