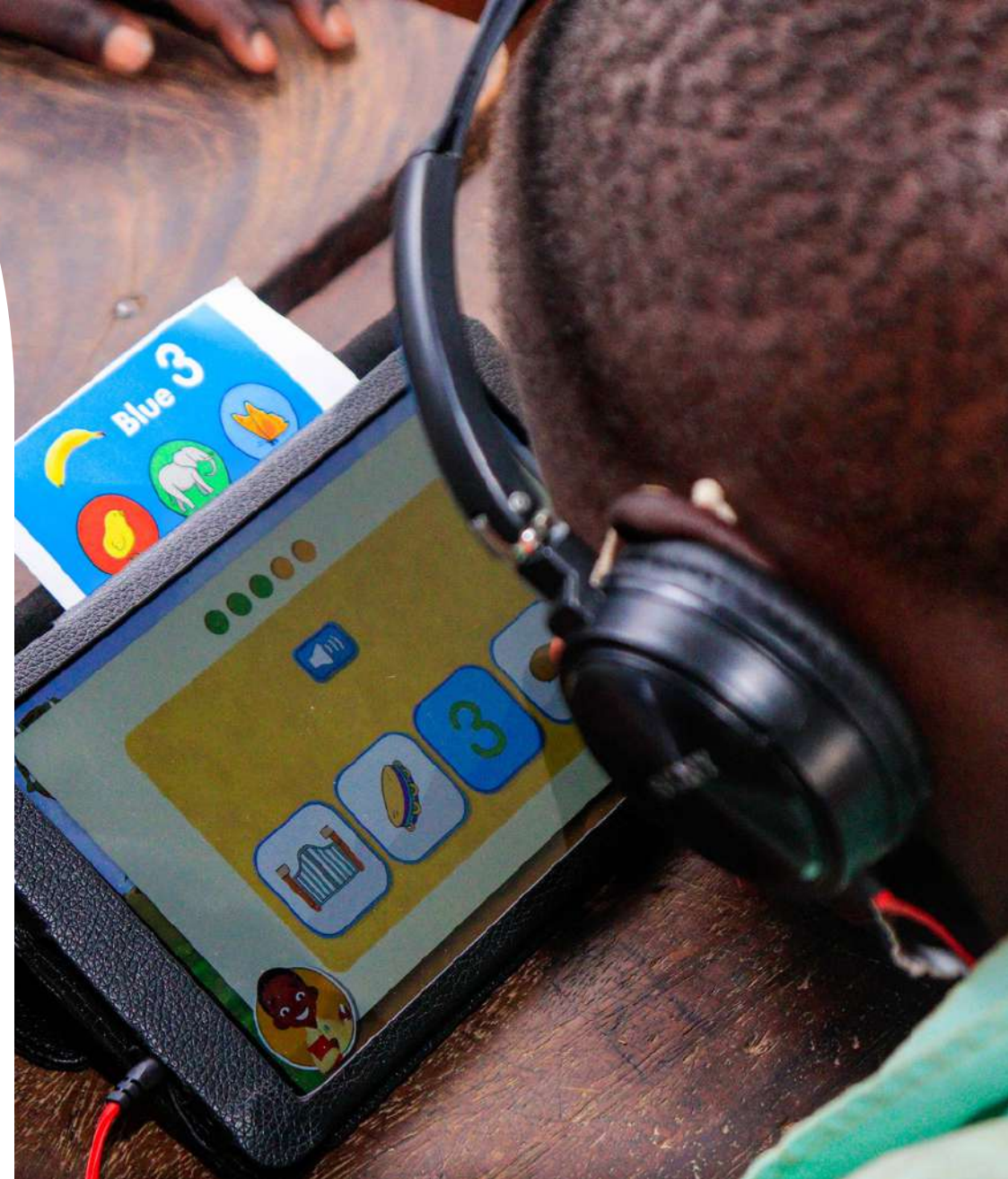


20
20

TEACH FOR UGANDA
ANNUAL REPORT



CREATING A MOVEMENT OF LEADERS TO TRANSFORM THE FUTURE OF EDUCATION IN UGANDA



**TEACH
FOR UGANDA**



MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear Friends,

The year 2020 caught us by surprise and I am sure it was challenging for most, if not all of us. To compound things, the pandemic affected almost all aspects of our lives. Every family and community had to go through a year of uncertainty, and for us, in developing contexts this is still an ongoing battle to not only keep our communities safe but also ensuring that our children and youth are learning and doing so safely.

