



THE CITIZENS FOUNDATION CANADA

# Change begins with Education

**Annual Report 2023**



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# PRESIDENT'S NOTE

We completed another hectic but fruitful year in our journey as we continued to be part of the ongoing effort in the challenging Pakistan environment. This was only possible through the combined efforts of our dedicated team of volunteers, staff and the kind support of a huge donor base across Canada.

While we completed supporting the communities where 2022 flood affected schools are located, the challenge of managing the longer-term impact of such natural calamities continued to require our attention. This meant efforts to ensure that children in such communities did not drop out due to financial hardship but continued their journey of educational enrichment by accessing the support we offered.

While our donor's support for our educational program increased we had to aggressively manage our costs in view of an across the board/rampant inflation in Pakistan. This impact of over 40% increase was only partially mitigated by a favourable exchange rate. Keeping in view the available resources and cost pressures, we made a cautious decision to enhance number of supported schools by 10 to a total of 160 schools supporting 26,670 students in all provinces of the country. We also grew our local Canadian bursary program by offering 21 students financial support at the undergraduate level through our Youth Bursary Program (YBP). I am confident that with your support we can continue to increase the scale of our impact in schools and communities in Pakistan, and locally, through the YBP.

At TCF Canada we endeavour to ensure that programs executed during the year are visited by management, volunteers and donors to ensure firsthand insight of how well they are being run. Both I and other members of my team, our board members and many committed volunteers/donors visited TCF schools across Pakistan. The experience of visiting the schools with a committed faculty, good organization, structured instruction in Early Years in Primary and Digital Learning Program at the secondary level were impressive. The best part however was meeting eager students experiencing an environment conducive to learning. We encourage our donors visiting Pakistan to visit any of our schools to see firsthand how their support is being used intelligently and efficiently for the purpose it was given for. Meetings were also held with TCF Pakistan management to discuss future plans, improvements in workflows and our audit of all activities through an agreed set of procedures and information sharing in line with guidelines from the CRA.

We continued our inspection of all 160 schools supported by us through an independent third-party service provider, IPSOS, who conduct inspections to ensure quality reporting for each school unit.

I am humbled to report that we were again selected as the **Top 10 Impact Charity and Top 10 International Impact Charity of Canada with a five-star rating** by Charity Intelligence Canada in November 2023. This is the fourth consecutive year that we have received this recognition.

Our work in helping transform communities through provision of quality education will continue, thanks to the support we get from across the country. We also get encouraged from the feedback we receive during our fund-raising events, information sessions and engagements. I anticipate another full year of hope, positive efforts and excellent outcomes in 2024 with a determination to continue to help transform communities through quality education.

Farhan Sadiq





# OUR WORK

WHAT - WHY - HOW



# WHAT

TCF Canada registered as a charity in 2005 with 5 people inspired by the tremendous task that TCF in Pakistan had resolved to accomplish - to educate the children who did not have access to quality education due to socio-economic challenges.

With TCF Pakistan as our operational intermediary, we reached out to generous Canadians. Fast forward to 2023, TCF Canada has grown; from one small office with few volunteers to 3 paid staff members, chapters in 11 cities with 100+ volunteers.



For 19 years, we have continued to spread the same message, every child has a right to education. We are grateful to our volunteers and donors who have carried the torch with us so that TCF Canada in 2023 not only supported 160 TCF schools but also built 01 schools and funded school-community projects like Water Filtration Plant, and Aagahi and also dispersed 21 bursaries to Canadian students that needed financial support for continuing undergraduate education.





In the burgeoning population of Pakistan at 249.5 million\* in 2023, approximately 26.2 million\*\* children are out of school. Along with rising inflation and post-flood rebuilding of lives, this year further proved to be economically challenging for the already marginalized population. Faced with difficult choices due to limited available resources, the country saw children drop out of schools. Such tough parental decisions are made due to financial constraints coupled with the low return in learning when they are sent to the educational institutions available to them. According to UNICEF, three out of every four (75 percent) 10-year-olds are unable to read and comprehend age-appropriate text.

\*Government of Pakistan Digital Census 2023

\*\* UNICEF Annual Country Report- Pakistan

Furthermore, girls aged 5-16 experience a higher out-of-school rate at 52.6 per cent (13.8 million)\*\*, reflective of barriers in acquiring formal education. Compounded with social realities, such as 'in poor households, low-income rural areas and contexts affected by conflict or emergencies', Girls' educational participation levels (enrolment, completion) particularly at the primary level, lag behind that of boys. In addition, only 18.9 per cent of three to five-year-olds nationally are enrolled in Early Childhood Education (ECE), limiting opportunity to early stimulation and learning opportunities for young children impacting later learning goals.

TCF's provides a solution to the educational crisis for all children to access quality education, equal girl participation and new age education components of ECE and computer knowledge. TCF enables access to quality education, through campuses built in rural areas and city slums with engaging curriculum, well trained teachers and educational resources in a low cost/no cost framework, with an emphasis on girl's enrollment. All primary schools implement an early childhood curriculum and secondary schools have a digital literacy program. Students graduating from a TCF Secondary School, are supported to overcome the structural disadvantages of 'poverty, poor quality services and discriminatory norms that limit their access to quality education and skill development, .....employment opportunities,' as marginalized adolescents, to further pursue their goals.







TCF Canada achieves its organizational purpose by working in agreement with The Citizens Foundation (TCF), Pakistan as its operational partner and intermediary. TCF is a platform for positive change aiming to address Pakistan's learning crisis. It was founded as a non-profit organisation in 1995 by a group of friends, with a vision to drive positive change through quality education. Today, with 286,000 students enrolled in 1,921 school units led by its 14,000 female faculty members, TCF is recognised by The Economist as 'perhaps the largest network of independently run schools in the world.'

Beyond developing 21st-century skills through its innovative education model, TCF also enables its alumni to access higher education opportunities and collaborates with the government of Pakistan to improve outcomes in the public sector through participation in governmental committees on education. The organization seeks to uplift communities by empowering them with literacy, life skills, and vocational competencies, particularly focusing on women. By sharing with other stakeholders, the programmes, experience and capabilities it has developed over the last 28 years, TCF aims to improve outcomes across Pakistan's education landscape.

# Scaling Our Impact

**286,000**

Students Enrolled

**1,921**

School Units

**National  
Footprint**

**953**

Sindh

**780**

Punjab

The Economist calls TCF

**“perhaps the largest network of independently  
run schools in the world.”**

**57,000**  
Graduates

**14,000**

All-Female Faculty  
Members

**87**

Balochistan

**87**

KP

**14**

AJK

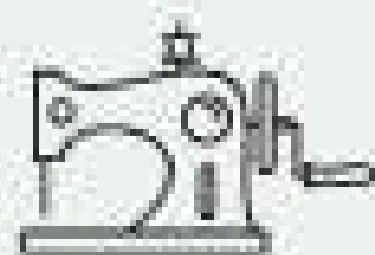
TCF school, All Terrain Farm Campus, Lodhran, Punjab

## Community Development Programme



**174,000**

Aagahi Adult  
Literacy Learners



**3,500**

Vocational  
trainees



**48,000**

Beneficiaries receiving  
clean drinking water everyday

# OUR VISION

## Positive Change

To remove barriers of class and privilege, to make the citizens of Pakistan agents of positive change.

# OUR MISSION

## Quality Education

Through the power of quality education enabling moral, spiritual and intellectual enlightenment.

## Better Future

Creating opportunities to improve quality of life.

# VALUES

passion  
**service**  
gratitude & forbearance  
humility

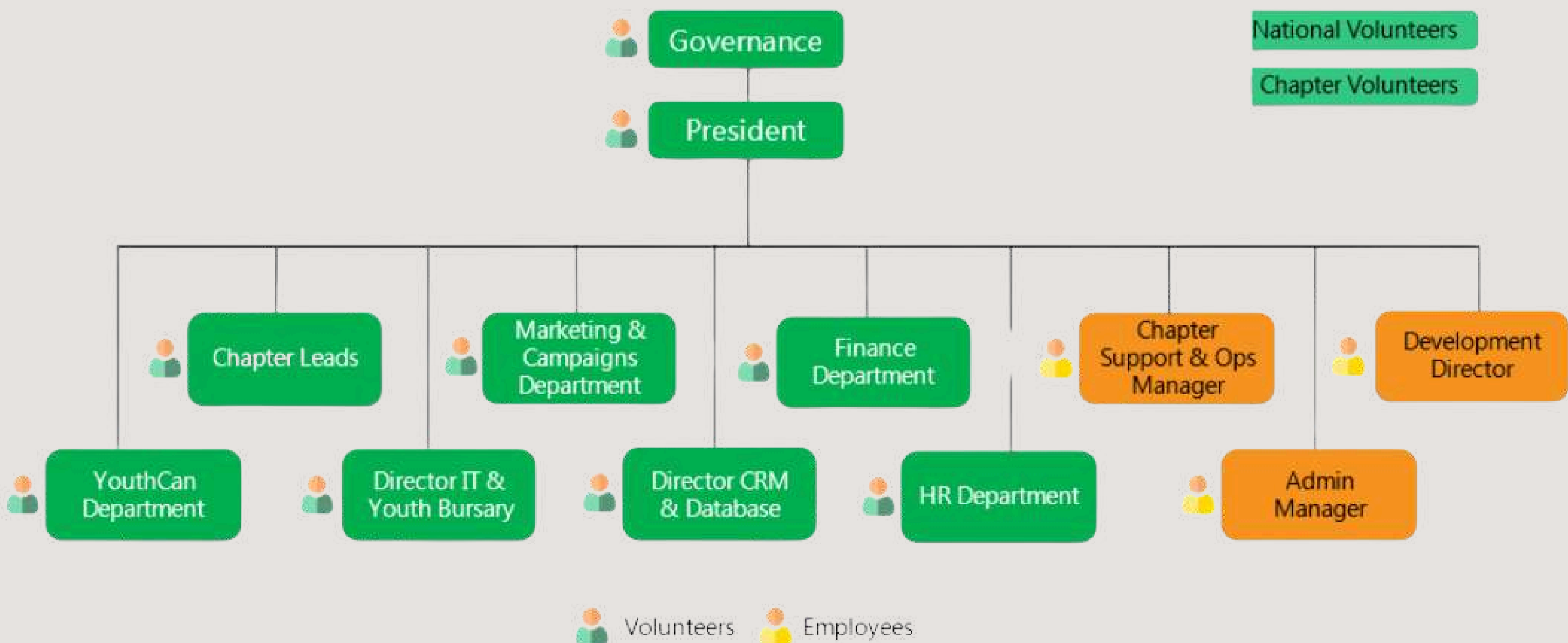
respect  
**positive conduct**  
inclusion  
appreciation

finesse  
**beauty**  
mastery  
continous improvement

courage  
**sincerity**  
trust  
integrity

# TCF Canada; Governance and Management

## Our People



# Meet The Board

The board ensures that TCF Canada continues to work towards the organizational goals within the parameters of CRA framework and Canadian law. The board convenes on a quarterly basis to review progress and determine future measures and strategies for operations and management purposes. This includes overseeing and approving the financial plans for all projects and the annual budget for revenues and expenses.

**Farhan Sadiq**

Director & President

**Abdullah Zafar**

Director

**Dr. Adnan Zaidi**

Director

**Asif Dadabhoy**

Director

**Hyder Zach Masum**

Director

**Mansoor Naqi**

Director and Chair

**Syed Shazad Ayub**

Secretary to the Board

**Raeesa Dawood**

Director

**Sajid Salman**

Director

**Shazad Bilwani**

Director

**Sahar Gaya**

Director

**Abdurrehman Muhammadi**

Director

*Welcome New Additions to the Board*

*Special Note of Thanks to Mr. Aziz Rakla who has stepped down from the board. We extend heartfelt gratitude for his exemplary service and invaluable contributions to TCF Canada's success. Mr. Rakla's contribution includes his role as President, TCF Canada (2009-2016), as a board member (2009-2023) and always a huge supporter of TCF Canada's mission.*

# Management

**President**  
Farhan Sadiq

**Development Director**  
Saher Shaikh

**Chapter Support and Operations Manager**  
Rida Hussain / Hira Nomani

**Administration Manager**  
Asifa Nasreen



# National Volunteers

**Director IT and Youth Bursary Program**  
Riaz Merchant

**Treasurer**  
Furqan Faruqi

**Director CRM & Database**  
Farhan Khanani



# Team Roles

## Management

The President is selected from among the board of directors and performs his role pro-bono. Operational execution takes place through a small staff team along with volunteers.

## Finance and Audit

TCF Canada's Finance team, Administration Manager and a part time consultant manage all transactions and financial operations of TCF Canada. TCF Canada is audited by Ernst & Young LLP every year. Our audited financial statements for past 15 years are available on our website.

## National Volunteers

Our National Volunteers fulfil the role requirements for a minimum of one year. They currently hold twelve (12) key positions in Finance, IT, Marketing, HR, and our Youth Bursary Program teams.

## YouthCan Volunteers

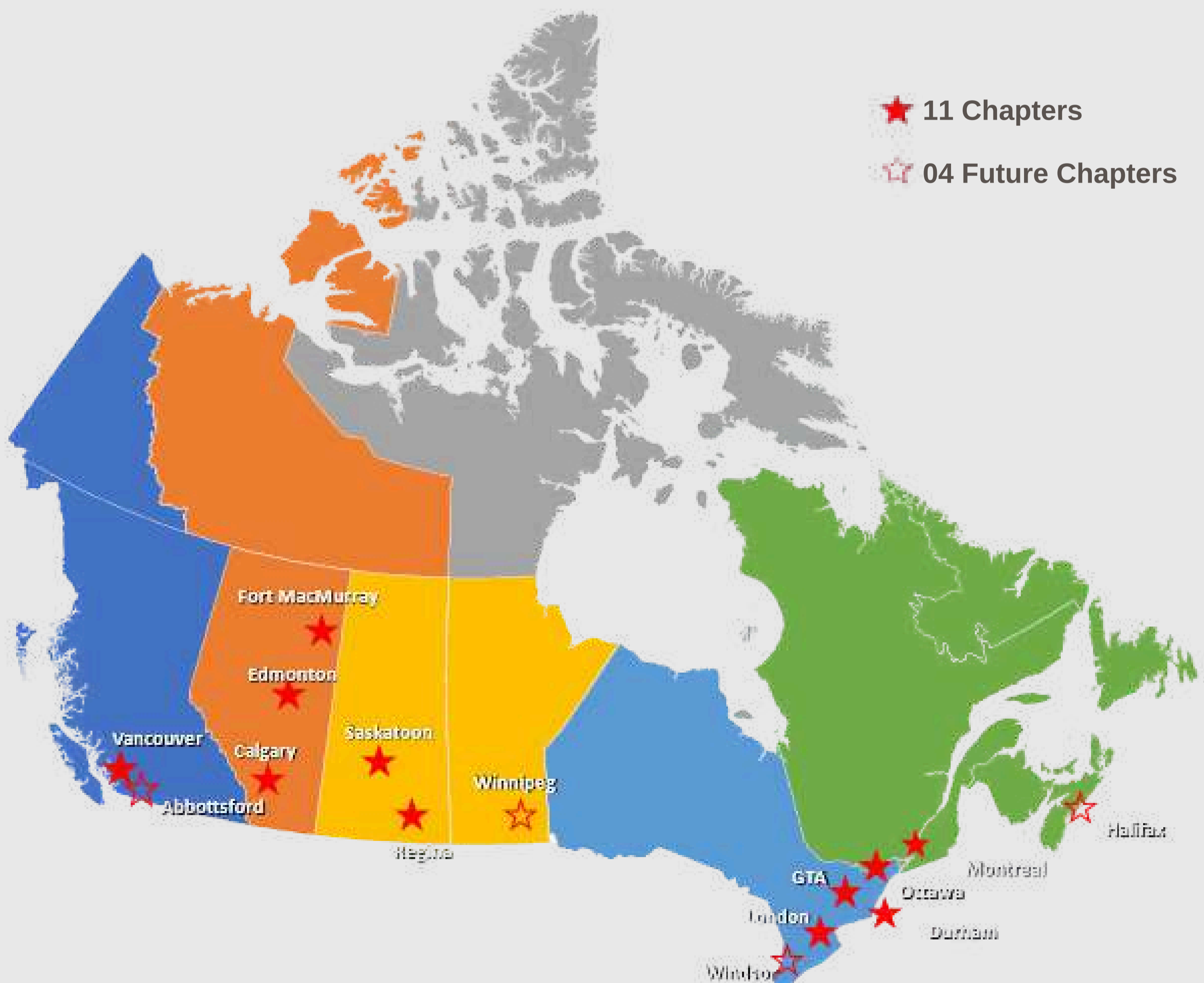
The YouthCan coordinator provides support to our student chapters in 14 universities for raising awareness of TCF Canada. TCF Canada university clubs can be found at University of Calgary, Mount Royal, York, Toronto Metropolitan, University of Toronto Mississauga & Scarborough Campus, Guelph, Waterloo, Wilfred Laurier, Brock, McMaster, Western and British Columbia.



