

**TEACH FOR INDIA
PROGRAM AND FUNDING DETAILS
JULY, 2015**

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Vision and Mission statement

The vision of Teach For India is that one day, all children will attain an excellent education. This lies in stark contrast to the situation today, wherein few students pass through the system, and most of those that do, receive a highly inadequate education. Because of the size and complexity of the Indian education system, coupled with rapid population growth and urbanization, grassroots interventions alone are insufficient to address the problems.

The core belief at Teach For India is that the root of systemic change is *leadership* – leadership that understands the problem, knows how to change it, and is committed to doing so. **Teach For India's mission is to build a movement of leaders who will end educational inequity.** Teach For India recruits India's most outstanding college graduates and young professionals and places them as full time teachers in under-resourced schools for two years.

In the **short run**, these young leaders act as a source of dedicated teachers in government and low-income private schools. In the **long run**, Teach For India will build a powerful and ever-growing leadership force of alumni who, informed by their experiences and insights, will work from inside and outside the educational system to effect the fundamental, long-term changes necessary to ultimately realize educational opportunity for all.

The Opportunity

Teach For India believes that education is the single most fundamental social issue, especially in a country where 32% of the population is under fourteen. At an individual level, education is a priceless asset which dictates one's course in life. A lack of education creates ignorance, which in turn can foster an environment of corruption, crime and gender inequality. The reverse is also true, and fixing the education system and infusing more empowered individuals across sectors is the first step to addressing the numerous social ills.

If we educate India in the right way, the future holds great promise: Educated young people become the entrepreneurs, skilled workers and responsible leaders of tomorrow. The uneducated become a burden on society, becoming problematic employees and citizens more prone to violence and poor hygiene. It is a collective responsibility to ensure we avert a crisis and educate the next generation of Indians.

Teach For India Model

Teach For India has a five part model:

Talent Sourcing: Teach For India *recruits* the highest-quality university graduates and young professionals, who drive student achievement and become life-long leaders able to effect systemic change. For the 2014 Fellowship, Teach For India received 13,500 applications and will be selecting 525 new Fellows or 3.8 %, of them – those with the most exceptional track records of leadership and demonstrated commitment to the cause.

Talent Development: Teach For India then provides participants with rigorous *training and professional development*. Training begins with an intensive five-week residential course, led by international experts, and continues with weekly trainings and support from mentor teachers, throughout the two years.

Talent Placement: Teach For India places participants for two years in full-time teaching positions, with clear accountability for their classrooms, in areas with educational inequality where impact on student achievement will be maximized. An extensive rubric is used to determine which schools are chosen, with the emphasis on the need within those schools, and their willingness to partner. Teach For India provides support to Fellows that streamlines and clarifies paths to leadership, in order to eliminate educational inequality. This includes arranging summer internships between the first and second years of the Fellowship; hosting “pathway calls” where conference calls are organized hosting leaders and alumni in the educational sector for Fellows; mentorship programs for Fellows; and career support, which in 2012-13 featured approximately 190 employers and 221 job postings. Over 60% of our alumni have stayed back in the education sector because of their experience at Teach For India.

Alumni Impact: After the two year Fellowship, Teach For India builds and supports a powerful force of Alumni who, informed by their experiences and insights, will effect systematic changes to realize educational opportunity for all. Teach For India plays an active role in ensuring that the Alumni of the program are excellent ambassadors who have the mind-sets and skills to create exponential and collective impact who will lead the change and fight for education inequity. Currently, the Alumni are spread across diverse sectors – becoming teachers, school leaders, policy makers, lawyers, artists, corporate leaders who will work together to make India a nation where all our children reach their potential. The Annexure contains some cases studies of Teach For India alumni.

Measurable Impact: Teach For India works to drive measurable short-term impact on student achievement and foster long-term development of leaders who will help eliminate educational inequality. Teach For India assesses impact on student achievement, the school and community, and on the Fellows themselves.

Organizational growth and impact

Year	Cities	Schools	Fellows	Students Impacted
2009-2010	Mumbai and Pune	33	87	2,800
2010-2011	Mumbai and Pune	63	214	6,500
2011-2012	Mumbai, Pune and Delhi	122	374	12,000
2012-2013	Mumbai, Pune, Delhi, Hyderabad and Chennai	164	506	16,000
2013-2014	Mumbai, Pune, Delhi, Hyderabad and Chennai	214	713	23,000
2014-2015	Mumbai, Pune, Delhi, Hyderabad, Chennai and Ahmedabad	268	890	30,200
2015-2016*	Mumbai, Pune, Delhi, Hyderabad, Chennai, Ahmedabad and Bangalore	300	1154	40,390

** projected, to be confirmed by August 2015*

In the next three years, Teach For India aims to impact approximately **60,000** students with its unique methods and philosophy, and for its Alumni to become proof points across the sectors in society; examples of excellence that will fundamentally change the idea of what is possible. By bridging the achievement gap, Teach For India will bring to reality the vision that, **“one day all children will attain an excellent education”**.

