



**PUMBUKALAM**

SWBAT write  
brainstorm  
conflicts that are  
suitable in a  
narrative essay

KHETTLER KEJAVAN

All SWBAT list down  
1 conflict for 1 situation  
Most SWBAT list down  
1 conflict for 2 situation  
Some SWBAT list down  
1 conflict for 3 situation

**Words of the Day**

1. Driftless
2. Ocean

[illegible]

HASH PELMINE 4P2

**Ezani binti Mohamed Jamil**, 2017 Fellow  
Bachelor of Science in Biotechnology  
at University of Adelaide





In the last 6 years, Teach For Malaysia has pursued our vision of excellent education through specific student and system outcomes in the highest need communities by uplifting the teaching profession, creating a movement of 300 nation-builders and impacting 73,000 students.

**Wong Siew Ting**, 2017 Fellow  
Bachelor of Arts in Psychology  
University College Sedaya  
International (UCSI)



However, 6 years is not enough to make lasting change.

The 2013-2025 Education Blueprint still calls out for extensive transformation of our education system for Malaysia to thrive globally.

"Our students are ranked below the OECD and international average in English, Maths and Science and are three years behind their regional peers."

Malaysian 2013-2025  
Education Blueprint

"Three quarters of Malaysian teachers are not assessing students' thinking skills and 80% are not using effective questioning to challenge students."

Dr Tee Meng Yew (2016)  
Investigating Malaysian Classroom  
Educational Practices,  
Universiti Malaya

"When we did the initial profiling of the English teachers in Malaysia, we found that two-thirds of the teachers did not meet the proficiency level."

Tan Sri Dr Khair  
Mohamad Yusof (2012),  
MOE Director General



Nancy binti Sual, 2017 Fellow  
Bachelor of Science in Analytical  
Chemistry and Environmental  
Universiti Malaysia Terengganu (UMT)



# OUR MODEL FOR CHANGE



TRANSFORM  
TEACHING INTO  
THE  
PROFESSION OF  
CHOICE

## We recruit top graduates and young professionals

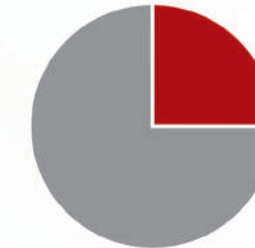
### +48 Fellows to 300 Fellows & Alumni

- 25% of participants are from Top 100 universities globally based on the 2012-2018 Cohorts
- Ranked 37th Leading Graduate Employer in 2017
- Best Management Trainee Programme in 2015
- 2018 Placement areas would be in KL, Selangor, Johor, and Sabah



Kuala Lumpur  
Selangor  
Johor  
Sabah

are placement  
areas for the  
2018 Cohort



**25%**  
of TFM Fellows  
and Alumni  
are from **Top 100**  
universities globally



DEVELOP  
VALUES-DRIVEN  
MALAYSIANS



LEVERAGE  
ICT TO  
SCALE UP  
QUALITY  
LEARNING  
ACROSS  
MALAYSIA

## To teach in high-need B40<sup>2</sup> schools for two-years for immediate impact

### +14,000 students out of a total of 73,000 reached

- Our students achieved 42% more academic growth compared to their peers
- 79% of students say TFM Fellows encourage independent thinking and self expression
- 84% of school principals are satisfied with TFM fellows and feel that they have contributed to the betterment of their schools



**14,000**  
students

out of a total of  
73,000 reached



**42%**  
more academic  
growth

in our students  
compared to their  
peers



**84%**  
of school principals

are satisfied with TFM fellows  
and feel that they have  
contributed to the betterment  
of their schools



PROVIDE  
EQUAL  
ACCESS TO  
QUALITY  
EDUCATION  
OF AN INTER-  
NATIONAL  
STANDARD



ENSURE EVERY  
CHILD IS  
PROFICIENT IN  
BAHASA  
MALAYSIA AND  
ENGLISH  
LANGUAGE



**21%**  
of our Teaching Alumni

are in the social and education  
sector driving change through  
school transformation training,  
STEM, the Arts and other themes



**'Adiwiraku'**

wins Best Film at the 29th  
Malaysian Film Festival 2017



EMPOWER  
JPNs, PPDs,  
AND SCHOOLS  
TO CUSTOMISE  
SOLUTIONS  
BASED ON  
NEED



PARTNER WITH  
PARENTS,  
COMMUNITY,  
AND PRIVATE  
SECTOR AT  
SCALE



ENSURE HIGH-  
PERFORMING  
SCHOOL  
LEADERS IN  
EVERY SCHOOL

## And build a leadership movement to drive long term systemic change

### 72% of Alumni remain in education

- 30% remain in MOE as full-time teachers being appointed into leadership roles such as State level master trainers, Head of Subjects and State examiners
- 21% of our Teaching Alumni are in the social and education sector driving change through school transformation training, STEM, the Arts and other themes
- 'Adiwiraku' based on a story of a TFM Fellow and her students at SMK Pinang Tunggal wins Best Film at the 29th Malaysian Film Festival 2017<sup>3</sup>.



