

TEACH FOR UKRAINE IMPACT REPORT

2025



MESSAGE FROM THE CEO

In Ukraine, the right to learn is no longer something we can take for granted.

For the fourth year of full-scale war, millions of children have continued their education under circumstances few educators anywhere in the world could imagine. Air raid sirens interrupt lessons. Schools operate in shelters, online, or in hybrid formats. Entire communities have been displaced. Teachers carry responsibilities far beyond the classroom. And yet, every day, children continue to learn.

At Teach For Ukraine, we believe that education is not simply a service delivered during times of peace. It is a source of stability, dignity, and hope during times of crisis. It is one of the ways a nation preserves its future when so much around it is uncertain.

This year, our team continued to grow alongside the challenges we were called to address. We expanded learning opportunities for children affected by war, strengthened support for educators, deepened advocacy and our collaboration with the Ministry of Education and Science of Ukraine, and forged new partnerships across Ukraine and around the world. Together with our supporters, we helped bring greater attention to one fundamental idea: every child, regardless of geography, circumstance, or conflict, deserves the opportunity to learn and thrive.

As I reflect on 2025, I am struck not only by the resilience of Ukraine's children and educators, but by the growing community of people who refuse to look away. Donors, volunteers, policymakers, researchers, educators, and advocates across continents have chosen to stand with Ukraine and invest in its future through education. Their belief reminds us that educational inequality is not inevitable, and that meaningful change is possible when people act with both urgency and conviction.

The future of Ukraine is being shaped every day in classrooms, village schools, learning centers, and shelters across the country. We are grateful to everyone who has joined us in this work. Thank you for believing, alongside us, that every nation is ultimately shaped by what happens in its classrooms.

Natalia Etten
Chief Executive Officer
Teach For Ukraine

TABLE OF CONTENTS

About Teach For Ukraine	4
Our values	5
Context	5
Why We Work	6
How We Work	7
Where We Work	8
Our 2025 in Numbers	8
Key Achievements in 2025	8
Support Our Work	10
Programmes and Interventions in 2025	11
Leadership for Education Transformation	12
Teach For Ukraine Fellowship	12
Teacher to Teacher: Basics of Supervision and Mentoring Support	15
Education in Emergencies	17
Educational SUPport	17
StudentMentor	20
Impulse Programme	22
Activities to Enable Effective Learning: the Educational Advent Calendar	24
School-Based Learning Recovery	25
Tutoring at School	25
Waves of Inspiration	27
Coordination, Advocacy, and Research	28
Research	28
Coordination and Advocacy	30
Our Partners	32
Strategic Partners	33
Partners and Allies	34
Storytelling and Public Engagement	35
Social Media	36
Audience	36
Collaborations and partnerships	37
Media presence	37
Funding and Sustainability	38
What's Next	40
Ways to Get Involved	42

ABOUT TEACH FOR UKRAINE

Teach For Ukraine (TFU) is a Ukrainian non-profit organization working in education to strengthen human capital for Ukraine's recovery and long-term development. Since 2016, TFU has addressed educational inequity by developing the next generation of leaders through education and supporting schools, teachers, and students in underserved communities. Since 2022, when Russia's full-scale invasion triggered an immediate crisis in Ukraine's education system, TFU was among the first organizations to launch a structured response, helping children continue learning while building the foundation for long-term systemic change.

Our values

Dignity

Responsibility

Impact

Initiative

Growth

Context

Ukraine is entering the fifth year of the full-scale invasion and the twelfth year of unprovoked war imposed on Ukraine by Russia. For millions of people, daily life continues to be shaped by displacement, air raid alerts, electricity outages, and the constant threat of attack. For children, this means not only physical danger but chronic instability in access to education — learning disrupted by alerts, schools damaged or destroyed, families forced to relocate, and more than a million students still studying online.

2,514 civilians killed in 2025 — up 31% from 2024 ¹	707 children killed since the start of the full-scale invasion ²
19,033 air raid alerts in 2025 ³	4,456 schools damaged or destroyed since 2022 ⁴ , 340+ in 2025 alone ⁵
5.3 million refugees from Ukraine worldwide ⁶	4.62 million internally displaced — 837,400 of them children ⁷
3.5 million schoolchildren in the 2025/26 academic year ⁸	1 million+ still studying fully online ⁵

As a result, learning losses are deepening, gaps in educational outcomes are widening, and the psychological burden on children, teachers, and parents is becoming chronic.

¹ UN Human Rights Monitoring Mission in Ukraine (HRMMU), December 2025, ² Office of the Prosecutor General of Ukraine, via MFA of Ukraine, 2026, ³ United24 / State Emergency Service data, via UNN, December 2025, ⁴ UNESCO, citing Ukraine Ministry of Education and Science, ⁵ UNICEF, November 2025, ⁶ UNHCR Ukraine Situation, December 2025, ⁷ Ukraine Ministry of Social Policy, registered IDP data, 2025, ⁸ Ministry of Education and Science of Ukraine, via LIGA.net, September 2025

Why We Work

Many of the challenges Ukraine faces in education today predate 2022. The system has long struggled with deep socioeconomic inequality between urban and rural schools, shortages of qualified teachers in key subjects, limited support for early-career teachers, and few clear pathways for talented young people to see education leadership as a meaningful career. War has made these gaps more visible and more urgent and added new layers of disruption, stress, and need on top of them.

Rural vs. urban learning gap	5 years in reading, 4.5 years in Math ⁹
Learning losses	1.5–2 years behind OECD peers ⁹
Students and graduates of pedagogical institutions who see teaching as a long-term career	Only 37% ¹⁰

Education is the foundation of Ukraine's recovery. That is why TFU works at the intersection of emergency response and long-term systemic change, helping children continue learning now, while strengthening the teachers, schools, and leaders who will carry Ukraine forward.

