

The Learning Compass

Let's
Explore
This
Together



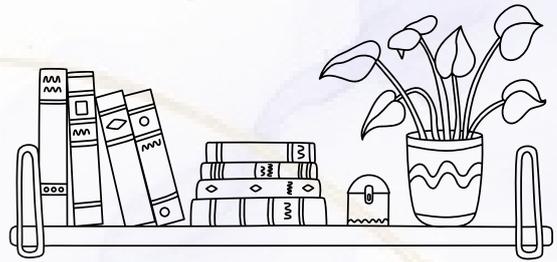
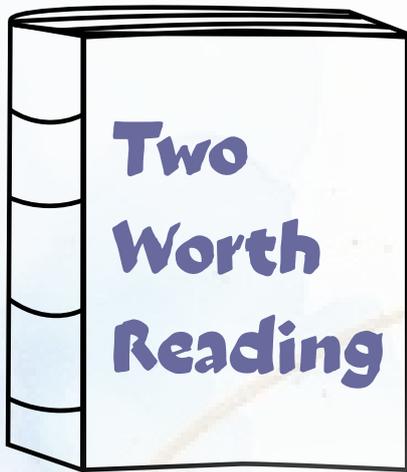
We're drowning in quick fixes that don't fix anything.

Another professional development day. Another new initiative. Another expert promising transformation in three easy steps. Meanwhile, our best teachers are burning out, new teachers are leaving within two years, and we're spending millions on solutions that barely move the needle.

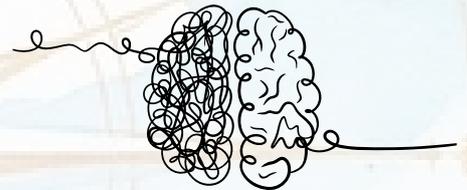
Here's what I keep coming back to: teacher quality isn't a problem you solve with a workshop. It's a capacity you build over years. Real transformation happens when we stop chasing silver bullets and start investing in the long game—creating systems where teachers grow, stay, and thrive.

That's why we started **Zista 3E4I**. Not as another consultancy promising overnight change, but as a partner willing to walk the messy, patient path of actual school transformation. We believe in working alongside educators who are ready to dig deeper than surface-level fixes, who understand that sustainable change takes time, intention, and genuine partnership.

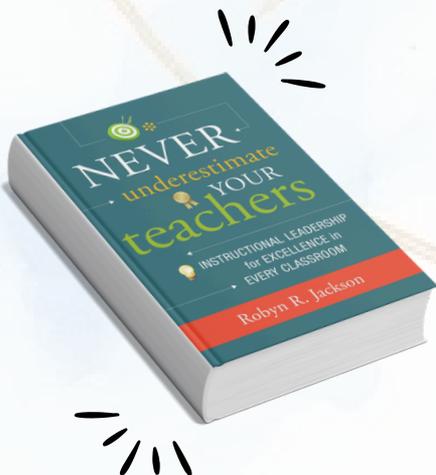
The question that haunts me: Are we finally ready to stop treating symptoms and start building the teaching profession our students deserve? Or will we keep cycling through the next shiny solution?



1. AI and Assessment: Jamie Wood's message is clear - Instead of obsessing over final products AI can replicate, assess the learning process itself. Social annotation tools make student thinking visible across all subjects—from analysing scientific texts to interpreting historical documents. By tracking engagement with source material, teachers can authenticate learning while building critical thinking skills AI cannot replicate.

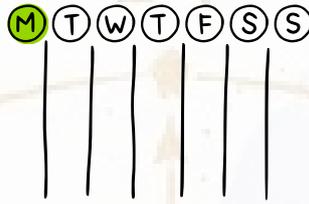


This approach works brilliantly across disciplines: science students annotating research papers, math students explaining problem-solving steps, social studies students analysing primary sources, or English students tracking their literary analysis process. The key insight is making the invisible work of learning visible and accessible.



2. Never underestimate your teachers: This is a book I go back to often. Robyn Jackson makes an earnest case for reframing much of the exchanges between teachers and school leaders. Jackson believes, (as we all should, else how do we actually believe in the learnability of the human spirit?) that every teacher can become masterful through targeted support. Jackson's "skill and will" model helps leaders meet teachers where they are, transforming novices to veterans into excellent educators through individualized professional development.

Three to Try



Ask students you meet in the corridors of your school if they have slept well and delve further if they haven't.

Every Monday, students set one personal academic goal for the week (e.g., "I will ask one question every math class.") They reflect on it every Friday. Encourage staff and parents to enquire about this with any student they meet.

Encourage students to come to school with one concrete reason that they are grateful for the education and learning experiences that they receive.

On My Radar



1. Sugar board, NEEEV and so much more being introduced. Are we doing it in the right manner?



2. The many meanings of silence in a classroom. I really wish to explore this.



3. How nearly all AI policy, advocacy and training is about tools and not about the nature of knowing, learning and thinking.



4. Things we love to believe in about the human spirit, mind and intelligence and the damage they do to learning.

Quick Poll

What's your biggest frustration with typical professional development approaches?

I feel drowned in what trainers or boards are offering

Most are meaningless or low quality or disappear after delivering

No one to partner with on a long term strategy & short term needs

We need something other than textbook webinars and workshops

Your Canva profile name won't be shared

Elevating Education to Excellence for Impact,

K. Anand

Chief Education Officer



Elevating Education to
Excellence for Impact