

**TEACH FOR
BANGLADESH**

ANNUAL REPORT 2024



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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.



OUR CORE VALUES



INTEGRITY

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



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.



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 AND EMPATHY

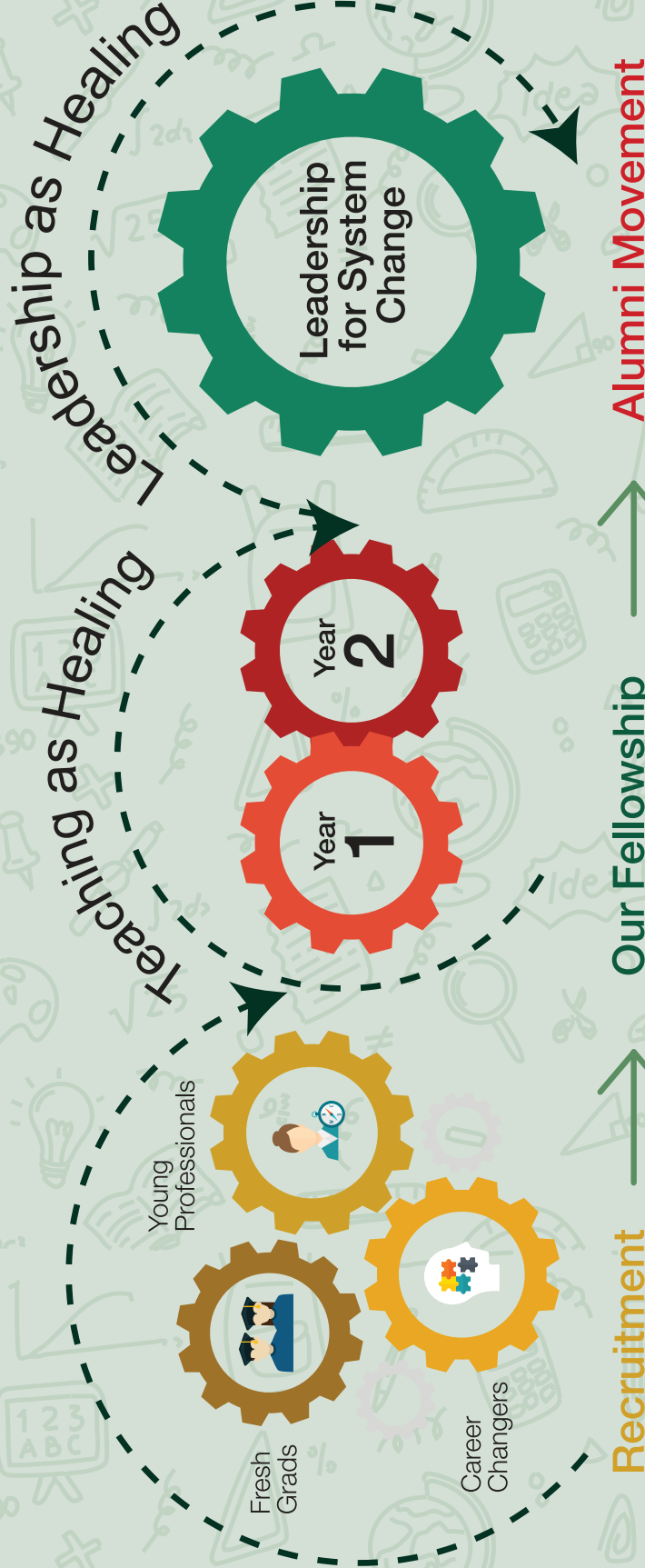
We know, respect and celebrate the things that make us and others unique in the world. We embrace our differences as a strength, seeking first to understand and then to be understood.



CONTINUOUS LEARNING

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

OUR THEORY OF CHANGE



MESSAGE FROM THE CHAIRPERSON BOARD OF DIRECTORS

Dear Friends and Supporters,

As we reflect on another year of progress and challenges, I am honored to present the annual report of Teach For Bangladesh. This year—one of profound transformation in our nation—underscored the critical importance of education as a foundation for systemic change.

In 2024, we witnessed a remarkable youth uprising that catalyzed seismic shifts in Bangladesh. This moment in our history serves as a powerful reminder of the potential of young people to ignite change and reimagine a more equitable future. It is also a critical moment when vision and values-based leadership will make all the difference for the direction we take from here. At Teach For Bangladesh, our vision of a society where all children receive an excellent education aligns closely with the aspirations of our nation's youth. It is our collective responsibility to ensure that every child, regardless of their circumstances, has the opportunity to realize their full potential and contribute meaningfully to shaping our shared future.

Over the past year, under the capable leadership of our CEO, Munia Islam Mozumder, we have continued to strengthen our movement of committed leaders working tirelessly in classrooms and communities across the country. Our fellows and alumni, driven by a deep understanding of inequity, are at the forefront of building bridges—not just between students and knowledge, but between generations and opportunities. Their dedication reinforces our belief that education is not just a pathway to individual success, but a catalyst for collective empowerment and national progress.

This report highlights the achievements, challenges, and learnings from the past year. It is a testament to the resilience and determination of our fellows, students, and partners who, together, embody the spirit of hope and transformation.

As we look ahead, let us recommit ourselves to the mission of creating a brighter, more just future through education. Thank you for being an integral part of this journey.

With gratitude and determination,

Maimuna Ahmad

Founder and Chairperson
Teach For Bangladesh



“In 2024, we witnessed a remarkable youth uprising that catalyzed seismic shifts in Bangladesh. This moment in our history serves as a powerful reminder of the potential of young people to ignite change and reimagine a more equitable future.”

Maimuna Ahmed

Founder and Chairperson
Teach For Bangladesh

MESSAGE FROM THE CHAIRPERSON BOARD OF TRUSTEES

As we look back on the 2023-2024 year, Teach for Bangladesh (TFB) has taken significant strides toward our mission of equitable education for every child. This year has been both challenging and inspiring, showcasing the resilience, dedication, and innovation of our Fellows, students, and team members.

In 2024, TFB expanded its reach to the Education in Emergency (EiE) context in Cox's Bazar, serving some of Bangladesh's most vulnerable communities. By placing 30 Fellows in challenging school environments, we have positively impacted over 1,500 students, fostering a culture of hope and resilience in the face of adversity.

This year also brought unprecedented challenges due to political unrest, devastating natural disasters, and a shifting social landscape. Despite these hardships, our team remained committed to supporting students' education and well-being, even during difficult times.

We prioritized building climate resilience among our students, incorporating climate-related education into our curriculum to help them adapt to a rapidly changing environment. One of our Fellows, Priya, represented TFB at the COP 23 Summer Camp, sharing our students' work on climate resilience and learning from global leaders in this field.

This year also marked a period of deep grief as we mourned the loss of two students, Motalleb and Abdur Gafur. Their memories continue to inspire us to create a safe, inclusive learning environment for all.

We are grateful for the new partnership with the Hempel Foundation, which will allow us to expand into the Rangpur region in 2025. Together, we are building a movement of leaders committed to an equitable and inclusive future for Bangladesh.

