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# 2024 GLOW Code IMPACT REPORT



GLOW  
CODE



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**Throughout the report we use the following abbreviations:**

- Girls Leading Our World with Code (GLOW Code)
- European Union (EU)
- Albanian-American Development Foundation (AADF)
- United States Agency for International Development (USAID)
- Teaching Assistant (TA)
- Peace Corps Partnership Program (PCPP)
- Science, Technology, Engineering, and Mathematics (STEM)

# Executive Summary



## GLOW Code Overview

Girls Leading Our World with Code – **GLOW Code** – is a summer camp and after-school program which trains young girls in coding, leadership development, and community action with a fun and engaging curriculum. Launched in 2023 with 17 campers, the program expanded in 2024 to 7 sites across Albania and trained 102 participants to be leaders and change agents in their communities.

## Program Components

- **Year 1 – GLOW Coders** are selected through a competitive, merit-based application process.
- **Year 2 – GLOW Coders** may return to **volunteer as Junior Instructors**, paying it forward to other girls in their communities and growing as leaders.
- **Year 3 – GLOW Code+**, an advanced curriculum, is in development to be piloted in 2025.

## Our Goals



### Remove Geographic Barriers

We serve where **digital inclusion** is needed most. We operate in the most under-served regions of Albania, outside of Tirana.



### Close Gender Gaps & Empower Girls

We empower girls by training them with coding and leadership skills. We instill a sense of **personal agency** into each camper.



### Combat Brain Drain

We hire and train young Albanians as **Tech Instructors**, helping be the leaders and role-models their communities deserve.



## Our Impact

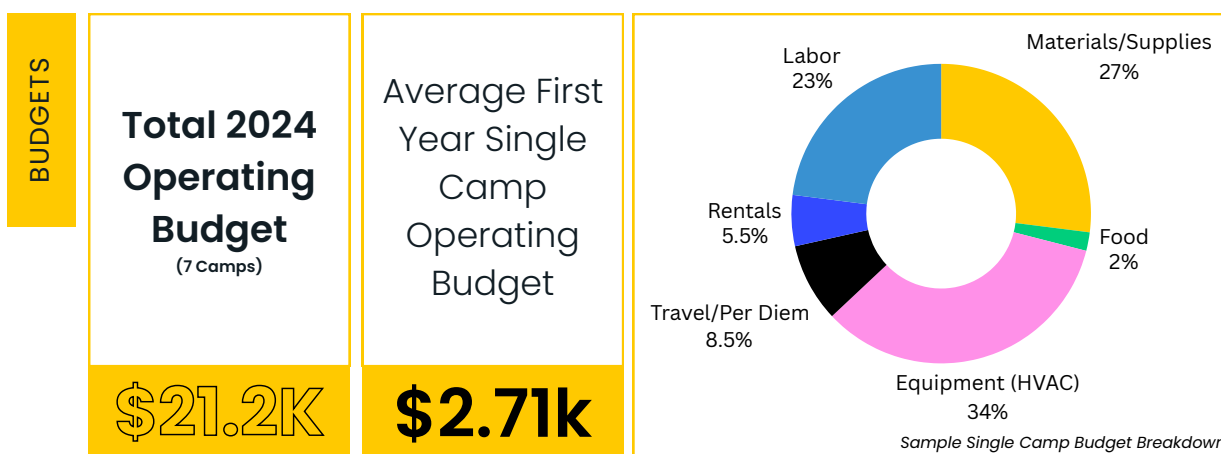
Site	Year	Participants (Campers)	Junior Instructors	Tech Instructors	Physical Investments
Belsh & Gramsh	2023 (Pilot)	17	-	2	50,000 ALL HVAC at Shkolla 9-Vjeçare "Halit Uruci" (Belsh) & 50,000 ALL HVAC at Shkolla 9-Vjeçare "Asllan Shahini" (Gramsh)
Peshkopi	2024	16	-	3	86,000 ALL HVAC at Shkolla 9-Vjeçare "Demir Gashi"
Gramsh	2024	14	9	2	HVAC investment made in 2023.
Fushë-Krujë	2024	15	3	1	70,000 ALL HVAC at Shkolla 9-Vjeçare "Adem Gjeli"
Lushnjë	2024	16	-	2	80,000 ALL HVAC at Shkolla 9-Vjeçare "Foto Puka"
Ersekë	2024	10	-	2	79,900 ALL HVAC at Shkolla 9-Vjeçare "Papa Kristo Negovani"
Bushat	2024	16	-	2	80,000 ALL HVAC at Shkolla 9-Vjeçare "Gjon Ndoci"
Kukës	2024	15	-	2	80,000 ALL HVAC at Shkolla 9-Vjeçare "Riza Spahiu"
<b>Totals (De-duplicated)</b>		<b>119</b>	<b>9</b>	<b>14</b>	<b>575,900 ALL at 8 camps</b>