**72%**  
of Alumni  
remain in  
education

Note: 1. Selected impact only. Additional details in the Appendix | 2. B40 households have a monthly income of less than RM3,900 (EPU) 3. Can be found as 'My Superheroes' on Vimeo.com



## CREATING NATION BUILDERS

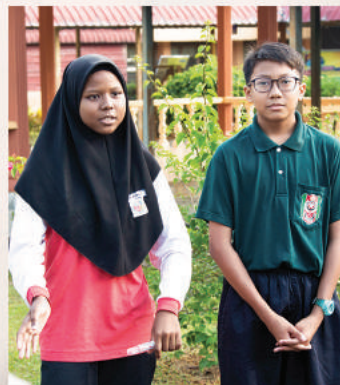
Teach For Malaysia is a leadership development platform for students from B40 communities and outstanding young leaders across Malaysia



### J, 15 | Pasir Gudang

Education was not a priority growing up, his older sister even dropping out of high school.

J went through a Fellow's leadership project in school called Project FLY. He became motivated to focus on his favourite subject- Maths- and although he had never achieved more than 40% in a test before, he passed this time with flying colours. He's started thinking more carefully about his future and wants to live an accomplished & meaningful life.



### Mina, 14 & Hanif, 14 | Kedah

Both Mina & Hanif started off unable to speak English. Mina came from challenging family circumstances & Hanif was passive and disengaged.

However, after 2 years of consistent language & leadership training, as well as participating in a Youth Community Project musical, their English has improved significantly, with a 11% and 41% improvement, respectively. They are now active, helpful and responsible members & leaders in their school's community. Mina wants to become a criminal lawyer, and Hanif would like to pursue his passion for acting & dancing.



### Siti, 17 | Klang

Siti's family has been in a tough financial position over the past few years. While Siti started off as an average student, her ability & leadership potential was discovered and nurtured by a group of TFM Fellows.

Persevering through many failures & set-backs, Siti now represents Malaysia on a state level in archery, her favourite sport. She is working towards the Sukma games. She also wants to become a surgeon when she graduates.



### Rita, 16 | Kedah

Rita is an Indian student, who studies in a majority Malay-Muslim community. Life hasn't been easy for her, as she's encountered family violence and financial struggle.

She gained more courage in reaching out for support, after participating in a leadership training. Rita now actively helps her friends step out of their comfort zone to speak out more, and leads community projects to solve bullying in schools. She wants to become a policewoman one day.

## VOICES OF THE FELLOWSHIP

Teach For Malaysia is a leadership development platform for students from B40 communities and outstanding young leaders across Malaysia



### David, 28

#### Taman Sejahtera | Geography

Holds a Psychology degree, minoring in Computer Science from McGill University.

David's students passing rate for English final exams increased from 33% to 59%. He also led his school drama team to the district level, and initiated Project Afterschool Coding Enterprise, a precursor to co-founding the social enterprise Arus.



### Anders, 28

#### Pujut, Miri | Math & English

Graduated with a Bachelor of Science in Applied Geology from Curtin University.

Anders' school went from last place in Choral Speaking to second place this year, with Anders coaching the team. He believes in focusing on, and creating awareness of Sarawakian stories that are closer to home for his students, such as tales of the rainforest & stories about endangered animals in Sarawak.



### Iliani, 28

#### Kemunting, Perak | English & Sejarah

Holds a Bachelor of Science (Biotechnology) from Pennsylvania State University.

Iliani was selected to pioneer the GUSTO (Ground Up School Transformation) project with 4 other schools, a project catered towards training teachers in 21st century learning. She encourages her students to take up weekend projects, such as conducting interviews, to practice their English and build communication skills.



### Charis, 33

#### Sungai Petani | English

Charis holds a BA in English from the National University of Malaysia (UKM).

