

# THE COLORS OF REIMAGINING EDUCATION

A Decade of Teach For India

TEACHFORINDIA



Embedded in our constitution is a social contract founded on the promise of **justice, liberty, equality** and **fraternity** for all Indian citizens. We believe that this promise forms the bedrock of our nation's ideals and must first be delivered within our classrooms; the place where every Indian's journey begins. We believe that our classrooms must mirror the social justice we hope to see across the country. We believe that the purpose of education is to fully unleash every child's potential. We believe that India will not only be more free and just, but also more equitable and more compassionate.

**ONE DAY, ALL CHILDREN  
WILL ATTAIN AN EXCELLENT EDUCATION**



# We root what we do and who we are in our core values



## REFLECTION

We look at our own actions and mindsets in order to progress. We give and receive honest feedback. We believe that learning from our mistakes makes us stronger.



## INTEGRITY

We live by our commitments and ensure they are aligned with our words and actions. We are honest with others and ourselves.



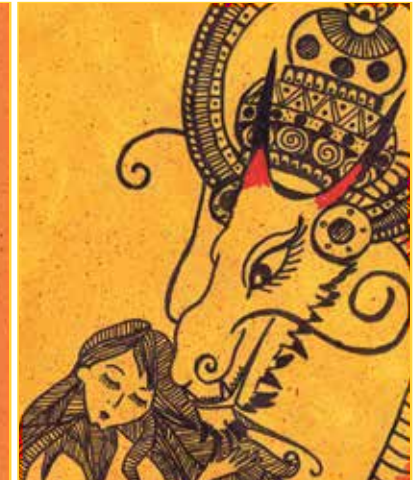
## EXCELLENCE

We don't compare ourselves to the alternative, but set an urgent and ambitious bar that we keep pushing higher.



## SENSE OF POSSIBILITY

We set bold, ambitious goals and expectations in order to meet our vision. We approach our work and new ideas with openness and optimism.



## LOVE

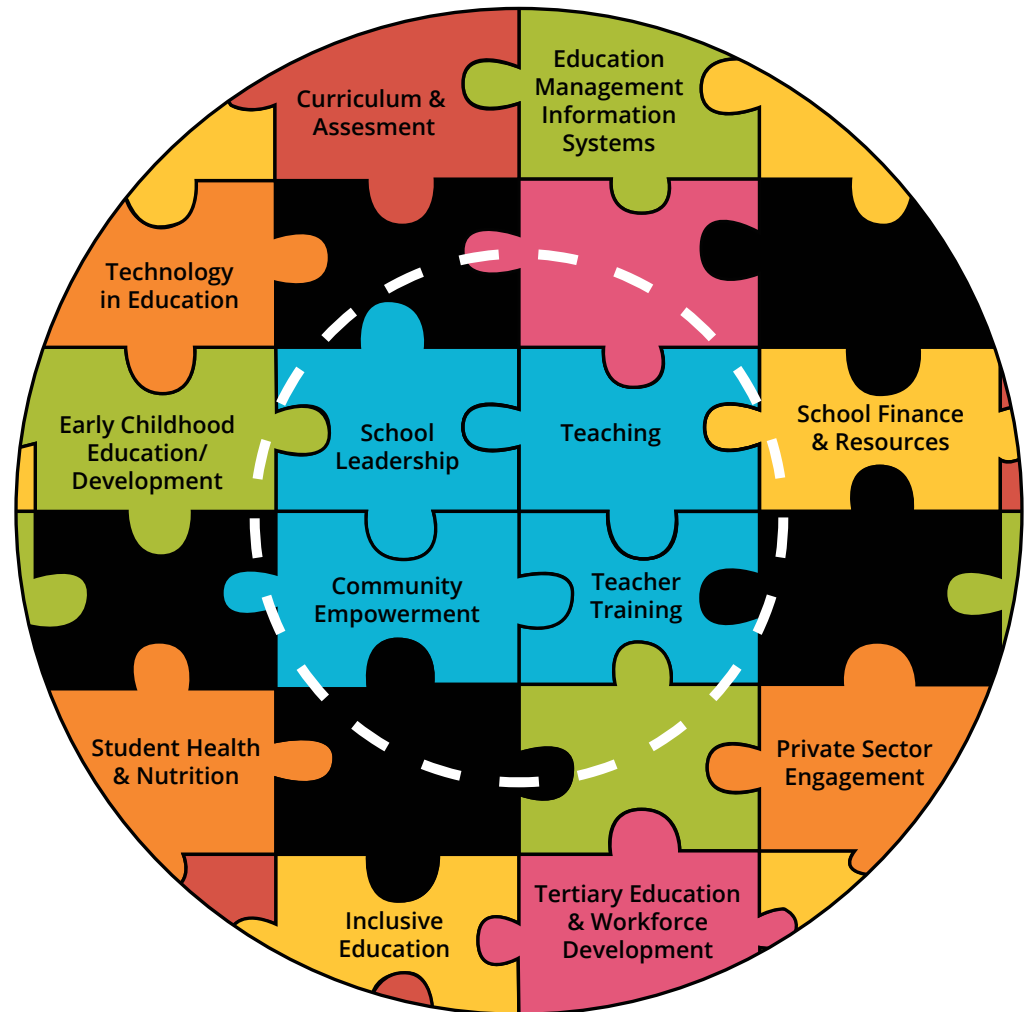
We care deeply about what we do and treat others with empathy, respect, compassion and gratitude. We keep children at the center of everything we do and do whatever it takes for them.



