

A GLIMPSE INTO OUR COMMUNITY

TEACH FOR BULGARIA'S IMPACT REPORT FOR 2018/2019



INITIATED AND
GENEROUSLY
SUPPORTED BY



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On the cover: Students from 159 Primary School "Vasil Levski",
Chelopechene neighborhood, Sofia, long-term Teach For Bulgaria partner

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Teach For Bulgaria was awarded as "Best training program" and "Best professional development program" in the Employer of the Year awards for 2018 and it won first place for "Education" in Employer of Choice awards for 2019. The organization has a quality certificate ISO 9001:2015.

AN ADDRESS BY TEACH FOR BULGARIA'S CHIEF EXECUTIVE OFFICER

We never stop learning and sharing our experience

At Teach For Bulgaria we know that the challenge we have undertaken, namely to provide equal access to quality education to all children, is not suited for one single institution or organization. It requires both collective efforts and everyone's personal commitment.

We see our place as an organization which recruits, trains, and supports teachers; an organization which fosters a sense of community where both new and experienced teachers along with educational experts and stakeholders are willing to work towards change together. We have acquired valuable experience in working with experienced teachers and entire schools and we plan to invest more effort into this from now on. We are ready to share our experience and willing to learn from others.

Over the past year we continued investing in the development of Teach For Bulgaria's immediate community as well as in the larger community of all active professionals in the education sector. We kept learning from our experience every day, but we also learned from the experience of oth-

ers: local stakeholders, teachers and school staff, institutional partners, our true supporters from the business sector, and our partners from the international network of Teach For All.

We try to introduce the participants in our program to representatives of other organizations and institutions as early as possible, so they can find common ground and collaborate in the future. We work towards cultivating and fostering agency in our community because agency is truly effective when it gradually and organically empowers the entire community.

Teach For Bulgaria continued changing in 2019, our strategy evolved. On the eve of our 10th anniversary we expect exciting new opportunities and initiatives. Our goal is to reach more students and teachers, more people who believe that it is up to us to provide every child in Bulgaria with the opportunity to unlock their potential.

This report presents only a small part of all important events, initiatives, and stories which illustrate that change is possible, it may take baby steps, but it most definitely unites us all in the name of a better future for all children in Bulgaria.



Trayan Trayanov
Chief Executive
Officer of
Teach For Bulgaria



MISSION, VISION, GOALS

For the success of every child

TEACH FOR BULGARIA IS A NON-GOVERNMENTAL ORGANIZATION, CREATED IN 2010, WHICH WORKS TOWARDS PROVIDING EQUAL ACCESS TO QUALITY EDUCATION TO EVERY CHILD IN BULGARIA.

Teach For Bulgaria's mission is to recruit, train, and develop capable and motivated professionals with the long-term commitment to work towards positive change in Bulgarian education.

WHAT WE DO

We believe that well-prepared and motivated professionals are the most valuable resource towards positive change in education. This is why we recruit, train, and develop people who are motivated to contribute to every child's access to quality education in Bulgaria; quality education which leads to a functioning economy and a strong society.

THE FIRST TWO YEARS

Within the two-year professional development and leadership program all participants receive professional support in the classroom and in other aspects of their work with students from vulnerable communities in order to help them improve their motivation and academic outcomes. The participants in our program work towards raising their students' achievements and aspirations and broaden their access to opportunities for development.

TOGETHER FOR A BETTER EDUCATION

The two-year program gives our participants the opportunity to experience the challenges in our education system firsthand and map out possible school and system-level solutions.

Most of our alumni continue to work towards better quality education in Bulgaria long-term by choosing careers in education, social entrepreneurship, or business. They use what they learn from their experience as teachers as a stepping stone to a fulfilling career and collaborate with a wide network of like-minded partners in order to change Bulgarian education for the better in the most effective way.

A GLIMPSE INTO OUR COMMUNITY

A crucial part of Teach For Bulgaria's work is the development and sharing of more and more effective ways to successfully improve students' outcomes, and transform classrooms, schools, and communities.

The organization has built a strong community of current teachers and alumni, as well as key partners from all sectors in order to develop and propose new policies and practices for a better education in Bulgaria which can ensure that every child is given the opportunity to be successful.

TEACH FOR BULGARIA
IS INITIATED AND
FINANCIALLY
SUPPORTED BY
THE AMERICA
FOR BULGARIA
FOUNDATION.

At Teach For Bulgaria we believe that:

- every child has the potential to be successful;
- the people who have an active and long-term engagement to improve the education system are its most valuable resource;
- the role of school education is to provide quality instruction to all students to ensure that they are successful in the 21st century;
- well-prepared and continuously supported teachers are the most important factor for children's success at school;
- every single one of us is responsible for children's access to quality education in Bulgaria;
- true positive change comes as a result of the joint effort of people and institutions, concrete goals, transparency, and traceability of invested resources.



Trayan Trayanov Is the New CEO of Teach For Bulgaria

**Evgenia Peeva-Kirova takes up the position
of Chairperson of the Board of Directors**

This transition was officially announced on September 18, 2019, at a special event attended by current participants and alumni of the program, business partners, and partners from the civic and public sector. Trayan has been an integral part of the organization since its very beginning in 2010. In his new role as a CEO he will be responsible for Teach For Bulgaria's overall strategic development and sustainability. In his previous role as a Chief Program Officer Trayan oversaw the teams responsible for admissions, selection, teacher training, and alumni development. He was also responsible for the overall monitoring and impact assessment of the program.

BOARD OF DIRECTORS

CHAIRPERSON:

Evgenia Peeva-Kirova

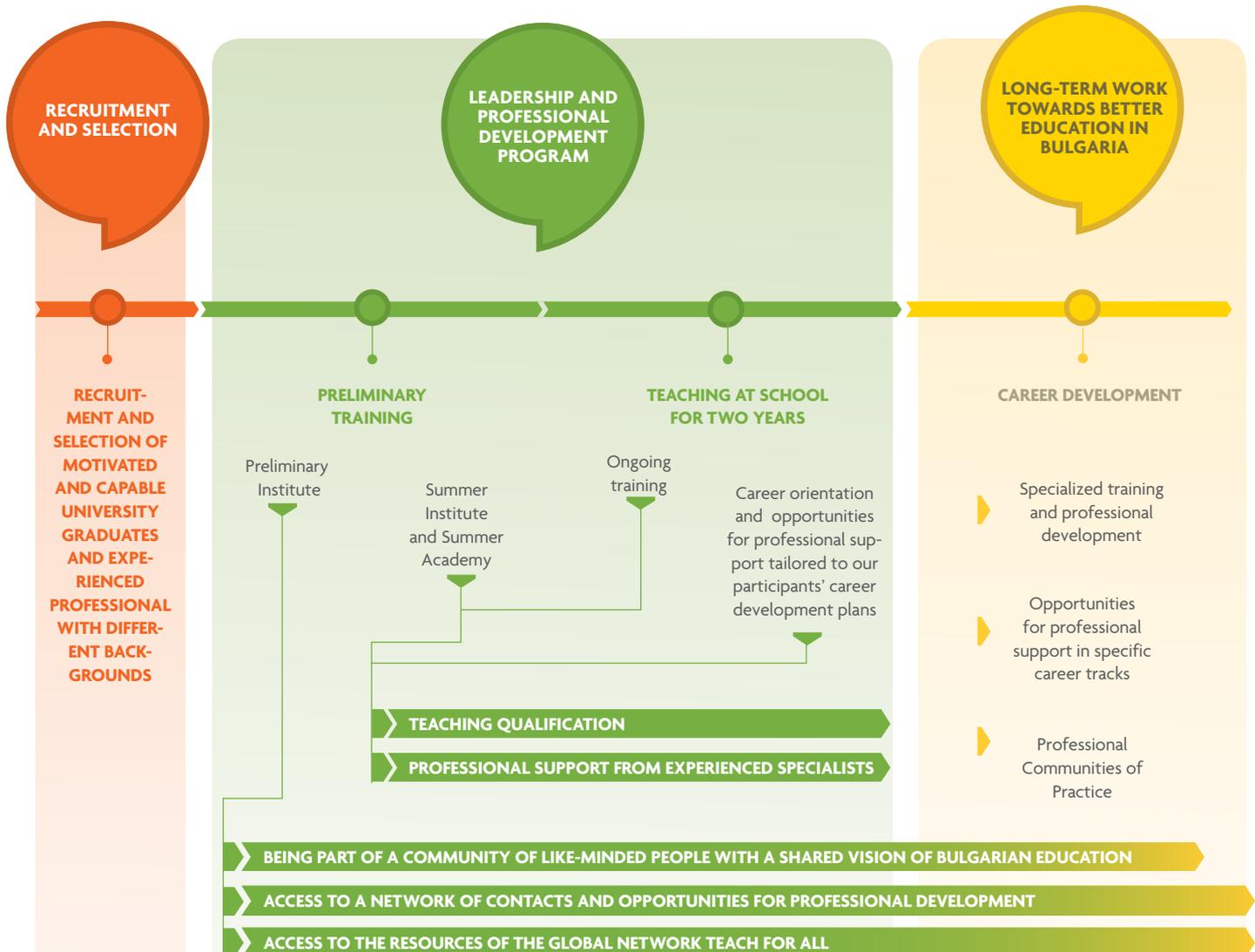
BOARD MEMBERS:

Tsvetan Lazhanski, Tatyana Naydenova, Georgi Sidzhimkov, Hristo Manov, Miroslav Stoychev, Trayan Trayanov (CEO), Neli Koleva (Chief Officer of Public Partnerships), Ekaterina Gramenova (Teach For Bulgaria alumna), Rosen Bogomilov (Teach For Bulgaria alumnus)

Our work

STRUCTURE

TEACH FOR BULGARIA'S LEADERSHIP AND PROFESSIONAL DEVELOPMENT PROGRAM



What is the challenge we are facing?

Nearly half of all young people in Bulgaria cannot interpret the meaning of what they read. Tens of thousands of children drop out of school every year. Every fifth young person in Bulgaria is neither in employment, nor in education and training. Labor shortage stunts business growth in Bulgaria. There is a lack of capable individuals who can work towards improving this reality in the education system in Bulgaria.

THE VAST MAJORITY OF BULGARIAN STUDENTS LACK ANALYTICAL SKILLS

- IS THE SHARE OF STUDENTS WHO PERFORM BELOW THE BASIC LEVEL OF READING LITERACY IN BULGARIA. THIS IS THE LOWEST SCORE IN THE EU.

These students do not understand the meaning of the text, even if they are able to read it. They often struggle with new material or with moderately long and complex texts.

47%

- OF ALL STUDENTS IN BULGARIA PERFORM BELOW THE BASIC LEVEL OF SCIENCE LITERACY.

This means that they are unable to draw even the most elementary scientific conclusions.



44%

IS THE SHARE OF STUDENTS WHO PERFORM BELOW THE BASIC LEVEL OF MATHEMATICAL LITERACY, WHICH IS EXACTLY 20% ABOVE THE OECD AVERAGE.

These students are unable to apply math in mundane everyday situations such as calculating prices of goods and services in different currencies or comparing two different routes.

ONLY 2% OF ALL STUDENTS IN BULGARIA ACHIEVE HIGH READING SCORES.

At Teach For Bulgaria we believe that well-prepared and motivated professionals are the most valuable resource towards positive change in education which would lead to overcoming these challenges. This is why we recruit, train, and develop people who are motivated to contribute to every child's access to quality education in Bulgaria; quality education which leads to a functioning economy and a strong society.

UNEQUAL ACCESS TO QUALITY EDUCATION

0%

of students with lower socioeconomic status are among the best in reading literacy for Bulgaria in 2018.

16.3

students dropped out of school in 2017/2018, 13.9 thousand of them hadn't finished 8th grade*.



OF BULGARIAN STUDENTS WITH HIGHER SOCIOECONOMIC STATUS ACHIEVE THE HIGHEST READING SCORES WHILE THE OECD AVERAGE IS 17 %.

Bulgarian is not a first language for **25 to 30%** of all students who started first grade in September of 2019**.

There is a significant achievement gap between students from rural and urban areas which is a clear indicator for the uneven access to quality education.

*Their lower socioeconomic status includes factors such as a first language other than Bulgarian, low income, location in smaller towns and villages, uneducated or poorly educated parents, limited access to books, computers, other educational resources, etc.

**According to a statement by the minister of education, cited in "Sega" on Sept. 17, 2019.

EDUCATION QUALITY HAS AN IMPACT ON ECONOMIC AND SOCIAL DEVELOPMENT

One in every five

young people in Bulgaria is neither in employment, nor in education and training. The share of inactive young people, aged 15 to 24, is one of the highest in Europe.

According to a study conducted by Colliers International, nearly 40% of all manufacturers in Bulgaria share that labor shortages stunt their business growth.

The quality of education is one of the most important factors which contributes towards sustainable economic growth and active civil society.

Teach For Bulgaria's Year



KEY EVENTS OF 2019

MARCH

FINAL CONFERENCE FOR THE NEWTT PROJECT

A presentation of the final results from the European project "A New Way for New Talents in Teaching" (NEWTT)

MARCH

"FOR THE SUCCESS OF EVERY CHILD" REGIONAL FORUM IN STARA ZAGORA

A forum for sharing best practices organized by Teach For Bulgaria and the Regional Management of Education in Stara Zagora

JULY CLASS OF 2017-2019

Commencement ceremony

SEPTEMBER

NEW CHIEF EXECUTIVE OFFICER

Trayan Trayanov becomes the new CEO of Teach For Bulgaria. Evgenia Peeva-Kirova takes up the position of Chairperson of the Board of Directors.

