

TEACHFORNIGERIA

2020 Report



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Overview



Teach For Nigeria is a non-profit organisation focused on improving the educational outcomes of students in disadvantaged communities. We enlist Nigeria's most promising and passionate young graduates, professionals and existing teachers from varied disciplines to teach as full-time teachers in underserved schools in a two-year Fellowship.

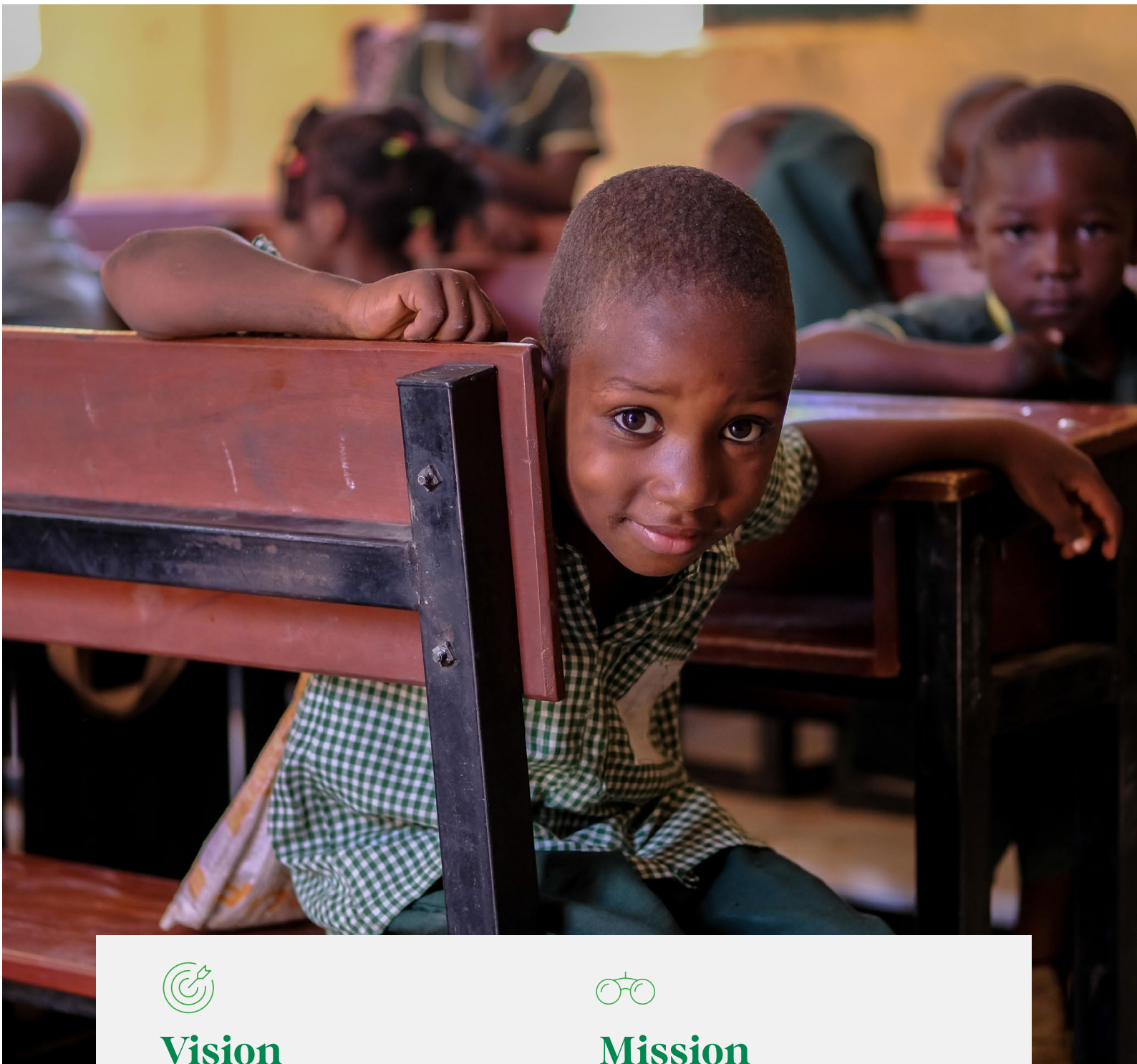
Post-fellowship, Teach For Nigeria alumni are supported to build on their two-year experience to continue driving long-term systemic change in Nigeria's education system, as they transition into varied leadership roles in both the public and private sector. As an alumni body, they will be a force for change, working to create an educational system that equips Nigeria's children for success.

The year 2020 was a challenging year across the globe for everyone because

of the COVID-19 pandemic. A lockdown was instituted from March to September 2020. Nonetheless, Teach For Nigeria did not relent in its response to ensure children in underserved communities continued to learn. We launched The Radio School during the pandemic to provide an alternative learning platform for children, as schools were closed during the lockdown.

We also recruited 420 Fellows into under-resourced schools in Lagos and Ogun States and these 420 Fellows were trained through the Teach For Nigeria virtual/in-person pre-service training institutes.

Furthermore, in our bid to expand digital skills and quality teacher training to existing teachers across Nigeria, we launched a teacher training program aimed at training and upscaling the capacity of existing public school teachers.



Vision

One day, every Nigerian child will have the opportunity to attain an excellent education.



Mission

To mobilise leaders who will drive the movement towards educational equity and excellence in Nigeria.

