**Teach For Armenia’s *Kochari***

Our movement to end educational inequity is like the *kochari*. Communities across Armenia have their own special dances, yet each *kochari* shares similar movements. Each *kochari* emphasizes the importance of building community by moving together in unison. With hands linked, we move together to signify that we are united in our cultural heritage. Similarly, Teach For Armenia’s *kochari* is a collection of unifying concepts that help to synchronize our collective movement. In short, our efforts across Armenia and Artsakh ought to reflect the uniqueness of each community while revolving around a shared vision.

**Vision**

We envision an Armenia where all children, regardless of their socioeconomic circumstances, have the opportunity to unlock their full potential through an excellent education.

**Mission**

Our mission is to catalyze a nationwide movement of impact-driven leaders expanding educational opportunity to all children in Armenia.
Armenia’s modern education system was not designed by Armenians for Armenians. Not only was it created under the influence of powerful external forces, which very often did not prioritize our national interests, the system is now obsolete. Beginning in 1988, Armenia was shaken by a massive earthquake, impacted by conflict, and witnessed the collapse of the Soviet Union, all while simultaneously securing its independence. Our Teacher-Leaders grew up in homes without power. We studied by candlelight. We emerged from economic crisis. Now, 30 years after our independence, we are seeing a rebirth of democratic principles. We have the chance to reimagine what it means to provide an excellent education to our children. This is a moment in history when we, as Armenians, have the opportunity to build an education system that will be designed by citizens of Armenia for an inclusive and equitable Armenia.
OUR THEORY OF LEADERSHIP

In 2019, we embarked on a new initiative to define our Theory of Leadership.
Through a co-creative process, we involved:
70 Students,
45 Parents,
12 Principals,
9 Supporters,
75 Teacher-Leaders,
40 Alumni Ambassadors, and
34 Staff Members.

We asked ourselves: What type of leadership is needed be honoring of Armenia’s past, adaptive to the present, and agile for the future? Collectively, we answered that Armenia needs leaders who are...
- patriotic and constantly growing activators;
- respectful, goal-oriented, and educated citizens;
- bold and academically strong role models;
- culturally-rooted and collaborative initiators;
- values-driven and innovative life-long leaners;
- contemplative and self-actualized trailblazers;
- community-oriented and transformative visionaries.

To achieve this, we believe we must foster leadership at every level, from the classroom up to the highest levels of leadership across Armenia and Artsakh. We aim to effect system-wide change, one student at a time:

1. We recruit passionate and talented individuals with leadership potential who strive for long-lasting change AND we place them in rural communities to teach and lead community impact projects.
2. Our Teacher-Leaders instill leadership within their students so that they can be change makers.
3. Our former students become Student Ambassadors, advocating for local ingenuity, civic responsibility, and global connectivity within their own communities.
4. Our former Teacher-Leaders become Alumni Ambassadors, embarking upon leadership pathways to achieve system-wide change alongside their Student Ambassadors.
5. All of our Ambassadors combined create hundreds and thousands of bright spots across the nation, demonstrating the power of collective leadership.
6. We inspire change across the nation, generating a movement of leaders who will redefine what is possible for Armenia and Artsakh.
At Teach For Armenia, we strive to provide an excellent education that is:

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<th>HONORING OF THE PAST</th>
<th>ADAPTIVE TO THE PRESENT</th>
<th>AGILE FOR THE FUTURE</th>
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<td>We aim to provide an education that is culturally affirming of Armenia’s history, locally contextualized, &amp; tied to community impact.</td>
<td>We aim to elevate the voices of our students &amp; cultivate leadership that is responsive to the current revival of democratic principles in Armenia.</td>
<td>We aim to equip our students with the knowledge, skills, and mindsets to thrive in a rapidly changing world.</td>
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The current reality is that students across Armenia do not have access to an excellent education, and opportunities in rural communities are limited. Teach For Armenia’s Student Vision aims to change that.

By the time our Student Ambassadors are 25 years old...

**LEAD SYSTEMS:**
They will be locally-rooted & globally-informed, contributing to the system-wide development of Armenia and her position in the global economy.

**LEAD OTHERS:**
They will become advocates for educational equity within their communities. They will become active citizens, embodying pride in the history and culture of their regions. By enhancing opportunities for future generations, our students will drive transformation across Armenia.

**LEAD SELF:**
They will be self-actualized and emotionally intelligent leaders who will think critically about the world around them and take action to build a better future.
COMMUNITY IMPACT PHILOSOPHY
We envision an Armenia where opportunity is distributed equitably across the nation. As an organization, we believe that our communities are full of infinite possibilities, and our students have the power to unlock that potential.

CONNECTION TO STUDENT VISION
In order to realize our Student Vision and system-wide transformation, we must also target community impact for the purpose of delivering an excellent education to ALL students.

Through our Community Impact Projects, we aim to cultivate students who can:

- Imagine infinite possibilities to spark local ingenuity
- Practice civic responsibility in a democratic Armenia
- Stay connected to global trends to solve local issues
CORE VALUES

Striving for Excellence
Our goal of ensuring that Armenia’s future generations’ educational dreams are a reality pushes us to effective action in the face of challenges to bring high-quality educators to the students and schools who need them.

Constant Learning & Growth
We are committed to learning from each other in the interest of maximizing our collective impact. We seek to learn from diverse perspectives and enable improvement based on those insights.

Dedication & Resilience
Our adaptability and desire for improvement drive us. We recognize that our impact can be great, and we approach challenges with dedication and commitment.

Integrity & Humility
Learning from our shared experiences within our Armenian history, we act strategically to implement the major goals of our organization. We use our resources wisely, considering the internal and external environments in which we work. We seek to help Armenia and its children unlock their potential.

10 CULTURE COMMITMENTS

At Teach For Armenia, we believe in exemplifying the type of culture we would want to promote in our classrooms. For that reason, we hold ourselves to a high standard and strive to demonstrate the type of leadership we would want to see across the system.

For that reason, as an organization, we uphold the following commitments:

1. We create safe spaces where all voices can be heard
2. We invest in our leadership development
3. We own our mistakes and learn from them
4. We offer up solutions instead of placing blame
5. We believe in one another’s strengths and potential
6. We take care of one another and foster self-care
7. We create the space to learn from one another
8. We show one another empathy by listening deeply
9. We strive to be transparent with one another
10. We encourage and support others to overcome challenges