Of course, as a community we are deeply grateful to our partners, board members both local and global, and all you friends who enabled us to continuously 'pedal' through the 'storm' and kept us hopeful for better days ahead. And of course, we wish to extend our heartfelt sympathies to all those who lost loved ones and are still working their hardest to emerge out of the pandemic strong financially, emotionally, and spiritually.

At TFU we flexed towards our core values of *Children First, Constantly Learning, and keeping a Sense of Possibility*. The major question on the minds of our team was, how do we keep our children learning in the midst of national schools' lockdown? For this, the team showed not only resilience but also innovation. We came up with the first-of-its-kind **Community Cluster Learning Pods (CCLPs)** where a TFU Fellow would walk or ride their bike village to village and facilitate learning for at least 5-15 children spaced outside with their masks. The intervention was a success in that we managed to keep at least 4,000 of our children directly learning. The innovation was hailed by the World Education Commission & UNESCO on page 15 of the global [Save Our Future White Paper – Averting an Education Catastrophe for the World's Children](#).

For a nation like Uganda where the median age is 16 and the majority, literally, 80% of our children live and learn in rural communities and most times without access to electricity and internet. Our Fellows, supported by the Training and Support team led the way in ensuring that they not only created learning materials but also supported in delivering government created materials to reach all children in our 33 communities. We partnered with Deutsche Post DHL and helped us deliver all our learning materials off to these communities that needed them most to keep learning at the height of the national lockdown. We also launched bi-weekly Reflections Stories from Us written by our Fellows – the foot soldiers in our communities advancing leadership and education equity, told from their lens.

We slashed our budget by 40% at the advice of our Board Members and after forecasting that several of our prospective funding would not materialize, we moved most of our training and support virtually. We leaned into our *Sense of Possibility* and stretched the resources to bring on board 47 cohort 3 Fellows, and 7 team members to support our growth and scale to impact the learning of extra 10,000 learners.

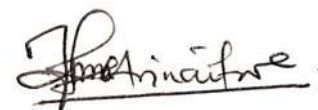
Finally, due to your unwavering support, we received Covid19 adaptation grants from our strategic partners such as the Segal Family Foundation, DHL, Issroff Family Foundation, Global Health Corps, and Acumen. We also brought onboard new strategic partners such as Credit Suisse as well as several individual partners such as Elisabeth Mason and the Student Change Makers to support our continued albeit steady growth.

At TFU we believe that it takes a village to raise a strong and wise student. So many in our community including partners, friends, Fellows, teachers, headmasters, parents, and our team and board members as well as our committed children made the achievements in the following pages possible.

I am grateful to each of you.

With gratitude,

Kassaga James Arinaitwe

A handwritten signature in black ink, appearing to read 'Kassaga James Arinaitwe', with a horizontal line underneath the name.



A learner reads an English textbook during a CCLP session amidst the pandemic in 2020 at Nalongo P/S in Luweero District

REPORT SUMMARY

Teach For Uganda (TFU) is a locally-rooted and globally informed leadership development organization that is fully registered since 2016 as a non-profit organization in Uganda.

We leverage the power and knowledge of promising future leaders to ensure that one day, all children in Uganda attain an excellent education, enabling them to thrive in constantly changing economies.

