

Compass Academy - Board Meeting Minutes

Date: October 29, 2018

Location: Compass Academy

In attendance: Jim Balfanz, Mary Seawell, Morris Price, Jessica Roberts, Marcia Fulton

Absent: Jerry Torrez, Annie Proietti

Guest and Support: Ryan Mick, Nate Kerr, Mike Davis, Denise Thorne, Emily Ward, Chris Scott

Attending by Phone: Pami Perea, Ana Soler, Dexter Korto, Bob Balfanz, Christine Morin
Jim called meeting to order at 4:11pm

Ripples and Joys

- Compass recruitment video filmed on campus today
- Appreciation for corps members for stepping up and volunteering for opportunities to represent Compass in such a wonderful way
- Introduction of two pilot teacher residents

September Minutes

Jessica motions to approve September minutes. Pami seconds the motion. September minutes approved.

Financial Update

- Financials are consistent, assets over 500,000 due to successful completion of the 2017/2018 school year
- Budget is on target

ED/Director Update

- October Count was successful, landed with 318 students
- El Pomar is again funding our AmeriCorps Members
- Successful visit with Dr. Eldridge Greer
- School Performances Compact (SPC)/Charter Renewal
 - Completed our site visit and application and will get a recommendation by end of month

Progress towards strategic priorities

- ANet
 - Completed first series of ANet assessments in Math, ELA is in progress
- Fall MAP Data
 - Seeing a trend in the differences between legacy students at Compass and new students at Compass
- Attendance
 - Working to improve 8th grade attendance
 - Looking at difference between legacy student's attendance and new student's attendance between 6th, 7th, and 8th grade
- Fall HSA
 - Seeing fewer students in Tier 1 and more in Tier 2/3 as compared to last year

SDD Scope of work

- Scope of Work for 2018/2019
 - Document reflects the partnership of SDD and Compass and describes what each will provide for the other
 - Last year of the Service Level Agreement – will revisit
 - Vote to approve Scope of Work - those affiliated with JHU and City Year recuse themselves

Mary motions to approve Scope of Work. Jessica seconds the motion. Scope of Work approved.

Board Meeting ends at 6:02 pm.

**COMPASS ACADEMY
BUDGET BOARD REPORT
OCTOBER 2018
Compiled 11/8/18**

Overview – Attachments included in this report:

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

Highlights and Exceptions to the Report – Funding from DPS has transitioned from quarterly to monthly payments.

Balance Sheet

Assets – Cash in the bank accounts as of October 31st was \$479,991 down from \$1,018,511 in October 2018. Total accounts receivable was \$52,300 compared to \$3,182 in the previous year. Total assets were \$532,291 on October 31st, down from \$1,021,693 at the same time last year.

Liabilities – Accounts payable as of October 31st was \$40,395 compared to \$5,823 last year. Other current liabilities were \$143,643 versus last year's \$62,115. Total liabilities were \$184,038 versus \$67,938 at the same time last year.

Equity – As of October 31st, net income was negative (\$128,363) compared to \$740,716 at the same time last year. Total modified accrual equity is \$348,253 compared to \$953,755 the previous year. Of this amount TABOR is \$123,000, \$5,897 is reserved, and the unassigned fund balance is \$219,356.

Income Statement Compared to Budget

Income – Total income to date is \$1,294,428 or 26% of the \$4,975,700 budgeted.

Expense – Expenses incurred to date are \$1,422,791 or 29% of the \$4,966,543 budgeted. We are 33% 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) – 68% of budget spent
- Property (0700) - 56% of budget spent
- Dues and Fees (0800) – 120% of budget spent – Over by \$488

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

	<u>Oct 31, 18</u>	<u>Oct 31, 17</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
8101 · First Bank	479,990.59	1,018,510.91	-538,520.32	-52.87%
Total Checking/Savings	<u>479,990.59</u>	<u>1,018,510.91</u>	<u>-538,520.32</u>	<u>-52.87%</u>
Accounts Receivable				
8142 · Grants Receivable	0.00	3,182.19	-3,182.19	-100.0%
8153 · Accounts Receivable	52,300.00	0.00	52,300.00	100.0%
Total Accounts Receivable	<u>52,300.00</u>	<u>3,182.19</u>	<u>49,117.81</u>	<u>1,543.52%</u>
Total Current Assets	<u>532,290.59</u>	<u>1,021,693.10</u>	<u>-489,402.51</u>	<u>-47.9%</u>
TOTAL ASSETS	<u><u>532,290.59</u></u>	<u><u>1,021,693.10</u></u>	<u><u>-489,402.51</u></u>	<u><u>-47.9%</u></u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
7421 · Accounts Payable	40,394.57	5,823.23	34,571.34	593.68%
Total Accounts Payable	<u>40,394.57</u>	<u>5,823.23</u>	<u>34,571.34</u>	<u>593.68%</u>
Other Current Liabilities				
7461 · YE Payroll Liabilities	123,492.31	63,741.59	59,750.72	93.74%
7471 · Payroll Liabilities	20,150.68	-1,627.07	21,777.75	1,338.46%
Total Other Current Liabilities	<u>143,642.99</u>	<u>62,114.52</u>	<u>81,528.47</u>	<u>131.26%</u>
Total Current Liabilities	<u>184,037.56</u>	<u>67,937.75</u>	<u>116,099.81</u>	<u>170.89%</u>
Total Liabilities	184,037.56	67,937.75	116,099.81	170.89%
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>-128,363.19</u>	<u>740,716.04</u>	<u>-869,079.23</u>	<u>-117.33%</u>
Total Equity	<u>348,253.03</u>	<u>953,755.35</u>	<u>-605,502.32</u>	<u>-63.49%</u>
TOTAL LIABILITIES & EQUITY	<u><u>532,290.59</u></u>	<u><u>1,021,693.10</u></u>	<u><u>-489,402.51</u></u>	<u><u>-47.9%</u></u>

