

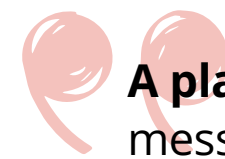


TEACH**FOR**INDIA

Annual Report

—— 2022-23

A LETTER FROM OUR STUDENT



A plain white canvas can turn into a beautiful painting, holding wonderful feelings and messages. **All we have to do is spread colours on it.** That's what my didis and bhaiyas (Fellows) did for me.

I was a shy girl who was afraid to share my answers or ask my doubts in class. But then **my wonderful Fellows entered my life** and introduced me to my own voice. They showed me my potential and **turned me into a strong leader.**

My Fellows **helped me fall in love with my academics** by showing me how beautiful it can be when you understand the concepts instead of just learning them for an exam. They **made my classroom a safe space** where I could work with my creativity and share my thoughts fearlessly.

They not only helped me in academics, but they also **helped me grow as a good human being.** They **helped me hear my own voice and make my dreams a reality.**

I remember my Fellows talking about current affairs, social-emotional learning, and the LGBTQ+ community. They helped us grow with an inclusive mindset.

They always **pushed me to do better**, which helped me explore new horizons and get out of my comfort zone. They always told me, "It doesn't matter where you have come from. What matters is where you will go at the end of the day."

Today, **I have graduated from 10th grade with 83%.** I have gotten out of my comfort zone, but **the voices of my Fellows and their learnings still help me walk with the same attitude towards my dream.**

The colours that my Fellows added to my life are helping me spread the colours of humanity, creativity, and inclusivity throughout my journey.

I believe that every Student is a champion because every Student is unique. My Fellows helped me and my friends find our unique skills, which made us champions of our lives.

**Rachana Mali, 2022 Grade 10 Student,
Rajashri Shahu Maharaj Primary English Medium School, Pune**

LETTER FROM SHAHEEN

A black and white portrait of a woman with long dark hair, wearing a light-colored top, looking directly at the camera with a slight smile. The portrait is positioned on the left side of the page, partially overlapping the title.

Dear Community,

In 2022, we took **our first step towards our ten-year North Star**: to build a movement of 50,000 leaders, and work collectively, with love, to transform the lives of 1 in 10 Students from low-income communities. As our Students rediscovered the joy of physical classrooms, and our Fellows returned to schools with a renewed sense of hope, we expanded our movement of leaders working together at all levels of the system to provide an excellent, equitable education to all of India's children.

This year, we have over **900 Fellows teaching across 8 cities**. We have expanded operations to **Kolkata**, impacted over **34,000 Students** directly in our classrooms, and developed over 4,600 leaders through our innovation programmes at TFlx, KER, and Firki. While we still have far to go for all children, we saw our Students progress towards their learning goals, with 89% of our Grade 10 Students passing their board exams, and **many Students being accepted into top-tier colleges** such as IIT, NLU, Azim Premji University, United World College, and Ashoka University.

As you explore our journey this past year, you will find stories of Students who made **excellent progress towards Leading Self, Others, and India**, and examples of Fellows who worked relentlessly to find exciting new ways to bring these ideas to life in their classrooms. You will find stories of **"Be The Change Projects"** (BTCs) that explored student voice, participative leadership, and active community engagement. You will also find stories of Student-led change projects that exemplified the ripple effect of an empowered and aware classroom.

This year also saw the **culmination of an 18-month-long journey with The Conference of the Birds**, exploring alongside our Students the idea of India's Constitutional Values and the increasingly important question – "What is India?". This Sufi and Hamilton-inspired hip-hop musical took the stage in **9 shows, across 3 cities, in front of thousands of audience members**. As we saw our Students perform a 90-page musical entirely in English, lead change projects in their own communities, and truly live the values of Equality, Justice, Liberty, and Fraternity, we also saw this group of Students transform into living examples of what it means to hold the highest possible bar for our children, and to believe that their potential is limitless.

As we embraced the idea that “our nation is built in classrooms”, we made Student Leadership an important focus across our programmes. We impacted 31 educators and 1350 Students with the pilot of the **“India & I Studies”** – a set of lesson plans that are available to any Student, educator, or parent who shares our belief that building India starts with how we educate our Students. In partnership with the Museum of Solutions, a JSW initiative, we launched the **KER-Muso Student Fellowship** to enable young leaders to collaborate with adults to solve the most pressing issues in education today.

Our Alumni continued to deepen the impact of the movement, with **70% of our Alumni working in the education and social sector, impacting over 50 million children** in India. Through TFIx, **9 entrepreneurs adapted the Fellowship model** to high-need, suburban and rural contexts in India, enabling change for **over 2 lakh Students across 16 states in the country**. Through InnovatEd, **9 social entrepreneurs** accessed support and mentorship to develop their innovations into sustainable organisations, adding to our growing community of educational entrepreneurs across India.

Our online community and **digital reach expanded to over 2.5 million followers** across Instagram, Twitter, Facebook, and LinkedIn, allowing us to identify and engage with people who are passionate about the movement for educational equity.

As 2023 marks the completion of **15 years of Teach For India’s work** towards a more equitable India, I find myself reflecting on the collective impact of our community of 4600+ Alumni, 900+ Fellows, and 270+ Staff members who have **worked with over 47,000 children across 8 cities** in the last decade. And I feel extremely inspired by the seeds that we have been able to plant.

I'm also incredibly grateful to each member of our growing community - our Student leaders, Fellows, Donors, Board and Regional Boards, and Staff members who have been working relentlessly to bring our bold and brave vision to life, with great passion, belief, and love.

**With love and gratitude,
Shaheen**





INDEX

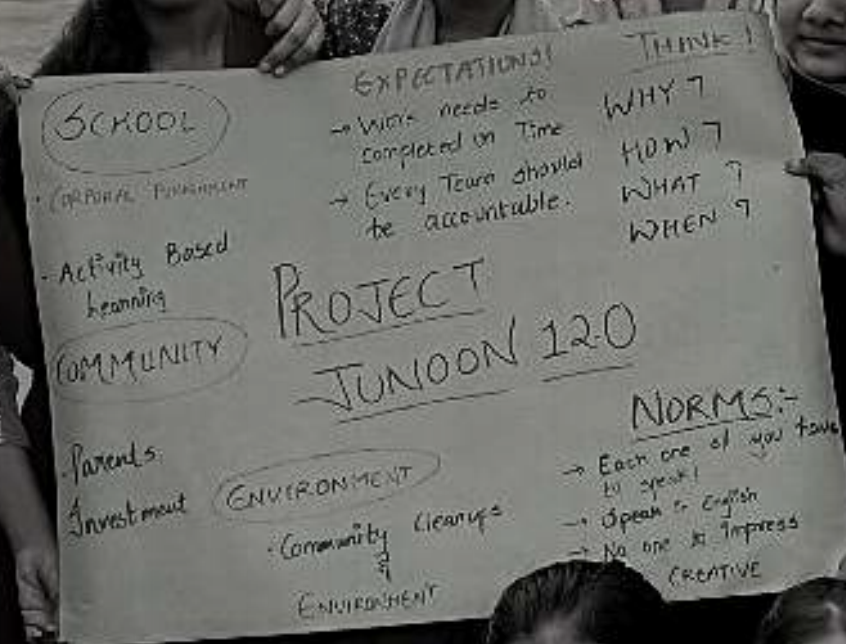
VISION AND MISSION	06
OUR THEORY OF CHANGE	07
2022-23 GOALS	08
WHAT WE MEASURE AND WHY	13
<hr/>	
WHO ARE OUR STUDENTS?	14
ARE OUR STUDENTS LEARNING?	17
HOW DO WE REIMAGINE EDUCATION WITH OUR STUDENTS?	23
<hr/>	
WHO ARE OUR FELLOWS?	26
BACKGROUND OF OUR FELLOWS	27
REFLECTIONS FROM OUR FELLOW	28
ARE OUR FELLOWS DEVELOPING INTO LONG-TERM LEADERS FOR EQUITY?	30
DO FELLOWS FIND PURPOSE AND MEANING IN THEIR WORK?	34
IMPACT STORIES	36
<hr/>	
ARE OUR ALUMNI HAVING AN IMPACT TOWARDS OUR VISION?	38
HOW ARE WE SUPPORTING ALUMNI?	40
ALUMNI IN FOCUS	45
<hr/>	
ARE WE BUILDING A SUSTAINABLE INSTITUTION?	46
OUR GROWTH	47
WHAT ARE THE SEEDS WE PLANT?	48
HOW DOES OUR MEDIA DRIVE CHANGE?	54
<hr/>	
BOARD OF TRUSTEES	55
DONORS AND SUPPORTERS	57
<hr/>	
FINANCIAL SNAPSHOT	58
SUMMARY BALANCE SHEET	59
SUMMARY INCOME & EXPENDITURE ACCOUNT	60

OUR VISION

One day, all children
will attain an excellent
education.

OUR MISSION

To build a movement of
leaders who will
eliminate educational
inequity in India.





OUR THEORY OF CHANGE

Meaningful change happens when we cultivate a collective force of leaders.

Driven by the vision that every child deserves to live in an India free of poverty and filled with love, our movement of leaders chose excellent and equitable education as our best route to this India.

In The Short Term, We Build Leaders

We find committed people for our two-year Fellowship. We place them in low-income or government schools where they work relentlessly to transform the lives of their Students. We support them as they find careers within and beyond the education sector.

In The Long Term, We Nurture A Movement Of Leaders

Our 10-year North Star is to **build a movement of 50,000 leaders**. They will work collectively, with love, to **transform the lives of 1 in 10 children from low-income communities** in our regions. They will enable that through an education that unleashes the potential of self, others, and India.

After the Fellowship, our Fellows have lifelong access to our Alumni movement. This close-knit, supportive community learns and acts together for educational equity.

2022-23 GOALS

2022-23 was the first year of our 10-year **North Star**. To build a movement of **50,000 leaders** who will work collectively, with love, to **transform the lives of 1 in 10 Students** from low-income communities in our regions **by 2032, we will focus on these areas.**



The Fellowship and Building More Leaders

1

Goal: Continue to build a **cohort of ~1000 Fellows through the flagship Fellowship program and expand to a new site.** We will develop leaders through additional programs, including **TFlx, KER and Firki.**

Achieved: We had a cohort of 900 Fellows across 8 cities and expanded to Kolkata. We developed 4,040+ leaders through TFlx, KER, and Firki programmes.

2

Goal: Impact ~33000 Students through our **Fellowship classrooms**, enabling them to **grow holistically through the dimensions of Self, Others and India.**

Achieved: We impacted 33,500+ Students from grades 1 to 10

3

Goal: Ensure a **higher percentage of 10th grade Students** pass their Board exams in 2023 compared to 2022 Board exams, and reduce the learning loss faced during the pandemic

Achieved: 89% of 10th Grade Students passed in 2023, an increase of 4.7% compared to 2022 Board exams; 15% received distinction.



A Movement For Ed Equity

4

Goal: Ensure at least **70% of the Alumni who are working from the graduating cohort will be in the education or social sector** to support Students from low-income communities.

Achieved: **70% of the Alumni are engaged in education and the social sector, spanning teaching, leadership, ed-tech, think tanks, and fundraising.**

5

Goal: Understand the **collective impact of our 4,157 Alumni**, on Students from low-income communities in India.

Achieved: **We garnered insights into 96% of our Alumni on their collective impact on Students.**

A Caring, Enduring, and Effective Organisation

6

Goal: Continue to be a “Great Place to Work”, and enable 75% of our Staff to meet or exceed goals.

Achieved: We were certified “Great Place to Work®” for the 5th time. 89% of our Staff met or exceeded goals.

