

2025 Annual Report



Vision: To live in an inclusive world

Mission: SENIA champions inclusion by empowering our global community to connect, learn, and advocate for one another.

Big Five: Create Awareness of neurodiversity, disability, and the value of inclusion | Provide Learning Opportunities for professionals and families | Create a Global Network of relationships and resources | Advocate to create inclusive education worldwide | Build a Viable and Sustainable Organization that supports individuals and communities long-term

Foreword



Lori Boll, Executive Director

"SENIA is growing with purpose and clarity, supported by a community that believes in the potential of every student."

Dear SENIA International Community,

This year has shown me once again how strong and committed our SENIA community is. Across the world, educators, families, professionals, and advocates continue to champion inclusive practices and stand together in support of neurodivergent and disabled students. Your dedication continues to inspire me and drives every part of our mission.

Throughout 2025, I saw collaboration, problem solving, and creativity from so many of you. Inclusive education continues to face real challenges, yet our community responded with determination and care. Whether through in person learning, SENIA Academy, Mighty Networks, or our multiple chapter events, you strengthened connections and shared practices that help schools create environments where every learner belongs.

I am grateful for the partnerships that helped expand our work this year and for the many educators who engaged in professional learning with openness and curiosity. I also want to thank our members, chapter leaders, teacher representatives, presenters, sponsors, volunteers, SENIA Academy course creators and facilitators, and the entire SENIA team for their ongoing commitment to our vision.

As we move toward 2026, including our Dubai conference, our next Expanding and Enhancing Student Support Programs' institute in partnership with the Office of Overseas Schools, and our multiple coursework additions, I feel hopeful and energized. SENIA is growing with purpose and clarity, supported by a community that believes in the potential of every student.
Thank you for being part of this important work.

With appreciation,

Lori Boll

Executive Director, SENIA International



"We are building not just for the next year, but for the next decade of impact in inclusive education."

Tanya Farrol, Board Chairperson

Dear SENIA International Community,

Each year, the Board of Directors steps back to examine SENIA by evaluating our systems, strengthening our foundation, and ensuring that the organization remains steady, mission-aligned, and prepared for the future. In 2025, that work became more important than ever.

As SENIA continues to grow, so does the responsibility of managing an organization that now supports thousands of educators across the world. Our role as a board is not to replicate the work of the SENIA team, but to create the conditions that allow that work to flourish. This year, our focus was clear: sustainability, clarity of purpose, and long-term organizational health.

We invested time strengthening and creating sustainability in SENIA's governance structures by reviewing policies and contracts, clarifying roles, and ensuring that the systems guiding our decision-making are as inclusive and transparent as the values we champion. We continued refining our financial oversight by setting clear strategic priorities that support SENIA's growth while maintaining fiscal responsibility.

A particular area of attention this year was SENIA's expanding network. With chapters, teacher representatives, and members now spanning multiple continents, the Board examined how best to support a network that is both deeply local and unmistakably international. Our commitment is to ensure that SENIA remains a reliable, responsive organization. An organization that supports schools and educators wherever they are in their journey toward inclusion.

We also laid the groundwork for SENIA's future. Through careful planning and oversight, we positioned the organization to scale its programs, broaden its partnerships, and continue increasing scholarships for educators and families. We approached this year with one goal in mind: to make sure SENIA is prepared not only for 2026, but for the next decade of impact.

Perhaps the greatest privilege of serving as Board Chair is witnessing the dedication of so many individuals who make SENIA what it is. While the Board's work is largely behind the scenes, I want to acknowledge openly that our Executive Director, Deputy Executive Director, Board of Directors, Administrative Team, Associate Directors, and our volunteers drive the daily mission with remarkable skill and heart. Their work is made stronger by the trust and participation of our members, partners, sponsors, and donors.

As we enter 2026, with major initiatives on the horizon including our Dubai conference, expanded professional learning pathways, and ongoing partnerships, the Board remains focused on the same commitments that guide us every year: strong governance, mission alignment, fiscal responsibility, and unwavering support for the SENIA team and community.