WHAT WE DO

# Leadership will solve the puzzle of inequity

Addressing the complex challenge of educational inequity is like solving a seemingly impossible jigsaw puzzle; successfully putting the pieces together demands **leadership** and a **collective commitment**.





# Our model catalyzes collective leadership

We not only recruit and select promising leaders, but we also support their leadership journeys as they work to provide India's children with greater opportunity. Over time, we accelerate their collective leadership towards our vision.

## 1 Find promising leaders

We recruit and select high-potential candidates to serve as Fellows who commit to teach for two years, full-time, in India's low-income schools.

## 2 Impact schools and communities

Our Fellows not only provide their students with a holistic education, they also impact their schools and communities through targeted initiatives.

## 3 Cultivate lifelong leadership

Faced with diverse challenges in their classrooms and schools, our Fellows develop into leaders who complete the program committed to working relentlessly towards realizing educational equity.

## 4 Infuse Alumni across puzzle pieces

Serving in positions of leadership and influence at every level of the system, our Alumni are impacting children and effecting change across India.

## Innovate and scale

Our innovation cell pilots alternative means to realize our vision more effectively, and scale with greater speed.



# We innovate

**Our Innovation Cell helps strengthen our core work while simultaneously scaling our impact towards our vision.**



TFix supports education entrepreneurs to adapt Teach For India's Fellowship and launch leadership Fellowships across India.



The Kids Education Revolution (KER) supports a student-led re-imagination of education.



