



# 2022 ANNUAL REPORT

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# LETTER FROM THE EXECUTIVE DIRECTOR

Dear Friends and Teach For Kosova supporters,

I wanted to start by thanking you all for your support of Teach For Kosova over the years; in September, the organization reaches 5 years, and I hope to be able to look back and see some of the impact our Fellows have had, impact that your support helped make possible.

In 2022, Teach For Kosova was able to expand on its core Fellowship, and begin to both design and implement projects which we hope will have a lasting and systemic impact on Kosova's education system.

TFK recruited 20 new Fellows for our two-year teaching and leadership development Fellowship, signed a Memorandum of Understanding with the Ministry of Education, and began to develop a project which we hope could directly impact the quality of teaching throughout the country.

Teach For Kosova has now recruited 57 Fellows over the past three years, 13 of whom represent our first cohort of organizational alumni. While these 57 Fellows are still new to the organization – and many are new to education in general – we believe that with the necessary support and commitment, they represent some of Kosova's future educational leaders. As the organization continues to develop new Fellows each year, we will simultaneously invest in our alumni and their initiatives and careers.

Beyond the Fellowship, Teach For Kosova again implemented education-related projects throughout Kosova which we believe directly impact students. With the Danish Refugee Council, TFK organized and held supplementary learning for students from marginalized and rural communities. With Voice of Roma, Ashkali and Egyptians (VoRAE), we were able to host awareness-raising campaigns and implement activities for students who need it most.

Our Memorandum of Understanding with the Ministries of Education and Foreign Affairs represented a culmination of four years of efforts for Teach For Kosova to be recognized as an educational institution. Together with our program's accreditation, we strongly believe that these government partnerships put us in a position to only increase our impact over the next few years.

In 2022, Teach For Kosova also began the "Future of Education" project, which aims to develop new performance assessment instruments for teachers throughout Kosova. While we developed the instruments in 2022, we hope to pilot our teacher assessment on 500 teachers throughout Kosova over the next year.

Through all of these projects, and together with our Fellows and Alumni, we hope to further impact educational outcomes in Kosova.

Thank you for your support, and I cannot wait to see what 2023 brings for Teach For Kosova!

With gratitude,  
Egzon Gashi



# A YEAR IN REVIEW

2022 saw Teach For Kosova continue its Fellowship program with **20 new Fellows**, sign a Memorandum of Understanding with the Ministry of Education, and graduate its first cohort of **13 alumni**



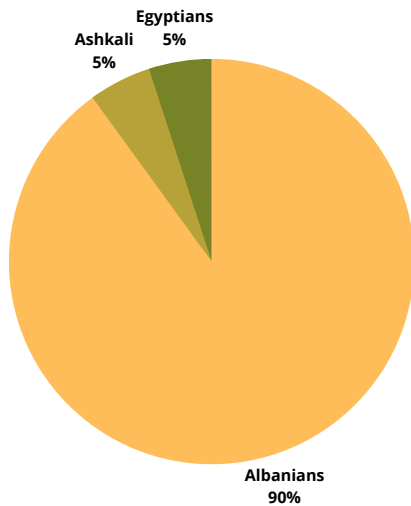
## Highlights from 2022

- Recruited our Third Cohort of 20 Fellows
  - 90% women, 10% from Minority Communities
- Inducted our first cohort of 13 Alumni
- Signed a **Memorandum of Understanding** with the Ministry of Education as well as the Ministry of Foreign Affairs & Diaspora
- Re-accredited our Summer Institute training with the Ministry of Education
- Hosted our second-ever Summer School in partnership with the Municipality of Prishtina
- Launched the **“Future of Education” project**, which aims to create a new system of Teacher Performance Assessment
- Developed projects together with the Danish Refugee Council (DRC) as well as Voice of Roma, Ashkali and Egyptians (VoRAE) for the facilitation of after-school and supplementary learning for students

