



COMPASS EDUCATION

2023 ANNUAL REPORT

ITERATING FOR GROWTH

JAN 2023 - DEC 2023



We are proud to have had our work recognized on the global stage. Being selected for the HundrED Global Collection 2024 affirmed the transformative potential of the Sustainability Compass and our commitment to innovation in education. Our presentations at COP28 and our active engagement with the UNESCO Greening Education Partnership further showcased our thought leadership in systems thinking and education for sustainable development.

MESSAGE FROM OUR EXECUTIVE DIRECTOR

As we reflect on 2023, I am struck by the incredible momentum we have built together. This year, Compass Education has taken bold steps to expand our impact, grow our community, and deepen our commitment to sustainability education.

One of our most significant achievements was the growth of our global facilitator network, now encompassing 42 passionate educators across 21 countries. Their dedication has enabled us to reach diverse communities, delivering workshops and initiatives that empower educators and students to create meaningful change. This expansion represents not just growth in numbers but also an amplification of our collective ability to tackle sustainability challenges worldwide.

This year, we made strides in accessibility by introducing Spanish-language certifications and training, ensuring that more educators worldwide can benefit from our tools.

Our financial report reflects a year of strategic investment. While expenses exceeded revenues, this intentional growth phase has positioned us to secure philanthropic support critical to achieving our vision of equipping one million educators with the tools to lead sustainability efforts in their communities.

As we look ahead, I am filled with gratitude for our partners, collaborators, and the extraordinary individuals who share our mission. Together, we are creating a world where education empowers action, and every educator is a catalyst for positive change.

Thank you for being part of this journey. Let's continue to lead with purpose and innovate for impact.

Nicole

FACILITATOR NETWORK

In 2023, we focused on expanding our network of certified facilitators to meet the growing demand for our programs. By bringing on educators who share our commitment to sustainability, we have strengthened our capacity to deliver impactful workshops and initiatives globally.

This expanded network enhances our ability to support diverse communities and drive meaningful change, advancing our mission to equip one million educators with the tools they need for sustainable impact.

42 Facilitators located in 21 countries

Number of facilitators by region:

The Americas - 14

Nicole Swedlow, Gitanjali Paul, Britta McCarthy, Trisha Nikrandt, Caitlin Barnum, Suji DeHart, Jackie Schemenauer, Ms. Dolores Gallegos Ávila, Mónica Zúñiga, Glenn Chickering, Mark Mains, Jose Carlos Alaniz Estrada, Karen Virta, Oscar Avila Akerberg,

Sub-Saharan Africa - 1

Ibironke Bearzi



Middle East and North Africa - 3

Laurence Myers, Gullrukh Rafiq, Michelena McPherson

Europe - 10

Kath Lane, Tom McLean, Kirsty Shakespeare, Donny Hansen, Tim Scarrott, Lucy Thompson, Geraldine Thomason, Michael Johnston, Adam Erickson, Crystal Pottebaum

Asia Pacific - 14

Cindy Chen, Kate Doré, Kathryn O'Connell, Elaine Reimann, Zhenying Liang, Teresa Tung, Sara McKay, Lynda Rolph, Jonetta Loo, Brycen Davis, Nichole Fu, Ha Thien Ha, Owen Haywood, Claire Psillides

FACILITATOR NETWORK



2023 HIGHLIGHTS

▶▶▶ HUNDRED GLOBAL COLLECTION 2024

We were proud that **Compass Education, especially the Sustainability Compass, was selected for the HundrED Global Collection 2024.**

The Global Collection highlighted 100 of the brightest education innovations from around the world. Our innovation was chosen from over three thousand submissions and reviewed by an expert academy board.

hundrED
Compass Education - The Sustainability Compass
has been selected for the
#HundrEDGlobalCollection 2024

Selected for the **hundrED** Global Collection 2024

HUNDRED AWARD CEREMONY
Helsinki, Finland
October 3 - November 2, 2023

COMPASS EDUCATION

Selected for the **hundrED** Global Collection 2024

2023 HIGHLIGHTS

PRESENTED AT COP28 “Systems Thinking Tools for Teacher Training Workshop”



Join us for NAAEE's 2023 Annual Conference & Research Symposium
TOGETHER WE THRIVE



