

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



# ANNUAL REPORT 2011-12

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## MESSAGE FROM THE CHAIRPERSON OF THE BOARD OF TRUSTEES



It has been a privilege and honour for me to be a part of the Teach For Malaysia Foundation, where I have gained much knowledge and insight into the challenges that children in Malaysia face every day in classrooms and schools. As Chairperson of this Foundation, it is with much pride that I've watched Teach For Malaysia grow from a team of two to a movement of 104 Fellows across 43 different schools. Together with my esteemed fellow Trustees and a dynamic management team, we will continue to strive towards achieving our vision that one day, all children in Malaysia will have the opportunity to attain an excellent education.

Teach For Malaysia believes that no child's future should ever be determined by his or her origins. It aims to build a transformational movement in our education system by placing the country's most promising leaders as full-time teachers in Malaysia's most challenging schools to combat education inequity. Its leadership development and Alumni impact in the long haul immediately received attention, support and buy-in from the Ministry of Education, without which we could not move forward in our journey.

Our first key milestone was recruiting of 50 Fellows for our inaugural cohort in 2012. We were inspired by the impact Fellows could bring into their classrooms, influencing one child at a time to dream bigger and work harder towards their dreams. In the following year, Teach For Malaysia expanded to 104 Fellows in 43 high-need schools across 6 states in Malaysia. Our numbers may appear small but the passion and quality of these teachers will be the drivers towards changing the life paths of children. Nevertheless, the journey towards ending education inequity is callous and enduring.

The next several years are promising for Teach For Malaysia as the organisation aims to scale up ambitiously and deliver more success in the classroom. A data hub for Fellows is in progress to allow Fellows greater access to helping students improve and develop in and beyond the classroom.

We want to establish and strengthen relationships with stakeholders and prospective partners from the Government, private sector and most importantly our Fellows and their families. Together, we can all collaborate and bring about the transformation required to meet the challenge of ending education inequity on a national and systemic level.

The Board has been constantly kept abreast of Teach For Malaysia's developments through our quarterly meetings. We learn about the challenges that students face in pursuit of quality education and the deep passion that Fellows demonstrate to help students attain their goals. The Board is inspired by these students and Fellows, and actively participate in programs and projects organised by Fellows. We also advocate for opportunities in the work sector and also serve as a resource for leadership development.

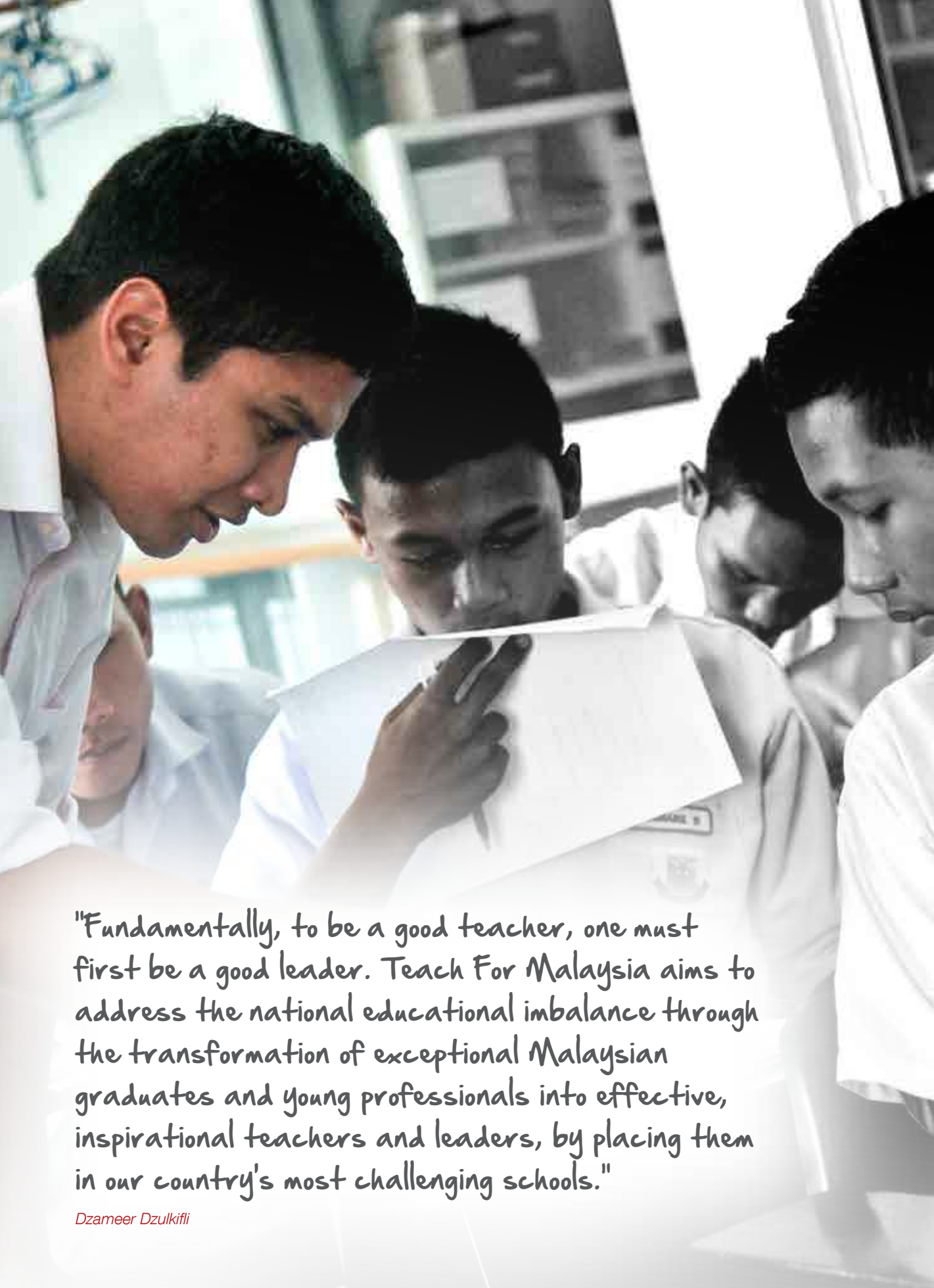
Teach For Malaysia serves a great cause for the development of Malaysia and we, the Board, would like to extend our appreciation to all current and prospective partners, supporters, volunteers and friends of Teach For Malaysia. We salute the Fellows and staff members for their dedication, endurance and passion during this journey. Last but not least, we thank you for your generosity and look forward to your continued support for Teach for Malaysia in the years to come.

**TAN SRI DR. JEMILAH MAHMOOD**  
Chairperson of the Board of Trustees

*"Though small in number, with quality and passionate teachers, this is a great start towards changing the life paths of children."*

*Tan Sri Dr. Jemilah Mahmood*





*"Fundamentally, to be a good teacher, one must first be a good leader. Teach For Malaysia aims to address the national educational imbalance through the transformation of exceptional Malaysian graduates and young professionals into effective, inspirational teachers and leaders, by placing them in our country's most challenging schools."*

*Dzameer Dzulkifli*

## MESSAGE FROM THE CO-FOUNDER & MANAGING DIRECTOR

This report covers the Foundation's journey in 2011 and 2012. An idea that started with a discussion in a mamak stall with Keeran has resulted in 50 Fellows teaching in 17 high-need schools across Kuala Lumpur, Selangor and Negeri Sembilan, supported by more than 17 staff members. A wide range of individuals have joined this movement, from fresh graduates from Universiti Malaya, Harvard University, University of Cambridge and the University of Melbourne to professionals who were previously attached to Sime Darby, KPMG, Shell and CIMB.

Fundamental to our accomplishments to date is the support from both the public and private sectors. None of this would have been possible without the strong support of the Economic Planning Unit of the Prime Minister's Department and the Ministry of Education, that began exploring the Teach For Malaysia concept at the same time. Early support in 2011 from entities like Khazanah Nasional, YTL, Maxis, GE, Yayasan Daya Diri, BCG and ExxonMobil, as well as individuals such as YBhg. Tan Sri Dato' Dr. Lin See-Yan made it possible for us to fund our ambitious but untested plans.

Teach For Malaysia focuses on the leadership development of Fellows in order to achieve success with students. In light of this, I am deeply humbled by the challenges that the team and first cohort had to go through - by their spirit of perseverance and sense of possibility to achieve success. In just one year of teaching we had a Fellow who led a rural school in Negeri Sembilan to become district champion in choral speaking; we have had Fellows garner support for countless volunteers to tutor their students on weekends; we have seen whole classrooms of varied racial backgrounds forget their biases and prejudices; and most importantly, we have students now working relentlessly to pursue their own ambitious dreams!

All this success by the Fellows and the team is testament to advice I received from Tomas Recart, the CEO of Ensena Chile, one of our partners in the global Teach For All network. Tomas told me what it takes to close the achievement gap when I first met him in 2010. He shared that it takes "vision, mission, values and 120% hard work", a statement I did not fully comprehend until I saw our recruitment and selection team members unfazed by an ambitious goal of 50 Fellows in 2011, or how in 2012, Fellows readjusted their lesson plans to meet the needs of their students who were 4 years behind academically.

The key lesson for me was that a leader in any challenging context does not see a problem as a roadblock but merely as part of the path that must be travelled. I am confident that staff and Fellows who learn this lesson early on in their careers are preparing themselves for whatever dreams they choose to pursue as Alumni beyond the two years. I am also excited that we had the privilege to welcome and train an additional 54 Fellows in our second cohort! 2013 will be an exciting year as we expand to new schools in Perak, Penang and Kedah while working hard to achieve ever-increasing recruitment goals.

