

# HundrED Impact Report 2023

DECEMBER 2023

**hundrED**





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## HUNDRED IMPACT REPORT 2023

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**This is an interactive document.**



# Introduction



## Foreword

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2023 has been a busy year for HundrED as we put our renewed strategy into action. We wish to express our appreciation to our innovators, our engaged community members, our partners and our growing team for their resolute support to advance the critical role of innovation in transforming education.

As ever, the highlight of our year has been the HundrED Innovation Summit. It was fantastic to meet over 160 attendees in Helsinki in person, in partnership with the Helsinki Education Week.

In 2023, we began to see the effects of inflation and a looming recession in the education sector, and we anticipate that these trends will deepen through 2024 and potentially beyond. Because of this, many public, private, and philanthropic supporters of the sector may take a more conservative approach to strategic spending decisions.

We expect that these shifts in the funding dynamics will cause some creative destruction in the sector as priorities evolve and organisations are forced to adapt. We encourage all education innovators to prepare today for these approaching headwinds. At HundrED, we commit to doing our best to provide critical support to protect and continue to increase our collective impact during these times.

Despite these external factors, HundrED has been able to keep its operations sustainable throughout 2023 and we expect this to continue through 2024. It is essential that the resourcing for the education identification research be secured, so that we can continue amplifying positive impact stories and opportunities for the sector. The first step on this journey was taken last year when we announced the HundrED Implementation Centre.

To keep this positive momentum and grow our impact, we have updated our Theory of Change and refined our focus on identification, implementation and amplification work. The first two reports from the HundrED Implementation Centre were published, and a record number of innovation submissions and reviews were collected this year.

We are working towards providing further resourcing for innovation implementation. The second concrete step on this journey was revealed at the Innovation Summit, as the HundrED Foundation will be starting its operations in the beginning of 2024.

On behalf of HundrED, we hope you find this impact report inspiring, and if you wish to collaborate with us please get in touch - let's work together to help every child flourish!



## Saku Tuominen

CHAIRMAN & CO-FOUNDER  
HUNDRED



## Lasse Leponiemi

EXECUTIVE DIRECTOR & CO-FOUNDER  
HUNDRED



## Our Manifesto

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### THE CHALLENGE

The world is full of hardworking specialists who are driving innovative, impactful, effective and scalable approaches to education. But many of the existing solutions to the shared challenges our global education systems face are not being spread beyond an individual classroom. This suggests that for every challenge there is already a tested and viable solution implemented somewhere in another education system, school or classroom.

### THE OPPORTUNITY

At HundrED, we believe that through identifying, amplifying, and facilitating the implementation of K12 education innovations our global education systems can be enhanced and students equipped with the skills to thrive as global citizens. At the core of this constant change is supporting leaders and teachers to develop their skills to drive sustainable change.



Figure 1:  
HundrED Approach

## THE MISSION

HundrED is a mission-driven education organisation helping every child flourish no matter what happens in life. Founded in Helsinki in 2015, our approach is one grown from sharing a culture of Finnish educational entrepreneurship with a truly global outlook and reach. The purpose of education and our ultimate goal is to help every child flourish. We identify impactful and scalable education innovations and help them spread. To make this happen, we believe that visionary leadership is required at every level in order to transform our global education systems.

In a fast changing world, focusing on traditional academic skills will remain important, but that is not enough. Children must be equipped with a breadth of skills. While we are advocates of a child-centric approach and personalised, passion-based learning, the relationship between an inspired teacher and a motivated student will remain essential. Assessment has to be aligned with the core purpose of helping kids flourish and all of this should be reflected in the learning environments of the future. The world of education is full of hardworking specialists who are making this happen every day. Our mission at HundrED is to give them the recognition and visibility they deserve.

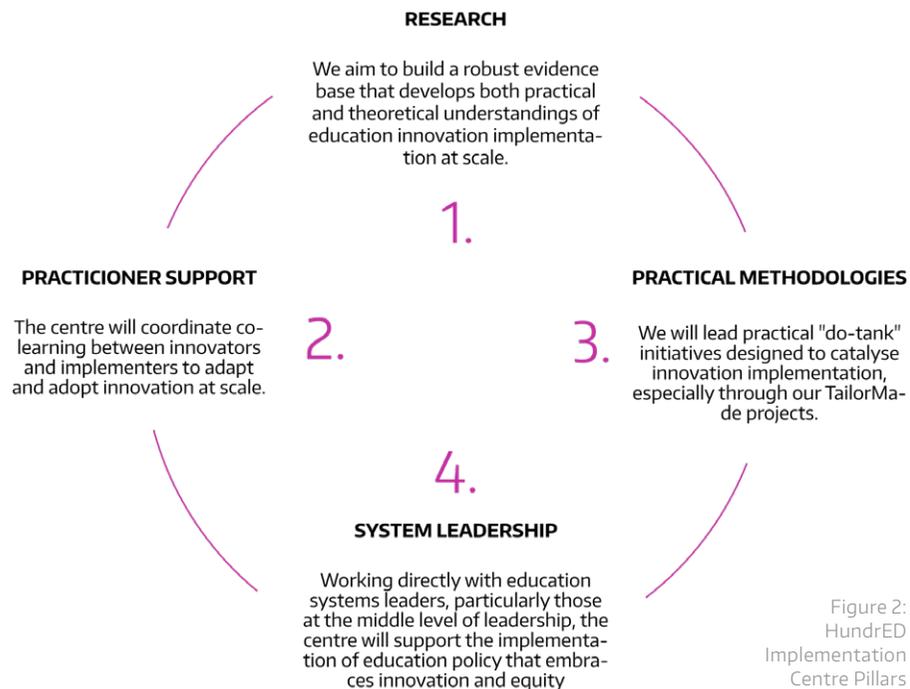


Figure 2: HundrED Implementation Centre Pillars



Figure 3: Education Ecosystem Interconnected Actors

## Our Guiding Principles

The HundrED mission shapes and influences our culture, decisions, and actions, and the HundrED Theory of Change serves as our guiding principle.

At the core of our operational philosophy lies a culture of collaboration and autonomy. Our work is based on education innovation research, collaboration with our partners and with our global community of 4000+ innovators listed on hundred.org. We entrust our team members with significant autonomy and believe in their capabilities while expecting high performance. Each member is crucial in proactively managing tasks, understanding context, and aligning them with personal priorities.

In our dynamic, vibrant and diverse project environment, unconventional ideas are encouraged, clarity is crucial, and open communication is essential. We operate swiftly, valuing the responsibility to question things, always aiming to maintain an approachable and friendly environment.

We acknowledge that our collective impact is contingent on the thriving community of education changemakers we are cultivating in over 100 countries. Their involvement is not just valued but integral to the realisation of our shared vision and mission.

## Our Team

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The most important asset for us is our skillful and dedicated team. Ten new team members and interns have joined us during this year making us a company of almost twenty people. Most of our team operates from our Helsinki HQ, our other offices being in Mikkelä and Lausanne, Switzerland. Our focus is on fostering a supportive team culture that encourages personal growth and evolving roles.

Our aim is to work seamlessly and always meet our high quality standards. Our evolving onboarding process provides everyone the basics while building in flexibility to personalise the process for each role. Enhancing our onboarding process has also helped us to document and update our internal practices. Our newly launched development discussions process ensures that everyone is able to bring up ideas and concerns about their own role development, as well as to give and receive feedback regularly. We actively develop our workplace culture, organise team days and celebrations to get together to both discuss and work on more strategic issues and also get to know each other better, to build trust, relax and have fun together.

We pay attention to diversity to reflect the global communities and partners we collaborate with. For example, we have 10 nationalities in our own team, and we have new DEI (Diversity, Equality, Inclusion) guidelines for producing our events.

We are curious to explore and try new things, to learn from each other, to work with the most innovative people, partners and tools, and with scalability and effective, data-driven operational practices.





## Our Partners

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At HundrED, we understand that pursuing our mission of helping every child flourish by transforming K12 education through innovation necessitates a dedicated and enduring collaboration with partners who share our vision.

Over the past year we have continued our evolution from a model focused on providing short-term value through services to partners towards an approach emphasising collaborative efforts with a diverse group of stakeholders. This shift aims at achieving tangible, significant outcomes.

We would like to take this opportunity to thank our partners for their engagement and support over the past year.

**Our Knowledge Partners supporting our research and insight generation:**

- LEGO Foundation
- Jacobs Foundation
- EdTech Hub
- Montessori Global
- Qatar Foundation
- Finnish National Agency for Education

**Our Implementation Partners driving Tailor-Made approaches to innovation implementation within education systems:**

- Helsinki Education Division
- Konstsamfundet
- Parents As Allies; Kidsburgh, Learning Heros, Brookings & IDEO with the support of the Grable Foundation

**Our Educator Partners working closely with HundrED to deliver support for educators and education providers:**

- Schools2030
- International Baccalaureate Organization
- Global Schools Forum

**Our Historical Partners** with whom we continue to collaborate and amplify ongoing work from 2019 including Royal Academy of Bhutan, World Bank, OECD, and Brookings.

**Our Global Funding Partners:**

- Supercell, whose generous financial support has allowed HundrED to strengthen the methodology of our annual flagship report, the Global Collection 2024, and convene our community of innovators and education leaders in Helsinki for the 2023 HundrED Innovation Summit.
- The Jacobs Foundation who have supported the establishment of our global centre for education innovation implementation, HundrED Implementation Centre which was launched in 2023.

## Our Roadmap to Impact

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The road to making an impact is not always linear or predictable. Making an impact, whether in one's personal life, in a community, or on a larger societal scale, can be challenging for a variety of reasons like limited resources, complexity of problems, differing opinions and values and even force majeure situations. That is why having a roadmap that points to the right direction is essential.

HundrED's Theory of Change (TOC) represents the end goal of our efforts, the impact we want to make, and the roadmap towards it. Our TOC explains how HundrED's activities are intended to produce results that contribute to achieving our intended impact on education. It is a culmination of our learnings since HundrED was launched in 2015 and is designed to reflect both our past learnings and future strategy.

