



A man and two children are working on a wooden project. The man, wearing a grey polo shirt and a black watch, is pointing at a piece of wood. The children, a boy and a girl, are using a yellow and black power drill to work on the wood. The boy is wearing a blue and white tank top with a palm tree design, and the girl is wearing glasses and a blue shirt. They are in a room with a window in the background.



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2019 - The Year in ideas...

2019 was a watershed year for Bermuda Education Network as we turned our focus to supporting teachers and developed our strategy for supporting high quality teaching.

Our new strategy acknowledges that high quality teaching is partly to do with the know-how derived from training, coaching and experience, but is also about having adequate time for planning inspiring lessons that “expand horizons”. Our Horizons program helps teachers with this process and our challenge this year was to provide it to more schools and to make some adaptations to the program to help us fulfil our new Mission Statement:

BEN is an ally in improving public education through opportunities that empower teachers.



“High quality instruction and school leadership have the single greatest school-based impact on student success.”

Teacher of the Year

Every year, BEN’s Teacher Awards offer an opportunity to ask ourselves “what is high quality instruction?” and “how do you achieve learning that lasts?”

Our awards committee considers several factors while deliberating about which of many talented teachers to recognize as the BEN outstanding teacher of the year.

2019’s winner was Alandra Swan whose P1 lesson about human respiration stood out as an exemplar of how to keep busy students engaged and on task.

Students watched a video about lungs, brains and hearts and then worked in pairs to trace the outline of their classmates body onto giant pieces of paper and pasting pictures of the organs in the appropriate place, consulting with their partners and taking turns. They were completely engrossed in their task and barely any redirection by the teacher was required.



BEN’s Outstanding Teacher Award honored 10 public school teachers in 2019, with winner Alandra Swan being recognized at the Chinese New Year Gala at Fairmont Hamilton Princess.

The 10 nominees included:

Antoinette Hollis, Harrington Sound Primary
Sandra Burrows, The Berkeley Institute
Alandra Swan, Francis Patton Primary
Demeeka Dublin, Dellwood Middle School
Daishawnai Richardson, East End Primary

Hewitt Taylor, The Berkeley Institute
Rosalyn Minors, Warwick Pre-School
Enid Furbert Jacobs, West Pembroke Primary
Diamond Outerbridge, The Berkeley Institute
Kristi Foggo, St. David’s Primary



Is our school system achieving the goal of high quality instruction by demanding that teachers cover vast amounts of content? This leaves little time for the creative work of conceiving and delivering imaginative, hands-on learning and this could have a detrimental effect on student learning and well-being.

This is why we designed our Horizons program to help teachers give their class highly engaging experiences that engage even their most challenging students:

“During the Kaleidoscope Arts Foundation field trip the boys were totally engrossed and able to independently complete their creations!”

“Keeping him engaged and on task can be a challenge. The BEN expeditions have built his confidence and he shows eagerness during expeditions when assigned small group tasks and hands on activities.”

We organize transport, cover the cost of visits to our partner organisations and relieve teachers of time-consuming logistics so that they can get on with creating rich and inspiring experiences.

This year, with the support of our donors and a multi-year grant from Allan & Gill Gray Philanthropy, the Horizons Program has expanded to more schools and while we retained its core structure of monthly expeditions, it was adjusted to include more explicit goals for teachers to hone their skills in experiential learning.

Horizons is an opportunity for teachers to “test-drive” some different strategies which BEN’s teachers model during the expeditions. This includes how to weave language, social emotional learning and critical thinking into lessons, and our partnership with Bermuda National Trust, BUEI, BZS and the St George’s Foundation allows teachers a further opportunity to take a deep dive into science and history topics.

“In class he is very reserved, unwilling to participate in small group tasks, presentations or team assignments. Since his involvement this year with BEN it is remarkable how he displays different behaviour when on expedition.”



EVIDENCE OF IMPACT

For the first three quarters of 2019 the Horizons program was provided to 113 students at 5 schools. Teachers shared numerous anecdotes about how students increased their vocabulary, improved their attitude to learning and applied the things they received during field trips to their classroom learning.

Our evaluations reinforce the case by showing that the Horizons program supports social emotional learning and helps most students increase their persistence, self-control and communication skills.

Expansion of the Horizons Program

In the final quarter September to December 2019, the Horizons program restarted with a new cohort of students and three new schools (Dalton E. Tucker, West End Primary and Victor Scott) bringing the total number of schools to 8 with 147 students and 11 teachers taking part.