Finally, I would like to express my deepest gratitude to members of the Board of Trustees, MOE officials, donors, partners, supporters, Fellows and team members for their continuous pursuit of excellence.

Thank you for helping Teach For Malaysia to do more than dream.

**DZAMEER DZULKIFLI**  
Co-Founder & Managing Director



# Teach For Malaysia

is an independent, non-profit organisation incorporated on the 26th October 2010. Our objective is to end education inequity in Malaysia, ensuring that a child's background does not determine his or her life outcomes.

Teach For Malaysia aims to address education inequity through the transformation of exceptional Malaysian graduates and young professionals into effective, inspirational teachers and leaders by placing them in our country's most challenging schools. Following the two-year Fellowship, Alumni would be equipped with the knowledge, skills and mindsets necessary to thrive as leaders in and out of the education sector, to affect the fundamental change required to ensure excellent educational opportunities for all Malaysian school children.

Teach For Malaysia is governed by a Board of Trustees, which comprises of both corporate stewards and experienced educationists. The Board is in charge of determining the vision of the Teach For Malaysia Programme, driving its execution and sourcing for sponsorship from the private and public sectors.

"After 36 years in education, there is nothing more rewarding than becoming a teacher and seeing the child grow and become a successful individual. The satisfaction of knowing you have done something for the betterment of a child, to make that young child become a responsible Malaysian citizen, a responsible global citizen - that is the true essence of education."

*Dato' Noor Rezan Bapoo Hashim, Teach For Malaysia Trustee, Former Deputy Director-General of the Ministry of Education Malaysia & Current Education Advisor at Khazanah Nasional Berhad*

## OUR STORY

### EARLY 2009

The idea of starting Teach For Malaysia came about from a conversation at a mamak stall between the two co-founders, Keeran Sivarajah and Dzameer Dzulkifli, both associates at PriceWaterhouseCoopers.

### JULY 2009

Inspired by the successes of initiatives like Teach For America and Teach First in the UK, Keeran and Dzameer start developing the framework for Teach For Malaysia with help from Institut Aminuddin Baki and benchmark it against the recommendations and principles of the Teach For All network.

### APRIL 2010

With its proven model and strong framework, Teach For Malaysia gains strong buy-in and support from various individuals and departments within the Ministry of Education and Economic Planning Unit, who push for its implementation.

### MAY 2010

Khazanah Nasional Berhad agree to fund Teach For Malaysia thanks to the effort of founding Trustee Shahnaz Al-Sadat Abdul Mohsein, who advocates for the initiative in her capacity as Khazanah's then Executive Director of Strategic Human Capital Management.

### SEPTEMBER 2010

The next few months see Keeran and Dzameer working hard to build a dynamic, passionate team and secure funding and support from additional sources.

### OCTOBER 2010

Teach For Malaysia launches its first recruitment drive, and the search begins for Malaysia's most committed top graduates and young professionals, ready to join the battle against education inequity.

Teach For Malaysia is recognised as a key human capital initiative in the 10th Malaysia Plan and is officially launched by Deputy Prime Minister and Minister of Education Y.A.B. Tan Sri Dato' Haji Muhyiddin bin Mohd. Yassin.

### DECEMBER 2010





# **OFFICIAL LAUNCH OF TEACH FOR MALAYSIA**

*Officiated by*  
Y.A.B. Tan Sri Dato' Haji Muhyiddin Bin Mohd. Yassin  
Deputy Prime Minister  
Minister of Education

24 December 2010



# OUR BOARD OF TRUSTEES



Trustee | **DATO' NOOR REZAN BAPOO HASHIM**

Dato' Noor Rezan Bapoo Hashim is the former Deputy Director-General of the Ministry of Education Malaysia (MOE). She also headed the Committee under the purview of the Prime Minister to strengthen the English language in Malaysian schools, and was also the MOE's Lab Leader under the National Key Result Areas (NKRA). Dato' Noor Rezan has taught English for over 20 years, starting her teaching career in SMK Westlands, Penang. In 1985, she moved to Kuala Lumpur and taught in five different schools, before being appointed Principal of SMK Seri Bintang Utara (SBU), one of the most prestigious Smart Schools in Malaysia, in 1998. Dato' Noor Rezan is currently the Education Advisor to Khazanah Nasional Berhad, providing guidance on several educational initiatives including PINTAR Foundation, Trust Schools, and Teach For Malaysia.



**TAN SRI DR. JEMILAH MAHMOOD** | Chairperson



Tan Sri Dr. Jemilah Mahmood is an obstetrician and gynaecologist by training with more than 25 years of experience in the medical field. In 1999, she founded MERCY Malaysia, a humanitarian organisation which provides emergency healthcare in more than 15 countries facing disasters and conflict. From 2009 to 2011, Dr. Jemilah headed the humanitarian branch at the United Nations Population Fund (UNFPA) in New York, focusing on reproductive healthcare, gender-based violence, and population data in emergencies. She is currently taking time out to reflect, research, write and mentor, and is a Visiting Senior Research Fellow at the Department of War Studies Humanitarian Futures Programme at Kings College London. An alumnus of IMD in Lausanne, Switzerland, Dr. Jemilah's contribution to society has been recognised at the national and international level.

**SHAHNAZ AL-SADAT ABDUL MOHSEIN** | Founding Trustee



Shahnaz Al-Sadat Abdul Mohsein is an independent promoter of education, talent development and social enterprise reforms for Malaysia. Formerly the Executive Director of Strategic Human Capital Management at Khazanah Nasional Berhad, she served in various executive positions from 2004 to 2011. Shahnaz currently serves on the Boards for various education-related entities such as Teach For Malaysia, Yayasan AMIR, PINTAR Foundation and MINDA. She holds an LLB (Hons) degree from the University of Nottingham, United Kingdom and a Masters in Business Administration (MBA) from IMD in Lausanne, Switzerland. She is also a Certified Public Accountant (CPA) and a Certified Internal Auditor (CIA).

Founding Trustee | **Y.A.M. TUNKU ALI REDHAUDDIN IBNI TUANKU MUHRIZ**

Tunku Ali started his career as a management consultant in 1998 with McKinsey & Company. At McKinsey, he advised governments and large corporations on issues ranging from long-term strategy to organisational and corporate governance. In 2004, he joined Khazanah Nasional Berhad to participate in the nation's development and has since been actively involved in a number of significant transformation projects and strategic investments in Malaysia and abroad. Tunku Ali is the Tunku Besar Seri Menanti of Negeri Sembilan. He holds a Bachelor of Arts (Hons) degree in History and Social & Political Sciences, and completed the MC/MPA (Mid-Career Master in Public Administration) at Harvard Kennedy School.



Trustee | **CHEN LI-KAI**

Chen Li-Kai is a Partner with McKinsey & Company. His recent work is focused on education system transformation and public-private partnerships in education in the Asian region and globally. Li-Kai is also the head of the education practice of McKinsey & Company in Asia. McKinsey's education practice conducts research on school systems worldwide, and publishes global education reports such as the recent "How The World's Most Improved School Systems Keep Getting Better" (December 2011). Li-Kai holds a Masters in Business Administration (MBA) from Harvard Business School, a Masters in Science degree in Risk in Management from the University of Reading and his Bachelor of Science degree from the University of Central England.





# OUR CORE VALUES



## SENSE OF POSSIBILITY

No one thought Teach For Malaysia would grow from just an idea between two people to a movement of 104 Fellows on the ground teaching in high-need schools in Malaysia so rapidly. But it is with a great sense of possibility that our team has overcome the immense challenges as a start-up organisation and have come this far. Hence, we believe that our sense of possibility will equip us with confidence, positivity and strength to continue pushing the status quo and to achieve our goal of one day, all children in Malaysia will have the opportunity to attain an excellent education.

**Selvi Velloo**  
Office Manager  
*Former Office Manager at Property Management, Jova Management Sdn. Bhd.*



## EXCELLENCE

"We are what we repeatedly do. Excellence then is not an act, but a habit." – Aristotle

Excellence is often mistaken as being perfect or achieving perfection. Indeed, the need for perfection is factored in excellence and these two words are usually intertwined. However, excellence is about giving the best consistently and without compromise. Excellence also covers the attitude of the person in how the work is done and at Teach For Malaysia, we truly believe it is about giving our best at all times to create that habit of excellence in order to one day achieve perfection.

**Sarah Lasung**  
Leadership Development Officer  
*Former Teacher at SMK Green Road, Sarawak*



## COLLABORATION

"If you want to go fast - go alone, but if you want to go far - go together" - African proverb. Working in Partnership Development team at TFM has taught me that the meaningful connections built between stakeholders and their various functions is integral to improving the quality of education in our country. Collaborating well with one another, i.e. building trust and establishing ethical working relationships, is crucial in enabling each individual and organisation to reflect on the inner and outer environments they operate in - and therefore improve the way we engage each other, and ultimately find that common ground where we all move together towards a shared vision of excellent education for all.

**Ashaari Rahmat**  
Placement Manager  
*Former Programme Officer of Disaster Risk Reduction at MERCY Malaysia*



## INTEGRITY

The West Point Cadet Prayer asks to "make us choose the harder right instead of the easier wrong, and never be content with a half-truth when the whole can be won." This phrase always comes to my mind when facing difficult choices in life. In a mission-driven organisation like Teach For Malaysia, it is so critical that we always choose the harder right over the easier wrong. We work to ensure all children have access to an excellent education. We cannot compromise our truth or integrity because the stakes are too high.