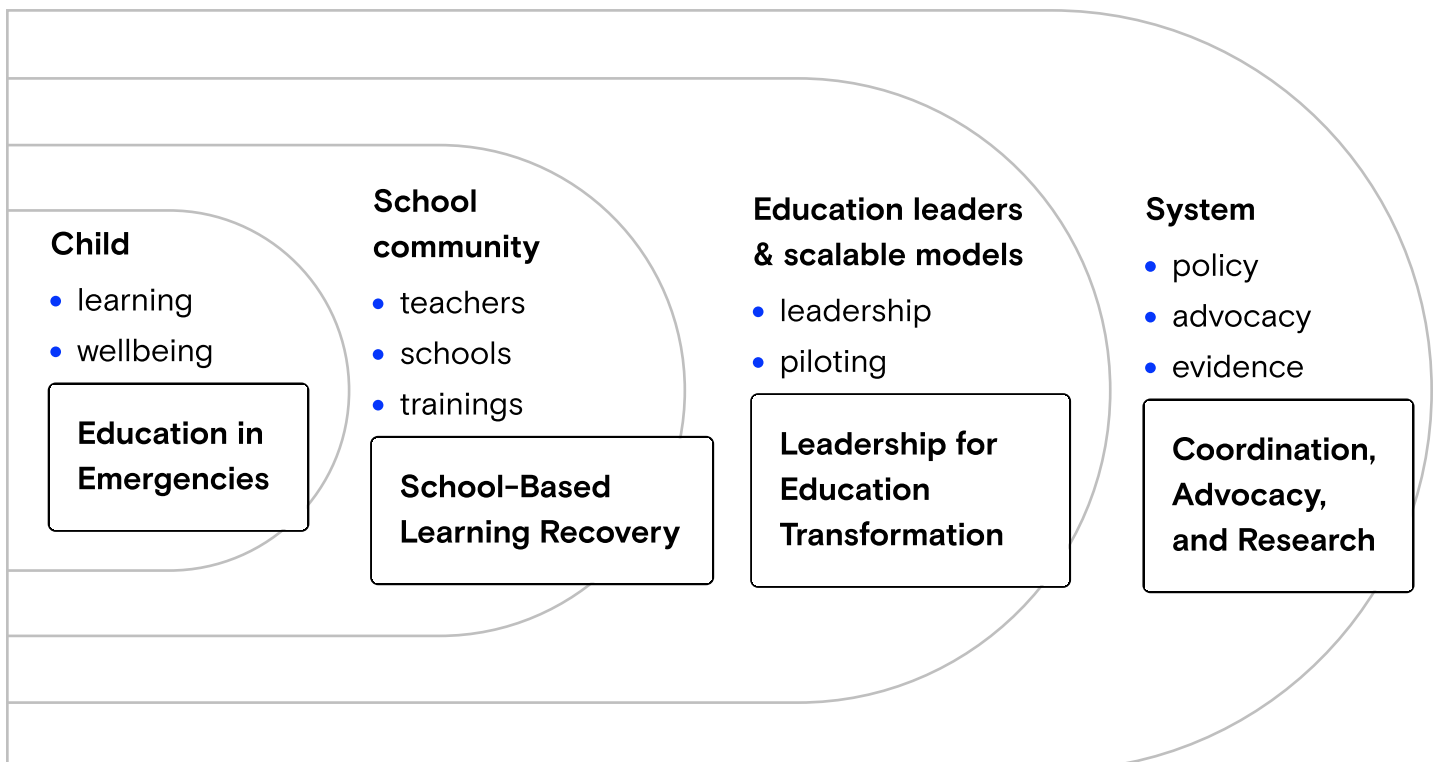
⁹ PISA 2022, Ukrainian regions ¹⁰ Teach For Ukraine – Possibilities and Potential of the Teaching Profession, 2025

How We Work

Teach For Ukraine works to advance Ukraine’s recovery and sustainable development through education. The organization’s approach is grounded in the support of education as a foundation for human capital development, civic awareness and engagement, and long-term social resilience. TFU works in partnership with Ukrainian and international organizations, government and state institutions, businesses, and philanthropists – together expanding access to quality education so that **every child in Ukraine, regardless of where they were born or live, can fulfill their potential.**

TFU works across four interconnected levels. At the **child level**, it helps children access quality learning, recover from learning losses, and build wellbeing. At the **school community level**, it supports teachers and schools through training, mentoring, and practical tools. At the level of **education leaders and scalable models**, it develops future leaders of the education system and pilots proven approaches for wider scale. At the **system level**, it generates evidence, coordinates nationally, and advocates for policy that carries effective approaches far beyond TFU's own programmes.

These levels reinforce one another: field experience informs research and advocacy; stronger system support creates better conditions for schools and children. In 2025, this approach was implemented across four programmatic areas – **Education in Emergencies, School-Based Learning Recovery, Leadership for Education Transformation, and Coordination, Advocacy and Research.**



Where We Work

Online — all over Ukraine

On-site — Kyiv, Poltava, Mykolaiv, Odesa, Kherson, Dnipro, Zaporizhzhia, Sumy, Chernihiv, Kharkiv and Ivano-Frankivsk regions

An up-to-date map and full list of partner schools can be found on [our website](#).

Our 2025 in Numbers

27000+
children

received
academic and
wellbeing support

1800+
educators

equipped with
new skills and
ongoing support

74 partner
schools

engaged in

11 regions
of Ukraine

Key Achievements in 2025

In 2025, Teach For Ukraine:

- **Led national coordination on education in emergencies**

Was selected as a national co-chair of the Education in Emergencies Thematic Working Group (EiE TWG), representing Ukrainian civil society organizations alongside the Ministry of Education and Science of Ukraine and Save the Children International.

- **Produced the world's first randomized control trial (RCT) on education during wartime**

Together with the World Bank, published the results of a randomized controlled trial conducted across nearly **10,000 students** through the Educational Support programme. The study demonstrated that learning losses can be recovered effectively, affordably, and at scale — reversing the equivalent of **0.9 to 1.3 years** of lost learning.

- **Scaled the Teach for Ukraine Fellowship mentorship model to the national system**

Developed Teacher to Teacher: Basics of Supervision and Mentoring Support, a structured programme built on the Fellowship's most effective mentoring practices, bringing together **50 mentors** and **50 early-career teachers**. The next phase will be implemented in partnership with the Ministry of Education and Science through regional professional development centers.

