



**TEACH FOR
LEBANON**

2021

Annual report

عليك
بهدايا

Table of Contents

1. Letter from the CEO	4
2. Socio-economic Context & Challenges	5
3. The Fellowship	7
Program overview	7
Impact	8
Teaching Through the Pandemic	9
The Summer Institute	10
“Back to the Future” Trainings	11
Events & Activities	11
4. The Access Program	13
Program Overview	13
Scale and Impact	14
Alumni Projects	15
Looking Ahead	16
5. TFL Projects	17
The Build Back Better Initiative	17
The 1001 Nights Program	19
Partnership with CLES	20
Storyvoice	21
The Student Art Competition	22
6. Schools & University Partners	23
7. Leadership	24
Board of Trustees	24
Executive Team	25
8. Finances	26
9. Donors and Supporters	27
10. Contact Us	28

If you had just one wish, what would it be?



Letter From The CEO

Dear Teach For Lebanon Community,

As the crisis around us deepens, TFL remains devoted to our beloved country and committed to making the best of today and making sure tomorrow is a better day for all students in Lebanon.

When everything around us seems to be going worse by the second, we have taken an oath on ourselves to protect our values dearly and work relentlessly to keep our vision at heart.

We will not let the status quo of helplessness define us and we will continue to drive reform in the education sector by enabling the brightest youth and empowering them to be the leaders of change inside the classrooms every day. Leaders with big hearts and strong values can make a noticeable difference, even on the most challenging days.

Being consistent and courageous to work in very difficult circumstances and continue to set the bar of expectations high for ourselves and others around us has enabled us to get the support of many local and international entities that believe in the quality of services we provide. It is not by chance that today, against all odds, we are standing strong and close to the communities we serve; it is the result of hard work, commitment to equality, and a very high sense of possibility and mutual responsibility.

In 2021, we have prioritized unity and celebrating our diversity as an organization, we also made mental health an essential pillar to care for within our community. As we reflect on this year, we find ourselves very proud of where we are and very focused on where we are going. We are on a mission to bring the best leaders into the classrooms and empower them to provide safe and enabling learning environments for the students to grow and be the best versions of themselves.

The Fellows have been remarkable. Their dedication is phenomenal, and the love and care they offer to their students is heartwarming. We are blessed to have a team



SALYNE EL SAMARANY

TFL Alumna &
Chief Executive Officer

that is crystal clear on why our work matters and is continuously embracing an ongoing learning approach to develop and strengthen our operations. Our alumni are still devoted and keep the vision in mind, helping our community grow its impact in various parts of Lebanon and the world.

We are beyond grateful to our community of supporters for believing in the work we do and continuing to be there for and with us.

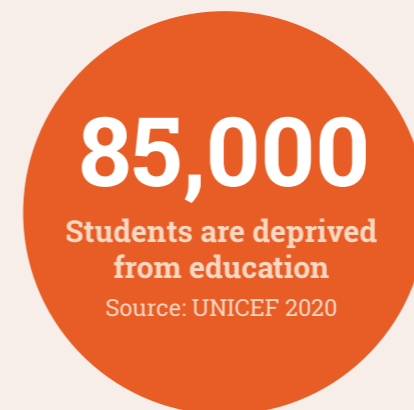
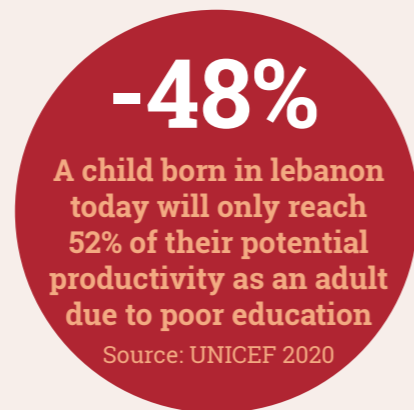
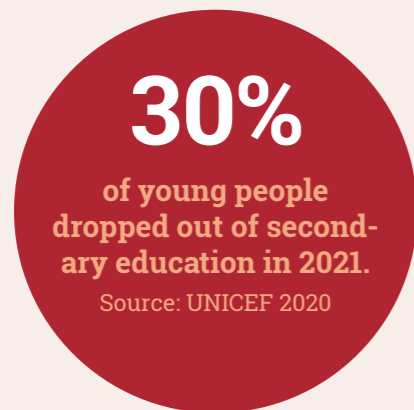
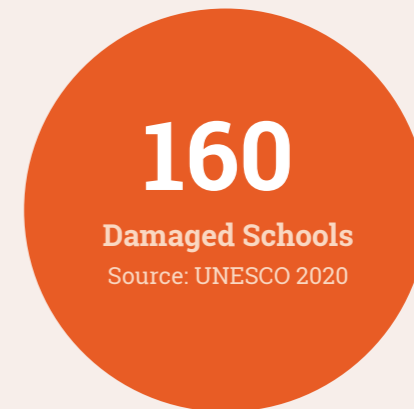
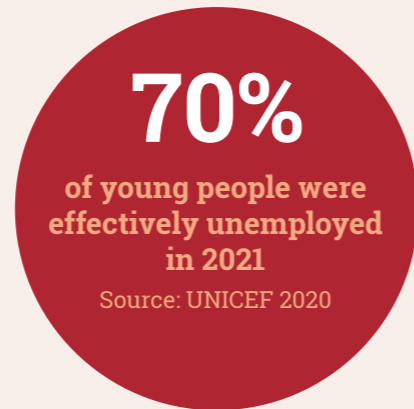
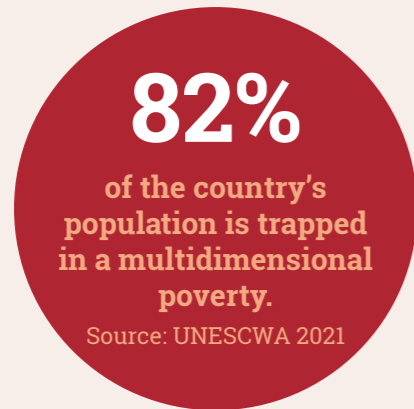
I cannot wish for a better Executive Board that is very professional and globally informed, helping us stay anchored and pushing us to do better every day.

