

2023 ANNUAL REPORT



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MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear Friends and Supporters of Teach For Kosova,

As we mark the **fifth year of operations at Teach For Kosova**, it is a moment of reflection, gratitude, and renewed commitment. Looking back, we find ourselves deeply thankful for your unwavering support over the years. Your dedication has played a pivotal role in enabling us to reach this milestone, and together, **we have laid the foundation for positive change in Kosova's education landscape.**

Over the past five years, Teach For Kosova has made significant strides, and it's heartening to see the impact our Fellows have had on the lives of students across the country. **We have recruited a total of 72 candidates over the past four cohorts, and the enthusiasm from applicants remains strong**, with a consistent and robust amount of applications year over year.

Our collaboration with over half of Kosova's Municipalities for teacher placement and project implementation is a testament to the growing recognition of Teach For Kosova as a key player in the education community. **Projects such as "Let Girls Thrive" and "Future of Education" have allowed us to directly impact the system by developing girls' education curriculum as well as supporting Municipalities throughout Kosova on Teacher Performance Assessment.** As an organization, we are becoming more than just educators; we are emerging as a voice advocating for positive change and innovation in Kosova's education system.

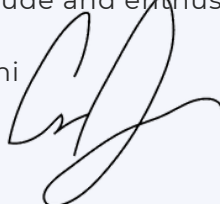
While celebrating our achievements, we recognize the need for continuous improvement. Strengthening our relationship with the Ministry of Education remains a major goal for Teach For Kosova. Beyond institutional partnerships, as our alumni community continues to grow, we are committed to working closely with them, supporting their development of initiatives both inside and outside of schools, **and contributing to the ongoing impact we hope to see our Fellows have long after they complete our two-year program.**

Looking ahead, I am excited about the future of Teach For Kosova. The coming year will see us deepen our impact and forge new partnerships. **Our commitment to collective impact is underscored by the increasing importance of collaborating with local education NGOs, as we believe that together**, we can realize our vision for a more equitable and inclusive education system.

As we step into 2024, we eagerly anticipate the opportunities for learning, growth, and contribution that lie ahead. **Your continued support is the driving force behind our journey**, and we are grateful to have you by our side as we continue to shape education in Kosova.

With gratitude and enthusiasm,

Egzon Gashi



LETTER FROM BOARD CHAIR

2023 was a year of growth for Teach For Kosova. That's a testament to the commitment and compassion of our partners, the government of Kosova, and our staff.

The question is, where do we go from here?

The TFK board has spent the better part of this year laying out a new implementation of our strategic plan to answer that question. And the answer is this: **it's time to expand our service to all communities & to provide training for administrators and veteran educators.** This does not mean that our commitment to our fellows has wavered or changed. Current assessment results have forced us to adapt quickly and innovate to ensure we have the resources to support our mission of ensuring that Kosova's students receive the best possible education that will get them prepared for the postmodern world.

Education is how we honor those that ensured Kosova's independence. **It is how we prepare, empower, and inspire those who are most vulnerable today,** yet who will eventually replace us as leaders of our institutions and carry-on aspirations of all Kosovars.

This will involve a shift in thinking. As a regional educational think tank, we tend to look at educational equity at the macro level. **Our commitment to equity demands that we serve all children according to their needs, no matter where they are.** Thanks to this mind shift, we are now targeting additional resources to those communities and expanding our reach. We know that this vision is attainable — if we work together.

ARE YOU WITH US?

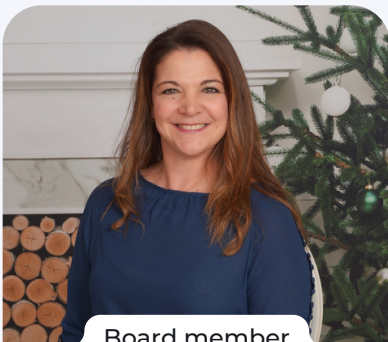


Chairman of the Board



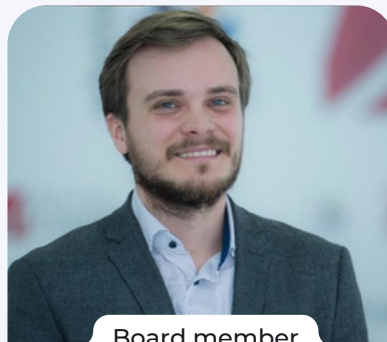
Education is how we honor those that ensured Kosova's independence. It is how we prepare, empower, and inspire those who are most vulnerable today, yet who will eventually replace us as leaders of our institutions and carry-on aspirations of all Kosovars.

