



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 from becoming a Fellow! This Info Pack contains some information about the programme. **Feel free to scroll through the Google Slide, or click the 'buttons' below to jump straight to the content** .

Part 1

About Teach For Malaysia

The History of Teach For Malaysia

Our vision

Our credibility

Part 2

About Felo Guru Muda

Programme Overview

Benefits of the Programme

Fellowship (Guru Muda) Journey

Stories of Guru Muda

Part 3

Call for action!

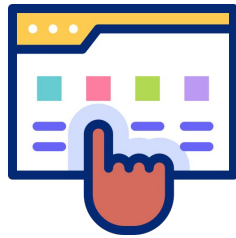
Timeline of Application

Some tips to apply

FAQ

Before we start

Important links for your reference.



Fellowship page



Fellowship
Registration of
Interest Form



Guru Muda 2025
Telegram Info Group



Part 1

About Teach For Malaysia



Click 'home' icon to return to menSlide 2u

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 are 61 Teach For All network partners around the world

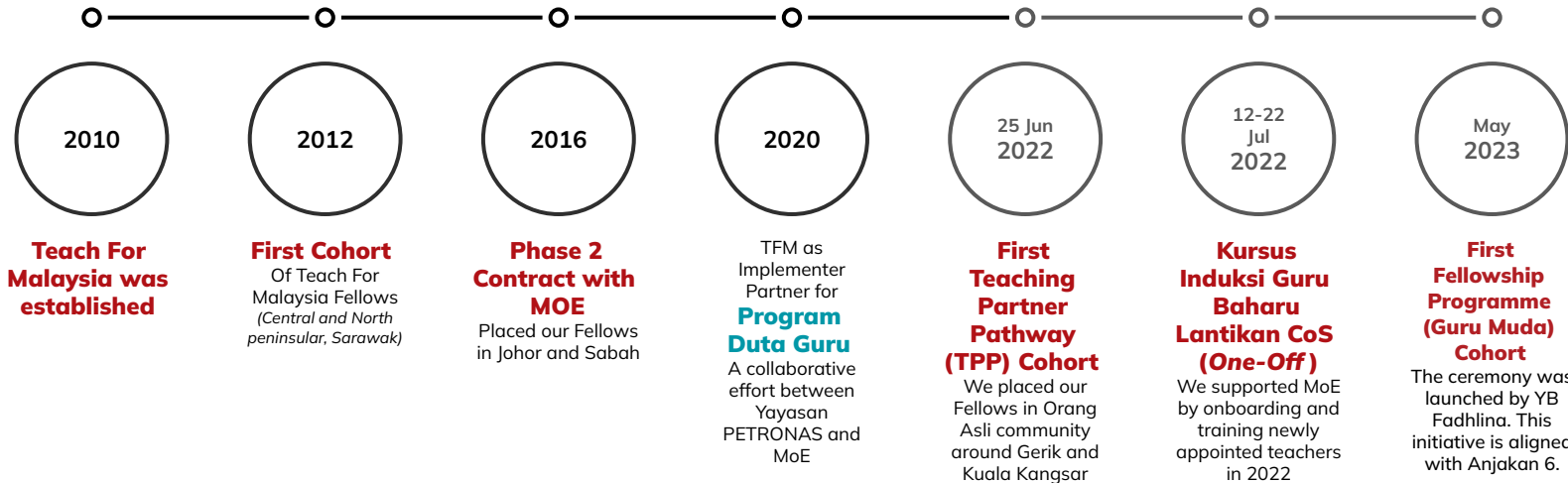
¹Rancangan Malaysia Kesepuluh : Sebagai salah satu usahasama kerajaan dan pihak swasta dalam bidang pendidikan

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 have also supported the Ministry of Education in realising the aspirations of our National Education Blueprint.



TFM's Strategy House

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

*TFM Vision:
One day, all children in Malaysia
will have the opportunity to realise their potential through quality education*

*TFM Mission:
To build a movement of leaders in the education ecosystem to empower all children in Malaysia to realise their potential*



Pillar #1 DEVELOP
new leadership in the
education system

Program Fellowship (Rakan Guru)

Program Fellowship (Guru Muda)



Pillar #2 ACCELERATE
existing leadership in
education at scale

Program Duta Guru

Program Kemahiran Asas Literasi Dan
Numerasi (KALIS)



Pillar #3 MOBILISE
the movement to drive
systemic change

Program Komuniti Perkasa

Program Suara Anak Malaysia

Program ERTI (Education Recovery Tutoring
Initiative)

