

Compass Academy – Board Retreat Minutes

Date: September 20, 2018

Location: Compass Academy

In attendance: Marcia Fulton, Jerry Torrez, Bob Balfanz, Jessica Roberts, Ana Soler, Annie Proietti, Jim Balfanz, Christine Morin

Absent: Morris Price

Guest and support: Jason Guerro, Nate Kerr, Denise Thorne, Mike Davis, Emily Ward, Ryan Mick, Maya (w/DPS), Chad Cookinham (A-Net)

Attending by phone: Dexter Corto, Jerry Torrez

Jim called meeting to order 4:06 pm

Ripples & Joys:

Welcome back Mary Seawall!

Strong collaboration with A-Net

Positive Compass school visit

8th grade student shared his positive reflections on Compass and the warm support that he receives

August Minutes:

Christine moved to approve the minutes and Jessica second. August minutes approved.

Financial Update:

Financials are consistent. We are under expenses by a percent and a half and we are over on income. Audit was submitted. Enrollment is good for this school year, on target with budget predictions.

ED/Director Update:

- A-Net update from Chad. A-Net will provide excellent academic instruction that is aligned with standards. A-Net expressed Compass strengths are the warm and positive culture, the administrative leadership, and growth mindset in the building. A-Net is setting a narrow band of instructional priorities: literacy and math. Ensure teachers understand the standards. Ensure Denise and Brandon are prepared to provide the best coaching.

Compass Data Review:

Reviewed Compass data.

- Demographic data – Compass serving high ELL, high poverty population
- Enrollment data
- MAPS/CMAS data

External Review:

- Relationships and environment are strong
- Need to update the rigor

- Students are being over structured
- 90 minute blocks felt long
- ANet is providing great resources and support

Support Strategies:

- 1) Attendance. Robust attendance campaign from day one
- 2) Coaching. 83 touch points have already happened
- 3) Internal Review. Nate leads a range of assessment and observational data. These reviews are holistic and go beyond academics.

Board Meeting ends at 6:00pm

**COMPASS ACADEMY
BUDGET BOARD REPORT
SEPTEMBER 2018
Compiled 10/8/18**

Overview – Attachments included in this report:

- General Fund Summary
- Balance Sheet compared to previous year as of September 30, 2018
- Profit & Loss Budget vs. Actual through September 30, 2018
- Bank Transaction Detail for September 2018
- Profit & Loss Budget vs. Actual Expanded

Highlights and Exceptions to the Report –

Balance Sheet

Assets – Cash in the bank accounts as of September 30th was \$500,208 up from \$205,491 in September 2018. Total accounts receivable was \$52,300 compared to \$127,054 in the previous year. Total assets were \$552,508 on September 30th, up from \$332,544 at the same time last year.

Liabilities – Accounts payable as of September 30th was \$26,323 compared to \$84,106 last year. Other current liabilities were \$159,940 versus last year's \$69,053. Total liabilities were \$186,263 versus \$153,159 at the same time last year.

Equity – As of September 30th, net income was negative (\$110,372) compared to negative (\$33,654) at the same time last year. Total modified accrual equity is \$366,245 compared to \$179,385 the previous year. Of this amount TABOR is \$123,000, \$5,897 is reserved, and the unassigned fund balance is \$237,347.

Income Statement Compared to Budget

Income – Total income to date is \$938,132 or 19% of the \$4,975,700 budgeted.

Expense – Expenses incurred to date are \$1,048,504 or 21% of the \$4,966,543 budgeted. We are 25% 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) – 42% of budget spent
- Property (0700) - 52% of budget spent

**COMPASS ACADEMY
GENERAL FUND SUMMARY
Quarter Ended September 30, 2018**

| | 9/30/2018 | FY19 Budgeted | Percentage Actual to Budget | Projected Year- End | Percentage Projected to Budget |
|--|-----------|---------------|--------------------------------|------------------------|--------------------------------------|
| Beginning TABOR Fund Balance | 123,000 | 123,756 | 99% | 123,000 | 100% |
| Beginning Unrestricted Fund Balance | 353,616 | 222,482 | 159% | 353,616 | 100% |
| FY18 Total Beginning Fund Balance | 476,616 | 346,238 | 138% | 476,616 | 100% |
| Income | 938,132 | 4,975,700 | 19% | 4,975,700 | 100% |
| Expenses | 1,048,504 | 4,966,543 | 21% | 4,966,543 | 100% |
| Net Income | -110,372 | 9,157 | -1205% | 9,157 | 100% |
| Ending TABOR Fund Balance | 123,000 | 143,452 | 86% | 143,452 | 86% |
| Ending Unassigned Fund Balance | 243,245 | 211,943 | 115% | 342,321 | 71% |
| FY19 Ending Fund Balance | 366,245 | 355,395 | 103% | 485,773 | 75% |

Compass Academy
Balance Sheet Prev Year Comparison
As of September 30, 2018

| | <u>Sep 30, 18</u> | <u>Sep 30, 17</u> | <u>\$ Change</u> | <u>% Change</u> |
|--|--------------------------|--------------------------|--------------------------|----------------------|
| ASSETS | | | | |
| Current Assets | | | | |
| Checking/Savings | | | | |
| 8101 · First Bank | 500,207.88 | 205,490.73 | 294,717.15 | 143.42% |
| Total Checking/Savings | <u>500,207.88</u> | <u>205,490.73</u> | <u>294,717.15</u> | <u>143.42%</u> |
| Accounts Receivable | | | | |
| 8142 · Grants Receivable | 0.00 | 127,053.62 | -127,053.62 | -100.0% |
| 8153 · Accounts Receivable | 52,300.00 | 0.00 | 52,300.00 | 100.0% |
| Total Accounts Receivable | <u>52,300.00</u> | <u>127,053.62</u> | <u>-74,753.62</u> | <u>-58.84%</u> |
| Total Current Assets | <u>552,507.88</u> | <u>332,544.35</u> | <u>219,963.53</u> | <u>66.15%</u> |
| TOTAL ASSETS | <u><u>552,507.88</u></u> | <u><u>332,544.35</u></u> | <u><u>219,963.53</u></u> | <u><u>66.15%</u></u> |
| LIABILITIES & EQUITY | | | | |
| Liabilities | | | | |
| Current Liabilities | | | | |
| Accounts Payable | | | | |
| 7421 · Accounts Payable | 26,323.26 | 84,106.00 | -57,782.74 | -68.7% |
| Total Accounts Payable | <u>26,323.26</u> | <u>84,106.00</u> | <u>-57,782.74</u> | <u>-68.7%</u> |
| Other Current Liabilities | | | | |
| 7461 · YE Payroll Liabilities | 123,492.31 | 63,741.59 | 59,750.72 | 93.74% |
| 7471 · Payroll Liabilities | 36,447.75 | -1,891.17 | 38,338.92 | 2,027.26% |
| 7481 · Unearned Revenue | 0.00 | 7,202.67 | -7,202.67 | -100.0% |
| Total Other Current Liabilities | <u>159,940.06</u> | <u>69,053.09</u> | <u>90,886.97</u> | <u>131.62%</u> |
| Total Current Liabilities | <u>186,263.32</u> | <u>153,159.09</u> | <u>33,104.23</u> | <u>21.61%</u> |
| Total Liabilities | <u>186,263.32</u> | <u>153,159.09</u> | <u>33,104.23</u> | <u>21.61%</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 | <u>-110,371.66</u> | <u>-33,654.05</u> | <u>-76,717.61</u> | <u>-227.96%</u> |
| Total Equity | <u>366,244.56</u> | <u>179,385.26</u> | <u>186,859.30</u> | <u>104.17%</u> |
| TOTAL LIABILITIES & EQUITY | <u><u>552,507.88</u></u> | <u><u>332,544.35</u></u> | <u><u>219,963.53</u></u> | <u><u>66.15%</u></u> |

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

| | FY18 | | | | FY19 | | | |
|--|-------------------|---------------------|----------------------|----------------|---------------------|---------------------|----------------------|-------------------|
| | Jul - Sep 17 | Budget | \$ Over Budget | % of Budget | Jul - Sep 18 | Budget | \$ Over Budget | % of Budget |
| Income | | | | | | | | |
| 1000 · Local Revenue Source | 187,980.41 | 1,097,555.00 | -909,574.59 | 17.13% | 237,568.92 | 1,510,085.00 | -1,272,516.08 | 15.73% |
| 3000 · State Revenue | 44,838.59 | 337,255.00 | -292,416.41 | 13.3% | 7,781.18 | 334,442.00 | -326,660.82 | 2.33% |
| 4000 · Federal Revenue | 93,252.62 | 224,702.00 | -131,449.38 | 41.5% | 0.00 | 193,950.00 | -193,950.00 | 0.0% |
| 5700 · PPR | 571,193.08 | 2,690,402.00 | -2,119,208.92 | 21.23% | 692,782.24 | 2,937,223.00 | -2,244,440.76 | 23.59% |
| Total Income | 897,264.70 | 4,349,914.00 | -3,452,649.30 | 20.63% | 938,132.34 | 4,975,700.00 | -4,037,567.66 | 18.85% |
| Gross Profit | 897,264.70 | 4,349,914.00 | -3,452,649.30 | 20.63% | 938,132.34 | 4,975,700.00 | -4,037,567.66 | 18.85% |
| Expense | | | | | | | | |
| 0100 · Salaries | 386,815.06 | 1,830,825.00 | -1,444,009.94 | 21.13% | 527,798.01 | 2,312,830.00 | -1,785,031.99 | 22.82% |
| 0200 · Employee Benefits | 81,531.66 | 412,361.00 | -330,829.34 | 19.77% | 142,712.45 | 534,597.00 | -391,884.55 | 26.7% |
| 0300 · Purchased Profess and Tech Serv | 145,787.12 | 787,889.00 | -642,101.88 | 18.5% | 86,009.76 | 825,646.00 | -739,636.24 | 10.42% |
| 0400 · Purchased Prop. Services | 3,835.44 | 16,000.00 | -12,164.56 | 23.97% | 3,037.89 | 16,000.00 | -12,962.11 | 18.99% |
| 0430 · Repairs and Maint | 805.00 | 2,000.00 | -1,195.00 | 40.25% | 700.00 | 2,010.00 | -1,310.00 | 34.83% |
| 0500 · Other Purchased Services | 44,804.30 | 85,200.00 | -40,395.70 | 52.59% | 44,845.02 | 106,271.00 | -61,425.98 | 42.2% |
| 0513 · Contracted Field Trips | 137.50 | 33,475.00 | -33,337.50 | 0.41% | 0.00 | 34,783.00 | -34,783.00 | 0.0% |
| 0515 · Shuttle Fees | 235.00 | 8,000.00 | -7,765.00 | 2.94% | 0.00 | 1,000.00 | -1,000.00 | 0.0% |
| 0520 · Insurance Premiums | 12,916.84 | 42,264.00 | -29,347.16 | 30.56% | 11,474.85 | 43,113.00 | -31,638.15 | 26.62% |
| 0580 · Travel, Regis, Ent | 5,150.72 | 71,100.00 | -65,949.28 | 7.24% | 6,148.37 | 31,030.00 | -24,881.63 | 19.81% |
| 0594 · District Purchased Services | 117,303.42 | 512,021.00 | -394,717.58 | 22.91% | 136,740.27 | 578,136.00 | -441,395.73 | 23.65% |
| 0595 · Denver Overhead Costs | 21,493.19 | 99,775.00 | -78,281.81 | 21.54% | 28,293.84 | 123,604.00 | -95,310.16 | 22.89% |
| 0596 · Charter Food Authority | 0.00 | 0.00 | 0.00 | 0.0% | 730.95 | 0.00 | 730.95 | 100.0% |
| 0600 · Supplies | 75,941.58 | 155,967.00 | -80,025.42 | 48.69% | 35,253.17 | 107,218.00 | -71,964.83 | 32.88% |
| 0640 · Books and Materials | 9,395.72 | 20,000.00 | -10,604.28 | 46.98% | 710.80 | 15,000.00 | -14,289.20 | 4.74% |
| 0700 · Property | 18,257.07 | 67,100.00 | -48,842.93 | 27.21% | 23,797.10 | 46,080.00 | -22,282.90 | 51.64% |
| 0710 · Land and Improvements | 0.00 | 8,000.00 | -8,000.00 | 0.0% | 0.00 | 0.00 | 0.00 | 0.0% |
| 0800 · Other Objects | 146.19 | 41,468.00 | -41,321.81 | 0.35% | 85.37 | 144,690.00 | -144,604.63 | 0.06% |
| 0810 · Dues and Fees | 133.91 | 2,374.00 | -2,240.09 | 5.64% | 166.15 | 2,386.00 | -2,219.85 | 6.96% |
| 0900 · XQ Objects | 6,229.03 | 20,895.00 | -14,665.97 | 29.81% | 0.00 | 42,149.00 | -42,149.00 | 0.0% |
| Total Expense | 930,918.75 | 4,216,714.00 | -3,285,795.25 | 22.08% | 1,048,504.00 | 4,966,543.00 | -3,918,039.00 | 21.11% |
| Net Income | -33,654.05 | 133,200.00 | -166,854.05 | -25.27% | -110,371.66 | 9,157.00 | -119,528.66 | -1,205.33% |

