

**2024 ANNUAL REPORT**

**TOGETHER TOWARD 1 MILLION:  
A JOURNEY FOR 2030**

**JAN 2024 - DEC 2024**

## THOUGHTS FROM OUR EXECUTIVE DIRECTOR

Dear Compass Education Community,

Reflecting on this past year, we're energized by the momentum we've built through meaningful partnerships with sectors serving public schools, government leaders, and organizations across Africa, the U.S., Canada, and beyond.

Collaborations like the UNESCO Ages of Globalization course have helped us bring systems thinking into new spaces and strengthen the role of education in creating a more just and sustainable world.

As we look ahead, we remain committed to reaching every educator with accessible, transformative tools for sustainability and systems thinking. Together, we are growing a global community of changemakers and equipping educators everywhere to lead with purpose, reflect deeply, and inspire the next generation to create lasting impact.

With heartfelt gratitude and optimism.



Nicole Swanson



**COMPASS EDUCATION**

## OUR MISSION & PURPOSE

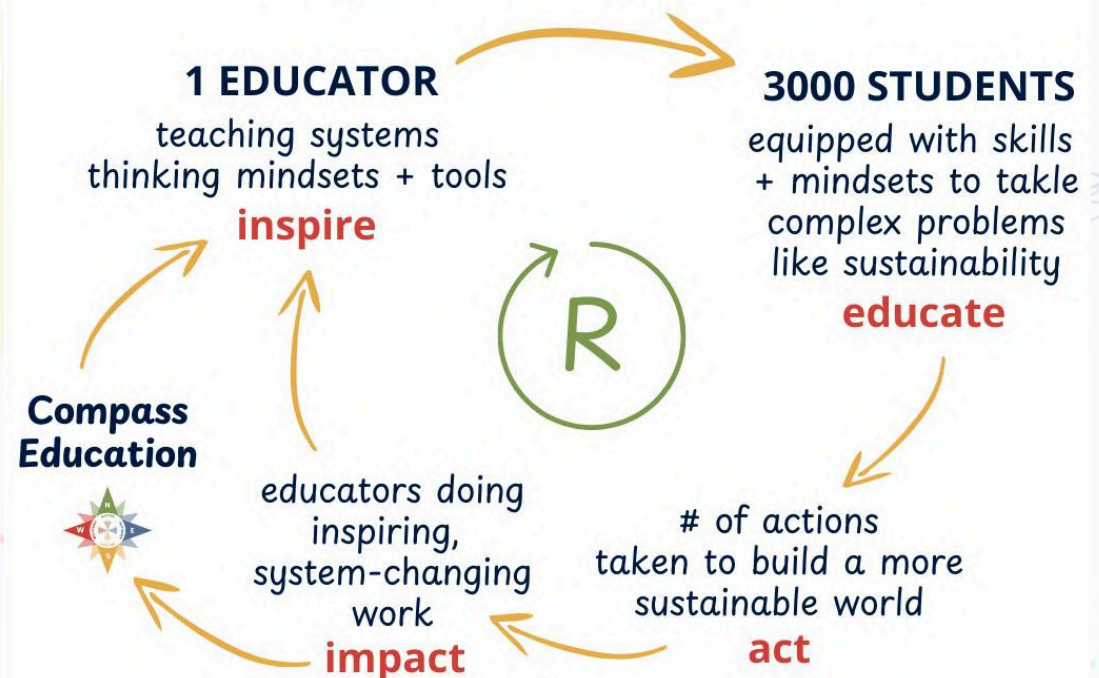
We support inspired teachers, innovative administrators, and educators of all kinds to maximize their ability to affect positive impact and sustainable change in students, schools and teams.

We inspire transformative learning practices that enhance reflective, critical and systems thinking perspectives with tools that are easy to integrate into any context or classroom and provide the foundation for emerging change agents.

We design experiences, classes and workshops to foster a community of systems thinkers who believe that a sustainable world is our opportunity and responsibility.