With gratitude,

Imran Rahman

Chairperson, Board of Trustees
Teach For Bangladesh



“In 2024, TFB expanded its reach to the Education in Emergency (EiE) context in Cox’s Bazar, serving some of Bangladesh’s most vulnerable communities.”

Imran Rahman

Chairperson, Board of Trustees
Teach For Bangladesh

LETTER FROM THE CEO

Dear Supporters, Collaborators, and Friends,

As we reflect on 2024, I am filled with a deep sense of gratitude, humility, and determination. This year has been a testament to both the immense challenges we face in our mission to ensure quality education for all and the incredible opportunities that lie ahead.

We have navigated an evolving landscape—where economic constraints, political turmoils, and systemic barriers have tested our resilience. Yet, amidst these challenges, we have also witnessed the power of collective action, the uprise of a powerful young generation of Bangladesh, the unwavering commitment of our Fellows, staff and the Board Members and the generosity of our partners who believe in the future we are building together.

This year, we deepened our impact in the classrooms, empowering students to become self-driven learners, while also expanding our efforts beyond the classroom—advocating for policy change, embracing technology as a force for good, and forging new partnerships that will sustain our work for years to come.

However, we remain humbled by the scale of the work that still needs to be done. The gaps in educational equity are vast, but our belief in the potential of every child remains unwavering. If 2024 has taught us anything, it is that meaningful change is not achieved alone—it is built through trust, collaboration, and relentless perseverance.

This year, we reached 8000+ students, welcomed 81 new Fellows, and Number of Total Fellow now stand 138 in 2024 strong—teaching, learning, and leading in classrooms across Dhaka, Chattogram, and

Cox's Bazar. On December 31st, [number] Fellows completed their Fellowship journey, joining a growing force of 342 changemakers. They step beyond the classroom, carrying with them the lessons of every child they taught and the echoes of every classroom they called home—ready to lead, to dream, and to transform the future.

But this was no ordinary year. In June, our Fellows in Cox's Bazar braved Cyclone Remal, standing firm as their classrooms swayed in the storm. Just a month later, July brought a tragedy no community should ever endure. The streets filled with grief as Bangladesh's young voices—our students, our Fellows, our future—faced unimaginable cruelty. In that darkness, we lost our student Motaleb, a loss that will forever remind us why we fight for a just world.

Yet, even after the longest nights, the sun rises. With courage and hope, students returned to their classrooms— not as victims, but as builders of a new dawn. And just as they began to heal, August's flash floods swept across the country, displacing thousands and damaging 175,000 schools, including every TFB-supported school in Chattogram and Cox's Bazar.

But we rose again.

We held each other up. We rebuilt, we learned, we taught. And in every flooded village, in every storm-struck classroom, in every moment of grief and hope—we stood together. Because education cannot wait. Because no crisis, no disaster, no injustice should ever steal a child's right to learn.

As we look ahead, we carry with us the lessons, the challenges, and the hope that this year has brought. I am deeply grateful to all of you for standing beside us and invite you to continue walking this journey

with us. Because together, we can create a Bangladesh where every child, regardless of their circumstances, has access to the opportunities they deserve..

Thank You,



Munia Islam Mozumder

CEO

Teach For Bangladesh



“ We held each other up. We rebuilt, we learned, we taught. And in every flooded village, in every storm-struck classroom, in every moment of grief and hope—we stood together. Because education cannot wait. Because no crisis, no disaster, no injustice should ever steal a child’s right to learn.”

Munia Islam Mozumder

CEO

Teach For Bangladesh

NOTEWORTHY HIGHLIGHTS OF 2024



NOTEWORTHY HIGHLIGHTS OF 2024

CXB LAUNCH

Expanding Our Impact



Photo: Our Fellow in CXB from Cohort 2024, Morium Sultana in her classroom

Teach For Bangladesh has expanded its reach to Cox's Bazar for the first time, marking a significant milestone in our journey. In 2024, we launched our newest region, placing **30 Fellows** in **10 underserved schools** across Ramu and Ukhiya. These Fellows are among 78 passionate teacher-leaders who joined our Fellowship in 2024, strengthening our commitment to providing quality education in communities that need it most.

“As a teacher leader of Cox's Bazar, our mission is to eliminate disparities and ensuring that every child regardless of background or circumstance, is empowered to journey towards a future full of prosperity.”

Morium Sultana Muna
CXB Fellow, Cohort 2024

RANGPUR EXPANSION

Partnership with the Hempel Foundation

Teach For Bangladesh is proud to partner with the Hempel Foundation to expand access to quality education for underserved children in Rangpur. This initiative aims to enhance students' proficiency in reading, writing, and numeracy while fostering socio-emotional development.

Since 2018, Teach For Bangladesh has been building strong relationships in rural northern Bangladesh, laying the groundwork for this expansion. Since 2020, our Fellows have gained hands-on experience through practice teaching in government primary schools across Rangpur.

Through this collaboration, we will recruit, train, and support Fellows to deliver impactful learning experiences, focusing on improving outcomes for primary students aged 6–10. Beyond the classroom, the initiative will also engage parents, government school teachers, and community members to create a more supportive learning environment.

This initiative aims to enhance students' proficiency in reading, writing, and numeracy while fostering socio-emotional development.

CLIMATE EDUCATION Our Steps Towards Greener Future



Photo: Our Climate Week Celebration from 20-24 October, 2024

This year, Teach For Bangladesh advanced climate literacy through a 'Green Curriculum', training Fellows to integrate climate education into classrooms. In partnership with the Climate Education and Leadership Fund, we empowered 30 Fellows, 15 Alumni, 1,650 students, 3,300 parents, and 20 Head Teachers across Dhaka and Chattogram.

Key initiatives included a climate fair, tree plantation activities, and the "Adopt a Tree" campaign, promoting sustainability in schools and our office. During Climate Week (Oct 20–24), Fellows championed Green Schooling in 20 government primary schools, inspiring students and communities to take action for a greener future.

REFORMATION Begins At School



Photo: Our Students and Fellows collaborate on activities to transform the school premises into a more conducive learning environment.

The July Revolution was more than an uprising—it was a rebirth of a nation, driven by the unwavering spirit of its youth. Though the scars of loss and trauma remain, a powerful wave of awareness and agency has emerged, led by students determined to reshape their future.

At Teach For Bangladesh, we believe that true transformation begins in the classroom. As students take initiative to reform their schools, they embody our mission: "All children know they are inherently powerful and worthy of love, dignity, and belonging."

CAPSTONE SYMPOSIUM 2024 Showcasing Student-Led Innovation

The Capstone Symposium on October 9, 2024, celebrated student-led projects, highlighting education's role in fostering resilience and equitable communities. Out of **80 projects**, **19** were selected, with **5 presented on stage** and **14 showcased in a gallery walk**.

Fellows, students, and community members collaborated to address real-world challenges, connecting systemic awareness to community needs. The event concluded with a shared commitment to advancing educational equity, reaffirming that Bangladesh's future lies with its youth—empowered to drive change and shape a brighter tomorrow.

SCHOOLS DURING EMERGENCIES

Resilience Amidst Cyclone Remal and Flash Floods



Photo: Floodwaters submerge the school playground and ground floors; students attend classes under umbrellas, as rain seeps through the roofs.

