

THE FUTURE STARTS HERE

ANNUAL REPORT
2021

The TFA logo is a white circle containing the letters 'TFA' in a bold, brown, sans-serif font. It is positioned in the bottom right corner of the page, overlapping the image of the child's hand and shoulder.

TFA

ONE DAY, ALL CHILDREN WILL HAVE THE OPPORTUNITY TO ATTAIN AN EXCELLENT EDUCATION



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LETTER FROM THE CEO

Dear Friends and Supporters,

Since our founding more than 30 years ago, Teach For America has never stopped learning, adapting, and improving in order to meet our first promise to students: to deliver an equitable and excellent education. Our network of leaders has been meeting this promise in partnership with students and families for decades, breaking down walls for kids, innovating, and rejecting the status quo at every level and across every sector. And year after year, we continue to bring the most exceptional, racially and ethnically diverse talent into educational leadership.

Today, the call for Teach For America's leadership and innovation has never been more urgent. The pandemic has widened gaps in educational access and opportunity. Our students, parents, and teachers are facing personal, health, and family challenges. Many schools and districts are struggling to find and retain game-changing educators.

These challenges have only intensified our efforts. Working side by side with partners and supporters like you, we can achieve our 2030 goal: In the communities where we work, we will double the number of children reaching key educational milestones on the path to opportunity, economic mobility, and a life filled with possibility. It's an ambitious goal that requires us to work differently than we have in the past. But Teach For America has always been about rejecting probability and embracing possibility.

The pandemic pressure-tested our approach to reaching this goal. There was no choice but to adapt and accelerate our timeline for a number of strategic shifts, from standardizing our pre-service program to investing more in the support we provide our alumni. And the outcomes so far are affirming that we're on the right path, and we will continue to build on what we're learning. We're taking this on with full hearts and hope, because of the brilliance and solutions that exist in our communities, and most certainly in our students.

The demands of the past two years have highlighted just how outmoded our education system is. Our students want and deserve a fundamentally different educational experience—one that centers their assets and aspirations and moves beyond a one-size-fits-all model. They want and deserve an education that supports them to meet academic milestones, celebrates their cultures, fosters social and emotional well-being, and prepares them with the skills to compete in a 21st century global society. Our students want and deserve an education that puts them on the path to do and be whatever they want in life. To make this vision a reality, our education system must change, our society must change, and Teach For America must change.

We have transformed how we prepare and support our corps members, building a personalized learning experience that starts the moment they join the corps and extends through training and the first eight weeks of school. We prepare our teachers to meet students where they are. TFA corps members are trained utilizing the cutting edge of science and research practice, including the science of reading, and we offer our educators access to mental health supports so they can lead effectively in the classroom. All of the organization's teacher preparation is rooted in racial equity, inclusiveness and connection.

We are also doubling down on the leadership of our more than 60,000 alumni. Today, eight of our regional sites are serving as innovation zones where we create and test new services, resources, and partnership models with our alumni and do not place corps members. This deeper commitment to our alumni leaders will allow us to scale our learnings about their impact and apply them across our national network for even greater effect.

In response to what our communities are telling us about unfinished learning and the pandemic's impact on student well-being, we launched the Ignite Fellowship last year in two regional sites, providing tutors to support student growth in academics, connection and belonging. The strong results from our pilot program led us to expand the fellowship to seven additional regional sites for the 2022-23 school year.

As we enter the third year of our current strategy in action, I couldn't be prouder of how we're meeting this moment for our students, our communities, and our network. Our country has a once-in-a-lifetime chance to create something different with our students, and Teach For America has a unique role to play in this transformational effort as we continue to evolve in the years ahead. I'm deeply grateful to you for choosing to champion this work. Your support of Teach For America is an investment in change, in bold leadership, and in all that is possible for our students, communities, and future.



With immense gratitude,

A handwritten signature in black ink that reads "Elisa Villanueva Beard". The signature is written in a cursive, flowing style.

Elisa Villanueva Beard
CEO, Teach For America

BY THE NUMBERS

THE NETWORK

Teach For America is a force of more than 64,000 individuals committed to changing outcomes for kids through leading and influencing systems inside education and every sector that impacts public education.

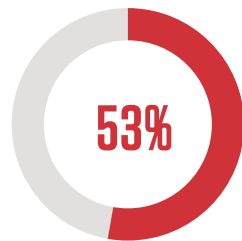
64,000

CORPS & ALUMNI NETWORK

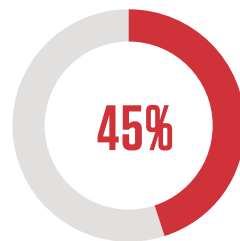
THE CORPS

Teach For America continues to be a top contributor of racial and socio economic diversity to the teacher pipeline.

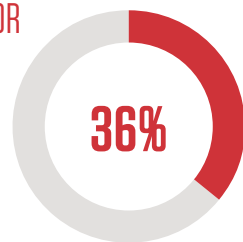
Demographics



BLACK, INDIGENOUS, PEOPLE OF COLOR



LOW-INCOME BACKGROUND



FIRST IN FAMILY TO GRADUATE FROM COLLEGE

Racial and Ethnic Identity

- 46% WHITE
- 19% BLACK
- 17% LATINX OR HISPANIC
- 7% ASIAN AMERICAN OR PACIFIC ISLANDER (NON HAWAIIAN)
- 7% MULTI-RACIAL
- 2% ANOTHER RACIAL IDENTITY
- 1% AMERICAN INDIAN OR ALASKA NATIVE
- >1% NATIVE HAWAIIAN

Placement

Teach For America corps members lead in subject areas where our students need them most. Year over year, we contribute the most STEM educators to the classrooms and communities we serve.

67%

STEM TEACHERS

17%

SPECIAL EDUCATION

8%

OTHER

6%

ESL/BILINGUAL

2%

PRE-K/ECE

THE ALUMNI MOVEMENT

Teach For America alumni work tirelessly across industries to deepen their impact for kids in communities across the country. Over 60% of alumni continue their career in education.