Our Footprint



Over
609
Fellows & Alumni



In over
192
schools



Across
13
states



Impacting over
503,124
students

2012

Kuala Lumpur,
Selangor and Negeri
Sembilan

2013

Perak, Kedah and
Penang

2014

Same areas as 2012
& 2013, with a few
schools in **Pahang**

2015

Expansion to
Sarawak as a new
region

2016

Extended to **Johor** as
a new region

2017

Expansion in the
south region

2018

**Johor, Selangor,
Kuala Lumpur and
Sabah**

2019

**Johor, Selangor,
Kuala Lumpur and
Sabah**

2020

**Selangor and Kuala
Lumpur.**

2022

Expansion to
primary schools
and **Orang Asli**
communities in
Perak

2023

Expansion to
Sarawak

2024

**Selangor and
Perak.**



We are extremely grateful to our partners and sponsors for their generous support

Strategic Partners



MINISTRY OF EDUCATION



MINISTRY OF FINANCE



Champion Partners

Citi Foundation



Community Partners



Discovery Partners



Supporters



Our credibility

TFM programmes have produced highly capable teachers who continue to contribute to the field of education. As the number of Fellows increases, we anticipate a stronger movement. When you join us, you will also bring your experiences and strengths with you. For more than a decade, we have witnessed immense potential among our educators, and it continues to grow!



Shahrn 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.



Anglelina Sii
TFM Fellow 2015
Program Duta Guru (PDG) Cohort 2
SMK Merbau, Miri, Sarawak

Began her journey as 2015 Fellow in Miri. In 2021, she joined Program Duta Guru.

Acknowledged as a Guru Cemerlang Sains and winner of Anugerah Juara STEM, Program Duta Guru

Received Anugerah Guru Inovatif Sarawak in 2024



Cikgu Anuthra
Program Duta Guru (PDG) Cohort 1
SMJK Chung Hwa, Tenom, Sabah



















Founder of Tenom Innovation Centre in Sabah which started when she ventured into the world of robotics alongside her friend by training 24 students for the Young Innovators Challenge

Winner of the first Malaysia Teacher Prize Award



Our Alumni movement continuously build impact beyond the Fellowship in many different ways



Edu System & Public Service	Edu-invested NGOs Social Innovation		Edu-invested Private Sector	Grad School	Broader Private Sector
 <p>Liew Suet Li '12 Former Officer to the Minister of Education</p>	 <p>Deborah Dris '13 Founder and Group CEO Owl & Badger Research</p>	 <p>Alina Amir '13 Co-founder, Arus Academy</p>	 <p>Victor Lam '15 Southeast Asia Lead, Google for Education</p>	 <p>Joel Lee '13 MPP, Harvard</p>	 <p>Wong Theen Yew '14 Consultant, Bain & Co</p>
 <p>Elizabeth Wong '14 UNICEF</p>	 <p>Cheryl Fernando '13 Director, Pemimpin GSL Malaysia</p>	 <p>Kularetnam Vijayakumar '18 Closing the Gap</p>	 <p>Phavanjit Kaur '18 Maybank Foundation</p>	 <p>Nadia Nicole '16 MSc in Neuroscience & Edu, Bristol (Chevening Scholar)</p>	 <p>Johan Wong '15 Centre Lead, Shell</p>
 <p>Dinesh Kumaar '15 Analyst, Bank Negara</p>	 <p>Ghazlina Poedjo '19 Alumni Impact Manager, TFM</p>	 <p>Melissa Gomes '13 CEO, Edvolution Enterprise</p>	 <p>Chee Gee Keat '18 Asia School of Business</p>	 <p>Dipesh Sanghvi '12 MSc in Org & Business Psychology, UCL (Chevening Scholar)</p>	 <p>Brian Geh '12 Consultant, McKinsey & Co.</p>

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 realities of what happens in the 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.



