Message from Robert

The year 2015 can be summed up in four words:

Learning,  
Growth,  
Diffusion,  
Acceleration.

Learning.
All of us involved in Compass Education (CE) have been learning how to transition from an organic idea and informal group of passionate volunteer educators to our first concrete steps towards becoming a global sustainability education non-profit.

Growth.
Our steering committee has grown to 13 talented formal and non-formal educators comprising all grade levels and positions (from teachers to principals and school heads). We have expanded our trainings to include sequential Level 1 and Level 2 educator training, as well as student empowerment training and a youth camp held during the summer break. We also launched an online course that is aligned with the Level 1 educator training workshop.

Diffusion.
This year witnessed CE expanding out of our Southeast Asia niche to several schools in China. We now have participating schools in Philippines, Thailand, Singapore, and China.
Acceleration.

We are transitioning to a registered U.S. based non-profit education organization. Teachers and educators are gaining interest in CE tools and methods at an increasing rate, and in the next year we expect further uptake in schools throughout Southeast Asia as well as Latin America, Australia, the Middle East and the United States.

It has been an amazing year, yet only the beginning of the potential that CE will realize. We look forward to increasing our network of partner schools, participating students and teachers, and inspiring programs ...

as always, based on innovative learning tools and methods for empowering learning communities to learn and act for a sustainable future.

Sustainably Yours,

Robert Steele
Compass Education Team Leader

vision

Compass Education is a leading actor in the global movement to transform learning, thinking and action by youth, educators, school leaders, and educational institutions to contribute to building a flourishing and sustainable future for all

mission

Compass Education empowers and connects learning communities to educate and act for a sustainable future
**Compass Education snapshot**

**TRUSTED**
- Member of the AtKisson Group, a highly respected global network of sustainability professional organizations and individuals working in all sectors on sustainable development
- To deliver innovative and quality programs, tools and methods that directly support the mission and learning goals of schools and educators

**ESTABLISHED**
- Sustainability leadership development camps for youth
- Free online platform for educators to discover and share innovative lessons and resources

**DIVERSE**
- Team of passionate educators, consultants and business people from around the globe
- Meet a few of us on pages 20-22

**INCLUSIVE**
- Serving both privileged and underserved populations
- Training students, formal and non-formal educators, school leadership and stakeholders

**GROWING**
- Additional support structures for educators and schools under development
**Timeline**

- **Early 1990's**
  - AtKisson Group founded to work in business, government and civil society

- **2001**
  - AtKisson Group's tools introduced directly to students; Immediate connection through the Sustainability Compass

- **2005**
  - Tools adapted specifically for the education sector; Compass Education was born

- **2009**
  - Youth leaders empowered by using Compass Education tools during Global Issues Network conference

- **2012**
  - Certified educator courses and student training conducted in 6 schools and 4 countries throughout Asia; Youth empowerment camp facilitated by student leaders; Level 1 course available online

- **2015**
  -
I used to think that sustainability was related to ‘green’ issues but I now know that the term can be applied to almost every system, scenario and problem that exists.

*Karl -- 10 May 2015*

---

**81** New Email Subscribers

---

**5** New Trainers

---

**100** New Facebook Likes

---

I used to think that a sustainable world is hard to achieve, but with the right tools like the Compass and Systems Thinking, it is an educationist ‘wish list’ come true!

*Elvis -- 27 September 2015*
impact

3 Youth Trainings

9 Educator Trainings

76 Youth Empowered

168 Educators Trained

470 Teachers Empowered By Youth
I used to think the tools might be complex and challenging for younger children, but now I can see that it helps **unpack the complexity** and encourages **deeper dialogue** and thought.

*Mary -- 10 May 2015*

---

I can draw connections to how I can use Compass in curriculum planning and development. Unpacking systems allowed me to draw parallels to **strategic planning**, transdisciplinary curriculum as well as a new strategy for unpacking **enduring understandings** in units of inquiry.

*Josh -- 10 May 2015*
2015 HIGHLIGHTS

YOUTH EMPOWERMENT
- Launched youth empowerment programs with parallel learning outcomes to our educator training programs.
- Used crowdfunding to offer scholarships.

PARTNERSHIPS EXPANDED
- Grew our team of certified trainers.
- Established collaborative partnerships with schools in Southeast Asia and China.
- Reached out to complementary organizations.

EDUCATOR CERTIFICATION
- Clarified and streamlined the pathways to certification, both in person and online.
- Established mechanisms for sharing feedback and resources.

