



2018
2019

Annual report

**“EDUCATION
IS THE MOST POWERFUL
WEAPON WHICH YOU CAN USE
TO CHANGE THE WORLD”**

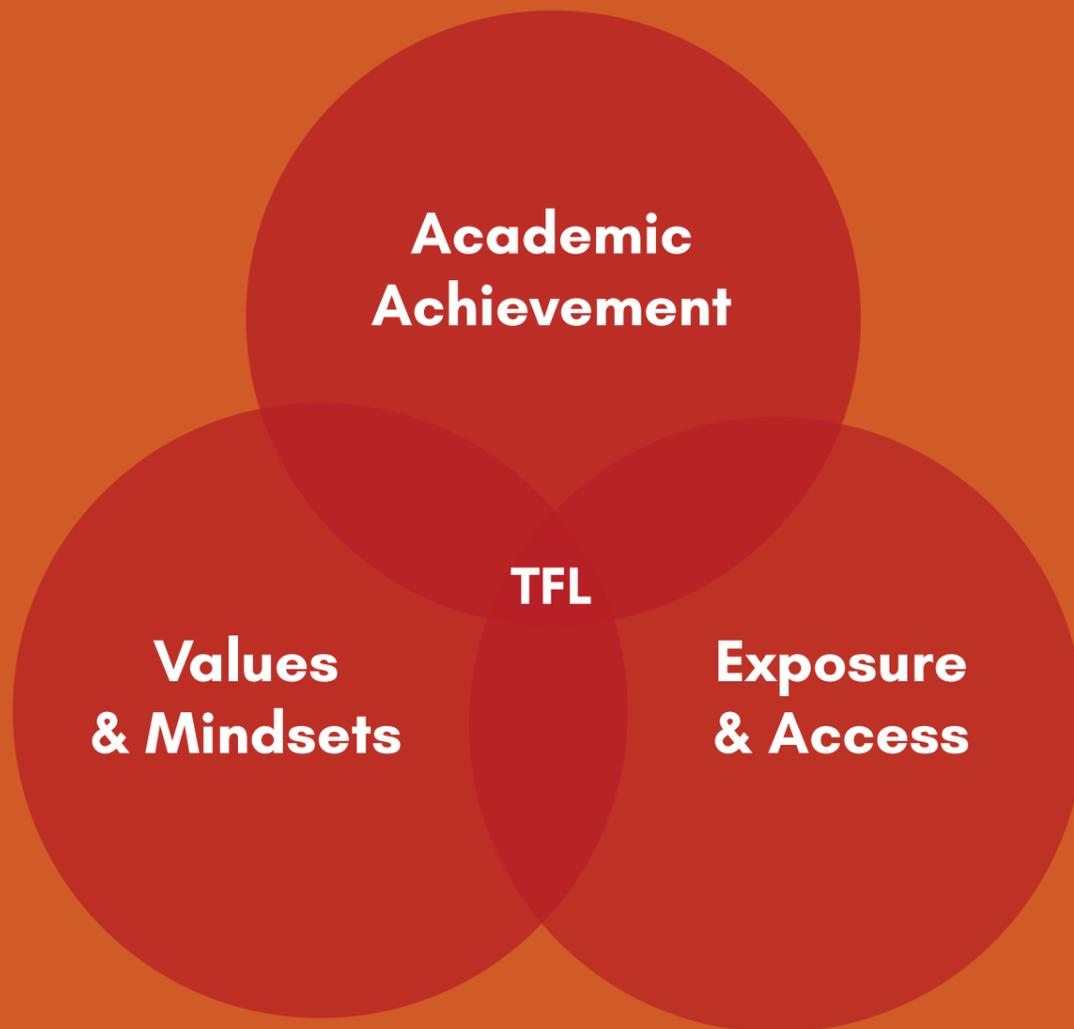


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LETTER FROM THE CHIEF EXECUTIVE OFFICER

As we wrap another year of work at Teach For Lebanon, it is important to pause and share appreciation to the community that unites us and feel gratitude for the “Love of education” we all have in our hearts.

My biggest takeaways this year are inspired from the humble souls of students we serve, the hard work that our Fellows pour into their classrooms and the cooperation of the schools administration we serve and their respective communities. It is incredible how much can be accomplished if there is a will to make a difference. That said, I am humbled every day to come to work with a dedicated executive team that is committed towards a collective mission aiming to leave a positive imprint on the Lebanese education sector. I also feel reassurance that our work matters from the growing trust of every Individual, Board member, Foundation, University, Corporate, Bank, Embassy that support our vision.