- **Organized the III Annual Learning Recovery Forum**

Convened representatives of the government, civil society, researchers, and donor community at the III Strategic Forum: Joint Solutions for Recovering Learning Losses During Wartime, bringing together **170 participants** and establishing TFU as the key convener of the national learning recovery agenda.

- **Welcomed a new Advisory Board**

On September 1, 2025, Teach For Ukraine welcomed new strategic leaders to its Advisory Board, strengthening organizational governance for the next phase of growth.



**Alexa
Chopivsky**

Executive Director at
Women's Foreign Policy
Group.



**Anton
Waschuk**

Director for Innovation,
Education, and
Entrepreneurship at
Ukraine-Moldova American
Enterprise Fund.



**Shelby
Magid**

Deputy Director at
Atlantic Council's
Eurasia Center.



**Zoryana
Golovata**

Founder, Executive
Director at Women's
Voice in Action.



**Alyona
Nevmerzhytska**

CEO at
hromadske.ua.

- **Launched a new website**

Released a redesigned website, reaching **43,000 active users** and publishing **810 new pages** within the first three months.

- **Osvitoria.Media Award 2025 — shortlisted in two nominations:**

"Education for Wellbeing" — for the *Waves of Inspiration* trainings on tutoring competencies and psychosocial support for teachers.

"Special Award for Educational Resilience" — for the *StudentMentor* programme.

Support Our Work

Support quality education in Ukraine in the way that fits you best.

1. Quick Donation

Even a small gift helps children continue learning and supports Teach For Ukraine's work in communities that need it most. Make a one-time donation or become a monthly donor. Donations via GobaGiving are tax-deductible in the USA. [Donate via GlobalGiving](#)



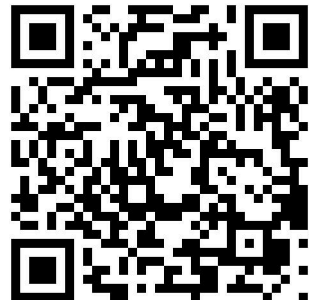
2. Join a Partnership

Partner with Teach For Ukraine to create lasting impact. [Join a partnership](#)



3. Facilitate a Connection

Introduce Teach For Ukraine to a person, company, foundation, or institution that may want to support education in Ukraine. [Send an introductory email](#)



PROGRAMMES AND INTERVENTIONS IN 2025

Throughout 2025, we advanced our mission through four interconnected areas of work:

- ◆ Leadership for Education Transformation
- ◆ Education in Emergencies
- ◆ School-Based Learning Recovery
- ◆ Coordination, Advocacy, and Research

This section provides an in-depth overview of each programme area and its key achievements in 2025.

LEADERSHIP FOR EDUCATION TRANSFORMATION

Teach For Ukraine Fellowship

Launched in 2017 as part of the global Teach For All network, the Fellowship develops future education leaders by recruiting and supporting motivated professionals who commit to teaching in underserved schools and communities facing persistent educational and socioeconomic disparities. Through this experience, fellows help students strengthen academic foundations while also developing leadership, collaboration, and problem-solving skills. They engage students in project-based learning and lead initiatives that extend beyond the classroom into the wider school community.



The Fellowship demonstrates how teaching can become a pathway for leadership, civic engagement, and long-term education transformation. By developing education leaders who work across schools, communities, civil society, and public institutions, the programme contributes to both immediate crisis recovery and Ukraine's long-term human capital development.



2025 at a Glance

- 1 **30 Fellows** teaching in **21 schools** across Kyiv, Odesa, Poltava and Ivano-Frankivsk regions
- 2 **5,000+ students** engaged through Fellows' classroom teaching; **800+** received targeted learning recovery tutoring support
- 3 **+16 percentage points** average improvement in subject test results after learning recovery tutoring support, with **72%** of students showing measurable learning gains
- 4 **24 Fellow-led student school and community projects** implemented
- 5 **7 alumni-led initiatives** reaching **1,500 students** and **170 teachers**; three alums completed internships in cooperation with the Ministry of Education and Science of Ukraine
- 6 Three waves of career guidance activities in partnership with DHL, **reaching 73 students**

In 2025, the Fellowship deepened its focus on learning recovery: each Fellow dedicated at least two hours weekly to catch-up sessions, combined with individualized learning plans and formative assessment embedded in everyday teaching. Beyond the classroom, Fellows and alumni led initiatives that turned learning into tangible community change.

TFU also took a major step toward systemic impact by turning the Fellowship's mentoring model into *Teacher to Teacher: Basics of Supervision and Mentoring Support*, a structured programme aligned with the national Professional Standard for Teachers and designed for broader adoption across the education system.

Impact Spotlight

In the village of Blystavytsia, Kyiv region, TFU Fellow **Viktoriia Lukashchuk** and her students transformed an abandoned plot of land near their school into a Youth Cultural Space. Together, they organized community clean-ups, improved the site, and hosted events for local residents. As one student reflected, *"I felt like my voice mattered and that we can make our village better ourselves."* The project captures the heart of the Fellowship: students don't just recover lost learning, they discover that they have the power to shape the world around them.



Looking Ahead

In 2026, the Fellowship will continue to evolve across two levels: strengthening its talent pipeline in the short term, while increasing its contribution to system-level change in the longer term.

At the programmatic level, the Fellowship model is being adapted to expand access and relevance. More flexible participation formats are being piloted, including engagement of participants already residing in underserved communities, while greater emphasis is placed on early-career teachers to strengthen leadership practice and support retention in the system.

At the same time, TFU will continue exploring how the Fellowship can contribute to broader education reform by identifying and testing ways to scale selected elements of the model to the system level.

As the Fellowship approaches its tenth year, TFU will undertake a comprehensive impact and legacy assessment of the programme, made possible through the support of a local philanthropic partner in Ukraine. Looking across nearly a decade of implementation, the study will examine how the Fellowship has influenced students, alumni, and school communities, including its role in shaping leadership journeys, career choices, and long-term engagement in education and civic life. The findings will help identify which elements of the model have created the strongest and most enduring impact and inform the Fellowship's future direction.