STRUCTURE ESTABLISHED
- Reorganized into four working groups focused on major program areas to maximize our team's effectiveness.
- Applied for U.S. non-profit status.
YOUTH EMPOWERMENT

Organized Compass Education's first youth empowerment programs.

- **March**: Trained 42 students in systems thinking during the Association of China and Mongolia Schools (ACAMIS) conference, who then trained over 400 teachers and administrators. This generated a lot of excitement!
- **June**: Compass Youth Camp - developed *by youth, for youth* - was held in Thailand. A youth leader facilitated 14 participants, with support from Compass Education.
- **August**: Empowered 18 students at Dalian International School in China. They later shared their learning with the entire teaching staff, who asked for more! See part of the story on page 15.
Empowerment means students are truly equipped to work with all stakeholders in their communities to effect change.

- Youth programs have parallel learning outcomes to our educator programs
- Youth create targeted action plans for the community they worked with during camp
- Skills are transferred to their own local communities, such as conducting Compass training for students in their own schools, or becoming facilitators for future camps
- Some students choose a new career path after CYC

Crowd-funding allowed us to offer scholarships, making Compass Youth Camp more accessible to deserving students.

- Together, 32 donors contributed nearly $3,400 (after Indiegogo commission)
- Distributed funds based on financial need: full scholarships (2), half scholarships (1), partial scholarships (4) and subsidies (14)

“This camp was a great experience for me, teaching me a number of valuable lessons: the importance of maintaining sustainability; the important skills required in leadership and how we can apply them in our daily lives.

Tegar Laga Joehaar, CYC 2015
I think a knowledge of systems thinking and sustainability will be immensely useful in the future, not only for Global Perspectives and action projects, but also for everyday decision making.

This knowledge has allowed me to come up with a much more impactful action plan this year compared to last year in BTC*, and as I gain more practice in systems thinking, I think I will be able to find better leverage points and implement better solutions.

Nishant Kumar Singhal (Grade 8) -- * Be The Change course at United World College Southeast Asia (UWCSEA)

The Compass model is an invaluable tool to help students become systems thinkers looking at the big picture of our world and its interconnections.

As an educator with a degree in ‘Educating for Sustainability’ and teaching at a school focused on environmental and sustainable education, I have found the Compass model to be one of the most useful tools at my disposal. I find it works well for both designing units and lessons to ensure each aspect of sustainability is touched upon, as well as a lens for students to look at topics and discuss and understand sustainability.

Glenn Chickering -- The Green School
I used to think that some things in this world could not change due to powerful economic structures in place. Now I feel that **things can change** if people see the importance of change and are guided accordingly.

William -- 27 September 2015

I used to think that teaching students how to think critically and from a systems thinking perspective was a daunting task, but now I feel like it's **quite easy and fun**, especially with the applicable tools gained from this weekend!

Katina -- 27 September 2015
EDUCATOR CERTIFICATION

Easy to understand, clearly defined steps help educators know how to progress.

- Introductory Workshop*
  * Not a prerequisite for Level 1
- Level 1 Workshop
  Face-to-face (2 days) or Online (6 weeks)
- Submit Case Study for Trainer Feedback
- "Compass Practitioner" Certification
- Invitation for Further Involvement
  Apprentice to become a Certified Trainer; Expands our capacity regionally
- "Compass Educator" Certification
- Submit Case Study & Action Plan for Trainer Feedback
- Level 2 Workshop
  Face-to-face (2 days)

Active collection of classroom examples and lesson plans during certification helps expand our free resource library online.

Educators demonstrate their understanding through coursework submissions, and participate in sharing.
The students were trained in the Compass model and systems thinking through a variety of hands-on activities. After two days of training, the students engaged the entire teaching staff in thinking about how communities and individuals can organize and cause positive improvements in their environment.

One teacher commented, “I believe it is an excellent model, and would serve our students well in the classroom” and another said, “It is a good framework for understanding reality and the messy implications of interconnectedness”.

Overwhelmingly, teachers have asked for concrete ways to implement the model in the classroom. Presently students are planning how they can present the model to all the secondary students through the advisory class. In the future the students hope to share these activities with parents and community members.

It was so powerful to see the students teaching the teachers. It was a great way to motivate the staff also.

This student leadership and professional development opportunity is part of the DAIS initiative to become the Sustainability Campus for Northeast China. According to our project goals, the DAIS Sustainability project will permeate the curriculum, inspiring and empowering students to contribute to the local and global community. Our school will serve as a “lighthouse” and resource for sustainability practices and education for the greater China community. We will develop students who say “This is who I am” in the context of sustainability.

**Michael Baldwin -- Dalian American International School (DAIS)**
PARTNERSHIPS EXPANDED

Added 5 new trainers to our team, for a total of 14 certified trainers.

