



TEACH LEARN GROW
Bridging the gap for rural and remote students

ANNUAL REPORT

2015/16



Prepared by
Travis Ricciardo & Dimitrio Sidi
TLG CEO & General Manager

About Teach Learn Grow

The Problem

Since 2000, the performance of Australian students has been declining by international standards, and the gap between the highest and lowest performing students has widened.

The average achievement gap between students from the highest and lowest socioeconomic quartile is 2 ½ years (ACER 2013). 3 in 5 Indigenous students living in remote areas will never finish school (ABS 2013). In Western Australia, students from remote areas are 12 times more likely to be below the National Minimum Standard in Mathematics (ACARA 2015).

“[In Australia], there is an unacceptable link between low levels of achievement and educational disadvantage, particularly among students from low socioeconomic and Indigenous backgrounds.”

- David Gonski, Better Schools Plan

Vision

Our vision is for every child in Western Australia to have equal opportunities in education regardless of location, background or circumstance.

Mission

Our mission is to improve the educational outcomes and aspirations of rural and Indigenous students in socio-disadvantaged areas so that they can reach their full potential.

Values



Compassionate

We see potential in every child and are committed to helping them achieve success.



Energetic

Motivation, enthusiasm and passion are the key drivers in our culture.



Empowering

TLG develops rising young leaders who are passionate about empowering others to reach their full potential.



Our Five Core Goals

Teach Learn Grow (TLG) provides free tuition and mentoring to rural and remote students through its flagship Rural Program and eMentor program. We aim to achieve our mission through our five core goals:



Improving student educational achievement

We achieve this through one-on-one tutoring support in curriculum-aligned knowledge gaps identified by student's teachers.



Empowering students to reach their potential through the value of education, goal-setting and working lives

We send young, transformative and well-educated volunteers who act as role models to the students who care about their learning, support them in their goals and open them up to the available opportunities.



Equipping students with resilience to withstand any hardships they make face in their life

Our volunteers act as mentors to the students in all our programs, but we specifically mentor students in bullying, peer pressure and goal-setting in our eMentor program to develop their emotional awareness and self-respect.



Improving societal attitudes towards education

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



Inspiring a movement of young people to influence change within education.

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 CEO and General Manager

The last year has seen Teach Learn Grow continue to capitalise on its strengths to deliver the programs that it is increasingly becoming well known for, as well as finding new ways to develop sustainably. The results of both the Rural Programs and eMentor programs in the past year continue to show the value that rural students gain from one-on-one tutoring and mentoring. All the volunteers who have been involved with us, whether it be as a tutor, coordinator, mentor or executive member should be commended on the passion, professionalism and dedication that they bring to their work that allows Teach Learn Grow to contribute to education in the way that it does. The appointment of a full-time Chief Executive Officer at the beginning of 2016 has enabled the organisation to focus efforts on sustainability.

With over 1300 volunteer applications each year, TLG is now one of the most popular charities in WA to volunteer for, evidencing that our vision for equal opportunities in education is clearly resonating with young West Australians.

2015/16 Highlights

Significant operational, financial and strategic development has unfolded in the last year, in line with TLG's strategic plan. Highlights include:

- ✔ Refined volunteer recruitment procedures with system processes automated
- ✔ Record volunteer applications (up 29% on previous financial year)
- ✔ Exponential growth in the eMentor program and operational reform to accommodate it
- ✔ Improved alumni engagement with the first ever TLG ball in October
- ✔ Revamped design, branding of programs and new website
- ✔ Improved procedures around the safeguarding of children
- ✔ Fundraising drive integrated into Rural Program operations, raised \$15K in first program
- ✔ Education training of volunteers improved and more interactive
- ✔ Perth-based Tutoring Centre relaunched, administered by volunteer executives
- ✔ Internal expenditure systems reformed for improved efficiency
- ✔ Cost review committee recommendations implemented and savings achieved
- ✔ Transwa joined as a bronze partner, providing significant in-kind transport on Rural Programs



"We are excited by the prospect that TLG will eventually reach every socio-disadvantaged rural primary school student in WA on an ongoing basis. 2015-16 has been a momentous year, paving the way for significant growth in 2017"

Travis Ricciardo & Dimitrio Sidi

CEO & General Manager



Chairperson's Report

2015/16 for Teach Learn Grow was effectively our renaissance year. In December 2015, TLG Board and Executive came together for a highly productive planning session, which resulted in the development of a rolling five year strategic plan, incorporating a one year action plan for 2016. Key goals for 2016 were identified as fundraising, growing the rural program, improving communication across TLG, determining a method for measuring the long term value of TLG and improving the training and practices surrounding the safeguarding of children. I am happy to report that excellent progress has been achieved so far although there is still work to do in terms of measuring the long term value of TLG – however, this is a significant project and work is likely to continue on this in 2017.