# TCF Canada Chapters

TCF Canada has chapters in 11 cities: Vancouver, Montreal, Fort McMurray, London, Calgary, Toronto, Saskatoon, Durham, Regina, Ottawa and Edmonton.

Chapter Leads are volunteers that manage the fundraising and advocacy activities within their chapter with close collaboration and support of the TCF head office. Under the leadership of the chapter leads, a dedicated set of volunteers carry out fundraising events, connect with our local donor base in their respective chapter, and spread the message of importance of education for all. In total, we have 140 engaged volunteers in our chapters.



# Chapter Leads

BRITISH  
COLUMBIA

**Usman  
Nadeem**  
Vancouver

ALBERTA

**Nabeegh  
Subhani**  
Edmonton

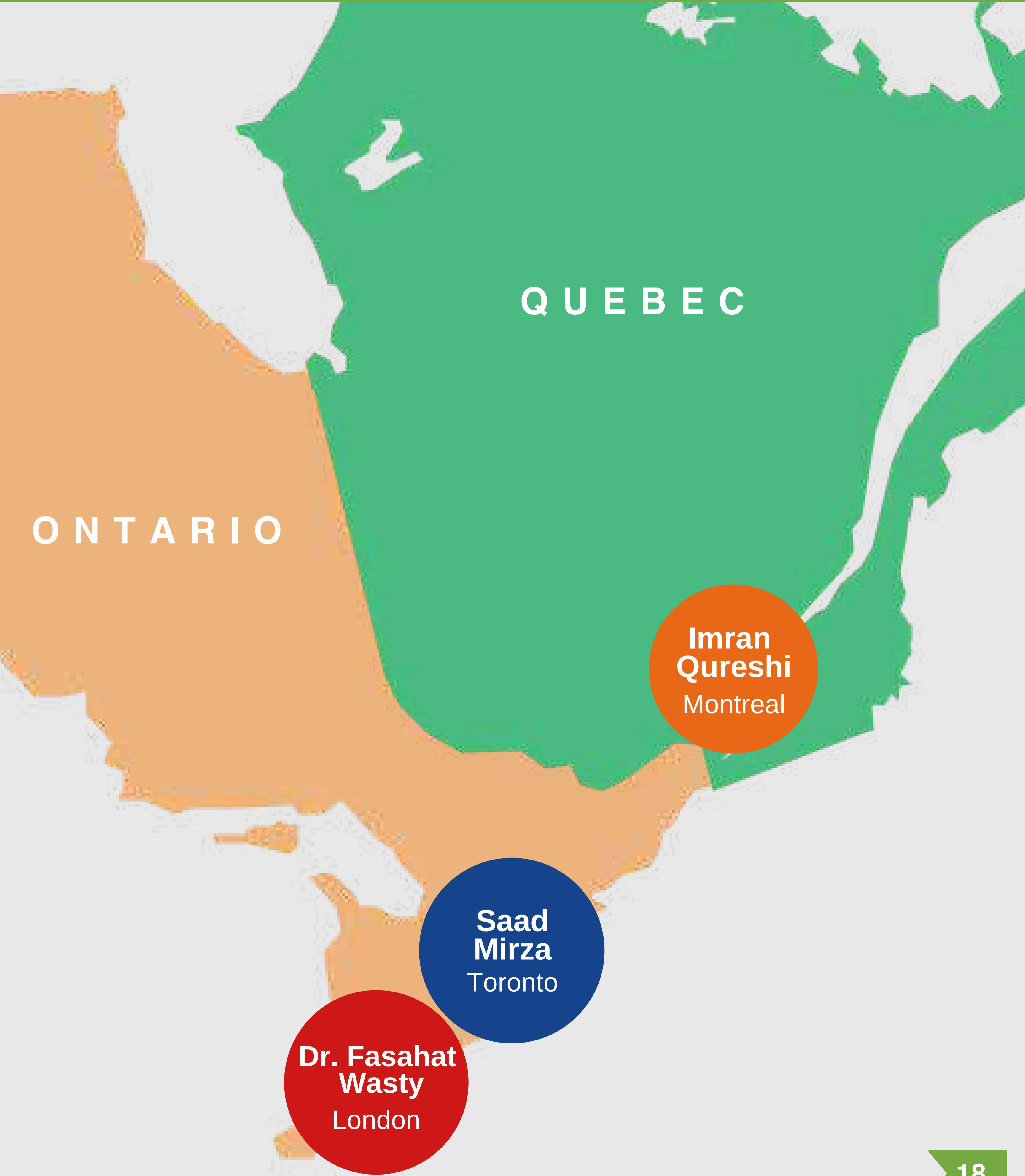
**Mehreen  
Wasti**  
Calgary

**Rafat  
Alim**  
Fort  
McMurray

**Dr. Adnan  
Zaidi**  
Saskatoon

**Dr. Haji  
Chalchal**  
Regina

SASKATCHEWAN



ONTARIO

QUEBEC

**Imran  
Qureshi**  
Montreal

**Saad  
Mirza**  
Toronto

**Dr. Fasahat  
Wasty**  
London

# Goals

## TCF Community

### Goal 5: Next steps and support

- Rahbar Program for Grade 8 and 9
- Alumni program: to access higher education

### Goal 3: Gender Focus

- Aagahi Program
- 100% Female Faculty
- Accessibility Matters
- Community Engagement for Enrollment

### Goal 4: Schools & Communities

- Schools built in Communities
- Water Filtration Project

### Goal 1: Quality Education

- Strengthening Faculty & Teacher Training Academy
- School Infrastructure & Resources
- Early Years Program
- Interactive Child-Centered Curriculum
- Digital Literacy

### Goal 2: Financial Aid

- Low/No Fee
- Free School Supplies
- Easily Accessible Schools

## TCF School



# 2023 in Review

In the wake of global conflicts, post-Covid global economic slowdown and rising inflation, 2023 had its own set of challenges that affected global communities.

Despite the issues, TCF Canada continued diligently, with the support of our donor community, to carry on the mission of providing quality education to children in underprivileged areas. One aspect of that was our expansion in donor outreach. Our footprint in Canada grew by the addition of one more chapter. Edmonton brought TCF Canada's number of chapters to eleven (11). We are pleased to have the Edmonton Chapter Lead formally join under the TCF Canada chapter umbrella to form a chapter with a group of local volunteers. All the other Chapter leads were invited in September to attend the TCF Toronto Gala, meet TCF Canada board members, exchange chapter challenges, successes and strategize for the coming year as well meeting the visiting TCF Pakistan founders. Six (06) Chapter Leads came together to be part of this team huddle.



***TCF Edmonton Chapter Launch***

The chapters organized 18 events and fundraising campaigns which included annual galas, tournaments (cricket and golf) and volunteer appreciation events. TCF donor community, sponsors, volunteer body and community members in large numbers participated in the events.

The collaboration went beyond our local chapters and we got an opportunity to engage and learn with TCF global partners as well. The TCF Canada staff members and two board members attended the Global Chapters Conference in January, 2023, hosted by TCF Pakistan. The conference participants included people from TCF USA, UAE, UK, Italy and Australia. The two days included sessions on program updates, global partners engagement and growth and strategies for moving ahead. The conference was followed by TCF School visit and series of face to face meetings of TCF Canada staff with TCF regarding on-going programs and reporting.

In addition, TCF Canada increased support in its core program of providing formal education. TCF Canada expanded its school support from 150 schools last year to 160 schools in 2023. These schools include a mix of primary and secondary levels in rural and urban locations in Pakistan. After one school build was completed in 2023, TCF Canada stands at having built 61 schools to date. Through the growth in our programs, we supported about 2000 students more than last year, increasing impact in more communities.

Moreover, as planned, we enhanced our local initiative, Youth Bursary Program in 2023 and disbursed 21 bursaries of 4000 CAD to Canadian youth. The bursaries provided financial relief to Canadian students enrolled in under-graduate institutions in need of financial support beyond the provincial aid program.

Last but not least, we are thrilled to share that TCF Canada made it to the Top 10 Impact Charity and Top 10 International Impact Charity of Canada list issued by Charity Intelligence Canada for 2023, with a five-star ranking. It is an honor to be selected as a **Top 10 Impact Charity for four consecutive years**. To uphold the trust that the donors place in us is a fundamental concern and focus of our organization, in terms of efficient and effective utilization of funds.

We are grateful to our donor community's support through which TCF Canada received revenue of over \$4.7 million in 2023.

# Our People Our Community Global Highlights







**TCF Canada Team at TCF Global Conference  
With Global Partners & Our Intermediary, TCF Pakistan**

# TCF Schools; Landmarks in Communities

## Features of the TCF Campus

- Provides safe and nurturing schools
- Adapts its school construction to local resources, weather conditions and needs.
- Well-designed and aesthetically appealing landmarks in the rural landscape.
- Utilize materials and designs based on regions, such as wooden structures with cavity walls in earthquake-prone areas, exposed brick and sand in rural areas.