Collaboration

Kaleidoscope Arts Foundation, Bermuda National Trust, Bermuda Zoological Society, Bermuda Underwater Exploration Institute, Dolphin Quest and three sailing clubs helped us to deliver the Horizons program in 2019:

1. **Masterworks** - October 2, 3, 4
2. **National Museum** - October 16, 17, 18
3. **St. George's** - November 6, 7, 8
4. **Bermuda Underwater Exploration Institute** - November 13, 14, 15
5. **Bermuda National Gallery Expedition** - November 20, 21, 22
6. **Dolphin Quest** - January 15, 16, 17
7. **Verdmont/Bermuda National Trust** - January 22, 23, 24
8. **Chinese New Year performance** - February 8th
9. **Bermuda Zoological Society/Aquarium** - February 19, 20, 21
10. **RHADC, RBYC and SBC** - March 5, 6, 7
11. **RHADC, RBYC and SBC** - March 12, 13, 14
12. **RHADC, RBCY and SBC** - March 19, 20, 21
13. **Kaleidoscope Arts Foundation** - March 26, 27, 28
14. **Bermuda Zoological Society** - April 30, May 2

Our goal is to remove the barriers for students to participate in activities they enjoy and have shown aptitude for and to create more pathways for gifted students to be referred to other programs.

One of our students with ADHD flourished during Horizons and received a sailing scholarship for the RBYC sailing program.

Growth of the Horizons program

2018/19	2019/20
5 schools	8 schools
8 classes	11 classes
113 students	147 students
8 teachers	11 teachers



Northlands Primary - Gunpowder plot expedition, October 2018

"The class went on several field trips last year, but they came back to school raving that this was the best fieldtrip they have ever been on."

- Rupert Holdipp Northlands Primary School



NEW SUMMER LEARNING OPPORTUNITIES

A large proportion of students in the Horizons program are behind with reading. As a response to the perceived need for more support during the summer, BEN piloted a three week summer science and literacy camp for boys in August 2019. It was held at the Chatmore British International School in Smiths Parish.

The goal was to engage the boys with carpentry activities, outdoors exploration and tennis while also incorporating daily academics including daily reading practice for 1.5 hours in order to counteract the “summer slide” in reading. The curriculum was designed to be boy-friendly including as well as carpentry projects with the construction association. Curriculum themes were space exploration and Star Wars, STEM concepts and activities including making solar powered ovens and learning about energy saving solutions with BE Solar power and tree houses. Twenty boys were invited to participate from Heron Bay, Northlands, Purvis, Somerset Primary and Port Royal.

Additional scholarships were also provided to 40 Horizons program students to our partner camps (LAB, KAF, BZS, Dolphin Quest). Scheduling is challenging and there were several “no shows”: 40 scholarships were given but only 31 students attended.

The results of the pilot indicate that more summer interventions are needed on a larger scale with more reading tutors. BEN will aim to collaborate with another charity to provide assistance to more students in 2020.



TEACHER WELLNESS RETREAT

Focusing on Teacher Support and Professional Development

One other issue that teachers commonly have to overcome to achieve their personal and professional goals is burnout.

Our 2019 Outstanding Teacher, Alandra Swan received a \$20,000 grant from BEN to deliver a Wellness Retreat for teachers which took place over two days event at Grotto Bay. Seventeen teachers participated and their feedback was extremely positive and reinforced our impression that there is a need for wellness and self care initiatives for Bermuda's public school teachers.

A follow up Christmas tea and wreath making activity was held at Rosewood Tuckers Point and Alandra has continued to support the Wellness retreat participants through podcasts. Teachers involved said they want to commit more time to "self-care" and wellbeing, that were offered. School-based wellness initiatives may be something that we look into for the future.

Two of the schools (Northlands and Dalton E. Tucker) are facing stressful situations due to their principals being absent on sick leave. Follow-up messages were sent to the Wellness group during the Fall and a reunion "tea and Christmas craft" event took place in December at Rosewood Tuckers Point.

Budget and staffing

In addition to our Experiential Learning Program Director, we used consultants on Organise Teach Connect projects – Ashley Smith on marketing and Louise Tannock to support Teacher PD and our Teacher of the Year, Alandra Swan, on the Teacher Wellness program.

Wellness Retreat feedback:

"I loved it! It was timely, refreshing, and I wished that it could continue. The presenters were phenomenal, intentional, practical and down to earth. They engaged and empowered me."