OCTOBER

INSPIRATIONAL LEADERS CHARITY AUCTION

The largest event which gathers business leaders and public figures in support of Teach For Bulgaria

OCTOBER

"FROM VISION TO RESULTS" CONFERENCE

Four schools, participants in the project "From Vision to Results", share their experience and best practices

NOVEMBER

"WE WANT TO GO TO SCHOOL!" REGIONAL FORUM IN RAZGRAD

A forum for sharing best practices organized by Teach For Bulgaria and the Regional Management of Education in Razgrad

NOVEMBER

"HUNTING FOR BEST PRACTICES" REGIONAL FORUM IN LOVECH

A forum for sharing best practices organized by Teach For Bulgaria and the Regional Management of Education in Lovech



Teachers from the region of Lovech share best practices at the forum "Hunting for Best Practices"



The opening of Teach For Bulgaria's ninth Summer Academy



Final conference for the NEWTT project in Sofia



Commencement ceremony, class of 2017-2019



"From Vision to Results" final conference



Inspirational Leaders Charity Auction 2019

Teach For Bulgaria's Reach

TEACHERS AND PARTNER SCHOOLS IN THE 2019/2020 SCHOOL YEAR



104

FIRST AND SECOND-YEAR
TEACHERS IN THE PROGRAM

190

TEACH FOR BULGARIA
ALUMNI WHO CONTINUED
TEACHING AFTER THEY
FINISHED THE PROGRAM

-  Regions where Teach For Bulgaria has partner schools
-  Regions where alumni of the program work

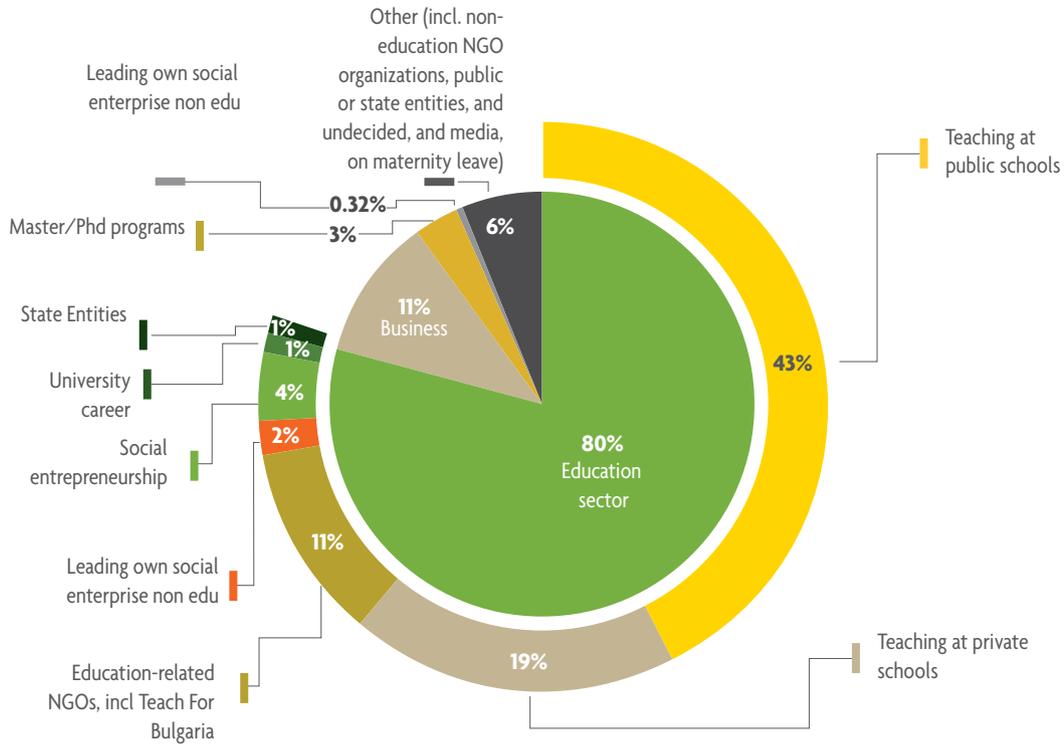
 **SCHOOLS – NUMBERS**

 **TEACHERS – NUMBERS**

Including alumni of the program who still teach in these regions

Change Goes On

TEACH FOR BULGARIA ALUMNI



ИНФОРМАЦИЯ Е АКТУАЛНА КЪМ 1 ОКТОМВРИ 2019 Г.

308
IS THE TOTAL NUMBER
OF TEACH FOR BULGARIA
ALUMNI

80%
OF OUR ALUMNI WORK IN
EDUCATION

We, at Teach For Bulgaria, believe that people are the most valuable resource to help bring about positive change in our lives and to contribute to every child's access to quality education which would allow them to realize their full potential. This is why one of the priorities of our leadership and professional development program is to continue supporting our alumni even after the two years at school. We take steps to maintain and develop relationships of collaboration between participants from different classes. We also encourage them to continue working in education by using their strengths, the knowledge they have gained about the education system and possible solutions they have mapped out while teaching at school.



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възпитаниците на програмата
научете тук
[www.zaednovchas.bg/
influence/](http://www.zaednovchas.bg/influence/)

THE EUROPEAN PROJECT NEWTT WAS COMPLETED SUCCESSFULLY

Alternative pathways into teaching have a place next to the traditional ones

THE PROJECT LED TO THE LAUNCHING OF “MOTIVATED TEACHERS” - A NATIONAL PROGRAM DEVELOPED BY THE MINISTRY OF EDUCATION AND SCIENCE



The final conference for NEWTT in Sofia. Front row, seated from left to right: Natalia Mihalevska from the Ministry of Education and Science, eng. Tanya Mihaylova, Deputy Minister of Education and Science, Doctor of Economic Sciences and Chairperson of the Bulgarian Union of Teachers Yanka Takeva, Head of Regional Management of Education for Sofia Vanya Kastreva.

Participants in the alternative pathways project in Bulgaria share they have gained most expertise in the following areas:

84%

Working with students

80%

Reflecting with colleagues

75%

Reflecting with trainers/mentors

74%

Theoretical knowledge

“A New Way for New Talents in Teaching” (NEWTT) was successfully completed in 2019. The goal of the project was to pave an alternative pathway to teaching for accomplished and motivated professionals with diverse backgrounds and limited or no teaching experience. 15 organizations from 5 countries took part in this KA 3, Erasmus + project.

Scope of the project



The project was assessed by a team of independent evaluators from the University of Duisburg-Essen, Germany. The experts compared the skills and knowledge of alternative pathway teachers to the skills and knowledge of a control group of traditionally-trained teachers.

THE MAIN RESULTS ARE:

- The biggest motivators of the participants in the alternative programs are the desire to work with children and the aspiration to contribute towards a positive change in their country. Traditionally-trained teachers are mostly driven by their passion for the subject matter they teach and the desire to work with children. Factors such as job security are not that important to either of the two groups, but are significantly more prevalent among the teachers from the control group.
- Alternative pathway teachers perform on par or better than traditionally-trained teachers in terms of pedagogical knowledge and teaching skills in all five countries which participated in the project.





80%

OF PRINCIPALS BELIEVE THAT ALTERNATIVE PATHWAY TEACHERS ARE A GOOD FIT FOR THEIR SCHOOLS

THE FINDINGS FOR BULGARIA ARE:

- Bulgarian and Austrian alternative pathway teachers demonstrate better pedagogical knowledge than their traditionally-trained counterparts.
- Bulgarian alternative pathway teachers perform significantly better than their counterparts in the control group on their pedagogical exams and in terms of their practical teaching skills.
- Bulgarian and Basque alternative pathway teachers feel better prepared than their colleagues from all other countries in the project.
- Bulgarian alternative pathway teachers have a wider access to professional development opportunities than their traditionally-trained counterparts (including ongoing training and mentorship).
- All principals share that they would hire alternative pathway teachers again.