Compass Academy
Bank Transaction Detail
As of September 30, 2018

| Type | Date | Num | Name | Memo | Split | Amount | Balance |
|-------------------|------------|----------|---------------------|----------------------------|--|-----------|------------|
| 8101 - First Bank | | | | | | | 743,076.72 |
| Check | 09/01/2018 | DBT | Amazon.com | | Accountability and Testing | -209.85 | 742,866.87 |
| Check | 09/01/2018 | DBT | Amazon.com | | Office Supplies | -1,495.28 | 741,371.59 |
| Check | 09/01/2018 | DBT | Amazon.com | | 0610 - General Supplies | -86.68 | 741,284.91 |
| Check | 09/01/2018 | DBT | Amazon.com | | 0610 - General Supplies | -27.74 | 741,257.17 |
| Check | 09/02/2018 | DBT | Amazon.com | | Accountability and Testing | -58.99 | 741,198.18 |
| Check | 09/02/2018 | DBT | Amazon.com | | 0610 - General Supplies | -79.20 | 741,118.98 |
| Check | 09/02/2018 | DBT | Amazon.com | | 0734 - Technology Equipment | -1,759.98 | 739,359.00 |
| Check | 09/03/2018 | DBT | Amazon.com | | 0610 - General Supplies | -29.97 | 739,329.03 |
| Check | 09/03/2018 | DBT | Amazon.com | | Office Supplies | -7.82 | 739,321.21 |
| Check | 09/03/2018 | DBT | Amazon.com | | Office Supplies | -15.30 | 739,305.91 |
| Check | 09/04/2018 | DBT | TIG | | 0340 - Technical Services | -550.00 | 738,755.91 |
| Check | 09/04/2018 | DBT | Papa Johns | | 0630 - Food -Snack (BOLD FS FUND ONLY) | -166.00 | 738,589.91 |
| Check | 09/04/2018 | DBT | TIG | 47378 | 0340 - Technical Services | -550.00 | 738,039.91 |
| Check | 09/04/2018 | DBT | Facebook | | Student Recruitment | -10.00 | 738,029.91 |
| Check | 09/04/2018 | DBT | Amazon.com | | 0610 - General Supplies | -57.76 | 737,972.15 |
| Deposit | 09/04/2018 | | | Deposit | | 57.76 | 738,029.91 |
| Check | 09/06/2018 | DBT | Moby Max | | 0534 - Online Services | -49.00 | 737,980.91 |
| Check | 09/06/2018 | Dbt | Home Depot | | -SPLIT- | -10.64 | 737,970.27 |
| Check | 09/06/2018 | Dbt | Staples | | 0610 - General Supplies | -13.00 | 737,957.27 |
| Check | 09/06/2018 | Dbt | Staples | | 0610 - General Supplies | -7.50 | 737,949.77 |
| General Journal | 09/07/2018 | bill.com | | Bill.com 09/07/18 Payments | 1072 - Bill.com Money Out Clearing | -7,710.94 | 730,238.83 |
| Check | 09/07/2018 | Dbt | Edgestar | | 0600 - Supplies | -29.00 | 730,209.83 |
| Check | 09/07/2018 | DBT | Home Depot | | 0610 - General Supplies | -11.98 | 730,197.85 |
| Check | 09/07/2018 | DBT | Amazon.com | | 0610 - General Supplies | -213.96 | 729,983.89 |
| Check | 09/08/2018 | DBT | Amazon.com | | 0610 - General Supplies | -219.90 | 729,763.99 |
| Check | 09/08/2018 | DBT | Amazon.com | | Office Supplies | -49.30 | 729,714.69 |
| Liability Check | 09/10/2018 | ACH | United Healthcare | 06X6611 | -SPLIT- | -88.87 | 729,625.82 |
| Check | 09/10/2018 | DBT | Slack | | 0534 - Online Services | -11.41 | 729,614.41 |
| Deposit | 09/10/2018 | | | Deposit | 0534 - Online Services | 11.41 | 729,625.82 |
| Deposit | 09/10/2018 | | | Deposit | 0734 - Technology Equipment | 0.08 | 729,625.90 |
| Deposit | 09/10/2018 | | | Deposit | 1740a - Uniforms/Other | 34.03 | 729,659.93 |
| Check | 09/10/2018 | DBT | Amazon.com | | 0640 - Books and Materials | -235.19 | 729,424.74 |
| Check | 09/11/2018 | DBT | Staples | | 0610 - General Supplies | -71.88 | 729,352.86 |
| Check | 09/11/2018 | DBT | Amazon.com | | Office Supplies | -12.40 | 729,340.46 |
| Check | 09/11/2018 | DBT | Amazon.com | | 0734 - Technology Equipment | -28.47 | 729,311.99 |
| Check | 09/11/2018 | DBT | Amazon.com | | 0734 - Technology Equipment | -29.79 | 729,282.20 |
| Check | 09/11/2018 | DBT | Amazon.com | | 0610 - General Supplies | -29.97 | 729,252.23 |
| Check | 09/12/2018 | Dbt | Walmart | | 0610 - General Supplies | -34.99 | 729,217.24 |
| Check | 09/12/2018 | DBT | Starbucks | | -SPLIT- | -18.45 | 729,198.79 |
| Check | 09/12/2018 | DBT | Endicia | | 0533 - Postage | -39.95 | 729,158.84 |
| Check | 09/12/2018 | DBT | Amazon.com | | 0610 - General Supplies | -29.00 | 729,129.84 |
| Check | 09/12/2018 | DBT | Amazon.com | | 0734 - Technology Equipment | -39.84 | 729,090.00 |
| Check | 09/13/2018 | 2343 | Graillot, Sjoukje A | | 0610 - General Supplies | -224.74 | 728,865.26 |

