Hello, Hola, Habari!

At TeachUNITED, we are inspired by the courage of our teachers. In 2017, our team built a global community of 100+ educators who are connecting, sharing ideas, and inspiring each other to grow. Our teachers come from different cultural backgrounds and classroom experiences but remain connected by a common thread - a passion for teaching and the determination to re-imagine learning in their schools.

Our teachers are building new skills to personalize their classrooms. They are embracing technology to measure and accelerate growth. And they are connecting with peers from across the globe to exchange innovative ideas. At a time when many schools are struggling, TeachUNITED educators and school leaders are digging into the hard work of improving teaching practice to ensure students thrive.

Teachers are at the heart of student success in school, but too often their hard work and expertise go unrecognized and unsupported. With your help, TeachUNITED is working to change that.

Working side-by-side with school leadership and local policymakers, we are supporting teachers with evidence-based methodology, world-class coaches, and customized technology.

Kids from underserved schools deserve the same great teachers and learning opportunities as any other student. We believe that elevating and supporting teachers is the most powerful way to transform learning. The time to make a difference in education is right now, together.

Heather Hiebsch, Executive Director
TeachUNITED  
Core Values

UNSHAKABLE DEVOTION TO TEACHERS  
We focus on supporting courageous teachers, who when properly supported and inspired can transform an entire school with their energy and ideas.

STRONGER WHEN UNITED  
We believe in the power of the collective energy of dedicated educators. That is why everything we do, from our coaching program to our online learning community, is rooted in collaboration, peer support networks, and mentoring.

FOCUS ON RURAL SCHOOLS  
Everything we do is grounded by our commitment to connect schools with the resources they need. We customize our program for each school and are unafraid to take on the least-supported districts with the lowest levels of access.

WORKING TOGETHER, FOR THE LONG TERM  
Our program is a comprehensive, side-by-side journey with school partners to sustainably improve overall quality of education over the long-term.

KNOW - AND DO - WHAT WORKS.  
We are a team of experienced educators and school leaders who are committed to measuring our programs, demonstrating results, and being transparent. We do what’s right, what’s relevant, and what works.
Who We Are

TeachUNITED is a global non-profit dedicated to reducing inequality through education. We focus on underserved communities where educational disparities are most acute.

Education transforms the local communities we serve. It also provides tangible solutions to some of the world’s most persistent challenges, including poverty, climate change, and health and gender inequality. By investing in education, we empower teachers and students to incubate long-term solutions to these challenges.
“This is great philanthropy. This is great change in the world that will last a long, long time.”

- India Howell,
  Tanzania Children’s Fund
What We Do

Our core belief is that a quality education is possible when students are taught by quality teachers. By providing training, resources, and long-term connections for teachers in underserved communities, we improve student learning outcomes.

Program Offerings

TEACHER COACHES
Work side-by-side with teachers.

TECHONOLOGY
Mobile, off-the-grid tablet lab with digital content.

CONNECTIONS
Ongoing peer support across geographic boundaries.

TRAINING
Skill-building toolkits and innovative workshops for teachers.

Long-term Partnerships + Teacher Coaches + Technology, Connections, and Design Workshops = Transformed Schools
2017 in Numbers

Our Schools

Costa Rica
- 38 teachers
- 1,819 students
- 8 schools

United States
- 27 teachers
- 1,190 students
- 4 schools

Tanzania
- 32 teachers
- 2,761 students
- 6 schools

52% girls vs 48% boys
"With TeachUNITED, the tone of the classroom shifts dramatically. Students are motivated because they choose their own task and are held accountable. They have more independence and responsibility for their learning."

- Carrie, Beaver Valley Elementary, Brush, Colorado

100% completion
100% of teachers completed the first year of professional development.

1,000 hours
Over 1,000 hours of professional development time including online, one-to-one coaching, and workshops.

700 hours
Nearly 700 hours spent in online learning platform.

25 hours
Each teacher received over 25 hours of individualized development time in addition to time spent with their team.

2017 in Numbers
Our Educators

100+ Teachers in our online community

Teachers come from 6 districts across 3 countries

- Carrie, Beaver Valley Elementary, Brush, Colorado

56% female vs 44% male

TeachUNITED educators are 56% female and 44% male.
Lydia, an educator for over 17 years, is the Principal at Banjika Secondary School in Tanzania. TeachUNITED began working with Banjika in 2015. **Lydia’s decisive leadership and determination, coupled with TeachUNITED’s coaching and support, have contributed to dramatic shifts at her school.**

Lydia, like many rural school principals, has faced many challenges over the years, yet she faces each one with determination and resilience. “There are many obstacles an educator has to overcome in Tanzania, and as a leader I have faced my own share of challenges – particularly unmotivated teachers and poor infrastructure that slows us down considerably.”

Lydia has endeavored to fill these gaps by working side-by-side with her students and teachers, communicating closely with education officials, and collaborating closely with TeachUNITED. TeachUNITED works with Lydia to ensure Banjika has access to world-class teacher training programs and educational materials and technology for students.