# Monitoring And Evaluation Results

2024 Camper Questionnaire with 88% response rate (89 out of 102 participants)

Key Area	Outcome	Measurements	Results
<b>Program Sustainability</b> Facilitating program transference and Model Adoption	Build a sustainable, open-source educational model to empower young girls and combat brain-drain in underserved communities	<ul style="list-style-type: none"> <li>- Total # of participants enrolled</li> <li>- # of sites adopting the model</li> <li>- # of Tech Instructors hired and trained</li> <li>- % of graduates expressing interest in being a Junior Instructor in Year 2</li> </ul>	<ul style="list-style-type: none"> <li>- <b>102 participants in 2024</b></li> <li>- 6 new sites adopted the GLOW Code model in 2024</li> <li>- <b>13 Tech Instructors hired and trained on GLOW Code curriculum</b></li> <li>- 81% of campers expressed interest in being a Junior Instructor in Year 2</li> </ul>
<b>Soft Skills</b> Leadership Development, Female Empowerment & Civic Engagement	Develop diverse, equitable, and inclusive young, female leaders in Albania	<ul style="list-style-type: none"> <li>- % of participants reporting increased confidence in their leadership skills</li> <li>- % of participants reporting increased confidence in their English skills</li> <li>- # of leadership roles taken by Junior Instructor</li> </ul>	<ul style="list-style-type: none"> <li>- <b>92% of campers reported confidence in their leadership abilities AFTER vs. 26% BEFORE</b></li> <li>- 99% of campers reported improvement in their English skills</li> <li>- <b>9 GLOW Code alumni assumed leadership roles as Junior Instructors in 2024</b></li> </ul>
<b>Technical Skills</b> Deliver quality ICT education across Albania	Expand GLOW Code program to reach more communities in Albania	<ul style="list-style-type: none"> <li>- % of participants reporting STEM career interest</li> <li>- % of participants reporting increased coding skills</li> <li>- Camper reported satisfaction with GLOW Code coding curriculum quality</li> <li>- Camper reported interest in advanced coding curriculum</li> </ul>	<ul style="list-style-type: none"> <li>- <b>75% of campers reporting STEM career interest AFTER Glow Code vs. 26% BEFORE</b></li> <li>- 83% of campers reporting confidence in their coding skills</li> <li>- <b>GLOW Code coding curriculum rated 4.85 out of 5 points by campers</b></li> <li>- 99% of campers reported an interest in an advanced coding curriculum</li> </ul>

## Financials



## 2025 Partnership Requests

GLOW Code is seeking to partner with the Ministry of Education and Sport, as well as other institutional actors, to add credibility and support to its programs across Albania. Currently, GLOW Code is organized by an all-volunteer team of local Albanians and American Peace Corps volunteers. The Peace Corps is an independent US government agency which has maintained an MOU with Albanian ministries for the past three decades. The program is seeking donors of all sizes, as well as national and international partners. Additionally, GLOW Code is actively working to set up legal structures in both Albania and the United States to better maintain and expand its programming. Find out more about our reach and impact at [www.glowcode.org](http://www.glowcode.org).

# INTRODUCTION

## GLOW CODE'S YEAR OF GROWTH 🚀

2024 was a year of growth and expansion for GLOW Code. After our 2023 pilot successfully trained 17 participants in Gramsh and Belsh, we scaled to six new sites in 2024 to reach more than 20 additional communities across Albania.

Over 200 girls from dozens of schools applied through a competitive, merit-based process. The basic criteria for admission included B-1 level English proficiency and the ability to articulate a strong interest in participation during a video interview with a Junior Instructor. Ultimately, 102 GLOW Coders were selected to participate in the program.

As a program born out of community-identified needs and driven by local partners, we collaborated with dozens of dedicated Albanians, including school directors, teachers, school staff, municipal employees, and our Tech Instructors.

Our programs this year would not have been possible without the funding support of the **Peace Corps** Partnership Program. We also extend our gratitude to the **Albanian-American Development Foundation** for their continued partnership and significant investments into each computer lab. We are excited about the future of GLOW Code we can build together.

Sincerely,  
**GLOW Code Team**



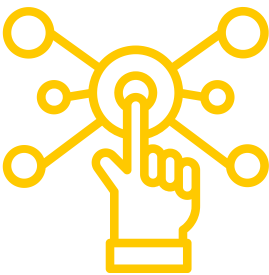
# 2024 OBJECTIVES

## GLOW CODE'S YEAR OF GROWTH

Our 2024 objectives were built upon the success of the 2023 pilot camp. In 2023, in response to a survey question, “*What would you change about GLOW Code to make it better?*”, one camper responded, “*I think that it would be great if this camp would take place in other small towns in Albania so other girls would have the chance to experience a whole new adventure during their summer break.*” Inspired by this feedback, GLOW Code set out to expand to more communities in 2024, providing more girls with the opportunity to join the program and experience its benefits.