7

Goal: Meet 100% of our fundraising goals, and ensure compliance with all applicable laws.

Achieved: We successfully secured 100% of our fundraising goals — ₹81 crores (\$98 million), and renewed our FCRA in April 2023 for a 5-year period.

8

Goal: Strengthen our enablers, including the data infrastructure in the organisation.

Achieved: We have begun creating the foundations of data infrastructure and are working towards building systems and processes to streamline key organisation data.

A dark, high-contrast photograph of a slum area. In the foreground, a young child stands holding a baby. In the background, laundry hangs on lines between buildings, and a person is visible further back. The overall tone is somber and gritty.

OUR CONTINUED CHALLENGES

Recruitment Challenges:

- We aimed to recruit 660 Fellows for the 2023 Fellowship but were only able to welcome 480.
- Recruitment faced various challenges, including shifting candidate interests post-COVID, with preferences for shorter projects, flexible hours, and virtual work.

Academic Growth Challenges:

- Though our goal was 100%, only 76% of our Students are functionally literate to be able to read Grade 2-level texts.
- Our goal was to enable 60% of the Students, but only 45% of our Students are at or near the grade-appropriate reading level.
- Despite aiming for 100%, only 81% of our Students successfully passed their Math assessments.

WHAT WE MEASURE AND WHY

Through this report, we'll delve into answers to these questions:

WHO ARE OUR CHILDREN?

ARE OUR CHILDREN LEARNING?

WHO ARE OUR FELLOWS?

ARE OUR FELLOWS DEVELOPING INTO
LONG-TERM LEADERS FOR EQUITY?

ARE OUR ALUMNI HAVING AN
IMPACT TOWARDS ONE DAY?

ARE WE BUILDING A
SUSTAINABLE INSTITUTION?

WHAT ARE THE SEEDS THAT WE PLANT?



WHO ARE OUR STUDENTS?

There are **431 million children*** in India
Of which, **32 million** don't attend school



75%

in grade 3 are already
behind grade level**



74%

in grade 5 cannot do
simple division**



30%

in grade 8 can not read
and understand small
texts**



50%

don't complete 12
years of schooling



27%

Students go to
college

(Sources:

*[UNICEF Data 2023](#)

** [Annual Status of Education Report 2022](#))



During COVID-19, **90% of Students lost at least one specific mathematic or language ability. 49% of our Students had no or limited access** to a laptop/phone or internet for online learning.

24% attended async spaces and **27% attended all sync spaces.**

35% had no device or restricted device access.

23% of Students had parental investment but **45% of Students with disengaged parents were at high risk of not reaching their grade-level target.**

The impact was 10+ years of impact on their academic learning trajectory.

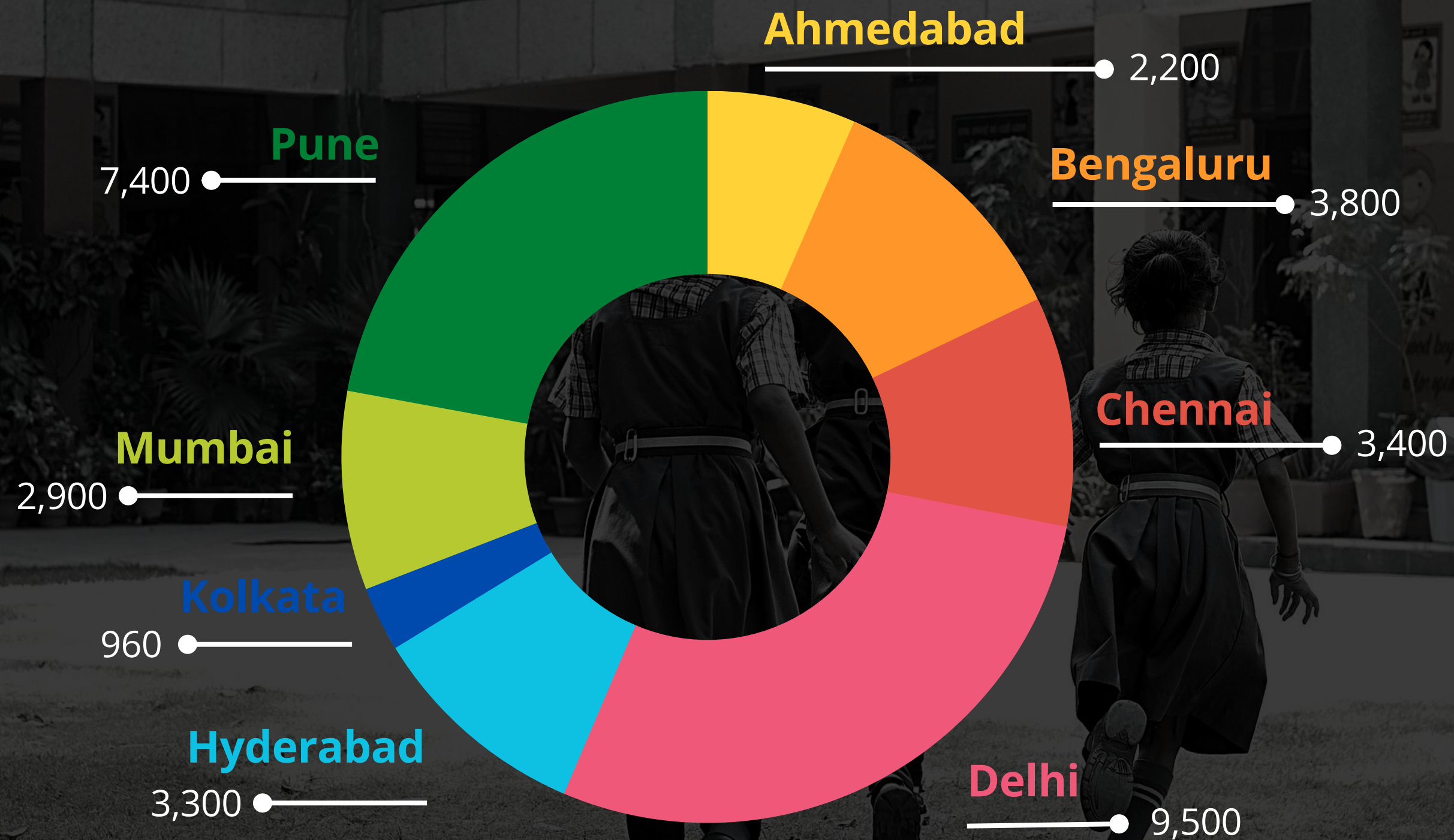
The pandemic undid the progress made by the education system, and the Indian education crisis needed a rigorous learning experience to overcome the learning gap.

Our **Fellows bridged the gap at an accelerated pace** and helped Students catch up to the original learning path.

Our Students curbed and even overcame learning loss compared to other children from low-income communities who have gone backwards.

To continue the impact, **it will take a movement of leaders** working together at all levels of the system to provide an excellent, equitable education to all of India's children. One that will guarantee them Liberty, Equality, Fraternity, and Justice. **Teach For India is committed to fuelling India with this leadership.**

WE TEACH 34,000 STUDENTS ACROSS 8 CITIES



ARE OUR STUDENTS LEARNING?

Our Students undergo a transformative educational journey that enables them to unleash the potential of themselves, others around them, and the country.

Our vision of an excellent education is outlined within our Student Vision Scale, which our Students use as a reflective tool to identify the skills they need to grow across the following three strands:

- Self: towards a life and livelihood of their choice
- Others: accelerating the learning of others
- India: working in partnership for change

We believe that an education anchored in these three aspects will ensure holistic development for our Students.



LEADING SELF

86% of Students met goals in leading themselves towards a life and livelihood of their choice.

WHAT THIS LOOKS LIKE IN A TEACH FOR INDIA CLASSROOM:

As part of her literacy lesson, which focuses on explanatory writing, a grade 7 Student in Mumbai explored the question, “does poverty affect a person’s future?”. While she acknowledged that she is currently living in a slum, **she firmly believes that one has the potential to change their life if they are willing to do the work.** She justified her stance using various examples from her own life as well as the lives of various Students across the world.





ACADEMIC GROWTH

- ▲ 76% of our Students are functionally literate to be able to read Grade 2-level texts.
- ▲ 45% of our Students are at or near the grade-appropriate reading level.
- ▲ 81% of our Students passed Maths assessments, and 48% achieved first class.

Over **13,500 Students** have graduated from our programme, and some have been **accepted to top-tier colleges** such as IIT, Azim Premji University, and NLU.



Mahesha Jainila, Muskan Tanwani, Riya, were accepted to Ashoka University.



Student Alumnus, **Sujeet Mishra**, was accepted to United World College on full scholarship.



Two of our Student Alumni, **Shruti Belitkar and Pragati Raskar**, spoke at the **United Nations General Assembly's 'Transforming Education Summit'** hosted by **Teach For All**. The Summit was convened in response to a global crisis in education — one of equity and inclusion, quality and relevance.



Mrunali Waghmare, another Student Alumna, was accepted to Huron University, Canada.



Student Alumnus, **Sahil Varma**, made it to Indian Institute of Technology, Roorkee, to pursue BTech in Mechanical Engineering.



LEADING OTHERS

84% of Students met goals in leading others towards accelerating the impact of others by operating with love.

WHAT THIS LOOKS LIKE IN A TEACH FOR INDIA CLASSROOM:

Students in a grade-10 classroom in Ahmedabad believe that unless they all win, they lose. **Recognising that their classmates need varied levels of support in order to clear the board exams with distinction, they conducted master classes tailored to different Student groups, simplifying the content as needed.** As a result of this effort, the class average has seen a remarkable threefold **increase from 30% to 92%.**

In Dheajosvee's mixed-grade Montessori KG classroom in Chennai, Students firmly **believe in the power of choice and community.** **Every Student in the classroom makes a creative choice every day to learn and master a skill.** They share a mutual trust that help is readily available from other Students whenever needed and also that they can overcome any challenge together.

LEADING INDIA

72% of Students met goals in leading India towards understanding inequity and its root causes, living in harmony with the environment around us, and creating solutions for a better India.

WHAT THIS LOOKS LIKE IN A TEACH FOR INDIA CLASSROOM:

A group of grade-10 Students from Delhi **prepared a Nukkad Natak on human trafficking to raise awareness.** To take this further, two Students, Ankur and Lakshay, **started a project, "Saathi", to eradicate trafficking and provide education to affected children.**

Madhu, a Grade-5 Student in Bengaluru, shared that **Students in her classroom have deep bonds with each other and have each other's backs.** She recalls a particular incident when her peers collectively stood up to a school teacher and defended their classmate.



HOW DO WE REIMAGINE EDUCATION WITH OUR STUDENTS?

One of Teach For India's most radical programs is The Kids Education Revolution (KER). Created with the belief that Students can be active partners in shaping their own learning and the learning of others, KER creates spaces and resources for Students and educators to reimagine education.






THE CONFERENCE OF THE BIRDS

The Conference of the Birds is a **Sufi and Hamilton-inspired hip-hop musical** that takes you on a journey in search of the true meaning of India. As a **group of Students transform into a flock of birds and embark on an adventure through the valleys of Justice, Liberty, Equality, and Fraternity**, the musical delivers a compelling call to action - for every Indian to stand up for the "I and I" - the "we" - in India.

