

Teach For Malaysia

2018 Impact Report

In Partnership With:



Teach For All

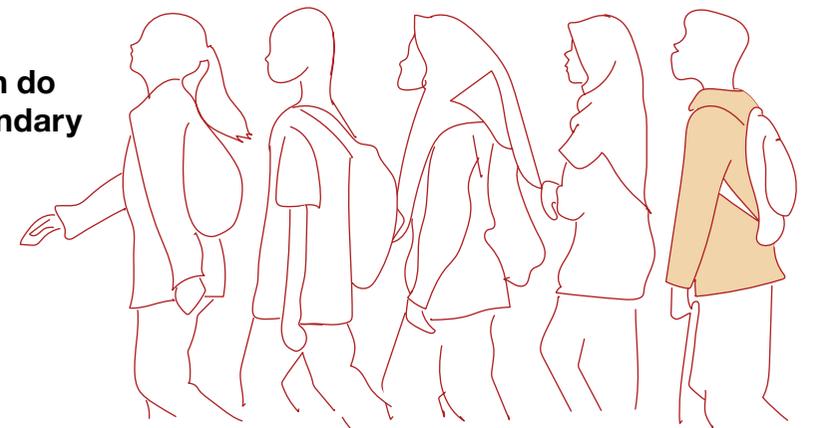
One day, all children in Malaysia will have the opportunity to attain an excellent education.



A child's education and future should not be determined by his or her circumstances in life.

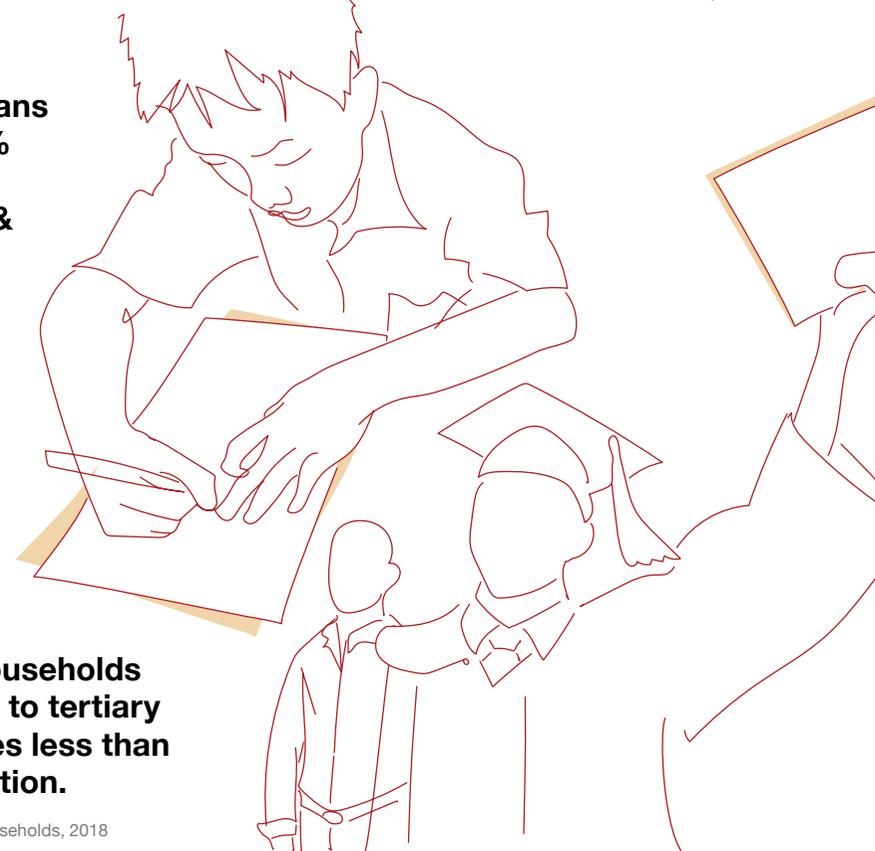
1 in 5 Malaysian children do not complete their secondary school education.

Malaysian Education Blueprint 2013-2025



PISA scores for Malaysians are near the bottom 25% of the OECD average score for both Reading & Mathematics.

PISA 2015, as reported in Khazanah Research Institute, The State of Households, 2018



Heads of low-income households who do not have access to tertiary education, earn 3-4 times less than those with higher education.

Khazanah Research Institute, "The State of Households, 2018

Yet, children in Malaysia face a variety of barriers to access a quality education.

Socio-economic factors

“In many families, the parents are uneducated. They don’t see the value of sending their children to school. Some children have to work to support their family.”

— Shashi, 18, student.

Systematic factors

“For my friends and I, we find it hard to understand the lesson because we don’t have enough class time. For example, we only have 1 hour of English. But actually, we need 1 and a half hours.”

— Iman, 17, student.

Prevailing ideology

“The problem is our education system is built on conformity. A student’s worth is measured by a set of letter grades on a piece of paper. Those who don’t do well are dismissed as lazy or ‘a lost cause’. Students are taught not to question the textbook or the teacher.”

— Racheal, 19, student.

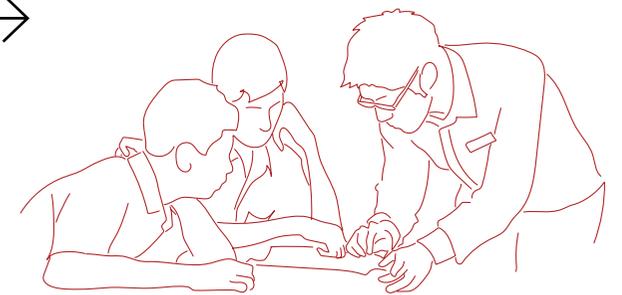
We are determined to change that.