CATCH THE VIRTUAL WORKSHOP
"Creating a More Sustainable World Through Systems Thinking Education"
October 16, 2023
12:00 pm to 3:30 pm
REGISTER TODAY

with
Gitanjali Paul
NAAEE CEE - Change Fellow 2023




Systems Thinking Tools for Teacher Training



Organized by:
Compass Education

Presenters:





Nicole Swedlow Gitanjali Paul Laurence Myers

Saturday, December 2
2:00 – 3:00 PM (UAE Time)





Michelena McPherson Britta McCarthy Gullrukh Rafiq





Selected for the **hundredED** Global Collection 2024

Most impactful and scalable innovation in education



NAAEE CEE-CHANGE FELLOW 2023 Presenting at NAAEE's 2023 Annual Conference & Research Symposium

2023 HIGHLIGHTS

▶▶▶ THE SCHOOL SUSTAINABILITY SELF-ASSESSMENT OFFICIALLY RELAUNCHED



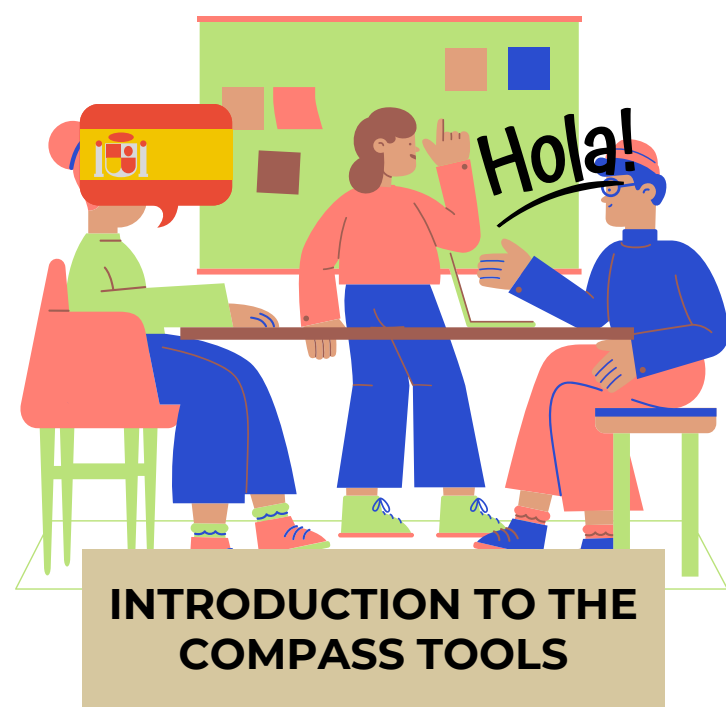
We are excited about our newly released version of the Compass Education School Sustainability Self-Assessment!

🎉 BIG shoutout to our team for all the work they've done in the special project to re-launch the school self-assessment!

2023 HIGHLIGHTS



»»» TRAINING IN SPANISH IS AVAILABLE NOW!



This year, we broadened the reach of our **'Introduction to the Compass Tools (ICT) Course'** by making it **available in Spanish**, allowing more educators to engage with our tools and foster sustainable change. To facilitate ongoing learning, we also launched a **supplementary course and Certification Review in Spanish**, guiding educators through the completion of the 'Teaching and Learning for a Sustainable World' certification.

2023 HIGHLIGHTS



FREE COURSE - Unlock the Power of Systems Thinking Applied to Community Investigation

Compass Education and MAD Courses have joined forces to empower educators and students like you to create lasting positive impact in the world.

Together, we present our latest online course—a journey that will take you deep into the heart of the Philippines, to the vibrant community of Lobo."