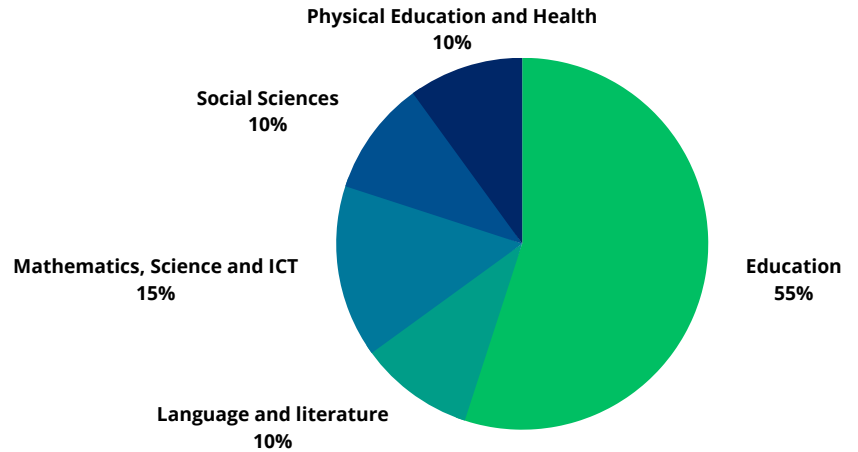
# THIRD COHORT

In 2022, Teach For Kosova recruited, trained, and deployed the Third Cohort of **20 extraordinary young leaders**. We continue to recruit and expand our collective leadership force, who will work to create systemic change.

