



Board Meeting Agenda

August 29, 2018 4:00 – 6:00 PM MT

789 Sherman St #400, Denver, CO 80203

Call Information: [LINK](#)

Phone: 617-927-2600 - **Access Code:** 995 172 691#

Attending in person: Marcia Fulton (Ex-officio), Jessica Roberts (Treasurer), Annie Proietti (Secretary), Bob Balfanz, Ana Soler, Jerry Torrez

Attending by phone: Dexter Corto, Jim Balfanz (Vice-Chair), Christine Morin, Pami Perea

Tentative:

Guest and support: Jason Guerrero, Jeff Jablow, Ryan Mick, Claire Rostov, Denise Thorne, Mike Davis, Emily Ward

Not Attending: Mary Seawell (Chair), Morris Price

Time	Min	Title and Description	Action
04:00 PM	5	Ripples and Joys	Participate
04:05 PM	5	May and July Minutes (<i>Jim</i>)	Approve
04:10 PM	10	Financial Update (<i>Jason G. / Marcia / Jessica</i>)	Inform and Discuss
04:20 PM	15	ED /Director Update (<i>Marcia / Denise</i>) <ul style="list-style-type: none"> • Release of CMAS data 	Inform and Discuss
04:35 PM	55	Strategic Priorities for School Year 2018-19 (<i>Marcia</i>) <ul style="list-style-type: none"> • Charter Renewal 	Inform and Discuss
05:30 PM	30	Compass High School Discussion (<i>Marcia</i>) <ul style="list-style-type: none"> • Review Greenlight document 	Discuss
06:00 PM		Adjourn	Approve

Compass Academy – Board Minutes

Date: May 30, 2018

Location: Compass Academy, Rm. 207

In Attendance: Jim Balfanz, Marcia Fulton, Morris Price, Christine Morin, Jessica Roberts, Pami Perea, Annie Proietti

On the Phone: Mary Seawell, Ana Soler, Bob Balfanz, Dexter Corto

Guests and Support: Mike Davis, Ryan Mick, Jon Randall, Jason Guerrero, Claire Rostov, Emily Ward

Absent: Dexter Corto, Annie Proietti

Jim called meeting to order at 4:00pm

Ripples & Joys:

- College View Elementary Yearbook created by City Year Corps Members
- Compass Academy Soccer Team & Talent Show – Joyful Experiences, High Energy
- Grateful for this board and excited to have Mary Seawell back.
- Praise for Compass Academy’s science teacher and his support for the Action Youth program.
- Compass Academy Awards Ceremony: Praise for the energy and students/staff
- Appreciation for Marcia & Ryan for coming to Philadelphia on short notice to share the work happening at Compass with other schools that City Year partners with

Introduction & Questions:

- **Jerry Torrez, Board Nominee**
 - Introduction/Background
 - Founder, Action Youth, Non-Profit Organization
 - Compass Academy Partner, appreciates the holistic approach of CA, aligns with his work; excited to partner at the board level
 - Action Youth offers an elective course at Compass Academy and will offer extended support next year, Deep Investment in the community

Annie made a motion to approve Jerry Torrez as a new board member. Pami seconds. Motion approved.

April Minutes:

Amendment: add Morris Price to “Absent”

Jessica made a motion to approve the minutes. Christine seconds. Motion approved.

Board Calendar 2018 – 2019:

- Establish Board Retreat
- Hold Hour Board Call in July 2018
- Create Board Survey for Board Feedback/Process Improvements etc.

Financial Update:

- Jason – G&G:
 - Everything is on target
 - XQ Grant funds are still not fully spent

- TABOR has been adjusted
- Net Income
- 2018 – 2019 Budget
 - 17 Page Budget Document
 - Page 3 – Overview/Projected Income Statement
 - Budget: 336 Students; Enrollment Currently on target; similar to last year
 - Contingency Included (~20 Kids, Insurance Rates, etc)
 - Conservative
 - PPR Increase likely to be >5.6% due to student demographics
 - Large Salary increase is for HS Positions/XQ Funded positions

Jessica made a motion to approve the financials. Christine seconds. Motion approved.

ED/Director Update:

- **Enrollment Update:**
 - Target: 336 Students
 - Current: 315 Students
 - Engaging in enrollment strategies including, calling and visiting students on the DPS unmatched list, attending community events, flyering neighborhoods, sending mailers.
 - New Students Night
 - Social Media Strategy
 - Bilingual engagement
- **Hiring Update**
 - Great new hires
 - Moved forward with 4 teacher residents
 - 4 fellows: Corps Members who completed first year of service, interested in being a teacher
 - Partnered with Boettcher Teacher Residency
 - 4 Teachers in building will be mentor teachers
 - One Year Program – Certification at end of one year
- **High School Update:**
 - HS Design – approved, with conditions for opening.
- **Facility Update**
- **TQA Update:**
 - Report with responses from Compass Academy
 - Most important level to improve: Teacher Quality
- **Facility Update:**
 - TransWestern, new partner to do a renewed analysis
 - Scope is very limited due to location, price, etc.
 - Identify new project manager

Executive Session to discuss Negotiations

- Support partners/guests asked to participate

Annie makes a motion to approve. Morris seconds. Motion approved.

Future Action Items:

- Review Conflict of Interest Policy re: Contract Relationships/Board Members
- Revisit Tiered Quality Assurance Feedback

Meeting ends at 6:00pm

Compass Academy – Board Minutes

Date: July 19, 2018

Location: Call

On the phone: Jim Balfanz, Annie Proietti, Christine Morin, Jessica Roberts, Ana Soler, Marcia Fulton, Bob Balfanz

Guest and Support: Denise Thorne, Emily Ward, Claire Rostov, Mike Davis

Absent: Dexter Corto, Mary Seawell, Jerry Torrez, Pami Perea

Marcia called meeting to order at 3:01pm

Ripples and Joys

- Subset of Compass team attended great XQ Symposium

School Design Division Scope of Work

- Scope of Work is annual process that outlines services and work that Compass and City Year will do together over the course of the year
- Changes made to document represent our reciprocal relationship and dynamic nature of the partnership

ED Update

- Charter renewal update
 - Submitted Charter Renewal Part A
 - DPS will attend Sept. 20 board meeting and will interview several board members
 - DPS tent. October 4 school visit
- Facility Update
 - Transitioned to Transwestern as broker
 - Transwestern conducting market scan and will come back with all potential options.
- New Board Members
 - Discussion of potential board members for the Exec committee to review through board matrix

Board Retreat Goals for August

- Board Retreat August 29th from 2 – 6pm MT
- Name strategic priorities for next year
- Develop board level goals
- Discuss SPF and implications for upcoming year

**COMPASS ACADEMY
BUDGET BOARD REPORT
JULY 2018
Compiled 8/13/18**

Overview – Attachments included in this report:

- Balance Sheet compared to previous year as of July 31, 2018
- Profit & Loss Budget vs. Actual through July 31, 2018
- Bank Transaction Detail for July 2018
- Profit & Loss Budget vs. Actual Expanded

Highlights and Exceptions to the Report –

Balance Sheet

Assets – Cash in the bank accounts as of July 31st was \$1,054,977 up from \$388,685 in July 2017. Total accounts receivable were \$60,866 compared to \$225,398 in the previous year. Total assets were \$1,115,843 on July 31st, up from \$614,083 at the same time last year.