Thank you for continuing to place your confidence in SENIA. Our role is to safeguard this organization so it can continue doing what it does best: fostering a world where every learner belongs.

Tanya Farroll

Board Chairperson

SENIA Highlights

Highlight 1: Scholarships & Awards



In 2025, SENIA International deepened its commitment to advancing inclusive education through the continued expansion of our scholarship and awards program. This year, we increased our total scholarship funding by 34.9% compared to 2024, **awarding \$29,806.49** in scholarships to **50 recipients, a 32% increase** in recipients from the previous year. These awards supported a wide range of learners and practitioners through our Student Award, Conference Scholarships (both virtual and in-person), and our SENIA Certification Scholarships, which were awarded at Level 1, at the Teaching Assistant level, and for the first time at the Level 2 certification level. In addition, we continued our commitment to community impact through our Outreach Scholarship, and we were honored to present our World Changer Award to six individuals whose exceptional efforts embody SENIA's mission.

We are especially proud that **100% of all donations** received by SENIA **directly fund our scholarship program**, ensuring that every contribution meaningfully impacts the communities we serve. All other SENIA initiatives are fully sustained through our organizational services. The reach of this year's scholarship recipients demonstrates the powerful ripple effect created when educators, students, and community members are equipped to champion inclusive practices in their own environments. By investing in their growth, SENIA continues to influence systems of support across the globe, helping schools and organizations move toward more equitable, accessible, and inclusive futures for all learners.

SENIA International is proud to collaborate with [partner organizations](#) that share our commitment to inclusive education. Our partnerships are intentionally built with **non-profit organizations whose missions align with our values and strengthen our collective work**. Through these strategic alliances, we combine expertise, resources, and global networks to expand access to inclusive practices and amplify our impact.

By working alongside like-minded organizations, we are able to share best practices, foster innovation, and create more comprehensive systems of support for educators, students, and families worldwide. These partnerships play a critical role in advancing inclusive education and strengthening a connected global community dedicated to empowering all learners.

Highlight 2: Partners



Highlight 3: Membership



SENIA's membership community continued to grow in 2025. **More than 1,000 educators** and families connected through our Mighty Networks platform, creating an active space for collaboration and resource-sharing.

Our network now includes **100+ Member Schools** committed to advancing inclusive practices, along with **6 Affiliate Member Organizations** that bring additional expertise and partnership to our global movement.

More information about SENIA membership can be found [here](#).

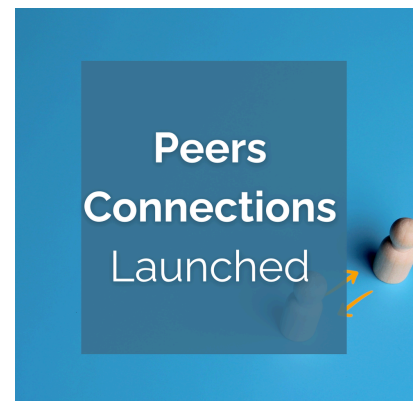
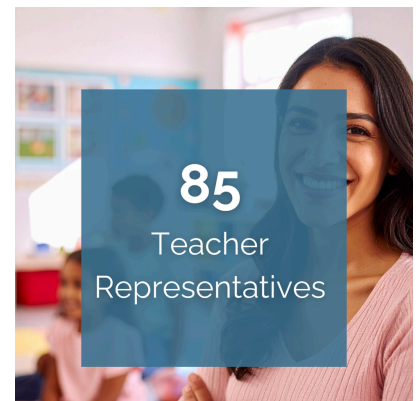
In 2025, SENIA International continued to focus on supporting local and regional chapters' growth and success. **With 3 regional and 21 local active chapters**, each chapter is dedicated to spreading the mission and vision of SENIA International, and building an inclusive network for the local communities. In the past year, chapters hosted or co-hosted local conferences, virtual conference watch parties, service provider fairs, parent-focused sessions and networking events. With our Teacher Representative program, we currently **have approximately 85 teacher representatives worldwide**. Chapters are encouraged to collaborate with the teacher representatives in their areas to get more schools involved in their activities.