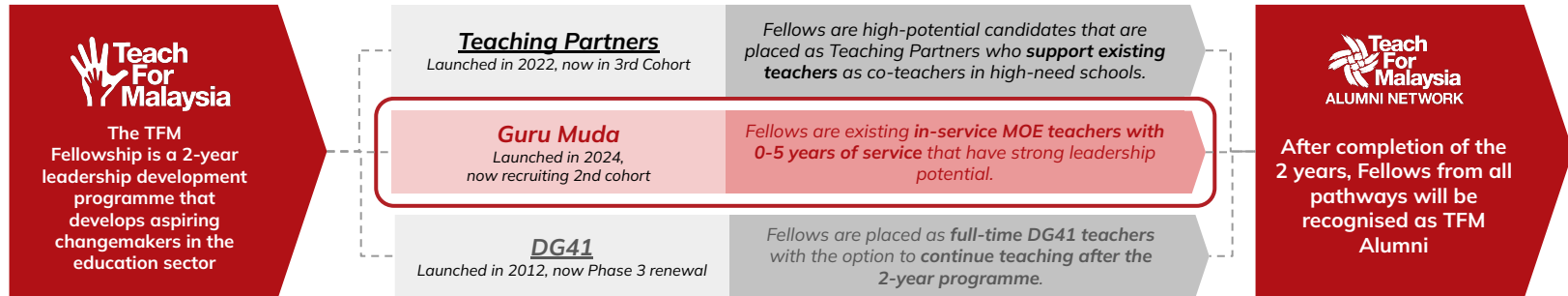
Applying leadership skills such as purposeful planning and problem-solving. Effective teaching and learning (PdPC) can be implemented even in the challenging context of high-needs schools



Overview of Fellowship Programme (Guru Muda)

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The 3 Fellowship Pathways under Teach For Malaysia since 2012



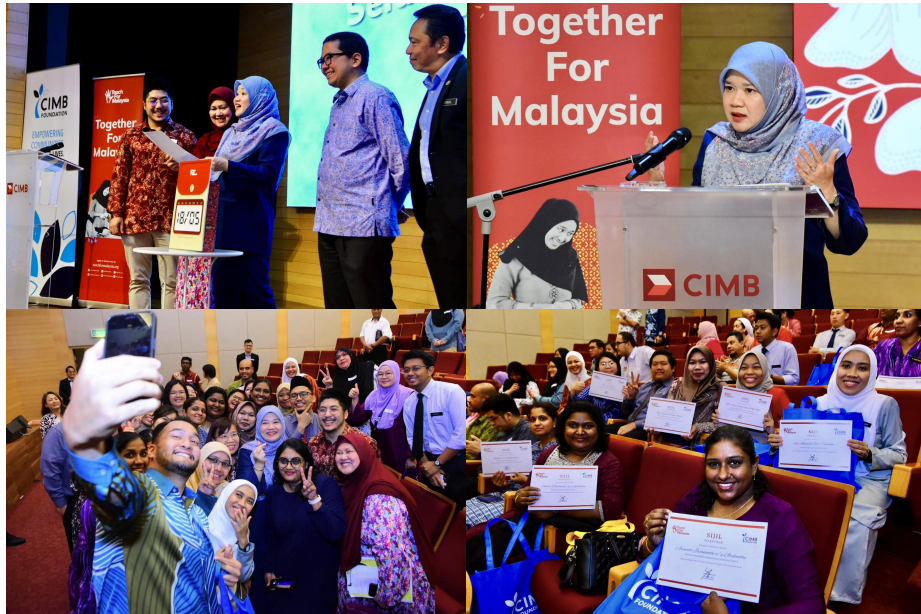
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Objective	The focus is to guide and support new teachers in high-need schools to become innovative educators , progressing toward becoming Guru Cemerlang in the classroom while building skills to adapt to the local community .
Details	<ul style="list-style-type: none"> • Start Date: April 2025 • Duration: 2 years per cohort • Participants: 90 KPM teachers for Cohort 2
Costs	TFM will cover program costs, including recruitment, selection, training, and support processes.
Placement Criteria	<ul style="list-style-type: none"> • Located in Orang Asli and Orang Asal communities in Sarawak, Johor, Selangor, and Perak. (Cohort 2) • More than 50% of the community from B40 groups, schools with over 150 students. • 50% Sekolah Rendah & 50% Sekolah Menengah Kebangsaan
Selection Criteria	<ul style="list-style-type: none"> • New teachers in KPM (within 0-5 years of service). • Teachers of Bahasa Melayu, English, Mathematics, Science, and History subjects. • Teachers of Pusat Sumber & Media • Based on the core competencies for TFM programme selection.
Program Components	<p>Continuous training, support, and mentoring over two years through:</p> <ul style="list-style-type: none"> • Kursus Induksi • Masterclass • Coaching by TFM Leadership Development Officers • Professional Learning Communities (PLC) • Community Innovation Projects

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

At Teach For Malaysia, we believe that teachers are more than individuals who teach in front of classroom. They are leaders with diverse talents and capabilities, capable of realising their own potential as well as that of others. **The programme aims to empower and support new teachers in achieving positive student outcomes during 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 events 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 offers a glimpse into a movement united by a shared vision for 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.