The musical marked a full circle for the movement, as ten years after Teach For India's first musical production, Maya, a few Maya Students returned as mentors, choreographers, theatre instructors, and directors. The Conference of the Birds is not just a show. It is a labour of love — **the culmination of an 18-month-long journey, exploring alongside our Students the idea of India's Constitutional Values and the increasingly important question ... "What is India?"**

The journey culminated in 9 performances across Mumbai, Bengaluru, and Delhi from June to August 2023. **23 Students who were a part of the journey of the musical are now proof points of what is possible when classrooms are led with love and with a deep belief in the potential of each child.** From speaking just a few words of English and not knowing anything about art, theatre, or our constitutional values, these Students have:

- **Performed a 90-page script in front of 1000+ audience members**
- **Grown 1.5 levels in reading comprehension**
- **Are leading change-making projects in their classrooms and communities**



Alongside the musical, Teach For India has developed **India & I Studies**, a set of lesson plans for Students of all ages **to deepen their awareness and practice of our Constitutional Values**. India & I studies is free to any Student, educator, or parent who shares our belief that building India starts with how we educate our Students.

- It enabled Students to build awareness of and practice our Constitutional values.
- Through our intervention with Akanksha Schools, the Learning Path pilot **impacted 1,350 Students and 31 Educators**.

The Revolutionary Retreat was a 3-day residential experience in Mumbai attended by **100 Students and 50 Educators from across India**.

- Participants explored their role in reimagining a better India — one free of poverty and filled with love.
- Students reflected on what needs to change in the world and India today, identifying UN SDG-themed problems like gender equality, climate change and health, and steps they can take to create sustainable change.
-

KER and Museum of Solutions, an initiative by JSW, launched the **KER-MuSo Student Fellowship** to build a community of young education leaders who partner with adults to solve some of the most complex challenges in our education landscape.

- **30 Students** from the Student Fellowship have collectively **impacted an additional 992 Students and 81 educators** through their initiatives.
- Student, Samara, Areeha, and Fiona, ran a **10-day change campaign** in their school called Worldworks. **Worldworks** was an initiative that gave primary learners a medium to learn about current affairs and humanitarian problems.

The **Fellows of the Future** is a **4-week-long program internship** that builds the **competencies our Students would need to be teachers from a young age** so that they can amplify their impact in the future.

- The **11 Student interns on this track have reached an additional 1,500+ Students** through their projects in their communities. For example, Student interns from Nanakmatta Public School in Uttarakhand initiated a Community Library Project, aimed to improve access to books and reading opportunities for Students in rural areas.

WHO ARE OUR FELLOWS?

In 2022-23, 900+ Fellows taught in classrooms in government schools and low-income private schools across 8 cities.

AHMEDABAD

70

BENGALURU

115

CHENNAI

70

DELHI

355

HYDERABAD

80

KOLKATA

90

MUMBAI

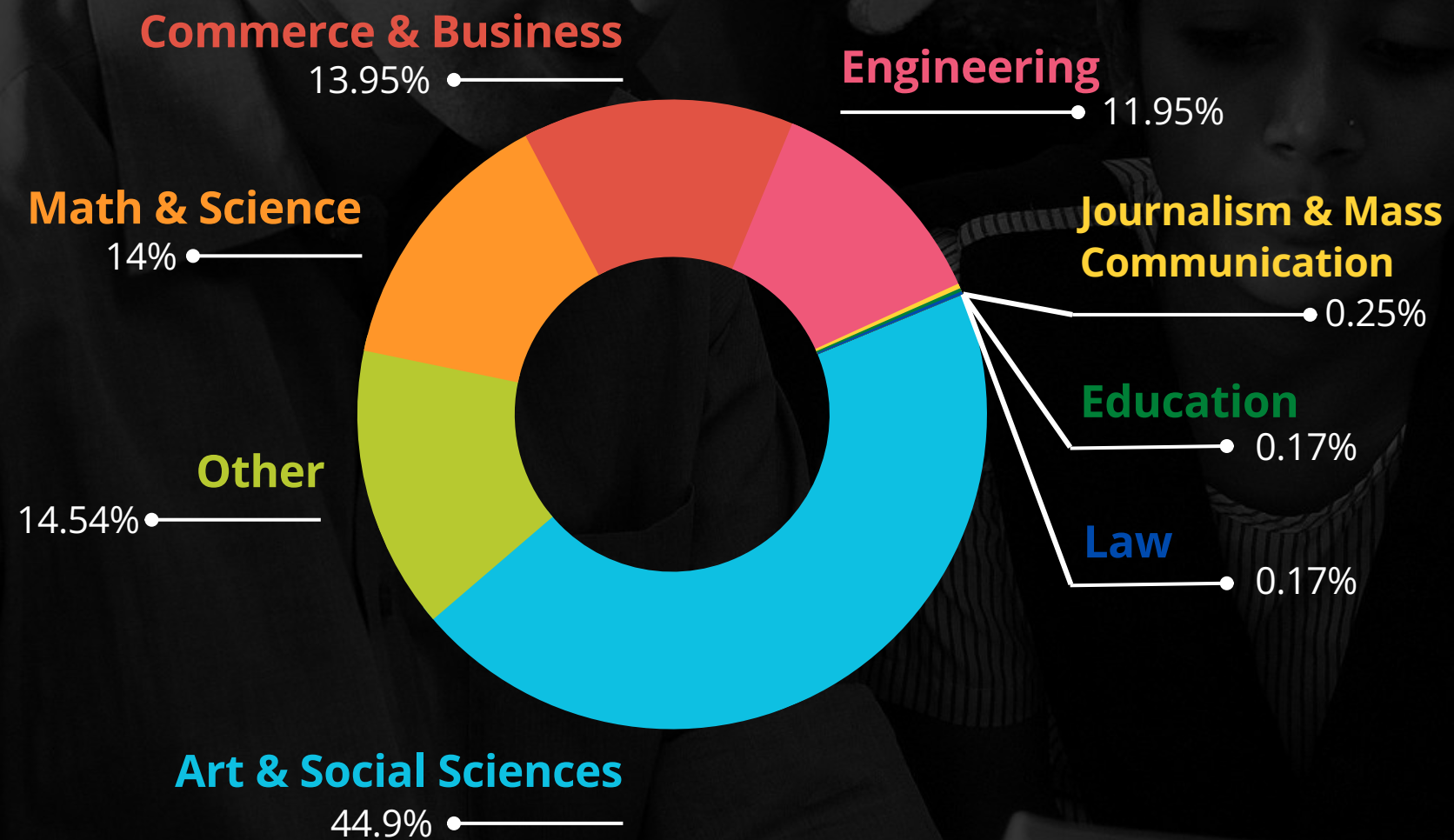
110

PUNE

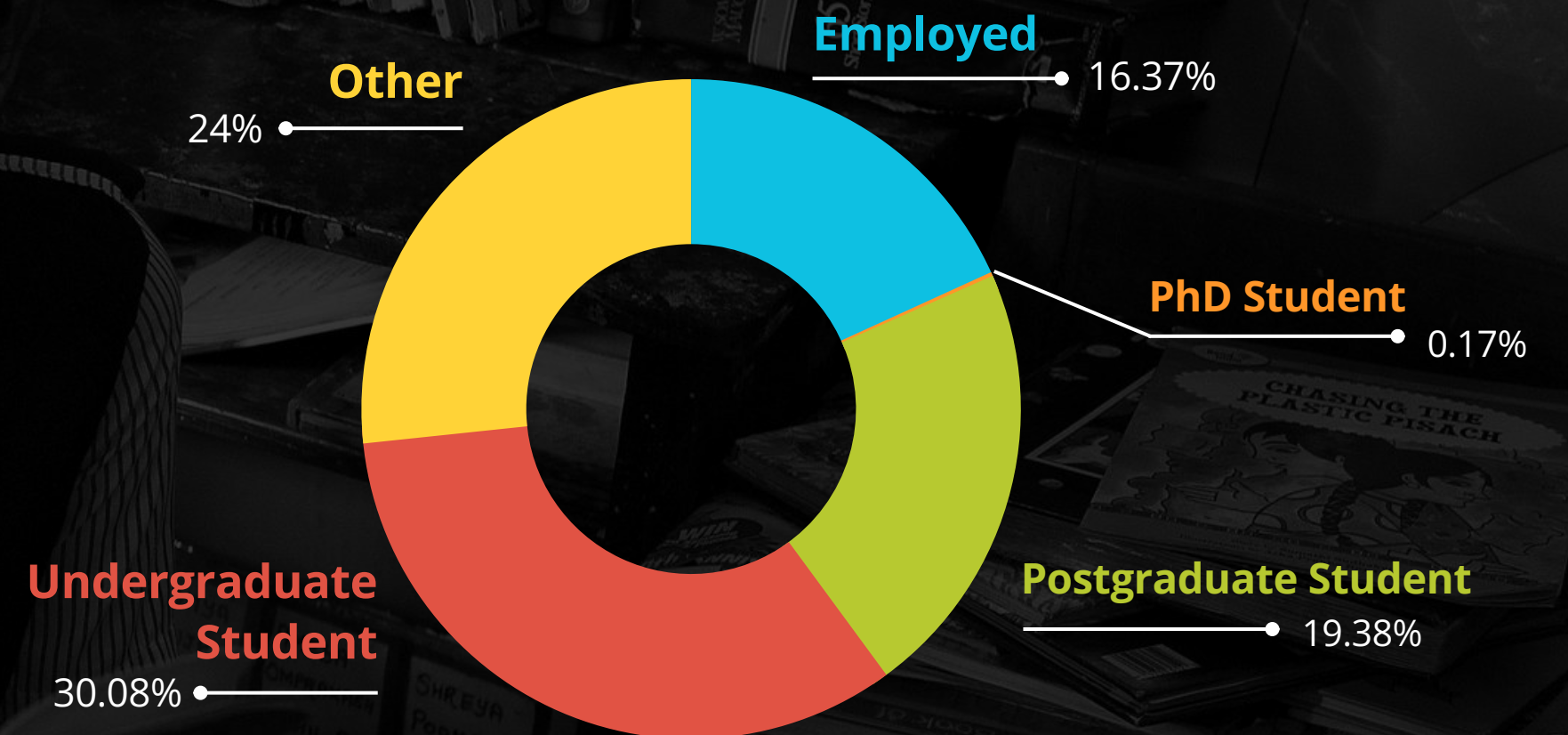
160

BACKGROUND OF OUR FELLOWS

EDUCATIONAL BACKGROUND



PROFESSIONAL STATUS



REFLECTIONS FROM OUR FELLOW



Teaching Afghan refugee teenagers at Bridges Academy after MPhil and bringing hope back into their lives was very tough but a life-changing moment for me. I witnessed the power of education to impact vulnerable communities positively and was greatly influenced by it, so I wanted to work in education and pedagogy.

I was inspired by Teach For India's Fellowship, vision, mission and model when I coincidentally met a few Fellows at a Vipassana mediation programme in Himachal Pradesh, and I decided to apply immediately.

The Fellowship journey has been a challenging and unique learning experience for me.

I am learning new skills and unlearning much of what we were taught through school and college. **My biggest learnings till now have been developing empathy and patience, especially for my Students. I believe a pedagogy that is soaked in love and empathy will create wonders in our education system and will be the real change-maker.**

My biggest challenge with my class is inculcating the right behaviour patterns in Students and teaching them to talk to others with respect and dignity.

I have introduced behaviour management charts in the class for my Students. I also conduct afternoon one-on-one meetings from time to time to give personal attention to my Students. This has helped in improving the attitude and behaviour of my Students.

I also feel that I have grown more compassionate and considerate of others due to my visits to the community and relationship-building activities with my Students and their families.

If I can give them hope for a better future, I feel like I have achieved something worthwhile, and that's what keeps me going.