Liabilities – Accounts payable as of July 31st was \$4,260 compared to \$13,828 last year. Other current liabilities were \$155,464 versus last year's \$70,126. Total liabilities were \$159,724 versus \$83,954 at the same time last year.

Equity – As of July 31st, net income was \$479,503 compared to \$317,090 at the same time last year. Total modified accrual equity is \$956,119 compared to \$530,130 the previous year. Of this amount TABOR is \$123,000, \$5,897 is reserved, and the unassigned fund balance is \$827,222.

Income Statement Compared to Budget

Income – Total income to date is \$922,815 or 19% of the \$4,975,700 budgeted.

Expense – Expenses incurred to date are \$443,312 or 9% of the \$4,966,543 budgeted. We are 8% of the way through the year.

Line items to note that are currently greater than 10% or \$10K over budget are:

- Other Purchased Services (0500) – 26% of budget spent
- Charter Food Authority (0596) - \$731 spent with \$0 budgeted

Compass Academy
Balance Sheet Prev Year Comparison
As of July 31, 2018

	<u>Jul 31, 18</u>	<u>Jul 31, 17</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
8101 · First Bank	1,054,976.67	388,685.36	666,291.31	171.42%
Total Checking/Savings	<u>1,054,976.67</u>	<u>388,685.36</u>	<u>666,291.31</u>	<u>171.42%</u>
Accounts Receivable				
8142 · Grants Receivable	8,586.01	225,397.87	-216,811.86	-96.19%
8153 · Accounts Receivable	52,280.00	0.00	52,280.00	100.0%
Total Accounts Receivable	<u>60,866.01</u>	<u>225,397.87</u>	<u>-164,531.86</u>	<u>-73.0%</u>
Total Current Assets	<u>1,115,842.68</u>	<u>614,083.23</u>	<u>501,759.45</u>	<u>81.71%</u>
TOTAL ASSETS	<u>1,115,842.68</u>	<u>614,083.23</u>	<u>501,759.45</u>	<u>81.71%</u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
7421 · Accounts Payable	4,260.00	13,828.23	-9,568.23	-69.19%
Total Accounts Payable	<u>4,260.00</u>	<u>13,828.23</u>	<u>-9,568.23</u>	<u>-69.19%</u>
Other Current Liabilities				
7461 · YE Payroll Liabilities	123,492.31	63,741.59	59,750.72	93.74%
7471 · Payroll Liabilities	31,971.48	-818.76	32,790.24	4,004.87%
7481 · Unearned Revenue	0.00	7,202.67	-7,202.67	-100.0%
Total Other Current Liabilities	<u>155,463.79</u>	<u>70,125.50</u>	<u>85,338.29</u>	<u>121.69%</u>
Total Current Liabilities	<u>159,723.79</u>	<u>83,953.73</u>	<u>75,770.06</u>	<u>90.25%</u>
Total Liabilities	<u>159,723.79</u>	<u>83,953.73</u>	<u>75,770.06</u>	<u>90.25%</u>
Equity				
6710 · Non-Spendable Fund Balance	5,897.27	1,304.00	4,593.27	352.25%
6721 · TABOR 3% Emergency Reserve	123,000.00	72,000.00	51,000.00	70.83%
6770 · Unassigned Fund Balance	347,718.95	139,735.31	207,983.64	148.84%
Net Income	479,502.67	317,090.19	162,412.48	51.22%
Total Equity	<u>956,118.89</u>	<u>530,129.50</u>	<u>425,989.39</u>	<u>80.36%</u>
TOTAL LIABILITIES & EQUITY	<u>1,115,842.68</u>	<u>614,083.23</u>	<u>501,759.45</u>	<u>81.71%</u>

Compass Academy
Profit & Loss Budget vs. Actual Collap.
July 2018

	<u>Jul 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income				
1000 · Local Revenue Source	230,032.60	1,510,085.00	-1,280,052.40	15.23%
3000 · State Revenue	0.00	334,442.00	-334,442.00	0.0%
4000 · Federal Revenue	0.00	193,950.00	-193,950.00	0.0%
5700 · PPR	692,782.24	2,937,223.00	-2,244,440.76	23.59%
Total Income	<u>922,814.84</u>	<u>4,975,700.00</u>	<u>-4,052,885.16</u>	<u>18.55%</u>
Gross Profit	922,814.84	4,975,700.00	-4,052,885.16	18.55%
Expense				
0100 · Salaries	170,491.01	2,312,830.00	-2,142,338.99	7.37%
0200 · Employee Benefits	37,069.86	534,597.00	-497,527.14	6.93%
0300 · Purchased Profess and Tech Serv	24,849.50	825,646.00	-800,796.50	3.01%
0400 · Purchased Prop. Services	0.00	16,000.00	-16,000.00	0.0%
0430 · Repairs and Maint	0.00	2,010.00	-2,010.00	0.0%
0500 · Other Purchased Services	27,657.15	106,271.00	-78,613.85	26.03%
0513 · Contracted Field Trips	0.00	34,783.00	-34,783.00	0.0%
0515 · Shuttle Fees	0.00	1,000.00	-1,000.00	0.0%
0520 · Insurance Premiums	5,118.95	43,113.00	-37,994.05	11.87%
0580 · Travel, Regis, Ent	4,261.86	31,030.00	-26,768.14	13.74%
0594 · District Purchased Services	136,740.27	578,136.00	-441,395.73	23.65%
0595 · Denver Overhead Costs	28,293.84	123,604.00	-95,310.16	22.89%
0596 · Charter Food Authority	730.95	0.00	730.95	100.0%
0600 · Supplies	11,849.31	107,218.00	-95,368.69	11.05%
0640 · Books and Materials	0.00	15,000.00	-15,000.00	0.0%
0700 · Property	-3,828.04	46,080.00	-49,908.04	-8.31%
0800 · Other Objects	30.36	144,690.00	-144,659.64	0.02%
0810 · Dues and Fees	47.15	2,386.00	-2,338.85	1.98%
0900 · XQ Objects	0.00	42,149.00	-42,149.00	0.0%
Total Expense	<u>443,312.17</u>	<u>4,966,543.00</u>	<u>-4,523,230.83</u>	<u>8.93%</u>
Net Income	<u><u>479,502.67</u></u>	<u><u>9,157.00</u></u>	<u><u>470,345.67</u></u>	<u><u>5,236.46%</u></u>