We see our Theory of Change as an evolving part of our work that we re-visit periodically. While the ultimate goal remains to help every child flourish no matter what happens in life, the perspective on activities, outputs and outcomes that lead to it have to be understood from a conceptual framework that allows flexibility. In 2023 we decided to simplify how we refer to our outputs and outcomes to give us greater adaptability and provide clearer focus on essentials.

Our theory starts with the first steps to change through activities of **identifying impactful and scalable innovations, amplifying innovators and their solutions**, and **facilitating implementation**. We make this happen by investing our efforts in innovation **research**, providing and sharing **know-how**, establishing and facilitating **connections** and valuing and creating **inspiration**. All of this is meant to serve creativity and growth, both locally and globally and on personal and professional levels. A mix of these elements leads to outcomes like **professional development, innovation adaptation** and **system evolution** that are all needed to help **every child flourish no matter what happens in life**.

While we are aware of the challenges and complexities on the road to achieving social change and the impact we wish to bring about, success for us is celebrated every year through the publication of our impact report. Making an impact is a journey, not a destination, and every step forward counts.

HUNDRED THEORY OF CHANGE

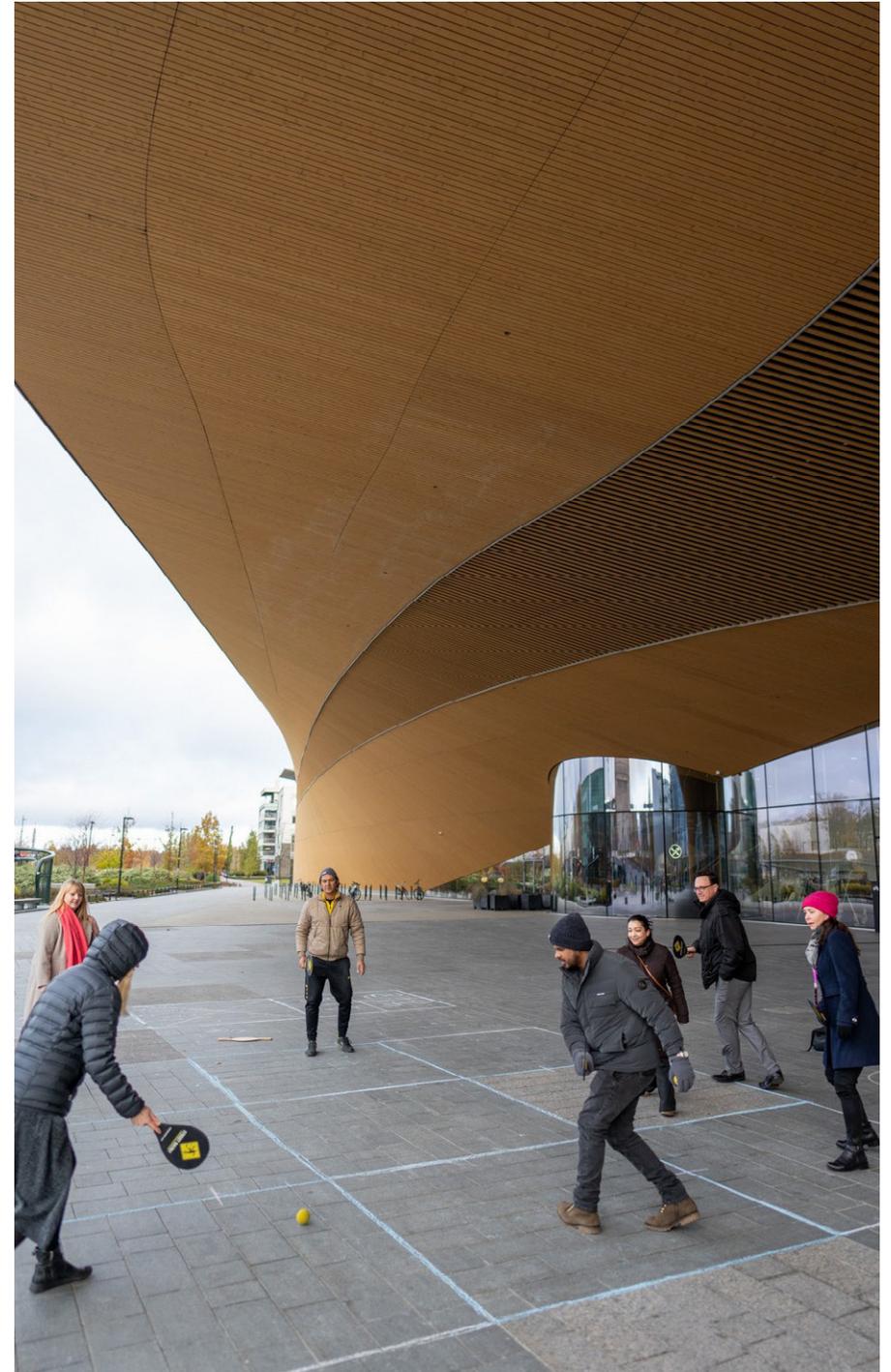




# Activities

Actions refer to the specific steps and strategies that we take to bring about to achieve our ultimate goal: helping every child to flourish.

We believe that spotlighting and boosting local innovations in education is vital. This is why our actions focus on **identifying, amplifying**, and facilitating the **implementation** of educational innovations. We aim to bridge grassroots efforts with the broader changes outlined in SDG4. True change in education will come when educators have solutions that fit their context, supported by strong leadership and the right resources.



On our road to impact we focus our efforts and activities into three interrelated areas:

### 1. IDENTIFY

HundrED identifies impactful and scalable innovations with a solid research and selection methodology, we spotlight solutions that address significant educational challenges. This helps shape the global conversation around educational innovation.

#### Find out more:

- [HundrED Global Collections](#)
- [HundrED Spotlights](#)

### 2. AMPLIFY

We amplify Innovators and their Solutions through HundrED's events, outreach, and community, we boost the profile of innovators and their methods. This not only gives them more exposure but also encourages a more solution-focused mindset in the educational community.

#### Find out more:

- [HundrED Massive Open Online Courses \(MOOCs\)](#)
- [HundrED Innovation Summit](#)
- [HundrED Reports and Publications](#)

### 3. IMPLEMENT

Through implementation facilitation we help to introduce and trial selected innovations in different settings, allowing educational stakeholders to expand these impactful ideas locally, regionally, and globally.

#### Find out more:

- [HundrED Tailor-Mades](#)
- [HundrED Implementation Centre](#)



# Outputs



Outputs refer to the direct and tangible results that arise from our activities of identifying, amplifying and facilitating the implementation of innovations. They are the deliverables that concretize what we do.

These outputs are efforts targeted at innovation **research**, providing and sharing **know-how**, establishing and facilitating **connections** and valuing and creating **inspiration**. All of this is meant to serve creativity and growth, both locally and globally and on personal and professional levels.



# Researched Education Innovation Insights

## IDENTIFICATION RESEARCH

### Research on Education Innovations in Qatar

Education in Qatar has undergone significant modernization and expansion in recent decades while also preserving its cultural values within the curriculum. The nation places a strong emphasis on quality education, with initiatives like “Education City” hosting campuses of renowned international universities. In partnership with the Qatar Foundation, a Spotlight launched in 2021 aimed to identify and promote impactful and scalable solutions that support the development of innovative educational practices in Qatar.

The results of the 2021 Spotlight show that there are a plethora of educational solutions that are transforming the education system within the local setting. We identified 10 innovative solutions providing high-quality learning experiences for students focusing on a wide range of educational areas, such as technology, nutrition, play and ethics. These practices use diverse methods to develop students’ critical thinking and problem-solving skills, with attention to the national curriculum and Qatari heritage, helping students thrive locally and globally.



*Building on the success of the Spotlight launched in 2021, we look forward to continuing our partnership with Qatar Foundation through another Spotlight launching in 2024.*

Qatar

→ [Qatar Spotlight page](#)

→ [Qatar Spotlight report](#)

## Research on EdTech Innovations Bangladesh

Over the past decade, Bangladesh has made significant strides in enhancing the quality of primary education. To further this progress, the government is focusing on a blended learning approach that integrates both digital and physical elements, and balances creative and logical aspects.

In partnership with EdTech Hub, this Spotlight set out to find scalable educational innovations that can bolster this blended learning initiative. We sought a range of hi-tech to low-tech solutions, encompassing everything from SMS-based technologies and game-based learning to school management systems. These innovations could target various educational stakeholders, including teachers, students, and administrators. The focus was on both nonprofit and for-profit innovations that complement effective teaching methods, whether they were accredited or not.



EdTech: Bangladesh

- [EdTech: Bangladesh Spotlight page](#)
- [Edtech: Bangladesh Spotlight report](#)

## Research on Gamified Curricula

Gaming has long been an intrinsic component of youth culture; the advantages of play-based learning are widely recognized for increasing student engagement and motivation. Joined by our partner, Supercell, we aimed to discover 10-15 educational innovations that merged game elements with curricula in upper-secondary education. Suitable candidates for this initiative had to meet the following criteria: their innovation should target individuals aged 16-25; promote mental well-being, inclusivity, and empathy; seamlessly integrate both physical and digital learning mediums; cater to both formal and informal education settings; and bridge the educational experience with the professional world.

The results of our search provide evidence that gamifying curricula is very complex. We received 193 submissions, the majority of which gamified lessons and pieces of the daily school experience; developing whole curricula often requires input at higher levels of the educational system. The final selection consists of 12 scalable and impactful innovations that boost educator capacity to gamify and/or provide fully-fledged gamified curricula.

*The Spotlight on Gamified Curricula report will be published in March 2024.*

## Research on Wellbeing in Schools

In 2024, we will be launching a Spotlight on Wellbeing in Schools, in partnership with International Baccalaureate, the Jacobs Foundation, University of Oxford's Wellbeing Research Centre, and Research Schools International and the Human Flourishing Program at Harvard University. Over the last year, we have been planning this Spotlight as one part of IB's larger project entitled "Student Wellbeing: a collaborative learning journey with schools worldwide." This project aims to turn the rhetoric of student wellbeing into an evidence-based reality, clearly embedded into systemic change through learning and innovation structures in education to support a healthy and flourishing learning environment for all students. The Spotlight submission period will open in February 2024, and we look forward to amplifying the efforts of innovators to support students' wellbeing around the world through the final report.