Today in Uganda, over 11 million children are enrolled in primary school. However, 70% drop out before completing grade seven. Of those who make it to grades 6-7, 65% cannot read or comprehend a grade 2 story. In arithmetic, 50% of all students in grades 3-7 are not able to pass a grade 2 examination – the literacy and numeracy skills are low and below the expectation.

These challenges have been exacerbated by the deficit of education leaders who fully comprehend the needs and gaps of teaching in Uganda and the recent occurrence of COVID-19 that has kept students out of school for the last 1 academic year.

At Teach For Uganda, we believe that Uganda's current and future economic, social, and political stability are heavily dependent on the way we educate, skill, and prepare the current and future generations of Uganda's children and youth who make up more than 60% of the 45 million population.

TFU has been working to achieve that by recruiting, training, and placing Uganda's brilliant college graduates and young professionals in high need and disadvantaged schools and communities across Uganda to serve as full-time teachers committed to transforming the education outcomes of less-privileged children.

OUR VISION

One day, all children in Uganda will attain an excellent education

OUR MISSION

Creating a movement of leaders to transform the future of education in Uganda

OUR VALUES



CHILDREN
FIRST



TEAMWORK



CONSTANTLY
LEARNING



HUMILITY &
RESPECT



SENSE OF
POSSIBILITY

OUR PROGRAMS & OUTCOMES

- Recruitment, Selection & Matriculation