Dr. Gjergj Haxhiu



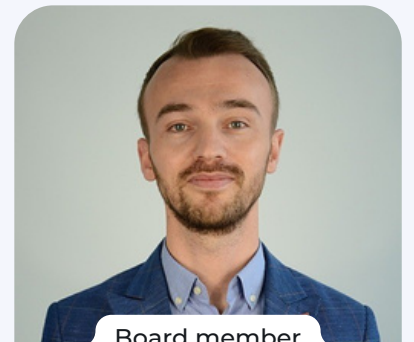
Board member
Chair of Program Committee

Dr. Lori Sanchez



Board member
Chair of Governance Committee

Armend Berisha



Board member
Chair of Fundraising Committee

Sovran Berisha

A YEAR IN REVIEW

In 2023, Teach For Kosova continued its Fellowship program **with 15 new Fellows**, representing our **4th Cohort**, and implemented community-based projects as well as events throughout the year.



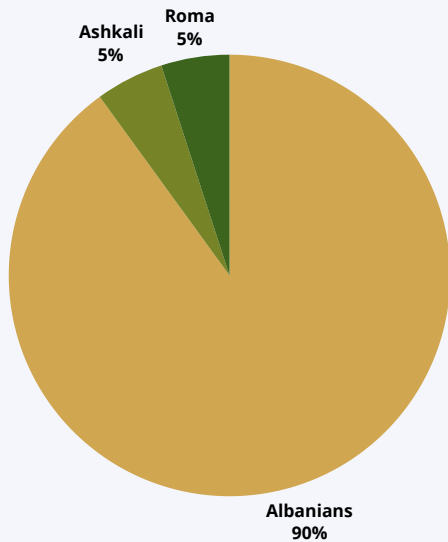
Highlights form 2023:

- Recruited our fourth Cohort of Fellows:
86.67% were girls and 13.33% were from minority communities.
- In cooperation with the Ministry of Foreign Affairs, we organized a discussion on the topic "*How can the Diaspora support the development of education in Kosova?*"
- We successfully completed the project "*Promoting Critical Thinking and Multi-Ethnic Cohesion among Youth*," which was supported by the National Endowment for Democracy.
- The Second (2021) Cohort of Teach For Kosova completed the program. **The 16 Fellows** who graduated became part of the TFK Alumni Movement.
- We held our annual **Summer School** in partnership with the Municipality of Prishtina, for the third year in a row.
- We developed projects together with the US Embassy, Teach For All, and the Danish Refugee Council (DRC) to facilitate after-school learning and provide supplementary lessons for students.

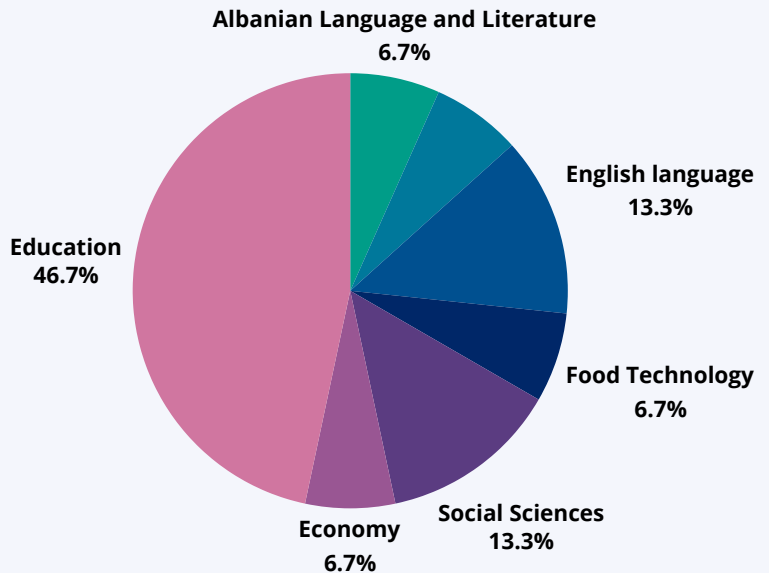
THE FOURTH COHORT

In 2023, Teach For Kosova recruited, trained and deployed the **Fourth Cohort of 15 exceptional young leaders**. We continue to recruit and expand our program, with Fellows who will work for two years in education during our Fellowship and develop collective leadership to create systemic change.