The best highlights of our community are every alumnus and alumna that are leading initiatives beyond their Fellowship and are doing great work in education, non-profits, policy reform and even the corporate world. TFL alumni are the ambassadors for our vision and are making the world a better place for all of us. It takes many people that staunchly believe that change can happen to come together and make a difference; for us at Teach For Lebanon we take pride that our community is growing day by day and that our program is effective and is positively impacting students’ lives to create a generation of future leaders that think critically, embrace diversity, have growth mindsets and live up to the core values of reflection, sense of possibility, commitment to equality and mutual responsibility. We work towards that in various ways; whether through utilizing students centered formal education interventions and enhancement activities that complement the formal efforts with non-formal recreational activities that widens students perspectives; spread awareness on important social and economic issues as well as help the student become more civically engage and develop competencies that will enable them to compete in the future job market, being English skills, technology skills or soft skills.

With the gloomy phase our country and region has been going through, Teach For Lebanon is a story of hope for quality education for every child. Teach For Lebanon is a positive community that comes together in harmony to draw a happier version of our challenging reality within the education landscape. Thank you all for being members of our community and for helping us continue to make a difference against all odds.



SALYNE EL SAMARANI

TFL Alumna and Chief Executive Officer

THE FELLOWSHIP PROGRAM

149

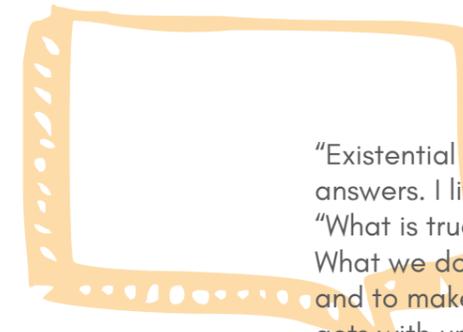
SPOTLIGHT

31000

Since 2008 we have brought more than **149** teaching Fellows to classrooms across Lebanon reaching over **31,000** students. During the 2018-2019 school year **45** Fellows taught in **25** unique schools impacting outcomes for **6,050** of our country's students.

In the classroom, **Teach For Lebanon Fellows are helping their students develop into empowered leaders whose voices and actions will inspire lasting change.**

6050



"Existential questions have always haunted me, and I chased their answers. I lived long in my world of ideas asking: "Who am I?" and "What is true?". Meaning emerges from the realness of everything. What we do matters. A worthy life is then to alleviate the suffering and to make the world better than it is. TFL believes in that and acts with underprivileged students so they can dream of a better future and become responsible citizens. Change can be seen already in their personalities and in mine".

Richard Sabbouh
Kousba Public School for Boys

"I had a student who struggled with reading and writing. This led to a lot of communication problems which eventually affected her self-esteem. After 2 years of persistence and determination, she evolved in a way she never thought was possible. I am a proud TFLer who has a lot of stories to tell. My teaching experience did not end with the Fellowship; it's just started. Baby steps towards educational equity will make the world a better place".

Ghadeer El Saghir
Sahaguian School, Sin El Fil

"I felt so dedicated that I wasn't able to finish my maternity leave period and got back to school and to my students the fastest possible. As a veiled Muslim woman teaching in an Armenian school, this experience allowed me to discover new partners in my community who I didn't know about. I learned that humanity is always above everything".

Mariam Khalaf
Sahaguian College, Sin El Fil



PROGRAM OVERVIEW

The Teach For Lebanon Fellowship program is an opportunity for Lebanon's brightest youth to serve as full-time teachers to children from low-income communities in some of the Lebanon's most under-resourced schools. The TFL Education Department works in close partnership with schools, orphanages, NGOs, universities and a range of educational organizations to generate new knowledge and practices and prepare professional educational leaders to make a difference in the lives of children, youth, families and communities.

