MESSAGE FROM THE
CHIEF EXECUTIVE OFFICER

It is humbling to look back on 2018, and reflect on the Teach For Australia journey to date.

The core of our work continues to revolve around developing highly effective teachers and leaders to serve communities that need the most support to resolve educational inequity.

As an employment-based pathway, our approach continues to empower Associates to immediately integrate the knowledge and skills developed through the program to the context of their own classrooms, whether they be in remote, rural and regional communities or in some of our nation’s biggest cities.

Our impact

This year brought our total number of placements to 674 in just nine years. Australia-wide, we partnered with 24 new schools, and brought the total number of Australian students impacted by our work over nine years to more than 175,000.

In schools, Associates and Alumni continue to work in close collaboration with their fellow teachers and school leaders. While we are conscious not to over-claim attributions for student and school improvements, school leaders continue to acknowledge Teach For Australia’s contribution to improved outcomes across our partner schools. Our annual survey revealed that over 90 per cent of Principals agreed that Associates had been successful in improving student skills, subject matter knowledge and wellbeing.

Beyond the classroom, members of the Alumni community forge pathways in policy, research, government and the community sector, continuing their contribution to delivering on the promise of educational equity.

Continued support for our vision

We are extremely grateful for the continued, bipartisan support of the Australian Government, as well as the support of State and Territory governments, education departments and teacher regulatory bodies.

We seek to build relationships and partnerships with individuals, trusts and foundations who share our goal of achieving educational equity in Australia. Our work is supported by grants, sponsorships and private donations from groups and individuals.

Our founding partners, Boston Consulting Group and Corrs Chambers Westgarth continue to support our work and we thank them wholeheartedly for their ongoing commitment. We are thankful, too, to maintain the significant support of the Paul Ramsay Foundation and many other philanthropic organisations. This year we also began new partnerships with Perpetual, PwC, TDM Growth Partners and the RE Ross Trust.

Our innovative and new partnership with the Australian Catholic University commenced, with Cohort 2018 being the first to enrol in the two-year Masters of Teaching – Professional Practice (MTPP).

We exist to disrupt the problem of educational disadvantage

Nine years in, we’re no longer an unproven idea. We’re an established movement – and we continue to disrupt the way Australia approaches this wicked problem of educational disadvantage. But there’s so much more to do.

We need a richer ecosystem of education actors that aren’t recycling the same old ideas – we need to break new ground. And we can’t lose sight of why we’re all in this work. We need to be flexible and we need to be creative. We need a new level of commitment to the ultimate reason why we’re here: kids deserve better than we’re currently giving them.

Together we are stronger

This year we commenced work on our Reconciliation Action Plan. We acknowledge the Traditional Owners of Country throughout Australia and recognise their continuing connection to education, learning and teaching, and pay our respects to their Elders past, present and emerging.

My heartfelt thanks goes out to Teach For Australia staff and board members for their continued efforts and outstanding work in support of our shared vision of a better society built on the basis of a stronger, fairer education for all.

The work of our Associates, Fellows and Alumni, the Mentors, Principals, Ambassadors and those who advocate on our behalf needs to be recognised too; this collective commitment is critical to our ongoing success and has been key to enabling us to make a sustained impact on the lives of so many students these past nine years.

We look forward to continuing our work into the future to ensure that all children, regardless of background, attain an excellent education, and extend an invitation to join us on our journey.

Melodie Potts Rosevear
Founder and Chief Executive Officer
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 2018 Annual Report will reflect on our achievements through the lens of these four strategic priorities.

**OUR PRIORITIES**

**GROWTH**
Increasing the number of students we empower by growing in scale while deepening our existing footprint.

**IMPACT**
Associates and Alumni are highly effective teachers and leaders, achieving transformative student outcomes and increasing school, community, and system capacity.

**SUSTAINABILITY**
Strengthen our brand, diversify our funding base and ensure our operations are efficient as well as effective.

**PEOPLE AND CULTURE**
A strong culture and robust systems that maximise the satisfaction, engagement and empowerment of all staff.

**OUR 2020 GOALS**

- **GROWTH**
  We partner with schools in all states and territories.

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

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

- **PEOPLE AND CULTURE**
  We are recognised as a great place to work.