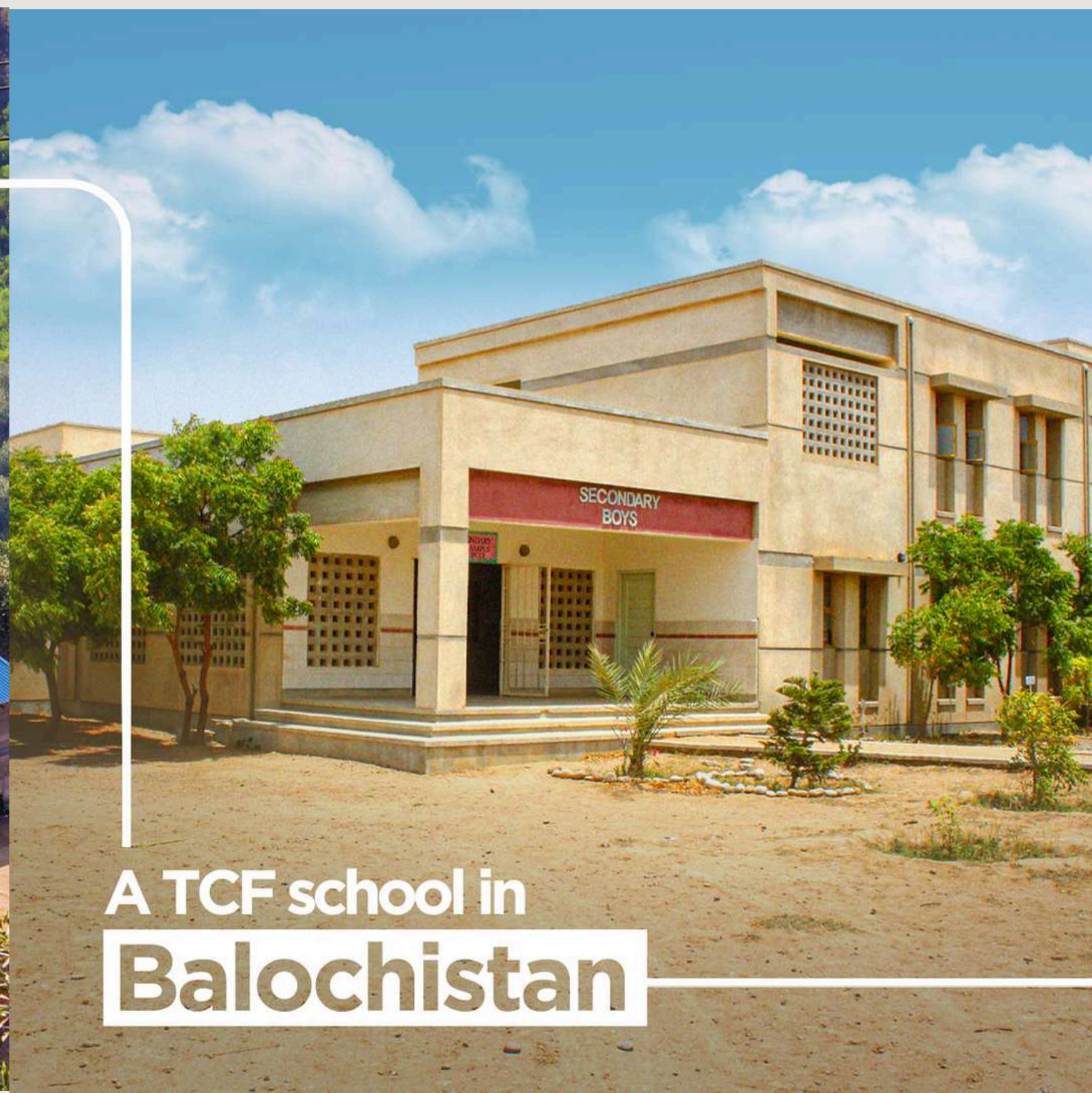
A TCF school in

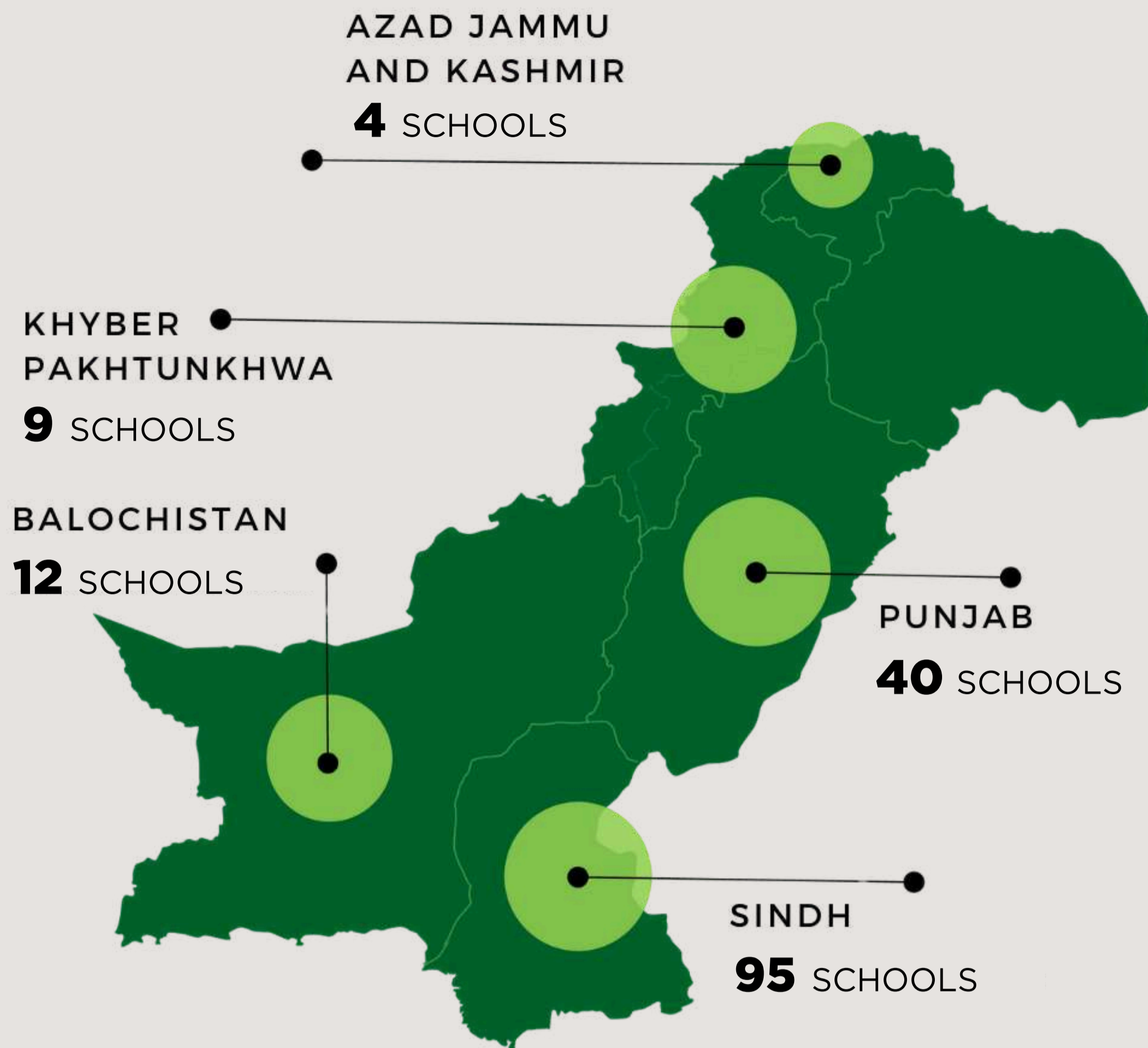
**KPK**



A TCF school in

**Balochistan**

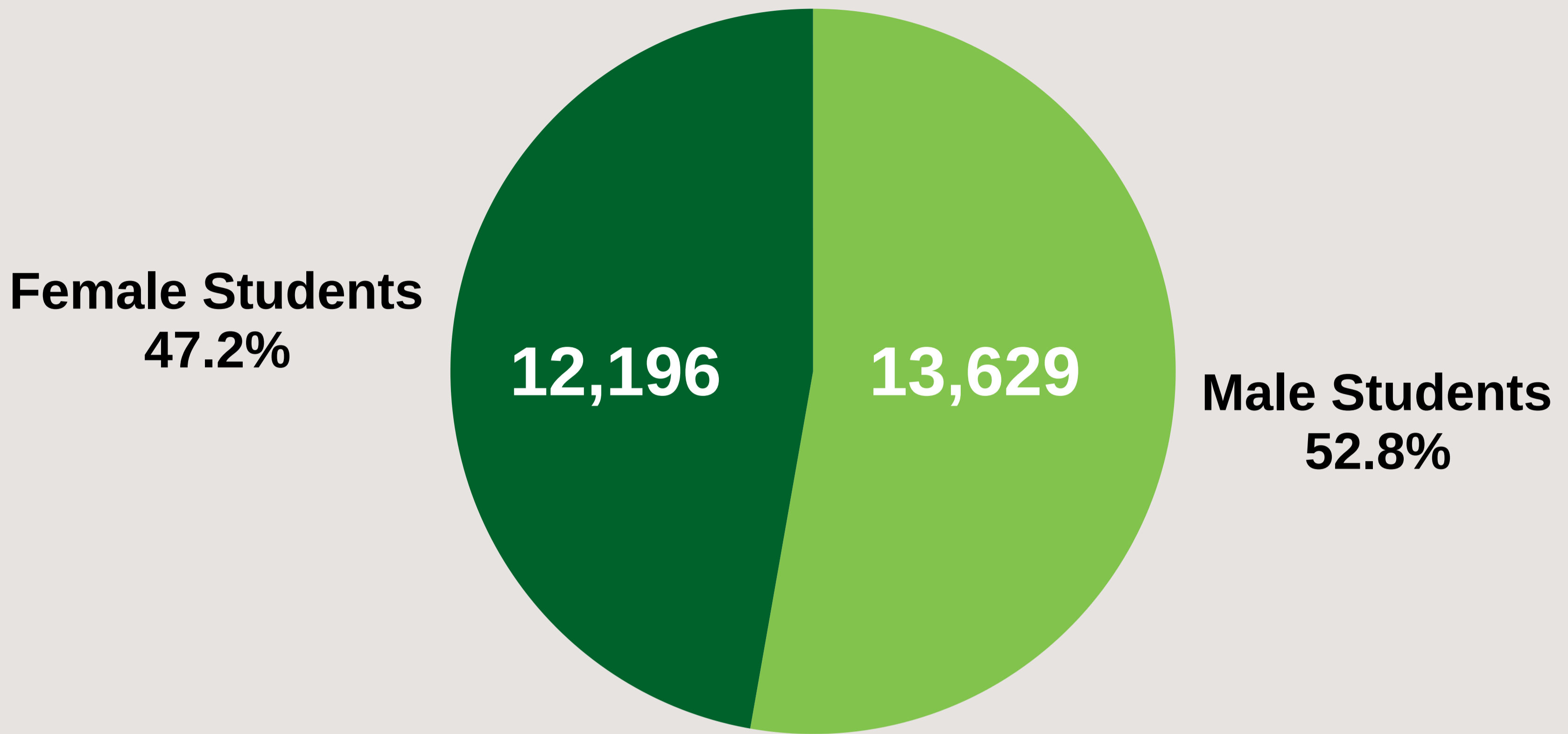




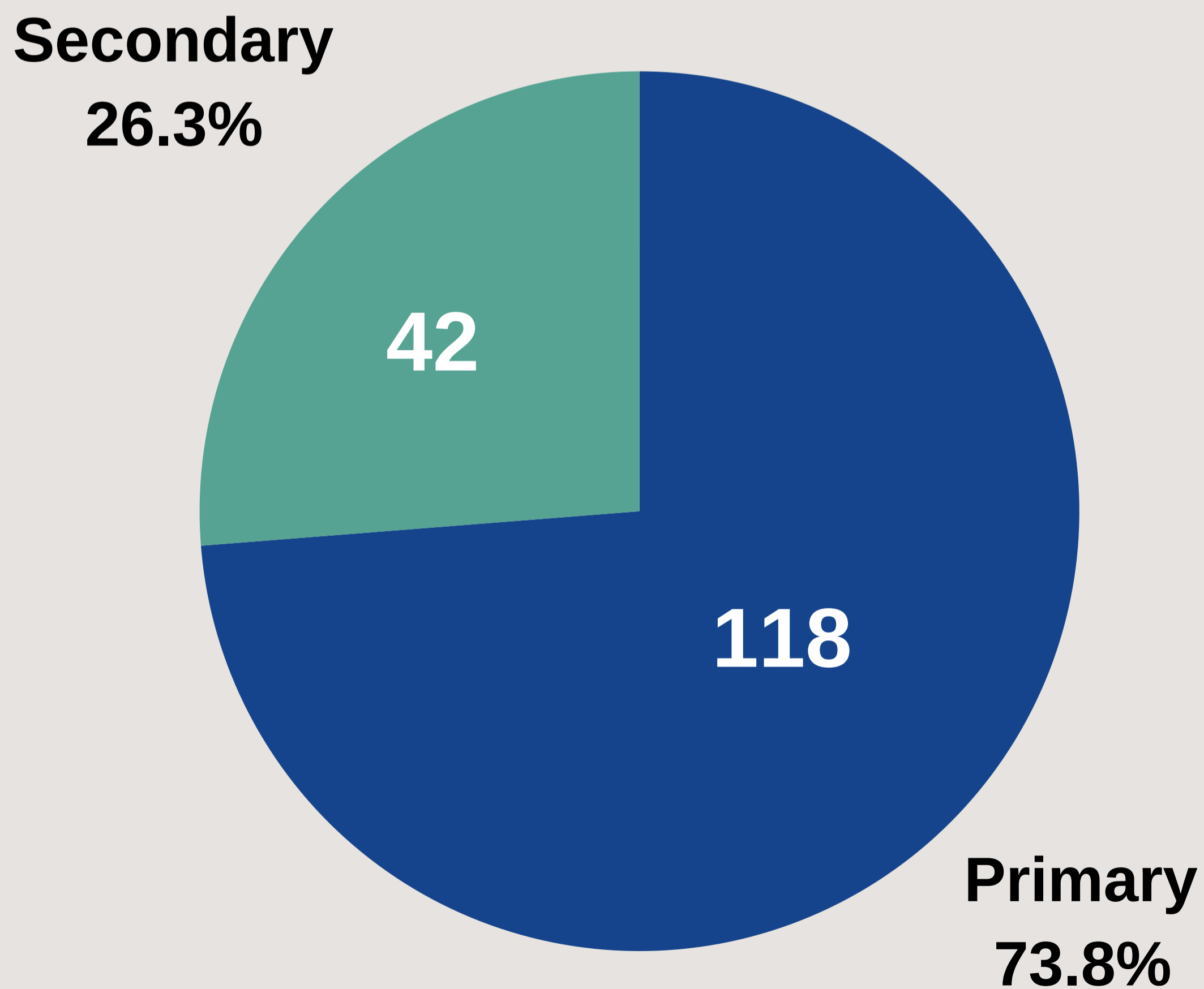
*TCF Canada Number of Schools by Province*



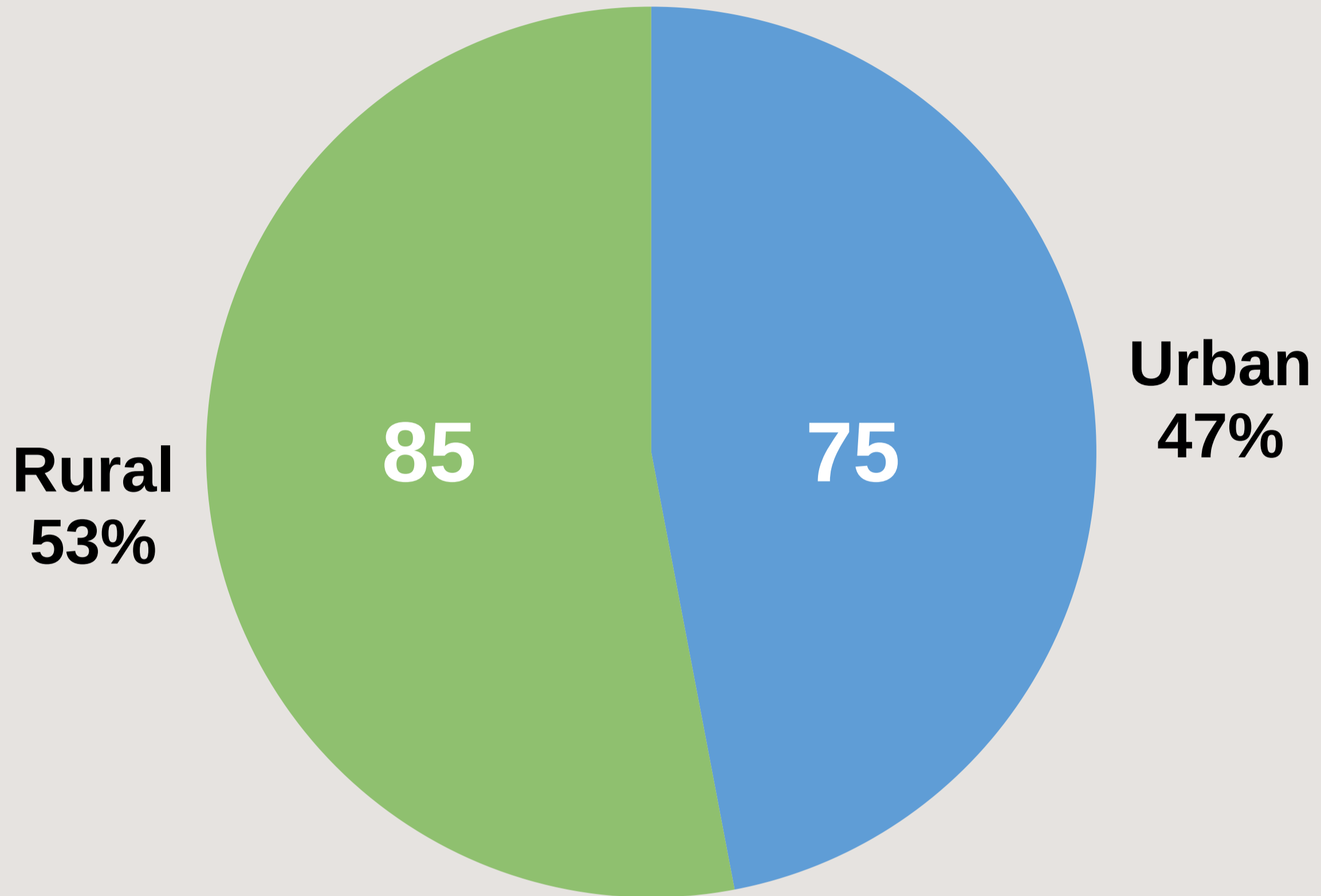
# Gender Ratio

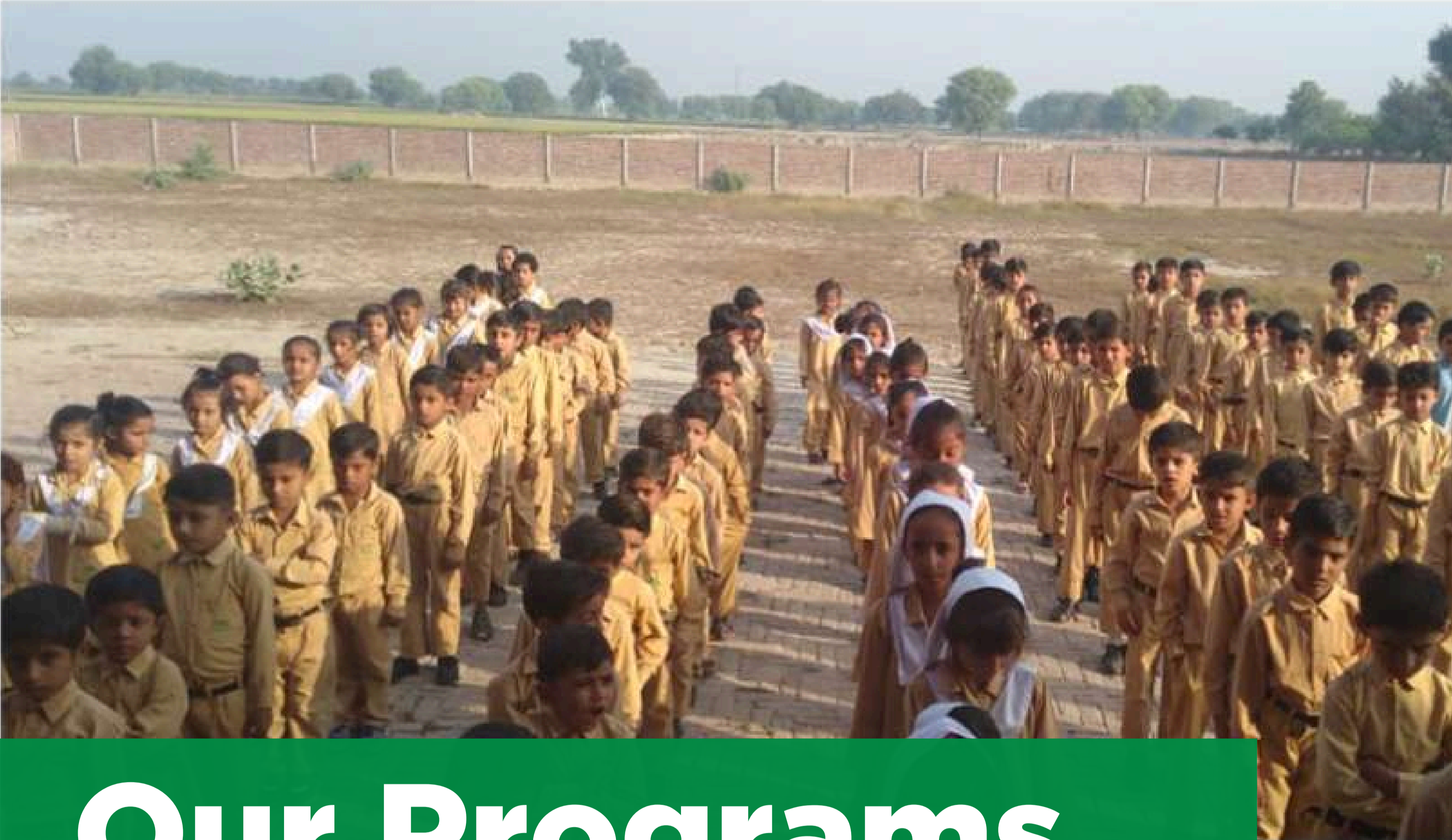


# School Stage



# Rural/Urban School Location Ratio





# Our Programs

To fulfill our mission of providing quality education to marginalized children in Pakistan, we build schools in communities that need it the most, and support operational cost of a greater number of school. These core programs utilized almost **86.5%** of our total support to education in Pakistan. The other organic programs connected to children's well-being and community awareness include the Agahi project (Women Adult Literacy Project) and the Water filtration Plant project, taking up **2.5%** of our support, along with our Youth Bursary Program in Canada. Other organizational functional aspects of fundraising and administration cost took up **6%** and **5%** respectively in 2023.

