



# 2024 ANNUAL REPORT

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# MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear friends and supporters of Teach For Kosova,

As I reflect on our journey, I feel deeply proud of everything we have accomplished so far. The year 2024 marked yet another extraordinary chapter for Teach For Kosova, consolidating our efforts to transform education in the country. **This year, we successfully welcomed our fifth cohort of Fellows—a clear indication that our program continues to inspire young people and empower the leaders of tomorrow in the field of education.** Additionally, for the first time, the number of our alumni has surpassed the number of current Fellows, a strong testament to the lasting legacy and growing impact of our organization.

One of the most meaningful achievements this year has been the continued expansion of our work into new municipalities, significantly increasing Teach For Kosova's reach and impact. **Today, we have educators—through both Fellows and alumni—in nearly every municipality in Kosova.** Alongside this, our collaboration with other civil society organizations in the field of education has significantly strengthened, culminating in a petition for substantial changes in the country's education policies. We are especially proud that Teach For Kosova has been at the forefront of this collective effort, demonstrating our commitment to advocacy and systemic reform.

Looking ahead, we are excited about the new opportunities that lie before us. This year, we celebrate the five-year anniversary of Teach For Kosova and look forward to welcoming our sixth cohort of Fellows, which is expected to be the most diverse one yet. **We also have ambitious goals to further strengthen and expand our alumni programs, increasing the long-term impact of our work.** With their leadership—both inside and outside the classroom—our alumni are shaping the future of education in Kosova, and we remain committed to supporting them at every step of their journey.

None of these achievements would be possible without your continued support. We thank you for your trust and dedication to our vision of a more equitable and inclusive education system in Kosova. **Together, we are building a strong foundation for future generations of leaders.**

With gratitude and enthusiasm,

Egzon Gashi

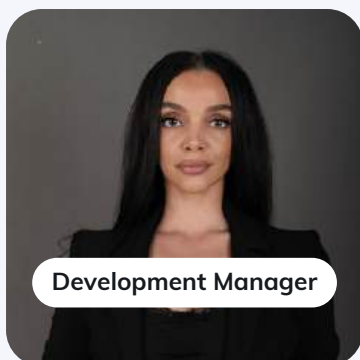


# TEACH FOR KOSOVA STAFF



Executive Director

**Egzon Gashi**



Development Manager

**Deniza Mulaj**



Finance Manager

**Visar Kurti**



Menaxher i Programit

**Besnik Avdiaj**



Office Manager

**Kastriot Muçolli**



Project Manager

**Valmira Morina**



Recruitment Manager

**Erlinda Musliji**



Project Manager

**Dardan Konjufca**

**JOIN US:**

@teachforkosova





# A YEAR IN REVIEW

“In 2024, Teach For Kosova continued its [Fellowship Program with 15 new Fellows](#) and, during the [Summer Institute](#), organized dedicated sessions on Climate Education and Gender Equality. These sessions aimed to raise participants’ awareness about the importance of environmental protection, sustainability, and building a more equitable society.”



## Key events from 2024:

- We recruited our fifth cohort of Fellows.

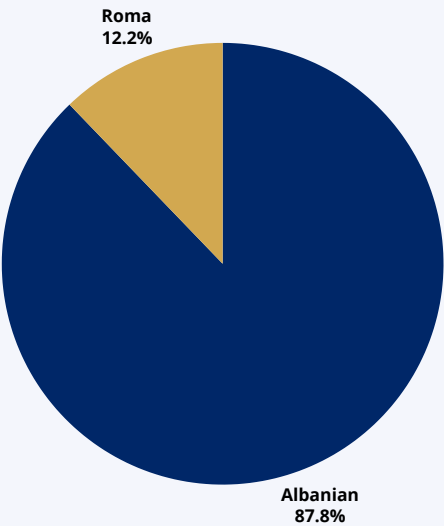
[12.2% of the cohort comes from the Roma community.](#)

- In collaboration with the [Ministry of Foreign Affairs and Diaspora \(MPJD\)](#) and the [Consulate of Kosova in Zurich](#), we organized an informational session to engage youth from the diaspora in the Teach For Kosova Fellowship.
- We successfully completed the “Future of Education” project, supported by Teach For All.
- The third cohort of Teach For Kosova graduated—[16 Fellows joined the growing TFK Alumni Movement.](#)
- We hosted Summer School 2024 in partnership with the Municipality of Prishtina and the Municipality of Fushë-Kosova.
- We developed projects in collaboration with the Danish Refugee Council (DRC) and Teach For All to support after-school learning and supplemental education for students.

