

**TEACH FOR
BANGLADESH**

ANNUAL REPORT 2023



A LETTER FROM IMRAN

Dear Teach For Bangladesh Members, Supporters, and Allies,

It is with immense pride that I reflect on Teach For Bangladesh's achievements in 2023. Our commitment to educational equity continues to empower communities, transforming future across the nation. Through dedicated efforts, we've expanded our reach, impacting more underserved areas and nurturing the potential of countless children.

Our passionate educators remain the heartbeat of this movement, fostering innovation and resilience in the face of challenges. Collaborating with stakeholders, we've fortified our resolve to bridge educational gaps, shaping a brighter tomorrow.

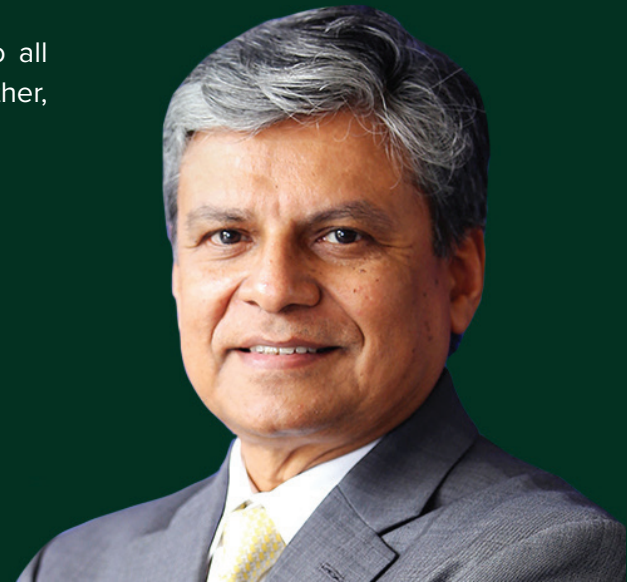
As Chairperson of the Board of Trustees, I extend heartfelt gratitude to all contributors, partners, and volunteers for their unwavering support. Together, we drive change and envision a more equitable future.

Warm regards,



Imran Rahman

Chairperson, Board of Trustees
Teach For Bangladesh



A LETTER FROM MAIMUNA

Dear Friends, Supporters, and Collaborators,

As we unveil our Annual Report for the fiscal year October 2022 - September 2023, I am filled with immense pride and anticipation. This year has been extraordinary for Teach For Bangladesh, highlighted by significant achievements and a crucial leadership transition.

I am delighted to officially welcome Munia Islam Mozumder as the new Chief Executive Officer of Teach For Bangladesh. Joining us in June, Munia's seamless integration into her role is a testament to her exceptional expertise and dedication, as well as to the robust pipeline of leadership within our organization. Her extensive experience in the education sector, including her impactful work as the Education Sector Co-Lead at Save the Children during the Rohingya refugee crisis, positions her perfectly to lead our mission.

Munia's academic tenure as a Fulbright Humphrey Fellow at Vanderbilt University has enriched her skills and perspectives, which are now invaluable assets to our organization. Her evolution from a Teach For Bangladesh alumni, who once taught in a government primary school, to our CEO is a narrative of remarkable growth and impact that embodies the spirit of our work.

I would also like to express my deep gratitude to Ijma Rahman for her exemplary service as our Interim CEO. Her leadership during a crucial phase has been vital in maintaining our momentum. As Ijma transitions back to her role on TFB's Senior Leadership Team, heading Finance and Administration, her expertise and collaboration with Munia have ensured a smooth and effective handover.

This year, Teach For Bangladesh has achieved significant milestones in transforming the lives of young learners. We have reached 7,500 disadvantaged students across 45 schools in Dhaka and Chattogram. Our focus on socio-emotional learning, girls' education, and climate education continues to drive our commitment to holistic and inclusive education. Furthermore, we are thrilled to announce our expansion into a third region. In 2024, we will begin our operations in Cox's Bazar with our inaugural cohort of Fellows dedicated to serving marginalized children in the Bangladeshi host communities adjacent to the Rohingya refugee camps. This expansion marks a significant step in our mission to address educational inequity in the most underserved areas.

As you delve into this report, I hope you feel as excited as we are about the future we are building. Your steadfast support and belief in our mission fuel our journey towards creating a brighter, more equitable future for the children of Bangladesh.

