



Program Felo Guru Muda TFM

INFO PACK

FELLOWSHIP PROGRAMME (GURU MUDA) 2025



Before we start

Thank you so much for your interest in the TFM Fellowship Programme (Guru Muda). You are one-step away to become a Fellow! This Info Pack contains some information about the programme. **Feel free to scroll the Google Slide, or you can even click 'buttons' below to jump straight to the content**

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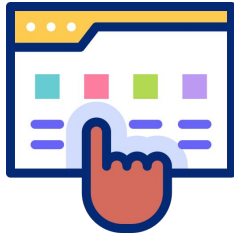
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Fellowship Application Form



Guru Muda 2025 Telegram Info Group



Part 1

About Teach For Malaysia



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At Teach For Malaysia,
we believe that **all children**
in Malaysia can realise their **true potential**
through **quality education.**



The History of Teach For Malaysia

Teach For Malaysia TFM was launched in 2010 by YAB Tan Sri Muhyiddin Yassin, the then Minister of Education as a collaboration between the government and private sector (Public-Private Partnership) aligned with our *Pelan Pembangunan Pendidikan Malaysia (2013-2025)*.



"Teach For Malaysia merupakan detik penting dalam usaha Kerajaan untuk mempertingkatkan standard dalam profesion perguruan dan menarik para pemikir untuk mengajar ... saya berbangga yang siswazah- siswazah terbaik kita telah menunjukkan minat untuk menyertai profesion perguruan."

YAB Tan Sri Muhyiddin Yassin,
Mantan Perdana Menteri Malaysia
Ucapan Pelancaran TFM, 24 Disember 2010

Teach For Malaysia is also part of a global network,
Teach For All

Teach For All

1st
South East Asia

3rd
Asia

16th
World

There 61 Teach For All network partners around the world

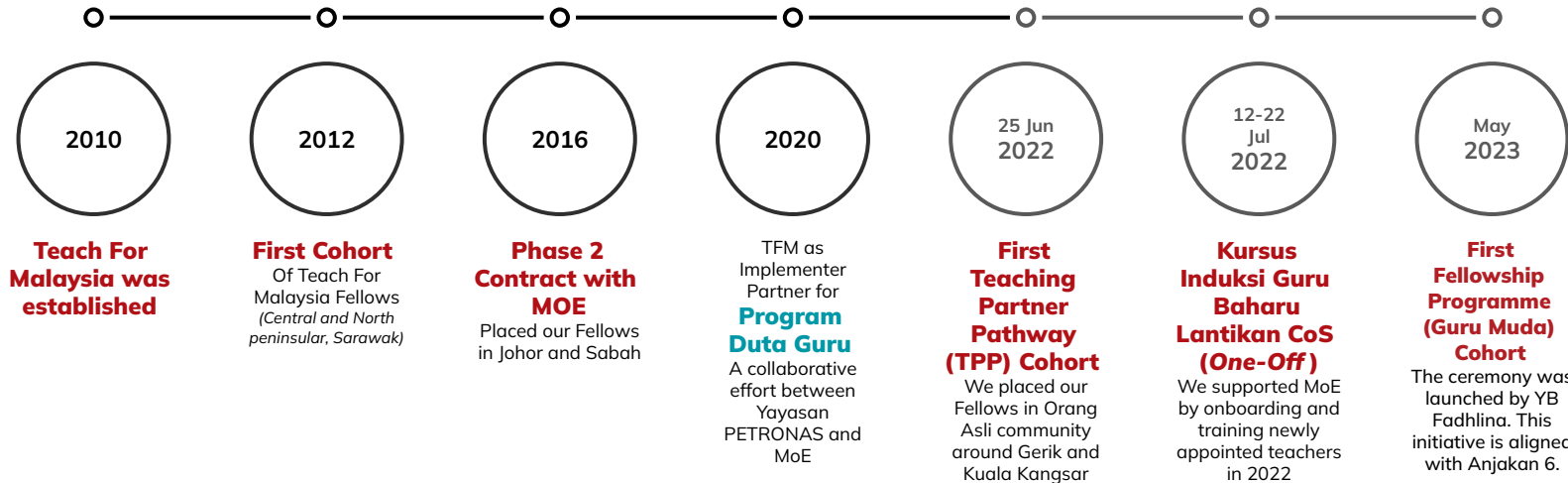
¹Rancangan Malaysia Kesepuluh : Sebagai salah satu usahasama kerajaan dan pihak swasta dalam bidang pendidikan

²Pelan Pembangunan Pendidikan Malaysia : Di bawah peningkatan prestasi sumber manusia dan pendidikan



Our involvement in education since 2010

Since our establishment in the ecosystem, we have not only been running Fellowship programmes, but also have been involved in supporting Ministry of Education in realising aspirations in our National Education Blueprint.