Core Values

Towards achieving our goals, we believe in conducting ourselves in a way that truly embodies each of our core values, which are listed below.

- **Sense of Possibility:** At Teach For Nigeria, we relentlessly drive towards achieving our goals with a strong belief that 'Nothing is Impossible.'
- **Respect and Humility:** We are grounded in our belief that all our actions are guided by humility and equality. We operate in a spirit of cooperation and value human dignity.
- **Excellence:** We hold high expectations of ourselves and others, and we commit ourselves to deliver the greatest quality in all that we do.
- **Integrity:** We do the right thing. We conduct ourselves in accordance with the highest standards of professional behaviour and ethics. We are transparent, honest and ethical in all our interactions.
- **Leadership:** We set positive examples and invest in others so that they can follow the guidelines of leadership.
- **Innovation:** We anticipate change and shape it to fit our purposes. We acknowledge the weaknesses within our society and create ethical, forward thinking innovations.

Board of Trustees

The board members of Teach For Nigeria perform governance, leadership and oversight functions such as financial, legal, CEO and board oversight. They also ensure adherence to our mission, provide strategic support and expertise, and help with fundraising and community support.

The members of the Teach For Nigeria Board are:



Gbenga Oyebo

Board Chair,
Teach For Nigeria,
Chairman,
Aluko & Oyebo



Olanike A. De Souza

Certified Public
Accountant, Chartered
Accountant and
Founder, People Prime



Alero Ayida-Otobo

Transformation
Strategist &
Founder,
Incubator Africa



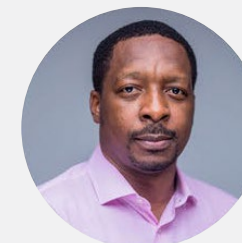
Mansur Ahmed

Group Executive
Director,
Government &
Strategic Relations



Segun Olukoya

Executive Director,
Nexton Financial
Services



Ayo Olajiga

CoFounder and
Chief Executive
Officer of Food-Pro

Our Team



Folawe Omikunle
Chief Executive Officer



Tope Akintunde
Project Manager – Profuturo



Olutele Odutola
Manager, Alumni Development



Emmanuella Nweke
Project Coordinator – Profuturo



Titilayo Ige
Senior Leadership
Development Manager



Moses Stephen
Leadership Development Manager



Sandra Meninwa
Leadership Development Manager



Oladoyin Kolawole
Leadership Development Manager



Jonathan Obiaraje
Leadership Development Manager



Assumpta Dagat
Leadership Development Manager



Courage Agbeti
Leadership Development Manager



Fatai Odebunni
Placement Officer

Our Team



Dinyambe Twanoh Nyatua
Program Coordinator



Bosede Ogidan
Recruitment Associate



Olajide Omojarabi
Recruitment Associate



Joy Abara
Head, Recruitment,
Selection and Matriculation



Edikan Mbang
Monitoring, Evaluation and
Learning Specialist



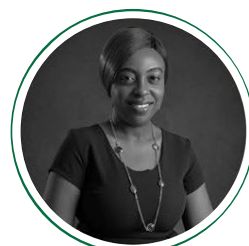
Jumoke Olowogunle
Finance Officer



Adebowale Samuel
Finance Associate



Afeez Iyiola
Leadership Development
Manager



Attracta Kanebi
HR Manager



Chiamaka Mbaegbu
Selector



Daniel Onuche Akoh
Leadership Development Manager



Bayo Adekanye
Head of Finance

Our Team



Gideon Ogunfeyimi
Leadership Development Manager



Flora Gabtony
Head of Training



Olayinka Bisiriyu
Leadership Development Manager



Justina Ezeamii
Development and
Partnership Officer



Linda Opara
Program Coordinator



Obiye Emmanuel
Executive Assistant
to the CEO



Funmi Adeyemi
Leadership Development
Manager



Jemima Nnmadi-Iweha
Leadership Development
Manager



Francis Ameh
Program Administrator

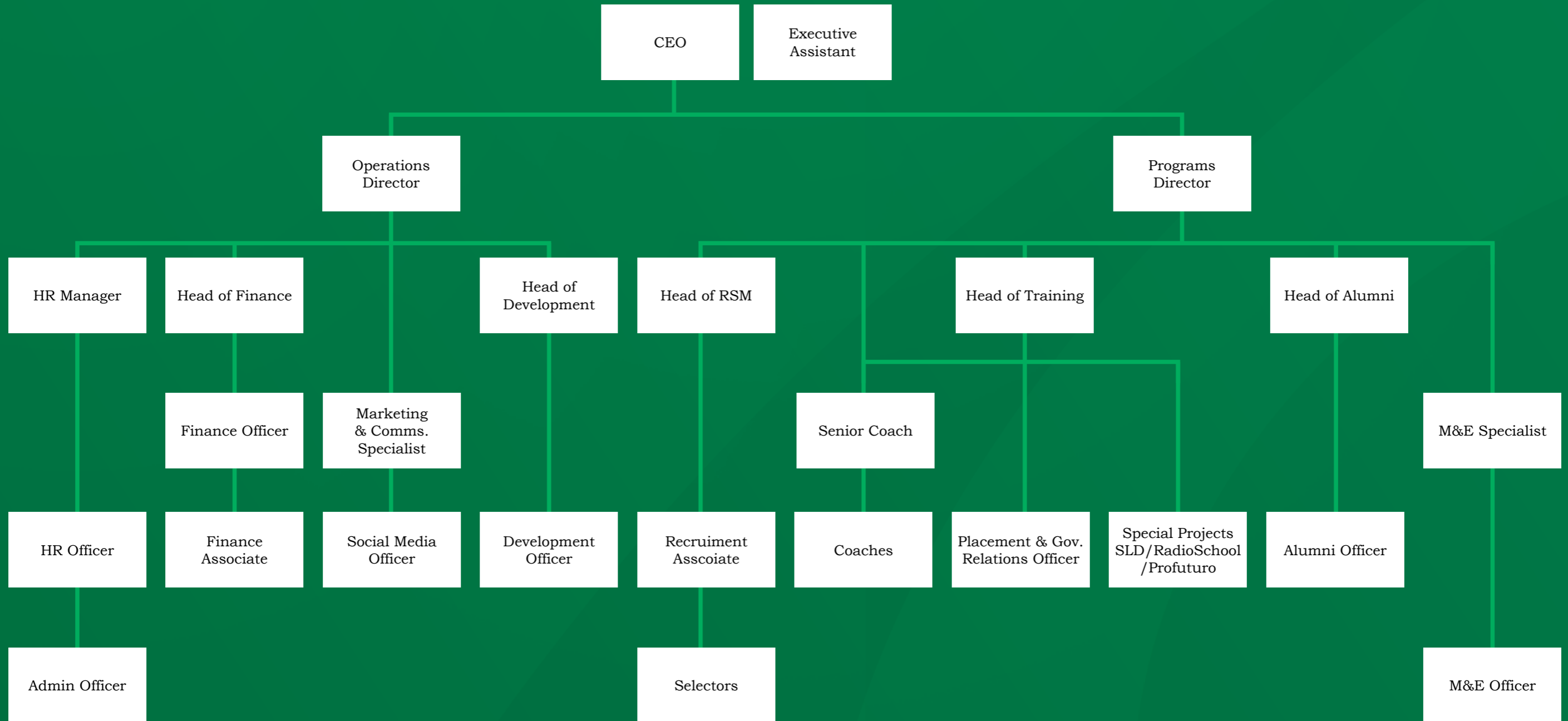
Theory of Change