"Our mission entails providing high quality learning, teaching and research as a means to a better future for the students our Fellows deal with. We see Education as a powerful national vehicle for personal and social change. We aim to develop a community of educational leaders who inspire, support and share our core values. During Academic Year 2018-2019, we shifted towards a more formalized framework that enables our teaching Fellows to stay in education on the long run. We aim to provide a learning community that actively challenges inequality and injustice" - Dr. Lina Harati, Head of Education

Throughout the two years of fellowship, Fellows will develop leadership, emotional intelligence, communication and self-disciplined skills leading to four main competencies: knowledge, implementation of acquired knowledge/skills, leadership and impact on stakeholders.

KNOWLEDGE LEADERSHIP SKILLS



MEASURING SUCCESS

Quantitatively

Teach For Lebanon's approach to monitoring and evaluating seeks to understand Fellows effectiveness in the classrooms as well as alumni's ongoing engagement with the mission and mindsets.

The student perceptions survey indicated that **84%** of TFL taught students responded favorably in evaluating their teacher's effectiveness in terms of personal support, curricular support and academic press. From 2015 responses increased from 71% to 84%.

During Academic Year 2018-2019 **90%** of parents agreed or strongly agreed in noticing an improvement in their child's critical thinking skills.

86% of principals agreed or strongly agreed that they observed fellows creating safe and comfortable environment for their students.

88.5% agreed or strongly agreed that they observed fellows behaving in respectful and productive ways with children.



PROFILE & PROJECTS

18 First-year Fellows (Cohort 10)
27 Second-Year Fellows (Cohort 9)

EDUCATION



- 22% have majored in Education
- 35% are Lebanese University graduates

Extra - Curricular Activities targeting the United Nations SDGs

In the academic year of 2018-2019, Teach for Lebanon Fellows conducted extra-curricular activities (ECA) and wrote up Public Policy Research Papers (PPP) within their assigned school and community coinciding with Teach for Lebanon's vision.



The extra-curricular activities targeted 8 out of 17 sustainable development goals:

No Poverty (SDG 1), Zero Hunger (SDG 2), Good health and Well-Being (SDG 3), Gender Equality (SDG 5), Reduced Inequality (SDG 10), Climate Action (SDG 13), Life below Water (SDG 14), Life on Land (SDG 15), Sustainable Cities and Communities (SDG 11), Non-Violence (SDG 16) and Responsible Consumption and Production (SDG 12).

A total of 10 extra-curricular activities and 2 Public Policy Projects were conducted, the main focus being centered around the fourth SDG, Quality Education.

Teach for Lebanon's primary goal is to have all students around Lebanon receive quality Education.

Their projects not only targeted students but also teachers and parents emphasizing the importance of including all stakeholders. Their aims ranged from educating on basic language needs to computer literacy. Fellows have realized the importance of creating a safe space to engage learners, thus one project aimed at renovating a school library so that students were able to borrow books and share their readings with the class. In another school, students participated in a project that targeted an elderly home. The students gathered money through fundraising projects to buy basic essentials for the elderly and spent time with them. Moreover, fellows found that students lacked basic hygiene and skills to take care of their health. That is why over the course of the academic year eight projects revolved around basic health and well-being. Students learned about the healthy diet, the consequences of drugs, and mental health awareness.

The projects and activities conducted for the academic year of 2018-2019 exhibited diversity in tackling the many problems and challenges faced in Lebanese society through both Lebanese and Syrian students, families, and teachers. The Fellows as the youth of Lebanon proved to be engaging citizens and responsible adults.