Compass Academy
Bank Transaction Detail
As of July 31, 2018

Type	Date	Num	Name	Memo	Split	Amount	Balance
8101 - First Bank							543,674.99
Deposit	07/02/2018			Deposit			
					0610 · General Supplies	14.48	543,689.47
Check	07/02/2018	DBT	Amazon.com		0610 · General Supplies	-44.45	543,645.02
Check	07/03/2018	DBT	AirTable		0534 · Online Services	-382.00	543,263.02
Liability Check	07/05/2018	ACH	City and County of Denver		-SPLIT-	-221.91	543,041.11
Liability Check	07/05/2018	ACH	City and County of Denver		-SPLIT-	-220.11	542,821.00
Liability Check	07/05/2018	ACH	City and County of Denver		Denver OPT Liability	-195.50	542,625.50
Bill Pmt -Check	07/05/2018	2291	Babirye Nteza		7421 · Accounts Payable	-21.75	542,603.75
Bill Pmt -Check	07/05/2018	2292	Dahlia Lopez (v)		7421 · Accounts Payable	-97.50	542,506.25
Bill Pmt -Check	07/05/2018	2293	Landon Basham		7421 · Accounts Payable	-1,000.00	541,506.25
Bill Pmt -Check	07/05/2018	2294	Max Spiro		7421 · Accounts Payable	-1,000.00	540,506.25
Bill Pmt -Check	07/05/2018	2295	Michael Sabilia		7421 · Accounts Payable	-82.50	540,423.75
Bill Pmt -Check	07/05/2018	2296	Nakato Nteza		7421 · Accounts Payable	-150.00	540,273.75
Bill Pmt -Check	07/05/2018	2297	Wells Fargo Vendor Financial Services LLC	Acct Number 1579856-3538979	7421 · Accounts Payable	-633.56	539,640.19
Bill Pmt -Check	07/05/2018	2298	Alerio Technology Group	Customer Number 2053	7421 · Accounts Payable	-3,645.00	535,995.19
Bill Pmt -Check	07/05/2018	2299	Pinnacol Assurance	Policy Number 4183883	7421 · Accounts Payable	-1,185.00	534,810.19
Bill Pmt -Check	07/05/2018	2300	Shirt Works, LLC		7421 · Accounts Payable	-7,162.00	527,648.19
Check	07/09/2018	DBT	Hostel Persal		0580 · Travel, Regis, Ent	-800.00	526,848.19
Check	07/09/2018	DBT	Renaissance		0534 · Online Services	-2,675.00	524,173.19
Check	07/09/2018	DBT	Benny's Restaurant		0584 · Staff Appreciation	-28.00	524,145.19
Liability Check	07/10/2018	ACH	United Healthcare	06X6611	-SPLIT-	-118.86	524,026.33
Liability Check	07/11/2018	ACH	Internal Revenue Service	47-1698243	-SPLIT-	-18,994.54	505,031.79
Liability Check	07/12/2018		QuickBooks Payroll Service	Created by Payroll Service on 07/09/2018	-SPLIT-	-126,022.40	379,009.39
Paycheck	07/13/2018	DD1342	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1343	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1344	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1345	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1346	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1347	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1348	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1349	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1350	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1351	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1353	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1354	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1355	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1356	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1357	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1358	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1359	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1360	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1361	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1362	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1363	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39

Compass Academy
Bank Transaction Detail
As of July 31, 2018

Type	Date	Num	Name	Memo	Split	Amount	Balance
Paycheck	07/13/2018	DD1364	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1366	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1367	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1368	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1370	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1371	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1372	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1373	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1374	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1376	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1352	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1365	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1369	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Paycheck	07/13/2018	DD1375	Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	379,009.39
Liability Check	07/13/2018	ACH	Colorado Department of Revenue	30132874	Colorado State Withholding	-5,680.00	373,329.39
Deposit	07/13/2018			Deposit	3113 · Capital Construction Fund	3,288.66	376,618.05
Check	07/14/2018	DBT	Microsoft		0534 · Online Services	-26.95	376,591.10
Deposit	07/19/2018			Deposit	0534 · Online Services	78.83	376,669.93
Liability Check	07/19/2018	2302	Department of Labor and Employment	854548.00-8	-SPLIT-	-1,405.76	375,264.17
Bill Pmt -Check	07/19/2018	2303	G&G Consulting Group		7421 · Accounts Payable	-115.00	375,149.17
Bill Pmt -Check	07/19/2018	2304	Achieve3000		7421 · Accounts Payable	-12,325.00	362,824.17
Bill Pmt -Check	07/19/2018	2305	Denver Children's Choir		7421 · Accounts Payable	-12,500.00	350,324.17
Bill Pmt -Check	07/19/2018	2306	Eldorado Artesian Springs, Inc	Acct 175558	7421 · Accounts Payable	-77.95	350,246.22
Bill Pmt -Check	07/19/2018	2307	G&G Consulting Group		7421 · Accounts Payable	-6,487.50	343,758.72
Bill Pmt -Check	07/19/2018	2308	Hanover	Customer Number 1513303637-001-000	7421 · Accounts Payable	-3,412.60	340,346.12
Bill Pmt -Check	07/19/2018	2309	T-Mobile	Acct number 955238103	7421 · Accounts Payable	-90.71	340,255.41
Check	07/19/2018	DBT	Amazon.com		0810 · Dues and Fees	-14.99	340,240.42
Deposit	07/20/2018			Deposit	-SPLIT-	659,997.01	1,000,237.43
Check	07/20/2018	DBT	Home Depot		0610 · General Supplies	-351.91	999,885.52
Deposit	07/20/2018			Deposit	0610 · General Supplies	11.18	999,896.70
Deposit	07/20/2018			Deposit	0610 · General Supplies	13.58	999,910.28
Deposit	07/20/2018			Deposit	0610 · General Supplies	186.97	1,000,097.25
Liability Check	07/23/2018	ACH	Voya Financial		401(k) Liability	-937.50	999,159.75
Liability Check	07/23/2018	ACH	Voya Financial		401(k) Liability	-937.50	998,222.25
Liability Check	07/23/2018	ACH	Voya Financial		401(k) Liability	-937.50	997,284.75
Liability Check	07/23/2018	ACH	Voya Financial		401(k) Liability	-2,703.37	994,581.38
Liability Check	07/23/2018	ACH	Voya Financial		401(k) Liability	-2,292.15	992,289.23
Liability Check	07/23/2018	ACH	Voya Financial		401(k) Liability	-2,283.37	990,005.86
Check	07/23/2018	DBT	Habitat for Humanity		0610 · General Supplies	-26.92	989,978.94
Check	07/23/2018	DBT	AMF		0584 · Staff Appreciation	-360.04	989,618.90
Liability Check	07/24/2018		QuickBooks Payroll Service	Created by Payroll Service on 07/23/2018	-SPLIT-	-501.75	989,117.15
Check	07/24/2018	DBT	Walmart		0610 · General Supplies	-69.50	989,047.65
Check	07/24/2018	DBT	Pearson		0610 · General Supplies	-693.18	988,354.47
Paycheck	07/25/2018	DD1377	Bograd, Natalie K	Direct Deposit	-SPLIT-	0.00	988,354.47