Teacher to Teacher: Basics of Supervision and Mentoring Support



Launched in 2025, *Teacher to Teacher: Basics of Supervision and Mentoring Support* scales one of the Teach For Ukraine Fellowship's most effective elements – mentorship support – beyond individual participants to the wider education system. Building on TFU's experience, the programme translates proven approaches such as individualized support, structured reflection, and classroom-based feedback into a practical mentoring model that pairs experienced teachers with early-career educators.

The programme demonstrates how innovations developed within the Fellowship can contribute to strengthening the teaching profession more broadly. Designed in alignment with the national Professional Standard for Teachers, it supports early-career educators through the challenges of their first years in the classroom while fostering a stronger culture of mentorship, professional growth, and collaboration across Ukraine's schools.

2025 at a Glance

- 1 **50 mentors** – teachers with more than five years of experience – paired with **50 early-career teachers**
- 2 **2 in-person trainings** on mentoring theory and practice, complemented by ongoing online supervision
- 3 School-based mentoring embedded in participants' everyday teaching across **39 schools**

At a time when Ukraine can least afford to lose new teachers, the programme provides the support, guidance, and professional community needed to help them stay and succeed in the classroom.

Impact Spotlight

When Anna Tyshchenko entered the classroom as a first-year English teacher without formal teacher preparation, she was paired with Olga Savchenko, an educator with more than 15 years of experience at Danylivska Gymnasium in Kyiv region. Through that mentorship, Anna found not only practical guidance but also confidence and a sense of stability during a challenging transition into the profession. As Anna reflected: *"I always knew I could come with any question and be understood... That sense of support and a safe space helped me overcome challenges and keep moving forward."*



Looking Ahead

In 2026–2027, the programme will enter a second pilot phase **in partnership with the Ministry of Education and Science**, training 35 new trainers from regional Centers for Professional Development of Teachers to institutionalize mentoring practices system-wide — a decisive step in scaling the most effective elements of the Fellowship model to the national level.

EDUCATION IN EMERGENCIES

Educational SUPport

Launched in 2022 in response to the disruption of education caused by the full-scale war, *Educational SUPport* helps war-affected children overcome learning losses through small-group tutoring that combines academic instruction with trauma-informed socio-emotional support. Delivered primarily online – with offline “waves” in shelters for students lacking safe access – the programme reconnects children with trained tutors who help them return to difficult topics, ask questions without fear, and experience progress again.



The programme demonstrates that learning recovery can remain effective even amid prolonged disruption and displacement. Its impact is backed by **the world's first randomized controlled trial on education conducted during wartime**, positioning *Educational SUPport* as a tested, scalable model for Ukraine's long-term recovery as well as a direct response to children's needs today.

2025 at a Glance

- 1 **23,000+** students reached — **18,000+** online, **5,000+** through in-person school and community-based activities
- 2 **14 online and 8 offline learning waves** (cycles) delivered across nine school subjects
- 3 **More than 70%** of students improved their academic results, with average scores rising from **54% to 70%**
- 4 Among students with special educational needs, average scores rose from **50% to 66%**
- 5 Validated by the **World Bank RCT** covering nearly **10,000 students** — gains comparable to reversing **0.9–1.3 years** of learning loss



In 2025, students received support in mathematics, Ukrainian and English, History of Ukraine, biology, physics, chemistry, computer science, and geography. Beyond academic outcomes, the programme helped children rebuild confidence and motivation. Tutors observed that students who had previously been hesitant to participate gradually became more engaged, more willing to ask questions, and more confident in their abilities. In several schools, children continued attending sessions even during power and heating outages, a testament to the value they placed on the support they received.

Impact Spotlight

In August 2024, a seventh-grade boy and his mother fled Pokrovsk in the Donetsk region as the front line advanced, eventually settling in Odesa region. Although he initially continued studying remotely with his former school, he later enrolled locally in hopes of building new connections and finding a sense of stability.

His teachers described him as kind and thoughtful, but understandably withdrawn as he adjusted to a new environment. Through *Educational SUPport's* Catch-Up Center, he received not only academic support but also participated in tutoring sessions focused on emotional wellbeing, where students could openly discuss their fears, hopes, and experiences. As one teacher recalled: "He realized he was not alone, that other teenagers also feel shy, afraid, and uncertain. That understanding helped him open up."

Over time, he became more confident, participated more actively in class discussions, and rediscovered his interest in learning. His story illustrates the power of combining academic recovery with psychosocial support.

Looking Ahead

In 2026, TFU will continue developing *Educational SUPport* as a flexible learning recovery programme for children affected by war. The next stage will focus on expanding access for the most vulnerable children in the frontline, rural, and underserved communities; improving learning materials, assessment tools, tutoring methods, and psychosocial activities; and strengthening inclusive support for children with special educational needs. TFU will also continue working with more schools and educators to embed effective learning recovery practices into everyday school life — including small-group instruction, formative assessment, individualized learning pathways, and psychosocial support.



StudentMentor

Launched in February 2024, *StudentMentor* responds to one of the most urgent learning challenges of wartime – helping children from frontline regions catch up on lost knowledge and rebuild socio-emotional skills when schools and teachers are stretched beyond capacity. Built as a model of intellectual volunteering, it connects secondary school students with university students, young professionals, specialists from many fields, and subject enthusiasts who volunteer as mentors.



Children learn in small groups over eight weeks, combining academic catch-up with socio-emotional support and the development of skills like reflection, planning, communication, and critical thinking. By the end of 2025, *StudentMentor* had grown into a large youth community of over 1,300 mentors helping children regain confidence in learning and showing them that support can come from many different caring people in society.