- Larger pool of trainers allows more frequent program offerings
- Varied expertise allows us to develop additional products and services
- Expanded geographic reach makes us more localized and cost efficient

Collaborating schools and educational institutions offered significant in-kind support.

- Event venues and materials
- Trainer accommodations
- Assistance with event marketing

Reached out to further develop collaborative partnerships with educator, sustainability, and systems thinking organisations, associations and institutes.
I am very humbled and blessed to be involved with Compass Education. Becoming a facilitator and serving the Educator Empowerment Committee has been one of the biggest learning curves of my professional learning experience. I started as a passionate teacher who fell in love with the CE tools and how powerful they are within classroom practices and co-curricular activities, and now as an empowered educator who shares experiences, practices, and passion with other educators in the world. I look forward to my sustainable learning journey with Compass Education and the great network of inspirational mentors, coaches, and friends.

Cindy Chen -- New Compass Facilitator
Organized four working groups to best utilize team members' strengths and grow our major program areas. Streamlined the Steering Committee.

- **Youth Empowerment Working Group**
  Develops curriculum and materials targeted to youth, especially by youth, for youth.

- **Educator Empowerment Working Group**
  Develops face-to-face and online curriculum and materials targeted to formal and non-formal educators.

- **Leadership and Educational Institution Working Group**
  Develops materials tailored to the needs of decision-makers and their stakeholders.

- **Business and Operations Working Group**
  Oversees finances and legal, communications and branding, and overall coordination.

Applied for non-profit status in the United States.

- **Board of Directors, Non-profit (501(c)(3))**
  U.S.-based non-profit status allows for additional fundraising options.

- **Steering Committee**
  Primary decision-making and governance body for Compass Education
  - Chairperson of each Working Group
  - Director of Board of Directors
Who Is Compas Education?

Board of Directors for 501(c)(3):

- Robert Steele
- Lara Siree Johnson
- Kate O'Connell
- Teresa Tung
- Ruth Ann Steele
- Taylor Steele
- Dennis Walker

Our non-profit registered 501(c)(3) arm is governed by a Board of Directors and allows us to work with underserved communities.

Our corporate arm allows us to serve privileged communities.

Both are supported by the four working groups and our advisors.
Business and Operations Working Group:

Lara Siree Johnson (chair)
David Collett
Kevin Sullivan
Nining Ikha Sunarmi
Watkan (Nong) Thongrueng
Dennis Walker

Advisors:

Alan AtKisson
The AtKisson Group

Maxine Driscoll
Think Strategic

Lister Hannah
The AtKisson Group

Lisa Kessler
Auburn University

Ben Roche
The AtKisson Group
INCOME
TOTAL: THB 1,382,182
(approximately USD 43,193*)

- Youth Workshop Fees: 51%
- Educator Workshop Fees: 41%
- Fundraising for Scholarships: 8%

SPENDING
TOTAL: THB 1,252,574
(approximately USD 39,155*)

- Empowerment Training: 67%
- Administration: 16%
- Scholarships: 8%
- Strategic Planning: 9%

* Compass Education operates in Thai Baht (THB); due to currency fluctuations, the USD amount is approximate.
SPENDING DETAILS
(as a percentage of total spending)

- **General Marketing**: 0.6%
- **Office**: 4.6%
- **Staff Salary**: 10.5%
- **Retreat**: 8.8%
- **Youth Camp Scholarships**: 8.4%
- **Travel Expenses**: 18.6%
- **Workshop Expenses**: 19.7%
- **Professional Fees**: 28.7%

**General Marketing** is not specific to an event.  
**Office** includes rent, office supplies, website and branding, bank fees.  
**Staff Salary** includes part time employees and student interns.  
**Retreat** expenses were travel and accommodation; other support was provided in-kind by the venue host.  
**Youth Camp Scholarships** awarded: 2 full tuition; 1 half tuition; 4 partial tuition; 14 tuition subsidies.  
**Travel Expenses** reimbursed to training facilitators.  
**Workshop Expenses** includes venue rental and catering, event attendance or entrance fees, and materials.  
**Professional Fees** paid to training facilitators.
HOW CAN YOU SUPPORT COMPASS EDUCATION?

TECHNICAL SKILLS
Grant writing
Media production
Software development

RELATIONAL SKILLS
Networking
Fundraising
Teaching / Facilitating

We rely on the expertise of PARTNERS in a wide variety of technical, professional and educational realms.
ENGAGE YOUR PASSION

JOIN OUR TEAM

CONNECT

team@compasseducation.org