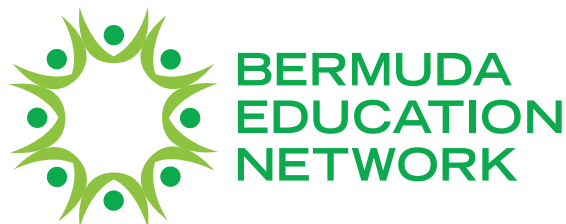




Bermuda Education Network 2020 ANNUAL REPORT



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SUPPORTING PUBLIC SCHOOL STUDENTS DURING A PANDEMIC

Keep Calm and Distribute Laptops...

The island-wide switch to virtual learning put many students at disadvantage. Many families lost their livelihood due to the pandemic and others did not have an appropriate device for virtual learning at home. Students were unable to access their online lessons and they were falling behind.

Because BEN has worked closely with public primary schools and donors for ten years, we were able harness these relationships and organize a rapid response. PTAs helped us

to identify the high needs families and within a month 14 donors answered our appeal and provided more than 255 computers. This was followed by distributing vouchers worth \$7,000 for school shoes and summer camp for public primary children.

Tablets, chrome books and laptops were sourced from five local IT retailers. We also received donations of repurposed desktop computers and laptops which were distributed to Middle school and high school students.

Ongoing school partnerships	
Ascot	Francis Patton
BF&M	Purvis Primary
Allied World	Port Royal
Hannover	Northlands
Conyers	Paget Primary
Kattegat	Somerset Primary

EVIDENCE OF IMPACT

On Sunday May 24, we completed the process of delivering laptops and tablets to PTAs at 13 schools. McKinsey and Company have estimated the learning loss from the pandemic for most students to be in the region of 6-12 months. Were it not for the generosity of our donors, things could have been far worse for many primary students in Bermuda.

Julie Foggo, Principal at East End
described why this was important:

"I am extremely thankful to Helix and Tysers for this generous donation to our students in need of IT devices at East End Primary. With this donation, we should have 100% of our student body with a device."

Gina Evans at Northlands Primary:

"Thank you and your team for facilitating and building the relationship with Hannover Life Reassurance that ensured that students who were without access to technology received chrome book laptops to use at home. We are grateful for your love and dedication to Northlands Primary students, parents and staff."

Todd Fox at Francis Patton:

"Thank you for introducing us to the staff at Ascot as well as for linking us with them to secure laptops for our students in need. I look forward to continuing to synergize with the staff at Ascot in the months and years to come. Hopefully, we can also get on board with the Horizons Program as it looks like it will be a great benefit for our staff and students."

TEACHER OF THE YEAR

In February 2020, BEN's Teacher Awards took place at Chinese New Year.

BEN's awards committee selected ten public school educators as finalists for their outstanding teaching and leadership throughout the year. Christine Wilson James, Ajene Webb, Kamilah Weeks, Gina Cann, Lisa Siese, Hosang Clarke, Elizabeth Braithwaite, Eugenia Payne, Denise Booth and Diamond Outerbridge.

The winner of the Outstanding Teacher Award 2020 was Diamond Outerbridge, a Special Education teacher at The Berkeley Institute who was selected for her expertise in project-based learning and advocacy for students with learning differences.

Ms Outerbridge also received funding and support from BEN for a passion project. She chose to create a book club for preschoolers and their parents (See BEN Book Club on page 6).

In February 2020, thanks to Bermuda's US Consulate, three other finalists also received



BEN's Outstanding Teacher Award 2020 honoured 10 public school teachers with winner Diamond Outerbridge (centre) being recognized at the Chinese New Year Gala at Hamilton Princess.

a special opportunity to attend a teachers' workshop in Virginia with the US National

Aeronautics and Space Administration (NASA).

SUMMER LEARNING PROGRAM WITH BUEI

According to statistics released in a government consultation paper in 2020, 60% of students in public primary schools are behind with reading. The pandemic accentuated their need for support during the summer.

In July and August 2020, BEN teamed up with BUEI to provide a literacy camp.

The learning program consisted of two weeks of science camp at BUEI paired with individual tutoring with an experienced reading tutor. This was provided to 50 students from seven public primary schools who, according to their reading scores, were not approaching expectations. Some of the students with diagnosed dyslexia had not received services they needed during lockdown and therefore it was extremely important to give them extra tuition during the summer.