SDG GOALS

ALUMNI

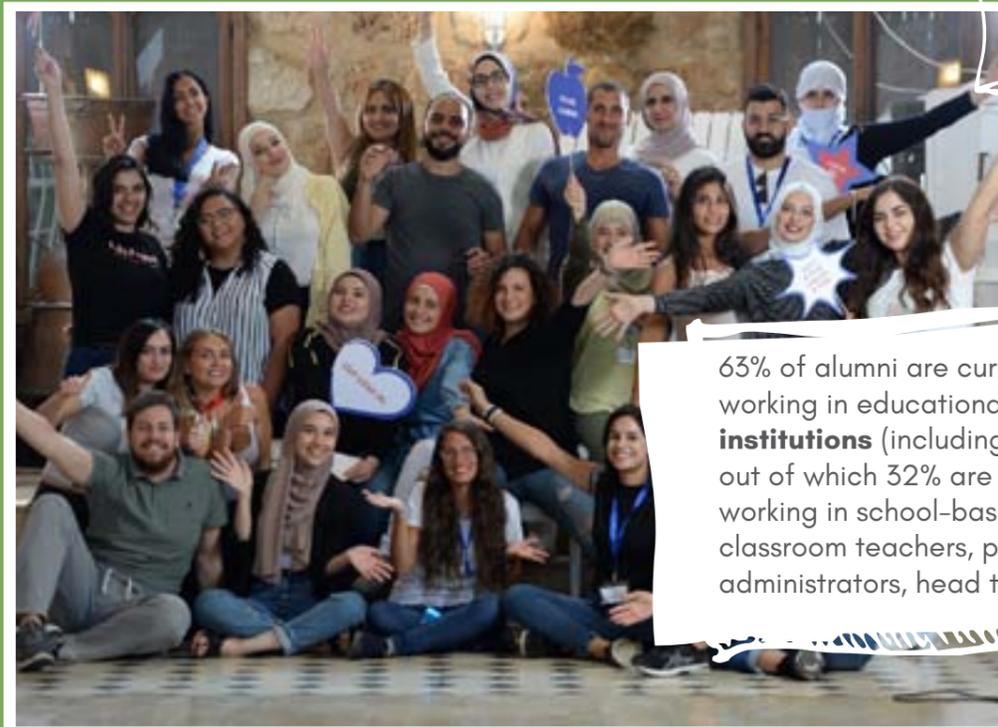
PROGRAM OVERVIEW

Through the experience of teaching in classrooms and working with key Education stakeholders like students, principals, and parents, Teach For Lebanon Fellows get exposed to the realities of Lebanon's Education system. They begin to cultivate the knowledge, skills, and mindsets necessary to attain positions of leadership in their communities and identify their role in building a wider movement for educational equity in the country.

95% of alumni believe that they are growing the capabilities to play a valuable role in ensuring that all children are able to attain an excellent education.

THE TEACH FOR LEBANON 2019 ALUMNI RETREAT

25 Teach For Lebanon Alumni had the chance to regroup over a weekend in August 2019 to reconnect, gather insights and set action plans for the upcoming year. The event, supported by the Facebook Community Leadership Program took place at the Lebanese Diaspora House in Batroun, Lebanon.



63% of alumni are currently working in educational **institutions** (including NGOs) out of which 32% are working in school-based roles as classroom teachers, principals, administrators, head teachers.



It had been three years since **Karim Chebli** completed his Fellowship at El Aamiliye School, South of Lebanon. When he got word that his old students were asking for him, he didn't hesitate for one second. The reunion was touching, and he felt confident that the time he spent at that school left a great impact. After his fellowship in 2016, the Cohort 6 Alum moved on to pursue a master's degree in Education Administration and Policy Studies at the American University of Beirut, and a bachelor degree in Theater at the Lebanese University. He is also a trainer at The Council: Leadership Academy



"For a period of two years, I was a teacher at Ana Aqraa Association in Aita Al Fakhar. As a teaching Fellow, I tried to show my students that regardless of their circumstances or background, they can work on becoming leaders who think of sustainable ways to create a positive impact on their communities. After my fellowship ended, I decided to remain in the field of Education and continue with Ana Aqraa and my work with the refugees". **Diaa Hommos**



COMMUNITY FOOTPRINT

IMPACT

SCHOOLS

During the 2018-2019 school year



TFL was present in a total of 25 schools:

- 44% public schools
- 32% semi-free schools
- 16% NGOs / Associations
- 4% Orphanages

Approximately

- 6050 children & youth beneficiaries were reached; out of which 30% were refugee children.

- TFL Fellows teach in first and second shifts, in formal and non-formal Education, directly impacting refugee children.

25



SPOTLIGHT

Richard Alam is 32 years old. He graduated from the Lebanese University with a Teaching Diploma and from the University of Essex, UK with a masters in Human Rights Law.

“Our Fellows should not only teach languages, math and history, they should also teach values like empathy, resilience and love; and they do. The uniqueness of this two-year journey is that it creates a long lasting impact on both the students and the Fellows.”



After graduating from university, Richard joined TFL as their Cohort 2 Fellow teaching for 2 years in Akkar, North of Lebanon. Richard was lucky enough to have a supportive school principal and supportive staff who all believed in the value of TFL's mission and vision. His biggest challenge was teaching students values like tolerance and empathy. In one of his classes, he faced a big bullying problem among students but with extra time and energy dedicated towards fighting bullying and showing his students the values of acceptance, love and empathy, a new classroom culture replaced an old, negative one. There is nothing more powerful than seeing a student who was really hurt smile again because they are not made to feel less worthy or hated.