- **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 2018 Annual Report will reflect on our achievements through the lens of these four strategic priorities.
Cohort 2018 brought our total number of placements to 674 in just nine years. Australia-wide, we partnered with 24 new schools this year, matching 125 new Associates with 76 schools in total.

As this cohort entered classrooms for the first time, we began recruiting our next Associates for Cohort 2019. During the recruiting period from February until August, we grew our reach and impact by recruiting and placing 20 per cent more Associates over the previous year. Cohort 2019 will commence teaching at the start of 2019.
CELEBRATING NINE YEARS OF IMPACT

In 2018, we published *Our Promise: Tackling Educational Disadvantage, Nine Years of Teach For Australia*. This report summarises our impact over nine years, highlighting some of the differences our Associates and Alumni have made in challenging educational inequity.

We also published two editions of *Stories*: a magazine that demonstrates and celebrates how Teach For Australia is building an inspired, connected and empowered community of Associates, Alumni, Ambassadors, staff and supporters — a community of leaders.

SUPPORTING COMMUNITIES THROUGHOUT AUSTRALIA

In 2018, 50 per cent of all of our partner schools were in regional, rural and remote locations.

We try where possible to place multiple Associates in the same school or schools within a close drive of one another, which means many Associates are able to live and study together. This has created buzzing Associate and Alumni communities in regional areas across Australia, including: Horsham, Shepparton, Gippsland and along the South West Coast in Victoria, Katherine, Alice Springs and Tennant Creek in the Northern Territory, Kalgoorlie in Western Australia and throughout Tasmania.

DEVELOPING HIGHLY EFFECTIVE LEADERS

Eighty-eight per cent of the most recent cohort of Alumni have remained in teaching for a third year, and 84 per cent of those teaching continue to work in a school serving a low socioeconomic community.

Most of our Alumni remain in teaching, even beyond their third year. Of those who pursue other paths, most remain in the education sector, working in government and policy, innovating in social enterprises and non-profits or continuing their study in an education-related field. Sixty-nine per cent of all Alumni are still teaching, and 40 per cent of those still teaching are in school leadership roles.

Our second cohort of Teach To Lead Fellows graduated at the end of 2018. A survey revealed that 100 per cent of Fellows believe that their performance as a leader has improved as a direct result of participating in the program.
SUSTAINABILITY

OUR PARTNERSHIPS WITH...

THE AUSTRALIAN GOVERNMENT
Teach For Australia is grateful for continued, bipartisan support from the Australian Government. From 2009, the Government has provided more than $77 million in funding to provide ten cohorts of our employment-based pathway into teaching.

STATE AND TERRITORY GOVERNMENTS
Our close partnerships with State and Territory governments has enabled the placement of hundreds of Associate teachers. We continue to work together to identify areas of greatest need and explore opportunities for placements in some of the most isolated and unique regions of Australia. Additionally, we work with the respective regulatory bodies in each state to support our teachers.

ACU
Our partnership with the Australian Catholic University commenced, with Cohort 2018 beginning their two-year Masters of Teaching – Professional Practice (MTPP) at ACU.

Building on Teach For Australia’s success in employment based pathways, and ACU’s extensive experience in teacher education, Associates are for the first time fully integrating three components – their classroom teaching, Teach For Australia leadership development activities and Master of Teaching studies – such that their efforts across all three domains are recognised, and contribute towards their qualification.

PHILANTHROPIC AND CORPORATE ORGANISATIONS
We seek to build strong relationships and partnerships with individuals, trusts and foundations, and are grateful for the support we get from our philanthropic partners, which represents 22 per cent of our income.

We enjoy hosting our philanthropic partners in schools, sharing stories of our successes, driving change and building a collective understanding of the challenges some communities face around Australia.

We would like to take this opportunity to thank our continuing supporters and welcome new partners in 2018: Perpetual, PwC, TDM Growth Partners and the RE Ross Trust. We look forward to working together to end educational inequity now and into the future.
Our close partnerships with State and Territory governments has enabled the placement of hundreds of Associate teachers. We continue to work together to identify areas of greatest need and explore opportunities for placements in some of the most isolated and unique regions across Australia.