Compass Academy
Bank Transaction Detail
As of July 31, 2018

Type	Date	Num	Name	Memo	Split	Amount	Balance
Bill Pmt -Check	07/25/2018	2310	Edulastic		7421 · Accounts Payable	-1,200.00	987,154.47
Bill Pmt -Check	07/25/2018	2311	NWEA	Customer 12238	7421 · Accounts Payable	-4,500.00	982,654.47
Check	07/25/2018	2312	Chaparro, Paula A		0580 · Travel, Regis, Ent	-890.99	981,763.48
Check	07/25/2018	2313	Chaparro, Paula A		-SPLIT-	-373.53	981,389.95
Check	07/25/2018	2314	Lopez, Ruby L.		-SPLIT-	-212.30	981,177.65
Check	07/25/2018	DBT	Pearson		0610 · General Supplies	-1,967.52	979,210.13
Check	07/26/2018	ACH	Bill.com		0313a · Bank Fees	-0.47	979,209.66
Deposit	07/26/2018			Deposit	0313a · Bank Fees	0.47	979,210.13
Check	07/26/2018	DBT	Home Depot		0610 · General Supplies	-35.43	979,174.70
Liability Check	07/26/2018	ACH	PERA	488	-SPLIT-	-23,082.10	956,092.60
Deposit	07/27/2018			Deposit	-SPLIT-	96,940.16	1,053,032.76
Check	07/27/2018	DBT	Headspace		0534 · Online Services	-95.88	1,052,936.88
Check	07/27/2018	DBT	Headspace		0534 · Online Services	-95.88	1,052,841.00
Check	07/27/2018	DBT	Amazon.com		0610 · General Supplies	-26.97	1,052,814.03
Check	07/30/2018	DBT	Eon		Office Supplies	-347.65	1,052,466.38
Deposit	07/30/2018			Deposit	0734 · Technology Equipment	3,828.04	1,056,294.42
Check	07/30/2018	DBT	Walmart		0610 · General Supplies	-155.48	1,056,138.94
Check	07/30/2018	DBT	Amazon.com		0610 · General Supplies	-32.97	1,056,105.97
Check	07/30/2018	DBT	Amazon.com		Office Supplies	-73.17	1,056,032.80
Check	07/30/2018	DBT	Amazon.com		0650 · Software	-763.50	1,055,269.30
Check	07/30/2018	DBT	Amazon.com		0650 · Software	-110.10	1,055,159.20
Check	07/31/2018	DBT	King soopers		0610 · General Supplies	-7.50	1,055,151.70
Deposit	07/31/2018			Deposit	0610 · General Supplies	8.99	1,055,160.69
General Journal	07/31/2018	2106		Re-recording check 2106, thought it was lost, but fo	0320a · Contracted services	-25.00	1,055,135.69
Check	07/31/2018	2315	Sam's Club		0610 · General Supplies	-216.26	1,054,919.43
Check	07/31/2018			Service Charge	0313a · Bank Fees	-4.00	1,054,915.43
Deposit	07/31/2018			Interest	1500 · Interest Income	61.24	1,054,976.67
Total 8101 · First Bank						511,301.68	1,054,976.67
TOTAL						511,301.68	1,054,976.67