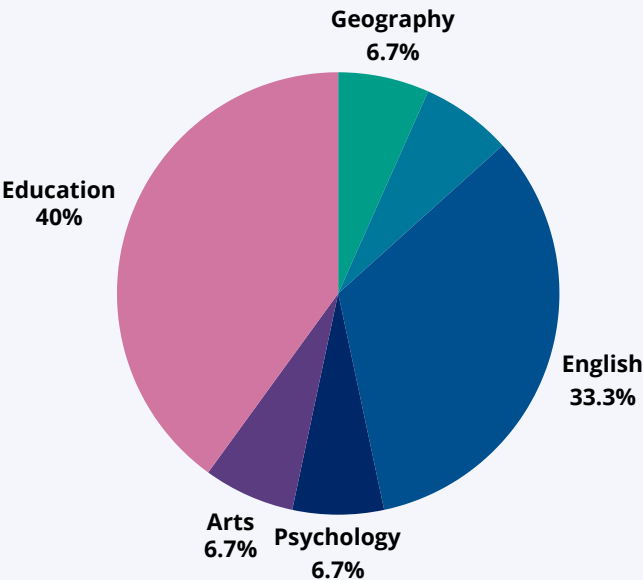
# FIFTH COHORT

In 2024, Teach For Kosova recruited, trained, and integrated its fourth cohort, consisting of 16 exceptional new leaders. We continued to recruit and expand our collective leadership team, which remains committed to driving systemic change.