In the aftermath of Cyclone Remal, Teach For Bangladesh Staff and Fellows have demonstrated unwavering commitment to affected communities. Despite harsh weather conditions, Fellows in Cox's Bazar have been on the ground, providing social-emotional support to students and showing remarkable leadership during the crisis.

Additionally, flash floods in August 2024 impacted over 7,000 schools across 11 districts in eastern Bangladesh, disrupting education for 175,000 primary school students. Many schools are

submerged, and infrastructure damage continues to affect attendance and increase dropout rates. Our Fellows continued their work in emergency conditions, supported through regular check-ins and direct engagement with Head Teachers. Their resilience underscores our mission to build strong, resilient communities.

CXB IMMERSION

Collective Action For Conscious Leadership



Photo: Our Staff Members in CXB Immersion

From September 8-10, 2024, Teach For Bangladesh (TFB) organized an immersive experience in Cox's Bazar (CXB), grounding staff in our shared vision of educational equity. This immersion provided a comprehensive understanding of the unique challenges and the impactful work being led by our staff, Fellows, Alumni, and key stakeholders, particularly in the context of Education in Emergency.

By engaging with the community's efforts, this experience deepened staff members' connection to our mission and inspired renewed commitment to building a just Bangladesh. It reinforced the importance of conscious leadership and collective action, motivating the team to contribute more effectively to our vision.

BUILDING THE FUTURE

THROUGH RECRUITMENT, SELECTION, AND MENTORSHIP



IGNITING THE FUTURE: RECRUITMENT OF FELLOWSHIP 2025

STAY LIT, TEACH BRIGHT THE THEME THAT SPARKED THE JOURNEY

The Fellowship 2025 campaign was more than a recruitment drive—it was a call to action for the Gen Z generation, whose passion for change and empowerment perfectly aligns with our mission. Under the banner of "Stay Lit, Teach Bright", we aimed to channel the energy and determination of youth, harnessing their potential to bring light to classrooms and communities across Bangladesh. This theme encapsulated the drive for a brighter future, as youth rises to tackle the challenges that lie ahead.

BREAKING BOUNDARIES: RECRUITMENT ACROSS BANGLADESH

With an 8-member RSM team, we achieved more than expansion—we redefined the reach and impact of Teach For Bangladesh.

By venturing into 17 campuses, we forged connections with aspiring leaders from every corner of the nation. For the first time, our



recruitment efforts extended across three pivotal regions: Dhaka, Chattogram, and Rangpur, bringing the Fellowship to new territories and broadening our influence like never before.

A milestone achievement was our expansion into Northern Bangladesh, where we focused on increasing our presence and fostering relationships in a region often underserved by such transformative opportunities. The team went beyond recruitment events—four campuses in Rangpur became our battleground for inspiring future change-makers. This immersion allowed us to understand the local landscape better, integrating our efforts with school and community visits, and deepening our commitment to the region's educational reform.

DIVERSITY IN ACTION: CAMPUS ENGAGEMENTS AND COLLABORATIVE PARTNERSHIPS

Our team went beyond recruitment—we truly engaged. Hosting over 30 recruitment events nationwide, we connected with potential Fellows through university fairs, interactive workshops, and community outreach initiatives. Additionally, we forged new partnerships with university clubs and faculty champions, laying the groundwork for the program's sustainability and lasting impact within these institutions.

This effort transcended the mere collection of applications. It was about cultivating

meaningful relationships, empowering ambassadors for the Teach For Bangladesh movement, and establishing enduring connections that extends far beyond a single recruitment cycle.



We welcomed 96 accepted Fellows in the deadline 01 for the Cohort of 2025. The day marked the beginning of their journey toward educational equity.

SELECTION

A RIGOROUS AND INCLUSIVE PROCESS

7300+
REGISTRATIONS

were prepared not just to teach but to inspire future generations.

2500+
APPLICATIONS

Competition was intense, with an acceptance rate of just **2%** —narrowing thousands of applicants to **167** future leaders.

167
ACCEPTED

The selection process prioritized quality over quantity. From 7,000 registrations, we rigorously reviewed 2,500+ applications, ultimately offering 150+ spots to individuals who exemplified passion, resilience, and a commitment to transformative change in under-resourced communities.

Spanning virtual Critical Thinking Tests, Screening Interviews, and In-person Assessment Centers, the process reflected Teach For Bangladesh’s holistic values. Beyond academic credentials, we sought leaders, problem-solvers, and empathetic changemakers—ensuring selected Fellows



The Welcome Event for the 48 newly accepted Fellows in deadline 02 provided an immersive introduction to vision, mission and core values of Teach For Bangladesh

MATRICULATION:

CULTIVATING A COMMUNITY OF EMPOWERED EDUCATORS

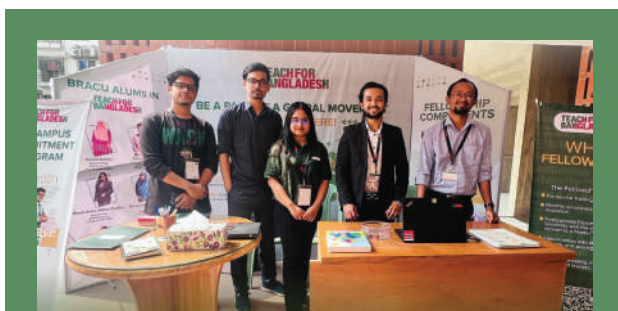
PERSONALIZED ONBOARDING:

A JOURNEY OF GROWTH

Once accepted, the F2025 Fellows began their journey with a focus on personalized engagement. Each Fellow was assigned a dedicated FRSM (Fellowship Recruitment, Selection, and Matriculation) team member, ensuring an experience tailored to their unique needs.

With 100% participation in Congratulatory Calls and One-on-One Conversations, we established strong bonds of trust from the very beginning. Our process wasn't just about preparing them to teach—it was about empowering them as leaders.

To reinforce their journey to the classroom, we hosted five City-Specific Sessions, allowing Fellows to connect with their future communities. These sessions allowed them to build a sense of purpose and place, understanding the socio-economic and educational dynamics of their assigned cities.



Our Recruitment team stepped in different campuses for On-Campus Recruitment.

MENTORSHIP & REAL-WORLD CONNECTIONS

The Mentorship Program emerged as a key pillar, with 140+ mentorship sessions linking new Fellows to 80 Current Fellows. This initiative not only provided invaluable insights into classroom realities but also bridged the gap between ambition and experience. A staggering 95% participation underscored the success of this initiative in fostering deep, impactful relationships.

BUILDING A CULTURE OF SUPPORT:

PARENTS' ORIENTATION AND ALUMNI ENGAGEMENT

Recognizing the importance of family support, we hosted a Parents' Orientation, engaging over 120 parents to align them with the Fellowship's mission and equip them to support their children.

To inspire long-term vision, we introduced 5 Alumni Panel Sessions with 10 dynamic Alumni who have made lasting impacts in education and beyond. This exchange motivated 90% of Fellows to envision their future societal impact, reinforcing that Teach For Bangladesh is a movement that extends well beyond the Fellowship.