By Profession



62%
EDUCATION



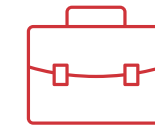
10%
BUSINESS



6%
LAW



5%
GRAD STUDENT



5%
OTHER



4%
HEALTH/MEDICINE



4%
GOVERNMENT



2%
NONPROFIT



2%
SCIENCE/TECHNOLOGY

Working in Education

- 9% COLLEGE FACULTY
- 13.5% ED NONPROFIT
- 47% PRE-K-12 TEACHER
- 10% SCHOOL LEADERSHIP
- 6% SYSTEMS LEADERSHIP



SETTING THE FOUNDATION FOR THE FUTURE OF LEARNING

From our programmatic vision to our alumni impact to the ways we are reinventing the future of learning, Teach For America is preparing for the next generation of learners and leaders.

OUR PROGRAM IN ACTION

During the pandemic, Teach For America evolved its support and coaching of our 5,400 corps members to better meet this moment and the needs of students. Our programming empowered corps members to create impactful and engaging lessons across the many platforms and mediums that schools use, and to grow in their leadership to engage in and lead change in our education systems.

When the pandemic shut down schools in March 2020, we knew we had to reimagine our teacher and leadership development program to uphold social distancing and to meet the new needs of our educators and students, including those brought about by virtual learning. Over the course of 12 weeks, staff came together from across the organization to quickly design and launch our first-ever virtual summer teacher training. In June 2020, we welcomed nearly 3,000 incoming corps members from across the country to be part of a four-week Virtual Summer Teacher Training (VSTT), in place of our traditional, in-person teacher training institute. We ended our first summer of virtual training with stronger results than previous years: 87% of corps members said that the training mostly or completely helped them gain the knowledge, skills, and mindsets they needed as they started teaching in the fall, and over 90% reported meeting the learning outcomes stated for the summer. This national training model equipped corps members with a core set of knowledge, skills, and mindsets to build and maintain rigorous, inclusive, and supportive in-person and virtual classrooms.

As part of VSTT, we also decided to build in greater support during corps members' first 90 days in the classroom. We designed a support program for all new corps members that included intensive coaching with rapid and regular feedback and curated instructional materials that they could use in their classrooms. Through these supports, corps members across our network were prepared, in-person and virtually, to:

- 1 Plan and deliver instruction that was aligned to grade level standards and rigorous expectations
- 2 Create and maintain a productive, engaging, and inclusive learning environment
- 3 Develop the foundations of self-management and self-awareness that would help nurture their career growth
- 4 Build meaningful relationships in their region and school

Meeting these outcomes in the first 90 days of school sets the stage not only for corps members' first two years in the classroom, but a lifetime of impact and advocacy for educational equity and excellence.

SETTING THE FOUNDATION FOR THE FUTURE OF LEARNING

And, we know our efforts were impactful. Last year, TFA partnered with a third-party evaluator to survey principals who hire corps members and alumni. Over 90% of our principals reported satisfaction with the corps members they hired, reported corps members are effective at delivering instruction, and that corps members contribute to a positive, collaborative, and professional environment.

LOOKING FORWARD

Even before the pandemic began, we knew our 2030 goal called on us to prepare our educators in an entirely new way. After VSTT, we spent the winter and spring of 2021 identifying and building experiences in the areas of our program where we can most benefit from the scale and expertise of our network. Our vision is to standardize our training and support so that all corps members, no matter their placement, have access to best-in-class, research-backed programs and resources, while also leveraging our connections to communities to contextualize that learning. We began this work with our standardized 2021 Summer Pre-Service Model, which combined a virtual summer training program with in-region teaching practicum experiences and extra support during the first 90 days of school. The goal remained to achieve stronger and more consistent corps member impact with students, scaling knowledge and expertise to ensure robust support and a positive corps member experience, better support of our frontline staff, and more efficient stewardship of resources.

Our new pre-service model is the first step in a larger program standardization effort, which itself is grounded in our desire to build a corps experience that prepares corps members to have an immediate impact in the classroom as well as commit to lifetime pursuit of educational excellence equity. Eventually, the entire corps member continuum will be visited and redesigned. We've also developed and launched a scope and sequence for new teacher development, which we call the Corps Member Roadmap, that we are scaling across our network and which seamlessly builds on the development, support, and coaching corps members receive during summer training and their first 90 days in the classroom. This scope and sequence lays out the observable knowledge and skills we prioritize in a novice teacher's development over their first two years in the classroom and anchors our organizational point of view on teacher and student outcomes. Given the scale and diversity of placements within and across regions, the Roadmap ensures that our regions are able to track and support their corps members' growth and impact across various contexts. The Roadmap sets clear, evidence-based standards for our corps members' development, and can be used to assess how teachers are improving, and tailor coaching and resources to individuals' growth areas.



THE IGNITE FELLOWSHIP

At the start of the pandemic, our executive director in Phoenix Arizona partnered closely with her school and community partners to ensure student and community needs were best met by Teach For America. Through conversation, it became clear that students needed to feel a sense of belonging, grow in their relationships with one another, and continue their academic learning. The Ignite Fellowship was created to meet those needs through deep community partnership. The Ignite Fellowship is a national tutoring corps designed to accelerate learning and foster belonging with students. Leveraging research-based best practices for high-impact tutoring, Ignite builds on Teach For America's 30-plus years of experience partnering with communities across the country to help students overcome the systemic barriers to an excellent education. The Ignite Fellowship brings exceptional and diverse leaders into classrooms virtually to immediately add value with students and give capacity and support to teachers, while creating shifts toward the future of equitable learning.

The Ignite Fellowship brings exceptional and diverse leaders into classrooms virtually to immediately add value with students and give capacity and support to teachers, while creating shifts toward the future of equitable learning.