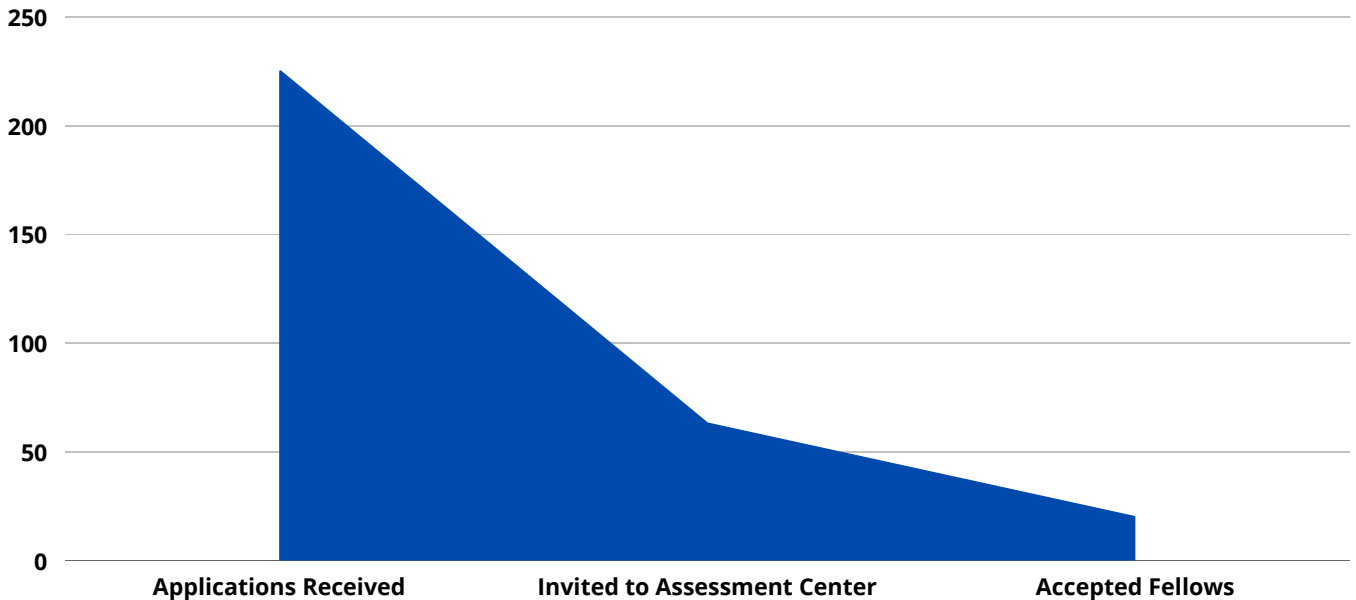
## Ethnicity



## Fields of Study



## Recruitment Statistics

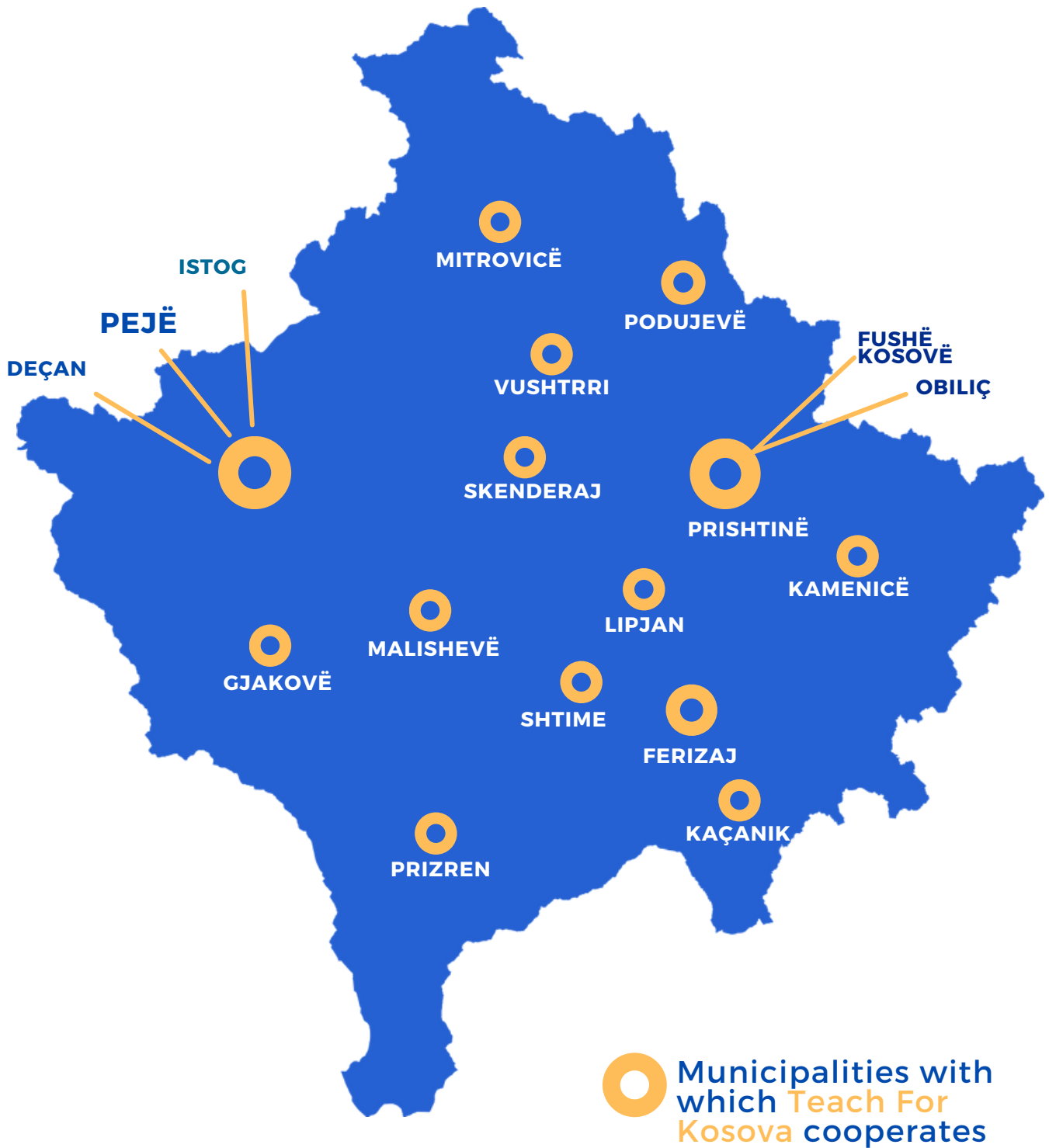


- 225 Applications Received
- 63 invited to Assessment Center
- 20 Accepted Fellows

8.89% of applicants were **accepted**.



