School Wide PD Workshop: Introducing Compass Education & Systems Thinking Tools
by Ella Williams

| Tool(s) used: | • Sustainability Compass  
• Systems Iceberg  
• Systems Mapping |

| Purpose of using tool: | • Generating Questions  
• Synthesizing Thinking  
• Guiding Discussion  
• Professional Development |

**Overview:** Facilitated a workshop to teachers across all divisions (elementary, middle school and high school), administrations which includes principals, curriculum director and library staff. The primary purpose was to provoke thought around systems and systems development from broad a varied perspectives across the school campus.

| Context of lesson/case study: | School Wide Professional Development Workshop |

| Participants (# and description): | 14- 7 administrators and 7 teachers |

| Topic, Theme, or Key Understanding of project: | Introduced Compass Education and how to use the Compass tool, Iceberg and Web Mapping strategies to promote systemic thinking. |

| Length of unit/project: | 1 hour |

| Resources/materials & setting required: | Posters reflecting mission, definitions, the Compass tool, the Iceberg, string for mapping |

**Lesson Plan/Description of the Project:**

Compass Education Training: January, 2017
Facilitators: Ella Williams, Samantha Pfeiffer, Theresa Levalley
Audience: Colleagues at College Interamericano
Duration: 1 hour
Learning objectives:
1. Define sustainability and systemic thinking
2. Apply three systemic thinking tools in the classroom/committee/leadership
3. Reflect and make a plan to move forward with the newly acquired skills
Materials:
Video of parachuting case
Posters
School related words
Post it
Markers and pencils
String
Iceberg
Compass templates

Activities:
(Ella) 5 min. Go over COMPASS Education and the learning objectives from the posters. Define sustainability and systemic thinking on a piece of paper (10 sec.). Time you, stop, and switch papers explain the other person’s definition... switch again. Put your definitions on the posters
(Theresa) Summaries: Explaining someone else’s thoughts allow you to give up control/ownership of your own thoughts and have a more profound connection to other’s perspectives.

(Sam) Reveal posters with the definitions.
Sustainability: Compass definition: A set of systems conditions that allows humans to flourish indefinitely. (Emphasis: not the right definition, just theirs) For example, some disagree with diction of humans
Systemic Thinking: A collaborative analysis that allows thinkers to examine ALL aspects in the situation that would affect the outcome in a positive or negative way. When individuals have a better understanding of systems, they are better able to identify the leverage points that lead to desired outcomes.

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Reflection

Plusses:

The whole group was engaged and very motivated to learn and use the tools throughout the workshop. There was a lot of dialogue after the workshop as well as follow up emails requesting more information and a longer workshop.

Challenges:

There was not enough time to get into each strategies depth. The group was split in three where each presenter focused on one tool. The groups varied in size from 4-7. The presentation may have flowed better if the activities with the full group.

Suggestions for other practitioners and educators:

This experience was great as an introduction. With a group the size worked with it may be beneficial to have the group split and work with the Compass tool first then after in another small group do the Iceberg. When each person has experienced both the whole group mapping activity together.
Evidence and Resource:

Compass Education
- Empower & Connect Learning Communities to Educate & Act for a Sustainable Future -
Case study submitted by: Ella Williams, 2017, while serving as Grade 2 Teacher at Colegio Interamericano de Guatemala

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