



# 2016 IMPACT REPORT



KEMENTERIAN  
PENDIDIKAN  
MALAYSIA

IN THE LAST 5 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 AND CREATING A MOVEMENT OF 300 NATION-BUILDERS IMPACTING 73,000 STUDENTS



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.

“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 , MOE Director General, Sep 2012

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

The education system must undergo extensive and systematic transformation if Malaysia is to produce individuals that are able to thrive and compete globally.

Malaysian 2013-2025 Education Blueprint

## SELECTED IMPACT STORIES OF STUDENTS



**SHAHRIL, 16** KLANG

**B40 community with high levels of drugs and gangsterism**

Benefitted from a personal transformation programme and founded a project that aims to build a culture of leadership among students in his school and aims to scale to other schools in Klang.



**SHAWN, 21** KAPAR

**Worked in a restaurant since 12 year old earning RM5 a day**

Only 2As at PMR but increased to 5As at SPM and 3.75 CGPA at STPM. Earned full scholarship in Finance & Accounting. He strives to earn enough money to support his mother.



**DAYANG, 15** PANDAMARAN JAYA

**Her family moved around during her early years so she didn't get to go to kindergarten and this affected her foundation in primary school.**

She was very active in sports but not academically inclined until her teacher encouraged her to ask for help and ask questions. Her proudest moment was when she hosted an event in school in English, attended by her parents and other visitors.



**ZIDANE, 18** SUNGAI PETANI

**Father is in the army. Bullied in school for speaking English. He excelled academically but didn't have much opportunity to realise his creative talent**

He led his school English Choral Speaking team into the district competition. Their story was made into a film and he is now auditioning for a TV role. He is continuing his studies in UiTM.

## SELECTED PROFILES OF FELLOWS AND ALUMNI



**ALINA, 29** BUKIT MERTAJAM.  
HISTORY KLANG

**Actuarial Science degree from University of Illinois and consulting experience at Accenture.**

Co-founded ARUS Academy that works with MDEC to promote #MyDigitalMaker that has reached 800 students and 90 students. Alumni of the MaGIC SE Accelerator



**JIUNN WEN, 25** PASIR GUDANG.  
ENGLISH

**First from Pulau Pangkor to score 10As and secure a JPA scholarship to study Physics at MIT**

Recognised that his teachers played a large role in his life and he is giving back through his classroom and student empowerment initiatives.



**KARTHIK, 30** TANJONG SEPAT.  
MATHEMATICS

**Psychology degree from the University of Gloucestershire**

Identified that teachers often had to use their own money for classroom resources so he co-founded a crowdfunding platform for teachers. Since launched, they have raised RM600,000 for 50 projects that have impacted 17,000 students



**SHAHRUN, 35** JERAM, MATHEMATICS

**Studied Industrial and Operations Engineering at the University of Michigan**

6th year teaching in the same school and hopes to be Director General of MOE someday. She is the youngest Master Trainer at the State

level for TIMSS Science and Maths.