After almost 10 years of his fellowship, Richard is currently working for Amnesty International as their Yemen and Iraq Campaigner. Despite not working in the education field, Richard continues to fight for human rights of all people, especially children caught in war.



INSTITUTIONAL PARTNERSHIPS



Moments from the closing ceremony of "Girls & Boys Voices Against Gender Based Violence" in partnership with the Embassy of Canada to Beirut

FACEBOOK Community Leadership Program

TFL CEO was selected among 6000 applicants as the only Lebanese to take part in the Facebook community Leadership program. This enabled TFL to receive funding for a project that has four main pillars:

- a marketing component, by launching an' online fundraising campaign
- a capacity building components for TFL's executive team
- a development component to support various awareness events
- a community gathering component for Fellows and Alumni

Deutsche Post DHL Group

Deutsche Post DHL Group is TFL's largest corporate supporter. DPDHL believes that helping to empower people and communities is key to bringing about the change and opportunities necessary to ultimately eliminate inequality. Through its dynamic GoTeach Program, in partnership with Teach For All, DPDHL Group has been working with TFL for the past 3 years. The goal of this partnership has been to increase the quality of and access to offerings, and so reduce inequality of offering. Activities and incentives provide practical career guidance, employability skills and opportunities and create mentorship relationships through which DPDHL Group employees to inspire young people.

Workshops take place on an ongoing basis to provide children with DHL where they expose TFL students to the world of employability and opportunities. In May 2019, Deutsche Post DHL employees led a full day of employability and job orientation workshop for 40 Teach For Lebanon and SOS Children's Villages youth at one of their villages in Mount Lebanon. The students ranged between the ages of 12 and 17.

Working to provide quality Education for all children with BLOM Bank

BLOM BANK dedicated part of their funds to the practical training on Education Pedagogy for Teach For Lebanon's newly on-boarded Fellow teachers (cohort 11) by funding TFL's annual free summer school which took place this year at Al Hajj Public School in Byblos and benefited over 200 children. As one of Lebanon's leading banks, contributing in building a generation of leaders that will work towards the vision of a better Lebanon is a priority.

Tackling Gender Based Violence in partnership with the Embassy of Canada to Beirut

The advocacy project was designed to combat gender-based violence in Lebanon by enhancing the leadership of the Fellows who were empowered with the knowledge and skills needed to identify the various forms of GBV, conduct safe referrals, and promote gender equality. Over 32 awareness sessions were implemented and 6 student-led initiatives were designed in 5 schools across 5 regions, reaching a total of 2000 beneficiaries including parents. The successful project has been renewed for another year to expand to new communities and regions.

Improving English literacy and soft skills in disadvantaged school communities in partnership with the US Embassy in Beirut

This project was designed to enhance English language proficiency and soft-skills among teachers, parents, students and unemployed youth to improve performance, access and employability chances. Over 1650 people directly benefited from this program. The project was implemented in 5 TFL partner schools in distinctive regions across Lebanon. The project was renewed for Academic year 2019-2020.

Promoting e-learning in rural areas with Touch Lebanon

Touch Lebanon partnered with Teach For Lebanon for a third year in a row to launch e-touch, an educational program that aims to support Lebanon's most disadvantaged children in rural areas. The project, which forms part of touch's Positive touch Corporate Sustainability program, was officially launched in 2017 - Each year the telecommunication company is equipping a number of TFL partner schools with e-centers where Fellows are leveraging the centers to teach their students and other school teachers.

Learning from the Hopeful: Positive Pathways to Education

TFL embarked on a partnership with CARE INTERNATIONAL on a project entitled: Learning from the Hopeful: Positive Pathways to Education. The initiative benefited 50 girls in Tripoli North Lebanon, who received daily homework support sessions led by TFL Fellows. The project aimed to help them continue their secondary education.

