

2024 Annual Report

27 Chapters, 32 Countries; One Inclusive Vision



At a Glance

Highlights	Year In Numbers	Innovation and Growth	Sustainability and Impact
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Foreword



Lori Boll, Executive Director

"Together, we are creating a more inclusive world, one school, one community at a time."

Dear SENIA International Community,

In 2017, the SENIA International Board of Directors established our "Big 5" strategic goals, which continue to guide our mission and impact. As we reflect on 2024, I am filled with immense pride and gratitude for the remarkable strides we've made in advancing inclusive education worldwide. Our collective efforts have truly embodied our vision of creating a world where every individual is valued and empowered to reach their full potential.

This year, we've made significant progress across our Big 5 goals:

1. Create Awareness of Neurodiversity, Disability, and the Value of Inclusion:

- Hosted a transformative international conference at International School Ho Chi Minh City, bringing together educators, parents, and specialists from across the globe.
- Celebrated outstanding individuals through our SENIA World Changer Award and Student Award programs.

2. Provide Learning Opportunities for Professionals and Families:

- Expanded SENIA Academy, offering an array of courses that have equipped hundreds of educators, parents, and teaching assistants with essential skills.
- Awarded close to \$20,000 in scholarships to support community resources and provide professional learning opportunities to school teams.

3. Create a Global Network of Relationships and Resources:

- Supported the growth of local chapters worldwide.
- Significantly expanded our membership and provided support to member schools through Q&A sessions, mentorship, and our confidential networking platform.
- Translated Level One Coursework into Vietnamese to support local teachers in the country.

4. Advocate to Create Inclusive Education Worldwide:

- Shared stories of transformation and growth from our members, reinforcing the importance of our mission.
- Continued to promote best practices and innovative approaches in inclusive education through our various platforms such as SENIA Academy and Mighty Networks.

5. Build a Viable and Sustainable Organization:

- Strengthened our partnerships with sponsors and supporters.
- Planned future events, including our upcoming conference at International School Phnom Penh and our Summer Institute in partnership with the Office of Overseas Schools.

To our dedicated members, supporters, sponsors, and partners: your passion and commitment are the driving force behind our success. Together, we are creating a more inclusive world, one school, one community at a time.

Thank you for being an integral part of the SENIA International family. Here's to another year of learning, growing, and championing inclusion!

With appreciation,

Lori Boll

Executive Director, SENIA International

SENIA Highlights

Highlight 1: Scholarships & Awards



In 2024, SENIA International reinforced its dedication to inclusive education through our comprehensive scholarship program. We proudly increased our overall amount given since we began our scholarship program by 40%. We awarded a total of \$19,175 in scholarships, benefiting 34 recipients across diverse categories. This includes our Student Awards, Conference Scholarships (both in-person and virtual), SENIA Certification Scholarships, and our Outreach Scholarship. Additionally, we recognized 12 individuals with our World Changer Award. We're particularly proud that 100% of donations to SENIA go directly to our scholarship program, with our other initiatives funded through our services. These scholarships not only provide crucial financial support but also empower educators, students, and community members to advance inclusive practices in their respective settings, creating a ripple effect of positive change in education worldwide.

SENIA International takes pride in collaborating with partner organizations that share our commitment to inclusive education. Our partnerships are carefully cultivated to ensure alignment with our mission and values. We exclusively partner with non-profit organizations whose goals complement and enhance our efforts to create more inclusive educational environments worldwide. These strategic alliances allow us to leverage combined expertise, resources, and networks, amplifying our collective impact. By joining forces with like-minded non-profits, we can reach a broader audience, share best practices, and create more comprehensive support systems for educators, students, and families. These partnerships are instrumental in advancing our mission, fostering innovation in inclusive education, and creating a more interconnected global community dedicated to empowering diverse learners.

Highlight 2: Partners



Highlight 3: Membership



SENIA International's membership program has grown significantly, creating a powerful network of educators, professionals, and advocates committed to inclusive education. With 81 member schools and 894 individual members connected through our Mighty Network platform, we've fostered a vibrant community of practice that spans the globe. This diverse membership base enables rich knowledge sharing, collaborative problem-solving, and the exchange of best practices in inclusive education. Our member schools benefit from exclusive resources, professional development opportunities, and a supportive network of peers facing similar challenges. Individual members gain access to a wealth of expertise, networking opportunities, and a platform to share their own experiences and insights. The collective impact of this engaged community is profound, driving innovation in inclusive practices, supporting professional growth, and ultimately enhancing the educational experiences of diverse learners worldwide.