Ganesh Gupta,
2022 Fellow, Kolkata

During my research, I came across young Students who faced parental abuse. Students deserve to be in an environment that brings out compassion in them, not the survival mode. But what can prevent Students from abuse in the long term? The answer was 'Education', and I decided to enter into the education sector through the Teach For India Fellowship.

As soon as I started my journey, **I realised that violent behaviour in classrooms was a consistent occurrence, and my Students came from an area where violence and abuse is common.**

I indulged my Students in Social-emotional learning to teach them about rights, social justice, inequality, and discrimination, which brought about drastic results.

The classroom transcended to a safer space. The first step was creating a conducive environment for learning, and the next step was to impart learning.

The lockdown impeded years of growth for my Students. **Being mostly first-generation learners, my Students have little to no support at home. To bridge the learning gap, I took extra classes, individual check-ins, storytelling sessions, and need-based tutoring.**

I started a lending library for my Students with 400+ books with the help of my school team.

Within six months, all my Students showed progress in Math and English. Students who couldn't read the alphabet or identify numbers are now borrowing books from their very own lending library and writing stories on their own.

Fighting ed-inequity is not easy or has no quick path. It can be overwhelming and exhausting from time to time. But once you see the shift of mindset in your Students, you instantly get the motivation to walk that extra mile.

Debanjana Biswas,
2022 Fellow, Kolkata



ARE OUR FELLOWS DEVELOPING INTO LONG-TERM LEADERS FOR EQUITY?

Our Fellows are supported throughout their Fellowship journey to equip them with the knowledge, skills, and mindset essential for effective teaching and leadership.

Fellowship Onboarding

During Fellowship

Post Fellowship Support



1 Fellowship Onboarding

Our Fellows start their journey with a **six-week residential training Institute**, where they learn the skills and mindsets to be teachers equipped to teach in an innovative, reimagined way.

They are then **placed** as full-time teachers in schools that serve Students from low-income communities.

2 During Fellowship

▲ ONGOING SUPPORT

Our Fellows learn through **experiences** in and beyond class. They **reflect** on their experiences alongside peers and their Program Manager, who supports them, and they engage in on-the-ground training.

▲ SUMMER INTERNSHIP

After their first year, our Fellows choose to do a **summer internship** where they explore a new dimension of educational equity at diverse organisations.

▲ COMMUNITY INITIATIVE

In year two, our Fellows continue to teach and learn. They also build entrepreneurial skills through a **Be The Change project**, an initiative where they focus on a barrier in education that they would like to solve.

▲ CAREERS SUPPORT

Towards the end of their journey, our Fellows engage with a **career fair**, where they are supported to find a job at the intersection of their purpose, passion and educational equity **across three distinct pathways**:

1. Transformational schools
2. Enabler of transformational outcomes
3. Policy and Governance





3 Post Fellowship Support

▲ DEDICATED JOB PORTAL

Beyond the Fellowship, we **facilitate job searches and career advancement** within the educational equity and social impact sectors through **Teach For India's dedicated job portal — Connect**. It serves as a valuable resource for both current Fellows and Alumni, facilitating job searches and career advancement within the education equity field.

The percentage of Fellows interested in education-focused roles **increased from 33% at the time of joining the Fellowship to 46% by the end of Year 1**.

As the Fellows enter their Year 2, **85% of Fellows have clarity on the post-Fellowship opportunities** and believe the Fellowship is helping them in their professional development.

DO HEADMASTERS BELIEVE IN OUR IMPACT?

The results of our 2022-23 Headmasters (HMs) Survey, conducted to assess their overall experience, are as follows:

92% believe all Students can attain an excellent education, and Fellows will have a lifetime impact on Students.

HMs Net Promoter Score remains strong at **42**, underscoring their positive perception of the valuable partnership between their schools and Teach For India.

A black and white photograph of a man in a striped shirt, seen from the side, gesturing with his hands as if speaking or presenting. He is in a classroom or meeting room, with several people seated in the background. The background wall is covered with various posters and notices.

DO FELLOWS FIND PURPOSE AND MEANING IN THEIR WORK?

Teach For India conducts the Fellow Experience Survey twice a year to gauge Fellows' experience with the ecosystem of support provided to them. It collects feedback on beliefs, programme inputs, sense of self-efficacy and impact, expectation alignment, support and culture.



- ▲ **95% of Fellows find purpose and meaning** in their work and intend to stay connected with the community.
- ▲ **95% of Fellows** understand role expectations and **believe that all children can attain an excellent education.**
- ▲ **94% of Fellows rate the Fellowship culture as "Strong."** across various aspects, including perceived value, the support they receive, the sense of purpose and meaning, and their desire to stay connected to the Alumni Community

This year, the Fellowship's Net Promoter Score was 8, showing that Fellows are willing to recommend the Fellowship to other eligible candidates.

“Every day, I learn so much about the society in which I work, the reasons for existing inequities and how much potential is present in the underserved section of society. It shows how important education is to secure change.”
— 2022 Fellow

IMPACT STORIES

**Adisha Mishra, Raju Sarkar, and Yash Dhamija,
2021 Fellows**

Adisha, Yash, and Raju embarked on a transformative journey with **Project Neer**, dedicated to restoring washroom facilities at a low-income school in Delhi. Their initiative impacted Students, reshaping their environment and opportunities.

The urinals were broken previously, and the washrooms emitted a strong stench. Students fell sick frequently, causing some to miss valuable school days. Raju recounted an instance where over 30 Students had dropped out due to water logging and a lack of sanitation.

Uniting under the banner of Project Neer, Adisha, Yash, and Raju took action, recognising that providing a clean, sanitary environment was a basic right for Students.

Their dedication through **Project Neer showcased the transformative impact of Teach For India Fellows, reshaping environments and opportunities for Students, one initiative at a time.**





**Bharathy Krishna,
2021 Fellow**

In a dedicated effort to foster leadership and communication skills, Bharathy embarked on a Fellowship project, "**Speak Up**". The project's **focus was on training 38 Students** from four schools across Chennai, collaborating with the American International School Chennai (AISC) for a Model United Nations (MUN) experience.

These aspiring Students were provided with dedicated spaces for intensive training and practice sessions held at the AISC every week. Guided by Bharathy's unwavering commitment, they delved deep into the realm of MUN, acquiring valuable insights and expertise.

Culminating their diligent efforts, these Students orchestrated a remarkable MUN event, delving into the crucial issue of "Combating Air Pollution in Cities". The project not only equipped these young minds with the art of diplomacy and discourse but also empowered them to address pertinent global challenges with confidence and insight.

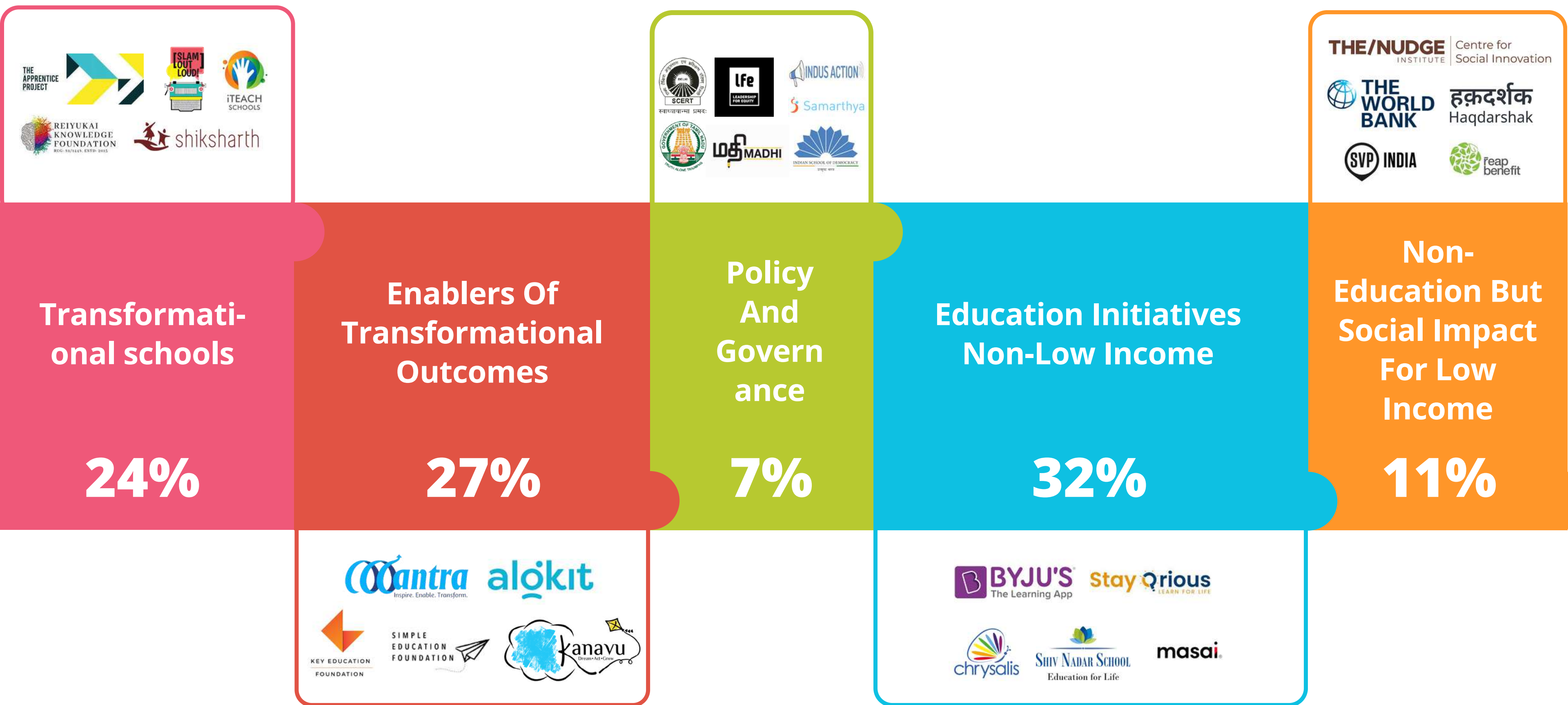


ARE OUR ALUMNI HAVING AN IMPACT TOWARDS OUR VISION?

After completing the two-year Fellowship, our Fellows are inducted into our Alumni movement. Of the **4,000+ Alumni**, **70% work in the education or social impact sector**, reaching **50 million Students across India**.

Our Alumni pursue diverse career pathways: some work within the education social impact sector, others contribute to social impact for low-income communities, and some venture into non-education roles for non-low-income communities such as research, law, media, government and business while continuing to advocate for educational equity.

PATHWAYS OUR ALUMNI WORK WITHIN THE ED/SOCIAL IMPACT SECTOR





HOW ARE WE SUPPORTING ALUMNI?

To enable Alumni within our regions to learn and act collectively towards educational equity, we facilitate connections and support Alumni to create communities of practices and master classes.

EXAMPLES OF ALUMNI INITIATIVES



A Community of Practice for Fundraising

Started by Alumni, Trupti Mulajkar and Tejaswini Halthore, the purpose of the **space is to build and scale the knowledge and awareness on the fundraising landscape and how to use it.** The community has 13 members, who are mostly Alumni and a few from Alumni-led organisations.



Back To School

During the Teacher's Day week, Alumni in Hyderabad, Delhi, and other cities went back to classrooms, some for the first time in years. **Alumni engaged in a range of activities, including teaching group division to elementary Students, conducting critical thinking quizzes, singing and dancing, and providing career guidance to older Students.**



Project FLY

Project FLY, with the aim to **support Alumni entrepreneurs to sustain and deepen their impact,** collaborated with India Leaders for the Social Sector (ILSS). ILSS provided Five Alumni Organisations with board members or set up a board to help cater to the needs of their organisations.