# COVERAGE MAP:



# THIRD COHORT



ABETARE BEJTA

Hometown: **Viti, Kosovë**  
Bachelor: **Primary Education**



DAFINA MUHAXHERI

Hometown: **Kaçanik, Kosovë**  
Bachelor: **Computer Science**

“ In the Summer Institute organized by Teach for Kosova, I had the opportunity to understand, debate, and analyze key problems affecting Kosova’s educational system. Together with Fellows, TFK’s staff and different guests and leaders from various fields, we were able to get a more complete view of our education system and how it functions.

Sharing experiences in education with Fellows has shown me different perspectives on what we all know is a problem, and to debate and consider different solutions.

One of the more attractive aspects of Summer Institute was working in groups, which made me appreciate how group work can be effective to achieving shared goals. I have brought this mindset back to my current school where I teach in Viti and have begun to work more with my colleagues.

Above all, today I do not feel alone in confronting the problems I have and see in the Education system at large, and especially in my school. Instead, I feel the support of a group that stands beside me to create a movement for a better education system. **For this, I am forever grateful.**

“ When I think about my time at Summer Institute, it is interesting and difficult to conceive how much we have transformed in terms of our knowledge-level, skills, situation management, and personal performance, in a relatively short amount of time.

The maximum commitment of Teach For Kosova staff in the organization of this Institute was impressive, with detailed planning of discussion topics, the inclusion of inspiring guest speakers, and serious and sincere dedication. In addition to that, other Fellows in the program showed me the quality of the people who join this organization.

For me, as an outlier – or someone who studied Computer Science and not education – Institute was a very concrete and strong basis for which I am now able to confidently teach in my hometown of Kaçanik.

The special experiences I gained each day at Summer Institute prepared me to be a teacher worthy of the title, from the moment I set foot in school to cooperate and work directly with students.

I am now much more confident about the work I do, about being a teacher, and I strongly believe that I owe both my confidence and abilities in teaching to Teach For Kosova, and more specifically Summer Institute.

# SUMMER INSTITUTE 2022

## A CLOSER LOOK



- Trained 20 Fellows at the American University of Kosovo
- Topics ranged from soft skills training to implementing practical teaching methodologies
- In our post-institute survey, 95% of Fellows responded with a 10/10 when asked if they would recommend the Fellowship to a friend



- For the third year in a row, guest speakers included educational experts as well as leaders from the highest political offices in Kosovo





# TRAINING SESSIONS A CLOSER LOOK



## Student Outcomes

In May 2022, Teach For Kosovo began a year-long training program with our Fellows where they were introduced to a list of Student Outcomes – or a series of developmental traits in learning that we hope to see in all of Kosovo’s students.

These student outcomes are laying the foundation for what we hope students of Teach For Kosovo teachers can achieve

## Class Management

In addition to larger and more long-term training sessions, Teach For Kosovo also hosted monthly thematic trainings with themes such as classroom management.

Our organizational program team identifies areas for growth within our cohort of Fellows and designs training sessions to respond to the needs of our teachers



# SUMMER SCHOOL

## A CLOSER LOOK

- As part of our 2022 Summer Institute, Teach For Kosova hosted our second annual Summer School
- Our Summer School is designed to give a free, fun, and informative summer program to students in Kosova, while simultaneously training and giving our Fellows practical teaching experience



Summer school dates: July 11th – July 29th

- 85 children from 5 elementary schools as well as SOS Fshati
- Students had 15 days of instruction, including three activity days which were held entirely outdoors
- Courses held during our summer school ranged from National Geographic for Kids to Coding for Beginners





# FUTURE OF EDUCATION PROJECT

Through the “Future of Education” project, supported by Teach For All, Teach For Kosovo aims to create a new teacher assessment framework that is applicable to teachers throughout Kosovo. The main output of the project is a teacher assessment mechanism which is inclusive, fair, and comprehensive.

To accomplish this, TFK first developed a core focus group of individuals who were responsible for evaluating current frameworks and engaging five partner municipalities in the development of a new framework. The core focus group had a diverse group of representatives – including but not limited to The Ministry of Education, The Teacher’s Union, a School Psychologist, a School Principal, a Parent Representative, and a Student Representative.