# School Build Program

TCF Canada constructs primary and secondary schools to scale impact with the aim to provide accessible, low/no cost education quality education in more underprivileged communities in Pakistan. An assessment is undertaken before a school proposal is created and shared with a donor interested in supporting the construction cost of the school building, furniture along with amenities such as playground, library, labs, tablets, etc. We are grateful to our school build donors who helped us plant roots in communities for the free flow of education for the children in the community.

In 2023, TCF Canada, completed one school built, TCF Mashal Campus II, a primary school, located in Punjab, Pakistan. It has classrooms from Grade KG to Grade 5 and has capacity for 180 students to be managed by 14 staff members, including 8 teachers. The school started functioning in mid-2023. This brings us at the end of 2023 to 61 TCF Canada builds.

A total of seven school builds are in progress and are set to be completed in the coming year.



# School Support Program

Our work of dispensing learning in our communities continues after building schools. The School Support Program covers the management and resource expenses of the schools (primary, or secondary) so that children can continue to receive education progressively. The school support includes all the components required to maintain running of a quality educational set-up. This includes faculty salaries/benefits, teacher training, uniforms and school supplies for students, maintenance of security, infrastructure etc.

In 2023, TCF Canada provided operational support to 160 schools, out of which 118 were primary schools, from KG to Grade 5 level. Through the School Support program, the children develop solid educational building blocks on which they can progress to senior classes and higher levels of education. Furthermore, children coming to TCF Schools keeps them out of the labour market and provide a safe space to learn, grow and play with their peers.

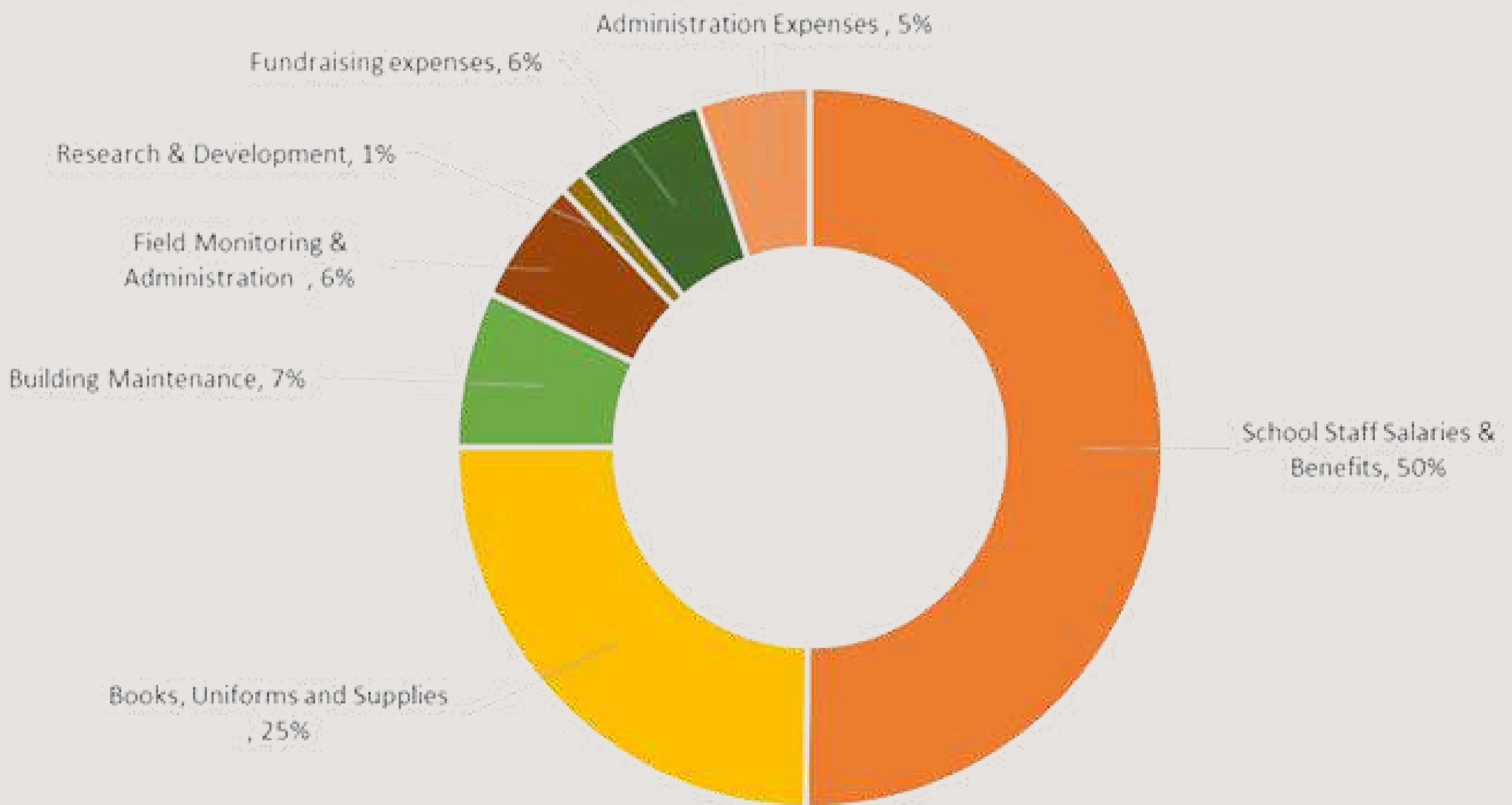
Besides the primary schools, TCF Canada also funded 42 secondary schools, Grades 6 to 10 during the year. Access to secondary level of education opens up opportunities for youth to fully realize their agency. A TCF secondary student discovers his full potential through further education, exploration, entrepreneurship, active citizenship, community work and self- realization. They also become active agents and engage with their communities to address local challenges.



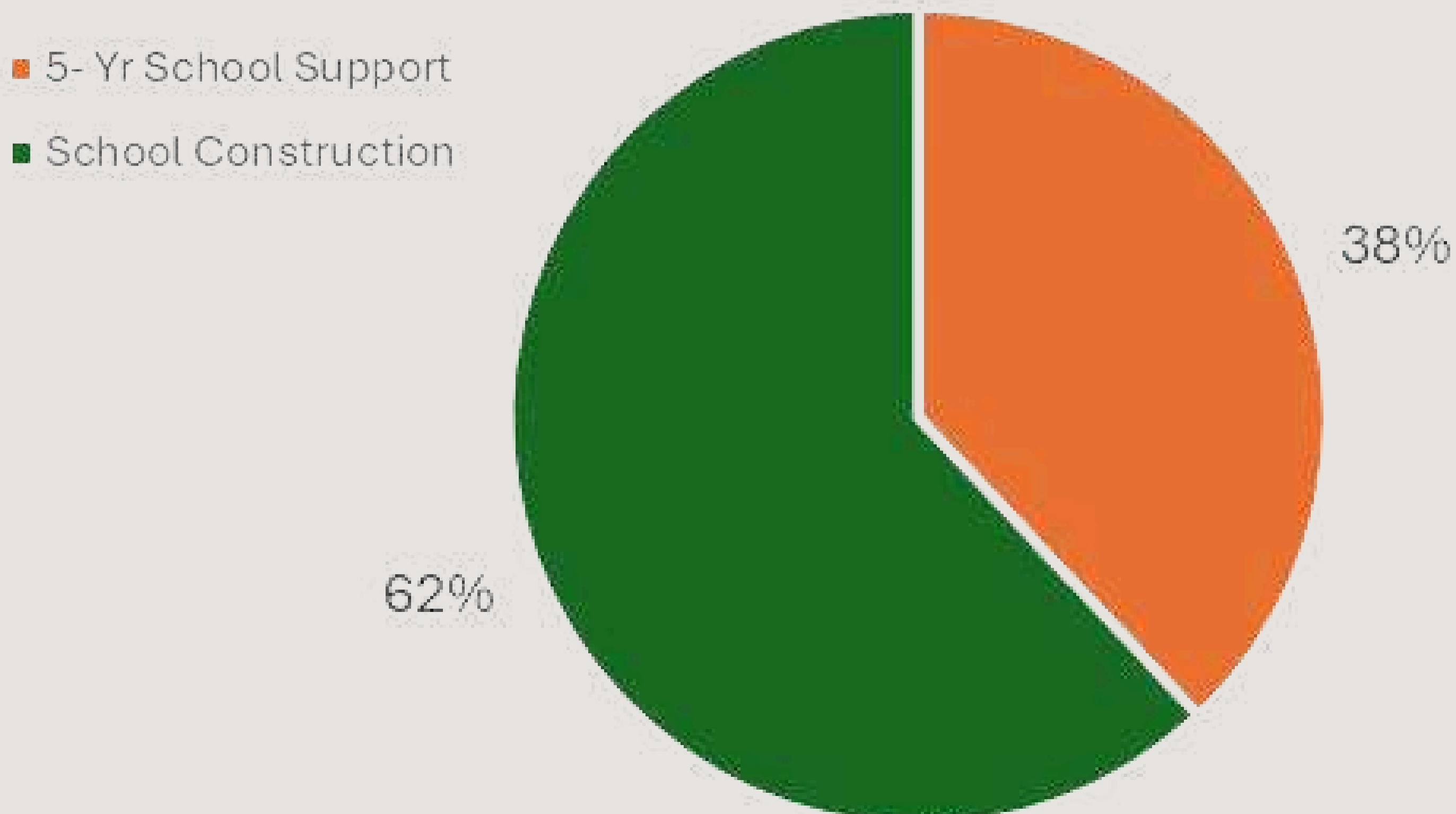


# Program Cost

## School Support Breakdown



## School Build Breakdown



# TCF Canada Funds Disbursement

Program	Amount	%
Schools (Support and Build)	4,685,526	97.3
Agahi, Youth Bursary Program, Water Filtration plant	128,345	2.7



# TCF Canada's Impact

	2021	2022	2023
Number of Schools	123	150	160
Total # of Students	20,111	24,750	26,672
Pass % age (Grade 10)	99	96	90 *
A/A+ Score %	48	48	30 *
Transition Rate % TCF Secondary to Intermediate level of Study	85	85	87
Teachers/Principals	944	1,063	1,130
~Family members	100,555	125,000	133,360
Communities	123	150	160
Agahi Literacy Program	1,806	2,890	2,107
Youth Bursary Program	-	5	21
Water Filtration Plant	-	-	2 communities 2,500 Beneficiaries/ daily

\* Please refer to Challenges & Learning section for details (pg. 62)

# Quality Interventions at Scale

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**Program  
Updates**





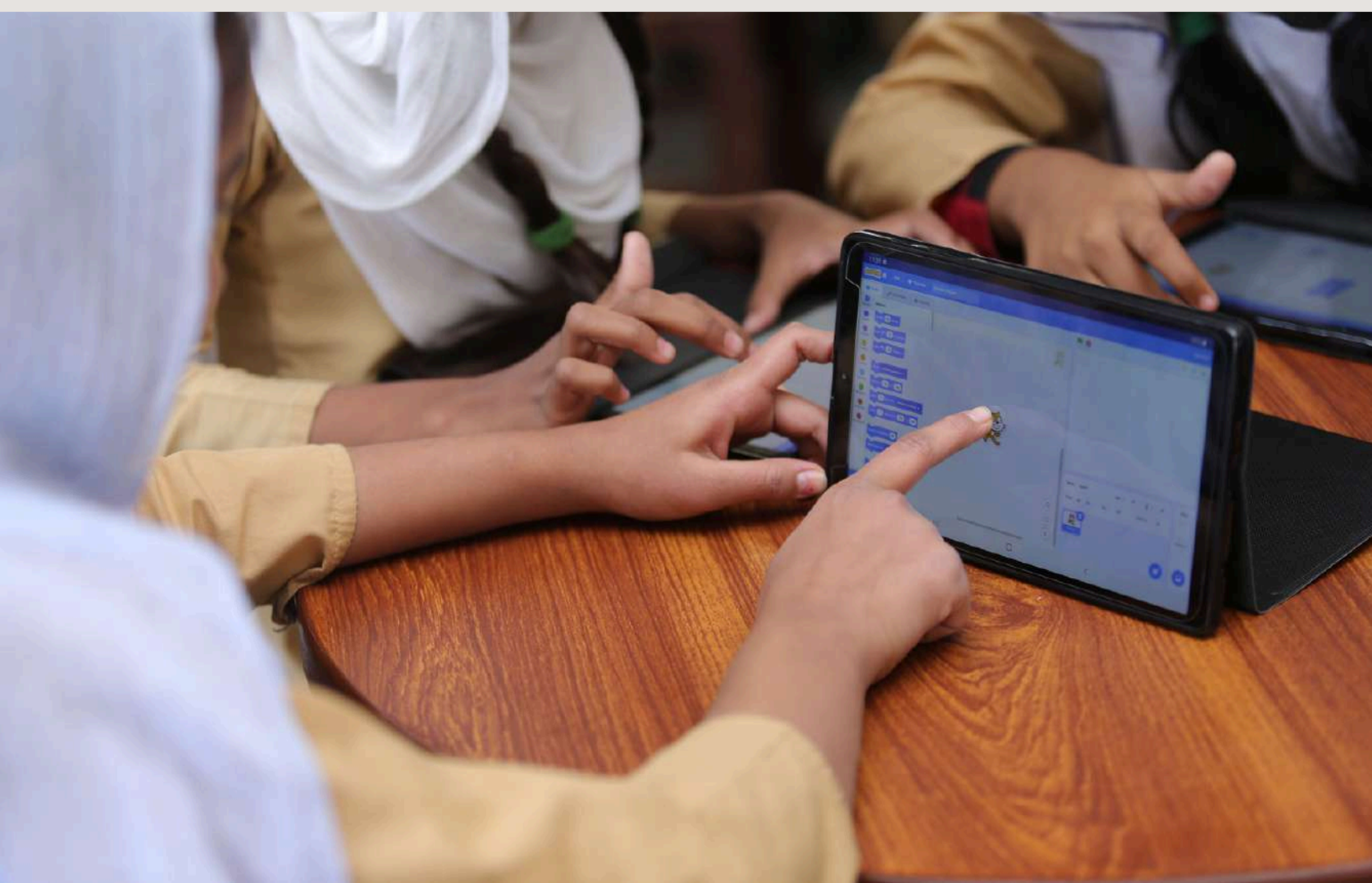
## All TCF Primary Schools have an active Early Childhood Program

Research shows that the early years are when children can build cognitive and socio-emotional skills that set the stage for later success. TCF's Early Years Programme enables children to develop strong language and communication skills as well as the ability to think independently.