Finally, we feel the pain around us and we are on a daily mission to find ways to sustain a strong community that spreads and promotes joy, ethics, hope, and excellence in the education sector in Lebanon. For that to be possible, we will continue to grow our strategic partnerships and collaborate with others, as only together can we make the change we all long for.

Respectfully,

Salyne

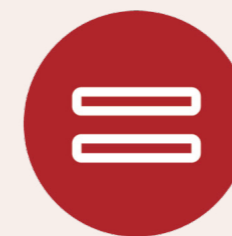
Socio-Economical Context and Challenges



Our Core Values



Empathy



Commitment to Equality



Mutual Responsibility



Reflection



Sense of Possibility

The Fellowship

Program overview

Teach For Lebanon (TFL) is a Lebanese NGO working to ensure that all children in Lebanon, regardless of socioeconomic background, have equal access to excellent education. Our model prioritizes youth capacity building in order to provide systemic support to at-need students. Our flagship project is the TFL fellowship, under which we recruit and intensively train some of Lebanon's most promising university graduates and young professionals before placing them in schools serving underprivileged refugee and Lebanese children.

Fellows not only have a measurable positive impact on the communities they serve, they also develop leadership, emotional intelligence, communication skills, self-discipline, and a lifelong commitment to educational equity and social justice.



Farah Abou Maita

TFL Head of Training and Support

“What is important about our work at Teach For Lebanon is not only providing quality education to students in Lebanon, but also providing an opportunity for young men and women to grow professionally and personally while serving as TFL Fellows and community leaders.”

Impact

Since 2008,



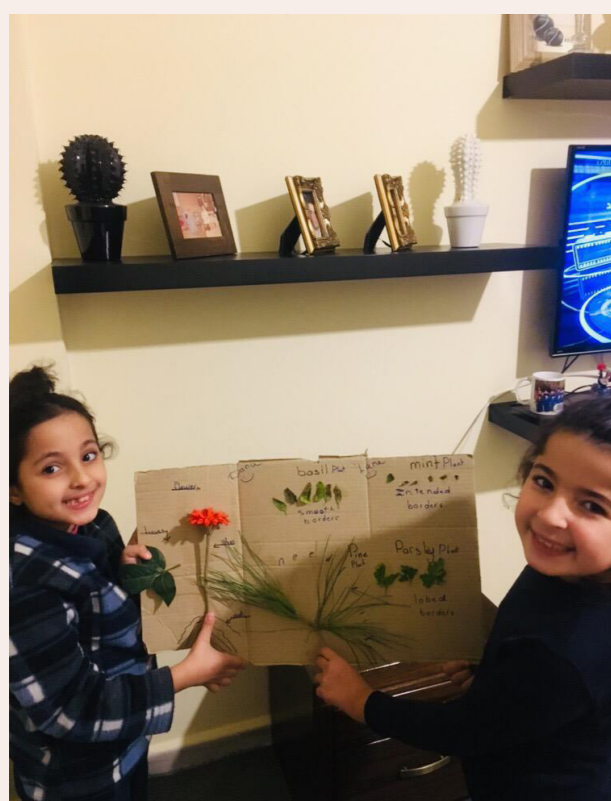
During the academic year 2020–2021



Teaching Through the Pandemic

In October, November, and December 2020, our Cohort 11 and 12 Fellows taught hybrid classes: half of each class would attend in person for a week, the other half online, with groups switching each week. In January 2021, as requested by the Ministry of Education, all Fellows shifted to fully online teaching. This shift, while it did place many restrictions and obstacles in the way of our Fellows' work, also allowed them to express creativity and innovation in their choices of teaching strategies. They prepared a wide variety of online activities designed to motivate their students to learn while having fun; and they went above and beyond the call of duty to ensure that as many of their students as possible were able to access and benefit from online classes.

As of the start of the academic year 2021–2022, Fellows and their students have returned to the classroom.



Summer Institute

The Summer Institute (SI) is a 4-week intensive course that provides Fellows with theoretical knowledge of effective teaching practices and child development psychology as well hands-on teaching experience. Fellows work under the joint direction of TFL leaders and outside experts in order to develop interpersonal skills, learn to create and maintain healthy and ethical learning environments, prepare instructional materials, plan and direct individualized instruction and group activities, and collectively reflect on and learn from their work.

This year, the SI was funded by USAID and this covered the costs of theoretical training accredited by the Continuing Education program at the Lebanese American University (LAU). TFL staff members, LAU professors, and other trainers gave 20 full days of training. Fellows received 97 hours of theoretical training, 24 hours of leadership training, and 13 hours of lesson planning training. This year's SI ran on a hybrid model – two days a week in person, and three online.

Fellows were given the chance to reflect on every day during the SI, and they filled an exit slip to evaluate every sessions

Katarina Hakmeh

Cohort 13 Fellow

The summer institute is an exceptional experience. I've both studied and worked in many different fields, but what I am learning now is different: we're making a real connection.

Ahmad Kassem

Education Mentor

My first year as a TFLer has been transformational on both the professional and personal sides. It has been very rewarding to work with leaders in schools to shape the minds of young men and women in the classrooms while seeing this change come into fruition every day.