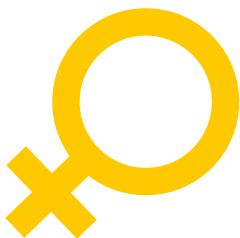
### In 2024, GLOW Code focused on addressing the following needs:

#### DIGITAL LITERACY GAP



A lack of educational opportunities in rural Albania has created significant skills gaps among the 35% of the population—over 840,000 people—living in these areas. Limited access to specialized education and infrastructure for both students and teachers has resulted in low levels of digital-literacy. Despite these challenges, in its second year, GLOW Code brought its program to new communities in Albania, supported by funding from U.S. citizens through Peace Corps Partnership Program grants.

#### GENDER GAP IN STEM

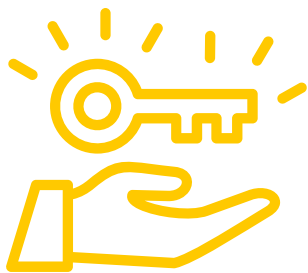


In Albania, 56% of ICT graduates are men, compared to 44% women, with an even wider gender gap in rural areas. Many rural families expect their daughters to work in traditional fields or be married early, and few women hold leadership roles in tech. GLOW Code tackled this in 2024 by training over 100 female students in ICT and coding, supported by 9 junior instructors and 13 ICT professionals, 12 of whom were women. Initially, only 27% of students were interested in STEM majors, but by the end of the camp, that number rose to 75%.

# 2024 OBJECTIVES

GLOW CODE'S YEAR OF GROWTH 🚀

## ECONOMIC OPPORTUNITY



Limited opportunities in rural Albania often come with costs that are unaffordable for local families. According to a 2022 Bank of Albania report, the median monthly household income is ALL 60,259 (~602 EUR), with the poorest 5% earning just ALL 15,000 (~150 EUR) per month. **GLOW Code addressed this by offering a free summer camp that increased girls' employability by teaching digital skills and exposing them to ICT as a career option.** Additionally, the program provided paid opportunities for young Albanian ICT leaders through a Train-the-Trainer program, where 100% of participants gained the skills to teach ICT, up from 0% before the camp.

## LACK OF CONFIDENCE AND LEADERSHIP SKILLS



Low confidence is a global challenge amongst teenagers, but in Albania, girls face additional cultural barriers not experienced by their male peers. Classroom settings often fail to nurture leadership in all students, with teachers typically investing in students already viewed as, "good students." **Before the GLOW Code 2024 camp, only 26% of campers felt confident in their leadership abilities. By the camp's end, that number had risen to 92%.** Guest speakers, an uplifting curriculum, local female leaders, and a new opportunity for last year's graduates to serve as Junior Instructors helped to boost confidence and leadership skills.

# CAMP COSTS

## BUILDING TOWARDS SUSTAINABILITY 🏗️

The GLOW Code model makes significant investment into each new GLOW Code site, including the purchase and installation of air-conditioning units. In year two, operating costs are significantly reduced, as major capital investment were previously made.

### 1ST YEAR CAMP

**\$2,945**

**AVERAGE COST PER  
CAMP**

**\$204**

**AVERAGE COST PER  
CAMPER**

**\$20**

**AVERAGE COST PER  
CAMPER PER DAY**

### 2ND YEAR CAMP

**\$1,688**

**AVERAGE COST PER  
CAMP**

**\$121**

**AVERAGE COST PER  
CAMPER**

**\$12**

**AVERAGE COST PER  
CAMPER PER DAY**



# TECH INSTRUCTORS

## RECRUITMENT JOURNEY



### OUTREACH

Organizers recruited from 12 Albanian universities, with a preference for young Albanians who have chosen to stay and contribute to Albania's future. These are ideal role models for local students.



### INTERVIEWS

Candidates were interviewed via Zoom and were offered roles based on their abilities. GLOW Code hired 9 full Instructors and 4 Teaching Assistants.



### ONLINE APPLICATIONS

Interested applicants submitted competitive applications online detailing their skills and interest in joining GLOW Code.



### ONBOARDING

Instructors benefited from paid work experience, teaching methodology training, and letters of recommendation.

