

Cultivating Inspired and Skilled Teachers



ANNUAL REPORT **2022**



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What we do





Teachers Plus was born out of the need to address the poor state of Mathematics education in South African schools.

The Teachers Plus scholarship programme has a track record of transforming the lives of young individuals by creating qualified, specialist Mathematics teachers who, from their first year of employment, are competent, confident and ready to add value to the teaching profession.

Teachers Plus offers a scholarship to talented students from high-economic-need communities to complete a distance learning Bachelor of Education degree and participate in its Mathematics teacher training programme. The core approach of the programme is to ensure that students have an excellent understanding of Mathematics and are equipped with the best strategies to teach it. The programme's holistic approach includes life coaching, psychosocial, and academic support.

100% of the students are black as defined by the BBBEE codes.

Teachers Plus is an initiative of the Polyoak Packaging Group, which passionately believes in the power of education.

Chairperson's letter

Ernest Moore

CHAIRPERSON TEACHERS PLUS



Let's create a new narrative

The education crisis in South Africa has been well-documented, with reports highlighting the significant challenges facing the country's schools and educators, particularly around the quality of our teachers' content knowledge and pedagogical skills. Despite these challenges, a new story of success is emerging. Teachers Plus is creating highly qualified and proficient teachers that are retained in the teaching profession.

Once again, 2022 demonstrated what can be achieved:

- **Two final year students graduated** with Bachelor of Education degrees.
- **84% of the remaining students** in our programme passed their 2022 academic year and moved to the next year of studies.

100% of our 18 teachers who have graduated through the programme continue to be employed as teachers. Our programme's innovation lies in its emphasis on ensuring that student teachers have a deep understanding of the Mathematics curriculum they will teach in the future. After all, how can a teacher be expected to instill confidence in their learners if they are not proficient in the subject matter themselves? Therefore, the majority of our programme's time is dedicated to building a strong foundation of Mathematical subject matter knowledge for our future teachers.

We remain eternally grateful to the Polyoak Foundation and Polyoak Packaging Group for their unwavering commitment to supporting Teachers Plus with financial, human and physical resources. We are also grateful for the grants from the Philanthropy Initiative with Employees of Allan Gray, the Rachel du Toit Charitable Trust and Mapula Trust. Our programme is helping to create a new story of hope and possibility for the future of education in South Africa.

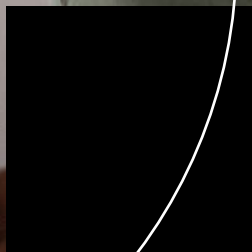
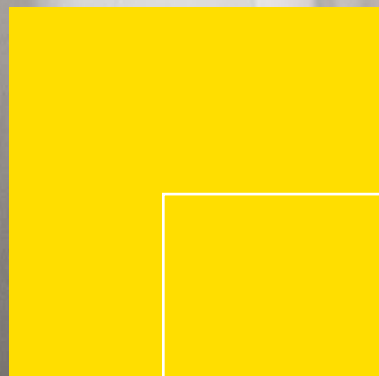
To our students, I am truly impressed by your passion and determination to become great teachers. Your hard work and commitment to learning have made our programme an exceptional one.

On behalf of our board, I would like to express my heartfelt appreciation to the teachers and schools that partner with us, my fellow board members, and Teachers Plus staff for their contributions to the achievements of our programme. Your commitment and dedication to excellence have played a critical role in making this programme a resounding success.

In conclusion, Teachers Plus is creating a new story of success against the backdrop of the education crisis in South Africa, thanks to all your outstanding contributions. Together, we have built a programme that is making a real difference in the lives of students and school communities. Thank you for your continued commitment and support.



Management letter



Brenda Elshove

EXECUTIVE DIRECTOR TEACHERS PLUS



We continue to innovate

At Teachers Plus in 2022 we continue to create a new generation of highly qualified and effective teachers who are well-equipped to meet the evolving needs of learners and society.

Innovation in our teacher training programme has ensured we continue to produce high-quality mathematics teachers. Through our emphasis on building strong subject matter knowledge and incorporating cutting-edge teaching methodologies that are practiced in real world settings, we equip our students with the skills they need to become highly qualified and effective teachers.

Our innovative teacher training programme goes beyond traditional approaches to teaching education by focusing on subject matter expertise. We place a strong emphasis on building a deep understanding of and passion for mathematics, and also prioritise experiential learning, providing ample opportunities for our students to practice and refine their teaching skills and develop an engaging and inspiring style of teaching.

