

Teach For Bulgaria

Quarterly Donors' Report

Dear supporters,

The past few months were very inspirational!

In August we held forth of its kind Summer Academy, a summer school, part of the initial teachers training process. Thanks to the intense and hard work of Teach For Bulgaria teachers 300 students, grades 1-11, improved their subject knowledge and entered the classrooms in September much more confident.

September 15th was the first school day for 88 Teach For Bulgaria teachers. Our network is expanding – as of this year we have 48 partner-schools in 7 regions in Central and Western Bulgaria. We remain determined to meet our strategic priority and reach children from small communities in their early age of education so that our teachers have a bigger impact on their educational and personal development. As a result of that more than 60% of the newly started teachers are placed in target schools in villages and small towns.

Traditionally, September is marked by the launch of the Recruitment campaign. The goal we set for the season is to have 70 highly motivated and inspiring teachers to enter the classrooms in 2015. Thanks to the invaluable support of our partners from Bankia, who started a massive marketing campaign in support of our recruitment efforts, just for a month time we received more than 150 applications.

Last but not least, I would like to welcome to the Teach For Bulgaria “donors’ club” Bankia, Asarel Medet, International Women’s Club in Sofia and Ecopack, and to thank them for their support and belief in children’s potential.

Finally, I would like to take the opportunity to invite you to the third edition of the Inspirational Leaders Charity Auction on November 25th. Be part of the unusual auction and bid for two hours of the time of popular and inspiring music, TV and movie stars, sportsmen and business leaders. Don’t forget to [register](#) for the event and enjoy the company of this year’s hosts - Dimitar Rachkov and Vasil Vasilev - Zueka.

Thank you all for your commitment to the future of Bulgaria!

Regards,
Evgenia Peeva, CEO



Contents

CEO Letter	1
Teach For Bulgaria Summer Academy	2
Financial Snapshot	3
Organizational report	3
Classroom story	4
Meet our teachers	4
Projects highlights	4
Honors Roll	5

Teach For Bulgaria Summer Academy

Summer Academy Results

328 students, grades 1st to 11th, attended Teach For Bulgaria Summer Academy this year. Every teacher prepared a 3-weeks curriculum with the key points on the taught subject. The goal was to ensure that all students master these key points and acquire the relevant knowledge and skills. Our records indicate that students' achievement on learning goals as demonstrated by teacher-created assessments improved in all age groups over the course of the three weeks. The table below illustrates a summary of students' achievement in all classrooms during Summer Academy 2014.

Age group	Diagnostic assessment	Midterm assessment	Final assessment	Decrease of the % of students <60%
1-4th grade	52%	64%	79%	36%
5-7th grade	42%	64%	63%	6%
8-11th grade	41%	73%	74%	35%
Overall	45%	67%	72%	25%

27% increase in average academic results for only three weeks.

Teachers receive high recognition of their work both from students and parents.

Parent Feedback

At the end of the Summer Academy Teach For Bulgaria (TFB) administered an anonymous feedback survey to parents aiming to assess parents' satisfaction with TFB teachers. Below are some quotes from the parents' feedback:



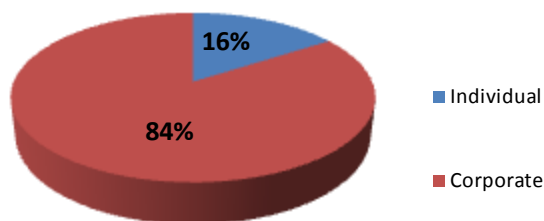
"These teachers are great. They are like teachers from the future. I'm happy that my child had the chance to communicate with people like them. I have only one demand for the organizers of the Summer Academy –please make it at least 2 weeks longer next year!!! This would be very helpful for my child and all the other kids too. Our kids need to communicate with intelligent people like the teachers from the Summer Academy."



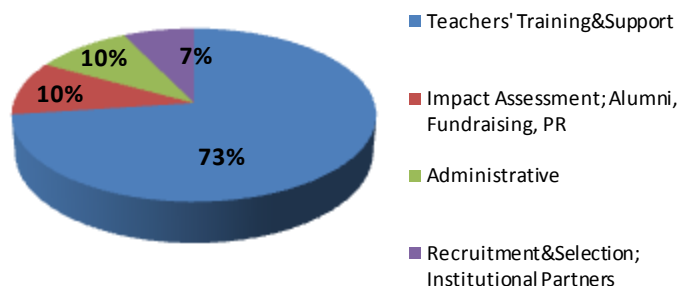
"There has to be a way for this method of teaching to be spread along the other schools. Summer Academy should be longer than three weeks. We need to have teachers like these in every school!"

Financial snapshot

TFB Donations July - September 2014
BGN 84 202 (exc. AFB grant)



TFB Expenses July - September 2014
BGN 531 735



Organizational report

Admissions: On September 1st we started our 2014/2015 Teachers' Recruitment campaign with a goal to select 70 exceptional candidates. We have also initiated a complete re-evaluation of our teachers' selection model, based on our accumulated experience for the past three years. The goal is to refine our model which predicts whether a given person will be a successful teacher and alumnus of our program.