IGNITE FELLOWSHIP: AIMS AND OUTCOMES

Impact

1,000
STUDENTS

252
FELLOWS

30
VETERAN EDUCATORS

26
SCHOOL PARTNERS

6
REGIONS

STUDENT

“It really made me start believing that I could be taught in my own way and still be smart. I learned patience and I had a great time with my Ignite Fellow.”

Accelerate Student Learning

Ignite Fellows customize elementary reading or middle school math learning objectives with students.

Fellows are supported by a school-based veteran educator who helps individualize sessions using their school's curriculum.

Students and fellows connect one-on-one or in small groups virtually during the school day.

100% of schools reported that students grew in academic learning and engagement.

93% of students reported that their Fellows taught them in the way they learned best.

Foster Belonging

Fellows are committed to building deep relationships with students.

Fellows focus on weekly belonging themes centered on:

Respecting students' multiple identities

Affirming their capacity to succeed

Recognizing their agency and contributions

Outcomes

How students said they mattered to others at school grew 19% (59%-78%).

90% of students felt like they mattered at Ignite.

86% of students said they enjoyed Ignite sessions.

Over half of eligible Ignite Fellows applied to the corps; of those, 81% were admitted and 96% have confirmed their offer to begin teaching this fall.

Looking Ahead

WE ARE EXCITED TO SHARE THAT THE NEXT COHORT OF IGNITE FELLOWS WILL INCLUDE MORE THAN 500 FELLOWS ACROSS 44 SCHOOLS AND 8 COMMUNITIES

SETTING THE FOUNDATION FOR THE FUTURE OF LEARNING

ALUMNI AWARD WINNERS

PETER JENNINGS AWARD WINNERS WORK TO REALIZE THE BLUEPRINT FOR MARYLAND'S FUTURE

The Peter Jennings Award for Civic Leadership honors Teach For America alumni whose work has led to significant progress toward realizing educational excellence and equity in pursuit of systemic change. Established in 2007, this award pays tribute to the late journalist, Peter Jennings, and his unwavering dedication to expanding educational opportunities. This year's award acknowledges a group of TFA alumni working to transform education in Maryland for generations to come.

BLUEPRINT FOR MARYLAND'S FUTURE

In 2016, the state of Maryland maintained an education funding formula that had been in place for nearly 15 years. Realizing the state was falling behind others of comparable resources, the Maryland General Assembly created the Kirwan Commission, who called for additional investments in pre-K through 12 initiatives in order to catapult Maryland's schools to be among the best performing school systems in the world.

Teach For America alumni **Shannen Coleman Siciliano** (Baltimore '03), **Joe Francaviglia** (Baltimore '11), **Taylor Stewart** (Baltimore '07), and **Shamoyia Gardiner** (Jacksonville '14) are determined to see that the commission's recommendations translate into policies that transform student outcomes. Together, they joined Strong Schools Maryland, an organization dedicated to advocating, building power, and sharing resources with invested Maryland residents to co-create strong public schools that produce graduates equipped to thrive. Harnessing the power of community, these alumni built a coalition of 50-plus local organizations and tens of thousands of individual grassroots supporters to champion the passage of The Blueprint for Maryland's Future Act, a landmark piece of legislation aimed at putting the Kirwan Commission's recommendations into practice.

TFA alumni Bill Ferguson (Baltimore '05) and Ross Seidman (Baltimore '15) were working within Maryland's state legislature to turn the Kirwan recommendations into policy. Pushing inside and outside the state House of Representatives, this network of community builders secured the 2020 passage of The Blueprint. Following the governor's veto, they also encouraged the 2021 override votes necessary to ensure The Blueprint for Maryland's Future Act became law. This landmark legislation will ensure funding for universal preschool, calls for a new curriculum benchmarked against international standards for 90% of students in the state being college and career ready by 10th grade, and provides provisions for governance and accountability for education in the state.

Its impact will be felt by generations of Maryland students to come.

Award Winners



Shannen Coleman Siciliano
(Baltimore '03)



Joe Francaviglia
(Baltimore '11)



Taylor Stewart
(Baltimore '07)



Shamoyia Gardiner
(Jacksonville '14)



THE REINVENTION LAB

The Reinvention Lab exists to:

- 1 Advance TFA's understanding of the future of learning and position us at the vanguard of what's next.
- 2 Forge new offerings that advance the future of learning and our progress towards the 10-Year Goal.

One way The Reinvention Lab lives into this purpose is by building learning and leadership accelerators for leaders pushing toward a new paradigm for learning.

For instance: at present, young people are the most influenced, yet least influential, stakeholders in educational decision-making. As a concrete example, as of 2019, only two states in the country have students as voting members on local school boards. In pursuit of a different future, the Enduring Ideas program—featured in Stanford Social Innovation Review magazine and Inside Philanthropy—sets up youth in a leadership and learning accelerator that empowers them to co-create alongside adults in educational decision-making projects. Over 100 people, 50% under the age of 20 and 85% BIPOC, have decided to distribute \$1 million in funding to organizations leading educational innovation in the last year. **The accelerator was built to ensure adults and young people strengthened their muscles in youth-adult co-creation—not just for funding**

SETTING THE FOUNDATION FOR THE FUTURE OF LEARNING

decisions, but for any educational decision they may encounter in school, work, and life. Leaders in this accelerator are high school and college students, but also nonprofit leaders, educators, and more. 100% of accelerator participants reported learning more about co-creation (particularly co-created educational decision-making) through the process. 95% reported learning how education can be radically different, and 87% agree that they will apply lessons learned in their work, school, and life.

The awardees included alum-led organizations like the Center for Urban Pedagogy (Fielding Hong, Greater Philadelphia '07) and The Liber Institute (Jonathan Santos Silva, South Dakota '10)—organizations that are designing, alongside young people, new educational models, values and approaches. 94% of Enduring Ideas awardees agree or strongly agree that the award unlocked a critical impact for young people in their community.