In partnership with the Breteau Foundation and their EdTech Programme, we prepare our students to integrate technology into their teaching. We also partner with Code4Kids to extend our students' technology skills by exposing them to the fundamentals of coding. In this way, we empower our students to keep up with the latest technological innovations in teaching and to embrace and work alongside technology in the classroom.

This year, we were pleased to welcome Phindile Msomi to the board of Directors. She is passionate about improving the quality of education in our country and we look forward to her leadership and guidance particularly with her experience in human resources and people development. Phindile replaces Wayne Lategan and we would also like to take this opportunity to thank Wayne for his three years of service at Teachers Plus.

Over the past year, we not only focused on delivering an excellent programme but we have also put a lot of thought into what it would take to grow and how we need to strengthen our team to do so. By investing in our team and building a strong foundation for our programme, we are equipped for growth and more importantly to meet the needs of our students.

We have expanded our team by hiring an Operations Manager, Lindelwa Mini, to support our efforts. Lindelwa brings a wealth of experience and knowledge to her role, having previously served as the principal of LEAP Science and Maths School in Langa. Her passion for youth education and lifelong learning is evident in her commitment to empowering future educators with the skills and knowledge they need to inspire and engage their learners. We are thrilled to have her as a part of our team and look forward to the impact she will make on our organization and the education community as a whole.

We are delighted to have had Kuhle-ke Mkosana join our Mathematics Specialist Team in March 2022. Her passion for the subject is evident in the way she teaches and interacts with the students. Kuhle-ke is a dedicated and hardworking educator who goes the extra mile to ensure that everyone not only understands but also enjoys mathematics. We are confident that she will make a significant contribution to the success of our programme and the academic growth of our students.

As well as the growth in our team, our students also did phenomenally well in their studies and the following statistics provide further insight into our internal drive for excellence:

- **100% final-year students graduated.**
We have maintained this graduation rate for the seventh consecutive year
- **All final-year students achieved our goal of 70% for their Mathematics competency,** in fact they exceeded this goal and achieved 85%, in the final benchmark tests for their respective teaching phases
- **All final-year students achieved our target of an average of 60% or more** for their teaching practical assessments

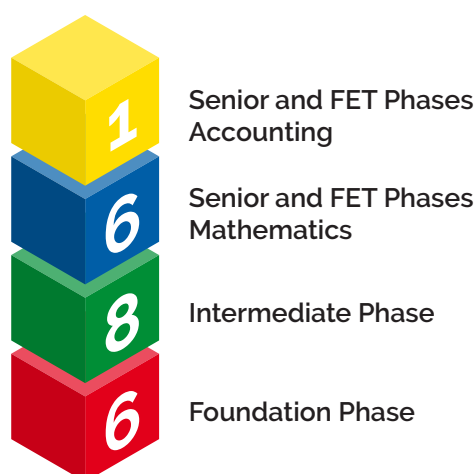
- **84% of the students enrolled in our programme were retained** and completed their 2022 academic year
- **85 subject distinctions were obtained** (out of 163 subjects) in the 2022 academic year

I echo our chairperson in expressing gratitude to all those who have aided our vision that every learner should have an outstanding mathematics teacher. We appreciate your support as we strive to make this vision a reality.