For decades in Nigeria, children from the poorest families did not achieve excellence personally and professionally at the same rate as their wealthier peers. Unless the widening of the education gap is urgently stopped and reversed, Nigeria will continue dangerously towards an increasingly untenable and unjust future. Teach For Nigeria believes that education inequity is a complex but solvable problem, and through our approach, we are initiating a movement of leaders for change that will start from the classroom.

We believe that what the education sector needs is an inspired and motivated group of young leaders from diverse academic disciplines to canvass and act for excellence in the education standards of Nigeria. We are convinced that by preparing and equipping this group of future leaders to take responsibility for producing impact in high-need schools, accelerated change is inevitable. These carefully selected individuals, called ‘Fellows,’ will be placed in underserved schools across Nigeria for two (2) years. Throughout the two years they spend in the classrooms, Fellows will strive to improve students’ academic achievement attitudes and aspirations that will unlock opportunities in higher education, careers and their personal lives. After the two years, Fellows will have developed a good appreciation of the challenges high-need students face through first-hand experience in the classroom and in their communities.

As alumni of the Fellowship, they will continue to impact the system inside and outside the classroom. We envision a movement of young leaders developing long-term systemic solutions that will either continue in the education field as teachers and principals or go on to champion the cause in their respective fields, ensuring that one day, all children in Nigeria will have the opportunity to attain an excellent education.

Teach For Nigeria Organogram



Message from our Management

The year 2020 came with a lot of challenges, including the increased widening gap of educational inequality, as a result of the COVID-19 pandemic. However, we were not deterred by the pandemic and the crisis it bore. Rather we took on the challenges in the best way we could and continued to deepen our impact on Nigeria's educational landscape, by expanding educational opportunities for more children in underserved schools in low-income communities whilst growing the force of young people committed to pursuing transformational change in the country.

The 2020 report details Teach For Nigeria's world, the recruitment, training and placement of our Fellows in high-need schools and the impact of our Fellows/alumni.

We cannot ignore the fact that our 2020 goals would not have been possible without your support. Therefore, on behalf of the entire Board and Management of Teach For Nigeria, we sincerely thank you for another year of support and partnership to get us closer to our shared vision of every Nigerian child having the opportunity to attain an excellent education.

We look forward to another year of your continued support in working towards educational equity.

Sincerely,



Folawe Omikunle
CEO, Teach For Nigeria

Teach For Nigeria in Numbers

Teach For Nigeria has grown substantially in its four years of operation. In September 2017, Teach For Nigeria recruited 44 Fellows and placed them in schools across Lagos and Ogun State. Based on the success of our first cohort, Teach For Nigeria expanded its reach to the northern region, and recruited an additional cohort of 161 Fellows in 2018, 45 Fellows in 2019 and 420 Fellows in 2020.

Our 464 second year and first year Fellows are currently teaching across 290 primary and secondary schools and are now working daily to improve the educational and life prospects of 35,955 students in Lagos and Ogun States.