Between May and October 2022, Teach For Kosovo met with our core focus group as well as teachers and other education officials in our five partner municipalities – Prishtina, Podujeva, Ferizaj, Mitrovica, and Prizren. Together with these focus groups, Teach For Kosovo created a new series of teacher assessment instruments which include Classroom Observations, Student Perception Surveys, and a Teacher Mindset Survey.

In 2023 and 2024, Teach For Kosovo will first pilot this new assessment process on 10 TFK Fellows, and later on 500 public school teachers in our five partner municipalities.



# EMPOWERING ADULTS, YOUTH AND CHILDREN OF THE ROMA, ASHKALI AND EGYPTIAN COMMUNITIES THROUGH EDUCATION

Throughout 2022, TFK implemented the project "Empowering adults, youth and children of the Roma, Ashkali and Egyptian communities through education" which was supported by the Danish Refugee Council (DRC). During the year, supplementary lessons were held in elementary schools in the following municipalities: Ferizaj, Prizren, Gjilan, and Fushë Kosovë.

The participants included over 200 children, 50% of whom were from the Roma, Ashkali and Egyptian communities, and 50% of whom were girls. Additionally, this project also included education for adults, more specifically literacy courses, where 46 women participated – all from the Roma, Ashkali and Egyptian communities. The lessons for adults took place in Plemetin, Obiliq in cooperation with the organization Balkan Sunflowers Kosova and in Dubrava, Ferizaj in cooperation with Caritas Kosova.

Our adult women participants initially did not know how to read and write, but through work with our Fellows they have learned the alphabet, how to write their names, count up to 100, and to write sentences and do mathematical operations, including addition and subtraction. Fellows of the second and third cohort, trained in cooperation with DRC, were engaged in this project.

A final aspect of the project included a scholarship scheme for 5 University students and 4 high school students from the Roma, Ashkali and Egyptian communities who had stopped their studies due to financial constraints. Today, one of them has finished University and registered for a master's degree while the other 4 students have moved on to their third year of study. One high school student finished his education and 3 others have moved on to the third year of high school with the help of the scholarship from this project.

Overall, we believe that this project has contributed to combatting inequity in Kosova, and promoting continuing education of both youth and adults from some of Kosova's most vulnerable communities.





*In 2022, for the first time, Teach For Kosova implemented projects with the public sector – namely the Ministries of Education and Foreign Affairs.*

## Beyond Remittances, Accessing International Network (B.R.A.I.N. GAIN)

Between August and December 2022, Teach For Kosova implemented the project called B.R.A.I.N. Gain – which had the goal of connecting our organization to the Diaspora abroad.

Through this project, we were able to deepen our connects in both Germany & Austria, while simultaneously meeting youth who are potential applicants to our Fellowship program. In 2023, for the fourth cohort, Teach For Kosova plans to recruit Fellows from the vast Albanian Diaspora. We will do this in partnership with the Ministry of Foreign Affairs.



## Together for Inclusive Education!

In the first half of 2022, Teach For Kosova implemented a project with the Ministry of Education, "Together For Inclusive Education!"

The purpose of this project was to train our Fellows to understand and identify different developmental issues their students may have.

We aim for our Fellows to be able to identify developmental issues in their students and work with school officials to make sure all children get the care and attention they deserve – especially those who often do not have a voice.

This project was implemented in the municipality of Gjakova, Ferizaj and Prizren.





# "HEAR US!" – VoRAE

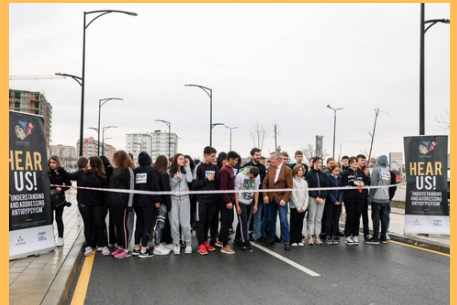
Throughout 2022, TFK realized the second phase of the project "Hear Us" within our campaign to raise awareness about anti-Gypsyism in Kosovo together with the NGO Voice of Roma, Ashkali and Egyptians (VoRAE). The second phase included the following municipalities: Prishtina, Lipjan, Obiliq, Fushë Kosovë and Ferizaj. Fellows of the third cohort also received training on how to identify discrimination inside and outside the classroom.