Systems Thinking for Systems Change in Education

Focused on challenging mental models to advance Education for Sustainable Development (ESD) and exploring how ESD can engage learners in systematic thinking about sustainability challenges outlined in the UN Sustainable Development Goals (SDGs)

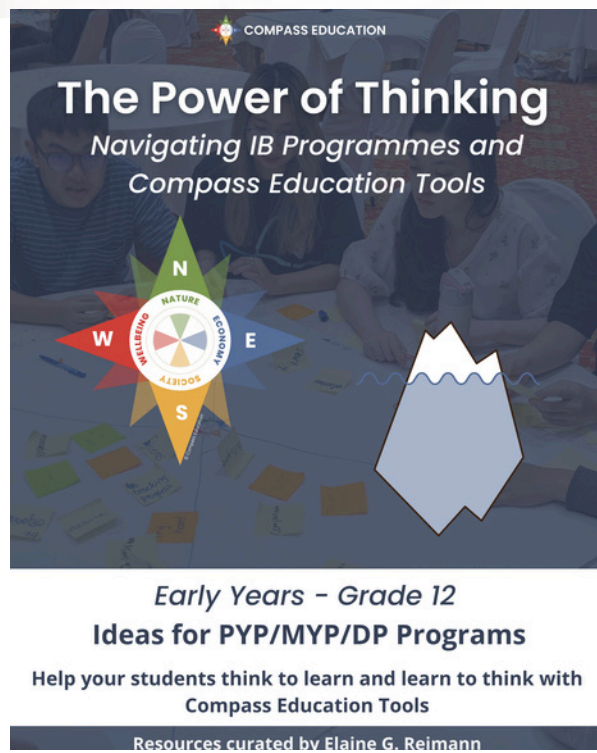
CATALYSING CHANGE WEEK

Systems Thinking for Systems Change in Education

Tuesday, 2 May 2023
2.00 pm – 3.30 pm CET



2023 HIGHLIGHTS



LEARNING IDEA PACK

The Power of Thinking: Navigating IB Programmes and Compass Education Tools

Showcasing how Compass Tools enhance key teaching and learning skills in the IB programme. This resource helps students think to learn and learn to think with Compass Educational Tools. It is available for access and sharing on our website. Big thanks to Elaine Reimann for developing this Learning Idea Pack.



At this year's International Conference on Sustainable Development (ICSD), Cindy Chen and Kate Doré presented a virtual poster, '**Partnerships for the Goals: Systems Thinking with Youths and Educators**,' showcasing their work with Compass Education to engage youth in exploring the UN SDGs.



Compass Education presented at the Toddle TIES 2023 virtual event, held from September 30 to October 1, offering two engaging sessions for educators.

The first session, '**Sustainability Compass: Systemic Science Thinking**,' led by Teresa Tung, focused on strategies for integrating systems thinking into primary science education.

The second session, '**Systems Science: Embracing Complexity & Building Sustainability Habits of Mind**,' was conducted by Cindy Chen.

COMMUNITY SUPPORT HIGHLIGHTS


▶▶▶ LAUNCH OF COMPASS ENGAGEMENT GROUPS (CEG)

We're excited to launch our brand new Compass Engagement Groups (CEG), to connect with educators from around the world who share similar passion!

Asia-Pacific




Kate Doré
Secondary School Service Learning Coordinator at UNIS Hanoi




Zhenying Liang
IB Chinese Teacher at UWC Thailand International School

Europe



Lucy Thompson
Classroom Teacher at International School Aberdeen



Tim Scarrott
Grade Five Team Lead at Frankfurt International School

The Americas



Caitlin Barnum
STEM Department Head & Science Teacher at American School of Puerto Vallarta



Mónica Zúñiga
High School Vice Principal of Colegio Interamericano

Middle East & Africa



Michelena McPherson
Grade 5 Teacher at Dar Essalam American School



Gullrukh Rafiq
Assistant Head at Swiss International Scientific School



Britta McCarthy
Assistant Director of Learning at The Columbus School

There are 4 Compass Engagement Groups including Asia-Pacific, Middle East and Africa, Europe and the Americas. This new direction supports development and professional opportunities in geographic regions and encourages more participation and diversity of members within the Compass Education network.