- Training & Support

- Alumni Program

- Fundraising & Partnerships

IMPACT BY THE NUMBERS

12

ALUMNI

67

FELLOWS

02

ACTIVE
COHORTS

20,000

CHILDREN
REACHED

33

ACTIVE SCHOOL
COMMUNITIES

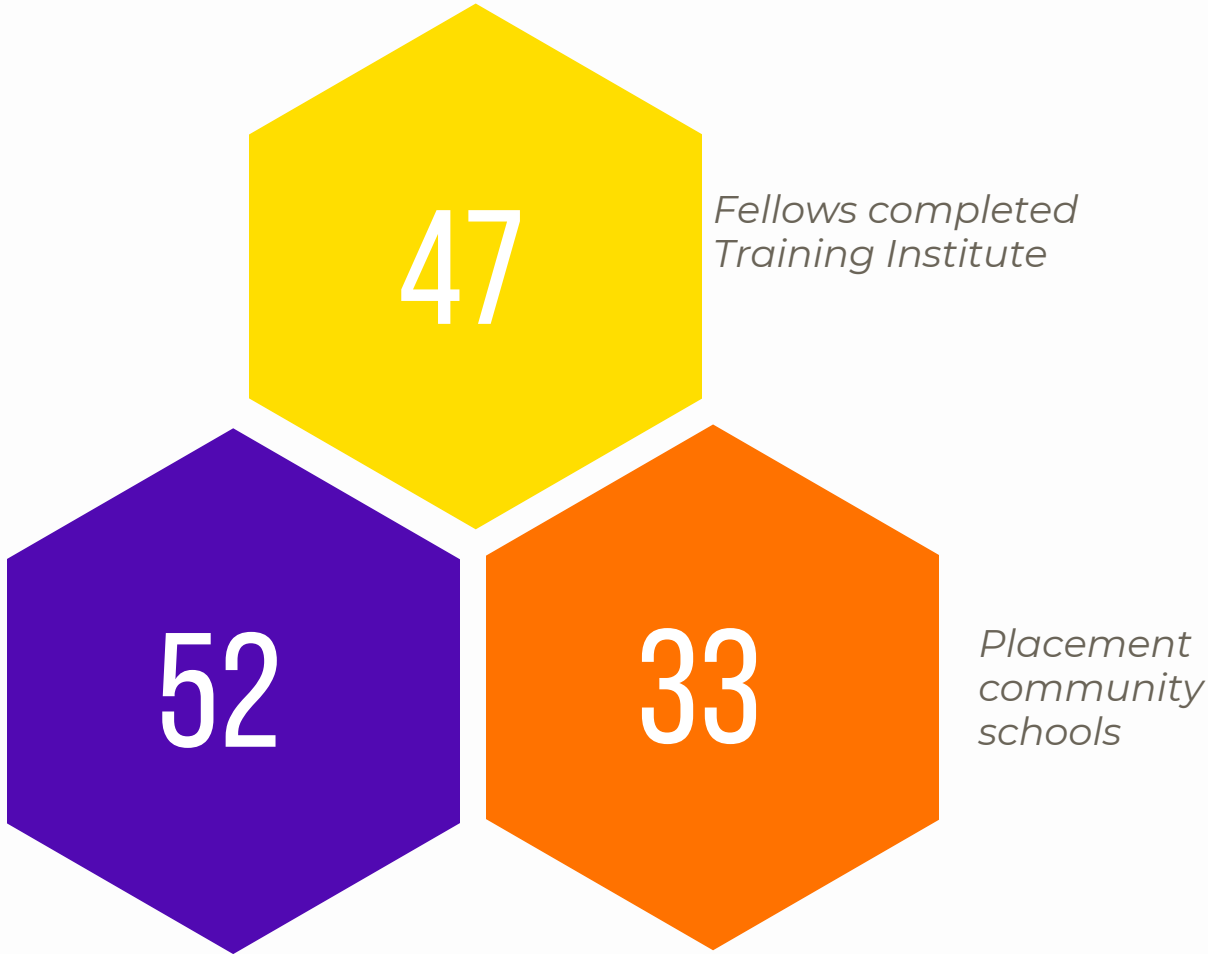
02

ACTIVE
REGIONS

RECRUITMENT, SELECTION & MATRICULATION



WE WERE ABLE TO RECRUIT AND SUCCESSFULLY MATRICULATE 52 FELLOWS FOR COHORT 3 OUT OF THE TARGET OF 50



This was a 94% success rate due to our efforts to adopt various Fellow recruitment strategies to search for high potential candidates



6 OUT OF 10

Fellows recruited are female

Source: Recruitment, Selection & Matriculation Department

FELLOW SPOTLIGHT

#ChallengeYourself



Learn.
Empower.
Transform.

TEACH FOR UGANDA

CHANDIA JUDITH

CHANDIA JUDITH

Teach For Uganda Fellow | 2020-2021

One of the Fellows was very pleased with being selected for the program. Chandia Judith comes from the north-western part of Uganda, commonly referred to as the West Nile region.

She grew up in the rural community of Arua, the home of the Madi and Alur people of Uganda, where she went to school and eventually graduated, becoming the first one in her family to attain that qualification.

"I am very happy to be part of this fellowship. I believe it will prepare me to become the Woman Member of Parliament for Moyo district in the next 2026 elections" - Chandia Judith

Chandia looks at the fellowship as an opportunity to unlock her potential and propel her into parliament where she can make laws that favor the education of the girl-child and transform the communities of Uganda.