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

	<u>Jul - Oct 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income				
1000 · Local Revenue Source	334,089.81	1,510,085.00	-1,175,995.19	22.12%
3000 · State Revenue	36,628.32	334,442.00	-297,813.68	10.95%
4000 · Federal Revenue	0.00	193,950.00	-193,950.00	0.0%
5700 · PPR	923,709.65	2,937,223.00	-2,013,513.35	31.45%
Total Income	<u>1,294,427.78</u>	<u>4,975,700.00</u>	<u>-3,681,272.22</u>	<u>26.02%</u>
Gross Profit	<u>1,294,427.78</u>	<u>4,975,700.00</u>	<u>-3,681,272.22</u>	<u>26.02%</u>
Expense				
0100 · Salaries	706,017.85	2,312,830.00	-1,606,812.15	30.53%
0200 · Employee Benefits	170,741.75	534,597.00	-363,855.25	31.94%
0300 · Purchased Profess and Tech Serv	150,139.94	825,646.00	-675,506.06	18.19%
0400 · Purchased Prop. Services	3,662.67	16,000.00	-12,337.33	22.89%
0430 · Repairs and Maint	700.00	2,010.00	-1,310.00	34.83%
0500 · Other Purchased Services	71,775.65	106,271.00	-34,495.35	67.54%
0513 · Contracted Field Trips	189.25	34,783.00	-34,593.75	0.54%
0515 · Shuttle Fees	0.00	1,000.00	-1,000.00	0.0%
0520 · Insurance Premiums	18,254.27	43,113.00	-24,858.73	42.34%
0580 · Travel, Regis, Ent	7,518.62	31,030.00	-23,511.38	24.23%
0594 · District Purchased Services	183,521.64	578,136.00	-394,614.36	31.74%
0595 · Denver Overhead Costs	37,725.12	123,604.00	-85,878.88	30.52%
0596 · Charter Food Authority	974.60	0.00	974.60	100.0%
0600 · Supplies	40,975.73	107,218.00	-66,242.27	38.22%
0640 · Books and Materials	1,695.82	15,000.00	-13,304.18	11.31%
0700 · Property	25,939.43	46,080.00	-20,140.57	56.29%
0800 · Other Objects	84.58	144,690.00	-144,605.42	0.06%
0810 · Dues and Fees	2,874.05	2,386.00	488.05	120.46%
0900 · XQ Objects	0.00	42,149.00	-42,149.00	0.0%
Total Expense	<u>1,422,790.97</u>	<u>4,966,543.00</u>	<u>-3,543,752.03</u>	<u>28.65%</u>
Net Income	<u>-128,363.19</u>	<u>9,157.00</u>	<u>-137,520.19</u>	<u>-1,401.8%</u>

Compass Academy
Bank Transaction Detail
As of October 31, 2018

Type	Date	Num	Name	Memo	Split	Amount	Balance
8101 - First Bank							500,604.36
Check	10/01/2018	DBT	AirTable		0534 · Online Services	-64.70	500,539.66
Check	10/01/2018	DBT	Amazon.com		0610 · General Supplies	-23.97	500,515.69
Check	10/01/2018	DBT	Big Lots		0610 · General Supplies	-48.00	500,467.69
Bill Pmt -Check	10/01/2018	ACH	Delta Dental of Colorado	Inv #10012018	7421 · Accounts Payable	-1,461.29	499,006.40
General Journal	10/02/2018	9.14.19 P		Bill.com 10/02/18 Payments	1072 · Bill.com Money Out Clearing	-2,172.80	496,833.60
Check	10/02/2018	2349	Abraham Lincoln Lunchroom		0630 · Food -Snack (BOLD FS FUND ONLY)	-250.00	496,583.60
General Journal	10/02/2018	SUI			-SPLIT-	-438.96	496,144.64
Check	10/02/2018	DBT	Eon		0610 · General Supplies	-304.40	495,840.24
Deposit	10/03/2018			Deposit	0610 · General Supplies	1.77	495,842.01
Check	10/03/2018	DBT	Amazon.com		0610 · General Supplies	-21.98	495,820.03
Check	10/03/2018	DBT	Amazon.com		0610 · General Supplies	-27.45	495,792.58
Check	10/03/2018	DBT	Amazon.com		0610 · General Supplies	-45.84	495,746.74
Check	10/04/2018	DBT	Santiago's		0584 · Staff Appreciation	-241.00	495,505.74
Check	10/04/2018	DBT	Papa Johns		0630 · Food -Snack (BOLD FS FUND ONLY)	-224.74	495,281.00
Deposit	10/04/2018			Deposit	-SPLIT-	43.76	495,324.76
Deposit	10/05/2018			Deposit	3113 · Capital Construction Fund	3,890.59	499,215.35
General Journal	10/05/2018	SUI			Unemployment Liability	-1,014.98	498,200.37
Check	10/09/2018	DBT	Amazon.com		0610 · General Supplies	-10.99	498,189.38
Check	10/09/2018	DBT	Amazon.com		0610 · General Supplies	-13.55	498,175.83
Check	10/09/2018	DBT	Amazon.com		0610 · General Supplies	-16.96	498,158.87
Check	10/09/2018	DBT	Amazon.com		0610 · General Supplies	-28.17	498,130.70
Bill Pmt -Check	10/10/2018	ACH	United Healthcare	Inv #692912625613	7421 · Accounts Payable	-148.90	497,981.80
General Journal	10/10/2018	9.14.20 P		Bill.com 10/10/18 Payments	1072 · Bill.com Money Out Clearing	-54,881.36	443,100.44
Check	10/10/2018	DBT	Amazon.com		0610 · General Supplies	-20.24	443,080.20
Check	10/10/2018	DBT	Learning A-Z		0534 · Online Services	-113.96	442,966.24
Check	10/10/2018	DBT	RAFT		0810 · Dues and Fees	-25.00	442,941.24
Check	10/10/2018	DBT	Walmart		0630 · Food -Snack (BOLD FS FUND ONLY)	-128.22	442,813.02
Bill Pmt -Check	10/11/2018	2350	Jen Zeller		7421 · Accounts Payable	-25.00	442,788.02
Bill Pmt -Check	10/11/2018	2351	Tony's Customized T-Shirts		7421 · Accounts Payable	-223.00	442,565.02
Check	10/11/2018	DBT	Amazon.com		0100 · Salaries	-64.56	442,500.46
Check	10/11/2018	DBT	Apple, Inc		Office Supplies	-49.95	442,450.51
Check	10/11/2018	DBT	Conscious Discipline		0580 · Travel, Regis, Ent	-579.00	441,871.51
Check	10/11/2018	DBT	Apple, Inc		0734 · Technology Equipment	-755.00	441,116.51
Check	10/11/2018	DBT	Walmart		0630 · Food -Snack (BOLD FS FUND ONLY)	-4.33	441,112.18
Check	10/11/2018	DBT	King soopers		0585 · Student Travel	-58.75	441,053.43
Check	10/11/2018	DBT	Denver Museum of Nature and Science		0513 · Contracted Field Trips	-189.25	440,864.18
Check	10/11/2018	DBT	ToDolst		0610 · General Supplies	-29.00	440,835.18
Check	10/11/2018	DBT	ToDolst		0610 · General Supplies	-29.00	440,806.18
Deposit	10/12/2018			Deposit	-SPLIT-	24,956.55	465,762.73
Check	10/12/2018	DBT	Amazon.com		0610 · General Supplies	-19.99	465,742.74
Check	10/12/2018	DBT	Walmart		0610 · General Supplies	-81.45	465,661.29
Deposit	10/12/2018			Deposit	0610 · General Supplies	25.00	465,686.29
Check	10/13/2018	DBT	Amazon.com		0610 · General Supplies	-44.45	465,641.84