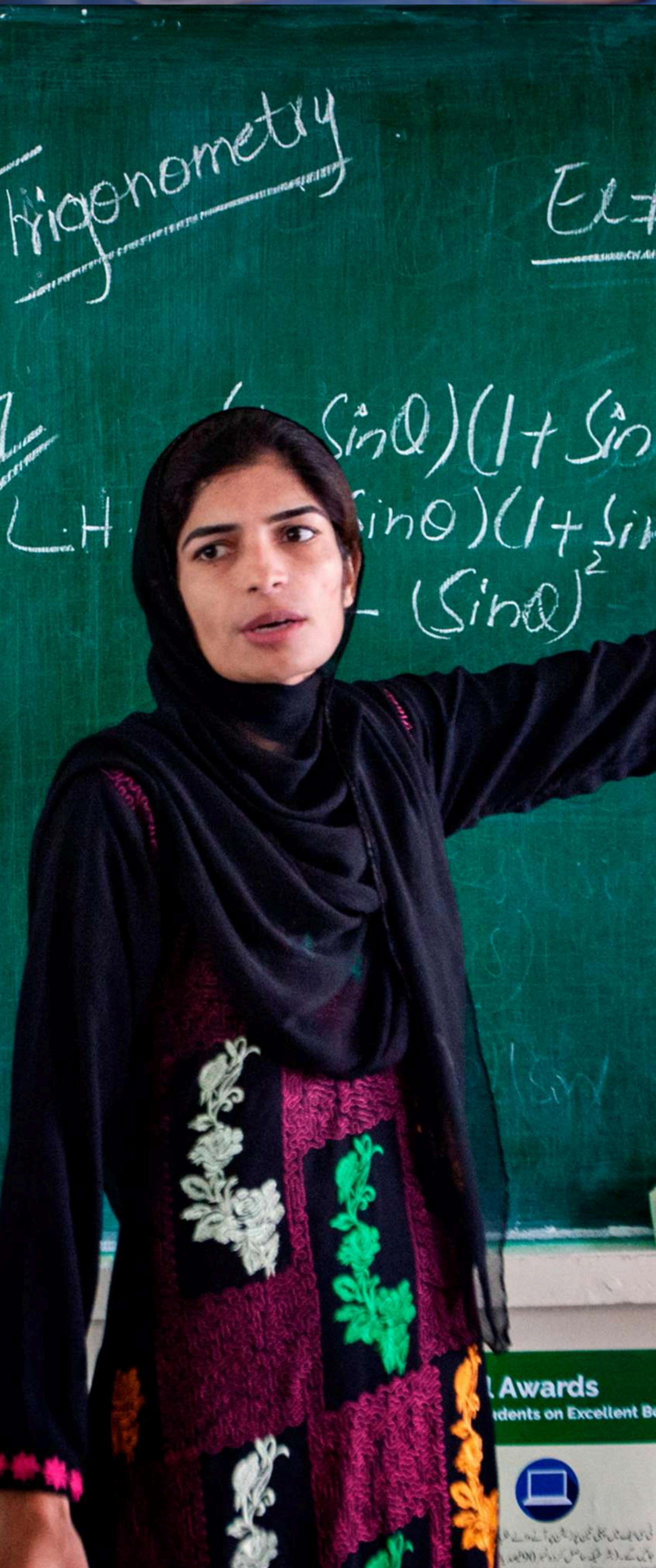
## All TCF Secondary Schools have an engaging Digital Literacy Program

We have developed a cutting-edge computer science curriculum that emphasizes computational thinking, programming, computer systems, IT skills, and digital citizenship. We have also replaced computers with tablets for practical learning at all our schools.





# Teacher / Principal Training



The 1130 teachers/principals from KG to grade 10, in our 160 TCF Canada Supported schools received professional development training to develop their skills and maintain high quality, standardized level of teaching and management. TCF prioritizes extensive teacher and principal training programmes every year. For teachers the modules are designed based on their training needs assessments ranging from subjects, pedagogy and assessments, to early childhood education and critical thinking. TCF principals also receive training in effective leadership and management.

Awards  
Students on Excellent Board Results

بزرگ ستاروں میں علی کارکردگی پر طلبہ کے لیے  
ایکٹیل انعامات



2.





Training sessions were held biannually in 2023 as conducted every year, with one session during the summer vacation and another during the winter break. The summer teacher training sessions are based on assessments and evaluations conducted throughout the year. Similarly, training for principals also occurs during the summer. During the winter break, new teachers who joined TCF schools that year are trained to ensure they reach the same standard as their colleagues





## World Bank features TCF's School Leadership Framework as an exemplary model



The World Bank has featured TCF's school leadership framework as an exemplary model for public school systems globally. The blog titled, 'How to boost school leadership in 4 steps', co-authored by Nadia Naviwala, Senior Advisor at The Citizens Foundation and Juan Baron, Senior Economist, Education Global Practice, World Bank Group, highlights TCF's intensive process of selecting and developing effective school leaders who can support teachers and enable strong learning outcomes in their schools.

## TCF & IDEAS Collaborate on Gender-focused Education Research, supported by the Bill & Melinda Gates Foundation

TCF has collaborated with the Institute of Development & Economic Alternatives (IDEAS) for a research study supported by the Bill & Melinda Gates Foundation. This two-year study aims to explore the transformative impact of sustained quality education on female empowerment and societal norms. The research will focus on communities where TCF has established its early schools, collecting qualitative data to provide valuable evidence on educational programmes that foster positive social attitudes and empower women. The study is expected to benefit educators, school administrators, community leaders, local government officials, and nonprofit organisations engaged in education service delivery.



## TCF Textbooks Certified as Model Textbooks for schools across Pakistan



Four of TCF's Science Series and Digital Literacy textbooks have been selected as model textbooks for all public and private schools in Pakistan by The National Curriculum Council Secretariat, Ministry of Federal Education and Professional Training. These approved model textbooks are compliant with the Student Learning Outcomes in the National Curriculum of Pakistan and are recommended for use in schools to ensure quality and consistency in education. TCF takes great pride in creating its own textbooks, integrating global best practices and featuring a rich blend of concepts.



## Dastak's Impact: Empowering Teachers Beyond TCF

This year, we expanded the reach of our online teacher training programme, Dastak, benefiting a total of 1,405 teachers outside the TCF network in 100 cities of Pakistan. Dastak is an online, subsidised teacher training initiative that draws upon decades of TCF's experience in teacher development. In line with our goal to improve learning outcomes within the ecosystem, Dastak aims to develop better teachers for better classrooms, foster leadership abilities in teachers, develop a growth mindset & culture of continuous learning and produce agents of positive change.

## Project Ta'aluq: Navigating Impactful Interventions via Data Insights

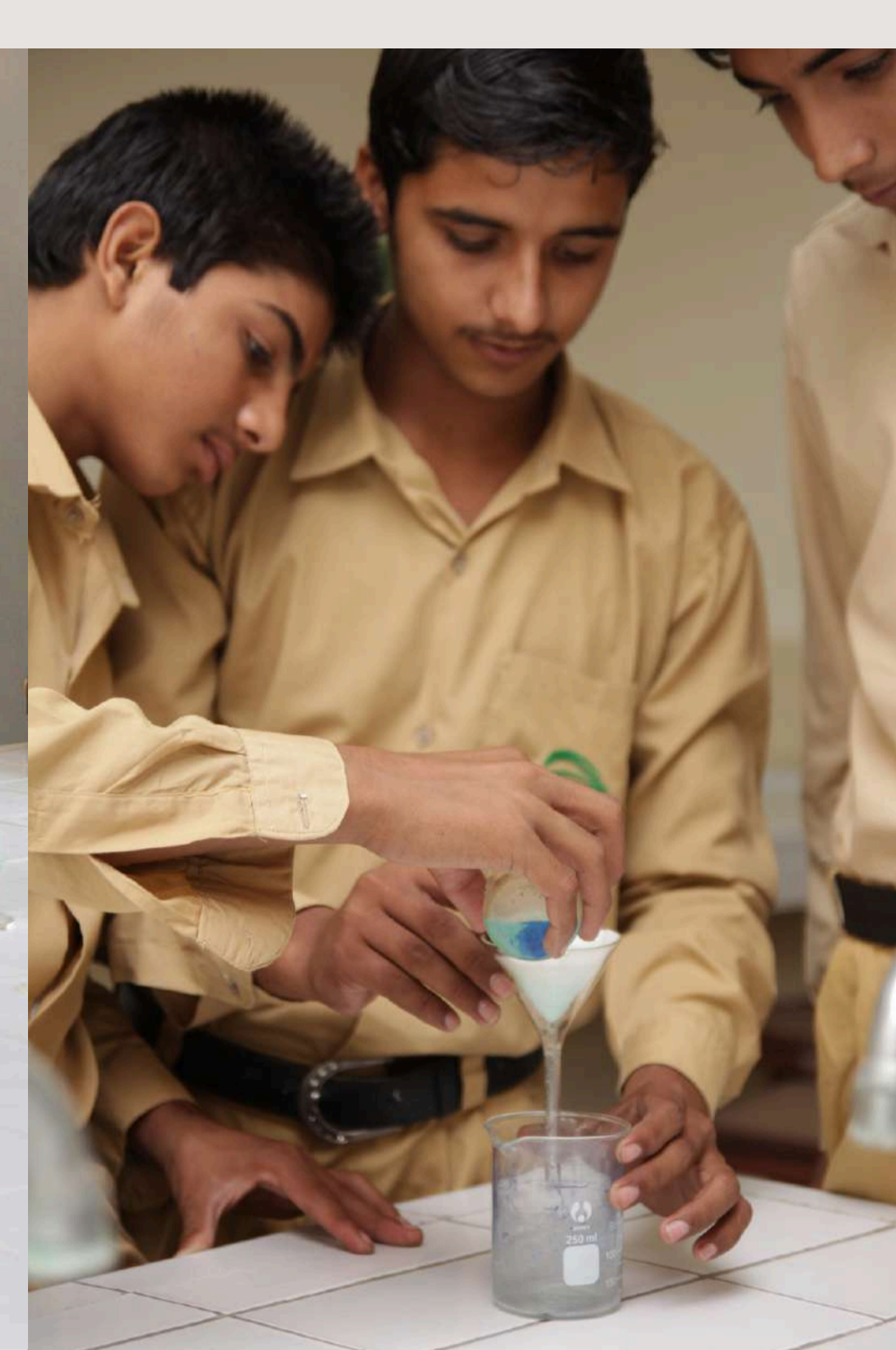


In 2021, TCF launched Project Ta'aluq, aiming to comprehensively profile TCF students and their families. The main goal was to gather in-depth insights at both individual student and family levels, enhancing programme interventions and policies. We have since collected and digitised data from 245,950 student surveys and 151,286 family surveys. This data serves multiple purposes. Principals now have deeper insights into student lives and community dynamics, categorised by household income levels and gender. We are able to identify regions with higher illiteracy rates among TCF parents and older siblings and optimise our Aagahi literacy programme's focus. Additionally, household income details are being used to secure Board fee concessions for 9th and 10th-grade students as well as in understanding the drivers behind student drop-out patterns.

## TCF Principals shine with unprecedented PQI scores



The Principal Quality Index (PQI) serves as a numerical representation that reflects the quality of principals within the TCF network. It provides a standardised mechanism for performance assessment and improvement throughout the year based on some defined indicators. This year, TCF has attained an unprecedented PQI score of 80% for its flagship schools, a surge of 8% since last year, reflecting the impact of dedicated efforts invested in the growth and refinement of TCF principals. This year also marked the inaugural PQI evaluation for principals in our Partnership Schools, a pivotal step towards self-assessment and benchmarking of our progress.



## A Stride Towards Quality Education - TCF students excel in Federal Board Matriculation Exams

Following TCF's move to affiliate its Secondary schools with the Federal Board of Intermediate & Secondary Education (FBISE) in 2021, this year TCF students across Pakistan appeared for matriculation exams under a unified examinations Board for the first time. They secured an impressive 90% pass rate with 30% earning A+ and A grades. Prior to this transition, TCF students appeared for exams under 22 regional boards, resulting in massive variations in academic standards, invigilation regimes and the level of centralised academic and operational support being provided to the schools. The move to FBISE is enabling a gradual transition from rote learning to conceptual understanding as well as an improvement in operational and invigilation effectiveness. Upon FBISE registration, we aligned academic resources with new standardised learning goals, initiated training for teachers and principals, and provided student counselling for a smooth shift. This year, TCF College was also affiliated with FBISE, enabling college students to take intermediate exams under the Federal Board.

## Scaling Impact through Multilateral Public-Private Partnerships

TCF is working to magnify the impact of its schooling model through public-private partnerships. In 2019, TCF signed an MOU with the Government of Sindh to build 500 new Foundation Assisted Schools (FAS) units over 10 years with the goal of improving female enrolment and learning outcomes across Sindh, Pakistan, which currently rates poorly in terms of educational indicators. This year, TCF built 42 new school units under this partnership. To-date, TCF has built 70 school units across high-need locations in Sindh. Under this model, the government provides monthly subsidies for running the schools while TCF employs its expertise in constructing and managing schools.



Flagship schools are TCF built schools and Partnership schools are TCF run government schools.



# Other Programs

Our other programs constituted 2.5% of TCF Canada support





# Aagahi Project

This women Adult Literacy Learning is a 4-month teaching program that teaches women to read and write and do basic math. This program grew from the community needs when mothers of TCF children expressed a wish to learn. This improves the self esteem of the women as they can be more independent and astute. This reduces gender inequality by dismantling power dynamics and makes them more participatory members in their community. In 2023, 2,107 women went through the course with TCF Canada Support



TCF CANADA

# YOUTH BURSARY PROGRAM



“

The TCF Canada Youth Bursary Program generously supported me throughout my first year. With their help, I was able to concentrate on school and found a job for my co-op program work term.

- Anthony Chen, University of Waterloo, in the Bachelor of Software Engineering, Honours, Co-operative Program.

”

The Youth Bursary Program started in 2022. In 2023, 21 bursaries were awarded to students in need of financial assistance, worth \$4,000 each. Through it, TCF Canada carries on its mission of everyone has a right to education at a local level.



## Water Filtration Program

Water Filtration Plants are built in TCF communities where there is dire need for clean water. They are constructed next to the TCF Schools with dual access; one to the school for students and other for the community members. Eradicating water borne diseases in communities increases school attendance and participation of children in schools and also provides health benefits to the family as a whole.

TCF Canada built 2 water filtration plants in TCF schools/communities in 2023. An average of 2,500 benefit daily from the 2 installations.



# Evaluating TCF students learning skills

Currently, we utilize a single independent evaluation mechanism for internal benchmarking and target establishment. This evaluation is conducted by Tele Taleem and encompasses all TCF schools excluding Sindh Basic Education Program Schools. It is administered in grades 2, 5, 6, and 8, covering subjects such as Mathematics, English, Urdu, and Sindhi where applicable in level 2, and Science additionally at grade levels 5, 6, and 8. The evaluation framework is structured to capture essential student learning outcomes pertinent to further academic pursuits. This comprehensive mechanism spans across the entire population and occurs on an annual basis.