Two other leadership and learning accelerators built by the Reinvention Lab are at the vanguard of what's next in education. They include:

- 1 GRAVITY, an accelerator for future-of-learning entrepreneurs, 100% of whom are women and/or people of color. During the three-month program, cohort members collectively raised over \$900K in new funding and reported finding value in 98% of their cohort activities. One GRAVITY member, Tania Chairez (Phoenix '14), is co-creating learning experiences with young people that center immigrant and migrant perspectives and are deeply experiential and relevant.
- 2 #FutureofLearningChallenge, a storytelling accelerator built in partnership with the creative minds behind the Yeezy brand. 100% of participants found value in the experience. One participant, Sung-Yae Yang, (Phoenix '02) translated expertise gained into a finalist position for the Forbes STOP Award. 1,600 shoes Yang designed with the Yeezy brand are currently being distributed to folks across the country, spreading stories about the future of learning nationwide. Paired with a social media campaign, the #FutureofLearningChallenge fosters energy, vision and possibility at a time when our field needs inspiration.



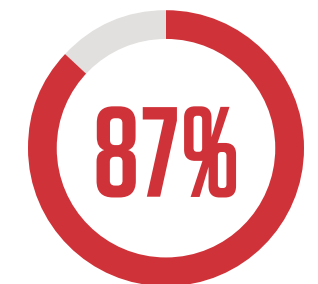
Accelerator Participant Results

100%

LEARNED ABOUT CO-CREATED EDUCATIONAL DECISION-MAKING



REPORTED LEARNING HOW EDUCATION CAN BE RADICALLY DIFFERENT



AGREE THAT THEY WILL APPLY LESSONS LEARNED IN THEIR WORK, SCHOOL, AND LIFE

This is just a slice of the Reinvention Lab's work. Interested in learning more? Explore www.reinventionlab.org.

ACCELERATING OUR PROGRESS THROUGH POWERFUL PARTNERSHIPS

This work is only possible when we engage powerfully and purposefully with mission driven partners.

ELEVATING COMPUTER SCIENCE EDUCATION WITH COGNIZANT

In a year where learning shifted into virtual and hybrid spaces, closing the digital divide is more important than ever. Doing so not only increases access to learning now, but also positions students for job opportunities and economic mobility in the 21st century economy. Closing this digital divide is about more than getting technology in the hands of students; we need to expand access to the coursework and learning needed to flourish in the 21st century, including K-12 computer science education. We are honored to work hand in hand with national and regional partners who share this commitment. One key partner is the Cognizant Foundation.

The Cognizant Foundation and Teach For America have each demonstrated a commitment to expanding access to computer science education for students, understanding that access begins with innovative and diverse teachers and school leaders who spark their students' passions to build computer science skills essential to the careers of the future.

Through our partnership with the Foundation, Teach For America designed the Cognizant Computer Science School Leaders Fellowship to support school leaders in our network to establish computer science education programs at their schools. We also established a fellowship to train educators to teach AP Computer Science Principles, a course where female students and students of color have traditionally remained underrepresented. Through this, we worked with 21 fellows who reached thousands of students.