She is a co-founder of MY Readers, that provides structured & sustainable reading program to children struggling with literacy.

MY Readers have reached 226 students across Malaysia, with 21 schools now using MY Readers programs.





Our Fellows focus on holistic development to empower students



**42%**  
more academic growth  
in our students compared to their peers

#### Academic results is a core priority

There was an overall increase in the system's results and collectively students taught by TFM Fellows and Alumni achieved 42% more academic growth compared to the average



Encouraging independent thinking & self expression



Student exposure through extracurricular activities

#### Fellows focus on 21st century skills of creativity, critical thinking, communication and collaboration

79% of students say TFM Fellows encourage independent thinking and self expression

75% of our Fellows involve students in extracurricular activities at the district, state and national level to improve student's exposure



**100**  
students develop solutions  
to address local community challenges

#### Ultimately, we want to empower students to solve local challenges today

TFM and Accenture hosted a 6-month social innovation programme for 100 students from 21 out of 36 of the secondary schools in PPD Pasir Gudang to develop solutions to address local community challenges



We work across the system in the highest need schools and communities



**73,000**  
students  
in 100 schools  
impacted over the last 6 years

#### We are the largest pipeline of youth empowerment in education

Over the last 6 years, TFM has placed 300 Fellows and Alumni in 100 secondary schools across 9 states, collectively impacting 73,000 students



**79%**  
of TFM schools that are considered under-performing  
in the national school system based on MOE's School Profiling

#### We serve in some of the most challenging schools

43% of TFM schools are rural schools and 79% of TFM schools are considered under-performing in the school system



**84%**  
of school principals are satisfied with TFM Fellows



Fellows work closely with parents and the broader community

#### We contribute to impact beyond the classroom responsibility

84% of school principals are satisfied with TFM fellows and feel that they have contributed to the betterment of their schools

44% of Principals also agree that Fellows work closely with parents and the broader community





**We are making it more aspirational for graduates and young professionals to be teachers**



**31%**  
of our Fellows  
and Alumni

worked at companies such as KPMG, IBM and Shell, prior to joining the 2-year Fellowship

**We have a competitive and selective recruitment process**

Out of 6,417 applicants, only 355 (5.5%) of them were selected for the Fellowship in 2017

25% of our Fellows and Alumni studied at World's top 100 universities such as Harvard, Cambridge, Imperial and McGill  
*2012-2017 Cohort*



**37<sup>th</sup>**  
in GradMalaysia's Top  
100 Leading Graduate  
Employers list

**We are making teaching in high-need schools a career of choice for graduates**

Recognised as the Best Graduate / Management Trainee Programme in Malaysia in 2015 for leadership development

In just 6 years, TFM is the only not-for-profit employer and ranks 37th in GradMalaysia's Top 100 Leading Graduate Employers list in 2017

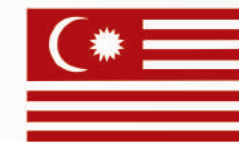


**Our training emphasises student agency and emotional intelligence as student mindset**

**We are working to innovate teacher training approach in Malaysia**

Our training emphasises student agency and emotional intelligence as student mindset was cited as the largest predictor of student success. We improve our programme with student feedback twice a year.

Our training includes leadership development through Social Innovation that have led to 156 initiatives being run and 12 of those scaled up to social enterprises



**Our movement drives unique nation-building initiatives for low-income communities**



**14**  
Alumni of the  
graduating cohort

of 30 Alumni decided to stay on as full-time teachers in the system at the end of 2017.

**30% of Alumni continue as full-time MOE teachers beyond the 2-year commitment to drive change from within the education system**

27% of Teaching Alumni have been recognised as "Anugerah Cemerlang" at the school or district level in the last three years. This is normally given to more experienced teachers in the system

23% of Teaching Alumni have conducted training programmes at the school, district or state level for other teachers in MOE on topics such as English literacy, TIMSS preparation and 21st century teaching.

**42% of our Alumni work in the broader education and social sector to accelerate innovations from outside the sector**



#### **Closing The Gap**

- Aims to help disadvantaged students access higher education opportunities.
- Raised RM393,820 to support 59 students through 1-on-1 mentoring, enrichment workshops and residential camps.
- 2 out of 6 post-SPM students have secured RM45,000 in pre-university scholarships that they would not have considered before.