TFL is a key implementing partner of The project: "Innovative extracurricular activities in view of an improved social cohesion", in collaboration with L'ATELIER, CPM-USJ and DPNA funded by "La Fondation des Cèdres"

The project is being implemented in 4 schools for two consecutive years. It aims to work with a concise group of students and their parents through the following interventions:

- o CPM-USJ are leading on conflict management, mediation & communication trainings.
- o DPNA are providing peace through arts and environmental awareness activities.
- o TFL Fellows are conducting awareness to five United Nations Sustainable Development Goals, which include:
good health & well-being (SDG3), quality education (SDG 4), gender equality (5), reduced inequalities (10), peace justice & strong institutions (SDG 16)



SCHOOL PARTNERS



Beirut

Omar Fakhoury Public School
Biakout Public School
Sahagian School
Tahwitat Al Ghadeer Public School

Bekaa

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



Mount Lebanon

Aley First Public School
Chahid Rafik Hariri Public School
Gharifeh Public School
Hope Academy
Laylaki Public School
New Generation College
Paradis D'Enfants

North Governorate

Al Abrar School
Al Aman International School
Beddawi Public School for Girls
Dr. Wadeh El Samad Bakhoun
Ecole des Sœurs de la Ste. Famille
Kousba Public School for Boys
Nahda Public School for Girls
Ruwwad El Tanmia

South Governorate

Al Haydariya School
Saida Generations School

PARTNERS

LEADERSHIP

BOARD OF TRUSTEES

Teach For Lebanon

Dr. Youssef El Khalil

Chairman of the Board of Trustees

Charbel Tagher

Board member & TFL-US board of Trustees President

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Mrs. Rima Abouchakra

Mr. Maher Achi

Mrs. Salwa Baassiri

Dr. Nuhad Daghir

Mrs. Chadia El Meouchi

Dr. Joseph Jabbra

Dr. Fadlo Khuri

Mrs. Joumana Rizk-Yarak

Mr. Ayoub Semaan

Dr. Abbas Yaghi

Mr. Nazih Zeidan

Teach For Lebanon-US

Dr. Ziad Azar

Mrs. Guitta Barghash

Mr. Remi Geahel

Mrs. Diane Kaldany

Dr. Amal Moussa

Mr. Ghassan Saab

EXECUTIVE TEAM

Mrs. Salyne El Samarani
Chief Executive Officer

Dr. Lina Harati
Head of Education Department

Farah Abou Maita
Education Manager

Mohsen El Hussein
Recruitment Manager

Manar Hammoud
Education Mentor

Agnès Khorassandjian
Marketing & Communications Manager

Anny Moufarrej
Alumni & Logistics Coordinator

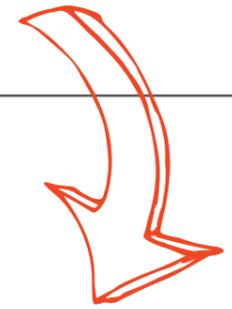
Dahlia Rizk
Development Manager

Caroline Wakil
Education Mentor

LEADERSHIP



FINANCES



FINANCIAL YEAR IN REVIEW

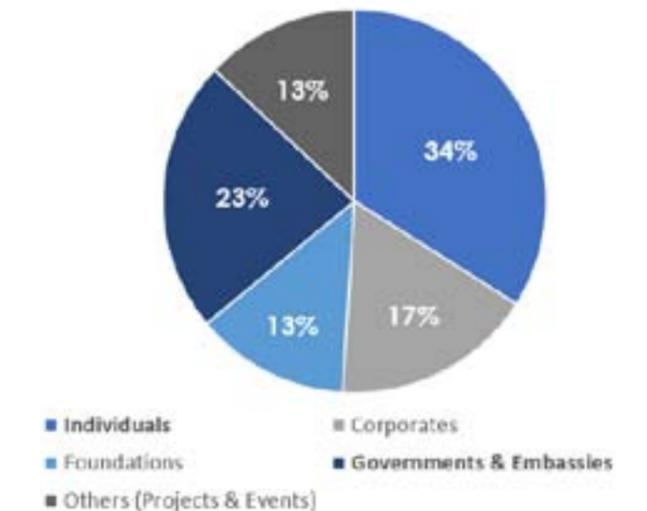
Fiscal Year 2018-2019

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

Governments & Embassies	\$220,000
Corporates	\$154,604
Individuals	\$317,000
Foundations	\$123,000
Others (projects & events)	\$123,000
Total	\$936,611

Diversification of Funding Streams



Budget 2019-2020

Fellows	\$440,600
Training	\$55,756
Recruitment & Marketing	\$54,900
Office	\$17,100
Accounting & Audit	\$8,300
Executive Team	\$179,613
Total	\$756,269