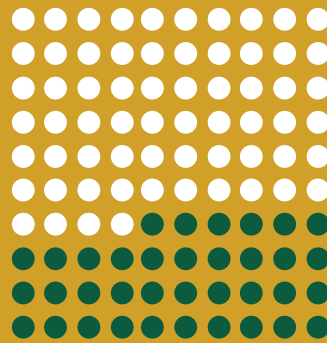
EMPATHY IN ACTION: MENTAL WELL-BEING SUPPORT DURING THE JULY REVOLUTION

When the July Revolution unfolded, many of our Accepted Fellows took to the streets, engaging in peaceful protests to advocate for societal change. The emotional and psychological toll this took on our Fellows was not lost on us. The Recruitment Team responded swiftly, offering mental well-being support, with regular check-ins to ensure our Fellows remained mentally and emotionally strong during a tumultuous time. To address the emotional challenges, we hosted a Mental Well-being Session featuring CEO Munia Islam Mozumder, where Fellows had the space to share their experiences, reflect on their emotional journeys, and receive much-needed guidance. This session wasn't just about support—it was a reminder that true leadership begins with personal growth and well-being.



FELLOWSHIP 2025

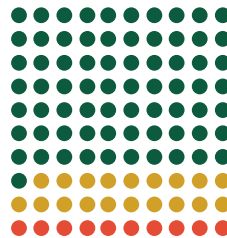
SNAPSHOTS IN NUMBERS



UNIVERSITY BACKGROUND:
AMONG THE APPLICANTS **36%**
WERE FROM PRIVATE UNIVERSITIES



GENDER RATIO IN APPLICATION:
AMONG THE APPLICANTS
56% WERE FEMALE



- Arts and Social Sciences
- Science, Technology, Engineering, And Mathematics (STEM)
- Business Studies (BBA)

**EDUCATIONAL BACKGROUNDS OF
FELLOWS IN THE
WINTER ACADEMY**



GRADUATES OF **82 UNIVERSITIES**
FROM **33 COUNTRIES** AROUND THE
WORLD REGISTERED FOR
THE FELLOWSHIP 2025

5%

OF THE ACCEPTED
FELLOWS BELONG TO
**INDIGENOUS
COMMUNITIES**

TRANSFORMING EDUCATION

EMPOWERING FELLOWS, STUDENTS, AND COMMUNITIES



PROGRAM EXPANSION

STRENGTHENING IMPACT ACROSS REGIONS

In 2024-2025, Teach For Bangladesh further solidified its presence by expanding into three key regions—Dhaka, Chattogram, and Cox’s Bazar—while preparing for a potential future expansion into Rangpur. Our Fellows made a significant impact in **55 low-income schools**, reaching over **11,942 students**.

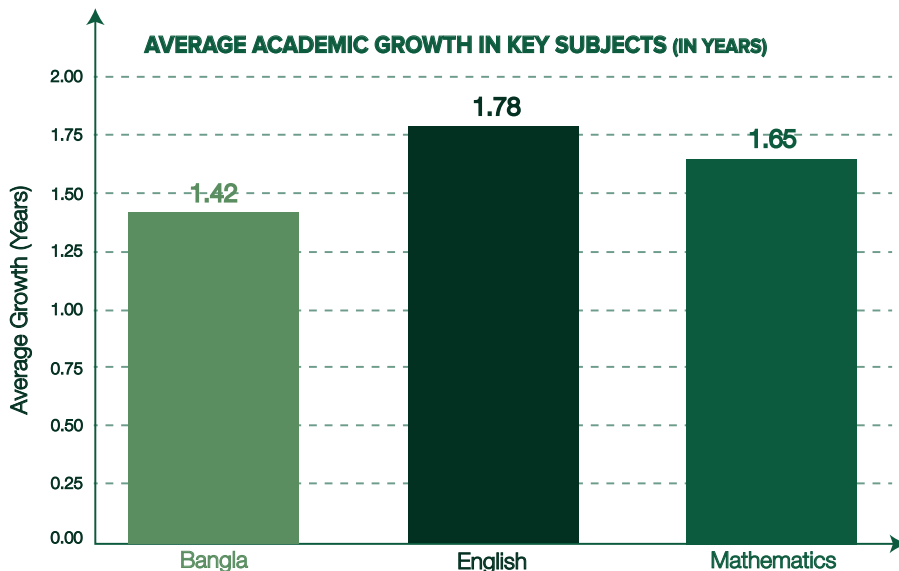
This year also marked the successful placement of our first cohort of Fellows in Cox’s Bazar, who began teaching in host community schools in January 2024. Despite the region’s severe literacy and numeracy challenges, Fellows implemented context-specific pedagogies that led to measurable improvements, overcoming systemic barriers to education.



This year also marked the successful placement of **our first cohort of Fellows in Cox’s Bazar**, who began teaching in host community schools in January 2024.

IMPACT ON STUDENTS

BUILDING STRONG FOUNDATIONS FOR LEARNING



Teach For Bangladesh Fellows remained focused on foundational learning, using objective-driven lessons to tackle gaps in **literacy, numeracy, and critical thinking**. Mid-year assessments revealed measurable progress among students in our classrooms.

IMPACT ON COMMUNITY DRIVING CHANGE BEYOND CLASSROOMS

Fellows implemented **80 community-based Capstone projects**, directly benefiting over **81,344 community members** in Dhaka, Chattogram, and Cox’s Bazar. These projects addressed various community issues.

Through Parent Circles, Fellows deepened connections with families, empowering **23,800 parents and caregivers** to support their children academically and emotionally. This initiative fostered a culture of learning at home while inspiring greater community engagement.



Photo: Fellows and Students presenting Capstone Projects addressing different community issues on Capstone Symposium.

IMPACT ON FELLOWS BUILDING SKILLS FOR LEADERSHIP AND CHANGE

Fellows participated in the **Winter Academy 2024**, an intensive training program designed to prepare them for impactful leadership in classrooms and beyond. The Academy focused on **three core areas**:

■ Foundational Teaching and Learning:

Fellows gained practical skills in lesson planning, classroom management, and data-driven teaching strategies to address diverse student needs effectively.

■ Personal and Professional Development:

Through workshops and reflective sessions, Fellows enhanced their leadership, resilience, and interpersonal skills, empowering them to navigate challenges and grow as change agents.

■ Community, Context, and Systemic Inequity:

Training sessions provided a deeper understanding of socio-economic disparities and systemic inequities in education, enabling Fellows to approach their work with empathy, cultural sensitivity, and a commitment to equity.



Photo: Our Accepted Fellows in Winter Academy doing school-visits and participating in different activities.

INNOVATIVE LEARNING SOLUTIONS CREATING SUPPORTIVE AND INCLUSIVE CLASSROOMS

■ Socio-Emotional Learning (SEL):

Fellows created supportive and inclusive learning environments, with **91%** of students describing them as approachable and encouraging. This fostered a culture where students felt confident to take risks, collaborate, and grow both academically and emotionally.

■ Distance Learning Initiatives:

To address the learning gap, all Fellows implemented distance learning initiatives, including providing worksheets, one-pagers, and distance learning manuals. They also conducted online classes, achieving an average student attendance rate of **36.05%** over the year.