Maya Al Chaabi

Cohort 12 Fellow

The fellowship at Teach For Lebanon is very rewarding despite the challenges. The past two years were not easy for the students and for us, teachers when it comes to COVID-19 pandemic and online teaching. Students are back to school this year lacking too many skills. Our experience with the Fellowship these two years is exceptional and different than all other cohorts. My only wish is to have more resources for the school and more support in the preparation of the material shared."



“Back to the Future” Trainings

Teach For Lebanon provided training sessions to “Back to the Future” (BTF) teachers, a project launched by the EU Madad Fund, AVSI, Terre des Hommes Italy, and War Child Holland with the support of the European Union Regional Trust Fund in response to the Syrian Crisis.

The TFL education team, mentors, and Fellows covered training sessions for four days, from June 22nd to June 25th, 2021. Each session was divided into a theoretical part where attendees were introduced to the theories behind each topic and the way these theories were effectively used in class, and an application part where attendees applied the theories through activities and team work.

Four main topics were provided by cohort 11 Fellows: Tala Maassarani, Fatima Shahrour, Murille Challita, and Daniel Jreij, and the TFL education team: Ahmad Kassem and Joelle Mrad. The participants’ feedback was positive concerning the sessions and the presenters’ performance.

The training focused on implementing the topics in English and French classes by BTF teachers during the summer for students who weren’t able to participate in language classes the previous year.



Events & Activities

On December 12th, 2021, the TFL team including staff, Fellows, and Access teachers gathered for a Christmas lunch event at the Lancaster Tamar hotel; guests from DHL and the U.S. Embassy were also present. The event featured an ice-breaker game before lunch, as well as remarks and insights from many attendees.

This was an opportunity for diverse members of our community to meet, mingle, and get to know one another better, ending the year with love and hope for the future.

We co-created an instagram filter for our followers (donated by “Face Of Dee” - a high quality makeup and cosmetics online brand). The filter had three features - one for students, one for teachers and one for the Access program - and was customized to have a Christmas sub-theme which was used during the festive season by our community and students.

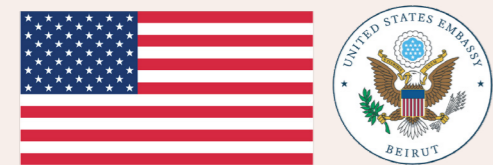


The Access Program

Program overview

The English Microscholarship Program (Access) is a two-year global scholarship program supported by the U.S. Department of State that provides a foundation of English language skills to bright, economically disadvantaged students (ages 13-18) through after school classes. The program features activities designed to enhance leadership skills and technology skills, activities designed to promote U.S. culture and values, and intensive summer classes. As of this year, TFL is the official implementer of the Access program in Lebanon.

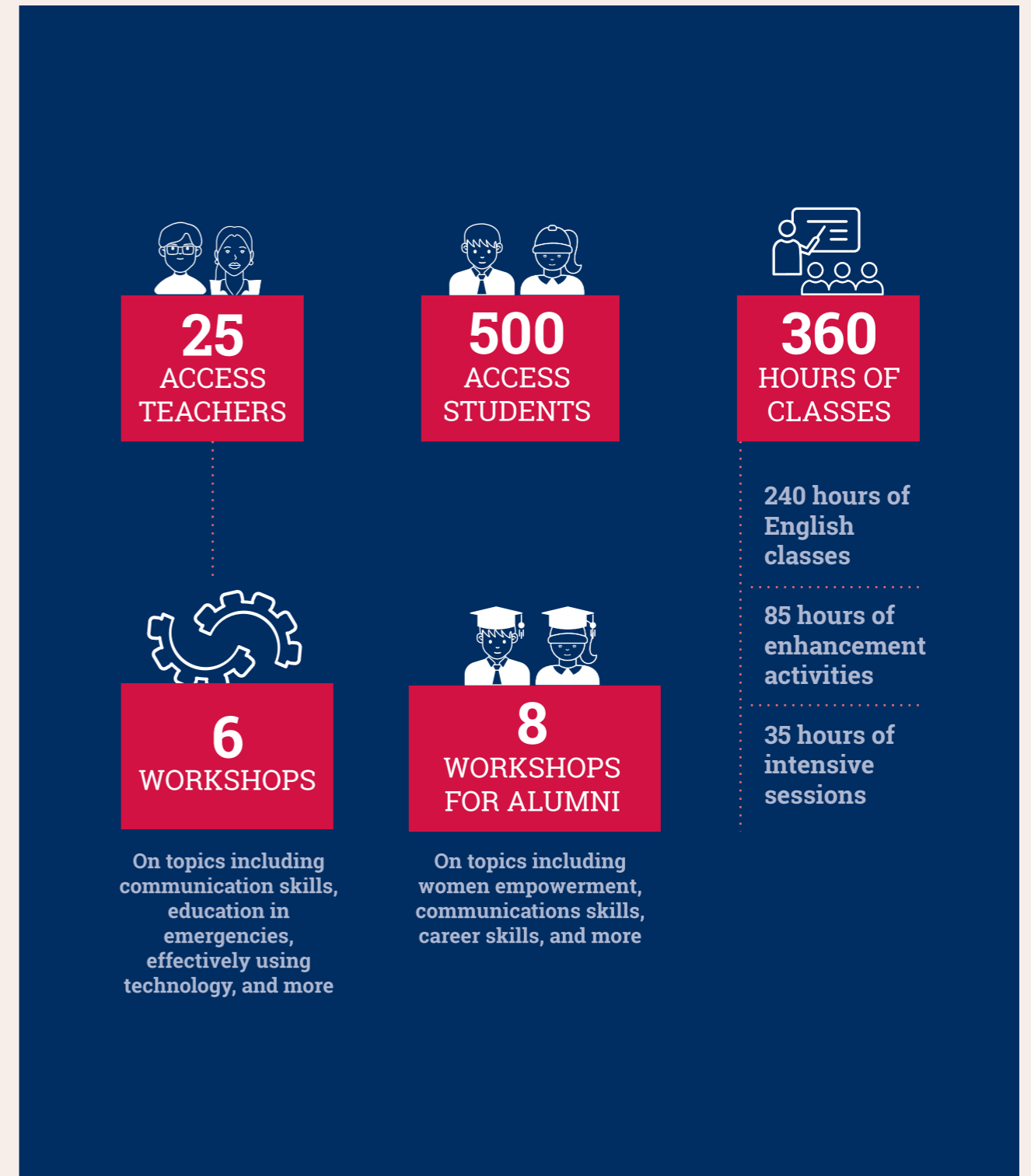
Through the program, 500 teenagers (25 classes of 20 Grade 10 public school students across five regions in Lebanon) are granted the opportunity to increase their English language proficiency through 360 hours of English as a second language. In addition, all expenses related to the program, such as instructional books and materials, laptops, transportation, and accommodation are covered. The program also includes capacity building and mentoring for 200 teachers across five regions in Lebanon over two years. Finally, the Access Alumni component aims to support Access alumni across Lebanon by providing them with training and small grants to equip them with skills and resources to better serve their communities.