Teach For India – Focus Areas for Student Vision

Teach For India believes that an excellent education is one that combines Academics, Values and Mindsets, Access and Exposure. In the second year of Fellowship, Fellows undertake a Be the Change Project (BTCP) project designed to identify and address a barrier to learning which exists in the school or larger

community. For example some Fellows have created Mathematics and Science labs, developed an art-integrated curriculum, and have established libraries and computer labs.

1. Academics

The Fellowship program is structured around the rigorous curriculum developed by our in-house training team, in addition to teaching the State Samacheer Curriculum. Through rigorous standardized assessments conducted thrice every year, we have come to understand that our students are typically 2-3 years behind their grade level. While their cognitive development is age appropriate, we find them struggling to access grade level textbooks or grade level content. Teach For India aims to bridge that gap primarily in Reading Comprehension, Reading Fluency, Math, Grammar and Writing. In Chennai, we focus on Samacheer Kalvi, to ensure our students are on par with the peers in the State. Our fellows follow the bridge curriculum to ensure the academic gap is closed, while simultaneously also teaching rigorous grade level content through Samacheer. Highlighted below is an example of success that our fellows and students have had, in pushing the bar of excellence in academics.

International Maths Olympiad

Teach For India Chennai students from 4th grade took part in and placed in the 400-500th ranks in the International Math Olympiad conducted with participants across 28 countries. 2 of the students progressed to the next level as well. This has set new bars of excellence and what is possible for our students.

2. Values and Mindsets

At Teach For India, we strongly believe that excellent education is one which is complemented by a strong understanding of values and mind sets to correlate actions to consequences. Our Fellows strive towards imbuing this quality in our students through simple methods such as focusing on class or group values, thereby enabling a consistent growth in the student's overall personal development. We look at every lesson as an opportunity to teach values – like a division lesson also touches upon the value of sharing equally; a science lesson on water conservation also includes discussions and projects around water conservation, sharing as a value, etc.

Design For Change(DFC) Challenge

3 projects from TFI-Corporation of Chennai schools Kotturpuram and Kannamapet have been selected into the Top 100 winning stories in the DFC School Challenge 2014, from over 2000 stories of change that DFC received this year from 24 states of India. DFC gives students a wonderful opportunity to express their

own ideas for a better world and implement them to enable change within their classrooms, schools, communities, cities and countries. The selected fellow and student representative attended the DFC conference. Here is a [link](#) to their work.

3. Exposure and Access

Teach For India Fellows strive towards an overall development of their students that goes beyond just academics. Through various workshops and events in their classrooms or schools, Fellows aim to build enduring values in students, so that they can achieve academic success while being exposure to arts and sports.

Chennai Students Kondattam

Chennai Students Kondattam is a two day inter-school event conducted for students of Corporation Schools Chennai. It is a common platform for students from various Corporation and low income private schools to showcase their talent, potential and learn from each other. The event organized by Teach For India Fellows from Chennai impacted 28 schools, 98 classrooms and 2500+ students. Students participate in various co-curricular and extra-curricular events like sports, literary events, arts, etc and have a chance to explore their true potential.

Fellow Impact

On the path towards Collective Action

Swati Nandy, our 2014 Fellow, was among those selected to present her paper at a State-level conference on 'Effective Classroom Processes and Practices to Enable Children as 21st Century Citizens'. Her students were among the top scorers in the city in an internal benchmarking exercise conducted for Mathematics aligned to Samacheer. In addition, Swati also coached her students for the 'Terry Fox



Run' focusing on both building fitness as well as creating awareness about cancer. Swati has reinforced for all of us how **being an effective teacher directly connects to leadership across dimensions** such as strategy planning and purposeful execution, prioritizing and multi-tasking, building relationships with stakeholders and communicating for results.