3

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.



4



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

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

5

Students Leadership Camp (SLC)

We also provide opportunity for students to be equipped with design thinking skills where they will learn how to solve issues in their school, pitch their project, and build their leadership skills through Students Leadership Camp.



6

Learning through Excellence School Visit

Through this opportunity, teachers can be exposed to best practices in the classroom while building meaningful networks with external educators.



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

On top of many things, we will also guide and provide opportunities for you to be 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 realise their full potential

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



Exposures Fellows will gain through the Fellowship experience



**Leadership Development,
Personal and Professional
Growth**



**Transform Education
In The Long Run**



**School-Level System
Impact**



**Access A Global Alumni
Network**



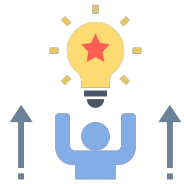
Shared Purpose



Community Engagement

Overview of Fellowship Programme (Guru Muda)

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

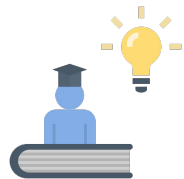
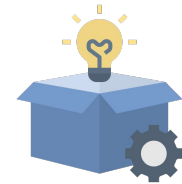


Objective 1

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.



Pedagogical skills that we will be equipping you with

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

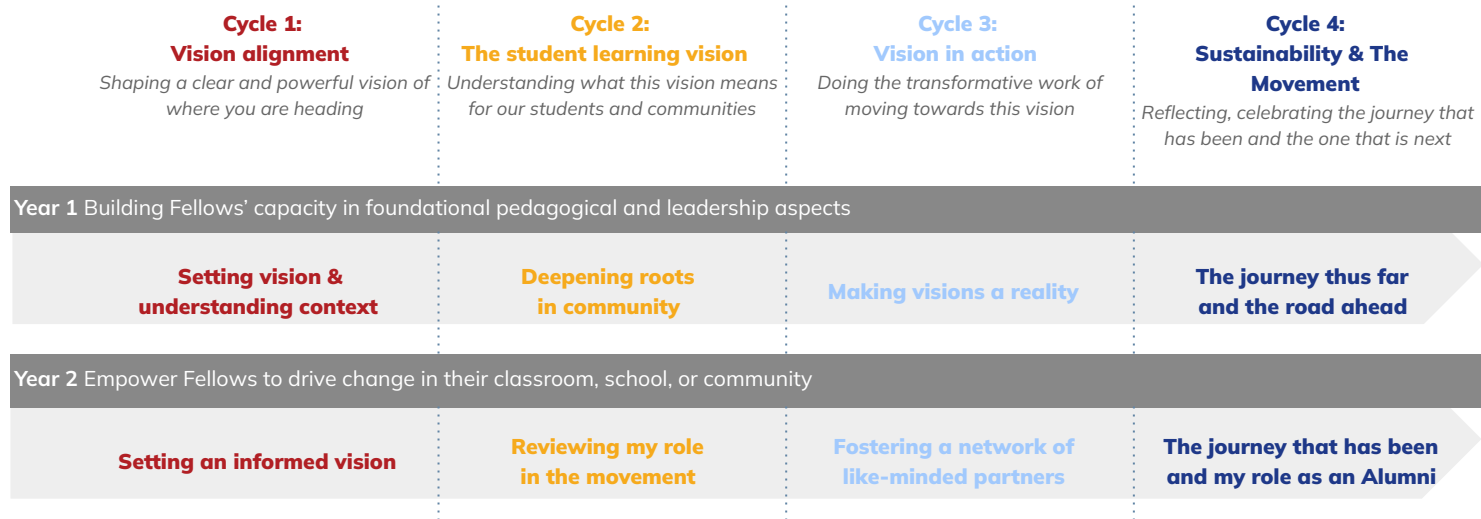
... and many more



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Curricular themes covered in your journey as a Fellow

Throughout your 2-year of journey, you will experience a structured leadership development programme that focuses on your pedagogical and leadership growth, driving change in the classroom and the broader ecosystem.



How your commitment would look like?

Even though the programme lasts for 2 years, we recognise that teachers have their own responsibilities. Therefore, the programme is designed to ensure that it does not affect their wellbeing or career plans.

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.

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.