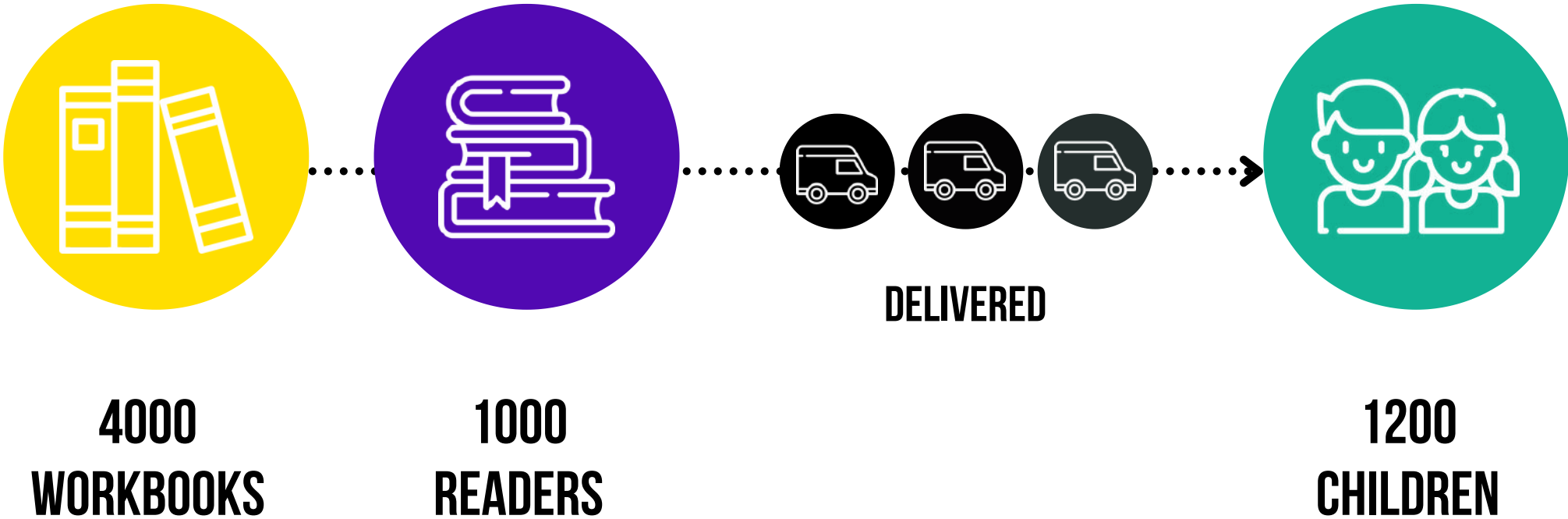
"I want to become a member of parliament and make policies that ensure inclusiveness in our society, especially in terms of access to opportunities like education for all children, especially the girl child", she says.

TRAINING AND SUPPORT



We began the year with our second cohort of 20 Fellows starting their first year of teaching in 11 schools across Mayuge and Luweero districts in Eastern and Central Uganda respectively. Despite the Covid 19 pandemic and its effects, Teach For Uganda worked tirelessly to support the continuity of learning for our rural children who lack access to technology. 4000 workbooks and 1000 readers were distributed to 1200 children.

Additionally, fellows taught literacy skills to groups of 5-10 children in what we termed as **Community Cluster Learning Pods (CCLPs)** reaching an average of 50 children per week. In October, we successfully executed a 4-week residential training for cohort 3 Fellows. 47 Fellows were equipped with leadership and pedagogical skills and placed in 33 schools in Luweero and Mayuge to impact over 2000 children.



A group of learners in Mayuge District during a Community Cluster Learning Pod (CCLP) session in lockdown in 2020



CCLPS

Teach For Uganda has ensured that learning continues despite school closures due to COVID-19 and our Fellows are facilitating learning in Community Cluster Learning Pods (CCLPs) of 5-10 children, reaching an average of 50 children per week and 2,000 children directly (and another 2,000 indirectly through sharing of learning materials provided by Teach For Uganda) in Luwero and Mayuge districts of central and eastern Uganda respectively.

This was being done in compliance with the Uganda COVID-19 Education emergency strategy and plan designed to make learning happen during the lockdown. This intervention helped to address the critical need of ensuring that all children have access to quality education and the SDG 4 target that the government of Uganda strives to achieve such that all children are able to meet their inherent potential in their adult life and be productive citizens in their communities.



The CCLP was featured in a global whitepaper "[Averting an Education Catastrophe for the World's Children](#)" as one of the new approaches to ensure children can learn despite school closures during the pandemic.



3rd cohort Fellows during a mid-session
break energizer at the Training Institute in
2020



A L U M N I
L E A D E R S H I P



12

We graduated 12 Alumni by the end of 2019 and successfully launched the Teach For Uganda Alumni association in early 2020. These young leaders have taken on various pathways to keep creating impact among rural underserved groups including; starting up social enterprises that bring new innovations to life, working as teachers modelling best instructional practices in Ugandan schools, and, as leaders in the NGO world helping implement education programs.