DONORS AND SUPPORTERS

LIST OF DONORS

50,000+

Charbel & Aida Tagher
Deutsche Post DHL Group
Facebook
The Raymond Debbane Family Foundation
USAID

20,000+

Anonymous (1)
Anonymous (2)
Anonymous (3)
Anonymous (4)
Anthony R. Abraham Foundation
Canada Fund for Local Initiatives
CARE International (project based)
Joseph and Claude Audi Charitable Foundation
Maryann Evans
Naji & Nada Abumrad
Najib and Lynn Canaan
The Chris Loops for the Children Foundation
The US Embassy- Public Affairs Section
TOUCH

10,000+

Amira & Jim Luikart
Banque Du Liban
BLOM Bank
Ghassan Saab
IBL Bank
TFL UK
Youssef Nasr

5,000+

Aimee et Charles Kettaneh Association
Aimee Maroney
Anonymous (2)
Anthony & Sandra Tamer
Antoine & Raya Nahas
Audi Bank
Charles Shaw

Diamony
Fondation des Cèdres
Fuad Sawaya
George & Hiam Yunan
Maybelline
Ted Bustany

1,000+

Antoun and Lillian Nader
Badri & Salim Meouchi Law firm
Camille Saba
Ciril-Christian Rizk
Edward Mahfoud
Elias Dagher
George Bittar
Habib Kairouz
Khalil Barrage
Khalil Kanaan
Mario Soussou
Michael Naimy
Munir Barakat
Nuhad Dagher
Paul and Nada Anid
Rima Abushakra
Salwa Baaisiri
Wael & Diana Fayad

EVENTS

Teach For Lebanon celebrates 10 years of Activity

Teach For Lebanon hosted a 10 year celebration at the Movenpick Hotel in Beirut on April 11, 2019 at the presence of board members and esteemed supporters to acknowledge an incredible 10 years for the organization. Since 2008, thanks to gifts from corporations, organizations and supporters, 149 teaching Fellows were brought to classrooms across Lebanon, reaching over 30,000 students. The event was made possible with the generous support of the Facebook Community Leadership Program.



Fighting Gender Based Violence with the Embassy of Canada

GIRLS AND BOYS VOICES AGAINST GENDER BASED VIOLENCE is a high-scale project designed by Teach For Lebanon and funded by the Canada Fund for Local Initiatives to combat Gender Based Violence by enhancing the leadership of youth. Teach For Lebanon is proud to have designed this project funded by the Canada Fund for Local Initiatives, involving 5 schools from 5 different regions and impacting more than 2000 beneficiaries.

The project's closing ceremony was held at ESA Business school on February 23rd, and showcased students' learnings at the presence of Her Excellency Mrs. Emmanuelle Lamoureux, Ambassador of Canada to Lebanon, and Dr. Youssef El Khalil, Executive Director of BDL.





CONTACT US

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Maybelline NY Levant supports Teach For Lebanon

Maybelline NY Levant chose Teach For Lebanon as the beneficiary of their 2019 CSR Campaign "ONE FOR ALL AND ALL FOR ONE", to celebrate the launch of their newest line of lipstick, where with every purchase of any Maybelline New York lipstick, 1\$ went to Teach For Lebanon.

Teach For Lebanon was extremely grateful for such generous and kind supporters who believe in the importance of Education and Equality, as well as Lebanese influencers with big hearts who rallied to the cause. A global Digital Campaign was launched with a Call for Action to support Education in Lebanon.



Promoting English as a second language with the US Embassy

The closing ceremony of the project "Improving Students Success and Employability Chances in Lebanon: A Youth-led community initiative that enhances English literacy and soft-skills among students, parents and youth" took place on September 5, 2019 at the presence of US Embassy Public Affairs Officer Ms. Kristina Hayden. The purpose of this program supported by the U.S. Embassy Beirut is to enhance the English instruction in disadvantaged school communities through the promotion of American culture, history and values.



Teach For Lebanon

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teachforlebanon.org

Facebook: facebook.com/TFLebanon
Instagram: @teachforlebanon

For Donations in Lebanon:

Bank: Audi Bank
Account Name: Teach For Lebanon
Account number: 993676-461-002-044-01

Or contact: Salyne El Samarani
salyne.elsamarani@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.