Compass Academy
Bank Transaction Detail
As of October 31, 2018

Type	Date	Num	Name	Memo	Split	Amount	Balance
Check	10/13/2018	DBT	Amazon.com		0610 · General Supplies	-44.97	465,596.87
Check	10/13/2018	DBT	Amazon.com		0610 · General Supplies	-301.89	465,294.98
Check	10/14/2018	DBT	Microsoft		0534 · Online Services	-26.95	465,268.03
General Journal	10/15/2018	10.15.18 PR	Support Program - 2000-5000:2400 - Administration	Billing	500 · Clerical	-272.00	464,996.03
General Journal	10/15/2018	10.15.18 PR	Support Program - 2000-5000:2400 - Administration	Direct Deposit	500 · Clerical	-133,441.58	331,554.45
General Journal	10/15/2018	10.15.18 PR	Support Program - 2000-5000:2400 - Administration	Tax	500 · Clerical	-25,431.43	306,123.02
Deposit	10/15/2018			Deposit	1740a · Uniforms/Other	1,080.00	307,203.02
Check	10/15/2018	DBT	Amazon.com		0610 · General Supplies	-13.43	307,189.59
Check	10/15/2018	DBT	Amazon.com		0610 · General Supplies	-36.66	307,152.93
Check	10/15/2018	DBT	Amazon.com		0640 · Books and Materials	-76.68	307,076.25
Check	10/15/2018	DBT	Amazon.com		0610 · General Supplies	-126.89	306,949.36
Check	10/15/2018	dbt	Walmart		0610 · General Supplies	-88.25	306,861.11
Check	10/16/2018	ACH	PERA		PERA Liability	-24,097.90	282,763.21
Check	10/16/2018	ACH	Amazon.com		0640 · Books and Materials	-48.65	282,714.56
Check	10/16/2018	dbt	Natural Grocers		0350 · Emp Training and Devel.	-12.71	282,701.85
Check	10/16/2018	DBT	Walmart		0610 · General Supplies	-19.67	282,682.18
General Journal	10/17/2018	10.15.19 P		Bill.com 10/17/18 Payments	1072 · Bill.com Money Out Clearing	-43,307.90	239,374.28
Check	10/17/2018	DBT	Eon		0610 · General Supplies	-38.32	239,335.96
Check	10/17/2018	DBT	Conscious Discipline		0580 · Travel, Regis, Ent	-200.00	239,135.96
Check	10/17/2018	ACH	Amazon.com		0640 · Books and Materials	-202.65	238,933.31
Check	10/18/2018	DBT	Amazon.com		0610 · General Supplies	-12.58	238,920.73
Check	10/18/2018	DBT	Amazon.com		0610 · General Supplies	-14.98	238,905.75
Check	10/18/2018	DBT	Amazon.com		0610 · General Supplies	-17.11	238,888.64
Check	10/18/2018	DBT	Amazon.com		0610 · General Supplies	-18.85	238,869.79
Check	10/18/2018	DBT	Amazon.com		0610 · General Supplies	-18.94	238,850.85
Check	10/18/2018	DBT	Amazon.com		0640 · Books and Materials	-22.28	238,828.57
Check	10/18/2018	DBT	Amazon.com		0640 · Books and Materials	-22.31	238,806.26
Check	10/18/2018	DBT	Amazon.com		0610 · General Supplies	-25.96	238,780.30
Check	10/18/2018	DBT	Amazon.com		0610 · General Supplies	-28.75	238,751.55
Check	10/18/2018	DBT	Amazon.com		0610 · General Supplies	-31.40	238,720.15
Check	10/18/2018	DBT	Amazon.com		0640 · Books and Materials	-68.34	238,651.81
Check	10/18/2018	DBT	Amazon.com		0610 · General Supplies	-90.00	238,561.81
Check	10/18/2018	DBT	Amazon.com		0640 · Books and Materials	-103.92	238,457.89
Check	10/18/2018	DBT	Amazon.com		0640 · Books and Materials	-199.75	238,258.14
Check	10/18/2018	DBT	AirTable		0534 · Online Services	-288.00	237,970.14
Check	10/18/2018	DBT	Tee Love		0690 · Uniforms	-24.98	237,945.16
General Journal	10/19/2018	10.15.21 P		Bill.com 10/19/18 Payments	1072 · Bill.com Money Out Clearing	-554.85	237,390.31
Deposit	10/19/2018			Deposit	-SPLIT-	218,797.72	456,188.03
Check	10/19/2018	DBT	Connie's Closet		0610 · General Supplies	-13.98	456,174.05
Check	10/19/2018	DBT	Geeks Castle		0610 · General Supplies	-18.99	456,155.06
Check	10/22/2018	DBT	Amazon.com		0640 · Books and Materials	-22.31	456,132.75
Check	10/22/2018	DBT	Amazon.com	114-8120936-5577804	0610 · General Supplies	-18.63	456,114.12
General Journal	10/23/2018	10.15.22 P		Bill.com 10/23/18 Payments	1072 · Bill.com Money Out Clearing	-3,000.00	453,114.12

Compass Academy
Bank Transaction Detail
As of October 31, 2018

Type	Date	Num	Name	Memo	Split	Amount	Balance
Check	10/24/2018	ACH	Voya Financial		401(k) Liability	-2,393.86	450,720.26
Check	10/24/2018	DBT	Amazon.com		0610 · General Supplies	-163.84	450,556.42
Check	10/24/2018	DBT	Walmart		0610 · General Supplies	-20.78	450,535.64
Check	10/24/2018	DBT	Indeed		Staff Recruitment	-100.00	450,435.64
Deposit	10/25/2018			Deposit	-SPLIT-	50,975.00	501,410.64
Check	10/25/2018	2352	Denver Public Schools	October PCOPS	PCOPS	-16,456.23	484,954.41
Check	10/25/2018	DBT	Amazon.com		0630 · Food -Snack (BOLD FS FUND ONLY)	-33.96	484,920.45
Check	10/25/2018	DBT	Sam's Club		0630 · Food -Snack (BOLD FS FUND ONLY)	-1,347.00	483,573.45
Deposit	10/25/2018			Deposit	1740a · Uniforms/Other	19.45	483,592.90
Check	10/26/2018	DBT	Amazon.com		0610 · General Supplies	-26.08	483,566.82
Check	10/26/2018	DBT	Spark Hire		0320 · Educational Prof Services	-1,068.00	482,498.82
Check	10/27/2018	DBT	Amazon.com		0610 · General Supplies	-10.86	482,487.96
Check	10/29/2018	DBT	Amazon.com		0610 · General Supplies	-231.02	482,256.94
Check	10/29/2018	DBT	Tavern		0584 · Staff Appreciation	-254.75	482,002.19
Check	10/29/2018	DBT	HPPS		Office Supplies	-257.49	481,744.70
Bill Pmt -Check	10/29/2018	ACH	Delta Dental of Colorado	Inv #Nov 2018	7421 · Accounts Payable	-1,306.17	480,438.53
Check	10/29/2018	DBT	Amazon.com		0610 · General Supplies	-43.98	480,394.55
Check	10/29/2018	DBT	NCS Pearson		0534 · Online Services	-40.00	480,354.55
Check	10/30/2018	DBT	Amazon.com		0610 · General Supplies	-63.99	480,290.56
Check	10/31/2018	DBT	Amazon.com		0640 · Books and Materials	-23.13	480,267.43
Check	10/31/2018	DBT	Walmart		0610 · General Supplies	-15.92	480,251.51
Check	10/31/2018	DBT	Senor Wooly LLC		0640 · Books and Materials	-195.00	480,056.51
Check	10/31/2018	DBT	Sam's Club		0630 · Food -Snack (BOLD FS FUND ONLY)	-11.10	480,045.41
Check	10/31/2018	DBT	Amazon.com		0610 · General Supplies	-126.89	479,918.52
Check	10/31/2018			Service Charge	0313a · Bank Fees	-4.00	479,914.52
Deposit	10/31/2018			Interest	1500 · Interest Income	76.07	479,990.59
Total 8101 - First Bank						-20,613.77	479,990.59
TOTAL						-20,613.77	479,990.59