SENIA International's global impact is exemplified by its extensive network of 28 local and regional chapters, spanning multiple continents including Asia, Europe, Africa, the Middle East, the Americas, and Australia. This diverse representation underscores SENIA's commitment to fostering inclusive education worldwide. Complementing these chapters are 78 dedicated teacher representatives from 32 countries, who serve as vital liaisons between SENIA and their respective schools. These representatives play a crucial role in disseminating SENIA's mission, sharing best practices, and implementing inclusive strategies within their educational communities. The combination of local chapters and individual representatives creates a robust, interconnected network that enables SENIA to adapt its initiatives to local contexts while maintaining a cohesive global vision for inclusive education

Highlight 4: Chapters



Highlight 5: Conferences



In 2024, SENIA International organized several significant events to promote inclusive education globally. The organization held a conference in Ho Chi Minh City, Vietnam; "Designing for Inclusion." This event brought together educators from international schools to share strategies for creating inclusive learning environments. SENIA also launched a virtual conference series called "SENIA Unplugged," which runs from November 2024 to May 2025, featuring live conversations with keynote speakers and a wide range of asynchronous workshops accessible online for six months. Additionally, SENIA hosted a Connect event in Santiago, Chile, centered on "Understanding and Supporting Behaviors." This two-day networking event included in-depth exploration of Functional Behavior Assessments and Behavior Intervention Plans, providing valuable professional development opportunities for educators in the region. These events collectively showcased SENIA's commitment to fostering inclusive education practices and creating platforms for educators to share experiences and strategies across different formats and locations.

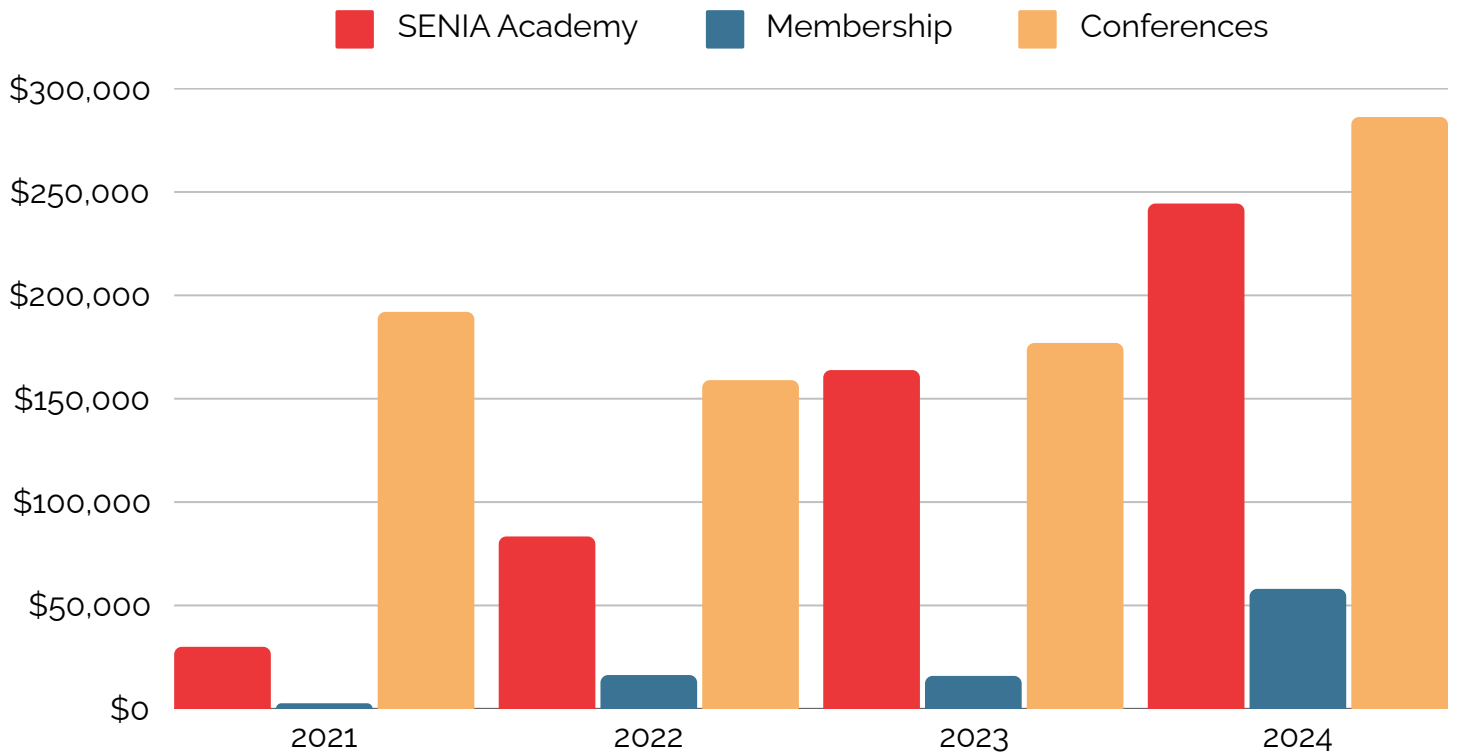
This year, SENIA Academy expanded its impact by continuing its popular Teaching Assistant (TA) and Level One Educator courses while introducing Level Two coursework. Over 322 participants engaged with TA courses, 434 with Level One, and 23 with Level Two, reflecting the growing demand for these professional development offerings. The year also marked the soft launch of the SENIA Academy Vietnam Foundations program in partnership with UNIS Hanoi. SENIA Academy's in-service and online group courses foster shared language, vision, and knowledge through peer discussions, creating meaningful networks. The SENIA Academy program remains committed to empowering educators worldwide with inclusive education strategies and resources.