Growth Chart

	2017	2018	2019	2020
Fellows Year 1	44	172	45	420
Fellows Year 2	0	44	161	44
Total Number of Fellows	44	216	206	464
Alumni	0	0	44	205
Schools per cohort	22	67	29	290
States per cohort	Lagos Ogun	Lagos Ogun Kaduna	Ogun	Lagos Ogun
Students impacted per cohort	1,980	7,224	2025	35,955

Programmatic Progress

Recruitment, Selection and Matriculation

163,596+

+ Applications Received

1343

✓ Applicants Shortlisted

636

★ Offers Given

420

👍 Accepted Offer

In 2020, Teach For Nigeria received over 163,596 applications from applicants interested in the Fellowship. After a careful assessment of the applications received, 1,343 met the criteria set for the Fellowship while 636 applicants were shortlisted and offered the opportunity to join the program after a rigorous interview and selection process. 420 applicants accepted our offer and were onboarded onto the program.

In response to the COVID-19 pandemic, we had to adapt our recruitment and selection processes to a virtual format due to the restrictions placed on physical gatherings.

We explored two tracks of recruitment – a fresh graduates and young professionals track and an existing teacher track – to shortlist prospective Fellows who met our criteria from a pool of university graduates and current public school teachers in the states we serve.

In a survey recently carried out by our recruitment team, 90% of applicants stated that they joined the Teach For Nigeria program because they had a first-hand experience of educational inequity which motivated them to want to make a difference

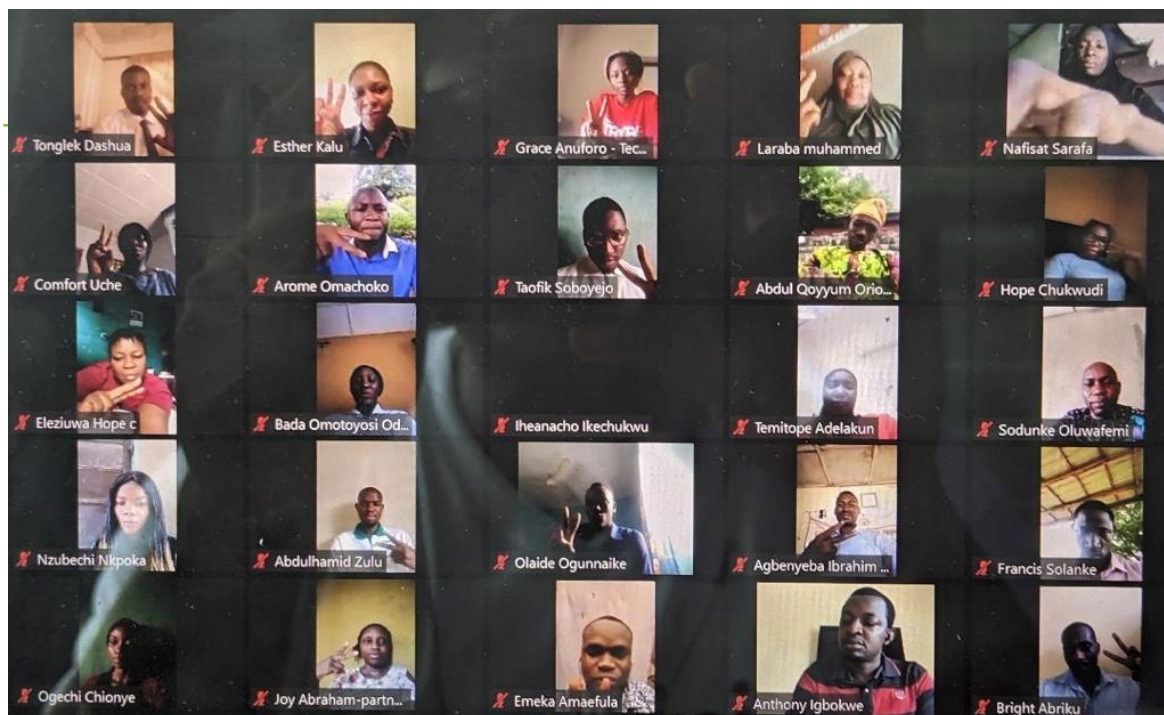


Participant Training and Support

We believe every student has the right to attain academic excellence and the mindset required to thrive in the classroom. To ensure that our students continue to gain access to the knowledge, skills and mindset they need, we invest our Fellows in robust leadership and teacher training that will transform the educational trajectory of the students we serve.

The 2020 Participant Training kicked off with a pre-service training institute, structured as a 5-week intensive training, that was held virtually between October 5 and November 11. This was followed by an in-person one week training in March 2021. The objective was to provide the training, skills and knowledge that Fellows need to deploy effective teaching methods and practice





in the classroom. The pre-service training also deepened our Fellows' understanding of Teach For Nigeria's 'theory of change' and the structure and context of the educational sector in Nigeria. Fellows were trained by a carefully selected faculty of seasoned educationists and trainers during the training institute.

The pre-service training was designed as a hybrid training as a result of the COVID-19 pandemic, whereby we held a mix of live sessions led by 15 external facilitators while providing some self-paced online courses. We invested in a Learning Management System to support the self-paced learning, and although this was not fully functional during the training institute, we have this system in place for the future.

The online training was deployed via video conferencing and file sharing platforms, including Zoom and Google Classroom. WhatsApp groups were also created to provide continuous support throughout the training period

and data of 10 Gigabytes was provided to all 420 participants and the training faculty throughout the period.