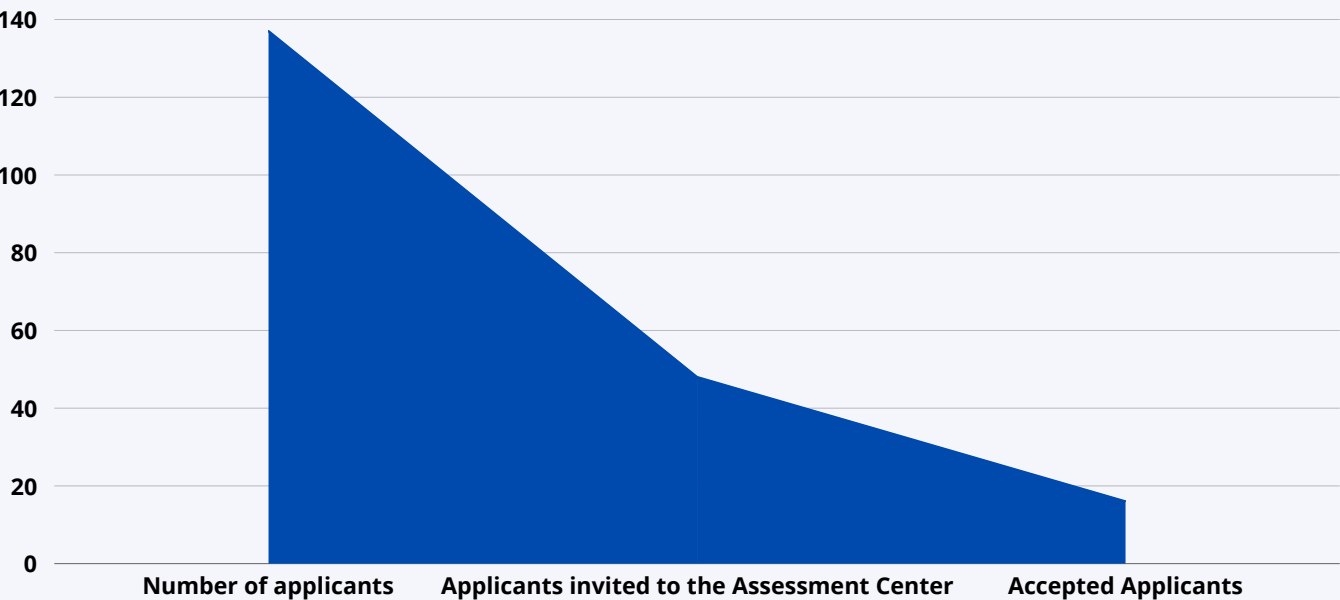
Ethnicity



Field of Study



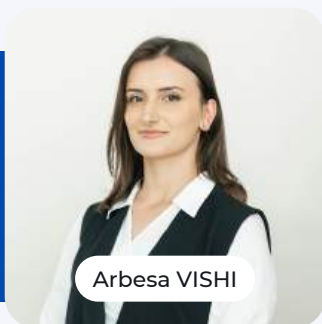
Recruitment Statistics



- 137 accepted applications
- 48 invited to Assessment Center
- 16 accepted Fellows

11.7% of applicants are accepted.

# FIFTH COHORT



Arbesa VISHI

**Municipality:** Kaçanik, Kosove  
**Bachelor:** Faculty of Education, Primary Education Program.



Lirika HUMOLLI

**Municipality:** Podujevë, Kosove  
**Bachelor:** Faculty of Mathematical and Natural Sciences – Department of Chemistry.

“ Since the beginning of my career as a teacher, I've had a continuous desire to grow and challenge myself. I've sought out opportunities to enrich my practice, support students more effectively, and enhance my professional skills. When I joined the Teach For Kosova Fellowship Program, I felt that this was the opportunity I needed to continue that journey.

*Participating in the TFK Summer Institute was a pivotal step. What initially seemed like a training opportunity quickly turned into a transformative experience. The intensive trainings and the exchange of experiences with my colleagues helped me reassess my approach to teaching. I learned about student empowerment, developing a growth mindset, and the importance of intentional planning and effective strategies to foster critical thinking.*

Now, alongside my role as a teacher, I am also involved in the Climate Education project, which is part of the Teach For Kosova program.

This engagement has given me the chance to help students understand their deep connection with the world around them. They are now learning about and practicing environmental care, including activities like planting trees and creating murals to symbolize their commitment to a more sustainable future.”