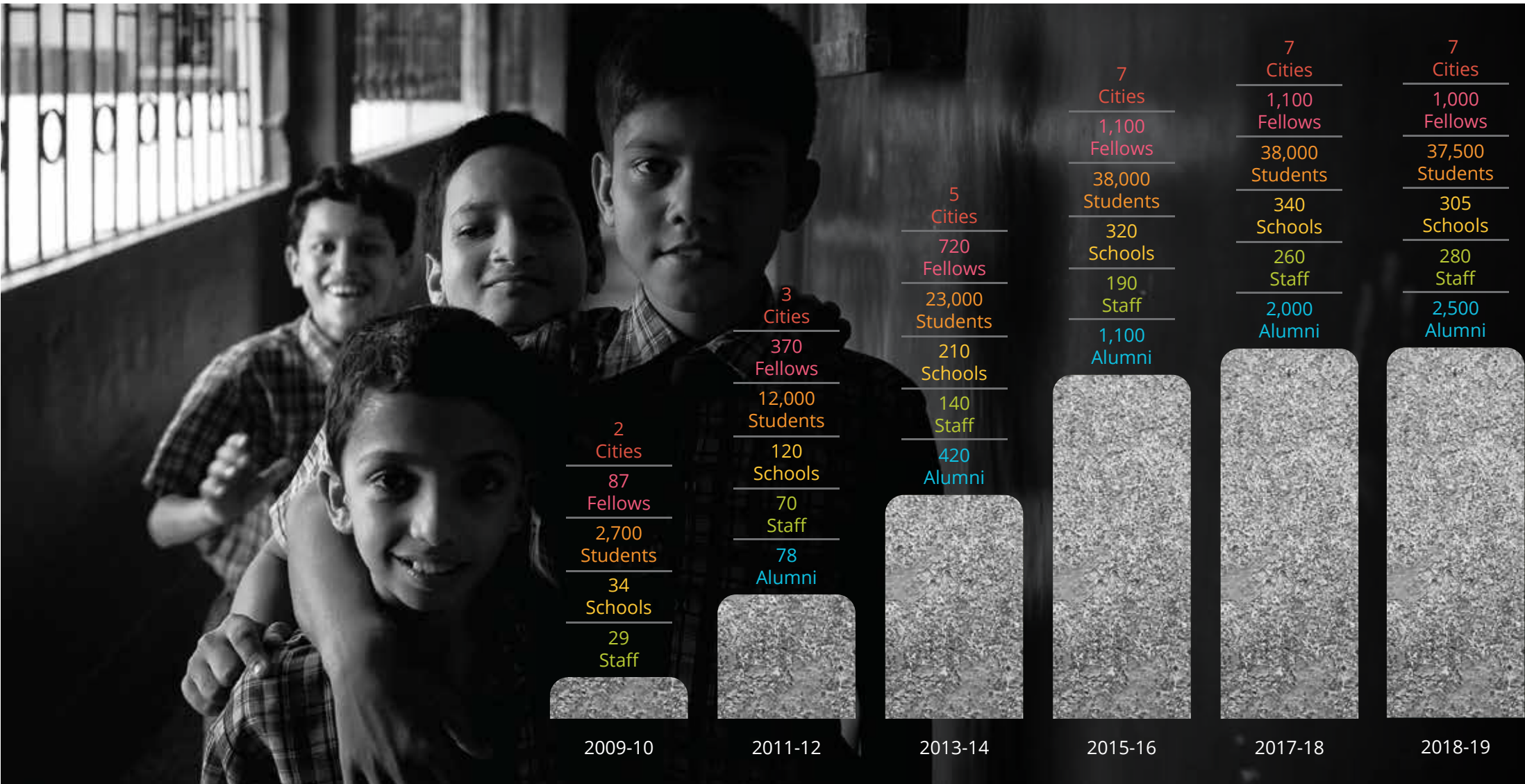
Firki enables teachers across the country to access an open-source, online teacher training portal to support their professional development.



OUR IMPACT



# We Have Scaled Significantly



Teach For India remains the largest Fellowship and pipeline of talent into the education sector, with over 500 Alumni joining the movement for equity each year.

# We cultivate lifelong leadership

**We believe that teaching is leadership. At the end of the day, great teachers do what great leaders do.**

Our path of cultivating Fellow leadership starts at Institute, continues through two years of ongoing training and support and leaves our Fellows feeling inspired and prepared to join the Alumni movement. The Fellowship builds three important commitments: the commitment to personal transformation, to collective action, and to educational equity. The adverse conditions and challenges our Fellows face in serving their children is the biggest driver of leadership.

**9%** of our Fellows enter on day 1 saying that they believe they will stay in education after 2 years.

**74%** have stayed in education after the 2 years.

Our Alumni create impact through positions of leadership and influence at all levels of the education ecosystem. We incubate Alumni entrepreneurs, support the growth of Alumni-led projects and learning communities and create platforms to foster connection and collaboration.