Thank you for being an integral part of our transformative journey.

Sincerely,



Maimuna Ahmad

Founder and Chairperson, Board of Directors
Teach For Bangladesh



A LETTER FROM MUNIA

Dear Supporters, Partners, and Friends,

In the vast tapestry of life, where socio-economic backgrounds often dictate destinies, there exists an unspoken truth: every child is born with limitless potential. It is a fundamental belief that each of them deserves an equal chance at acquiring an excellent education. A decade ago, I embarked on a profound journey with Teach For Bangladesh, standing side by side with a group of pioneers who were the architects of a movement fueled by this very belief.

As a Fellow in the classroom, I wholeheartedly embraced this philosophy, believing in the inherent potential of every child. Post-fellowship, my travels took me to diverse landscapes, introducing me to communities with unique languages and educational needs beyond borders. Now, stepping into the role of CEO for the organization feels like coming to a full-circle moment and closing the loop. It is like revisiting the mornings when I stood in front of my students in the classroom, taking that daily oath as their teacher. As I embark on this new chapter, I find myself reflecting on the path that led me here. I want to continue the mission of building the movement of the education leaders who will be the lifelong advocates for ensuring quality education in Bangladesh. I am prepared to shoulder the responsibility handed over to me by Maimuna Ahmad, the visionary founder of Teach For Bangladesh. She, who spearheaded the movement over the past decade and nurtured 249 Alumni, has entrusted me with the baton to carry forward the baton of this relay race. From a Fellow standing in a classroom, now at the helm as CEO, I dearly hope that one day a student from Teach For Bangladesh will lead this transformative movement.

2023 was a year of learning and hope for us as collective. Our collective accomplishments of 2023 echo the resonance of our team's leadership and unwavering dedication. Building student leadership within and beyond the classroom was our highest priority in 2023. The remarkable Capstone Projects undertaken by 100 Fellows, impacting over 7,500 students across 45 schools in Dhaka and Chattogram - each achievement stands as a testament to our

shared commitment. The initiation of the Winter Academy by 85 Fellows at the year's end and the expansion into the new region of Cox's Bazar mark new milestones for us. In the wake of the Rohingya response, our need analysis revealed a substantial demand for quality education in host community schools in Cox's Bazar. Our representation at COP28 as the only climate education solution from Bangladesh; collaborative efforts of peer learning with Teach For Nepal, and the establishment of regional recruitment and assessment centers in Chattogram underscore our dedication in 2023. We revitalized relationships with government and stakeholders, infusing them with new and positive energy. Simultaneously, we sustained existing partnerships with our supporters and uncovered fresh opportunities. I extend heartfelt appreciation to steadfast supporters such as BRAC, Internet Society Foundation, DHL, Unilever, and BSRM, who believed in our mission and continued their partnership. I am equally thankful to the friends and mentors of Teach For All who stood beside me as genuine allies during times of need. I extend my sincere gratitude to our esteemed Board Members for their unwavering support and ongoing guidance provided to both me and the Senior Leadership Team. Lastly, I want to express my thanks to the dedicated staff members of Teach For Bangladesh. It is indeed an honor to lead a team comprised of such kind and talented individuals.

As we progress on our path, we aim to persist in our pursuit of excellence, keeping our focus on the vision centered around our students who serve as our guiding North Star.

Thank you,



Munia Islam Mozumder
CEO, Teach For Bangladesh



LEADERSHIP TRANSITION WITH PURPOSE

“ Munia joins Teach For Bangladesh as a Chief Executive Officer with nearly a decade of experience working in education and on behalf of marginalized children and communities in Bangladesh, including as the Education Sector Co-Lead from Save the Children, coordinating the international education response to the Rohingya refugee crisis. Most recently, Munia spent a year at Vanderbilt University as a Fullbright Humphrey Fellow. We are especially thrilled because Munia is a Teach For Bangladesh alum who spent two years teaching in a Government Primary School through our Fellowship program. ”

MAIMUNA AHMAD

Founder and Chairperson, Board of Directors
Teach For Bangladesh



*A Decade of
Impact*

CELEBRATING 10 YEARS OF TEACH FOR BANGLADESH

10 Year Celebration & Alumni Induction



In February 2023, Teach For Bangladesh (TFB) celebrated the event of 10 years celebration & Alumni Induction 2023. The event, graced by Honorable Education Minister Dr. Dipu Moni, featured special guests, including U.S Ambassador to Bangladesh H.E Peter D. Haas, Teach For All CEO Wendy Kopp, and British High Commissioner Robert Chatterton Dickson. Dr. Dipu Moni highlighted TFB's impact on Bangladesh's education, while Wendy Kopp emphasized the importance of educational equity and collective leadership.