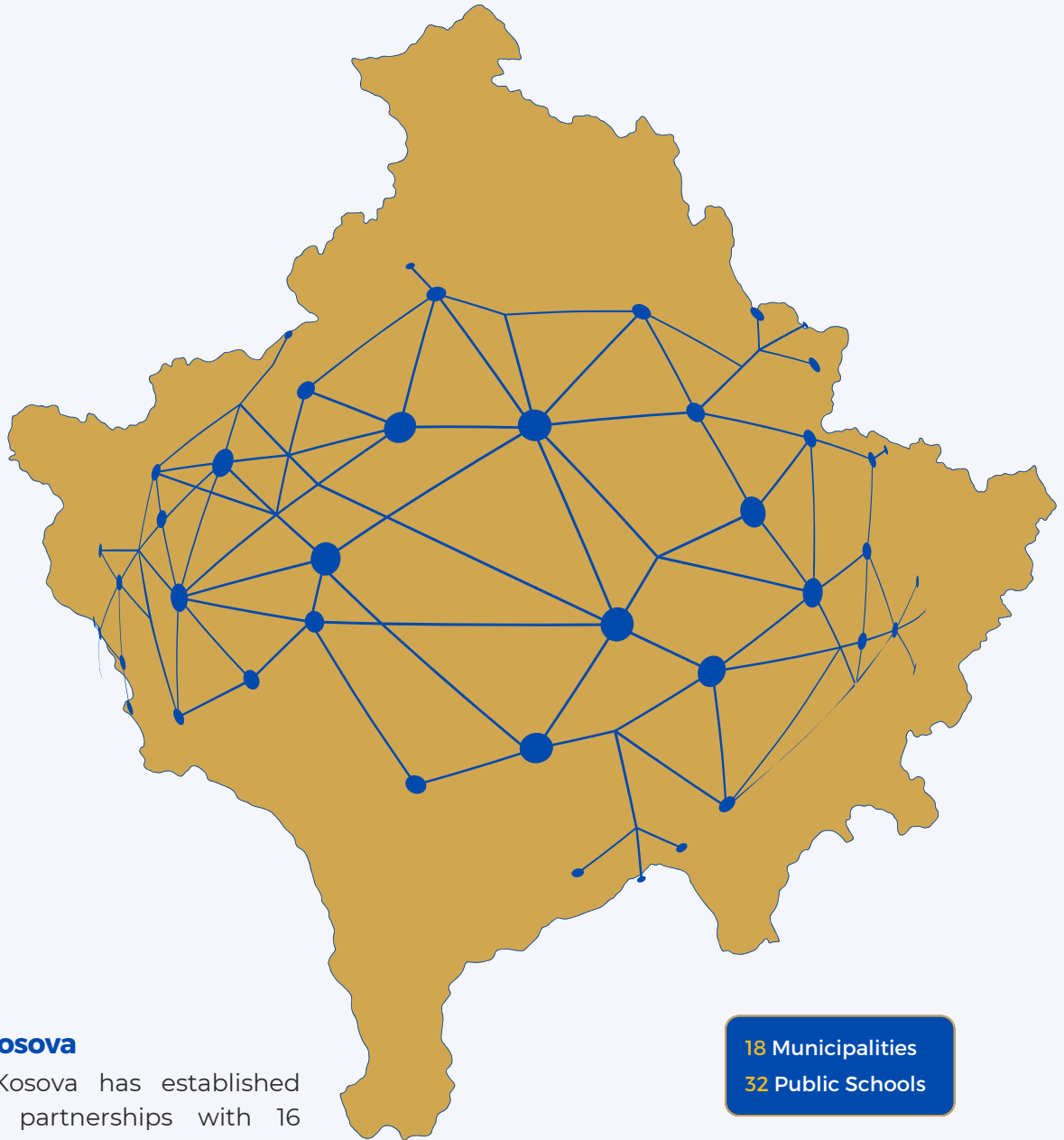
“ My participation in the Teach For Kosova Summer Institute brought me a transformative experience both professionally in teaching and personally. I felt challenged, motivated, and inspired all at once. The high-quality trainings and seminars on teaching methods, leadership, and curriculum implementation pushed me out of my comfort zone and further fulfilled me in my role as a lecturer.

*On the other hand, #SummerSchool2024 was very diverse, offering me the opportunity to reflect more deeply on the importance of inclusion and emotional connection with students. As a chemistry teacher, this experience helped me experiment with more interactive learning methods, including practical demonstrations and group work, to make scientific concepts more tangible and understandable for all students.*

The discussions and activities that connected theory with real-life situations helped students see the relevance of chemistry beyond textbooks, encouraging them to be more curious and engaged in the learning process.

To highlight the benefits of this experience, a key role was played by the guidance and advice provided by mentors, which helped shape my professionalism in teaching and adopt a socio-emotional approach to create a more comfortable and effective environment for all students.”

# COVERAGE MAP



## Teach For Kosova

Teach For Kosova has established collaborative partnerships with 16 municipalities across the country, underscoring its commitment to advancing education in Kosova. Within this framework, our Fellows play a vital role by actively participating in educational initiatives and projects within 32 public schools spread throughout the nation.



# SUMMER INSTITUTE 2024

## A CLOSER LOOK

- We trained 15 Fellows over the course of five intensive weeks.
- Topics ranged from a deeper understanding of inequities in Kosovo's education system, to advocating for change and empowering Fellows to become teacher-leaders in their communities.
- Dedicated sessions focused on Climate Education and Gender Equality.
- According to a post-Institute survey, 100% of Fellows said they would recommend the Fellowship program to a friend, giving it a perfect score of 10/10.