AFTER NEWTT: THE BASIS FOR NEW NATIONAL POLICIES

The goal of NEWTT is to turn the alternative pathway experience in different countries into a list of recommendations for national and European policies for the recruitment, training, professional development, and retention of new teachers.

The national program “Motivated Teachers”, developed and launched by the Ministry of Education and Science in Bulgaria, is based on some of the conclusions and activities of NEWTT.



You can find more information about NEWTT and its results here.
www.zaednovchas.bg/influence/newtt

How To Teach 21st Century Skills in the Classroom

FIERST - AN EU PROJECT WHOSE MAIN GOAL IS TO SCALE LOCALLY GENERATED BEST PRACTICES FOR INCLUSIVE EDUCATION



Over 70 teachers from 8 schools located in different parts of Bulgaria participated in the first phase of the project last year. They received training and support aimed at teaching 21st century skills and establishing professional learning communities at school. At the beginning of the project every school picked one skill for all teachers to purposefully develop with their students throughout the

school year. Every school team had the opportunity to share their experience at a special event on June 15, 2019. One of the big takeaways at the end of the first year was that exchanging good practices and sharing educational resources was very useful for all teachers.

"I believe it is very meaningful for teachers to work as a team. We have much more in common than we think. No matter who teaches what, we

TEACHERS FIND EXCHANGING BEST PRACTICES AND SHARING EDUCATIONAL RESOURCES EXCEPTIONALLY USEFUL.

can always find a common goal - to serve our students,” shared during the discussion Yovka Draganova, Teach For Bulgaria teacher at Vocational School for Agriculture “Tsanko Tserkovski” in the town of Pavlikeni. Her school chose to work on students’ reading literacy.

“The most valuable resource that all teachers have at school is each other thanks to our collaboration,” confirmed Kalina Tosheva from 97 Secondary School “Brothers Miladinov” in Sofia. “Teachers can rarely share their problems and solutions in front of a big audience,” added Diana Yordanova from the National Vocational Technical High School “Sándor Petöfi” in Razgrad. Her school focused on developing students’ digital skills.

The schools which participated in FIERST mostly used two main resources during their work - the handbook “How to Develop 21st Century Skills”, written by Teach For Bulgaria teachers, and prepodavame.bg - a platform created by Teach For Bulgaria where teachers could find educational resources (prepodavame.bg will continue to grow as more and more best practices get added to it).

THE MAIN RECIPE INGREDIENTS

“The support of the principals is extremely important for all teachers,” shared Pavlina Nenova, teacher at Primary School “Gen. Katsarov” in the village of Hristo Danovo, FIERST trainer, and Teach For Bulgaria alumna. According to her,

if principals were open to change, their teams would be more willing to participate in professional development initiatives such as professional learning communities. “There should be collaboration in the team - this is the most valuable aspect a principal can build upon,” shared Stoyana Delcheva, principal of “Hristo Botev” school in the village of Dalgo Pole.

“The most important thing is for people to believe in themselves and in their abilities,” added the principal of the vocational school in Kostenets Nikolina Cheresharova. She mentioned supportive partners as another crucial aspect for the development of a school community..

18 schools from different regions of Bulgaria are going to participate in the second phase of FIERST during the 2019/2020 school year. They will receive training and support aimed at teaching 21st century skills and establishing professional learning communities at school. Each school has to pick one skill and focus on developing it throughout the school year. At the end of the school year teachers and principals from all partner schools will have the opportunity to share their results with a wide audience of colleagues and experts at a special event.

The project trainers are Teach For Bulgaria alumni. They all have teaching experience and expert knowledge acquired in a variety of educational institutions and organizations.

FIERST is a 3-year, Erasmus +, Key Action 3 project. Only 22 projects out of 163 proposals were approved by the Education, Audiovisual and Culture Executive Agency and FIERST is one of them. The consortium, led by Teach For Bulgaria, consists of 7 partners from Bulgaria, Estonia, Romania, the UK, and Sweden. The partner organizations from Bulgaria are Teach For Bulgaria, the Ministry of Education and Science, and New Bulgarian University. The Bulgarian Union of Teachers is an associated partner.



You can find more information about the project and its development here www.zaednovchas.bg/influence/fierst/

Training Programs in the Ministry's Official Register

13 of Teach For Bulgaria's training programs were included in the professional development training register for teachers and principals. The register contains all training programs which have been approved by the Ministry of Education and Science. Teach For Bulgaria's training programs were approved and included in the register in January of 2019. Each of the newly-approved trainings has theoretical and practical modules and provides professional development credits for teachers and principals who manage to complete it successfully. The approved programs cover the majority of the trainings which are part of Teach For Bulgaria's leadership and professional development program.

BELOW IS THE COMPLETE LIST OF TEACH FOR BULGARIA'S TRAINING PROGRAMS WHICH WERE OFFICIALLY APPROVED BY THE MINISTRY OF EDUCATION AND SCIENCE AND INCLUDED IN THE PROFESSIONAL DEVELOPMENT TRAINING REGISTER FOR TEACHERS AND PRINCIPALS:



THIS LIST IS GOING TO EXPAND IN 2020 AS MORE TRAININGS ARE ADDED TO THE OFFICIAL REGISTER OF THE MINISTRY OF EDUCATION AND SCIENCE.

- Preliminary Institute – induction training for Teach For Bulgaria participants;
- Summer Institute – intensive induction training for Teach For Bulgaria participants;
- Theory of Change – Quality Education for Every Child;
- Creating a vision for student development and classroom culture;
- Lesson and Unit Planning;
- Progress Tracking and Student Assessment;
- Planning Interactive Lessons and Facilitating Exploratory Learning;
- Summer Academy: Practical Work with Students;
- Student Assessment – Master Class;
- Student-Centered Learning;
- Collective Leadership in Education;
- Competition in the Classroom and in Life;
- Sustainability and Diligence in the Classroom.



Teach For Bulgaria Published Martin Haberman's Seminal Work "Star Teachers of Children in Poverty" in Bulgarian"

One of Teach For Bulgaria's main responsibilities is to support all new participants in the program so they feel prepared and confident as they take their first steps in teaching. Throughout the year, our team of trainers researches additional professional resources and seeks ways to create as effective experiences for teachers as possible. Haberman's book is just this kind of resource. It gives the unique perspective of exceptional teachers who work with students from different vulnerable communities, it also analyzes their social role and shares some of their best practices. The book is currently used for teacher trainings in the Teach For Bulgaria community, but it can also be found in the biggest libraries in the country.

Together in the community

EXCHANGE OF BEST PRACTICES AND REGIONAL EVENTS

In the 2018/2019 school year, we focused on much more purposeful work with our regional partners in order to learn from each other and support all students. The Regional Management of Education in Stara Zagora, Veliko Tarnovo, Lovech, and Razgrad were crucial partners for the organization of these four regional forums. The forums would not have been possible without the help of teachers and principals from these regions.