#### **Teacher Empowered School Transformation (TEST)**

- Raised RM1.6m to run a 3-year district and school transformation programme
- 14 schools in PPD Timur Laut, Penang
- 42 district officers
- 14 principals
- 400 teachers
- More than 4,000 students up to the end of 2020



#### **Chumbaka**

- Social enterprise that focuses on developing children's life skills through technology and community development.
- Trained over 15,000 students nationwide through various platforms
- Students have developed over 6,000 solutions for their communities
- Participated in many other competitions like the MDEC's Digital Ninja Program, with 5 of them even winning a study trip to Silicon Valley, United States in 2016.



*We hope to scale up to 1,500 by 2025...*



Strategic Goal 1  
**Empower students**



Strategic Goal 2  
**Transform the education system**



Strategic Goal 3  
**Build a movement to tackle education inequality**



Strategic Goal 4  
**Strive to be an efficient and effective organisation**

**2010-2017**

**By 2025**



**73,000**  
students impacted

- Lessons plan and teaching plan for new national Computer Science curriculum
- Teacher-led School Transformation



**300**  
Fellows and Alumni

**37<sup>th</sup>**  
Leading Graduate Employer

- Independent evaluation on Teaching Effectiveness in school (est. Q4 2018)



**450,000**  
Students Impacted

- 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



**1,500**  
Fellows and Alumni

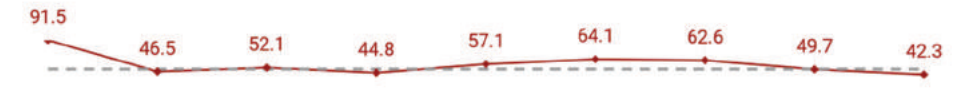
**Top 5**  
Leading Graduate Employer

- Independent and holistic evaluation on TFM on student and system impact
- TFM Research as a leading voice in national education debate

*...with 370 Fellows needed in the next 3 years while driving down our cost per Fellow*