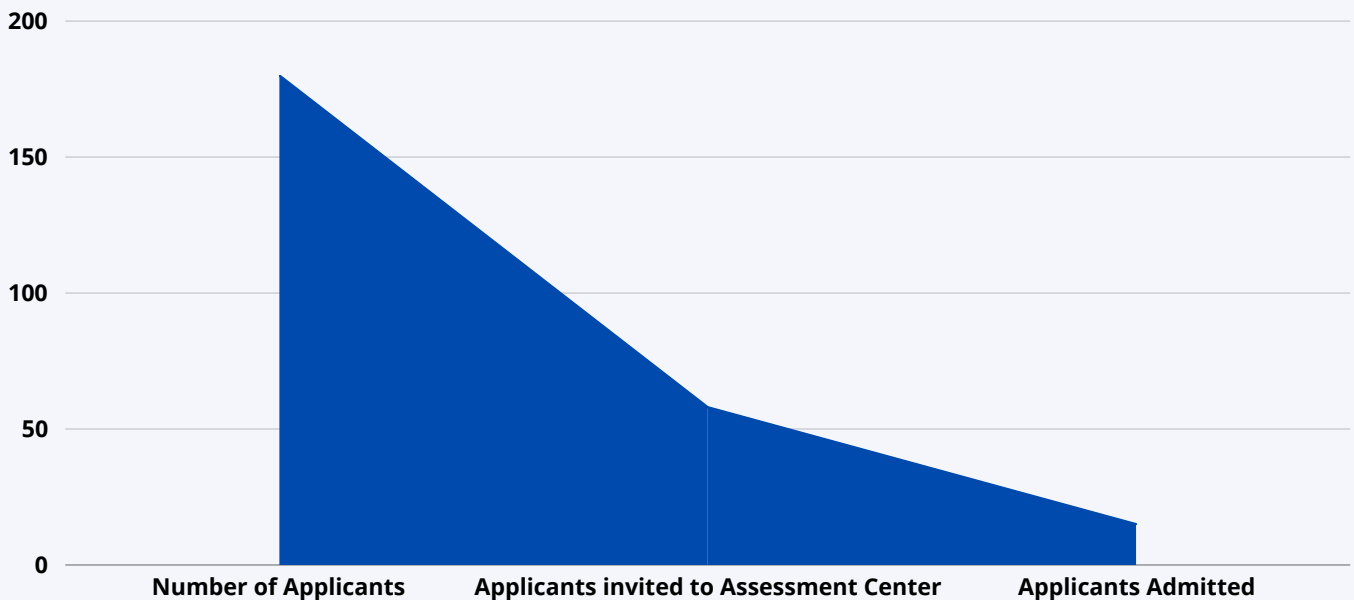
Ethnicity



Field of Study



Recruitment Statistics



- 180 applications received
- 58 invited to the Assessment Center
- 15 Fellows accepted

8.33% of applicants were **accepted**.

THE FOURTH COHORT



Ardora HASKUKA

Municipality: Prizren, Kosova
Bachelor: Elementary Education



Blerta UKSHINI

Municipality: Ferizaj, Kosova
Bachelor: Master of Teaching with specialization in Physics

“ Last summer, summer institute became an inspiring chapter in my journey of personal and professional development.

Teach For Kosova offered me the opportunity to meet professionals from different fields, where through innovative seminars, deep discussions, and collaboration, I managed to create a rich network of people with whom I share the same passions and goals.

Describe the institute in one word: inspiring. It inspired me to learn, change, and work towards a common goal.

As I return to everyday life, I carry with me a wealth of knowledge and motivation to share the experiences that are influencing my teaching and leadership. With this knowledge, I am ready to continue contributing to the field of education and to share my experiences with my community.