**Shannon Scott**  
Leadership Development Officer  
*Former Teach For America Corps Member*



# OUR VISION

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

**Education inequity** is the reality that a child's origin often determines the quality of his or her education, and therefore future outcomes. Teach For Malaysia believes that this problem is one of the greatest and most urgent challenges in our country and the world today.

More than ever, these children need leaders and teachers who believe deeply that all children can reach their fullest potential, regardless of their background.

Teach For Malaysia believes that education inequity can be solved if Malaysia's best and brightest immerse themselves in the realities and complexities of the issue, working together in schools and beyond to give every child the opportunity for an excellent education.

The widening gap between high-performing schools and high-need schools is magnified by these three complexities:

## SOCIO-ECONOMIC FACTORS

Poverty deprives children of adequate health care, nutrition, housing, and access to high quality preschool programmes, creating additional education needs.

## PREVAILING IDEOLOGIES

Deep-seated notions that children in high-need communities are unable to overcome existing obstacles perpetuate the cycle of inequity.

## SCHOOL SYSTEM FACTORS

Certain school systems are unable to meet the extra requirements of high-need students and to overcome the additional challenges poverty present.

# OUR MISSION

Step 1.

## RECRUITMENT & SELECTION

Recruit and select future leaders of all disciplines to join the Teach For Malaysia Fellowship



Step 2.

## 8-WEEK TRAINING INSTITUTE

Train, prepare and equip Fellows with the knowledge, skills and mindsets of a transformational teacher and leader



Step 3.

## PLACEMENT

Place Fellows as full time teachers in high-need schools across Malaysia for two years

Step 4.

## 2-YEAR FELLOWSHIP

Develop Fellows as transformational leaders who focus on impact within classrooms and their school communities



Step 5.

## ALUMNI MOVEMENT

Create a movement of leaders focused on driving transformational impact and systemic change – both within and beyond the education sector



# RECRUITMENT & SELECTION

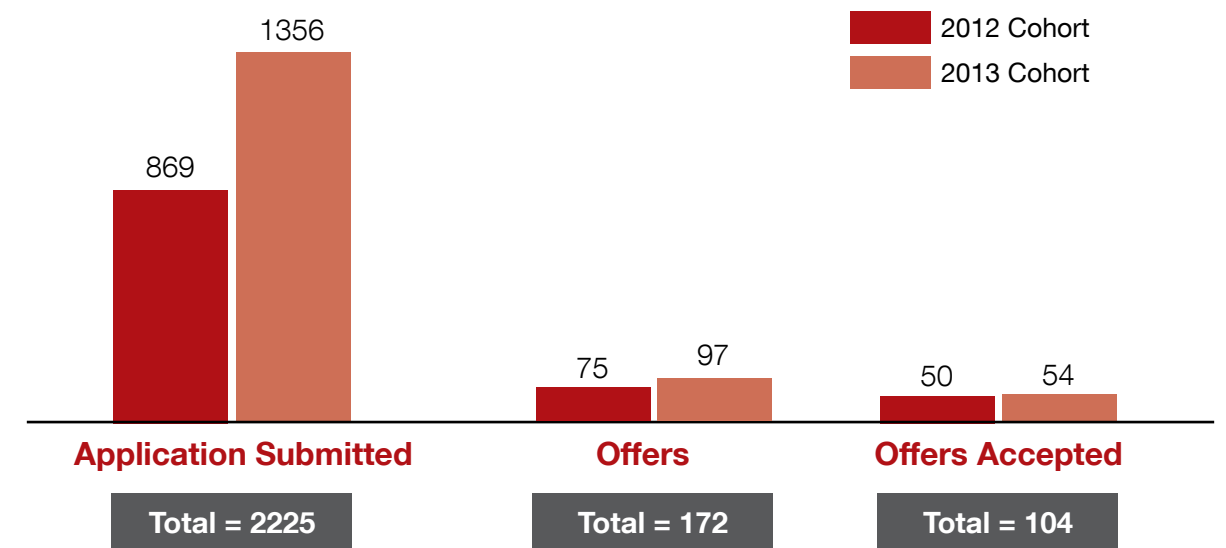
Teach For Malaysia attracts Malaysia's most promising future leaders from a pool of top university graduates and young professionals for the Fellowship. This leadership development programme sees Fellows placed in high-need schools across Malaysia to teach for two years.

Over the past two years, the team has been focusing their efforts in recruiting talents for the programme from top universities both locally and overseas:



We look for leaders who demonstrate perseverance in the face of obstacles, the ability to influence and motivate others, and those willing to work relentlessly to ensure that children who face the challenges of poverty have an excellent education.

In 2011 and 2012, 2,225 candidates applied to the Teach For Malaysia Fellowship and less than 10% of these applications were offered a place in the programme. Approximately 60% of successful candidates accepted the challenge to teach in high-need schools in Malaysia.





# 8-WEEK TRAINING INSTITUTE

In order to achieve our vision of One Day, we believe it is essential that our Fellows develop the knowledge, skills and mindsets necessary to have a transformational impact on the lives of students, starting at Institute. The Institute is an intense and challenging training period designed to help our incoming Fellows to understand the nature and scale of education inequity in Malaysia, as well as giving them the maximum tools and knowledge needed to be successful in the classroom.

The Institute is a combination of:

- 4-week Theoretical Component
- 4-week Practical Component

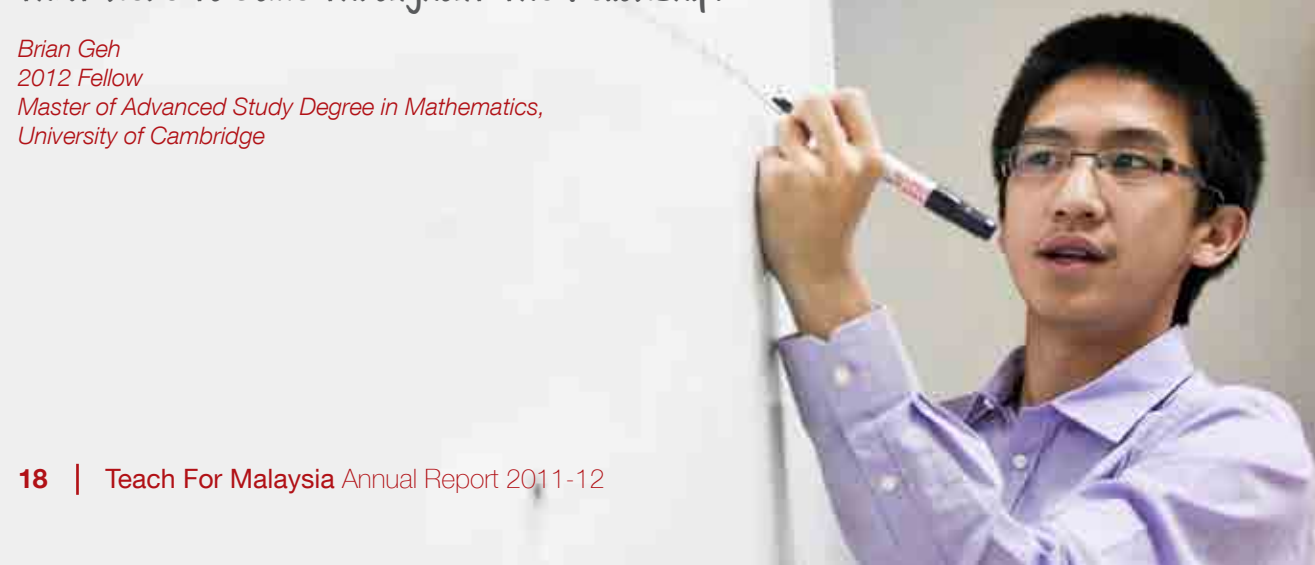
**Total Training Time  
352 Hours**

**Joint Collaboration with**  
Institut Amunuddin Baki, Institut Pendidikan Guru, Childline Malaysia and Scholastic

**Using 3A's  
Transformational Impact Model**

"Kem SKORlah was quite a thrilling and scary experience. For the first time, I taught in a classroom, and it was also then that I learnt that teaching was definitely rocket science-challenging but very enjoyable. The experience at Kem SKORlah gave us the first taste and help us prepare ourselves for the massive challenges that were to come throughout the Fellowship."

*Brian Geh  
2012 Fellow  
Master of Advanced Study Degree in Mathematics,  
University of Cambridge*



## 4-Week Theoretical Component: 3A's for Transformational Impact

At Teach For Malaysia, we believe academic achievement alone is not enough to set our students up for success. An excellent education goes beyond academics, and we define it as follows:

### **Achievement:**

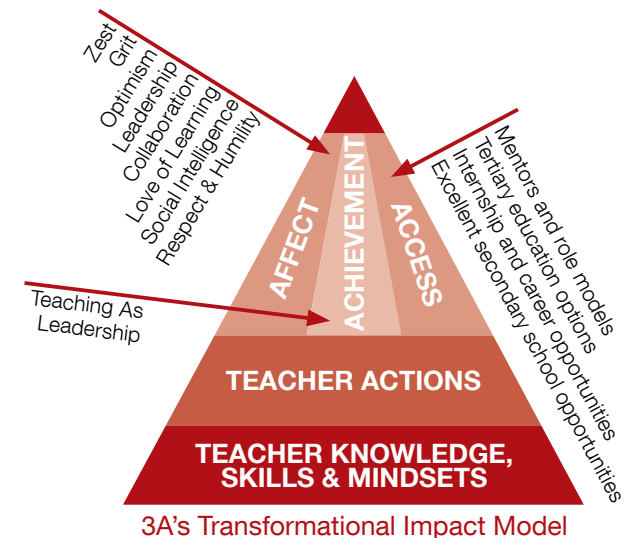
Academic and non-academic achievement at a globally competitive level collectively, and reaching full potential individually

### **Affect:**

Growth in character strengths that are universally valued

### **Access:**

Access to exposures and opportunities to explore and discover full potential of individual talent



## 4-Week Practical Component: Kem SKORlah

Kem SKORlah is the practical training component of Institute, and allows Fellows to gain hands-on teaching experience before they set out on their 2-year Fellowship.