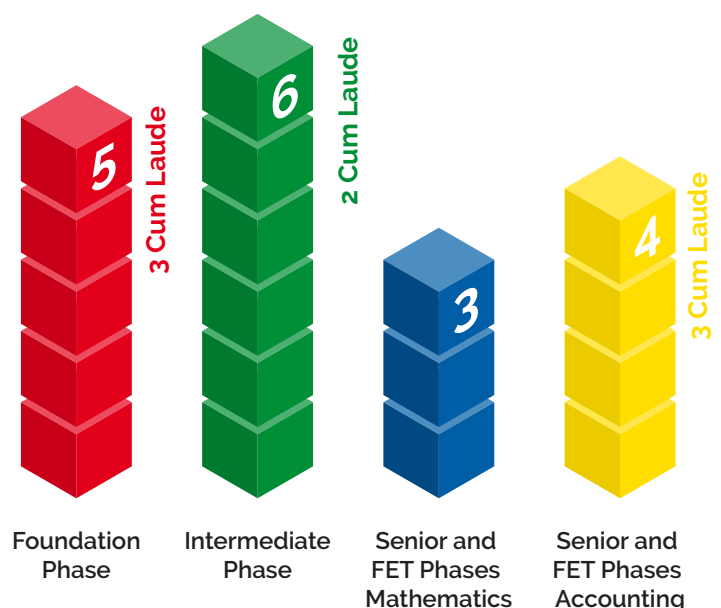
WE ARE PROUD TO SHARE THAT



2022 STUDENTS PER TEACHING PHASE



ALUMNI GRADUATED AND TEACHING PHASES



Impact at a glance






2 

Graduates in 2022

18 graduates to date





84%

Retention rate in 2022




100%

of our alumni are employed as teachers

They are all Post Level 1 teachers





89%

Graduate within 5 years

2022 UNISA/NWU BEd Results:

21
Students Studying


60%
Achieved three or more distinctions

50%
Achieved distinctions in more than half their subjects

70%
Passed all their subjects

84%
Retained





Graduates and 5-year service awards

TEACHERS PLUS 2022 GRADUATES



KAUTHAR ABRAHAMS

- BEd Intermediate Phase
- Teaching at The Grove Primary School

“*Teachers plus has enabled me to share my passion for mathematics and learning.*”



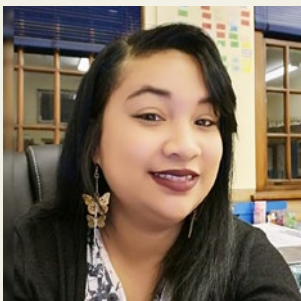
MEGAN JANSEN

- BEd Further Education & Training Phases, Mathematics
- Teaching at Westerford High School

“*The level of confidence I gained on the program still amazes me. Teachers Plus strengthened my Mathematics content knowledge and capacitated me to teach with confidence. I am extremely grateful.*”

5 Years

TEACHERS PLUS LONG SERVICE AWARD RECIPIENTS



**ABIGAIL ABRAHAMS
(NEE MAREE)**

- BEd Intermediate Phase
- Teaching at Wynberg Boys' Junior School

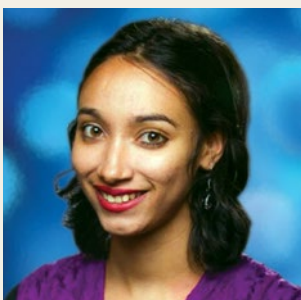
“*Teacher plus helped mould me into the confident teacher I am today.*”



KARYN GIDEON

- BEd Further Education and Training Phases, Accounting
- Teaching at Rustenburg Girls' High School

“*With guidance Teachers Plus has shaped me into the teacher I am today.*”



SHIHAAM MORRIS

- BEd Intermediate Phase
- Teaching at Jeddah Knowledge International School

“*Teachers Plus afforded me incredible networking opportunities, experiences in teaching and outstanding support.*”