...AND TEACH FOR MALAYSIA CONTRIBUTES TO SEVERAL OF THE 11 SHIFTS IN THE EDUCATION BLUEPRINT



WE EMPOWER STUDENTS TO BE AGENTS OF THEIR OWN TRANSFORMATION

73,000  
STUDENTS REACHED

DEMONSTRATED ACADEMIC AND CURRICULAR OUTCOMES

81% OF STUDENTS SAY TFM FELLOWS ENCOURAGE INDEPENDENT THINKING AND SELF EXPRESSION

WE WORK ACROSS THE EDUCATION SYSTEM FOR THE B40 COMMUNITY

100  
SCHOOLS

FOCUS IN MOE PUBLIC SCHOOLS (BAND 4-6) WITH MAJORITY B40 COMMUNITIES

83% OF PRINCIPALS AGREE THAT OUR FELLOWS CONTRIBUTED TO WHOLE SCHOOL IMPROVEMENT EVEN AS NEW TEACHERS

WE BUILD A MOVEMENT OF YOUTH LEADERS AND NATION-BUILDERS

300  
YOUNG LEADERS

30% OF MOVEMENT ARE FROM TOP 100 UNIVERSITIES GLOBALLY

BEST MANAGEMENT TRAINEE PROGRAMME IN 2015

78% CONTINUE AS ALUMNI IN THE BROADER EDUCATION AND SOCIAL SECTOR

WE LEVERAGE OFF PUBLIC-PRIVATE PARTNERSHIP TO SCALE OUR IMPACT

ONLY A 5  
YEAR OLD ORGANISATION

FINALIST OF THE 2015 PM'S INNOVATION AWARD

RAISED RM31M  
WITH RM19M (61%) FROM PRIVATE SECTOR

177 CEOs, CIVIL SERVICE LEADERS AND NATIONAL ICONS HAVE TAUGHT AS PART OF TFM WEEK



FELLOWS FOCUS ON 21ST CENTURY SKILLS OF CREATIVITY, CRITICAL THINKING, COMMUNICATION AND COLLABORATION

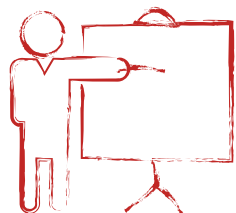


WE ARE THE LARGEST PIPELINE OF YOUTH EMPOWERMENT IN EDUCATION

WE CONTRIBUTE TO IMPACT BEYOND THE CLASSROOM RESPONSIBILITY

WE ARE WORKING TO INNOVATE TEACHER TRAINING APPROACH IN MALAYSIA

WE HAVE A COMPETITIVE AND SELECTIVE RECRUITMENT PROCESS



## OUR FELLOWS FOCUS ON HOLISTIC DEVELOPMENT TO EMPOWER STUDENTS

There was an overall increase in the system's results and collectively students taught by TFM Fellows and Alumni achieved **39%** more academic growth compared to the average' Initial - *TFM analysis of MOE's 2016 Sistem Analisa Peperiksaan Sekolah data that is only for internal reference as we are pending MOE feedback on the data*

**81%** of students say TFM Fellows encourage independent thinking and self expression - *Teach For All analysis of Harvard University's 2016 Tripod Survey*

**70%** of our Fellows involve students in extracurricular activities at district, state and national level - *TFM analysis of 2016 Fellow Survey*

**22 OUT OF 34 SCHOOLS** in PPD Pasir Gudang are piloting various student empowerment programmes such as Student Councils and Social Innovation Camps to empower students to solve local challenges. Results would be expected at the end of 2016 - *TFM analysis*

## WE WORK ACROSS THE SYSTEM IN THE HIGHEST NEED SCHOOLS AND COMMUNITIES

TFM has placed **300** Fellows and Alumni in over 100 secondary schools across 9 states that have collectively taught **73,000** students - *TFM analysis*

**60%** of TFM schools are rural schools and over **80%** of TFM schools are considered under-performing in the school system - *TFM analysis of MOE school data. Underperforming schools are defined as Band 4-6 in MOE's School Profiling*

**83%** of our school Principals agree that 1st or 2nd year Fellows have contributed to broader school initiatives on top of their regular responsibilities.

**80%** of Principals also agree that Fellows work closely with parents and the broader community - *Analysis of TFM 2016 Principal Survey*

In 2016, we have launched a "Collective Impact" approach with **30 OUT OF 34 SCHOOLS** in Pasir Gudang district of Johor with multiple layers of government stakeholders - *Analysis of TFM 2016 Principal Survey*

## WE ARE CONTINUOUSLY UPLIFTING THE TEACHING PROFESSION TO BE THE PROFESSION OF CHOICE AMONG GRADUATES AND YOUNG PROFESSIONALS