OUR REGIONAL IMPACT IN NUMBERS

4

EVENTS

REGIONS:

Stara Zagora, Veliko Tarnovo,
Lovech, and Razgrad

516

NUMBER OF
PARTICIPANTS
(teachers, principals,
education experts)

138

SHARED BEST
PRACTICES
(workshops)

37

WORKSHOP
FACILITATORS

216

NUMBER OF SCHOOLS
WHICH PARTICIPATED
IN THE FORUMS



Events with schools and education experts from Stara Zagora, Lovech, and Razgrad

EDUCATION AS FUEL FOR POSITIVE CHANGE IN COMMUNITIES

We have supported Teach For Bulgaria alumni initiatives with mentoring, training and funding. Their initiatives aim to address community challenges and contribute to overall improvements in access to quality education for students.

TOGETHER AT SCHOOL - TOGETHER OUTSIDE OF SCHOOL

Antoaneta Kaneva and Krasimir Krastev, teachers at Vocational School "Acad. Petko Staynov" in the town of Kazanlak (Teach For Bulgaria alumni, class of 2016-2018)

Project goal: to generate sustainable solutions for the prevention of student absenteeism

Krasi and Toni focused on solutions which would foster parent-teacher collaboration and which would improve students' experience at school by getting them to go back to class and allowing them to take charge and track their own progress. They got all of their colleagues at school involved to create a common vision and set clear expectations for all students with the goal to boost their motivation and increase their self-awareness. Krasi and Toni also organized meetings with different institutions in an effort to help their students with career orientation.

LEADERSHIP SCHOOL FOR PARENTS AND STUDENTS

Daniel Simeonov (class of 2016-2018) and Margarita Kalcheva, teachers at Primary School "Neofit Rilski" in the village of Dermantsi

Project goal: to build an active community of parents and teachers who develop their leadership skills, celebrate, and solve problems together, so that every child in the village of Dermantsi can go to school more motivated and realize their full potential. The team holds weekly meetings with parents and children, focused on developing skills by collective problem-solving. The problems they try to solve together are valid for the entire community. Teachers and parents have already started working on their idea to create a community center for the village.

THE EVENT

Teachers and alumni of Teach For Bulgaria in Vratsa and Montana

Project goal: to support students from different communities in Northwestern Bulgaria to develop skills which would help them overcome any challenges they're faced with and become active members of their communities by working towards positive change. The team organizes four events every year for students from different communities. The students facilitate workshops, learn from each other, and support each other. Students organize follow-up workshops for their communities after the event in order to share what they've learned with their peers.

SCHOOL MIRACLES

Teachers and alumni of Teach For Bulgaria serving students from the municipalities of Yablanitsa and Lukovit

Project goal: to seek solutions for problems caused by poverty in the region - low levels of literacy, fewer people with higher education, early marriages. School Miracles has two priorities: to support children from different towns and villages in their effort to solve crucial communal problems and to provide English and Bulgarian lessons to high school students in an effort to help them apply for university programs. The team works with active citizens from the local communities in order to foster collaboration and empower children to break down barriers.

From Vision to Results

Four Schools on the Way to Total Transformation

PROJECT PARTICIPANTS:

64

TEACHERS

4

PRINCIPALS

360

STUDENTS

150

PARENTS

1

LOCAL INSTITUTION

Can an entire school make significant progress in the desired direction in just one school year? The answer is yes. If the management has a clear vision for the development of the school. If principals motivate their team to work in that direction. If teachers receive relevant training and support, based on their actual needs in the classroom. If the adopted school-level approach is analyzed regularly and objectively. Four schools proved this effective with their work. They participated in a project called “From Vision to Results” during the 2018/2019 school year which was created by Sofia Municipality and Teach For Bulgaria. Its goal was to test and study a specific approach for the improvement of school-level efficiency.

STEPS TOWARDS CHANGE

- 1 Identifying school-level needs based on the vision teachers have for their students and establishing potential reasons behind those needs
- 2 Setting clear indicators of success
- 3 Creating an action plan
- 4 Analyzing the starting point
- 5 Attending trainings focused on goal setting and workshops on data interpretation
- 6 Establishing concrete next steps for every teacher
- 7 Analyzing progress
- 8 Discussing effectiveness
- 9 Setting priorities for the future

LESSONS LEARNED

- Teachers are more engaged and work more purposefully when the entire school team goes through a process of reflection on the necessity of change.
- Individual guiding conversations with principals help teachers focus.
- When principals are just as engaged as their staff, teachers are more likely to see the meaning behind the process of school-level transformation and not just think of it as “extra paperwork”.
- School teams need to reflect on the progress they’ve made, share any challenges they’re faced with, and find solutions together.
- Participants are motivated to work hard when they know that their experience will be shared with other schools.



Together at school

What I would share with my fellow school principals is not to forget that young teachers enter the profession with lots of creative ideas and motivation. They go through a honeymoon phase during the first few weeks or months at school, but then reality hits and they realize things might not work out exactly the way they thought they would. Principals should build upon this initial motivation and help new teachers see the reality of “married life” in a positive light - a shared commitment, compromise, and open communication. Young teachers bring about change and we as principals have to develop their potential by striking the right balance between safe routines inspired by experience and unleashed creativity and youthfulness which appeal to all students.

Krasimira Blagoeva,

principal of Primary School “Vasil Levski” in the village of Karadzhovo, Plovdiv

**PRINCIPALS OF
PARTNER SCHOOL
SHARE:**

90%

WOULD HIRE TEACH
FOR BULGARIA
TEACHERS AGAIN

98%

OF TEACH FOR
BULGARIA TEACHERS
PROVIDE ACCESS
TO ADDITIONAL
DEVELOPMENT
OPPORTUNITIES TO
THEIR STUDENTS,
BASED ON THEIR
NEEDS AND RELEVANT
TO THEIR INTERESTS

96%

BELIEVE THAT
BULGARIAN
EDUCATION NEEDS
NEW TALENT

I Wasn't Shocked by My Students' Spelling Mistakes, but by the Fact That They Had Low Expectations for Their Lives

Petya Daneva, founder of “The Academy of Knowledge” in Varna, inspirational teacher and Teach For Bulgaria alumna, shares that her experience as a teacher and social entrepreneur was motivated by her own daughter.



“I was looking for a high-quality after-school program for my own daughter and we tried a variety of private schools. I was not satisfied with any of them because I quickly realized that their goal was to exhaust the children during the day, so they could be nice and quiet for their parents at home,” Petya shares.

Back in 2017 Petya changed quite a few jobs. She worked as a vice principal of a private school in Varna and as a project funding expert at a local association, just to name a few. However, she also made time to develop her own methodology for a summer school and she organized free weekend extra-curricular activities and academic support.

“My goal was to help primary school students develop their soft skills and I also wanted to test the methodology I was developing,” she adds.

Petya is a Teach For Bulgaria alumna from the class of 2014-2016. While she was in the program she taught history and geography at the Vocational Professional High School of Tourism and Food Technology “Nikola Dimov” in the town of Pirdop. She founded “The Academy of Knowledge” a short while after she decided to go back to Varna. So far hundreds of children between 6 and 10 years of age from the neighborhood have gone to Petya’s academy. She has made sure to make this service affordable for low-income families as well.

