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tlg
Teach Learn Grow

ANNUAL REPORT

TEACH LEARN GROW



ACKNOWLEDGMENT OF COUNTRY

Teach Learn Grow respectfully acknowledges the traditional custodians of the lands on which we work and recognises the ongoing contribution of Aboriginal and Torres Strait Islander peoples to the education of all Australians. We are committed to obtaining an Australia where every child has equal opportunities in education, regardless of their location, background or circumstance.



OUR VISION

We believe in an Australia where every child has equal opportunities in education, regardless of their background, location, and circumstances.

OUR MISSION

To improve the educational outcomes and aspirations of rural and remote students in socioeconomic disadvantaged areas so that they can reach their full potential.

OUR THEORY OF CHANGE

Education Achievement

Through individually tailored one-on-one tutoring in knowledge gaps identified by student's teachers. Our outcomes are aligned with the Australian Curriculum and quantitative improvements are measured over time.

Empowering Students

Through the value of education, goal-setting and valuable working lives, we send young, passionate and high-achieving volunteer university students or graduates who act as role models for the students and help them reach their full potential.

Building Resilience

Our volunteers act as mentors to the students in all our programs, and we specifically mentor students in a range of critical thinking skills in our eMentor Program to develop their emotional awareness and confidence and equip them with the skills to withstand any hardships they may face in life.

Improve Societal Attitudes

Our programs foster engagement between the school and the wider community. Through these capacity-building experiences, we strive to transform the multi-generational attitudes towards education to support the ambitions of the students.

Inspire a Movement of Change

Our alumni are a growing movement of individuals that progress to positions of leadership across all industries. By exposing our volunteers to the realities of educational inequity, they are able to share and act upon their experiences to continue to influence change within education beyond our programs.

MESSAGE FROM THE CHAIRPERSON

DAVID SHERWOOD

TLG is now 10 and I am now married, how time flies! What a decade it's been. We now operate at over 30 schools and impact more than 2,000 rural and remote students every year across WA and NSW. It feels like just the other day that Travis and I set out to Three Springs with a group of friends who wanted to give back to rural WA and felt that tutoring and mentoring was the best way to do it. Annie Fogarty and the Fogarty Foundation kindly sponsored that very first trip which made everything from there possible. Without Three Springs, without the Fogarty Foundation there is no TLG.

Last year we talked about the impact of the coronavirus on the education gap and causing the first ever TLG program to be cancelled. Bridget and the team have done a fantastic job in enabling the 2020 Summer Rural Program to go ahead despite operational challenges that were present. We had thought the 2021 Winter Rural Program would also go ahead as planned and then during the program some cases of coronavirus made it through to WA, and Perth went into a snap lockdown during the second week of the Rural Program. The Board made the decision to protect our students, schools, communities and volunteers and cancelled the program mid week.

I wanted to apologise to those who put so much energy and time into the program for it to be cancelled mid week. Based here in London, UK I can say that preventing the spread of the coronavirus is absolutely critical and WA has done a great job in this respect and fortunately the lockdown was effective and WA is COVID-19-free again.

Thank you to all of the wonderful sponsors, volunteers, schools and exec, keep up the great work - we can bridge the gap together. Special thanks to Bridget, Cate, Brod, Chloe, Jamie and the team!

Bridget has been an absolute star, managing 4 employees, hundreds of volunteers and a significant budget whilst in your twenties is no mean feat. Bridget has the maturity, instinct and ability of a seasoned CEO and an extremely promising future ahead of her, which will no doubt be focused on helping the community and world be better places.

I'd also like to thank our wonderful board, all of whom are very busy individuals who have kindly given us their time and expertise. Shane, Annie, David, Rachel, James and Ross you've all been wonderful thank you. Our co-founder Travis has sadly resigned again, though this is the third time I'm sure he will be back. Special thanks to Travis who guided us through the most recent coronavirus episode despite having already resigned.



MESSAGE FROM THE CEO

BRIDGET STAUDE

This year, much like 2020, was a combination of incredible achievements for Teach Learn Grow, tempered by some disappointing disruptions resulting from COVID-19. In WA, TLG successfully provided 27 schools with the eMentor Program and/or the Rural Program in late 2020, bouncing back quickly from the initial shock of COVID-19 and achieving a consistently positive impact across all programs. Moving into 2021, we continued to build momentum with our eMentor Program which went ahead at 6 partner schools, and planned for the 2021 Winter Rural Program which was set to be our largest scale program to date, with X volunteers recruited and trained to visit 30 schools. After a successful first week of the program however, Perth's snap lockdown in late June forced the cancellation of the remaining school programs, much to the disappointment of volunteers, schools and students alike.