Our Vision

In Teach For Malaysia, we all believe that one day, all students in Malaysia will be able to realise their true potential through quality education.

Since 2012, Teach For Malaysia
have impacted

330,285

students



Fellowship

10

States

10

Cohort

472

Educators

82%

High-need school



Program Duta Guru

14

States

3

Cohort

572

Teachers

46%

Rural school



Our credibility

Based on the study conducted by the Ministry of Education (KPM) on the implementation of the TFM programme and training courses, the TFM program demonstrates strengths in terms of building student aspirations, effective pedagogy, and leadership skills development aligned with the Malaysian Education Blueprint (PPPM) since 2012.

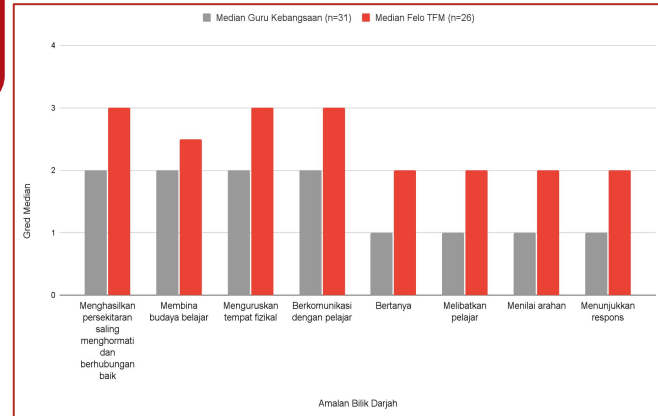
Laporan
Kajian
BPPDP
(2018)

“Alumni guru TFM telah menunjukkan tahap yang tinggi terhadap kelestarian sekolah berkualiti, kemenjadian murid dan pemindahan pengetahuan, kemahiran dan sikap.”

Ringkasan Eksekutif Kajian Impak Program Teach For Malaysia (TFM) Kepada KPM dan Negara (BPPDP, 2018)

Laporan
Kajian
Universiti
Malaya
(2017)

Hasil daripada program latihan Fellowship, Felo TFM menambah nilai dalam semua 8 aspek **amalan pengajaran bilik darjah** :



Kursus
Induksi Guru
Baharu
Penempatan
One-Off

96% Peserta Kursus Induksi Guru Baharu Penempatan One-Off bersetuju bahawa sesi pihak TFM semasa Kursus Induksi telah **membantu perkembangan mereka sebagai seorang guru baharu.**

Tee et al. (in press) Similarities and differences between national and subsystem practices



Our credibility

The TFM programme has produced highly capable teachers who continue to contribute to the field of education. As the number of Fellows increase, we may see a stronger movement. When you join us, you would also bring your experiences and strengths with you. For more than a decade, we have seen so many potentials among our educators and it keeps scaling up!



Shahrin Niza Sofian
TFM Fellow 2012
SMK Tinggi Klang,
Selangor

Head Trainer for Trends in International Mathematics and Science Study (TIMMS) 2014-2015.

Recognized as a Google Certified Educator.



Anas Zain
TFM Fellow 2017
SMK Kota Masai 2, Pasir Gudang, Johor

Led a group of students to win First Place in the national Petrosains RBTC Challenge.

Receiver of Anugerah Khas Pencapaian Tertinggi Kokurikulum, Anugerah Ikon PdPR.



Susan Balong
TFM Fellow 2018
SMK Bugaya, Semporna, Sabah

Under her guidance, a group of students won the championship in the Student Doing Good competition organized by Roots and Shoots, winning RM800 worth of school supplies.

Started an initiative with another TFM Fellow known as the Zero Crime Project.



Noorseiah Mohamad
Program Duta Guru (PDG) Cohort 1
SMK Megat Dewa, Kedah

Acknowledged as a Guru Cemerlang Sains and is a part of Tenaga Pengajar Utara Pusat STEM Negara.

Presented Projek Inovasi STEM to schools in Sungai Petani.



Zuriah Othman
Program Duta Guru (PDG) Cohort 1
SMK Seri Nering, Terengganu

Created an application called FunSTEM with 3 other PDG teachers.

Organised a HOTS workshop for STEM PdPc at PPD Besut.



Part 3

About Fellowship Programme (Guru Muda)

The **TFM Fellowship Programme (Guru Muda)** is a newly launched programme to develop the leadership potential, learning and facilitation (PdPc) of teachers with less than 5 years of teaching experience, in line with the Program Pembangunan Guru Baharu 2.0 (PPGB) 2.0 and Pelan Induk Pembangunan Profesionalisme Keguruan (PIPPK).