For the past 2 years, our Fellows have taught English and Mathematics at selected schools during the year-end school holidays. At Kem SKORlah, Fellows set an ambitious goal of achieving 30% average growth with their students.

In 2012, 454 students participated in Kem SKORlah with:

**23%**  
**average gains  
in English**  
As compared to 17%  
in 2011's Institute

**33%**  
**average gains  
in Mathematics**  
As compared to 31%  
in 2011's Institute

# PLACEMENT

Upon completion of our Training Institute, Fellows will be placed in high-need schools in Malaysia. In collaboration with the Ministry of Education, placement schools are selected based on the following criteria:

## School Rating

based on public examination results and holistic assessment by the Ministry of Education's Inspectorate of Schools (The School Improvement Programme)

## Strong support from school leadership

with a demonstrated interest in investing school and staff in Teach For Malaysia's success

## Concentration of Fellows

with a minimum of 2-3 Fellows per school to ensure strong culture, build a sense of community and facilitate in-service support

At the moment, Teach For Malaysia is focused on placing Fellows in 43 high-need schools across 6 states. We hope to ensure continued presence and sustainable impact on the students and schools as we develop the resources and capacity to expand further across Malaysia.



"Everyone has a right to equal education. Everyone deserves a chance to reach for their dreams. Everyone deserves to know the possibilities education can offer them. Everyone is worth the time and effort. I can't make an overnight change, but I can start one class at a time."

*Ranjeetha Sivajanam*  
2012 Fellow  
Master of Arts in Education, Universiti Malaya



# 2-YEAR FELLOWSHIP



After the Training Institute, Fellows begin their challenging journey as full-time teachers in national public schools. Under contract with the Ministry of Education, they will be fulfilling their roles as transformational teachers, impacting their students' lives and setting them up for success.

**90%<sup>1,2</sup> Retention rate  
of 2012 cohort**

Throughout the 2-year Fellowship, our Fellows are given continuous support through:

- **Post Graduate Diploma in Education (PGDE) Course**

A teaching qualification taught by Universiti Utara Malaysia (UUM) with the aim to provide our Fellows with the basic pedagogies, knowledge and guidance to teach in Malaysia's classrooms.

- **A School-based Mentor (SBM)**

An experienced teacher in each Fellow's placement school who helps integrate Fellows to fit into the school culture and system and provides guidance on subject-related queries.

- **An Institut Amminuddin Baki Mentor**

An experienced teacher from the education management institute of the Ministry of Education who visits our Fellows at their respective placement schools to ensure the overall well-being of our Fellows.

- **Leader Development Officer (LDO)**

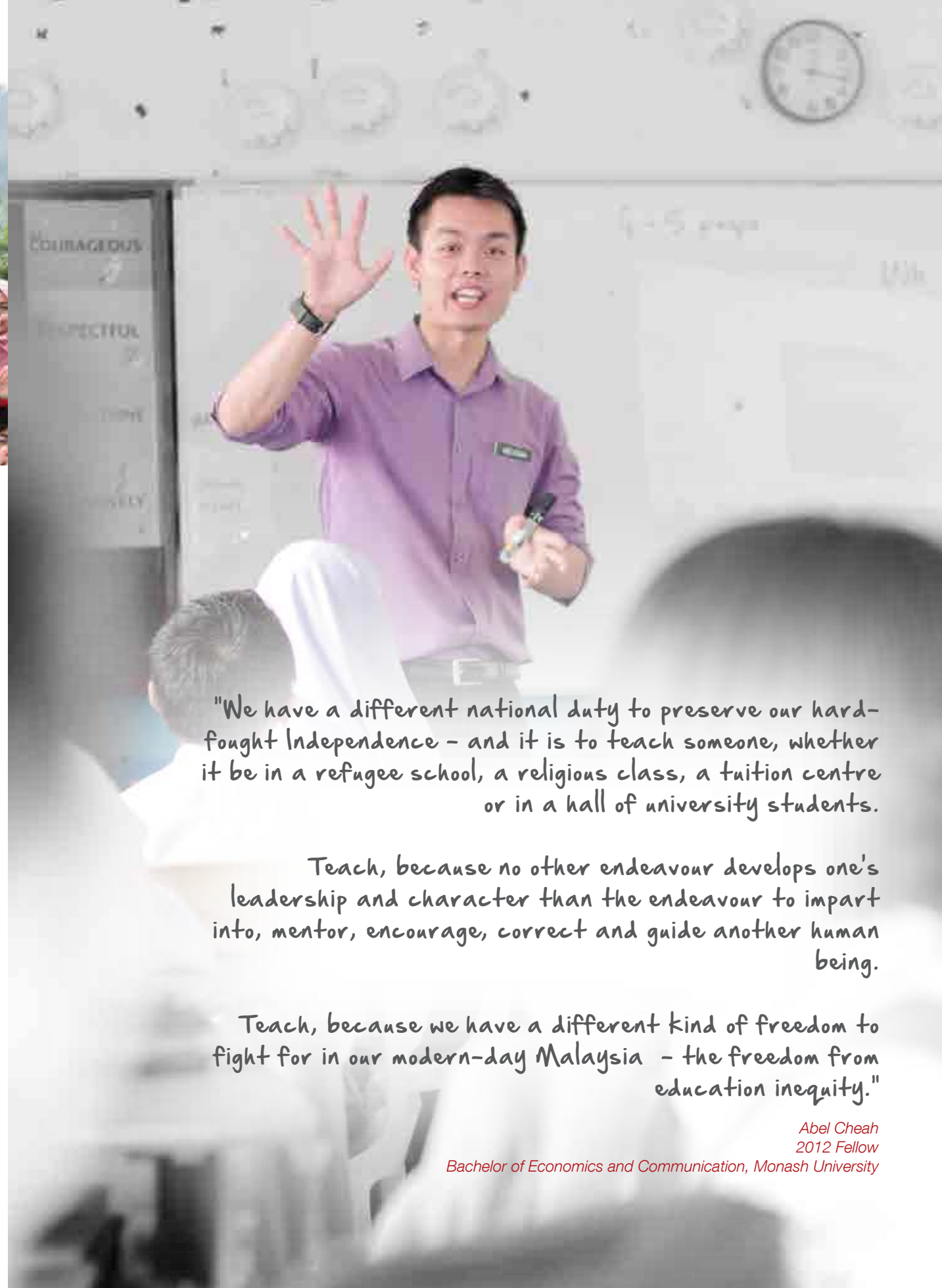
An experienced teacher who coaches Fellows on pedagogical strategies and best practices rooted in the Transformational Impact Model. LDOs help our Fellows to develop technical and leadership skills in the classroom and beyond.

- **In-service Training**

Professional development sessions to reinforce and build on Institute training and aimed at helping Teach For Malaysia Fellows tackle current challenges and issues in schools.

<sup>1</sup> The retention rate of Fellows refers to the number of Fellows who are still part of the Fellowship. It is calculated as: (current number of Fellows in the 2012 cohort/ number of Fellows who started in the 2012 cohort) x 100%

<sup>2</sup> Exclude 5 Fellows from 2012 that dropped out of the Fellowship



"We have a different national duty to preserve our hard-fought Independence - and it is to teach someone, whether it be in a refugee school, a religious class, a tuition centre or in a hall of university students.

Teach, because no other endeavour develops one's leadership and character than the endeavour to impart into, mentor, encourage, correct and guide another human being.

Teach, because we have a different kind of freedom to fight for in our modern-day Malaysia - the freedom from education inequity."

*Abel Cheah  
2012 Fellow*

*Bachelor of Economics and Communication, Monash University*



# ALUMNI MOVEMENT

## Beyond the Fellowship

Addressing the complex issue of education inequity involves short term and long term involvement from various stakeholders. Therefore, creating a movement of Alumni in positions of influence in the corporate, social, education and government sectors is critical to our vision.

In order to do this, our team, Board of Trustees and our growing number of supporters are committed to ensuring that Fellows develop the leadership competencies and network to thrive in any field. During the course of the Fellowship, Teach For Malaysia's Alumni team will advise Fellows on career opportunities based on their interests. Currently, the team is building relationships with the Ministry of Education and organisations across diverse sectors to facilitate interactions and assist with employment opportunities after the Fellowship.



# KEY EVENTS

**Teach For Malaysia Week (TFM Week)** sees inspiring leaders from various industries co-teaching a class with Teach For Malaysia Fellows. It brings together key industry players to inspire students by introducing them to opportunities made available through education. TFM Week also provides an avenue for these leaders to experience first-hand the challenges faced by students and teachers in high-need schools in Malaysia. It simultaneously develops Fellows' leadership skills and gives Fellows the opportunity to build investment in various stakeholders.



**TFM Week: Flipped** is an event that builds upon the Access piece from TFM Week by taking students out of their classrooms and exposing them to different opportunities beyond the classroom. In 2012, students were given the opportunity to visit radio stations, Maybank, Pusat Sains Negara and the Microsoft office, to name a few destinations. This also presented opportunities for Fellows' growth as they take on greater ownership in the planning and execution of their Flipped trips.