**WE EMPOWER LEARNING COMMUNITIES TO EDUCATE AND ACT FOR A SUSTAINABLE WORLD**

### The way we change the World



# 2024 IMPACT AT GLANCE

## REACH & IMPACT

We ran

23 Compass Workshops & Courses

We certified

62 Practitioners  
8 Educators



We shared  
Compass Tools  
with

2,025 Educators

We supported  
educators  
in

89 countries

Our online  
presence  
reached

152,484 people



# EDUCATION PROGRAMMING

## WORKSHOPS & COURSES IN 2024

Intro to the Compass Tools Workshops

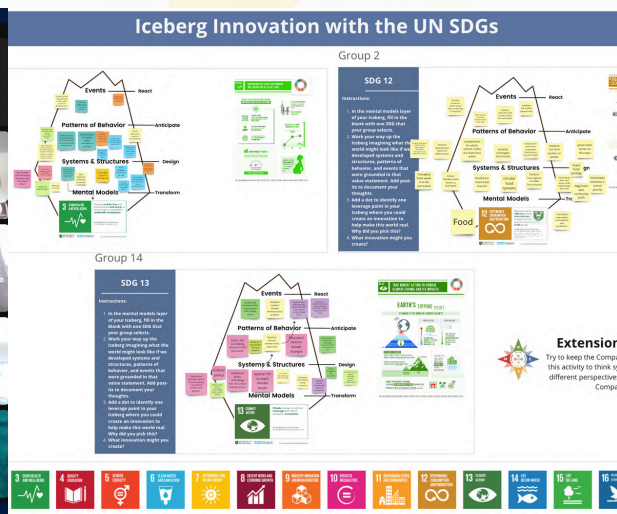
11

Certification Workshops & Courses

11

Custom workshop

1



# EDUCATION PROGRAMMING

## HOW DID WE ENGAGE EDUCATORS WITH COMPASS TOOLS IN 2024?

Official Compass Workshops & Courses

854

Facilitator Led Sessions & Special Events

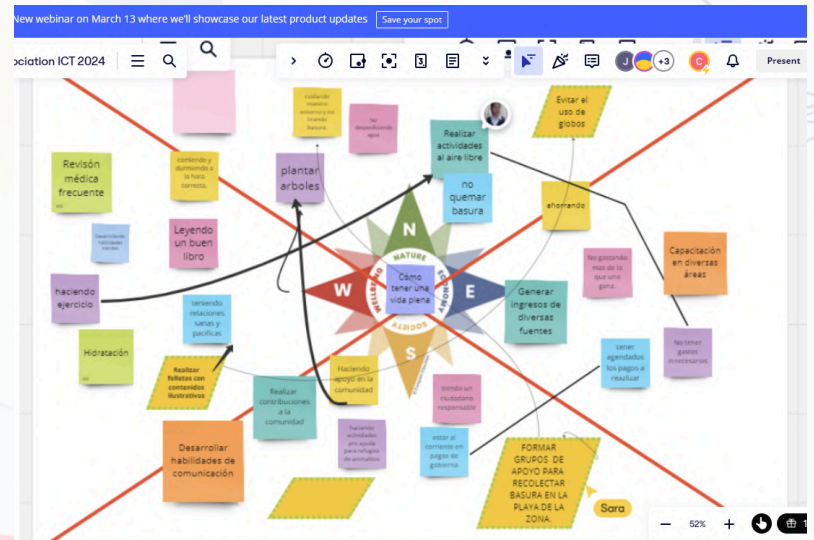
511

Partner Programming

595

Regional CEG Meetings (aprox)

65



Reaching a Total of **2,025** educators through our direct work

# EDUCATION PROGRAMMING

## CUMULATIVE IMPACT | SINCE 2009

We've officially trained  
**4,408 educators**  
in workshops & courses

We estimate impacting at least  
**825,120 students**  
through our educator network



We've run  
**170**  
workshops  
& courses

We've  
supported  
educators in  
**130** countries

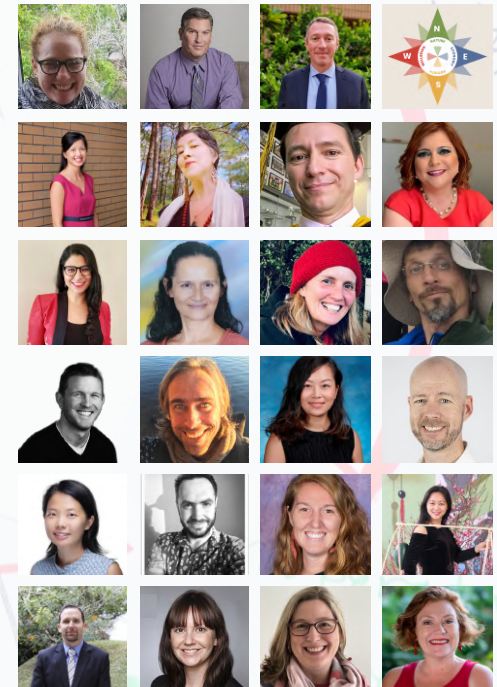


# GLOBAL FACILITATOR NETWORK

## OUR GLOBAL FACILITATOR NETWORK CONTINUES TO EXPAND AROUND THE GLOBAL

With growing global demand, this diverse group strengthens our ability to deliver impactful learning experiences and move closer to equipping one million educators for a more sustainable future.