**30%** of our 300 Fellows and Alumni studied at **WORLD'S TOP 100** universities such as Harvard, Cambridge, Imperial and McGill and an additional **16%** graduated from other foreign universities - *TFM analysis / 2016 QS Top 100 University Rankings*

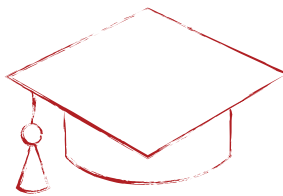
**31%** of our Fellows and Alumni worked at companies such as KPMG, IBM and Shell, prior to joining the 2-year Fellowship - *TFM analysis*

In the last 6 years, **5,610 INDIVIDUALS** have submitted their applications online and **320** (5.7%) of them successfully started the Fellowship - *TFM analysis*

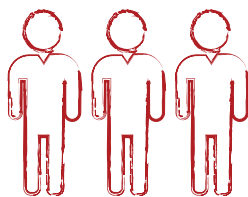
Our training emphasises more practical components and school based elements than conventional teacher training method to meet the need of each local school context - *TFM analysis*

Our training includes leadership development through Social Innovation that have led to **119 INITIATIVES** being run and 10 of those scaled up to social enterprises - *TFM analysis*

WE CONTINUOUSLY BUILD A BROAD UNDERSTANDING OF THE SOCIO-ECONOMIC CHALLENGES IN EDUCATION



**31%** OF ALUMNI CONTINUED AS FULL-TIME MOE TEACHERS BEYOND THE 2-YEAR COMMITMENT TO DRIVE CHANGE FROM WITHIN



## WE ARE CONTINUOUSLY UPLIFTING THE TEACHING PROFESSION TO BE THE PROFESSION OF CHOICE AMONG GRADUATES

**177** Ministers, CEOs, industry leaders, sportspersons and celebrities taught for 1 hour in high-need classrooms as part of TFM Week to better understand the realities of education inequity - *TFM analysis*

Teach For Malaysia students **HAS INSPIRED** and acted in full length feature film, "Adiwiraku", that was independently produced with the students acting and screened in 48 cinemas nationwide - *TFM analysis*

Recognised as the **BEST** Graduate / Management Trainee Programme in Malaysia in 2015 for leadership development - *GradMalaysia*

In just 5 years, TFM is the only not-for-profit employer and the **49TH** most leading graduate employer in GradMalaysia's Top 100 list - *2016 Malaysia's 100 Most Leading Graduate Employers, GradMalaysia*

## OUR MOVEMENT OF 300 FELLOWS AND ALUMNI CONTINUE TO DRIVE UNIQUE NATION-BUILDING INITIATIVES FOR LOW-INCOME COMMUNITIES

**20%** of Teaching Alumni have been recognised as "Anugerah Cemerlang" at the school or district level that is normally given to more experienced teachers - *TFM analysis*

**30%** 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.

Successfully raised more than **RM600,000** for 50 classroom projects impacting more than **17,000** students across Malaysia - *100% Project. A crowdfunding platform launched in Sep 2015*

After 1 year on the leadership development programme, **90%** of students can meaningfully identify their aspiration, **83%** can articulate one relevant institution of higher learning, **75%** have assumed leadership positions in their school - *Project Impianku Destinasi (ID). A student empowerment and leadership development programme launched in 2013*

Engaged more than **800 STUDENTS, 48 TEACHERS, 42 TEACHER TRAINEES** across 27 schools and 9 states in varying degrees on Maker education which combines design thinking and computational skills - *ARUS Academy. A Maker Education Academy*

## WE HOPE TO LEVERAGE OFF OUR SUCCESS IN THE FIRST 5 YEARS TO TRULY CHANGE AND TRANSFORM EDUCATION IN MALAYSIA BY 2025

BY 2025  
**500,000** STUDENTS REACHED AND EMPOWERED TO MAKE A DIFFERENCE IN THEIR OWN LIVES AND THEIR COMMUNITIES



- Revamped schools with no subjects and pedagogy grounded in problem-based learning
- Revamped teacher training curriculum and modules
- Alumni recognised as key talent and leadership across the system
- 1,750 Fellows and Alumni TFM is Top 5 Graduate Employer