To ensure a strong connection between SENIA International and the chapters, our team of volunteer Project Managers maintain regular communication with the chapters in their region, providing resources and support whenever needed. **The Growth and Development team also hosts regular virtual meet-ups** for chapter board members and teacher representatives to gather, share ideas, and build relationships.

In November 2025, a **pilot program called "Peers Connections" was launched** as an additional opportunity for chapter board members and teacher representatives to provide peer support as fellow educators. Depending on the feedback, this program may be expanded to include other SENIA members in the future.

Learn more about our chapters [here](#).

Highlight 4: Chapters



Highlight 5: Conferences



Belonging & Beyond: SENIA Conference in Phnom Penh, Cambodia

SENIA 2025, Belonging and Beyond, took place March 7–9 and brought together a vibrant community of educators and leaders committed to advancing inclusive practice. **433** professionals from **more than 230 schools** and organizations across Asia and beyond gathered for three days of learning, reflection, and connection. **With 117 speakers and 179 sessions** spanning pre-conference intensives, keynotes, workshops, and structured collaboration blocks, the conference offered both depth and choice, inviting participants to think expansively about belonging, identity, and student experience.

The atmosphere was warm, welcoming, and deeply mission-driven. Participants consistently praised the practicality and relevance of the sessions, as well as the opportunity to engage in meaningful dialogue with colleagues across countries and roles. Many shared that the conference renewed their energy, clarified their purpose, and strengthened their commitment to building school communities where every learner can thrive. For a deeper look at participant insights, outcomes, and reflections, the full SENIA Cambodia 2025 Conference Report is [available to read here](#).

SENIA Unplugged 2025

SENIA Unplugged 2025 brought together a global community of educators committed to building more inclusive schools. **With 1284 attendees, 66 speakers and 93 sessions**, the conference delivered practical strategies, compelling keynotes, and advanced learning that felt timely, relevant, and immediately applicable. Participants consistently highlighted the depth of the content, the strength of the community, and the flexibility of the virtual format, which allowed educators across time zones to engage meaningfully and revisit sessions with their teams throughout the year. For a deeper look at participant feedback, outcomes, and areas for continued growth, the full SENIA Unplugged 2025 Conference Report is [available to read here](#).

Expanding and Enhancing Student Support Programs (EESSP)

The inaugural Expanding and Enhancing Student Support Programs (EESSP) Institute in partnership with the U.S. Department of State's Office of Overseas Schools took place in June, 2025, and brought together 155 participants from 34 international schools for five days of intensive, collaborative learning.

Schools participated in cross-functional teams of four, typically including a Head of School or senior administrator, Director of Student Support Services, Admissions Director, and a classroom teacher. This team-based approach ensured that inclusive education was examined through leadership, instructional, admissions, and student support perspectives, strengthening alignment and shared responsibility across each school community.

The Institute was grounded in five core goals: developing policies and practices that support neurodivergent and disabled students using best-practice frameworks such as Universal Design for Learning (UDL) and Multi-Tiered Systems of Support (MTSS); building the capacity of all school community members through evidence-based practices and a deeper understanding of diverse learning profiles; fostering a collaborative culture of acceptance in which all staff believe in every student's potential; developing expertise within schools by exploring faculty recruitment strategies and sustainable financial models; and promoting a global community of disability advocates committed to collective learning and collaboration

EESSP was a significant success, equipping school teams with practical tools, shared language, and renewed commitment to strengthening inclusive systems that support neurodivergent and disabled students across diverse international contexts.

In 2025, SENIA Academy continued to strengthen and refine its professional learning offerings in response to participant feedback and ongoing developments in research and practice. We identified several revisions to the Level 1 and Level 2 course work. These are based on feedback from participants and evolution in the field and research to ensure we are current in what we offer participants. Additionally, we identified the structure and content for our **Leadership Coursework** and have identified most authors. This work will be developed and **launched in 2026**.