This program is funded by the Public Affairs Section at the U.S. Embassy in Beirut



Scale and Impact



Alumni projects

Three Alumni projects received Access Alumni mini grants:

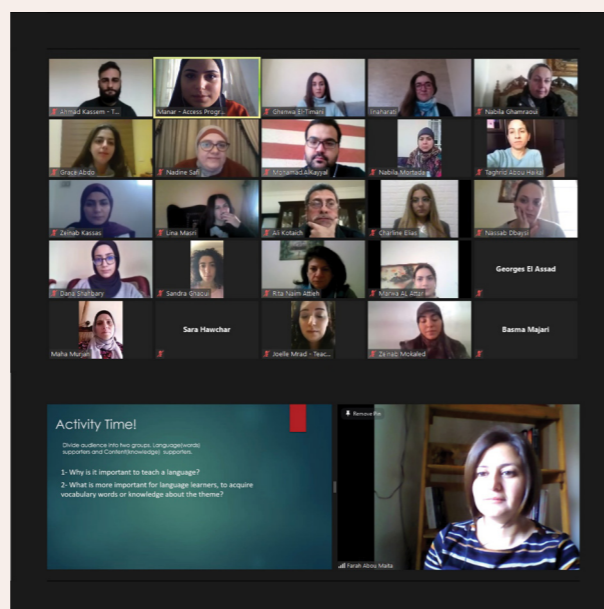
- Ismail Awad's "House of Mastery" provided master classes to 120 youths aged 17–25 in order to enhance their employability skills;
- Raghad Farhat and Nour Al-Houda Siage's "Learners Do Matter" provided career guidance to 200 high school students through a series of workshops and tests;
- Nour Lakkis and Mada Yazbeck's "Women Entrepreneurship Hub" provided entrepreneurship training sessions to 80 women from the North and Bekaa in order to empower them to start their own small businesses.



Raghad Farhat

Access Alumni mini-grant winner

Due to your support we were able to serve our community this year and we are looking forward to serving our community more in the upcoming years ... We can't wait to collaborate with you more.



Looking Ahead

During the academic year 2021–2022 we aim to:

- Deliver all 360 hours of English language classes, enhancement activities, and intensive sessions to our 500 Access students;
- Continue delivering relevant teacher training workshops on a regular basis;
- Continue delivering relevant alumni training workshops on a regular basis;
- Launch a second cycle of Alumni mini grants.

Lea Bitar

Access teacher

The program is now part of my life and my identity. The access family has been so welcoming, understanding, and supportive. Through this program, I have developed both academically and mentally. I activated the leader in me and met people who taught me so much.

Hanine Imad

Access Student

Thank you, Access Program, for helping me be the better version of myself. I was a person who was a little shy to share my thoughts, but this program really changed me.