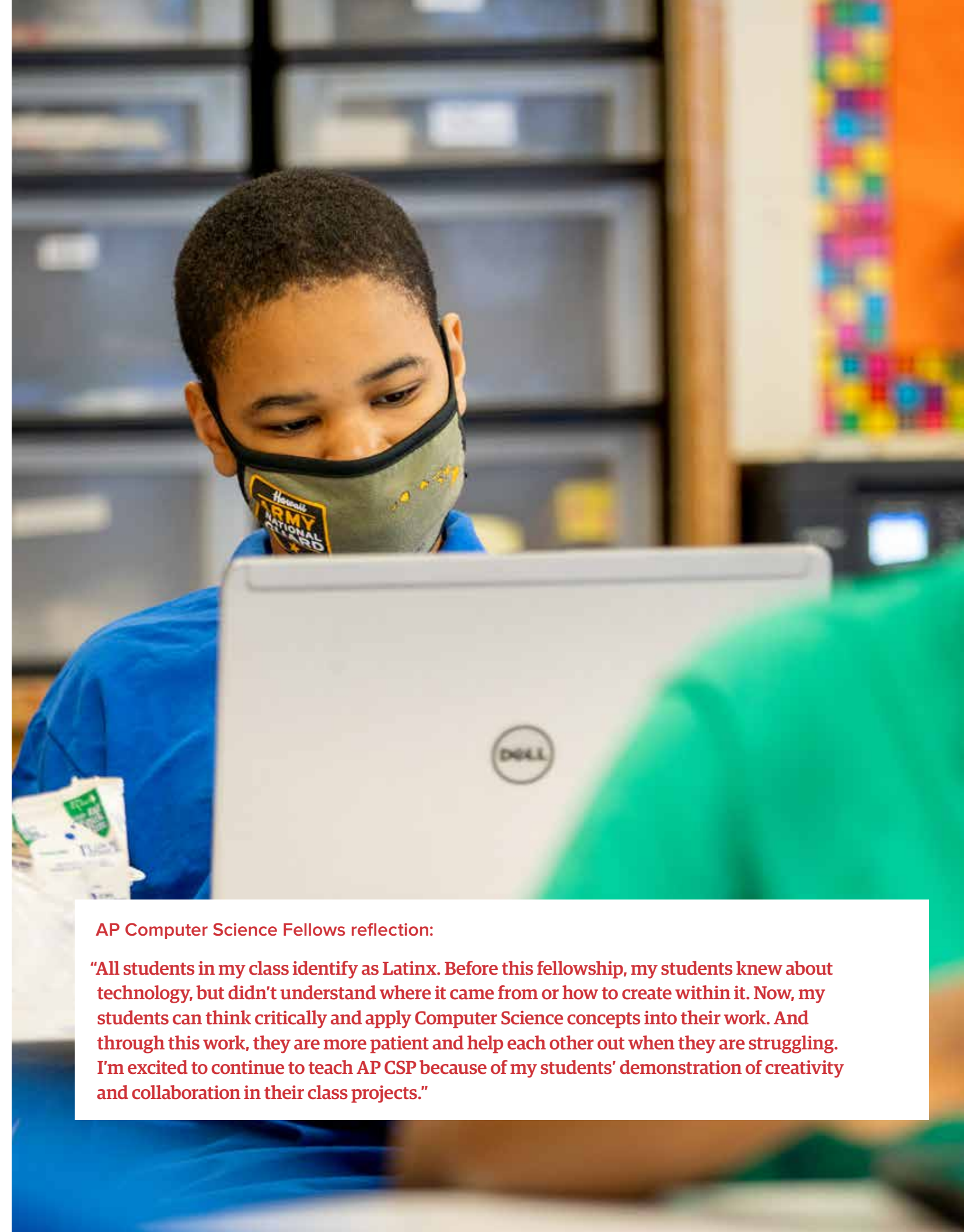


Through the School Leadership Fellowship, 10 school leaders launched computer science programs in their schools that serve nearly 7,000 students, 75% of whom identify as people of color.

Through the AP Computer Science Teaching Fellowship, 11 fellows began teaching AP CSP in their schools.

Nearly half of our fellows are women and 73% are people of color, helping all students see computer science as a viable career path.

As we grow these fellowships, increasing access to and awareness of high-quality computer science education, these innovative and diverse teachers and school leaders will reach thousands of students in communities across the country, setting them on the path to excel in the jobs of the future. Building off the success of these fellowships, we launched the Inaugural Cognizant



AP Computer Science Fellows reflection:

"All students in my class identify as Latinx. Before this fellowship, my students knew about technology, but didn't understand where it came from or how to create within it. Now, my students can think critically and apply Computer Science concepts into their work. And through this work, they are more patient and help each other out when they are struggling. I'm excited to continue to teach AP CSP because of my students' demonstration of creativity and collaboration in their class projects."

ACCELERATING OUR PROGRESS THROUGH POWERFUL PARTNERSHIPS

Innovation in Computer Science Education Awards for the 2021-22 school year. These awards were established to identify both educators and leaders who have demonstrated measurable impact expanding access to and advocating for K-12 computer science education. These advocacy efforts will be critical if we are to expand access to K-12 computer science education in school systems across the country.

Our partnership with Cognizant Foundation wasn't just limited to expanding access to computer science education. In order to support district and school leaders as they adjusted to remote learning in the pandemic, TFA partnered with Cognizant Foundation and Bellwether Education Partners to uncover and advance best practices in distance and remote learning. The report, *Promise in the Time of Quarantine*, helped districts and schools enact effective practices for distance learning. Alongside technological practices, the report affirmed the need to invest in building and maintaining strong relationships with students and families. One teacher from Breakthrough Public Schools in Cleveland, Ohio noted in the study that the crisis ended up building a stronger community with students and families. "We were so successful with distance learning because of the relationships we had built prior to the pandemic happening. In a weird way, the pandemic brought me closer to parents and families."

"We were so successful with distance learning because of the relationships we had built prior to the pandemic happening. In a weird way, the pandemic brought me closer to parents and families."

THE ART OF SOCIAL EMOTIONAL LEARNING

In the face of the COVID-19 pandemic, we prioritized social-emotional learning (SEL) and the well-being of our corps members and their students. Extensive research has shown the effects of fostering students social-emotional learning in the classroom, including positive long-term impacts on students academic achievement, behavior, and well-being. Social-emotional learning also positively impacts teachers. Our students deserve educators who understand the importance of and connection between their social and emotional development and academic outcomes. And our educators deserve support for their own well-being in order to show up for their students.

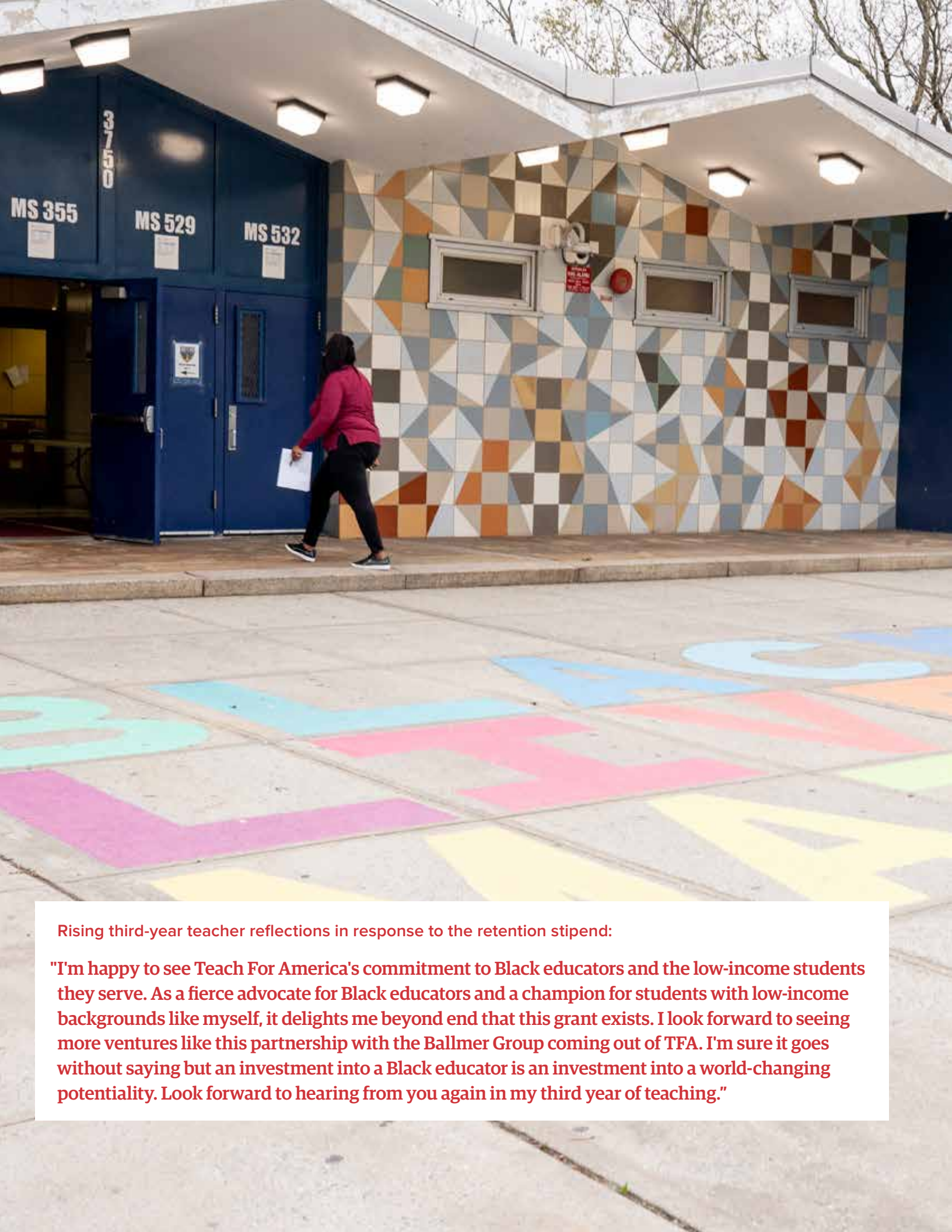
To meet the evolving needs of students and educators, we made ongoing, internal investments in our SEL work. This began with our 2020 Virtual Summer Teacher Training (VSTT), where we partnered with Teach For America alum Elena Aguilar, author of "Onward: Cultivating Emotional Resilience in Educators," and with the Yale Center for Emotional Intelligence to deliver high-quality programming for our first-year teachers.