KAYLA VOSKUIL

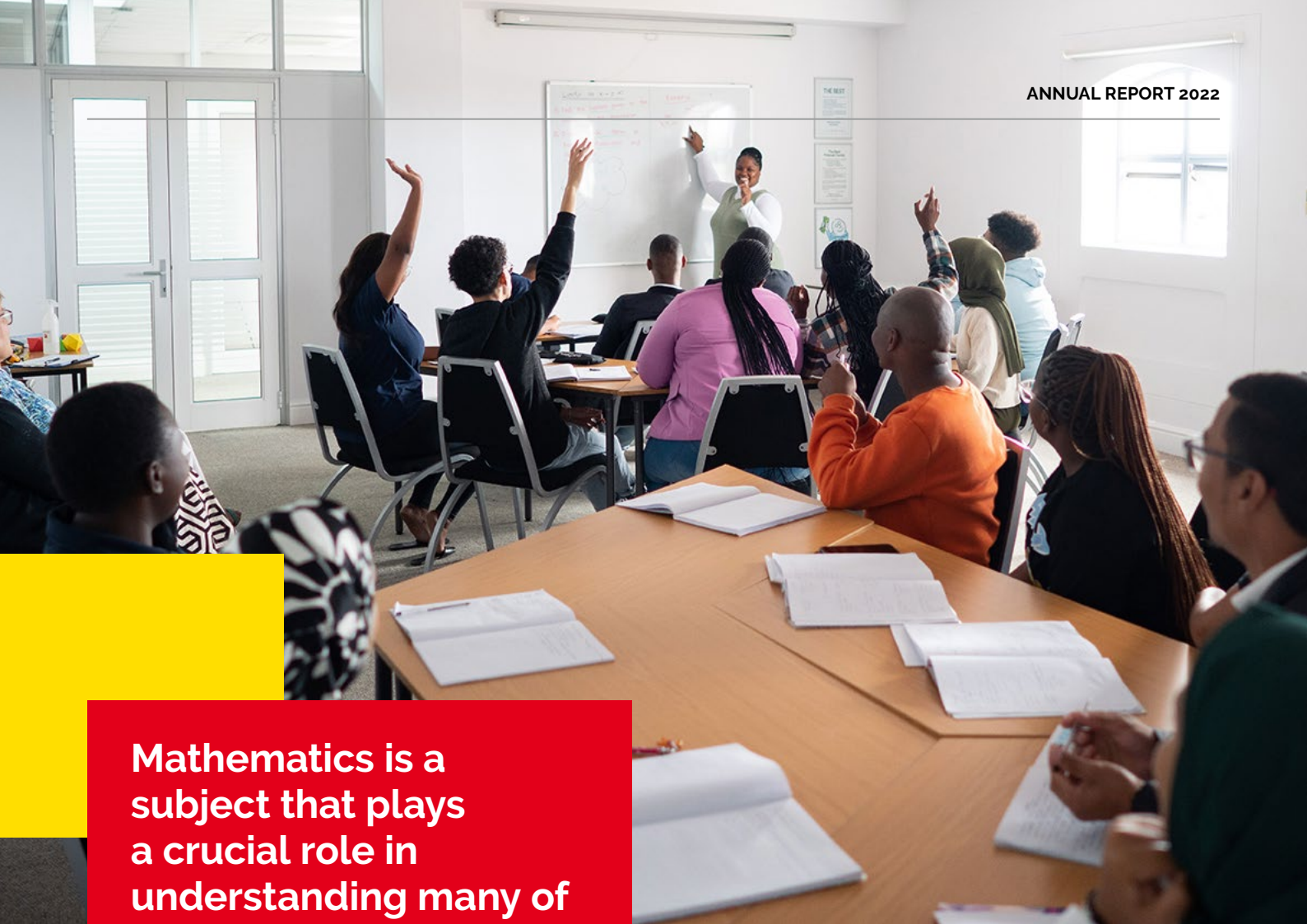
- BEd Further Education and Training Phases, Accounting
- Teaching at Rustenburg Girls' High School

“*Thank you Teachers Plus for granting me the opportunity to obtain a teaching degree.*”



Cultivating inspired and skilled teachers





Mathematics is a subject that plays a crucial role in understanding many of the important concepts in our world today.

From technology to science to finance, mathematics helps us make sense of the world around us. Therefore, it is essential that we have skilled and inspired mathematics teachers who can help the next generation learn the subject and develop a passion for it.

Skilled

We provide high-quality mathematics tuition for our students. We take pride in the excellent university mathematics marks that our students are achieving, as they demonstrate the quality of the education we are providing and the effectiveness of our teaching methods.

Our Students' University Mathematics Marks

Our students are consistently achieving high marks in mathematics at university level. In the Foundation Phase, our students average 77% for UNISA's Mathematics subjects, with an average teaching practice result of 77%. In the Intermediate Phase, our students average 67% for UNISA's Mathematics subjects, with an average teaching practice result of 74%. In the Senior and Further Education and Training Phases, our students average 67% for UNISA and North-West University Mathematics subjects, with an average teaching practice result of 72%.

Our students' achievement of high marks in mathematics is a strong indication of the quality of the mathematics education that we are providing. Students who achieve high marks in mathematics have demonstrated a strong aptitude for the subject and have developed the skills necessary to succeed at university. These students are more likely to become inspired and passionate about mathematics and to pursue careers in mathematics education.

Understanding the mathematics that they will one day teach

We recognise the importance of ensuring that students understand the mathematics that they will one day teach. To achieve this, we have designed a rigorous programme that includes assessments and evaluations throughout the learning process. These benchmarks assess learners at the appropriate level of mathematics, and we are proud to say that our students consistently obtain higher than 65% on these assessments, with the majority achieving over 80%.



Inspired

Our programme inspires our students to become confident and competent teachers by providing them with a comprehensive academic curriculum and personal development journey over the course of five years. The success our students enjoy in the academic component of their studies has a profound impact on their confidence in themselves and their ability to teach. In addition, the programme includes specialists who share their love and enthusiasm for maths, fostering a culture of embracing the competitive challenge of maths, and encouraging students to think critically and collaborate on mathematical problems. Furthermore, our students are exposed to mathematics influencers and thought leaders, giving them an appreciation for the wider applications and impact of mathematics.

