

# ANNUAL REPORT 2018

# 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*

**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 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



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

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.

## COHORT 2018 ASSOCIATES WILL TEACH ACROSS 76 SCHOOLS:

10 Cohort 2018 Associates  
at 6 schools in the NT  
57 placements to date

44 Cohort 2018 Associates  
at 25 schools in WA  
124 placements to date



7 Cohort 2018 Associates  
at 5 schools in the ACT  
60 placements to date

54 Cohort 2018 Associates  
at 34 schools in VIC  
410 placements to date

12 Cohort 2018 Associates  
at 7 schools in TAS  
25 placements to date



# IMPACT

**5 STATES AND TERRITORIES**



**9 COHORTS**



**156 PARTNER SCHOOLS**



**674 PLACEMENTS**



**9,400+ APPLICATIONS**



**175,000+ STUDENTS**

## 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 SUPPORTERS

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

The Leadership Development Program is delivered as part of the High Achieving Teachers Program with the support of the Australian Government Department of Education and Training.

### 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

through Teach For All

### 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.

# PEOPLE & CULTURE

## 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 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 Phillippines

**Terry Moran AC**, Boston Consulting Group

**Vedran Drakulic OAM**, Gandel Philanthropy

## 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 VALUES

Empowering greatness

Outcome driven

Collaboration

Humility and learning

Innovation

Resilience



# FINANCIAL REPORT

## STATEMENT OF FINANCIAL POSITION

As at 31 December 2018

	2018	2017
<b>Assets</b>		
Cash and cash equivalents	11,510,629	12,819,558
Trade and other receivables	4,123,932	3,560,367
<b>TOTAL CURRENT ASSETS</b>	<b>15,634,561</b>	<b>16,379,925</b>
Property, plant and equipment	110,430	185,711
<b>TOTAL NON-CURRENT ASSETS</b>	<b>110,430</b>	<b>185,711</b>
<b>TOTAL ASSETS</b>	<b>15,774,991</b>	<b>16,565,636</b>
<b>Liabilities</b>		
Trade & other payables	733,567	788,099
Funding in advance	6,872,271	9,337,147
Short term provisions	443,953	380,233
<b>TOTAL CURRENT LIABILITIES</b>	<b>8,049,791</b>	<b>10,505,479</b>
Funding in advance	-	-
Long term provisions	30,275	69,140
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>30,275</b>	<b>69,140</b>
<b>TOTAL LIABILITIES</b>	<b>8,080,066</b>	<b>10,574,619</b>
<b>NET ASSETS</b>	<b>7,664,925</b>	<b>5,991,017</b>
<b>Accumulated Reserves</b>		
Accumulated reserves	7,664,925	5,991,017
<b>TOTAL ACCUMULATED FUNDS</b>	<b>7,664,925</b>	<b>5,991,017</b>

## STATEMENT OF PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME

For the year ending 31 December 2018

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

## STATEMENT OF CASH FLOW

For the year ending 31 December 2018

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

A more extensive financial report is available at [teachforaustralia.org/financial-reports](http://teachforaustralia.org/financial-reports).





**TEACHFOR  
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**[teachforaustralia.org](http://teachforaustralia.org)**

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



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