“After working with TeachUNITED, teachers talk less. They are free from chalk dust. Students are active and independent and look for more details on the materials they are taught, rather than waiting for a teacher’s answer. The lesson is more interesting and engaging for both teachers and students. In fact, we have seen academic improvement in the subjects taught using the tablets.”
More about the Form IV Exam

Students take the Form IV at the end of their second year of high school. Students who "pass with promotion" can continue in school and possibly pursue higher education and better paying careers. Students who do not pass are forced to leave school.
Tanzania: Dramatic Gains in Learning & Pass Rates

We are thrilled to see 15% more students at our first primary school partner passing primary school this year!

Our first Primary School partner has had great success this year. Teachers have been very positive about the TeachUNITED training program, and we have seen real changes in the classroom: co-teaching, differentiated learning, and increased use of technology leading to higher student motivation.
Results from a math intervention show an average of 13% growth across all schools and students are expressing more interest in math class!

Student Outcomes of Math Intervention (Costa Rica)

<table>
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<tr>
<th>School 1</th>
<th>School 2</th>
<th>School 3</th>
<th>School 4</th>
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<tbody>
<tr>
<td>Pre</td>
<td>100%</td>
<td>90%</td>
<td>80%</td>
</tr>
<tr>
<td>Post</td>
<td>90%</td>
<td>80%</td>
<td>70%</td>
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“I thank the team that makes this dream possible, in which not only children learn, but we as teachers also learn alongside our students.”

- Magda Matarrita (teacher)

Costa Rica: Steady Gains in Math Learning

At Bajo de Chilamate school, teachers use the TeachUNITED tablets to help students learn, and become more excited about math. Jose Ignacio Arce Rodriguez is a star math student. He recently won the Mathematical Circuit Olympiad, a local math competition.

According to José Ignacio: “I studied a lot of math with the help of my teacher and my dad who is a farmer and my main motivator. I take the [TeachUNITED] tablet to my house and review math with the help of the materials that my teacher gives me. When I won the first place in the Olympics, my dad was very happy and proud.”

José Ignacio continues studying with the help of his teacher, father, and TeachUNITED resources.
At Bajos de Chilamate school, we are very proud of having such high-quality material for our students. Students have benefited very much, particularly in Math. They feel motivated and eager to use the tablets which are a very innovative resource. As educators, the technology drives us to look for new teaching strategies.”

- Magda Matarrita (teacher)
"After testing, I discovered that 86% of my students had growth in math, and 80% met or exceeded their growth goals in all 3 subjects. This growth represents using much more technological resources (thanks to TeachUNITED) than I have previously used. I feel like using these resources has helped me cut down on grading and helped improve student differentiation and engagement."

- Carrie Jordan (Prairie School)
There is certainly no better way to leave a lasting impact on the new generation than through education. I always felt the rural areas were at a disadvantage with regards to education compared to urban areas. The only real way to reduce the gap is to improve education through alliances and create strategies to generate change. I love that this project is interested in and concerned about education and improving professionalism in teachers. This is a dream come true for our communities and I want to be a part of that change.

"It is more than just a job - it is a commitment to thousands of children, youth and adults from poor areas of Costa Rica. TeachUNITED represents love, passion, courage, confidence, tolerance, patience and above all, teamwork. The community of cooperation and global learning that this project represents, allows us to grow professionally day-by-day and it is thanks to this that educators like me continue to believe that our commitment to education is worth it."

Teachers grew with the help of our incredible Coaches

Name: Yohns Williams Solis Delgado
Teaching Experience: 13 years
Country: Costa Rica

Name: Mikel Webb
Experience: 5 years
Country: Costa Rica
Teachers grew with the help of our incredible Coaches

Name: Modesta Barnaba Willey  
Teaching Experience: 10 years  
Country: Tanzania

“I love teaching. I wanted to work with TeachUNITED because the team works hard to improve the teaching and learning for both teachers and students. With TeachUNITED, the environment and culture of a school grows to feel more comfortable and relaxed, which equates to teachers enjoying their work! Personally, I have learned several modified ways of teaching to improve learning. Now I can see the new heights of success as my students are performing and growing academically.”

Name: Eligdi Donasion Tairo  
Experience: 7 years  
Country: Tanzania

“I come from a family of teachers - I am the 5th teacher in the family and love teaching! I want to help other teachers grow and improve their teaching to transform education in rural schools. TeachUNITED works with teachers through school visits and ongoing hands-on support to help teachers implement new knowledge. I want to give kids across Tanzania access to equal opportunity and an education which promotes justice.”

Name: Bud Hunt  
Experience: 15 years  
Country: United States

“I enjoy facilitating and gently challenging students and teachers to think deeply about their learning and teaching experiences. I work with TeachUNITED because I’ve seen the power of instructional coaches for teachers. Teachers are the lead learners in their classrooms, and frequently, time for teacher learning is one of the first things that seems to disappear when resources get stretched. Supporting teachers in their growth is a great way to build better learning experiences for all the learners in schools - both adult and child.”
Many factors shape a child’s success, but in school nothing matters as much as the quality of teaching. In fact, it has been found that having a high-quality teacher in primary school can substantially offset the influence of poverty on school test scores.