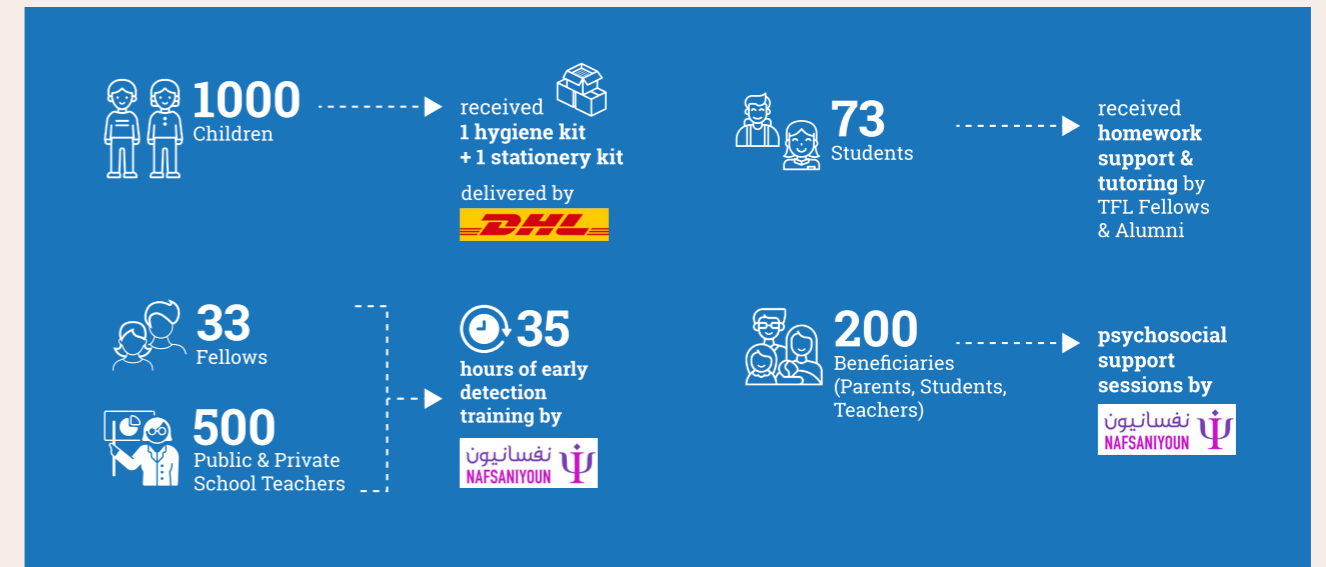


TFL Projects

The “Build Back Better” Initiative

Teach For Lebanon responded to the Beirut blast in a number of ways, the most systematic of which is through our Build Back Better (BBB) initiative. The BBB was designed with four components:

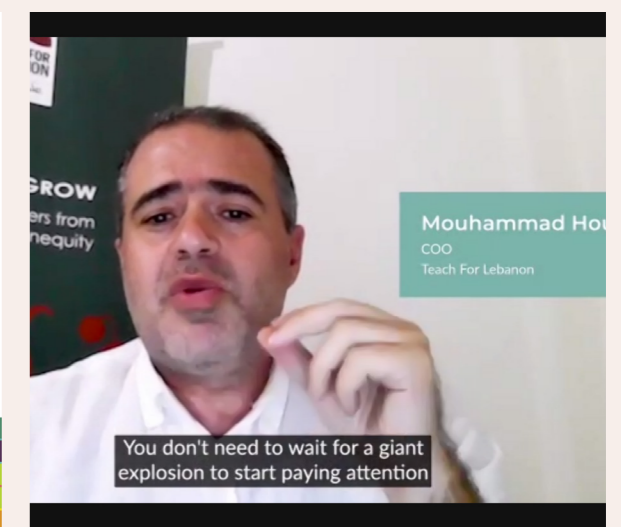
- 1. Kit distribution:** Supported by DHL, Teach For Lebanon distributed 1,000 hygiene and stationery packs to students affected by the blast between the fourth quarter of 2020 and the first quarter of 2021.
- 2. The School Community Support Training Program:** This program was designed and implemented in partnership with Nafsaniyoun to help teachers (including Teach For Lebanon fellows) and other school workers identify and address mental health issues in their students. Through the School Community Support Training Program over 500 teachers and administrative workers in 165 schools throughout Lebanon attended 30 hours of training sessions led by experts in education and psychology, supplemented by five hours of personal readings and reflections.
- 3. Psychosocial support:** Teach For Lebanon’s partnership with Nafsaniyoun also includes ongoing psychosocial support sessions for parents, students, and teachers affected by the Beirut port explosion, as well as other crises. By the end of summer 2021, we will have provided psychosocial support to over 200 beneficiaries.
- 4. Homework support and tutoring/laptop donations:** Originally, the fourth component of the BBB initiative was intended to be homework support and tutoring by Teach For Lebanon Fellows and alumni. Although we reached over 70 students, we eventually opted, due to the pandemic and ensuing school closures and lockdowns, to reroute funds from this pillar of the initiative toward purchasing laptops and distributing them among schools where our fellows teach.



The BBB: a “Network Breakthrough” project

This year the BBB was selected by Teach For All as a “Network Breakthrough” project, and our COO Mouhammad Houssari was invited to speak about the initiative at the Teach For All Global Conference 2020–2021.

The key lesson learned from the BBB has been that mental health is of enormous importance. As Mouhammad put it in his talk: “It’s something we should assess and nurture in everyone we are working with. It will yield results in terms of performance, teamwork, and impact. And most importantly – it’s the right thing to do. This is why we integrated the mental health component in our fellowship program, empowering our mentors to effectively support our Fellows during difficult times as well as giving Fellows the capabilities to adapt their classroom activities and teaching strategies to their students’ needs. We have also integrated all of these concepts into our Summer Institute and PD programs.”



TFL Projects

The 1001 Nights Program

The 1001 Nights Life Skills and Civic Education Program is a 36-lesson academic curriculum covering civics, conflict resolution, and general life skills. The first phase of the 1001 Nights project consisted of the training and development of the educational staff in the schools in which the program is being implemented. For the second phase, which kicked in at the beginning of March 2021, we conducted pilot sessions to evaluate the preparedness of the teachers and the feasibility of implementing the program in in-person, online, and hybrid learning environments.

By the end of the academic year 2020-2021, a total of 50 schools across Lebanon implemented the program as 200 teachers and coordinators were trained via 30 practical workshops; and over 80 pilot sessions were delivered to students.

The program launched full scale in the third week of October 2021. TFL's 1001 Nights team has been conducting field visits and providing full support to the teachers implementing the program. The results so far have been very positive: teachers are reporting a high level of interaction and an excellent command of the material taught from their students; parents are reporting that their children are coming home and sharing the 1001 Nights stories, and that they are integrating the civic values the stories aim to instill into their daily lives. For instance, when students learned about the concept of empathy through a lesson around the story "The Fisherman's Daughter," one of the students shared that while she was on her way to school she passed by a cat stuck in a cage, so she empathized with the cat and rescued it.