The Numbers

- 239 Level One Educators since February 2022
- 10 Level Two Educators since May 2024
- 19 Facilitators
- 59 SENIA Teaching Assistants since April 2023
- 16 UNIS TA's earned Foundations Certification and 12 - 14 will become facilitators
- 1151 SENIA Academy students

What Participants are Saying

"I really enjoyed the collaborative aspects of the course, particularly the opportunities to share ideas with peers and learn from different perspectives."

"I can honestly say that this has been the best online training I've taken so far. It truly connects to what's happening in my workplace, and it has helped me improve my workflow in school"

"As an EAL teacher, I really got a great deal out of this course. it was very insightful to take a deep dive into the role of a case manager and has had me again question my role and the crossover between EAL/LS."

More about SENIA Academy can be found [here](#).

Highlight 6: SENIA Academy





New Initiatives

The launch of [Friends of SENIA](#) marked an important step in building long-term financial sustainability for our scholarship program. This initiative invites individuals, families, and organizations to support SENIA through ongoing monthly or annual contributions. Each giving tier provides meaningful opportunities for donors to stay connected to our work and see the direct impact of their support.

100% of contributions to Friends of SENIA are dedicated entirely to scholarships that expand access to professional learning and inclusive practice. Through this program, we are able to reach more educators and school teams, remove financial barriers, and strengthen the global network of professionals committed to inclusive education. We are grateful to our first group of Friends whose generosity helped launch this program in its inaugural year.

SENIA's [Affiliate Membership program](#) continued to strengthen our global network in 2025. Designed for organizations that are not schools but still want to actively engage with and support SENIA's mission, this program **welcomed six affiliate member organizations** this year.

Through these partnerships, we expanded opportunities for collaboration, resource-sharing, and aligned professional learning. Our affiliates play an important role in connecting SENIA to broader regional and international initiatives, helping amplify our collective impact on behalf of neurodivergent and disabled learners worldwide.

Affiliate Membership Program



Looking Ahead to 2026

SENIA Disability Inclusion Standards

Over the past three years, we have been deeply engaged in the development of our Standards, a comprehensive framework designed to support schools in strengthening inclusive practice at both the classroom and systems level. This work has been intentional and iterative, grounded in research, practitioner experience, and the lived realities of international school communities.

In 2025, we took an important step forward by inviting members of our global community to review the draft Standards. Educators, leaders, and specialists from around the world provided thoughtful feedback, helping us refine the language, clarify expectations, and ensure the Standards are both aspirational and practical across diverse contexts.

Looking ahead to 2026, **we will release the Standards as an open-source resource**, reflecting our commitment to access, collaboration, and shared learning. Alongside the release, we will begin developing practical tools to support schools in using the Standards for self-reflection, planning, and continuous improvement. These tools will help schools assess current practice, identify priorities, and track progress over time, ensuring the Standards remain a living resource that supports meaningful, sustainable inclusion.