OUR VISION

We envision a society in which all children receive an excellent education that empowers them to realize their full potential and shape their own future through talent and hard work.



OUR MISSION

Our mission is to launch a movement of capable, committed, and compassionate leaders who share an understanding of inequity and are working tirelessly inside and outside the nation's classrooms to end its impact on children.

Interdependence

We operate with the awareness that we are all interconnected, that unless we all win, we all lose. We take responsibility for one another, and for the wellness of our collective.

Sense of Possibility

We know that the power and potential of all people are without limit. We take bold action to create the future that we truly want.

Respect & Empathy

We know, respect and celebrate the things that make us and others unique in the world. We embrace our differences as a strength, seeking first to understand and then to be understood.

Continuous Learning

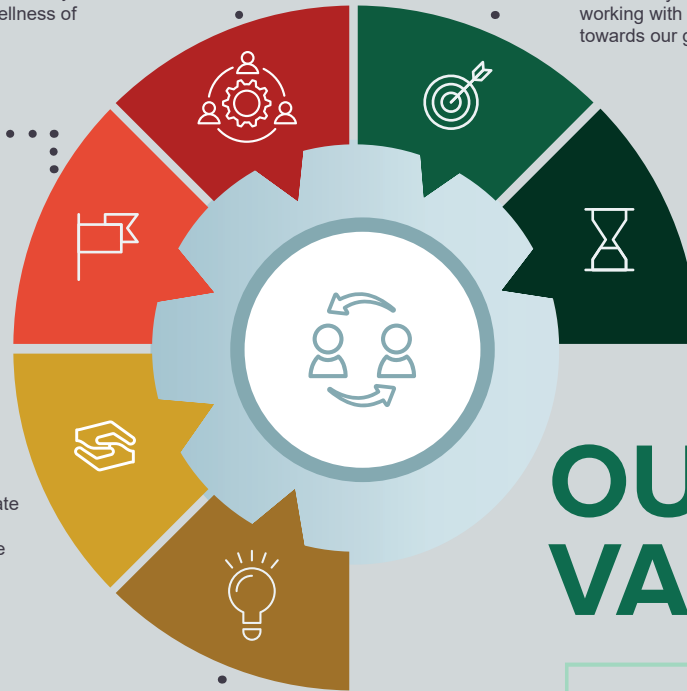
We pursue learning and growth with curiosity and open hearts, as individuals and as a collective.

Ownership

We take personal responsibility for the results we have in the world. We actively shape our experience, working with purpose and urgency towards our goals.

Integrity

We speak and act with honesty and authenticity. We align our actions to our values and to our word.



OUR CORE VALUES

“There are some values that you should never compromise on to stay true to yourself; you should be brave to stand up for what you truly believe in even if you stand alone.”

— Roy T. Bennett

HOW WE WORK?

Our flagship program, the Teach For Bangladesh Fellowship, enlists talented Bangladeshis from diverse backgrounds to work as full-time teachers in under resourced schools for 2 years.



TFB Fellows work with students, parents, and other teachers to drive student growth. In the process, they transform their own vision, values, and leadership capacity. As Alumni of the program, they continue to drive innovation and change inside and outside the education sector, drawing inspiration and insight from their experience as classroom teachers.

A young girl with dark hair, smiling broadly, is positioned on the left side of the image. She is wearing a light-colored, patterned dress. The background is a dark chalkboard with faint white chalk drawings, including a large circle and some scribbles.

EDUCATION TODAY

Navigating Challenges and Opportunities

35%

of third-grade students had such poor reading skills that they could not even be tested.

43%

Among those who were tested, 43% were unable to answer a single Bangla reading question correctly.

75%

of fifth-grade students did not meet the minimum threshold for learning in mathematics.