Compass Academy
Profit & Loss Budget vs. Actual Expanded
July 2018

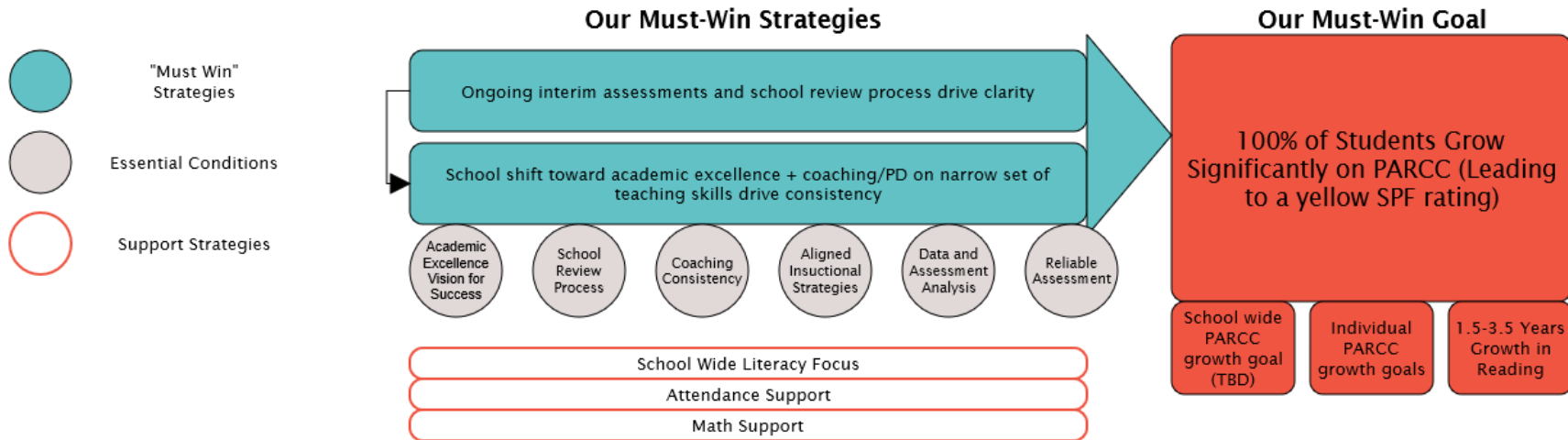
	<u>Jul 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income				
1000 - Local Revenue Source				
1500 - Interest Income	61.24			
1740 - Fees	0.00	14,000.00	-14,000.00	0.0%
1900 - Other Revenue from Local Source				
1990 - Other Revenue	0.00	7,000.00	-7,000.00	0.0%
Total 1900 - Other Revenue from Local Source	0.00	7,000.00	-7,000.00	0.0%
1920 - Grant income	96,991.53	960,119.00	-863,127.47	10.1%
1954 - Mill Levy Funding				
1998 MLO Literacy	9,914.18	42,034.00	-32,119.82	23.59%
1998 MLO Technology	2,704.01	11,464.00	-8,759.99	23.59%
2003 MLO Academic Achievement	2,253.08	9,552.00	-7,298.92	23.59%
2003 MLO Textbooks	3,154.15	13,373.00	-10,218.85	23.59%
2012 MLO Enrichment and Support	9,816.70	41,620.00	-31,803.30	23.59%
2012 MLO Secondary Arts	11,390.60	48,293.00	-36,902.40	23.59%
2012 MLO Technology	5,116.38	21,692.00	-16,575.62	23.59%
2012 MLO Textbooks	5,116.38	21,692.00	-16,575.62	23.59%
2012 MLO Tutoring	22,626.77	95,932.00	-73,305.23	23.59%
2016 MLO Classroom Technology	7,454.67	31,606.00	-24,151.33	23.59%
2016 MLO Equalization	20,118.59	21,736.00	-1,617.41	92.56%
2016 MLO Great Teachers	16,374.15	69,422.00	-53,047.85	23.59%
2016 MLO Support for WholeChild	16,940.17	71,822.00	-54,881.83	23.59%
2017-19 MLO Tech Bond	0.00	28,728.00	-28,728.00	0.0%
Total 1954 - Mill Levy Funding	132,979.83	528,966.00	-395,986.17	25.14%
Total 1000 - Local Revenue Source	230,032.60	1,510,085.00	-1,280,052.40	15.23%
3000 - State Revenue				
3113 - Capital Construction Fund	0.00	44,315.00	-44,315.00	0.0%
3139 - ELPA PD	0.00	5,814.00	-5,814.00	0.0%
3140 - ELPA Special Ed	0.00	4,313.00	-4,313.00	0.0%
3183 - EARSS	0.00	200,000.00	-200,000.00	0.0%
3192a - School Counselor Corps	0.00	80,000.00	-80,000.00	0.0%
Total 3000 - State Revenue	0.00	334,442.00	-334,442.00	0.0%
4000 - Federal Revenue				
4954 - Federal Revenue - passthrough				
Parent Involvement	0.00	1,816.00	-1,816.00	0.0%
4010a - Title I	0.00	133,630.00	-133,630.00	0.0%
4365a - Title III	0.00	11,005.00	-11,005.00	0.0%
4367a - Title II	0.00	10,976.00	-10,976.00	0.0%
7365a - Title III Set Aside	0.00	433.00	-433.00	0.0%
9206a - Charter Credit	0.00	36,090.00	-36,090.00	0.0%
Total 4954 - Federal Revenue - passthrough	0.00	193,950.00	-193,950.00	0.0%
Total 4000 - Federal Revenue	0.00	193,950.00	-193,950.00	0.0%
5700 - PPR	692,782.24	2,937,223.00	-2,244,440.76	23.59%
Total Income	922,814.84	4,975,700.00	-4,052,885.16	18.55%
Gross Profit	922,814.84	4,975,700.00	-4,052,885.16	18.55%
Expense				
0100 - Salaries				
100 - Administration	20,420.08	483,939.00	-463,518.92	4.22%
200 - Professional Staff Salaries	123,450.93	1,780,189.00	-1,656,738.07	6.94%
300 - Other Professional	22,500.00	28,599.00	-6,099.00	78.67%
500 - Clerical	4,120.00	103.00	4,017.00	4,000.0%
0100 - Salaries - Other	0.00	20,000.00	-20,000.00	0.0%
Total 0100 - Salaries	170,491.01	2,312,830.00	-2,142,338.99	7.37%
0200 - Employee Benefits				
Clerical Benefits				
5.0211 - L&STD Insurance	1.35			
5.0221 - Medicare	0.00	1.00	-1.00	0.0%
5.0230 - PERA	238.05	6.00	232.05	3,967.5%
5.0251 - Health Benefits	343.50			
5.0290 - PCOPS	380.40	10.00	370.40	3,804.0%
Total Clerical Benefits	963.30	17.00	946.30	5,666.47%
Other Professional Benefits				
3.0211 - L&STD Insurance	2.70			
3.0221 - Medicare	0.00	3,470.00	-3,470.00	0.0%
3.0230 - PERA	1,315.71	14,947.00	-13,631.29	8.8%
3.0251 - Health Benefits	1,222.48	15,120.00	-13,897.52	8.09%
3.0290 - PCOPS	2,102.48	22,833.00	-20,730.52	9.21%
Total Other Professional Benefits	4,643.37	56,370.00	-51,726.63	8.24%
Principal / Director Benefits				