Highlight 6: SENIA Academy



Our Year in Numbers

Financial Performance

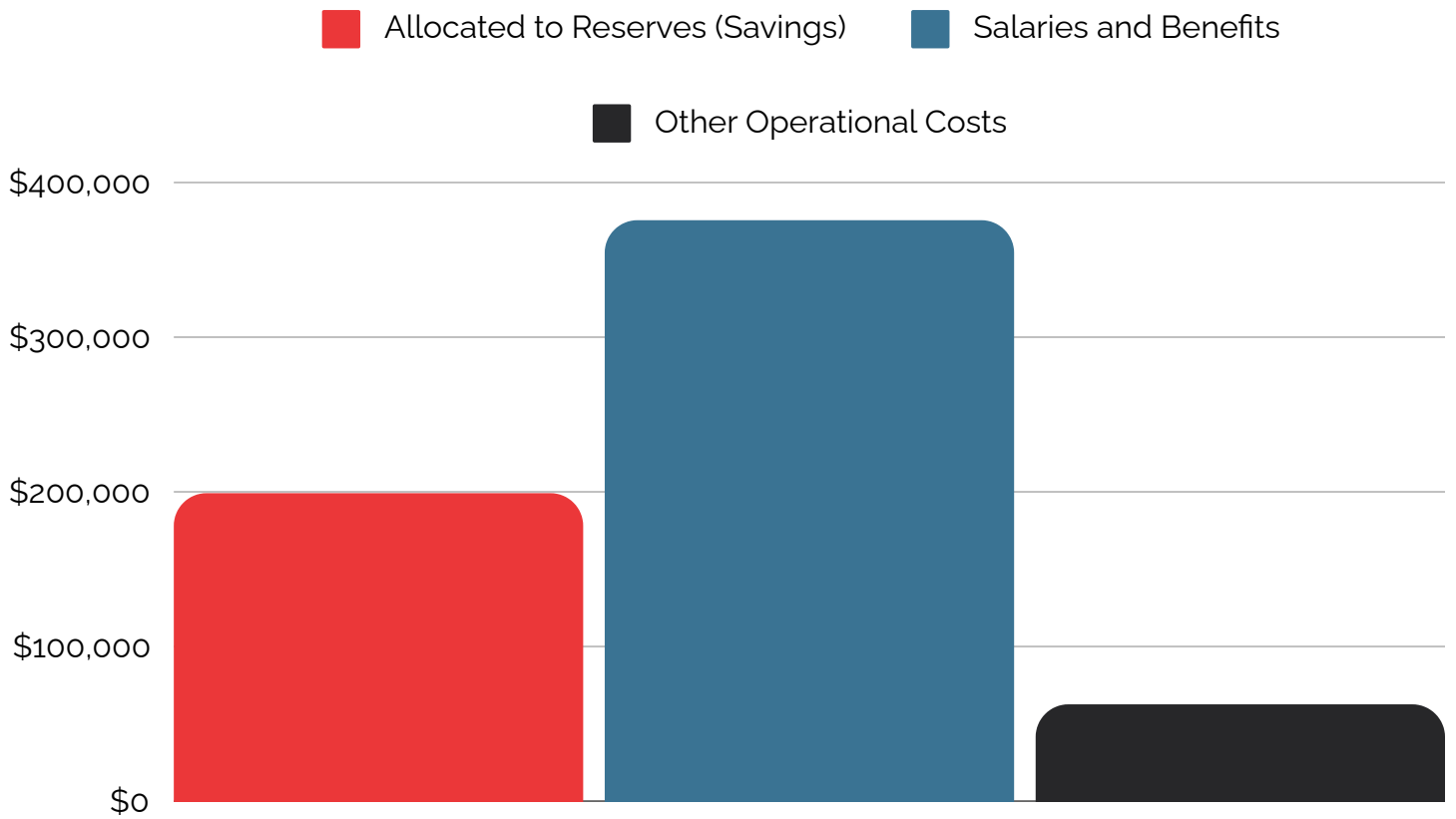


Over the past four years, SENIA has experienced remarkable growth, reflected in our increasing financial income. This growth has allowed us to expand our impact while responsibly managing our resources.

Operating Expenses

Our funds are thoughtfully allocated toward operational costs, staff salaries, and strategic investments aimed at ensuring the long-term sustainability of our mission.

In the past year, we've added an events manager and a part-time team member dedicated to supporting SENIA Academy, further strengthening our capacity to serve the neurodiverse community effectively and with integrity.



Donations and Giving

Thanks to the combination of outside donations and SENIA funding, nearly \$20,000 was dedicated to scholarships and awards.

100% of outside funded donations are funneled directly into our scholarships and awards program. SENIA does not allocate any donation funds for administration or overhead.

Sustainability and Impact

SENIA International's strength and sustainability are rooted in its robust leadership structure, which includes:

Board of Directors

SENIA's diverse Board of Directors provides strategic direction and oversight, guiding SENIA's mission and vision.

Chairperson- Tanya Farrol. Nanjing, China

Secretary, Director of Growth & Development- Miggie Shum, HCM City, Vietnam

Treasurer, Director of Finance- April Remfrey, Zurich, Switzerland

Director of Scholarship & Awards- Dr. Gerald Anthony. Beijing, China

Director of Marketing- Jay Lingo, Hong Kong

Director of Professional Learning- Laura Cox, Johannesburg, South Africa

Director of Membership- Lizzie Hudson, Maputo, Mozambique

Associate Directors and Program Managers