2025 at a Glance

- 1 **878 new mentors** trained in 2025, growing the community to **1,360 mentors**, including **262 based outside Ukraine**
- 2 **69% to 83%** of children improved their academic results across subjects
- 3 **90%** of participants reported greater confidence in their learning, and **84%** showed development of a growth mindset
- 4 **55% of mentors** entered teaching for the first time through the programme, supported by ongoing supervision and feedback

The programme helped children recover lost learning while providing much-needed psychosocial support. It also became an entry point into education for many mentors. For some, *StudentMentor* was their first teaching experience and the beginning of a long-term commitment to the profession. One mentor later enrolled in a teacher preparation programme and is now pursuing a career in education.

Impact Spotlight

In November 2023, Olena, a servicewoman in a combat role, applied to become a mentor for schoolchildren from frontline and occupied territories. She was unsure whether mentoring could fit alongside military service, with little time between deployments. Yet she felt a responsibility to serve not only on the front line, but also the next generation of Ukrainians.

In spring 2024, she began teaching History of Ukraine to the largest student group in the programme. Twice a week, she joined sessions from wherever duty allowed: from a dugout, after returning from a position, or during brief moments between assignments. Despite the circumstances, she showed up for her students with consistency, care, and dedication. Olena shared in her [interview with TFU](#):



“There were times I taught lessons from a dugout, losing connection mid-class. Sometimes I couldn’t teach at all — duty always came first. I couldn’t exactly tell my commander: “Excuse me, I need to teach a history lesson to 11th graders right now.” Still, everything worked out, and those eight weeks flew by. Amid the chaos of war, when you can’t plan anything in advance, those lessons became an island of stability for me. Every Tuesday and Thursday, at the same time, I logged on to teach children from frontline regions.”

Over eight weeks, Olena completed the full mentoring cycle, demonstrating that even in the midst of war, learning and human connection can endure.

Looking Ahead

In 2026, *StudentMentor* will continue engaging and training new mentors and running learning waves for students who need additional support, while expanding opportunities through updated formats and shorter forms of participation focused on soft skills — including an online learning camp. TFU will continue **cooperation with the Ministry of Education and Science and leading Ukrainian universities**, expand work with schools, and improve access for children from vulnerable groups, developing *StudentMentor* as a scalable model that combines learning recovery, socio-emotional support, and meaningful intergenerational connection.

Impulse Programme



The full-scale war has deeply affected adolescents' emotional wellbeing, learning, and sense of safety. TFU's own 2025 research found that 41% of teenagers struggle with concentration, 40% with memory, and 34% with cognitive flexibility – and that adolescents more often turn to peers than to adults for support.

Impulse responds with a national, peer-to-peer mental health ambassadorship programme. Selected school teams attend a learning camp, then return to lead needs research and youth-led initiatives in their own schools, supported by ongoing supervision, a national advocacy campaign, and a final Impulse Award ceremony, recognizing most effective peer-to-peer efforts in promoting mental health awareness in schools.

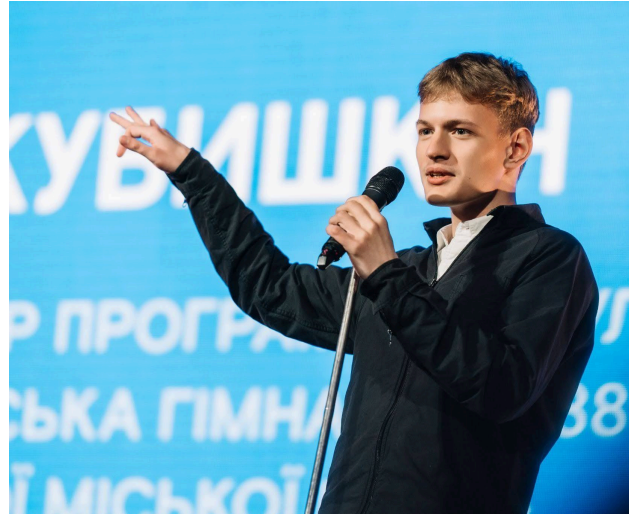
2025 at a Glance

- 1 **126 school teams** from **8 frontline and war-affected regions** applied to participate
- 2 **10 school teams** selected for the pilot, engaging **50 adolescent ambassadors** and **10 coordinators**
- 3 **1,349 students** reached through school activities
- 4 First **learning camp** held, followed by **5 learning sessions** and ongoing supervision

After the camp, ambassadors identified local needs and launched their own initiatives, including conversation clubs, mini support groups, art and reflection workshops, board games, and film clubs. Mental health themes were intentionally woven into engaging activities so that support felt natural rather than "just another lesson." As the ambassadors observed, creative activities proved to be one of the most accessible ways for young people to engage. Through drawing, sculpting, and other forms of artistic expression, children were able to release stress, process emotions, and begin conversations that might otherwise have felt difficult. By the end of 2025, TFU had also designed a national advocacy campaign and the Impulse Award to recognize youth-led initiatives and elevate the conversation around adolescent mental health across Ukraine.

Impact Spotlight

Hlib, 15, studies at a gymnasium in Kharkiv. When the full-scale invasion began, his family temporarily relocated to Poltava. By the time they returned, many of his classmates had moved abroad or to other cities, and the close-knit community he once knew had been disrupted. "Up to fifth grade, we were one cohort," he recalls. "Then came February 2022. I still remember the smoke, the ash, and the empty shop shelves that frightened me so much."



Before joining the programme, Hlib never saw himself as someone who would lead conversations about emotions or create activities for other teenagers. Through *Impulse*, he learned how to listen, support his peers, and bring people together. Together with his team, he launched initiatives that strengthened connections across their school community. Reflecting on the experience, he says: "All our influence on our peers is proof that, through caring, we can change the world." His message to adults is simple: "Trust us. Listen to us. We don't know everything yet, but we're ready to learn and share what we learn with others."