**GLOW  
CODE**

# TRAIN-THE-TRAINERS

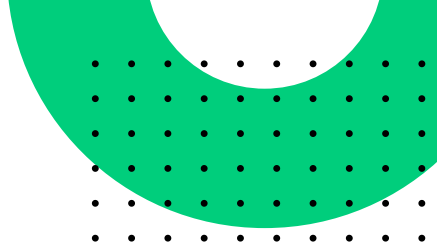
13 ALBANIANS 🤝 16 AMERICANS 🤝 1 MACEDONIAN

GLOW Code launched its 2024 programs with a 1-day **Train-the-Trainers** workshop in Fushë-Krujë. Led by our Macedonian Head of Coding, 13 Albanian instructors and 16 American Peace Corps Volunteers (PCVs) met for a day of learning and collaboration. The split sessions trained Tech Instructors on GLOW Code's coding curriculum and teaching methodologies, while American PCVs covered curriculum, camp management, and youth engagement strategies. This event laid the foundation for GLOW Code's Albanian-American partnership across its 7 camps.



*The “Train-the-Trainers” work-shop was a **valuable experience** which gave me a deeper understanding of GLOW Code’s curriculum and insights into the ideal teaching approach. The best part was the **sense of community** among the Albanian trainers and American organizers. It was inspiring to connect with all of these other colleagues. I have absolutely used what we learned to make my teaching better.”*

- **Fabiola, Bushat Tech Instructor**



# JUNIOR INSTRUCTORS

## PAYING IT FORWARD

After the 2023 pilot, many GLOW Coders expressed interest in returning to GLOW Code in 2024. Inspired by their desire to give back, **GLOW Code piloted the Junior Instructor program** in Gramsh, to offer 2023 graduates the chance to participate in 2024 camps while further developing their coding and leadership skills.

**Nine GLOW Code alumni volunteered** for these roles. Prior to the camps, Junior Instructors conducted video interviews and rated over 200 applicants from across Albania on our admission criteria.

During the Gramsh camp, Junior Instructors supported the adult Tech Instructors, which helped them further strengthen their coding skills while growing as leaders in positions with more responsibility. Their involvement allowed Tech Instructors to focus on delivering lessons and less on troubleshooting syntax errors.

**GLOW Code plans to continue refining the Junior Instructor program and expand it to additional sites in coming years.**



*"The Junior Instructor experience was so rewarding. Not only because I saw new GLOW Coders learn, improve, and have fun, but also because I felt like I learned a-lot about myself as a leader.*

*Helping the girls gave me a lot of confidence in my own skills and abilities, but also taught me more about communication, patience, and being a leader."*

**-Eslie, Gramsh Junior Instructor '24  
& GLOW Code Alumni '23**



# GLOW CODE CLUBS

SUSTAINABLE, CONTINUOUS EDUCATION 🎓

The GLOW Code Club was created for **graduated GLOW Code students** to practice and refine their digital skills, while also welcoming **new students** who didn't have the opportunity to join GLOW Code, but want to experiment and learn basic coding.

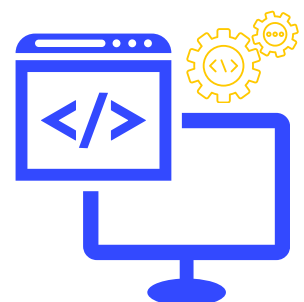
Gramsh's GLOW Code Club met once a week for two hours after school. Participants continued to gain new digital skills in an open, supervised environment.



GLOW Code Club meeting in Gramsh

GLOW Code Club members independently worked on [freecodecamp.org](https://www.freecodecamp.org) **HTML & CSS** lessons. A facilitator was present to answer questions and assist whenever a student got stuck on a problem. Additionally, the school computer teacher would attend the first 30 minutes of each session to support the camp.

4 GLOW girls attended club and each brought at least one friend. One **new club-goer** ended up *applying & accepting* an invitation to **GLOW Code 2024**. Two club-goers and **graduates** of GLOW Code became **Junior Instructors**.



# PESHKOPI

June 24 – July 5

## COMMUNITY CONTEXT

GLOW Code Peshkopi marked **the first expansion** outside the 2023 pilot site. In Dibër, one of Albania's poorest regions, interest in the program was high. The camp was held at Shkolla 'Demir Gashi' in Peshkopi, and led by three local Albanian instructors.

Despite major obstacles, like limited or no internet access at home, 36 girls applied through a two-part application process for 16 spots.

**Ultimately, 16 girls from 3 towns and 10 villages successfully graduated from the program.**



## CAMP OUTCOMES

### Technical Skills

93% of GLOW Code campers had no prior coding experience. By the end, **100% completed personal websites using HTML and CSS**, and 73% reported feeling confident in their coding skills.

### Soft Skills

100% of graduates reported increased confidence in their leadership abilities **AFTER** GLOW Code compared to only 33% feeling confident **BEFORE** GLOW Code. 73% are interested in becoming Junior Instructors in 2025.