I will always be grateful for this safe oasis, a warm environment that has nurtured my passions and soul along the path of personal growth. I am happy that together we are building a shared history of achievements and success.

“ The Teach For Kosova summer institute provided me with the opportunity to immerse myself in the art of teaching.

By embracing the beauty of diversity within the group, where cultures, backgrounds, and perspectives differed, I had the chance to delve into the world of education and acquire knowledge and skills that give me confidence in every step as a teacher.

The commitment and maximum contribution of the Teach For Kosova team in every detail, every day for 5 weeks, have been an inspiration for me not only as a teacher but also as a person.

I am convinced that the experiences and memories of the period during which I am part of Teach For Kosova will forever shape my professional journey, for which I will always be grateful.



COVERAGE MAP



Teach For Kosova...

...has established collaborative partnerships with 16 municipalities across the nation, underscoring its commitment to the advancement of education throughout the country. Within this framework, TFK Fellows play an instrumental role by actively participating in educational initiatives and projects within 27 public schools dispersed throughout the country.

2023 SUMMER INSTITUTE A CLOSER LOOK



- 15 Fellows completed our 5-week Institute Program.
- Topics ranged from deeper recognition of the inequalities in Kosovo's education system, to fighting and advocating for those inequalities, all through the development of Fellows as teacher-leaders.
- In our post-institute survey, 100% of Fellows responded 10/10 when asked if they would recommend the Fellowship program to a friend.



- For the fourth consecutive year, local and international education and leadership experts, inspirational speakers, and well-known leaders in Kosovo were invited.



2023 SUMMER SCHOOL A CLOSER LOOK

- As part of our Summer Institute, Teach For Kosovo organized the third edition of our annual summer school.
- Summer School is designed to provide a free, fun and informative summer program for children in Kosovo.
- As part of their training, Fellows were tasked with planning 15 days of summer school for children from Prishtina and Fushë Kosova.



Summer school dates: July 10 - 28, 2023

- The Summer School included a total of 130 children, 80 of whom were ethnically Albanian, and 50 students from the Roma, Ashkali, and Egyptian communities.
- The children had 15 days of learning, including three days of activities held entirely outside and in nature.
- The subjects covered during the Summer School included "Critical Thinking through Books and Movies," "Psychology of Emotion Regulation," "Physics through Experiments," "Media Education," and many others.



MONTHLY TRAINING SESSIONS

A CLOSER LOOK

Throughout 2023, the Teach For Kosova program team has continuously organized monthly thematic trainings, with the aim of developing and supporting **our Fellows to become teacher-leaders in their communities.**



First year of Fellowship

Topics such as "Vision-oriented learning," "Families and classrooms: Building effective relationships for the socio-emotional development of students," and "Student assessment and the design of summative tests according to Bloom's taxonomy" are some of the topics during our monthly trainings with 2023 Fellows.

They have created their classroom visions together with their students, and are working with them every day to reinforce and improve teaching practices, cultivate a sense of belonging, and develop leadership skills in the classroom and beyond.

Second year of Fellowship

With our 2022 Fellows who are completing their second year, the program team has developed monthly thematic trainings to support them in further strengthening their leadership skills and advocacy for education and society in the communities where they operate.

Trainings such as "Theory of change and theory of leadership," "Teaching as collective leadership," "Writing grant-based projects," and "How to Access to Municipal Directorates of Education" are just some of the topics that have contributed to the efforts of Teach For Kosova to address inequalities, prepare future leaders who advocate for quality education, and have a positive impact on the development of society.

*Following this journey, we will continue to work **with passion and dedication to ensure quality education for all students in Kosova** and to help build a fairer and more equal society for all.*

FUTURE OF EDUCATION PROJECT

2023 represented the second year of Teach For Kosovo's "Future of Education" project. Through this initiative, supported by Teach For All, TFK has had one goal: **to co-design and pilot a new system of teacher performance assessment for the Republic of Kosovo** – one that is inclusive, fair, and yields actionable results.

