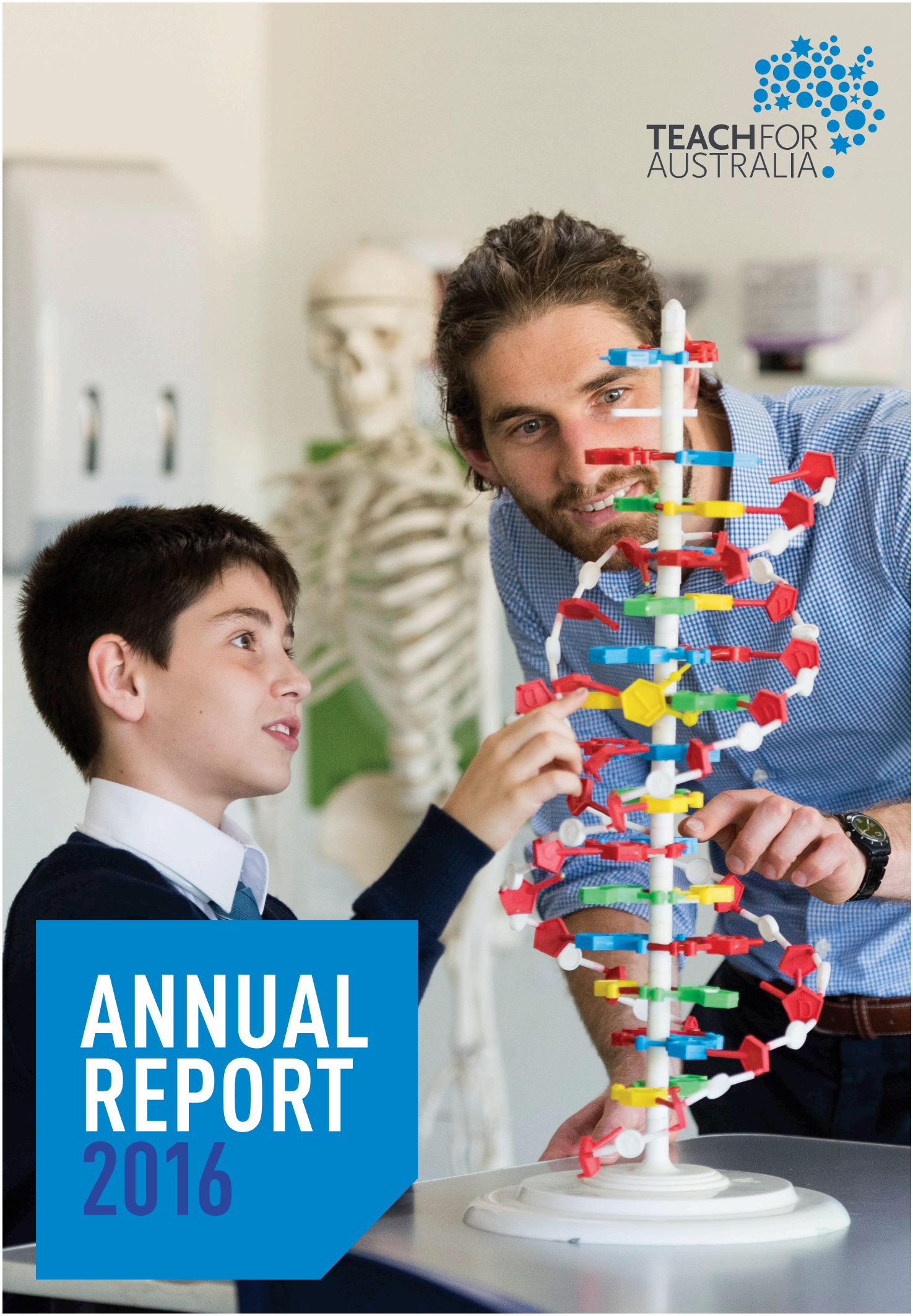


TEACH FOR AUSTRALIA

ANNUAL REPORT 2016

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

This year, Teach For Australia celebrates eight years of impact.

In 2016, more than ever before, we were inspired by what we have been able to achieve through global, national and local leadership, and innovation in education. By empowering talented people to become great teachers and leaders, we are committed to breaking the cycle of disadvantage.