OUR IMPACT



Our Transformative Journey in Action

We expanded our program to TFB's third region, Cox's Bazar, and recruited candidates for the first time in the world's largest refugee settlement with over 1 million Rohingya refugees. This region in Bangladesh faces significant educational challenges, exacerbated by the influx of refugees, leading to the destabilization of host communities. Students in Cox's Bazar currently rank second to last in reading proficiency among 64 districts in Bangladesh, persisting as a long-standing issue since the country's inception. The first cohort of Fellows in Cox's Bazar will teach in schools in January 2024. We will serve the most marginalized host communities in Cox's Bazar and provide the necessary support to bridge the education gap they face.





IMPACT ON STUDENTS

Academic Excellence

Foundational Learning: We have more than **7,500** students across two regions, Dhaka and Chittagong. Our students have demonstrated a growth of 0.65 years in Bangla, 0.5 years in English, and 0.45 years in Mathematics till the mid-year examinations.

Blended Learning: In 2023, we launched the 'Bridging Online Learning Divide (BOLD)' project to address COVID-19 learning loss. Initially, only **19%** of students had internet access, but through financial assistance, we established an inclusive program. Our Fellows conducted online classes, even during extended closures like Ramadan holidays, to mitigate the learning setbacks experienced by students.

Climate Education: From 2023, TFB Fellows have incorporated climate components to their lesson plans across all subjects like Bangla, English, and Mathematics so that our students can have an awareness of climate change while studying their core subjects to accelerate their foundational learning. They also celebrated the 'Student-Led Climate Week Celebration' in October for a week that inspired **1,500** students in around **22** schools to build climate-integrated lessons and climate-informed habits among all the students, including their community members. This approach aims to raise awareness of climate change among students while accelerating their foundational learning in core subjects.



Non-Academic Excellence

Social-emotional Learning:

To provide an excellent education in the classroom, TFB Fellows emphasized the cultivation of socio-emotional skills and the establishment of a secure, nurturing, and enjoyable learning atmosphere for students. As a result, a notable **93%** of students in TFB classrooms characterized their teachers as encouraging and supportive.

Science Film Festival:

TFB successfully organized a Science Film Festival to celebrate film festivals for our students, focusing on raising awareness about climate change through short films. Fellows arranged movie screenings for around **2,100** numbers of students and school communities on the school premises. They also used a blended method whenever it was necessary for further impact.



IMPACT ON COMMUNITY

- ➔ One of our key programs is the 'Capstone Project,' where our Fellows work with their students to address social challenges in their communities and aim to bring about effective and innovative solutions. In the year 2023, **7,500** students brought positive social changes by tackling community challenges. The themes include but are not limited to Child Marriage, Mental Health and Well-being, Health, Hygiene and Nutrition, Gender-Based Violence, Financial and Digital Literacy, Environment, Leadership, and Entrepreneurship. As a result, our Fellows and students made a significant impact on **53,051** community members in Dhaka and Chattogram.
- ➔ To support children's success, we promote parents as "Learning Companions." Our Fellows host Parent Circles to equip parents with the tools to assist their children academically and emotionally. This not only fosters appreciation among parents but also inspires them to enhance their involvement in their children's education, prompting them to share these insights with the wider community.
- ➔ Recognizing the importance of local stakeholders' perspectives in influencing educational reforms, TFB actively involved them through the "Head Teacher Engagement Programs," where government school Head Teachers joined us to explore the opportunities and challenges within our education system collaboratively.



IMPACT ON FELLOWS



9,192

Registrations for
Fellowship



158

Candidates
Received Offers

- **69** Fellows of the 2023 cohort completed their Winter Academy in December 2022 and started teaching in respective schools from January 2023. From January to September 2023, our 9th and 10th cohorts continued to teach in their placement schools.
- TFB completed the recruitment process for the 2024 cohort, making our 11th Cohort of Fellows. TFB's Recruitment, Selection, and Matriculation Team reviewed **9,192** Fellowship registrations over the past recruitment year. From this pool, **158** candidates successfully navigated the four-stage rigorous selection process and have received offers. Among them, **85** fellows were recruited.

**TEACH FOR
BANGLADESH**

10
YEARS OF
TEACH FOR
BANGLADESH

Welcome

To
10 Year Celebration & Alumni In



IMPACT ON ALUMNI

Our theory of change rests on enlisting the talent of young, Bangladeshi future leaders, most of whom would not have entered the education sector on their own. Our future leaders influence the quality of education that students in underserved communities receive while increasing their own capacity and education. TFB's Fellowship Program catalyzes their long-term leadership which amplifies their impact in line with TFB's mission. Currently, we have **249** Alumni.

