COMPASS EDUCATION

Annual Report 2018

Empowers and Connects Learning Communities to Educate and Act for a Sustainable Future

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Compass Education (CE) was originally conceived in 2009, but it wasn’t until 2010 that we organized our first ever workshop under the Compass Banner. At that time we were a loosely organized group of international school educators and international sustainability consultants running a once a year “Becoming a Compass School” workshop. Nine years on from 2009, we have gone from a crazy idea discussed in Chiang Mai, Thailand with a group of teachers, to something quite real and global in its reach. As of 2018 Compass Education’s programs have impacted schools in 5 continents (Asia, Middle East, South America, Central America, and Europe) and reached a milestone of 1,000 empowered teachers.

The previous year, 2017, was highlighted by the growth and maturity our core training programs as well as our steering committee empowerment working groups. In 2018, Compass Education began our acceleration with regards to diversification, collaboration and innovation. CE launched a new School Leaders Empowerment Program to compliment our existing Educator Empowerment Program and our Youth Empowerment Program. We began to explore collaborative relationships with other sustainability youth initiatives and high-level international foundations. 2018 also saw us re-develop and pilot a new whole school sustainability program that we call the “School Community Sustainability Transformation” with UNIS Hanoi, Vietnam and Green Shoots School in Hoi An.
An especially exciting experience for our team in 2018 was our collaboration with the Education team of the Ellen MacArthur Foundation (EMF) based in the UK. Our CE team assisted EMF in piloting the use of the Sustainability Compass lens with EMF's corporate case studies demonstrating the Circular Economy concept and practice with students. The Compass was used to frame EMF's private sector circular economy case studies and we trained and encouraged teachers to use the case studies with their students and report to us what they did and how it all worked. We incorporated 'circular economy' into a new workshop module as part of our Level 1 Compass Practitioner certification training.

The final highlight of 2018 was the growth of our social media platform and its reach through several different Facebook groups (educators, youth and general) as well as seeing a huge leap in Twitter followers from the previous year as we invested in a social media consultant and learned how to better utilize this space for growing our brand and programs.

Both the CE team and I thank all of our teachers, students, school leaders and collaborating partners for a great year.

Looking forward to what 2019 has to bring our way.

Robert Steele
MANAGING DIRECTOR
2018 HIGHLIGHTS

School Leadership Empowerment
School Community Sustainability Transformation (SCST) Program was piloted at UNIS, Hanoi, Vietnam (more details on page 5)

Youth Empowerment
Successful Compass Youth Camp (CYC): Leading for Change. 8 Days camp for 8 youth to learn about leadership for sustainability through systems thinking (more on page 8)

Youth Empowerment
Trained 23 Youth Leaders to lead the IB Themed Regional Workshop Event at NIST, Bangkok, Thailand (more details on page 10)

Educator Empowerment
Conducted our first CE Level 1 analogous training in the Middle East region, hosted by Near East School Association - NESA in Amman, Jordan (more on page 14)
An incredible workshop that will allow you to push your students to think deeper. Inspiring, engaging and transformational in relation to students learning.

- Stacey Jones -

The training was high quality and flexible.

The activities and pace all felt like they were tailored specifically to the needs of our group.

Conversations were encouraged and allowed to continue and develop participants' thinking.

I had a great two days!

- Ryan Harwood -
CE worked with United Nations International School of Hanoi (UNIS)’s sustainability team, comprised of 30 school community members including teachers, administrators, board members, support staff, parents and students, to develop their own holistic, systems integrated, school-wide approach to sustainability.

The program consisted of two 2-day analogous workshops with virtual coaching support to the sustainability team between and after each workshop. SCST utilizes the VISIS Pyramid, which Compass Educators who have been through Level 2 will be very familiar with. The SCST takes school communities through a sequential evidence based sustainable development planning & action cycle that utilizes a systems thinking approach coupled with effective change strategies.
This SCST process empowers a school to consider all areas in which they can have an impact on sustainability and to prioritize initiatives that will have the greatest impact. The school community is then able to develop realistic action plans and measurable indicators that support the school’s mission and provide valuable feedback for future initiatives.

“CE introduced us to a framework and tools around which to build a sustainability initiative tailored to our school.

The facilitators were very effective in helping us to crystallise a personalised vision statement.