Because Teacher Performance Assessment (TPA) is often a contentious topic in Kosovo, TFK sees **this project as one of our most ambitious endeavors to have a direct impact on the education system.** During the first year of the project, we worked with the Municipalities of Prishtina, Prizren, Mitrovica, Ferizaj, and Podujeva to develop instruments for teacher assessment. After developing the instruments, Teach For Kosovo piloted the new assessment method with 10 of our own Fellows.

During the second half of 2023, **we selected 25 schools and 500 teachers who will now be a part of our larger pilot project.** Additionally, we signed memoranda of understanding with each Municipality for the second year of our project.

Looking ahead to 2024, **Teach For Kosovo is eagerly awaiting implementing our assessment with 500 teachers.** By the end of the project, we hope to gain valuable insight into our instruments, and eventually align this project to Kosovo's national system of performance assessment.



PROMOTING CRITICAL THINKING AND MULTI-ETHNIC COHESION AMONGST YOUTH

At the end of 2023, Teach For Kosova, with the support of the [National Endowment for Democracy](#), successfully completed the project "Promotion of Critical Thinking and Multi-Ethnic Cohesion amongst youth" which was carried out in 5 municipalities throughout Kosova: Skenderaj, Lipjan, Podujeva, Shtime, and Gjakova.

In these municipalities, we partnered with [10 vocational and traditional high schools](#) where [5 Fellows of the 2022 Cohort](#) worked with [200](#) to develop their critical thinking and civic activism.

The students of these schools demonstrated their passion for [bringing positive changes to the community where they live through debates](#) and open discussions.

The topics addressed were diverse and important for their development as individuals and for society: from the fight against bullying and prejudice to self-awareness and gender equality. [The students showed courage and ingenuity](#) in tackling sensitive issues such as youth migration and sexual harassment.

A special part of the project was the organization of 'Living Libraries' by the students of Debate Clubs in each municipality, where they had the opportunity to discuss with 'Living Books' [about their motivation, success, and challenges they faced on their way to a brighter future.](#)

In the last activity of the project, the students met with the mayors of their municipalities in public hearings. [They discussed with their mayors](#) in an informal setting and presented their requests and hopes to improve the community where they live.



INCREASING ACCESS AND OPPORTUNITIES FOR KOSOVA'S CHILDREN

Teach For Kosova in **cooperation with the US Embassy in Kosovo**, is implementing the project "Increasing access and opportunities for Kosovo's children" which aims to address inequalities in education and create inclusive learning environments.

Within the Teach For Kosova project, we first worked with local directorates of education to find partner schools.

The selected schools included "Fazli Greiçevci" Primary School in Mitrovica, "Ulpiana" High School in Gadime, Lipjan, "Naim Frashëri" Primary School in Zaskok, Ferizaj, and "Hivzi Sylejmani" High School in Fushë Kosova. These school were initially provided with equipemnt such as **laptops, projectors, printers, English language books, reading corners, flipcharts, and didactic materials**, with the goal of transforming them into inclusive education spaces.

We also designed and implemented additional lessons adapted to the needs of students from marginalized groups.

Through the support of Teach For Kosova Fellows and the program team, curricula with attractive content were developed, including various subjects such as **Inclusive Sports, Food Engineering, English Language, and Media Education**.

These subjects not only offered academic enrichment but also promoted diversity, gender equality, and **social cohesion for over 160 students in these 4 municipalities**.

With active student participation, including balanced gender distribution and multi-ethnic representation, **the impact of these initiatives is sizeable**.



DISCUSSION: HOW CAN THE DIASPORA SUPPORT THE DEVELOPMENT OF EDUCATION IN KOSOVA?

Within our Summer Institute this year, in cooperation with the Ministry of Foreign Affairs and Diaspora, a discussion was held about the participation and potential of education leaders from the Diaspora in the process of education development in Kosovo.

The discussion aimed to identify ways to increase the involvement of the diaspora in Kosovo's education sector.

During this meeting, members of the diaspora presented suggestions and attitudes regarding how they can contribute more actively to the advancement of education in Kosovo. In particular, the need for further investment in literacy, and the creation of an education program for applied behavioral analysis (ABA) in the context of education were emphasized.

Egzon Gashi, Executive Director of Teach For Kosova, emphasized the organizations intention to bring the contribution of the diaspora to the most sensitive parts of Kosovo's society, highlighting the importance of their involvement in education specifically.