EDUCATOR TRAINING

PARTICIPANT DATA

Total Educators Engaged
Over Time

3,743

Learning Experiences

Completed **3,405**

1,337 Organizations
served in 112 Countries

2023

816

educators engaged

Organizations Served

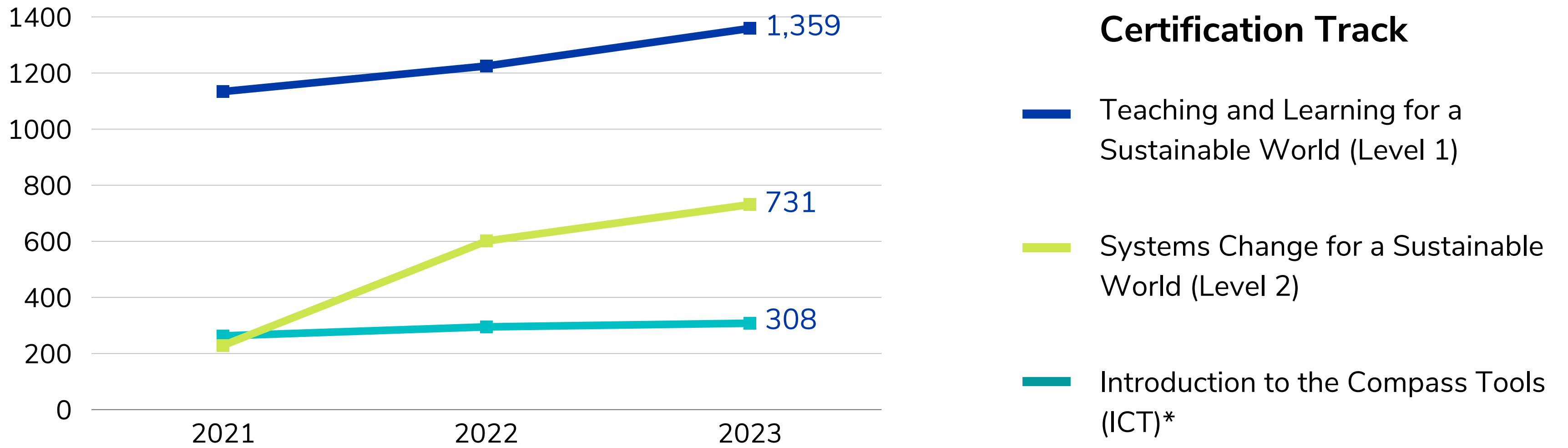
484

in 78 Countries



EDUCATOR TRAINING

EDUCATORS DIRECTLY TRAINED BY COMPASS EDUCATION OVERTIME



Accumulative number of educators who are directly trained by **Compass Education** by type of training by year

*Participants who complete the Introduction to the Compass Tools (ICT) and take a supplementary course (in either English or Spanish) will have an equivalent qualification to the Teaching and Learning for a Sustainable World course (Level 1).

EDUCATOR CERTIFICATION



2023 Accumulative number

- 360** COMPASS PRACTITIONERS
- 61** COMPASS EDUCATORS
- 42** ACTIVE CERTIFIED FACILITATORS

Spanish Submission Certification Review

This year, we expanded our certification process by introducing the Spanish Certification Review, complementing the existing English certification. This addition enhances accessibility and allows a broader range of participants to engage with our programs, reinforcing our commitment to inclusivity and global impact.

SOCIAL MEDIA SUMMARY

SUBSCRIBE
3,104
Email Subscribers

f 1,585
Followers
i 327

in 2,067
X 2,523

2023 FINANCES

OPERATING INCOME

Contributions, gifts, grants and donation	\$ 4,650.00
Revenue from education program services	\$ 78,469.70
Revenue from licensing	\$ 2,000.00
Revenue from other sources	\$ 1,819.00

TOTAL REVENUES	\$ 86,938.70
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OPERATING EXPENSES