## Research on a Global Scale

Every year, HundrED selects 100 education innovations that represent some of the most impactful and scalable practices in education today. In our 7th collection, 11 more countries were represented compared to last year's collection and 16 more than the year before. Increasing the country spread of our collections contributes to HundrED's mission of giving recognition and visibility to education innovations from every corner of the globe.



Global Collection 2024

→ [Global Collection 2024 page](#)

→ [Global Collection 2024 report](#)

## IMPLEMENTATION RESEARCH

Through the HundrED Implementation Centre we have conducted position papers to outline our thinking and future actions in the education innovation implementation at scale.

### Implement at Scale

HundrED published its position paper “Implement at Scale” to steer the activities of the HundrED Implementation Centre (HIC). The paper introduces a research agenda on the implementation of education innovations at scale in primary and secondary schools around the world. Implement at Scale draws on Roger’s theory of innovation diffusion that is being adapted and contextualised within the education sector. Within the paper, we discuss how implementation can take place at scale, and what kind of factors affect the successful integration of innovative solutions and practices. This position paper sets the ground for future research, and continues activities we have done in the implementation space since 2021.



Implement at Scale: An Agenda for Education Innovation Implementation Research

Publication Date May 26, 2023  
Authors Green, Crystal and Lauren Ziegler  
→ [The Implement at Scale report](#)

## THE MESSY MIDDLE: IMPLEMENTING EDUCATION INNOVATIONS AT SCALE

HundrED published its second position paper “The Messy Middle: Implementing Education Innovations at Scale” to delve into innovation implementation, examining the challenges and triumphs when innovative solutions intersect with complex education systems. The report outlines the motivations behind HundrED’s study of implementation and provides essential definitions to create a solid foundation for readers. Building on frameworks used in the first position paper “Implement at Scale” the report offers insights into what occurs during the implementation phase. The report explores the nuances of this complex process, with a particular focus on the often-overlooked phase referred to as the “messy middle” which signifies the period after an innovation has been developed and validated by its creator but has not yet become an integral part of standard educational practices. To illustrate these concepts in action, HundrED presents real-world examples based on insights gained by innovators and implementers.



The Messy Middle

Publication Date September 15, 2023

Authors Green, Crystal and Lauren Ziegler

→ [The Messy Middle report](#)

## SCALE FRAMEWORK WITH SCHOOLS2030 AND GLOBAL SCHOOLS FORUM

This partnership developed from our collaborative work with Schools2030 and Global Schools Forum as part of the Schools Action Learning Exchange (SALEX) network, convened by the Jacobs Foundation. The research builds on the work of GSF, Schools2030 and HundrED to support school-level innovation and drive systems change in education. The aim of the research is to deepen our collective understanding of scale, enriching our knowledge and sharing it with the wider education community. The project builds on existing research to develop a user-friendly scale framework that includes accessible language defining scale in the education space and incorporates core stakeholder voices, i.e. teachers & practitioners more effectively. The framework is intended for use by the broader community of practitioners, implementers and facilitating organisations within and beyond the SALEX Network. The framework will be produced as global public goods in the form of a playbook, webinar and workshops.

## First Aid Kit For Innovators



## Education Innovation 101



## Personal & Professional Know-How and Connections

### ONLINE EDUCATION

In 2023 HundrED released two massive open online courses (MOOCs).

#### Education Innovation 101

HundrED Education Innovation 101 Course was designed to equip educators with the theory, real-life examples and practical exercises to understand, identify and implement impactful education innovations in their classroom.

*Education Innovation 101 was launched for the wider public in June 2023. As of December 2023 over 800 people have registered to the MOOC platform.*

#### First Aid Kit to Innovators

Core to our mission at HundrED is a focus on wellbeing throughout our communities. The First Aid Kit for Innovators course was designed to help reframe many of the obstacles that innovators face into positive learning experiences. It draws on insights from across cultural traditions with more than 62 lessons in 8 modules. The course was developed in partnership with Project Fuel, an innovation selected to three Global Collections.

*The First Aid Kit for Innovators was launched in December 2023 for the wider public.*

## COMMUNITY PROGRAMS

Our Community Leads, Ambassadors, Youth Ambassadors and innovator communities continue to grow and evolve, with more than 2,000 education stakeholders now representing over 110 countries around the world. The HundrED community is an example of the power of sharing best practices in education from around the world, to equip young people with the skills necessary to thrive in today's world.

As we move into the coming year, we are creating more structure in our community programmes, improving and increasing the opportunities to connect with HundrED and each other, and providing relevant resources to help HundrED community members learn from and collaborate with other education specialists. This community of inspiring and dynamic innovators, Academy and Advisory Board Members, Ambassadors, Youth Ambassadors, and Community Leads continues to be essential to the work we do at HundrED.

## HundrED Community Leads

In 2023, we were inspired by the work of our 28 Country Leads, and especially excited about the return of GLocal events after the past few years of pandemic limitations on gatherings. We saw in-person and online events popping up from Melbourne to Karachi to London! When we surveyed this community in the spring, Country Leads told us: "I know of no other organisation that so powerfully connects communities of practice to policy and thought leadership globally." They value HundrED's ability to create "platforms where people united by passion, skills and the will to improve the quality of education meet."



*Why are you a Community/Country Lead?*

"HundrED provides an approach that aims to foster social and emotional competences of its community so all can succeed academically, socially, and professionally. Especially during the Covid 19 period I felt a leading role of HundrED in terms of developing social and emotional competences which I can reflect into my profession."

**– Sibel Ataman Yali, Country Lead Turkey**

## HundrED Ambassadors

HundrED Ambassadors are a growing community of nearly 1200 individuals passionate about education innovation. We welcome education stakeholders and specialists of all backgrounds to join this community, where they can connect and learn from like-minded individuals, share ideas and information about their local contexts, and implement innovations in education.

In 2024, this community will see additional support through the enhancements on the hundred.org website, which will facilitate networking among Ambassadors, Community Leads, Innovators, and our Academy and Advisory Board members.



*Why are you a HundrED Ambassador?*

"I consider myself an innovator within education and I was always looking for peers, a platform. In education, there are many people who like to continue how they have been working for their entire life. They see it works and that's good. But I have always been a person that has new ideas in education. And I was so happy to find HundrED with people all over the world who are just as keen on innovating within education as I am myself."

**– Jasper Kok, Netherlands**

## HundrED Innovation Reviewers

275 HundrED Academy and Advisory Board members helped us identify the most impactful and scalable innovations for the most pressing challenges in education in 2023. Our reviewer communities are comprised of the HundrED Academy and the Spotlight-specific HundrED Advisory Boards. For our reviewers, selection to these groups reflects the hard work that they have dedicated towards educational change: these experts include teachers, researchers, innovators, students, philosophers and donors with a breadth of knowledge about what works in different contexts around the world.



*Why do you review HundrED innovations?*

"We have no impact unless we have great partners to support on the ground. And what I found fascinating about HundrED and the collection of innovations coming out every year was that every year I'd find some of the partners that we had supported as a grant-giving organisation, but also so many innovations from around the world that were wonderful, truly, truly, truly wonderful and with a huge amount of impact and a huge amount of potential for impact on scale, but that I would have never had access to."

**– Annina Mattsson, Finland**

## HundrED Youth Ambassadors

HundrED's Youth Ambassadors is a leadership and learning opportunity for young people aged 12-19 who are passionate about changemaking. The programme was relaunched in collaboration with International Baccalaureate in 2023, and promotes knowledge and action around the UN's 17 Sustainable Development Goals while offering tools and resources to create social impact projects and collaborate with like-minded youth. Through engaging online sessions in a safe and private Discord channel, youth connected with each other and with inspiring speakers, enhancing their cross-cultural communication and supporting their efforts to launch social impact projects on both the local and international scale. Several Youth Ambassador alumni continue to work in their journey as changemakers with different social impact projects, and we are proud to see their achievements.

Through the strength of our partnership with IB, we received 900 applications from 115 countries, out of which more than 400 were selected to participate in our first and second cohorts, each lasting 3 months. We are excited to deepen and broaden the impact of this programme in 2024.



*Why are you a HundrED Youth Ambassador?*

"I was in search of a program where I could establish a social impact project because, until then, I did not have the confidence to start one. It is not just an ordinary program, but an international area where you can connect, interact, and exchange in various ways. It has had one of the biggest contributions to my activities list in my college application. It has been just AMAZING."

**– Mahmut Akcan, Youth Ambassador Türkiye**

## Community partnership with International Baccalaureate

Aligned with the commitment to amplify and inspire global student voices, the IB and HundrED partnered to expand HundrED's existing Youth Ambassador Programme as part of the IB's Festival of Hope initiative. The Youth Ambassador Programme aims to bring young people together to join an online community focused on actionable and impactful change. Students engage in discussions and connect with potential collaborators from around the world to drive the change they are passionate about. Through this partnership, the IB and HundrED bring together a greater network of passionate young people and play a role in their journey of learning how to take on a social challenge and transform it into an opportunity.

## CASE: CONNECTING RESEARCHERS AND PRACTITIONERS

Over the past years, Educational researcher Dr. Liza Vorobyova has had two separate encounters - one in Botswana and one in India - where she unexpectedly connected with local educators and found out that they were HundrED Ambassadors. She started to get the sense that "HundrED is the place to be!" She started using hundred.org to find people locally when she was travelling internationally for research as possible collaborators or just people to meet with, visit, and talk with about their shared passion for education. Vorobyova said that she has been in contact with Priyanka Ram, the 2021-2023 Botswana Country Lead, proposing a collaboration at the intersection of Priyanka's work and Vorobyova's research. HundrED is committed to contributing to science by making connections between researchers and practitioners.