In NSW, our team fought an uphill battle in the face of continued COVID-19 outbreaks and were eventually forced to again cancel the NSW Rural Program planned to begin in July 2021. Undeterred however, the team was able to respond quickly and pivot to instead pilot the first ever eMentor program in NSW, at Wangkatjungka Remote Community School.

Despite these obstacles, we have also achieved so much in the last year, thanks to the resilience and adaptability of our volunteers in the face of ever-changing circumstances. In 2021, we are proud to have expanded to the Kimberley, with a highly successful Rural Program at Wyndham District High School and further into the Pilbara, with a Rural Program at Marble Bar Primary School.

This year also saw a number of key achievements for TLG. Including the implementation of Mental Health First Aid training being offered to all members of our Executive volunteer and staff team.

As well as a number of significant risk management and compliance projects being undertaken and recognition from the community in being finalists for significant awards. I would like to thank the Board of Directors for their support and guidance through another disruptive year due to COVID-19 and also to the TLG staff for their unwavering dedication to their work. I am consistently grateful to the school communities we partner with for welcoming us back each year and the passion and care they show for the education of the children. Finally, my sincere thanks to each of our sponsors, partners, supporters and donors, and above all to the hundreds of volunteers who make our impact possible.

As we look ahead to what the next 10 years will bring for TLG, I am filled with a sense of optimism about what TLG will be able to achieve, and the ever-growing impact our inspiring volunteers, and the children they work with, will create for the next generation of young Australians.



KEY ACHIEVEMENTS

In February 2021, TLG was named a finalist in the Small Organisation Category at the **Community Services Excellence Awards (CSEA)**. We were thrilled to be included amongst a range of inspiring organisations and individuals and be a part of the WACOSS Conference. Bridget Staude was also shortlisted for the 2021 **Impact25 Awards** by Impact Seed as one of 150 individuals in the not-for-profit and social impact sectors. In April 2021, TLG launched a brand new website with a fresh take on our logo and organisational branding. We undertook this completely in-house, with the exceptional work of multiple teams of volunteers.

In May 2021, TLG CEO Bridget Staude proudly accepted the **Community Volunteer Organisation of The Year Award** on behalf of Teach Learn Grow, as the 2021 Volunteer of The Year Awards. TLG Staff members attended the event, along with TLG volunteer and finalist for WA Youth Volunteer of The Year Award, Anthea Cheong (second from left in photo below). The calibre of the young people who volunteer with TLG continues to astound us, and this award is an incredible recognition of their years of hard work, innovation, problem solving and collaboration. TLG continues to attract not only the best and brightest but the most compassionate and forward-thinking people and we owe the success of this organisation to them.



TLG VALUES



**Innovation is our
nature**



**Excellence is
our attitude**



**We are one
team**

IMPACT

RURAL PROGRAMS

107

Coordinators

participated in Rural Programs and volunteered their time

620

Tutors

participated in Rural Programs and volunteered their time

1,740+

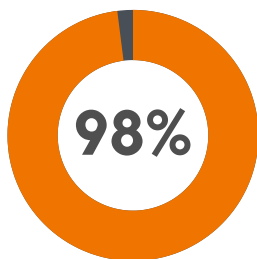
Students

received free one-on-one tutoring and mentorship through the Rural Program

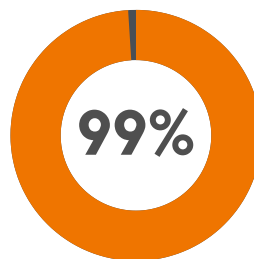
13,572+

Hours

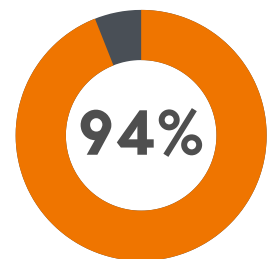
of one-on-one tutoring and mentorship on the Rural Program



Students demonstrated significant **improvement** in their **identified maths concept**