Reality in school

Teach For Malaysia has been supporting our teachers since 2012 and we want to acknowledge the reality of what is happening in a classroom.

CHALLENGES

Research and studies related to challenges face by new teachers in school.



Facing the challenge of **obtaining highly skilled mentor teachers based on region**, which impacts the effectiveness of PPGB 2.0. (Osman & Mokhtar, 2022)



Novice teachers in high-needs schools are more **exposed to emotional exhaustion, a reduction in personal awareness, and the phenomenon of burnout** due to the more challenging environment. (Aziz, 2019; Mukudan, 2015)



The commitment of novice teachers, whether towards students, teaching, or the school, is influenced by their **self-efficacy**." (Zi Xin & Kutty, 2022). Support and guidance during the early stages of service can ensure that the commitment of novice teachers in high-needs schools is sustained.



Structured and continuous support is required, focusing on 21st-century learning skills (PAK 21), differentiated learning, trauma-informed practices, global citizenship, and inclusive education strategies. (Marwan, 2012)

SUGGESTIONS

Strategies and approaches by Teach For Malaysia is focusing on:

Emphasizing the **development of social-emotional competencies** to mitigate teacher burnout syndrome." (Oliveira, Roberto, Veiga-Simão et al., 2021)



Fostering competencies that provide a deep and nuanced understanding of the challenges faced by high-needs communities, such as **Systems Thinking competencies**.



Enabling novice teachers to become catalysts for school change by positively influencing their fellow teachers.



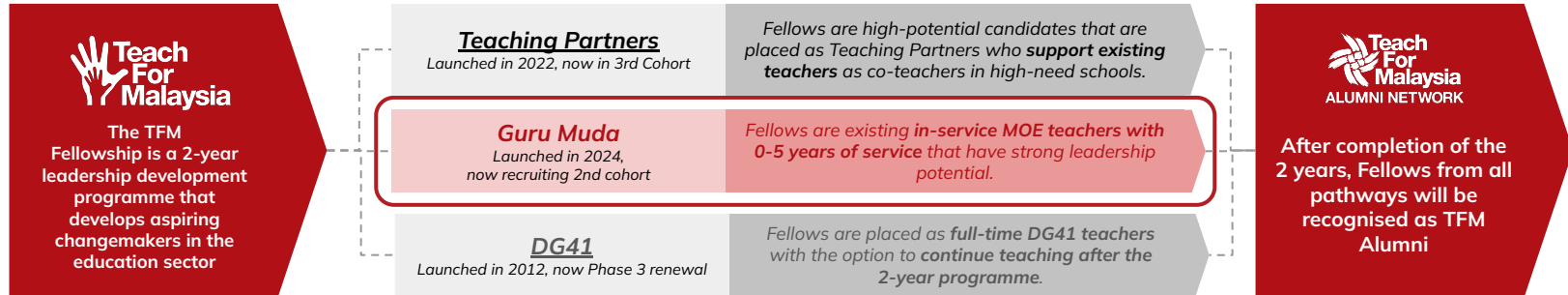
Applying leadership skills such as purposeful planning and problem-solving. Effective teaching and learning (PdPC) can be implemented even in the challenging context of high-needs schools



Overview of Fellowship Programme (Guru Muda)

The **TFM Fellowship Programme (Guru Muda)** is a newly launched programme to develop the leadership potential, learning and facilitation (PdPc) of new teachers in line with the Program Pembangunan Guru Baharu 2.0 (PPGB) 2.0 and Pelan Induk Pembangunan Profesionalisme Keguruan (PIPPK).

The 3 Fellowship Pathways under Teach For Malaysia since 2012



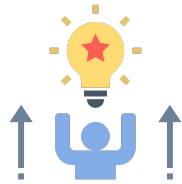
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Objektif	Fokus adalah untuk membimbing dan menyokong guru baharu di sekolah berkeperluan tinggi untuk menjadi guru inovatif , ke arah Guru Cemerlang di dalam kelas serta membina kemahiran untuk mengadaptasi terhadap komuniti setempat
Butiran	<ul style="list-style-type: none"> Bermula Feb 2025, program berlangsung selama 2 tahun bagi setiap kohort Bilangan peserta: 90 orang Guru KPM bagi Kohort 2
Kos	<ul style="list-style-type: none"> Pihak TFM akan menanggung kos program termasuk proses pengambilan, pemilihan, latihan dan sokongan
Kriteria Penempatan Guru Muda	<ul style="list-style-type: none"> Sekolah-sekolah di komuniti Orang Asli, Orang Asal di Sarawak, Johor, Selangor, Perak and Penang (Cohort 2) >50% Komuniti B40, >150 orang pelajar di sekolah 50% Sekolah Rendah & 50% Sekolah Menengah Kebangsaan
Kriteria Pemilihan	<ul style="list-style-type: none"> Guru baharu dalam KPM (dalam lingkungan perkhidmatan 0-5 tahun) Guru subjek Bahasa Melayu,, Bahasa Inggeris, Matematik, Sains & Sejarah Guru Pusat Sumber & Media Mengikut kompetensi teras pemilihan Program TFM
Komponen Program	<p>Latihan, sokongan dan bimbingan berterusan selama dua tahun melalui:</p> <ul style="list-style-type: none"> Kursus Induksi Bengkel Bimbingan daripada Pegawai Pembangunan Kepimpinan TFM <i>Professional Learning Community (PLC)</i> Projek Inovasi Komuniti

