



TEACH
FOR
CANADA

Teach For Canada Annual Report 2018 - 2019





Teach For Canada's mission is to support student success by recruiting and developing committed educators in partnership with First Nations.

Our vision is a country where every child has access to high-quality education in their community.

TEACH FOR CANADA'S 2018/2019 BOARD OF DIRECTORS

Christie Kneteman (Chair)

Adam Goldenberg

Cynthia Wesley-Esquimaux

Harry LaForme

Kirk Anderson

Kyle Hill

Kevin Berube

Acknowledgements

The Teach For Canada team acknowledges that we work on the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples, and is now home to many diverse First Nations, Inuit and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit.

Teach For Canada is deeply appreciative of the 20 First Nations partners in Northern Ontario and Manitoba in Treaty 3, 5, and 9, whose educational leadership shaped and guided our work in 2018-2019.

Bearskin Lake First Nation
Big Grassy River First Nation
Cat Lake First Nation
Deer Lake First Nation
Eabametoong First Nation
Fort Severn First Nation
God's Lake Narrows First Nation
Grassy Narrows First Nation
Lac La Croix First Nation
Lac Seul First Nation

Keewaywin First Nation
Kitchenuhmaykoosib Inninuwug
Marten Falls First Nation
North Spirit Lake First Nation
Ojibways of Onigaming First Nation
Pikangikum First Nation
Poplar Hill First Nation
Sachigo Lake First Nation
Sandy Lake First Nation
Slate Falls Nation

“Guided by the Truth and Reconciliation Commission’s Calls to Action, we all need to work together to better serve First Nation students to overcome this educational attainment gap. Deep partnerships, plus deep knowledge, equals better outcomes.”

- First Nation partner representative





Reflections on Five Years of Learning



Thank you for joining us in the movement to provide every child with a high-quality education in their community. Since 2015, 180 teachers have been recruited, prepared, and supported to teach in northern First Nations schools through Teach For Canada. That means more than 3,600 First Nations students have had a certified teacher guiding their learning each year. These teachers exemplify our community-defined criteria: community-focused, resilient, self-reflective, optimistic, love of children, adventurous, and a strong teaching practice.

Teach For Canada welcomed its fifth cohort of teachers in 2019. After nearly five years in operation, and with the guidance of community leadership, Indigenous and northern education experts, and the organization's Board of Directors, we have grown to a permanent staff of 20 and an annual budget of approximately \$3.0 million. We will continue to seek guidance on our work as we look towards the future.

This year also marked a time of change and growth. Kyle Hill, Teach For Canada's founding Executive Director departed for a new role. Kyle has transitioned onto our Board of Directors to provide continued leadership and support. We are launching a search for a permanent Executive Director who will be hired in early 2020 to lead our team.

Looking forward, responsible growth will become a key priority as we develop a five-year strategic plan for 2020-2025. We will deepen our current partnerships to increase local capacity and invest in sustainable long-term solutions, and we will be reaching more students through new partnerships with northern First Nations in Manitoba. We will also look to better understand the impact of our collective work through community-driven research and evaluation.

We hope this annual report outlines the impact that First Nations partners, teachers, advisors, supporters, and the Teach For Canada team have achieved together this year—and the exciting possibilities ahead!

Christie Kneteman, Chair of the Board

Harry LaForme, Director



Prioritizing Community Partnerships

Since 2015, Teach For Canada has worked at the direction of 20 northern First Nations to realize a country in which all students have access to high-quality education in their community.

Community partnerships are built into the governance structure at Teach For Canada. Education leadership from each First Nation sit on an Advisory Council which meets twice annually. This year, Teach For Canada's Advisory Council provided strategic direction on the following topics:

- How to create a fair and inclusive process for teacher hiring
- How to further include community members in our operations
- Methods of contributing to community-based support of teachers
- Joint implementation plan for Teach For Canada's impact assessment framework
- Advice on responsible growth for Teach For Canada

This year, Teach For Canada developed a new partnership with God's Lake Narrows First Nation, the organization's first partner based in Northern Manitoba. We presented to the Assembly of Manitoba Chiefs Assembly of Education, the Assembly of Manitoba Education Directors meeting, and met with Manitoba stakeholders to ensure the successful growth of our work into the province. Two new partnerships have been confirmed with Nisichawayasihk Cree Nation and Northlands Denesuline First Nation in Northern Manitoba for 2019-2020.



