

2022 Annual Report



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President's Statement

As Founder and President of SoFIA, I am proud to share with you some thoughts and comments on the work we did during 2022. All of our activities serve our vision to reinforce the evolvement and transformation of education ensuring that every student is supported to achieve his/her dreams and goals.

In 2022, we gave even more school leaders the opportunity to participate in our **Mentoring for School Leaders** program. During the program we offer school leaders the opportunity to reflect on their school's current state of operation and decide which areas need improvement. To do so, we provide the participants with free access to our online **Self-Assessment Tool**. Keeping in mind the needs and priorities of each school leader as well as the context in which they operate we connect them with very experienced education experts who can give them guidance and advice on immediate steps they can take in order to improve the quality of teaching and school experiences they offer to their students. Over the past year, the team and I experienced moments of great joy and pride seeing how **the participants of the program developed their knowledge and skills** and how eager they were to go back to their schools and apply the changes we proposed. There is no better feeling than realizing how important and effective it is to positively contribute on students' education at every end of the world. SoFIA is tied with strong bonds with the participants of this program, and we are very happy to see them evolving. From Latin America and Africa to Asia and from Scandinavia to Australia, **the educational community united can achieve better quality of education for all!**

Prompted by all the research about the post-pandemic effects on equality in education, **we made strong efforts to raise awareness on the fact that girls do not have equal access to education** in many places around the world. We structured our annual online summit, **Bridge the Gap 2022**, around this topic. I am grateful to Varkey Foundation for collaborating in organizing this event and to Microsoft for sponsoring it. The discussion unveiled important aspects of the issue. We were all urged to rethink the social norms of our communities and how they affect the education of girls. We were also exposed to facts and statistics of how gender-based violence in and around schools discourages girls and their families from continuing their education. We heard from the experts, and we heard from the teachers and students who battled the problem and were successful and this made us all optimistic. Bridge the Gap was the motive for us behind addressing a public call for collaborations and partnerships to work all together and provide communities with solutions that have worked elsewhere.

I would like to thank everyone who worked with us in 2022 for their support, creativity, and ingenuity. We established new collaborations with so many organizations, such as the LearningPlanet Alliance, Cultures of Dignity, Heritage Management Organization, Varkey Foundation, Economist Foundation for Education and more. I would like to express my gratitude to each person individually. Allow me to point out that we are inspired by the amazing work our partners do and that we are committed to contribute with all our means to the efforts to enable all students around the world to achieve their dreams.



Konstantinos Doukas
Founder and President

SoFIA

VISION STATEMENT

SoFIA envisions a world where education through its continuous evolvement and transformation will support every student to achieve his/her dreams and goals.

We have organized our activities around three pillars:



CONSULTING & MENTORING

We organize consulting and mentoring sessions for school leaders and teachers in an effort to help them develop professionally.

We assist them in solving every day problems they face in their institutions



TRAINING & COMMUNICATION

We train teachers and educational stakeholders in the 21st century skills required in order to face the challenges of the digital era in education.

We also act as a hub in order to communicate problems and solutions to the problems that educational institutions face.