GOVERNMENT PARTNERS
Australian Government
ACT Government
Northern Territory Government
Tasmanian Government
Victorian Government
Western Australian Government

FOUNDING PARTNERS
Boston Consulting Group
Corrs Chambers Westgarth

CORNERSTONE PARTNERS
Paul Ramsay Foundation
Wesfarmers

IMPACT PARTNERS
Gandel Philanthropy
Sidney Myer Fund

SUPPORTERS
Amgen Foundation
Australian Communities Foundation
Charles David Fund
The Baker Foundation
Euroz Charitable Foundation
JTM Foundation
Perpetual
The King and McMillan Foundation
The Daniel Scott Charitable Trust
The Brasher Family Foundation
The Fred P. Archer Charitable Trust
Perpetual Foundation - Bertha McKenzie Endowment
Platinum Pacific Partners
PwC
The RE Ross Trust
TDM Growth Partners
The William Buckland Foundation
Woodside Energy

IN-KIND PARTNERS
Corrs Chambers Westgarth
Foundation for Young Australians
Newman Siena Centre
PwC

LANDMARK SUPPORT FROM RE ROSS TRUST

In December 2018 Teach For Australia signed a three-year partnership with the RE Ross Trust to support our growing operations in Victoria. With the Trust’s help, we’ve been able to continue investigating new school relationships, strengthening our collaboration with the Victorian Government and training more Associates to work in the low socioeconomic schools that need them.
WHO WE ARE

Teach For Australia is a diverse organisation, including 68 full- and part-time team members. Our team work across six States and Territories including Victoria, Western Australia, the Northern Territory, Tasmania, ACT and New South Wales – and our people are increasingly based outside of our Melbourne headquarters.

• 35 per cent of our team are based outside of Melbourne.
• 46 per cent of our team are qualified teachers.
• 24 per cent of our team are Alumni of either Teach For Australia or one of the global Teach For All network partners.

OUR PEOPLE STRATEGY

We continue to leverage the talents, passion and commitment of our people towards our vision. We are committed to increasing employee engagement and making Teach For Australia a great place to work.

Our People & Culture team are leading critically important work around embedding our organisational values into everything that we do, further developing the capabilities and careers of our people, and introducing a number of key initiatives of our Diversity & Inclusion strategy — notably, a new parental leave policy and submitting our first-ever Reconciliation Action Plan.

OUR BOARD

Larry Kamenar
Chair
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

Paul Brasher
Board Member
Chairman of Incitec Pivot
Non-Executive Director of Amcor Limited
Deputy Chairman of Essendon Football Club
Former Non-Executive Director of Perpetual Limited
Former Chairman of the Global Board of PwC
Former Chairman of Reach Foundation
Former Board Member of Asialink

Alyce Cleary
Board Member
Teach For Australia Alumna (Cohort 2010)
Principal at Palm Beach-Currumbin State High School

Dorothy Hisgrove
Board Member
Former head of Brand and Marketing, Customer Experience and People at AFL, Australia Post, NAB and BHP

Melodie Potts Rosevear
Founder, Chief Executive Officer and Board Member
Former Think Tank Coordinator at 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

Thank you to the following Board members who retired from the Board in March 2018:

Tony Mackay
Board Member
2009 - 2018

Peter Van Onselen
Board Member
2017 - 2018
OUR GLOBAL NETWORK

Teach For Australia is proud to be a member of Teach For All, a global network of 48 independent, locally-led and -funded partner organisations with a shared vision for expanded educational opportunity in their countries.

In 2018, Teach For Pakistan and Enseña por Paraguay joined the Teach For All network.

In October, Teach For All launched its Global Learning Lab for Community Impact (Community Impact Lab) to learn from communities that are making significant progress toward the outcomes they envision for their children, and share insights from those communities within and beyond the global network.

OUR AMBASSADORS

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.