Mrs. Smith, Northlands Primary Parent: "I would like to take this opportunity to thank BEN donors and reading tutors. My son had an amazing experience at BUEI camp this summer. He even enjoyed the reading tutoring segment of the programme, but his favourite part of the camp was learning about prehistoric life in the Ice Age. It is my hope that you would consider him for future BEN activities."



Teacher of the Year Diamond Outerbridge reading with students during the camp.



In 2020, the Horizons program was expanded to four more schools – Paget Primary, East End Primary, Francis Patton and Harrington Sound.

- BUEI Light - January
- Masterworks – New Tourism
- Bermuda National Museum – Slavery in Bermuda
- Vermont/Bermuda National Trust - Gunpowder Plot
- BZS - Pollination

Unfortunately, there were two interruptions due to the Covid 19 pandemic, where four expeditions had to be cancelled. The plan to add more professional development for the teachers was paused. When it is safe to do so, the teachers enthusiastically embrace the opportunities for us to provide expeditions to get students out into the community to visit different locations.

Academic Year	Number of expeditions	Number of schools	Number of students
2018/19	14	5	131
2019/20	9	8	139
2020/21	6	10	180





KEY FINDINGS ABOUT THE IMPACT OF THE PANDEMIC FROM CONVERSATIONS WITH EDUCATORS:

Key findings about the impact of the Pandemic from conversations with educators:

Students and families were not the only ones adapting to challenging circumstances this year. BEN kept in regular contact with our partner schools and surveyed principals and teachers to determine their needs.

Major concerns included:

1. Online learning put many students at a disadvantage due to lack of home support or appropriate computer devices.
2. Most students fell behind with academics and will need remediation for math and reading
3. Students have also missed opportunities to develop non-cognitive skills
4. Teachers are under pressure to make up for lost time and our workload and stress levels have increased.

How can BEN support teachers?

1. Help us with IT equipment
2. Continue the Horizons program expeditions
3. Continue the summer learning program for students who are behind with reading.

The Horizons program is definitely worthwhile and it would be a pleasure to work alongside you and your partners in the future.

Teachers identify the following benefits to students of the Horizons program:

1. Exposure to places and topics during expeditions
2. Expanding vocabulary breadth and depth
3. Improved social interactions with classmates
4. Deeper understanding and enhanced critical thinking skills

BEN and our affiliates are experts at providing cross curricular lessons during nature walks, plein air art lessons, sailing, gardening lessons, and exploration of different habitats. The benefits of experiential learning include building background knowledge which along with vocabulary is needed to improve reading comprehension:



“Bermuda has so much to offer students beyond the four walls of the classroom. Giving these students exposure to places and topics can to some extent level the playing field and help them to learn the related vocabulary.”

One teacher explained that she values Horizons because it provides an important chance to reconnect with her students through memorable activities.

Teachers do not want the program to change to an online/virtual format.

We had anticipated that some teachers might be hesitant about field trips due to ongoing concerns about virus transmission, but this was not the case:

Teachers retained in the Horizons program:	Teachers who want to resume in-person expeditions:	Teachers who requested summer support for students:	Horizons teachers who need IT equipment:
100%	100%	90%	100%

I value the field trips because the experiences we share become part of our classroom story helping me to build their sense of belonging.



NEW LEARNING OPPORTUNITIES FOR PRESCHOOLERS – THE BEN BOOK CLUB

The BEN Book Club was kickstarted by Diamond Outerbridge, winner of BEN's Outstanding Teacher of the Year Award 2020. Outerbridge designed two pilot events for The BEN Book Club to promote language development for preschoolers.

BEN is excited to be building on the original idea as an initiative that will not only deliver books but engage caregivers to read more with their children.

Through monthly meetups, interactive performances, positive associations and teaching strategy for at-home literacy practice, The BEN Book Club will give opportunities for caregivers of preschool children to engage in developing language, world knowledge and love of reading and diversity.



LIST OF DONORS

75,000

Alan & Gill Gray Foundation

30,000

Hannover Life Re

Centennial Bermuda Foundation

20,000

The Peter Cundill Foundation

Ascot

15,000

Conyers

Allied World

10,000

Athene

Aspen

ASL

SOMPO

Validus

\$6,000 - \$9,000

RenRe

Wilton Re

AXA XL

Hiscox

Proud to be Bermuda Foundation

\$5,000

Arch

Edmund Gibbons Ltd.