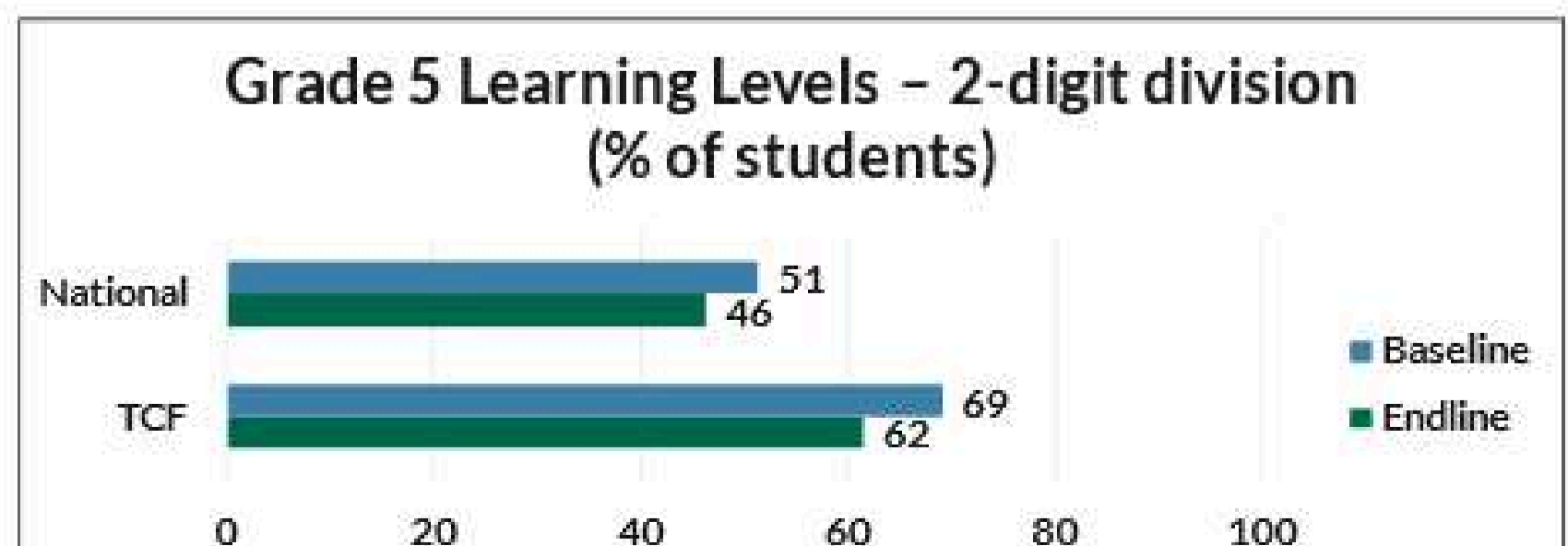
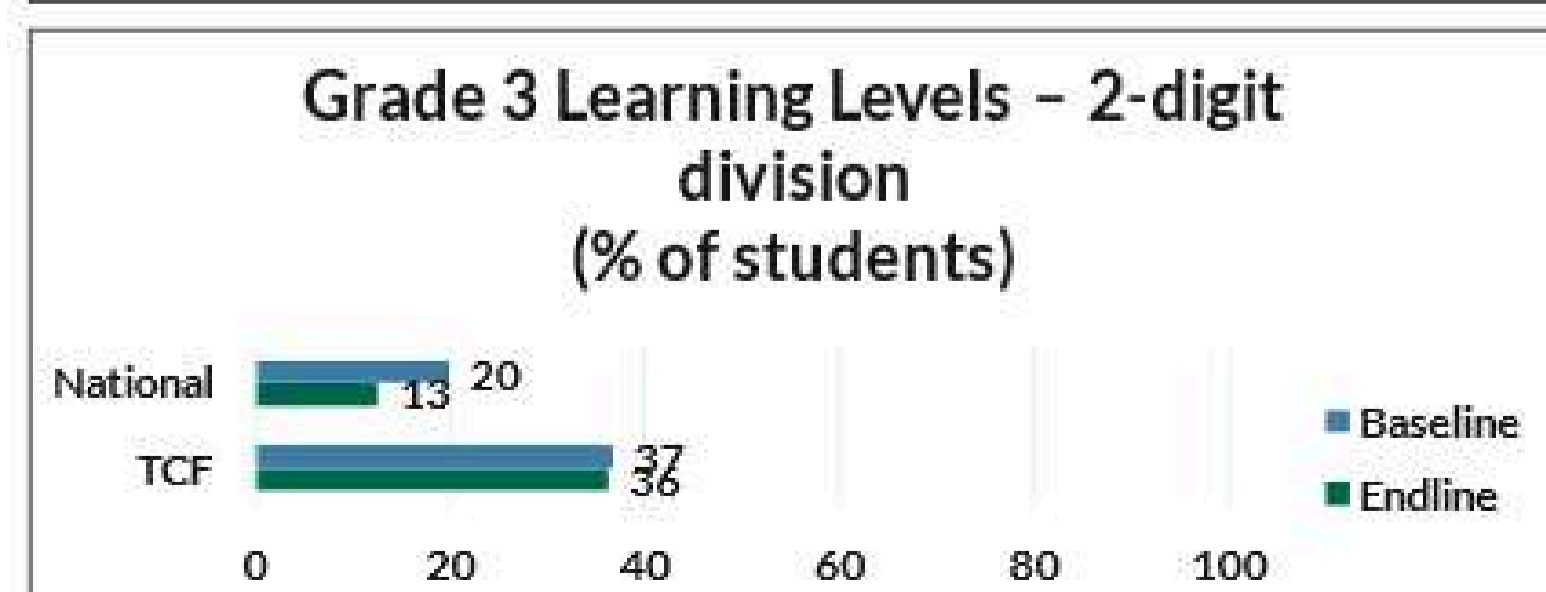
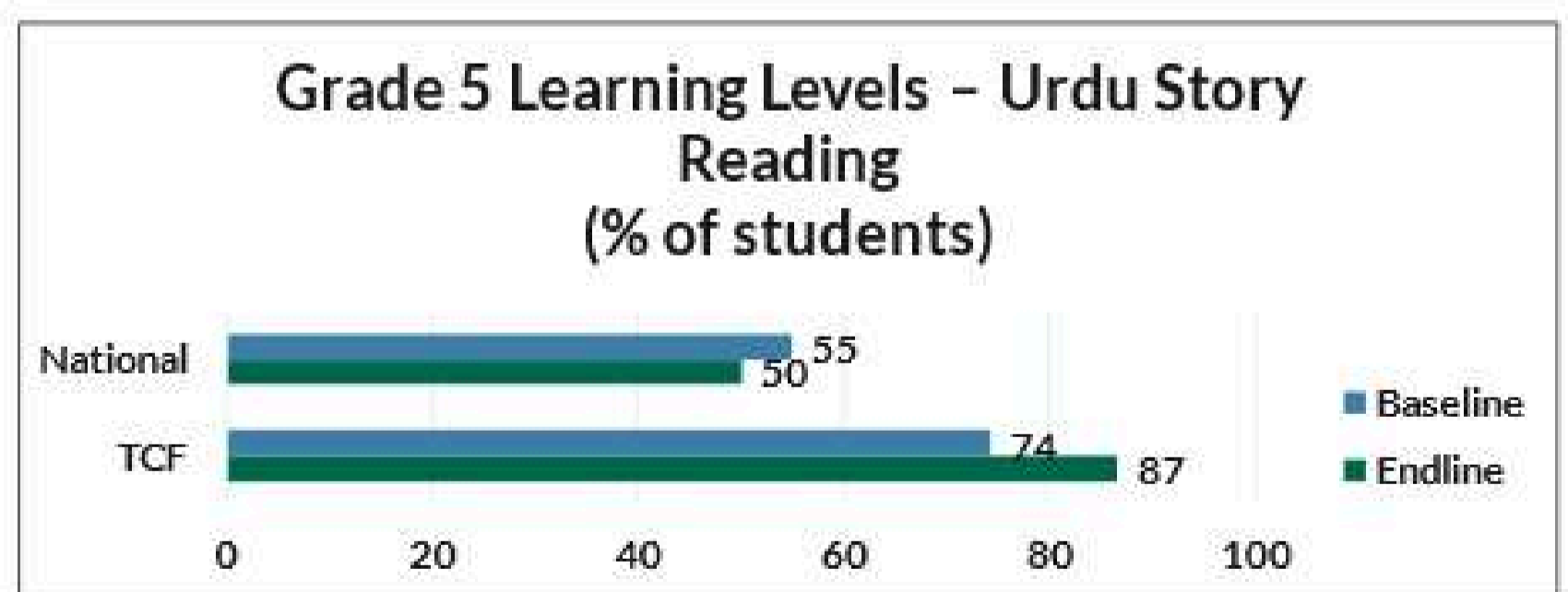
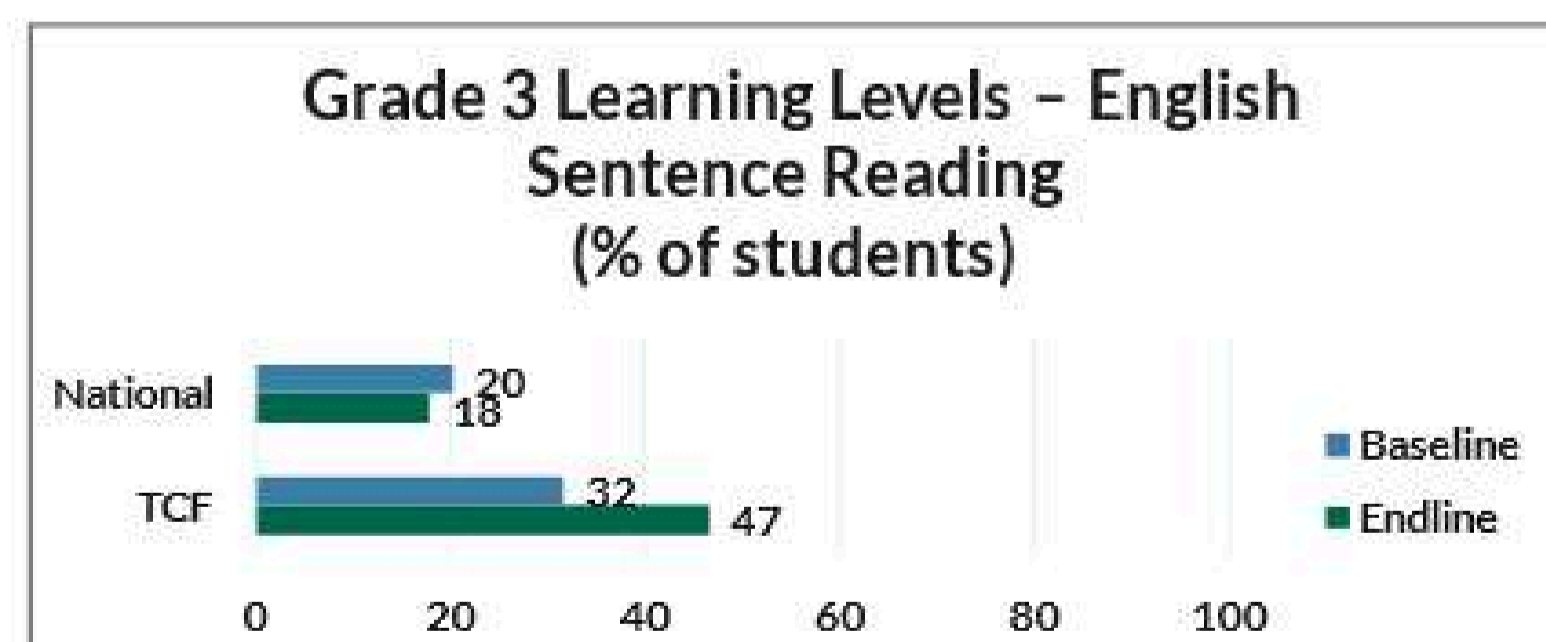
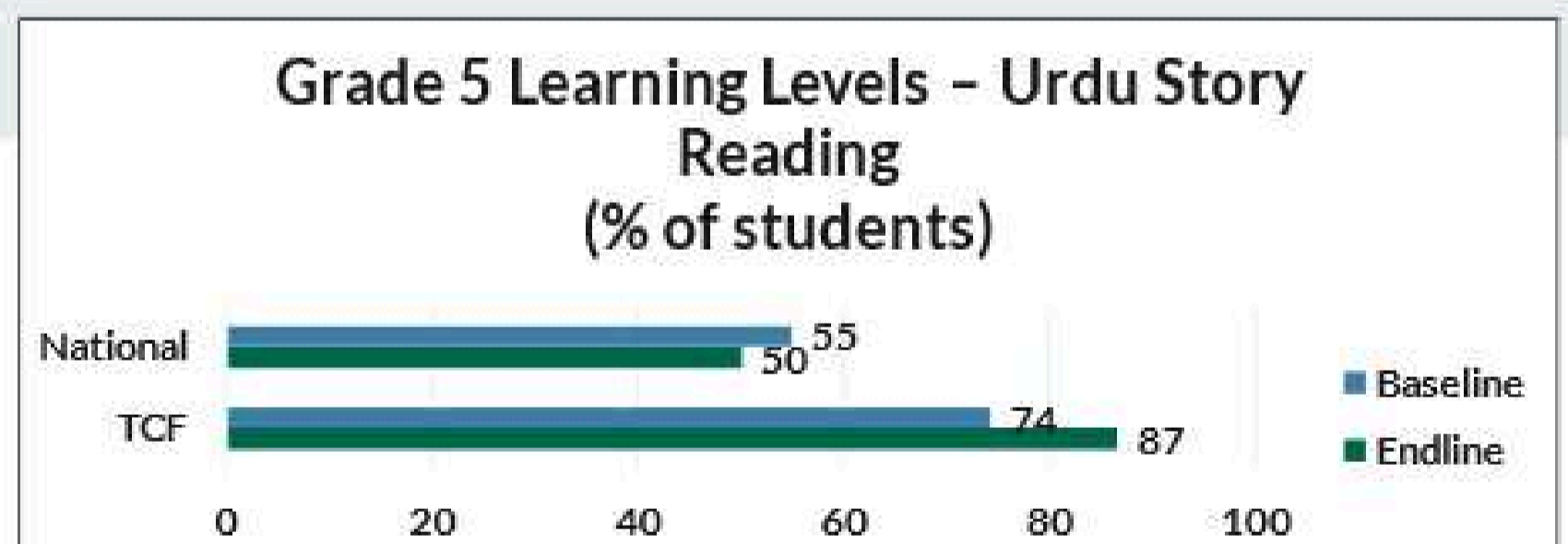
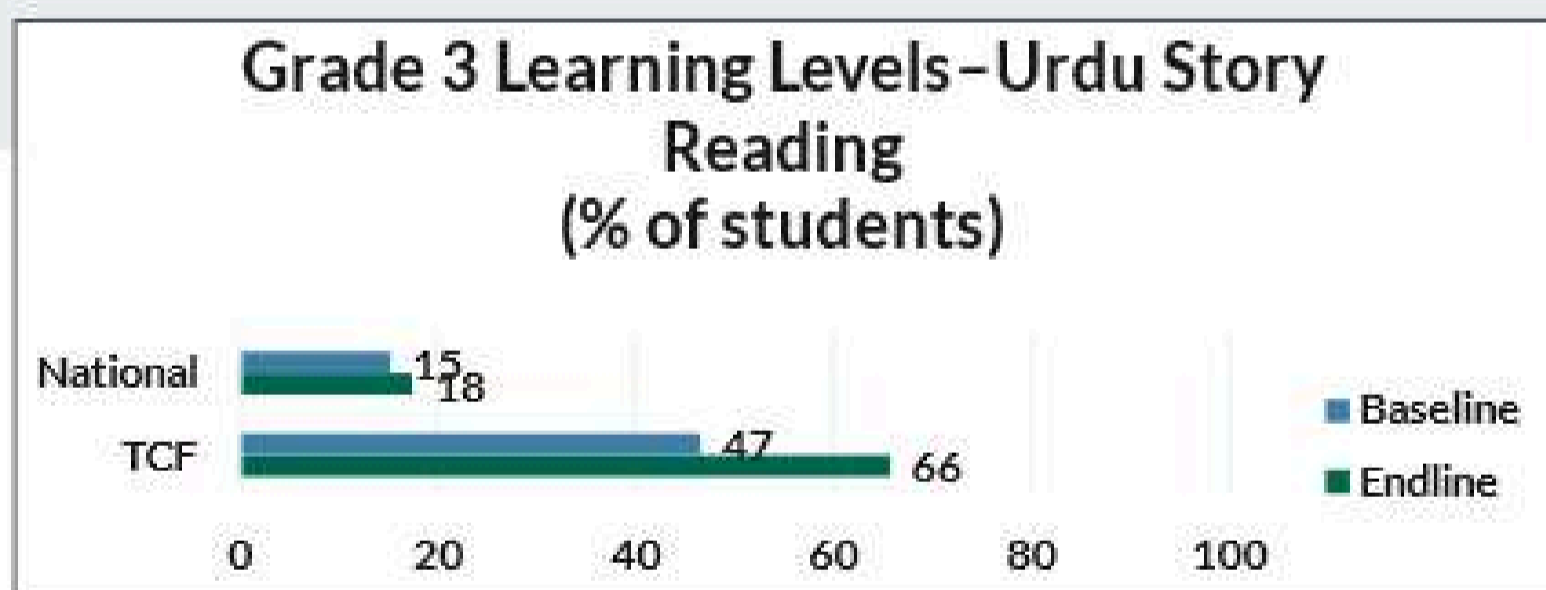
The second mechanism we have employed in the past is ASER (Annual Status of Education Report), which serves to monitor changes within our public-private partnership schools. A baseline assessment was conducted during the COVID-19 pandemic in 2021, and recently, in the fourth quarter of 2023, we conducted an endline assessment of the same schools. ASER provides us with a valuable insight into the performance of our students in comparison to other educational systems. Both the baseline and endline assessments aid us in monitoring progress within our own system.

