

Teach For Bulgaria

Quarterly Donors' Report

Dear partners and supporters,

With just few days left until the start of the school year, we are happy to announce that this September 100 TFB teachers will work to provide quality education and access to opportunities to more than 8,000 students. They will teach in 55 schools in eight regions – Sofia City, Sofia, Plovdiv, Pazardjik, Stara Zagora, Pernik and Razgrad.

Over the past several months, more than 60 teachers joined the Teach For Bulgaria program. Their prepping for the school year included intensive Summer Institute, a methodological training, as well as three weeks of Summer Academy allowing them to develop further their teaching skills through working with more than 400 students.

In addition to the Summer Academy, TFB launched a new opportunity for teachers and alumni – an afternoon Summer Academy, two alumni, Olga Ninova-Trayanova (2011-13) and Stanimira Hristova (2011-13), taking the helm. The goal was to test a school model led by members of our community.

Finally yet importantly, I am pleased to report that our presence is expanding on to one of the regions with a very low socio-economic status in Bulgaria - Razgrad. This year seven of our new teachers will work in three schools in the area. Thanks to the newly obtained funding from two international grants we want to double our teachers' cohort in 2016 to 120 newly recruited teachers, reaching out to at least one new region. Thus as of October we are starting a massive marketing campaign in order to champion TFB as a brand and to attract successful candidates.

With the growth of our community and supporters, we are confident that we will be able to keep up our presence and build upon our success but, most importantly, reach out to more children in need.

We are all looking forward to the new school year and the progress our students will show. Once again, thank you for your support that makes all this happen!

Regards,
Evgenia Peeva, CEO



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Student Achievements

As of September 2014, Teach For Bulgaria is employing the 3Rs model (*Rigor, Reach and Results*) for assessing teacher's impact in the classroom. With this model 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 and actively engage in the learning process. In short, this is a model allowing teachers to understand better the progress of their students.

Results

For every grade level we observe an average growth in results of 29% (see Chart 1) and an average increase of 32% in the number of students scoring above 60% (passing grade) as shown on Chart 2



Chart 1: Progress in student results for school year 2014/2015

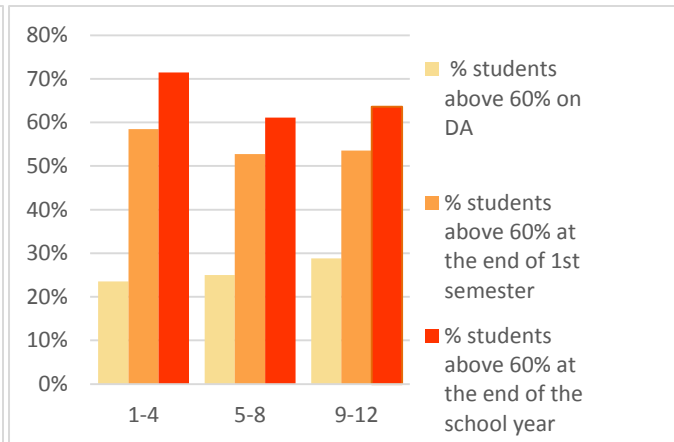


Chart 2: % of students with results >60%

Rigor

Every TFB teacher aims at leading their students to the level of knowledge and skills expected from 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 on the right shows the progress in rigor in TFB classrooms for the first semester.

In 62% of all classrooms progress in the level of rigor is reported.

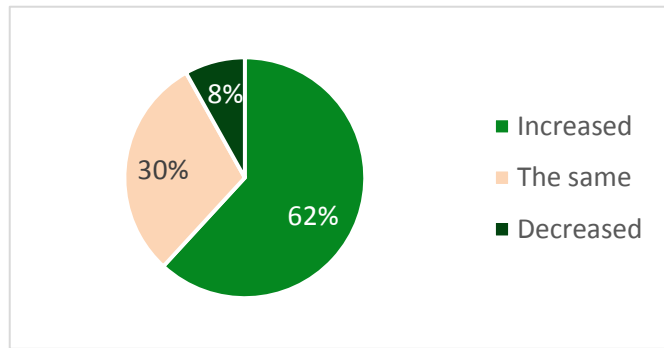


Chart 3: Change in rigor

Reach

Another important factor that influences the learning process is the level of engagement of students in their learning in class and outside the classroom alike. **We are glad to report that in 48% of our classrooms the level of student engagement has increased during this school year.**