Compass Academy
Profit & Loss Budget vs. Actual Expanded
July 2018

	<u>Jul 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
1.0211 - L&STD Insurance	2.70			
1.0221 - Medicare	0.00	5,903.00	-5,903.00	0.0%
1.0230 - PERA	1,204.94	25,424.00	-24,219.06	4.74%
1.0251 - Health Benefits	636.90	15,120.00	-14,483.10	4.21%
1.0290 - PCOPS	1,925.49	38,838.00	-36,912.51	4.96%
Total Principal / Director Benefits	3,770.03	85,285.00	-81,514.97	4.42%
Teachers/Certified Benefits				
2.0211 - L&STD Insurance	21.60			
2.0221 - Medicare	2,395.77	23,835.00	-21,439.23	10.05%
2.0230 - PERA	7,105.30	102,654.00	-95,548.70	6.92%
2.0251 - Health Benefits	6,809.90	109,620.00	-102,810.10	6.21%
2.0253 - Vision Benefits	6.34			
2.0290 - PCOPS	11,354.25	156,816.00	-145,461.75	7.24%
Total Teachers/Certified Benefits	27,693.16	392,925.00	-365,231.84	7.05%
Total 0200 - Employee Benefits	37,069.86	534,597.00	-497,527.14	6.93%
0300 - Purchased Profess and Tech Serv				
0313a - Bank Fees	4.00	2,424.00	-2,420.00	0.17%
0313b - Payroll Expenses	63.00			
0320 - Educational Prof Services				
0320a - Contracted services	2,225.00	341,607.00	-339,382.00	0.65%
0320b - Substitutes	0.00	43,750.00	-43,750.00	0.0%
0320c - Whole Child Enrichment	12,500.00	30,150.00	-17,650.00	41.46%
0320 - Educational Prof Services - Other	0.00	241,495.00	-241,495.00	0.0%
Total 0320 - Educational Prof Services	14,725.00	657,002.00	-642,277.00	2.24%
0331 - Legal	0.00	2,332.00	-2,332.00	0.0%
0332 - Audit	0.00	7,538.00	-7,538.00	0.0%
0339 - Business Services	6,362.50	76,350.00	-69,987.50	8.33%
0340 - Technical Services	3,695.00	80,000.00	-76,305.00	4.62%
Total 0300 - Purchased Profess and Tech Serv	24,849.50	825,646.00	-800,796.50	3.01%
0400 - Purchased Prop. Services				
0442 - Rental of Equipment	0.00	16,000.00	-16,000.00	0.0%
Total 0400 - Purchased Prop. Services	0.00	16,000.00	-16,000.00	0.0%
0430 - Repairs and Maint	0.00	2,010.00	-2,010.00	0.0%
0500 - Other Purchased Services				
0531 - Phone/Office	0.00	5,400.00	-5,400.00	0.0%
0533 - Postage	0.00	2,010.00	-2,010.00	0.0%
0534 - Online Services	27,657.15	77,756.00	-50,098.85	35.57%
0540 - Advertising				
Staff Recruitment	0.00	7,035.00	-7,035.00	0.0%
Student Recruitment	0.00	14,070.00	-14,070.00	0.0%
Total 0540 - Advertising	0.00	21,105.00	-21,105.00	0.0%
Total 0500 - Other Purchased Services	27,657.15	106,271.00	-78,613.85	26.03%
0513 - Contracted Field Trips	0.00	34,783.00	-34,783.00	0.0%
0515 - Shuttle Fees	0.00	1,000.00	-1,000.00	0.0%
0520 - Insurance Premiums				
0521 - Liability Insurance	3,412.60			
0525 - Unemployment Insurance	521.35	5,629.00	-5,107.65	9.26%
0526 - Worker's Comp Insurance	1,185.00	14,636.00	-13,451.00	8.1%
0520 - Insurance Premiums - Other	0.00	22,848.00	-22,848.00	0.0%
Total 0520 - Insurance Premiums	5,118.95	43,113.00	-37,994.05	11.87%
0580 - Travel, Regis, Ent				
0584 - Staff Appreciation	388.04	6,030.00	-5,641.96	6.44%
0580 - Travel, Regis, Ent - Other	3,873.82	25,000.00	-21,126.18	15.5%
Total 0580 - Travel, Regis, Ent	4,261.86	31,030.00	-26,768.14	13.74%
0594 - District Purchased Services				
0594.1 - SPED FEE 1700	26,201.38			
0594.2 - NURSE/PSYCH/SECURITY - 0594	37,593.23			
0594.3 - Facility Use Fee	61,295.91			
0594.4 - Shuttle Fees	11,649.75			
0594 - District Purchased Services - Other	0.00	578,136.00	-578,136.00	0.0%
Total 0594 - District Purchased Services	136,740.27	578,136.00	-441,395.73	23.65%
0595 - Denver Overhead Costs	28,293.84	123,604.00	-95,310.16	22.89%
0596 - Charter Food Authority	730.95			
0600 - Supplies				
0610 - General Supplies				
Office Supplies	420.82	15,000.00	-14,579.18	2.81%
0610 - General Supplies - Other	3,392.89	75,000.00	-71,607.11	4.52%
Total 0610 - General Supplies	3,813.71	90,000.00	-86,186.29	4.24%
0612 - Student Incentives	0.00	3,198.00	-3,198.00	0.0%

Compass Academy
Profit & Loss Budget vs. Actual Expanded
 July 2018

	<u>Jul 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
0630 · Food -Snack (BOLD FS FUND ONLY)	0.00	2,512.00	-2,512.00	0.0%
0650 · Software	873.60	1,508.00	-634.40	57.93%
0690 · Uniforms	7,162.00	10,000.00	-2,838.00	71.62%
Total 0600 · Supplies	11,849.31	107,218.00	-95,368.69	11.05%
0640 · Books and Materials	0.00	15,000.00	-15,000.00	0.0%
0700 · Property				
0733 · Furnitures and Fixtures	0.00	6,030.00	-6,030.00	0.0%
0734 · Technology Equipment	-3,828.04	40,050.00	-43,878.04	-9.56%
Total 0700 · Property	-3,828.04	46,080.00	-49,908.04	-8.31%
0800 · Other Objects				
0840 · Contingency	0.00	143,685.00	-143,685.00	0.0%
0890 · Bad Debt	30.36	1,005.00	-974.64	3.02%
Total 0800 · Other Objects	30.36	144,690.00	-144,659.64	0.02%
0810 · Dues and Fees	47.15	2,386.00	-2,338.85	1.98%
0900 · XQ Objects	0.00	42,149.00	-42,149.00	0.0%
Total Expense	443,312.17	4,966,543.00	-4,523,230.83	8.93%
Net Income	<u>479,502.67</u>	<u>9,157.00</u>	<u>470,345.67</u>	<u>5,236.46%</u>



Overarching Must-Win Strategy
Data Cycles Leveraging Strong Interim Assessments + Weekly Coaching

Rationale:
Our teachers face the difficult and complex task of ensuring our students grow each year at the rate they need to in the most essential areas (as measured on CMAS and their overall academic trajectory). Given that our students are multiple years behind in reading and math, have high rates of trauma and social/emotional support needs, are often complex learners, and are at various stages of English Language proficiency, our teachers and instructional leaders are managing a heavy load to support whole child growth.

Last year: Coaching was focused on creating strong routines and procedures, belonging, and the first steps of a five step lesson cycle. Coaching diffused when focus shifted based on immediate teacher needs, which was often classroom management and basic teacher moves. As a result, a large amount of time was spent centering the campus on common practices for instruction.

This year: Our top priority must be a) that we have a crystal clear and constantly evolving sense of the gap between where our students are and where they need to be (highly aligned to what will be measured on key assessments) and b) that we are coaching our teachers to adjust content focus and instructional skills in response to this gap quickly and consistently while maintaining the gains in routines and procedures.

Essential Conditions: In addition to strategy gaps in our start-up years, we have also had essential conditions gaps. The following highlight some of the essential conditions needed to support our strategy work.

- A strong **School Review Process** will ensure that we progress monitor against our success metrics and make any strategic shifts as a team

based on the data. With a clear system of tracking the data, we can monitor our progress in a systematic way. Having internal and external partners, with an eye on what other schools are doing to produce strong academic results in our context, is an asset to the review process. Quality and timeliness are a non-negotiable on all deliverables.

- We must have **Reliable Assessments** that are PARCC-aligned and can predict our academic success, not just our growth. The assessments must give us strong data on the most important standards (power standards) that are then used to drive PD, coaching, and instruction.
- Given the focus on assessment cycles, **Coaching Consistency** is imperative to our approach and its success. Teachers must be supported in **Data and Assessment Analysis** and its implication on instruction. Weekly coaching cycles will result in strong and consistent implementation of identified strategies.
- The school is building on the cultural foundations and momentum that has been established over the past year and is making an intentional shift toward academic excellence through the implementation of strong weekly coaching and data cycles focusing on a set of Aligned **Instructional Strategies** in ELA and Math.