Institutional Partnerships: We were able to secured placement of all 53 new teachers in high-need schools. The demand for Teach For Bulgaria teachers surpassed the available candidates – we received requests from 158 schools but were able to place teachers in 48 schools in 7 regions (up from 42 schools in 6 regions in 2014).

Impact Assessment and Data Analysis: During the Summer Academy 2014 we piloted a new 3-faceted model for data collection and analysis of student progress in the classroom, called 3Rs (Rigor, Reach and Results). The model allows us to track not only the progress in student results (as we have been doing in previous years), but also the rigor of student assessments and the percentage of students the teacher is able to engage in a meaningful way in the classroom. We are convinced that this multi-faceted approach would allow us to target training and support interventions better and allow us to collect more accurate data and assess impact on students.

Training and Support: Our fourth Summer Institute took place between June 15 and August 15. The first two weeks were comprised of intensive training sessions to onboard the 53 new teachers. The latter three were devoted to supervised classroom teaching in our Summer Academy. The focus of the Training and Support team at this Institute was to implement our new holistic approach for teacher training, based on the set of skills, areas of experience and knowledge, and mindsets that TFB considers essential for participants to develop during their two-year journey as part of the program.

Alumni and Leadership Development: In June 24 teachers graduated from Teach For Bulgaria program and joined our alumni community. 17% of them continue teaching in their TFB placement school and another 17% have transferred to teach at a new school. A total of 34% or 8 teachers from this cohort now work in school, the rest have taken business positions or are pursuing graduate study.

Communications: We have increased media coverage in all major national media. Journalists from major media outlets know us and refer to us for expert opinion on major educational topics (e.g. release of PISA 2012 results). During the quarter we have taken part in various Ministry of Education working groups and helped outline priorities in school education for Interim government.

Classroom story

Ruska from Karadzhovo became the first in her family to attend high school



Ruska is a 7th grade student from Karadzhovo, a small village next to Plovdiv. She belongs to a specific Roma group known for the early marriages of girls in school age. After a year of intense work with Stanimira Paskova, Teach For Bulgaria teacher, Ruska gains confidence and decides to continue her education in a prestigious high school in Plovdiv where she can study English on an intensive ESL course. Both her mother and father are unemployed and cannot afford the tuition costs. Against Ruska are also the traditional beliefs, shared also by her parents, according which Roma girls should marry early in order to save their families' honour.

Stanimira decides to help Ruska overcome the financial and cultural barriers and change her life trajectory. With her support Ruska wins consecutively the Trust for Social Achievement scholarship, the 1000 Stipends scholarship and a

monthly personal scholarship provided by prof. Howard Smith from Banks College, New York. Currently, Ruska is an 8th grade student at the National Vocational School of Commerce in Plovdiv. She is the first in her family to attend high school.



Meet Christina Santana

Christina is a Bachelor of Philosophy from the Sofia University "Kliment Ohridski". She has taken part in an Erasmus exchange at The Complutense University of Madrid, Spain, and attained a master's degree in "Applied Human Rights" from the University of York, Great Britain.

Her long-term volunteering includes work in both non-governmental and governmental sectors: internships for the Bulgarian Food Bank, for an NGO supporting programs for transitional justice in Cape Town, South Africa, for the Bulgarian Ministry of Foreign Affairs and for Mexico's Secretariat of State – at the "Human Rights Protection" Department.

Christina's main motivation to join Teach For Bulgaria is her faith that quality education is possible in all conditions. She believes that children should be inspired to dream, to fight challenges and to see their future in Bulgaria. Currently, Christina is teaching English and Philosophy in High School "Luben Karavelov" in Koprivshtitsa.

Projects highlights

First of its kind "Eco-school" in Bulgaria

This summer seven Teach For Bulgaria teachers have developed a curriculum for all school grades with lessons aiming to develop ecological thinking and setting the grounds for eco habits at earliest possible age. The project is supported by Ecopack Bulgaria and will be implemented in 132 "Vanya Voynova" in Sofia. Lessons include various topics – human impact on the environment, different ways of reducing, reusing and recycling our waste, best practices from other countries, discussions about sustainable living and even organization of conferences.

Zlatna Panega Summer Academy for leadership

Teach For Bulgaria teachers in the region of Zlatna Panega have organized untraditional Summer Academy for developing leadership and interpersonal skills. The first of its kind regional school was attended by 35 students from the villages Brestnitza, Dermantzi and Oreshene who learned valuable lessons and gained confidence in themselves. This initiative was realized with the generous support of TITAN Zlatna Panega, Mondelēz and the volunteers Mila Ivanova, Julia Mishkova, Borislava Daneva, Stefan Lazarov and Maria Antonova.

2013-2014 Honor Roll

The 2013-2014 Honor Roll presented below includes all Teach For Bulgaria donors during the fiscal year Oct 1, 2013 – Sep 30, 2014. 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

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Thank you for helping Bulgarian children obtain excellent education!

Teach For Bulgaria Team