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

	<u>Jul - Oct 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income				
1000 · Local Revenue Source				
1500 · Interest Income	265.30			
1740 · Fees				
1740a · Uniforms/Other	8,789.04			
1740 · Fees - Other	0.00	14,000.00	-14,000.00	0.0%
Total 1740 · Fees	8,789.04	14,000.00	-5,210.96	62.78%
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				
A to Z	700.00			
EI Pomar	50,000.00			
1920 · Grant income - Other	96,991.53	960,119.00	-863,127.47	10.1%
Total 1920 · Grant income	147,691.53	960,119.00	-812,427.47	15.38%
1954 · Mill Levy Funding				
1998 MLO Literacy	13,218.90	42,034.00	-28,815.10	31.45%
1998 MLO Technology	3,605.35	11,464.00	-7,858.65	31.45%
2003 MLO Academic Achievement	3,004.11	9,552.00	-6,547.89	31.45%
2003 MLO Textbooks	4,205.53	13,373.00	-9,167.47	31.45%
2012 MLO Enrichment and Support	13,088.93	41,620.00	-28,531.07	31.45%
2012 MLO Secondary Arts	15,187.47	48,293.00	-33,105.53	31.45%
2012 MLO Technology	6,821.84	21,692.00	-14,870.16	31.45%
2012 MLO Textbooks	6,821.84	21,692.00	-14,870.16	31.45%
2012 MLO Tutoring	30,169.03	95,932.00	-65,762.97	31.45%
2016 MLO Classroom Technology	9,939.56	31,606.00	-21,666.44	31.45%
2016 MLO Equalization	26,824.79	21,736.00	5,088.79	123.41%
2016 MLO Great Teachers	21,832.20	69,422.00	-47,589.80	31.45%
2016 MLO Support for WholeChild	22,586.89	71,822.00	-49,235.11	31.45%
2017-19 MLO Tech Bond	0.00	28,728.00	-28,728.00	0.0%
Total 1954 · Mill Levy Funding	177,306.44	528,966.00	-351,659.56	33.52%
Total 1000 · Local Revenue Source	334,089.81	1,510,085.00	-1,175,995.19	22.12%
3000 · State Revenue				
3113 · Capital Construction Fund	11,671.77	44,315.00	-32,643.23	26.34%
3139 · ELPA PD	13,550.75	5,814.00	7,736.75	233.07%
3140 · ELPA Special Ed	11,405.80	4,313.00	7,092.80	264.45%
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	36,628.32	334,442.00	-297,813.68	10.95%
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	923,709.65	2,937,223.00	-2,013,513.35	31.45%
Total Income	1,294,427.78	4,975,700.00	-3,681,272.22	26.02%
Gross Profit	1,294,427.78	4,975,700.00	-3,681,272.22	26.02%
Expense				
0100 · Salaries				
100 · Administration	81,680.32	483,939.00	-402,258.68	16.88%
200 · Professional Staff Salaries	511,606.30	1,780,189.00	-1,268,582.70	28.74%
300 · Other Professional	91,562.50	28,599.00	62,963.50	320.16%
400 · Paraprofessional	2,666.67			
500 · Clerical	18,437.50	103.00	18,334.50	17,900.49%
0100 · Salaries - Other	64.56	20,000.00	-19,935.44	0.32%
Total 0100 · Salaries	706,017.85	2,312,830.00	-1,606,812.15	30.53%
0200 · Employee Benefits				
Clerical Benefits				
5.0211 · L&STD Insurance	2.70			
5.0221 · Medicare	124.27	1.00	123.27	12,427.0%
5.0230 · PERA	1,070.58	6.00	1,064.58	17,843.0%
5.0251 · Health Benefits	1,322.83			
5.0290 · PCOPS	1,710.77	10.00	1,700.77	17,107.7%

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

	<u>Jul - Oct 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Total Clerical Benefits	4,231.15	17.00	4,214.15	24,889.12%
Other Professional Benefits				
3.0211 · L&STD Insurance	5.40			
3.0221 · Medicare	663.37	3,470.00	-2,806.63	19.12%
3.0230 · PERA	5,380.52	14,947.00	-9,566.48	36.0%
3.0251 · Health Benefits	4,125.31	15,120.00	-10,994.69	27.28%
3.0290 · PCOPS	8,597.97	22,833.00	-14,235.03	37.66%
Total Other Professional Benefits	18,772.57	56,370.00	-37,597.43	33.3%
Paraprofessional Benefits				
4.0221 · Medicare	38.67			
4.0230 · PERA	159.20			
4.0290 · PCOPS	254.40			
Total Paraprofessional Benefits	452.27			
Principal / Director Benefits				
1.0211 · L&STD Insurance	5.40			
1.0221 · Medicare	584.86	5,903.00	-5,318.14	9.91%
1.0230 · PERA	4,817.90	25,424.00	-20,606.10	18.95%
1.0251 · Health Benefits	3,383.68	15,120.00	-11,736.32	22.38%
1.0290 · PCOPS	7,698.96	38,838.00	-31,139.04	19.82%
Total Principal / Director Benefits	16,490.80	85,285.00	-68,794.20	19.34%
Teachers/Certified Benefits				
2.0211 · L&STD Insurance	218.70			
2.0221 · Medicare	8,495.79	23,835.00	-15,339.21	35.64%
2.0230 · PERA	29,361.06	102,654.00	-73,292.94	28.6%
2.0251 · Health Benefits	45,603.06	109,620.00	-64,016.94	41.6%
2.0252 · Dental Benefits	39.17			
2.0253 · Vision Benefits	158.60			
2.0290 · PCOPS	46,918.58	156,816.00	-109,897.42	29.92%
Total Teachers/Certified Benefits	130,794.96	392,925.00	-262,130.04	33.29%
Total 0200 · Employee Benefits	170,741.75	534,597.00	-363,855.25	31.94%
0300 · Purchased Profess and Tech Serv				
0313a · Bank Fees	16.76	2,424.00	-2,407.24	0.69%
0313b · Payroll Expenses	1,953.96			
0320 · Educational Prof Services				
0320a · Contracted services	66,567.51	341,607.00	-275,039.49	19.49%
0320b · Substitutes	9,300.00	43,750.00	-34,450.00	21.26%
0320c · Whole Child Enrichment	23,450.00	30,150.00	-6,700.00	77.78%
0320 · Educational Prof Services - Other	5,868.00	241,495.00	-235,627.00	2.43%
Total 0320 · Educational Prof Services	105,185.51	657,002.00	-551,816.49	16.01%
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	26,286.00	76,350.00	-50,064.00	34.43%
0340 · Technical Services	11,685.00	80,000.00	-68,315.00	14.61%
0350 · Emp Training and Devel.	12.71			
Total 0300 · Purchased Profess and Tech Serv	150,139.94	825,646.00	-675,506.06	18.19%
0400 · Purchased Prop. Services				
0442 · Rental of Equipment	3,662.67	16,000.00	-12,337.33	22.89%
Total 0400 · Purchased Prop. Services	3,662.67	16,000.00	-12,337.33	22.89%
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	68,622.62	77,756.00	-9,133.38	88.25%
0540 · Advertising				
Staff Recruitment	112.50	7,035.00	-6,922.50	1.6%
Student Recruitment	1,648.75	14,070.00	-12,421.25	11.72%
0540 · Advertising - Other	25.00			
Total 0540 · Advertising	1,786.25	21,105.00	-19,318.75	8.46%
Total 0500 · Other Purchased Services	71,775.65	106,271.00	-34,495.35	67.54%
0513 · Contracted Field Trips	189.25	34,783.00	-34,593.75	0.54%
0515 · Shuttle Fees	0.00	1,000.00	-1,000.00	0.0%
0520 · Insurance Premiums				
0521 · Liability Insurance	10,311.80			
0525 · Unemployment Insurance	1,600.47	5,629.00	-4,028.53	28.43%
0526 · Worker's Comp Insurance	6,342.00	14,636.00	-8,294.00	43.33%
0520 · Insurance Premiums - Other	0.00	22,848.00	-22,848.00	0.0%
Total 0520 · Insurance Premiums	18,254.27	43,113.00	-24,858.73	42.34%
0580 · Travel, Regis, Ent				