### **CASE: CONNECTING INNOVATORS AND SCHOOL LEADERS CAPS NETWORK**

Attending the HundrED Innovation Summit 2022 opened up a network of connections for Enos Magaga, Country Lead for Kenya - one of which includes becoming the 100th affiliate member of the CAPS Network. In Helsinki, Magaga's innovative teaching approach impressed CAPS Network's Executive Director, Corey Mohn. Their partnership flourished, leading to podcast episodes about community-building and Magaga's U.S. tour, meeting education stakeholders and HundrED members. Corey proposed affiliating Magaga's Kenyan school, BEADS Tembea Academy, with the CAPS Network, offering a profession-based education community and resource bank. The main value of being part of the network however is the human connection. Through the network, students can connect with other students from affiliate member schools and teachers can collaborate with one another to experiment new ideas. Corey and Magaga have already planned to exchange classes - Magaga will be teaching a class of students from Kansas City while a teacher from Kansas City will teach Magaga's students online.

"Being connected to HundrED and being part of that community and family has fundamentally shifted our capability to make impact and shifted our view of how we potentially scale to different places". Because of these international connections, CAPS Network has started rethinking pathways on how to build partnerships. This partnership with Magaga is especially exciting because he will help them trailblaze a model of scaling beyond the United States and is meaningful because it shows how the CAPS network is making a difference," says Corey Mohn.



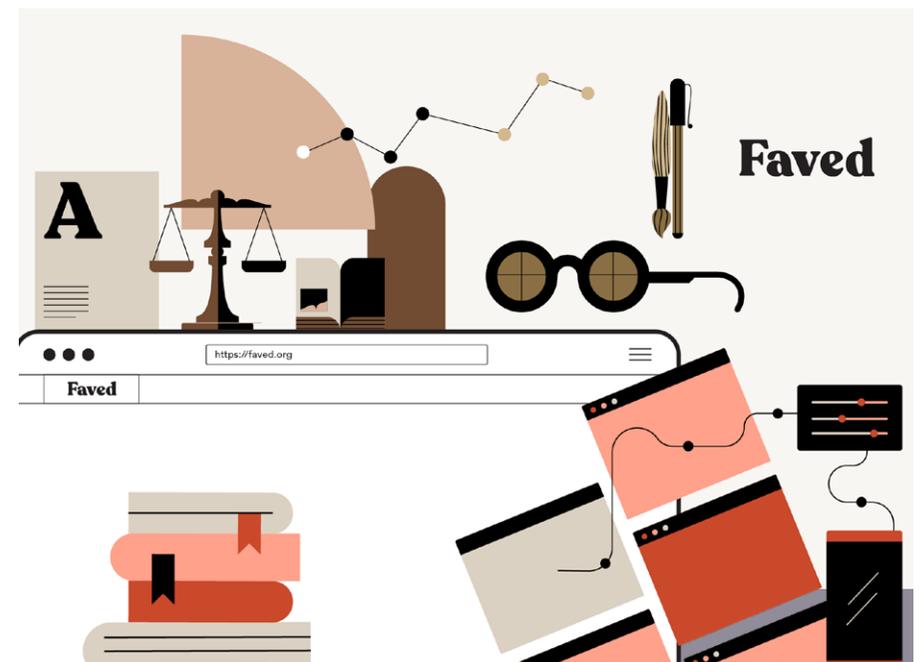
## PEER LEARNING OPPORTUNITIES

### Helsinki Education Week

HuntrED has been partnering with the Helsinki Education Division since 2018 to support the city in producing Helsinki Education Week (HEW). The idea of this week-long celebration is to open the local public schools to local and international education innovators and everyone who is interested in learning and developing education. In 2023, 150 events were arranged around the city for over 2000 participants between October 30 and November 3. The topics of the visits, talks, and hands-on experiences varied from student workshops to professional development events both online and in-person. One of the highlights of the week for the international participants was the school visits that we have organized with Helsinki Education Division as part of the program. This year, 80 innovators visited the educational units in small groups. HEW aims to be inclusive in its programming by offering events in Finnish, English and Swedish, in person and online, and all free of charge for attendees.

### Faved

Faved is a platform developed for sharing education innovations in a ten-year participatory learning improvement programme, Schools2030, based in 1,000 government schools across 10 countries. Developed in collaboration with Schools 2030, the mobile and browser-friendly platform was launched in June 2022 at the Schools2030 Global Forum. The service offers bite-sized classroom practices by teachers for teachers with a low use threshold. It is currently being developed further with country coordinators and being incorporated into the existing human-centred design thinking processes aimed at 10,000 public school teachers in the Schools2030 Network.



## FACILITATING IMPLEMENTATION KNOW-HOW AND CONNECTIONS

### Helsinki Education Division

The Helsinki Education Division (HED) approached HundrED with an interest to explore implementing innovations into their context allowing us to co-develop innovation implementation as a Tailor-Made service. HED convened a group of pedagogical experts with specialities such as learning environments, language learning and bilingual education, art and design education, and learner participation. HED enabled HundrED to work closely with this group of pedagogical experts, by creating a space where we could convene and discuss their goals and aspirations in this innovation implementation process. HED was particularly interested in the topic of holistic education and wellbeing. They wanted to look for innovations that would modify the education environment to promote student agency and thus lead to better student wellbeing.

In the project, two innovations, Slam Out Loud and imoves, were trialled in Helsinki in two daycare centres and three comprehensive schools. The HundrED team followed the learning journey from the alignment and aspirations phase, and innovation selection phase with the pedagogical experts, to the implementation and reflection phases with the teachers. A report documenting this journey of innovation implementation was published, highlighting key insights. Additionally, the HundrED Playbook emerged from this project, providing worksheets for teachers, education leaders, and other stakeholders in education. This Playbook acts as a step-by-step guide to implementing education innovations in the classroom or school environment.



### Experimenting with Wellbeing Innovations

Publication Date: November 30, 2023

Authors: Jamie Lee & Crystal Green

→ [Experimenting with Wellbeing Innovations report](#)

## Konstsamfundet

HundrED partnered with Konstsamfundet to trial implementing international education innovations in Swedish speaking vocational schools. The aim of this project was to introduce innovations that may be of interest to Swedish speaking vocational schools, increase collaboration among teachers from different institutions, and make visible the great work that is being done in Swedish speaking vocational schools.

Two innovations, Street Racket and 100cameras, were trialed in four Swedish speaking vocational schools. HundrED facilitated the implementing process - evaluating students' and teachers' interests to help inform their goals for the project; selecting the innovations through a pitch day; providing the resources for teachers to implement these innovations; and documenting the learning process in the report to be released in January 2024.

## Parents As Allies

The Parents As Allies project launched in 2022 in collaboration with Kidsburgh, the Brookings Institution, and Learning Heroes, with financial support from the Grable Foundation. This project grew out of our Spotlight on Parental Engagement (2021), and enabled HundrED's research team to collect impact data on different family-school engagement models.

In 22 school districts across SW Pennsylvania, USA, local schools implemented their own family-school engagement “hacks” and strategies that have built trust within the school community. HundrED collected the stories of the 22 school districts and synthesised them into the Journeys in Family School Engagement Report. Each district created its own implementation and innovation/hack pages. The aim was to inform school administrators, regional education leaders, and policymakers about the remarkable impact that Human-Centred Design and small but intentional acts can have on strengthening the relationship between families and schools. Family-school engagement can be incredibly powerful, as it creates relationships where people have faith that they are looking out for each other.



Journeys in Family School Engagement

Publication Date: December 12, 2023

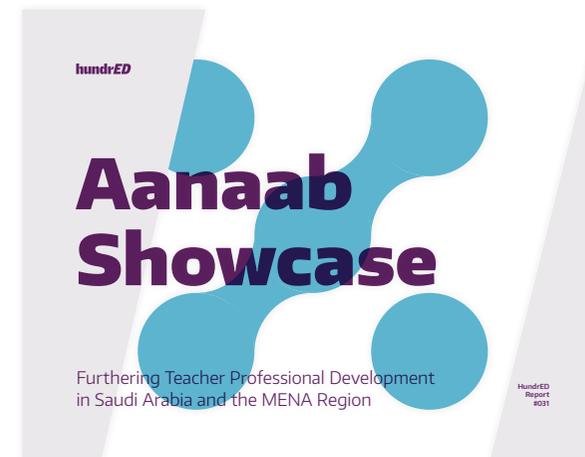
Authors: Crystal Green, Mariah Voutilainen, Lauren Ziegler  
→ [Journeys in Family School Engagement report](#)

## Inspiration and Growth

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### **FURTHERING TEACHER PROFESSIONAL DEVELOPMENT IN SAUDI ARABIA AND THE MENA REGION**

Selected for the 2023 and 2024 Global Collections, Aanaab is an online platform that facilitates ongoing professional and personal development of Arab teachers through distance learning solutions. Aanaab provides teachers with the opportunity to acquire international credentials, through its partnerships with schools. This HundrED Showcase highlighted the critical work being undertaken by Aanaab to address the challenge of the professional development gap for teachers. The showcase provides a template for impact measurement evaluation for innovators and education practitioners developing similar solutions, and is intended to stimulate a broader discussion on how innovators and education system leaders can better collaborate to ensure that teachers are empowered to ensure that no child's education is left behind. Better teachers, better education.



Aanaab Showcase: Furthering Teacher Professional Development in Saudi Arabia and the MENA Region

Publication Date: June 19, 2023

Author: Crystal Green

→ [Aanaab Showcase report](#)

### SHOWCASING DIGITALISATION OF EDUCATION IN FINLAND

HundrED helped The Finnish Centre of Expertise in Education and Development (FinCEED) at the Finnish National Agency for Education by creating a package of content for FinCEED's website. The [Exploring Finnish Digital Education website](#) helps to amplify Finland's strengths in digital learning as well as digital learning solutions and best practices that can be learned from, applied and implemented in the context of the Global South. The goal of the digital package was to strengthen the knowledge of educational authorities in Global South countries and international development actors about the key features of the Finnish school system and the available solutions for promoting digital learning as part of the development of a high-quality and inclusive school system.