Jamil Shaaban

Education Coordinator at Malaak Center

There are many skills that students can learn from this program ... how to develop communicative skills, enhance their imaginations, and improve their cognitive abilities ... Stories also play a major role in teaching the child abstract notions of virtues such as cleanliness, honesty, and others.

Partnership with CLES

The economic crisis in Lebanon has meant that many families are short on food and other basic necessities. For over a year and a half TFL has been partnering with the Lebanese Center for Special Education (CLES) on a program called Care by CLES. Every four months or so, CLES sends TFL packages intended for Lebanese families in drastic need. Members of the executive team generously devote their own time to distributing these packages. TFL is proud of the continued collaboration with CLES, which provides welcome relief to at-need families in times of crisis.

Marwa Al-Ashwa

Student

What I learned from 'The Tale of the Mountain and the Valley' was to listen carefully when someone speaks. That way, if I want to convey what was said, I can deliver the message correctly.



Storyvoice

Storyvoice is a live storytelling educational app through which inspiring storytellers and children's book authors read and share bedtime stories. The app was designed in Lebanon and currently reaches over 5,000 children across 15 countries through its daily live reading sessions. TFL and Storyvoice have partnered together to make live interactive stories & activities equally accessible to every child in Lebanon, as well as across the MENA region.

Every week (Thursdays at 6:00 PM), one of our fellows and a co-host picks a story and reads it live to an online audience including students, parents, and anyone else who wants to join. Students take turns reading sections of the evening's story and participating in follow-up educational activities. Each month, we reward our two most active student readers with a brief ceremony and a stationery kit.



In order to bring outside expertise and wisdom to these weekly sessions, we have worked with partner organizations within the TFAI network as well as with private companies. Our co-hosts have included fellows from Teach For India, Teach For Deutschland, and Teach For Armenia, as well as executives from DHL, and we intend to continue forging new partnerships and reinforce existing ones.

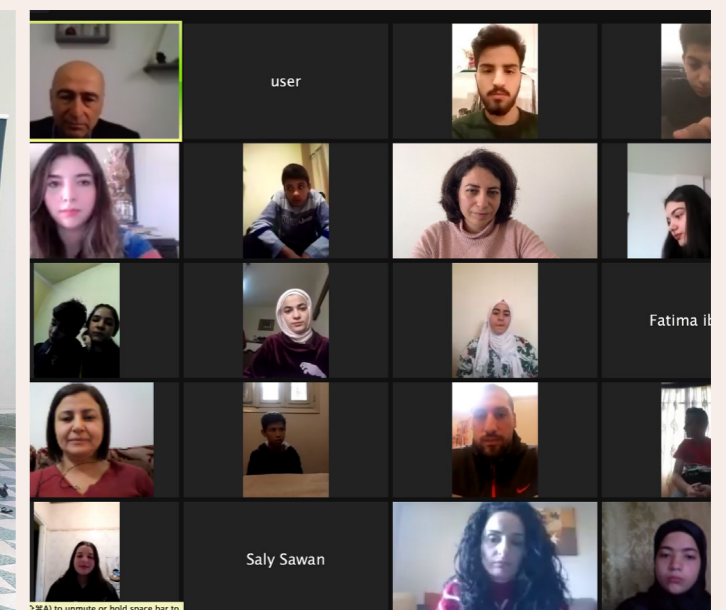
We also want to broaden the scope of the initiative beyond the weekly sessions. One of the ways we have already done so was by launching our "Everyone Has A Story" competition. Students from around Lebanon were invited to submit short stories of their own, which were then judged by a panel composed of writers, influencers, and TFL team members. The top three contestants were awarded prizes; and the first prize winner got the chance to read their story aloud on our Storyvoice channel.

We're happy to report that our Storyvoice project has been a definite success so far, and that our participant and audience numbers are steadily growing.



Student Art Competition

Teach For Lebanon also organized a student art competition in two schools in December 2020 with a goal of producing artwork on the theme of rebuilding Lebanon "with will and hope." Sixty-one students took part and created art, poetry, music, and videos to convey their vision of a better Lebanon. The overall aim of the competition was to give students an opportunity to heal, to give them space to creatively express their feelings and thoughts about everything that had happened to their country, and to reward them for that.



School Partners

Beirut

Laylaki Public School
 Burj Al Barajne Public School
 Tahwete Al Ghadeer Public School
 New Educational School
 Sahagian College

Bekaa

Ana Aqraa Association Baalbek
 Ana Aqraa Association Aita El Foukhar
 Lebanese Canadian Modern School

Mount Lebanon

Biakout Public School
 Jbeil Second Public School
 Amchit Public School
 Mayfouk Monastery
 St. John the Baptist School
 Kfarmatta Public School
 Rafik Hariri School
 New Generations College

North Governorate

Al Abrar International School
 Samih Mawlawi Public School
 El Minieh Public School
 Bakhoun Public School
 Wadi el Nahleh Public School
 Kfarhazir Publich School
 Kousba Public School for Boys
 Deir Nbouh Public School
 Al Aman International Public School
 Tal Jadid Public School for Girls

South Governorate

Al Haydariya School
 Saida Generations
 Sharkiye Intermediate Public School
 Tyre Community School

Akkar

Malaak Organization

University Partners

American University of Beirut
 Balamand University
 Haigazian University
 Lebanese American University
 Lebanese University



The Fellows who take part in the TFL Fellowship Program benefit from an eligibility to receive a full scholarship to continue their graduate studies at one of TFL's partner universities.