Early 2016 also saw the reintroduction of the Chief Executive Officer position, a position that Travis Ricciardo was awarded and, together with our General Manager, Dimitrio Sidi, has done an outstanding job in leading TLG.

2016 also witnessed the resurrection of paid tutoring as a means of raising funds for the Rural Program. Lessons were learnt from the original Tutoring Centre and the cost structure and model adapted accordingly. We are confident that this new model will yield great return for TLG in the coming months and years.

"At the heart of all we do is our vision for every West Australian child to have equal opportunities in education, regardless of background, location or circumstance. And as an organisation, we are proud to continue to provide high quality, interactive learning opportunities for school children and young people as well as the communities in which they live, in rural and regional Western Australia."



At the heart of all we do is our vision for every West Australian child to have equal opportunities in education, regardless of background, location or circumstance. And as an organisation, we are proud to continue to provide high quality, interactive learning opportunities for school children and young people as well as the communities in which they live, in rural and regional Western Australia. This couldn't be achieved without the commitment, passion and boundless energy of TLG's Executive and Volunteers and the support and guidance of the Board of Trustees.

This year we welcomed Remielle Kelly and James Panaretos to the Board. Both Remi and James are former TLG Executive and have made significant contributions to the Board and TLG generally. On a sadder note, we farewelled Peter Bowler, our founding Chairperson, who left TLG in December 2015 to pursue a new role elsewhere. Peter was a dedicated and tireless worker for TLG and I, personally, am extremely appreciative of the assistance he provided me in my first term as Chairperson.

As Chair of Teach Learn Grow Inc. it has been an absolute pleasure to serve with our Board of Trustees, our CEO, General Manager and Executive team and our esteemed army of volunteers. I am looking forward to building on the excellent foundations laid in 2015/16 to further cement TLG's future sustainability and growth.

**Julia Turner
Chairperson**



2016 Strategic Goals

December 2015 saw the development of a rolling five year strategic plan, incorporating a one year action plan for 2016. Key priorities for 2016 were identified as:

Develop fundraising efforts



Increase funding from corporate sponsorship, diversify revenue streams through social enterprise and begin volunteer fundraising drive.

Improve communication



Develop long-term alumni, school and stakeholder engagement plans. Improve communication between executive members and the board.

Grow programs



Deliver the Rural Program to 16 schools in November 2016 and eMentor to 6 schools, collectively providing 13,000 hours of free tuition.

Measure long term impact of programs



Determine method for establishing and measuring long term value of TLG programs. Integrate measurement with programs.

Improve child safeguarding procedures

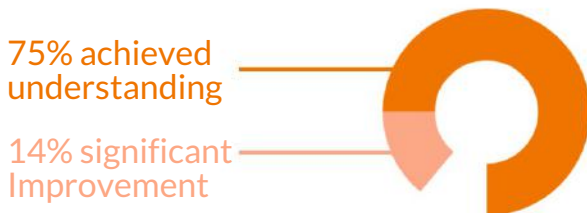


Consolidate practices, improve training and develop a school-centric approach to policy. Implement effective record keeping system.



The Rural Program is Teach Learn Grow's flagship program and seeks to address the issue of educational disparity by connecting passionate volunteers with rural students. The Rural Program runs at the end of the university semester and lasts for one week. During the course of the week, volunteers (typically in groups of about 10 to 20) are placed in a rural primary school in WA in order to engage in one-on-one tutoring sessions in mathematics. Each group of volunteers is led by a pair of volunteers called coordinators, responsible for organising meals, timetabling tutoring session and liaising with the school in order to ensure the smooth operation of the program. Each volunteer is paired with three students for the course of the week, engaging with them in approximately two one-hour sessions per day. Volunteers prepare their lessons based on Australian Curriculum mathematics outcomes that teachers of the students have selected prior to their arrival. Teachers choose these outcomes based on topics that their students are having difficulty in as well as choosing outcomes that are relevant to the student's current mathematics studies.