Teacher Recruitment and Selection

From October to June of 2018-2019, Teach For Canada ran its annual teacher recruitment campaign to find certified teachers with a deep appreciation for the histories and cultures of First Nations in Canada and who approach their teaching with a spirit of reciprocal learning in solidarity with communities.

Using online and in-person methods, Teach For Canada recruited a total of **241** certified teacher applicants. This round of recruitment yielded our most diverse and experienced pool of candidates to date, with an average of seven years of teaching experience.

Through a four-part process—resume screening, introductory interview calls, community-led interviews, and reference checks—**30 teachers** were selected and matched to work in First Nations schools.

Since 2015, Teach For Canada has recruited **180 teachers** for jobs in northern First Nations schools.



In 2019-2020 Teach For Canada will ramp up digital marketing efforts to recruit teachers and streamline the selection process in order to increase the number of certified and qualified teachers ready for hiring.



“I love the way Teach For Canada is doing things, it makes it easier to hire teachers. We hired four teachers, it was an exciting process. It saved us time with screening and advertising.”

- First Nation partner representative

Preparation

Indigenous leaders, northern teachers, and education experts helped prepare the 2019 cohort of Teach For Canada teachers for their roles in First Nations schools at the Summer Enrichment Program. The program focused on culture, community, and the classroom, and teachers learned about First Nations histories, cultures, pedagogy, and mental health and wellness.

93%

of program participants have a growing understanding of First Nations history, culture, and traditions

93%

of program participants have learned knowledge or skills that will be applied in their classroom in a First Nation

100%

of program participants reported increased readiness to teach in a northern First Nations school



The Summer Enrichment Program will be reviewed by the Advisory Council and Teach For Canada team in 2019-2020 to reduce barriers for teachers to attend while maintaining the quality of learning.

“Reconciliation requires that we build healthy relationships with the communities we are serving. I have realized throughout the Summer Enrichment Program that my job is not to change the world or fix what’s broken. I just have to love my students and follow the community’s direction. Good intentions are not enough. We must also have good actions.”

- Julie Hockridge, Summer Enrichment Program 2018 participant and Kindergarten teacher in Lac Seul First Nation

Support

Teach For Canada supported **97** teachers living and working in **19** northern First Nations this year, providing professional mentorship, in-school support, Additional Qualifications (AQ) reimbursements, and personal support.

85%

of Teach For Canada teachers were retained in their first year and nearly **20%** of teachers returned for their fifth year, well above regional averages

92%

of teachers say that Teach For Canada has impacted their decision to stay working in a northern First Nation

45

local educators in northern schools participated in professional development workshops to help increase job-specific skills and staff retention



Through Advisory Council consultations, Teach For Canada will explore support and training that the organization could provide to community-based teachers and staff in 2019-2020.

“The professional teaching development we get from Teach For Canada makes a lot of difference. They provide you with the necessary skills, the knowledge that you need, they provide you with learning resources that you can use within your classroom to make learning accessible for the kids, they provide [access to] counselling, they provide funding in some areas for your professional development, which is really huge. You don’t find any organization outside the school doing that. Bringing that, with the support that we have within the school, it makes the work easy.”

- Olufemi Ayejuni, Grade 7 teacher in Pikangikum First Nation



Sentence Fluency

Do my sentences vary in length and style?
Do my words flow smoothly when read aloud?

Conventions

Did I use correct punctuation, spelling, and grammar?
Did I proofread and edit with care?

Organization

Are the events in a logical order?
Did I tie up all the loose ends before closing?

Presentation

How can I make my writing more verbally attractive?
How can I make my writing more visually attractive?