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

	<u>Jul - Oct 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
0584 · Staff Appreciation	3,023.81	6,030.00	-3,006.19	50.15%
0585 · Student Travel	58.75			
0580 · Travel, Regis, Ent - Other	4,436.06	25,000.00	-20,563.94	17.74%
Total 0580 · Travel, Regis, Ent	7,518.62	31,030.00	-23,511.38	24.23%
0594 · District Purchased Services				
0594.1 · SPED FEE 1700	34,937.99			
0594.2 · NURSE/PSYCH/SECURITY - 0594	51,322.77			
0594.3 · Facility Use Fee	81,727.88			
0594.4 · Shuttle Fees	15,533.00			
0594 · District Purchased Services - Other	0.00	578,136.00	-578,136.00	0.0%
Total 0594 · District Purchased Services	183,521.64	578,136.00	-394,614.36	31.74%
0595 · Denver Overhead Costs	37,725.12	123,604.00	-85,878.88	30.52%
0596 · Charter Food Authority	974.60			
0600 · Supplies				
0610 · General Supplies				
Office Supplies	3,310.49	15,000.00	-11,689.51	22.07%
0610 · General Supplies - Other	19,529.78	75,000.00	-55,470.22	26.04%
Total 0610 · General Supplies	22,840.27	90,000.00	-67,159.73	25.38%
0612 · Student Incentives	0.00	3,198.00	-3,198.00	0.0%
0630 · Food -Snack (BOLD FS FUND ONLY)	5,186.20	2,512.00	2,674.20	206.46%
0650 · Software	1,816.84	1,508.00	308.84	120.48%
0690 · Uniforms	11,132.42	10,000.00	1,132.42	111.32%
Total 0600 · Supplies	40,975.73	107,218.00	-66,242.27	38.22%
0640 · Books and Materials	1,695.82	15,000.00	-13,304.18	11.31%
0700 · Property				
0733 · Furnitures and Fixtures	6,022.02	6,030.00	-7.98	99.87%
0734 · Technology Equipment	19,917.41	40,050.00	-20,132.59	49.73%
Total 0700 · Property	25,939.43	46,080.00	-20,140.57	56.29%
0800 · Other Objects				
0840 · Contingency	0.00	143,685.00	-143,685.00	0.0%
0890 · Bad Debt	84.58	1,005.00	-920.42	8.42%
Total 0800 · Other Objects	84.58	144,690.00	-144,605.42	0.06%
0810 · Dues and Fees	2,874.05	2,386.00	488.05	120.46%
0900 · XQ Objects	0.00	42,149.00	-42,149.00	0.0%
Total Expense	1,422,790.97	4,966,543.00	-3,543,752.03	28.65%
Net Income	-128,363.19	9,157.00	-137,520.19	-1,401.8%

High Level Shifts to the Working Budget:

Revenue:

- There is an overall reduction of XQ funding and expenses of roughly \$200K resulting in a \$30K reduction to the Compass budget (balancing the role of the Executive Director between working on the HS Design and supporting MS growth and success)
- In the approved budget, we have a fundraising line of \$75K – CA has raised \$50K with EL Pomar. **We MUST raise the additional \$25K for this budget to work.**
- We applied for an additional \$8K of funds through our School Counselor Grant - that could help off-set the \$25K fundraising need.

Expenses:

- In response to the needs of our students, and reflected in the budget, there are two new Special Education Para and Wellbeing Coordinator positions - roughly \$80K of new expenses.
- We are still working with the District to get 1, maybe 2, additional Paras to serve specific high-need students. (unsure of the cost)
- We cut student trips from \$35K down to \$12K (anything we raise beyond the \$25K could be put back in this line)
- We cut books by \$9K – the schools is purchasing a balance of books and curricular licenses
- We cut teacher PD/travel/lodging by \$11K - feels right with the intense support we are getting from ANet - don't need other PD this year.
- We cut the contingency line from \$143K down to \$10K – this reflects October Count funding and leaves us with a thin margin of error

Implications:

- We only have a net income of \$2K - we will not be adding to the fund balance this year
- If we do not achieve our fundraising goal, the negative implications will be:
 - We will need to dip into reserves
 - Our net position will end up being negative which will result in a lower FPF score with the District

COMPASS ACADEMY

Denver Public School District

Denver County

2018 - 2019

Proposed Revised Budget

November 29, 2018

APPROPRIATION RESOLUTION

Be it resolved by the Board of Education of COMPASS ACADEMY located in Denver Public School District in Denver County that the amounts shown in the following schedule be appropriated to each fund as specified in the Proposed Revised Budget for the ensuing fiscal year beginning July 1, 2018 and ending June 30, 2019