Student achievement in their nominated mathematics outcome

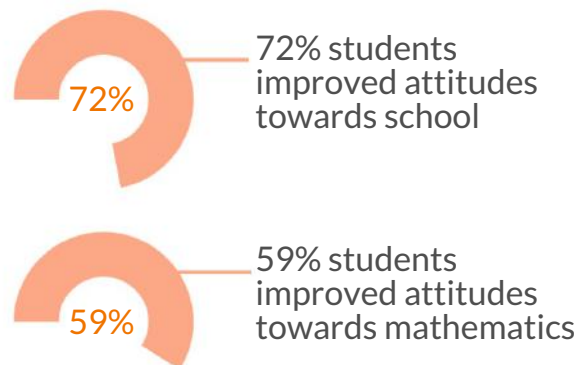


On top of the tutoring aspects of the week, volunteers are encouraged to build mentoring relationships with their students by engaging with them not only during their sessions but also during lunchtime or after school activities that may be organised during the week. Tutors are also encouraged to bring in as much creativity as possible when it comes to engaging students in their sessions with sessions often incorporating very hands-on learning. The impact that this approach has on students is phenomenal and the statistics speak for themselves.

924	primary school students received free one-on-one tuition	
12,643	volunteer hours of one-on-one tutoring	
430	volunteer tutors	
18	rural and remote schools	

in the 2015-16 financial year

"In the last financial year, TLG received 1,229 volunteer applications for its Rural Program, of which, 430 tutors were selected."

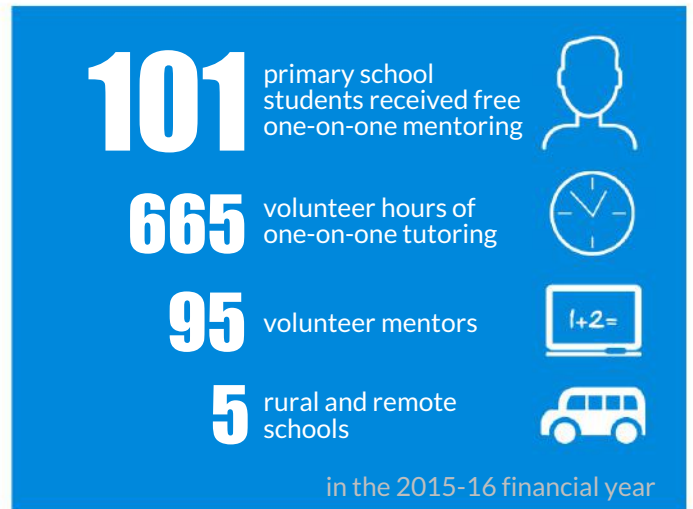
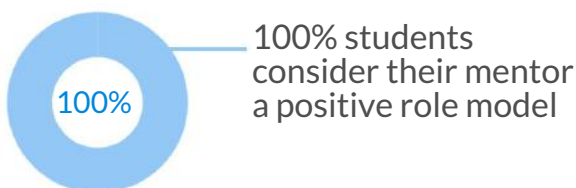
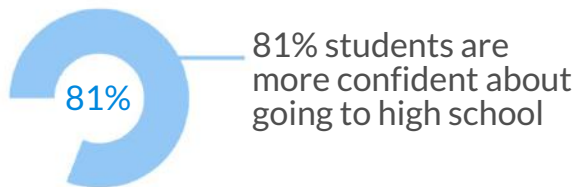


eMentor looks to assist rural students in WA during one of the hardest transitional periods of their lives. The eMentor program runs for 7 weeks and provides weekly online interactive mentoring to upper-primary students transitioning to high school in rural WA. Volunteers based in Perth are connected with students in rural WA through Saba Classroom (Centra). This online platform enables volunteers to interact with their students through a video call as well as the ability to screenshare and collaboratively utilise an on-screen whiteboard. Each session with a student runs for 1 hour and volunteers work through a variety of topics and activities related to those topics.