In the last 8 years, Teach For Malaysia has been mobilising a movement of leaders through education, by working directly in high-need schools and communities.

Recruit and develop young Malaysians as leaders and teachers through a 2-year Fellowship.



Teach and empower students in low-income communities.



Transform the education ecosystem and society.



Build a movement of education champions to facilitate collective impact.



Who we are

We are an independent, not-for-profit organisation on a mission to give all children in Malaysia the opportunity to attain an excellent education, so they can live the lives they truly love.

Founded in 2010, Teach For Malaysia is a proud member of the Global Education Network, Teach For All, a collective of education organisations in over 50 countries worldwide. We collaborated with public and private sector partners to create immediate and long-term education transformation.

“TFM teachers have changed the students into a new breed of students who are confident, courageous, and have high self-esteem.”

—YB Dr Maszlee Malik, Minister of Education

Our Core Values

Sense of Possibility

We set ambitious and audacious goals in order to reimagine a drastically different education system and world to meet the needs of everyone. As a movement, we empower our students and communities to lead the solutions that will make the most difference.

Excellence

We believe that when people love what they do, and believe in what they do, they bring their best self to work. We set a high bar of excellence in every aspect of our work and life in order to make the impact we want and to sustain ourselves over the long run.

Collaboration

We believe everyone has a role to play in ensuring every child realises their full potential to lead themselves and others. We collaborate radically with students, communities and partners from all sectors as an interdependent movement of collective leaders.

Integrity

We believe in the power of authenticity, compassion, respect and trust to create transformational change. We place emphasis on what goals we achieve as well as how we achieve our goals.

Cohorts

8

Fellows & Alumni

413

Schools

157

States

10

Students

111,000

We focus our impact on:

Communities

90%

Principles are satisfied with TFM Fellows and feel they have contributed to the betterment of the school.

Students

36%

Students taught by TFM Fellows experienced 36% more academic growth compared to their peers.

The System

70%

Alumni continue to work in the broader education and social sector after the Fellowship.

Teach For Malaysia contributes towards several of the 11 shifts in the 2013-2025 Education Blueprint.

01 We recruit top graduates and young professionals **02 to teach in high-need B40¹ schools for 2 years for immediate impact,** **03 build a leadership movement to drive long-term systemic change** **04 in collaboration with public-private partnership to scale our impact.**

 <p>DEVELOP VALUES-DRIVEN MALAYSIANS</p>	 <p>LEVERAGE ICT TO SCALE UP QUALITY LEARNING ACROSS MALAYSIA</p>
 <p>PROVIDE EQUAL ACCESS TO THE QUALITY EDUCATION OF AN INTERNATIONAL STANDARD</p>	 <p>ENSURE EVERY CHILD IS PROFICIENT IN BAHASA MALAYSIA AND ENGLISH LANGUAGE AND IS ENCOURAGED TO LEARN IN ADDITIONAL LANGUAGE</p>

111,000 students impacted

- Students of Fellows showed 36% higher results than the school average performance growth.
- 74% of Fellows involved students in extracurricular activities at the district, state and national level to improve student's exposure.

 <p>ENSURE HIGH-PERFORMING SCHOOLS LEADERS IN EVERY SCHOOL</p>	 <p>EMPOWER JPNS, PPDS, AND SCHOOLS TO CUSTOMIZE SOLUTIONS BASED ON NEED</p>
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74% of Alumni remained in Education

- 35% remained in Ministry of Education (MOE) as full-time teachers, some of which being appointed into leadership roles such as State Level Master Trainers, Head of Subjects and State examiners.
- 6 Alumni are now leading two new school transformation initiatives- Global School Leaders Malaysia (GSLM) and Teacher Empowerment Transformation (TEST).



TRANSFORM TEACHING INTO THE PROFESSION OF CHOICE

413 Fellows and Alumni

- 25% of movement are from Top 100 universities globally.
- Runner-up for Best Graduate Training & Development Programme and Best Internship Programme.



PARTNER WITH PARENTS, COMMUNITY, AND PRIVATE SECTOR AT SCALE

Only an 8 year old organisation

- Raised RM27.7m (66%) from private sector.
- 253 CEOs, civil service leaders and national icons have co-taught as part of TFM Week.

Our Impact

Look what we have
achieved together.



Since 2012, we have partnered with 157 schools across 10 states, with 21 new partner schools in 2018.

We expanded to a new region, Sabah with 22 Fellows in 9 schools in Semporna. We will be partnering with 16 additional schools in 2019.



01 We build a movement of young leaders and nation builders.



We are making teaching in high-need schools a career of choice for graduates and Malaysia's most promising young leaders. In the last 8 years, Teach For Malaysia has been the only not-for-profit organisation voted by graduates as:

1st Runner-up for Best Internship Programme by gradMalaysia in 2018

#1 in Education and Training for Graduan Brand Awards in 2015 & 2016

#1 in Best Graduate / Management Trainee Programme in Leadership Development by gradmalaysia in 2015

Only NGO on gradmalaysia's **Top 100 Leading Graduate Employers list** and achieved the **highest rank of 37th Rank** in 2017

In 2018, we recruited and trained 59 Fellows to join our 2019 cohort. This grew the movement to 413 Fellows & Alumni in 2019.