**Partners and Supporters Meeting** Twice a year, Teach For Malaysia organises meetings for partners and supporters to update them on our overall progress and to share our aspirations moving forward. The meetings also encourage networking and collaboration between partners, supporters and Teach For Malaysia.





# OUR ASPIRATIONS

## DRIVE TRANSFORMATIONAL IMPACT

Teach For Malaysia's goal is to change the life trajectories of students in high-need schools. We believe this transformational impact for students can only be achieved through transformational leadership and teaching. We focus on supporting and growing our Fellows' skills, knowledge and mindsets in order to create impact on students' Achievement, Affect and Access.

## SCALE UP AMBITIOUSLY

Given the magnitude of the challenge in classrooms, the education system and society, we believe we urgently need to increase our chances of long term systemic impact. Growing the programme whilst maintaining quality would serve to reinforce the message of how urgent and important this challenge is and why we should be passing on our best to the next generation.

## ACCELERATE ALUMNI IMPACT

The Fellowship creates individuals who understand education inequity and have first-hand experience that the problem can be solved one child and one classroom at a time. This experience equips our Alumni to contribute to the mission, regardless of their career path. We hope that our Alumni will assume leadership positions in various sectors and collectively impact the education system and society at large.

## BUILD FOUNDATIONS TO DRIVE CHANGE

The social sector in Malaysia lags behind both the private and the public sectors in its utilisation of financial, talent, technology and brand resources. We hope to set new benchmarks in these four areas, increasing our efficiency and effectiveness given the mission and the movement we are building. A strong programme can only be executed by a strong organisation.



# OUR PARTNERS & SUPPORTERS

Teach For Malaysia is proud to be a member of Teach For All, a global network of independent social enterprises working to expand educational opportunities in their countries by enlisting talented future leaders. To date, Teach For All consists of 30 independent non-profit organisations working together in promoting global collaboration and continuously learning and sharing best practices to accelerate the impact on education systems in our respective countries.



"There is a universal power in channelling a nation's leaders to face its most fundamental challenge. Soon we will have, in dozen of countries around the world, unstoppable movements to realise the day when all children have the opportunity to attain an excellent education."

*Wendy Kopp, CEO and Co-Founder of Teach For All (extracted from "A Chance to Make History")*

Over the past three years, we have built strong and valuable relationships with our partners. As a non-profit organisation, we rely on funding, donations and support from the government, corporations and generous individuals. We thank you for your support and for joining us in our efforts to do more than dream. We look forward to working together to build an impactful and sustainable movement than will change the futures of Malaysian children.





# OUR TEAM



The Teach For Malaysia team consists of diverse individuals who dedicate their time and efforts each day to ensure that Fellows and Alumni can create impact. The team ensures that Teach For Malaysia lives up to our core values and is focused on the vision and mission at all times.

"Never doubt that a small group of thoughtful, committed citizens can change the world."

*Margaret Mead*



# OUR CO-FOUNDERS



**KEERAN SIVARAJAH**  
Co-Founder

Keeran is the co-founder and former Managing Director of Teach For Malaysia. He co-wrote the original business plan for the organisation while working as a management consultant with PwC, and then took a leave of absence to develop and build support for the idea.

Keeran is an Associate of the Institute for Democracy and Economic Affairs (IDEAS) and an Associate Consultant with CfBT Education Trust. He maintains a monthly column in The Edge.

Keeran is currently completing his Master of International Education Policy at Harvard University and holds a Bachelor of Commerce in Finance from the University of Melbourne, Australia.

*"Teach For Malaysia is an opportunity for the leaders of our generation to control destinies - the destinies of students, and that of our nation. I believe the experience of teaching in high-need schools will be at once both humbling and rewarding for Fellows. Their actions will have the potential to change the life trajectories of their students, ensuring that poverty will not be their destiny."*



**DZAMEER DZULKIFLI**  
Co-Founder & Managing Director

Dzameer started his career as a consultant with PwC in 2007 and has experience in human capital development, process improvements, and project management engagements in Malaysia and Indonesia.

Dzameer serves as a member on the IDEAS Advisory Panel for Education. He is an alumnus of the United World College of Southeast Asia, Singapore and holds a Masters in Mechanical Engineering from Imperial College London, United Kingdom.

*"Teach For Malaysia is part of a global education revolution. It is a platform for our nation's most promising leaders to directly impact the lives of children growing up in high-need communities and to understand the challenges from a grassroots perspective. It is an opportunity to be a different class of leader."*



# TEAM MEMBERS

## PARTNERSHIP DEVELOPMENT



### CURRENT ROLES:

**Associate Director:** Imtyaz Azzat  
**Manager:** Ashaari Rahmat  
**Associate:** Lee Yee Eng

*Special thanks to those who were part of the team:  
 Jason Soh, James Wong, Shahril Hamdan*



## STRATEGY & OPERATIONS

### CURRENT ROLES:

**Director:** Tan Shie Haur | **Office Manager:** Selvi Velloo  
**IT Manager:** Laxmi Murugan | **IT Associate:** Muhammad Khairul  
**Events Manager:** Ili Sulaiman | **Events Associate:** Aaron Goh  
**Selection Asst. Manager:** Zahirah Zulkifly | **Selection Associate:** Melissa Ang  
**S&O Associate:** Farhah Ghazali, Tarminder Singh

*Special thanks to those who were part of the team:  
 Thency Gunasekaran, Stacey Victor*

The Strategy and Operations team provides support to all other functions in the areas of Selection, Finance, Talent, IT, Events and Strategy to enable them to maintain and improve effectiveness and efficiency.

## RECRUITMENT



### CURRENT ROLES:

**Associate Director:** Charlie Kennard  
**Manager:** Goh Jing Pei | **Asst. Manager:** Fareeza Ibrahim  
**Associates:** Diana Abdul Sukor, Rebecca Nayagam

*Special thanks to those who were part of the team:  
 Nawar Najeeb, Yong Su En, Looi Yi Wen, Sri Rao*

The Recruitment team cultivates and recruits Malaysia's most promising future leaders to join the 2-year Fellowship.

The Partnership Development team builds and maintains relationships with the Ministry of Education and both the private and public sectors to source for funds and in-kind support for the organisation.

## TRAINING & SUPPORT



### CURRENT ROLES:

**Director:** Dossier White | **Associate Director:** Brian Clark  
**Leadership Development Officers:** Giles Crellin, Shannon Scott, Sawittri Charun, Sarah Lasung, Shobana Seelan, Vincent Zabala, Karthigayan Gunasegaran, Sheila Ganesan  
**Training Associate:** Claire Chin

*Special thanks to those who were part of the team:  
 Joanna Lim, Charu Agarwal, Nina Teng, Jilian Webb, Reid Hickman*

The Training & Support team provides training and support to the Fellows throughout the 2-year Fellowship, making sure that the Fellows are developing as transformational leaders within and beyond the classroom.

## COMMUNICATIONS



### CURRENT ROLES:

**Manager:** Hanna Alkaf  
**Asst. Manager:** Melissa Chin

*Special thanks to those who were part of the team:  
 Ariane Jeffrey, Laveen Gill*

The Communications team builds and maintains the branding of the organisation, and increases the public awareness of Teach For Malaysia through media engagements and social media platforms.



# TRUSTEES' REPORT, Statement by Trustees and Audited Financial Statements

31 December 2012

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TFM Foundation  
(Incorporated in Malaysia)

#### Trustees' report

The Trustees hereby present their report together with the audited financial statements of TFM Foundation ("Foundation" or "the Company") for the financial year ended 31 December 2012.

#### Principal activities

The Foundation is principally engaged in identifying low socio-economic communities in need of assistance in providing quality education to children by recruiting and developing promising future leaders of a variety of disciplines and career interests to commit two years to teach in areas of educational need through collaborative efforts with the Government of Malaysia ("Government") and to foster a dedicated movement of leaders in education, and across all other sectors, to effect the fundamental changes necessary to ensure educational opportunity for all. There have been no significant changes in the nature of the principal activities during the financial year.

#### Results

RM

Net surplus for the year	<u>1,152,107</u>
--------------------------	------------------

There were no material transfers to or from reserves or provisions during the financial year.

In the opinion of the Trustees, the results of the operations of the Foundation during the financial year were not substantially affected by any item, transaction or event of a material and unusual nature.

#### Dividend

No dividend shall be paid to the members of the Foundation.

#### Trustees

The name of the Trustees of the Foundation in office since the date of incorporation and at the date of this report are:

Tan Sri Dr Jemilah Binti Mahmood  
Shahnaz Al-Sadat Bt Abdul Mohsein  
Tunku Ali Redhauddeen Ibni Tuanku Muhriz  
Dato' Noor Rezan Binti Bapoo Hashim  
Chen Li-Kai

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TFM Foundation  
(Incorporated in Malaysia)

#### Trustees' benefits

Neither at the end of the financial year, nor at any time during that year, did there subsist any arrangement to which the Foundation was a party, whereby the Trustees might acquire benefits by means of the acquisition of shares in or debentures of the Foundation, or of any other body corporate.

Since the date of incorporation, no Trustee has received or become entitled to receive a benefit by reason of a contract made by the Foundation or a related corporation with the Trustee or with a firm of which he is a member or with a Company in which he has a substantial financial interest.

#### Trustees' interests

According to the register of Trustee's shareholdings, none of the Trustees in office at the end of the financial year had any interest in the Foundation or its related corporations during the financial year.