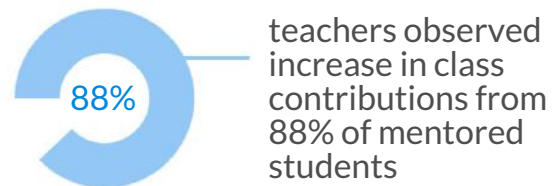
Mentoring content includes:

- The role of a mentor and any mentors they have in their life
- Student's strengths and weaknesses
- Success and what it means to the student in their life
- Bullying and peer pressure and what can cause people to bully
- Goals and goal setting, including long and short-term goals
- What inhibiting factors can affect us achieving goals and how to overcome them

Volunteers are trained prior to the program on strategies that can be used to build constructive relationships with their students and also provided resources and support over the course of the program. During the sessions, volunteers also engage in some mathematics tutoring based on topics that their students are currently learning in school, with the aim being to specifically address concepts that students may be falling behind in.



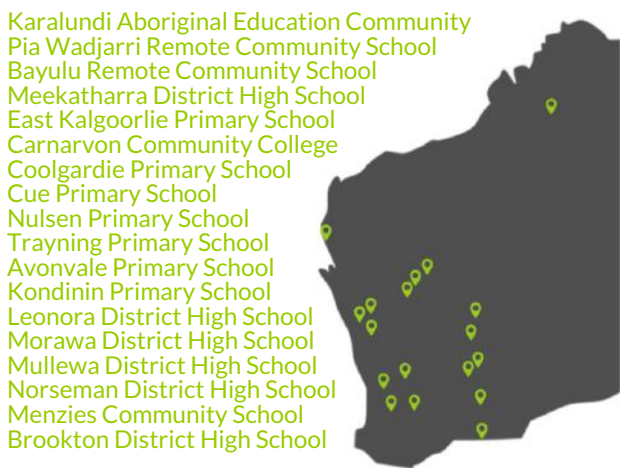
The program targets the important transformative period of a students' life and aims to develop important traits that would enable a student to achieve their full potential over the course of their schooling life. The mentoring relationship developed over the course of the 7 weeks has enormous impact on the students' development in more ways than one.



Our Schools

Schools are selected and evaluated based on attendance rates and their Index of Community Socio-Educational Advantage (ICSEA). They are then separated into two streams, high attendance and low attendance schools, with slightly different programs delivered to each.

On average, TLG partnered schools have an ICSEA of 747 and Aboriginal student population of 57%, reflecting some of the most socio-disadvantaged schools in the state.



100% school principals observed an increase in student attendance rates



100% school principals would recommend TLG to other principals

“The program was very specific and targeted with measurable outcomes. Students enjoyed 1 on 1 time with the TLG tutors and all made strong connections. This has lead to improved self-esteem and motivation from many students.”

- Dale Watkins, Nulsen Primary School Deputy

Our Volunteers

After being put through a rigorous recruitment process, volunteers receive training in education practices, cultural awareness, child protective behaviours and disability awareness. Over the entirety of the program, from the training days to the final tutoring session, volunteers develop many skills that are significant and noteworthy and as much as our volunteers are able to give to their students, they too leave the program with much to take home.



Of the volunteers who are not already studying education, 29% would now consider teaching as a career option after the TLG programs

The volunteers also gain a lot out of their experience. Forming a relationship with someone younger than themselves and in most circumstances, with someone who is from a vastly different upbringing to themselves expands our volunteer’s understanding of the world around them.



90% of volunteers are now more confident about being a leader



74% of education students would now consider teaching in rural WA long-term



98% of volunteers are more aware of the socioeconomic factors that affect education

Our Partners



Edith Cowan University

Edith Cowan University has supported TLG since inception in 2011. Sponsorship from ECU enabled 8 remote schools to receive the Rural Program in both June and November. ECU also provide in-kind support through venue hire for volunteer training and an office at the Mount Lawley campus. We are proud to have an affinity with one of Australia's leading educational institutions.



Independence Group NL

Independence Group NL (IGO) have supported TLG's efforts to address educational disparity since 2013. This financial year IGO sponsored 25 tutor positions on the Rural Program across schools in the Goldfields-Esperance region (Nulsen Primary School, East Kalgoorlie Primary School, Norseman District High School and Coolgardie Primary School).