In 2023, **27** Alumni received career-related support from our Alumni Impact team. We supported **8** of our Alumni to participate in the Asia Pacific Alumni Summit in Kuala Lumpur, Malaysia. With our support, one of our TFB Alumni received a Teach For All Education Policy Fellowship for the first time.





ALUMNI STORY



MUHAMMAD HAQUE

TFB Alumni 2019
Chevening Scholar

Muhammad Haque (Ubaed), completed both his undergraduate and postgraduate degrees from the University of Dhaka in Public Administration. Ubaed got accepted into the TFB Fellowship in 2019. As a Fellow, he taught in Moneshwar (Lalbagh) Government Primary School in Dhaka. He also completed his Masters in Education from BRAC-IED.

Ubaed founded Bangladesh Youth Initiative (BYI), a voluntary organization working toward promoting active citizens. He is based in the UK and working as an Outreach Delivery and Administrative Assistant at the University of Oxford. He is also a recipient of the 2023-24 Chevening Scholarship. Currently, he is studying Masters of Art in Education and International Development at University College London (UCL).



MALIHA FAWZIA

TFB Alumni 2015
Chevening Scholar
Interim Global Head of Girls'
Education, Teach For All

Maliha Fawzia graduated from East West University, majoring in English. She joined the Fellowship in 2015 Cohort and served in Alok Shikkhaloy in Dhaka. She also completed her MEd from BRAC IED in Educational Leadership and School Improvement. After the Fellowship, she worked for Teach For Bangladesh, lastly serving as a Senior Director of Programs. She is also a 2021 Acumen Fellow.

Later, Maliha received a Chevening Scholarship and completed her Master's degree in Education and International Development from University College London (UCL)'s Faculty of Education and Society. Currently, she is serving as Interim Global Head of Girls' Education at Teach For All.



**Every Alumnus has a unique story,
and collectively, they weave the
narrative of transformative impact.**

GLOBAL RECOGNITION

Teach For Bangladesh at COP28!

Teach For All, and Aga Khan Foundation have launched "Teachers for the Planet," an online platform featuring over 100 climate education solutions led by teachers from 60 countries. The Teachers for the Planet Program aims to inspire action by establishing clear connections between the education and climate change sectors. The goal is to create a real impact at both the school and system levels, offering tangible outcomes that position educators to take action on climate change. We have been fortunate to be the only climate education solution from Bangladesh featured here.

Teach For Bangladesh was invited by the Aga Khan Foundation and Dubai Cares at the COP28 conference in Dubai. In various forums, TFB shared its initiatives to integrate climate education into the curriculum, fostering student awareness and agency in addressing climate change.

We believe that by investing in climate education, we can transform the education system, our environment, and our world.



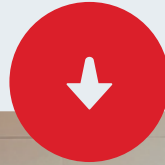
COP28 UAE



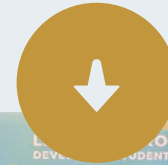
TEACH FOR ALL CONFERENCES



Teach For Bangladesh participated in the Teach For All Asia Pacific Alumni Summit 2023 hosted in Kuala Lumpur. There were a total of 8 Alumni from Teach For Bangladesh who joined the summit.



Teach For Bangladesh proudly attended the APAC Finance Gathering organized by Teach For All in 2023. Our Senior Manager from Finance joined the gathering in Bangkok, Thailand.



Teach For Bangladesh joined the Teach For All Global Conference 2023 in Nairobi, Kenya. Our Chairperson and Board of Trustee - Imran Rahman, CEO - Munia Islam Mozumder, along with the team members - Mrinmoy Sarker, Shadman Absar Choudhury, and Rajasree Guha significantly contributed to the discussions in the conference.

PARTNER RELATIONSHIP



In January 2023, TFB participated in the Education Summit organized by the campaign alliance and is an ongoing member of the Safe Back to School initiative. Alongside **21** national NGOs, including TFB, we actively collect primary data to analyze education gaps and collaborate to reopen schools safely. Our commitment extends to addressing challenges in quality and inclusive education through partnerships with NGOs and the government to create a joyful learning environment for all children in Bangladesh.