## CELEBRATING THE MOST IMPACTFUL AND SCALABLE INNOVATIONS IN 2024

The Innovation Summit is a 3-day event each fall that takes place in the capital of Finland. During this week of events we reveal the Global Collection of innovations selected for the next year, offer possibilities to explore Finnish schools, and facilitate workshops around current topics. Intended to be an in-person occasion it brings together innovators from around the world along with a group of selected partners, Academy members and HundrED community members. Some of the events are also streamed online for the whole HundrED community to take part of. The annual Innovation Summit provides know-how, connections and inspiration to all of our community.

The theme in 2023 was Championing Innovation. Innovation is not a one-time cure to challenges but is still essential to creating more inclusive and effective education systems. As the needs of students and teachers continuously evolve, innovation must also adapt and change.

This year's programme included panel discussions, workshops, and celebrations to recognise the work of the Global Collection. We welcomed over 150 guests from 24 different countries to connect and discuss scalability and the future of education innovations. Panel and workshop topics included: how can education innovations change systems; strategies for scaling education innovations for impact; embracing the messy middle; AI in education; adaptive learning and its use in the implementation and impact of education innovations; shifting education through systems thinking; how to build trust and sustainable family-school engagement; and balancing flexibility when scaling innovation.

"It was an incredible summit. I was blown away by the quality of conversations I had throughout the week - met so many inspiring people from around the world."



## **BOOSTING INSPIRATIONAL STORIES OF INNOVATIONS**

HuntrED Media's aim is to highlight the stories of innovators and the HuntrED community. In 2023, we published 60 articles in total - 25 of which highlighted selected innovations from the HuntrED database, 8 of which featured stories from the HuntrED Youth Ambassador programme, and 5 of which from HuntrED community contributions.

These articles showcased the amazing work of innovators and community members by sharing inspirational stories and expanding on topics in education that are relevant and interesting to the HuntrED audience such as social and emotional learning, project-based learning, sustainability, inclusivity, gamification, edtech and more.

## **ADVOCATING FOR EDUCATION INNOVATIONS**

HuntrED attends international events to provide attention for education innovations and their implementation in systems

### **World Economic Forum, Davos, Switzerland**

HuntrED joined the 2023 World Economic Forum in Davos Switzerland to champion the importance of education innovation as a critical enabler of sustainable growth and economic development. HuntrED presented at the Goals House in partnership with Big Change, and participated on panels together with Street Child, Devex and the Swiss Agency for Development and Cooperation.

### **Education Cannot Wait, Geneva, Switzerland**

The HuntrED Implementation Centre was officially launched on the sidelines of the 2023 Education Cannot Wait Summit in Geneva, Switzerland where HuntrED joined public sector development agencies, NGO's and Innovators at the UN's Global Fund for Education pledge event.

## **SXSW EDU, Austin, USA**

HuntrED launched the HuntrED Spotlight on Gamified Curricula at the event in March together with Supercell. Engaging with educators interested in the intersection of games and pedagogy, HuntrED and Supercell led a workshop about gamifying curricula. The selected innovations and the Spotlight report will be celebrated at SXSW EDU 2024.

## **Schools2030 Forum, Porto, Portugal**

HuntrED has been working alongside the Schools2030 network of schools across the world to support the understanding and implementation of pedagogical practices and teacher professional development. HuntrED organised a workshop for attendees to discuss these topics, and met all Schools2030 country teams that were present.

## **CIES, Washington, D.C., USA**

HuntrED presented at the Comparative International Education Society's annual conference in Washington, D.C. in March 2023. It was an opportunity to meet with innovators and researchers from around the world, and to share our learnings.

## **ASU + GSV**

HuntrED joined over 7000 participants in San Diego at the world's largest gathering of preK-12 leaders (including principals and superintendents), workforce/enterprise leaders, not-for-profit organisations and foundations, investors and EdTech startups.

## **FERA**

This year's Finnish Educational Research Association (FERA) conference emphasised well-being, hope, education, and participation in concert with an overarching theme of "Education and research in society – Society in education and research." HuntrED presented in the thematic group of Teaching and Learning in Innovative Learning Environments with the twofold goal: 1. Highlighting HuntrED's impact on the scaling of Finnish education innovations and 2. Bringing attention to a broader importance of considering the compatibility of learning environments when scaling education innovations.

## UNGA, New York, USA

The United Nations General Assembly brings education organisations to New York every year. HundrED was representing education innovations during the Action Weekend organised for SDG driven organisations before the official meetings, and participated to many side meetings alongside the official program during the week. The Implement at Scale report was published on the event week and introduced at the event.

## WISE - Doha, Qatar

In November 2023 HundrED facilitated a panel discussion about Empowering Equity and hosted "Breaking Boundaries: Is AI the Key to Ensuring Next-Gen Education Access?" The Spotlight on Qatar 2025 was also introduced during the week of events.

## Rewired @ COP28 - Dubai, AED

The climate-focused Rewired conference was organised in Dubai to underline the importance of education in solving the challenges and supporting the adaptation to the new reality. HundrED participated in the event to strengthen bilateral collaboration with its partners.

## REIMAGINING EDUCATION: MORE THAN A SCHOOL GLOBAL ONLINE EVENT

Country Leads in the United Kingdom organised an online conversation on Thursday 12th October 5-6pm UK time with Prof Dr Ger Graus OBE, Floyd Woodrow MBE, James Shone and Divya Garg exploring the topic with leaders, educators and innovators. They had a great conversation focused on reimagining education with represented organisations including Compass for Life, I Can & I Am, LetsLocalise, House of Imagination, and The FED and two Headteachers.

"Children can only aspire to what they know exists. The greatest challenge we face every day is to do the right thing for every child. It is the lottery of inequality from birth that it is so hard to apply fairness to, especially in education systems that appear overfocused on maintaining the status quo, perpetuating the definition of insanity, with mass-approaches, and where there is little room for knowing and supporting the learning journey for each individual and connecting them to what makes them come alive. It is our collective duty to tweak the curtains, open windows, and doors, and widen horizons to a better possible future - online and off, for each and every child. We need our schools to be "more than a school".

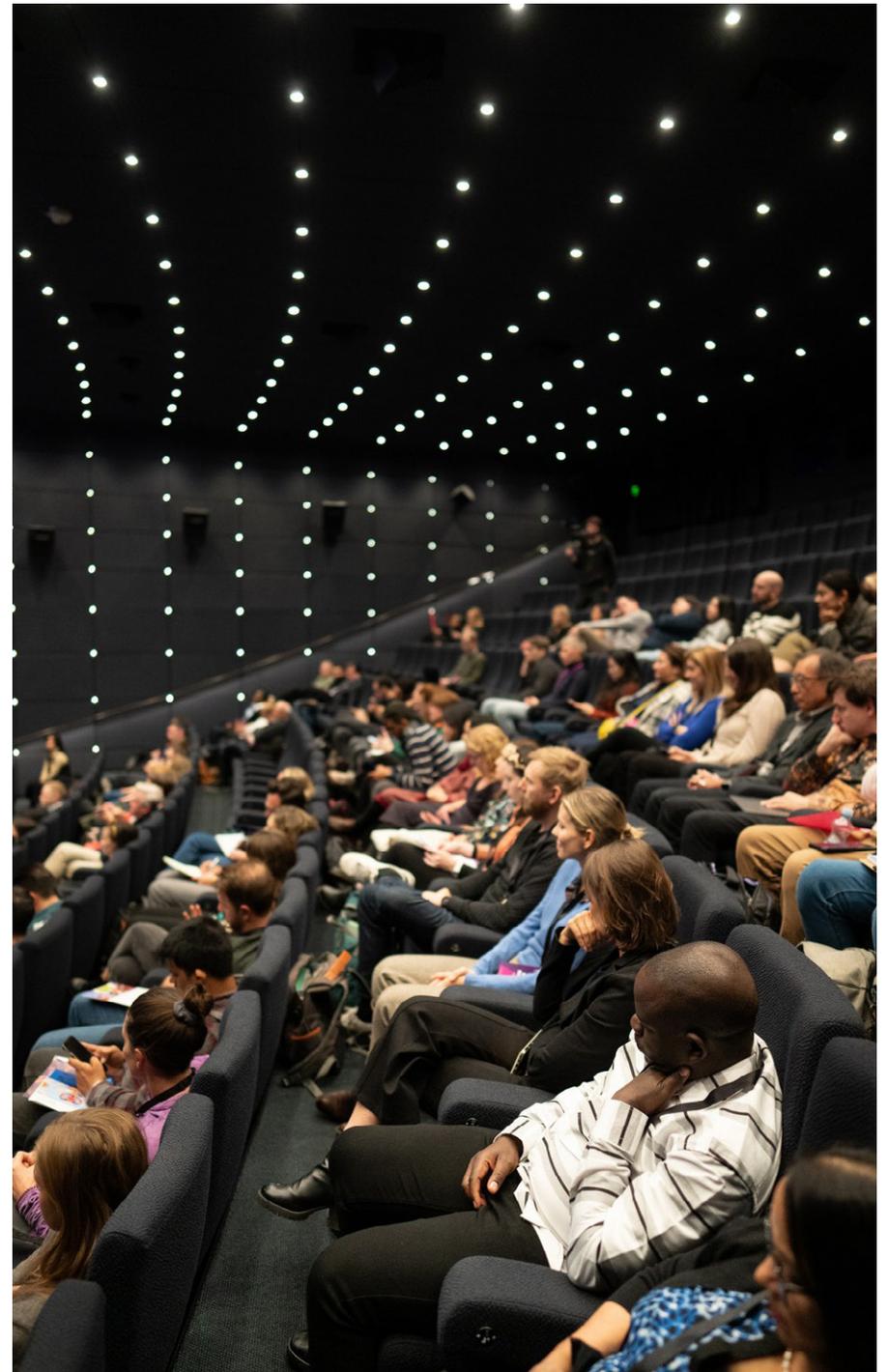
- Dr. Ger Graus



# Outcomes

Outcomes represent the necessary changes we need to realise for the impact we are aiming at. These preconditions are essential in aiding every child to flourish.