We celebrated significant growth with our largest ever cohort, placing 124 Associates in schools serving low socioeconomic communities across the Australian Capital Territory, the Northern Territory, Victoria and Western Australia. We are also excited to announce that for the first time in 2017, we will see an inaugural cohort of Associates teaching in Tasmania.

Our award-winning Leadership Development Program continues to be recognised as one of the best graduate programs in Australia.

This year, we ranked 36th among the 2016 GradAustralia *Top 100 Graduate Employers*, up 60 places from 2015. The only non-profit organisation to make the list, we are proud to be placed ahead of major consultancy firms, financial institutions and government departments.

We also launched our newest program, Teach To Lead, which seeks to develop a pipeline of exceptional leaders for schools serving low socioeconomic communities. In partnership with the Sidney Myer Fund and Gandel Philanthropy, the program will develop emerging school leaders, with an inaugural cohort of 16 Fellows across Victoria.

We continue to receive incredible support from governments, corporate organisations and philanthropy – without which, our work would not be possible.

As part of the Mid-year Economic and Fiscal Outlook, the Australian Government allocated further funding to support the recruitment and development of 300 Associates over a three year period. We also received a landmark donation from the Paul Ramsay Foundation, receiving an $8.3 million over four years. This partnership will ultimately help us to improve the outcomes of more than 72,000 students.

With the official launch of our Ambassadors Program, we welcomed the support of 29 Ambassadors from many walks of life, each of whom has already made a significant contribution to the Australian community. United by their belief in our mission, they will help us to achieve our strategic priorities and realise our vision.

To ensure that we can achieve the greatest impact, we reviewed our business model and operations, leading to a number of cost efficiencies.

Finally, I would like to personally acknowledge and express sincere gratitude to Susan Boucher, Julian Leeser and Carol Schwartz for their service as members and Directors of the Teach For Australia Board, as they retired from their positions in 2016.

We exist to change lives, but we can not do it alone.

Without your support and the tireless work of those in our communities, we are ever closer to an Australia where *all* children, regardless of background, attain an excellent education.

Melodie Potts Rosevear
Founder and Chief Executive Officer

OUR STRATEGY

In pursuit of our vision, our activity is driven by four organisational priorities that underpin our five-year strategy: growth, impact, sustainability and people and culture.

Our 2016 Annual Report will reflect on our achievements through the lens of these four strategic priorities.

OUR PRIORITIES

GROWTH

Increase the number of students we empower by growing in scale while deepening our footprint.

IMPACT

Develop Associates and Alumni as highly effective teachers and leaders who achieve transformative student outcomes and increase school, community and system capacity.

SUSTAINABILITY

Strengthen our brand, diversify our funding base and ensure our operations are efficient and effective.

PEOPLE AND CULTURE

Build a strong culture and robust systems that maximise the satisfaction, engagement and empowerment of all staff.

OUR 2020 GOALS

We partner with schools in all states and territories.

We are nationally renowned for developing leaders in classrooms and schools and across the education sector.

We are sustainably funded by governments, corporate organisations and philanthropy.

We are recognised as a great place to work.

Our impact on students, schools, and systems is proven, recognised and ever-improving.

We are a valued partner of our schools, our communities and the wider education sector.

We operate with excellence and efficiency.