Students would like **TLG** to **return to their school**



Students believe they are **better at maths**

IMPACT EMENTOR PROGRAMS

23

Coordinators

participated in eMentor Programs and volunteered their time

89

Mentors

participated in eMentor Programs and volunteered their time

89

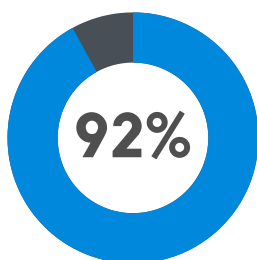
Students

received free one-on-one mentoring through the eMentor Program

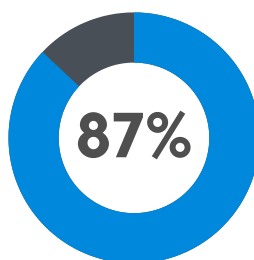
712+

Hours

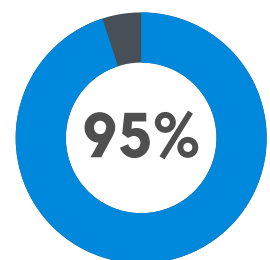
of free one-on-one mentoring through the eMentor Program



Students consider their **mentor** to be a **role model** to them



Students are more **aware of their strengths**



Students would like to **participate** in the **eMentor Program** again

FEEDBACK

MENTOR & RURAL PROGRAMS

"The students have the opportunity to have one on one time with someone and that is something that some of these kids don't get to experience a lot. The one on one time makes them feel special and important."

- Shane Rutter, Deputy Principal, Mount Tarcoola Primary School



"The TLG volunteers were well prepared, committed and enthusiastic. Their engagement with staff and students was a delight to observe. Students absolutely loved having the tutors visit us. Further opportunities to share planning and tutoring with teachers before and during the program will allow our teachers to add considerable value to STEM teaching. I was in awe at the academic rigour and expertise of the team that visited Marble Bar. A great group of young leaders."

- Shane Wilson, Principal, Marble Bar Primary School

NEW SOUTH WALES

The NSW Executive team this year was sadly faced with a series of ongoing challenges related to COVID-19 and the outbreaks in Sydney. With programs cancelled in 2020, the team worked incredibly hard to secure several new schools and recruit volunteers for the Rural Programs in the second half of 2021. However, this was not able to go ahead due to the most recent outbreak and long-term lockdown.

Demonstrating their outstanding resilience, adaptability and determination, the NSW team innovated and instead piloted the eMentor program for the first time in the state, creating a tailored program for remote students at Wangkatjunga Remote Community School, which received positive feedback from the community and the 15 volunteer mentors.

Additionally, we were able to secure our first major funding partner for NSW, the Newcastle Permanent Charitable Fund, which will allow us to expand our programs into three more schools across NSW as soon as it is safe for our volunteers to do so. We are grateful for their support in expanding our programs to more NSW students experiencing disadvantage.



TUTORING CENTRE

The Tutoring Centre has tackled many hurdles in the past 12 months but still continues to operate as a dynamic and functional **social enterprise** for TLG. The team has tackled these challenges with innovative solutions that have ultimately increased the efficiency of its internal systems that will lead to future growth and development for the Tutoring Centre and the income it generates for TLG programs.

Over the past 12 months, the Tutoring Centre ran two very successful **Induction Days** for new tutors. The aim was to create a community among the tutors who often work remotely, and for management to understand each tutor's strengths and personality to best pair them suitably with students. Additionally, the Tutoring Centre has **increased its clientele** by catering to primary age students in metropolitan areas, not just high school or ATAR students.

In 2021, the Tutoring Centre refined its social media platforms and marketing avenues through a new logo, branding style and a new tagline; **"Tutoring with a Purpose"**. This has resulted in a positive result with an increasing number of clients who seek our services through online platforms.

The Tutoring Centre continues to run a weekly **Digication** program at **Subiaco Library**, which engages the public in technology and digital education, in order to keep up with a technologically driven society. The Tutoring Centre aims to expand the Digication program to other Perth metropolitan libraries or Aged Care facilities during the next financial year.