### Community Action

All campers presented tech solution pitches on community identified issues in their community on graduation day. Pitches ranged from waste management to education.

## CAMP SPOTLIGHT

GLOW Coders **Mari Kata** and **Gonxhe Guzja** applied GLOW Code's principles of **agency** and **community action** to help a young, female community member organize a 1-week English camp at Shkolla 'Irfan Hajrullai' in Peshkopi.

**Their leadership example impacted 27 students**, who demonstrated improved English skills and now have new role models within their community.



# PESHKOPI

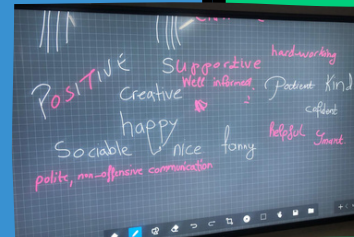


# GRAMSH

July 1 - July 12

## COMMUNITY CONTEXT

In its second year, GLOW Code Gramsh had 14 campers from grades 8-10 representing four different schools. In addition, the camp had two instructors and nine junior instructors who rotated during the camp, working in teams on different days. By the end of camp the quiet, yet motivated campers from Gramsh demonstrated incredible growth in English skills and in their own confidence. **The role of the junior instructors in this camp was to provide assistance throughout the camp** by circulating the lab and helping with coding and troubleshooting to ease the load on the coding instructors.



## CAMP OUTCOMES

### Technical Skills

100% of campers did not have any coding experience prior to the camp. At the end of the camp, 71% felt confident in their coding skills and 100% created a personal website.

### Soft Skills

Before the camp, 14% reported feeling confident in their leadership skills, **compared to 93% feeling confident in leadership skills after the camp.**

### Community Action

All campers explored community issues and created tech solutions. 100% of campers are interested in becoming junior instructors next year.

## CAMP SPOTLIGHT

**Noemi and Mikela** demonstrated impressive leadership skills throughout the camp by **effortlessly stepping into guiding roles that pushed other campers to embrace their strengths** and develop meaningful community project ideas. Both girls also took the initiative to emcee and host the graduation ceremony, surprising the team & adult guests with heartfelt speeches about their GLOW Code experience.



# GRAMSH





# FUSHË-KRUJË

July 15 - July 26

## COMMUNITY CONTEXT

Fifteen girls ages 13-21 graduated from GLOW Code Fushë Krujë camp in July 2024. The camp was held at 'Adem Gjeli' School, the largest grade elementary school in Albania and **located in one of the country's poorest towns**, less than 40 minutes from Tirana. Each girl succeeded in creating her own website and showcasing it to her parents on graduation day. They mastered a skill they previously thought unobtainable and "only for boys." The camp was a huge success leaving each girl's life changed forever in a positive and meaningful way.



## CAMP OUTCOMES

### Technical Skills

73% of the campers did not have any prior coding experience. After the camp, 93% of campers reported an increase in confidence in their coding skills.

### Soft Skills

Self reported confidence in leadership skills rose from 33% before the camp to 93% after the camp. **STEM career interest rose from 40% before to 87% after the camp.**

### Community Action

100% of campers completed a tech solution presentation that targets a community issue. Issues ranged from pollution to stray animals.

## CAMP SPOTLIGHT

Coding instructor Anxhela gave her all to GLOW code Fushë-Krujë. She truly believes in the mission of inspiring and creating opportunities in tech for the next generation of girls. She decided to join GLOW Code **"to inspire a younger generation of girls."** The camp couldn't have happened without Anxhela, and her enthusiasm and love of coding was apparent, and spread to the girls, making them excited for all the coding sessions.



# FUSHË-KRUJË



# LUSHNJË

August 12 - August 23

## COMMUNITY CONTEXT

GLOW Code Lushnjë was greatly supported by the local school, 'Foto Puka', and the municipality. Lushnjë's camp had 14 girls participate, out of 32 applicants. Two coding instructors, originally from Lushnje, taught HTML, CSS, and SQL. In addition to the coding instructors, two municipal employees helped run the leadership sessions and games. **GLOW Code Lushnjë helped combat the lack of technological opportunities, especially for girls, in the underserved community.**



## CAMP OUTCOMES

### Technical Skills

80% of campers did not have any coding background before the camp. **100% of campers reported increased confidence in their coding skills** after the camp.

### Soft Skills

After the camp, 100% of campers felt they increased their leadership skills. 90% reported an interest in pursuing a STEM career, compared to 50% before the camp.

### Community Action

100% of campers identified community issues and presented tech solutions. Issues discussed ranged from infrastructure to pollution.