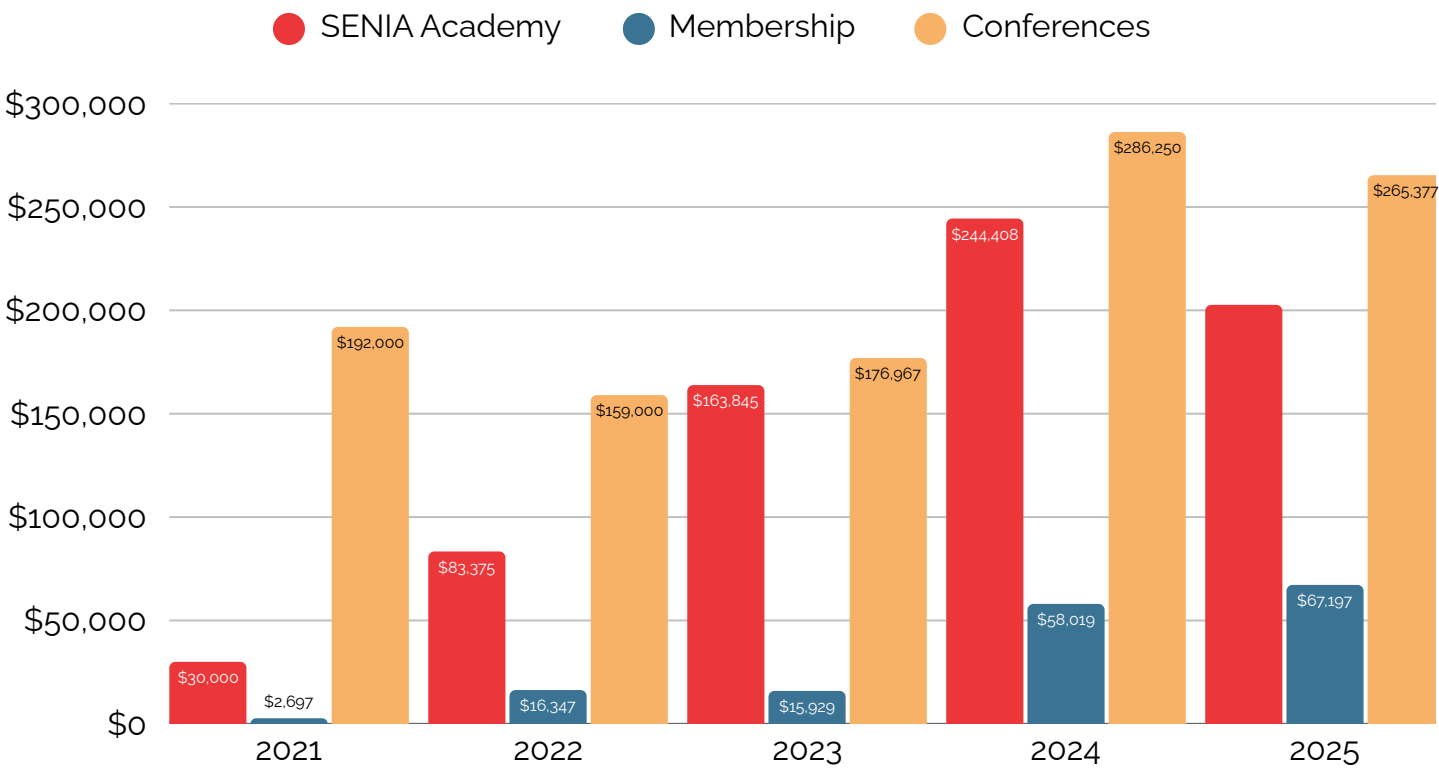
Local Chapter Grants

The SENIA Local Chapter Seed Money Grant Program will launch in January 2026 to strengthen and amplify the work of SENIA's local chapters, recognizing them as essential drivers of our global impact. This new initiative provides targeted financial support to help chapters connect communities, foster learning, and advocate for inclusive practices through locally led projects aligned with SENIA's mission.

Each chapter may receive a USD \$500 grant to support educational events, awareness campaigns, and the creation of promotional materials such as banners, pamphlets, and stickers. By investing in grassroots initiatives, this program is designed to spark innovation, extend SENIA's reach, and reinforce inclusive education efforts at the local level, where meaningful and lasting change most often begins.