## FINANCES AND PROGRAMME OUTPUTS: RM31M HAS BEEN RAISED TO IMPACT 73,000 STUDENTS WITH RM19M (61%)

YEAR	EXPENSES <sup>1</sup> (RM m)				Income (RM m)				Surplus/ Deficit (RM m)	Programme Outputs				
	Prog	Fund'g	Org	Total	Gov	Private	Other	Total		Recruits	Fellows	State(s)	Alumni	Students <sup>2</sup>
2011A	2.21	0.16	0.49	2.87	2.32	1.97	0.01	4.30	1.44	50	-	-	-	-
2012A	3.37	0.44	0.69	4.50	2.61	2.98	0.06	5.65	1.15	54	50	3	-	7,500
2013A	3.47	0.46	0.93	4.87	2.45	2.79	0.05	5.29	0.42	67	98	6	-	14,700
2014A	4.57	0.87	1.18	6.62	3.08	3.50	0.02	6.60	-0.02	71	111	7	44	16,650
2015A	4.38	0.79	1.27	6.12	0.32 <sup>3</sup>	3.75	0.36	4.11	-2.00	31 <sup>3</sup>	134	8	90	20,100
2016A	3.95	0.58	1.07	5.83	0.95	3.85	0.27	5.07	-0.53	49	98	5	154	14,700
2017A	4.28	0.66	0.72	5.66	1.37	2.36	0.11	3.84	-1.82	120	78	1	221	11,700
2018A	6.43	0.81	0.80	8.04	2.40	0.93	-	3.33	-4.71	170	169	-	-	25,350
2019A	8.57	0.88	0.87	10.32	3.72	0.60	-	4.32	-6.00	200	290	-	-	43,500
2020A	9.89	0.96	0.95	11.80	1.14	0.17	-	1.31	-10.50	200	360	-	-	54,000

Notes:

1. 2011-2016 Audited Accounts are available on our website. 2. On average 1 Fellow teaches 150 students (e.g. 5 classes of 30 students). The number of students is estimated using only number of Fellows in service without including number of Teaching Alumni as TFM's cost doesn't cover their continuous impact 3. There was a 90% drop in funding from MOE and 56% reduction in number of recruits in 2015 due to an overall decrease in the government's budget expenditure

## WE CONTINUOUSLY SEEK FINANCIAL SUPPORT TO EMPOWER MALAYSIA'S MOST HIGH-NEED COMMUNITIES THROUGH EDUCATION

### INSTITUTIONS OR HIGH-NETWORTH INDIVIDUALS

- RM50,000 a year empowers 1 Fellow to impact 150 students
- Multiples RM10,000 a year empowers 1 Fellow to impact 30 students

### INDIVIDUALS

- RM50/month empowers 1 Fellow to impact 2 students
- New corporate partners such as CIMB Islamic, OSK, Cagamas, Mercedes, PwC, RBC, Jeffrey Cheah Foundation and UEM Group have committed to match monthly donations up to RM975,000 for one year.

### ENDOWMENT FUND

Launched in Apr 2017 for long-term sustainability with a target of RM200m by end of 2020. Option to be held in trust and capital returned after 5 or 10 year periods

Current size: RM 0m

- RM1m helps support 1 Fellow to impact 150 students
- RM12,000 helps support 1 Fellow to impact 1 student



1 FELLOW IMPACTS  
150 STUDENTS A YEAR



ONE DAY, ALL  
CHILDREN IN  
MALAYSIA  
WILL HAVE THE  
OPPORTUNITY  
TO ATTAIN AN  
EXCELLENT  
EDUCATION