## CAMP SPOTLIGHT

Tech Instructors **Maida Dualle** and **Ariola Çela** exemplified all the qualities we hoped to instill in our campers at GLOW Code. They became good friends with both campers and colleagues, and maintained a positive attitude every day. Going beyond the call, both Maida and Ariola stepped up to be a part of every activity during the camp, assisting with games, leadership sessions, and project management activities. **They were amazing coding instructors who embraced and embodied the spirit of GLOW.**



# LUSHNJË



# ERSEKĚ

August 19 – August 30

## COMMUNITY CONTEXT

GLOW Code Ersekë introduced coding and leadership skills to 10 girls in a community that had limited prior exposure to these skills. **The camp empowered girls to take ownership of tech solutions for community challenges** and was held at Papa Kristo Negovani school. GLOW had a lot of support from the school and the local municipality. The camp set a precedent for future coding initiatives and laid the groundwork for a sustainable model of education and mentorship that will continue to grow beyond this camp.



## CAMP OUTCOMES

### Technical Skills

100% of campers had no coding experience prior to the camp. After the camp, 50% showed an increase in their confidence in coding skills.

### Soft Skills

After the camp, **80% of campers were confident in their leadership skills**, compared to 10% before the camp. 100% reported an improvement in their English skills.

### Community Action

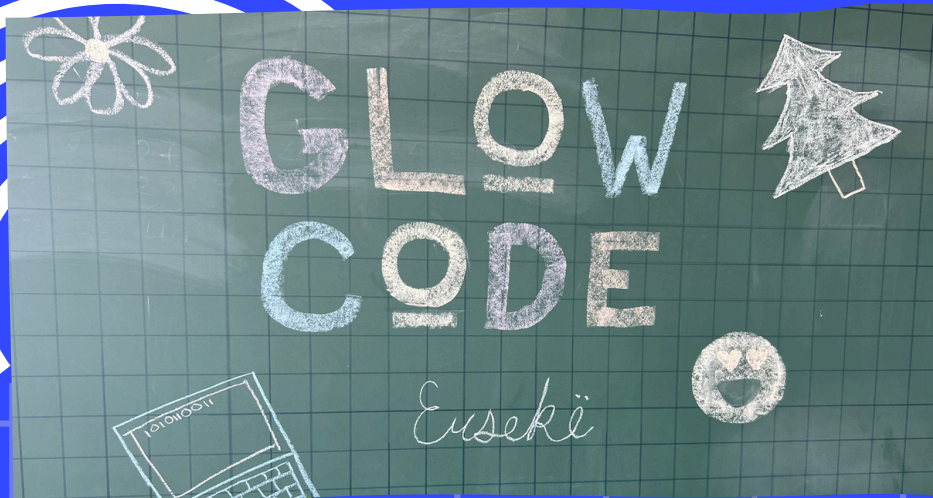
All campers presented tech solution pitches on community identified issues on graduation day. Pitches ranged from healthcare to community spaces.

## CAMP SPOTLIGHT

Teaching Assistant Keris was essential to the success of the camp. Over the two weeks of the camp, Keris **demonstrated exceptional dedication to the GLOW code mission of empowering young girls through tech and leadership education**. In addition to her teamwork, she exhibited excellent leadership skills and encouraged teamwork. She took initiative in guiding group activities and ensured a supportive learning environment. Her patience and passion for teaching shown through when working with the campers.



# ERSEKĚ

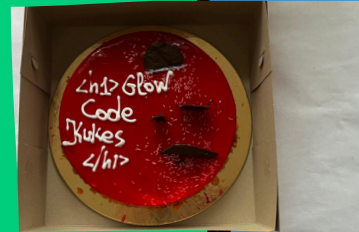


# KUKËS

August 26 – September 6

## COMMUNITY CONTEXT

GLOW Code Kukës had 13 girls from the municipality of Kukës, an area that is experiencing the highest levels of emigration in Albania. The camp was held at 'Riza Spahiu' primary school and was supported by the director of the school and The Center for Youth Progress, a local community NGO. **This camp brought informatics students in Tirana back to their home region to be coding instructors and offered a unique educational experience to young girls of Kukës.** Overall 49 girls from the Kukës region applied to the camp.



## CAMP OUTCOMES

### Technical Skills

83% of campers had no coding experience before the camp. **92% reported an increase in confidence in their coding skills** after the camp.

### Soft Skills

92% reported an increase in confidence in their leadership skills after the camp, compared to 25% before the camp. 92% are interested in becoming Junior Instructors in 2025.

### Community Action

All campers presented tech solution pitches to community identified issues in their community on graduation day. Pitches ranged from pollution to education.