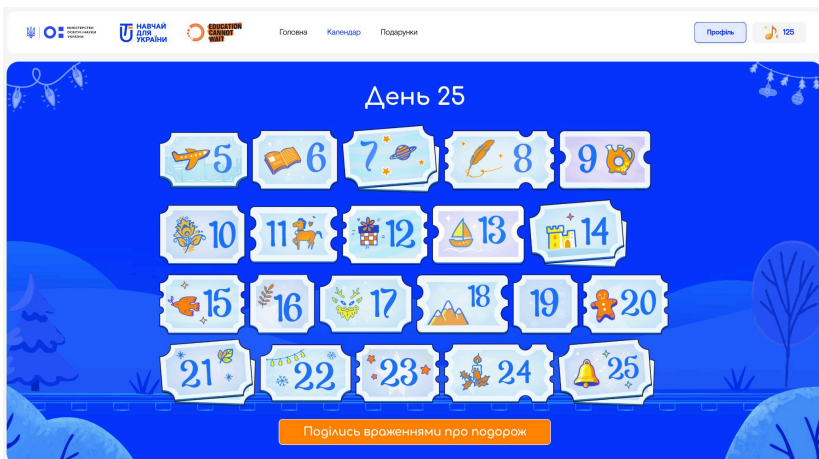
Looking Ahead

In 2026, TFU will scale the programme as *Impulse 2.0*, engaging a new national cohort of school teams through an updated learning camp, supervision support, and youth-led school initiatives. The next phase will deepen the programme's evidence-based approach with a further round of focus group discussions, while expanding the national communication campaign and the Impulse Award to raise the visibility of adolescent-led mental health practices — confirming the model's effectiveness and its potential to scale across Ukraine even more.

Activities to Enable Effective Learning: the Educational Advent Calendar

Alongside structured catch-up activities, TFU also used play and curiosity to help children reconnect with learning. *The Educational Advent Calendar* brought together learning, play, and discovery through a series of daily challenges inspired by the familiar holiday advent calendar tradition. Guided by Vern, a penguin from Ukraine's Antarctic Vernadsky Research Station, children explored school subjects, Ukrainian culture, and different regions of the country along the way. In 2025, **4,556 children** completed Advent Calendar tasks, **1,971** of them finishing more than **70%**, across **99 participating schools**.

The impact of the Advent Calendar was perhaps most visible in frontline Nikopol, where students from Grade 9-A completed the programme together despite constant shelling and prolonged remote learning, earning the competition's "Golden Ticket." Their prize, a trip to Kyiv, gave them the opportunity to meet in person after years of knowing one another mostly through Zoom screens. Together, they explored the city, visited workplaces and universities, and began imagining new possibilities for their future.



In 2026, TFU will continue refining the format and exploring how its game-based elements can be integrated into everyday classroom learning to strengthen student engagement and motivation.

SCHOOL-BASED LEARNING RECOVERY

Teachers are central to both educational recovery and long-term system transformation. During war, they are asked to do far more than teach. They help students navigate uncertainty, address learning loss, and create a sense of stability in classrooms shaped by disruption, all while navigating the same uncertainty, loss, and exhaustion themselves. This programme area strengthens educator capacity through two complementary programmes: *Tutoring at School*, which equips educators with practical tools to support learning recovery, and *Waves of Inspiration*, which focuses on teacher wellbeing and resilience so they can continue doing this work over the long term.



Tutoring at School

Tutoring at School equips teachers with practical tools to address learning loss through a tutoring-based model that combines academic catch-up, the development of student agency and resilience, and professional training with ongoing supervision. The approach rests on a premise that in a crisis context children are most able to recover academically when their confidence, motivation, and sense of agency are strengthened alongside their knowledge and skills.

2025 at a Glance

- 1 **937 teachers** and educators trained
- 2 Of them, **129 teachers**, **12 school principals**, and **6 local education authority representatives** completed training on **catch-up strategies at schools**
- 3 **24 teachers** completed the training of the trainers

Impact Spotlight

A key element of the programme was helping students create individual learning and growth plans. By breaking long-term aspirations into achievable steps, children developed a stronger sense of ownership over their learning and a greater belief in their ability to shape their future. Teachers also found that the personalized format engaged students who had been less active in traditional classroom settings and could be adapted effectively for children with special educational needs.

As part of its commitment to strengthening learning recovery, TFU developed and publicly released a comprehensive set of catch-up learning materials across key subjects – catch-up manuals and supervision guides. TFU has also launched the Malenka Pedrada podcast, and produced the Classroom Challenge video course, which **1,693 educators** began and **312** completed with certification.

Available free of charge to educators, parents, volunteers, and community organizations, the resources are designed to support any child affected by learning loss. This reflects TFU's belief that addressing learning loss is not the responsibility of any single institution. It is a collective effort that requires the engagement of schools, families, civil society, nonprofits, and the government working together to support children's learning and recovery.



Looking Ahead

In 2026, TFU will scale proven practices, establish a network of teacher-ambassadors to embed tutoring approaches within their schools, and develop dedicated **training for primary-school teachers** and for **educators working with children with special educational needs**.

Waves of Inspiration



Waves of Inspiration support the teachers in navigating the professional and personal demands of teaching during wartime. The programme combines practical training in lesson planning, student engagement, catch-up learning, and psychosocial support with a dedicated space for reflection, peer connection, and wellbeing. By strengthening both professional capacity and personal resilience, it helps educators sustain their work in increasingly challenging circumstances.

2025 at a Glance

- 1 **376 teachers** trained through a blended format
- 2 **4 three-day offline trainings** and **2 two-day online trainings**, reaching educators in frontline regions
- 3 Tools delivered across lesson planning, engagement, catch-up learning, psychosocial support, and teacher wellbeing

Impact Spotlight

For many participants, the training became more than a professional development opportunity. It offered a chance to reconnect with their sense of purpose and renew their energy for the work ahead. As one participant, Iryna Officinska, reflected: *"I feel an emotional boost, a charge of energy and new ideas. I have an internal resource. I feel that 'I can,' 'I want,' 'I see the way.'"* Many teachers shared similar reflections, describing how the programme strengthened not only their professional practice but also their confidence, resilience, and ability to create supportive environments for their students.

Looking Ahead

In 2026, *Waves of Inspiration* will deepen its support for teachers working in the communities most affected by the war. The programme will expand opportunities for educators in frontline and underserved areas to access training, peer support, and wellbeing resources, while placing greater emphasis on helping teachers integrate psychosocial support practices into everyday classroom life.