Throughout the Fellowship, ongoing training was provided to existing Fellows. During the lockdown, the training unit continued to provide refresher training, coaching and mentoring to Fellows. This support adopted a hybrid approach which focused on providing training that helped Fellows pivot to remote teaching and learning during the school closure.

An in-person refresher training was held for our 45 existing Fellows between 15 and 18 October with a focus on re-evaluating their student vision and building stronger skills that would make them successful as teachers and leaders in the classrooms and beyond. During this period, coaches recommended the training that was provided to Fellows based on their needs, particularly to help them in their areas of struggle.

Placement

This year, we set out to place Fellows in more primary schools in Ogun State and proposed a partnership to place Fellows in secondary schools for the first time in Lagos State. After the pre-service training and induction of successful Fellows into the Fellowship, we were

unable to place Fellows into schools, as we had not received an approval from our government partners to place Fellows in schools. This brought about a significant delay to our timeline and program cycle.



Alumni Development

In 2020, we graduated our second cohort of 161 Fellows, bringing our alumni community to 205 outstanding change agents. Many of these alumni were already leading change beyond their classrooms even before their graduation from the Fellowship. An Alumni Development Manager was hired to drive the vision to provide support for our growing network of alumni. The Alumni Development Manager revamped the Be the Change Project. This is a capstone social impact project implemented by Fellows in the second year of the Fellowship program aimed at providing innovative solutions to challenges they identified in their placement schools and communities.

In 2020, our Fellows implemented 52 change projects across different focus areas such as capacity building for teachers, literacy advancement projects and health and art projects in Lagos, Ogun and Kaduna States, reaching over 2,000 beneficiaries. We also reviewed the menu of support provided to Fellows and alumni broadly, including designing an implementation and curriculum plan for alumni development. The Mentor-A-Fellow program has also been fully institutionalised as part of the alumni program as a continuous support provided to Fellows in their second year of Fellowship, as they plan their transition post-fellowship. Furthermore, we developed



a framework focused on providing networking opportunities and training to our alumni members. This will inspire and push them to continue to exert leadership across the education ecosystem.

Furthermore, as part of efforts to continue to support our alumni to deepen and drive innovative solutions to some challenges associated with delivering quality education to children in Nigeria, we launched an incubation program, called the Incubation Hub, in 2020. The Incubation Hub is an exclusive program for our alumni who are leading social impact initiatives that are focused on promoting access to education or improving the quality

of life of children in low-income communities. This initiative was aimed at supporting 20 alumni social entrepreneurs to sustain, deepen and scale their innovative solutions from a prototype stage to an enterprise stage.

Participants of the Incubation Hub were equipped with the practical knowledge required to build and sustain their social innovations through a 3-month intensive training. Also, they had the opportunity to pitch for seed funding at an in-person pitch contest in Kaduna State where two initiatives, Bookaclan Kigo Knowledge Hub and No Box Initiative, were awarded a seed grant of ₦1,000,000 (one million naira) each to scale their initiatives in 2021.

Below are some of the initiatives from our Alumni community:

Schoolinka

SCHOOLINKA is an EdTech social enterprise founded by a TFN alumnus, Kayode Oluwaseun. Schoolinka is focused on creating an ecosystem of highly skilled teaching workforce for schools in Nigeria. With a learning model that is powered by experienced educators, Schoolinka designs exciting professional development opportunities for teachers and delivers them through in-person and instructor-led online classes for free or at a very affordable fee. In response to the COVID-19 pandemic, the Schoolinka team fully transitioned

all their courses to virtual training, and they recently partnered with Teacher Aid Nigeria to create a special relief fund for teachers. They raised over a million naira in donations and have disbursed cash and distributed foodstuffs to 172 teachers. In total, Schoolinka has trained over 1,500 teachers and they continue to provide access to a global virtual gathering of teachers, school administrators and owners who come together weekly to connect and learn from their shared experiences.



Edufix

EDUFIX is an initiative focused on equipping learners and teachers with 21st-century skills through their STEM enrichment courses for global competitiveness and to promote innovation. Project Edufix was born out of the need to cascade the impact of building future-of-work-ready citizens from our classrooms to bridge the digital divide that exists in the public education space. Edufix has trained over 230 public school teachers and 250 learners across Lagos, Ogun and Kaduna States on digital skills and the use of 21st-century tools. One of the project prototypes developed by participants of the Edufix program has been adopted for development and presentation as a product in the market. Edufix will

be setting up STEM Labs in five underserved schools in Ogun State next year. Edufix Nigeria is registered with the Corporate Affairs Commission in Nigeria as a social enterprise and was founded by five 2018 Fellows: Bright Kemasuode, Atueyi Joe-Martins, Fatokun Muslimat, Edikan Mbang and Egbuiwe Chukwuka.



Entrepreneurship Campus 2019 General Competition 3rd Prize winner

Bookaclan Kigo Knowledge Hub

BOOKACLAN KIGO KNOWLEDGE HUB: Bookaclan is a literacy advancement and ICT skills development project sited in LGEA School Abubakar Kigo Road, Kaduna State, by Samuel Onyeledo, a 2018 Fellow. The hub houses a library with over 700 textbooks and recreational books, an ICT centre with six computers for teaching ICT skills, a fun zone with building blocks for toddlers, puzzles and games. The project aims to improve the literacy skills of the pupils. To achieve this, a weekly library period was incorporat-

ed into the timetable of each class. This project will directly benefit 693 pupils and 52 teachers from the host and the adjoining school on LGEA Constitution Road. To measure the improvement in literacy skills, a baseline reading test is administered at the beginning of the term and a summative test at the end of each term. Recently, Samuel Onyeledo was selected as part of Teach For Nigeria's Incubation Hub 2020 cohort, with the goal to support him to scale the Bookaclan Knowledge Hub beyond the Fellowship.