## Cost

TFM Cost Per Fellow  
RM thousands



TFM Cost  
RM millions



## Cost Drivers

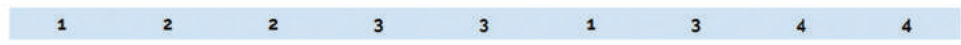
Number of Recruits



Number of Fellows in Service\*



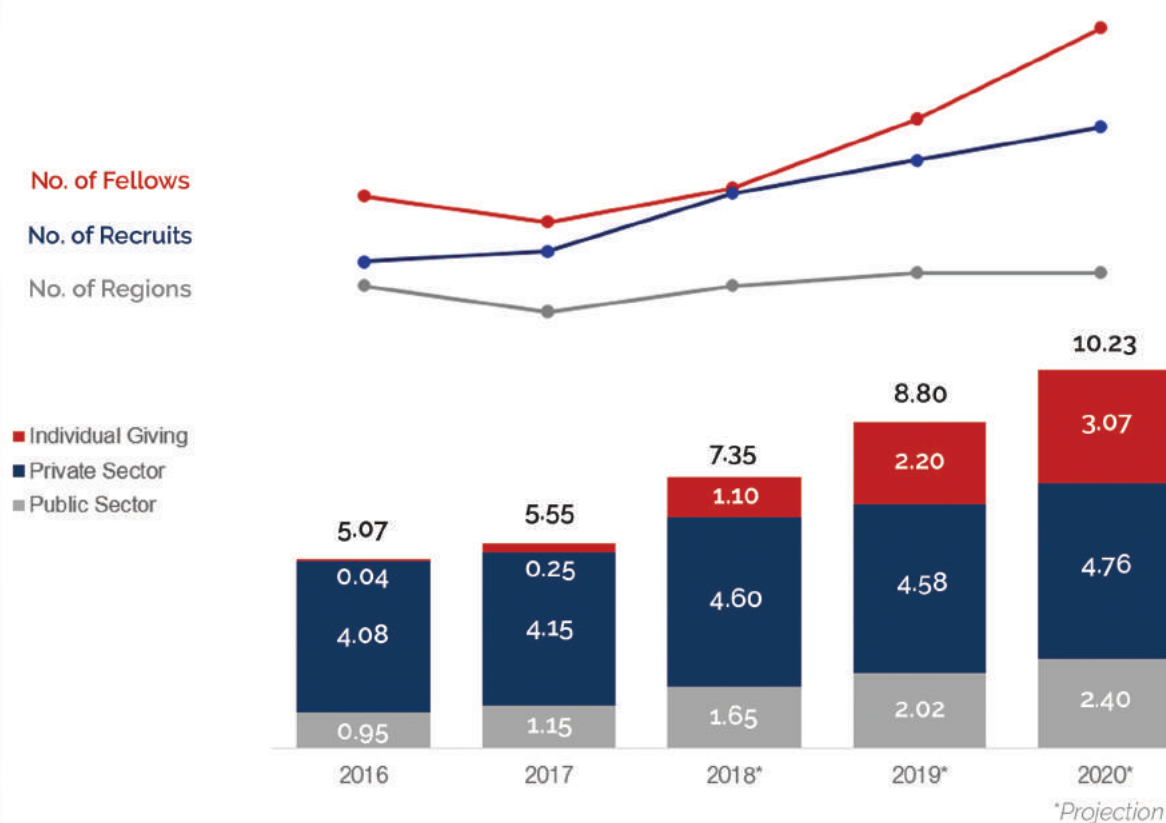
Number of Regions





# FINANCIAL SUSTAINABILITY PLAN

Funding mix 2016-2020 actual and target



**We have RM 6.8m committed for the next 3 years and need to raise RM17.2m**

## Individual Giving

- In 2017, funding from these sources already provide 4.5% of donations
- We aim to aggressively grow the individual monthly recurring donations as our core sustainability plan while exploring interest in the endowment fund

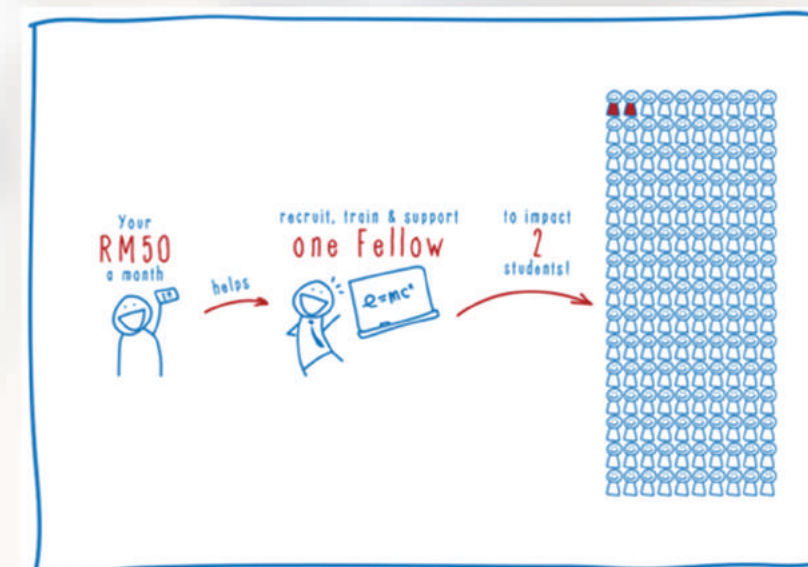
## Private Sector

- 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 and match corporate pledges with individual recurring donations

## Public Sector

- This segment refers to contributions from the Ministry of Education for recruitment, training and support on a per Fellow basis

# FUND A FELLOW!



*We continuously seek donations to radically transform education in Malaysia*



## Institutions

Every RM50k contributed per year supports 1 Fellow to impact 150 students



## Individuals

Donate RM50 per month and help impact 2 students gain excellent an education



## Endowment Fund

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

RM1m generates RM50k/year which supports 1 Fellow annually

RM10k generates RM500/year which supports 1 student annually

*Donations made to Teach For Malaysia are tax exempt*



## Board of Trustees



**YAM Tunku Ali Redhaudin Muhriz**  
Chairman of Bumi Armada



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



**YBhg. Dato' Tharuma Rajah**  
Asia Pacific Managing Director Korn Ferry



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Chairperson Standard Chartered Bank



**Cik Shahnaz Al-Sadat**  
CEO of LeapEd Services



**Chen Li Kai**  
Partner at McKinsey & Co

## Our Partners



## Revision of Definitions

Definitions used for the "size of movement" and "students impacted" throughout the Impact Report 2017 have been revised to exclude the impact of the 2018 cohort:

"Size of movement" is defined as the number of Fellows and Alumni who have served in the programme up till 2017 and excludes numbers of Fellows recruited for the 2018 cohort.

"Students impacted" is defined as the estimated number of students taught by our Fellows and Alumni who have served in the programme and excludes the estimated numbers of students taught by the 2018 Cohort.





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

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