Compass Academy
Bank Transaction Detail
As of September 30, 2018

| Type | Date | Num | Name | Memo | Split | Amount | Balance |
|-----------------|------------|------------|---|----------------------------|--|-------------|------------|
| Check | 09/13/2018 | DBT | New Saigon | | 0580 - Travel, Regis, Ent | -59.47 | 728,805.79 |
| Check | 09/14/2018 | DBT | Microsoft | | 0534 - Online Services | -26.95 | 728,778.84 |
| General Journal | 09/14/2018 | bill.com | | Bill.com 09/14/18 Payments | 1072 - Bill.com Money Out Clearing | -6,599.72 | 722,179.12 |
| General Journal | 09/14/2018 | 9.14.18 PR | Support Program - 2000-5000:2400 - Administration | Billing | 500 - Clerical | -1,532.96 | 720,646.16 |
| General Journal | 09/14/2018 | 9.14.18 PR | Support Program - 2000-5000:2400 - Administration | Direct Deposit | 500 - Clerical | -133,238.63 | 587,407.53 |
| General Journal | 09/14/2018 | 9.14.18 PR | Support Program - 2000-5000:2400 - Administration | Tax | 500 - Clerical | -25,562.61 | 561,844.92 |
| Check | 09/17/2018 | DBT | Sam's Club | | 0610 - General Supplies | -1,347.00 | 560,497.92 |
| Check | 09/17/2018 | DBT | Eon | | 0610 - General Supplies | -608.80 | 559,889.12 |
| Deposit | 09/17/2018 | | | Deposit | 3113 - Capital Construction Fund | 3,890.59 | 563,779.71 |
| Deposit | 09/17/2018 | | | Deposit | 1740a - Uniforms/Other | 34.04 | 563,813.75 |
| Check | 09/17/2018 | DBT | Amazon.com | | Office Supplies | -29.99 | 563,783.76 |
| Check | 09/17/2018 | DBT | Amazon.com | | Office Supplies | -64.92 | 563,718.84 |
| Check | 09/17/2018 | DBT | Amazon.com | | Office Supplies | -11.60 | 563,707.24 |
| Check | 09/17/2018 | DBT | Amazon.com | | Office Supplies | -41.40 | 563,665.84 |
| Check | 09/17/2018 | DBT | Amazon.com | | Office Supplies | -60.96 | 563,604.88 |
| Deposit | 09/18/2018 | | | Deposit | 1740a - Uniforms/Other | 1,220.00 | 564,824.88 |
| Check | 09/18/2018 | DBT | Amazon.com | | Office Supplies | -47.71 | 564,777.17 |
| Check | 09/18/2018 | DBT | Amazon.com | | Office Supplies | -27.84 | 564,749.33 |
| Check | 09/18/2018 | DBT | Amazon.com | | Office Supplies | -43.78 | 564,705.55 |
| Check | 09/18/2018 | DBT | Amazon.com | | Office Supplies | -14.20 | 564,691.35 |
| Bill Pmt -Check | 09/18/2018 | 2344 | Signarama | Inv #2316 | 7421 - Accounts Payable | -390.00 | 564,301.35 |
| Check | 09/19/2018 | Dbt | Ergotron | | 0400 - Purchased Prop. Services | -40.46 | 564,260.89 |
| Check | 09/19/2018 | dbt | Walmart | | 0610 - General Supplies | -116.33 | 564,144.56 |
| Check | 09/19/2018 | Dbt | Ricoh | | 0442 - Rental of Equipment | -410.96 | 563,733.60 |
| Deposit | 09/19/2018 | | | Deposit | 0640 - Books and Materials | 27.74 | 563,761.34 |
| Check | 09/19/2018 | DBT | Amazon.com | | 0610 - General Supplies | -14.00 | 563,747.34 |
| Check | 09/20/2018 | ACH | PERA | | PERA Liability | -24,085.62 | 539,661.72 |
| Bill Pmt -Check | 09/20/2018 | 2345 | Swivl | | 7421 - Accounts Payable | -600.00 | 539,061.72 |
| Liability Check | 09/20/2018 | 2346 | Denver Public Schools | | -SPLIT- | -16,514.03 | 522,547.69 |
| Liability Check | 09/20/2018 | ACH | City and County of Denver | | Denver OPT Liability | -218.50 | 522,329.19 |
| Check | 09/20/2018 | 2342 | | VOID: | 0610 - General Supplies | 0.00 | 522,329.19 |
| Check | 09/20/2018 | DBT | Spicy Basil | | 0500 - Other Purchased Services | -36.75 | 522,292.44 |
| Check | 09/20/2018 | DBT | Ricoh | VOID: | Office Supplies | 0.00 | 522,292.44 |
| Check | 09/20/2018 | DBT | Walmart | | 0610 - General Supplies | -34.62 | 522,257.82 |
| Check | 09/20/2018 | DBT | Eon | | 0610 - General Supplies | -22.99 | 522,234.83 |
| Check | 09/21/2018 | ACH | Voya Financial | | 401(k) Liability | -2,393.86 | 519,840.97 |
| Check | 09/22/2018 | DBT | Amazon.com | | 0610 - General Supplies | -34.93 | 519,806.04 |
| Deposit | 09/24/2018 | | | Deposit | 0640 - Books and Materials | 189.07 | 519,995.11 |
| Check | 09/24/2018 | DBT | Amazon.com | | 0610 - General Supplies | -12.32 | 519,982.79 |
| Check | 09/24/2018 | DBT | Amazon.com | | 0610 - General Supplies | -13.97 | 519,968.82 |
| Check | 09/24/2018 | DBT | Amazon.com | 114-8694676-5389856 | 0640 - Books and Materials | -57.09 | 519,911.73 |
| General Journal | 09/25/2018 | XQ | | Bill.com 09/25/18 Payments | 1072 - Bill.com Money Out Clearing | -1,937.95 | 517,973.78 |
| Check | 09/25/2018 | ACH | Papa Johns | | 0630 - Food -Snack (BOLD FS FUND ONLY) | -78.99 | 517,894.79 |

Compass Academy
 Bank Transaction Detail
 As of September 30, 2018

| Type | Date | Num | Name | Memo | Split | Amount | Balance |
|-------------------------|------------|------|---|----------------------------|-------------------------|--------------------|-------------------|
| Check | 09/25/2018 | DBT | Walmart | | 0610 · General Supplies | -15.44 | 517,879.35 |
| Check | 09/25/2018 | DBT | Amazon.com | | 0610 · General Supplies | -53.77 | 517,825.58 |
| Check | 09/25/2018 | DBT | Amazon.com | | 0610 · General Supplies | -35.16 | 517,790.42 |
| Check | 09/25/2018 | DBT | Amazon.com | | 0610 · General Supplies | -125.86 | 517,664.56 |
| Check | 09/26/2018 | DBT | Amazon.com | | 0610 · General Supplies | -6.25 | 517,658.31 |
| Check | 09/27/2018 | 2347 | Denver Public Schools - Structural Dept | | Office Supplies | -77.00 | 517,581.31 |
| Check | 09/27/2018 | 2348 | Denver Public Schools | Social Studies Teal Day PD | PCOPS | -16,447.88 | 501,133.43 |
| Check | 09/27/2018 | DBT | Amazon.com | | 0610 · General Supplies | -8.45 | 501,124.98 |
| Check | 09/27/2018 | DBT | Amazon.com | | 0610 · General Supplies | -20.29 | 501,104.69 |
| Check | 09/28/2018 | DBT | Big Lots | | 0610 · General Supplies | -54.00 | 501,050.69 |
| Check | 09/28/2018 | DBT | Amazon.com | | 0610 · General Supplies | -10.51 | 501,040.18 |
| Check | 09/29/2018 | 2349 | Amazon.com | | 0610 · General Supplies | -122.14 | 500,918.04 |
| Check | 09/29/2018 | DBT | Amazon.com | | 0610 · General Supplies | -216.07 | 500,701.97 |
| Check | 09/29/2018 | DBT | Amazon.com | | 0610 · General Supplies | -58.95 | 500,643.02 |
| Check | 09/30/2018 | DBT | Squarespace, Inc. | | 0534 · Online Services | -480.00 | 500,163.02 |
| Check | 09/30/2018 | | | Service Charge | 0313a · Bank Fees | -4.00 | 500,159.02 |
| Deposit | 09/30/2018 | | | Interest | 1500 · Interest Income | 48.86 | 500,207.88 |
| Total 8101 · First Bank | | | | | | -242,868.84 | 500,207.88 |
| TOTAL | | | | | | -242,868.84 | 500,207.88 |

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

| | <u>Jul - Sep 18</u> | <u>Budget</u> | <u>\$ Over Budget</u> | <u>% of Budget</u> |
|---|---------------------|---------------------|-----------------------|--------------------|
| Income | | | | |
| 1000 · Local Revenue Source | | | | |
| 1500 · Interest Income | 189.23 | | | |
| 1740 · Fees | | | | |
| 1740a · Uniforms/Other | 7,370.83 | | | |
| 1740 · Fees - Other | 0.00 | 14,000.00 | -14,000.00 | 0.0% |
| Total 1740 · Fees | 7,370.83 | 14,000.00 | -6,629.17 | 52.65% |
| 1900 · Other Revenue from Local Source | | | | |
| 1990 · Other Revenue | 37.50 | 7,000.00 | -6,962.50 | 0.54% |
| Total 1900 · Other Revenue from Local Source | 37.50 | 7,000.00 | -6,962.50 | 0.54% |
| 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 | 237,568.92 | 1,510,085.00 | -1,272,516.08 | 15.73% |
| 3000 · State Revenue | | | | |
| 3113 · Capital Construction Fund | 7,781.18 | 44,315.00 | -36,533.82 | 17.56% |
| 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 | 7,781.18 | 334,442.00 | -326,660.82 | 2.33% |
| 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 | 938,132.34 | 4,975,700.00 | -4,037,567.66 | 18.85% |
| Gross Profit | 938,132.34 | 4,975,700.00 | -4,037,567.66 | 18.85% |
| Expense | | | | |
| 0100 · Salaries | | | | |
| 100 · Administration | 61,260.24 | 483,939.00 | -422,678.76 | 12.66% |
| 200 · Professional Staff Salaries | 383,845.27 | 1,780,189.00 | -1,396,343.73 | 21.56% |
| 300 · Other Professional | 68,375.00 | 28,599.00 | 39,776.00 | 239.08% |
| 500 · Clerical | 14,317.50 | 103.00 | 14,214.50 | 13,900.49% |
| 0100 · Salaries - Other | 0.00 | 20,000.00 | -20,000.00 | 0.0% |
| Total 0100 · Salaries | 527,798.01 | 2,312,830.00 | -1,785,031.99 | 22.82% |
| 0200 · Employee Benefits | | | | |
| Clerical Benefits | | | | |
| 5.0211 · L&STD Insurance | 2.70 | | | |
| 5.0221 · Medicare | 66.27 | 1.00 | 65.27 | 6,627.0% |
| 5.0230 · PERA | 831.77 | 6.00 | 825.77 | 13,862.83% |
| 5.0251 · Health Benefits | 11,017.62 | | | |
| 5.0290 · PCOPS | 1,329.16 | 10.00 | 1,319.16 | 13,291.6% |
| Total Clerical Benefits | 13,247.52 | 17.00 | 13,230.52 | 77,926.59% |
| Other Professional Benefits | | | | |
| 3.0211 · L&STD Insurance | 5.40 | | | |
| 3.0221 · Medicare | 330.85 | 3,470.00 | -3,139.15 | 9.54% |
| 3.0230 · PERA | 4,011.47 | 14,947.00 | -10,935.53 | 26.84% |