Our intention is to integrate ASER into our standard practices, focusing on a sample of students robust enough to provide a systemic evaluation. We plan to conduct this exercise every 2-3 years, with the next ASER scheduled for the last quarter of 2024, and results anticipated in the second quarter of 2025. This assessment aligns with the tools utilized in the nationwide ASER study, covering English, Urdu, Sindhi, and Mathematics.

### In the Endline Assessment, the following results were noted:

TCF Schools and National Outcomes:

1. Analysis is only representative of schools in Punjab.
2. Baseline assessments were conducted between mid February to mid March '20, covering 536 students in grade 3 and 519 in grade 5.
3. Endline assessments were conducted in December 2023, covering 540 students in grade 3 and 524 in grade 5.







**TCF Students besides formal learning, also participate in contests and events for their overall development.**

## Student Week at TCF Schools



### TCF Schools celebrate Student Week with Spirited Competitions and Creative Showcases!

Students' week is in full swing in TCF Schools across Pakistan! Students are participating in some healthy competitions and showcasing their talent through sports, art, debate and more.



### Unveiling Brilliance

The diverse showcase of abilities inspires not only fellow students but also educators and parents, reinforcing the belief that each student is a unique, capable individual with untapped potential.



### Fostering Holistic Development

It is celebrated with a holistic perspective that is concerned with the development of every child's intellectual, social, physical, creative and spiritual potentials. It provides the students an opportunity to discover and groom their talents other than the normal course of activities which is imparted during the standard educational period.



### Diverse Offerings

Every school has its own set of activities planned for this week – some of the main activities involve sports, speech, *naat* and art competitions.



### Fostering Community Spirit

TCF Students' Week is not just a time for competitions; it's a celebration of growth, learning, and the vibrant spirit of the TCF community. As students participate enthusiastically, the week becomes a testament to the commitment of TCF Schools to provide a comprehensive and enriching educational experience.



### Nurturing Confidence & Resilience

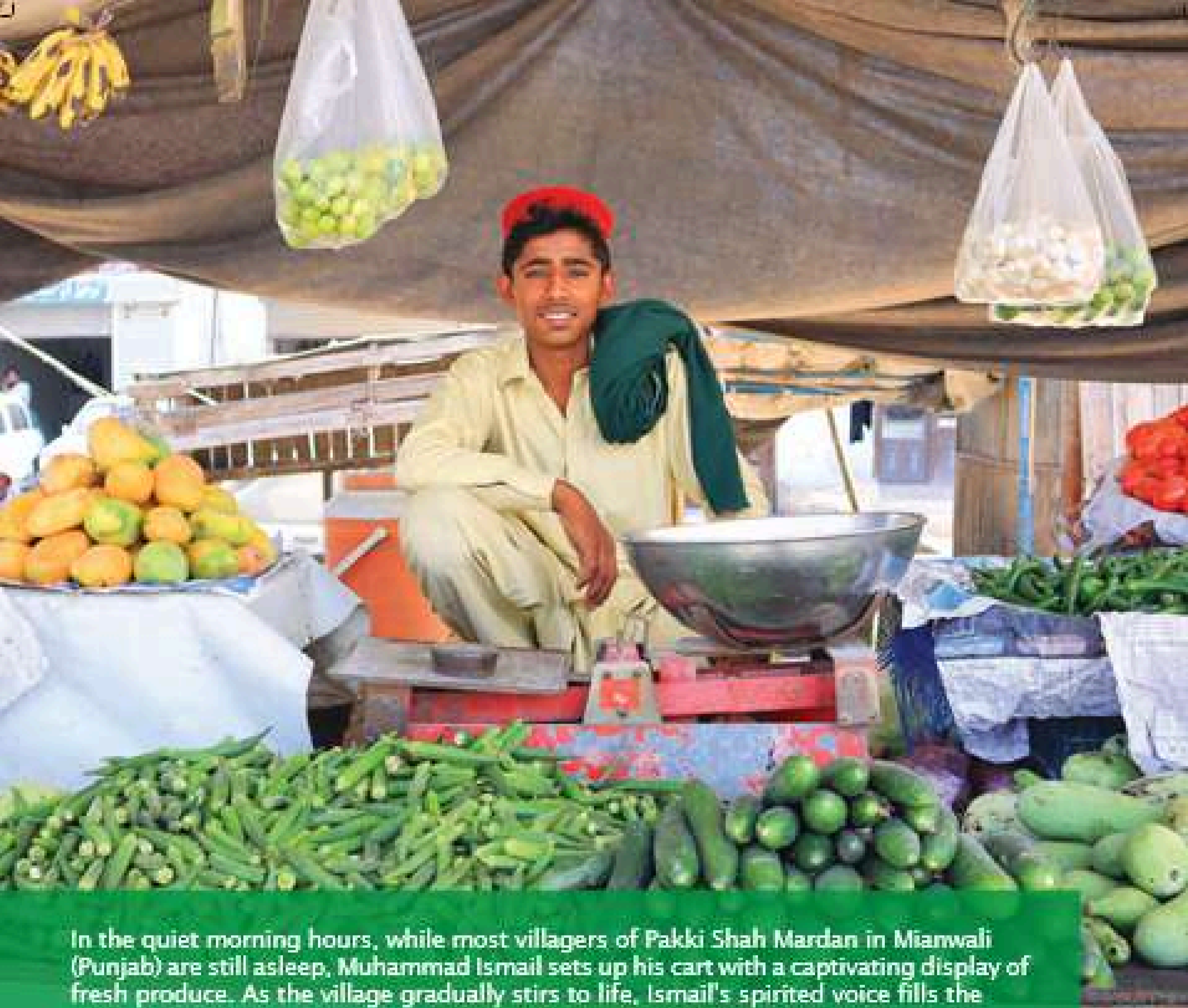
Success and improvement in sports and debate build confidence and self-esteem. Students learn to handle success and failure gracefully, developing resilience and a positive attitude towards challenges.



# Dreams Begin with Education

"Between work and school, every day feels like a race against time. But I'm so grateful that I get to go to school. I wish my parents had got that chance too."

Muhammad Ismail, TCF Student



In the quiet morning hours, while most villagers of Pakki Shah Mardan in Mianwali (Punjab) are still asleep, Muhammad Ismail sets up his cart with a captivating display of fresh produce. As the village gradually stirs to life, Ismail's spirited voice fills the market. He strives to close as many sales as possible in the early hours. But as soon as the clock strikes twelve, he swiftly packs up everything. With a heart full of dreams, he makes his way to the TCF School, where he is a student of Class 9.

Nearly ten years ago, a TCF teacher spotted Ismail, who was just six years old then, during one of her community visits. Upon learning that his father, a daily-wage labourer and his mother a homemaker, could not afford to send Ismail to school, she encouraged them to enrol him at the TCF school where he could get a good education despite their meagre income. Ismail enrolled in kindergarten at the TCF school in his community and began his learning journey. A decade later, he is preparing for his Board exams. Ismail loves to study Science and dreams of becoming an engineer.

As Ismail gets off from school, he heads back to the market where he sells the remaining produce late until night. The 200 rupees he makes for his day's work goes towards supporting his family. Ismail heads home to complete his homework and gets some rest before rising in the early hours once again to start the drill. Despite his hectic schedule, Ismail manages to maintain a perfect attendance.



# SULEMAN DAWOOD SCHOOL OF BUSINESS

## Bhai Pheru Village to LUMS

"I want to change the traditionally held beliefs that keep girls from pursuing their dreams beyond the boundaries of their community."

Ayesha Siddiqui, TCF Alumna



The sun was setting on the dusty streets of Bhal Pheru in Punjab as Ayesha stood before the Chaudhry (village leader), alongside her father and grandfather, holding her acceptance letter from the Lahore University of Management Sciences (LUMS). Her heart was pounding in her chest as tension filled the room. She knew that her dreams were hanging in the balance and that this moment could be the turning point of her life.

This wasn't the first time Ayesha found herself in such a situation. When she passed Grade 10 at the TCF school and expressed her desire to attend a college two hours away from her village, her family had to bear the brunt of the villagers' objections before she was allowed to study.

But throughout her life, Ayesha's family has been her rock. Her father, a daily-wage labourer and her mother, a house help, stood behind her always, just as they were now, pleading her case, until they persuaded the Chaudhry to allow her to go to the city and fulfil her dream.

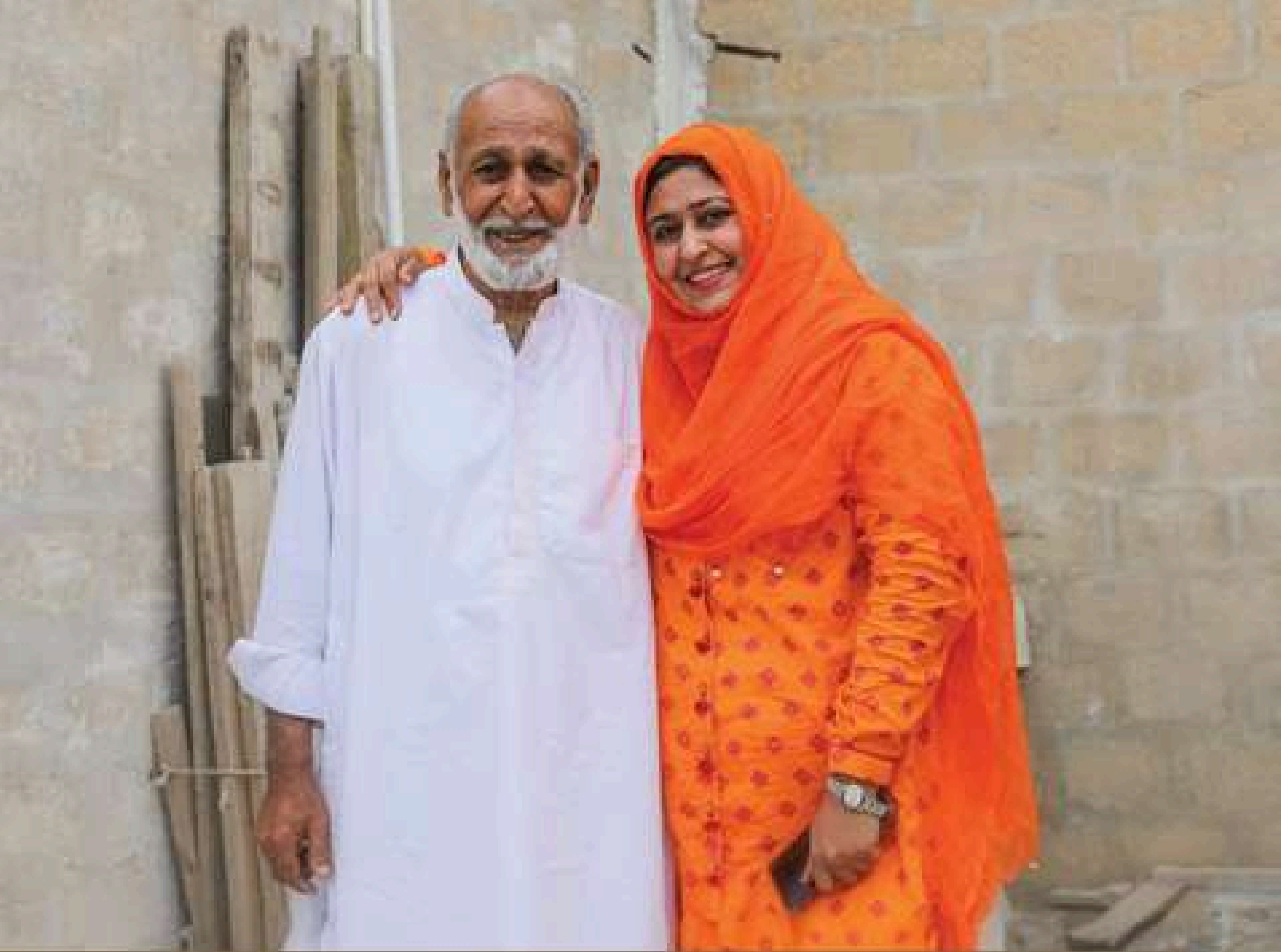
Today, Ayesha is pursuing her Bachelor's degree in Management Sciences at LUMS. She is the first girl in her family to complete matriculation and attend university. After graduation, Ayesha dreams of starting her clothing business.



## Teacher, Principal, Leader

"Once I became a part of TCF, there was no turning back. I became deeply committed to the mission, and I couldn't imagine myself anywhere else or doing anything else. It's been 18 years, and I still have so much more I want to achieve."

Tabassum Kausar, Area Education Manager  
Former TCF Teacher & Principal



As the TCF van rumbled along the dusty streets of Hasan Goth, Tabassum's heart pounded nervously. Today was the day of her interview at the TCF school, and the reality outside her window was a stark contrast to the picturesque image her father, a gatekeeper at the school, had painted for her. But when the van finally came to a halt at the gate of the TCF school, Tabassum was awestruck by the grandeur of the building. It stood tall and resolute, a beacon of hope amidst the challenging surroundings.

In 2005, Tabassum embarked on her TCF journey, unknowingly embarking upon an 18-year-long journey of service and commitment. She wholeheartedly invested herself in her students, nurturing their curiosity, imagination, and love for learning. Throughout her four years as a teacher, Tabassum received in-depth training that fueled her personal and professional growth. These experiences prepared her for her future role as a principal at a TCF school in another vicinity. In her new role, Tabassum became a beacon of change, actively working to improve enrollment, retaining girls in school who were at the risk of dropping out due to early marriages and supporting the growth and development of her teaching staff.

Today, Tabassum is an Area Education Manager (AEM) – responsible for improving the delivery of quality education of the TCF schools in New Karachi Town. She is one among thousands of dedicated individuals, who are driving the TCF movement forward, every single day.



# Education across Generations

"I used to watch my children run through these corridors; now my grandchildren are growing up at TCF."

Noor Jehan, TCF Aaya

Noor Jehan has dedicated 29 years of her life as an Aaya (consular) nurturing generations of students at the TCF school, Dhittalabad.





In the year 1998, as TCF began building its school in Bhattaiabad, Karachi, Noor Jehan quietly stepped into the scene, taking on the role of an Aaya, the school caretaker. She rolled up her sleeves and dove right into work, laying the bricks and building the foundation, both literally and metaphorically.

For 25 years, Noor Jehan has met the school with the rising sun. In the early hours of the morning, she's already at work, clearing and tidying up classrooms and halls. During the day, she is always on the move – helping teachers, brewing tea, tackling odd tasks – her dedication weaving through every corner.

Within every organisation, there are those irreplaceable individuals who quietly operate behind the scenes, effortlessly managing even the smallest, yet significant tasks. Noor Jehan is one such member of the TCF family, a woman of quiet strength who takes great pride in her work.

"All of my children studied at TCF. My two daughters, taught by wonderful teachers, are now working with the Sindh Police. Now their sons and daughters are going to the same school. You see, it has been a full circle!"

In a heartfelt moment, Noor Jehan lends a hand to a little girl and fixes her hair.

# Alumni in Tertiary Education

The following TCF Pakistan table depicts the TCF Alumni enrolled in tertiary education in diverse, specialized fields to date.