FUND	APPROPRIATION AMOUNT	EXPENDITURES + APPROPRIATED RESERVES
1. General Fund	1 4,627,297	4,627,297
1a. Charter Schools	1a. -	-
1b. Insurance Reserve Fund	1b. -	-
1c. Pre-School Fund	1c. -	-
Special Revenue Funds:		
2. Capital Reserve Special Revenue Fund	2 -	-
3. Governmental Designated-Purpose Grants Fund	3 -	-
4. Pupil Activity Special Revenue Fund	4 -	-
5. Full Day Kindergarten Mill Levy Override Fund	5 -	-
6. Transportation Fund	6 -	-
7. Other Special Revenue Funds	7 -	-
7. Bond Redemption Fund	8 -	-
Capital Projects Funds:		
9. Building Fund	9 -	-
10. Special Building and Technology Fund	10 -	-
11. Capital Reserve Capital Projects Fund	11 -	-
Enterprise Funds:		
12. Food Service Fund	12 -	-
13. Other Enterprise Funds	13 -	-
Internal Service Funds:		
14. Risk-Related Activity Fund	14 -	-
15. Other Internal Service Funds	15 -	-
Trust/Agency Funds:		
16. Fiduciary Fund	16 -	-
17. Private Purpose Trust Funds	17 -	-
18. Agency Fund	18 -	-
19. Pupil Activity Agency Fund	19 -	-
20. Foundations	20 -	-
21. Component Units	21 -	-
TOTAL APPROPRIATION	22 4,627,297	4,627,297

Date of Adoption

Signature of Board President

COMPASS ACADEMY
2018 - 2019 Proposed Revised Budget

	FY18 Revised Adopted Budget	FY18 Actuals	FY19 Adopted Budget	General FY19 Revised Budget	Grants FY19 Revised Budget	FY19 Proposed Revised Budget
Beginning Fund Balance	\$ 213,039	\$ 213,039	\$ 346,239	\$ 346,239	\$ -	\$ 346,239
Revenue						
Local Revenue	1,097,554	1,030,169	1,510,086	96,000	1,177,580	1,273,580
State Revenue	337,255	353,920	334,442	-	346,898	346,898
Federal Revenue	224,702	222,712	193,950	-	229,531	229,531
Per Pupil Funding	2,690,402	2,706,406	2,937,221	2,779,870	-	2,779,870
Total Revenue	4,349,913	4,313,207	4,975,700	2,875,870	1,754,009	4,629,879
Transfers	-	-	-	-	-	-
Expenditures						
Salaries	1,830,825	1,837,740	2,312,829	1,254,373	910,638	2,165,011
Employee Benefits	412,361	397,717	534,598	407,175	113,384	520,560
Purchased Professional and Technical Services	787,888	764,676	825,646	385,120	469,774	854,894
Purchased Property Services	16,000	16,038	16,000	16,000	-	16,000
Repairs and Maintenance Services	2,000	1,634	2,010	2,010	-	2,010
Student Transportation	-	4,369	-	-	-	-
Contracted Field Trips	33,475	22,866	34,783	12,000	-	12,000
Student Transportation Purchased from Contractor	8,000	259	1,000	1,000	-	1,000
Insurance Premiums	42,264	33,857	43,113	41,889	-	41,889
Other Purchased Services	85,200	64,804	106,271	56,753	48,962	105,715
Tuition - Other	-	-	-	-	-	-
Travel, Registration, and Entrance	71,100	43,659	31,030	6,030	14,211	20,241
District Purchased Services	512,021	534,795	578,135	512,717	41,941	554,658
District Admin Overhead	99,775	101,630	123,604	116,983	-	116,983
SFA Purchased Services	-	-	-	-	-	-
Supplies	133,567	130,794	104,706	85,194	19,512	104,706
Food	22,400	14,720	2,512	15,000	-	15,000
Books and Periodicals	20,000	18,846	15,000	(7,373)	13,373	6,000
Land and Improvements	8,000	-	-	-	-	-
Buildings	-	-	-	-	-	-
New Construction	-	-	-	-	-	-
Equipment	61,100	50,626	40,050	50	40,000	40,050
Property	6,000	6,901	6,030	6,030	-	6,030
Non-Capital Equipment	-	140	-	-	-	-
Other Objects	3,374	3,560	3,391	3,391	-	3,391
Interest	-	-	-	-	-	-
Contingency	40,468	-	143,685	10,000	-	10,000
Indirect Costs	-	-	-	-	-	-
Other Uses of Funds	20,895	-	42,149	-	31,159	31,159
Redemption of Principal	-	-	-	-	-	-
Total Expenditures	4,216,713	4,049,631	4,966,543	2,924,342	1,702,955	4,627,297
Net Income	133,200	263,576	9,157	(48,472)	51,054	2,582
TABOR Reserve	123,756	123,000	143,452	-	-	132,010
Appropriated Fund Balance	-	-	-	-	-	-
Unassigned Fund Balance	222,482	353,615	211,943	297,767	51,054	216,810
Ending Fund Balance	\$ 346,239	\$ 476,615	\$ 355,396	\$ 297,767	\$ 51,054	\$ 348,821

	FY18 Actuals	FY19 Adopted Budget	FY19 Proposed Revised Budget
Instructional Program Code	0018		0018
Enrollment Assumptions			
Total Enrollment	325	336	318
Total K-12 Enrollment	325	336	318
Funded Pupil Count	325	336	318
ECE	0	0	0
Grade K	0	0	0
Grade 1	0	0	0
Grade 2	0	0	0
Grade 3	0	0	0
Grade 4	0	0	0
Grade 5	0	0	0
Grade 6	105	112	94
Grade 7	100	112	113
Grade 8	120	112	111
% Free Lunch	88%	88%	88%
Revenue Assumptions			
PPR			
PPR	8,327.40	8,741.73	8,741.73
<i>Change in PPR</i>	4.20%		4.98%
Local Revenue			
Tuition from Individuals	-	-	-
CCAP	-	-	-
DPP	-	-	-
Earnings on Investments	307.00	-	-
Food Service Revenue from Students	-	-	-
Student Activity and Other Fees	1,244.00	14,000.00	14,000.00
Fundraisers	11,362.00	-	-
Gifts and Contributions from Pupil Activities:Uniforms	150.00	-	-
Other Pupil Activities	13,158	-	-
Rentals and Leases	-	-	-
Contributions and Donations from Private Sources	470,878	75,000	75,000
Contributions and Donations from Private Sources XQ	-	885,119.00	654,331
Contributions and Donations from Private Sources	-	-	-
Contributions and Donations from Private Sources	-	-	-
Contributions and Donations from Private Sources	1	1	-
Instructional Material Fees	-	-	-
Miscellaneous Revenue	19,055.00	7,000.00	7,000
<i>District Growth Rate</i>			1.00%
1988 MLO Literacy	-	-	-
1998 MLO Literacy	127.21	125.10	125.10
1998 MLO Technology	34.70	34.12	34.12
2003 MLO Academic Achievement	28.91	28.43	28.43