This group of essential volunteers brings expertise to key areas such as professional development, membership engagement, and resource development, ensuring the organization's initiatives are effectively implemented. Our Associate Directors represent 20 different schools or organizations and are located in Asia, Europe, the Americas, Africa, and the Middle East.

SENIA Academy Course Creators & Facilitators

SENIA Academy's course authors are experts in inclusive education, sharing their extensive knowledge to support participants' learning. Facilitators, many of whom are SENIA International directors or local chapter leaders, are deeply committed to inclusive education. They engage participants in collaborative learning while challenging them to deepen their understanding of course concepts.

Local and Regional Chapter Boards

SENIA's global impact is amplified through its network of local and regional chapters, each led by committed volunteer boards of directors who host small conferences, networking events, provider fairs, and more.

Advisory Board

The SENIA Board of Directors benefits from the guidance of an Advisory Board. This group consists of six experienced professionals in the field as well as legal and financial experts who provide valuable insights and expertise to support SENIA's mission.

This multi-tiered leadership structure, from the international board to local chapter teams, ensures SENIA's sustainability and enables the organization to have a significant, lasting impact on inclusive education practices worldwide.

Our People

With only three full-time and two part-time employees, SENIA strives to build a workplace culture focused on innovation and efficiency.



Lori Boll, Executive Director



Andrea Lillis, Deputy Executive Director



**Arcelia Navarro, Events
Manager**



**Diana Lopez Martinez, SENIA
Academy Program Assistant**



**Michael Boll, Technology
Director**

Contact Us

For further information, please reach out to us at info@seniainternational.org.

SENIA International

Address: 18160 Cottonwood Rd. PMB 637 Sunriver, OR 97707 | USA

Website: SeniaInternational.org