Tutoring
with a
Purpose



IMPACT

210

Hours

78

Lessons

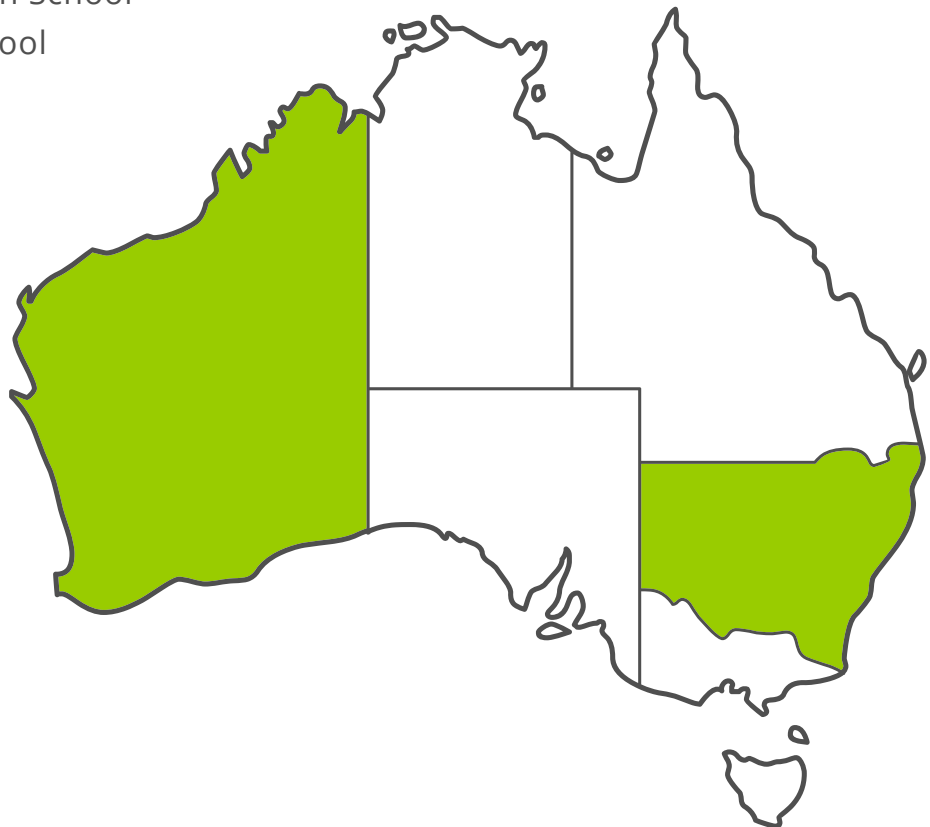
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Tutors

TLG PARTNER SCHOOLS

2020 & 2021 Partner Schools

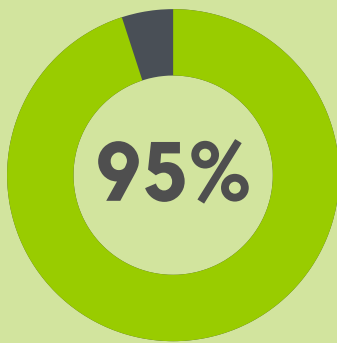
Allanson Primary School
Avonvale Primary School
Boddington District High School
Brookton District High School
Boulder Primary School
Carnarvon Community College
Coolgardie Primary School
Cue Primary School
East Kalgoorlie Primary School
Gnowangerup District High School
Kambalda West District High School
Kellerberrin District High School
Kondinin Primary School
Laverton School
Leonora District High School
Marble Bar Primary School
Meekatharra District High School
Menzies Community School
Morawa District High School
Mount Magnet District High School
Mount Tarcoola Primary School
Mullewa District High School
Norseman District High School
Nullagine Primary School
Nulsen Primary School
Pia Wadjarri Remote Community School
Rangeway Primary School
Spencer Park Primary School
Tambellup Primary School
Trayning Primary School
Wangkatjunga Remote Community School
Wyndham District High School
Yalgoo Primary School



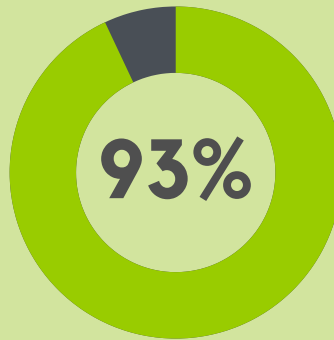
PROGRAM VOLUNTEERS

2020/21 FEEDBACK

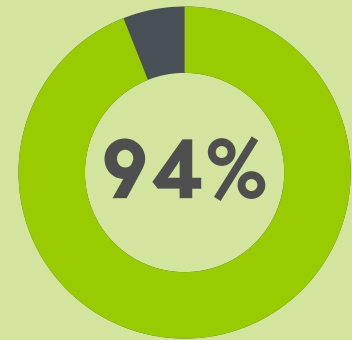
After missing the 2020 Winter Rural Program, we were inundated with applicants for the Summer 2020 Summer and 2021 Winter Rural Programs. We had over 1,500 applications for programs in the past year, vying for 840 volunteer positions over four programs. To be accepted, volunteers must exhibit robust skills in time management, problem-solving, communication and conflict management. TLG is extremely grateful for the ongoing effort, support and involvement of these incredible young leaders who make the TLG programs the success they are today.