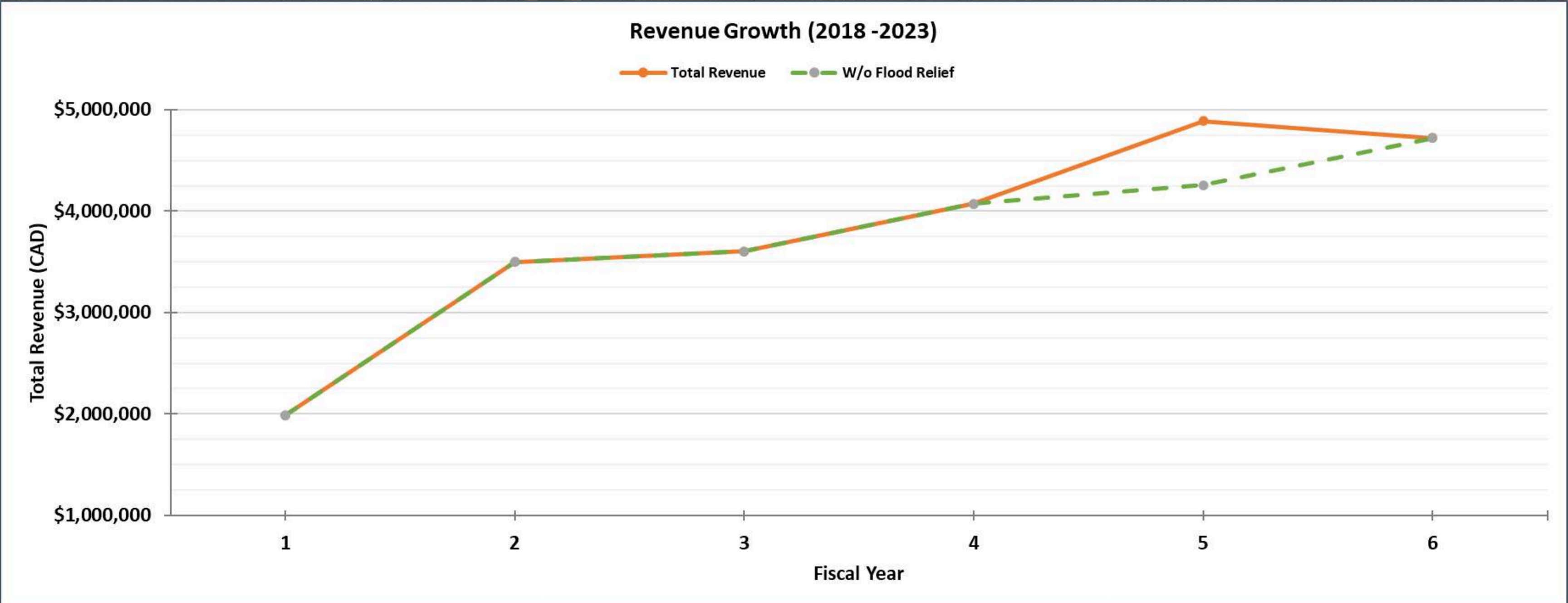
Data Point	Female	Female %	Male	Male %	Total
To date tertiary enrolled	4,963	57%	3,695	43%	8,658

Discipline	Female	Female %	Male	Male %	Total
Agricultural Sciences	5	50%	5	50%	10
Computer Studies	364	37%	630	63%	994
Engineering	123	24%	393	76%	516
Health Science	460	75%	153	25%	613
Management Sciences	814	51%	791	49%	1605
Natural Sciences	63	78%	18	22%	81
Others	1749	64%	1002	36%	2751
Social Sciences & Arts	1385	66%	703	34%	2088
<b>Grand Total</b>	<b>4,963</b>	<b>57%</b>	<b>3,695</b>	<b>43%</b>	<b>8,658</b>

# Financials

in \$	2021	2022	2023
Total Revenue	4,070,879	4,888,877	4,720,332
Donations	3,932,678	3,809,707	3,671,388
Grants	85,700	134,553	214,529
Events Tickets, Sponsorships & Others	48,000	900,643	755,038
Investment Income, Other	4,501	43,974	79,377
Total Spending	3,086,681	4,464,947	5,422,550
Program Costs - International	2,877,797	4,041,663	4,813,871
Administrative Costs	154,503	222,545	335,431
Fundraising Costs	54,381	200,739	273,248

# Revenue



Last year, TCF Canada had a segment of growth attributed to the Flood Relief. In 2023, TCF Canada settled to its steady growth pattern over the years.

# Impact Recognition

TCF Canada was ranked as the Top 10 Impact Charity as well as a Top 10 International Charity with a five-star rating by Charity Intelligence Canada in 2023, making it the 4th time in a row that we were given this recognition/distinction. Honored to hold the title, TCF Canada continues with gusto its commitment to donor accountability and fulfillment of its mission.



**Rated out of 800 Canadian charities and assessed on:**

- Donor Reporting
- Financial Transparency
- Funding need
- Cents to the cause
- Demonstrated impact

**Rated Top 10 Impact Charity**  
**Top 10 International Impact Charity**

for 2020, 2021, 2022 & 2023



# Third Party Inspection

## with an overview of results: IPSOS

TCF Canada School inspections are executed by an independent third party appointed by TCF Canada for quality checks and identifying gaps for improvement for all schools operated/supported by us. IPSOS, a multinational market research and consulting firm has been conducting these inspections since 2019.

The inspection is conducted by an IPSOS evaluator's school visit employing various approaches; through on-site visit/observation, teacher, and principal survey and through available bookkeeping resources.

The purpose of the school inspections is to understand the efficiency of available resources in school and learning taking place as per expectations. The inspection also ensures capture of teacher and student attention, maintenance, and overall hygiene including visit to toilets, libraries and labs, and observation of TCF policy compliance.

## Performance Snapshot:

### Comparison between last year and this year reporting:

- Overall, we see an **improvement in scores** for wave 5 compared to wave 4 on most KPIs
- Principals have expressed **satisfaction with the current education and outcomes**, though we see a minor decrease in the "very satisfied" rating in this wave
- The student population shows an **even split between males and females**
- Overall, **fewer number of issues** in units were reported compared to the last wave
- **Notable improvements** were seen in units' structure, cleanliness, and water compared to last wave

Wave	Year	No. of Schools Inspected
2	2019	48
	2020	None (Due to Covid)
3	2021	100
4	2022	150
5	2023	160

# Challenges and Learnings

## A Stride Towards Quality Education

### TCF students excel in Federal Board Matriculation Exams

Following TCF's move to align its Secondary schools with the Federal Board of Intermediate & Secondary Education (FBISE) in 2021, this year TCF students across Pakistan appeared for matriculation exams under a unified Board for the first time, achieving a 90% pass rate with 30% earning A+ and A grades. Prior to this, TCF students nationwide underwent Board exams under 22 local Boards, causing administrative complexities and academic standard variations ( Transitioning to FBISE centralised operations, brought transparent processes, higher academic and exam standards, rigorous regulations, and improved student learning in line with the National Curriculum. Upon FBISE registration, we aligned academic resources with new standardized learning goals, initiated training for teachers and principals, and provided student counselling for a smooth shift.



# 2024 Goal and 5-year Plan

Area of Growth	2023 Status	2024 Goal	5 Year Goal
Increase School Support	160 Schools	160	200-250
Increase Student Support	26,672	26,672	32,400
Increase New School Builds	61	68	90-100
Community Poverty Alleviation Work in our School Communities through Water Filtration Plants Project and Solar Project	2 Projects 2,500 Beneficiaries/day	5 Solar Projects +1 Water filtration Plant	10 Projects
Increase in Number & Strengthening of Chapters	11	12	15
Pass Rate Students *Time required for students to get familiar with new board	90	90	92
Transition Rate % TCF Secondary to Intermediate level of Study *Plan to maintain our high levels	87	87	87





# TCF School Visits

TCF Canada facilitates schools visits for not only discerning donors and our dedicated volunteers but also to any curious minded, discerning individual interested in seeing our impact on the ground. In 2023, besides the TCF Canada President visiting the schools a number of times and other TCF Canada persons, we had a number of Canadians who were given the tour of our school premises.

## Mehreen Chaudhry and her mother



*TCF High Secondary School, Roranwala, Shirin Sultan Dossa Campus II*

“

*Excellent faculty, very clean, disciplined. All girls were confident and wonderful to speak with. Staff is very dedicated. It has been wonderful to meet everyone.*

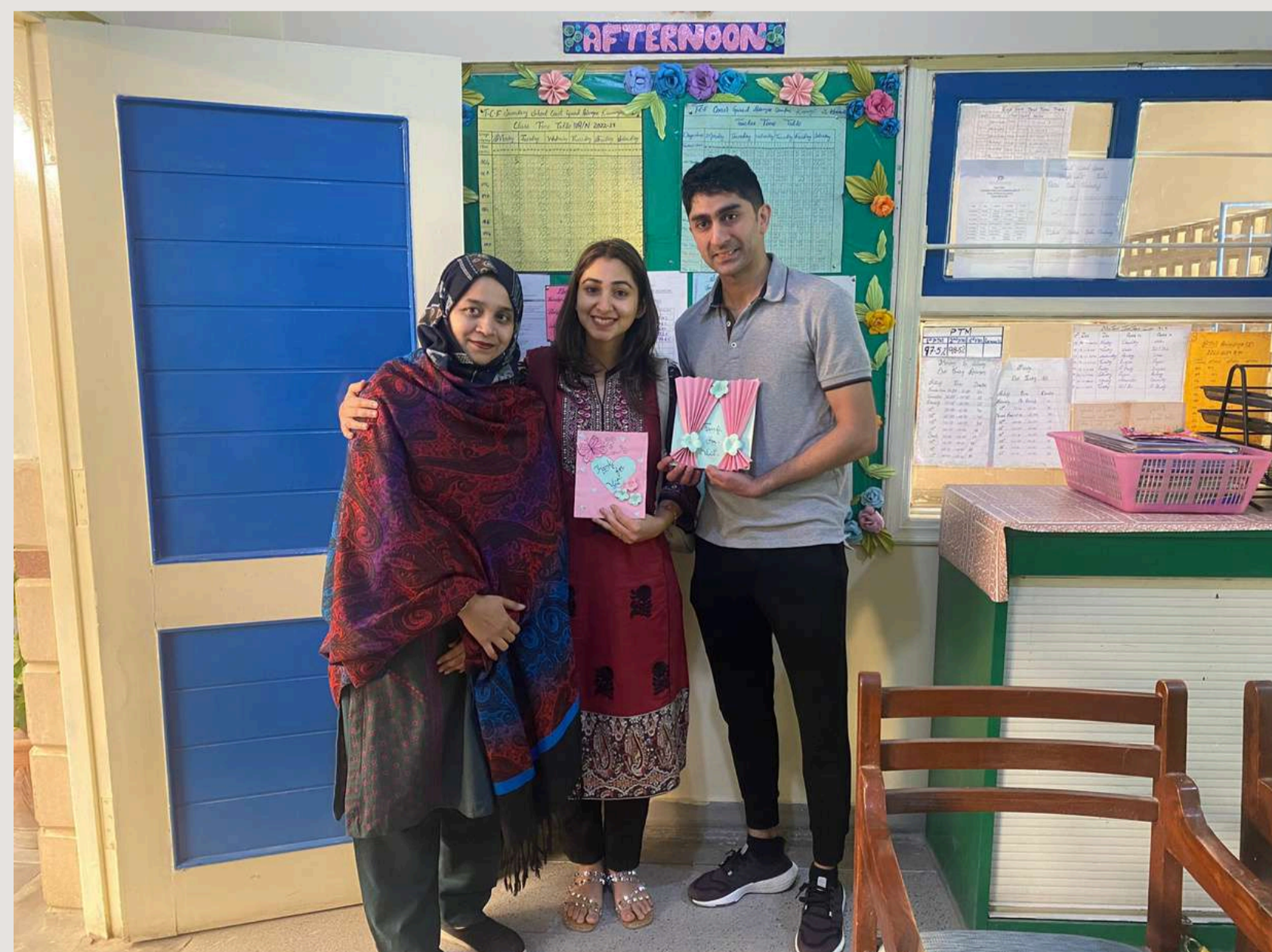
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*School Visit to Coast Guard - Adamjee Campus*



*TCF Canada Staff Memembers' School Visit*



*Canada Volunteer's School Visit*

# Acknowledgements

Through the support of TCF Community, we had successful fundraising events in our chapters. We are thankful to all our event sponsors in 2023, particularly to Al-Safa Foods Canada Ltd., Midas Safety Inc., Zoom Imports Inc, Daulat Meghji, 1301026 Ontario Limited, Amtex (Yarn) Manufacturing Inc., Mansoor Naqi, Healthy Planet, Premium Uniforms. Vista Textiles, Farhan Abbas, Sbilwani Towers Inc, Mikail Rahman, Nermeen Chinoy and Enjoy Tyre Co., Dr. Sara Rizwan and Janet Farooq for their support. We are also grateful for the support we have received from numerous foundations of the same. Our heartfelt gratitude to OBAT Canada Foundation, McMillan Family Foundation and COIN for their generous donations. Also, a note of thanks to our 2023 build donor, Mr. Kamran Khan, for making it possible for one more community to now have a school to send their children to.

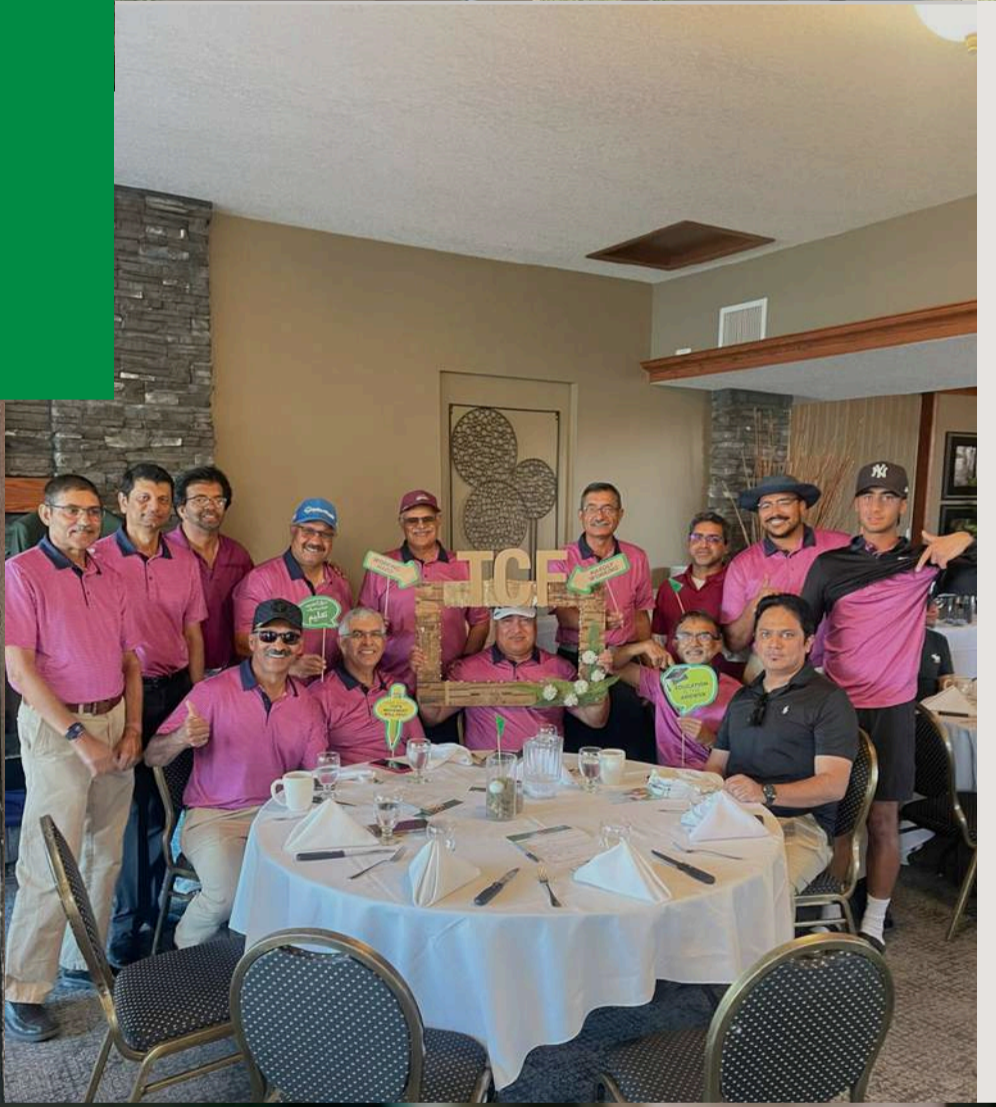


*We are immensely proud of our donor community that stood by us for another year and through their generous donations enabled us to carry on with our mission. Another pillar of strength are our volunteers, who help us to spread awareness, participate in event arrangements and fundraise for the cause.*





# Our Fundraising Events/Galas





# Our Volunteers