Honourable Commissioner of Education Kaduna state commissioning the Bookaclan Kigo Knowledge Hub project

Innovating in the midst of crisis

Existing Teacher Training

The crisis brought about an opportunity for our organisation to pivot and innovate. During this period, Teach For Nigeria launched an existing teacher training program in partnership with ProFuturo, to train 12,563 public school teachers across 29 states in Nigeria. These training sessions were done virtually via WhatsApp and covered pedagogical modules such as Vision Planning, Classroom Culture

Building and Behaviour Management, Checking for Understanding, Digital Education, Emotional Intelligence and Cooperative Learning Strategies in Populated Classrooms. The training served as a timely intervention for the participants to prepare for the post-COVID classroom and all participants received a certificate of participation that was endorsed by the Teachers Registration Council of Nigeria (TRCN).

Below are pictures and video links of the training;

[Existing Teacher training video](#)

[Existing Teacher training pictures](#)



Speaker Series

Teach For Nigeria launched a speaker series during the lockdown to bring educators and diverse individuals together, to share knowledge and best practices as they navigated through the pandemic. To this effect, a total of 4 speaker series were held between February and July 2020.

Topics discussed included Re-thinking Education in Africa, Activating Collective Leadership to Address Inequity During Crisis, Leveraging on Personal Experiences to Drive Quality Education in Nigeria, and Indigenising Africa's Education System. On each call, there were an average of 300+ guests.

TEACHFORNIGERIA **SPEAKER SERIES**

Indigenizing Africa's education system for its development

A CONVERSATION ON THE HISTORY, PRESENT AND FUTURE OF AFRICA'S EDUCATION SYSTEM

SPEAKERS

- George Sefa Dei**
Professor of Social Justice Education, University of Toronto
- Nedjine Paul Deroly**
Co-Founder/CEO, Aseye Pou Ayiti
- Fola Fagbale**
Senior Vice President, Africa Finance Corporation
- Chika Ezeanya-Esiobu**
Founder, African Child Press & Indigenious Knowledge Advocate
- Charles Agbemshior**
Creative Solutionist & Founder, WeGo Innovate

FRIDAY JULY 31, 2020
02:00PM (WAT)

REGISTRATION LINK: bit.ly/TFNWebinarSeries

TEACHFORNIGERIA

Rethinking Education in Africa:

A response to the Global Pandemic

SPEAKERS

- Chris Bradford**
Founder and CEO of African Leadership Academy
- Simi Nwogugu**
Executive Director, Junior Achievement Nigeria
- Fela Bank-Oleboh**
Senior Special Assistant on Education Interventions to the President of Nigeria
- Folawe Omikunle**
CEO, Teach For Nigeria
HOST
- Modupe Adefeso-Olateju**
MD, TEP Centre
- Dzingal Mutumbuka**
Former Minister of Education, Zimbabwe
- Ronke Soyombo**
Special Advisor on Primary, Secondary, Technical and Vocational Education to the Ogun State Government
- Martin Odebowale**
R Fellow, Teach For Nigeria

FRIDAY APRIL 17, 2020
02:00PM (WAT)

REGISTRATION LINK: bit.ly/TFNWebinarSeries

TEACHFORNIGERIA **WEBINAR**

ACTIVATING COLLECTIVE LEADERSHIP TO ADDRESS INEQUITY DURING CRISIS

HOST

- Ayo Olujo**
Board Member, Teach For Nigeria

SPEAKERS

- Precious Adagala**
Fellow, Teach For Nigeria
- Rafi Hiral**
Fellow, Teach For Bangladesh
- Wazara Massaqul**
Fellow, Teach For Uganda
- Phikomona Potlajor**
Fellow, LEAD For Ghana
- Solance Karukama**
Fellow, Teach For Uganda
- Melwaleh Mohammed**
Fellow, Teach For Afghanistan
- Rajoyce Samael**
Fellow, Teach For Nigeria

FRIDAY MAY 22, 2020 | 02:00PM (WAT)

[@TeachForNigeria](https://twitter.com/TeachForNigeria) [teachforNigeria](https://www.facebook.com/teachforNigeria) [TeachForNigeria](https://www.linkedin.com/company/teachforNigeria)

Remote Learning Program

To ensure learning continued during the pandemic, Teach For Nigeria launched a Remote Learning Program. The program was designed to provide educative and entertaining learning contents through radio and other technological platforms such as WhatsApp and Facebook. The Radio School, which also aims to complement the traditional classroom teaching approach, aired contents across five core subjects for the nursery and primary school children who live in marginalised communities. These subjects included Numeracy, Literacy, STEM, Storytelling and General Knowledge.

During the year under review, efforts were made and strategies put in place to ensure the successful launch of the program. Some of these strategies included creating interesting lesson contents

for our learners, building strong and lasting partnerships with major stakeholders such as the Ogun State Government, various radio stations (Ogun State Broadcasting Corporation and Sweet FM) as well as other community influencers. To this effect, it is safe to say that the year 2020 served as a major milestone for the launch and successful implementation of activities and ideas for the program.