25% of our Fellows and Alumni studied at World's Top 100 universities such as Harvard, Cambridge, Imperial and McGill.

TFM analysis of 2012-2018 Cohort / 2018 QS Top 100 University Rankings

Our young professional Offerees come from diverse backgrounds whereby **25% have previously worked in private education, 25% in banking or financial services, and 8% in engineering.**

TFM analysis of 2019 Cohort

We have a variety of applicants whereby **60% are fresh graduates and 40% are young professionals.**

TFM analysis of 2019 Cohort



Phavanjit Kaur,
2018 Fellow
BA. International
Relations
University of
Nottingham, Malaysia

“The Fellowship is a unique opportunity for me to gain first-hand insight to real-life challenges faced by students and teachers, and for me to directly impact students in the classroom. I’m inspired by the movement of Alumni who come before me, who continue to fight for education equity even after the Fellowship. I challenge myself to become a better leader, so I can lead change not just in classrooms but in entire communities as well. By the end of my 2 years, I want to be able to answer those who ask me, ‘What are you doing to move Malaysia forward?’”



Phavanjit Kaur currently teaches English at a high-need school in Masai, Johor.

“What are you doing to move Malaysia forward?”

Ninaviana Lidem,
2018 Fellow
BA. International
Studies
University of Malaysia,
Sarawak (UNIMAS)

“Where I’m from, education isn’t seen as important. The youth in my community aren’t exposed to the outside world—they grow up surrounded by poverty, and poverty is all they know. They don’t value their education, because they don’t aspire for better. The elders, many of whom never received a formal education, are suspicious of schools because they think it threatens our culture. The high school dropout rate is frighteningly high. Most of the youngsters have no interest in school, and many parents are indifferent about their children’s studies. This negative attitude towards education worsens the problem of poverty, because most of our youths are not armed with the skills to



Ninaviana Lidem currently teaches at a high-need school in Semporna, Sabah.

break the cycle. This problem isn’t unique to my community alone, but a dire issue in many rural areas. Too many youths are being left behind. I want to change this mindset - I refuse to give up on my community, my people, and most importantly, the future of my country. That’s why I’m joining the Fellowship.”

“I want to change this mindset—I refuse to give up on my community, my people, and most importantly, the future of my country.”

02 Our Fellows teach in high-need B40 schools for two years for immediate impact.



We support and develop highly effective teachers as leaders to teach in high-need B40 schools for 2 years who make an impact in their classrooms, schools, and community.

Overview of the Programme Impact

Class

Our training emphasizes student agency and emotional intelligence as student mindset was cited as the largest predictor of student success.

TFM analysis / McKinsey's Drivers of Student Performance 2017

80% of students say TFM Fellows encourage independent thinking and self-expression.

Teach For All analysis of 2018 Tripod Survey data. +1% from 2017: 79%

Community

83% of Principals also agree that Fellows work closely with parents and the broader community.

Analysis of TFM 2018 Principal Survey +39% from 2017: 44%

Fellows ran 18 new initiatives that address a variety of classroom and community issues such as “Leadership & Character”, “Literacy & Numeracy”, and “Sports, Arts, & Expression”.

TFM Analysis

School

90% of school principals are satisfied with TFM Fellows and feel that they have contributed to the betterment of their schools.

Analysis of TFM 2018 Principal Survey +6% from 2017: 84%

System

We are working to innovate teacher training approach in Malaysia. We hosted a Roundtable Discussion on ‘Re-Imagining Teacher Education’ whereby we gathered about 30 stakeholders from both public and private education sectors across various levels (researchers, administrators, and teachers) to come together to discuss and re-imagine teacher education, with a call for a research committee to lead this programme.

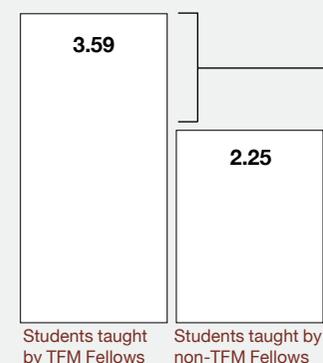
TFM Analysis

Teach For Malaysia believes that every child, regardless of their background, deserves an excellent education where they are empowered to be leaders of their own learning, their future and the future of our nation. Thus, our student outcomes focuses on empowering students to achieve **academic growth, develop student leaders, and increased access to life-changing opportunities.**

Academic Growth

We believe academic growth is a key influencer in a students’ life for post-school opportunities.

Academic Growth Rate



36% more academic growth in our students compared to their peers

Based on the analysis of the subject-specific class averages of academic results (Gred Purata Mata Pelajaran), there was an overall increase in academic results whereby students taught by TFM Fellows achieved 36% more academic growth compared to the average growth of their peers.

TFM analysis of MOE's 2018 Sistem Analisa Peperiksaan Sekolah data -6% from 2017: 42%

Access to opportunities

We believe that exposure to life-changing opportunities help students to see the possibilities within themselves.

3000+ students from TFM schools participated in a TFM-related exposure opportunity.

74% of our Fellows involved students in extra-curricular activities at the district, state and national level to improve students’ exposure.

Analysis of TFM 2018 Fellow Survey -1% from 2017: 75%

Student Leadership

We believe in the power of student leadership as it empowers young students to be agents of transformation in their own communities.

Accenture and TFM hosted a 6-month social innovation programme, **Accenture Student Leadership Camp**, for students to develop solutions through initiatives that address local community challenges.