of volunteers are **more aware** of **different cultural practices** in society



of volunteers feel **more confident** about being a **leader**



of volunteers **developed skills** applicable to **everyday life**



27%

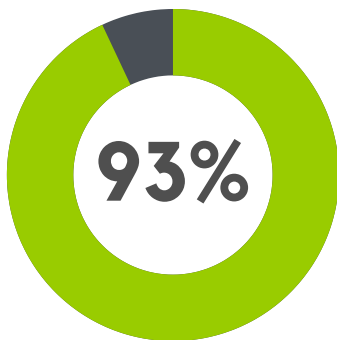
of university student volunteers, not already studying education, **now consider teaching** as a future career path



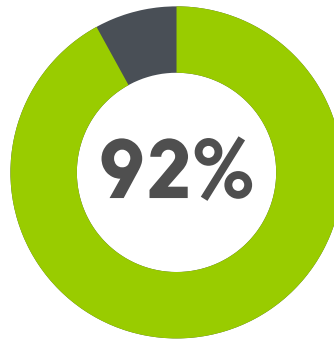
EXECUTIVE VOLUNTEERS

2020/21 FEEDBACK

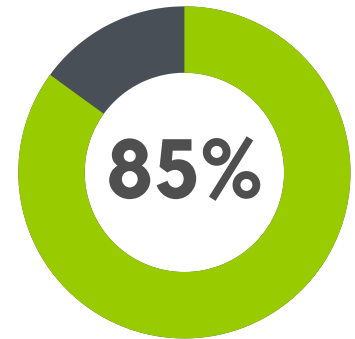
TLG's amazing cohort of Executive volunteers have supported our day-to-day operations for the past 12 months. The diverse group of 80 WA & NSW members balance their TLG commitments with full or part-time study, work, extra-curricular and other volunteering commitments. Each is passionate about improving educational outcomes and are the true spirit of the positive, driven and innovative organisation that TLG is today. Executive volunteers are recruited, trained and given ongoing professional development opportunities to improve their skills, as well as frequent recognition for the effort and time they contribute to the organisation, it's success and impact.



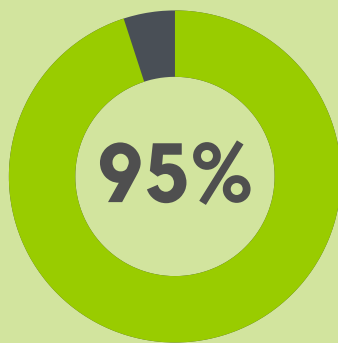
of volunteers believe their work on the executive **contributes** to achieving **TLG's vision**



of volunteers believe they have **improved** their **communication skills**



of volunteers are more **confident** about being a **leader**



of volunteers believe that the **skills** they have developed in the executive assist them in their **everyday lives**