Petya jokingly says that in the beginning she felt like a birthday clown. She started practicing with the children of her friends or the ones whose parents she met at playgrounds and cafes in Asparuhovo. Her first classroom was at a local school whose principal let her use it, if she agreed to provide ongoing training for the teachers. Her business model, however, proved to be financially unsustainable. “I went to several social

entrepreneurship trainings and everyone told me that my plans were not financially sound. However, I felt like there was nothing I could change, and even though I could clearly see that it wasn’t working, I just had to press on,” Petya says.

She was only able to reach a solution because of the trust she had built with the local community.

“I am able to cover all expenses with the summer school fees. However, in the winter I always get a second job in order to cope financially. Some students pay the full fee, others only pay half a fee or nothing at all. The number of students I don’t charge or charge next to nothing depends on the number of students whose families can afford my service and are willing to sign their children up for it,” Petya shares.

Approximately 20,000 people live in the neighborhood of Asparuhovo. Petya quickly identified her target group – primary school students who need additional support. She managed to convince some of the parents to pay higher fees to cover for children from low-income families. “This model may not be financially sustainable, but it makes sense for the children,” Petya claims and underlines the importance of having diverse groups of children learn together.

“I encourage volunteering and I teach children to help each other because I feel like this element is missing in formal education,” Petya says and adds that getting children with diverse family backgrounds together helps them understand each other better.



You can find more details about
Petya's story here
www.zaednovchas.bg/en/petya-daneva-story/

What it's like to teach in a small village

Working 9 to 5 in the Village of Razhena



When she started teaching at the primary school in Razhena she realized that her students had a hard time answering questions such as “What do you want to be when you grow up?” or even “What toy would you like to get as a present?”.

“This was the biggest shock for me – that they didn’t allow themselves to want anything because they didn’t have anything to begin with. That they didn’t have dreams,” Yoanna shares.

Her students, however, had another problem as well – they were having difficulties with their studies. Bulgarian is not a mother tongue to almost all of them which makes it harder to understand lessons and instruction. This leads to a constantly widening achievement gap in each class. A holistic methodology for teaching Bulgarian as a second language hasn’t been developed yet which makes the job of teachers working with bilingual and multilingual students even harder.

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Yoanna was able to see some positive results from her work during her first year at school because she was very persistent, had a growth mindset, never stopped looking for solutions, and had the support of her colleagues, parents, and her Teacher Support Coordinator from Teach For Bulgaria. Her students attended her classes regularly, did their best to keep the classroom rules, weren’t afraid to ask questions, and improved their grades.



Find out more about Yoanna and her students here

<https://zaednovchas.bg/en/working-9-to-5-in-the-village-of-razhena/>



Watch a video of the Treasure Hunt in the village of Razhena here

www.youtube.com/watch?v=mkd9fGB_MiM

Awards and recognition

Teach For Bulgaria's community received a number of awards and won multiple national, municipal, regional, and school-level competitions in 2018/2019.

NATIONAL

Teach For Bulgaria - "Most popular employer" in the category of "Education" - 2019 Employer of Choice Awards

Europe Award given by Sofia Municipality for a project on the development of civic education and culture

Tomislav Rashkov (class of 2013 - 2015) - 40 Under 40, Darik Radio

Desislava Popova (class of 2017 - 2019) - "Teacher of the Year" in the category of "Young Teacher" - Bulgarian Union of Teachers

REGIONAL

Daniel Simeonov (class of 2016–2018) – Lovech Region

Georgi Stoev (class of 2017–2019) – Plovdiv Municipality

Daniela Doneva (class of 2016–2018) – Plovdiv Municipality

Antonia Guryanova (class of 2016–2018) – Pernik Municipality

Victoria Tsootsova (class of 2018–2020) – Strazhitsa Municipality

Sava Tashev (class of 2017–2019) – "Teacher of the Year", 97 Secondary School "Miladinov Brothers", Sofia

Donka Paneva-Ivanova (class of 2011–2013) – "Teacher of the Year", 81 Secondary School "Victor Hugo", Sofia



Antonia Guryanova and Dilyana Ivanova from Primary School "St. Cyril and St. Methodius" in the village of Dragichevo with the mayor of Dragichevo, Victor Victorov, and the mayor of Pernik, Vyara Tserovska



Tomislav Rashkov

The Cause which Unites Us All

America For Bulgaria Foundation



“Education is an essential value and a shared responsibility of us all - society, the business sector, the government. The America for Bulgaria Foundation supports a variety of Bulgarian organizations in an effort to build a modern and prosperous nation by strengthening the private sector and the democratic institutions in the country. We work towards improving the quality of education and the professional image of teachers. To us this means mainly to support teachers in their effort to prepare today’s children for the jobs of the future. Since the establishment of our organization in 2009, the America for Bulgaria Foundation has invested over 110 million dollars in Bulgarian education. We are happy that Teach For Bulgaria has become a symbol of the mission to ensure that one day every child in Bulgaria will have access to quality education regardless of where they live, which school they go to, and what their socioeconomic status is.”

Nancy Schiller,
President & CEO of
the America for Bulgaria Foundation

TEACH FOR BULGARIA
WAS INITIATED
AND GENEROUSLY
SUPPORTED BY
THE AMERICA
FOR BULGARIA
FOUNDATION.

**AMERICA FOR
BULGARIA
FOUNDATION**

The America for Bulgaria Foundation supports a variety of Bulgarian organizations in an effort to build a modern and prosperous nation by strengthening the private sector and the democratic institutions in the country. The America for Bulgaria Foundation seeks to enhance the longstanding legacy of goodwill and friendship between the American and Bulgarian people and through many of its programs, to promote the US – Bulgaria people-to-people contacts and exchange of ideas and resources. The Foundation represents the generous face of the American people and embodies the highest standards of US ethical conduct, transparency, and core values. Find out more at www.us4bg.org

Корпоративни партньори

The work of all participants in the program and *Teach For Bulgaria's* team members is possible with the generous help of our corporate partners who believe that high-quality education is a long-term investment in the economy and the development of the country. *Teach For Bulgaria's* corporate partners actively involve their employees

and management by engaging them in various initiatives in support of *Teach For Bulgaria's* mission: visiting classrooms as guest role models, teacher mentorship, trainings, sharing of best practices, etc.

Every donor is our supporter who believes that every child in Bulgaria has the potential to grow and be successful!

GOLD PARTNERS



SILVER PARTNERS



BRONZE PARTNERS



CHALLENGE YOURSELF / CELEBRATE WITH A CAUSE

Are you planning a birthday party, wedding, or corporate event?



Явор Атанасов



Явор Данаилов



Георги Кърджалийски

Over **300**
individual
donors
supported
Teach For
Bulgaria in 2019.

*If you're planning to celebrate with a cause, you need to follow the same 4 steps, but choose a celebration instead of a sports event or another other type of challenge.

Combine your love of sports and challenges with Teach For Bulgaria's mission or make your personal celebration more meaningful by supporting us.

It's easy and it only takes four steps*:

1 Pick an event you'd like to take part in (a marathon, a 5K run, a triathlon, a trip, a culinary fest, etc.) or create your own challenge.

2 Reach out to us at development@zaednov-chas.bg, share your idea and we will support you!

3 Create and share your campaign online, tell your friends, and reach out to all of your contacts, so it starts gaining traction before your challenge begins.