We celebrated Global Volunteer Day with DHL under the GoTeach: Enhancing Educational Opportunities and Employability initiative. The employees of DHL Bangladesh shared knowledge, information, and ideas concerning the realm of work and career development with students in grade 6 and grade 7.



In partnership with Unilever, TFB Fellows organized sessions to promote body positivity and enhance self-esteem for approximately **3,050** students. The purpose of these sessions was to encourage students to embrace their individuality and boost their self-esteem and confidence.



TFB collaborated effectively with the Goethe Institute to host a science film festival aimed at engaging our students in raising awareness about climate change through a selection of short films.



In partnership with Teach For All, TFB launched the “Let Girls Thrive” project to identify and overcome gender-based barriers to girls' education and create a safe and gender-sensitive classroom environment that empowers girls to achieve their full potential in high-need government primary and secondary schools.



Unilever



SONALI LIFE INSURANCE COMPANY LIMITEE



BRAC has been our steadfast partner for over a decade, and we hold Sir Fazle Hasan Abed's words in high regard. We wholeheartedly appreciate the legacy he left behind, and we're grateful to see that BRAC's support continues.



“

I've seen employers actively seeking Teach For America Fellows over Harvard graduates or MBAs for high-paying jobs in America. That's the level of value these employers recognize. If I had a son today, I'd wholeheartedly encourage him to apply for the Teach For Bangladesh Fellowship. It's not just about gaining valuable experience; it's about fostering creativity and learning that will benefit their future careers.

”

Sir Fazle Hasan Abed
Founder of BRAC

FINANCIAL SNAPSHOT

2022-2023

TOTAL EARNINGS

(Aligned with R&P statement: Grant, other, interest)

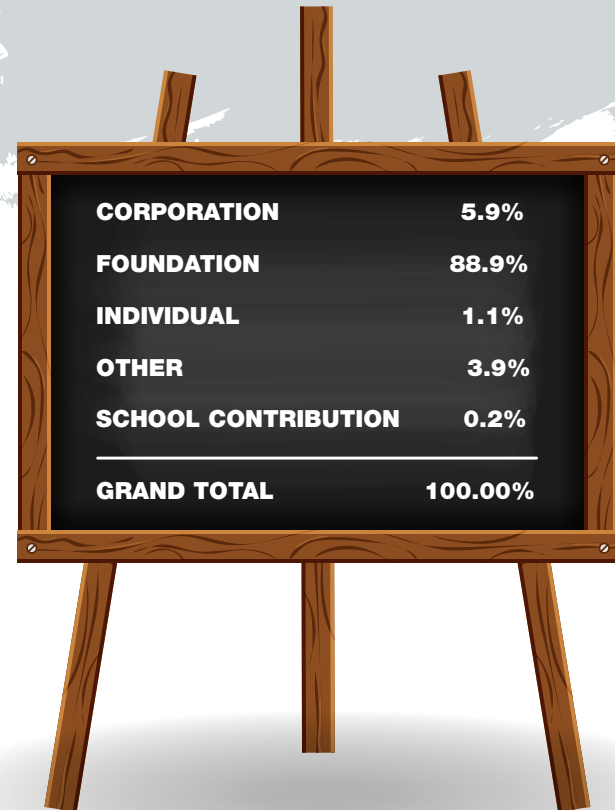
₹93,911,300

\$853,739

TOTAL EXPENSE (As per I/S)

₹116,131,381

\$1,055,740



CORPORATION	5.9%
FOUNDATION	88.9%
INDIVIDUAL	1.1%
OTHER	3.9%
SCHOOL CONTRIBUTION	0.2%
<hr/>	
GRAND TOTAL	100.00%



WAY FORWARD

For 2024, we are hopeful about exploring and expanding more opportunities in Cox's Bazar for our students along with our Fellows. We will serve the most marginalized host communities in Cox's Bazar and provide the necessary support to bridge the education gap they face.

For 2024, TFB places a strong emphasis on advancing capacity in key thematic domains, such as climate education, girls' education, and digital literacy. This is geared towards empowering our Fellows with a well-rounded understanding, enabling them to effectively equip students in high-need communities with abundant resources and opportunities to thrive. We aim to provide holistic education to our students to foster positive change in the coming year.

TEACH FOR BANGLADESH

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tfbangladesh



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<https://teachforbangladesh.org>