Working towards Educational Equity

Ramabhadran Sundaram, our Fellow from the 2013 cohort, led various projects during his fellowship focused on improving understanding of educational problems and opportunities to impact student outcomes not only in his classroom, but also that of others. In partnership with Boston-based Crossover Basketball and Scholars Academy, he brought football to 100+ Teach for India students during the summer of 2014. He also helped organize a workshop for Fellows on 'Child Safety' focused on empowering teachers to create a safe space for students and co- led a session focused on 'Teach For India's Impact in Secondary Classrooms' at the School Leaders' Conference. Amidst various options available to him post fellowship, Ramabhadran's decision to join us as staff in Team Chennai to help build the alumni movement to enhance systemic impact in the city is a reinforcement that **our collective role as fellows, staff and alumni is key to attaining educational equity.**



Bringing about Personal Transformation

Eevera S, a Fellow from our 2013 Cohort began his journey from IIT to join the Fellowship to make a difference to his students' lives. When he started on his journey as a Fellow, poor attendance was one of the main issues that he faced in his class. The first month was all about locating and getting kids to the classroom. After a round of home visits and setting clear expectations to the parents on sending their kids to school, the next step was to retain the students. Even after regular trips to the community the attendance was still low and this had a lot to do with the problems that the parents faced the low income slum community. After getting the kid to come to school on a regular basis, Eevera then took on establishing strong behavior expectations inside the classroom and also get the kids to grow academically. With an average attendance of 80% at the start of this school year, and learning levels improving significantly and planning for his role as alumnus, Eevera also explored ways to contribute beyond his class



to the school and community. Ideas included, among many others, an after-school community center to provide extracurricular activities to students. Inspired by his idea and supported by the AMM foundation, we are exploring bringing football to all students in North Chennai Schools, aimed at overall development of students through sports. Eevera has now joined the Avanti Fellowship to continue making an impact on children in the education sector.

Cost per Fellow – Teach For India

The breakup of the direct cost incurred with supporting a Fellow for a year is provided below:

Direct Fellow Cost	Per Month (in INR)	Per Year (in INR) – For 1 Fellow
Fellow Stipend	17,500	2,10,000
Housing Stipend	7,000	84,000
Program Manager Support / Training	3,000	36,000
Recruitment and Selection		23,432
Total		3,53,432

Conclusion

At Teach For India, we believe in the potential of every single touch – the gap between the potential and its realization is bridged by our collective ability to support quality education. We recognize that, we are standing at the start of a long path ahead as we look at building a nation’s ecosystem in an excellent way, so every child is benefited. We also believe, that we can never do it alone.

It is inspiring for us to see, each year, a growing number of outstanding young people from across India are taking personal responsibility for educational inequity, applying best practices in classroom teaching, leading projects to engage their school communities, and developing invaluable leadership skills in the process. They are building relationships in their schools and communities, and collaborating with corporates, nonprofits and the government, and together they are impacting the lives of thousands of children from low-income communities and their families – and we are grateful to be able to do more, every single year.

Recognizing that teaching is leadership & that great leadership skills are learnt, practiced and refined through teaching, we are building our strong network of alumni. Teach For India's impact extends far beyond the classroom, through our alumni – the social innovators who we hope are able to take their learning from classroom to the country's landscape, engineer solutions for the problems we face, in whatever they do. At teach for India, we believe in the power of collective and our faith lies in the potential of every fellow.

Annexure I – Alumni Case Studies

I: Adhi Selvam, Chennai, 2012 Cohort

Pre Teach For India background:

Adhi is an engineer by educational qualification

Post Teach For India:

Post his Fellowship, Adhi works with 30 schools as a Trainer and Product Specialist through Karadi Path Education Company Pvt. Ltd.

II: Divya Murali, Chennai, 2012 Cohort

Pre Teach For India:

Divya Murali received a Masters degree in Broadcast Communication and formerly served as a volunteer at Make A Difference (MAD)

Post Teach For India:

Post her Fellowship, she works as a Program Officer (Digital Equalizer Program) in American India Foundation and works with integrating technology in education.

III: Kamalesh Gangadharan, Chennai, 2012 Cohort

Pre Teach For India:

Kamalesh is an Information Systems Engineer by educational qualification and formerly worked as a Web Developer at tech startups

Post Teach For India:

Post his Fellowship, he works at EZ Vidya on developing solutions to redefine classrooms at EZ Vidya.

IV: Ishwarya Sankar, Chennai, 2012 Cohort

Pre Teach For India:

Ishwarya is an Electrical and Electronics Engineer by qualification. During her stint as a Systems Engineer at Tata Consultancy Services, she also had a chance to experience life on the other side of the world through her engagement with Bhumi.

Post Teach For India:

Post her Fellowship, she joined the staff team at Teach For India as a Program Manager, continuing to directly impact more children and more lives.