4 Challenge yourself and support Teach For Bulgaria!

Get inspired and find out more at:



<https://zaednovchas.bg/en/support-us/adventure/>

We had many exciting celebrations and challenges in 2019. Here are some of them:

Georgi Kardzhaliyski completed the big Chicago marathon in October and also ran in 4 half marathons in the US before that. Yavor Atanasov challenged himself for yet another year - this time he was determined to complete a challenging un-

supported bike ride all around Iceland along its legendary Ring Road. Yavor Danailov decided to go back to his hometown of Sevlievo, Bulgaria, by cycling all the way from London.

While the three of them completed their challenges for a cause, Marieta Bencheva celebrated her birthday by organizing a fundraising campaign in support of Teach For Bulgaria.

BILINGUALISM AS A STRENGTH

**Or the importance of speaking
the language of your school**

Teach For Bulgaria teachers work with students whose mother tongue is not Bulgarian in almost all of our partner schools. The majority of these students are Roma, but our participants also work with refugees and with children whose mother tongue is Turkish. They agree that almost all of their students whose mother tongue is not Bulgarian need additional Bulgarian language training. All subjects are taught in Bulgarian, so more often than not poor Bulgarian language skills cause children to lag behind their peers. And besides, a good enough methodology for teaching Bulgarian as a second language hasn't even been developed yet. This presents a serious challenge for teachers who work with bilingual students. There is a complete lack of educational resources for additional language training and support tailored to the specifics of our Bulgarian context.

This is why we partnered with EducArt and started a project for the development of educational resources for additional language training for primary school students whose mother tongue is not Bulgarian.

We are grateful that this project was supported by so many people both in Bulgaria and abroad. 200 people participated in our special fundraising campaign in the international platform called Global Giving. Over 50,000 EUR were



**SPEAKING BULGARIAN IS AN OBLIGATORY
REQUIREMENT FOR STUDENTS' SUCCESS AND
SOCIAL INTEGRATION.**

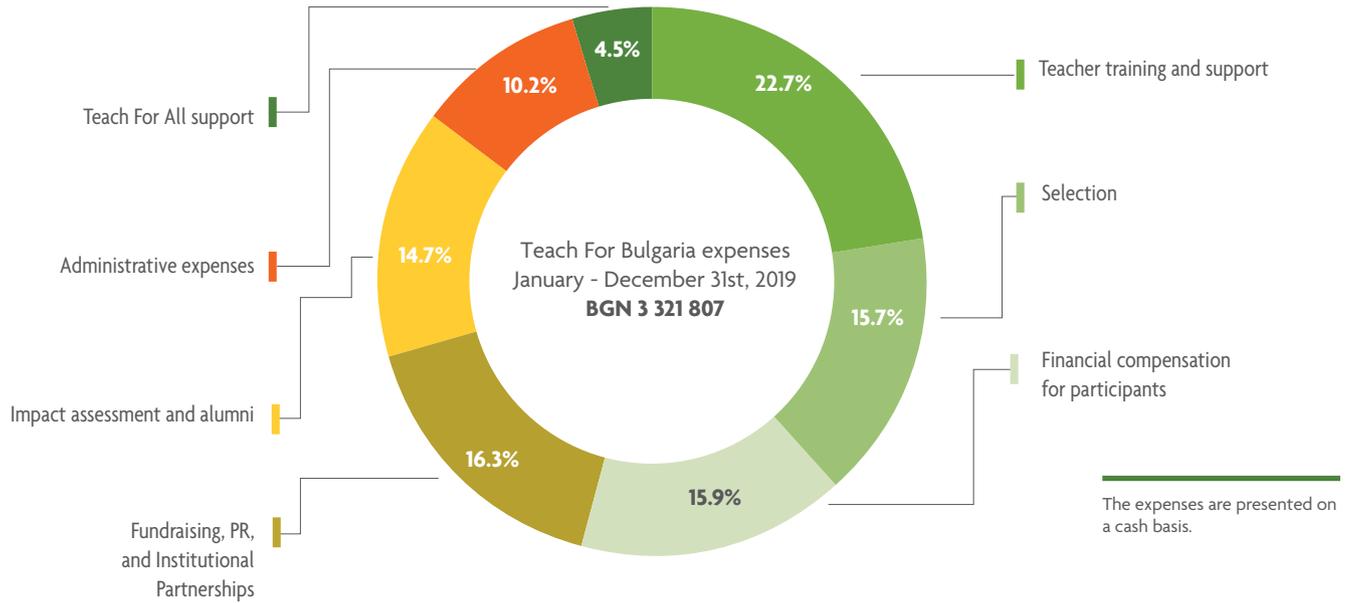
raised in only six months thanks to all donors. The European Bank for Reconstruction and Development is also going to support the project by donating 50,000 EUR via their Community Initiative. This is possible thanks to our true supporter Nguyen Le, his colleagues at EBRD, and the fact that so many individual donors have been reached.

You can find more information about the project and its development on Teach For Bulgaria's website

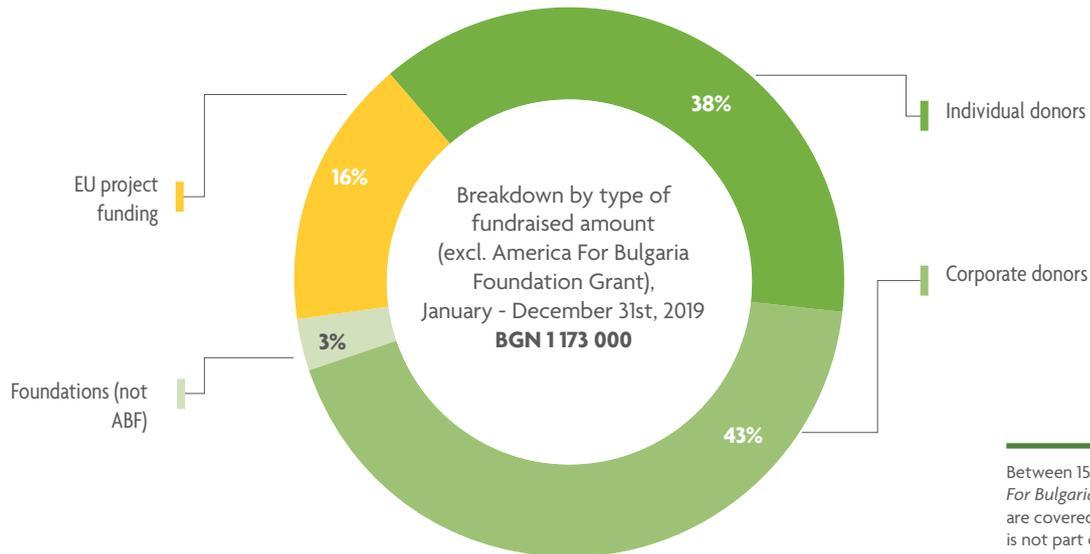


<https://zaednovchas.bg/en/impact/bulgarian-as-a-second-language/>

Financial Information, January - December 2019



The expenses are presented on a cash basis.



Between 15 and 30% of *Teach For Bulgaria's* annual expenses are covered by funding which is not part of the grant by the America for Bulgaria Foundation.