Root Cause	Strategy	Metrics for Success	Responsible Parties
<ul style="list-style-type: none"> • The data used to drive academic discourse during data cycles was not a predictor of PARCC performance. • Newer and inexperienced teachers were not skilled in assessment creation, thus creating a false sense of progress in core contents. • Inexperienced teachers struggled to make meaning of MAP and interim assessment data. • There was lack of clarity on which data set to prioritize. • Weak data cycles contributed to lowered performance, including accountability structures to ensure teachers appropriately responded to data cycles. • MAP was a motivator and a tool for creating strong testing environments and increasing student buy in to test but was not an accurate indicator for the kind 	<ul style="list-style-type: none"> • Professional Development, Coaching and Data Cycles on consistent Instructional Strategies to close the Academic Gaps (in partnership with ANet). • Actively study the test and use test results to address teacher behavior and structures (especially at the standard level). • Use PLT/Intervention space to lift up student performance on areas of need • Implement Data Cycle using ANet interim assessments. • Explore leveraging the expertise of a high performing school partner with similar student population to support the school review process and data cycles. 	<ul style="list-style-type: none"> • All students grow 1.5 to 3.5 years in reading (<i>Assessment measure TBD</i>). • 80% of students hit individually determined PARCC growth goal (as determined by previous performance band). • All prioritized standards and instructional strategies (determined through our data cycle) are observed in at least 80% of instances as measured by school review. • <i>Need to set:</i> School wide “proficient and above” goal in CMAS ELA and Math • <i>Need to set:</i> School wide MGP goal • <i>Need to set:</i> School review process returns an average score of _ on reviews in semester 1 and _ on reviews in semester 2. 	<p><u>Weekly Coaching and Data Cycles</u></p> <p>Owner: Denise and Marcia</p> <p>Supporters: Brandon, Nate (SDD), Alexis, A-Net, and Laura (SDD)</p> <ul style="list-style-type: none"> • Create a strong coaching and data cycle drawing from the CA model, the SDD proposal, and partner (TBD) model • Set strong metrics for success • Calibrate and Implement the weekly coaching and data cycles • Monitor Progress against Metrics for Success on a routine basis <p><u>School Review Process</u></p> <p>Owner: Laura (SDD)</p> <p>Supporters: Alexis, Ryan (SDD), and Nate (SDD)</p>



<p>of growth we needed to make. We saw positive growth trends in Math with students, but the growth was not enough. The growth bar was too low to demonstrate success on state assessment.</p> <ul style="list-style-type: none"> Professional Development supported test taking skills, not test-literacy. Yearlong professional development was focused on foundational instructional strategies based in content and culture. Coaching was focused on creating strong routines and procedures, belonging, and the very first steps of a well-paced 5 step lesson cycle. Coaching diffused when focus shifted based on teacher need, which was often classroom management and basic teacher moves. As a result, a large amount of time was spent centering the campus on common practices for instruction. 	<ul style="list-style-type: none"> Implement focused Professional Development on building Student/Staff Test-Literacy (in partnership with SDD) Implement School Review Cycle on Strategic Priorities (in partnership with SDD). Use power standards as the foundation for Math and ELA PLT's taught by Core Teachers Daily expectation of PARCC assessment exposure through Do Now and Exit Ticket (utilizing ANet tools for CMAS alignment). 		<ul style="list-style-type: none"> Whole-school review that gauges performance against the Compass strategic priorities as well as any other board directed areas. The process would likely involve a day long or multi-day set of meetings and observations Creation of benchmarks, and monitoring tools against metrics of success
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Must Win Strategy 1 Action Plan:

Action	Owner	Deadline	Contingency	Status
Full Implementation	Denise	9.12.18		
Initial ANet Meeting	Marcia	8.15.18		Complete
ANet planning and goal setting	Marcia	8.22.18		Complete
ANet initial school review and identification of initial	Denise	8.29.18		



priorities, strategies, and level of support				
Determine ANet funding structure with and without Blue School Partners partnership	Marcia	8.24.18	Pull from CA's reserves	Complete
Create high level vision statement and aligned goals for what "academic excellence" means at Compass this year (that can be all staff facing)	Denise	9.7.18		
Create internal review project plan (including monthly reviews and 2x a year committee reviews)	Laura	9.7.18		
Determine full coaching plan/ownership	Denise	9.7.18		
Adjust PD and content meeting scope and sequence for semester 1 based on initial review and priorities	Brandon	9.7.18		
Adjust high level and grade/content specific goals within our strategic plan	Denise	9.7.18		
Investigate potential partnerships based on conversations with key stakeholders	Marcia	9.14.18		

<p>Support Strategy 1: School-Wide Literacy Focus</p>
<p>Rationale: Our campus wide instructional priority is literacy, with an emphasis on growth in reading. Our staff last year were not trained to be strong teachers of reading across all content. 42% of students made zero or negative growth in reading based on the MAP assessment in the 2017-2018 school year and are, on average, 3 years below grade level in reading. All teachers, regardless of content focus need to be reinforcing common literacy strategies. When our students are on grade level in reading it opens doors for academic success in all subjects.</p> <p>Essential Conditions:</p> <ul style="list-style-type: none"> • Clear school-wide literacy goals • Classroom and building wide culture of literacy routines and messages • Narrow set of strategies - we should see strong implementation in every classroom

- Use of PLT space to meet student needs

Root Cause	Strategy for Literacy	Metrics for Success	Responsible Parties
<ul style="list-style-type: none"> • Data Cycles did not effectively inform instruction • 76% of staff brand new to Compass and some new to teaching - 3 new in ELA (1 TFA, 1 New, and strongest teacher left for family reasons in October) • Reading strategies not used on a consistent basis • Teachers did not know student reading levels with enough granularity and thus were challenged to put the right text level in front of students • There was not a strong culture of reading on the campus • Corps Members were not leveraged to support Reading instruction consistently • Clear metrics for tracking progress definitions of success not named as a campus, interim assessments were new and implemented late, and did not inform instructional moves. • PLT and other structures to support literacy and math were not leveraged well enough, new/green teachers were asked to focus on their core content 	<ul style="list-style-type: none"> • Every teacher sees themselves as a Reading teacher. • Close Reading/ Signposts. • Assess teachers on the stated reading practices and adjust accordingly (using school review and ANet partnership). • Analysis of reading standards and how to incorporate them across content • Analyze student reading data and identify groups for differentiation (classroom needs/PLT supports/Interventions) • Lesson plan reviews for implementation of reading strategies • Teachers plan for, and use, sheltering strategies along with the fiction/nonfiction signposts to access a variety of texts. • Support students with setting, monitoring, reflecting on, and reaching Reading goals • Create a strong school-wide culture of Reading through CA rituals and practices (utilizing “culture of literacy” plan). • The schedule supports a co-teaching model leveraging 	<ul style="list-style-type: none"> • All students grow 1.5-3.5 years in reading (<i>Assessment measure TBD</i>). • 80% of students hit individually determined ELA PARCC growth goal (as determined by previous performance band). • Prioritized reading strategies are being implemented in 80% of classrooms throughout school review process. • 80% of teachers and students’ interviews (through school review) can accurately describe our literacy priority. • “Culture of literacy” plan is fully developed by 9.28. We have implemented 100% of the strategies identified within it (based on implementation timeline). • <i>Need to set: Interim ANet assessment goal.</i> • <i>Need to set: School wide ELA MGP goal.</i> 	<p><u>School Wide Literacy Focus</u></p> <p>Owner: Brandon</p> <p>Supporters: Denise, Andrew, A-Net, Landon</p> <ul style="list-style-type: none"> • Create strong PD aligned to strategies • Leverage the Coaching and Data Cycle for progress monitoring • Adjust PD as necessary • Set strong metrics for success • Calibrate and Implement the weekly coaching and data cycles • Monitor Progress against Metrics for Success on a routine basis