Overview of Fellowship Programme (Guru Muda)

Fellowship Programme (Guru Muda) highlights 4 key objectives that are aligned with the potentials of new teachers in Ministry of Education.

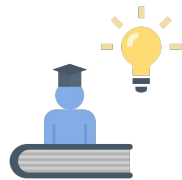
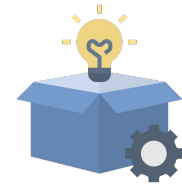


Objective 1

Develop the **leadership potential and PdPc** of new teachers in schools in line with PPGB 2.0 and PIPPK.

Objective 2

Implement **innovative PdPc** in schools as well as in collaboration with the local community.

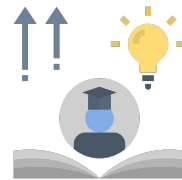


Objective 3

Increase **student motivation and attendance** at schools.

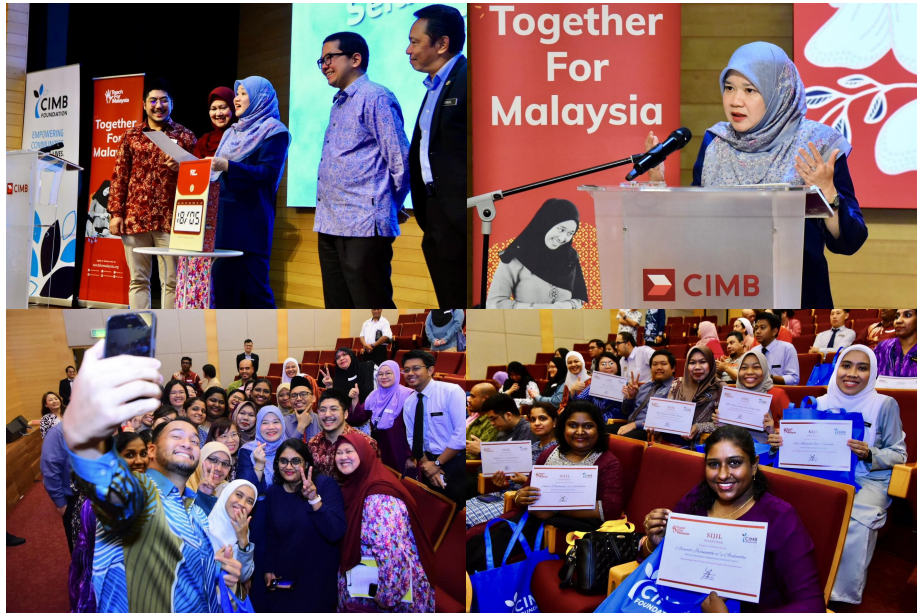
Objective 4

Increase **students' aspirations to continue learning** and be leaders of their own learning.



Our Belief To empower students, we must first empower our educators.

For us at Teach For Malaysia, we believe that teachers are more than just a person who teaches in front of the class. They are also leaders of many talents and capabilities who can realise the true potential of themselves and others. **The programme aims to empower and support new teachers to reach student outcomes in their first few years of teaching.**



On May 18, 2024, YB Fadhlina Sidek, Minister of Education launched **Program TFM untuk Guru Muda / TFM Fellowship Programme (Guru Muda)**

To empower students, we must first empower our teachers. (1/4)

Throughout the 2 years, we build our Fellows' capacity in pedagogy and leadership through Fellowship Support Cycle which covers training event and continuous coaching sessions.

1

Masterclass Training

Once a quarter, Fellows will be gaining new skills and knowledge in pedagogy and leadership related to their journey as Fellow in school.



2

One-on-one Coaching

On top of the training sessions, each Fellow will be paired with a coach to grow their capability as a teacher and a leader.



To empower students, we must first empower our teachers. (2/4)

Being in the Fellowship also gives you a glimpse of a movement that has a shared vision about our education in Malaysia

PLC and Cohort Culture

To create a movement that is sustainable, we build collective leadership among our Fellows through strong PLC and Cohort culture experience.



