

Teach For Bulgaria

Quarterly Report

October-December 2015

Contents:

Quarter Highlight: Education Conference 2015.....	1
Student Progress Snapshot.....	2
Community Initiative.....	2
Meet a TFB teacher.....	3
Meet a TFB alum.....	3
Financial Snapshot.....	4
Organizational Updates.....	4
Honor Roll.....	5

Teach For Bulgaria

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Quarter Highlight

On November 13-14, 2015 Teach For Bulgaria hosted [Education Conference 2015](#), the flagship annual education forum, in collaboration with the European Commission, the World Bank, and Forbes Bulgaria. Held in Sofia, the conference engaged stakeholders in discussing key initiatives and innovations necessary to enhance the quality of education for all children in Bulgaria. The event brought together 500 school representatives, policy and opinion leaders, consultants, and social entrepreneurs from Bulgaria, Europe and Brazil.

The European Commissioner for Education, Culture, Youth and Sport, Tibor Navracsics, opened the conference with a discussion of how Bulgaria can achieve a shared vision for its education system. Rafael Parente, executive director of Aondê, spoke about [the role of innovations in tackling inequality in access to quality education in Rio de Janeiro's poorest communities](#). Mihal Sitek, Head of the Polish Institute of Education, [discussed Poland's path to educational reform](#). And London Ark Elvin Academy's principal Annabel Bates and assistant principal Gemma Byes shared [best practices for enhancing teacher motivation and raising student achievement](#).

Presentations were followed by panel discussions about how to apply these best practices to the Bulgarian educational context. The list of panelists and moderators included renown public and business leaders such as Eva Paunova, Bulgarian Member of the European Parliament and initiator of Education Bulgaria 2030 alliance, Irvan Hira, CEO of Hewlett Packard Bulgaria and President of Bulgarian Business Leaders Forum, Krassimira Chemishanska, CEO of AmGen Bulgaria and President of AmCham, Milena Damyanova, Chair of the Education and Science Committee at the National Parliament, Vanya Kastreva, Deputy-Minister of Education and Science, and Nikolay Denkov, Deputy-Minister of Education and Science.



Tibor Navracsics, Ivailo Kalfin, Eva Paunova, Maria Jesus Conde, and Irvan Hira

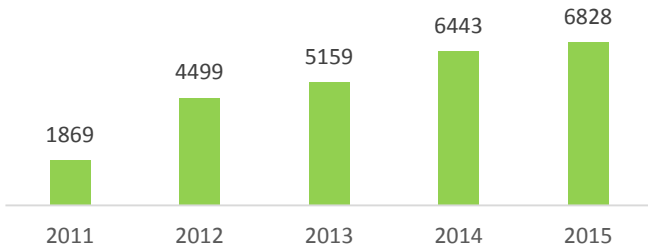
Evgenia Peeva



Throughout the course of the two-day event, participants brought their own experiences to the table and collaborated to develop practical next steps for improving the equal access to quality education in Bulgaria's diverse, multi-cultural, challenging demographic context. "A shared vision is the only way to achieve quality education and make it accessible to every student, regardless of their social and economic status," Teach For Bulgaria's CEO, Evgenia Peeva.

Student Progress Snapshot

Students taught in TFB classrooms

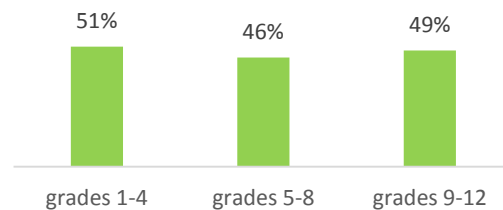


In total, we're reaching 6828 students, across 8 distinct regions in the first school term of 2015-2016 academic year. 24% of these are in primary school (grades 1-4), 43% in middle school (grades 5-8) and 33% in high-school (9-12).

Average student results at the start of the school year, as measured by TFB teachers in their respective subject. These results are obtained using a diagnostic test specific to the subject and grade level. 100%= equivalent of 6 in Bulgarian grading scheme, 60%=2 (failing grade).

These results demonstrate the low-performance of students in the schools where TFB teachers get placed, which is a factor in determining TFB partner schools. Based on these diagnostics, TFB teachers devise realistic expectations for student progress, which is tracked at the end of the 1st semester, and at the end of the school year.