TFM analysis of 2018 Accenture Student Leadership Camp

Students involved:

145

States involved:

4 (Johor, Kuala Lumpur, Sabah, Selangor)

Funds raised:

RM25,000

Beneficiaries impacted (within their own communities):

5000+

Cyber Village: Creative Coding Through Games & Applications

Category: STEM Skills

Students with minimal programming knowledge had the opportunity to explore basic coding skills through a series of creative challenges e.g. creating their own mobile apps and games.

GTI Media: Options After SPM Workshop

Category: Careers & Pathways

Students were exposed to various tertiary education pathway options through a workshop by GTI media so that students can discover the best educational and career pathways for themselves.

Scuba Junkies SEAS: School Trip to Tun Sakaran Marine Park

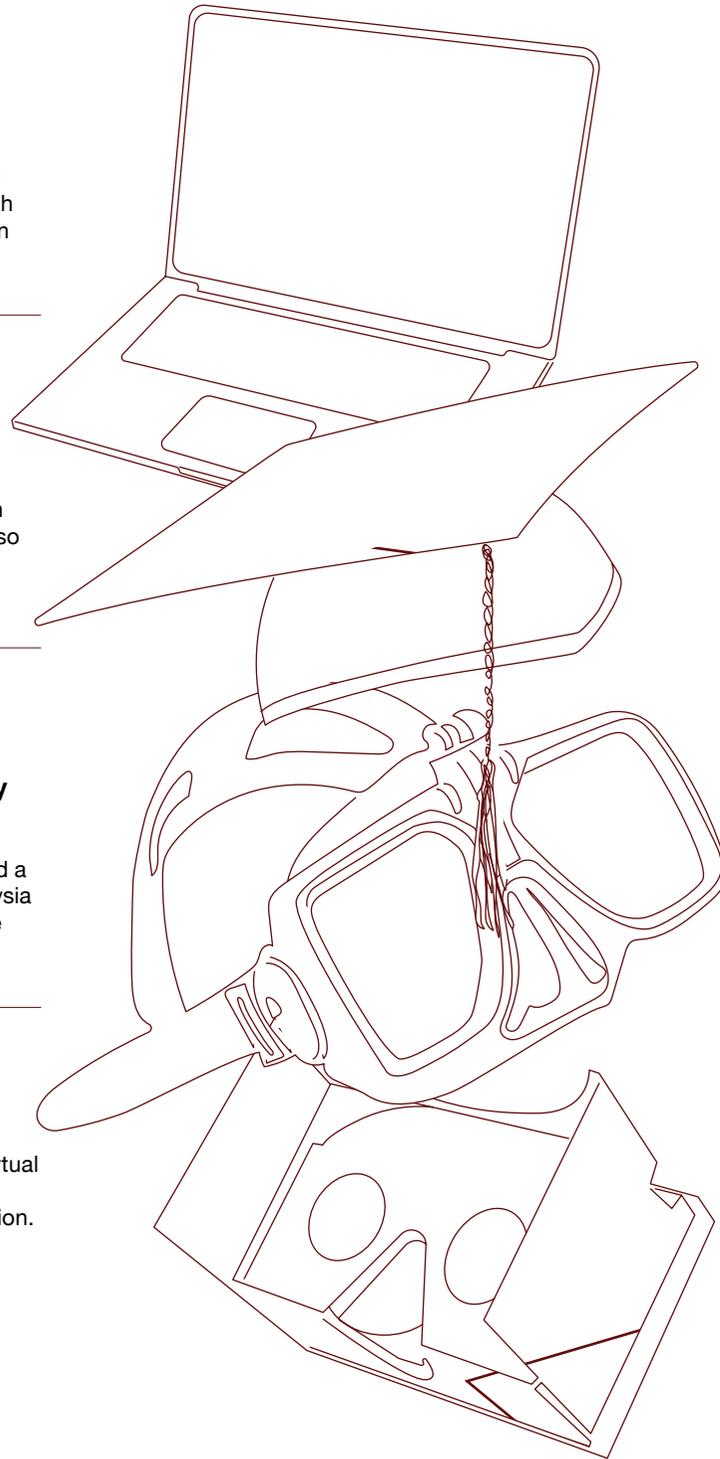
Category: Environment and Sustainability

Scuba Junkie SEAS, the conservation arm of Scuba Junkie that focuses on marine protection, conducted a Marine Conservation Workshop with Teach For Malaysia Fellows, which equipped students with basic marine knowledge.

Google: Virtual Reality Session

Category: STEM Skills

Google Malaysia enabled students to experience Virtual Reality (VR) technology through the distribution of Google Cardboard VR sets and a virtual reality session.



Supriadi, 14 years old
Semporna, Sabah

“In 2018, I accepted a challenge by my Teach For Malaysia teacher, Miss Susan Balong, to join the school’s choral speaking team. After that experience, I now speak better English, score better in my exams and also improved in my soft skills! My aspiration for 2019 is to continuously challenge myself to be a better version of me. My dream is to be an English and Sports teacher. Just like how Miss Susan inspired me, someday I want to inspire other students. To achieve my dream, I promised myself to score at least Bs for all subjects and especially improve my Mathematics results.”



“I now speak better English, score better in my exams and also improved in my soft skills! My aspiration for 2019 is to continuously challenge myself to be a better version of me.”

Susan Balong, 2018 Fellow currently teaches English at a high-need school in Semporna, Sabah.

Shelly, 19 years old
Kapar, Selangor

“Before I met Mr Brian, my life was quite ordinary and dull. He saw my interest in Maths and decided to give me extra coaching by introducing me to Olympiad Mathematics which was beyond our syllabus. Through all of this, I learnt more about people and the opportunities available for me, once I graduated from school. It is because of Mr Brian’s dedication and effort that I was able to see the world beyond Kapar.”