Transwa



Transwa

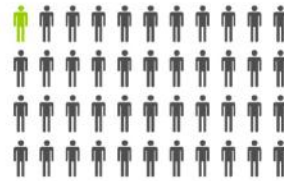
Transwa buses, coaches and trains have been used to transport the 400+ tutors to rural schools across WA since 2012. This year, Transwa has joined as a bronze partner of Teach Learn Grow, providing significant in-kind transportation support and enabling TLG to reach more students across the state.



Our Team

We value greatly the generous input, commitment and contributions of our people. The work and time they devote to TLG enables lasting change in the lives of rural and remote students in Western Australia.

The executive team of TLG broadened in the 2015/16 financial year with the establishment of two new teams, the fundraising team and social enterprise team. This coincides with the objectives of the strategic plan - deepening the funding base through donations and grassroots enterprise.



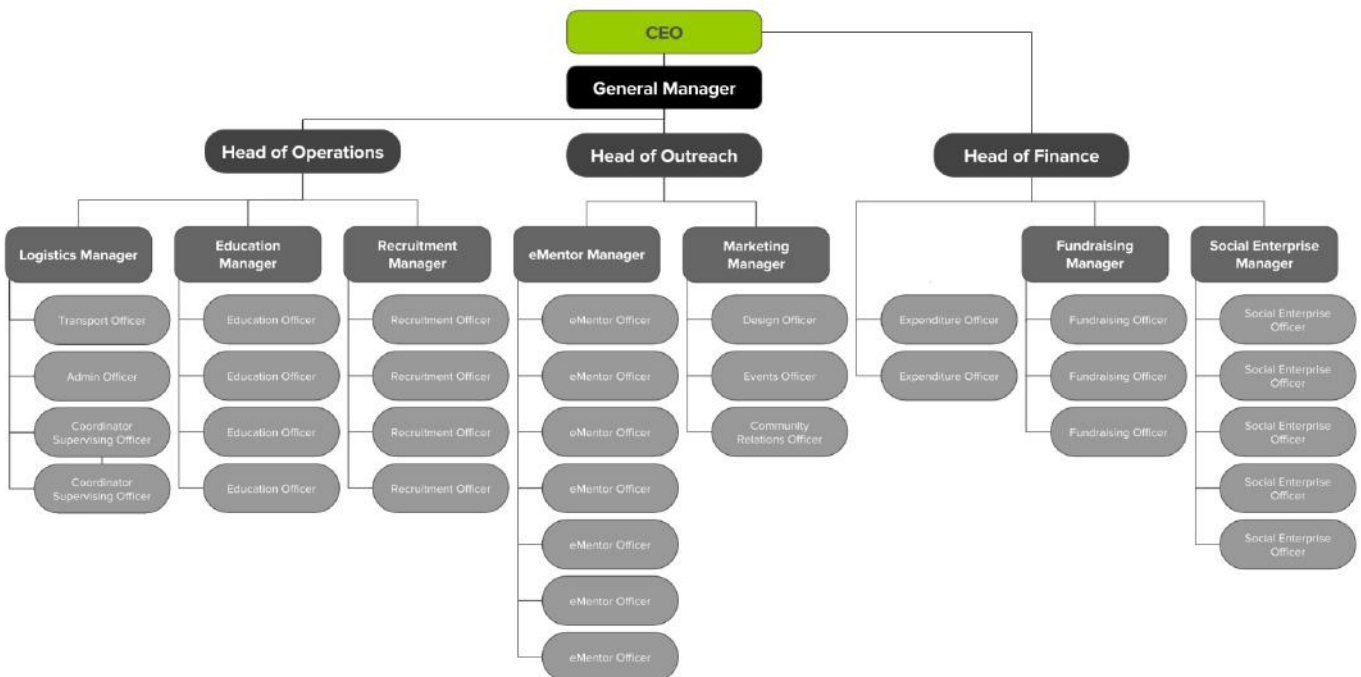
FULL-TIME EMPLOYEES | 1

VOLUNTEER EXECUTIVES | 43

A Chief Executive Officer was employed in February to implement the goals of the strategic plan. The CEO remains the only full-time employee of TLG, supported by an executive team of 43 volunteers.

TLG has experienced continued reduction in staff turnover over the last year. Dropping from 37.4% in July 2015 to just 24.1% in July 2016, this indicates the positive engagement with the team and longer engagement from our executive volunteers - key to sustainable growth.

In addition to the executive team who are responsible for the organisation admin, TLG recruited and trained a further 440 university tutors and 90 eMentors in the financial year to deliver free one-to-one tuition through its aforementioned biannual programs.