Our programme empowers our students to become educators who inspire their own learners to succeed in mathematics and beyond.

The achievements of our students prove that we are cultivating inspired, skilled and passionate mathematics teachers. We take pride in our achievements and continue to work towards even greater success in the future. **Our aim is to create a community of skilled and inspired mathematics teachers who will go on to educate future generations of learners in mathematics and contribute to the growth and development of the field.**



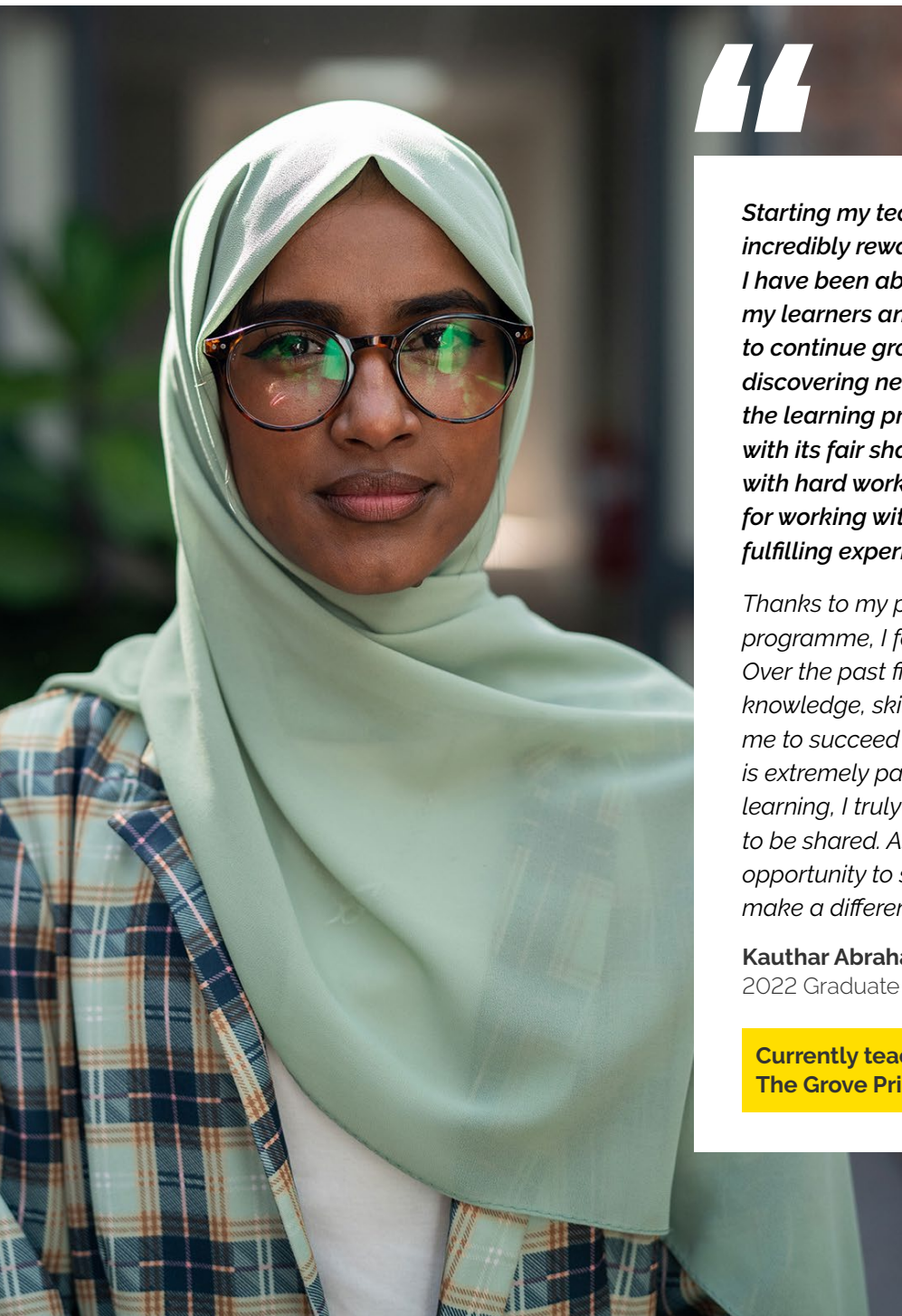


Meet two of our teachers



At Teachers Plus, we take great pride in the fact that every single one of our alumni has successfully secured employment as teachers.