“It is because of Mr. Brian’s dedication and effort that I was able to see the world beyond Kapar.”

Brian Geh, 2012 Alumnus, taught Shelly in a high-need school in Kapar, Selangor. After the Fellowship, Brian Geh co-founded Closing The Gap, a programme aimed to help disadvantaged students access higher education opportunities.

03 We build a leadership movement to drive long-term systemic change.



Alumni Impact: 73% of Alumni are actively involved in the broader education sector, with 30% continuing as full-time MOE teachers beyond their 2 years commitment.

Alumni

299

Working in Education

227

Education Initiatives

138

Social Enterprises

10

Students Impacted

111,000



2018 saw a significant jump in our Alumni Impact towards systemic change.

Melissa Tanya Gomes,
2013 Alumna

Co-Founder, Edvolution:
Teacher Empowerment
for School Transformation
(TEST) Programme

Prior to Edvolution, Melissa taught in a rural school in Jelutong, Penang. Along with 2 other 2013 Alumni, Janice and Cheen Yee currently run Edvolution. Edvolution raised RM2.1m from the private sector to run a district and school transformation programme among PPD Timur Laut officers.



As a result of coaching the district officers and principals to work collaboratively in 2018, the rate of teachers' absenteeism in 14 of the lowest performing schools across the district was reduced by 6%—potentially impacting 9,000 students.

TEST will start working on developing the teachers' pedagogical skills in 2019.

**Cheryl Ann
Fernando,**
2013 Alumna

Country Director,
Global School
Leaders
Malaysia (GSL)

Prior to GSL, Cheryl taught in a rural school in Sungai Petani, Kedah. She leads GSL with a team of 3 other Teach For Malaysia Alumni, AINU Shazwani (2013 Alumna), Shankar Kumaran (2016 Alumnus) and Bernard Ow (2017 Alumnus).



GSL is a two-year continuous professional development program for the senior leadership team from schools in Malaysia. They have been working with 25 schools in Kuala Lumpur and Selangor since 2018.

Following the work that she has put into the education sector, she was selected to be a part of the National Education Policy Review Committee.

Liew Suet Li,
2012 Alumna

Special Officer to the
Education Minister

Prior to beginning her role as a Special Officer in June 2018, Suet Li taught in a rural school in Jelebu and completed her Masters in Comparative International Education Policies as a Chevening scholar.



Suet Li's experience in school, coupled with her Master's degree, enables her to understand the intricacies of the system and introduce educational policies that would potentially translate into positive student and school outcomes.

“My journey from a TFM Fellow to a Special Officer to the Malaysian Education Minister has allowed me to grow and experience various levels of impact across the education system. The impact I made as a teacher in the classroom grounded my ideas and shaped my vision for education in Malaysia.”