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

| | <u>Jul - Sep 18</u> | <u>Budget</u> | <u>\$ Over Budget</u> | <u>% of Budget</u> |
|---|---------------------|-------------------|-----------------------|--------------------|
| 3.0251 · Health Benefits | 3,219.76 | 15,120.00 | -11,900.24 | 21.3% |
| 3.0290 · PCOPS | 6,410.26 | 22,833.00 | -16,422.74 | 28.08% |
| Total Other Professional Benefits | 13,977.74 | 56,370.00 | -42,392.26 | 24.8% |
| Principal / Director Benefits | | | | |
| 1.0211 · L&STD Insurance | 5.40 | | | |
| 1.0221 · Medicare | 290.76 | 5,903.00 | -5,612.24 | 4.93% |
| 1.0230 · PERA | 3,606.99 | 25,424.00 | -21,817.01 | 14.19% |
| 1.0251 · Health Benefits | 2,702.90 | 15,120.00 | -12,417.10 | 17.88% |
| 1.0290 · PCOPS | 5,763.94 | 38,838.00 | -33,074.06 | 14.84% |
| Total Principal / Director Benefits | 12,369.99 | 85,285.00 | -72,915.01 | 14.5% |
| Teachers/Certified Benefits | | | | |
| 2.0211 · L&STD Insurance | 218.70 | | | |
| 2.0221 · Medicare | 6,717.84 | 23,835.00 | -17,117.16 | 28.19% |
| 2.0230 · PERA | 22,040.89 | 102,654.00 | -80,613.11 | 21.47% |
| 2.0251 · Health Benefits | 38,720.88 | 109,620.00 | -70,899.12 | 35.32% |
| 2.0252 · Dental Benefits | 39.17 | | | |
| 2.0253 · Vision Benefits | 158.60 | | | |
| 2.0290 · PCOPS | 35,221.12 | 156,816.00 | -121,594.88 | 22.46% |
| Total Teachers/Certified Benefits | 103,117.20 | 392,925.00 | -289,807.80 | 26.24% |
| Total 0200 · Employee Benefits | 142,712.45 | 534,597.00 | -391,884.55 | 26.7% |
| 0300 · Purchased Profess and Tech Serv | | | | |
| 0313a · Bank Fees | 12.76 | 2,424.00 | -2,411.24 | 0.53% |
| 0313b · Payroll Expenses | 1,681.99 | | | |
| 0320 · Educational Prof Services | | | | |
| 0320a · Contracted services | 35,162.51 | 341,607.00 | -306,444.49 | 10.29% |
| 0320b · Substitutes | 3,900.00 | 43,750.00 | -39,850.00 | 8.91% |
| 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 | 51,562.51 | 657,002.00 | -605,439.49 | 7.85% |
| 0331 · Legal | 0.00 | 2,332.00 | -2,332.00 | 0.0% |
| 0332 · Audit | 5,000.00 | 7,538.00 | -2,538.00 | 66.33% |
| 0339 · Business Services | 19,212.50 | 76,350.00 | -57,137.50 | 25.16% |
| 0340 · Technical Services | 8,540.00 | 80,000.00 | -71,460.00 | 10.68% |
| Total 0300 · Purchased Profess and Tech Serv | 86,009.76 | 825,646.00 | -739,636.24 | 10.42% |
| 0400 · Purchased Prop. Services | | | | |
| 0442 · Rental of Equipment | 2,997.43 | 16,000.00 | -13,002.57 | 18.73% |
| 0400 · Purchased Prop. Services - Other | 40.46 | | | |
| Total 0400 · Purchased Prop. Services | 3,037.89 | 16,000.00 | -12,962.11 | 18.99% |
| 0430 · Repairs and Maint | 700.00 | 2,010.00 | -1,310.00 | 34.83% |
| 0500 · Other Purchased Services | | | | |
| 0531 · Phone/Office | 1,126.83 | 5,400.00 | -4,273.17 | 20.87% |
| 0533 · Postage | 239.95 | 2,010.00 | -1,770.05 | 11.94% |
| 0534 · Online Services | 41,851.49 | 77,756.00 | -35,904.51 | 53.82% |
| 0540 · Advertising | | | | |
| Staff Recruitment | 0.00 | 7,035.00 | -7,035.00 | 0.0% |
| Student Recruitment | 77.50 | 14,070.00 | -13,992.50 | 0.55% |
| 0540 · Advertising - Other | 1,500.00 | | | |
| Total 0540 · Advertising | 1,577.50 | 21,105.00 | -19,527.50 | 7.48% |
| 0550 · Printing and Binding | 12.50 | | | |
| 0500 · Other Purchased Services - Other | 36.75 | | | |
| Total 0500 · Other Purchased Services | 44,845.02 | 106,271.00 | -61,425.98 | 42.2% |
| 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 | 5,124.90 | | | |
| 0525 · Unemployment Insurance | 1,118.95 | 5,629.00 | -4,510.05 | 19.88% |
| 0526 · Worker's Comp Insurance | 5,231.00 | 14,636.00 | -9,405.00 | 35.74% |
| 0520 · Insurance Premiums - Other | 0.00 | 22,848.00 | -22,848.00 | 0.0% |
| Total 0520 · Insurance Premiums | 11,474.85 | 43,113.00 | -31,638.15 | 26.62% |
| 0580 · Travel, Regis, Ent | | | | |
| 0584 · Staff Appreciation | 2,528.06 | 6,030.00 | -3,501.94 | 41.93% |
| 0580 · Travel, Regis, Ent - Other | 3,620.31 | 25,000.00 | -21,379.69 | 14.48% |
| Total 0580 · Travel, Regis, Ent | 6,148.37 | 31,030.00 | -24,881.63 | 19.81% |
| 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 | | | |

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

| | <u>Jul - Sep 18</u> | <u>Budget</u> | <u>\$ Over Budget</u> | <u>% of Budget</u> |
|---|---------------------|---------------------|-----------------------|--------------------|
| 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 | | | | |
| Accountability and Testing | 268.84 | | | |
| Office Supplies | 4,639.16 | 15,000.00 | -10,360.84 | 30.93% |
| 0610 · General Supplies - Other | 16,856.51 | 75,000.00 | -58,143.49 | 22.48% |
| Total 0610 · General Supplies | 21,764.51 | 90,000.00 | -68,235.49 | 24.18% |
| 0612 · Student Incentives | 0.00 | 3,198.00 | -3,198.00 | 0.0% |
| 0630 · Food -Snack (BOLD FS FUND ONLY) | 1,633.92 | 2,512.00 | -878.08 | 65.05% |
| 0650 · Software | 1,718.74 | 1,508.00 | 210.74 | 113.98% |
| 0690 · Uniforms | 10,107.00 | 10,000.00 | 107.00 | 101.07% |
| 0600 · Supplies - Other | 29.00 | | | |
| Total 0600 · Supplies | 35,253.17 | 107,218.00 | -71,964.83 | 32.88% |
| 0640 · Books and Materials | 710.80 | 15,000.00 | -14,289.20 | 4.74% |
| 0700 · Property | | | | |
| 0733 · Furnitures and Fixtures | 6,022.02 | 6,030.00 | -7.98 | 99.87% |
| 0734 · Technology Equipment | 17,775.08 | 40,050.00 | -22,274.92 | 44.38% |
| Total 0700 · Property | 23,797.10 | 46,080.00 | -22,282.90 | 51.64% |
| 0800 · Other Objects | | | | |
| 0840 · Contingency | 0.00 | 143,685.00 | -143,685.00 | 0.0% |
| 0890 · Bad Debt | 85.37 | 1,005.00 | -919.63 | 8.5% |
| Total 0800 · Other Objects | 85.37 | 144,690.00 | -144,604.63 | 0.06% |
| 0810 · Dues and Fees | 166.15 | 2,386.00 | -2,219.85 | 6.96% |
| 0900 · XQ Objects | 0.00 | 42,149.00 | -42,149.00 | 0.0% |
| Total Expense | 1,048,504.00 | 4,966,543.00 | -3,918,039.00 | 21.11% |
| Net Income | -110,371.66 | 9,157.00 | -119,528.66 | -1,205.33% |



ED/Director Update:



October Count

El Pomar

Dr. Eldridge Greer Visit



School Performance Compact/Charter
Renewal

Process Shifts to School Performance Compact

| PREVIOUS THEORY | NEW THEORY |
|---|---|
| <p>IF a school is red on the SPF two years in a row <u>or</u> red on the current SPF and orange or red in the two previous years;</p> | <p>IF a school is “red” on the current SPF,</p> |
| <p>THEN the Board should designate the school for restart or closure to provide students with better opportunities more quickly.</p> | <p>THEN the school must develop an improvement plan drawing from the UIP and also including descriptions of its situatedness, stakeholder involvement and needed supports, and</p> |
| | <p>IF that improvement plan is vetted by a team of internal and external experts, coupled with interviews of both the school team and the support body, to understand the quality of the plan and its likelihood for success,</p> |
| | <p>THEN the Board will be best positioned to identify an appropriate path forward for the school across a matrix of options that includes, but is not limited to, restart and closure.</p> |

A Broader Set of Options

| OLD APPROACH | |
|--------------|--------------|
| 2018 | 2018 |
| 2017 | 2017 |
| | 2016 or 2016 |



**Restart
or Close**

| | |
|--------------------------|--|
| PRECIPITOUS DROP SCHOOLS | CURRENT YEAR RED & PRIOR YEAR RED/ORANGE |
| 2018 | 2018 |
| 2017 or 2017 or 2017 | 2017 or 2017 |



Based on a body of evidence, Board will decide on one of the following:



| | |
|---|---|
| PRECIPITOUS DROP SCHOOLS IMPROVEMENT PLANS | CURRENT YEAR RED & PRIOR YEAR RED/ORANGE IMPROVEMENT PLANS |
| Two Year Performance Review Cycle | Two Year Performance Review Cycle with One-Year Monitoring |
| Two Year Performance Review Cycle with One-Year Monitoring | One-Year Performance Review Cycle |
| One-Year Performance Review Cycle | Restart or Close |

Body of Evidence Considered

The staff's recommendation to the Board must be evidence-based and contemplate:

- Performance: academic
- Performance: whole child | school culture
- The likelihood the improvement plan will result in adequate gains for students, which must move schools against goals that get schools out of “red” and toward yellow
- Capacity to execute the improvement plan with excellence, including family and staff support, alignment of support bodies, structural factors, and prior turnaround/improvement attempts
- Enrollment conditions (in cases where restart or closure are options)
- State action requirements

Timeline

| | | |
|---|---|---------------------------------------|
| | Precipitous Drop Schools | Schools “Red” or “Orange” on 2017 SPF |
| SPF Release to School Staffs | October 10, 2018 | October 10, 2018 |
| Public Board Discussion SPC Improvement Plan Template & Support Materials Released | October 15, 2018 | October 15, 2018 |
| Improvement Plan Development/Updating with Staff and Families Evaluation Committees Created | Oct 10 – Dec 10 | Oct 10-Nov 9 (4 weeks) |
| School Improvement Plan Due | Dec 10 | Nov 12 |
| Evaluation Committees Evaluate Written Plan & Conduct Interviews | Dec 10 – Jan 11 (DPS schools closed 12/22-1/6) | Nov. 12-30 (DPS closed 11/19-11/23) |
| Evaluation Committees Share Recommendations with Schools | Jan 14-18 | Dec 3-7 |
| School Presentations & Superintendent Recommendation to BOE | Jan 22 | December 10 |
| Public Comment | Jan 24 | December 17 (special) or December 20 |
| BOE Votes | Jan 24 | December 20 |
| Choice Opens | | January 15 |



Progress Towards Strategic Priorities



Literacy and Math Growth: ANet

Fall MAP Data Overview

Attendance Trends



Fall HSA Data Overview

Internal Review



ANet Interims assist by providing rigor, real-time results, and detailed analysis that helps us identify critical teaching focus/improvements

myANet Compass Academy MS (386) [change school](#)

Welcome, Alexis Urquhart [Logout](#)

Dashboard Performance Standards Assessments Resource Hub Quizzes and Passages Students Events

DATA MEETING

- ELA
- Math**
- Printable Reports

SCHOOL PERFORMANCE OVER TIME BY

- Course
- Teacher
- Student
- Domain
- Standard
- Network

PERIOD PERFORMANCE BY

- Standard

INDIVIDUAL STUDENT PERFORMANCE

- Take Home
- Manage Custom Groups

DATA EXPORT

- Data Export

CMP3 Compatible Online Math 18-19 | **6th Grade** | All Teachers | All Periods | Cycle 1 | [Update](#)

Metric: Average Network: 3 of 5 [Advanced Filters](#) [Saved Filters](#)

Click on the bars for more data & for resources to help address student misconceptions.