Upskilling Headmasters

Teach For India set up Program Management Unit (PMU) with Tamilnadu Government's Education Department towards upskilling high and higher secondary school Headmasters. Two of our Alumni, Krishna and Anitha, joined as project consultants and helped launch the programme where 200 Master trainers have been identified.



InnovatED : BUILDING IMPACTFUL ORGANISATIONS

InnovatED is Teach For India's initiative to support its Alumni in their early stages as educational entrepreneurs. **We help entrepreneurs who want to take their innovations from the project or prototype stage to a sustainable organisation.**

Educational entrepreneurs go through a nine-month incubation programme that entails in-person, virtual, and digital engagement modes. In-person engagement involves national boot camps, while virtual engagement includes monthly cohort calls and webinars, and our digital component comprises micro-learning videos. We also offer entrepreneurs a stipend and coaching support.

Our vision is to create an interconnected community of educational entrepreneurs across India. A community that will learn from and support each other during and beyond the incubation journey. One that creates a new narrative for education in the country.

INNOVATED'S 2022 COHORT



Abhijit Biswas

Bharat Dekho aims for Quality Education and Health Care by fostering local problem-solving communities to address local issues in Education and Health.



Asmita Prabhakar

Via News Didi facilitates media literacy and solutions journalism among Students, helping them analyze and create media responsibly.



Irfan Lalani

Code to Enhance Learning (CEL) offers coding programs to build skills and confidence in Students, enabling them to excel in the innovative world.



Nikhil Sharma

Elementree Education Foundation empowers Students to lead climate adaptation projects in schools and communities through climate education.



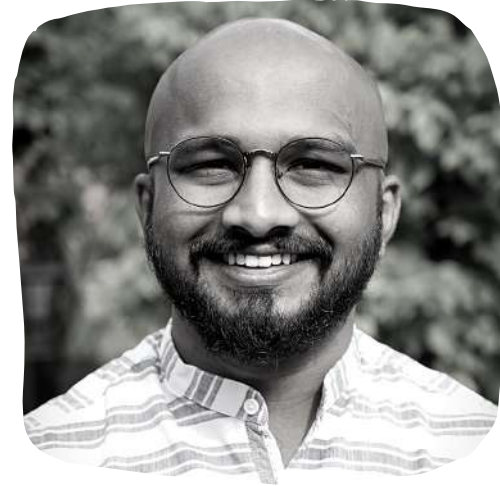
Saeed Purnapatre

The Panaah Communities builds resilient communities by driving learning and social equity through community centres and mobilization.



Samrat Pawar

Shikshanganga is a voluntary Youth movement that strives to eliminate educational inequity by providing modern education and emotional empowerment to Students.



Santosh KR Dinne

SVATAH Education Foundation empowers individuals for financial stability, envisioning an India where individuals and communities are self-reliant.



Susmita Kandadai

Pencilbricks Foundation simplifies life skills education in public and low-income private schools to empower vulnerable Students.



RK Chaudhury

Udbhav, by Reiyukai Knowledge Foundation, brings quality education to Students, with a K-10 school and preschools in Assam.

ALUMNI IN FOCUS



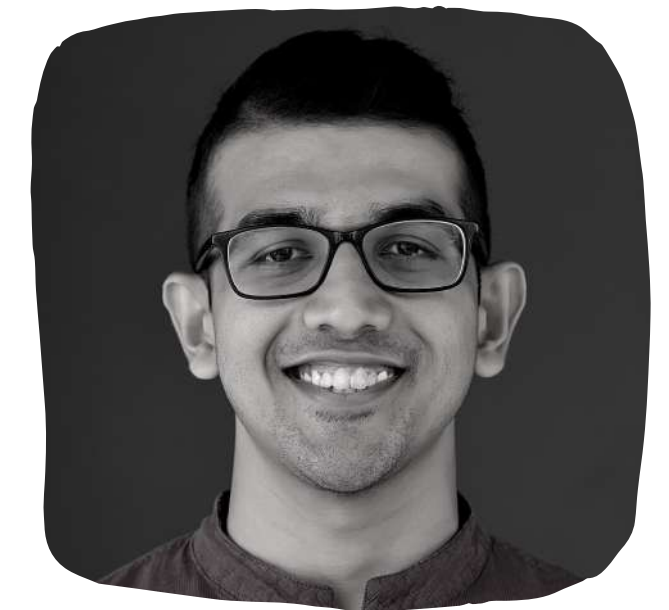
In September 2022, **Richa Gupta**, a 2017 Fellow and co-founder of Labhya Foundation, **was recognized as one of the United Nation's 17 Young Leaders 2022 for the SDGs**. Their organisation currently reaches **2.4 million Students** across the country.



In May 2022, **Alokrit** **launched RISE 3.0, in partnership with Creatnet Education, to coach a cohort of school leaders of affordable private schools in facilitation skills**. Baidurya, Manvi, and Sai co-founded Alokrit, and Creatnet Education is led by Jasmeet Walia — all Teach For India Alumni.



In January 2023, **Aniket Doegar, the co-founder of Haqdarshak, appeared on Shark Tank and bagged a deal of ₹10 million (\$120k) this season**. To date, Haqdarshak has impacted 2.6 million people across 24 states, and unlocked benefits worth ₹40 billion (\$483m).



Harsh Doshi at NextLeap **launched a community on Learning Experience Design in March 2023**. He is working with 20 learning experience designers to publish a **handbook on designing practical online learning experiences** that combines research and on-field practices.

ARE WE BUILDING A SUSTAINABLE INSTITUTION?

This year, our community expanded to include 270+ dedicated staff members, 900 passionate Fellows, 4,600 inspired Alumni, and impacting 33,500 Students across 270 schools. Our dedicated team, including staff, Fellows, and Alumni from diverse backgrounds, fuels our mission with steadfast commitment.

We were success in securing 100% of our fundraising goals, amounting to ₹81 crore (\$98 million).

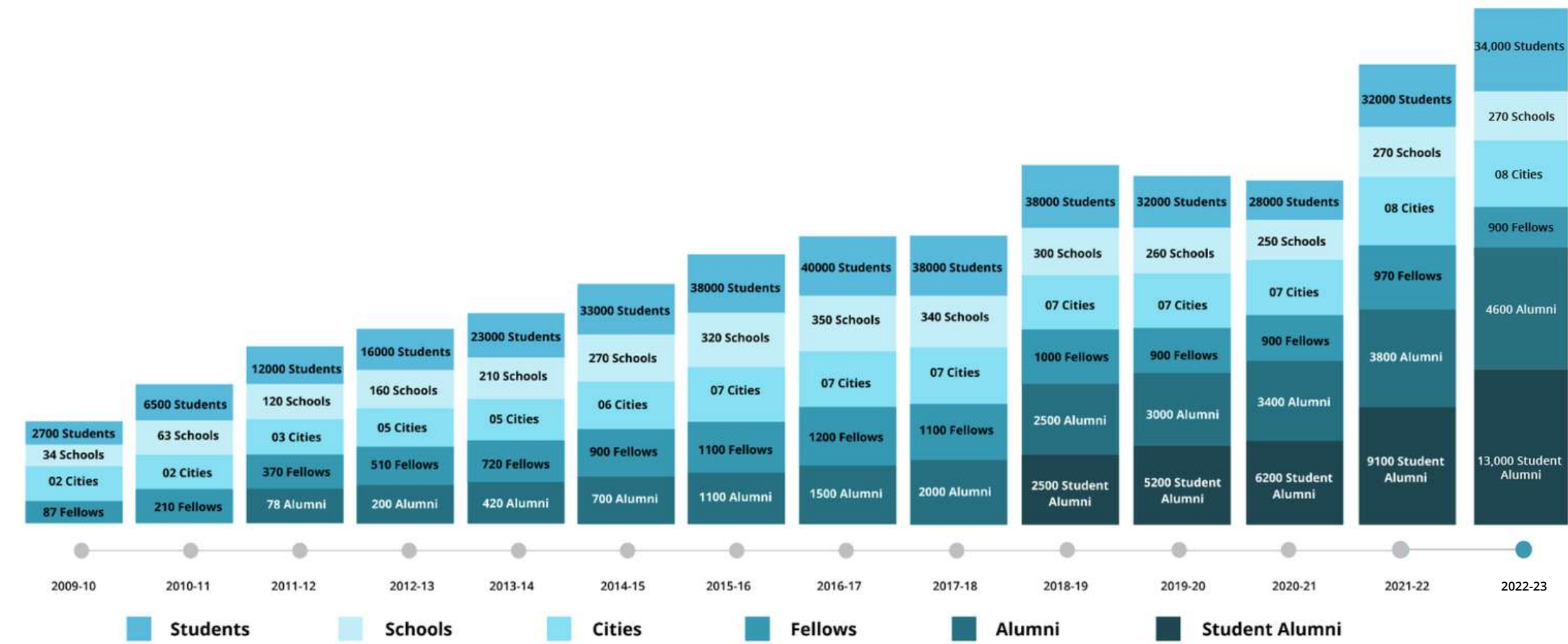
Our organization's fifth consecutive certification from Great Place to Work® is a recognition of our commitment to creating a positive and productive work environment.

The Staff Net Promoter Score of 26 indicates that the staff members hold a positive view of their experience and engagement with the organization.



OUR GROWTH

Teach For India, in 15 years (2009–2023), served over 47,000+ Students through 4,600+ Fellows across 8 cities. Last year, **900 Fellows impacted 34,000 Students**, unlocking their potential.



WHAT ARE THE SEEDS WE PLANT?



At Teach For India, we believe that every child deserves an excellent education, regardless of their background. That's why we're committed to developing leaders who will work to ensure that all Students have access to excellent, equitable education.

One of the ways we're doing this is through our two programmes, Firki and TFlx.



THE TEACHER EDUCATION PORTAL

Firki is an online teacher development portal that has courses aligned to content and pedagogy and carefully curated resources for pre-service educators, teachers, school leaders and coaches in partnership with organisations and educational institutions.

KEY PROGRAMS 2022-23

▲ Foundational English & Hindi Literacy Program for Teachers:

50 participants completed the programme launched to empower teachers working with foundational learners to create an enabling environment in their classrooms to ensure universal acquisition of Foundational Literacy, so that every child achieves the desired competencies in reading and writing.

▲ Art of Observing a Foundation Literacy Lesson:

24 participants completed the learning path conducted for teacher coaches/mentors/school leaders with the vision to empower them to support and facilitate learning for their teachers working with learners at the foundational stages.