GROWTH

GROWING IN SCALE

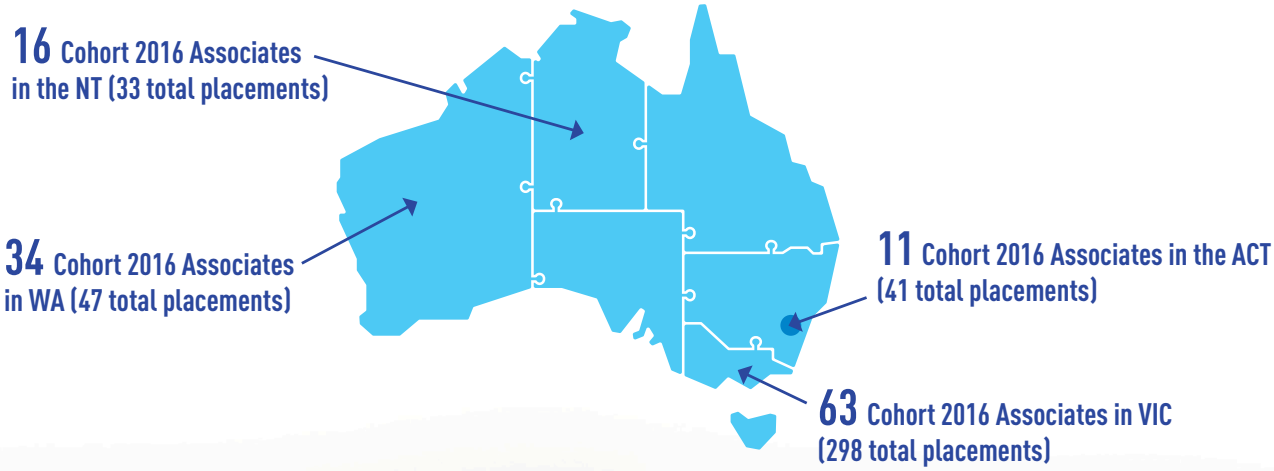
With 124 Associates teaching across 57 partner schools, Cohort 2016 is our largest ever. Almost twice the size of Cohort 2015, this brings our total number of placements to 419 in just seven years.

Over 40 per cent of Associates were placed in schools in regional or remote communities, with 47 per cent teaching STEM subjects.

GROWING OUR FOOTPRINT

An inaugural cohort of Associates will commence teaching in schools across Tasmania in 2017.

This year, we established a regional team based in Tasmania to ensure a successful and sustainable expansion. Commencing in 2017, 13 Associates will teach across nine schools throughout metropolitan and regional Tasmania.



IMPACT

4 STATES AND TERRITORITORIES

7 COHORTS

96 PARTNER SCHOOLS

419 PLACEMENTS

6,500 APPLICATIONS

85,000 STUDENTS

CELEBRATING SEVEN YEARS OF IMPACT

In 2016, we published *Our Promise: Tackling Educational Disadvantage, Seven Years of Teach For Australia.*

Now in our seventh year, Teach For Australia has shown that we can be part of the solution. We have shown that it is possible to change the status of the profession among top graduates, young professionals and career changers. We have shown that an innovative approach can create great teachers, lift student outcomes and build a pipeline of leaders for schools and systems.

We are inspired by what we have accomplished together thus far and we continue to use that inspiration to redouble our commitment to the long road ahead.

LAUNCHING TEACH TO LEAD TO DEVELOP SCHOOL LEADERS

This year, in partnership with the Sidney Myer Fund and Gandel Philanthropy, we launched Teach To Lead, a program that equips teachers with the skills to successfully navigate the challenging transition from classroom teacher to school leader.

Through Teach To Lead, we are committed to the development of great education leaders for schools serving low socioeconomic communities. The inaugural cohort of 16 Fellows across Victoria includes four Fellows from teacher training pathways outside of Teach For Australia.

MAXIMISING OUR IMPACT

We are committed to the continual improvement of our business model, ensuring that we achieve the greatest impact in the most cost effective way.

In 2016 we reviewed our business model and operations, seeking to increase the investment value to our current and future funders and to better leverage our current assets and networks. The results of the Business Model Review Initiative have provided us with significant intelligence, which has already led to a number of medium and long-term cost efficiency recommendations.

SUSTAINABILITY

OUR PARTNERSHIP WITH THE AUSTRALIAN GOVERNMENT

In 2016, the Australian Government announced their continued support for Teach For Australia, allocating an additional $20.5 million over three years as part of the Mid-Year Economic and Fiscal Outlook.

Through this support, we can continue to challenge and empower up to 300 of the best and brightest graduates, young professionals and career changers to become teachers and ultimately improve the educational outcomes of thousands of students across the country.