### 47 FACILITATORS IN 21 COUNTRIES



Asia Pacific - 14

Europe - 14

Middle East & North Africa - 4

Sub-Saharan Africa - 3

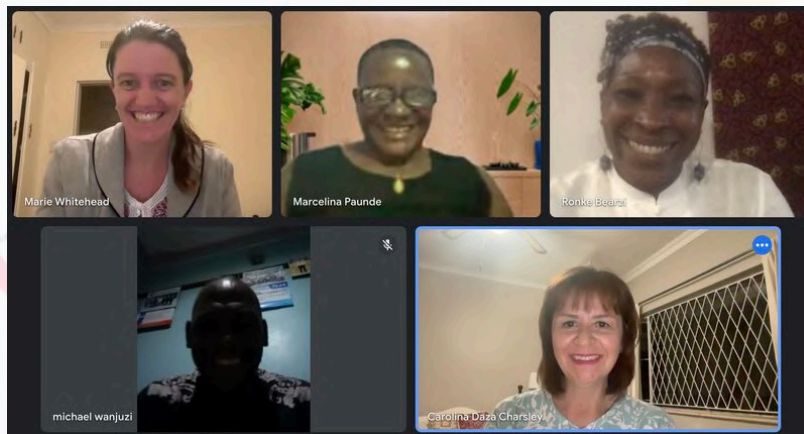
The Americas - 12



# REGIONAL COMPASS EDUCATION GROUPS

## HIGHLIGHTS

- We created a new group for Sub-Saharan Africa.
- Leaders took on a more formal role as Edu program members.
- The membership list grew to **363** people, more than doubling and welcoming new community members.



REGIONAL COMPASS EDUCATION GROUPS BRING TOGETHER EDUCATORS INTERESTED IN SYSTEMS THINKING FOR SUSTAINABILITY THROUGH VIRTUAL & REAL WORLD EVENTS

# MILESTONES & MOMENTS: THE YEAR IN REVIEW

**SXSW EDU 2024**

**Sustainability Educators and the SDGs: World Cafe Meetup!**

Nicole Swedlow, Dina Buchbinder

*The Future*

MARCH 5, 11:30 AM - 12:30 PM | HILTON AUSTIN DOWNTOWN, TEXAS

**SXSW EDU 2024**

**Mentor Session**

**ABOUT STRATEGIES TOWARDS POWERFUL LEADERSHIP**

Nicole Swedlow, Executive Director

MARCH 6, 11:30AM - 12:45PM  
HILTON AUSTIN DOWNTOWN, TEXAS

**Global School Program**

**POWERFUL TOOLS TO INTEGRATE SUSTAINABILITY INTO YOUR CLASSROOM AND CONTEXT**

February, 2024

**ACAMIS Chinese Conference**

**INVESTIGATION, INTEGRATION, ACTION**

June 22-23, 2024

Zhenying Liang, Cindy Chen

**Pedagogical Approaches to Sustainability and Global Citizenship**

**-WORKSHOP-**

June 23, 2024 | 10:00 - 11:15 am UTC+8  
Nanjing International School | Room C126

**PEDAGOGICAL APPROACHES TO SUSTAINABILITY AND GLOBAL CITIZENSHIP**

workshop June 23, 2024

ACAMIS Chinese Conference | Nanjing International School

**NEW REPORT: SUSTAINABILITY COMPETENCIES**

What are the skills young people need to take action on sustainability issues?

How can we expedite their development in young people?

Are educational programmes around the world helping to build these skills?

CHECK OUT OUR ONSITE PROFESSIONAL DEVELOPMENT WORKSHOPS TO SUPPORT SCHOOLS' CAPACITY FOR SYSTEMS THINKING!