[Student Work](#) [Print All Students](#)

● School ● Network

Overall Performance

| Standard | School | Network |
|-----------|--------|---------|
| 6.EEA.1 | 23% | 35% |
| 6.RPA.1 | 29% | 32% |
| 6.RPA.2 | 38% | 42% |
| 6.RPA.3.a | 33% | 39% |
| 6.RPA.3.b | 51% | 52% |



8th Grade Results



Compass Academy MS (386) [change school](#)

Welcome, Alexis Urquhart | [Logout](#)

Dashboard | **Performance** | Standards | Assessments | Resource Hub | Quizzes and Passages | Students | Events

DATA MEETING

ELA

Math

Printable Reports

SCHOOL PERFORMANCE OVER TIME BY

Course

Teacher

Student

Domain

Standard

Network

PERIOD PERFORMANCE BY

Standard

INDIVIDUAL STUDENT PERFORMANCE

Take Home

Manage Custom Groups

DATA EXPORT

Data Export

CMP3 Compatible Online Math 18-19 | **8th Grade** | All Teachers | All Periods | Cycle 1 | Update

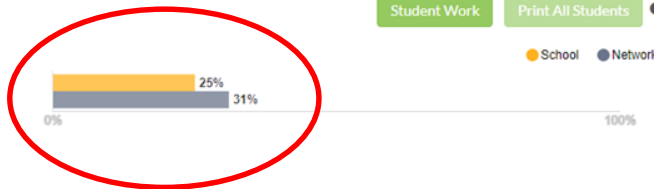
Metric: Average Network:3 of 5 | Advanced Filters | Saved Filters

Click on the bars for more data & for resources to help address student misconceptions.

Student Work | Print All Students

School | Network

Overall Performance



Major

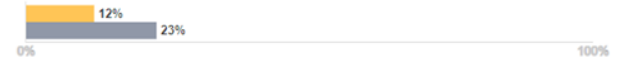
8.EE.B.5

Graph proportional relationships, interpreting the unit rate as the slope of the graph. Compare two... (Show More)



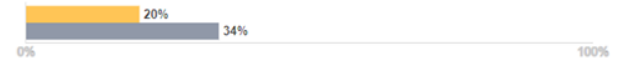
8.FA.1

Understand that a function is a rule that assigns to each input exactly one output. The graph of a f... (Show More)



8.FA.3

Interpret the equation $y = mx + b$ as defining a linear function, whose graph is a straight line... (Show More)



8.FB.4

Construct a function to model a linear relationship between two quantities. Determine the rate of ch... (Show More)



8.FB.5

Describe qualitatively the functional relationship between two quantities by analyzing a graph (e.g... (Show More)





A Net allows Question-level analysis to pinpoint student rationales and allow for targeted reteach

6.RP.A.3.b

51%

Group Average

51%

Course Average

2

Questions

Solve unit rate problems including those involving unit pricing and constant speed. For example, if it took 7 hours to mow 4 lawns, then at that rate, how many lawns could be mowed in 35 hours? At what rate were lawns being mowed?

All Items

Selected Response

Student Analysis

Back

Question 4

Selected Response

6.RP.A.3.b

Solve unit rate problems including those involving unit pricing and constant speed. For example, if it took 7 hours to mow 4 lawns, then at that rate, how many lawns could be mowed in 35 hours? At what rate were lawns being mowed?

Points: 1

It costs \$18 for 15 bars of chocolate.

What is the unit price, in dollars per bar?

A 0.83

B 1.20

C 3

D 6

Distractor Rationale and Percentage by Answer

14% **A** 0.83

Rationale: Student found the unit rate of chocolate bars per dollar, instead of dollars per chocolate bar, and rounded to the nearest hundredth.

72% **B** Correct Answer

1.20

Rationale: Correct.



MAP Scores and New Students

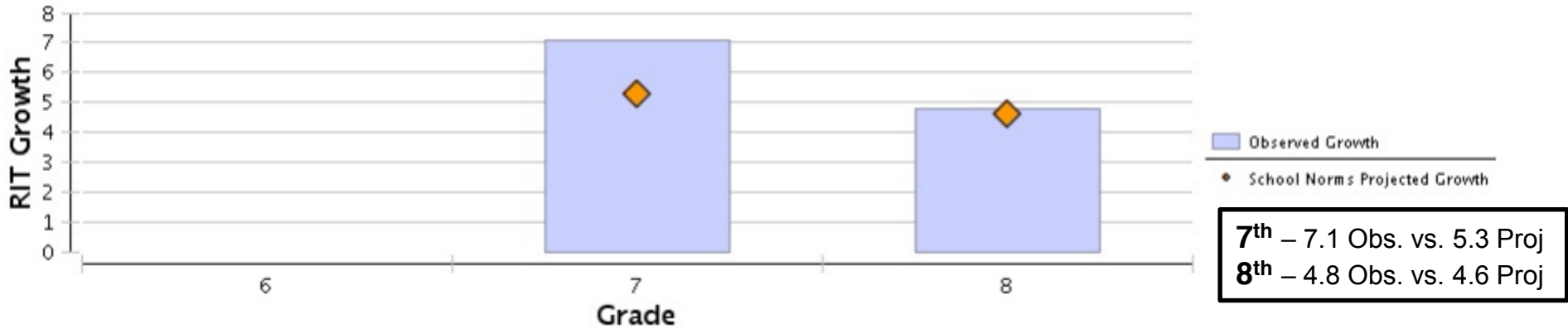
| Fall 18-19 MAP Average RIT Score | | | | | | |
|----------------------------------|--------|-------|-------|---------|-------|-------|
| | Math | | | Reading | | |
| <i>Student Type</i> | Legacy | New | Diff. | Legacy | New | Diff. |
| <i>Grade 7</i> | 205.8 | 196.4 | 9.4 | 198.2 | 193.6 | 4.6 |
| <i>Grade 8</i> | 213.1 | 203.8 | 9.3 | 204.7 | 195.3 | 9.4 |

Our new Students performed much lower than our continuing students in both reading and math. As new students make up 22-26% of the total students in 7th and 8th grade, this is a significant gap we need to tackle.

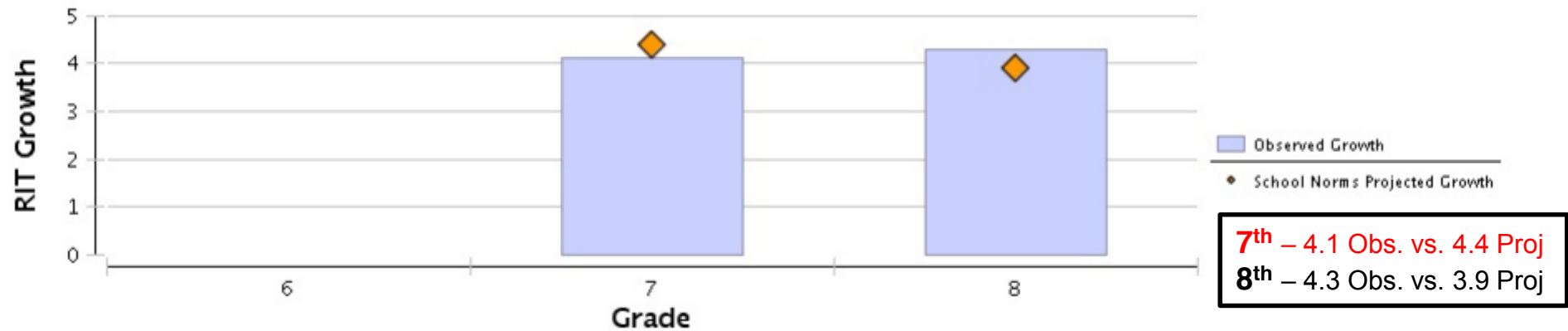


Math and Reading MAP Perf. from Fall 17-18 to Fall 18-19 exceeded growth expectations with exception of 7th Reading

Mathematics

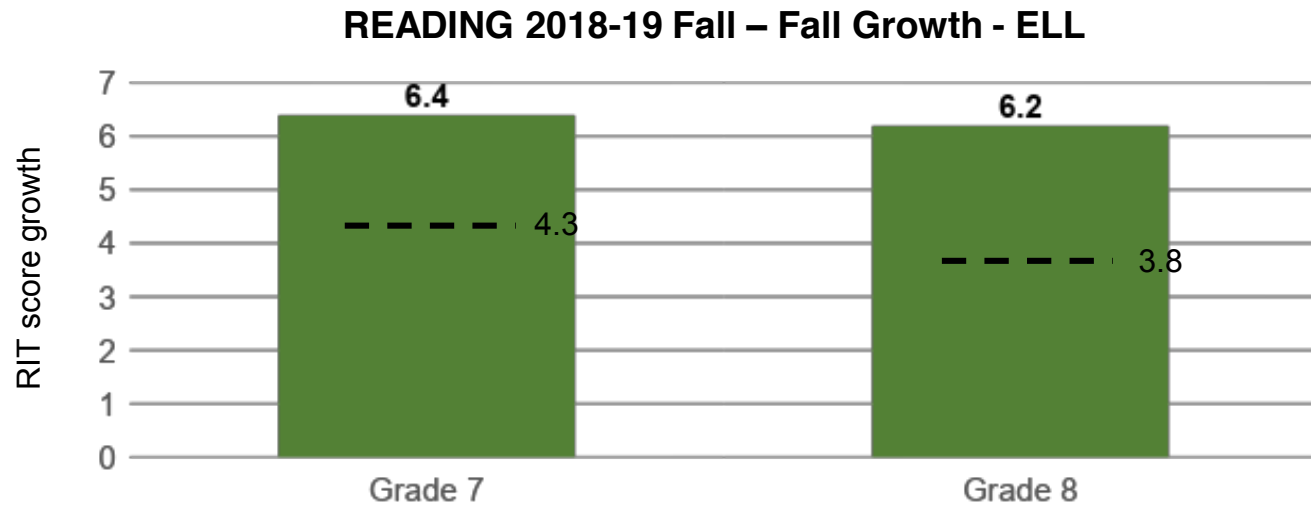
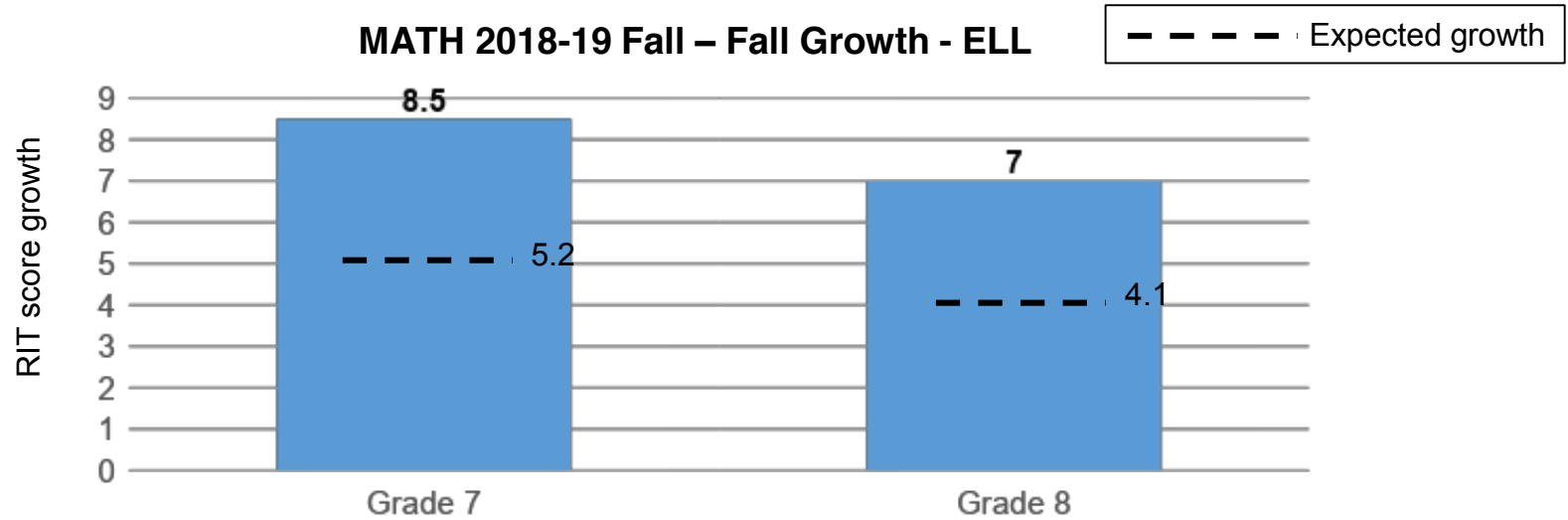