Average of students results on diagnostic subject assessment, by grade level



School Initiative



Eco-day, October 23rd, 2015

Only 2 months into the school year, 3 primary school TFB teachers based in Razgrad organized a school-wide Eco-day initiative. Students from grades 1-6 participated in group activities focused on developing their teamwork skills. During the activities, students had an opportunity to share what they have learned in math, literature, and science class, all related to the Eco-day theme. The students showcased their knowledge of eco-friendly practices such as cycling and taking public transit instead of driving, and disposing of waste properly. They thoroughly enjoyed the experience and are excited about the next "Eco day"!

Meet a TFB teacher



Today, Alexander is an afternoon activities teacher in primary school in Chelopech, a town with roughly 2000 inhabitants, 70km away from Sofia. He works with his students to develop individual methods of learning, and believes this approach is key to a good attitude towards education. Each of his students sets learning goals and tracks them using an interactive online app, called "Dojo".

Alexander Ivanov, TFB class of 2014-16, 24 years old, BA in Finance

Why did you become a TFB teacher?

I was drawn to the mission of better access to quality education for all children and wanted to contribute to positive change.

What is your favorite part about teaching?

Being there for students as they learn about who they are and plan who they will become. I think a 21st century teacher is mainly a facilitator of learning; our purpose is to support and mentor kids as they develop their interests and determine what they would like to contribute to the world.

In 5 years I hope to be... an exemplary mentor, a humble student, and a "crazy" dreamer. Being part of TFB has given me a firm direction and has lit a spark of passion to lead, fortified with a conviction to never to give up dreaming. I hope to grow along with my friends and to help others, while living by strong ideals, by pillar - morals and by the blessing of the truth.

Meet a TFB alum

Emilian Kadiiski (Emo), TFB class of 2011-2013, taught IT to grades 9-12 in a Sofia high-school

What motivated you to become a TFB teacher?

TFB offered a solution to a social problem, amidst all of the chatter about the problems which lacked vision of what can be done. I wanted to be a part of the organization, and to challenge myself to learn as a teacher who leads students.

What was your favorite part about teaching?

Seeing my students become motivated to work hard and succeed!

What was the biggest challenge you faced as a TFB teacher?

Adjusting to the context when the plan you had for a lesson simply isn't working.

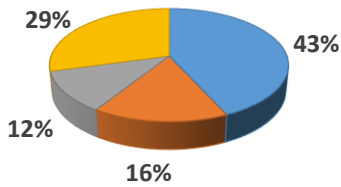
If I had not become a TFB teacher... I would have remained simply a computer programmer, not a social entrepreneur.



Today, Emo concentrates his efforts on "Vratsa Software", providing free IT training to aspiring IT professionals in the region. "Vratsa Software" successfully received funding from the Reach for Change Foundation in 2015. Emo's long-term vision is to create an IT hub in the Vratsa region, and his current project is the first step towards that goal. So far two IT companies have hired four "Vratsa Software" graduates.

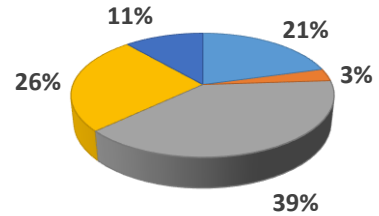
Financial Snapshot

TFB expenses Oct-Dec 2015
BGN 628 495



- Teachers' Training & Support
- Impact Assessment; Alumni, Fundraising, PR
- Administrative
- Recruitment & Selection; Institutional Partners

New donations Oct-Dec 2015
BGN 1 953 411, excl. ABF grant



- Special fundraising events
- Individual contributions
- Corporate and other business grants
- Foundations and trusts grants
- Other gifts in-kind

Organizational Update

The Admissions team launched the 2016-2017 recruitment campaign, and began conducting “local recruitment” events in several cities across Bulgaria. Here’s a look at the current recruitment marketing campaign video:



The Alumni and Leadership Development team launched the Mentorship Program for the 2014 cohort and [hosted the 2nd Innovation Day](#) in December 2015.



The Training and Support team conducted on-going training of 2014 and 2015 cohorts of teachers, including vision defense, 213 teacher tutor visits to TFB classrooms, and a TFB community day.



The Development and Fundraising team planned and hosted the 4th annual Inspirational Leaders Charity Auction, [which exceeded revenue targets by 120%](#).



Honor Roll: Our Supporters

The 2014-2015 Honor Roll presented below includes all Teach For Bulgaria donors for the period of Oct 1, 2014- Dec 31, 2015. Teach For Bulgaria highly appreciates the generosity and support of our contributors.

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