OUR PARTNERSHIPS WITH STATE AND TERRITORY GOVERNMENTS

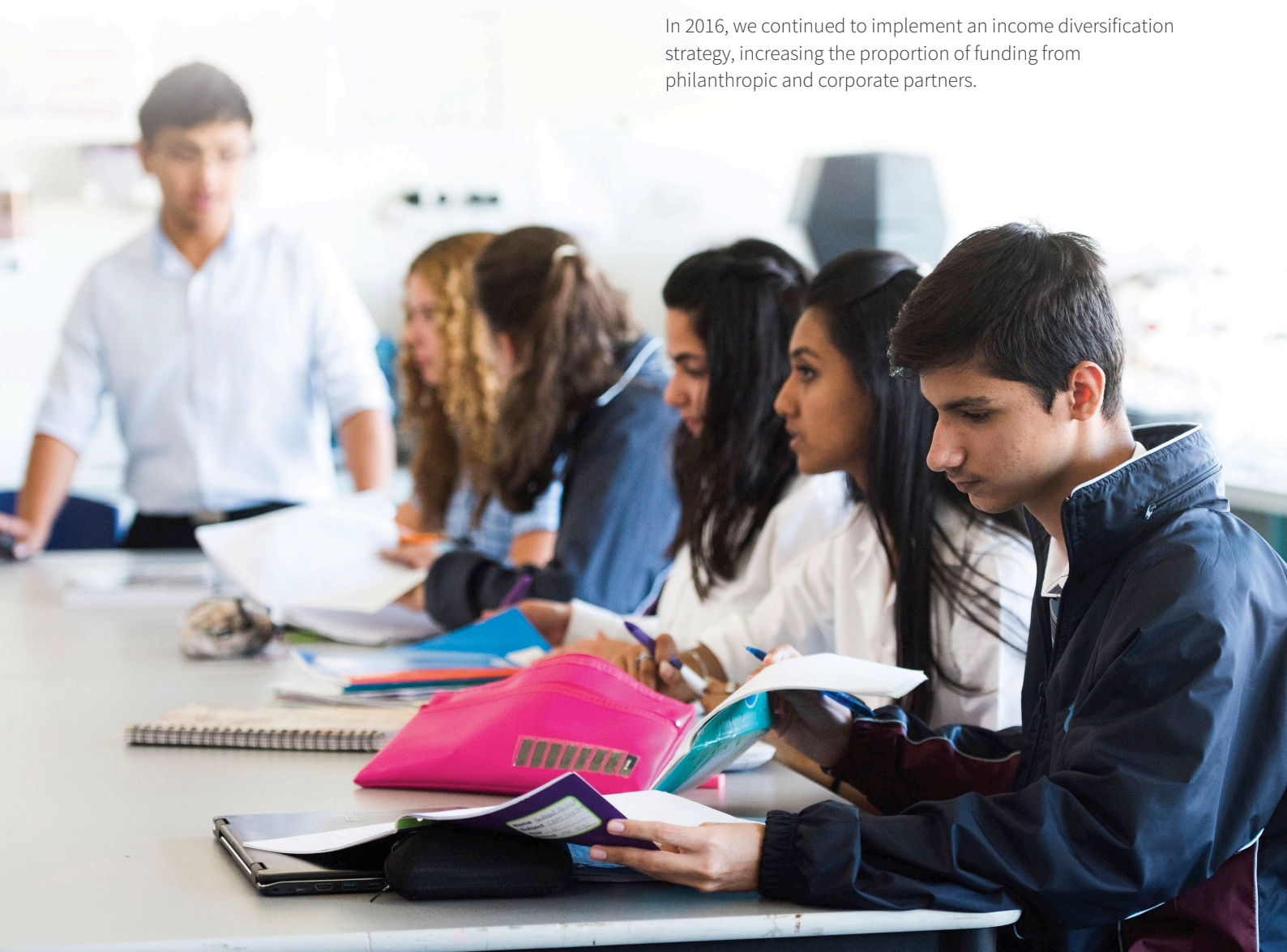
We continued to receive support from all our partner state and territory governments. For the first time in 2016, the Northern Territory, Victorian and Western Australian governments provided funding for the placement and training of Associates in their schools and communities.

We also entered into partnership with the Tasmanian Government and look forward to placing an inaugural cohort of Associates in Tasmanian schools in 2017.