PARTNERSHIP WITH SCHOOL LEADERS COLLABORATING FOR SUSTAINABLE IMPACT

Our Head Teacher Engagement Programs continued to thrive throughout the year, engaging over **82** government school leaders in meaningful discussions on educational reform and focusing on developing sustainable solutions for underserved schools. Additionally, these events brought together Head Teachers, students, School Representatives, and other stakeholders to share experiences, best

practices, and future plans for empowering students to reach their full potential. Participants expressed curiosity and mutual appreciation, emphasizing how collaboration strengthens relationships and drives quality education for all children. This initiative highlighted the collective effort required to create lasting change in the education system.



Snapshots from a Head Teacher Engagement Event at Chattogram on December 2024.

GLOBAL CONNECTIONS SHOWCASING LEADERSHIP ON THE WORLD STAGE

Teach For Bangladesh Fellows proudly represented Bangladesh at the **COP 29** United Nations Climate Change Conference in Baku, Azerbaijan, held from 11 to 22 November 2024. They highlighted the impact of student leadership in driving climate awareness and education, showcasing how young leaders can inspire change on global environmental issues.



Photo: From Green Classrooms to COP29, Nusrat Jahan Priya is transforming climate education with creativity and passion.

VOICES FROM THE FIELD STORIES OF IMPACT AND INSPIRATION



“আমাদের বিদ্যালয়ে টিচ ফর বাংলাদেশ-এর ফেলোরা এসে যেভাবে শিক্ষার্থী, অভিভাবক ও অন্যান্যদের সাথে যেভাবে সুন্দর সম্পর্ক স্থাপন করেছে, আমি অবশ্যই চাইব ফেলোরা আরো বিদ্যালয়ে গিয়ে এরকম উন্নতি সাধন করুক।”

মোঃ শমশের আলম

প্রধান শিক্ষক,
ইমামের ডেইল সরকারী প্রাথমিক বিদ্যালয়, কক্সবাজার

“ফেলোরা অনেক স্মার্ট। আমি সরকারিভাবে দেয়া উচ্চবিদ্যালয়ের জন্য যেই প্রশিক্ষণ আছে ঐটা আমি ফেলোদেরও করার ব্যবস্থা করেছিলাম। ঐ ট্রেনিংয়ে মহসিনা আপা সবার মাঝে সবচেয়ে ভালো করেছিলেন। এইটা আমার স্কুলের জন্যও অনেক সুনামের ছিল।”

জালাল উদ্দিন

প্রধান শিক্ষক,
দক্ষিণখান সরকারি প্রাথমিক বিদ্যালয়, ঢাকা





“ ফেলোদের ক্লাস দেখলেই বোঝা যায় উনারা প্রশিক্ষণপ্রাপ্ত। উনারা ক্লাসে উপকরণ ব্যবহার করেন, মাল্টিমিডিয়া ব্যবহার করেন। বিভিন্ন উপকরণের ব্যবহার আর পাঠদানের প্রদ্ধতি দেখলেই বোঝা যায়, উনাদের প্রশিক্ষণ আছে। সরকারি শিক্ষকদের চাইতে ফেলোদের সাথে শিক্ষার্থীদের সম্পর্ক ভালো থাকে। তারা উচ্চশিক্ষিত, ক্লাসে সবসময় প্রিপারেসন নিয়ে যায়। তারা ক্লাসে যে বিভিন্ন ধরনের শিক্ষার্থী আছে এইটা আইডেন্টিফাই করে এবং ঐ অনুযায়ী ক্লাস নেয়। ”

অসীম কুমার দেবনাথ

প্রধান শিক্ষক,
জে বটতলী সরকারি প্রাথমিক বিদ্যালয়, চট্টগ্রাম

“ The Fellowship has been a transformative journey for me, shaping me both as a teacher and a leader while working collaboratively with my students, peers, government officials, community stakeholders, and others. It has offered me a practical ground to evolve as a cause-driven individual while enabling me to grow both personally and professionally. ”

Irfan Farid

Fellow of 2023 Cohort



“ TFB supported me personally by taking various LC sessions, workshops, peer discussions and workshops to take care of the emotional well-being and create a supportive work environment. Additionally, I gained empathy and a deeper understanding of societal issues and the country's education system. ”

SM Golam Kawsar Hemu

Fellow of 2024 Cohort

ALUMNI ENGAGEMENT

CELEBRATING GROWTH, CONNECTIONS, AND IMPACT



ALUMNI INSIGHTS AND DATA

DRIVING IMPACT ACROSS SECTORS

290 Alumni of Teach For Bangladesh are creating significant impact across various fields. A substantial **71%** are actively engaged in education and the broader social impact sector, working to address inequities and drive meaningful change. Additionally, **7.9%** are making a difference in Education in Emergency, supporting vulnerable communities in crisis-affected areas. Another **3.4%** serve in public service roles, influencing policies and governance, while an equal percentage lead innovative solutions through social entrepreneurship. Furthermore, **2.7%** are shaping education as school leaders, ensuring long-term improvements in learning environments.

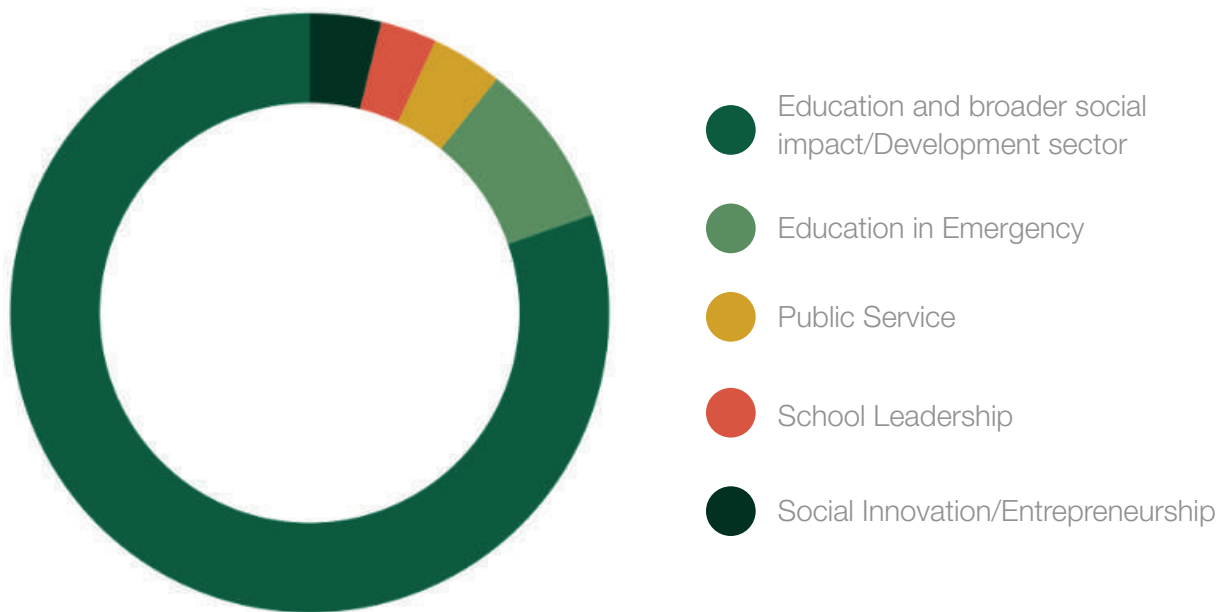


Figure: Graphical Representation of our Alumni Footprint in Diverse Sectors.