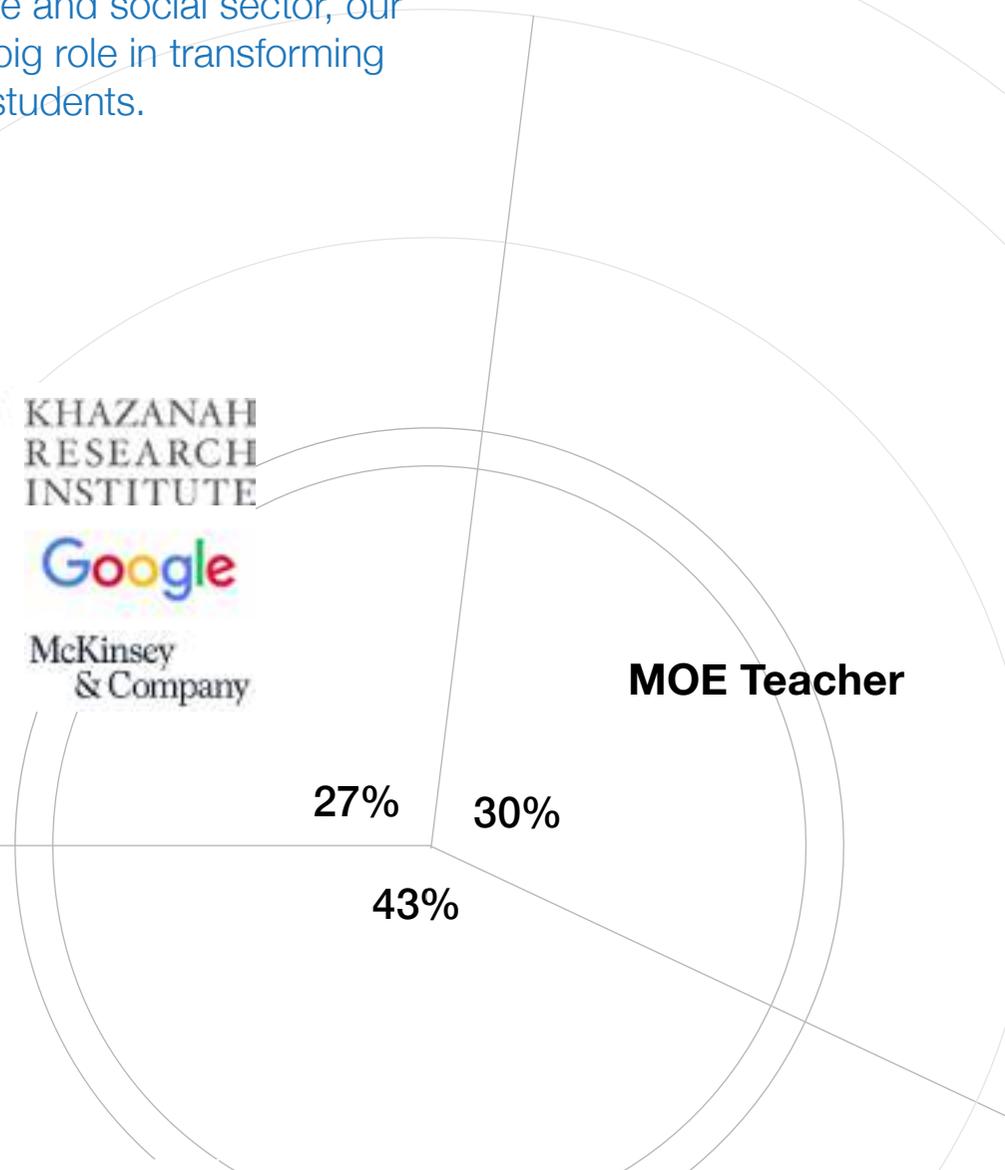
—Liew Suet Li, 2012 Alumna

Whether continuing to impact learning in the system, or championing for education in the corporate and social sector, our Alumni play a big role in transforming education for students.

Others: Private Sector, Policy & Research Graduate School



Broader Education & Social Sector: TFM, Social Innovation, Private-Invested Education Sector, Public Service



3 Fellows & Teaching Alumni were featured by MOE via PADU's Top 100 Teachers List for their best practices in bringing 21st Century Learning into their classrooms.

Education Performance and Delivery Unit 2018

27% of Teaching Alumni have been awarded as "Anugerah Cemerlang" at the school or district level in the last three years. "Anugerah Cemerlang" is a recognition not commonly given to novice teachers.

Analysis of TFM Alumni Survey 2017 and MOE data

23% of Teaching Alumni have conducted training programmes at school, district or state level to other MOE teachers. Topics include English literacy, TIMSS preparation and 21st century teaching.

Analysis of TFM Alumni Survey 2017

50% of 2017 cohort (24) decided to stay on as full-time teachers in the system beyond their 2-year commitment.

TFM analysis +3% from 2017: 47%

Alumni initiatives: In year 2 of the Fellowship, every Fellow runs an initiative directed at social or educational improvement in their community. Since 2012, 174 initiatives were conducted of which 10 were scaled up to become social enterprises.

Science, Technology, Engineering, and Mathematics (STEM):

ARUS Academy and Chumbaka

Crowdfunding for Education:

100% Project

School & district transformation:

Edvolution and Global School Leaders (GSL)

Performing Arts:

Artspire Academy

Access to Higher Education:

Closing the Gap

Student Leadership:

Project ID

Literacy:

MY Readers

Sports:

Coachunity

Alumni initiatives that turned into non-profits and social enterprises:

Artspire Academy



Artspire is an initiative that aims to provide students a creative platform to express themselves creatively and confidently through performing arts.

In 2018, ARTspire had their final production at Paragon International School which saw 63 students who showcased their talents through choir, gamelan, traditional and contemporary dances.

Throughout the year of 2018, Artspire successfully impacted 500 students across schools in Pasir Gudang.

Artspire Academy



A social enterprise that focuses on developing children's life skills through technology and community development.

They have trained over 15,000 students nationwide through various platforms such as their after-school program, school holiday camps and annual Young Innovators Challenge.

Students of the programme have developed over 6,000 solutions for their communities and participated in major competitions like MDEC's Digital Ninja Programme, in which 5 of the students won a study trip to Silicon Valley, United States in 2016.

Loh Chee Hoo,
2014 Alumnus
Teaching Alumnus,
Penang

Post-Fellowship, Chee Hoo stayed on as a Teaching Alumnus, first in Klang and now in Penang. 2019 marks his sixth year of teaching, and his passion for STEM education is still inextinguishable and contagious.



As a Mandarin teacher, he trains students for debate, public speaking and poetry recital competitions; while as a STEM educator, he is involved in robotics competitions and various STEM initiatives. In 2019, Chee Hoo volunteered to join the Penang STEM Taskforce. "I really believe that if you really want to make a change in our education system, teaching in school is not enough. Teachers need to be involved in policy-making and decision-making processes."

"I really believe that if you really want to make a change in our education system, teaching in school is not enough. Teachers need to be involved in policy-making and decision-making processes."

Soonufat A/P Supramaniam,
2015 Alumnus
Teaching Alumnus,
Kedah

Soon teaches English at a high-need school in Lubok Buntar, Kedah. “I am passionate about merging arts and education in my own homeland. I believe it has the potential to drive change and empower our students to discover more truthfully about their personal stories.”



A teacher with a heart for the arts, Soon produced a play on bullying – written, devised and performed by 45 students from five secondary schools in rural Kedah. The play was both a platform to empower and educate secondary students on the usage of English as well as to raise awareness on bullying.

In 2018, Singing To The Lions was staged at George Town Festival in August with a new group of students.

“I am passionate about merging arts and education in my own homeland. I believe it has the potential to drive change and empower our students to discover more truthfully about their personal stories.”

04 In collaboration with public-private partnerships to scale our impact.



Everything we do is powered by our community of passionate partners, supporters, individual donors and fundraisers. We hope to leverage off our success in the first 8 years to truly change and transform education in Malaysia by 2025.