#### Other statutory information

- (a) Before the statement of comprehensive income and balance sheet of the Foundation were made out, the Trustees took reasonable steps:
- (i) to ascertain that proper action had been taken in relation to the writing off of bad debts and the making of allowance for doubtful debts and satisfied themselves that there were no known bad debts and that no allowance for doubtful debts is necessary; and
  - (ii) to ensure that any current assets which were unlikely to realise their values as shown in the accounting records in the ordinary course of business had been written down to an amount which they might be expected so to realise.
- (b) At the date of this report, the Trustees are not aware of any circumstances which would render:
- (i) it necessary to write off any bad debts or to make any allowance for doubtful debts in respect of the financial statements of the Foundation; and
  - (ii) the values attributed to current assets in the financial statements of the Foundation misleading.
- (c) At the date of this report, the Trustees are not aware of any circumstances which have arisen which would render adherence to the existing method of valuation of assets or liabilities of the Foundation misleading or inappropriate.



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TFM Foundation  
(Incorporated in Malaysia)

Other statutory information (cont'd.)


- (d) At the date of this report, the Trustees are not aware of any circumstances not otherwise dealt with in this report or the financial statements of the Foundation which would render any amount stated in the financial statements misleading.
- (e) As at the date of this report, there does not exist:
- (i) any charge on the assets of the Foundation which has arisen since the end of the financial year which secures the liabilities of any other person; or
  - (ii) any contingent liability in respect of the Foundation which has arisen since the end of the financial year.
- (f) In the opinion of the Trustees:
- (i) no contingent or other liability has become enforceable or is likely to become enforceable within the year of twelve months after the end of the financial year which will or may affect the ability of the Foundation to meet its obligations as and when they fall due; and
  - (ii) no item, transaction or event of a material and unusual nature has arisen in the interval between the end of the financial year and the date of this report which is likely to affect substantially the results of the operations of the Foundation for the financial year in which this report is made.

Auditors

The auditors, Ernst & Young, have expressed their willingness to continue in office.

Signed on behalf of the Board in accordance with a resolution of the Trustees dated 14 JUN 2013

  
Tunku Ali Redhaudhin Ibni Tuanku Muhriz  
Kuala Lumpur, Malaysia

  
Shahnaz Al-Sadat Bt Abdul Mohsein

919856-X


TFM Foundation  
(Incorporated in Malaysia)

Statement by Trustees  
Pursuant to Section 169(15) of the Companies Act, 1965

We, Tunku Ali Redhaudhin Ibni Tuanku Muhriz and Shahnaz Al-Sadat Bt Abdul Mohsein, being two of the Trustees of TFM Foundation, do hereby state that, in the opinion of the Trustees, the accompanying financial statements set out on pages 7 to 24 are drawn up in accordance with Malaysian Financial Reporting Standards, International Financial Reporting Standards and the requirements of the Companies Act, 1965 in Malaysia so as to give a true and fair view of the financial position of the Foundation as at 31 December 2012 and of the financial performance and the cash flows of the Foundation for the financial year then ended 31 December 2012.

Signed on behalf of the Board in accordance with a resolution of the Trustees dated 14 JUN 2013

  
Tunku Ali Redhaudhin Ibni Tuanku Muhriz

  
Shahnaz Al-Sadat Bt Abdul Mohsein

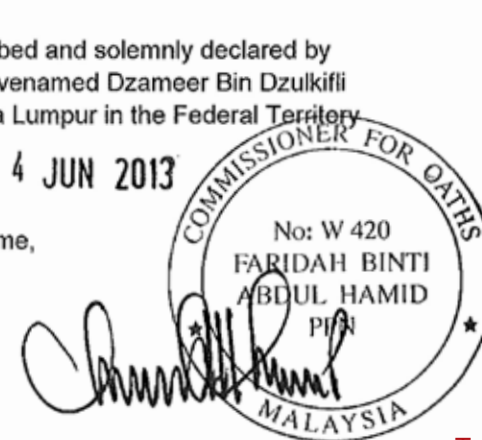
Statutory Declaration  
Pursuant to Section 169(16) of the Companies Act, 1965

I, Dzameer Bin Dzulkifli David, being the officer primarily responsible for the financial management of TFM Foundation, do solemnly and sincerely declare that the accompanying financial statements set out on pages 7 to 24 are in my opinion correct, and I make this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of the Statutory Declarations Act, 1960.

Subscribed and solemnly declared by  
the abovenamed Dzameer Bin Dzulkifli  
at Kuala Lumpur in the Federal Territory  
on

14 JUN 2013

Before me,



  
Dzameer Bin Dzulkifli David

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Independent auditors' report to the members of  
TFM Foundation  
(Incorporated in Malaysia)

### Report on the financial statements

We have audited the financial statements of TFM, which comprise the balance sheet as at 31 December 2012 of the Company, and the statement of comprehensive income, statement of changes in equity and cash flow statement of the Company for the year then ended, and a summary of significant accounting policies and other explanatory notes, as set out on pages 7 to 24.

### Trustees' responsibility for the financial statements

The Trustees of the Company are responsible for the preparation of financial statements that give a true and fair view in accordance with the Malaysian Financial Reporting Standards, International Financial Reporting Standards and the requirements of the Companies Act, 1965 in Malaysia. The Trustees are also responsible for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditors' responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with approved standards on auditing in Malaysia. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on our judgment, including the assessment of risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the Company's preparation of financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made by the Trustees, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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Independent auditors' report to the members of  
TFM Foundation (cont'd.)  
(Incorporated in Malaysia)

### Opinion

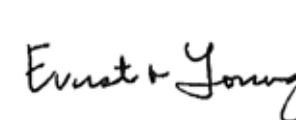
In our opinion, the financial statements give a true and fair view of the financial position of the Company as at 31 December 2012 and of its financial performance and cash flows for the year then ended in accordance with the Malaysian Financial Reporting Standards, International Financial Reporting Standards and the requirements of the Companies Act, 1965 in Malaysia.

### Report on other legal and regulatory requirements

In accordance with the requirements of the Companies Act, 1965 ("the Act") in Malaysia, we also report that in our opinion, the accounting and other records and the registers required by the Act to be kept by the Company have been properly kept in accordance with the provisions of the Act.

### Other matters

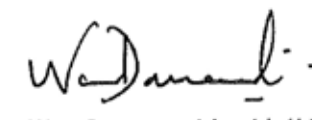
This report is made solely to the members of the Company, as a body, in accordance with Section 174 of the Companies Act, 1965 in Malaysia and for no other purpose. We do not assume responsibility to any other person for the content of this report.



Ernst & Young  
AF: 0039  
Chartered Accountants

Kuala Lumpur, Malaysia

14 June 2013



Wan Daneena Liza binti Wan Abdul Rahman  
No. 2978/03/14(J)  
Chartered Accountant



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**TFM Foundation**  
(Incorporated in Malaysia)

**Statement of comprehensive income**  
**For the financial year ended 31 December 2012**

	Note	1.1.2012 to 31.12.2012 RM	26.10.2010 to 31.12.2011 RM (Restated)
<b>INCOME</b>			
Donation	3	2,982,085	1,975,381
Government grant	10	2,613,274	2,323,401
Hibah income	4	33,355	7,480
Interest income	5	25,925	-
		<u>5,654,639</u>	<u>4,306,262</u>
<b>EXPENDITURE</b>			
Staff costs	6	1,548,840	871,840
Marketing expenses and event costs		212,436	278,499
Teach For All grant	17	893,943	927,000
Fellows' training and development		736,956	232,338
Administration expenses		437,669	119,222
Fellows' allowance		218,000	200,980
Travelling expenses		270,811	149,670
Depreciation	8	22,040	6,534
Auditors' remuneration			
- statutory audit		8,000	8,000
- others		6,400	4,500
Other expenses		147,436	58,362
		<u>4,502,532</u>	<u>2,856,945</u>
Surplus before taxation		1,152,107	1,449,317
Taxation	7	-	-
Surplus for the year/period, representing total comprehensive surplus for the year/period		<u>1,152,107</u>	<u>1,449,317</u>

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

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**TFM Foundation**  
(Incorporated in Malaysia)

**Statement of financial position**  
**As at 31 December 2012**

	Note	2012 RM	2011 RM (Restated)
<b>Non-current asset</b>			
Equipment	8	<u>72,419</u>	<u>26,043</u>
<b>Current assets</b>			
Other receivables	9	1,460,244	2,401,077
Cash and bank balances	10	<u>3,358,254</u>	<u>1,195,026</u>
		<u>4,818,498</u>	<u>3,596,103</u>
<b>Current liabilities</b>			
Other payables	11	1,085,752	1,242,490
Government grant	12	<u>1,203,741</u>	<u>930,339</u>
		<u>2,289,493</u>	<u>2,172,829</u>
<b>Net current assets</b>		<u>2,529,005</u>	<u>1,423,274</u>
		<u>2,601,424</u>	<u>1,449,317</u>
<b>Represented by:</b>			
Accumulated surplus		<u>2,601,424</u>	<u>1,449,317</u>

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

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TFM Foundation  
(Incorporated in Malaysia)

Statement of changes in equity  
For the financial year ended 31 December 2012

	Contribution from trustees RM	Retained profits RM	Total RM
At date of incorporation	-	-	-
Total comprehensive surplus for the period	-	1,449,317	1,449,317
At 31 December 2011 (Restated)	-	1,449,317	1,449,317
At 1 January 2012 (As previously stated)	-	1,447,397	1,447,397
Prior year adjustment (Note 18)		1,920	1,920
At 1 January 2012 (Restated)		1,449,317	1,449,317
Total comprehensive surplus for the year	-	1,152,107	1,152,107
At 31 December 2012	-	2,601,424	2,601,424