Reading





ELL Student Growth far exceeded Expectations from Fall 17-18 to Fall 18-19





8th Grade is struggling with both overall attendance rates as well as chronic absenteeism as compared to prior years

| Avg. Attendance Rates of Compass Academy Over 4 Years | | | | |
|---|-----------|-----------|-----------|-----------|
| Grade Level | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 |
| 6 | 93% | 91.2% | 91.9% | 91.9% |
| 7 | | 92.4% | 86.7% | 91.8% |
| 8 | | | 88.5% | 88.4% |

| Chronic Absenteeism Rates of Compass Academy Over 4 Years | | | | |
|---|-----------|-----------|-----------|-----------|
| Grade Level | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 |
| 6 | 23% | 18% | 10% | 8% |
| 7 | | 14% | 16% | 9% |
| 8 | | | 15% | 15% |
| Total Chronic | 23% | 32% | 41% | 32% |

Already at last year's rate

* Percentages are total % of total student body population that have 90% or less attendance rate as of 10/11/2018.



Students new to Compass Academy are attending school at a higher rate than their prior schools, but it varies as to whether their attendance is better than our legacy students

| Student Population | Prior Year Attend Rate | YTD Attend Rate | |
|---------------------------------|------------------------|-----------------|---|
| 7 th New Students | 84.6% | 89.3% | <ul style="list-style-type: none">• New Students have -3.7% LOWER attendance rate.• New Students have a 4.6% BETTER attendance rate at Compass |
| 7 th Legacy Students | 93.5% | 93.0% | |
| 8 th New Students | 86.2% | 89.2% | <ul style="list-style-type: none">• New Students have .6% HIGHER attendance rate.• New Students have a 3.0% BETTER attendance rate at Compass |
| 8 th Legacy Students | 84.7% | 88.5% | |

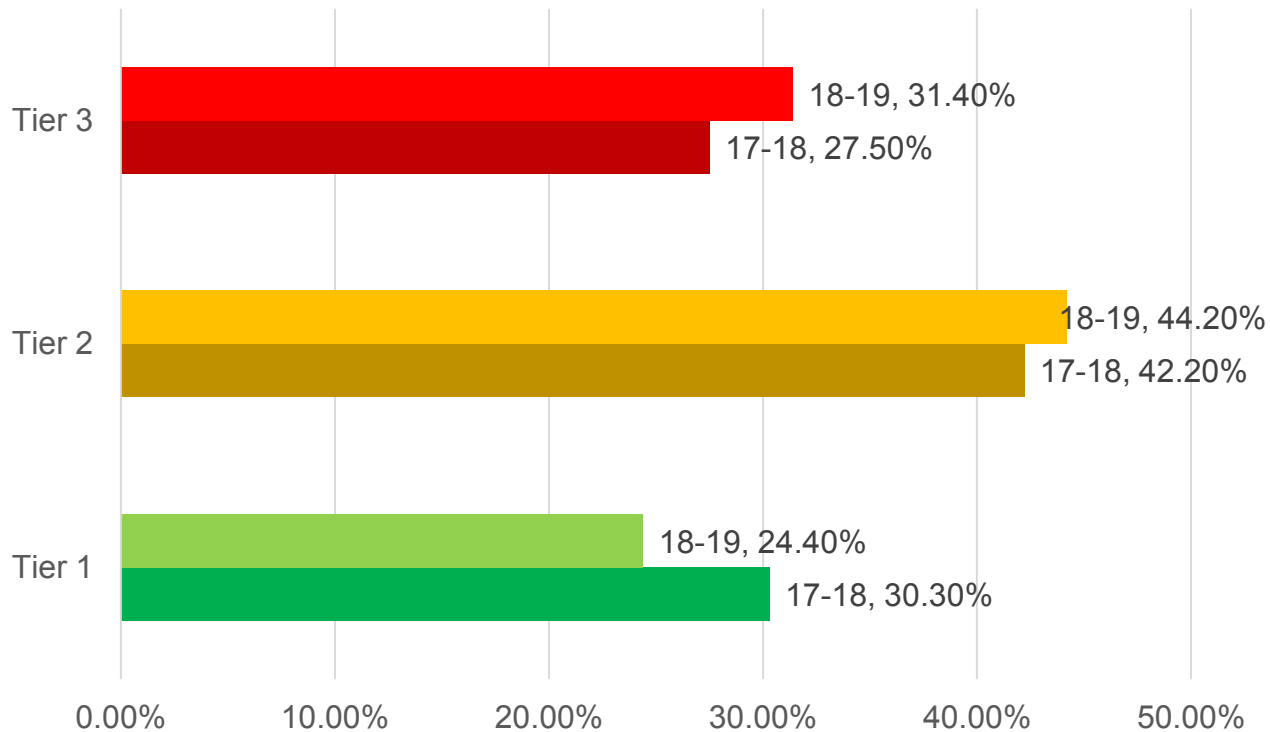
What about our 6th Grade class?

The 6th Grade Attendance rate average (91.7%) is the same as students' last year overall Attendance rate. They are attending at the same rate as they did as 5th graders (overall), but our early-year attendance rates for 6th grade were higher last year than this year.



HSA: More students self-reported in Tier 3 and fewer in Tier 1

HSA Support Need Score Comparison, Fall



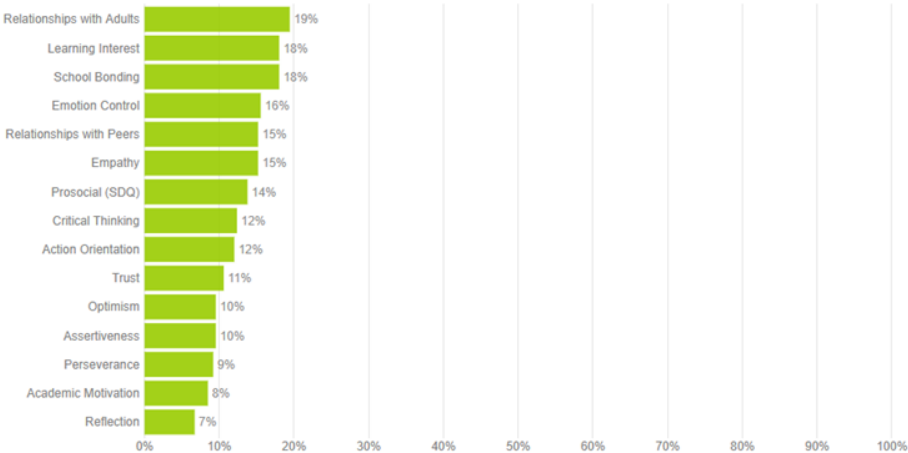


HSA: Students feel connected to Compass (Learning Interest and Emotion Control) but feel Challenges related to school (Critical Thinking and Academic Motivation)

Total Strengths

653

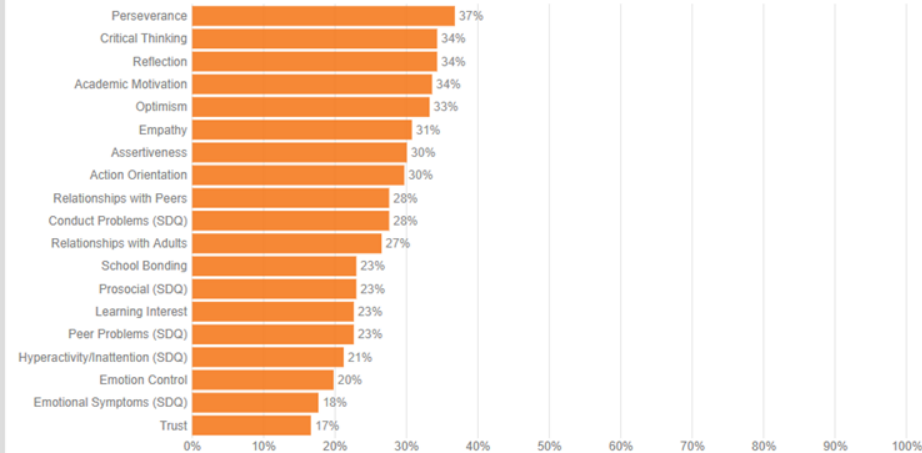
Percentage of Students with Strengths 283 Responses



Total Challenges

1,445

Percentage of Students with Challenges 283 Responses





Internal Review Process

| Overarching | Measures | High Priority | Short term: November/December (new data sources in red, to be created) | Where stored? | Who can pull data? |
|--|--|---------------------------|--|----------------------------|--------------------|
| Are the coaching and data cycle structures in place to support our content based strategies? | Frequency of coaching cycles, green lighting of key strategies (ANet assessments, aligned PD) | | | | |
| Literacy | | | | | |
| Is coaching working and how do we know? Are we implementing with fidelity? | Coaches logs/observations, teacher surveys, interim assessments by teacher, lesson plan review, review for ANet core actions, like grade level text use in instruction | Frequency of core actions | Coaches logs (hand pulled) by teacher/grade/content | Online platform | Laura |
| | | | ANet interim assessments scores by teacher/grade/content | Online platform | Laura |
| Is PD working and how do we know? | | | Post PD teacher surveys, coaches logs (hand pulled) by teacher/grade/content | Google forms/Survey Monkey | Laura |
| | Coaches logs/observations, teacher surveys, interim assessments by teacher, lesson plan review - need scope and sequence of PD from ANet | | ANet interim assessments scores by teacher/grade/content | Online platform | Laura |
| Are kids on track to make growth targets/ show improvement on state assessments? | | | NWEA | Online platform | Laura |
| | | | Interim assessment data | Online platform | Laura |
| | Interim assessment data, NWEA, exit tickets, standards tracking by student | | Standards tracking by student | Google spreadsheet | Teachers |
| Who is performing on which standards and what are we doing about it? | Standards tracking by student | | | | |
| | interim assessments | | Interim assessment data | Online platform | Laura |
| | NWEA scores | | NWEA | Online platform | Laura |
| | Master intervention assignments | | standards tracking tool | | |

Key Questions Aligned to Our Strategic Plan

Bank of potential measures

Measures to be used in semester 1 and plan for gathering measures (existing + **new measures**)



Internal Review Process

| Overarching | Status | Notes | Data To Demonstrate Success | Source of Data | | | | | |
|--|--------|-------|---|-------------------|--|--|--|--|--------------------|
| Professional Development, Coaching and Data Cycles on consistent Instructional Strategies to close the Academic Gaps (in partnership with ANet). | | | Schedule with evidence of internal review process, departmental and grade level data reviews, quarterly data reviews with A Net | Admin, A Net | | | | | Ongoing/Underway = |
| Actively study the test and use test results to address teacher behavior and structures (especially at the standard level). | | | Findings from study of CMAS and decisions stemming from that analysis, observations that show teachers are using test results to plan/deliver instruction | Admin and coaches | | | | | Completed = |
| Use PLT/Intervention space to lift up student performance on areas of need Implement Data Cycle using ANet interim assessments. | | | Schedule of PLT/intervention assignments, link with A Net interim assessments, and how students are assigned to which interventions | Admin, A Net | | | | | Not started = |

Internal review reports will include status measures of key strategic plan actions and quantitative measures of our key questions related to the success of our strategy (previous slide).