Innovat**ED**

Incubates early-stage education entrepreneurs in a 9-month program that includes financial support, mentorship and in-person bootcamps.

**ALUMNI LEADERSHIP  
INCUBATOR**



Creates opportunities and provides the financial assistance, mentorship, and skill-building for Alumni to work in positions from school leadership to roles within state governments.

**TEACH**FOR**INDIA  
C**ON**NECT**

A digital platform that connects our growing community of Alumni, Fellows and Staff in a common virtual space.

# Our students graduate ready for life

**7** times higher English gains in classrooms with Teach For India Fellows. <sup>1</sup>

**2** times higher Math gains in classrooms with Teach For India Fellows. <sup>1</sup>

**99%** of our Headmasters believe that Teach For India has made a positive difference to their school environment. <sup>2</sup>

**92%** Fellows feel part of a larger movement working to ensure all children attain an excellent education. <sup>3</sup>

**94%** of our grade 10 students graduated successfully from school

**22.7%** of them got a distinction (above 75%)

**31.3%** of them secured a first class (above 60%)

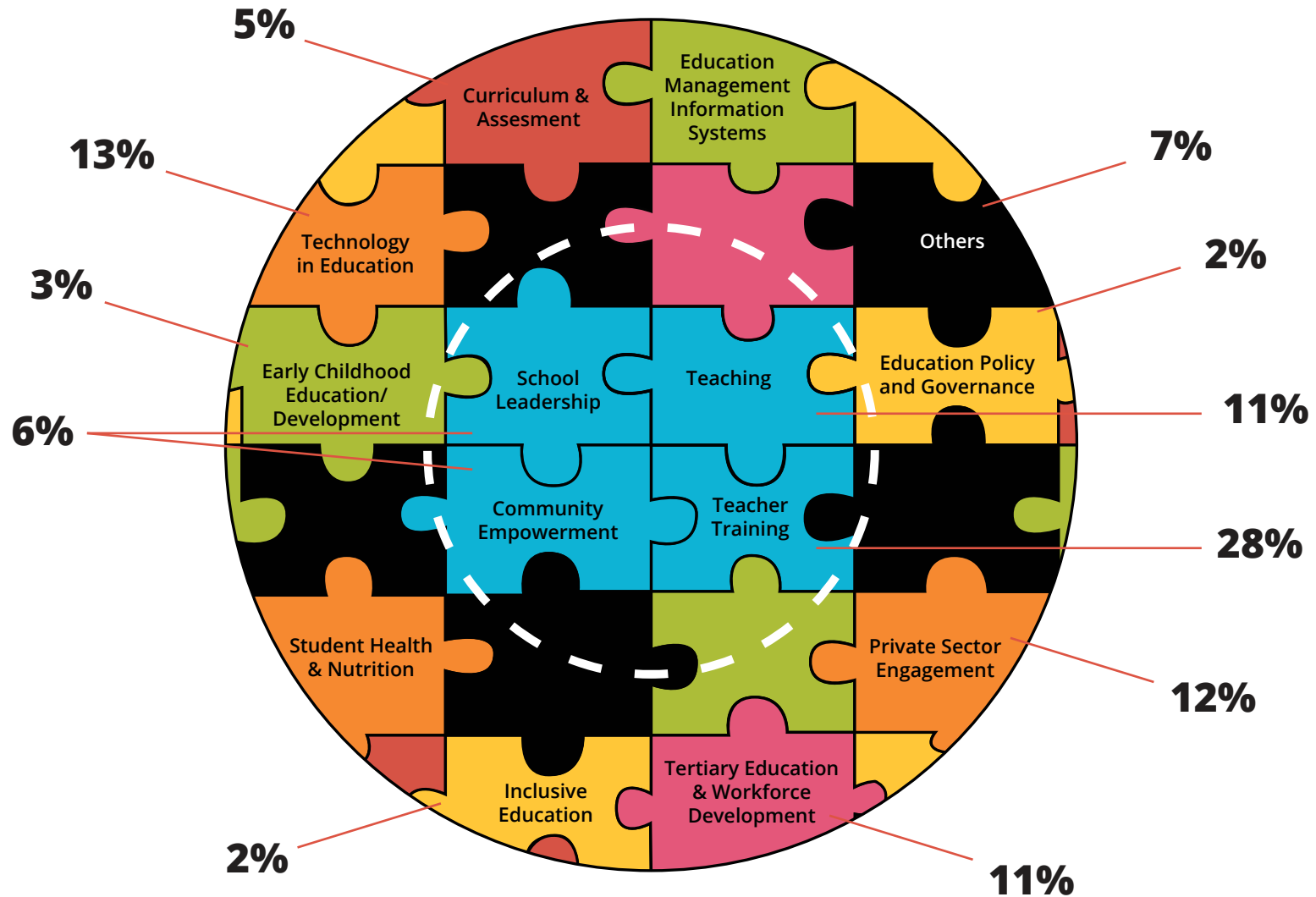