Several experts in education from the diaspora participated in the discussion, including Suzana Aliu, a teacher of Swedish and English Language at a school in the capital of Sweden, who emphasized the importance of reading and comprehension for Kosovo students.

Additionally, Tringë Krasniqi-Gashi, a teacher of children with autism in the United States of America, and professor of special education Gjergj Haxhiu from the USA, highlighted the need for the use of behavior analysis in every elementary and secondary school as a tool to support the development of children with special needs.

Overall, it was obvious that the involvement of the diaspora in the development of education in Kosovo represents an important opportunity for the advancement and improvement of the education system in the country. The strategies and suggestions presented in this discussion will serve as a guide for the next steps for the inclusion and contribution of the diaspora in this direction.



EMPOWERING YOUNG TEACHERS FROM ROMA, ASHKALI AND EGYPTIAN COMMUNITIES

Throughout Kosovo, workshops were held in eight public schools aimed at bringing out **best practices of teaching for inclusion in education**.

Fellows from the **2023 Cohort of Teach For Kosovo**, along with teachers, collaborated to create activities for an inclusive education catalog. These activities **will be included in the catalog for inclusive education**, providing a collection of up-to-date techniques and methods for teaching and working with children - with a particular emphasis on our children from underserved communities.

Multiple activities were developed by ten teachers from each school. These activities will be part of the catalog for inclusive education, which will be **published and distributed to all schools in Kosovo in 2025, containing over 200 activities for inclusive education**.

These workshops were conducted in eight partner municipalities: **Podujevë, Prizren, Deçan, Suharekë, Kaçanik, Ferizaj, Mitrovica, and Vushtrri**.

We extend our gratitude to the teachers for their very fruitful and impressive collaboration in these workshops. The schools included in this collaboration were Destan Bajraktari Primary School, SHFMU "Mati Logoreci," SHFMU "Shefki Kuleta" in Tërrnavë, SHFMU "Naim Frashëri," SHFMU "Lidhja e Prizren" in Deçan, School "Anton Z. Cajupi," School "Fazli Greiçevci" in Shipol, and SHFMU Kadri Zeka in Dubrava, Kaçanik.

Additionally, supported by this project, **50 students from the Roma, Ashkali, and Egyptian communities participated in #SummerSchool2023.** These students engaged in a wide range of activities designed to promote education, socialization, and fun.



LET GIRLS THRIVE

With support from Teach For All, in 2023, we began implementing the multi-year project "Let Girls Thrive," which aims to address some of the main challenges of social cohesion faced by girls, and especially those from marginalized groups, in Kosovo.

We are implementing the "Let Girls Thrive" project in partnership with the NGO QIKA, where we first co-designed a comprehensive training session during our Summer Institute. During this training, we worked with Fellows of the 2023 Cohort, introducing them to the importance of including a gender perspective in teaching.

In the session, Fellows were introduced to the basic concepts of gender equality and existing inequalities in Kosovo, with a special emphasis on the education sector. This experience has helped Fellows engage and advance gender and social equality as teachers.

Beginning in September, we began monthly training sessions with 5 Fellows of the 2023 Cohort engaged in this project. Throughout the project, Fellows will teach in Kosovo's public schools. During monthly trainings, these Fellows receive advanced training on the information needed and tools required to infuse the perspective of gender equality in teaching - no matter which subject they teach.

We have also formed girls' and boys' clubs in the 5 partner municipalities in this project: Suharekë, Lipjan, Vushtrri, Prizren, and Ferizaj. Fellows are working with over 75 students in selected schools on issues such as gender-based violence, career guidance, property rights, gender-based discrimination, and many other topics.

2023 is the first year of this project, which will include three years and has the ultimate goal of creating an elective subject for girls' education.

Together, Teach For Kosova, QIKA, and our Fellows are driving tangible change, challenging norms, and laying the groundwork for a more inclusive and equitable future for girls and boys.



TEACH FOR KOSOVA ALUMNI

Our alumni actively identify educational challenges, raise awareness in themselves and others, and collaboratively adopt solutions. **These graduates are not only educators;** they are activists who tirelessly advocate for an equal and comprehensive education system in Kosovo.