## CAMP SPOTLIGHT

Teaching Assistant Kasilda demonstrated how crucial it is to have motivated counterparts. She was an eager participant at every stage of the camp, from the setup of the computer lab to the delivery of the coding curriculum and the final day wrap-up. **Her dedication to the goal of GLOW Code to educate young girls in her community was apparent from the beginning.** GLOW Code aims to give more opportunities to other young technologists like Kasilda to be leaders in their communities, spreading positive change.



# KUKËS





# BUSHAT

August 26– September 6

## COMMUNITY CONTEXT

GLOW Code Bushat served 16 girls, ages 13–17, **across 4 villages and 6 schools** in the Vau i Dejes municipality. The camp was held at 'Gjon Ndoci' school, which recently got a Smart Lab equipped with 12 computers at the end of the 2023–2024 school year. GLOW partnered with Algorithmics coding school and the iTech computer store to borrow 4 computers, so 16 girls could attend the camp. The coding instructors came from the nearby city of Shkoder and another northern city of Tropoje. **GLOW Code filled a need in the community for extra-curricular activities and helped combat the lack of technological knowledge.**



## CAMP OUTCOMES

### Technical Skills

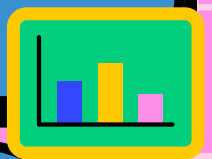
77% of campers did not have a coding background before the camp. 100% completed websites, using HTML and CSS. **92% reported an increase in confidence in their coding skills** after the camp.

### Soft Skills

**85% of graduates reported having more confidence** in their leadership abilities AFTER GLOW Code compared to only 31% feeling that way BEFORE GLOW Code. 92% are interested in becoming Junior Instructors in 2025.

### Community Action

100% presented tech solutions for community identified issues, which included infrastructure, water pollution, low resources for education, and lack of community spaces.

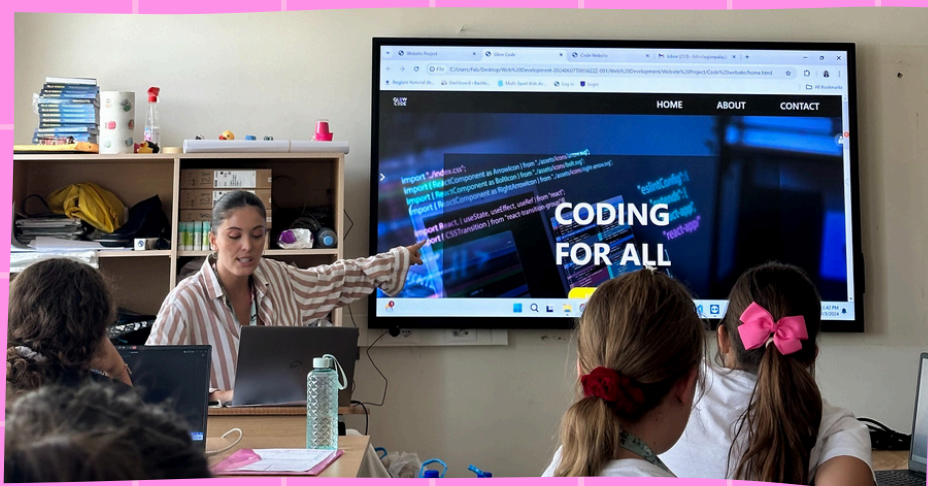


## CAMP SPOTLIGHT

One camper stood out by having the greatest growth, Migersa Celepija. During the first week of school, at least three teachers commented about the change they saw in her. She was participating and engaged in class more than last year, she was more confident in front of her peers, and her English skills were much improved. The teachers all attributed these changes to GLOW Code. **The skills and confidence she gained in the camp followed her into the classroom, and will continue to serve her well throughout her life.**



# BUSHAT



# 2025 & BEYOND

Looking ahead to 2025 and beyond, GLOW Code will be working to expand its reach not only by hosting **a greater number of summer camps**, but also through implementing after-school initiatives. All of these projects align with our strategic programmatic goals aimed at continuing to **empower young girls** to become leaders in their communities by providing them with digital skills and leadership opportunities.

1

## 2025 Camps

We plan to organize **summer camps in more underserved rural and urban communities** outside Tirana by expanding to new sites. We are working to host **10 - 15 camps** in 2025 to serve **135 - 150 additional girls**, a **30 - 45% enrollment increase** from 2024.

2

## GLOW Code+ Pilots

We are developing an advanced curriculum called GLOW Code Plus (GLOW Code+). GLOW Code+ will be a **1-week intensive camp** that will balance **learning a more advanced coding language** with a **community engagement curriculum**. Those that have participated in a GLOW Code camp previously will be eligible to apply. We plan to pilot **2 to 4 sites in 2025**, with **each camp serving 8 to 10 girls**. This opportunity will give participants a deeper technological foundation in preparation for a career in a STEM related field.