ALUMNI SPOTLIGHT

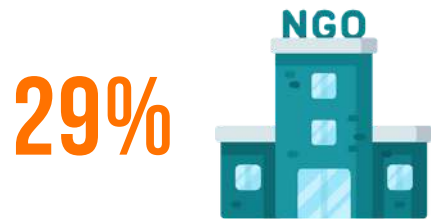
Charles Obore

Teach For Uganda Alumnus
Founder CBI Innovations
Academy

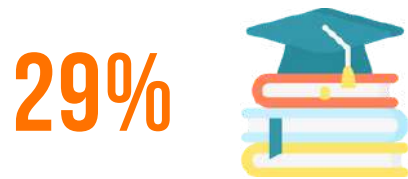
Charles Obore is one of those distinguished TFU Alumni who was selected as 1 of 50 Global Alumni members to join the Teach For All Alumni Leadership Council in 2020.

He had previously completed a Fellowship program on the Leadership from lived experience by Teach For All, and was recently awarded a small grant of \$500 as one of the Huracan Foundation Project leads, implementing his innovation of using sports as a way to keep girls at school at his new startup, the CBI sports Academy in Eastern Uganda. Charles works with over 50 girls who are now part of the CBI sports academy team.

PATHWAYS CURRENTLY ENGAGED IN



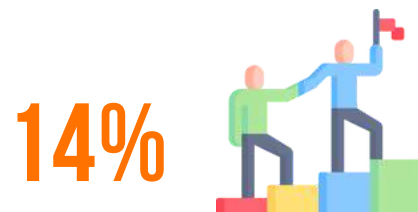
Alumni involved in INGO/NGOs



Alumni involved in education sectors



Alumni running various social enterprises



Alumni engaged in community leadership activities

A recent survey among the alumni showed that 100% of our alumni are engaged in some form of employment with all of them working with rural underserved groups and communities in Uganda.



Teach For Uganda alumna Seera Carol speaks as her colleagues look on during the first-ever Alumni Workshop in 2020



PERCEPTION ON TFU'S PROGRAMMING

86%

Alumni believe that all children are capable of learning

100%

Alumni understand expectations to help achieve our vision

100%

Alumni feel they belong to a larger movement

100%

Knowledge & skills acquired during fellowship relevant for career growth

100%

Alumni would recommend others to join the TFU Fellowship

CURRENT ENGAGEMENT POST-FELLOWSHIP

100%

All alumni are employed and engaged

86%

Fellowship prepared alumni for those roles

43%

Got placements/jobs due to TFU connections





DHL

FUNDRAISING & PARTNERSHIPS

STRATEGIC PARTNERSHIPS AND FUNDRAISING

Teach For Uganda has laid out an ambitious plan for the next 05 years (2020-2025) to place 252 teaching participants in various rural underserved schools to serve 20,000 children directly. This will mean raising a total of \$11 million in the next 05 years. This undertaking requires continuous cultivation and stewardship of current and prospective partners to build a strong financial foundation in 2020 and beyond. Despite the disruption of scheduled potential partner meetings and fundraising activities by COVID-19 lockdowns, Teach For Uganda was able to attract some strategic partners within the 2020 financial year. Our Board and Team are grateful to the following strategic partners for their support and leadership.

Boston Consulting Group (BCG)	Comprehensive 5-Year Strategic Plan
Erol Foundation	Renewed their partner support to 2020 and 2021.
DPDHL	Renewed partnership & COVID19 adaptation grant
Segal Family Foundation	Continued partnership + COVID-19 adaptation grant
Acumen Fund	COVID19 adaptation grant
Credit Suisse	Financial education adaptation grant
Issroff Foundation	Gift grant
Global Health Corps	COVID adaptation grant
US Embassy	Renewed grant
Elisabeth Mason	Renewed funding

SPECIAL SCHOOLS IMPROVEMENT PROJECTS



As part of our efforts to promote learning among underserved schools, we were able to attract an anonymous funder to provide housing to at least 4 teachers, while improving hygiene and sanitation for the school by adding a 2 stance toilets and 2 washrooms.