- For the fifth consecutive year, the Summer Institute welcomed local and international education and leadership experts, inspiring speakers, and prominent leaders from across Kosovo.





# SUMMER SCHOOL 2024

## A CLOSER LOOK

- Summer School 2024, organized by Teach For Kosovo, offered a rich educational experience for 100 students from various schools in Prishtina, Fushë Kosova, and the diaspora. Over the course of two weeks, students engaged in interactive and educational activities that helped them develop a range of life skills.
- During the program, students had the opportunity to collaborate with one another and form new friendships, learning to work together toward shared goals.



- The shared experience with peers from different schools and cultural backgrounds allowed students to gain insight into diverse perspectives, enriching their understanding of diversity and cooperation.
- The Summer School contributed not only to the development of practical skills and new knowledge, but also to a stronger sense of community and belonging—within a group committed to personal growth and the betterment of their environment.
- The program covered a wide range of subjects addressing important themes, including: “The Psychology of Emotional Self-Regulation,” “Community Volunteering,” “Environmental Activism,” “English for Social Change,” and “Learning Chemistry through Demonstrations.”





# PLAYDAGOGY AND THE IMPORTANCE OF PHYSICAL EDUCATION, SPORTS, AND HEALTH



As part of the Summer Institute 2024 sessions, the Fellows of the Fifth Cohort had the opportunity to gain in-depth knowledge on [“Playdagogy and the Importance of Physical Education, Sports, and Health”](#) through a wonderful session led by Gentijana Paçarizi, an alumna of the program.

The children of [Summer School 2024](#) were [actively engaged in various activities](#), playing and learning through educational and fun games, while simultaneously developing their physical, mental, and social skills.

The use of games and physical [activities promoted physical health, emotional well-being](#), and social interaction, turning education into a joyful and holistic journey for every child.

This session highlighted the importance of supporting children’s health and well-being through physical activity and health education, [helping them grow and develop in a balanced and healthy way](#).



# MONTHLY TRAINING

## A CLOSER LOOK

Throughout 2024, the Teach For Kosova program team has consistently organized monthly training sessions aimed at supporting and professionally developing Fellows, helping them grow as teacher-leaders within their communities. These trainings have been designed to strengthen pedagogical skills, leadership capacity, and advocacy for a more inclusive and high-quality education system.



### Year One of the Fellowship: Laying the Foundation

For first-year Fellows, the monthly training sessions have focused on building a strong foundation for vision-driven **teaching and cultivating sustainable relationships with students and the wider community.**

Key themes covered throughout the year included:

- “Vision-Oriented Teaching” – Defining long-term objectives and creating an inspiring and purposeful learning environment for students.
- “Families and the Classroom: Building Effective Relationships for Students’ Socio-Emotional Development” – Deepening collaboration with parents and the community to ensure a supportive and nurturing space for learners.
- “Student Assessment and Designing Summative Tests Based on Bloom’s Taxonomy” – Applying advanced assessment methods to accurately measure and improve student learning outcomes.

### Year Two of the Fellowship: Deepening Leadership and Advocacy

For second-year Fellows, the focus of the training sessions has shifted toward **strengthening leadership and advocacy skills to drive improvements within the education system at the community level.**

During this phase, the Third Cohort has participated in advanced training sessions, including:

- “Theory of Change and Leadership Theory” – Understanding how systemic change happens and the role of teachers as catalysts for transformation.
- “Teaching as Collective Leadership” – Building a culture of collaboration and collective leadership to improve the quality of education.
- “Project Writing” – Training on how to design and implement successful projects that create a positive impact in education and the wider community.
- “Engaging with Municipal Education Directorates” – Learning effective ways to influence local education policy and advocate for positive change in schools and communities.