TLG Organisation Chart

Our Board

Julia Turner - Chairperson

Julia is the Marketing and Communications Director at Edith Cowan University (ECU). In this role, Julia has responsibility for ECU's brand development and management, the development and implementation of the Marketing and Recruitment plans, corporate communications, corporate events, student recruitment (domestic and international) and the website management. Julia has been with ECU since 1994. Prior to that, Julia held various management roles in the marketing department of Telstra in WA over a 9 year period. Julia holds a Bachelor of Psychology from UWA and a Master of Business in Marketing from ECU.

Meetings attended: 6/6

David Sherwood - Vice-chairperson

Dave is the co-founder of London based company Bibliotech - the Spotify for Textbooks. As the 2013 Western Australian Rhodes Scholar, Dave studied PPE (Philosophy, Politics & Economics) at Oxford University after his BSc (Chemistry & Physics) at the University of Western Australia. Dave's rural schooling experience at Bunbury Senior High School inspired him to co-found TLG to enable rural and Indigenous students to reach their full potential.

Meetings attended: 4/6

Shane Devitt

Shane is a Koori man with over 24 years experience providing Governance, Internal Audit, Controls Optimisation and Risk Management services. He has provided these services to a diverse range of public and private sector clients across Australia, USA and New Zealand. Shane has a long history with PwC and continues to work on a part-time basis as a Principal in PwC's Assurance Team in Western Australia. Shane is a Chartered Accountant and a Certified Information Systems Auditor.

Meetings attended: 4/6

Travis Elliott

Travis is the co-founder of Teach Learn Grow Inc. He has been a long term worker for the ACTIV foundation and has been involved in coaching local sporting teams. He completed his Bachelor of Education from ECU in 2012 and now teaches at South Hedland Primary School.

Meetings attended: 3/6

James Panarettos - Treasurer

James brings with him a wealth of finance industry experience from previous roles at BHP Billiton (Singapore) and PwC (Perth). His social impact interests have spurred his research in Development Economics (poverty alleviation) at Peking University HSBC Business School in China. James is the only UWA student to have received the prestigious New Colombo Plan Fellowship, under which he was granted a full scholarship by the Australian Government to study at the National University of Singapore. As a New Colombo Plan Fellow, James represents Australia on the international stage as an ambassador to Singapore and China.

Meetings attended: 5/6

Remielle Kelly

Remi is an Associate at corporate law firm Squire Patton Boggs, with experience in Energy & Natural Resources, Corporate, Regulatory & Project Approvals, and Commercial Litigation. Remi has a long history of involvement with Teach Learn Grow, having volunteered in a variety of organisational roles during University. Remi is delighted to continue her association with Teach Learn Grow in her professional career, with Squire Patton Boggs generously providing pro bono advice on a regular basis, and Remi acting in her personal capacity as a Board Member. Remi holds a Bachelor of Laws and Bachelor of Commerce from the University of Western Australia.