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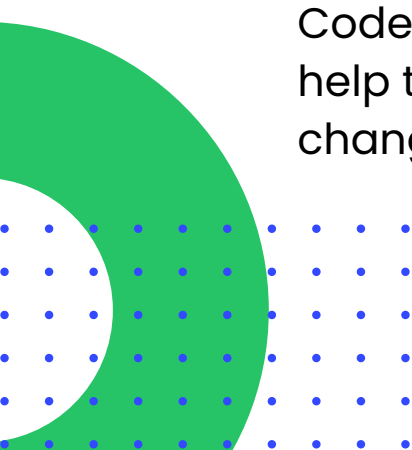
## GLOW Code Clubs

In the 2024 - 2025 school year, we are applying lessons learned from last year's after-school GLOW Code Club piloted in Gramsh. Now, we are rolling out a more structured curriculum covering not only **HTML and CSS**, but also **teaching digital literacy skills** and **employing community engagement activities**. Notably, these clubs meet **once per week** and are **open to both girls and boys**, regardless of whether they participated in a GLOW Code camp. **We are targeting 70 - 100 students from up to 10 schools across Albania**. Our goal is for participants to build on prior knowledge while learning in a team-based setting.

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## Junior Instructor Program

After the success of last year's Junior Instructor program, we plan to expand it to include **2 - 4 girls from each previous camp**. Our goal is to create a more **formalized application and training process** that goes beyond helping conduct the interview process and assisting in coding sessions. We also aim to help **improve participants public speaking and leadership skills** so that they may be able to take ownership over some of the leadership aspects of future camps. This program not only adds a sustainability aspect to GLOW Code, but also works to empower young girls and to help them gain confidence in their ability to be local change makers.





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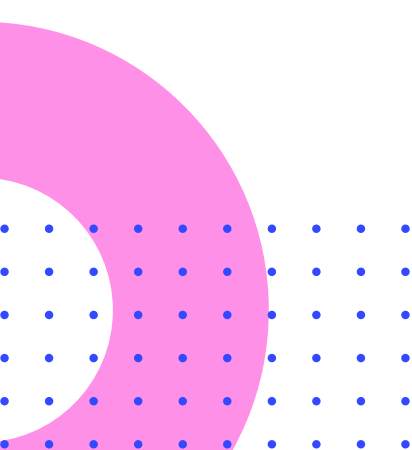
## Alumni Network

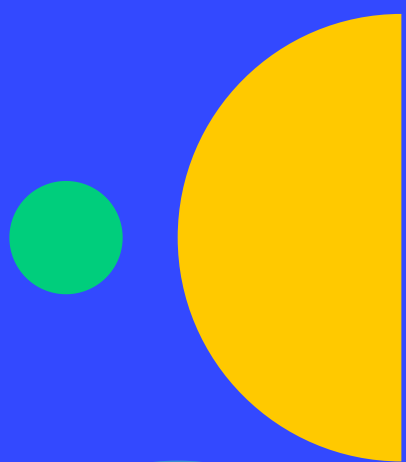
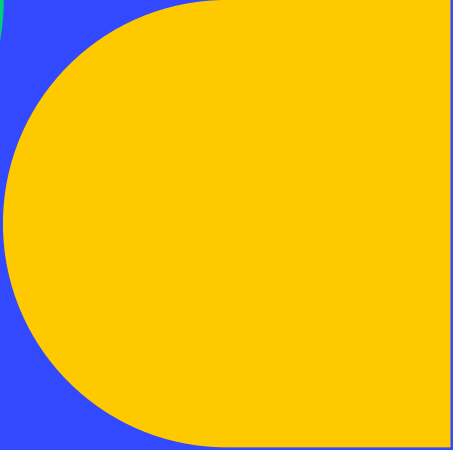
Now that we have a network of over 100 girls across Albania that have participated in GLOW Code, our intention in the next year is to create avenues for these alumni to connect with one another. In order to do this, we have launched a **Discord Server** that will enable alumni to **connect virtually**. This platform will allow them to not only communicate via chats, but also through online meetings where they can compare experiences and discuss collaborative projects from all corners of Albania. We aim to hold 3 - 5 all GLOW Coders online and offline events by **the end of 2025**.

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## Strengthening Partnerships

As we work to expand GLOW Code throughout Albania, we recognize the significant investments made by the Albanian-American Development Foundation into each Smart Lab. We also recognize the value of strong local partnerships. Our goal is to expand and deepen partnerships over the coming years, not only with the national Albanian government through the **Ministry of Education and local bashkias**, but also to work with **local NGOs** that share our goal of lifting up girls in underserved areas that wish to pursue a future in STEM.





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