ALUMNI INDUCTION 2024

CELEBRATING LIFELONG LEADERSHIP

On February 16, 2024, Teach For Bangladesh hosted the Alumni Induction 2024 at Bishwo Shahitto Kendro, Dhaka, welcoming 41 Fellows from the 9th Cohort (2022) into the Alumni movement. The event brought together students, Fellows, Alumni, educators, partners, Board of Trustees

members, and distinguished guests to celebrate the Fellows' journeys and commitment to leadership.

Highlights included inspiring speeches by Sonia Mehzabeen, Country Coordinator of UNV Bangladesh, and Munia Islam

Mozumder, CEO of Teach For Bangladesh, who emphasized the importance of collective action in shaping education. Sabah Azim, Executive Director of Standard Chartered Bank and a Board member, motivated Fellows to embrace their leadership roles.

Reflections from student leaders and Fellows, including Afsana Bintey Helal (2022 Cohort) and Alumna Nusrat Chowdhury (2019 Cohort), showcased the impact of shared experiences within the Teach For Bangladesh community.

The event concluded with a vibrant Alumni Networking Session, fostering connections and reinforcing interdependence as a core value. This induction highlighted the collective mission to ensure educational equity for every child.



Photo: Glimpes From Alumni Induction 2024

ALL STAFF – CXB ALUMNI MEETUP STRENGTHENING CONNECTIONS AND AMPLIFYING IMPACT

On Sunday, September 8th, the Alumni Impact Team organized a meaningful gathering for the Teach For Bangladesh (TFB) All Staff and Alumni as part of the Community Learning Experience in Cox’s Bazar. The growing network of TFB Alumni in Cox’s Bazar, now working with various organizations across education and social impact sectors, came together to share their valuable insights from the region.

The session provided a unique opportunity for TFB staff to deepen their understanding of the complexities of education in emergencies, particularly within the context of both the Rohingya refugee and host



Photo: Glimpes From All Staff - CXB Alumni Meet Up

of both the Rohingya refugee and host communities. Alumni shared their experiences, highlighting the challenges they face and the lasting impact they are making through their work in both the camps and surrounding local communities.

It was a truly inspiring moment, as our Alumni demonstrated their continued commitment to educational equity long after completing their Fellowship. Their ongoing advocacy for educational access and quality was a powerful reminder of the collective impact we are all striving for.

TFB ALUMNI AT THE AMERICAN EDUCATIONAL RESEARCH ASSOCIATION (AERA)

This year, Teach For Bangladesh Alumni Arnob K. Saha (2014), Mansur Shamim (2016), Moutushi Mahreen (2018), and Rifat Hassan (2018) participated in the American Educational Research Association (AERA) Conference in Philadelphia, the world's largest gathering of educational researchers.

Moutushi Mahreen presented her paper "Teacher, why is it Bir Purush (Brave Man/Super Man)? Not Bir Nari (Brave Woman/Super Woman)?", Gender Racism in Textbooks, analyzing gender biases in primary school textbooks through Critical Discourse Analysis.

Reflecting on her experience, Moutushi said, "Attending AERA 2024 was transformative. Engaging in over 2,500 sessions with educators worldwide allowed me to share

The evening was marked by reflection, reconnection, and a renewed sense of purpose as we celebrated the significant progress being made in this critical area. We extend our heartfelt gratitude to all TFB staff and Alumni for their contributions to making this gathering both insightful and impactful.

my research, exchange ideas, and spark new collaborations. This experience inspired me to continue growing as a researcher and reinforced my commitment to creating a safe, inclusive, and asset-focused future in education. AERA provides an invaluable platform for anyone passionate about advancing education."



Photo: TFB Alumni shine on the global stage at AERA 2024

INSPIRING ALUMNI STORIES

FEATURING OUR CHEVENING SCHOLAR FAWZIA RAHMAN SHAULY


Fawzia, a proud alumna of Teach For Bangladesh (Cohort 2021), began her journey in the classrooms of Uttarkhan Primary School, where her passion for education first took root. With an undergraduate degree in Botany from the National University (B.M. College, Barisal) and a master's in Governance and Development from Jahangirnagar University, Fawzia set out on a path that led her to one of the world's most prestigious scholarships—the Chevening Scholarship.

Her time with Teach For Bangladesh was a transformative chapter that redefined her approach to education and leadership. "My Fellowship journey with Teach For Bangladesh has been transformative, shaping me into the person I am today," Fawzia shares. The experience sharpened her skills in time management, multitasking, and networking—tools that would later be instrumental in her success across different educational settings.

Now, as a Chevening Scholar pursuing a degree in Education Leadership at the University of Birmingham, Fawzia's unwavering dedication to transforming education serves as a beacon of hope for young people across Bangladesh.


TEACH FOR BANGLADESH

**FROM B.M COLLEGE TO BIRMINGHAM:
INCREDIBLE JOURNEY OF OUR ALUMNA
FAWZIA RAHMAN SHAULY**



“
My Fellowship journey with Teach For Bangladesh has been **transformative**, shaping me into the person I am today. The experience was both intense and enriching, providing **life-long learning opportunities**. Throughout this journey, I developed essential skills such as effective time management, multitasking, and building a diverse network.
”

Fawzia Rahman Shauly
Chevening Scholar
Education (Leadership)
University of Birmingham.
Teach For Bangladesh Alumna,
Cohort 2021



FEATURING OUR PTI INSTRUCTOR MD. RASEL SARDER

Rasel Sarder, a 2019 Teach For Bangladesh Alumni, has made history as the first-ever TFB alum to become a Primary Teachers Training Institute (PTI) Instructor under the Ministry of Mass Education. Rasel, who taught at Dakkhin Pahartoli Oli Ahamed GPS in Chattogram as one of the pioneering TFB Fellows, previously worked at JAAGO Foundation, where he held key positions including Program Coordinator for the Access-Lite Program and Project Manager.

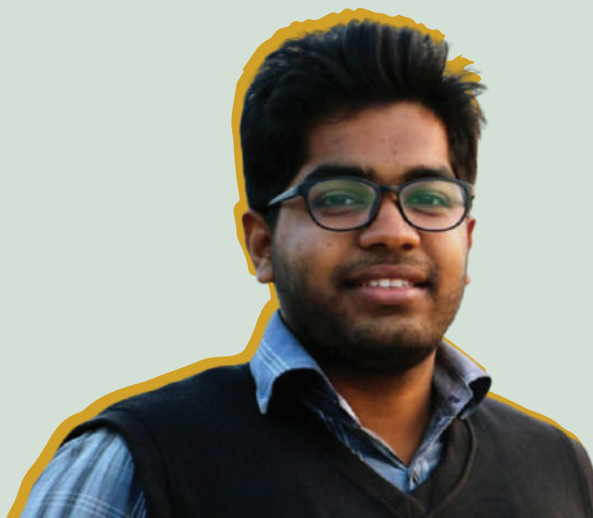
Rasel holds a Master's degree in Pre-Primary and Primary Education from the University of Dhaka's Institute of Education and Research (IER). His passion for improving education led him to pursue a role in government service, aiming to make a broader impact on the education system in Bangladesh. He shared that his TFB Fellowship experience was transformative, helping him develop a growth mindset and overcome early challenges in the classroom, particularly with support from TFB's Winter Academy and mentorship.