The conceptual tools developed by CE are clear, simple, and easy for a variety of stakeholders in our school community to use and understand.”
What did the participants say about the SCST workshop

Participants' feedback on the usefulness of each specific sessions

Defining sustainability
- Very Useful: 87.5%
- Useful: 12.5%

Creating UNIS' vision of sustainability
- Very Useful: 73.33%
- Useful: 26.67%

Examining the CE School Community Sustainability Framework
- Very Useful: 75%
- Useful: 6.25%
- Somewhat useful: 18.75%

AMOEBA simulation
- Very Useful: 86.67%
- Useful: 6.67%
- Somewhat useful: 6.67%

Building the UNIS Sustainability Framework
- Very Useful: 81.25%
- Useful: 18.75%

"Participating in the Compass Education School Community Sustainability Transformation workshop has changed my mind of what school sustainability can achieve. It provided us with the tools we needed to take a look at our current practices and make changes that will impact the future of our students and school for years to come."
2018 CYC proved to be another successful year for CYC. One of the most notable accomplishments for this year's camp included the high level of facilitator skill and knowledge. This allowed for fluid and coherent camp modules that linked well and had a high clarity of instruction.

In addition, the visit to the School for Life was a valuable opportunity to begin conversations about the SDGs and the application of Compass tools to create change in a community of need.

“...I am inspired to be a champion for the environment and conserving our forests, biodiversity, seas and oceans (Lavanya - 2018 Camper)
YOUTH EMPOWERMENT

EMPOWER YOUTH TO BE EVENT LEADERS

IB Themed Regional Workshops at NIST

Over a timeframe of 3 months, a group of student leaders from two Bangkok based International Schools (NIST and Wells) actively engaged in workshop sessions to develop their leadership and facilitation skills, and to equip them with the tools necessary to thrive as young leaders of the IB global community.
YOUTH EMPOWERMENT

ACTIVELY ENGAGED IN YOUTH EVENTS

GINBali

Beyond COP21 Symposium, Singapore

ServICE Conference, Singapore
This youth newsletter is part of CE Youth Empowerment program, to share stories by our youth leaders to continue supporting any action that they are doing to promote global citizenship, sustainability and sustainable development.

We welcome youth all over the world to share their stories on how they are working to change their schools, communities, countries and the world!
As an educator I feel most rewarded when a sense of purpose is renewed and strengthened. This is the impact of work with the Compass Education.

- Cabby Tennis -
EDUCATOR TRAINING SUMMARY 2015-2018

EDUCATORS EMPOWERED

Over the past 4 years, Compass Education has directly empowered more than 1,000 teachers and educators around the world.

In 2018, we spent a lot of our time and energy in developing new products and learning resources. This has an effect on our capacity to plan and conduct the Level 1 and Level 2 courses which resulted in decreasing number of teachers trained in 2018 compare to the past 2 years.

CERTIFICATION

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“The Level 1 Practitioner Workshop was the most powerful PD experience I have had in a long time! The opportunity to work closely with other educators that are passionate about the same things, combined with the tools and exercises offered in the workshop, have equipped me both mentally and "spiritually" to return to my classroom tomorrow and begin the transformation! 

- Amy Suhr -
FEEDBACK FROM LEVEL 1 AND LEVEL 2 TRAININGS

**I used to think...**

- I used to think that learning about systems and sustainability would be too complex for 5th grade students.
- I used to think the biggest part of sustainability was from the environmental point of view.
- I used to think that applying the COMPASS would mean adding something new for staff....
- I used to think systems could be used only with adults and maybe teens.
- I used to think the sooner you solve the problem the better it was.
- I used to think that using these tools might take up a large (too large) amount of class time.

**But now I think...**

- Now I think that with the tools and frameworks I have learned it just might be “simple”.
- Now I see all areas as equal and more interconnected.
- Now I see it as an easy to apply tool that makes what we already do a little bit less work - as we will be working more collaboratively and with greater cohesion.
- Now I know they work with all ages and develop high level thinking skills.
- Now I think it is important to zoom out and see the bigger picture.
- Now I think that even if it takes a long time, the complexity that will come out of the process will be worth it, and ultimately shift us towards processes and products that employ greater interconnected-critical thinking.
Compass Education teamed up with the Ellen MacArthur Foundation to create a new resource on Circular Economy for teachers to use in their classroom.

The Ellen MacArthur Foundation (EMF) aims to accelerate the transition to a circular economy, and Compass Education is helping them do it by getting young people excited about this concept!