This achievement reflects the efficacy of our programme in preparing and equipping our students with the essential skills and knowledge required for the classroom. We have invited two of our alumni to share their scholarship experiences.



“

Starting my teaching career this year has been an incredibly rewarding and exhilarating experience. I have been able to establish a strong bond with my learners and feel grateful for the opportunity to continue growing as an educator, constantly discovering new ways to engage my learners in the learning process. Although teaching comes with its fair share of challenges, I have found that with hard work, dedication, passion, and a love for working with children, it can be an incredibly fulfilling experience.

Thanks to my participation in the APT Scholarship programme, I feel well-prepared for this journey. Over the past five years, I have gained invaluable knowledge, skills, and support that have equipped me to succeed in the classroom. As someone who is extremely passionate about Mathematics and learning, I truly believe that knowledge is meant to be shared. As a teacher, I am grateful for the opportunity to share my passion with others and make a difference in their lives.”

Kauthar Abrahams
2022 Graduate

**Currently teaching grade 5 at
The Grove Primary School**



“

Over the course of five years, I gained knowledge and skills that I believe could not have been acquired through university alone. The Teachers Plus team of facilitators and mentors were a constant source of encouragement, making it possible for me to remain in the programme and work towards achieving my goal of obtaining my degree.

One of the most valuable components of the programme was the hands-on experience I received in actual classrooms, allowing me to practice teaching before being given my own class. The programme prepared me for every aspect of teaching, from managing a classroom and dealing with difficult learners to developing and delivering lessons. Thanks to the support and guidance of the Teachers Plus team, I felt fully prepared for my first year of teaching.

One of the most impactful experiences I had during the programme was with my Accounting facilitator, Mrs. Colleen Hodge. Colleen instilled in me the confidence and bravery I possess today, teaching me to approach teaching with a positive attitude and acknowledge my mistakes. This approach helps my learners to understand that making errors is acceptable, and that mistakes can lead to meaningful conversations and an improved understanding of the subject matter.*

I am proud to be a Teachers Plus alumna and grateful for everything the programme has done for me and my community.”

Kayla Voskuil
2018 Graduate.

Currently teaching Accounting, Mathematical Literacy and Physical Education at Rustenburg Girls' High School

* In 2018, we made a shift in our programme's focus, transitioning from both Mathematics and Accounting to solely Mathematics.