As a PTI Instructor, Rasel will train 180 primary teachers in Gopalganj District in 2024, sharing effective teaching practices and management strategies he honed during his time at TFB. Rasel's journey highlights the power of education, resilience, and mentorship in driving change within Bangladesh's education sector.

FROM TFB FELLOW TO PTI INSTRUCTOR: INCREDIBLE JOURNEY OF OUR ALUM MD. RASEL SARDER

“Today, my session was on **classroom management** in schools. I aligned my module with the **6 Classroom Basics** I learned at TFB and taught them to the teachers. Their appreciation for it was beyond words, and everyone committed to applying these strategies in their classrooms.”

Md. Rasel Sarder,
Instructor
Primary Teachers Training Institute
Ministry of Mass Education.
Teach For Bangladesh Alum
Cohort 2019



OUR PROJECTS

ADVANCING EDUCATION FOR A SUSTAINABLE FUTURE



FOUNDATIONAL LITERACY AND RANGPUR EXPANSION

PROJECT NAME

EMPOWERING TOMORROW: BUILDING FUTURE LEADERS TO PROVIDE QUALITY EDUCATION

DONOR NAME

HEMPEL FOUNDATION



Rangpur, located in northern Bangladesh, is the country's most economically disadvantaged division, with over **44%** of households in the poorest quintile. The region's poverty stems from poor industrialization, low agricultural productivity, insufficient infrastructure, and recurrent natural disasters.

Educational challenges are equally pressing. According to the Bangladesh Primary Education Statistics 2021, Rangpur has just **5,000** certified teachers for a student population of **303,406**, resulting in a ratio of 1 qualified teacher for every 60 students. This severe shortage of trained educators,

compounded by pandemic-induced learning losses, has significantly impacted student outcomes. Even after schools reopened following a 1.5-year closure, attendance levels remain below pre-pandemic rates.

In partnership with the Hempel Foundation, we are addressing these challenges by delivering quality education to marginalized children. Our efforts focus on improving proficiency in reading, writing, and numeracy while nurturing social-emotional development. Beyond the Fellowship, our Alumni are driving systemic change as education experts, school leaders, and policymakers to ensure long-term improvements in the education sector.



Partnering with the Hempel Foundation, we strive to provide quality education to marginalized children by enhancing their grade-level proficiency in reading, writing, and numeracy, alongside nurturing their social-emotional development.

CLIMATE EDUCATION

PROJECT NAME

CLIMATE EDUCATION & LEADERSHIP FUND

DONOR NAME

TEACH FOR ALL

Teach For All

A Global Network

Teach For Bangladesh is advancing climate literacy through a **'Green Curriculum'**, integrating climate education into the national curriculum. We developed context-specific training modules to equip Fellows with the skills to deliver climate-focused lessons, strengthening classroom learning on environmental sustainability.

This initiative, executed in collaboration with the Climate Education and Leadership Fund, enhances TFB's capacity and mindset for climate education—a priority that sets us apart from organizations focused solely on climate change adaptation and mitigation.

In the short term, the project empowered Fellows with the knowledge and confidence to lead climate education, fostering environmental literacy through a tailored green curriculum. In the long term, we aim to build an engaged community of Fellows, Alumni, students, and caregivers committed to environmental sustainability and meaningful climate action.

Through this partnership, TFB implemented the initiative with **30** current Fellows, **15** experienced Fellows, **15** Alumni, **1,650** students (aged 8–16), **3,300** parents/caregivers, and **20** Head Teachers across Dhaka divisions.



Through this partnership, we championed climate education, empowering **30** Fellows, **15** Alumni, **1,650** students, **3,300** parents, and **20** Head Teachers across Dhaka to prioritize sustainability and drive meaningful climate action.

GIRLS' EDUCATION

PROJECT NAME

LET GIRLS THRIVE

DONOR NAME

TEACH FOR ALL

Teach For All

A Global Network

Teach For Bangladesh launched a three-year initiative, **Let Girls Thrive**, to address the challenges faced by girls in Dhaka and Chattogram divisions, where poverty, climate vulnerability, and cultural attitudes often prioritize boys' education. These barriers, including early marriage and limited access to resources, hinder girls' educational opportunities.

The initiative leverages TFB's expertise in teacher leadership and Alumni engagement to promote gender equity in education. It aims to recruit, train, place, and support **25** new Fellows in Dhaka and Chattogram to create safe, gender-sensitive classrooms

where girls can thrive. Additionally, Let Girls Thrive focuses on developing Fellows' and Alumni leadership skills to tackle gender-based barriers, empower girls to express leadership and self-determination, and engage families and communities to foster a shared vision for girls' education.

By 2024, the initiative has supported **10** Fellows and impacted over **1,100** students through gender-inclusive classrooms. Over its three years, it will benefit more than **2,750** students aged 10-16, **60%** of whom are girls.



By 2024, the project has supported 10 Fellows and over 1,100 students, with 60% being girls. Ultimately, the initiative is set to benefit 2,750 students aged 10–16, ensuring more inclusive and equitable education for all.

DIGITAL LITERACY AND BLENDED LEARNING

PROJECT NAME

BRIDGING ONLINE LEARNING DIVIDE (BOLD)

DONOR NAME

INTERNET SOCIETY FOUNDATION



The **Bridging Online Learning Divide (BOLD)** project aims to enhance educational opportunities for over **5,000** underserved children by integrating the Internet into blended learning environments. The initiative engages more than **200** teachers and **2,000** parents, implementing equity-sensitive interventions to support children most affected by COVID-19 school closures in Bangladesh.

TFB trained **209** teachers (Fellows) through a flipped classroom model, boosting their confidence in leveraging the Internet for academic excellence. Continuous monthly professional development sessions equipped Fellows with skills to teach digital

tools like Learning Management Systems (LMS) and communication apps such as WhatsApp, IMO, and Messenger. By the end of the reporting period, **91%** of Fellows (out of 148) felt confident in supporting online learning, and **82%** recognized the Internet as an effective teaching resource.

Digital literacy sessions were provided to **2,641** parents during this period, covering device usage, online safety, and digital citizenship. From 2023 to 2024, over **4,000** parents received training, empowering them to guide their children's use of digital tools effectively and enhance learning outcomes both inside and outside the classroom



The initiative engages over 200 teachers and 2,000 parents, providing equity-sensitive interventions for children impacted by COVID-19 school closures.; training 209 Fellows through a flipped classroom model 91% feeling confident in online teaching.