2003 MLO HS Graduation	-	-	78.39
2003 MLO Elementary Arts	-	-	-
2003 MLO Textbooks	40.47	39.80	39.80
2003 MLO Kindergarten	-	-	-
2012 MLO Secondary Arts	143.27	143.73	143.73
2012 MLO Enrichment and Student Support	124.65	123.87	123.87
2012 MLO Tutoring - FRL	282.43	285.51	285.51
2012 MLO Technology	64.25	64.56	64.56
2012 MLO Textbooks	64.25	64.56	64.56
2012 MLO Kindergarten	-	-	-
2016 MLO Early Literacy	-	-	-
2016 MLO College and Career Readiness	-	-	-
2016 MLO Technology	-	-	94.07
2016 MLO Great Teachers	-	-	206.61
2016 MLO Whole Child	-	-	213.76
FY17-19 Tech Bond	-	28,728.00	49,809.00
MLO Equalization	174.82	64.69	64.69
State Revenue			
<i>Change in State Revenue</i>			-1.00%
Capital Construction	154.86	131.89	131.89
Supplemental At-Risk Aid	-	-	-
ELPA PD	6,321.00	5,814.40	13,550.75
ECEA - SPED	-	-	-
ELPA	4,688.00	4,312.96	11,405.80
ECARE/ CPP	-	-	-
Gifted and Talented	161.72	-	-
State Transportation	-	-	-
Start Smart Nutrition	-	-	-
Child Nutrition	-	-	-
Expelled and At Risk Students	203,842	200,000	200,000
School Counselor Grant	81,400	80,000	80,000
READ Act: Formula Distribution	-	-	-
State Grants to Libraries	-	-	-
Stipends for National Board Certified Educators	-	-	-
Additional At-Risk Aid	14.50	-	-
Federal Revenue			
<i>Change in Federal Revenue</i>			-1.00%
Title I	163,350.00	133,630.00	164,558.00
Title I	-	-	-
Parent Involvement	829.00	1,816.00	1,816.00
IDEA Part B	-	-	-
IDEA Part B - Preschool	-	-	-
Title II	11,156.00	10,976.00	10,976.00
Title III	9,098	11,005	11,005
Title III Set Aside	-	433	433
Title IV	-	-	4,653

School Breakfast Program	-	-	-
National School Lunch Program	-	-	-
Federal Fresh Fruit & Vegetable Program	-	-	-
Charter Credit	38,279	36,090	36,090
CCSP Start-Up	-	-	-
Transfers			
Fund Transfers			-
Expense Assumptions			
Salaries and Benefits			
<i>Annual Salary Increase</i>		0.03	3%
Medicare	1.45%	1.45%	1.45%
PERA	5.59%	6.25%	6.25%
PCOPs	9.60%	9.54%	9.54%
<i>Health Benefit Rate Increase</i>	0.05	0.05	5%
<i>Benefit Participation Rate</i>	1.00	1.00	100%
Health	3,264	3,780	3,780
Dental		-	-
Vision		-	-
Other Benefits		-	-
Other Expense Assumptions			
<i>Average Expense Increase</i>			0.50%
Purchased Professional and Technical Services			
Banking Service Fees	1,533	2,424	2,424
Professional-Educational Services	605,918	-	-
Contracted Services	-	580,750	656,999
Substitutes	-	43,750	37,000
Whole Child Enrichment	-	30,150	30,150
Student Incentives/Activities	-	7	7
Legal Services	-	7	7
Audit Services	7,500	7,538	7,538
Negotiations Services	-	-	-
Consultant Services - Support Services for Instructional Staff	-	-	-
Consultant Services - Support Services for Administration	14,363	-	-
Consultant Services - Business	-	-	-
Medical Services	-	-	-
Other Professional Services - SPED	-	-	-
Other Professional Services - Support Services for Students	-	-	-
Other Professional Services - Business	74,311	76,350	76,350
Technical Services - Central	61,051	80,000	40,000
Technical Services - Facilities Acq and Construction	-	-	-
Other Purchased Professional and Technical Services	-	-	-
Purchased Property Services			
Utility Services	-	-	-
Water/Sewage	-	-	-
Disposal Services	-	-	-
Snow Removal Services	-	-	-
Custodial Services	-	-	-

Lawn Care	-	-	-
Repairs and Maintenance Services - Operations and Maintenance	1,634	2,010	2,010
Repairs and Maintenance Services - Facilities Acq and Construction	-	-	-
Rentals	-	-	-
Rental of Land and Buildings	2,250	-	-
Copier Rental	13,788	16,000	16,000
Contractor Services	-	-	-
Other Purchased Services			
Student Transportation	13	-	-
Contracted Field Trips	22,866	34,783	12,000
Contracted Field Trips	-	-	-
Bus Passes	259	1,000	1,000
Liability Insurance	54	68	68.00
Unemployment Compensation Insurance	5,098	5,629	5,629
Workers' Compensation Insurance	11,085	14,636	14,636
District Multiple-Coverage Insurance	-	-	-
District Student Insurance	-	-	-
Phone	4,367	5,400	5,400
Postage Machine Rental	-	754	-
Postage	1,496	1,256	2,010
Online Services	36,534	68,208	55,442
Online Services	8,885	9,548	9,548
Advertising	-	-	-
Student Recruitment	12,128	14,070	26,280
Staff Recruitment	1,394	7,035	7,035
Printing and Binding	-	-	-
Concurrent Enrollment	-	-	-
Travel, Registration, and Entrance	43,659	25,000	14,211
Staff Activities	-	6,030	6,030
Student Travel	-	-	-
District Purchased Service: Nurse/Psych/Social Worker/CSO	103,138	139,887	139,887
Authorizer Admin Fee	313	368	368
Authorizer SpEd Fee	348	322	322
District Shuttle Fee	120	147	147
Shared Campus Fee (CSO, DPD)	860	53	53
District Facility Use	-	773	773
DPS Purchased Food Services	-	9	9
SFA Purchased Services	-	-	-
Supplies			
Instructional Supplies	64,259	75,000	75,000
Office Supplies	34,890	15,000	15,000
Student Incentives/Activities	730	3,198	3,198
Natural Gas	88	-	-
Electricity	-	-	-
Motor Vehicle Fuels	-	-	-
Food	14,720	2,512	15,000
Books and Periodicals	18,846	15,000	6,000

Electronic Media Materials	2,238	1,508	1,508
Other Supplies	28,589	10,000	10,000
Property			
Land and Improvements	-	-	-
Buildings	-	-	-
Leasehold Improvements	-	-	-
New Construction	-	-	-
Equipment	-	-	-
Vehicles	-	-	-
Furniture and Fixtures - Instructional	2,376	-	-
Furniture and Fixtures - Non-Instructional	4,525	6,030	6,030
Technology Equipment - Instructional	20,854	30,000	30,000
Technology Equipment - Non-Instructional	29,772	10,050	10,050
Non-Capital Equipment - Instructional	-	-	-
Non-Capital Equipment - Non-Instructional	140	-	-
Other			
Dues and Fees	2,855	2,386	2,386
Interest	-	-	-
Contingency	-	143,685	10,000
Indirect Costs	-	-	-
Miscellaneous Expenditures	705	1,005	1,005
Other Uses of Funds	-	-	31,159
Redemption of Principal	-	-	-