# Our Alumni fuel systems change

If our work over this decade has taught us one thing, it is that we cannot meet all the needs of children alone. Our strategy has evolved to one of collective leadership, where we collaborate with diverse stakeholders across our regions to construct a shared vision for children. As a result, the work of Fellows and Alumni at every level of the education ecosystem is driving lasting progress in cities across the country.



# Our leaders span sectors



92%

of Fellows feel part of a larger movement working to ensure all children attain an excellent education.

Source: Fellow Engagement Survey, 2018



WHERE WE ARE GOING



# We are building life long leaders

By 2022\*, **5000** Fellows & Alumni along with our children, will be on the path to developing their own **leadership** and working towards **educational equity** in India.

## Leadership at the core

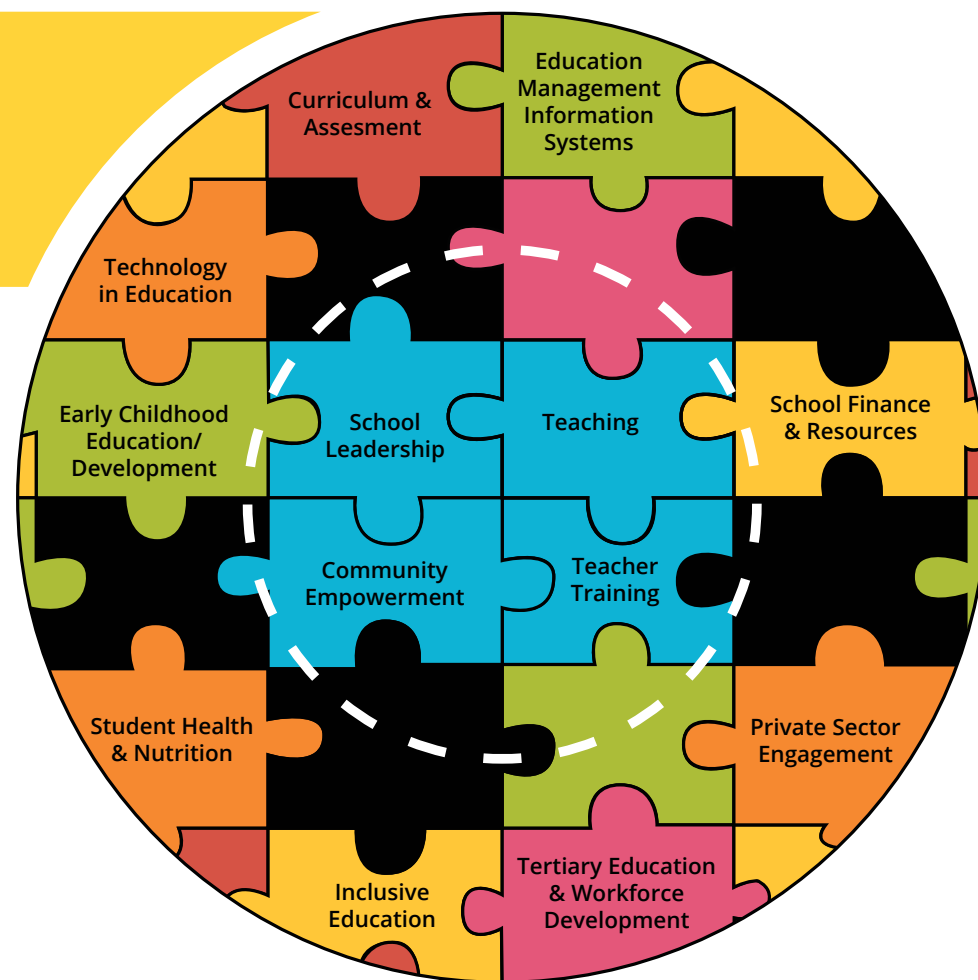
We will create a pipeline of 5000 leaders in the education sector.