of volunteers would **recommend joining** the executive to **their friends**



TLG LEADERSHIP

BOARD



David Sherwood
Chair & Co-Founder



Shane Devitt
Deputy Chair



James Panerettos
Treasurer



Travis Elliott
Secretary & Co-Founder



Annie Fogarty
Board Director



David Price
Board Director



Rachel Lee
Board Director



Ross Jennings
Board Director

STAFF



Bridget Staude
Chief Executive Officer



Cate Leedman
Development Director



Broderick McCallum-Hee
Programs Director



Jamie Krige
Finance Director



Chloe Lagrenade
Volunteer Director

Alex Davison
2020 Finance Director

TLG PARTNERS

FUNDING



GRANT



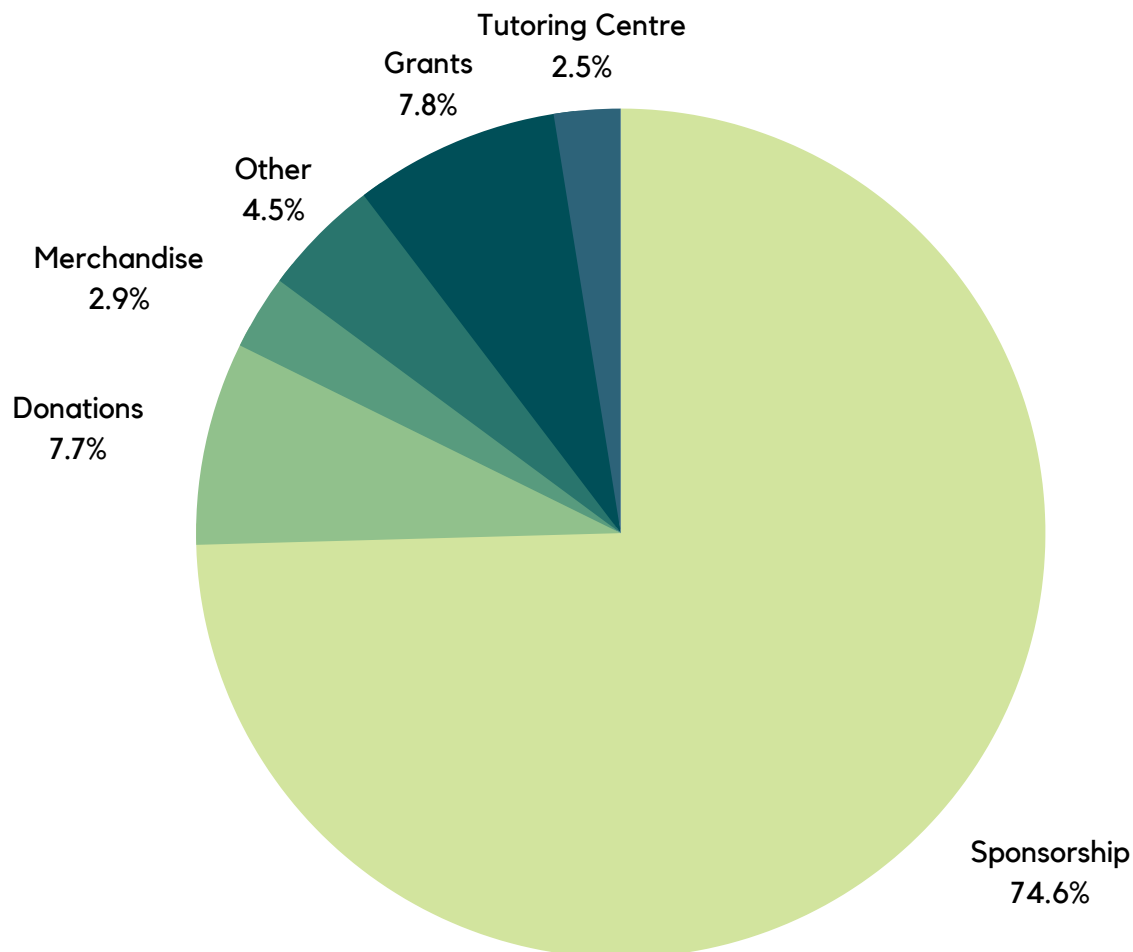
IN-KIND



FINANCIAL SUMMARY

Teach Learn Grow received sponsorship from cornerstone partners IGO Limited and Sandfire. We received sponsorship from ongoing funding partnerships with AngloGold Ashanti, Gold Fields Australia, Fortescue Metals Group, Horizon Power, Transwa, and South32.

In 2020 we began funding partnerships with Northern Star Resources Limited, Boab Metals Limited, Atlas Iron, and Panoramic Resources. In 2020 and 2021 we received grant funding from Volunteering WA, Lotterywest, Shire of Mount Magnet, Stockland Care Grant, National Indigenous Australians Agency, and the Department of Communities. TLG receives in-kind support from Squire Patton Boggs, Batavia Coast Rotary Group, Deloitte, Edith Cowan University, St Barbara Limited, and Glow Booth.



Teach Learn Grow (TLG) is an incorporated association incorporated under the Associations Incorporation Act 2015 (WA). ABN is 90 562 114 725 and its registered office is located at Bloom, St Catherine's College, 2 Park Road, Crawley WA 6009. Its status as a Public Benevolent Institution was confirmed in December 2015 by the Australian Taxation Office, as was the organisation's status as a Deductible Gift Recipient and Income Tax Exempt Charity. The organisation enjoys certain other tax concessions and exemptions consistent with its status as a PBI which relate to Goods & Services and Fringe Benefits Taxes. Teach Learn Grow is registered with the Australian Charities and Not-for-Profits Commission. In Western Australia, TLG is registered under the Charitable Collections Act 1946 with Licence No. 21538.



Teach Learn Grow

THANK
YOU

For your continued
support of our
mission to bridge
the education gap.



Teach Learn Grow

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