We aim to develop our alumni through three pathways:

- School leadership;
- Public policy (municipaland ministerial);
- Social Enterprises.

Alumni Movement

In 2023, the TKF Alumni Movement welcomed **16 Fellows from the 2021 Cohort** who successfully completed the two-year Fellowship of Teach For Kosova in June.

Teach For Kosova now has 29 active Alumni as part of the Movement.

Global Alumni

Teach For Kosova, together with 62 other countries around the world, is part of the global network of Teach For All, which is profoundly changing the field of education.

Valmira Morina, a **Fellow of the First (2020) Cohort and Alumna of Teach For Kosova**, had the opportunity to participate in a 1-year Fellowship at Teach For All for Leadership in Education, **becoming part of the first generation of the European Alumni Leadership Fellowship.**



STRATEGIC PARTNERS



Teach For All

Through the "Future of Education" fund supported by Teach For All, Teach For Kosova aims to create a new framework for teacher evaluation. Also, through the "Let Girls Thrive" project, we aim to support and empower some of the next generation of women leaders in Kosova.

01



In 2023, Teach For Kosova started to implement a 3-year project, "Empowering young teachers from the Roma, Ashkali and Egyptian communities" which has been supported by the Danish Refugee Council through funds from the Swedish Agency for International Development Cooperation.

02



STRATEGIC PARTNERS



Teach For Kosova, with the support of NED, has implemented the project "Promotion of Critical Thinking and Multi-Ethnic Cohesion amongst youth" where we formed debate clubs. This initiative enables the development of 21st-century skills in students and provides access to municipal leaders to discuss how to develop their municipalities.

03



Teach For Kosova, in cooperation with the US Embassy in Kosova, is implementing the project "Increasing access and opportunities for Kosova's children" which aims to address inequalities in education and create inclusive classrooms.

04



STRATEGIC PARTNERS AND SPONSORS



Republika e Kosovës

**MINISTRIA E PUNËVE
TË JASHTME DHE DIASPORËS**

With the support of the Ministry of Foreign Affairs, Teach For Kosova successfully implemented our third annual Summer School, in which children from the Diaspora participated. Additionally, for the first time, TFK recruited a Fellow from the Diaspora. The Ministry also supported our discussion with education experts in the diaspora who we brought to Kosova.

05



PRISHTINA

For the third year in a row, we are partners with the Municipality of Prishtina in organizing the Summer School. This year, over 80 students from the capital's schools participated in the Summer School.

06



The partnership between Teach For Kosova and the Tepelene company has become a longstanding tradition. During the 2023 Summer School, students were provided Tepelene Water for refreshment.

07

STRATEGIC PARTNERS



REPUBLIKA E KOSOVËS

MINISTRIA E ARSIMIT, SHKENCËS,
TEKNOLOGJISË DHE INOVACIONIT



PARTNERSHIPS WITH THE PUBLIC SECTOR

Municipality of Prishtina
Municipality of Fushë Kosova
Municipality of Ferizaj
Municipality of Prizren
Municipality of Gjakova
Municipality of Skenderaj
Municipality of Suhareka
Municipality of Rahovec

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

PARTNERSHIPS WITH NGO

NGO QIKA
Germin
Roma Versitas Kosovo

Voice of Roma, Ashkali & Egyptians
NGO Durmish Aslano
The Ideas Partnership

PARTNERSHIPS WITH PUBLIC UNIVERSITIES

University of Prishtina
"Hasan Prishtina"
University of Applied Sciences in
Ferizaj
University of Prizren
"Ukshin Hoti"

University of Peja
"Haxhi Zeka"
University of Gjakova
"Fehmi Agani"
University of Mitrovica
"Isa Boletini"

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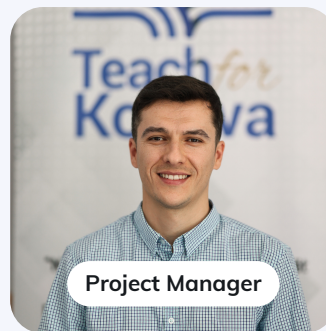
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Teach *for*
KOSOVA

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**.



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