Aguilar led a four-week series on cultivating emotional resilience for our teachers, with full-time staff members also participating in these sessions. Each week corps members engaged in sessions and activities using Onward, where they learned about how to (1) accept, embrace, and own their emotions, (2) cultivate awareness around their thoughts and how they craft a narrative of what happens around them, (3) build healthy communities, and (4) self-care and self-perception. At the end of VSTT, 90% of corps members agreed that they had met the emotional resilience outcomes for VSTT. Emotional resilience is important for any first-year teacher, but was made even more critical given that our teachers were entering remote and in-person classrooms after the immense disruption of spring 2020. Corps members echoed the importance of this training as they reflected on VSTT, with one noting in a survey that the Socio-Emotional Resilience course emerged as a favorite aspect of training "because it was so applicable for the current training situation and teaching in the fall" while noting that the course cultivated "the skills to take care of yourself while you do the work."

The partnership with Yale Center for Emotional Intelligence, which launched during the summer and then continued throughout the year, focused on improving the emotional well-being of corps members and students. This supplemented regional-led SEL and well-being supports, and ensured all corps members had the opportunity to access emotional well-being training. By the end of the series, attendees had rated their experience an 8.4/10 in terms of finding the experience meaningful and impactful for their work as educators, helping them to support the needs of students whose education and lives were upended by the pandemic.

We supplemented these partnerships with curated resources that offered teachers opportunities to attend to their well-being and mental health as novice teachers, including full access subscriptions to Headspace and Lumosity. This commitment to the social emotional well-being and learning of our educators and students continues into fiscal year 2022.



ACCELERATING OUR PROGRESS THROUGH POWERFUL PARTNERSHIPS

INSPIRING BLACK EDUCATORS TO CHOOSE AND STAY IN EDUCATION WITH BALLMER GROUP

In 2020, Teach For America launched the Black Educators Promise (BEP) Initiative. Funded by Ballmer Group, this \$10 million five-year project increases recruitment and retention of Black educators and increases the sector's organization and understanding of when and what resources are needed to best support them while increasing their numbers in the field.

For decades we have heard the stories, seen the studies, and experienced the long-term educational impact of Black students who grow up without educators in the classroom who look like them and share their life experiences. We also know the immense value that even one Black educator can add to the lives of Black students. At TFA, we're committed to recruiting and retaining Black educators. We launched BEP to honor that commitment, and to continue inspiring children of color, especially Black children, in the classroom.

THE BLACK EDUCATOR PROMISE INITIATIVE

Supported Over

150

Teachers from the 2020 corps with certification & testing costs across 11 regions

Distributed

489

Transitional grants of \$600 to incoming 2021 corps members

Awarded

299 retention stipends of \$1,000 to 2019 corps members committing to teaching a third year in a predominantly low-income school.

Partnership

In partnership with The Children's Defense Fund and Profound Gentlemen & Profound Ladies, the BEP Fellowship provides tangible and targeted support to Black Teach For America alumni educators to facilitate their retention as classroom teachers.

Supports include: a \$1,500 financial award, classroom library, 1-1 coaching & cohort support, and a year-long professional development arc

Rising third-year teacher reflections in response to the retention stipend:

"I'm happy to see Teach For America's commitment to Black educators and the low-income students they serve. As a fierce advocate for Black educators and a champion for students with low-income backgrounds like myself, it delights me beyond end that this grant exists. I look forward to seeing more ventures like this partnership with the Ballmer Group coming out of TFA. I'm sure it goes without saying but an investment into a Black educator is an investment into a world-changing potentiality. Look forward to hearing from you again in my third year of teaching."

Corps member reflections in response to the transitional grant:

"I already see myself becoming a part of (the Black Community Alliances community); not only as a grant recipient, but as a contributing participant in the near future. I am dedicated to being an educational leader and advocate for the advancement and evolution of those populations. Thank you in advance for the generous grant; I'm certain it will come in handy and right on time!"