MATH FORMULAS

TWO-DIMENSIONAL FIGURES



THREE-DIMENSIONAL FIGURES



Understanding Our Collective Impact

Teach For Canada recognizes there is a gap in knowledge in the non-profit sector when it comes to bridging western and Indigenous research and evaluation frameworks for measuring and communicating impact. To address this, we co-developed the Research and Evaluation Framework for Nonprofit Impact Reporting with First Nation partners as a resource for the non-profit sector.

The framework will also help to inform Teach For Canada's evaluation of our recruitment, preparation, and support programs in 2020-2021 and beyond. The framework is available for download on our website:

<https://teachforcanada.ca/en/about/our-impact/>

We are grateful to the many First Nation partners, Elders, Traditional Knowledge Keepers, Chiefs, Council members, education leaders, and Indigenous academics who took the time to share their knowledge with Teach For Canada in the co-creation of the framework.

A literature review of **156** articles identified four of the most frequent methodologies: relationship building, community participation, Elder consultation, and Traditional Knowledge.

Community-based participatory research led to:

6

in-person
community visits

14

individual
interviews

2

talking circles

2

presentations



**Student and
community voices
will become a
central method
to determine our
impact in
2019-2020.**





“It’s been easy to work with Teach For Canada. I like the way they come in and ask how we should be doing things, and how we should be working together. I think that will only lead towards what we’re trying to figure out and what we’re trying to accomplish in the end, which is to find teachers and have them stay and have a positive impact on students’ education.”

- Kyle Peters, Education Director, Pikangikum First Nation

Financial Report

Over 2,000 First Nations students had a certified teacher who exemplifies Teach For Canada's community-defined criteria to guide their learning this year because of the support from Teach For Canada's generous donors. Our team has honoured that trust and investment by:

USING DATA TO "WORK SMARTER"

We use a data-informed approach to make strategic decisions - from bi-weekly teacher surveys to bi-annual Advisory Council consultations, to investing in the development of a research and evaluation framework.

DIVERSIFYING REVENUE SOURCES

In 2018-2019 we grew our in-house fundraising expertise to include government relations and individual fundraising to ensure long-term financial sustainability through diverse revenue streams.

MAINTAINING A HEALTHY PROGRAM RATIO

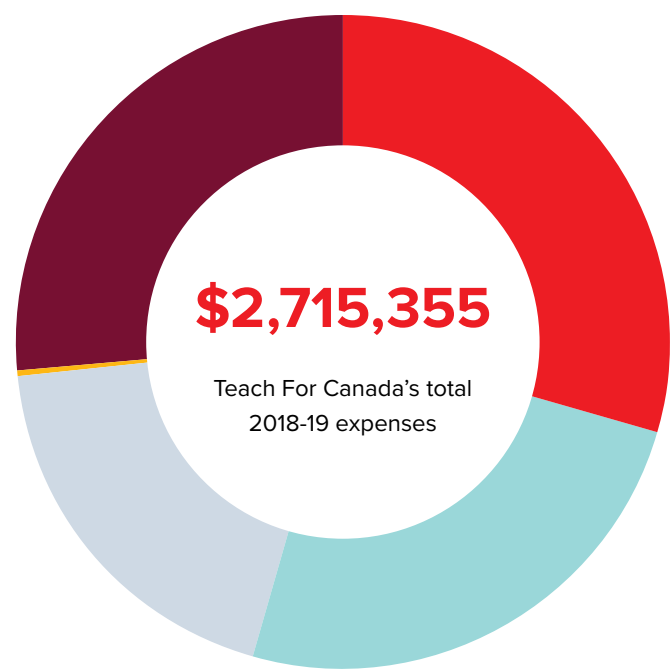
We remained focused on making smart decisions that will help to achieve our mission while maintaining a healthy program ratio.

We sincerely appreciate and acknowledge the generous contributions of all those who have donated their time, mentorship, and financial support.