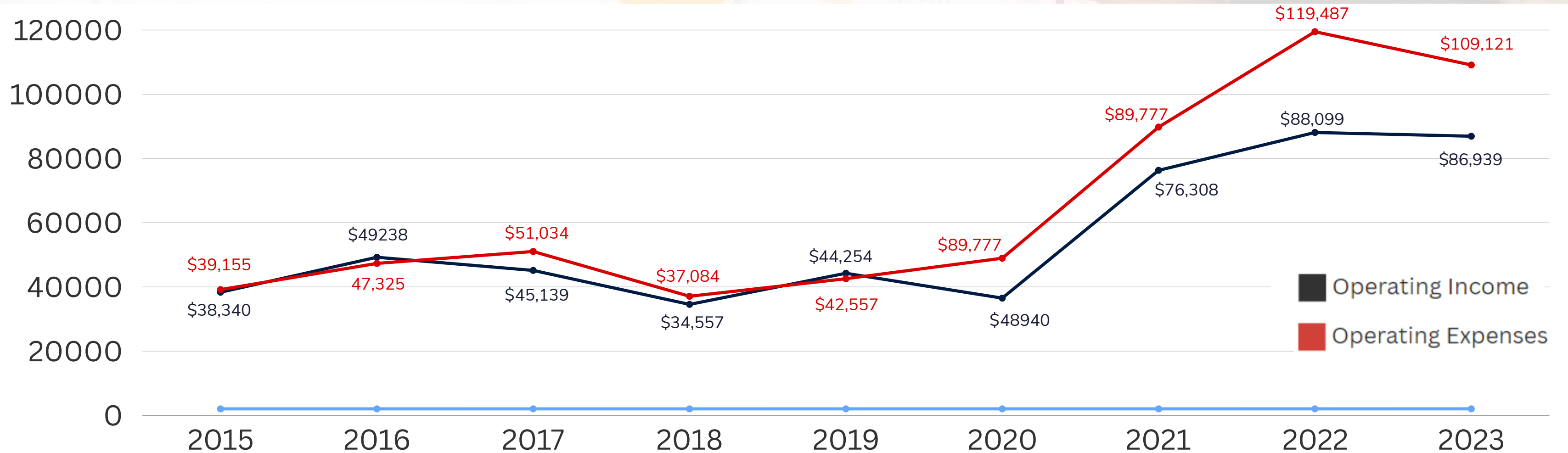
* Operational costs	\$ 87,629.00
Training facilitation fees	\$ 15,885.00
** Education program costs	\$ 5,406.67
Other expenses	\$ 200.00

TOTAL EXPENSES	109,120.67
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* Salaries, operational tools & platforms, tax filing, bank fees

** Training materials, platforms, and travel costs for training

2015-2023 FINANCIAL SUMMARY



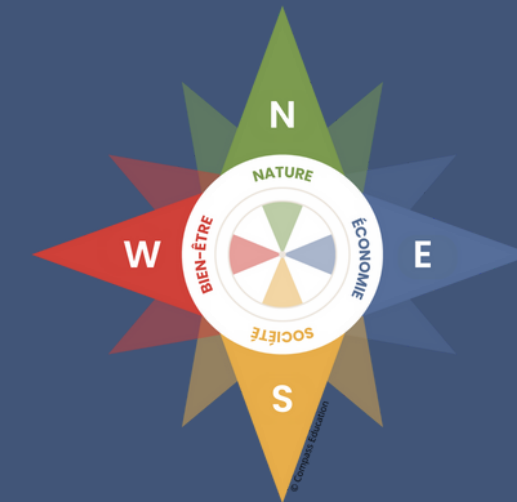
Aiming to reach 1 million educators with our tools, Compass Education focused on strengthening our organizational infrastructure, expanding and up-skilling our facilitator team, re-designing our products for growth, and building impactful partnerships. During this development phase, our expenses exceeded revenues, but this strategic investment has positioned us strongly to attract philanthropic funding. This support will help us realize our vision of providing Compass Education tools and training to educators everywhere, across diverse contexts.

THANK YOU!

We extend our heartfelt gratitude to our partners, collaborators, dedicated volunteers, and the schools we had the privilege of working with throughout 2023. Your unwavering support and shared commitment to our mission made this year's achievements possible. Together, we have created impactful learning experiences and lasting change, empowering students and educators to take on sustainability challenges with confidence and compassion. Thank you for being an integral part of our journey!

If we do not have many things in regard to partnering to talk about, maybe we should have the logo of our partners and schools we worked with in 2023 on this page.

COMPASSEDUCATION.ORG



FIND US ONLINE WHEREVER YOU ARE:



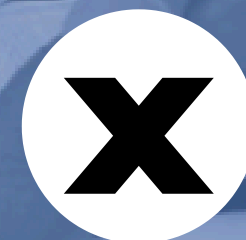
team@compasseducation.org



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