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

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TFM Foundation  
(Incorporated in Malaysia)

Statement of cash flows  
For the financial year ended 31 December 2012

	2012 RM	2011 RM
<b>Cash flows from operating activities</b>		
Surplus before taxation	1,152,107	1,449,317
Adjustments for:		
Depreciation	22,040	6,534
Amortisation of government grant	(2,613,274)	(2,323,401)
Hibah income	(33,355)	(7,480)
Interest income	(25,925)	-
Operating loss before working capital changes	(1,498,406)	(875,030)
Decrease/(increase) in other receivables	1,819,199	(377,337)
(Decrease)/increase in other payables	(156,738)	1,242,490
Net cash generated from/(used in) operating activities	164,055	(9,877)
<b>Cash flows from financing activity</b>		
Government grant received, representing net cash generated from financing activity	2,008,309	1,230,000
<b>Cash flows from investing activities</b>		
Interest received	59,280	7,480
Purchase of equipment	(68,416)	(32,577)
Net cash used in investing activities	(9,136)	(25,097)
<b>Net increase in cash and cash equivalents</b>	2,163,228	1,195,026
<b>Cash and cash equivalents at beginning of year/period</b>	1,195,026	-
<b>Cash and cash equivalents at end of year/period</b>	3,358,254	1,195,026

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.



**1. Corporate information**

The Foundation is principally engaged in identifying low socio-economic communities in need of assistance in providing quality education to children by recruiting and developing promising future leaders of a variety of disciplines and career interests to commit two years to teach in areas of educational need through collaborative efforts with the Government and to foster a dedicated movement of leaders in education, and across all other sectors, to effect the fundamental changes necessary to ensure educational opportunity for all. There have been no significant changes in the nature of the principal activities during the financial year.

The Foundation is a company limited by shares, incorporated and domiciled in Malaysia. The registered office of the Company is located at Zain & Co., 6th Floor, Akademi Etiqa, No. 23, Jalan Melaka, 50100 Kuala Lumpur.

The financial statements were authorised for issue by the Board of Trustees in accordance with a resolution of the Trustees on 14 June 2013.

**2. Significant accounting policies****2.1 Basis of preparation**

The financial statements of the Foundation have been prepared in accordance with the provisions of the Companies Act, 1965 and with the Malaysian Financial Reporting Standards ("MFRSs"), which is in compliance with the International Financial Reporting Standards issued by International Accounting Standard Board ("IASB"). These are the Foundation's first financial statements prepared in accordance with MFRSs and MFRS 1, *First Time Adoption of Malaysian Financial Reporting Standards* has been applied.

In previous period, the financial statements of the Foundation were prepared in accordance with Financial Reporting Standards ("FRSs"). The financial impact on transition to MFRSs are disclosed in Note 2.2.

The financial statements have been prepared on a historical cost basis.

The financial statements are presented in Ringgit Malaysia ("RM"), which is also the Foundation's functional currency.

**2. Significant accounting policies (cont'd.)****2.2 Changes in accounting policies**

The new and revised MFRSs which are mandatory for companies with financial period beginning on or after 1 January 2012 do not give rise to any significant effects on the financial statements of the Foundation.

**2.3 Standards issued but not yet effective**

The Trustees expect that the new MFRSs which are issued but not yet effective for the financial year ended 31 December 2012 will not have a material impact on the financial statements of the Foundation in the period of initial application.

**2.4 Significant accounting estimates and judgments**

The preparation of financial statement in accordance with MFRSs requires the use of certain accounting estimates and exercise of judgments. Estimates and judgments are continuously evaluated and are based on past experience, reasonable expectations of future events and other factors.

The Trustees are of the opinion that there are no key assumption concerning the future nor other key sources of estimation uncertainty at the balance sheet date, that have a significant risk of causing a material adjustment to the carrying amount of asset and liabilities within the next financial year.

**2.5 Summary of significant accounting policies****(a) Income tax****(i) Current tax**

Current tax assets and liabilities are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted by the reporting date.

Current taxes are recognised in profit or loss except to the extent that the tax relates to items recognised outside profit or loss, either in other comprehensive income or directly in equity.

**(ii) Deferred tax**

Deferred tax is provided using the liability method on temporary differences at the reporting date between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes.

## 2. Significant accounting policies (cont'd.)

## 2.5 Summary of significant accounting policies (cont'd.)

## (a) Income tax (cont'd.)

## (ii) Deferred tax (cont'd.)

Deferred tax liabilities are recognised for all temporary differences, except:

- where the deferred tax liability arises from the initial recognition of goodwill or of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss; and
- in respect of taxable temporary differences associated with investments in subsidiaries, associates and interests in joint ventures, where the timing of the reversal of the temporary differences can be controlled and it is probable that the temporary differences will not reverse in the foreseeable future.

Deferred tax assets are recognised for all deductible temporary differences, carry forward of unused tax credits and unused tax losses, to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, and the carry forward of unused tax credits and unused tax losses can be utilised except:

- where the deferred tax asset relating to the deductible temporary difference arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss; and
- in respect of deductible temporary differences associated with investments in subsidiaries, associates and interests in joint ventures, deferred tax assets are recognised only to the extent that it is probable that the temporary differences will reverse in the foreseeable future and taxable profit will be available against which the temporary differences can be utilised.

The carrying amount of deferred tax assets is reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised. Unrecognised deferred tax assets are reassessed at each reporting date and are recognised to the extent that it has become probable that future taxable profit will allow the deferred tax assets to be utilised.

## 2. Significant accounting policies (cont'd.)

## 2.5 Summary of significant accounting policies (cont'd.)

## (b) Equipment and depreciation

All items of equipment are initially recorded at cost. Subsequent costs are included in the asset's carrying amount only when it is probable that future economic benefits associated with the item will flow to the Foundation and the cost of the item can be reliably measured.

Subsequent to recognition, equipment are stated at cost less accumulated depreciation and any accumulated impairment losses.

Depreciation of the equipment is provided for on a straight-line basis to write off the cost of each asset to its residual value over the estimated useful life, at the following annual rates:

Computer equipment	33%
Office equipment	33%

The residual values, useful life and depreciation method are reviewed at each financial year-end to ensure that the amount, method and period of depreciation are consistent with previous estimates and the expected pattern of consumption of the future economic benefits embodied in the items of equipment.

An item of equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. The difference between the net disposal proceeds, if any and the net carrying amount is recognised in profit or loss.

## (c) Financial assets

Financial assets are recognised in the balance sheet when, and only when, the Company becomes a party to the contractual provisions of the financial instrument.

When financial assets are recognised initially, they are measured at fair value, plus directly attributable transaction costs. The Company determines the classification of its financial assets at initial recognition.

A financial asset is derecognised where the contractual right to receive cash flows from the asset has expired. On derecognition of a financial asset in its entirety, the difference between the carrying amount and the sum of the consideration received and any cumulative gain or loss that had been recognised in other comprehensive income is recognised in profit and loss.



**2. Significant accounting policies (cont'd.)****2.5 Summary of significant accounting policies (cont'd.)****(c) Financial assets (cont'd.)****(i) Receivables**

Financial assets with fixed or determinable payments that are not quoted in an active market are classified as receivables.

Subsequent to initial recognition, receivables are measured at amortised cost using the effective interest method. Gains and losses are recognised in profit or loss when the receivables are derecognised or impaired, and through the amortisation process.

**(d) Impairment of financial assets**

The Company assess at each reporting date whether there is any objective evidence that a financial asset is impaired.

**(i) Receivables carried at amortised cost**

To determine whether there is objective evidence that an impairment loss on financial assets has been incurred, the Company considers factors such as the probability of insolvency or significant financial difficulties of the debtor and default or significant delay in payments.

If any such evidence exists, the amount of impairment loss is measured as the difference between the asset's carrying value and the present value of estimated future cash flows discounted at the financial asset's original effective interest rate. The impairment loss is recognised in profit or loss.

If in a subsequent period, the amount of impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed to the extent that the carrying amount of the asset does not exceed its amortised cost at the reversal date. The amount of reversal is recognised in profit or loss.

**(e) Impairment of non-financial assets**

The Foundation assesses at each reporting date whether there is an indication that an asset may be impaired. If any such indication exists, or when an annual impairment assessment for an asset is required, the Foundation makes an estimate of the asset's recoverable amount.

**2. Significant accounting policies (cont'd.)****2.5 Summary of significant accounting policies (cont'd.)****(e) Impairment of non-financial assets (cont'd.)**

An asset's recoverable amount is the higher of an asset's fair value less costs to sell and its value in use. For the purpose of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash-generating units ("CGU")).

In assessing value in use, the estimated future cash flows expected to be generated by the asset are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. Where the carrying amount of an asset exceeds its recoverable amount, the asset is written down to its recoverable amount. Impairment losses recognised in respect of a CGU or groups of CGUs are allocated first to reduce the carrying amount of any goodwill allocated to those units or groups of units and then, to reduce the carrying amount of the other assets in the unit or groups of units on a pro-rata basis.

Impairment losses are recognised in profit or loss.

An assessment is made at each reporting date as to whether there is any indication that previously recognised impairment losses may no longer exist or may have decreased. A previously recognised impairment loss is reversed only if there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognised. If that is the case, the carrying amount of the asset is increased to its recoverable amount. That increase cannot exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised previously. Such reversal is recognised in profit or loss.