THANK YOU TO OUR PARTNERS

OUR IMPACT PARTNERS

Teach For America is grateful for the support of our broad and diverse network of partners. The following list acknowledges supporters who have contributed financially over \$5,000, our national board members, and others who have dedicated their services and expertise through non-financial contributions* in fiscal year 2021 (June 1, 2020 - May 31, 2021)

3M	Alfa Corporation	Arizona Community Foundation	Bain & Company, Inc.
4.0 Schools	Allegis Group Foundation, Inc.	Arizona Diamondbacks	Baird
The 1830 Family Foundation	Dean and Vicki Allen	Arizona Public Service	Anne and John Baker Family Fund
David Aaker	Alliance Bank of Arizona	Arizona State University	James C. and Veronica C. Baker
Abbott	Alliance Bernstein	The Arizona Republic	Kate Baker
AbbVie	Alliance Residential Company	Helen and Michael Arkes	Vera and Andy Baker
Ameer Abdullah	Ted and Kelly Alling	Timothy and Sandy Armour	Balch and Bingham, LLP
The Abell Foundation	Allstate Sugar Bowl	Armstrong Family Foundation	Emy Lou and Jerald Baldrige
Alvin Abraham	Ally Financial Inc.	Frank Armstrong	Balloun Family Foundation
Amy and David Abrams	Allyn Foundation	Ashley and Greg Arnold	The Ballmer Group
Accelerate Great Schools	AltaMed	Barbara and Theodore Aronson	Baltimore City Public Schools
John and Kathy Ackerman	Carlos and Malú Alvarez	The Jeffrey H. and Shari L. Aronson Family Foundation	Baltimore Community Foundation
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Kendra Witt-Doyle*

INDIANAPOLIS

John Ackerman
Aman Brar*
David Harris
Michael Huber
Aleesia Johnson
J.A. Lacy
Glenn Lyon
Lisa Sablosky
Larry Smith
Elcira Villarreal

JACKSONVILLE

Kevin Boone
Holly Finchem
Serina Hedrick
Kevin Hyde
Riley Keys
Billy Kuntz
Amy Norcross
AliceSun Norman
Pam Payne
Steven Potts

Cindy Reynolds*
Bernard Schmidt
Pam Siguler
Gregory Szkotnicki
Elizabeth Thompson
Aundra Wallace
Wanda Willis
Ellen Wiss

KANSAS CITY

Dan Fromm*
Chantell Garrett
Tysyn Hartman
Ashley Hufft
Jennifer Matney
David Oliver
Margo Quiriconi
Kerri Reisdorff
Nikki Romolo
Cora Storbeck

LAS VEGAS

Luci Altman
Wendell Blaylock
Miles Dickson
Michael Flores
Nazanin Ford
Shelley Gitomer
Jodi Goodheart
Myra Greenspun
Shawna Wells

LOS ANGELES

Dr. Jessica Boro
Tim Chang
Jennifer L. Hughes and Glenn E. Cole
Maria Teresa Aguirre and Jaime Dominguez
Ramiro Euyoque
Andrew and Robin Friedman
Jeff Garcia
Cary Thompson and Karen Heilman
Jeff and Sarah Hughes
Craig and Lynn Jacobson
Becky Koehler
Kyle Kozloff
David and Marisa Landsberg
Dr. Edmundo Litton
Maria Joyce and Paul Maynard

John and Andrea Meigs
Rachel Morris
LaToya Robinson
David and Michelle Rosenberg
Mike and Ellen Rosenberg*
Jeff and Peir Serota
Jonathan Tiongco
Peter Watts
Michelle Young

MASSACHUSETTS

Mike Ascione
John Carroll
Felicia Ellsworth
Orin Gutlerner
Tom Kuo*
Elizabeth Pauley
Bekah Salwasser
Amanda Seider
Diana Vogel

MEMPHIS

Michael Amick*
Rhomes Aur
Erika Conley
Hilliard Crews
Kristy Dorman
James Johnson
Beverly Robertson
Amy Shelton-Little
Timothy Ware
Tate Wilson

METRO ATLANTA

Tayo Adeyefa
Dennis M. Love
Sara McDonald Youd
Bryan McFarland
Joanie Michaels
Hunter Pierson
Ben Portman
Tammy Seaver*

MIAMI-DADE

Cristal Cole
Matthew Dates
Daniel Farkas
Julie Franklin
Robert Gordon
Evelyn Greer
Charles Hokanson

Lisa Hook
Lisa Mendelson
Leslie Miller Saiontz*
Barry Schneirov
Jay Schneider
Judy Werner
Laura Zapata-Kim

MILWAUKEE

Tina Chang
Anza D'Antonio
Jon Hammes*
Dr. Patricia Hoben
Peggy Kelsey
Megan Lancioni
Jennifer Lopez
Anthony McHenry
Cory Nettles
Dan Renouard
Tim Sheehy
Jud Snyder
Peggy Troy
Gregory Wesley

NASHVILLE-CHATTANOOGA

Allison Acker
April Berman
Daphne Butler
Matt Cheek
Rascoe Dean
Jerry Geraghty
Dave Hanson
Stacy Lightfoot
Lee Molette
Kevin Monroe
Kristina Montague
Ashley Northington
Dr. Laquita Stribling
Charles Sueing*
Jerry Williams

NEW JERSEY

David Bagatelle
Ron Beit*
Rachel Cortese
Susan Dunn
Debbie Dyson
Ruth Hook*
Matthew Iversen
Hosea Johnson
Martha Newton

Kathleen Nugent
Judith Reinsdorf
Ajay Shroff

NEW YORK

Joseph V. Amato*
Lori Beer
John Campanella
Jacques Chappuis
Lori Conkling
Feroz Dewan
Amy Jones
John Josephson
Kristen Kaufman
Sue Lehmann
Anupama Malipatil
Linnea Conrad Roberts*
Deborah Rosado Shaw
Adam Sklar
Tim Soliman
Colleen N. Taylor
Ronnie Wexler
David S. Williams
De'Shawn A. Wright
Mark Zurack