COORDINATION, ADVOCACY, AND RESEARCH

Direct support for children and teachers remains essential. But challenges on the scale of Ukraine's education crisis cannot be solved through individual programmes alone. The sector also needs evidence about what works, practical models that can be adapted and scaled, and strong collaboration among educators, researchers, government, civil society, and donors.

Recognizing this need, TFU made a deliberate investment in strengthening its research capacity in 2025, **establishing a dedicated Learning&Research Department alongside its programme implementation work**. This reflects a growing conviction that our responsibility extends beyond implementation. We must also help generate evidence, test solutions, and contribute knowledge that can inform decision-making across the education sector.

Throughout the year, TFU strengthened its contribution at this level by producing research on learning recovery and teacher development, sharing lessons from implementation, and helping inform conversations about how Ukraine's education system can respond to the challenges of war and recovery. In doing so, research has become an increasingly important part of how we serve not only the children and educators in our programmes, but also the wider education community in Ukraine and beyond.

Research

In 2025, TFU published **four studies** that both strengthened its own programmes and contributed to the wider field's understanding of educating children during war:

- ◆ **Investing in Human Capital During Wartime: a randomized controlled trial with the World Bank** — the world's first RCT on education conducted during active war, based on the *Educational SUPport* programme. Covering nearly **10,000 students** across all regions of Ukraine, the study found that short-term academic and psychosocial support produced learning gains equivalent to recovering **0.9 to 1.3 years** of learning loss, with the impact of mathematics tutoring measuring 1.2 to 2.4 times higher than comparable interventions. Just as importantly, it proved tutoring is feasible in wartime: more than two-thirds of students attended regularly despite power outages, limited internet, and displacement. **Its significance reaches beyond TFU — it offers education systems facing crisis anywhere a rigorous answer** to a question long treated as untestable: whether lost learning can be recovered affordably and at scale, even under fire.

- ◆ **Adolescent Wellbeing and Learning During the War** – conducted with research agency FAMA across eight frontline regions, examining how war-related stress affects adolescents' mental health and ability to learn. It found that 41% of teenagers struggle with concentration, 40% with memory, and 34% with cognitive flexibility, and that adolescents turn more readily to peers than adults for support – directly shaping the peer-to-peer design of TFU's *Impulse* programme.
- ◆ **Possibilities and Potential of the Teaching Profession** – conducted by Vox Populi with support from Education Cannot Wait, exploring how students and early-career teachers view the profession. It found that only 37% of education students see teaching as a long-term career, while 71% of those who stay do so out of genuine love for the work – evidence that informs TFU's leadership and mentorship programmes.
- ◆ **Overcoming Learning Losses Among Children with Special Educational Needs in Mykolaiv Region** – a mixed-methods study involving eight focus groups with 48 participants and a survey of 371 teachers. The research found that 94% of respondents reported a strong or very strong impact of the war on children with special educational needs, pointing to the need for an integrated model combining individualized support, psychosocial services, and family engagement.

In a context where education systems are navigating challenges with few historical precedents, research is not a separate function from implementation. It is how better solutions are built. In 2026, Teach For Ukraine will continue generating evidence that strengthens its own programmes while contributing practical, tested models for education systems facing crisis.



Coordination and Advocacy

- **A formal seat in the national coordination efforts.** In 2025, TFU became a national co-chair of the Education in Emergencies Thematic Working Group (EiE TWG), alongside the Ministry of Education and Science and Save the Children International – placing a Ukrainian civil-society organization with direct frontline knowledge inside the structures that steer the country's humanitarian education response. TFU facilitated the group's first technical consultation on catch-up education and strengthened links between local organizations, government, and international actors.

In 2026, TFU will co-lead the finalization of the EiE TWG framework and support a landmark transition from internationally led educational cluster coordination to a nationally owned model under the leadership of the Ministry of Education and Science.

- **Bringing the sector together.**

TFU continues to create spaces where evidence, practice, and policy meet. Its III Annual Strategic Forum on Joint Solutions for Recovering Learning Losses During Wartime has become a recurring national convening, bringing together government, civil society, researchers, and donors to examine evidence, share lessons, and advance solutions to Ukraine's learning recovery challenge, establishing TFU as a focal convener of the conversation from the very start.



- **Sharing lessons with the world.** As the war continues to reshape Ukraine's education system, TFU has increasingly contributed its frontline experience to international conversations on education recovery, human capital development, civil society leadership, and the role of education in rebuilding societies affected by crisis.

In 2025, TFU represented Ukraine at the first European Regional Teach For All Conference in Vienna, bringing the realities of educating children during war into discussions on system change and learning recovery.

Throughout the year, CEO Natalia Etten engaged with partner organizations, policymakers, philanthropies, governments, and education leaders across Europe and North America, from France, Sweden, and the United Kingdom to the United States, helping build the international partnerships, resources, and support needed to sustain Ukraine's educational recovery while creating opportunities for mutual learning across contexts.



Our CEO led and moderated high-level panel discussions at key global convenings like the Clinton Global Initiative in New York, the Ukraine Action Summit in Washington, D.C., and the Ukraine Recovery Conference in Rome, elevating conversations about the role of civil society, education, and collective action in recovery and reconstruction. Numerous other global roundtables and dialogues hosted by philanthropic and policy institutions helped ensure that education remained part of broader conversations about Ukraine's future.

The year concluded with participation in the Teach For All Global CEO Convening in Cambodia, bringing together leaders from more than 60 countries. The exchange offered both an opportunity to share Ukraine's experience and a powerful reminder that, across vastly different contexts, education remains one of the most important foundations for recovery, resilience, and long-term social change.



Through its advocacy and partnerships, the organization has worked to ensure that the experiences of Ukraine's children, educators, and communities help inform not only today's response but also broader thinking about the future of education in times of disruption and recovery globally.