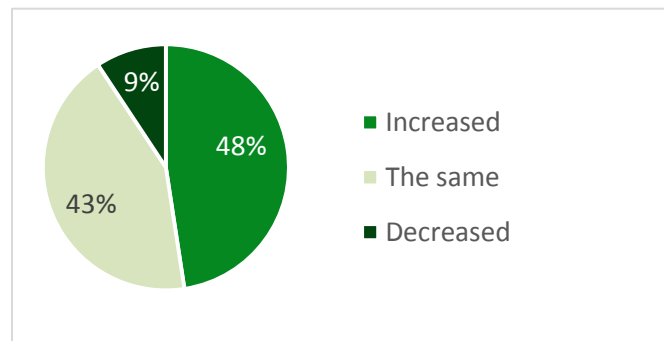


Chart 4: Level of engagement of students in the learning process

Classroom Story

Impossible is nothing or what does it take to meet the President of Bulgaria when you are sixteen



When Radostina first met the students from 9th grade in 130 Secondary School "Stefan Karadzha", they were quite demotivated. "I can't" and "I don't want to try" attitudes were common in that class. Radostina wanted to reverse that. So at the beginning of the year she asked the students three important questions: "What kind of people do we want to be when we grow up?", "What is preventing us from being these people today?" and "What should we start doing right now to become them?".

Students had different opinions, but they still had one thing in common: they all wanted to be successful. In order to define what success meant to them, they decided to make a movie about it and to interview successful people.

So they started planning. The class split into teams focusing on three topics: "Whom do we want to have on board?", "What questions do we want to ask?" and "What skills will we develop with this project?". At one point, the teacher urged the students to name the most successful person they would like to interview. "Well, Miss, that would be the President, but making him take part in our movie is impossible", the students answered. Then the teacher challenged them even further: "Well, let's ask him!", she said. The students went on to write an email to the President with a video invitation. A month later, the students got a call from the President's Office. "The President would be honored to take part in your project," they said and invited them to meet with Mr. Plevneliev.

Apart from being very proud with their achievement, meeting the President is not what the students value most today. They appreciate most their satisfaction with the results they attained as a team and the confidence they have as people. Now they believe that impossible really is nothing as long as they set a goal and work together to pursue it.



Meet Aleksandrina

Aleksandrina graduated from the Mathematics High School in Dobrich. She got a Bachelor's Degree in Theology from the Veliko Tarnovo University and Master's degree in Political Science.

During her studies, Aleksandrina participated as a volunteer in various projects, including fundraising initiatives for refugees and projects at a care facility for elderly persons. She joined TFB because of her belief that every child deserved quality education and the right to pursue their dreams.

From September, Aleksandrina will teach at Raino Popovich School in Karlovo.

Conference Led by TFB Students

Our annual Transformed Students Enquiry Process (TSIP) Conference took place on June 13, 2015. The conference was the culmination of an entire school semester of work and continuous efforts on the part of students and their TFB teachers.

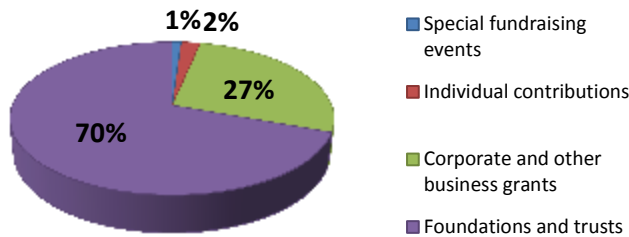
The focus of the Conference was the student engagement with the classroom vision and the role of this involvement for an enduring impact on student achievement, aspirations and access to opportunities. A major difference from last year was the key part students played in every aspect of the Conference, acting as hosts, moderators, workshop and poster session leaders, as well as leaders of reflections.