With the support of DHL Uganda team, we were able to construct a classroom block at St. Kizito Nabutaka Primary School in Luweero. The new block will have one classroom and teachers' staff room.



Our 2019 Fellows, now alumni, Moses Ruharo & Fridah Aduno mobilized resources to implement *“Electrifying Buntuntumula Project”* and connected the school to the power grid. They also mobilized resources to complete the school fencing project to keep the children secure within the school.

CHALLENGES & LESSONS LEARNED

01

COVID-19 affected in-person training/teaching activities with COVID-19 lockdowns and school closures necessitating a shift in implementation approaches.

03

Challenge of movement by Fellows to facilitate learning in Community Cluster Learning Pods (CCLPs)

02

The COVID-19 lockdown and ministry of health guidelines on in-person meetings made implementation of certain program strategies challenging, requiring changes in programming approach.





01

- There is a need to establish an online training resource centre for Alumni and Fellow growth and development. This will enable self-learning among Alumni and Fellows and provide a quick access to opportunities and resources for career growth and development.
- For long, Uganda's education system has operated outside the digital learning platforms, yet the 21st century is the age of digital learning. TFU needs to pioneer digital learning among its supported schools and promote it among Uganda's education sector stakeholders.

03

- There is need for indepth research on how TFU can engage learners during nationwide school closures and especially in the era of digital learning for offgrid communities.

02

- Fellows needed to be supported with means of transport to facilitate CCLPs especially in far-flunged villages and communities.



IMPACT STORIES



DECIMON WANDERA

TEACH FOR UGANDA ALUMNUS

In Dec 2019, Teach For Uganda was able to graduate its 1st Cohort of Fellows (12) and started growing them as Alumni leaders. Decimon Wandera was one of those, placed in Nabutaka Primary School in Luwero district, central Uganda. Nabutaka village where the school is located was one of those that were previously ravaged by the National Resistance Army (NRA) guerrilla war that brought the current President into power between 1980 to 1986. Most of the families lost their loved ones and livelihoods were decimated over the 6 year period.

This period created a negative mindset towards education with many parents opting to keep their children at home as a source of labor for food production - taking on agriculture activities, or marrying off their daughters early as a source of income. Decimon was able to turn this around when placed in this school, working closely with parents and sensitizing them on the value of educating their children, and using approaches that encouraged learning among his students. Within the first year of Decimon placement, Nabutaka Primary school saw a 140% increase in student population from 150 to 360 students.

Decimon was also able to drastically improve the reading, writing, and comprehension skills of his students to achieve the national level.

Because of his stellar performance, Decimon was hired as TFU's Leadership Development Officer for Mayuge District in Eastern Uganda.

"I had to engage the parents in regular meetings, make visits to their households and learn about the lives they led and how they were treating their children".



SEWING THE FUTURE

During the lockdown, our Fellow Phiona Mukisa skilled her learners to make reusable masks at Mitimito Primary School in Mayuge District.

"These are kids that had lost hope, their parents are not working"

[Read More >>](#)



FEED MY COMMUNITY

Phiona Mukisa Praise, a Teach For Uganda Fellow, shares how she and her students started a gardening project to provide food and generate income for the students and their families during the height of the COVID-19 lockdown.