## Collective impact

Each of our regions will bring together diverse stakeholders to evolve and work towards a shared vision that ensures educational opportunity for all.

## Innovation

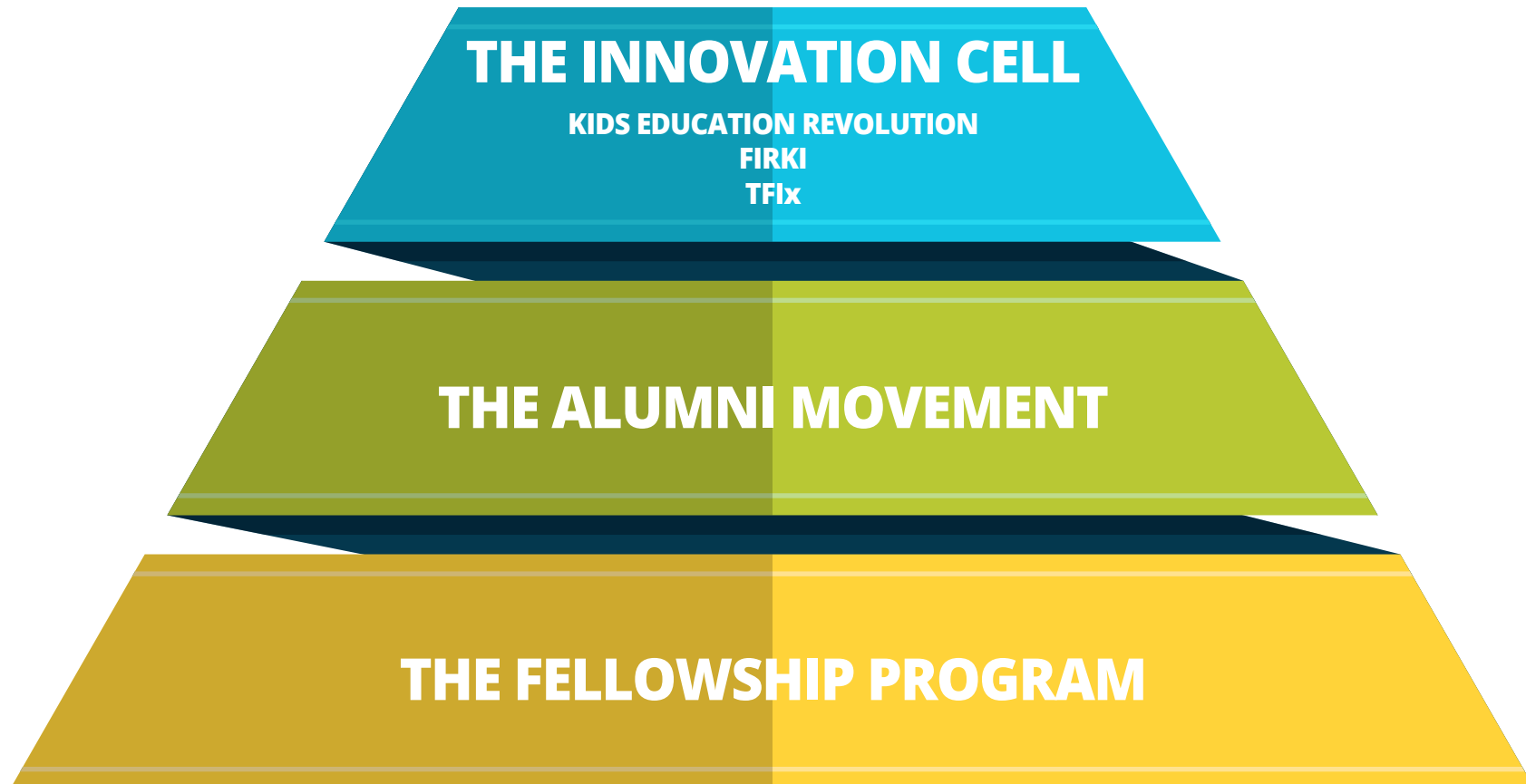
We will attain significant scale. Our Firki portal will enable educators across India to access high quality teacher professional development. Our TFlx model will create over 50 Fellowships across India, serving many of our most vulnerable children. Our Kids Education Revolution will bring together thousands of educators and students from a diverse collective of organizations to reimagine education together.