By investing our efforts in innovation research, providing and sharing know-how, establishing and facilitating connections and creating inspiration have led to outcomes of **professional development**, **innovation adaptation** and **system evolution**.





## Professional & Personal Development

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Impact begins with individuals, and to truly reach children, we must first connect with the innovators and communities that support their growth. It's essential for everyone to thrive and have opportunities for both professional and personal development. At HundrED, our actions and outputs are dedicated to offering resources and content for educators and education stakeholders. Our goal is to empower them to realize their fullest potential, fostering education innovations that can scale and profoundly impact future generations.

The following feedback we have received about our work are the best indicators of our success in providing personal and professional development outcomes through our work.

## INNOVATOR TESTIMONIALS

For our innovators, submitting to a selection and being selected to one of our collections pushes them to look more critically at their work, what it means, how it has evolved and helps them to find the best ways to convey their mission and messages to the public, so it can be better understood.



“Recognition by HundrED has contributed to our progress & learning in two extremely meaningful ways: (a) the application brought rigour, precision and economy to our communications and thinking (b) being included in the Global Collection opened helpful doors and networks.”

– **Simran Mulchandani, Founder, Rangeet**



“HundrED is an amazing opportunity for us to meet, interact and network with other education innovators who are blazing the trail in their different communities, making sure that children are getting the best education that they can. It is also an opportunity for us to share our story with other innovators.”

– **Eno Simon, Head of Office, ACE Charity, (ACE Radio School), Nigeria**

## REVIEWER TESTIMONIALS

For our reviewers, selection to review innovations to a collection reflects the hard work that they have dedicated towards educational change: these experts include teachers, researchers, innovators, students, philosophers and donors with a breadth of knowledge about what works in different contexts around the world. Participation in the rigorous review process helps define them as thought leaders amongst their peers but also aids in further personal and professional development. Reviewing innovations gives the chance to take another perspective. Our reviewers leave the process with “inspiration, hope!” and “new insights into what I do.”



“The opportunity to contribute to shaping future education was an empowering experience. Our recommendations were not merely theoretical exercises; they were grounded in real-world challenges and aimed to make a tangible difference. It will be a pleasure to support HundrED Academy and advisory in the future.”

– **Jagadish Reddy Yeruva, Founder and CEO of HLEP EdTech (Hybrid Learning Ecosystem Platform), Canada and India**



“When you become a part of the Advisory Board, you are actively contributing to the transformative power of education. You are part of the global network and you are helping out individuals and innovations. You become part of a community which is trying to improve education. Personally, it's a huge professional development opportunity because in the process you learn so much from all the innovations you review from around the world.”

– **Özgen Bağcı Academic Program Director, Goal Testing, The Netherlands**

## YOUTH AMBASSADOR TESTIMONIALS

The Youth Ambassador programme gives participants an opportunity for personal development, gaining confidence and building resilience. It also paves the way for professional growth through a social impact project and global connections with like-minded young people.



“The Youth Ambassador Program by HundrED has been a game-changer for me. Through their support, I launched my podcast, EarthWise, and it’s now ranked among the top nature/science podcasts in India. HundrED’s mentorship and resources empowered me to make a real social impact. I’m grateful for this incredible opportunity.”

– **Vivaan Mathur, India**



“IBOxHundrED Youth Ambassador Program taught me the value of teamwork, collaboration, and the courage to step outside of my comfort zone. Everyone has the ability to create change with their own way of different approaches. During the program, I learned how to design a clean energy processing project using the resources offered, as well as webinars and coaching. When it comes to taking action as a youth, we can organize campaigns to broaden the scope of our aims. Small steps may not have an immediate influence, but they will define how our planet will appear in the future. Let us work together, collaborate, speak up, and take the risk of moving for the greater good.”

– **Nayla Efendi, Indonesia**

## HELSINKI EDUCATION WEEK PARTICIPANT TESTIMONIALS

Helsinki Education Week enables teachers in Helsinki to share their knowledge and practices over school premises. The feedback we have received as organisers has been very positive through the 5 years we have been involved in arranging this fest of professional development. The week brings also together innovators visiting our Innovation Summit and the local teachers in Helsinki which makes the week unique and even more special as the opportunity to share insights expands over country borders.

“It was a pleasure meeting and teaching so many thoughtful educators from Helsinki, Romania, and so many other places.”

– **Aleta Margolis**

“I had a lot to learn.”

– **Ioana Maria Vlagea**

## ONLINE COURSE REGISTRANT TESTIMONIALS

HundrED currently offers two Massive Open Online Courses (MOOC): Education Innovation 101 and First Aid Kit for Innovators. With more than 900 registrants and over 100 certificates of completion delivered, our platform is helping a new generation of changemakers to achieve professional and personal development. Participants spend on average 9.5 hours in completing our Education Innovation 101 course, and find it well worth their time. Here is some feedback from people who enrolled on the course for professional development reasons:

“It is just perfect. Great job and my deepest appreciation for such an informative course.

I submitted my feedback literally in every comment section below each module, with pleasure.”

– **Alexander Popov, Educator, Paraguay**

“A course that empowers new and experienced education professionals. Informative content and interesting short videos lead to deep reflection on your role as an innovator. An air of possibility and agency stays with you long after completion. My only suggestion is, please HundrED develop more courses like this and maybe offer original content in other languages too! Thank you.”

– **Verónica Illa, Education consultant, Switzerland**

## CASE: FAVED.ORG

The platform designed to help teachers to share practices they know work in their classrooms, developed for Schools2030, is growing. There are already more than 100 practices shared on the platform and we can see trends emerging especially along 21st century skills. The most popular categories, covering 20% of the listed practices, include literacy, thinking, social and digital skills, and arts and creativity. We also see a focus on primary education.

As the programme moves to bring more teachers and practices on board with local language engagement (the platform is available in 9 languages, including Pashto, Kyrgyz, and Portuguese), Faved helps document innovative practices across the Schools2030 network and build local and global professional development. The platform includes features that enable connections through sharing of classroom practices to help educators to learn from their peers and develop their skills.



## Innovation Adaptation

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To address the need for a greater understanding of and focus on implementation, we launched the HundrED Implementation Centre for Education Innovation in February 2023. Our broad aim is to better understand innovation adaptation and implementation at scale and to support innovators and schools to develop cultures of innovation that contribute to positive education systems change. The Implementation Centre will provide a comprehensive set of tools, including research, community building, and direct stakeholder support. The new HundrED Implementation Centre will support education innovation implementation at scale through the following pillars.

## 1. RESEARCH

We aim to build a robust evidence base that develops both practical and theoretical understandings of education innovation implementation at scale. Our papers “Implement at Scale” and “The Messy Middle” were launched in February and May of this year.

## 2. PRACTITIONER SUPPORT

The centre will coordinate co-learning between innovators and implementers to adapt and adopt innovation at scale.

## 3. PRACTICAL METHODOLOGIES

We will lead practical “do-tank” initiatives designed to catalyse innovation implementation at scale. Our tailor-made methodology provides the foundations of this approach and we will continue to iterate the process in 2024.

## 4. SYSTEMS LEADERSHIP

Working directly with education systems leaders, particularly those at the middle level of leadership, the centre will support the implementation of education policy that embraces innovation and prepares all students for the future.

HundrED is actively seeking partners across its community of stakeholders; from innovators, to education leaders, policymakers, public sector bodies, philanthropic organisations, multilateral development bodies, NGO's, the private sector and students to further collaborate on implementing education innovations. In 2024 we will invite a targeted group of funders to join a catalytic fund, hosted by the HundrED Foundation which will allow us to give wider and deeper access to the critical support education stakeholders require to successfully spread innovation at scale.

For more information on opportunities to partner with HundrED, please contact David Connolly.

## David Connolly

HEAD OF GROWTH, HUNDRED  
david.connolly@hundred.org

### CASE: FROM A GLOBAL EVENT TO INNOVATION ADAPTATION IN PAKISTAN

In Karachi, Pakistan, on October 7, 2023, a GLocal event was held attracting a full house and turning out to be a great success. According to Country Lead Rabia Saqib, CEO of the Brighton Schools with a history in teacher training, who has led various training programs and courses over the years, this particular GLocal event stands out as one of the most memorable and cherished sessions she has had. Participants described the event as an exceptional, motivational, and inventive learning journey and the team there found the event extremely beneficial. Participants are enthusiastic about implementing both global and local innovations introduced during the session at their school. Moreover, educators from other institutions who attended also had a rewarding learning experience. The educators are now collaboratively working on plans to integrate the innovations introduced into their classrooms. The Country Lead and her team are eagerly looking forward to applying these creative methods in various school settings, from classrooms to assemblies and corridors.

## System Evolution

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As Olli-Pekka Heinonen in his speech at HundrED's Innovation Summit 2023 put it, for a system to evolve, it needs "trust as its foundational element. Equally important is the clarity of the system's goal, its purpose. A cohesive understanding of this purpose across various layers of the education system, including teachers, school communities, parents, educational providers, and decision-makers at regional or national levels needs to be ensured. This coherence is often facilitated by what's sometimes called a system convenor or a gardener. This actor should be dedicated to unifying different stakeholders and must operate without pushing a personal agenda, as that would undermine the trust essential for the system's growth."

The role of the gardener is one that we at HundrED want to assume. We want to bring key stakeholders of the education ecosystem together creating networks that enhance system evolution. What comes out of connecting actors to knowledge, other actors and/or resources is something hard to measure. It is like watering a garden and trying to count the mycelium networks under the garden and the amount of nutrients they transport. However, here are some indicators of how we see the outcome of system evolution happening through our outputs.

### **322 MILLION STUDENTS IMPACTED BY 2024 GLOBAL COLLECTION INNOVATIONS**

We believe that system-level transformation is most effectively achieved through educational innovations. The innovations featured in the HundrED Global Collection 2024 currently impact over 322 million students. We aspire that this recognition will assist in scaling these innovations across diverse educational contexts and systems, ultimately helping every child to flourish.