There are now 5 case studies available online and teachers are invited to participate by...

- **Viewing the** case studies of companies that have transformed their businesses using a circular economy based approach
- **Using** any of the case studies to support the lesson, service project, or other learning innovation. Incorporate any of our systems thinking tools - the Compass, the Iceberg, Systems Mapping, etc. - to help students deepen their understanding of these examples.
- **Sharing** the story!
SOCIAL MEDIA
EVOLUTION 2015-2018

OUR MEDIA AUDIENCE HAS INCREASED OVER THE PAST 4 YEARS

MORE RESOURCES AVAILABLE FOR DOWNLOAD ON THE WEBSITE

COMPASSING THE SDGs
The Compass SDG Handbook demonstrates how to use the Compass for a simple systems mapping of interdependencies and causal inter-linkages that exist between different SDGs and their respective targets.

MANY MANY LESSON PLANS AVAILABLE
We’ve added dozens of new lesson plans and outlines of the Compass tools being used in the classroom, from lower primary through high school, and in whole school staff development.
You’re sure to find some inspiring examples!
INCOME TOTAL: THB 1,088,532
(APPROXIMATELY USD 34,557)

- Educator Workshop Fees 60%
- Youth Workshop Fees 30%
- Fundraising for Youth Scholarships 3%

SPENDING TOTAL: THB 1,168,158
(APPROXIMATELY USD 37,084)

- Strategic Planning 1%
- Administration 55%
- Empowerment Training 41%
- Youth Scholarships 3%

SPENDING DETAILS (AS A PERCENTAGE OF TOTAL SPENDING)

- 1% General Marketing
- 5% Office
- 49% Staff Salary
- 1% Retreat
- 3% Youth Camp Scholarships
- 9% Travel Expenses
- 9% Workshop Expenses
- 23% Trainer Professional Fees

**General Marketing**: not specific to an event
**Office**: rent, supplies, IT related, banking fees, branding
**Staff Salary**: part time employees, student interns, Subcontractors
**Retreat**: travel and accommodation, other support was provided in-kind by the venue host

**Youth Camp Scholarships**: 1 full tuition, 2 partial tuition were awarded
**Travel Expenses**: reimbursed to workshop facilitators
**Workshop Expenses**: venue rental and catering, event attendance or entrance fees, and materials
**Trainer Professional Fees**: paid to workshop facilitators
FINANCIAL SUMMARY
2015-2018

INCOME IN USD

Compass Education conducts its accounting in Thai Baht, but sets prices and pay scales in US Dollars. Fluctuating currency exchange rates make it difficult to compare numbers from year to year. For example, if we compare income received in 2017 versus 2015, in USD it would be a 17% increase, but in Thai Baht it would be a 6% increase. Below we highlight just a few of the notable changes in spending.

SPENDING DETAILS IN USD

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THANK YOU!

To our workshop sponsors, host schools, and collaborating organisations

And to all the educators who participated in the workshop(s) and sharing their lesson plans with our community of practice!
THANK YOU!

To our volunteer steering committee members for their ideas, time and passion to grow and develop Compass Education

School Leadership Working Group
Teresa Tung (Chair)
Mike Johnston
Michael Lees,
Lynda Rolph
Scott Edwards
James Mac Donald
Tom McLean
Darlene Fisher

Youth Empowerment Working Group
Cindy Chen (Chair)
Katina Grogoraskos
Michelena McPherson
Joseph McPherson
Gitanjali Paul

Educator Empowerment Working Group
Kate Doré (Chair)
Kath Lane
Kate O’Connell
Laurence Myers
Elaine Reimann
Shani Ben-Aroya

To our Advisors    Alan AtKisson, Maxine Discroll, Lister Hannah, Lisa Kensler

To our Trainers (by location)

Asia
Teresa Tung, Lynda Rolph, Scott Edwards, Robert Steele, Cindy Chen,
Katina Grogoraskos, Michelena McPherson, Kate Doré, Kath Lane, Kate
O’Connell, Adam Erickson, Michael Horrocks

Latin America
Mike Johnston

Middle East
Tom McLean, Laurence Myers, Elaine Reimann, Shani Ben-Aroya

And to our Administration Team
Robert Steele, Wakana Thongrueng, Ninig Ikha Sumarni, Dennis Walker
SUSTAINABILITY TRANSFORMATION

JOIN US TODAY

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