Meetings attended: 6/6

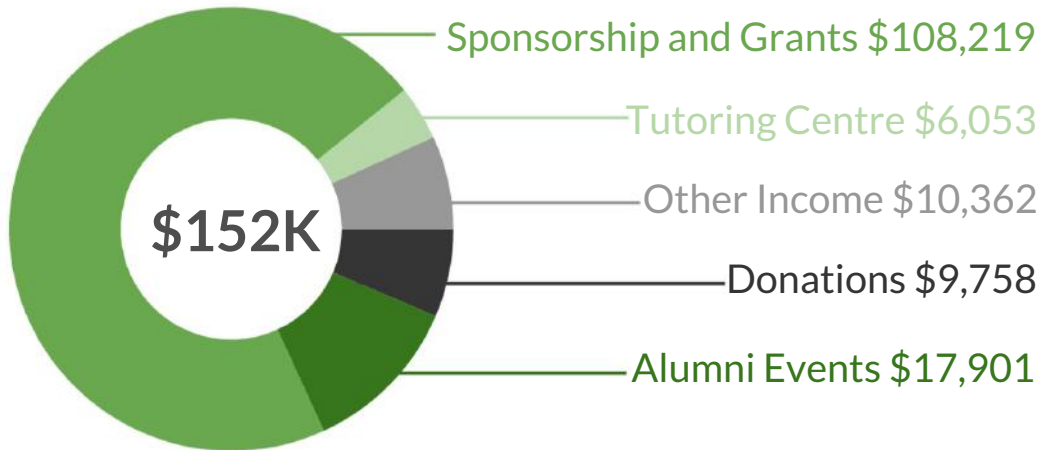
David Bean

David Bean is Deputy Headmaster and Director of Curriculum at Hale School in Perth. He was WA's Rhodes Scholar for 1976, studying at New College, Oxford University, after completing a Bachelor of Arts (1st Class honours) degree at UWA. He worked in the English Department at UWA, contributing to research in Australian Literature (The Oxford Literary Guide to Australia) and bibliography (The Early Imprints at New Norcia) and joined the staff of Hale School in 1985. At Hale School he co-founded in 1998 the Indigenous Education Scholarship Program, a leading boarding school program of its kind in Australia. The program has now graduated over 60 Indigenous students. He is deeply involved in improving educational outcomes for Indigenous students.

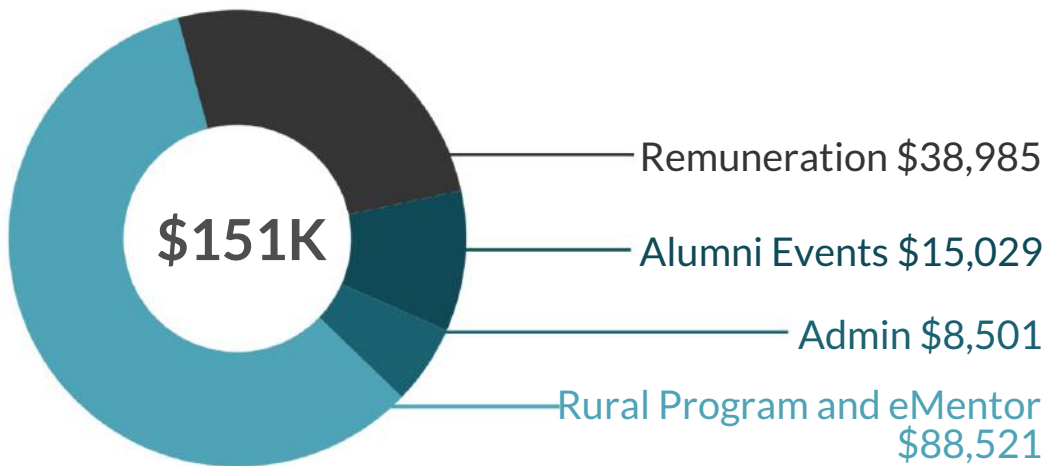
Meetings attended: 3/6

Financial Summary

Where we obtained our financial resources 2015-16



Where we applied our financial resources 2015-16



Teach Learn Grow (TLG) is a public company limited by guarantee incorporated under the Corporations Act 2001 (Cth). Its ABN is 90 562 114 725 and its registered office is located at Building 3, Edith Cowan University, 2 Bradford St Mount Lawley 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.