▲ **Firki's Teacher Coach Development Program:**

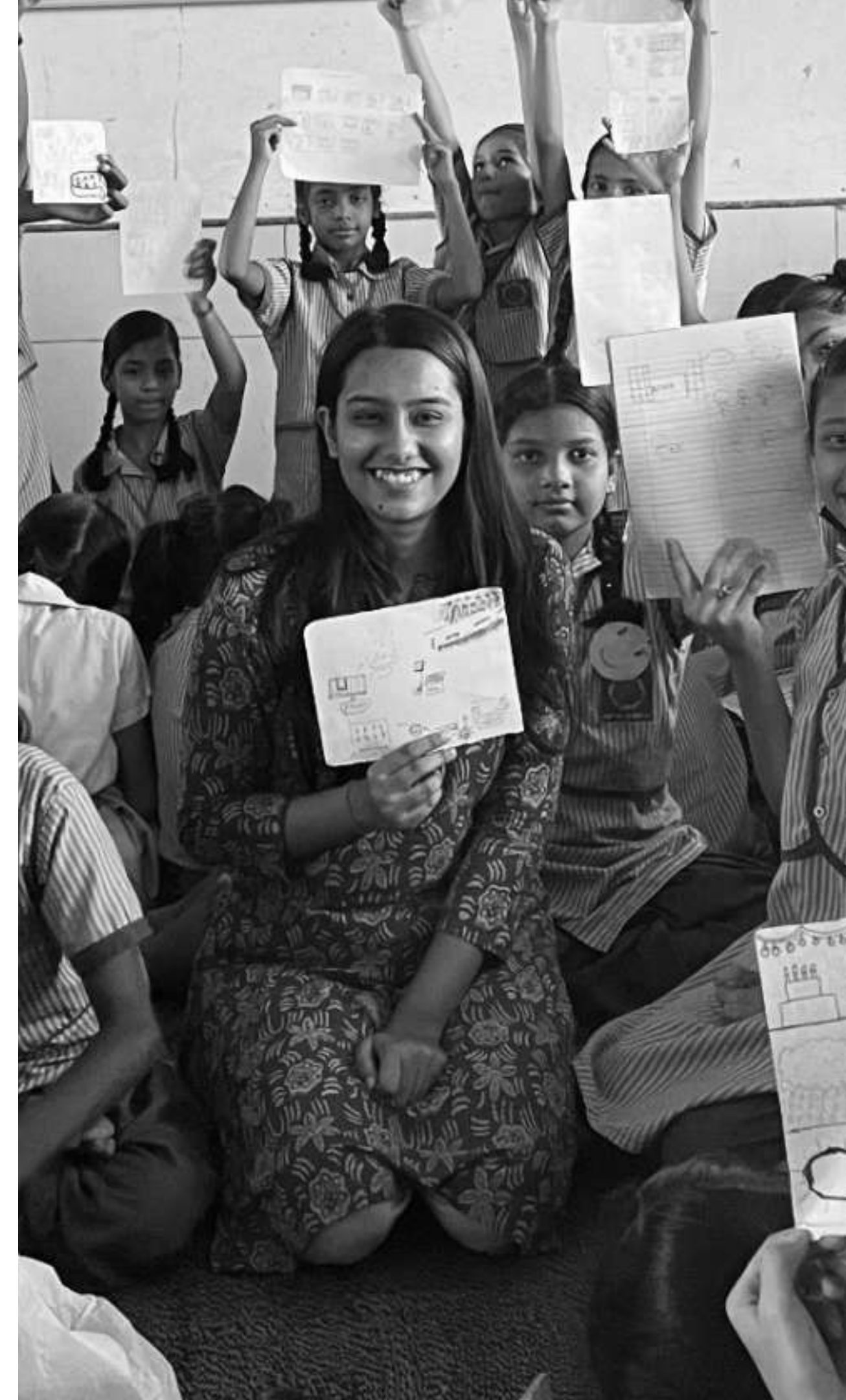
67 participants were certified for completing the programme intended to develop knowledge, skills, and mindsets towards a novice understanding of ed-equity in India, coaching, coaching a teacher, and designing support for teachers.

▲ **Firki's Future Teacher Program:**

79 participants were certified for this programme, which enables participants to become excellent educators through the introduction of the topics newly proposed by NEP, lower and above the B.Ed Learning that pre-service teachers may have studied in their respective colleges. Topics included 21st-century skills, Constitutional Values, Foundational Literacy and Numeracy, Integration and multidisciplinary teaching, and Early Childhood Care, and more.

KEY PARTNERSHIPS

- ▲ **The University of Pennsylvania Graduate School of Education (UPenn GSE):** Firki partnered with Catalyst @ UPenn Graduate School of Education to conduct learning paths for in-service teachers.
- ▲ Firki partnered with the **Maharashtra Institute Of Educational Planning & Administration** (MIEPA) to implement its STARS training program for Block and Cluster resources officers. Nearly 8000+ officers were part of the program and accessed their learning through Firki.
- ▲ Firki also partnered with **KJ Somaiya College of Education** and offered the Students supplementary learning support to enhance the quality of the Preservice Teacher Education Ecosystem in India through asynchronous courses available on Firki.

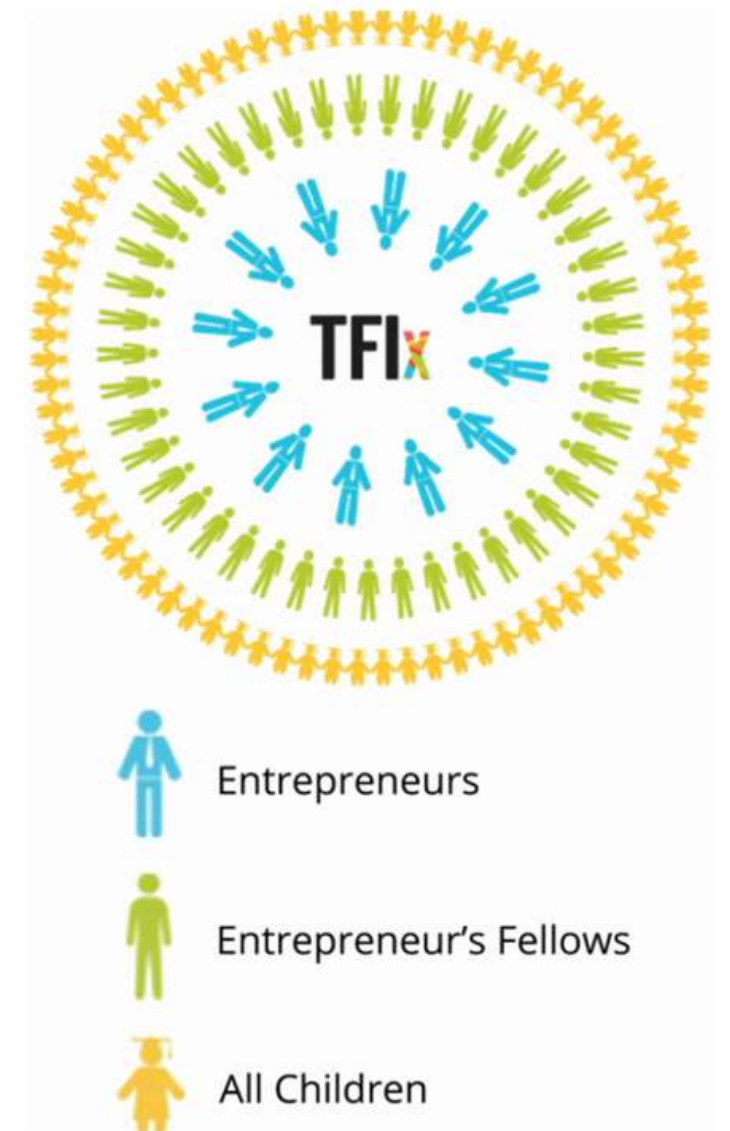




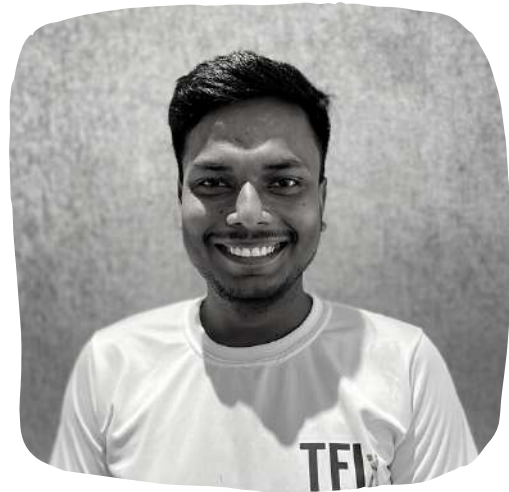
TFIx incubates Educational Entrepreneurs to launch and sustain a high-impact teaching Fellowship in their region.

TFIx offers a 3-stage incubation opportunity for Social Entrepreneurs in the field of Education. We partner with them to collectively build a vibrant movement for educational equity in their region through a teaching Fellowship Model. In 6 years, TFIx has incubated **53 Educational Entrepreneurs** running **35 Fellowships** with **3,124 Leaders** (teachers/community leaders) and reached **263,484 Students** in **16 states**. **88%** of their Fellow Alumni **continue to work in the Education sector**.

The 2022 cohort of TFIx included 9 entrepreneurs who adapted the Fellowship model to their own contexts. Adapting elements of the Fellowship model to their contexts allows for developing sustainable projects across India's high-need, suburban, and rural regions. Funding, Fellowship strategy and operations, and impact evaluation continue to be the biggest areas of challenge for our Entrepreneurs.



TFIX 2022 COHORT



Niwas Kumal

Anantmool Foundation aims to enable the local youth in Jamui, Bihar, to shift the stereotypical mindset towards gender in the community and become leaders in transforming the public school system into a gender-free holistic learning concept.



Pranali Jadhav

OVEE Trust aims to create a happy childhood through learning opportunities in the lives of Students from communities of migrant workers in Yavatmal, Maharashtra.



Karthikeyan Ganesan

Sristi Foundation aims to foster an entire spectrum of learning and growing opportunities for Students and adults with intellectual and developmental disabilities in Villupuram, Tamil Nadu.



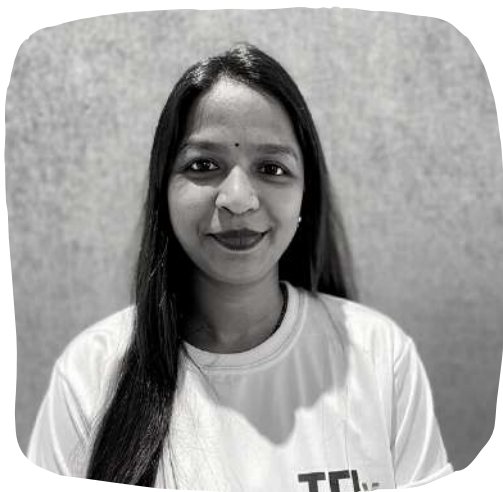
Prashant Anand

Samanta Foundation works with the Remote, Rural, Tribal, Pastoral nomads, and Forest-dwelling communities in Dehradun, Uttarakhand on Education and Youth Development through contextual pedagogical solutions.



Swati Singh

MUHEEM works with Musahar community on Dalit rights, education, health, women's rights, and leadership development in 15 villages in Varanasi, UP.



Pooja Pangare

Panchvktra Foundation works towards bringing a change in the education system to empower Students to take control of their lives in the Satara district of Maharashtra.



Shivangi Chitra

Consortium of Inclusive Education, works towards informing and encouraging discussions about inclusive education among educational stakeholders in Vadodara, Gujarat.



Ashadul Akand

Altruism Society Honour Assistance aims to empower rural communities by streamlining education and sustainable livelihood in Kokrajhar, Assam.



Saldon Stanzin

rZamba works to empower communities and public schools, co-creating and sustaining educational initiatives to ensure better life chances for Students, along with preserving the culture of Kargil, Ladakh.



Bharati

Varitra Foundation aims to empower people in rural spaces to build a collaborative environment in a just society by working on providing quality education to Students, youth development, and women empowerment in Karnal, Haryana.

HOW DOES OUR MEDIA DRIVE CHANGE?

Through our website and social media channels, we engage with people who are passionate about education. Our content highlights stories of Fellows, Alumni, and Students, inspiring potential Fellows and supporters to join the movement for educational equity and raise awareness of India's education crisis.