The goal of these efforts was to empower youth to promote inclusiveness throughout Kosovo. In addition, TFK and VoRAE organized a series of activities in Prishtina, Lipjan, Obiliq, Fushë Kosovë and Ferizaj focusing on how people can take action to address prejudice. The groups came together for events including "Living Libraries" where over 300 people from diverse backgrounds engaged in open dialogue about how to advance social justice.

TFK and VoRAE also held a series of mini-marathons in these cities, in which young people ran to raise public awareness regarding systemic inequalities, organized theatrical performances, and expressed themselves through art related to this issue.

The mayors of the municipalities also joined in these marathons, where in Lipjan the mayor ran together with over 100 students. We believe that these projects have made a difference by supporting our mission of eliminating the inequalities found in society at large.

Lastly, our final week of the Summer Institute was dedicated to raising awareness about anti-gypsyism throughout Kosovo.



# STRATEGIC PARTNERS



## Teach For All

Through the “Future of Education” fund, supported by Teach For All, Teach For Kosova aims to create a new teacher assessment framework that is applicable to teachers throughout Kosova.

# 01



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# 02



# STRATEGIC PARTNERS



TFK with the support of the KCSF, together with 20 extraordinary Fellows from the second cohort, held our 2022 Summer Institute. Each day of the institute contained a host of different activities, trainings with facilitated sessions and group discussions.

# 03



**VOICE OF ROMA, ASHKALI  
AND EGYPTIANS IN KOSOVO**

Throughout 2022, TFK realized the second phase of the project "Hear Us" within our campaign to raise awareness about anti-Gypsyism in Kosova together with the NGO Voice of Roma, Ashkali and Egyptians (VoRAE).



# 04

# STRATEGIC DONORS AND SPONSORS



REPUBLIKA E KOSOVËS

MINISTRIA E ARSIMIT, SHKENCËS,  
TEKNOLOGJISË DHE INOVACIONIT



*Republika e Kosovës*

MINISTRIA E PUNËVE TË JASHTME DHE DIASPORËS



**Coca-Cola HBC**  
**Kosovo**

# 05





# STRATEGIC PARTNERS

## PUBLIC SECTOR PARTNERSHIPS

Municipality of Prishtina  
Municipality of Fushë Kosovë  
Municipality of Ferizaj  
Municipality of Prizren  
Municipality of Gjakova  
Municipality of Kamenica

Municipality of Podujeva  
Municipality of Lipjan  
Municipality of Malisheva  
Municipality of Drenas  
Municipality of Peja  
Municipality of Mitrovica

## ORGANIZATIONAL PARTNERSHIPS

Germin  
Roma Versitas Kosovo

Teachers' Union (SBASHK)  
Voice of Roma, Ashkali & Egyptians

## UNIVERSITY PARTNERSHIPS

University of Prishtina  
Hasan Prishtina

University of Peja  
Haxhi Zeka

University of Applied Sciences in  
Ferizaj

University of Gjakova  
Fehmi Agani

Prizren University  
Ukshin Hoti

University of Mitrovica  
Isa Boletini

# OUR STAFF



**Egzon Gashi**  
*Executive Director*



**Anita Plakolli**  
*Director of Development*



**Visar Kurti**  
*Finance Manager*



**Kastriot Muçolli**  
*Office Manager*



**Valmira Morina**  
*Project Manager*



**Erlinda Musliji**  
*Tutor*



**Dardan Konjufca**  
*Project Assistant*



**Albina Avdyli**  
*Tutor*

## FOLLOW US

@teachforkosova







## LËVIZJE PËR ARSIM CILËSOR



In the future, all of Kosovo's children - regardless of background or ethnicity - will have access to an education system that prepares them for **lifelong success**.



+383 49 170 597  
[www.teachforkosova.org](http://www.teachforkosova.org)

Prishtina  
Rexhep Luci 30/8  
Prishtina, Kosova, 10000