Profit & Loss Statement

July 2015 to June 2016

Income		
Rural Program		
Bank Interest RP	\$770.14	
Donations RP	\$9,757.79	
Grant Income RP	\$79,683.95	
Merchandise	\$3,827.98	
Polo Shirts RP	\$360.00	
Sponsorship RP	\$28,535.00	
Total Rural Program		\$122,934.86
Tutoring Centre		
Bank Interest TC	\$1.23	
Tutoring: Home Visits	\$1,687.46	
Tutoring: Ronald MacDonald	\$3,740.00	
Tutoring: Tutoring Centre	\$625.00	
Total Tutoring Centre		\$6,053.69
Other Income		
Income: Ball Tickets	\$13,604.64	
Income: Fundraising Events	\$4,295.45	
Other Income	\$5,405.57	
Total Other Income		\$23,305.66
Total Income		\$152,294.21
Total Cost Of Sales		\$0.00
Gross Profit		\$152,294.21
Expenses		
Administration Expenses		
Admin Audit Fees	\$525.00	
Admin Bookkeeping	\$4,363.74	
Admin Communications	\$226.28	
Admin Computer Expenses	\$1,281.86	
Admin Conferences & Seminars	\$304.54	
Admin Entertainment Ball 2015	\$15,029.48	
Admin Marketing	\$905.65	
Admin Insurances	-\$910.66	
Admin Meetings	\$445.61	
Admin Other	\$24.00	
Admin Postage	\$214.55	
Admin Printing	\$478.04	
Admin Recruitment	\$50.43	
Admin: Subscriptions	\$592.09	
Admin Telephone		\$50.00
Admin Wages	\$15,663.42	
Admin: Super	\$1,488.02	
Total Administration Expenses		\$40,682.05
RURAL PROGRAM		
Bank Charges RP	\$992.13	
Bank Paypal Fees RP	-\$339.91	
Computer Maintenance RP	\$606.82	
Consultants RP	\$18,750.00	
Consumables Tutor Food RP	\$30,136.15	
Craft & Stationery RP	\$1,834.09	
Educational Resources RP	\$21.82	
Fundraising Events RP	\$6,003.58	
Gifts for School RP	\$35.44	
Insurance RP	\$2,070.84	
Merchandise (Online Store) RP	\$6,943.32	
Prizes for Students RP	\$2.27	
Program Miscellaneous	\$92.73	
Promotion and Media RP	\$164.55	
Recruitment RP	\$50.96	
Telephone-RP	\$220.00	
Training RP	\$540.91	
Training Consumables RP	\$130.93	
Transportation RP	\$32,909.43	
Uniforms RP	\$5,947.45	
Total RURAL PROGRAM		\$107,113.51
TUTORING CENTRE		
Bank Fees TC	\$72.80	
Computer Hardwre & Cons'ble TC	\$35.45	
Wages: Tutoring Centre	\$3,083.99	
Total TUTORING CENTRE		\$3,192.24
Total Expenses		\$151,037.80
Operating Profit		\$1,256.41
Total Other Income		\$0.00
Total Other Expenses		\$0.00
Net Profit/(Loss)		\$1,256.41

Balance Sheet

As of June 2016

Assets		
Current Assets		
Bank Accounts		
CBA SCA #4664 - TC	\$3,147.14	
CBA SCA 10314991 Rural	\$1,663.98	
Bus Online 10317586 Rural	\$64,231.55	
Petty Cash/Cash On Hand	\$300.00	
Total Bank Accounts		\$69,342.67
PayPal Accounts		
PayPal Bank Account	\$28,325.10	
Clearing Accounts		
Payroll Clearing Account	-\$150.00	
Total Clearing Accounts		-\$150.00
Total Current Assets		\$97,517.77
Total Assets		\$97,517.77
Liabilities		
Current Liabilities		
Payroll Liabilities		
ATO Liabilities Pre June 2013	-\$102.14	
ATO ICA Account	\$2,715.00	
Superannuation Liability	\$330.67	
Total Payroll Liabilities		\$2,943.53
Grant Money		
Grant Income 2016	\$31,500.00	
Total Grant Money		\$31,500.00
Tutor Deposits for RP	\$28,817.56	
Trustee Deposits	\$70.00	
Total Current Liabilities		\$63,331.09
Total Liabilities		\$63,331.09
Net Assets		\$34,186.68
Equity		
Previous Year Adjustments	-\$10.89	
Retained Earnings	\$32,690.00	
Current Year Earnings	\$1,256.41	
Historical Balancing	\$251.16	
Total Equity		\$34,186.68

For the complete Audit Report, please head to www.teachlearnrow.org.au/FinancialReportFY16

“Given our environment, some of these kids do it pretty tough. So having someone focus on them one-on-one for that time allows them to take risks that they don’t have to worry about in terms of consequences and I think that allows them to achieve their potential.”

- Tony Scafidi
Coolgardie Primary School Principal

“I think the mentoring aspect of the program is extremely worthwhile for our students. The chance to have the one-on-one relationship is so important to our students, many of whom don’t always get this at home. It is also beneficial to our students to be exposed to study choices that are available and to have a sense of hope for the future.”

- Bernadette Delaney
East Kalgoorlie Primary School Deputy

“We are delighted to have TLG work with our school. It is the positive and caring relationships that the tutors build with the students that is of the utmost importance. From there, the students have the trust and confidence to take risks with learning. The program is both educational and entertaining for the students and they love having TLG come.”

— Catherine Jones
Cue Primary School Principal

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TEACH LEARN GROW

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