What's Next

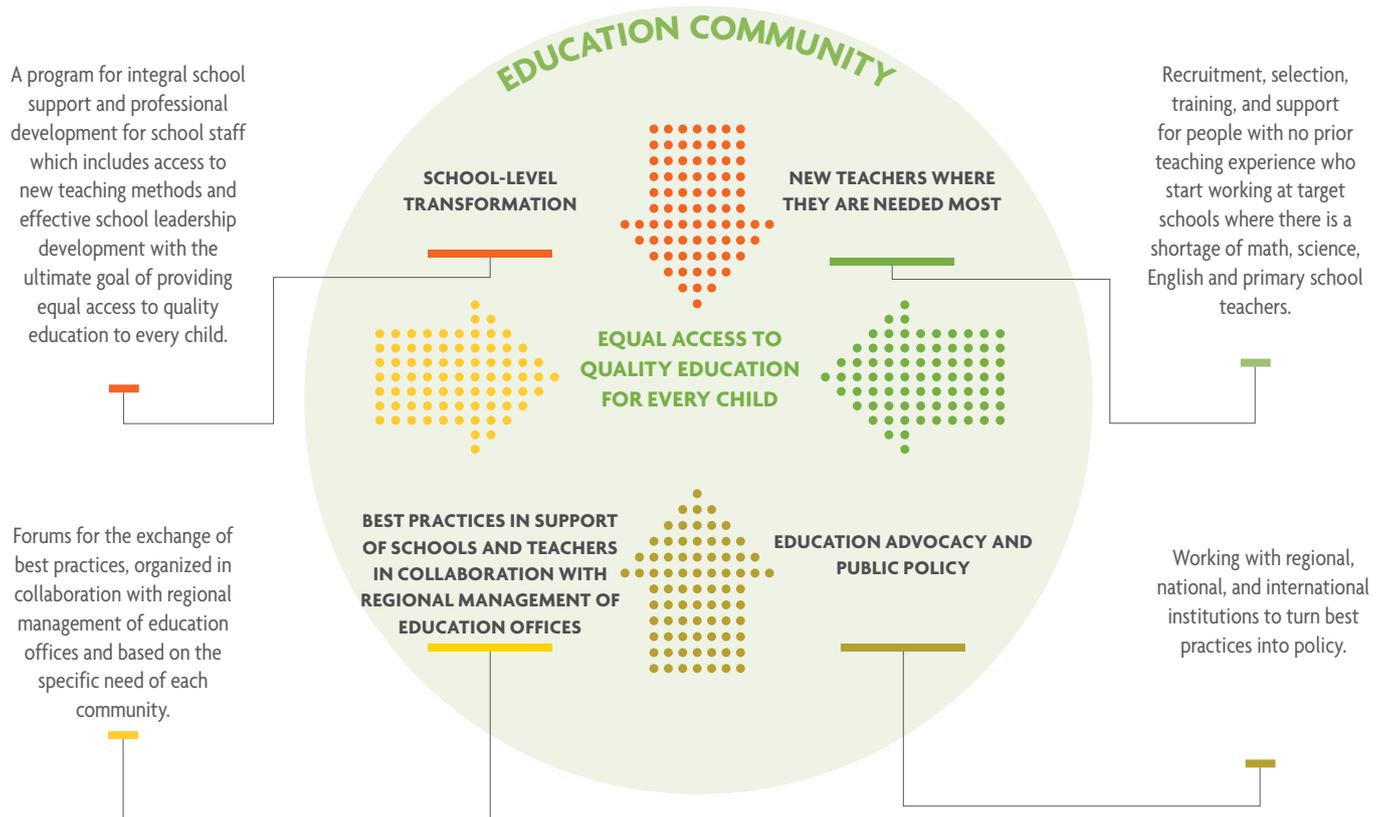
2020 MARKS 10 YEARS SINCE THE FOUNDING OF TEACH FOR BULGARIA.

In the past decade we have established ourselves as a sustainable and effective organization which recruits, selects, trains, and supports people with no prior teaching experience to reach high-need students.

We have managed to build stable partnerships with many principals, schools, NGOs, unions, European and national institutions to make sure that the latest and most effective teaching methods reach more people.

We have learned from all of our partners who have helped us grow as experts and discover many different perspectives.

All of this has provoked us to change, grow, and meet the ever higher demands of our work. This is why, 10 years after the founding of the organization, moving forward, we are going to focus our efforts in four main areas in order to support positive change in Bulgarian education and the equal access to quality education for every child.



How Can You Support Teach For Bulgaria?

BY SUPPORTING US YOU SUPPORT EVERY CHILD'S SUCCESS



If you believe that every child can be successful and that people are the key to positive change in Bulgarian education, support us now!

Become Our Supporters for the Success of Every Child

If you believe that every child has the potential to be successful, there are many ways to help all children on their way to success.

Here are some of the ways in which you can support us:

Apply to become a participant in the program

As a teacher you can directly influence your students' motivation and accomplishments and have an impact on your school and local community. The experience you gain in the classroom will help you develop personal and professional skills necessary to accomplish an even greater impact on the education system in the long term.

Find out more about the program at www.zaednovchas.bg or email us at apply@zaednovchas.bg and apply now.



Кангигамствайте
за учител

[www.zaednovchas.bg/
participant/](http://www.zaednovchas.bg/participant/)

Become a donor

Every donation is appreciated and valuable for the success of our students. It will be invested in on-going trainings and financial support of the participants in the program.

SUPPORT US THROUGH BANK CARD ON OUR WEBSITE

Donate directly through your bank card on Teach For Bulgaria website.
www.zaednovchas.bg/en/support-us

SUPPORT US THROUGH PAYPAL

If you live and work in Bulgaria, you can make monthly donations from your salary, as well as online through PayPal at paypal@zaednovchas.bg.

SUPPORT US THROUGH GLOBALGIVING

You can support our Global Giving campaigns from anywhere.

SUPPORT US THROUGH BENEVITY

If you are an employee of Google, Microsoft, VMware, and other IT companies, you can support Teach For Bulgaria /Zaedno v chas through benevity.

For more information and donation options, please email development@zaednovchas.bg.

Become an ambassador of Teach For Bulgaria

As an ambassador you will have the opportunity to provide information about Teach For Bulgaria's mission to new supporters and key stakeholders: potential candidates, donors or partners.

With your help we will be able to reach more socially engaged people in Bulgaria or abroad!

If you love organizing events for a cause, communicating with lots and different people, and if you share our values, do not hesitate to reach out to us. We can talk about your potential role as an ambassador, if you email us at development@zaednovchas.bg.

Share about us

Like and follow our pages on Facebook, Instagram, Youtube and LinkedIn and share our posts with your contacts.

That way more people will be able to learn more about Teach For Bulgaria's mission and work towards providing equal access to high-quality education to every child in Bulgaria.

Ways to Support Teach
For Bulgaria



[www.zaednovchas.bg/
support-us/](http://www.zaednovchas.bg/support-us/)

Contact Information

Teach For Bulgaria's address is:
Collider Activity Center
111V Tsarigradsko shose blvd.
Sofia 1784
Bulgaria

Our office is a general donation by WALLTOPIA, one of our long-term and loyal partners and the owner of Collider Activity Center.

For more information, you can call + 359 2 988 06 88 or email info@zaednovchas.bg.



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