# FUTURE OF EDUCATION PROJECT

Teach For Kosova has benefited from the Future of Education Fund grant to advance the **Teacher Performance Assessment (TPA) Project**—an initiative aimed at creating a fair and practical system for evaluating teachers in Kosovo. In the first year of the project, the organization developed three assessment tools in collaboration with five partner municipalities. **During this period, a new evaluation system was piloted with 500 teachers across 25 schools**, which included regular meetings with school principals and other relevant stakeholders.

The main goal of this project has been to establish an evaluation process that not only measures performance but also contributes to improving the quality of teaching.

For nearly two years, Teach For Kosova has worked intensively on the implementation and refinement of this system. **So far, the organization has collaborated with 25 schools, involving around 392 teachers in piloting the new assessment methods.** A key aspect of this process has been the inclusion of student surveys, a fundamental change that has directly influenced Kosovo's national education policy. **As a result of these efforts, the Ministry of Education has approved a new directive that mandates the use of student surveys in teacher performance evaluations.**

The impact of this project has been evident not only at the policy level but also in educational practice, with municipalities outside the pilot program expressing interest in adopting the new evaluation system.

To meet this growing demand, **Teach For Kosova has taken concrete steps to help municipalities adopt the model, including organizing trainings for school principals and local education officials.** Thanks to the dedication of its Fellows and Alumni, the organization has successfully expanded the project's reach, making it accessible to a wider range of educational institutions.





# FUTURE OF EDUCATION PROJECT

Through this project, Teach For Kosova has learned an important lesson: systemic change requires the direct involvement of those most affected by it. **In this case, the close collaboration with teachers—who initially expressed concerns about fairness and objectivity in the evaluation process—was essential.**

Teach For Kosova worked to address these concerns through transparency and open communication, ensuring that the evaluation process is fair, supportive, and beneficial for all. **The results of this approach have been encouraging, as many teachers have expressed confidence in the new model and its value for their professional development.**

**Financially, the project funds were primarily used for:**

- The development and piloting of evaluation instruments
- Organizing meetings with key stakeholders
- Supporting the scaling and dissemination of the evaluation system

Recognizing the growing interest and potential impact, Teach For Kosova has requested an extension of the project **timeline to include more stakeholders and ensure a more comprehensive implementation. In its final phase**, the organization plans to analyze evaluation results and host a national conference, where the key findings will be presented and discussed with all involved actors.

In conclusion,

Support from the **Future of Education Fund has enabled Teach For Kosova to design and implement an innovative teacher evaluation system that holds the potential to transform education in Kosovo.** The strong collaboration with schools, municipalities, and the Ministry of Education positions this project as a key reform initiative for the future of learning in the country.



# CLIMATE EDUCATION AND LEADERSHIP

From April 2024 to March 2025, Teach For Kosova, with the support of Teach For All, implemented the “Climate Education and Leadership” project. The initiative aimed to promote climate change education in Kosovo, empower teachers and students to take concrete action for environmental protection, and foster a more climate-conscious community.

In the initial phase, during the Summer Institute 2024, an intensive training was organized for the fifth cohort of Teach For Kosova Fellows. This training focused on key themes in climate education, integrating them into the existing curriculum, and empowering girls as climate leaders. All sessions were led by an external expert in climate education.

From September 2024 to February 2025, five schools—primarily from rural areas—were involved in the project.

Teach For Kosova Fellows, working as teachers in these schools, integrated climate education into their teaching plans and organized monthly student activities. These included flower planting, environmental clean-ups, debates on climate change, and art exhibitions focused on environmental themes. Through this hands-on approach, students had the opportunity to learn actively and engage directly in protecting their environment.

At the end of the project, each student group carried out a symbolic activity to serve as a lasting message from the project. Some groups planted trees in the schoolyard, another group created a climate-awareness mural, while another designed an eco-corner inside the school. These activities were organized with the participation of parents, school staff, and the local community, ensuring wider impact and increased awareness about the importance of climate education.

The “Climate Education and Leadership” project has had a clear impact on strengthening teacher capacity, raising student awareness, and engaging communities in addressing climate-related issues.