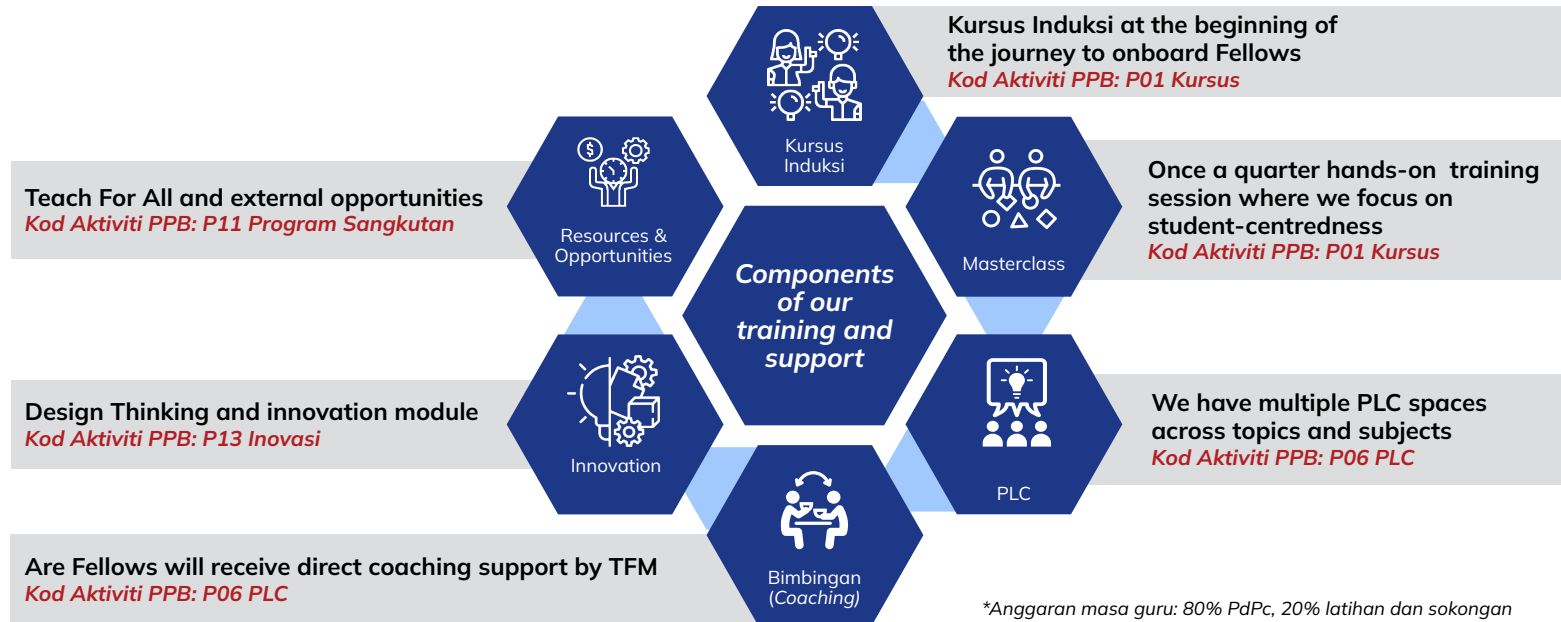
Physical training (Masterclass): Once every 3 months

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?

Fellows of this programme will receive support from TFM through multiple platforms, which can be leveraged for your Mata Kredit SPLKPM (myPBB).



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

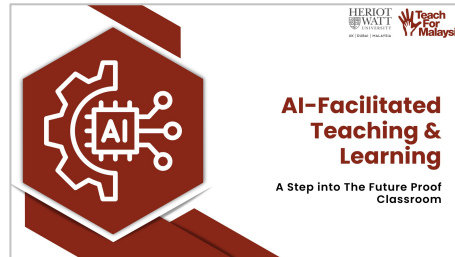


Get Inspired by Cohort 1



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.”



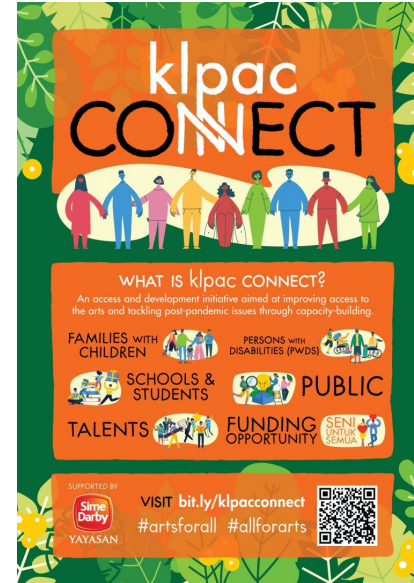
Fam Jia Qian, a 2024 Guru Muda Fellow, participated in Teach For Malaysia Week, where she co-taught with Encik Ahmad Shahrman Mohd Shariff, CEO of CIMB Foundation. He shared his unique teaching approach, engaging students in a memorable experience.