Highlights from Teach For Canada’s approved audited financial statement is available below, including a summary of expenses and revenue for the 2018-2019 fiscal year. For Teach For Canada’s complete audited financials, please visit: <https://teachforcanada.ca/en/about/our-impact/>

Expenses



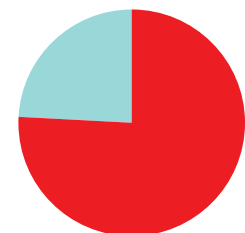
PROGRAM EXPENDITURES

- \$807,149** Teacher Training and Support
- \$675,230** Teacher Recruitment and Selection
- \$513,915** Community Engagement & Indigenous Relations

SUPPORT EXPENDITURES

- \$596** Organizational Governance and Advisory
- \$718,465** Fundraising and Administration

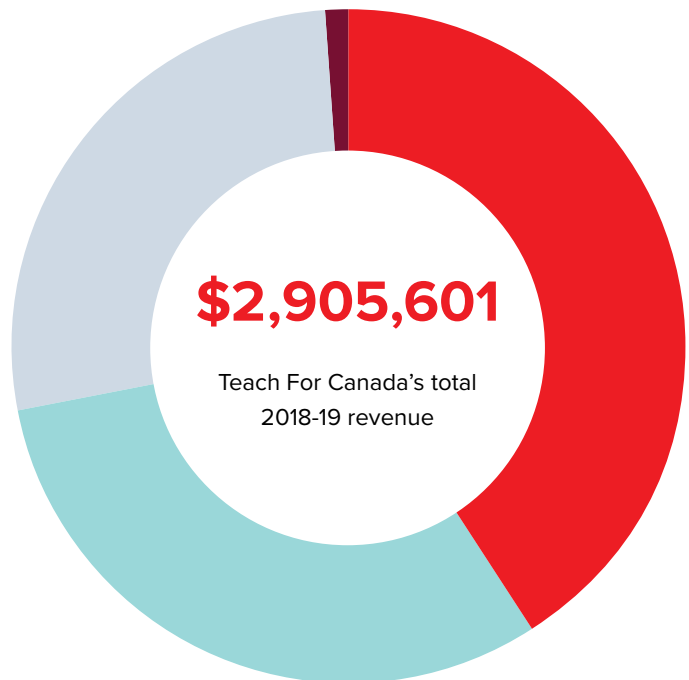
Program Ratio



- 74% Programs**
- 26% Administration/Fundraising**



Revenue



REVENUE SOURCES

- 41%** Foundations
- 31%** Corporations
- 27%** Government
- <1%** Individuals

Donors and Supporters

We are grateful for the generous contributions of foundations, corporations, governments, and individuals who have supported Teach For Canada's work. Their donations signify a commitment to education equity for youth across Canada.

\$1,000,000 +

Employment and Social Development Canada
The Slight Family Foundation
RBC Foundation

\$500,000 - \$999,999

Peter Gilgan Foundation
J.W. McConnell Family Foundation
Patrick and Barbara Keenan Foundation
TD Bank Group

\$100,000 - \$499,999

Scotiabank
CIBC
Azrieli Foundation
Harweg Foundation
Canada Life
BMO
Max Bell Foundation
KPMG
Henry White Kinnear Foundation
McCall MacBain Foundation
Annette Verschuren
Arthur and Audrey Cutten Foundation
Power Corporation of Canada
Gordon and Ruth Gooder Charitable Foundation

\$25,000 - \$99,999

Tachane Foundation
Jarislowsky Foundation
CN
Arthur JE Child Foundation
William and Nona Heaslip Foundation
Christina Mary Hendrie Trust
Warren and Debbie Kimel Family Foundation
Five B Family Foundation
Bell Let's Talk

\$5,000 - \$24,999

Porter
Donner Canadian Foundation
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Robert Kerr Foundation
PwC
Fellowship of Man Charitable Foundation
Nathan and Lily Silver Family Foundation
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Valard Construction
The C.B. Powell Foundation







**Join the movement to make
education more equal.**

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