During the Conference, the audience had 4 video stories, 12 workshops and 11 posters that traced the steps to achieving significant success in the classroom. Some 300 students and 150 adults (partners from the public and private sector, TFB alumni, future and current TFB teachers, parents, principals and teachers from partner and non-partner schools) attended the event.

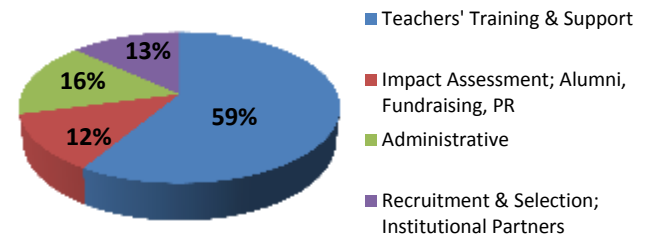
Visitors said that the event was very inspirational for them because they saw that delegating leadership roles to students empowered them to set higher goals for themselves.

Financial Snapshot

TFB Donations Apr-Jun 2015
BGN 280 917 (excl. ABF grant)



TFB Expenses Apr - June 2015
BGN 574 793



Organizational Report

Admissions: As a result of the recruitment and selection season this year, 66 people participated in the Summer Institute training. In late June, the Admissions Team finalized the new selection model to be used from the beginning of the new season. The model includes a completely new set of competencies defining the successful TFB teacher with high-impact potential. The team also set goals for the next season: 120 new recruits should start the next school year, according to the TFB plan to expand in new regions.

Institutional Partnerships: Our CEO took an active position in the civil council chaired by the Deputy Minister of Education and Science as well as in the Monitoring Committee of the new Operational Program for education chaired by the Minister himself. We attended three further major events – the Advisory Board on Education headed by the President of the Republic of Bulgaria, the Conference on Strategic Reforms organized by the Ministry of Education and Science and the opening conference of a recently launched initiative called “Education Bulgaria 2030” initiated by a group of Bulgarian members of the European Parliament.

In mid-June, we received the encouraging news that our preliminary proposal for Erasmus+ Key Action 3 – Initiatives for Policy Innovation: Policy Experimentation in School Education Sector has been approved. If the project is successful in the next stage, we will receive a mandate to test and to have an external evaluation of the impact of the model we established for attracting, selecting, training, and supporting new teachers with no previous teacher training background during their first years in school. Last but not least, we completed the most successful school recruitment round since our establishment in 2011. 88 schools with 288 positions applied for a TFB teacher.

Impact Assessment and Data Analysis: During this quarter, the team organized The Transformed Students Inquiry Process (TSIP). This is TFB’s main “learning-loop” process to capture evidence of student progress and transformation in our classrooms and link it to specific teacher actions and mindsets. Key takeaways from the conference are that student ownership in the vision is indispensable for achieving the latter and that demonstrating what is possible for students of underprivileged background is the most powerful way to convert skeptical audience.

Training and Support: Over the course of Q2, the Program Team organized the Summer Institute (SI), the largest training event of the year. It took place between July 12 and August 14, 2015. The first two weeks of the SI focused exclusively on introducing to the members of the 2015 cohort the *Teaching as Leadership* Model and on planning their work with students in the three-week Summer Academy. A total of 92 sessions aligned with our Holistic Leadership Development Program were delivered over the course of 14 days, led by 27 different members of our community. The Summer Academy was attended by 500 students, up by 140% from last year.

Fundraising and Development: As reported previously, Teach For Bulgaria will receive funding from two international grants amounting to EUR 250,000 in the following two years. To be able to use the donations, Teach For Bulgaria has to generate new funding matching this amount from other partners and achieve growth both in terms of number of teachers in the TFB program and in terms of presence in new regions in Bulgaria. Yet another success in this quarter was the partnership with Studio Moderna, an e-commerce and direct-to-consumer advertising company. In September, a joint marketing campaign where TFB will receive 1 BGN from the sale of each one of their product is upcoming. The campaign will run online and on TV and will promote the advantages of education in general.

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 – contributing 10% or 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 5,000



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