Connect with our Strategic Partners

Fellows will have the chance to co-teach with influential people among our strategic partners such as celebrities, CEOs, and high-level government officers to provide opportunity for your students to meet someone inspiring.



To empower students, we must first empower our teachers. (3/4)

We also put students at the centre of the programme by providing learning and networking opportunities for both students and teachers.

5

Students Leadership Camp (SLC)

To create a movement that is sustainable, we build collective leadership among our Fellows through strong PLC and Cohort culture experience.



Learning through Excellence School Visit

Similar like SLC but this opportunity is for teachers to scale up their initiative for the school or community.



6



To empower students, we must first empower our teachers. (4/4)

On top of many things, we also will guide and provide opportunities for you to be an innovative problem solvers through classroom experience.

Innovation Fund

As a Fellow, you would also be eligible to receive some amount up to RM15,000 for your project or innovations in school and community by pitching your ideas during our yearly **Dragon's Den** to external stakeholders.



How would the rest of your journey would look like?

At the end of the programme, we want our Fellows to leave the Fellowship with:



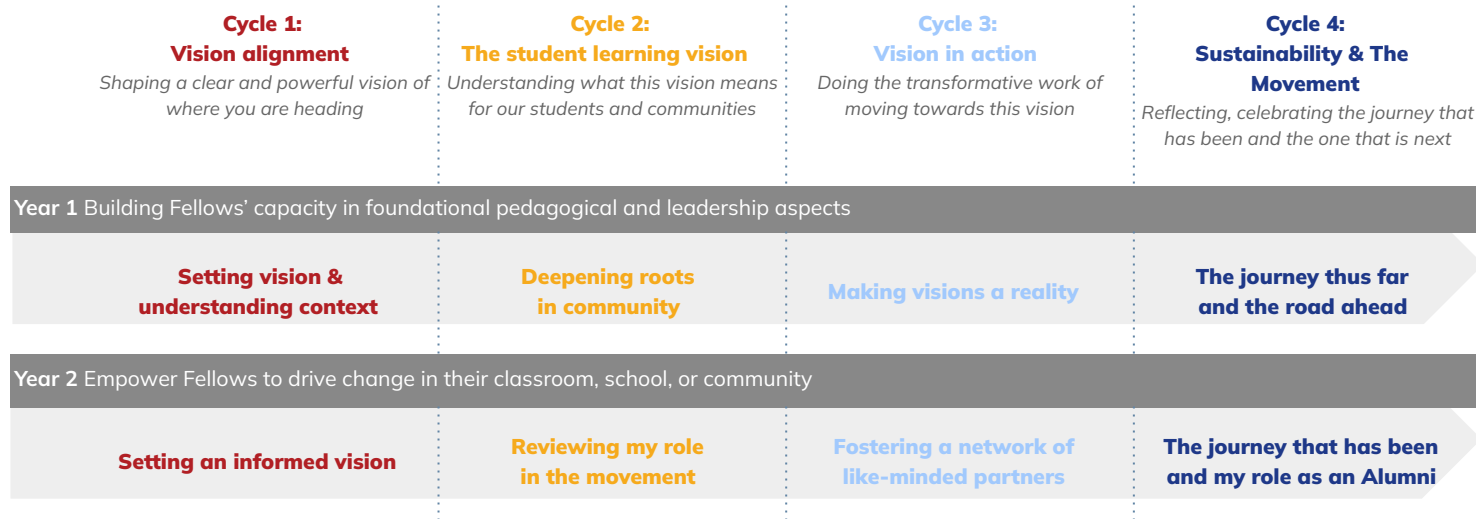
(i) conviction that our students
can realize their full potential

(ii) confidence that we all play a
role in making that happens



Themes covered in your journey as a Fellow

Throughout your 2 years of journey, you will be experiencing a structured leadership development programme that focuses on your pedagogical and leadership growth towards change in the classroom and the ecosystem at large.



Pedagogical skills that we will be equipping you with

Our experience in running pedagogical and leadership mastery session would hopefully empower your potential to be a great teacher and leader in the classroom for your students. These are some of the topics that we will in the programme.

01

Care and responsibility towards students

Outcome: Students understand how what they are learning is connected to their backgrounds and needs. They are able to value each other's racial, religious and cultural differences and work cooperatively with each other.

02

Medium and long-term planning

Outcome: Students can articulate the pathway required to reach their goals.

03

Formative Assessment (Assessment For Learning)

Outcome: Students are able to explain where they are against their goals.

04

Differentiated Learning

Outcome: Students own their learning and are able to make informed choices on their options.