By 2025 we hope to have:

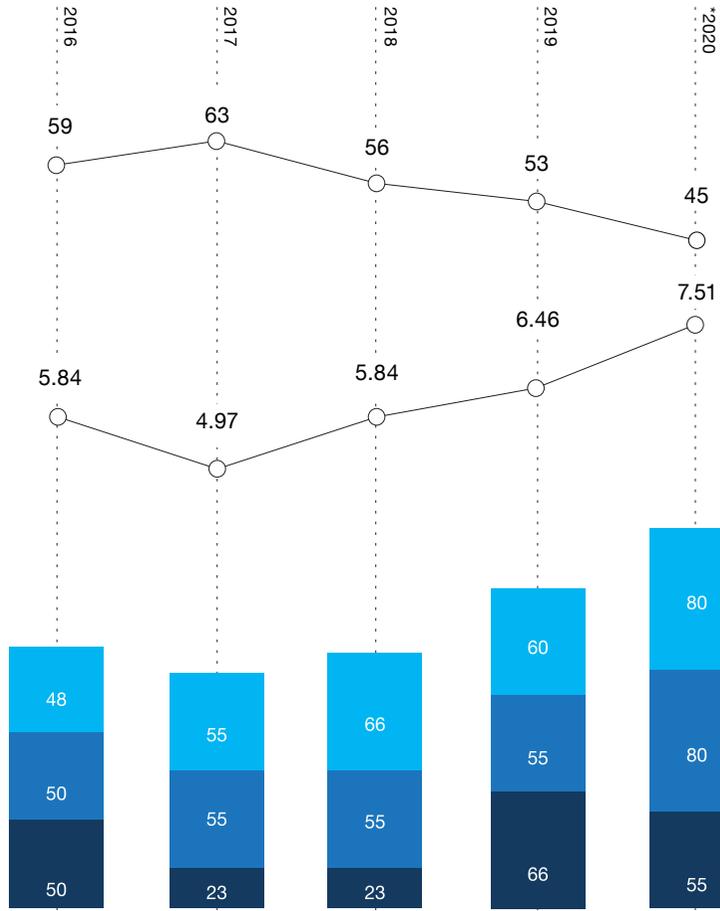
- Revamped schools with no subjects, and pedagogy grounded in problem-based learning.
- Revamped teacher training curriculum and modules.
- Alumni recognized as key talent and leaders across the system.
- Teach For Malaysia recognised as one of the Top 5 Leading Graduate Employer.
- Independent and holistic evaluation of TFM on student and system impact.
- TFM Research as a leading voice in national education debate.

We plan on doing this by managing our costs through cost optimisation, growing and diversifying existing channels, and articulating our impact more effectively.

Cost

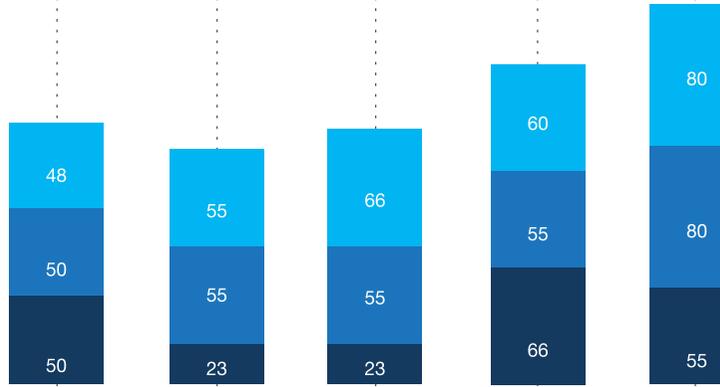
TFM Cost Per Fellow
(RM, in thousands)

TFM Cost
(RM, in millions)



Cost Drivers

Number Of Fellows In Service

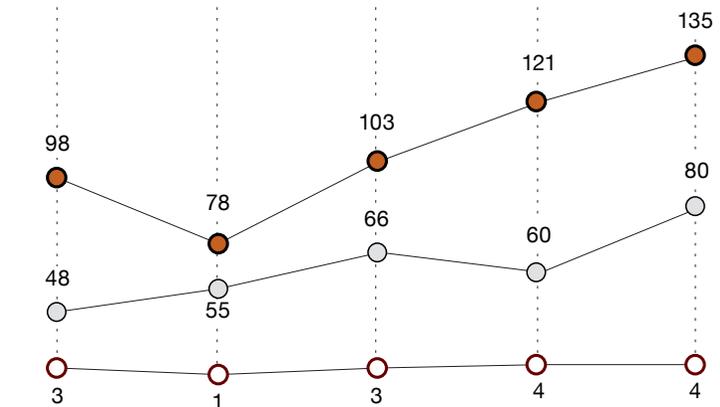


Number Of Regions



Financial Sustainability Plan

Funding mix 2016 - 2020
actual and target



We have raised RM27.7m (66%) from the private sector since 2012. We will continue to form strategic partnerships with the private sector to collectively impact the highest need communities.

Individual Giving:

We aim to aggressively grow the individual monthly recurring donations as our core sustainability plan while exploring interest in the endowment fund.