**Catalysing Change Week**

Wednesday, 8 May 2024 | 3:00 - 4:00 pm UTC-6

**Reimagining School Communities as Catalysts for Sustainable Systems Change!**

One hour workshop by Compass Education to learn two powerful systems thinking tools that can help schools educate and act to create a more sustainable future.

Nicole Swedlow, Gionggi Paul, Caitlin Barnum, Monica Zuriga, Trisha Niranand

#CCW2024 #SocialInnovation bit.ly/446ffwZ

**CATALYSING CHANGE WEEK**

Building the Social Innovation Sector

Imagine the possibilities

REIMAGINING SCHOOL COMMUNITIES AS CATALYSTS FOR SUSTAINABLE SYSTEMS CHANGE!  
REIMAGINANDO LAS COMUNIDADES ESCOLARES COMO CATALIZADORES PARA EL CAMBIO HACIA SISTEMAS SOSTENIBLES!

May | Mayo 2024

**NAE-UNICEF STUDENT SUMMIT**

4th June, 2024

Workshop photos and diagrams from the ACAMIS Chinese Conference.

# MILESTONES & MOMENTS: THE YEAR IN REVIEW



**Teaching & Learning for a Sustainable World**  
A Systems Thinking Approach

facilitated by



**KATE DORÉ**

Hosted at the  
**UWC THAILAND INTERNATIONAL SCHOOL**  
October 5 - 6 | 2024

COMPASS PRACTITIONER CERTIFICATION COURSE (L)

**Ages of Globalization**

HOSTED BY  
PROFESSOR JEFFREY D. SACHS

SUSTAINABLE DEVELOPMENT SOLUTIONS NETWORK  
SACHS INSTITUTE COLUMBIA UNIVERSITY

Global Schools Program

MISSION 47

SDGs TODAY

Discover Innovative Educational Resources for Young People to Take Action for the SDGs



Developed in collaboration with

COMPASS EDUCATION

**Greening curriculum guidance**

**WHAT TO LEARN**

- Address cognitive, socio-emotional learning and taking action
- Contextualized emphasizing the relevance of local knowledge

**HOW TO LEARN**

- Learner-centred, experiential, and reflective
- Integrated approach
- Holistic assessment

**WHERE TO LEARN**

- Schools through a whole institution approach
- Communities through public awareness campaigns
- Nature-based museums and UNESCO-designated sites
- Youth-created social movements

**#GreeningEducation aims to highlight the interconnections of the climate crisis to social, economic, and environmental pillars of sustainable development.**

**Why should schools be sustainable?**

**Green school quality standard**  
Greening every learning environment

**TEACHING AND LEARNING**

...develop lesson plans on ESD and climate change education and cover 1/3 of suggested activities on

- Integrating ESD with an emphasis on climate change in teaching and learning
- Fostering meaningful connections beyond the school
- Hands-on projects and initiatives
- Leadership and capacity building

Empowering Educators to educate and act for a sustainable world!

**SYSTEMS THINKING FOR SUSTAINABILITY IN THE CLASSROOM**

Introduction to the Compass Tools Workshop

facilitated by



**GITANJALI PAUL**  
Education Program Manager  
Compass Education



**MICHELENA MCPHERSON**  
Teacher  
Dar Essalam American School

OCTOBER 3, 10 & 17  
3 PM UTC

COMPASS EDUCATION 3-DAY ONLINE WORKSHOP

**TRI-ASSOCIATION CONFERENCE**

Introduction to the Compass Tools

Be a Changemaker in Your School Community: Learn Tools that You can Use to Develop Sustainable Action Plans Today!

WORKSHOPS FACILITATED BY



**CAIT BARNUM**



**NICOLE SWEDLOW**

SEPTEMBER 27 & 27, 2024  
10:30 AM - 4:30 PM UTC-6 | MEXICO

These two online workshops sponsored by Tri-Association are to be held exclusively for its member schools.

**THE GLOBAL LEARNING FOR AN OPEN WORLD (GLOW) CONFERENCE**

This conference aims to enhance global competencies, foster cross-border collaboration, nurture dynamic global citizenship, and ensure equitable access to quality education for all.