TEACHFORNIGERIA

RADIO SCHOOL

SUBJECTS

Literacy, Numeracy, Storytelling, STEM and General Knowledge

Radio Stations	Days	Time
Sweet FM 107.1 FM	MON, WEDS & FRI	7:00 - 7:30 pm
OGBC 90.5 FM	MON, WEDS & FRI	7:00 - 7:30 pm

Sweet FM and OGBC FM airs in Ogun State

Sponsored by:

Leading in the midst of crisis

Stories of impact

As a transformational leadership program, Teach For Nigeria Fellowship is designed to equip Fellows with transferable leadership skills to effect change within and beyond the classroom in underserved communities that will improve learning outcomes and access to quality education and opportunities for their pupils. Our Fellowship program is beneficial to the Fellows, the pupils in the classrooms, existing teachers, parents, the school community and other community members where Fellows are placed. Despite the uncertainties that came with 2020, we were able to support our Fellows and alumni to continue

acting as change agents in the communities they found themselves. Here are a few stories to reflect the impact of our program:

At the start of the pandemic, Gideon Ogunfeyimi's pupils could not continue learning because they had no access to remote learning facilities. This led him to come up with an initiative to design worksheets on basic subjects for the pupils to study on their own, after which he would visit to teach and discuss with them. With the designed worksheets, he was able to reach out to more pupils with fewer difficulties and was also able to leverage the relationship he had built with his pupils' parents for feedback.



Pupils learning with worksheets.

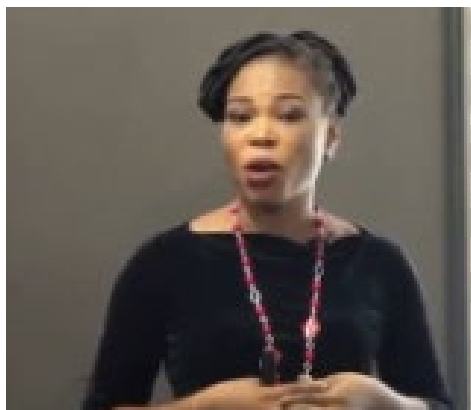


Teach For Nigeria Alumna, **Folashade Babatunde**, launched “Waste For School Meals,” an initiative designed to feed children in poor communities with nutritious meals to keep them healthy.

Folashade’s initiative does not receive money as payment. The communities only have to bring plastic, can or paper wastes in exchange for food, and they will get fed.

Kafayat Abiola, one of our 2019 fellows, led a team of about 100 teachers from Ogun State to develop and digitise lesson plans for primary

and secondary school classes in the state. All teachers in Ogun State will have access to this content once it is launched by the state government.



Driven by the need to protect the kids in her placement community and other communities around from possible exposure to the dreaded Coronavirus, **Marcillina Okafor** started “Project Facemask” to provide her learners and other kids in the communities with free facemasks. She successfully

distributed facemasks to kids in three (3) communities within Kaduna North Local Government Area. While distributing the facemasks, Marcillina sensitised the parents of the kids on the proper use of facemasks and the importance of maintaining personal hygiene, especially during this period.



Marcillina distributing facemasks

Judith Ezedimbu leveraged on the relationship she had built and maintained with the parents of her pupils and set up learning centres at strategic locations in the marginalised community of Olomore in Ogun State. The learning centres were open daily for Basics One to Six and core

subjects like English, Maths and Basic Sciences were taught. According to her, this initiative came because her pupils' parents did not have access to technological gadgets for virtual learning which made the pupils stay at home because they could not afford a paid tutor.



Pupils at the learning centre

For the first time in three months, our Fellow, **Akeem Badru**, had the opportunity to meet physically with his students in Ogunpa community, Ogun State. Although the village has recorded no case of the virus, it has nonetheless felt the sting of the pandemic. The children had lost months of access to education and the adults had stayed away from their trade, thereby losing their source of daily income. However, Badru in his own little way brought this little village

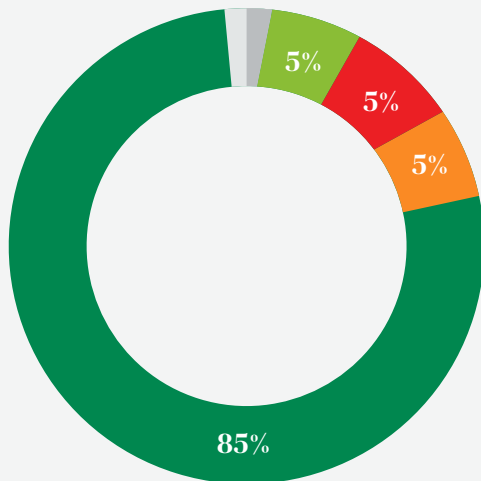
together, under the bright moonlight, to watch the award-winning movie, “Like Stars on Earth”, using Badru’s laptop.