We are a community of **2.5 million people on social media.**

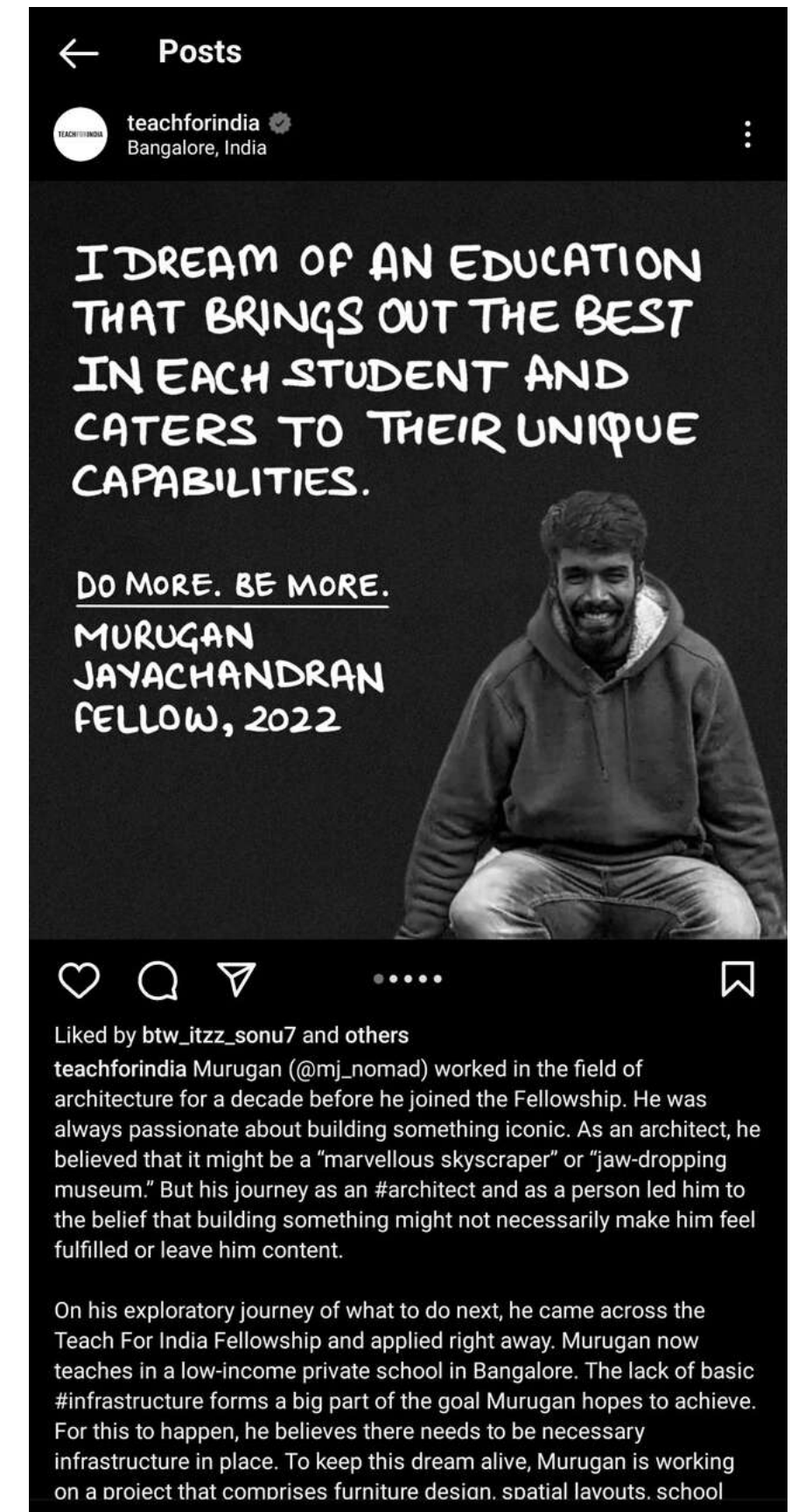
Instagram: **77k Followers**

Twitter: **1.3m Followers**

Linkedin: **161k Followers**

Facebook: **863k Followers**

Media Coverage: **260+ Articles**



BOARD OF TRUSTEES



Nisaba Godrej

Executive Chairperson, Godrej Consumer Products Limited
Chairperson, Board of Trustees, Teach For India
Board Member Godrej Agrovet
Board Member, Bharti Airtel
Board Member, Mahindra and Mahindra
Board Member, VIP Industries



Meher Pudumjee

Chairperson, Thermax Limited
Board Member, Pidilite Industries
Board Member, Shakti Sustainable Energy Foundation
Chairperson, Akanksha Foundation



Arnavaz Aga

Director and ex-Chairperson, Thermax Limited
Nominated Member of Rajya Sabha (2012-18)
Board Member, Akanksha Foundation



Nandita Dugar

Board Member, Akanksha Foundation
Board Member, The Circle



Neel Shahani

Ex-Banker, JP Morgan, Barclays
Ex-Head of Equity Sales Trading, CLSA and IIFL
Board Member, Akanksha Foundation



Shaheen Mistri

CEO, Teach For India
Founder and Board Member, The Akanksha Foundation
Advisory Board Member, Museum of Solutions and The Circle



Pramath Raj Sinha

Founder and MD, Harappa Education
Founder and Chairperson, Board of Trustees, Ashoka University
Founder and MD, 9.9 Group
Founding Dean, Indian School of Business



Tara Singh Vachani

Executive Chairperson, Antara Senior Living
Vice-Chairperson, Max India Limited
Managing Trustee, Max India Foundation



Ramesh Srinivasan

Senior Partner, McKinsey & Company, Inc. United States
Global Dean, Bower Forum, McKinsey & Company, Inc.
Member, McKinsey's Global Social Responsibility Council

DONORS AND SUPPORTERS

Teach For India is grateful for the generosity of our donors and supporters who contribute to our mission of providing excellent and equitable education.