**Betsy Farrell-Messenger**  
Humane Education



**Angela Whittaker**  
Humane Education



**Lucy Thompson**  
Compass Education

**Compassion in the Classroom**

7pm on November 21st (UTC +1) | Virtual, GLOW Platform

**GLOW**

PARTICIPANTS SHOULD REGISTER TO ATTEND

# MILESTONES & MOMENTS: THE YEAR IN REVIEW

## SPECIAL PROJECTS

### SUSTAINABLE HABITS OF MIND - REDESIGN & BLOG SERIES



**COMPASS EDUCATION**

### SUSTAINABLE HABITS OF MIND



Don't stress the mess



Focus on learning, not knowing



Imagine the possibilities



Look for loops



Learn from nature



Get perspective



Change your mind



Think beyond the here & now



Value the unseen



Cultivate connection



**Habits that can help us foster a more sustainable world!**



**COMPASS EDUCATION** About ▾ Services ▾ Learn with Us ▾ Community ▾ Resources ▾

## Sustainable Habits of Mind

BLOG POST SERIES

Share:

[in](#) [f](#) [x](#)

**Sustainable Habits of Mind: Think Beyond the Here & Now**

**Sara McKay**  
July 23, 2024

“We can become discouraged because the effect we have on others is something that may take years to reveal itself, and it is nearly impossible to measure... We may not always be recognised or applauded for all our contributions, but if we keep our vision of living sustainably at the heart of what we do, we have a compass and a clear direction.”

**Think Beyond the Here & Now**



Sustainable Habits of Mind

# MILESTONES & MOMENTS: THE YEAR IN REVIEW

## SPECIAL PROJECTS

### SUSTAINABLE SCHOOLS DAY

In 2024 we celebrated the 2nd annual Sustainable Schools Day on October 26, focusing on schools as transformative community hubs and catalysts for sustainability.

The event invited schools and educators interested in sustainable education to share their efforts, reflect on their practices, and engage with others to highlight education's critical role in global sustainability.

Participants showcased success stories, reflected on their approaches, and connected with peers, strengthening the movement and driving positive change.



### CELEBRATING SUSTAINABLE SCHOOLS AROUND THE WORLD!

This year, we're thrilled to welcome new schools from around the world as they take steps to integrate sustainability into their values, practices, and communities.

**Thank you to all the schools—new and longstanding—that inspire us with their commitment to a sustainable world!**



#SustainableSchoolsDay  
October 26th



**School projects shared in the Padlet**

18

**Countries Participating**

15



# SPREADING THE WORD: OUR REACH & ENGAGEMENT

## SOCIAL MEDIA & OUTREACH



**Followers**

**3401**

**+ 64.5 %**



**Followers**

**578**

**+ 76.8 %**



**Followers**

**1924**

**+ 21.4 %**



**Followers**

**2687**

**+ 6.5 %**



**Subscribers**

**3,708**

**+ 19.5 %**



**Visits**

**24,840**

**+ 22.5 %**



**Blog posts**

**33**

**+ 120 %**



**Lesson plans**

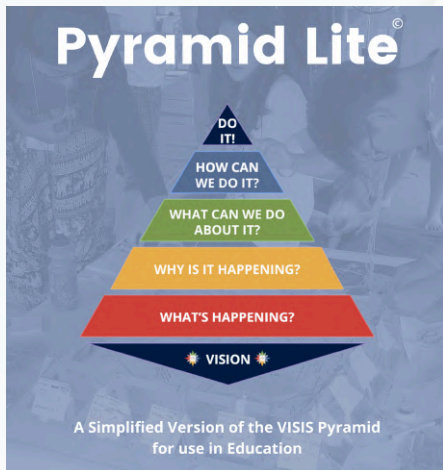
**13**

**- 51.9 %**



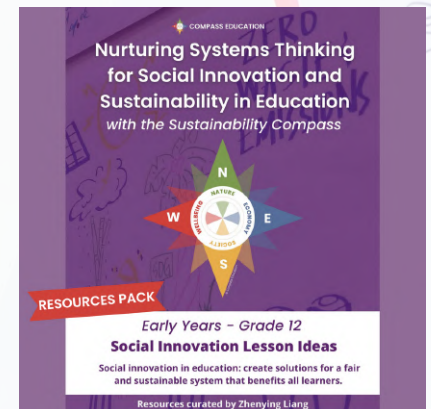
## NEW & FEATURED EDUCATION RESOURCES

### PYRAMID LITE WORKSHOP (ONE DAY L2)



Compass Education introduced the Pyramid Lite workshop as part of its Level 2 certification program. This one-day workshop equips educators and school communities with a strategic planning process rooted in systems thinking and participatory decision-making. Participants collaborate to create sustainable action plans addressing local challenges, fostering meaningful change in their communities.