	<p>specialists in core content for language support along with PLT focused supports</p> <ul style="list-style-type: none"> • Schedule allows for 2-4 teachers in each core content to meet the needs of students based on data • ELD push in strategy • Spanish supports in the core in the AM • 4 kinds of PLT <ul style="list-style-type: none"> ○ Remediation (MATH ELA ONLY) ○ Support (MATH ELA ONLY) ○ Community extension ○ Campus extension (Literacy Based) 		
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Support Strategy 1 Action Plan:

Action	Owner	Deadline	Contingency	Status
Full Implementation of Literacy Strategy	Brandon	9.28.18	SDD creates strategy proposal to lift this work if Brandon/Leadership Team's capacity is limited	
Determine key standards and teaching practices (whole school or by grade level) utilizing ANet visit	Brandon	9.7.18		
Create "culture of literacy" proposal to overview where school messaging will occur (routines, school look/feel, collab meeting priorities etc.)	Brandon	9.14.18		
Finalize list of PLT support structures and resources that promote literacy (texts, computer-based support, common instructional activities etc.)	Brandon	9.14.18		

Support Strategy 2: Attendance Support			
<p>Rationale Compass academy is also currently battling chronic absenteeism (24%). According to EOY 2017-2018 HSA data, Compass students identify hyperactivity, inattention, conduct problems, emotional symptoms, and peer problems as areas in need of extreme support.</p> <p>When students don't attend school consistently, Compass teachers and staff experience challenges in providing, and maintaining, a consistent and strong learning environment within their classrooms and within school-wide routines/structures.</p> <p>Essential Conditions:</p> <ul style="list-style-type: none"> • Consistent attendance practices (teachers and CMs) • Devoted time for conversations and interventions with families • Attendance campaign strategies start in August 			
Root Cause	Strategy	Metrics for Success	Responsible Party
<ul style="list-style-type: none"> • Didn't start attendance campaign until late in the year • Less dedicated time in the morning to help students regulate, build relationship, and start the day strong 	<ul style="list-style-type: none"> • Morning Pack <ul style="list-style-type: none"> ○ Compass Points and Competency development ○ Team building / Team Culture ○ Relationship Building ○ Attendance focus • Check In Check Out delivered by AmeriCorps members • Implement refreshed CA Attendance Campaign • Consistent Culture Routines <ul style="list-style-type: none"> ○ Classroom Culture Coaching ○ Restorative Practices ○ Conscience Discipline and Trauma Informed Care practices 	<ul style="list-style-type: none"> • 50% of students achieve 95% attendance or higher (DPS attendance goal) • 75% of students achieve above 90% attendance. 	<p><u>Attendance Campaign</u></p> <p>Owner: Cathy and Chelsea (SDD)?</p> <p>Supporters: Mike (CY), Denise, Billy, Alexis, Marcia</p>

Support Strategy 2 Action Plan:



Action	Owner	Deadline	Contingency	Status
Full Implementation of attendance strategy	Cathy	9.14.18	SDD creates strategy proposal if school LT capacity is limited	
Hold review conversation on last year's strategy and what to keep/adjust	Cathy	8.31.18		Complete
Determine key school wide attendance cultural practices to add to strategy	Cathy	9.7.18		In-Progress
Determine key roles and management hierarchy for our attendance strategy	Cathy	9.7.18		In-Progress

Support Strategy 3: Math Support			
<p>Rationale: In math, we had 62 students who dropped down a level or more and ended up in the lowest performance band and had more than 30 students already in the lowest band-in prior year. Less than 20% of this group got a math intervention class, which indicates that our capacity for math intervention is well short of the need and we need to ensure that our interim assessments are driving instruction.</p> <p>Essential Conditions:</p> <ul style="list-style-type: none"> • Clear math goals • Classroom culture of math routines and messages across grades • Narrow set of strategies - we should see strong implementation in every classroom • Clarity and buy-in of math curriculum across grade levels • Use of PLT space to meet student needs 			
Root Cause	Strategy for Math	Metrics for Success	Responsible Parties
Data Cycles were not driven by accurate or helpful data to inform instruction Investigating the impact of the new	Consistent use of data cycle of math performance and needs utilizing ANet. Use data to drive	80% of students hit individually determined PARCC growth goal in math.	<u>Math Support</u> Owner: Brandon Supporters: Denise, Liza, A-Net,



<p>math teacher running a content block in Spanish Corps Members were not leveraged to support Math instruction consistently Clear metrics for tracking progress definitions of success not named as a campus, interim assessments were new, implemented late, and did not inform instructional moves. PLT and other structures to support math were not leveraged well enough, new/green teachers were asked to focus on their core content New Math program requires time for results (based on feedback from content creators) Not enough PARCC exposure How did the minutes in the schedule impact (every other day) impact the students?</p>	<p>PLT/Interventions Purchase of Math Curriculum (Connected Math) to support the implementation of philosophical approach. Denver Test Prep as a PLT offering Power Standards used to create scope for PLT 2-3 adults in each space - coaching the group in the room, not always just the individual</p>	<p>Prioritized math instructional strategies are being implemented in 80% of classrooms throughout school review process. <i>Need to determine: MGP goal in math.</i> <i>Need to determine: Interim ANet assessment goal</i></p>	<p>Landon (SDD)</p> <ul style="list-style-type: none"> • Create strong PD aligned to strategies • Leverage the Coaching and Data Cycle for progress monitoring • Adjust PD as necessary • Set strong metrics for success • Calibrate and Implement the weekly coaching and data cycles • Monitor Progress against Metrics for Success on a routine basis
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Support Strategy 3 Action Plan:

Action	Owner	Deadline	Contingency	Status
Full Implementation of math support strategy	Brandon	10.5.18	SDD creates strategy proposal if school LT capacity is limited	
Create initial analysis of math support including sample schedules for tiers of students and analysis of math support coverage of 100 students	Denise	8.27.18		Complete
Determine key standards (school wide standard progression or by grade level) to prioritize in math support in the first 2-3 months	Brandon	9.7.18		In-Progress (will continue)



				with ANet)
Determine process and ownership for co-planning in math that utilizes our priority standards, strategies, and curriculum	Brandon	9.14.18		
Determine key PLT structures and resources that best support our math strategies	Brandon	9.21.18		In-Progress