# DIASPORA RECRUITMENT

As part of the “Summer School 2024” project funded by the [Ministry of Foreign Affairs and Diaspora](#), [Teach For Kosova](#) carried out a visit to Zurich, where we were welcomed at the Consulate of the Republic of Kosova.

This visit had two main goals: [to engage young people from the diaspora in becoming part of the Teach For Kosova Fellowship program](#), and to explore opportunities for collaboration with Albanian language school teachers, while gaining insight into the challenges they face.

During the meeting with [Albanian students and recent graduates](#), we discussed the Fellowship program as an [opportunity for professional development and a chance to contribute to education](#). Their participation led to a productive conversation on the impact they can have in Kosova and the importance of bringing their experiences back to help improve the education system.

On the other hand, the meeting with teachers from Albanian schools provided a new perspective on the challenges of preserving Albanian language and culture in the diaspora. [In an open dialogue, we discussed the need for greater institutional support and ways to build bridges between them and Teach For Kosova](#). The teachers expressed their willingness to contribute to our initiatives—such as Summer School—by promoting the program and sharing this opportunity with diaspora students.

The Kosova Consulate in Zurich [welcomed this initiative and expressed its readiness to support the engagement of the diaspora in education](#). This meeting marked an important step toward strengthening ties with the Albanian community in Switzerland and opening new opportunities for future collaboration.

Building on this experience, [Teach For Kosova aims to expand its activities with the diaspora and create sustainable mechanisms for engaging Albanian professionals abroad in support of education in Kosova](#).





# EMPOWERING NEW TEACHERS FROM THE ROMA, ASHKALI, AND EGYPTIAN COMMUNITIES

For the second consecutive year, Teach For Kosova organized dedicated workshops focused on sharing best practices among teachers in the field of inclusive education.

Fellows from Teach For Kosova's Fifth Cohort, together with teachers from eight public schools, collaborated to develop activities that will be included in a catalog of inclusive education practices. This catalog will serve as a comprehensive resource, showcasing modern teaching methods and techniques for working with children, and further advancing inclusive education in Kosova.

Each group of teachers—10 from each school—created 10 unique activities. By the end of the third year, over 200 inclusive activities will be part of the final catalog, which will be published and distributed to all schools in Kosova in 2025.

A special thanks goes to all the participating teachers for their extraordinary collaboration and meaningful contributions throughout the workshops.

The workshops took place in the following eight partner municipalities: Gjilan, Viti, Hani i Elezit, Istog, Dragash, Fushë-Kosovë, Skenderaj, and Lipjan.

In addition, through this project, 50 students from Roma, Ashkali, and Egyptian communities participated in #SummerSchool2024. These students took part in a wide range of activities designed to promote education, social interaction, and fun in an inclusive and engaging environment.

This project is implemented by Teach For Kosova, with the support of the Danish Refugee Council (DRC) and funding from the Swedish International Development Cooperation Agency (Sida).





# LET GIRLS THRIVE

In May 2024, Teach For Kosovo and QIKA, with the support of Teach For All, launched the campaign “Pads Are Not a Luxury” in five public schools across Kosovo, distributing 12,000 sanitary pads to students.

This initiative aimed to raise awareness about menstrual health, highlight the importance of free access to hygiene products for girls and women, and help eliminate menstrual stigma within the school community.

As part of the campaign, students created symbolic gift packages with menstrual products and distributed informational brochures on menstrual health—helping to promote a more open and informed environment around the topic.

In each of the five participating schools, boxes with sanitary pads were placed, and each school was supplied with 2,400 pads to ensure sustainable access for students in need.

A key element of the campaign was the involvement of the entire school community in learning about the issue. In all participating schools, the first five minutes of the school day were dedicated to an open discussion with students about the importance of menstrual hygiene, promoting awareness and helping normalize the topic within the school environment.

This campaign was organized to mark International Menstrual Hygiene Day and was part of the “Let Girls Thrive” project, implemented by Teach For Kosovo and QIKA, with funding from Teach For All.

The campaign was carried out in collaboration with the municipalities of Vushtrri, Prizren, Suhareka, Lipjan, and Ferizaj, involving local stakeholders in the effort to ensure equal and dignified access to hygiene products for all girls and women in Kosovo.