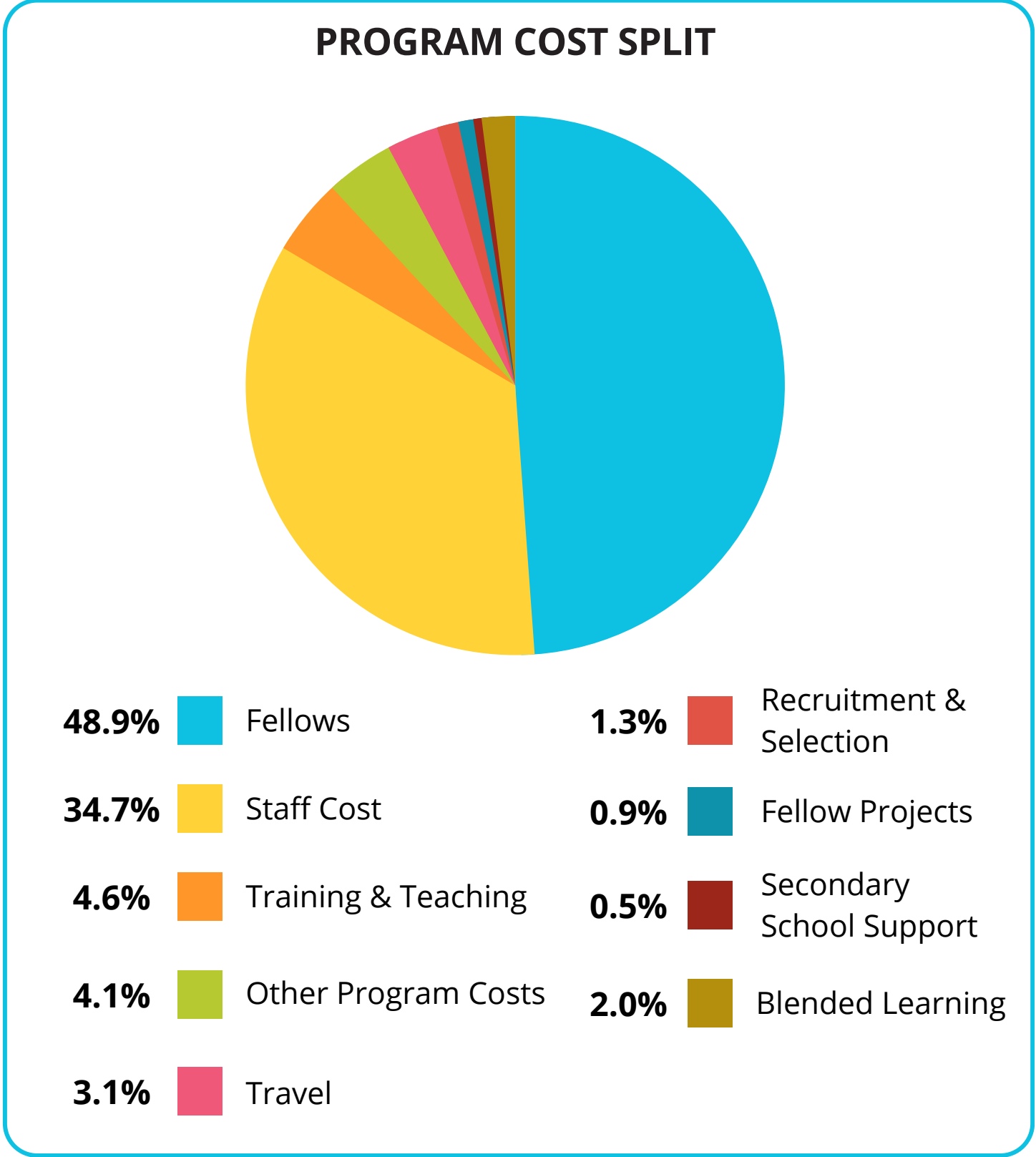
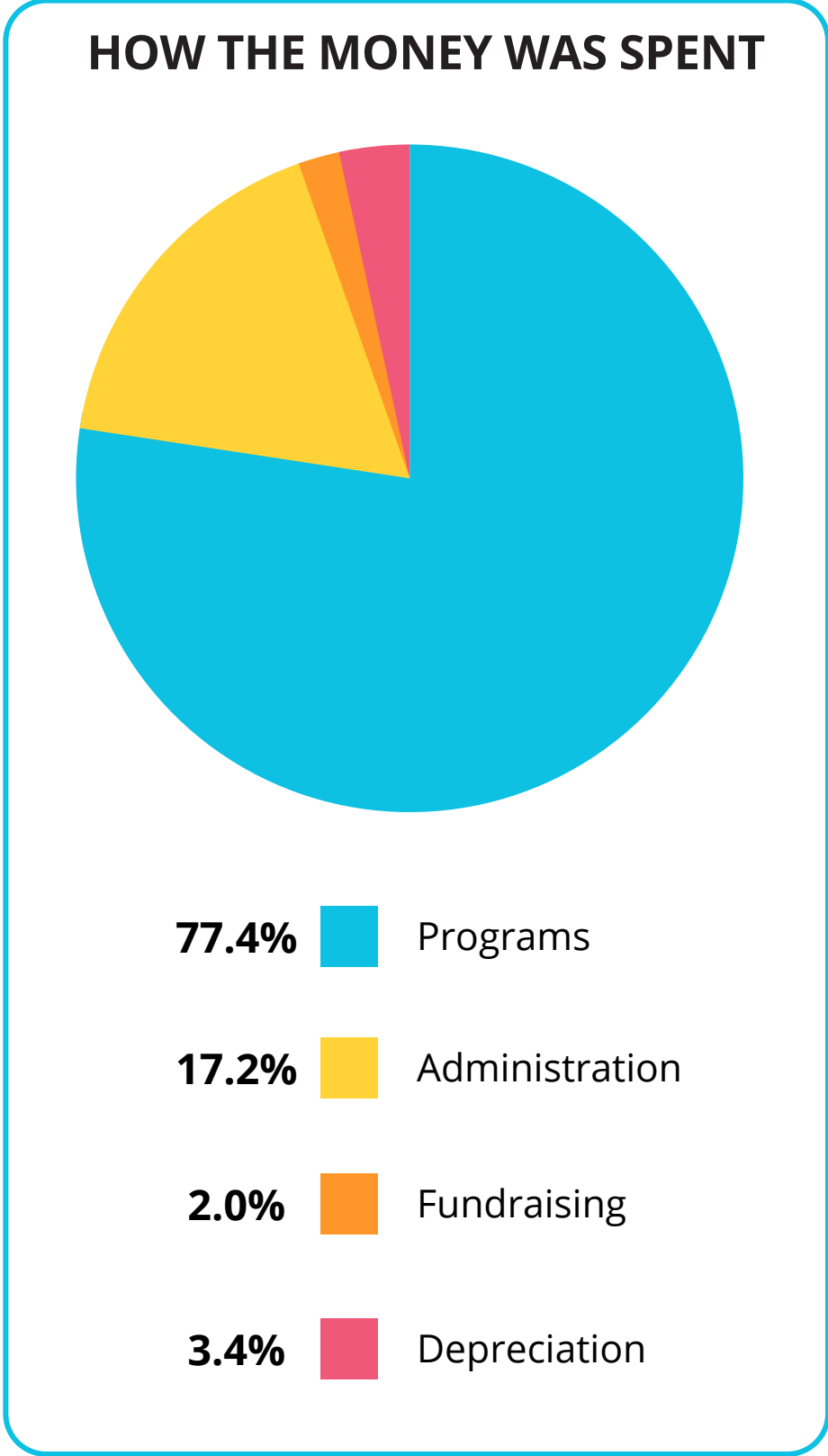
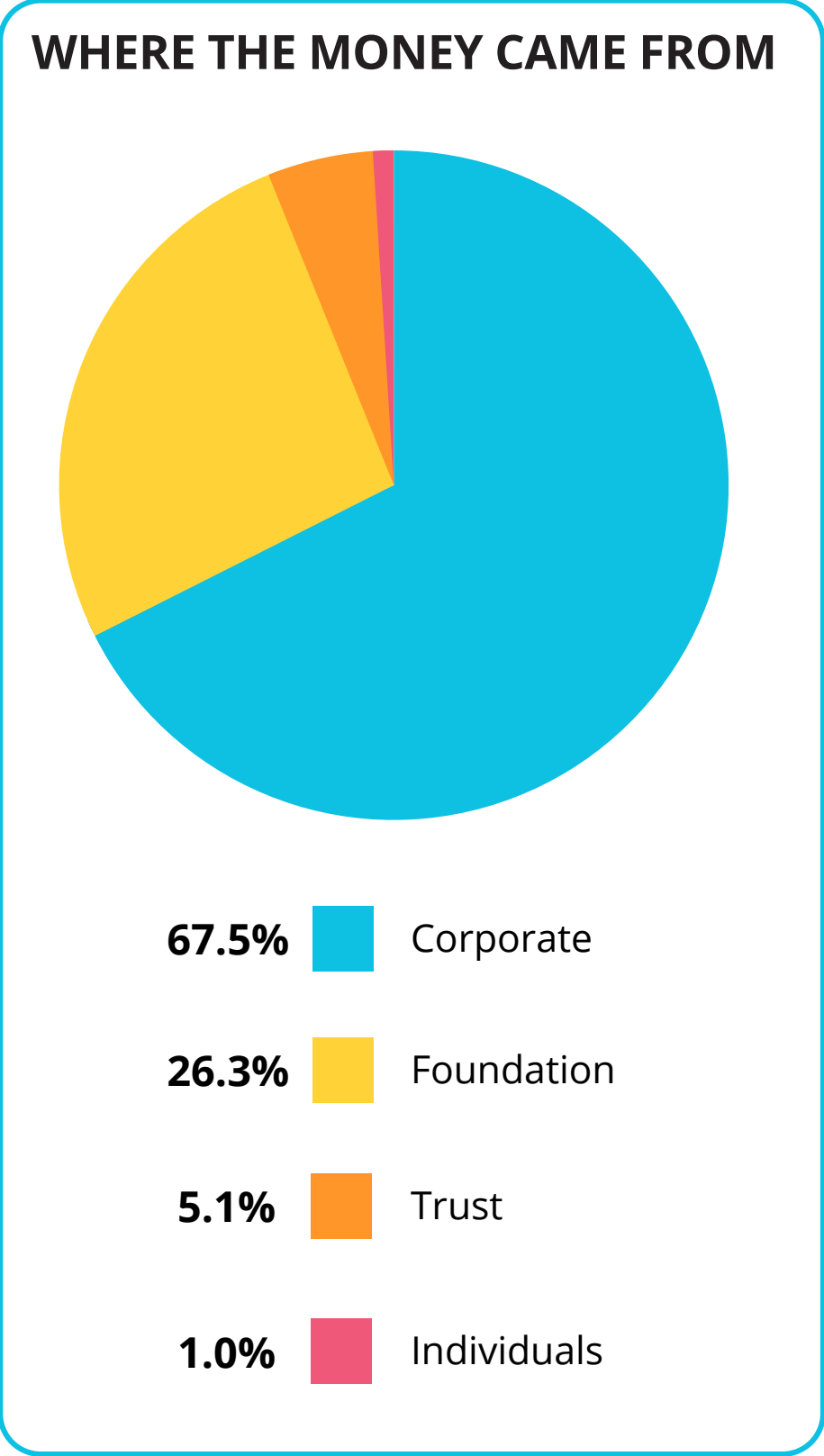
Anu Aga
Atlassian Foundation International Limited
Bajaj Auto Ltd.
Bloomberg LP
BNP Paribas India
BNP Paribas India Foundation
Datla Foundation
Deloitte Foundation
Deutsche Bank Group
Deutsche Post DHL
DHL Express India
Dixon Technologies (India) Limited
Eaton
Edicon Pneumatic Tool Co.
Emcure Pharmaceuticals
Eversource Capital Private Limited
Forbes Marshall
Fujitsu Consulting India Private Limited
Genpact
GlobalGiving
Godrej
Hansgrohe India Pvt. Ltd.

HDFC Bank Ltd.
IG Group
Info Edge India Ltd.
Infosys Foundation
Kewalram Chanrai Group
Koch Business Solutions India Private Limited
Krishnan Subramanian
Latent View Analytics Limited
Leiner Shoes Pvt. Ltd.
Magic Pathshala
Marsh India
Max India Foundation
Meher and Pheroze Pudumjee
Michael Peter Hamilton
Milliman India Pvt. Ltd.
MiQ Digital India Pvt. Ltd.
Molex India Business Services Private Limited
Mphasis F1 Foundation
Mrs. Estella Guter

Natco Trust - corporate social responsibility arm of Natco Pharma Limited, Hyderabad
Nomura Group
Online Giving Foundation
Pragati Offset Pvt. Ltd.
RP-Sanjiv Goenka Group
Scaler by InterviewBit
Shailesh Haribhakti, Chairman, Shailesh Haribhakti Associates
Spaulding Ridge
Sudarshan Chemical Industries Ltd. Pune
Sumitomo Mitsui Banking Corporation
Sundaram Finance Limited
Teach For All
Teach For India US
The Murty Trust
Trützschler India
UK Online Giving Foundation
University of Pennsylvania Institute for the Advanced Study of India
ZS Associates India Pvt. Ltd.

(**Note:** This list shows only donors who confirmed their mention and is not exhaustive.)

FINANCIAL SNAPSHOT



SUMMARY BALANCE SHEET

(Rupees in Lakhs)

FUNDS & LIABILITIES	2022-23	2021-22	PROPERTY & ASSETS	2022-23	2021-22
Trust Funds or Corpus			Fixed Assets (Schedule C)		
Balance as per last Balance Sheet	0.01	0.01	Balance as per last Balance Sheet	739.45	690.02
			Additions during the year	61.95	494.61
Other Earmarked Funds (Schedule A)	29.19	29.19		801.40	1,184.63
(created under provisions of the trust deed or scheme)			Less: Deduction/Written Off during the year	(59.28)	(15.94)
			Less: Depreciation for the year	(285.28)	(429.24)
Loans (Secured or Unsecured)				456.84	739.45
From Trustees	-	-	Advances (Schedule D(i))		
From Others	-	-	To Trustees	-	-
			To Fellows for Projects	0.35	0.24
Liabilities (Schedule B)			To Contractors	-	-
For Statutory Dues	111.92	86.80	To Lawyers	-	-
For Expenses	105.39	256.22	To Others	83.01	88.85
For Others	-	-		83.36	89.09
For Donations Received in Advance	197.87	180.79	Income Receivable (Schedule D(ii))		
	415.18	523.81	Income Receivable	21.82	66.59
Income and Expenditure Account			Interest	6.50	0.59
Balance as per last Balance Sheet	3,202.85	3,071.77		28.32	67.18
Add: Transfer from Specific/Earmarked Funds	-	-	Other asset receivable (Schedule D(ii))		
Add/(Less): Surplus/ (Deficit) as per Income and Expenditure Account	(499.96)	131.08	Deposits	35.79	23.48
	2,702.88	3,202.85	TDS Receivable	15.85	17.39
			Others	5.87	0.23
				57.51	41.10
			Cash and Bank Balances (Schedule E)		
			a) In Saving account	702.40	2,812.00
			In Fixed Deposit account	1,816.91	6.00
			d) Other (Cash on Hand)	1.93	1.04
				2,521.24	2,819.04
Total	3,147.26	3,755.86	Total	3,147.26	3,755.86

NOTES:

Summarized from Accounts audited by M/s Haribhakti & Co. LLP, Chartered Accountants for the even period
Prior year's comparisons have been regrouped wherever necessary

SUMMARY INCOME & EXPENDITURE ACCOUNT

(Rupees in Lakhs)

Expenditure	2022-23	2021-22	Income	2022-23	2021-22
To Establishment Expenses (Schedule F)	1,478.30	1,069.48	By Interest (Schedule H(i))		
To Remuneration to Trustee	77.54	67.43	On Bank Deposits:		
To Audit Fees	6.49	5.90	Accrued	6.64	0.06
To Amount written off:			Realised	32.47	2.90
Bad debts	-	-		39.12	2.96
Irrecoverable	0.20	0.22	On Savings Bank Account		
Other items (Refer Note 2(vi) of Schedule I)	59.28	15.94	Accrued	0.027	0.529
	59.48	16.16	Realised	72.32	101.94
To Other Expenses - depreciation on fixed assets (Schedule C)	285.28	429.24	By Donations in Cash or Kind (Schedule H(ii))		
To Amount transferred to reserve or specific funds (Schedule A)	-	-	Local	4,267.88	3,514.76
To Expenditure under objects of the trust			Local Donations in kind	-	22.05
Religious	-	-	FCRA	3,472.03	3,571.91
Educational (Schedule G)	6,520.34	5,609.47	FCRA Donations in kind	74.80	112.46
Medical relief	-	-		7,814.71	7,221.18
Relief of poverty	-	-	By Income from Other Sources (Schedule H (iii))	1.29	2.14
Other charitable objects	-	-			
To Balance Carried over to Balance Sheet	(499.96)	131.08			
Total	7,927.47	7,328.75	Total	7,927.47	7,328.75

NOTES:

Summarized from Accounts audited by M/s Haribhakti & Co. LLP, Chartered Accountants for the even period
Prior year's comparisons have been regrouped wherever necessary



TEACH**FOR**INDIA