05

Behaviour for Learning

Outcome: Students are motivated by intrinsic factors and thus, demonstrate behaviours that are conducive to learning as a priority.

06

Giving instruction, modelling and scaffolding

Outcome: Students are aware of their own learning processes and can make necessary adjustments to optimise learning.

... and many more



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Leadership skills that we will be equipping you with

Our experience in running pedagogical and leadership mastery session would hopefully empower your potential to be a great teacher and leader in the classroom for your students. These are some of the topics that we will in the programme.

01

Strategic planning and execution

Outcome: Fellow will be able to have clear vision and goals and execute plans to achieve set goals effectively.

02

Communication

Outcome: Fellow will be an effective communicator to mobilise the collective towards change

03

Resilience and Adaptivity

Outcome: Fellow will be resilient and adaptable in a volatile, uncertain, complex and ambiguous (VUCA) environment

04

Managing team

Outcome: Fellow will be able to build authentic relationships and teams that are anchored on trust and empathy (Panitia level, classroom level, or even school level).

05

Innovation and Resourcefulness

Outcome: Fellow will be resourceful and innovative in generating solutions

06

Systems thinking

Outcome: Fellow will be able to think systemically and critically to maximise impact

... and many more



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How your commitment would look like?

Even though the programme lasts for 2 years, recognizing that teachers in school have their own responsibilities, the programme is designed to ensure that it does not affect teacher's wellbeing and career plan.

Pre-Fellowship



Kursus Induksi

At the start of the journey before new school academic year starts.

Once you accept the offer as Fellow, you will begin the journey with a 3-week course that combines theoretical and practical experience starting from 20th Jan - 7th Feb 2025.

In general, total amount of day for you to **invest** in your development through out the 2 years are only:

32 days

During-Fellowship



Co-investigation Cycle Three times a year

On top of training, we also provide a coach to each Fellow and they will be doing lesson planning, lesson observation, and lesson debrief together based on the topics covered in Masterclass.



TFM Events

About 2-3 events per year

Other than training and coaching opportunities, we also provide networking opportunities for Fellows through our events such *Alumni Induction*, *Dragon's Den*, and *First Year Celebration*. Some of these events are combined with Masterclass.



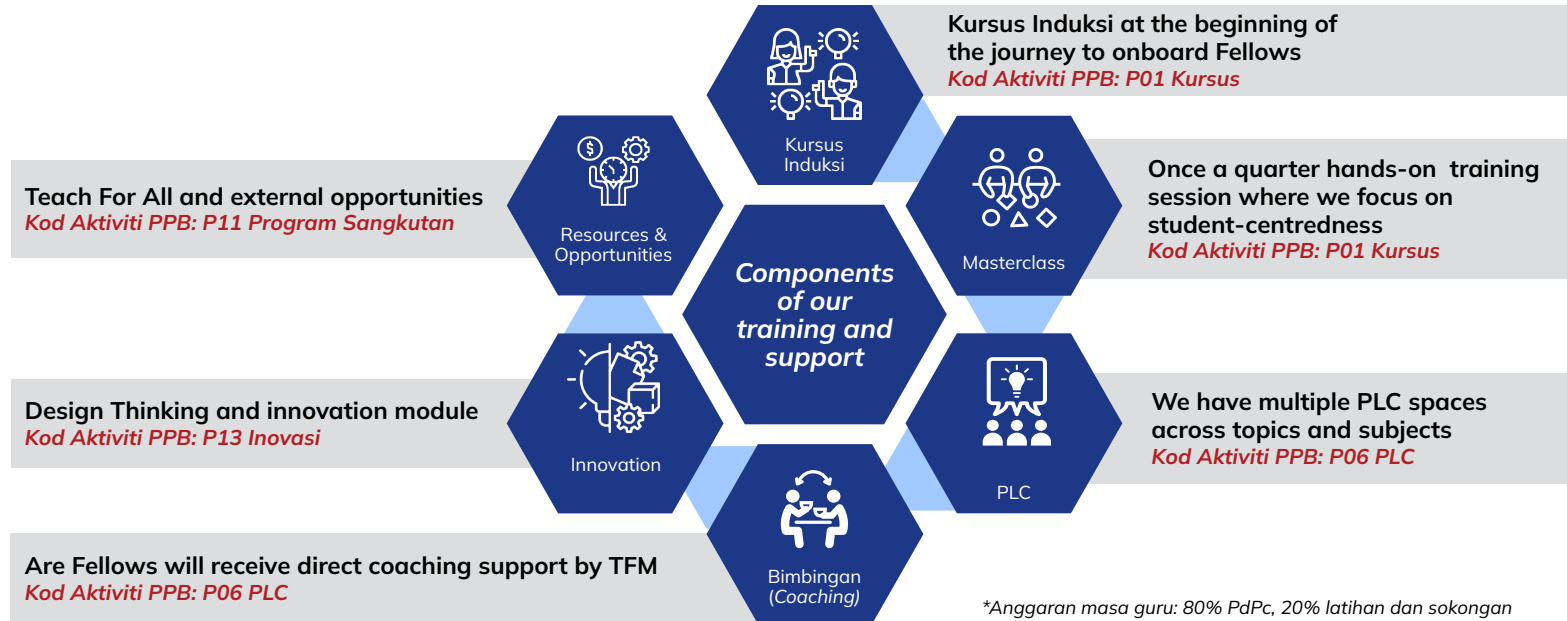
Physical training (Masterclass): Once every 3 months