OHIO

Justin Bibb*
Katie Blackburn
Tom Brennan
Evelyn Burnett
Stephanie Byrd
Mike Chernoff
Tera Coleman
Lora Cover
David Cupar
Andrew DeWitt
David Enzerra
Tim Fogarty
Mala Garg
Chara Jackson
Karen Jahnke
Eric Kearney
Virginia Kent
Gary Lindgren
Chris Lord
Leslie Maloney*
Mary Beth Martin
Dan Moulthrop
Paul Pesses
James Ratner
Robert Rawson

Marisela Reyes
Shelly Saltzman
Lisa Valerian-Vahey
Suzie White
Thomas Williams
Lynnette Wyler

OKLAHOMA CITY

Aaron Brooks
Brett Bureson
Caroline Cotton-Linhard
Quintin Hughes
Kendall Lance
Kelly Offutt
Lindsey Ridgway
William Sultemeier*
Tyler Tokarczyk
Chase Webb
Shannon Welch
Molly Williams

PHOENIX

Carole Basile
Steve Betts
Wendy Briggs
Christy Burton
Greg Cameron
Latasha Causey
Pearl Chang Esau
Mike Cowley
Todd Davis
Rich Dozer
Bart Faber
Robert Faver
Phil Francis
Greg Gautam
Sally Gnirk
John Graham
Maria Harper-Marinick
Jenny Holsman Tetreault
Mike Hummel
Jack Kucera
Mary Meyer
Jason Miller
Charles Mitchell
Jackie Norton
Sonya Robinson
Eve Ross
Barbara Ryan Thompson*
Jim Swanson
Doug Tymins

Lisa Urias
Brad Vynalek

RHODE ISLAND

Cameron Berube
Laurel Bowerman
Donna Charlton
Paul Choquette
Spencer Dickinson
Christopher Graham*
Anthony Hitchman
Daniel Lima
Drew Madden
Randy Martinez
Kara Milner
Sheri Sweitzer
Angela Wiczek

RIO GRANDE VALLEY

Daniel Clark
Deborah Cordova
Katherine Diaz
Gina Garcia*
A. Raquel Limas
Marilyn Osborn
Juan Padron
Robert Rosell
Timothy Sears
Daniel Silva
Felicia Villarreal

SAN ANTONIO

Deborah Amini
David Duran
Cece Frost Griffin
Joseph Hoffer
Steve Lecholop
Ali Mayahi
Scott Palmer*
Amanda Rivas
Priscilla Saldivar Wang
Scott Weisberg
Brenda Zabochnik

SAN DIEGO

Stephanie Alexander
Debbie Day
Keith Jones
Beth Kransberger
Jack McGrory
Karmin Noar
Pedro Reyes

Luke Schrotberger*
Sam Sherman
Cipriano Vargas

SOUTH CAROLINA

Paul Bopp
Jason Brown*
Kevin Floyd
David Haythe
Katie Holba
Sam Johnson
Carrie Lanning
Mark Richardson
Debra Sonkin*
LaTisha Vaughn

SOUTH DAKOTA

Dana Dykhous
Jennifer Kirby
Wizipan Little Elk
Lakota Vogel

SOUTH LOUISIANA

Thomas J. Adamek
Christian Duborg
Daeja Hall
Cordell Haymon
Adam Knapp
Zacchea Lewis
Bruce Lilly
Danny Montelaro*
Nial Patel
Krista Allen Raney
H.N. "Hank" Saurage IV
Monique Scott-Spaulding
Brandon Smith
Michael Tipton
Marcus Williams

ST. LOUIS

Lashanda Barnes
Lyell Champagne
Maxine Clark
Sharon Harvey-Davis
Dennis Hummel*
Albert Mitchell
Robert Wild

TWIN CITIES

Alvin Abraham
Javier Alarcon
Karl Benson

Charlie Braman
Jason Brandenburg
Dr. Levi S. Downs
Nina Goodheart
Joanne Knight
Stephen Mahle*
Andrew Miller
Rebecca Krus Nash
Rohit Nath
Suzanna Newell
Joseph Oppong
Greg Pomerantz
Sanchayita Ray
Monica Schwarm
Sherry Smith
Jennifer Stern
Barton Turner

WASHINGTON

Tom Breen
Kevin Chase
Omar Contreras
Michael Corral
Jacqueline Downey
Bree Dusseault
Larry Estrada
Jennifer Flood
Trevor Greene
Marguerite Kondracke
Dawn Lepore
Kimberly Mitchell
Michael Orbino*
Srilakshmi Remala
Zoë Stemm-Calderon
Danielle Tilden
Priscilla Trevino

FINANCIALS^(a)

FISCAL YEAR 2021

REVENUES, GAINS, AND OTHER SUPPORT	
Contributions	\$166,121,022
Grants and contracts	46,286,184
Fee for service	21,656,700
Special events, including related contributions	12,178,378
Interest and dividend income	6,332,578
Net appreciation (depreciation) in fair value of investments	124,503,035
Other revenue	4,970,279
Total revenues, gains, and other support	\$382,048,176
OPERATING EXPENSES	
Program Services	
Corps member recruitment, selection and placement	49,278,207
Pre-service institute	22,602,790
Corps member professional development and other	92,487,794
Alumni affairs	27,721,210
Total program services	\$192,090,001
Supporting Services	
Management and general	43,010,905
Fundraising	27,108,389
Total supporting services	\$70,119,294
Total operating expenses	\$262,209,295
Change in net assets	\$119,838,881
Net assets, beginning of year	406,297,496
Net assets, end of year	\$526,136,377

(a) All financial information was obtained from Teach For America's final audit report for the 2021 fiscal year starting June 2020 and ending May 2021.