Compass Academy and School Design Division

Scope of Work Review

2017-2018 School Year

This Scope of Work (SOW) Review outlines the specific deliverables that the School Design Division (SDD) at City Year and Johns Hopkins University were requested to provide Compass Academy for the 2017-2018 school year (7/1/17-6/30/18) as established at the end of the 2016-2017 School Year. The SOW is developed annually in partnership to provide a specific list of supports aligned with the multi-year Service Level Agreement between the SDD and Compass Academy.

Annually, shifts in the SOW can occur to prioritize or deprioritize deliverables based on the request of Compass leadership. The review below describes progress against the initial deliverables in the SOW. Not captured in the SOW review are the deliverables Compass Academy executed from a grant provided by the SDD for additional teacher professional development, Saturday School programming, and student recruitment.

Full-time Staff in Compass Academy

| Scope of Work Deliverable | Met Deliverable? | Description of SDD Support |
|---|------------------|--|
| To support the delivery of the Scope of Work the SDD will deploy four full-time staff based at Compass Academy including: <ul style="list-style-type: none"> • Senior Director, School Design • Recruitment and Admissions Manager • Learner & Leader Coordinator • Learning Sciences Facilitator | Met | The SDD provided six staff members to work on school and school design related projects, including: <ul style="list-style-type: none"> • A Senior Director of School Design • A Residency Director • A Recruitment and Enrollment Manager • A Manager of School Design • A Learner & Leader Coordinator • An Operations Coordinator |
| Additionally, staff in the School Design Division and other staff at City Year and JHU will provide services to support the execution of this Scope of Work. | Met | The SDD provided additional data and analytics support for the school, and supported the hiring of a new School Transformation Facilitator (fka Learning Sciences Facilitator). |

Shared School Design Services

| Scope of Work Deliverable | Met Deliverable? | Review of Service from 2017-2018 |
|---------------------------|------------------|----------------------------------|
|---------------------------|------------------|----------------------------------|

| | | |
|---|---|--|
| <p>Conduct evaluation and source learnings:</p> <ul style="list-style-type: none"> • Conduct annual implementation review of Compass Academy according to playbook rubric to inform Compass strategic plan and following year's Scope of Work. • Collaboratively check in on Compass 2017-2018 strategic plan implementation in the fall. <ul style="list-style-type: none"> ○ In the spring, Compass leadership and SDD leadership will provide an assessment of partnership performance against SOW deliverables. | <p>Partially met (Shifted approach in partnership with Compass Leadership)</p> | <p>The SDD partially completed Compass Academy Playbook. The overall playbook was put on hold due to:</p> <p>(1) Request from Compass to revisit overarching metrics for success for the school. The SDD did provide support in this area in lieu of playbook design, and</p> <p>(2) Repurposing capacity in the first half of the year to support Compass data analysis, engagement, and school planning based on school performance.</p> |
| <p>Design Compass Academy High School:</p> <ul style="list-style-type: none"> • Build out High School Design • Work with Executive Director on Denver Public Schools engagement • Network with potential Community Partners to determine Design alignment of their services and potential partnerships in a 6-12 school model • Send in application to DPS in the fall of 2018 (at the directive of the board) • Provide assessment of facilities options and resourcing opportunities | <p>Partially met (Shifted approach in partnership with Compass Leadership)</p> | <p>The SDD provided direct and resourced consultants (SchoolWorks) to support writing the HS charter application.</p> <p>SDD supported HS design initiatives (design retreats and partnerships), XQ engagement, and off-site design meetings.</p> <p>The SDD also secured a new real estate partner, Transwestern, who conducted a SW Denver facility scan.</p> |

Education and Instruction-Related Services

| Scope of Work Deliverable | Met Deliverable? | Review of Service from 2017-2018 |
|--|---|---|
| <p>Co-create the Learning & Leader (L&L) curriculum for use in Learner and Leader block</p> | <p>Partially met (Shifted approach in partnership with Compass Leadership)</p> | <p>Units of the L&L curriculum were piloted and then shifted to direct Compass-hired consultant to develop based on experience and partnership with Compass leadership.</p> |
| <p>Design the L&L badging pathways (L&L Plan):</p> <ul style="list-style-type: none"> • Determine Badging system platform and format • Research and design the pathway for each competency (knowledge development, skill development, capstone experiences in and out of school, criteria for getting badge and maintaining badge, assessments, how students and parents monitor progress) • Articulate where the pathways can be embedded into content focus • Routines for supporting goal setting and monitoring progress | | <p>Badging work shifted to direct Compass-hired consultants to develop based on experience and partnership with Compass leadership.</p> |

| | | |
|---|----------------------|---|
| Determine the design and implementation plan for the daily Personalized Learning Block | Met | The SDD supported the initial structure and schedule for PLT, with the Compass Leadership team leading on PLT implementation during the school year. |
| Monitor the implementation of an early warning indicator tiered intervention system <ul style="list-style-type: none"> Assess that interventions are being implemented with fidelity Revise EWI approach to incorporate groupings based on data results Assess where students who receive EWI are in terms of progress on stated EWI Goals | Met | The SDD partnered with Compass to resource and secure a new School Transformation facilitator who led the implementation of Compass' Early Warning Indicator program. |
| Provide ongoing data analysis and advice on promoting data driven elements of Compass Academy including student assessments, EWI data, and the use of data to inform curriculum decisions, instruction, and professional development. | Partially Met | The SDD provided data analysis and support to Compass related to school performance. Supports on data-driven curriculum and instructional recommendations were not requested by Compass Administration. |
| Provide analytics to outline the "Path to Green" on the DPS School Performance Framework, including areas to address gaps, and ongoing progress monitoring recommendations. | Partially Met | The SDD provided an outline for an initial path to green on the DPS SPF based on previous and future year required performance. Progress monitoring approach was not established. |

School Culture and Climate

| Scope of Work Deliverable | Met Deliverable? | Review of Service from 2017-2018 |
|---|-------------------------|--|
| Partner with City Year Denver to ensure strategic deployment of City Year AmeriCorps Members to support culture and climate at the school including, but not limited to, supporting implementation of behavior expectations and school-wide chronic absenteeism campaign. | Met | The SDD developed an ACM selection process and rubric and brought together Compass and City Year Denver staff to select CMs for the school. The school had a 100% retention rate of ACMs during the 2017-2018 school year. |
| Partner with City Year Denver and Compass Academy to ensure there is an aligned professional development plan for City Year AmeriCorps members serving at Compass Academy. | Met | The SDD worked with City Year Denver to develop professional development experiences for ACMs. |
| Update the English and Spanish versions of the school handbooks to reflect Title I compliance and other annual revisions as requested. | Met | The SDD updated relevant documents and provided translations for numerous family communications throughout the 2017-2018 school year. |
| Provide options to strengthening the look and feel for the Compass physical space at Lincoln. | Met | The Compass administration leverages and has access to the Communications and Creative Teams at City Year for all look and feel requests. |

| | | |
|---|-----------------------|--|
| To support increasing awareness and understanding of City Year’s rituals, practices and partnerships the School Design Division will provide free registration and food at City Year Summer Academy for Compass Academy participants. Travel and hotel are the responsibility of Compass Academy. | Not Applicable | The opportunity to attend Summer Academy was provided to the Compass team, however, an XQ convening conflicted with SA dates and staff could not attend. |
|---|-----------------------|--|

Business/School Operations

| Scope of Work Deliverable | Met Deliverable? | Review of Service from 2017-2018 |
|---|-------------------------|---|
| On or before April 1 st of each year during the Term, the SDD will support G&G and the Executive Director in the preparation of an initial draft of the School budget for review with the Board. | Met | The SDD provided support requested by the Executive Director regarding the budget. |
| At the direction of Compass leadership, the SDD will research benchmark tools for digital Learner & Leader plans and other relevant technology systems. | Not Applicable | This service/support was not requested by the Compass leadership during the 2017-2018 school year. |
| Support the Compass team in meeting enrollment targets and goals leveraging on the ground support of the Recruitment and Enrollment Manager, L&L Coordinator and City Year Denver. | Met | The SDD provided recruitment support and additional recruitment funds to the school to meet and exceed enrollment expectations set by the district. Additional City Year staff traveled to Denver to support Compass recruitment during the 2017-2018 school year. |
| If determined necessary, the SDD will provide additional support including: <ul style="list-style-type: none"> ● Sourcing outreach workers to conduct weekend door-knocking and home visits ● Phone banking ● Print advertising (including advertising in local publications and home mailers) | Met | The SDD provided additional funds to Compass Academy to secure additional staffing and volunteers to support student recruitment. |
| Update Compass visitors guide and related materials for school visits. Develop on-site school visits protocols. | Partially Met | The SDD updated the visitors guide and relevant documents, however, a visit protocol is still being formalized with the Compass team. |
| Assist with the planning, preparation, and implementation of high-profile visits. | Met | The SDD supported hosting several major visits, including DPS board members, funders, and XQ launch events. |
| Develop additional marketing and communications materials as requested (e.g. One Pagers, Hiring Email Blasts, Parent Guides, Post-cards etc.) | Met | The SDD developed marketing and communications materials as requested by Compass Administration. |
| Collaborate with the Executive Director to create the Scope of Work for the 2018-19 school by the end of June. | Met | The SDD collaborated with the Compass Executive Director and Middle School Director on the 2018-2019 Scope of Work. |