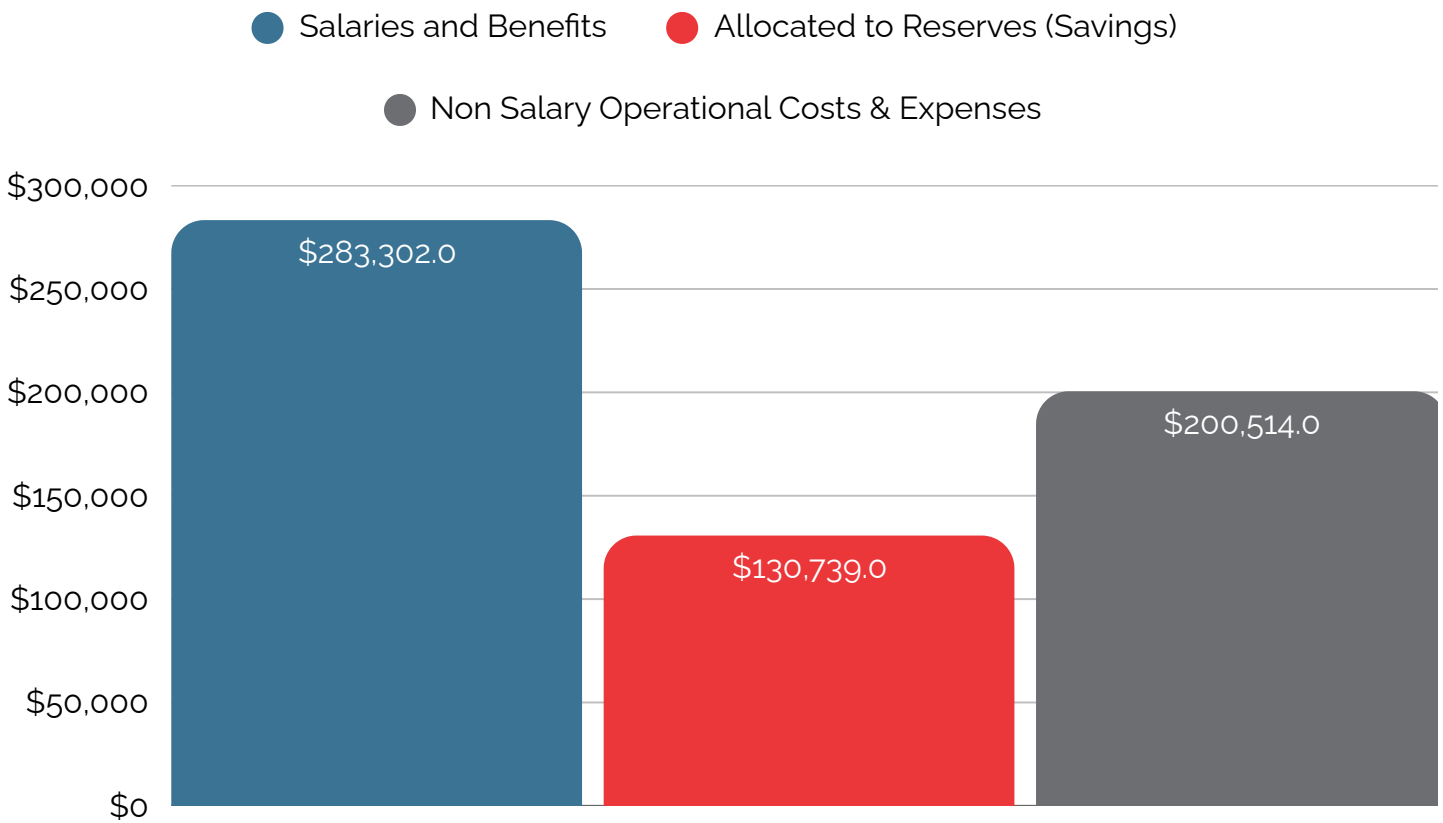
Our Year in Numbers

Revenue



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.



Donations and Giving

Thanks to the combination of outside donations and SENIA funding, **nearly \$30,000** 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.

Sponsorship

SENIA's sponsorship program includes trusted organizations which are carefully selected to align with SENIA's mission of championing inclusion. These sponsors provide valuable financial support that helps keep conference costs low for attendees, allowing more educators and professionals to participate in SENIA's events. By partnering with reputable companies in the field, SENIA ensures that its sponsors not only contribute financially but also add value to the conference experience through their expertise and resources. A big thank you to our fabulous sponsors!