**(f) Financial liabilities**

Financial liabilities are classified according to the substance of the contractual arrangements entered into and the definitions of a financial liability.

Financial liabilities, within the scope of MFRS 139 Financial Instruments: Recognition and Measurement, are recognised in the statement of financial position when, and only when, the Foundation becomes a party to the contractual provisions of the financial instrument.

The Foundation's financial liabilities include other payables.

**2. Significant accounting policies (cont'd.)****2.5 Summary of significant accounting policies (cont'd.)****(f) Financial liabilities (cont'd.)**

Financial liabilities are recognised initially at fair value less directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in profit or loss when the liabilities are derecognised, and through the amortisation process.

A financial liability is derecognised when the obligation under the liability is extinguished.

**(g) Cash and cash equivalents**

For the purposes of the statement of cash flow, cash and cash equivalents include cash at bank and short term deposits which has an insignificant risk of changes in value.

**(h) Employee benefits****(i) Short term benefits**

Wages, salaries, bonuses and social security contributions are recognised as an expense in the period in which the associated services are rendered by employees. Short term accumulating compensated absences such as paid annual leave are recognised when services are rendered by employees that increase their entitlement to future compensated absences. Short term non-accumulating compensated absences such as sick leave are recognised when the absences occur.

**(ii) Defined contribution plans**

The Foundation participates in the national pension schemes as defined by the laws of the countries in which it has operations. The foundation make contributions to the Employee Provident Fund in Malaysia, a defined contribution pension scheme. Contributions to defined contribution pension scheme are recognised as an expense in the period in which the related service is performed.

**2. Significant accounting policies (cont'd.)****2.5 Summary of significant accounting policies (cont'd.)****(i) Equity instruments**

Contribution from members are classified as equity.

**(j) Income recognition****(i) Donation**

Donation is recognised when the Foundation's rights to receive payment are established.

**(ii) Hibah income**

Hibah income is recognised on accrual basis using the effective interest method.

**(iii) Interest income**

Interest income is recognised using effective interest method.

**(k) Government grant**

Government grant is recognised initially at their fair value in the balance sheet as deferred income where there is reasonable assurance that the grant will be received and all attaching conditions will be complied with. Grant that compensates the Company for expenses incurred is recognised as income over the periods necessary to match the grant on a systematic basis to the costs that it is intended to compensate. Grant that compensates the Company for the cost of an asset is recognised as income on a systematic basis over the useful life of the asset.

**(l) Key management personnel**

Key management personnel is defined to include Board of Trustees and Chief Executive Officer.



**TFM Foundation**  
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**3. Donation**

Relates to donation received from individuals and non government entities which include corporate bodies and non profit organisations.

**4. Hibah income**

Relates to Hibah income received from the Foundation's Syariah-compliant current account balance.

**5. Interest income**

Relates to interest income received from deposits with licensed banks.

**6. Staff costs**

	1.1.2012 to 31.12.2012 RM	26.10.2010 to 31.12.2011 RM
Wages and salaries	1,371,756	779,960
Statutory Contribution to Employees Provident Fund and social security	118,570	83,401
Others	58,514	8,479
	<u>1,548,840</u>	<u>871,840</u>

Included in the staff costs is remuneration for Chief Executive Officer amounting to RM127,533 (2011: RM100,800).

**7. Taxation**

There is no tax charge for the current financial year or prior financial period as Ministry Of Finance ("MOF") has agreed to give TFM Foundation an income tax exemption status at statutory level for a period of 5 years starting from financial year assessment 2011 to 2015 in line with the jurisdiction of MOF in subsection 127(3A) of Income Tax Act 1967.

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**8. Equipment**

	Computer equipment RM	Office equipment RM	Total RM
<b>At 31 December 2012</b>			
<b>Cost</b>			
At 1 January 2012	27,500	5,077	32,577
Additions	58,666	9,750	68,416
At 31 December 2012	<u>86,166</u>	<u>14,827</u>	<u>100,993</u>
<b>Accumulated depreciation</b>			
At 1 January 2012	6,111	423	6,534
Depreciation charge for the period	17,910	4,130	22,040
At 31 December 2012	<u>24,021</u>	<u>4,553</u>	<u>28,574</u>
<b>Net carrying amount</b>			
At 31 December 2012	<u>62,145</u>	<u>10,274</u>	<u>72,419</u>
<b>At 31 December 2011</b>			
<b>Cost</b>			
At date of incorporation	-	-	-
Additions	27,500	5,077	32,577
At 31 December 2011	<u>27,500</u>	<u>5,077</u>	<u>32,577</u>
<b>Accumulated depreciation</b>			
At date of incorporation	-	-	-
Depreciation charge for the period	6,111	423	6,534
At 31 December 2011	<u>6,111</u>	<u>423</u>	<u>6,534</u>
<b>Net carrying amount</b>			
At 31 December 2011	<u>21,389</u>	<u>4,654</u>	<u>26,043</u>

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## 9. Other receivables

	Note	2012 RM	2011 RM
Deposit		42,548	5,000
Prepayments		6,842	7,337
Interest receivable		5,668	-
Donations receivable		177,500	365,000
Government:			
Grant receivable		843,741	1,698,366
Retention fee receivable (i)		360,000	325,374
	12	1,203,741	2,023,740
Others		23,945	-
		<u>1,460,244</u>	<u>2,401,077</u>

(i) Retention sum receivable relates to the retention sum on the Government grant received and will be paid to the Foundation at the end of the programme.

## 10. Cash and bank balances

	2012 RM	2011 RM
Cash in hand and at banks	1,910,785	1,195,026
Deposits with licensed banks	1,447,469	-
	<u>3,358,254</u>	<u>1,195,026</u>

The weighted average effective interest ("WAEIR") per annum and the average maturity of deposit at the reporting date were as follows:

	WAEIR per annum		Average maturity	
	2012 %	2011 %	2012 Days	2011 Days
Fixed rate deposits	3.14	-	62	-

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## 11. Other payables

	2012 RM	2011 RM
Sundry payables	1,064,252	1,229,990
Accruals	21,500	12,500
	<u>1,085,752</u>	<u>1,242,490</u>

Other payables are interest free and are normally settled on an average term of 30 day (2011: average term of 30 days).

## 12. Government grant

	Note	2012 RM	2011 RM
At 1 January/date of incorporation		930,339	-
Received during the year/period		2,008,309	1,230,000
Receivable during the year/period	9	878,367	2,023,740
		<u>3,817,015</u>	<u>3,253,740</u>
Recognised in profit or loss		(2,613,274)	(2,323,401)
At 31 December		<u>1,203,741</u>	<u>930,339</u>

During the year, the Company received government grants amounting to RM2,008,309 (2011: RM1,230,000) in tranches, from the Ministry of Education ("MOE"), for day-to-day business purposes.

## 13. Prior year adjustment

In 2011, the Company had not recognised an additional bank account which existed. Accordingly, a prior year adjustment has been made to recognise the correct amount. The effects of the adjustment are as follows:

	As previously stated RM	Adjustments RM	As restated RM
31 December 2011			
Statement of comprehensive income			
Donation	1,973,461	1,920	1,975,381
Balance sheet			
Cash at bank	1,193,106	1,920	1,195,026



**14. Financial risk management objectives and policies**

The Foundation's financial risk management policy seeks to ensure that adequate financial resources are available for the achievement of the Foundation's objectives and principal activities whilst managing its liquidity risk and credit risks. The definition of these risks are as follows:

**(a) Liquidity risk**

Liquidity risk is the risk that funds will not be available to meet liabilities as and when they fall due. The Foundation actively manages this risk by maintaining good governance over the cash management of the contribution received from its members, and operates within clearly defined guidelines that are approved by the Trustees.

The table below summarises the maturity profile of the Foundation's liabilities at the reporting date based on contractual undiscounted repayment obligations.

	Within one year	
	2012 RM	2011 RM
<b>31 December 2012</b>		
Other payables	<u>1,085,752</u>	<u>1,242,490</u>

**(b) Credit risk**

Credit risk is the risk of loss that may arise on outstanding financial instruments should a counterparty default on its obligations. The Company's exposure to credit risk arises from other receivables. The Company minimises credit risk by dealing exclusively with credible and established companies.

At the reporting date, the Company's maximum exposure to credit risk is represented by the carrying amount of the other receivables and cash and bank balances.

**15. Fair values**

The fair values of all financial assets and liabilities approximate the carrying amounts due to their relative short term maturities.

**16. Capital management**

The Foundation manages its capital by following the Foundation's policies and guidelines and also seeks approval from the Trustees with regard to all capital management matters. Presently, the Foundation's activities are entirely funded via contributions from government and corporate bodies.

**17. Teach For All grant**

The Teach For All grant was approved by the Economic Planning Unit of Malaysia to be paid to Teach For All to provide services which is critical to the successful execution of the Teach For Malaysia programme. This grant is paid by the Government of Malaysia to Teach For All via the Foundation.

# DONATE

*"The smallest act of kindness is worth more than the greatest intention."*

*Khalil Gibran*

Education inequity is a reality for many children in Malaysia. Whether large or small, your donations will help us greatly in placing, training and supporting our Fellows in high-need schools, who in turn will strive to help children reach their fullest potential, thereby changing their life trajectories. Support us now and together, we can make a major impact and change the course of education in our nation.

All grants and donations to Teach For Malaysia are tax exempt. The MOF (Ministry of Finance) reference number is (8.09)248/40/7-1338 Vol.9 (SK.15)(14).

For more information, please contact  
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