ARTIFICIAL INTELLIGENCE (AI)

PROJECT NAME

FUTURE-READY EDUCATION: NURTURING SELF-LEARNERS THROUGH AI

DONOR NAME

U.S. EMBASSY



Despite the increasing use of digital technologies and **AI in education**, many teachers, students, and parents lack the necessary knowledge and skills for effective and ethical use. Teachers are often unprepared to guide students in digital competencies, leading to disengagement, while students lack access to interactive, curiosity-driven resources. Without proper guidance, AI's potential as a learning tool remains underutilized. Additionally, parents are often unaware of digital learning ethics, resulting in insufficient support and unsafe practices at home.

students and engage **6,000+** community members, nurturing self-learners who can thrive in a rapidly evolving world. We will equip teachers with AI ethics education, engage students with interactive AI content, and involve parents in creating a supportive, ethically conscious digital learning environment. Our goal is to bridge the digital literacy gap among teachers and higher secondary students (Grades 6-8) in Dhaka and Chittagong by promoting ethical AI use, unique learning techniques, and a peer mentoring system.

In partnership with the U.S. Embassy, our project aims to empower over **6,500**



For the first time in Bangladesh, TFB is introducing AI-powered self-learning in government schools, benefiting 6,500+ students and 6,000+ community members in Dhaka and Chittagong through ethical AI use, digital literacy, peer mentoring, and teacher-parent engagement.

EDUCATION IN EMERGENCY

PROJECT NAME

LEADERSHIP FOR LEARNING THROUGH DISPLACEMENT

DONOR NAME

TEACH FOR ALL

Teach For All

A Global Network

Teach For Bangladesh has prioritized addressing the severe educational challenges faced by host communities in Cox’s Bazar, exacerbated by the Rohingya refugee influx. These challenges include overcrowded classrooms, a shortage of quality educators, and high dropout rates. TFB remains committed to strengthening quality educational opportunities for children in these communities.

Since 2017, initiatives by organizations like Education Cannot Wait (ECW) and UNICEF have focused on enhancing access to education and creating inclusive learning environments for displaced Rohingya communities. However, the refugee crisis has significantly impacted the region’s job

market, leading many young people to leave education for camp work, risking long-term unemployment due to gaps in academic and leadership skills.

Under the first grant cycle, TFB placed **30** Fellows in Cox’s Bazar, impacting over **2,100** students and **4,100** caregivers across 10 schools. Four Fellows will join the Alumni Movement in January 2025, while 26 will continue their second Fellowship year. From 2022 to 2024, TFB aligned closely with local government and community stakeholders, aiming to address leadership and educational needs while building a long-term, collective effort to deliver quality education to the crisis-affected host communities



In the first grant cycle, TFB placed 30 Fellows in Cox's Bazar, impacting over 2,100 students and 4,100 caregivers across 10 schools. Four Fellows will join the Alumni Movement in 2025, while 26 continue their second year, collaborating with local government and community stakeholders to address leadership and educational needs in the host communities.

YOUTH ENGAGEMENT: INSPIRING FUTURE LEADERS

CAMPUS AMBASSADORSHIP PROGRAM &

AGENTS OF CHANGE 3.0

Our **Campus Ambassadorship Program 2024** successfully attracted **400** applicants from **50** universities, with **45** offers extended to the most dedicated candidates. These Campus Ambassadors participated in a skill development session with Unilever Bangladesh, strengthening their leadership and advocacy abilities.

Additionally, we launched the third season of **Agents of Change 3.0**, a flagship youth competition with the theme “Reimagining Bangladesh to be More Climate Resilient.” The competition saw 140 team registrations from 23 universities, with 39% of participants coming from institutions outside Dhaka, emphasizing our commitment to

empowering youth from all regions to think critically about climate resilience.



Participants and Teach For Bangladesh Staffs at the event of Agents Of Change 3.0



Out of 84 idea submissions, five teams advanced to the Grand Finale. Eco Sentinels from Khulna University emerged as the Champion, Team MIZU from the Asian University for Women was 1st Runner-Up, and Slytherins from Dhaka City College took 2nd Runner-Up.

OUR PARTNERS IN MOVEMENT

DONORS, SUPPORTERS, AND CHAMPIONS



OUR CURRENT PARTNERS IN 2024



VOICES OF OUR PARTNERS

“It is very exciting to see how TFB has changed in the past 4 years, and having worked personally with you since 2021, I am very enthusiastic about the future of this project and how the Internet became such an important piece of your work.”

Jenn Beard

Senior Program Officer
Internet Society Foundation

“It is wonderful to see TFB staff members, Fellows, teachers, students, and the entire community come together for climate education. It is truly inspiring how deeply TFB has integrated climate education into your work.”

Esther Gracigi

Senior Associate, Climate Education & Leadership
Teach For All

“We are truly excited about our partnership with TFB and the possibilities it opens up for us to continue supporting young people, teacher training, and the future of education in Bangladesh.”

Scott Hartmann

Director for Public Engagement
U.S. Embassy

“2024 seems to be a remarkable journey for TFB, covering a lot of milestone achievements.”

Tehseen Zohair

Director
BSRM

OUR ENGAGEMENT WITH GOVERNMENT STAKEHOLDERS

STRENGTHENING COLLABORATION WITH THE NGO AFFAIRS BUREAU

Teach For Bangladesh began the year on a positive note with a meeting with Mr. SK. Md. Moniruzzaman, Director General of the NGO Affairs Bureau (NGOAB). Reflecting on 2023, our collaboration with NGOAB supported student achievements, enhanced classroom learning, and facilitated regional expansion. As we move forward, we remain committed to building on this momentum, fostering collective impact, and driving meaningful change in education.



Teach For Bangladesh kicked off the year by engaging with NGOAB's Director General to strengthen collaboration. Together, we aim to build on our progress and drive meaningful change in education.

TFB ENGAGES WITH DIRECTOR GENERAL OF DIRECTORATE OF PRIMARY EDUCATION

Teach For Bangladesh had the privilege of meeting Mr. Shah Rezwon Hayat, Director General of the Directorate of Primary Education (DPE), to discuss the placement of our Fellows in schools nationwide. The conversation highlighted TFB's transformative journey and the shared commitment to strengthening education. We deeply appreciate DPE's collaboration and guidance as we work to equip students with 21st-century skills and create meaningful learning experiences in classrooms.



Teach For Bangladesh met with DPE's Director General to discuss Fellow placements and educational impact. We value this collaboration in equipping students with 21st-century skills.

FINANCIAL OVERVIEW

AN INSIGHT INTO OUR FINANCIAL SNAPSHOT



OUR EARNING and EXPENSE

IN THE FISCAL YEAR 2023-24

	In BDT	In USD
TOTAL EARNING	118,083,799	984,032
TOTAL EXPENSE	132,926,546	1,107,721

SECTOR-WISE EARNING

Sector	Percentage
Corporation	2.7%
Foundation	95.3%
Individual	1.2%
Other	0.8%

FOCUS AREAS FOR 2025

STRATEGIC PRIORITIES CONTINUED GROWTH AND IMPACT



FOCUS AREAS FOR 2025

Strategic Priorities Continued Growth And Impact

Digital Literacy, Blended Learning
and Artificial Intelligence

Climate Education

Girls' Education

Youth Mobilization

Education In Emergency

Community Engagement and
Local Leadership

Safety, Love and Joy
In Our Classrooms



**TEACH FOR
BANGLADESH**

**ANNUAL
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