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, Hong Kong

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

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

Director of Marketing- Lex Hamilton, Phnom Penh, Cambodia

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. Learn more about SENIA's team [here](#).

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

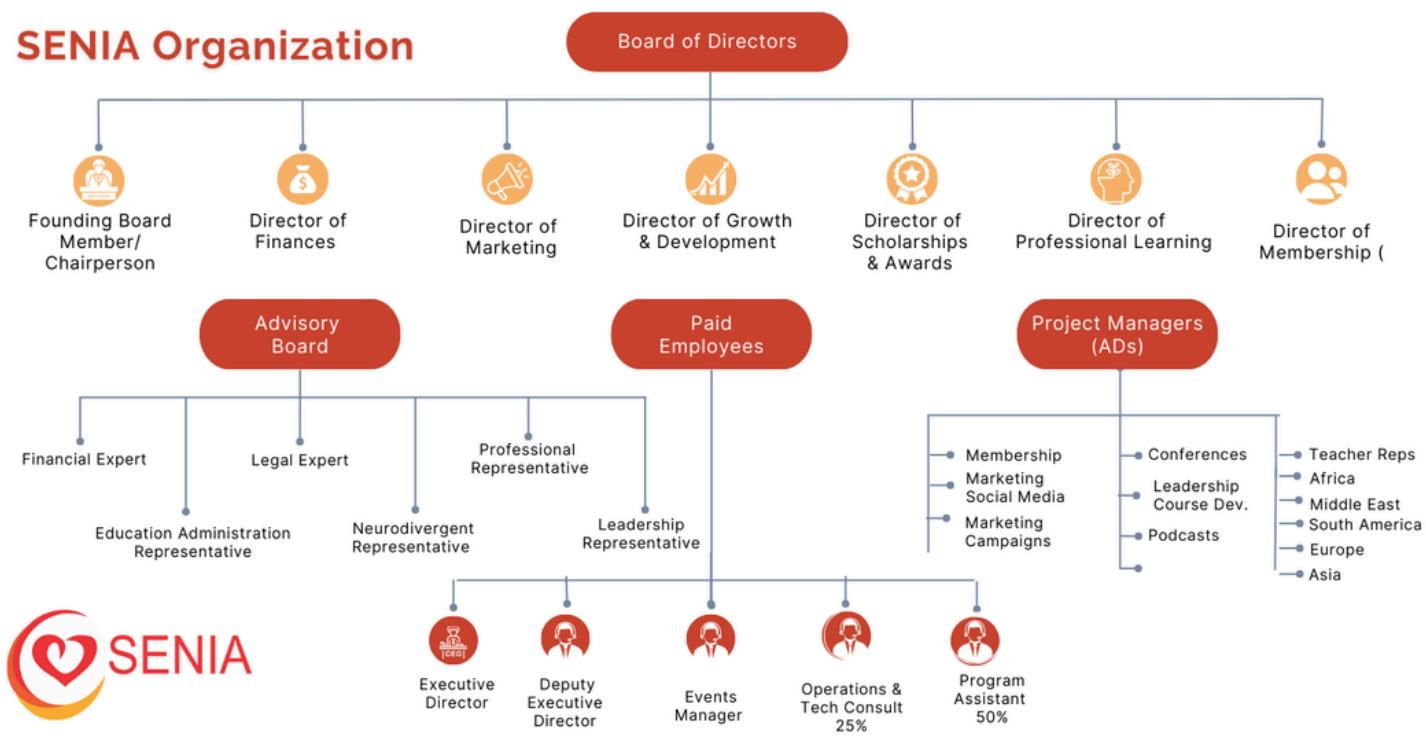
SENIA's global impact is amplified through its network of local and regional chapters, each led by committed volunteer boards of directors who host small conferences, networking events, provider fairs, and more.

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.

How We're Organized



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**

Calls To Action

[Become a Friend of SENIA](#) | [Join The SENIA Community](#) | [Explore SENIA Academy](#) | [Attend a Conference](#)

Contact Us

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

SENIA International

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