### **5 000 INNOVATIONS CREATED ON HUNDRED.ORG**

The + 5,000 innovations which have been submitted to our database are the outcome of HundrED's work in promoting innovation in education. Almost 3,000 of these are published and eligible for review for our Spotlight and Global Collections. These eligible innovations have been rigorously evaluated by our Research Team and Advisory Board (Spotlight) or Academy (Global Collection) for our collections.

### **OVER 900 HAVE BEEN VALIDATED, REVIEWED AND SELECTED TO THE HUNDRED INNOVATION COLLECTIONS**



"I begin with deep gratitude, deep gratitude to Lasse and to Saku, to this HundrED community and to all of you here in Finland who for years have inspired all of us around the globe.

This 

is a little bit how I feel right now and I also feel like this because I have met the possibilitarians and you are the possibilitarians. We are so lucky to be part of this HundrED network together and I know why you do what you do. It's because of the young people in your community whose lives you're transforming."

**– Gregg Behr, HundrED Innovation Summit, November 31, 2023**



"I think HundrED has very intentionally and elegantly grown its community through the strength of the close working and listening relationship it has with each member of that community. For me, some of HundrED's biggest positive impact has been where there has been an element of co-creation or user innovation which has been less hierarchical or distanced than perhaps I've seen in other organisations as they grow and scale. For me, these features are part of the special uniqueness of HundrED. I think it is important that this community-led approach can very intentionally remain at the core of HundrED's development as its influence and own connections to circles of influence strengthens and builds. I know of no other organisation which so powerfully and directly connects communities of practice to global policy and thought leadership."

**– Alex Bell, Designer of coaching programmes in socially responsible leadership, Country Lead, United Kingdom**



# Impact



Impact refers to the long-term, ultimate goal or outcomes that our organisation aims to achieve. As the deepest level of change, it is the result of our actions, outputs and outcomes altogether.

The impact we aim to achieve is to see **every child flourish, no matter what happens in life**. This aim guides our entire strategy and helps define what success looks like for us in the long-term. It shapes the planning, implementation, and evaluation of all our activities.



**FOR EVERY CHILD**

At HundrED, our dedication is firmly centred on the education of children worldwide. Our global emphasis has driven us to investigate educational innovations across various regions. In addition, it has steered us towards highlighting educational advancements that address the requirements of often overlooked groups, including girls and children who are not in school.

**TO FLOURISH**

Education must be as varied and pertinent as the learners it aims to serve. The diverse paths of children's lives take them through various forms of work, further education, and experiences both within their communities and beyond. Ensuring education is fruitful means every child should find their learning journey relevant, having acquired skills, competencies, networks, and relationships that support their success in both school and life. Our work and the themes we address reflect this, covering a wide range of educational innovations and advancing the forefront of educational methods in areas like formative assessment, social and emotional learning, parental involvement, creativity, employability, and digital wellbeing.

**NO MATTER WHAT HAPPENS IN LIFE**

The global landscape is evolving swiftly, with changes outside the educational sphere significantly affecting the everyday experiences of both children and teachers. Factors such as war, the climate crisis, Covid-19, environmental and political turbulence have profoundly altered the lives of countless children. At HundrED, we adapt our focus to the themes required by changes in the world, but always keep at the centre the idea that sustainability is the goal for education.



# Impact in Numbers 2023

## OVERVIEW OF OUR IMPACT

### IDENTIFICATION

**35.154**

INNOVATION REVIEWS IN OUR DATABASE

**+13%**

SINCE LAST YEAR

### AMPLIFICATION

**17.672**

REGISTERED USERS ON HUNDRED.ORG

**795K**

TIMES EDUCATION INNOVATIONS HAVE BEEN VIEWED ON HUNDRED.ORG\*

\* Total pageviews (Jan 1, 2023 - Dec 11 2023)

**37K**

FOLLOWERS ON HUNDRED'S SOCIAL MEDIA CHANNELS

### IMPLEMENTATION

**322M**

STUDENTS IMPACTED BY SELECTED INNOVATIONS IN THE 2024 COLLECTION

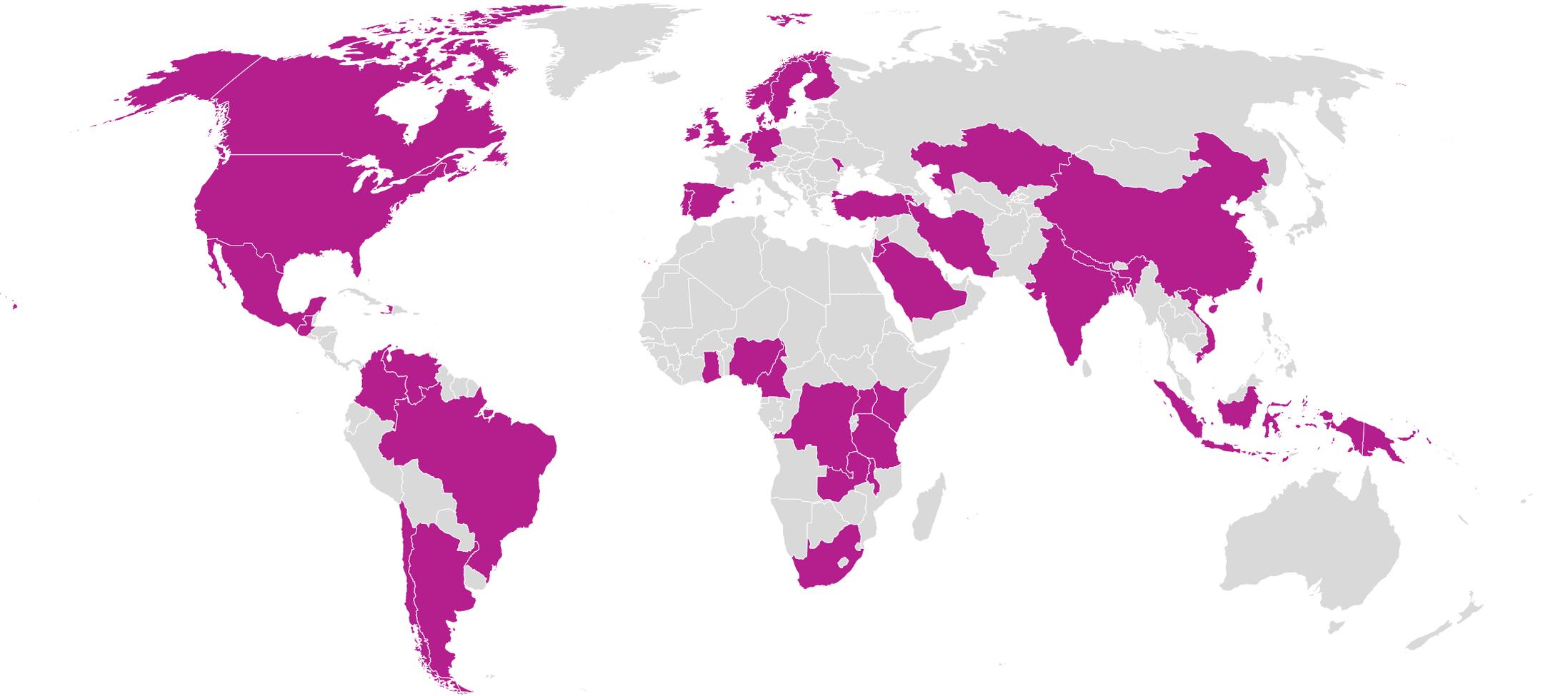
**4.77B**

CHILDREN IMPACTED BY INNOVATIONS SUBMITTED TO HUNDRED.ORG

**+206%**

CHILDREN IMPACTED FROM LAST YEAR

**GLOBAL COLLECTION 2024\***



\*) Countries of origin for innovations in HundrED Global Collection 2024

## Social Responsibility and Sustainability

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At HundrED, we recognize that our actions with our global community have far-reaching consequences, and that is also a great opportunity to make a change. Our commitment is an ongoing journey toward a more sustainable and socially responsible organisation and workplace.

Internally, we have started our journey towards responsibility and sustainability, with ESG principles (Environmental, Social and Governance) providing us guidelines. Given our core focus on global education innovations, it is only natural that the “S”, Social aspect of ESG, holds a special place in our mission. Our commitment to quality education and societal progress is deeply ingrained in our DNA. Our team members share a passion for education and social sustainability, making the adoption of ESG goals not just an organisational obligation but a personal endeavour.

From January 2023, a broader set of large companies, as well as listed SMEs, have been required to report on sustainability (The Corporate Sustainability Reporting EU Directive). The purpose is to ensure that investors and other stakeholders have access to the information they need to assess the impact of companies on people and the environment and for investors to assess financial risks and opportunities arising from climate change and other sustainability issues. Although HundrED is not required to provide Corporate Sustainability Reporting starting this journey early on helps us to aim for business excellence, to be a trusted and

transparent partner for larger organisations and clients, and especially as we are growing and the new HundrED Foundation is being established.

In short, as a small research organization with digital knowledge workers, the biggest source of carbon dioxide emissions is typically air travel. A great majority of our meetings are online, our daily project work does not include a lot of travelling. People, their wellbeing, and the community are the most important resources in a company like ours for developing operations on a sustainable basis. Our commitment to diversity, equity and inclusion is strong, and in August 2023 we reflected and enhanced our own DEI processes and guidelines for making our events as inclusive as possible. We are happy to open our process to those who are interested.



# HundrED's Journey

## 2015: THE IDEA OF HUNDRED WAS BORN

Saku and Lasse met public education system stakeholders and principals in New York. It became evident that there were many EdTech organisations and startups trying to convince teachers to start experimenting with them. However, very little data was available about their actual impact. As they flew back to Helsinki, Saku and Lasse discussed how this could be changed. Somewhere over the Atlantic they came up with an idea to start identifying Finnish education innovations that were loved by teachers – when they landed at the Helsinki airport they gave a call to the Prime Minister's office and let them know how they could celebrate Finland's centenary celebrations in 2017 through education innovations.

