

ACTIVITY REPORT



2018 Fellow Abdul Ghaffar with his students at Summer School, July 2018

Introduction

Teach For Pakistan, legally registered as One To Many, has completed its first full year of operations as a Section 42 non-profit company.

We are proud to share with you here the major milestones we have achieved so far.

Major Milestones

I. Program

Fellow Recruitment, selection and matriculation campaign (RSM)

TFP inducted 18 Fellows in its 2017-18 Fellowship recruitment cycle, the inaugural campaign in Islamabad. Over a period of nearly two months from January 20 – March 15, we received a total of 532 applications to the Fellowship. Applicants went through a rigorous, two-month selection process including application review, phone interviews, a full-day assessment and a final review by a panel of selectors. The selection process was redesigned in light of our learnings from the past four cycles about what predicts success in the Fellowship and beyond. Assessment competencies include academic achievement, potential to mobilize people and lead change, flexibility and responsiveness to feedback, respect and cultural sensitivity, and mission-alignment. 39 candidates received an offer, a **7.3% acceptance rate**, out of which 18 accepted and were inducted into the Fellowship.



A Glimpse into Assessment Center: Group Discussion (top left), Sample Teaching Exercise (top right) and students' welcome to candidates (below)



Our 2018 cohort comprises exceptional graduates from the nation's top universities, including the Lahore University of Management Sciences, National University of Science and Technology, Ghulam

Ishaq Khan Institute of Science and Technology and Quaid-e-Azam University. This is TFP's most geographically and socio-economically diverse cohort to date, with Fellows from cities and small towns across the country.

The 2018 Fellowship cohort



Summer Training Institute

The new cohort underwent an intensive, pre-placement Training Institute from July 1- August 10 2018. Institute was focused on building foundational knowledge, skills and mindsets in key components of teaching and leadership.

Institute comprised various learning experiences, including lectures, workshops, discussion groups, readings, and reflection exercises.



Fellows working with their Coach on lesson plans
Result Day



Fellow Noor meeting parents on



Exploring educational disadvantage with teachers & parents
emotional health
at a public school in Murree



Learning about children's

As part of the training, Fellows taught for three weeks at summer school hosted at two government and NGO schools in Saidpur Village, Islamabad. In a mere 15 days of beginner teaching Fellows made remarkable growth with their students, as evidenced by the data gathered by Teach For Pakistan through standardized diagnostic and summative tests. As the graph below shows, on average, students' academic mastery grew by **32% in Social Studies, 15% in Science, 11% in Mathematics** and **8% in English**. The growth patterns are captured in the graphic below.

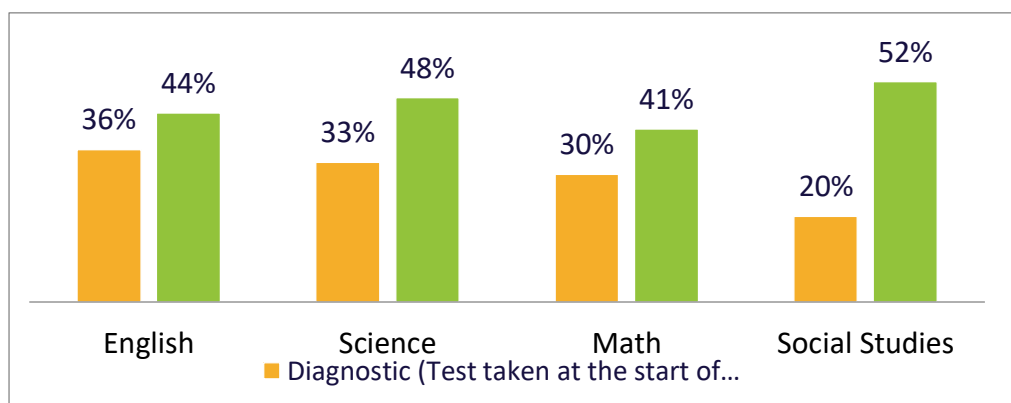


Fig. 1: Average Academic Growth in Student Achievement over 3 weeks of summer school

II. Partnerships

In-kind Support: Sultana Foundation School, Beaconhouse, Froebels International School

TFP has developed key relationships with the Sultana Foundation and Beaconhouse who provided us the space and logistical support to run 8 Assessment Days in two cities. Beaconhouse also supported Fellows development through their expert trainers who provided feedback on Fellows' teaching practice during the pre-placement Training Institute and ran sessions on classroom management and assessments.

Finally, **Froebels International School**, Islamabad invited TFP to use their school site to run the entire six week Training Institute in July and August 2018.

Sultana Foundation and Froebel's have pledged continued support for our efforts in 2018-19

Pro-bono Services

Jillani and Co., one of the top corporate firms in the country is providing us pro-bono legal services, enabling us to navigate increasingly complex regulatory and compliance requirements on non-profits.

Blitz Advertising (Pvt) Ltd, a network affiliate of Publicis Worldwide, provided pro-bono services to conceptualize and design the 2017-18 Recruitment Campaign and accompanying materials, including posters, booklets, brochures, and social media ads.

Both the organisations will continue to support TFP in 2018-19

Placement

We have negotiated a partnership with the **Federal Directorate of Education** (FDE) to facilitate Fellows' placement as full-time teachers in high-need public schools. TFP is one of the handful of non-profit organizations that FDE is currently partnering with to improve the state of education in the nation's capital. TFP is also partnering with the non-profit school, **Bardasht**, which is paying for the salaries of two Fellows who have been placed to teach at that site. The full list of placement schools can be found in Annex 1.

Appendix 1: List of Placement Schools, 2018

Islamabad Sector	School
Bhara Kahu	Islamabad Model College for Girls, University Colony
	Islamabad Model School for Girls (I-X), Saidpur
	Islamabad Model School for Girls (I-VIII) Bhara Kahu
	Islamabad Model School for Boys (I-V) Rawal Dam
Tarnol	Bardasht School for girls and boys (I-X), Tarnol
	Islamabad Model School for Girls (I-V) Pind Parian
Nilore	Islamabad Model School for Boys (I-X) Khana Dak
	Islamabad Model College for Boys Jaba Teli