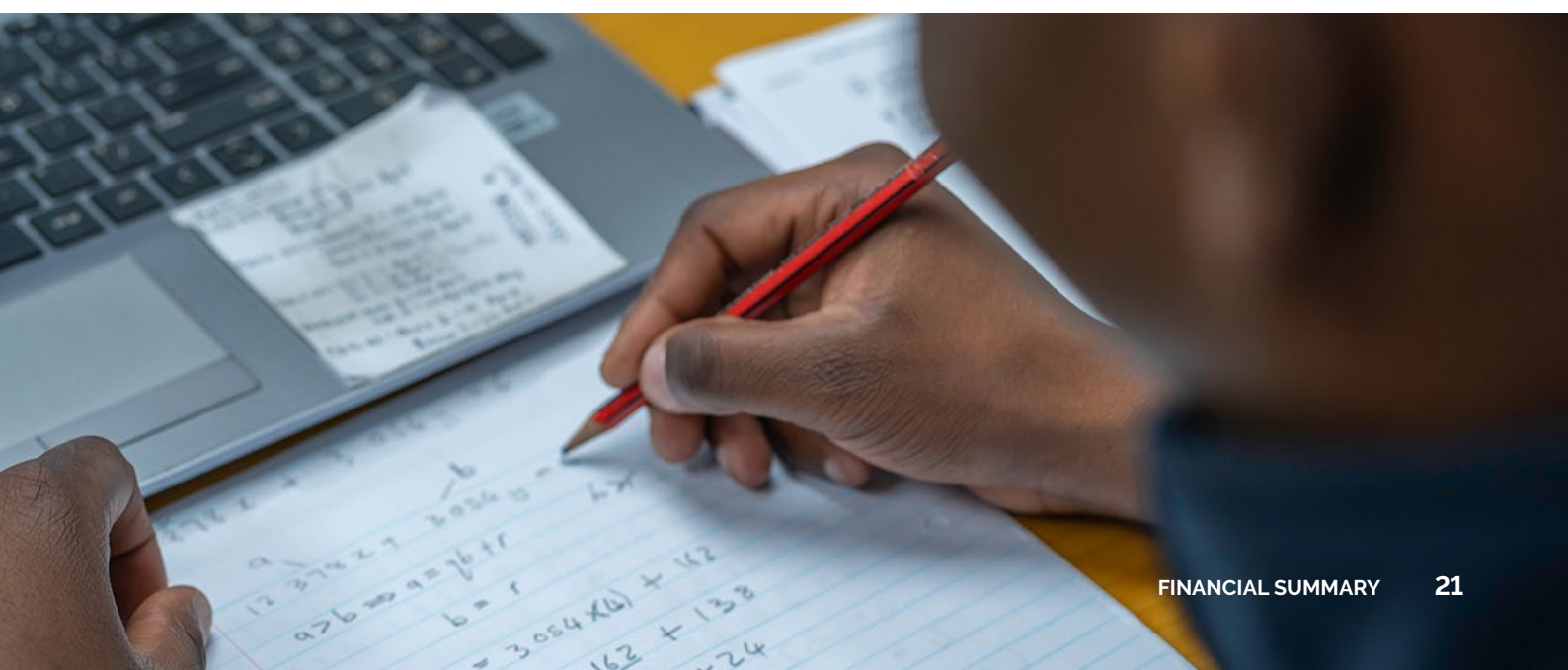
Financial summary

Teachers Plus Foundation NPC

Statements of Financial Position as at 31 December 2022

BALANCE SHEET

<i>Figures in Rand</i>	2022	2021
ASSETS		
Non-current assets		
Property, plant and equipment	229 010	111 134
Current assets		
Cash and cash equivalents	6 630 998	3 602 960
Total assets	6 860 008	3 714 094
EQUITY AND LIABILITIES		
Equity		
Accumulated surplus	6 420 082	3 488 792
Liabilities		
Current liabilities		
Trade and other payables	439 926	225 302
Total equity and liabilities	6 860 008	3 714 094