\$2,500-4,000

BF&M

Kattegat Ltd.

Everest

Helix

Tysers

JRG

\$1,500

KOC

Latoya Pearman

Nicolle O'Keefe

\$500

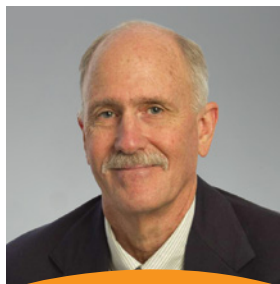
Bermuda Brokers

Nabors

Marcus Bean



Becky Ausenda



Alan Burland



Yulanda Francis



Sarah Lusher



Colm Singleton



Edmeiko Butterfield



Shareka Tucker

BEN's Board of Directors - 2020

Alan Burland (Chairman)

Becky Ausenda (Executive Director)

Yulanda Francis (Treasurer)

Colm Singleton

Sarah Lusher

Shareka Tucker

Nekeasha Thompson

Edmeiko Butterfield



Meet Stephanie!

In October 2020, we welcomed Stephanie Hollis-Bloom as our Administrative Assistant. After attending University in Spain and teaching English, Stephanie moved back to Bermuda and worked at Butterfield & Vallis until joining the BEN team to support our work with schools and coordinate the Horizons program.

Bermuda Education Network
Profit & Loss
January through December 2020

	Jan - Dec 20	Jan - Dec 19
Ordinary Income/Expense		
Income		
Donation		
Awards	7,500.00	4,000.00
Horizons	105,000.00	149,800.00
Laptops	96,393.00	0.00
Organise, Teach, Connect	7,543.98	28,369.61
Total Donation	216,436.98	182,169.61
General Donation	183,039.65	95,499.59
Total Income	399,476.63	277,669.20
Expense		
1. Business Licenses + Permits	275.00	260.00
2. Funded programs +initiatives		
a. Awards & PD	11,439.85	2,750.00
b. Horizons		
i. Transportation	20,358.00	20,828.00
ii. Camp partner fees	35,990.00	33,643.50
iii. Payroll expense +benefits	86,817.00	83,466.60
iv. Tutors	12,000.00	0.00
Total b. Horizons	155,165.00	137,938.10
c. Organise, Teach, Connect		
i. Program Materials	7,600.00	5,413.02
ii. Sub contractors	1,000.00	5,598.62
iii. Catering/refreshments	1,917.27	9,026.59
Total c. Organise, Teach, Connect	10,517.27	20,038.23
d. Laptops	102,607.99	0.00
Total 2. Funded programs +initiatives	279,730.11	160,726.33
3. General Expenses		
a. Advertising and Promotion		
i. Fundraising	37,487.93	30,312.24
ii. Printing	987.06	1,930.88
iii. Media	3,200.00	0.00
a. Advertising and Promotion - Other	0.00	0.00
Total a. Advertising and Promotion	41,674.99	32,243.12
b. Bank Service Charges	183.50	289.50
c. Memb, dues and fees	0.00	320.00
3. General Expenses - Other	901.81	0.00
Total 3. General Expenses	42,760.30	32,852.62
4. Operating expenses		
a. Rent	8,262.00	5,500.00
b. Utilities	2,203.44	767.30
4. Operating expenses - Other	0.00	5,654.47
Total 4. Operating expenses	10,465.44	11,921.77
5. Professional Development	0.00	216.87
6. IT infrastructure	769.85	699.00
7. Payroll Expenses	65,816.08	53,036.82

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Accrual Basis

Bermuda Education Network
Profit & Loss
 January through December 2020

	Jan - Dec 20	Jan - Dec 19
8. Other Types of Expenses		
a. Staff Development	117.50	400.00
b. Professional Fees	6,400.00	12,834.00
Total 8. Other Types of Expenses	6,517.50	13,234.00
Total Expense	406,334.28	272,947.41
Net Ordinary Income	-6,857.65	4,721.79
Other Income/Expense		
Other Income		
Interest Income	62.47	223.28
Total Other Income	62.47	223.28
Net Other Income	62.47	223.28
Net Income	-6,795.18	4,945.07



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.