The Hon Dr Andrew Leigh MP, Member for Fenner, Australian Capital Territory
Carol Schwartz AM, Women’s Leadership Institute Australia
David Evans, Evans and Partners
Elana Rubin, Mirvac Group
George Bailey, Tasmanian Tigers
Jan Owen AM, Foundation for Young Australians
John Denton AO, International Chamber of Commerce
John Dyson, Dyson Bequest
John Inverarity AM, Teach For Australia
John Wylie AM, Australian Sports Commission
Julian Leeser MP, Member for Berowra, New South Wales
Justin Langer AM, Australian Men’s Cricket Team
Kate Inverarity, Nightingale Advisors
Mark Brayshaw, AFL Coaches Association
Michael Traill AM, Social Ventures Australia
Myriam Wylie, John & Myriam Wylie Foundation
Dr Ric Charlesworth AO, Australian Sports Coach
Rob Nairn, Australian Institute for Teaching & School Leadership
Sir Rod Eddington AO, J. P. Morgan
Professor Rufus Black, University of Tasmania
Susan Boucher, Australian Foundation for Fostering Learning in the Philippines
Terry Moran AC, Boston Consulting Group
Vedran Drakulic OAM, Gandel Philanthropy

OUR VALUES

Empowering greatness    Humility and learning
Outcome driven           Innovation
Collaboration            Resilience
# Financial Report

## Statement of Financial Position

**As at 31 December 2018**

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>11,510,629</td>
<td>12,819,558</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>4,123,932</td>
<td>3,560,367</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td>15,634,561</td>
<td>16,379,925</td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>110,430</td>
<td>185,711</td>
</tr>
<tr>
<td><strong>Total Non-Current Assets</strong></td>
<td>110,430</td>
<td>185,711</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>15,774,991</td>
<td>16,565,636</td>
</tr>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade &amp; other payables</td>
<td>733,567</td>
<td>788,099</td>
</tr>
<tr>
<td>Funding in advance</td>
<td>6,872,271</td>
<td>9,337,147</td>
</tr>
<tr>
<td>Short term provisions</td>
<td>443,953</td>
<td>380,233</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
<td>8,049,791</td>
<td>10,505,479</td>
</tr>
<tr>
<td>Funding in advance</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Long term provisions</td>
<td>30,275</td>
<td>69,140</td>
</tr>
<tr>
<td><strong>Total Non-Current Liabilities</strong></td>
<td>30,275</td>
<td>69,140</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>8,080,066</td>
<td>10,574,619</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td>7,664,925</td>
<td>5,991,017</td>
</tr>
<tr>
<td><strong>Accumulated Reserves</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accumulated reserves</td>
<td>7,664,925</td>
<td>5,991,017</td>
</tr>
<tr>
<td><strong>Total Accumulated Funds</strong></td>
<td>7,664,925</td>
<td>5,991,017</td>
</tr>
</tbody>
</table>
**STATEMENT OF PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME**

For the year ending 31 December 2018

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government funding</td>
<td>10,142,311</td>
<td>9,505,914</td>
</tr>
<tr>
<td>Foundations, philanthropic &amp; public donations</td>
<td>3,071,556</td>
<td>2,659,910</td>
</tr>
<tr>
<td>Investments and other income</td>
<td>352,497</td>
<td>284,406</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>13,566,364</td>
<td>12,450,230</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program costs</td>
<td>9,165,750</td>
<td>8,776,821</td>
</tr>
<tr>
<td>Fundraising</td>
<td>1,001,260</td>
<td>1,116,967</td>
</tr>
<tr>
<td>Administration</td>
<td>1,725,446</td>
<td>1,660,643</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>11,892,456</td>
<td>11,554,431</td>
</tr>
<tr>
<td><strong>NET SURPLUS FOR THE YEAR</strong></td>
<td>1,673,908</td>
<td>895,799</td>
</tr>
</tbody>
</table>

**STATEMENT OF CASH FLOW**

For the year ending 31 December 2018

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>CASH AT BEGINNING OF PERIOD</td>
<td>11,519,558</td>
<td>11,774,882</td>
</tr>
<tr>
<td>Net cash (absorbed)/provided from operating activities</td>
<td>(1,297,786)</td>
<td>1,094,453</td>
</tr>
<tr>
<td>Net cash used in investing activities</td>
<td>(5,787,948)</td>
<td>(1,349,777)</td>
</tr>
<tr>
<td>NET INCREASE/(DECREASE) IN CASH HELD</td>
<td>(7,085,734)</td>
<td>(255,324)</td>
</tr>
<tr>
<td>CASH AT END OF YEAR/PERIOD</td>
<td>4,433,824</td>
<td>11,519,558</td>
</tr>
</tbody>
</table>

A more extensive financial report is available at teachforaustralia.org/financial-reports.
The Australian Government Department of Education and Training is a major supporter of the Teach For Australia initiative.