Leadership

Board of Trustees

Lebanon

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 Mr. Ghassan Saab

Charbel Tagher

President, Specified Technologies, Inc. & long-time supporter of Teach For Lebanon and TFL-US Board of Trustees President

TFL is unique in Lebanon in that it's part of the Teach For All network that covers 61 other countries. It benefits from, and contributes, to all the lessons learned in education around the world, is run in a professional manner, and is constantly monitored and audited. When you support TFL, you're helping thousands of underprivileged children in Lebanon open their minds and hearts to the magical world of learning AND creating meaningful jobs in Lebanon for future leaders. It's an investment with unbelievable returns.

Executive Team

Lebanon

Salyne El Samarani
Chief Executive Officer

Mouhammad Houssari
Chief Operating Officer

Farah Abou Maita
Head of Education

Lina W. Harati
Education Advisor

Mohsen El Hussein
Recruitment Manager

Sarah Salem
Recruitment Officer

Ahmad Kassem
Education Mentor

Joelle Mrad
Education Mentor

Amir Hijazi
Project Manager

Nagham Al Banna
Project Officer

Fatima Shahrour
Project Assistant

Mike Malek
Development Manager

Zeina Kammoun
Communication & Creative Manager

Talal Achi
Communication Officer

Ghewa Zeitouni
Financial Officer

Pamela Hindi
Monitoring & Evaluation Coordinator

George El Assad
Access Program Director

Manar Hammoud
Access Program Coordinator

Rima Sherkawi
Access Program Mentor

Rodaina Bou Shaheen
Access Alumni Coordinator

TFL - US

Anny Moufarrej
Development Manager



Finances

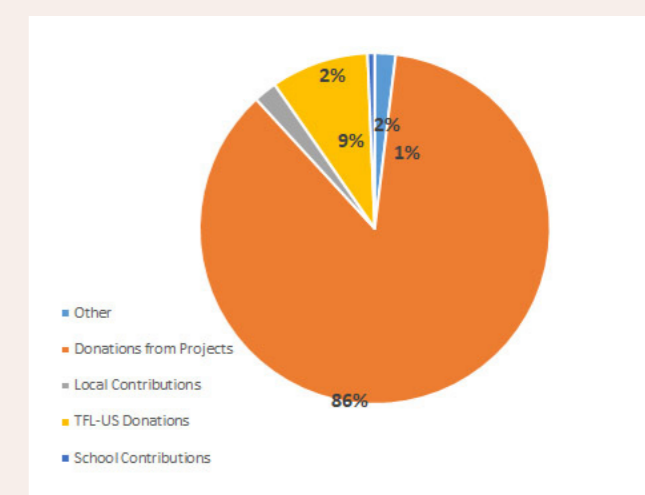
Financial Academic Year In Review

Teach For Lebanon is fully funded by a large base of supporters, local and abroad, who believe that all children deserve access to quality education and know that great leadership is critical to solving the problem of educational inequity. The fundraising and development team works to raise the revenue needed to fuel the capacity of Teach For Lebanon's work in Lebanon.

Revenue 2021

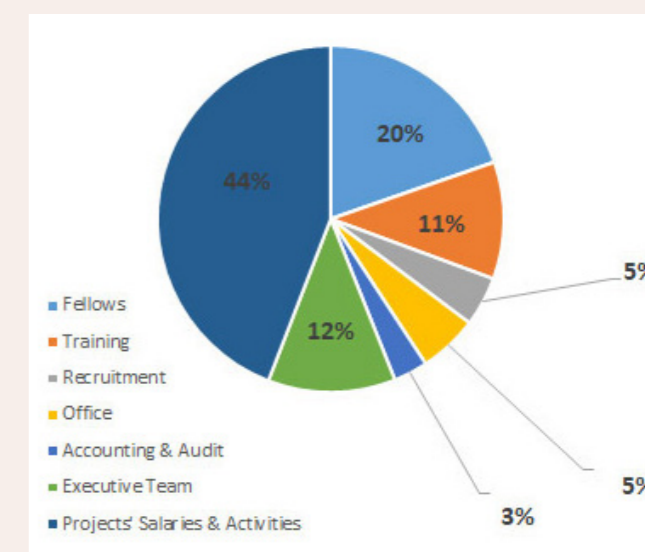
Donations from Projects	\$734,955.25
Local Contribution	\$18,322.18
TFL-US Donations	\$76,752.61
School Contributions	\$5,548.08
Other	\$16,320.92
Total	\$851,899.04

Diversification of Funding Streams



Expenditures 2021

Fellows	\$154,620
Training	\$85,871
Recruitment	\$36,318
Office	\$43,376
Accounting & Audit	\$25,155
Executive Team	\$93,528
Projects' Salaries & Activities	\$346,785
Total	\$785,653



Donors & Strategic Partners

Individual Donors



DIAMOND (>20k)

Abu Mrad, Naji & Nada
 Anthony Abraham Foundation
 Anonymous
 Evans Roos, Maryann
 Luikart, Jim & Amira
 Tagher, Charbel and Aida
 The Raymond Debbane Family Foundation

Hanna, Mara
 Jebara, Ziad & Ghada
 Kairouz, Habib
 Kanaan, Khalil
 Mafoud, Edward
 Massoud, Charles & Ursula
 Mitchell, Barbara
 Mourshed, Mona
 Nader, Anton & Liliane
 Nasr, Youssef
 Rassy, Dunia
 Rizk, Christian & Nada
 Saba, Camille
 Salaam Club Foundation
 Sara, Gabriel & Nada
 Seikaly, Rudy
 Silicon Valley Fund
 Skaf, Suhel & Jackie
 Slaiby, Sal
 Soudy, Nada
 Tagher, Natalie
 Tagher, Nicholas