OUR PARTNERS

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YouControl



Voices of Children



Zminotvortsii



ZNOvU



Tvory (Твори)



Vshanuy (Вшануй)

STORYTELLING AND PUBLIC ENGAGEMENT

In 2025, TFU continued to strengthen its public presence, ensuring that the experiences of Ukraine's students, teachers, and communities remained visible amid the ongoing challenges of war. Through storytelling, media engagement, digital platforms, and collaborations, the organization reached educators, parents, young people, volunteers, supporters, and policymakers across Ukraine and beyond.





The year was anchored by the launch of a new bilingual website, strengthening TFU's ability to share evidence, stories, and opportunities for engagement with both Ukrainian and international audiences. Together, these efforts helped keep education visible in public conversations about Ukraine's present and future.

Social Media

The organization's audience grew significantly over the year. Its combined social media following reached **56,503 — a 29% increase** — and generated **18.7 million views** across the year. Following the launch of the new bilingual website in September, the platform drew **43,000 active users** in under four months, reaching both Ukrainian and international audiences. Reach was distributed across four active channels, with TikTok added during the year to engage younger audiences.

Audience

Growing and engaged audience across platforms:

Platform	Following (increased in 2025)	Annual views
	26,604 (+3,126)	15.1M
	24,118 (+6,789)	2.7M
	3,030 (+350)	27,310
 (launched 2025)	2,751 (new)	1M

Creative Collaborations

Collaborations remained an important part of TFU's outreach strategy in 2025. The organization delivered **78 joint-content collaborations** with institutions, media outlets, and public figures, expanding the reach of its programmes while creating opportunities for the creators and partner organizations to connect with new audiences. Joint campaigns regularly reached **tens of thousands of people**, and TFU's work was championed by respected voices in education, culture, and public life, helping bring its message to audiences far beyond its own channels.



A clear example of TFU's approach to influencer engagement was the appointment of [Lana Chubakha](#) as national ambassador of the *Impulse* programme. A well-recognized stand-up comedian and school English teacher, she built much of her work around the realities of teaching, and a significant part of TFU's community already followed her. Engaging her was a deliberate choice to reach an audience that overlaps directly with the people TFU works with: teachers, young people, and those who care about education. It illustrates how thoughtful influencer engagement can amplify relevance by placing the message in front of exactly the audience a programme is built to serve.

Media presence

In 2025, TFU's work was featured in **174 national and regional media materials**, spanning human-interest stories about teachers and communities as well as expert commentary on learning losses, adolescent mental health, and education during war. Coverage included an [interview about the work of the Teach for Ukraine Fellowship](#) on a national TV, a feature in [The Ukrainians](#) on schools in de-occupied communities, [Suspilne Odesa](#) on how young teachers are changing rural education, a [Rubryka](#) story on tutoring as support, and [Vchysia.Media](#) on the findings of TFU's adolescent wellbeing research; and systematic engagement with outlets including *Ukrainska Pravda*, *hromadske*, *Suspilne*, *STB*, and *Osvitoria.Media*.

TFU's experience also reached major international audiences. [The Guardian](#) profiled a TFU teacher among four educators worldwide teaching in contexts of conflict. And the global [Teach For All](#) network featured TFU's work in a profile on how Ukraine's children and teachers are defending the future — placing Ukraine's experience before an international audience of education leaders and policymakers.

FUNDING AND SUSTAINABILITY

In 2025, TFU raised **98.8 million UAH (\$2.38 million USD)**. The large majority came from multilateral agencies and institutions, reflecting the organization's role in the internationally backed humanitarian education response, complemented by grants from private foundations and a small but growing base of individual donors.

Breakdown of Organization's Funding Sources in 2025

Total raised in 2025: ₴98.8M / \$2.38M

International agencies, INGOs, and multilateral institutions

Total raised in 2025: ₴72,5M / \$1,74M

73.06%

International private foundations

Total raised in 2025: ₴24,96M / \$602,3K

25.27%

Individual and corporate donors

Total raised in 2025: ₴1,32M / \$39,59K

1.66%

TFU is committed to maintaining high standards of financial transparency and accountability. In 2025, the organization completed an independent audit of its 2024 financial statements, conducted under Ukrainian law and the International Standards on Auditing (ISA), which confirmed that the report accurately reflects TFU's financial position. Additional routine project-specific audits were conducted at the request of donors, including the NRC and UNICEF. An independent audit of the 2025 financial statements will be commissioned in 2026.

WHAT'S NEXT

As Ukraine enters another year of war, TFU remains focused on both the urgent needs of today and the foundations of tomorrow. The future of education depends not only on helping children catch up academically, but also on investing in the people and systems that will shape the country's future. Leadership development through education remains at the center of this work.

Looking ahead, TFU's direction is anchored in three priorities.

- **Building the next generation of leaders in education.** Ukraine's future will be shaped by the people who choose to step forward during difficult times. TFU will continue investing in teachers, tutors, volunteers, school leaders, and young people who are already contributing to their communities through education. Through the Fellowship and other leadership development pathways, the organization aims to cultivate a generation of leaders whose experience serving children and communities informs their impact for years to come, whether they remain in education or pursue leadership in other sectors.
- **Addressing learning gaps for the children who need it most.** TFU will continue expanding access to evidence-based academic and psychosocial support for children affected by war, building on approaches that have demonstrated measurable results. At the same time, the organization will deepen its work with new groups whose needs require greater attention, including elementary school students and children with special educational needs, ensuring that recovery efforts reach those who are too often left behind.
- **Strengthening systems through evidence and partnership.** TFU will continue deepening its engagement with policymakers, researchers, and education leaders to help ensure that effective solutions reach beyond individual programmes. By strengthening partnerships with the Ministry of Education and Science, contributing evidence to national discussions, and sharing Ukraine's experience with the global education community, the organization aims to help shape reforms that strengthen educational opportunity for the long term.

TFU's goal is not simply to deliver programmes, but to help build an education system capable of supporting Ukraine's recovery for generations to come.

Ways to Get Involved

Every child's education depends on people willing to stand behind it. You can help children in Ukraine keep learning through a donation, create lasting change through a partnership, or connect TFU to someone who can by reaching out to partnerships@teachforukraine.org.

Stand with Ukraine's children — support quality education today.

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