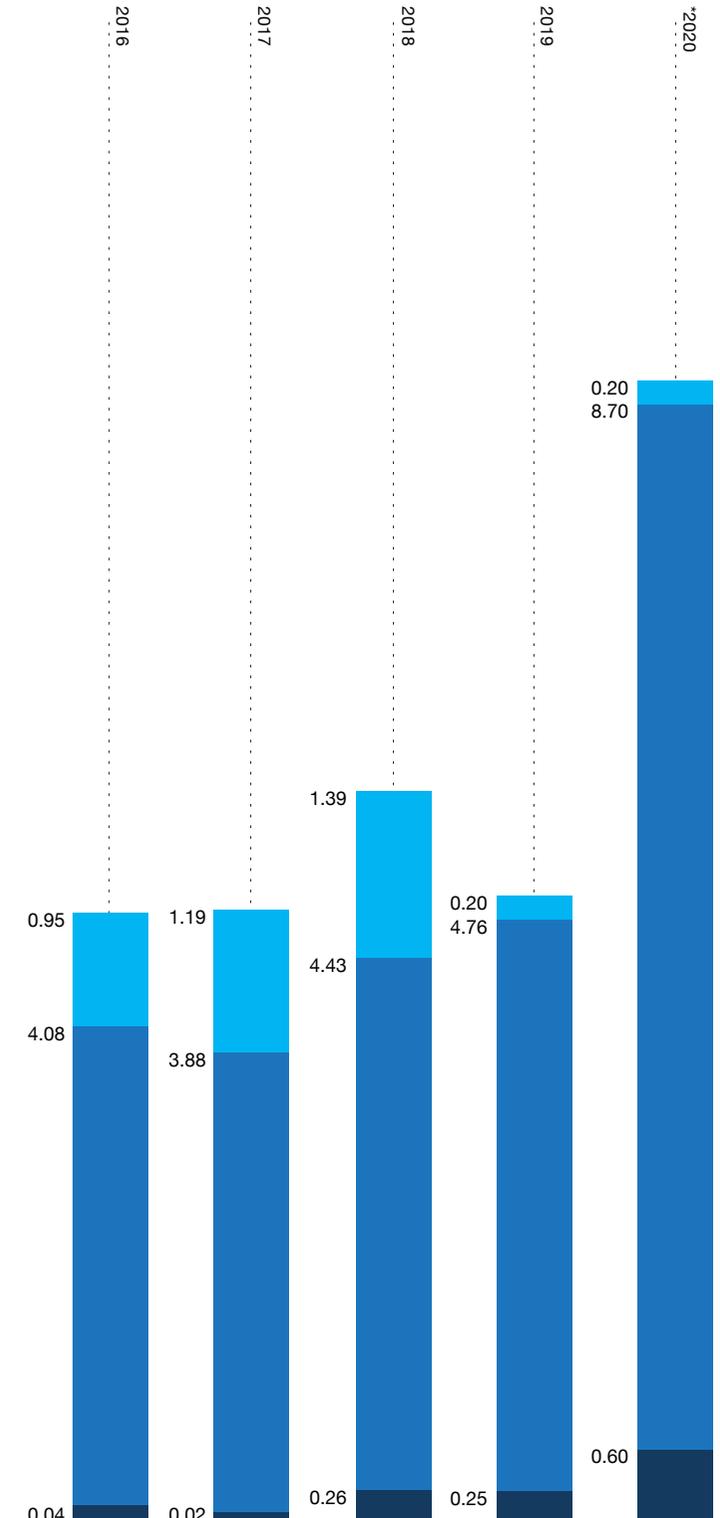
Private Sector:

This segment would remain our largest funding base for the next three years given our strength in Public-Private Partnerships. We will continue to expand this through the "Fund a Fellow" Programme.

Public Sector:

Contributions from the Ministry of Education for Recruitment, training and support on a per Fellow basis.

Funding distribution



“I am impressed with what Teach For Malaysia is doing to reach out to high-need schools and empower students to change their lives.”

—Dato Hamidah Naziadin,
CEO of CIMB Foundation



“I think many of us lament about the state of our education system. Supporting Teach For Malaysia is one way I can put my money where my mouth is. And I truly believe Teach For Malaysia can make a difference. Slowly, but surely.”

—Fatimah Merican,
individual donor.

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Hay Group



Dato' Noor Rezan Bapoo Hisham
Education Advisor of Khazanah
Nasional Berhad



Chen Li-Kai
Partner at McKinsey & Co

OUR PARTNERS AND SUPPORTERS FOR 2018



It takes a village to raise a child. Education inequity is not a problem that we can solve alone—we all have a role to play.

We are always seeking for partnership opportunities with institutions and individuals that share the same vision to radically transform education in Malaysia.



For partnership opportunities:

✉ Partnership Development
@teachformalaysia.org

☎ Tel: +603 2026 0700
Fax: +603 2026 0701

📍 Level 1, Ming Annexe,
9 Jalan Ampang,
50450 Kuala Lumpur,
Malaysia

 Teach For Malaysia

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 teachformsia

 Teach For Malaysia

Institutions or High-Networth Individuals

- Every RM50k per year supports 1 Fellow to impact 150 students.
- Every RM10,000 per year supports 1 Fellow to impact a classroom of 30 students.

Individuals

- Every RM50 per month helps impact 2 students gain an excellent education.

Endowment Fund

We are exploring endowment fund models which generate steady returns in perpetuity:

- Every RM1m generates RM50k per year which supports 1 Fellow annually.
- Every RM10k generates RM500 per year which supports 1 student annually.

*Donations made to Teach For Malaysia impacts high-need communities and are tax-exempt.

Donate at: teachformalaysia.org/donations

You may also donate via bank transfer/cheque.

Payee: TFM Foundation
Bank: CIMB Bank Berhad
Branch: KLCC Branch
Account: 86-0015211-3
Swift Code: CIBBMYKL