PLATINUM (10K)

Amer S. Deeba Trust
 Anonymous
 Jesra Foundation
 Moussa, Amal
 Saab, Ghassan & Manal
 Tamer, Anthony & Sandra



GOLD (2-5K)

Barakat, Nadim
 Bitar, George
 Bustany, Samir
 Dagher, Elias
 Geahel, Remi
 Maroney, William and Aimee
 Naimy, Michael
 Shaw, Charles & Gabriela
 Zehil, Bud & Sylviane



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 Al Jaber, Nasser
 Anid, Paul & Nada
 Asi, Michel
 Audi, Joe & Claude
 Baddoura, Rashid & Rola
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 Barrage, Khalil
 Canaan, Najib & Lynn
 Chaptini, Bassam
 De Bizemont, Gwenaelle
 Doumar, Albert
 Face Of Dee
 Gordon, Lydia

Foundations & Corporate Funds

Anonymous
 Access Program
 Don't Stop Learning
 DPDHL
 Ernst & Young
 RDPP
 USAID

Deutsche Post DHL
 Group



Contact Us

HAMRA

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linkedin.com/company/teach-for-lebanon



twitter.com/TeachForLebanon



youtube.com/c/TeachForLebanonTFL

FOR DONATIONS IN LEBANON

Bank: Audi Bank
Account Name: Teach For Lebanon
Account number: 00993676-0012

or contact:

Mrs. Salyne El Samarani
salyne.elsamarani@teachforlebanon.org;

Mr. Mike Malek
mike.malek@teachforlebanon.org

FOR DONATIONS IN THE US

Write a check to TFL-US, Incorporated and mail to:

TFL-US, Inc, c/o C. Tagher, STI, 210 Evans Way,
 Branchburg, NJ 08876

or click [here](#) to access the TFL-US online donation form.





" People are dying, and their dreams and their ambitions are dying with them. I need to give all my potential and all my abilities and all my capabilities before I die.

Lamis Akouch
TFL fellowship alumna
Cohort 10, 2018–2020



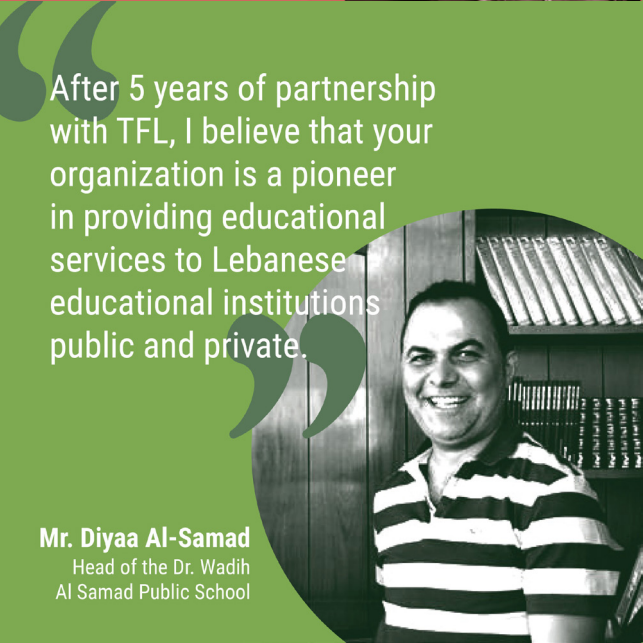
We salute and value the work of these fellows, as well as that of the TFL coaches and mentors who ensure that fellows perform flawlessly in the classroom.

Ms. Hiba Fares
Principal of Kfarhazir
Public School



"I can sum up my fellowship at Teach For Lebanon in one word: IMPACT."

Nagham Al Banna
TFL fellowship alumna
Cohort 10, 2018–2020



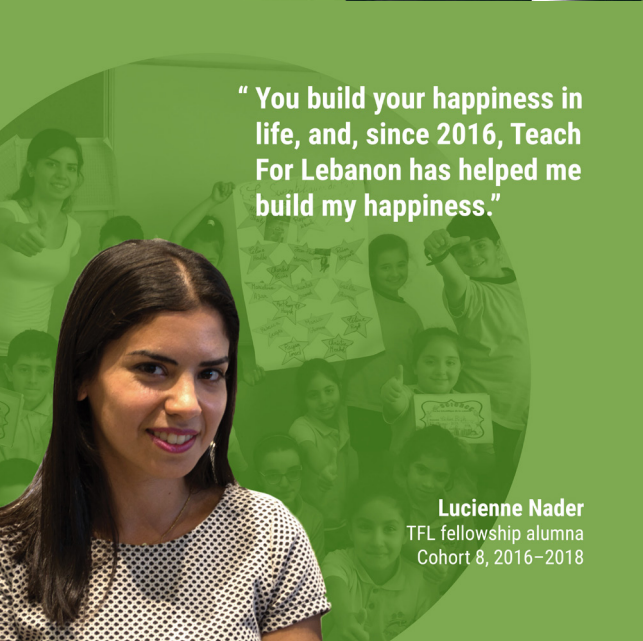
After 5 years of partnership with TFL, I believe that your organization is a pioneer in providing educational services to Lebanese educational institutions public and private.

Mr. Diyaa Al-Samad
Head of the Dr. Wadih
Al Samad Public School



" TFL has reinforced the core values that I need as a citizen who strives to give back to her society, to help the less fortunate and leave a positive impact on their lives."

Fadila Mawas
TFL alumna
Cohort 11, 2019–2021



" You build your happiness in life, and, since 2016, Teach For Lebanon has helped me build my happiness."

Lucienne Nader
TFL fellowship alumna
Cohort 8, 2016–2018