[Read More >>](#)



CONTINUITY OF LEARNING

"Some families have up to four school-going children. I teach them all depending on their classes. I move around with my materials and normally, we sit outside, considering social distancing and all other safety guidelines"

[Read More >>](#)

OUR GLOBAL AND NATIONAL VOICE IN EDUCATION SECTOR



SAVE THE FUTURE



DAILY MONITOR



UN HABITAT NEW YORK



READ OUR 2020 NEWSLETTERS



FINANCIAL TIMES

- [How Teachers are coping during COVID-19 Lockdown](#)
- [A Teacher Rooting For the girl child](#)
- [Ensuring continuity of learning during lockdown](#)
- [Teach For Uganda alumnus Charles Obore joins inaugural Teach for All's Network Connectors initiative](#)
- [TFU members selected among five new Huracan Foundation Project Leaders](#)



**2021 &
BEYOND**

COHORT 4

97

OFFERS MADE TO
JOIN FELLOWSHIP

1177

COMPLETE
APPLICATIONS
RECEIVED

570

INVITED TO
ASSESSMENT
CENTER

293

SHOWED UP FOR
ASSESSMENT
CENTER

65%

Among the 77 who reported to our Training Institute, 65% are young women leaders. We look forward to their journey of impacting over an extra 10,000 children in rural communities in eastern Uganda.

77 SHOWED UP
FOR TRAINING
INSTITUTE

2020 FINANCIAL REPORT

INCOME AND EXPENDITURE

Income	2020	USHS'000	2019	USHS'000
Donations & grants	1,726,504		1,462,356	
Other incomes	39,057		21,430	
Total income	1,765,561		1,483,786	
Operations	1,068,215		841,499	
Alumni	5,733		24,599	
Participant compensation	292,997		212,555	
Public and private sector partnerships	106,391		103,504	
Recruitment, selection and matriculation	37,316		57,444	
Support and leadership development	84,030		67,648	
Training Institute	126,457		176,537	
Monitoring and evaluation	1,562		-	
Special projects	42,860		-	
Total expenditure	1,765,561		1,483,786	

BOARD



ANDREW MUKIIBI



OSKAR SEMWEYA-
MUSOKE



SHEILA KANGWAGYE



BARBARA BUSH



SABRINA DUPRÉ



ELISABETH MASON



SONYA MEDINA WILLIAMS

THE TEAM



KASSAGA JAMES ARINAITWE
CO-FOUNDER/ED



CHARLOTTE IRAGUHA
CO-FOUNDER/MD



ARIONG MOSES
FUNDRAISING & PARTNERSHIP
MANAGER



CONSTANCE NYAMIKOLA
HEAD OF TRAINING AND
SUPPORT



EVARIST BASHONGOKA
HEAD OF FINANCE



SEGAWA SALIM
MARKETING &
COMMUNICATION MANAGER



DIANA ROSE NYASENYA
HUMAN RESOURCE & ADMIN
MANAGER



MORDECAI WAKYAYA
M&E OFFICER



MUTAKA EMMANUEL
ALUMNI OFFICER



NAMUKHURA ROWNEY
RSM OFFICER



MUKIZA JORAM
RSM OFFICER



DECIMON WANDERA
LEADERSHIP DEVELOPMENT
OFFICER



OMOYA CHARLES OYET
LEADERSHIP DEVELOPMENT
OFFICER



KINYERA DENIS
LEADERSHIP DEVELOPMENT
OFFICER



MBAZIRA FRED
ADMINISTRATION ASISTANT



OGWAL INNOCENT
OFFICE CUSTODIAN

2020 PARTNERS



The Republic Of Uganda
Ministry Of Education And Sports

Teach For All
A Global Network

Erol FOUNDATION

CREDIT SUISSE

Segal
Family Foundation



ACUMEN
CHANGING
THE WAY
THE WORLD
TACKLES
POVERTY



THE NEW YORK
COMMUNITY TRUST

NYCT

BCG BOSTON
CONSULTING
GROUP

WAR
child
HOLLAND



CREATING OPPORTUNITIES
AND BRIDGING COMMUNITIES



A female player from TFU alumnus Charles Obore's Community Based Innovation Academy kicks the ball during a friendly football game in Kumi District in 2019.