OUR PARTNERSHIPS WITH PHILANTHROPY AND CORPORATE ORGANISATIONS

We are fortunate to have developed strong relationships with a number of philanthropic partners, many of whom have provided ongoing support since we gained Deductible Gift Recipient status in 2014.

In 2016, we continued to implement an income diversification strategy, increasing the proportion of funding from philanthropic and corporate partners.



OUR SUPPORTERS

Gandel Philanthropy
Eureka Benevolent Foundation
John Sevoir and Rebecca Gorman
John T Reid Charitable Trusts
Platinum Pacific Partners
Shell Australia
Sidney Myer Fund
The Baker Foundation
The Collier Foundation
The Dyson Bequest, managed by Equity Trustees
The Ian Potter Foundation
The John and Myriam Wylie Foundation
The Letissier Evans Family Foundation
The Paul Ramsay Foundation
The William Buckland Foundation
Victorian Department of Education and Training's Bastow Institute of Educational Leadership

OUR IN KIND PARTNERS

Boston Consulting Group
Corrs Chambers Westgarth
PwC

LANDMARK SUPPORT FROM THE PAUL RAMSAY FOUNDATION

The Paul Ramsay Foundation, Australia's largest private foundation, announced a long-term partnership with Teach For Australia that will deepen our impact and help us empower even more students and schools across Australia.

An investment of $8.3 million over four years, support from the Paul Ramsay Foundation represents the largest ever philanthropic donation received by Teach For Australia. With this support, we will be able to develop an additional 475 highly effective teachers and leaders.

Together, we will help to improve outcomes for more than 72,000 students across Australia.

PEOPLE AND CULTURE

OUR BOARD

RUFUS BLACK
Chair

Master of Ormond College
Deputy Chancellor of Victoria University
Director of Corrs Chambers Westgarth
Director of Teach For All
Former Partner of McKinsey&Company

JOHN DENTON AO
Board Member

Partner and Chief Executive Officer of Corrs Chambers Westgarth
Chair of the Business Council of Australia's Global Engagement Taskforce
Board Member of Asialink and Asia Society
Chair of Australia for the United Nations High Commissioner for Refugees Australia

LARRY KAMENER
Board Member

Founder and Global Leader of the Public Sector practice at Boston Consulting Group
Founder and Board member of the Centre for Public Impact
Former Leader of Public Sector and Health Care practices in Australia and New Zealand at Boston Consulting Group

ANTHONY MACKAY AM
Board Member

Chief Executive Officer of the Centre for Strategic Education
Deputy Chair of the Australian Council for Educational Research
Deputy Chancellor of Swinburne University
Former Chair of the Australian Institute for Teaching and School Leadership
Former Deputy Chair of the Australian Curriculum, Assessment and Reporting Authority

MELODIE POTTS ROSEVEAR
Founder, Chief Executive Officer and Board Member

Former Think Tank Coordinator of the Cape York Institute for Policy and Leadership
Former Consultant at the Boston Consulting Group

STEVEN SCHWARTZ AM
Board Member

Chair of the Australian Curriculum, Assessment and Reporting Authority
Executive Director of the Council of the Humanities, Arts and Social Sciences
Senior Fellow of the Centre for Independent Studies
Senior Fellow of the Australian Scholarship Foundation
Senior Fellow of the Asia Society
Former Vice-Chancellor of Macquarie University

OUR AMBASSADORS

In 2016, we launched our Ambassadors Program. Like the communities we work with, our Ambassadors are a diverse group of people from all walks of life, but they are united by their belief in our vision.