Teachers are expected to go out from school to attend the physical training training once per quarter. This is to avoid teachers from missing their lesson with the students.



How do we provide support in your development journey?

Fellow of this programme will receive supports from TFM through multiple platforms which can be leveraged on for your Mata Kredit SPLKPM (myPBB).



*Anggaran masa guru: 80% PdPc, 20% latihan dan sokongan

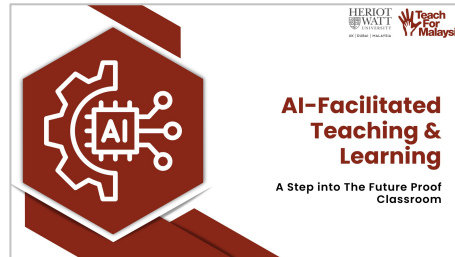


Get Inspired by Cohort 1



Cikgu Ikram from SMK Raja Permaisuri Bainun

“What it means to be a Fellow: transforming classrooms and shaping futures, one innovative idea at a time.”



The journey of a Fellow goes beyond training and coaching—it’s about unlocking endless opportunities to create real change. As a [2024 Guru Muda Fellow, Muhammad Ikram bin Alias](#) exemplified this. He recently won the Innovation in Education Grant from Heriot-Watt University Malaysia, using AI to support listening and speaking practice for his Form 5 students.

Ikram’s innovation didn’t just earn him a RM1,000 grant—it empowered his students, giving them access to cutting-edge tools for learning. His work was so impactful that he was invited to share his approach at the prestigious HWUM Teachers’ Conference 2024.



Cikgu Fam from SK Taman Selasih

“Being a Fellow is more than just training—it’s about opening doors to new opportunities.”



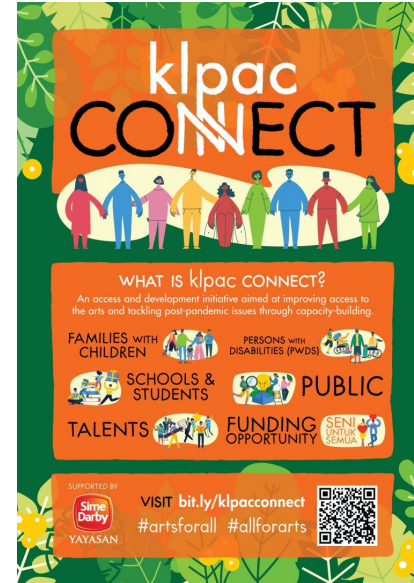
Fam Jia Qian, a 2024 Guru Muda Fellow, participated in Teach For Malaysia Week, where she co-taught with Encik Ahmad Shahrman Mohd Shariff, CEO of CIMB Foundation. He shared his unique teaching approach, engaging students in a memorable experience.

The highlight? Encik Shahrman personally donated books to the students, leaving a lasting impact on their learning journey.



Cikgu Nusaibah from SK Kuang

“Transformative experience that Fellows bring to their classrooms, helping students thrive beyond the curriculum.”



Being a Fellow is about opening doors to meaningful experiences and opportunities for both you and your students. [2024 Guru Muda Fellow, Nusaibah Wan Fatul](#) and her kids had the opportunity to participate in KLPAC Connect, an initiative by Yayasan Sime Darby to tackle post-pandemic problems through capacity building activities for students.



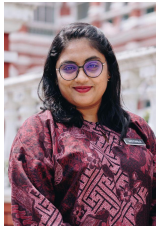
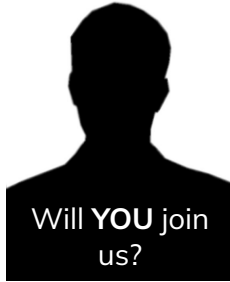
Part 3

Call for action!

“Never underestimate the power of a small group of committed people to change the world. In fact, it is the only thing that ever has.” - Margaret Mead. Our aspiration is to see a community of educators who celebrate themselves, and be the strongest supporters for each other.