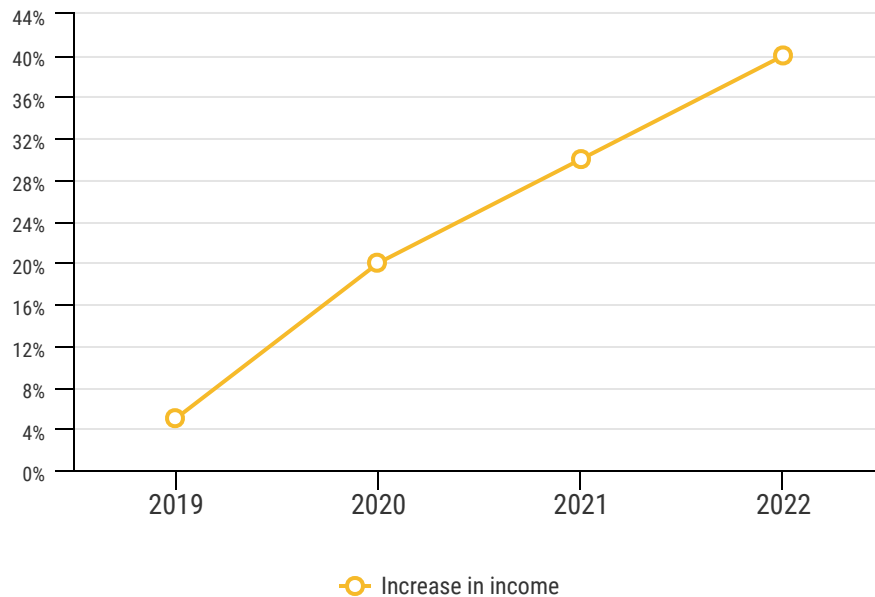
COLLABORATION & NETWORKING

We believe in the power of teams! We work with institutions and organizations that share the same vision with us and we collaboratively try to assist schools in their effort to provide the future generation with the best quality of education.

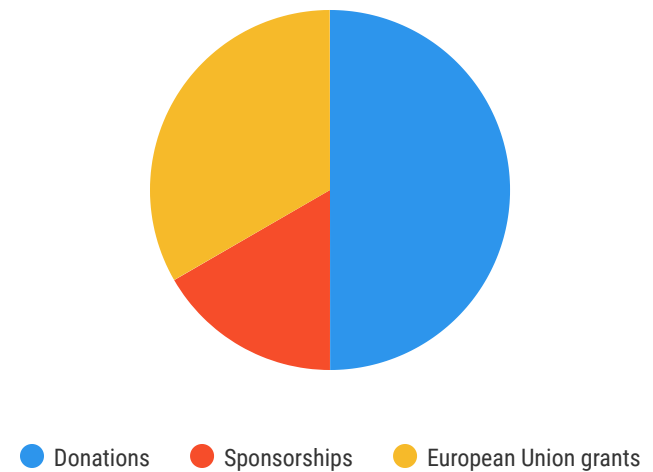
2022 Financial Performance at a Glance

We are grateful for donations and sponsorships we received from individuals and organizations in 2022. With their support we managed to expand the impact of our programs and also organize a bigger and more successful Bridge the Gap 2022 than ever before.

SoFIA 2022



Sources of income SoFIA 2022



Consulting and Mentoring

In 2022, SoFIA focused on reaching school leaders around the world and include them in our Mentoring for School Leaders program. Since the program is fully online we managed to onboard 13 school leaders from around the world.



Applications from school leaders from Europe and Africa to participate in the program



School leaders participated in the program



Countries applicants came from

Consulting and Mentoring

Details about the Mentoring for School Leaders program

Our Mentoring for School Leaders program is the backbone of our activities as it helps us maximize our impact. During our consulting and mentoring sessions we work with school leaders from all over the world and help them improve their operations. With the use of our own **School Self-Assessment tool** we help them to identify the areas of their school operations that require improvement and then we provide them personalized help on what changes to make in order to achieve excellence.

Key to the success of the program is that we identify together with the school leaders the specific needs of their school taking into account **their vision, their size and the social and cultural background of their organization**. We change education, one school at a time!

Testimonials



"SoFIA's mentoring sessions helped us to understand what we are doing as a school and showed us the way to evolve."

School Principal – Nigeria



"There are some things that are very important to the school that we had not paid so much attention to."

School Principal – Uruguay



"The biggest benefit from my participation to the program was the School Self-Assessment Tool that helped me reflect on what areas we are successful on and what areas we need to improve in my school"

School Principal – Georgia



"During the Mentoring for School Leaders program, I created my school's strategy with the help from education experts that I would have never been able to work with otherwise."

School Principal – Ghana



"These mentoring sessions offered our team inspiration and taught us new ways to improve ourselves and our institution"

School Principal – USA



"I saw my school "outside the box" and got a much clearer picture helping me to use effectively the right best practises that SoFIA provided me"

School Principal – Romania

Training and Communication

Bridge the Gap 2022 - Girls' Inclusivity in Education

SoFIA organizes an annual online summit called Bridge the Gap. This year's event focused on Girls Education.