## 2017: CELEBRATING FINLAND & REVEALING THE FIRST GLOBAL COLLECTION

As team HundrED was travelling around the world to different events celebrating Finland's centennial year, it also conducted hundreds of interviews with education experts and stakeholders. Soon people started to ask where they could submit their own education innovation to be featured. HundrED decided to open a call for international submissions early in 2017 and the Global Collection 2018 was revealed at the end of the year. The HundrED Ambassador programme started and the international movement began growing.

The first HundrED Innovation Summit was organised as a combination event to celebrate Finnish education innovators and the first cohort of Global Collection innovators.

## 2019: GLOBAL SCALE

HundrED Spotlights picked up attention – the first big Spotlight call began, together with the LEGO Foundation, the World Bank and Inter-American Development Bank. All of these Spotlights were getting the attention of hundreds of education innovators. HundrED's research team worked tirelessly to create our own internal innovation review tools for the massive amount of submissions. The plot data model was introduced, and the HundrED Academy was born.

The third HundrED Innovation Summit was organised together with Helsinki Education Week. This was the biggest summit in HundrED's history, combining over 400 events in Helsinki schools and engaging thousands of students and other participants. Also the Innovation Summit had nearly 250 visitors and it was also live streamed to our online community.

## 2016: IDENTIFYING FINNISH EDUCATION INNOVATIONS

After a series of meetings and a lot of planning, the Prime Minister's office approved the "100 Schools" project to be the biggest education-focused celebration project of the centennial Finnish independence celebrations. Saku and Lasse restructured their organisation to be fit for this tremendous challenge. The team was recruited and the name was officially changed to be HundrED. The submission call for Finnish pedagogical practices and solutions was opened and over 400 submissions were received. One hundred were selected and they were published on the new website called hundred.org.

## 2018: FIRST SPOTLIGHTS WERE PUBLISHED

In 2017, HundrED visited Melbourne, and the local producers of the event got very excited about HundrED's work. Out of this excitement, the first HundrED Spotlight to highlight education innovations in Victoria State was created together with the Australian Education Changemakers and supported by the Atlassian Foundation. Simultaneously, HundrED continued to follow its passion to identify education innovations addressing sustainability. This work was done in collaboration with the MUSE School from Los Angeles, USA. The HundrED community grew and the HundrED Youth Ambassador programme was launched.

HundrED organised the second Innovation Summit and produced also an event called Helsinki Education Week. The idea of Helsinki Education Week was to open the local public schools to international education innovators and for citizens. Over 200 events happened around the city during the week from student workshops to professional development events.

**2021: STANDARDS OF EVIDENCE**

The Covid-19 pandemic affected the education sector heavily. Only a year later, many of its effects began to be more visible; HundrED focused on identifying solutions that could help. A rapid rise in student wellbeing innovations, and also in teacher professional development solutions to support the massive leap to online and hybrid learning environments were big trends. Standing at the center of these huge changes, HundrED saw the need to create more robust research practices. Through continuous iterations, HundrED's Standards of Evidence were coming together and the review data was published alongside selected innovations. Simultaneously, processes were adapted to fit current needs. This meant big changes in the ways HundrED ran Spotlight projects as it was impossible to visit any schools during the year.

The HundrED Innovation Summit and Helsinki Education Week were organised online. HundrED also organised a huge number of other webinars and online events to stay in touch with the community - the biggest ones had thousands of attendees.

**2023: FOCUS ON FACILITATING INNOVATION IMPLEMENTATION**

In 2023, HundrED focused on implementing its renewed strategy to transform education through innovation. Ten new team members and interns joined the company during this year making us a company of almost twenty people. Key highlights in 2023 included the establishment of the HundrED Implementation Centre, the announcement of the forthcoming HundrED Foundation and the successful HundrED Innovation Summit in Helsinki. Through the HundrED Implementation Centre we also conducted position papers to outline our thinking and future actions in the education innovation implementation at scale. Despite financial uncertainties affecting strategic funding decisions in the education sector, HundrED maintained sustainable operations and emphasized the importance of education identification research to amplify positive impacts.

**2020: RESPONSE TO THE GLOBAL PANDEMIC**

The pandemic started in February and lockdowns began around the world. The HundrED team got together in March and decided to put everything on hold and focus on working with the Covid-19-toolkit in collaboration with the OECD and Harvard. It was remarkable how the whole HundrED community came together as innovators shared their resources and others helped their local communities. The Covid-19-toolkit got a lot of attention and multiple research papers were written based on its early findings.

Slowly towards the end of the year, the Spotlight work picked up again, and HundrED organised the Innovation Summit online to celebrate the Global Collection. Helsinki Education Week was also organised online.

**2022: THE YEAR OF TRANSFORMATION**

HundrED now hosts one of the biggest organic education innovation databases with over 3000 entries. As the number of innovations has been growing 15-25% annually, HundrED decided to restructure the whole service to handle the growing number of entries and reviews. A new website was introduced in October to help amplify the identified education innovations.

The years with the global pandemic, also made it evident for many education providers that they need to build internal competencies to implement new solutions and practices at an increasing pace, and these solutions need to be localised. HundrED created a new Tailor-Made service to support the implementation of education innovations. This year, we have worked with the Helsinki Education Division, the Swedish speaking vocational institutions within Finland, and 23 school districts in Pennsylvania. As education systems around the world are transforming to fit future needs, we believe our implementation approach will be extremely helpful for many to identify and implement impactful and scalable solutions.

We felt extremely lucky to be able to host the HundrED Innovation Summit in person. Over 130 attendees from over 30 countries gathered in Helsinki in October. The Global Collection 2023 was published and celebrated with great joy.

# Impacting the Future

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## HUNDRED IN 2024

Over the past two years we have made great strides in increasing the resources provided by HundrED to support innovation implementation. In early 2024 we will achieve an important milestone with the launch of the HundrED Foundation. The Foundation will host the activities of the HundrED Implementation Centre, and from its base in Geneva, Switzerland, allow us to work more effectively with both the multilateral donor sector and private philanthropy as we endeavour to close the education funding gap and support sustained change.

In 2024, we are refreshing the Country Leads pilot with the new Community Leads program. Through new services on the hundred.org platform, Community Leads will connect with Ambassadors - not just in their geographic regions, but also based on shared thematic areas of interest and expertise, selected from the themes that have emerged from the Global Collection 2024. Their role as thought leaders in the HundrED community continues to influence and inform HundrED's role as a centre of expertise in education innovation. We would like to express our sincere gratitude to the Country Leads who have supported and influenced our work for the last 3 years, and look forward to creating an even stronger community of expertise around the world in the coming years, with the new Community Leads programme.

Meanwhile our education innovation identification work will continue to strengthen through our new and improved HundrED platform, and we look forward to advancing the education research agenda through the continuation of our regional work in Qatar and two global thematic Spotlights on Wellbeing and Early Childhood planned for early 2024.

## WHERE WILL HUNDRED BE IN 2030?

Our mission is to help every child flourish no matter what happens. When we look at the UN's Sustainable Development Goals, education should be seen as a key factor in providing results across the set goals. HundrED wants to continue its mission-driven journey to identify education innovations and support their implementation at scale. We believe that only through continuous improvement we can reach the SDG4 goal, and by only working collaboratively across countries we can provide youth with the future they deserve.

In 2024, the UN is focusing on SDG 17, which stands for partnerships to achieve the goals. None of the SDG goals can be reached alone. HundrED wants to position itself as an intermediary organisation between education providers and innovators.

By 2030, we want to be trusted by many education systems as their go-to community of education innovations that can help them to reach their curriculum demands and needs, and we hope to be able to resource and fund innovation implementation and competency-building in many developing contexts together with our partners, innovators, and community members during the next years. The updated Theory of Change reflects these ambitions as a new roadmap for HundrED.

### LET'S DOUBLE THE IMPACT

Whether you are an education innovator, practitioner, education systems leader or education funder, we encourage you to join us on this journey and share opportunities for collaboration. Through our collective action we can deliver our shared blueprint for quality education for all and double our impact.

### ARE YOU INTERESTED IN PARTNERING WITH US?

For more information on opportunities to partner with HundrED, or to learn more regarding our specific focus areas across the education innovation agenda for 2023, please contact David Connolly.



## David Connolly

HEAD OF GROWTH  
HUNDRED  
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### JOIN OUR COMMUNITY!

No matter who you are, if education is your jam, our community is the right place for you. Check out our web page for more information on which community program fits your profile the best.

→ [HundrED Community](#)

### SIGN UP FOR OUR NEWSLETTER!

Want to get all the latest news and updates from HundrED and our innovation community? Sign up to receive our monthly newsletter directly to your inbox.

→ [Subscribe to the HundrED newsletter](#)

### ARE YOU A RESEARCHER?

HundrED's reports are now registered with CrossRef and have Digital Object Identifiers (DOIs). Crossref makes research objects easy to find, cite, link, assess, and reuse to make scholarly communications better. Having DOIs is part of HundrED's knowledge mobilisation efforts

## Word of Thanks

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As we improve education systems through impactful and scalable innovations, we always want to emphasise the role of co-agency and collaboration. The work we do is not about us, it's about the education innovators around the world. Thank you for being on this journey together with us. In addition, HundrED would like to thank our extended community of partners and other stakeholders for their continued support over these past twelve months.

1. **Our Community Members** - the innovators, ambassadors and country leads whose work provides the foundation upon which our activities can be built.
2. **Our Academy and Advisory Board Members** - whose expertise ensures that our research maintains the highest standards of academic rigour.
3. **Our Knowledge Partners** - supporting our research and insight generation.
4. **Our Implementation Partners** - driving Tailor-Made approaches to innovation implementation within education systems.
5. **Our Educator Partners** - working closely with HundrED to deliver support for educators and education providers.
6. **Our Global Funding Partners** - especially the Jacobs Foundation and Supercell for your continued support.

As our organisation continues to grow and develop, we look to the future with much anticipation, building on a strong partnership base to realise our potential as a truly global social enterprise; providing valued services for a growing portfolio of education stakeholders while driving transformation across the sector, leveraging catalytic philanthropic capital to enable public and private action for sustained impact.



**hundrED**

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