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

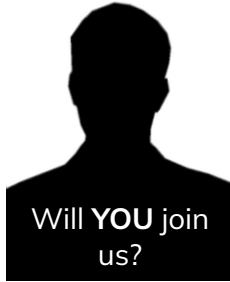
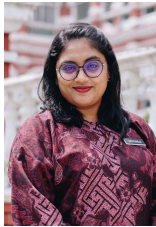
Call for action!

“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 each other, and are the strongest supporters of one another.



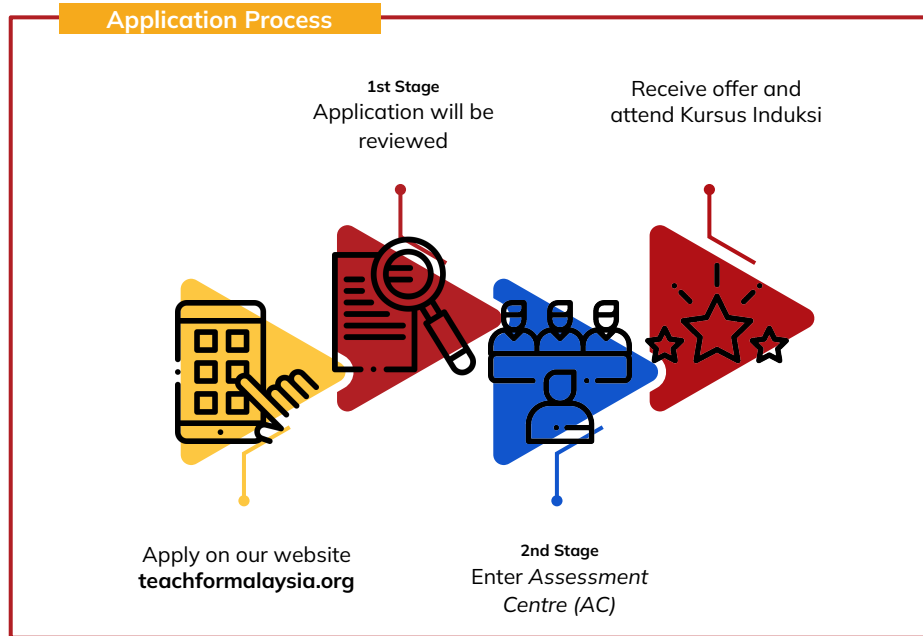
Our Community of Guru Muda



Timeline of Felo Guru Muda journey (tentative)

If you meet the criteria listed below, you are just one application away from becoming a changemaker. Please apply by **28/2/2025**.

- 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, Matematik or Sejarah OR you are Guru Pusat Sumber dan Media

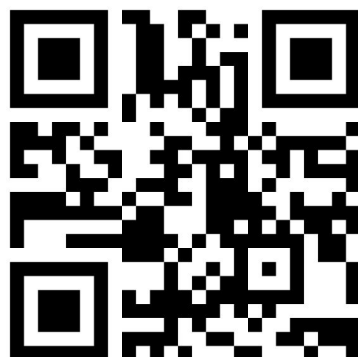


Here are your next steps!



1

Click here for the Info
Session Feedback
Form!



2

Click here for the
Registration of
Interest form!



3

Click here to refer
your friends!



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 by 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 training sessions take place?

We hold training once every quarter of the year.

Where are the trainings usually held in?

Throughout the 2 years, our quarterly trainings (or Masterclass) are held in person at the regional level. However, there are some events where we bring everyone together such as *Kursus Induksi*, *Induksi Alumni*, and others.

Is this a virtual or physical programme?

It is a hybrid programme. Most of the trainings will be held in person, but check-ins with your Leadership Development Officer (LDO) may be conducted online.

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

Yes, you do need approval to be a part of the programme because some of the trainings are held during school days.

How long is the programme?

It is for 2 years.

Can I join again after my Fellowship ends?

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

How long is the application process?

On average, it takes about a month, but it depends on your availability to complete the steps.. It can be as short as 1 week and as long as 3 months.



Ready to turn your passion for education into meaningful change?

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