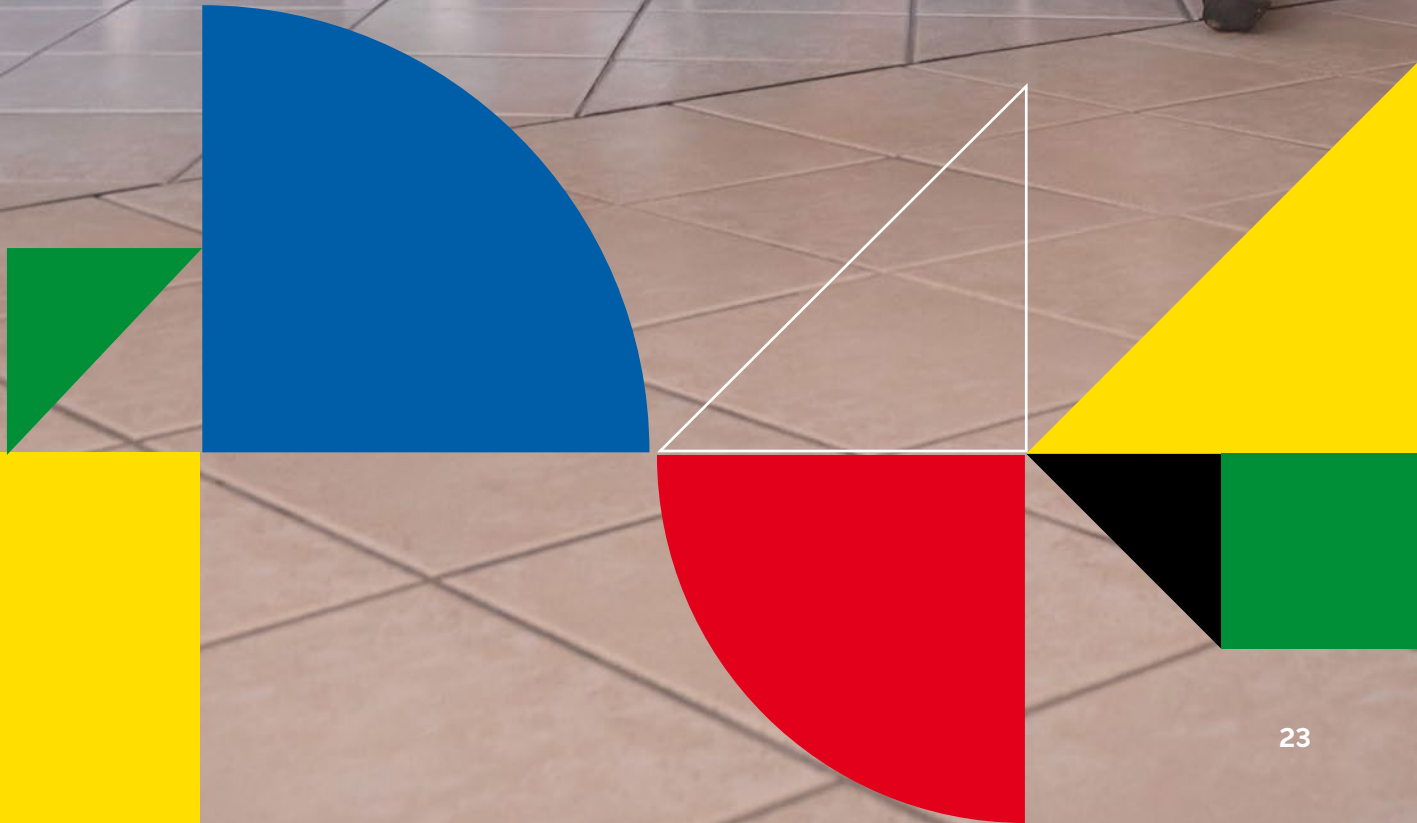
DETAILED INCOME STATEMENT

<i>Figures in Rand</i>	2022	2021
REVENUE		
Donations received	2 250 000	1 750 000
Grants received*	3 900 000	2 000 000
	6 150 000	3 750 000
OPERATING EXPENSES		
Bank charges	-5 831	-5 014
Computer expenses		-5 233
Depreciation : Computer & Office	-20 734	-27 880
Independent reviewer's remune	-39 680	-27 532
Fundraising	-52 508	-34 393
Secretarial fees	-12 551	-7 540
Staff Development	-13 615	
Travel - local	-7 232	-9 556
Employment costs	-327 855	-253 192
	-480 005	-370 339
EDUCATIONAL EXPENSES		
General		
Employment costs	-756 074	-667 721
Marketing	-102 828	-105 156
Travel - local	-2 679	-2 718
APT Scholarship Programme		
Coding expenses	-8 280	
Depreciation: Computer Equipment - student laptops	-29 782	-20 348
Experiential Learning	-19 918	-1 147
Printing and stationery	-17 970	-10 859
Academic fees and text books	-369 218	-240 038
Student costs	-699 206	-553 936
SFET: Maths Programme	-320 793	-314 657
SFET: Accounting Programme	-93 407	-100 812
FI: Maths Programme	-278 612	-246 310
Student skills	-232 020	-180 635
Student events	-14 632	-4 708
Special Projects	-15 000	
	-2 960 419	-2 449 045
	-3 440 424	-2 819 384
OPERATING SURPLUS	2 709 576	930 616
Interest income	221 714	20 165
SURPLUS FOR THE YEAR	2 931 290	950 781

* In the fiscal year of 2022, we received funding amounting to R2.7m for expenditure in 2023



Thank you



Reflecting on the accomplishments of the year, I am reminded of the incredible people who have contributed to our success.

From the passionate individuals who study with us, to the generous supporters who have provided us with the resources to achieve our goals, I am grateful for the unwavering commitment and dedication of each and every one of you.

Our success would not have been possible without the hard work and expertise of our team of skilled professionals, as well as the support of our committed schools and board members. I would also like to extend my sincere appreciation to our generous funders, whose contributions have played an integral role in our mission to create positive change.

It is an honor to work alongside such amazing individuals, and I am grateful for the opportunity to be a part of this incredible team. Thank you all for your continued support and dedication to our cause. Your contributions have truly made a difference, and we are excited to continue our work together in the future.

Brenda Elshove

Executive Director, Teachers Plus Foundation

PARTNER SCHOOLS

- Heathfield Primary School
- Rustenburg Girls' Junior School
- Springfield Convent Junior School
- The Grove Primary School
- Rustenburg Girls' High School
- Steenberg High School
- Westerford High School

DIRECTORS

- Suzanne Dingley
- Fatima Jakoet
- Ernest Moore
- Phindile Msomi

SPECIALISTS

Mathematics

- Di Donaldson
- Joyce Lamont
- Kuhle-ke Mkosana

Accounting

- Colleen Hodge

Professional Communications

- Glynnis Newdigate

Contact us

Have a question, want to find out more about something in particular or just want to get in touch? We'd love to hear from you.



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Dieprivier, 7945, Cape Town, South Africa



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