The challenge: "Worldwide, 129 million girls are out of school. Only 49 per cent of countries have achieved gender parity in primary education." UNICEF

The purpose: Bringing the problem to the attention of the global educational community will help people gain awareness on the depth and complexity of the issue. The goal of our event was to bring together experts who will share knowledge and experience regarding the barriers that prohibit girls worldwide to have access to equal education as well as good practices that helped communities and governments to address and give solutions to the issue.

This year's Bridge the Gap was held on November 2, 2022 and was divided into two sections:

The Experts Panel - Individual Presentations and

The Teachers' and Students' Voice - Roundtable in partnership with Varkey Foundation.

Watch Bridge the Gap [here](#)



**756 people
watched
Bridge the Gap
2022**



**more than
200 views on
demand**

Training and Communication

Workshops and Podcasts



Bullying: Define. Prevent. Address.

Carey Goldstein - Cultures of Dignity



20/7/2022 at 4:00pm GMT

FREE online workshop on bullying

Certificate of attendance provided



In July 2022, in collaboration with [Cultures of Dignity](#), we hosted a **free online workshop** for school leaders, teachers, school counselors but also parents who wanted to clarify terms like bullying, conflict and drama and learn to use social emotional learning to help the young people navigate the realities of growing up.

We would like to thank [Carey Goldstein](#), Director of Owning Up programs in Cultures of Dignity, for this informative session which attracted the attention of more than 70 educators from around the world.

You can watch it on our [YouTube channel](#).



For another year, we continued our very successful series of podcasts, **EdTransformed**. This is an effort to provide educators and schools leaders with practical tips, advice and ideas about changes they can make in their schools' operations or/and new ideas and concepts they can bring in their classrooms. Also, EdTransformed is the platform where we share more personal stories and achievements of the global educational community.

This year we hosted representatives from

- [Fieldwork Education](#)
- [MindUp for Life](#)
- [The Economist Educational Foundation](#) and
- [Cultures of Dignity](#).

You can find our podcasts on [Spotify](#) or our [YouTube channel](#).

Collaboration and Networking

We believe in the power of teams! We work with institutions and organizations that share the same vision with us and we collaboratively try to assist schools in their effort to provide the future generation with the best quality of education.

Partners



Since 2021, we have been collaborating with with another five organizations from Europe for The ETRe (Empowering schools' transition readiness to a distance/hybrid learning model enhanced by cloud technology tools) project. This is an ERASMUS KA2 Partnerships for Digital Education Readiness project that aims to:

- create a framework of digital competences and a set of characteristics that a digital tools repository, used in an educational context, should have,
- explore the importance and the add-on value of the available open-source tools (cloud: communication, collaboration, storage, planning, etc.) in cases where there is a specific educational or technical need or cases where tools are able to work in parallel, integrated into a common collaborative platform.
- empower the educators' community by offering a set of easy-to-read tools information and comparison infographics to assist them in choosing the correct kind of tool
- develop a guide on how to adapt the suggested framework within a classroom that has to implement a distance or hybrid learning model
- develop a distance/hybrid learning certification process for a school organization to set a standard for schools that wish to achieve an adequate level of readiness.

Find out more about the program [here](#).

We will share the results of this project shortly after its completion later in 2023.

A farewell



2022 was a year of great loss for SoFIA as Dino Kiritsis, our director and founding member of our Board of Trustees passed away.

Dino's passion for education inspired the whole team and supported greatly the vision of the organization.

He was a charismatic entrepreneur, professional trainer, author and an award winning training concept developer. He was one of the most versatile professionals in business operating as an entrepreneur & consultant in the Business, HR, training & development industry. Most importantly though he was a loving husband and father and a trustworthy friend.

With his positive attitude and his dynamic personality, he was always a source of support, innovative ideas and fruitful collaborations.

Dino will be dearly missed!
SoFIA Team

The Year Ahead

We are committed to continue working on enabling school leaders and educators around the world to make strategic changes in their educational environments.

If you share the same vision to us and wish to be part of our efforts please contact us for collaborations on:

info@sofianet.org