To support educators, Compass Education developed a new lesson idea pack, curated by Zhenying Liang. This resource offers tools and guidance to explore how systems thinking can advance social innovation and help shape more equitable and sustainable education systems.



### SOCIAL INNOVATION RESOURCE PACK



## LICENSING

### SUSTAINABILITY ACCELERATOR TOOLKIT LICENSEES

Our Sustainability Accelerator Toolkit continues to gain traction as a valuable resource for educators and changemakers around the world. We're proud to highlight our current license holders who are using the toolkit to support sustainability education and systems thinking in their communities:

#### Yayasan Kul Kul (Green School Bali)

Licensed since April 14, 2021  
Valid through April 13, 2026

#### Impact Velocity

License obtained on March 6, 2023  
Valid from July 29, 2023 to July 28, 2028

#### Sandra Zwirchmayr

License obtained on September 1, 2024  
Valid through August 30, 2029

### SUSTAINABILITY ACCELERATORPRO

What is the Sustainability AcceleratorPro Toolkit?

**THE SUSTAINABILITY ACCELERATOR** is a comprehensive toolkit for supporting and facilitating sustainable development initiatives of all kinds & is comprised of the following tools:

- Sustainability Compass
- Pyramid
- Amoeba
- Stratesphere

  
COMPASS EDUCATION

We're excited to see how each of these partners is applying the toolkit in unique and impactful ways — and look forward to welcoming more licensees in the coming years!

## INCOME & EXPENSES: HIGH LEVEL BREAKDOWN

<b>OPERATING INCOME (USD)</b>	
Contributions, gifts, grants and donation	85,100
Revenue from education program services	75,029
Revenue from licensing	3,000
Revenue from other sources	3,876
<b>TOTAL REVENUES</b>	<b>167,005</b>

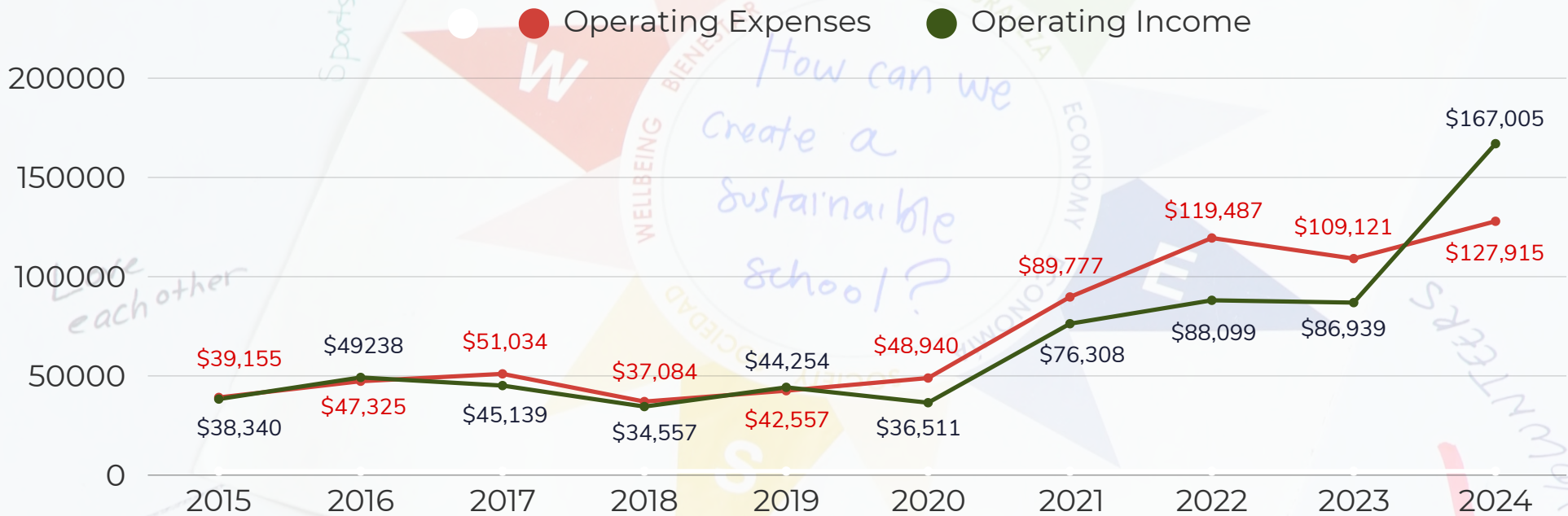
<b>OPERATING EXPENSES (USD)</b>	
Operational Costs*	84,565
Training facilitation fees	36,598
Education program costs**	<b>6,652</b>
Other expenses	<b>100</b>
<b>TOTAL EXPENSES</b>	<b>127,915</b>