Adam Gilchrist AM, Champion Cricketer

The Hon Dr Andrew Leigh MP, Member for Fenner, Australian Capital Territory

Annie Fogarty AM, Fogarty Foundation

Brett Wigdortz OBE, Teach First

Carol Schwartz AM, Women's Leadership Institute Australia

Damien Hardwick, Richmond Football Club

David Evans, Evans and Partners

Elana Rubin, Mirvac Group

George Bailey, Champion Cricketer

Jan Owen AM, Foundation for Young Australians

Janine Kirk AM, The Prince's Trust Australia

Prof John Dewar, La Trobe University

John Dyson, Starfish Ventures

John Inverarity, Teach For Australia

John Wylie AM, Australian Sports Commission

Julian Leeser MP, Member for Berowra, New South Wales

Justin Langer AM, Champion Cricketer

Kate Cotter, Jetstar

Mark Brayshaw, AFL Coaches Association

Prof Michael Brear, The University of Melbourne

Michael Traill AM, Social Ventures Australia

Myriam Wylie, Honorary Consul General of France in Victoria

Dr Ric Charlesworth AO, Australian Sports Coach

Rob Nairn, Australian Secondary Principals Association

Sir Rod Eddington AO, J.P. Morgan

Susan Boucher, Australian Foundation for Fostering Learning in the Philippines

Terry Moran AC, Boston Consulting Group

Vedran Drakulic OAM, Gandel Philanthropy

Wendy Kopp, Teach For All

OUR GLOBAL NETWORK

Teach For Australia is proud to be a member of Teach For All, a global network of over 40 independent, locally led and funded partner organisations with a shared vision for expanded educational opportunity in their countries.

In 2016, Ensina Brasil joined Teach For All, becoming the global network's 40th partner and the ninth in Latin America, and Teach For Ghana's first cohort of 33 Fellows began leading classrooms in the country's rural Volt region.

Twenty-three Alumni of 10 Teach For All partner organisations officially launched the Teacher Development Community of Practice in 2016. The aim for each Community of Practice is to provide a platform for Alumni from across the network with similar career pathways, so they can further their work through sharing and discussing each other's successes and challenges, while building knowledge of research-based theories of teacher development.

OUR VALUES

- Empowering greatness
- Outcome driven
- Collaboration
- Humility and learning
- Innovation
- Resilience

FINANCIAL REPORT

STATEMENT OF FINANCIAL POSITION

As at 31 December 2016

	2016	2015
Assets		
Cash and cash equivalents	11,774,882	11,056,793
Trade and other receivables	2,129,082	3,975,274
TOTAL CURRENT ASSETS	**13,903,964**	**15,032,067**
Property, plant and equipment	243,573	66,708
TOTAL NON-CURRENT ASSETS	**243,573**	**66,708**
TOTAL ASSETS	**14,147,537**	**15,098,775**
Liabilities		
Trade & other payables	384,539	601,415
Funding in advance	8,570,817	9,226,817
Short term provisions	225,315	197,289
TOTAL CURRENT LIABILITIES	**9,180,671**	**10,025,521**
Funding in advance	–	490,542
Long term provisions	181,634	113,340
TOTAL NON-CURRENT LIABILITIES	**181,634**	**603,882**
TOTAL LIABILITIES	**9,362,305**	**10,629,403**
NET ASSETS	**4,785,232**	**4,469,372**
Accumulated funds		
Unrestricted reserves	3,087,251	2,771,391
Restricted reserves	1,697,981	1,697,981
TOTAL ACCUMULATED FUNDS	**4,785,232**	**4,469,372**

STATEMENT OF PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME

For the year ending 31 December 2016

	2016	2015
Income		
Government funding	7,350,545	5,603,894
Foundations, philanthropic & public donations	1,606,334	1,071,211
Investments and other income	315,860	327,991
TOTAL REVENUE	**9,272,739**	**7,003,097**
Expenses		
Program costs	3,317,798	2,567,442
Administration	669,774	447,265
Staff and contractors	4,969,307	3,673,355
TOTAL EXPENSES	**8,956,879**	**6,688,062**
NET SURPLUS FOR THE YEAR	**315,860**	**315,035**

STATEMENT OF CASH FLOW

For the year ending 31 December 2016

	2016	2015
CASH AT BEGINNING OF PERIOD	**11,056,793**	**9,710,933**
Net cash (absorbed)/provided from operating activities	954,376	1,404,160
Net cash used in investing activities	(236,396)	(58,300)
NET INCREASE/(DECREASE) IN CASH HELD	**717,980**	**1,345,860**
CASH AT END OF YEAR/PERIOD	**11,774,881**	**11,056,793**

A more extensive financial report is available at teachforaustralia.org/financial-reports.

TEACH FOR AUSTRALIA

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The Australian Government Department of Education and Training is a major supporter of the Teach For Australia initiative.

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