# TEACH FOR KOSOVA ALUMNI

They actively identify educational challenges, raise awareness within themselves and others, and work collaboratively to adopt solutions. These graduates **are not just educators; they are activists who tirelessly advocate** for an equitable and inclusive education system in Kosova.



## Alumni Focus Areas:

- School Leadership;
- Public Policy (at both municipal and ministerial levels);
- Social Entrepreneurship.

## The Alumni Movement:

In 2024, **16 Fellows from the Third Cohort joined** the Teach For Kosova Alumni Movement after successfully completing their two-year Fellowship in June.

Currently, Teach For Kosova **has 45 active Alumni who are part of this growing movement.**

## Global Network:

Teach For Kosova is part of the global Teach For All network, **which includes 62 countries working together to transform education around the world.**

**Albina Avdyli, Endrit Temaj, and Arta Hiseni, Alumni of Teach For Kosova,** had the opportunity to participate in the one-year Education Leadership Fellowship by Teach For All, becoming part of the second generation of the European Alumni Leadership Fellowship.



# STRATEGIC PARTNERS



## Teach For All

Through funding from Teach For All, Teach For Kosova aims to support and empower future generations of women leaders in Kosova through the “Let Girls Thrive” project.

Additionally, within the framework of the “Climate Education and Leadership” project, TFK is working to raise awareness on climate issues and integrate environmental education into schools.

# 01



In 2024, Teach For Kosova began implementing the three-year project “Empowering New Teachers from the Roma, Ashkali, and Egyptian Communities”, supported by the Danish Refugee Council through funding from the Swedish International Development Cooperation Agency (Sida).

# 02





# PARTNERËT STRATEGJIKË



Teach For Kosovo has continued its collaboration with NED by launching the project “Promoting Critical Thinking and Civic Activism Among Youth” in six municipalities across Kosovo. The project aims to foster critical thinking and promote active citizenship among young people.

## 03



Republika e Kosovës  
**MINISTRIA E PUNËVE  
TË JASHTME DHE DIASPORËS**

With the support of MPJD, Teach For Kosovo successfully organized Summer School 2024 with the participation of children from the diaspora, and held an informational session in Zurich, Switzerland for Albanian students and teachers—promoting the Fellowship program and exploring collaboration opportunities.

## 04



# STRATEGIC PARTNERS AND SPONSORS



In 2024, we continued our partnership with the Municipality of Prishtina and Fushë-Kosova for the organization of the Summer School, where 100 students from schools in these municipalities participated in this year's edition.

## 05



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

With the support of Coca-Cola Hellenic, Teach For Kosova successfully carried out the Summer Institute 2024, creating a more pleasant and energetic environment for participants. This collaboration contributed to a more comfortable and engaging experience for everyone involved in this important educational program.



## 06

# STRATEGIC PARTNERS



REPUBLIKA E KOSOVËS

MINISTRIA E ARSIMIT, SHKENCËS,  
TEKNOLOGJISË DHE INOVACIONIT



## PARTNERSHIPS WITH THE PUBLIC SECTOR

Municipality of Pristina  
Municipality of Fushë Kosovë  
Municipality of Ferizaj  
Municipality of Prizren  
Municipality of Gjakova  
Municipality of Skenderaj  
Municipality of Suhareka  
Municipality of Rahovec

Municipality of Podujevo  
Municipality of Lipjan  
Municipality of Deçan  
Municipality of Shtime  
Municipality of Malisheva  
Municipality of Drenas  
Municipality of Peja  
Municipality of Mitrovica

## PARTNERSHIPS WITH ORGANIZATIONS

QIKA NGO  
Germin  
Roma Versitas Kosovo

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

## PARTNERSHIPS WITH UNIVERSITIES

University of Pristina  
"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"





## LËVIZJE PËR ARSIM CILËSOR

“

In a future, all children in Kosovo – regardless of background or ethnicity – **will have access to an education system that prepares them for lifelong success.**

”

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