Pupils watching movie with fellow’s laptop

Financial Statement

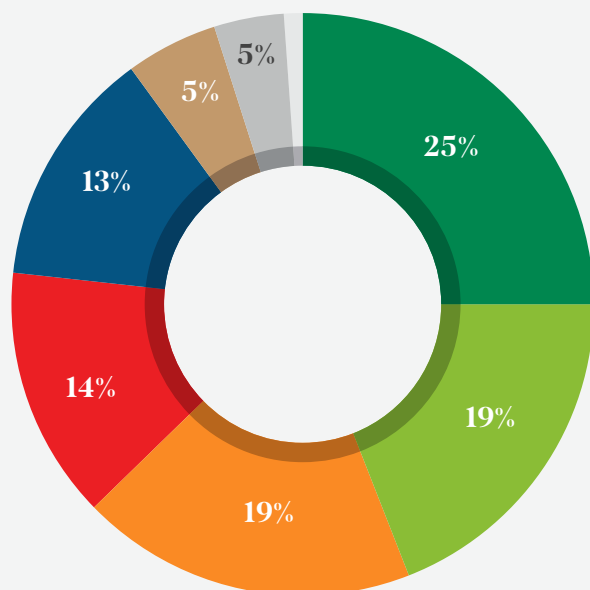
Support/Income Analysis



● Foundation Grants	₦690.5M
● Government Stipend	₦44.1M
● Corporate Donation	₦41.4M
● Individual Donation	₦38.0M
● Other Income	₦2.0M
● Interest Income	₦0.03M

Expenditure Analysis

● Fellow Stipends & Benefits	₦63.8M
● Salary, Wages & Benefits	₦48.3M
● Fellows Training & Leadership	₦47.4M
● Profuturo Project	₦35.4M
● General Admin Expenses	₦33.5M
● Recruitment & Selection	₦12.6M
● Alumni Development	₦11.2M
● Monitoring & Evaluation	₦0.9M
● Special Projects	₦0.7M



Strategic Plans for 2021

Based on the vision and review of our work from 2016 to date, we have set goals for the next five years to strengthen the organisation, increase our scale and deepen our impact. Also, the support from partners will allow us to focus on these key priorities and goals:

- **Grow Our Fellowship Program:**

In 2021, we aim to recruit **296** new Fellows, which will bring the total number of Fellows who have been recruited to **1007**, serving approximately **48,000 children**. Teach For Nigeria aims to recruit and place at least 1500 Fellows over the next five years impacting at least 100,000 pupils in primary and secondary schools.

- **Build Upon the Hybrid Training Program and Strengthen Our Fellowship Training Experience:**

Our pre-service training and in-service training provided throughout the two-year period will continue to run in a hybrid approach. Going forward, our aim is to explore training partnerships that would help build capacity and equip our Fellows with the right skills to deliver as Teacher-Leaders for themselves, the school community and the host community. We also intend to develop our team's capacity to build a stronger training curriculum that provides the necessary support and development for our Fellows.

- **Establish a Strong Foundation for Research and Data Evidence:**

To measure, understand, and learn from our impact on our students, participants/alumni, school community as well as within the education system levels, we will set up a robust monitoring, evaluation, and learning system in 2021. We will start by reviewing our existing monitoring and evaluation framework, which will help us create a systematic data collection and analysis process across students, participants, alumni and school community impact levels.

To embody our constant learning and improvement culture, we will embark on a two-year evaluation of the impact of our program on student learning, across academic, social and emotional areas starting from the 2021/2022 school year. We have already completed an evaluability analysis with independent evaluators, Fab Inc., UK and The Education Partnership (TEP) Centre, Lagos, who assessed our program readiness, resulting in a positive outlook for us to pursue our first impact evaluation on holistic student outcomes. To this effect, we will be partnering with RAND Corporation, with support from Teach For All, to design a two-year impact evaluation which will be launched in October 2021 and will last until 2023.

- **Deepen the Impact of Our Alumni:**

Moving forward, the alumni unit will be focused on implementing programs that are centred on leadership and leveraging partnerships to support Fellows and alumni as they embark on high-impact pathways aimed at catalysing change in the education ecosystem. This will include incubating and supporting more alumni-led initiatives with potential for scale as we believe that this will take us a step closer towards closing the inequity gap.

- **Build a Strong Organisation and Explore Partnerships:**

Teach For Nigeria intends to engage the necessary resources and people needed to drive its goals, while building a more diverse funding base and investing in the development and training of its people.

- **Continuity of Partnership and Engagement of Key Stakeholders:**

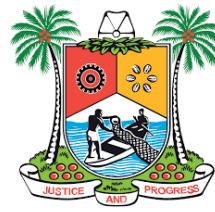
We will deliberately build deeper relationships with our existing partners and key stakeholders. This will foster a lasting and sustainable path for Teach For Nigeria through our various special projects centred around existing teacher training, STEM education for teachers and students, girl-child support and empowerment, student scholarship programs, arts/creativity for students, radio school program and headteacher leadership development training.

Conclusion

Teach For Nigeria is truly grateful for the generous support that you have provided to date. Thanks to your investment, our program is growing its presence around the country, serving more children and communities, and preparing a force of young people to lead transformational change across Nigeria from within the classroom and beyond. To spur continued progress toward this vision for Nigeria's future, Teach For Nigeria would like to request your continued support. Your steadfast partnership is a vital part of our efforts as we work towards the day when all children in Nigeria will have the opportunity to attain an excellent education.

Donors and Supporters

Below are the year 2020 Teach For Nigeria Donors & Supporters who have not only believed in our mission but have trusted and supported our vision towards educational equity.



Teach For All

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THANK YOU ALL for making our work possible in 2020.

TEACHFORNIGERIA

2020 Report