\*2022 refers to FY 2022-2023, the end of which would be marked as 31st March 2023.

# We need funding to expand our impact

By 2022, Teach For India's Annual budget will be approximately 90 crores.



# Why support Teach For India

## **We transform the lives of children in low-income communities**

In 2019, we are impacting 32,000 children through the Fellowship and many more vulnerable and socially deprived children from Tier 2 and Tier 3 cities through the Alumni network. By 2022, 5000 Fellows & Alumni along with our children, will be on the path to developing their own leadership and working towards educational equity in India.

## **We are a low-cost, high leverage model**

Our Fellow cost is divided across approximately 35 children, and our cost per student during the Fellowship starts at \$426 (INR 28,910). However, once a Fellow becomes an Alumnus who continues to impact children, this cost quickly decreases.

## **We are the education sector's largest and strongest talent pipeline**

We train and support our Fellows intensively during the two-year Fellowship period and induct them into the Alumni movement.

## **We reimagine education**

We're committed to shifting education to being truly holistic and differentiated such that every single child learns and grows to his or her fullest potential. We believe that education isn't only about exams, grades and self-interest, but also about an individual's larger contribution to the world.





# JOIN THE MOVEMENT

**Here now, it comes,  
and round and round  
my Firki runs and runs  
and shows me with great certainty  
a movement has begun.**

To learn more about Teach For India, visit [www.teachforindia.org](http://www.teachforindia.org)

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Apply to the Fellowship at  
[www.teachforindia.org/become-fellow](http://www.teachforindia.org/become-fellow)

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Apply to join the team at [www.teachforindia.org/careers](http://www.teachforindia.org/careers)

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Apply to volunteer in a classroom at  
[www.teachforindia.org/volunteer](http://www.teachforindia.org/volunteer)

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Donate at [www.teachforindia.org/donatenow](http://www.teachforindia.org/donatenow)

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To learn more about Firki, visit [www.firki.co](http://www.firki.co)

To learn more about KER, visit [www.kidseducationrevolution.org](http://www.kidseducationrevolution.org)

To learn more about TFlx, visit [www.teachforindia.org/tfix](http://www.teachforindia.org/tfix)

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Teach For India has offices in Mumbai, Pune, Delhi, Ahmedabad, Chennai, Hyderabad, and Bengaluru.

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Friends of Teach For India is headquartered in New York City.

To learn more about Friends of Teach For India, email [info@friendsofteachforindia.org](mailto:info@friendsofteachforindia.org)