\* Salaries, operational tools & platforms, tax filing, bank fees

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



## 2015-2024 FINANCIAL SUMMARY



**The revenue** derived from program services remained consistent across 2023 and 2024. However, a significant in-kind contribution was recorded in 2024: the Executive Director provided her professional services without compensation, valued at \$85,000. This non-cash contribution has been recognized in both revenue and expense to accurately reflect the true value of program delivery.

**Operating expenses** were higher in 2024 compared to 2023, primarily due to the delayed receipt of invoices from several trainers for professional services delivered in 2023. As these invoices were received and processed in 2024, the associated costs were recorded in that year, contributing to the apparent increase in operating expenses.



## THE PEOPLE BEHIND THE MISSION

### WELCOMING NEW MEMBERS

This year brought a few changes to our Board of Directors — fresh faces, fond farewells, and lots of gratitude all around.



**KEN KAY**  
Founder,  
Partnership  
for 21st  
Century Skills



**RACHEL BRODY**  
Head of Global  
Partnerships  
and Resources,  
Teach For All



**DAN BARCAN**  
Partner,  
Schoolhouse  
Partners



**ALEJANDRA YCAZA**  
Leader of Global  
Development, Fundacion  
Reimagina & Project  
Manager, Universidad  
Casa Grande

We were excited to welcome **Ken Kay** to the board as our new Board President in August 2024. With a strong background as a coalition-builder in education and technology policy, he's already bringing fresh energy and insight to our work.

**Dan Barcan** and **Alejandra Ycaza Bebra** also joined us in September 2024, and we're thrilled to have their experience and perspectives on board.

In November 2024, we were pleased to welcome **Rachel Brody**, adding yet another passionate voice to our leadership.



## THE PEOPLE BEHIND THE MISSION

### THANKING DEPARTING MEMBERS



**ROBERT STEELE**



**KATE O'CONNELL**



**WATKANA  
THONGRUENG**



**LARA JOHNSON**



**TAYLOR STEELE**

Robert Steele stepped down in August after an incredible 9 years of dedicated service as our Board President. Kate O'Connell, Watkana Thongrueng, Lara Johnson and Taylor Steele also wrapped up their board service in September, each having contributed 9 years of thoughtful leadership and support.

We're incredibly grateful for everything they've done and wish them all the best in their next chapters. As always, we're inspired by the passion and commitment of our board members — past and present — who help guide our mission forward.



## WHAT'S NEXT: OUR VISION FOR THE FUTURE

As we look to the future, Compass Education remains rooted in the belief that systems thinking and sustainability education are essential for creating a more just and thriving world. This year brings new energy with incoming board members and expanded partnerships, including work with government allies committed to transforming education for a complex and changing world.

At the same time, we recognize the need for thoughtful planning. Together with our board and executive team, we will reflect, refine our strategy, and ensure sustainable, high-impact growth. We are committed to strengthening our mission and expanding our global reach.

Around the world, we are seeing real transformation as educators and students use systems thinking to understand complexity, build agency, and lead change. Classrooms and communities are coming together to solve real-world challenges with shared purpose and deeper understanding.

We invite you to be part of this movement. By embracing systems thinking, we can reimagine education as a powerful driver of sustainable solutions and empowered learners. Join us in shaping a better world, one classroom at a time.






## FOLLOW US & JOIN THE MOVEMENT!

 [company/compass-education](https://www.linkedin.com/company/compass-education)

 [@compass\\_education\\_org](https://www.instagram.com/compass_education_org)

 [compasseducation.org](https://www.facebook.com/compasseducation.org)

 [@Compass\\_Ed](https://twitter.com/Compass_Ed)

 [team@compasseducation.org](mailto:team@compasseducation.org)

 [www.compasseducation.org](https://www.compasseducation.org)