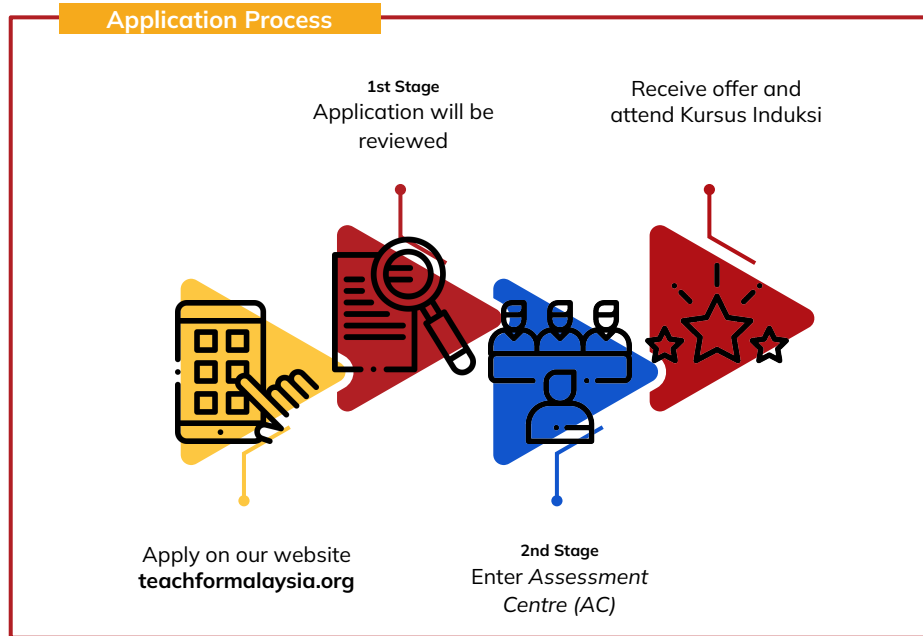
Our Community of Guru Muda



Timeline of Felo Guru Muda journey (tentative)

If you match the criteria listed below, you are one application away from becoming a changemaker. Please apply before **26/11/2024**.

- 1 Currently teaching in SK, SMK, SJK, Sekolah Orang Asli/Orang Asal
- 2 Currently teaching in Johor, Perak, Selangor, or Sarawak
- 3 Posted to school as MOE teacher any between 2020-2024 (0-5 years in the system)
- 4 Teaching either Bahasa Malaysia, Bahasa Ingeris or Sejarah



Some tips to apply

How to answer any other questions in the application process 101 - use **STAR!**

Situation

Briefly describe the context or challenge you faced.
Be specific but concise. - (20%)

Task

Explain your responsibility or role in the situation.
What needed to be done? - (10%)

Action

Highlight the steps you took to address the challenge. Focus on what you did, not the team
(60%)

Result

Share the outcome of your actions. Quantify your success when possible (e.g., "increased sales by 20%"). - (10%)

Example:

Our team was behind schedule on a major project due to unexpected staff shortages. I needed to reorganize the workflow to ensure we could meet the impending deadline.

I developed a revised project schedule, prioritized critical tasks, and delegated responsibilities effectively among the remaining team members. I also coordinated additional hours and provided support where needed to keep everyone on track. This included daily check-ins to address any roadblocks promptly and maintain team morale. We successfully completed the project on time, receiving positive feedback from the client for both the quality of our work and our ability to overcome the challenges.

Frequently Asked Questions

Will participants need to pay anything?

Nope! This is a free of charge (FOC) programme for you to develop your leadership skills.

Will there be allowances?

No monthly allowances will be provided from TFM but we do provide accommodation, per diem and travel allowances for when you need to attend our in-person trainings.

How often will the trainings be held?

We run the training once for every quarter of the year.

Where are the trainings usually held in?

Throughout the 2-year, our quarterly trainings (or Masterclass) are conducted physically at the regional level. However, there are some events where we bring everyone together such as *Kursus Induksi*, *Induksi Alumni*, and etc.

Is this a virtual or physical programme?

It is hybrid. Most of the trainings will be in-person but check-in with your Leadership Development Officer (LDO) might be online.

Must I get approval from my Headmaster/Principal to be apart of the programme?

No, we don't ask for a formal approval but it would be good to have them informed of your involvement to ensure that they know your workload as well.

How long is the programme?

It is for 2 years.

Can I join again after my Fellowship ends?

No and once you finish the Fellowship, you will be granted 'Alumni' status.

How long is the application process?

It averaged around 1 month, depending on your availability to attend the process as well. It can be as short as 1 week and as long as 3 months.



Ready to turn your passion for education into impactful change?

Apply now to make a **difference** in the lives of students and shape a brighter future!