Human Resources and Employment-Related Services

| Scope of Work Deliverable | Met Deliverable? | Review of Service from 2017-2018 |
|---|-----------------------|---|
| The SDD will assist with supervision and evaluation of the School Leader (using a format mutually agreed upon by the SDD and the Board). The SDD may make recommendations regarding the discipline, retention, transfer and termination of the School Leader, but any such actions shall be undertaken by, and shall be subject to, the approval of the Board | Not Applicable | The Compass Board did not request support for the ED Evaluation process during the 2017-2018 school year. |
| As needed, source and on-board Compass school leader and ensure understanding and engagement in shared mission and work streams | Not Applicable | No leader was hired during the 2017-2018 School Year. |
| As needed, support the sourcing of additional Compass leadership team members and ensure understanding and engagement in shared mission and work streams | Not Applicable | There were no leadership vacancies during the 2017-2018 School Year. |
| Support teacher/staff hiring in the following ways: <ul style="list-style-type: none"> • Market Compass teaching opportunities within City Year alumni network • Posting job openings to high leverage job boards and mailing lists • Provide incentive stipend for new City Year alumni teachers selected by Compass to teach in SY17-18. | Not Applicable | The SDD supported creation of several job descriptions for Compass Administration, however, no additional hiring supports were requested during the 2017-2018 School Year. |
| Support the development of a pilot Compass teaching residency for launch in SY18-19 | Met | The SDD led on the development of a residency program for the school, built a partnership between the school and PEBC, and secured a portion of funds for the residents and residency through AmeriCorps. |

Compass Governing Board Support:

| Scope of Work Deliverable | Met Deliverable? | Review of Service from 2017-2018 |
|--|--------------------------------|--|
| Support the school’s Governing Board, including scheduling and coordinating Board Meetings, supporting Committee sessions, and creating related documents and support materials, in conjunction with the Compass Academy’s Operations Manager. | Met | The SDD, provided support with the scheduling and coordination/logistics of Compass board meetings. City Year Denver provided space for Compass Board meetings during the 2017-2018. |
| Support the Compass Board in developing a multi-year strategic plan for the school. | Not Applicable | Multi-Year strategic planning for the school was not addressed by the Compass Board during the 2017-2018 School Year. |
| Create and update a Data Dashboard to facilitate progress | Partially Met (Compass) | The school transformation facilitator worked with the Executive Director on data dashboard, but is still in progress due to new “metrics |

| | | |
|--|-------------------------|---|
| monitoring for the Compass Governing Board. | Requested Shift) | of success” work requested by Compass team. |
| Support fundraising (grant-writing) and report-writing for Compass as requested by the Executive Director. | Met | The SDD provided grant support to Compass at the request of Executive Director. In particular, the SDD supported the final report for a grant to the Gates Family Foundation, as well as reporting support to XQ, and various state grants direct to Compass. |

Compass Academy and School Design Division
Scope of Work at Compass Academy
July 2018 – June 2019

Mission Statement:

The on-going partnership between Compass Academy, City Year, and the Center for Social Organization of Schools at Johns Hopkins University is committed to strengthening student self-agency; creating personalized learning environments; promoting cognitive skills, academic behaviors, and emotional resilience; and leveraging the power of national service. Together, we will improve outcomes for the students we serve in Southwest Denver, helping them to graduate from high school prepared to succeed in college, career, and life; and ultimately inform practices in schools and cities across the country.

According to the multi-year Education Services Agreement between the SDD and Compass Academy Board: Duties and Obligations of the School Design Division: Throughout the Term of the Agreement, subject to the terms and conditions of this Agreement, the SDD shall provide the following educational, school culture and climate, and operational services (the “Services”) in consultation with and in communication with the Board and/or the School Leader (Executive Director) and the Leadership Team (Executive Director, Middle School Director, High School Director).

This Scope of Work outlines the specific supports that the School Design Division (SDD) at City Year and Center for Social Organization of Schools at Johns Hopkins University will provide Compass Academy for the 2018-2019 school year (7/1/18-6/30/19).

Shared Design Services

In consideration of the innovation agenda for Compass Academy in partnership with the SDD, the SDD agrees to provide the following services and support for Compass Academy:

City Year AmeriCorps Program

The School Design Division agrees to provide:

- Support on the identification and deployment of City Year AmeriCorps Members at Compass Academy

Compass Academy agrees to provide:

- Resources to support a Team of at least 12 City Year AmeriCorps Members at Compass during the 2018-2019 School Year

Compass Academy Playbook

The School Design Division agrees to provide:

- SDD capacity to lead on the design and creation of the Compass Academy Playbook

Compass Academy agrees to provide:

- Partnership in the design and development of a process for using the completed playbook as an evaluative and strategic tool for Compass Academy

Curriculum/Program Development

The School Design Division agrees to provide:

- Staff and/or consulting funds to partner with the Executive Director in the completion of the Learner & Leader Curriculum and Program of Compass Academy’s competency model

Compass Academy agrees to provide:

- Access to and partnership in the curriculum and program development process

Early Warning System

The School Design Division agrees to provide:

- Management and support to Compass’ School Transformation Facilitator, overseeing the implementation of Compass’ Early Warning System and data systems
- Training and development of Grade Level Chairs in Early Warning Indicator Meeting Facilitation

Compass Academy agrees to provide:

- Time and capacity of Grade Level Chairs to participate and engage in the Early Warning Indicator Meeting Facilitation training
- Space at the school to host City Year Impact Managers and other area school staff to engage in Facilitation training

High School Design

The School Design Division agrees to provide:

- SDD Staff Capacity and resources to support HS Design work that is assigned by the Board during the 2018-2019 School Year

Compass Academy agrees to provide:

- Access to and engagement in the high school design process, including involvement in design convenings and hiring of high school leadership
- Staff, capacity, and structures to launch a Student Design Group at Compass Academy to investigate best practices in learning for the high school design

Personalized Learning Time

The School Design Division agrees to provide:

- SDD Staff capacity to support the Executive Director in the development of Compass' Personalized Learning Time program

Compass Academy agrees to provide:

- Access to and engagement in the personalized learning time development process

School Review & Strategic Support

The School Design Division agrees to provide:

- SDD Staff capacity to partner in creating an internal school review process to ensure Compass remains on track to meet its strategic goals
- Additional capacity and support to ensure effective implementation of data cycle process as requested by Compass
- Additional capacity and support for the design and/or implementation of any Compass Board requested external reviews of the school
- Additional analysis and support in adjusting strategic priorities during the 2018-2019 School Year and for setting strategic priorities for the 2019-2020 School Year

Compass Academy agrees to provide:

- Access to classrooms and school staff and engagement in the school review process, including ongoing meetings to review results of the review and strategy sessions to respond to results
- Engagement in strategic planning conversations for the school, including adjustments to the current strategic plan or setting the strategic plan for 2019-2020 School Year

Teacher Residency

The School Design Division agrees to provide:

- SDD Staff capacity dedicated to overseeing the implementation of the Compass Teacher Residency program
- Additional support of Compass staff engaging with Residents, including a resident community leader and mentor teachers
- Recruitment of residents for the Compass Teacher Residency for the 2018-2019 School Year
- Inclusion of Teacher Residents in CY Denver AmeriCorps program application to provide funding and recognition of their participation as AmeriCorps members for the 2018-2019 School Year

Compass Academy agrees to provide:

- A Teacher Leader to facilitate community building among Residents
- Compass Teachers to play the role of Mentor Teacher for the number of Residents recruited
- Funding and resources for the Teacher Residency in partnership with the School Design Division

Visitor program

The School Design Division agrees to provide:

- Staff and capacity to support the Executive Director in the completion of the Compass Academy Visitor's

Program

Compass Academy agrees to provide:

- Access to the school for funder engagements or other high-profile visits in support of the SDD agreed to by the Compass' Executive Director

School Support Services

In consideration of the innovation agenda for Compass Academy in partnership with the SDD, the SDD agrees to provide the following services and support for Compass Academy:

Data Supports

The School Design Division agrees to provide:

- Staff and capacity to support the Executive Director in analyzing and presenting data views at key moments for the school (e.g., SPF release, academic committee meetings)

Compass Academy agrees to provide:

- Access to the school's data to complete analyses as well as staff capacity through a School Transformation Facilitator role
- Additional access to data to use for funder development and other learning as a team

Student & Staff Recruitment

- SDD Staff capacity dedicated to managing student and teacher recruitment for Compass Academy
- Training and management of (1) new Compass recruitment staff member to be hired in the Summer of 2018

Compass Academy Charter Renewal

- Staff and/or consulting funds to support the Executive Director in the completion of the Compass Academy Charter Renewal application

Compass Academy Board Operations

- Operations support and staffing for Compass Academy Board Meetings in conjunction with the Compass Academy Operations Team

Additional Supports

- Additional, as needed, supports as identified by the Executive Director or Compass Governing Board and agreed to by the SDD, including, but not limited to, Facility Support, Communications Strategy or Support, Development, or other design or technical assistance

Additional Partnership Agreements

In support of the partnership between Compass Academy and the SDD, the partners additionally agree to the following for the 2018-2019 School Year:

Programmatic & Structural Shifts

- Compass Academy agrees to confer with the SDD when considering any substantial shift or elimination of a Compass design element that would affect the SDD or its staff
- The SDD also agrees to screen potential design innovations or future projects that would be implemented at Compass before committing Compass to any funder deliverable

Hiring and Management

- When hiring for roles that will have a high level of engagement with the other team, both the SDD and Compass agree to screen candidates with each other before making final hiring decisions
- Ultimate management rights remain with the employer of a staff member, regardless of project

SDD Location

- Compass Academy agrees to secure space and provide access to school resources, when possible, for the

SDD to be co-located within the school. If space is available, the SDD agrees to locate staff members with a primary focus on Compass design or support at Compass Academy whenever possible

Progress Monitoring & Partnership Meetings

- Compass and the SDD agree to meet twice per quarter to assist Compass' in the development or monitoring of progress toward strategic priorities, as well as to review the Scope of Work, and the partnership
- The School Design Division and Compass will also hold regular meetings at the Middle School and High School levels to monitor progress toward Scope of Work deliverables as well as to address specific needs or requests from each team
- Each Year, the School Design Division and Compass will also complete an annual review of the partnership, which will inform future Service Level Agreements and Scope of Work

This scope of work is approved by the following on, effective July 1, 2018 – June 30, 2019.



Marcia Fulton, Executive Director, Compass Academy

July 1, 2018

Date

Jessica Greenfield, CFAO, City Year Inc.

Date

Compass Academy and School Design Division
Service Level Agreement Fees
July 1, 2018 – June 30, 2019

Partnership Fee for services listed in the Scope of Work: \$100,000

Total due to School Design Division for 2018-2019: \$100,000

The Partnership Fees are approved by the following on _____ 20__.

Marcia Fulton, Executive Director, Compass Academy

Date

Jessica Greenfield, CFAO, City Year Inc.

Date