"More of these retreats are needed."

"I thoroughly enjoyed this two day experience. It resonates with all that I am aspiring to be as an individual personally and professionally. Thanks for the vision and fortitude to see it through."

 teacher WELLNESS RETREAT AUGUST 26 & 27, 2019		
RETREAT SCHEDULE		
MONDAY, AUGUST 26, 2019		
8:00-9:00am Registration & Breakfast	11:30-12:00pm Restorative Yoga	4:30-5:30pm R & R
9:00-9:30am Welcome & Opening Session	12:00-1:00pm Lunch	5:30-7:30pm Sunset Cruise
9:30-10:15am The Virtues Project Session 1	1:00-2:00pm The #Glowup: Teaching the Teacher How To Prioritize Self-Care	7:30-9:00pm Barbecue Buffet @ Bayside Grill
10:15-10:30am Pause	2:00-4:00pm Streaming Flow / Group Serenity and Harmony	
10:30-11:30am The Virtues Project Session 2		
TUESDAY, AUGUST 27, 2019		
8:00-9:00am Breakfast	10:30-10:45am Pause	1:00-2:00pm Healing Classrooms
9:00-9:30am Mindfulness on the Dock	10:45-11:45am The Virtues Project Session 4	2:15-3:00pm Pilates Alignment
9:30-10:30am The Virtues Project Session 3	11:45-12:45pm Lunch	3:30-4:00 pm Closing Ceremony
		
		



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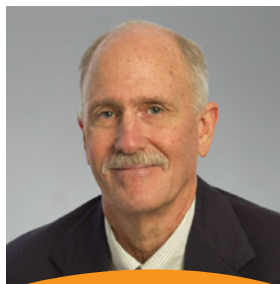
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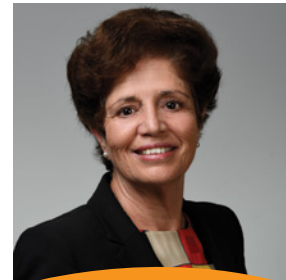
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Tia Smith

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Tia Smith

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Laura Ann Bell



Meet Zonique!

In December 2018, we welcomed Zonique James as our new Experiential Learning Director.

Ms. James previously taught at Port Royal and Dalton E. Tucker schools and brings a wealth of knowledge to the programme.

10:54 AM

05/29/20

Accrual Basis

Bermuda Education Network
Profit & Loss
January through December 2019

	Jan - Dec 19	Jan - Dec 18
Ordinary Income/Expense		
Income		
Donation		
Awards	4,000.00	13,250.00
Horizons	149,800.00	156,080.33
Organise, Teach, Connect	28,369.61	0.00
Total Donation	182,169.61	169,330.33
General Donation	95,499.59	54,250.63
Total Income	277,669.20	223,580.96
Expense		
Business Licenses and Permits	260.00	2,071.00
Funded programs and initiatives		
Awards	2,750.00	11,875.00
Horizons		
Expenses	54,471.50	46,481.91
Payroll	76,196.94	108,151.80
Total Horizons	130,668.44	154,633.71
Organise, Teach, Connect		
Expenses	20,038.23	0.00
Total Organise, Teach, Connect	20,038.23	0.00
Total Funded programs and initiatives	153,456.67	166,508.71
General Expenses		
Advertising and Promotion		
Fundraising	30,312.24	27,565.05
Advertising and Promotion - Other	1,930.88	1,574.06
Total Advertising and Promotion	32,243.12	29,139.11
Bank Service Charges	289.50	442.40
Memb, dues and fees	320.00	925.00
Office Expenses	12,237.64	4,860.65
Office Supplies	600.00	1,212.50
Payroll Expenses	56,139.48	5,440.90
Total General Expenses	101,829.74	42,020.56
Other Types of Expenses		
Staff Development	400.00	0.00
Total Other Types of Expenses	400.00	0.00
Professional Fees	17,001.00	1,600.00
Total Expense	272,947.41	212,200.27
Net Ordinary Income	4,721.79	11,380.69
Other Income/Expense		
Other Income		
Interest Income	223.28	98.33
Total Other Income	223.28	98.33
Net Other Income	223.28	98.33
Net Income	4,945.07	11,479.02



BEN's Theory of Change

If we provide support at the classroom and individual student level in the areas of language, literacy, numeracy and social emotional learning; and, if we partner with parents and teachers, we can increase the likelihood of positive life outcomes for at-risk children.

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