And ways of teaching better can be learned. When teachers receive precise instruction together with specific, regular feedback under the mentorship of an instructional coach – preferably a long-term coach, teachers can see large positive effects in the classroom.

1 Source: Hattie, John (2016), Hattie Ranking: 195 Influences And Effect Sizes Related To Student Achievement  
3 Source: Knight (2007)  
4 Source: Teaching the teachers, (2017) The Economist
TeachUNITED has been a valuable resource for our rural school districts, who struggle financially to offer high quality professional development on a regular basis to their staff. We believe through providing ongoing training opportunities, our teachers will build capacity that will provide sustainability within the region, as our teachers move from novice to expert in their knowledge of blended-learning strategies to positively impact the academic success of our students we serve.”

Mark Rangel
Director of Innovative Education Services
Centennial Board of Cooperative Educational Services (BOCES)
Looking Ahead: 
Scaling Projections

By 2021, we will support **300 teachers** in **58 schools** to help **20,000 students** thrive.
As part of our design process, TeachUNITED uses a combination of Design Thinking strategies and the Six Sigma DMAIC model of continuous improvement in order to spur innovation. We leverage our teacher’s ideas, and educational best practices, to improve our model and make progress towards our goal: improve educational outcomes for underserved youth.

**We are always learning**

1. **DEFINE**
   What are the individual needs of the participants? What are the desired outcomes? What metrics can be measured to track success? What program options are available or do new prototypes need to be created?

   Define - Ideate - Prototype

2. **MEASURE**
   Measure teacher and student outcomes including benchmark, interim, and summative cycles.

3. **ANALYZE**
   Review actual outcome data compared to program goals.

4. **IMPROVE**
   Make corrections and adjustments as needed to meet desired outcomes.

5. **CONTROL**
   Maintain program operations to ensure continued success.
We couldn’t have done it without you.
We are so grateful for your leadership

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A very special thank you to our biggest supporters.
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**Thank you for volunteering your time**

Jeanette Hiebsch, Education Consultant  
Jim Ruck, Graphic Design  
Mallika Desai, Marketing  
Matthew Herbert, Salesforce consultant  
Nick Boyd, Intern  
Sam Stevens, Operations Consultant  
Scott Dooley, Grants Consultant  
Skip Feeney, Operations Support  
Stephen O’Reilly, Salesforce consultant  
Tyson Berger, I/T Consultant

**Thank you for your partnership**

Centennial BOCES of Colorado  
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Communities of Karatu, Monduli, Sarapiqui, Brush, Kersey and Raymer  
Indigenous Education Foundation of Tanzania  
Ministry of Education, Costa Rica  
Ministry of Education, Tanzania  
Tanzania Children’s Fund (and Rift Valley Children’s Village)

**Thank you for your in-kind support**

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Tom & Tina Barrett
William West
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Modesta Willey
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Operations Associate

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Yohns Solis
Instructional Coach (Costa Rica)

Bud Hunt
Instructional Coach (USA)

Jeanette Hiebsch
Education Consultant

Tyson Berger
I/T Consultant (Volunteer)

Chesco Sowo
Project Assistant (Tanzania)
Our Financials

TeachUNITED Income 2017

- Corporate Contributions: 54%
- School Revenue: 25%
- Individual Contributions: 6%
- Grants: 10%
- Charitable Venture Fund: 3%

Total Revenue: $356,235.12

TeachUNITED Expense 2017

- Administration: 33%
- Personnel: 55%
- Program Costs: 12%

Expenses:
- Marketing: $327.14
- Administration: $21,150
- Miscellaneous: $21,725.96
- Payroll Expenses: $92,389.43
- Professional Services: $32,841.68
- United States: $23,877.54
- Tanzania: $29,804.01
- Costa Rica: $65,258.71
- Community Projects: $58,695.85
- Net Income: $10,164.80

Corporate Contributions Grants School Revenue School Contributions Individual Contributions

2017

54%
25%
6%
10%
3%

2017

55%
33%
12%

Revenue

- Major Gifts Campaign: $193,000
- School Revenue: $9,000
- Corporate: $7,575.60
- Contributions Grants: $35,774.50
- Individual Contributions: $21,197.54
- School Contributions: $89,687.48

Total Revenue: $356,235.12

Expenses

- Marketing
- Administration
- Miscellaneous
- Payroll Expenses
- Professional Services
- United States
- Tanzania
- Costa Rica
- Community Projects
- Net Income
TeachUNITED is a global non-profit dedicated to reducing inequality through education.

TeachUNITED is an initiative of World Leadership Foundation, a 501(c)(3) non-profit organization based in Boulder, CO.