FY19 SUMMARY BUDGET

COMPASS ACADEMY		
Proposed Revised Budget		
Adopted November 29, 2018		
Budgeted Pupil Count: 318		
	Object Source	10 General Fund
Beginning Fund Balance (Includes All Reserves)		346,239
Revenues		
Local Sources	1000 - 1999	1,273,580
Intermediate Sources	2000 - 2999	-
State Sources	3000 - 3999	346,898
Federal Sources	4000 - 4999	229,531
Total Revenues		1,850,009
Total Beginning Fund Balance and Reserves		
		2,196,248
Total Allocations To/From Other Funds	5600,5700, 5800	2,779,870
Transfers To/From Other Funds	5200 - 5300	-
Other Sources	5100,5400, 5500,5900, 5990, 5991	-
Available Beginning Fund Balance & Revenues (Plus Or Minus (If Revenue) Allocations And Transfers)		
		4,976,118
Expenditures		
Instruction - Program 0010 to 2099		
Salaries	0100	1,480,250
Employee Benefits	0200	360,961
Purchased Services	0300,0400, 0500	914,300
Supplies and Materials	0600	110,706
Property	0700	30,000
Other	0800, 0900	10,000
Total Instruction		2,906,217
Supporting Services		
Students - Program 2100		
Salaries	0100	168,009

FY19 SUMMARY BUDGET

COMPASS ACADEMY		
Proposed Revised Budget		
Adopted November 29, 2018		
	Obiect	10
Employee Benefits	0200	40,296
Purchased Services	0300,0400, 0500	139,887
Supplies and Materials	0600	-
Property	0700	-
Other	0800, 0900	-
Total Students		348,193
Instructional Staff - Program 2200		
Salaries	0100	-
Employee Benefits	0200	-
Purchased Services	0300,0400, 0500	14,211
Supplies and Materials	0600	-
Property	0700	-
Other	0800, 0900	-
Total Instructional Staff		14,211
General Administration - Program 2300, including Program 2303 and 2304		
Salaries	0100	-
Employee Benefits	0200	-
Purchased Services	0300,0400, 0500	9,745
Supplies and Materials	0600	-
Property	0700	-
Other	0800, 0900	-
Total School Administration		9,745
School Administration - Program 2400		
Salaries	0100	379,296
Employee Benefits	0200	84,272
Purchased Services	0300,0400, 0500	54,293
Supplies and Materials	0600	15,000
Property	0700	16,080
Other	0800, 0900	34,550

FY19 SUMMARY BUDGET

COMPASS ACADEMY		
Proposed Revised Budget		
Adopted November 29, 2018		
	Object	10
Total School Administration		583,491
Business Services - Program 2500, including Program 2501		
Salaries	0100	-
Employee Benefits	0200	-
Purchased Services	0300,0400, 0500	195,757
Supplies and Materials	0600	-
Property	0700	-
Other	0800, 0900	-
Total Business Services		195,757
Operations and Maintenance - Program 2600		
Salaries	0100	60,206
Employee Benefits	0200	14,157
Purchased Services	0300,0400, 0500	18,788
Supplies and Materials	0600	-
Property	0700	-
Other	0800, 0900	-
Total Operations and Maintenance		93,150
Student Transportation - Program 2700		
Salaries	0100	-
Employee Benefits	0200	-
Purchased Services	0300,0400, 0500	47,746
Supplies and Materials	0600	-
Property	0700	-
Other	0800, 0900	-
Total Student Transportation		47,746
Central Support - Program 2800, including Program 2801		
Salaries	0100	77,250
Employee Benefits	0200	20,874

FY19 SUMMARY BUDGET

COMPASS ACADEMY		
Proposed Revised Budget		
Adopted November 29, 2018		
	Obiect	10
Purchased Services	0300,0400, 0500	327,846
Supplies and Materials	0600	-
Property	0700	-
Other	0800, 0900	-
Total Central Support		425,970
Other Support - Program 2900		
Salaries	0100	-
Employee Benefits	0200	-
Purchased Services	0300,0400, 0500	-
Supplies and Materials	0600	-
Property	0700	-
Other	0800, 0900	-
Total Other Support		-
Food Service Operations - Program 3100		
Salaries	0100	-
Employee Benefits	0200	-
Purchased Services	0300,0400, 0500	2,817
Supplies and Materials	0600	-
Property	0700	-
Other	0800, 0900	-
Total Other Support		2,817
Enterprise Operations - Program 3200		
Salaries	0100	-
Employee Benefits	0200	-
Purchased Services	0300,0400, 0500	-
Supplies and Materials	0600	-
Property	0700	-
Other	0800, 0900	-
Total Enterprise Operations		-

FY19 SUMMARY BUDGET

COMPASS ACADEMY		
Proposed Revised Budget		
Adopted November 29, 2018		
	Obiect	10
Community Services - Program 3300		
Salaries	0100	-
Employee Benefits	0200	-
Purchased Services	0300,0400, 0500	-
Supplies and Materials	0600	-
Property	0700	-
Other	0800, 0900	-
Total Community Services		-
Education for Adults - Program 3400		
Salaries	0100	-
Employee Benefits	0200	-
Purchased Services	0300,0400, 0500	-
Supplies and Materials	0600	-
Property	0700	-
Other	0800, 0900	-
Total Education for Adults Services		-
Total Supporting Services		1,721,080
Property - Program 4000		
Salaries	0100	-
Employee Benefits	0200	-
Purchased Services	0300,0400, 0500	-
Supplies and Materials	0600	-
Property	0700	-
Other	0800, 0900	-
Total Property		-
Other Uses - Program 5000s - including Transfers Out and/or Allocations Out as an expenditure		
Salaries	0100	-
Employee Benefits	0200	-

FY19 SUMMARY BUDGET

COMPASS ACADEMY		
Proposed Revised Budget		
Adopted November 29, 2018		
	Object	10
Purchased Services	0300,0400, 0500	-
Supplies and Materials	0600	-
Property	0700	-
Other	0800, 0900	-
Total Other Uses		-
Total Expenditures		4,627,297
APPROPRIATED RESERVES		
Other Reserved Fund Balance (9900)	0840	-
Other Restricted Reserves (932X)	0840	-
Reserved Fund Balance (9100)	0840	-
District Emergency Reserve (9315)	0840	-
Reserve for TABOR 3% (9321)	0840	-
Reserve for TABOR - Multi-Year Obligations (9322)	0840	-
Total Reserves		-
Total Expenditures and Reserves		4,627,297
BUDGETED ENDING FUND BALANCE		
Non-spendable fund balance (9900)	6710	-
Restricted fund balance (9990)	6720	-
TABOR 3% emergency reserve (9321)	6721	132,010
TABOR multi year obligations (9322)	6722	-
District emergency reserve (letter of credit or real estate) (9323)	6723	-
Colorado Preschool Program (CPP) (9324)	6724	-
Full day kindergarten reserve (9325)	6725	-
Risk-related / restricted capital reserve (9326)	6726	-
BEST capital renewal reserve (9327)	6727	-
Committed fund balance (9900)	6750	-
Committed fund balance (15% limit) (9200)	6750	-
Assigned fund balance (9900)	6760	-

FY19 SUMMARY BUDGET

COMPASS ACADEMY		
Proposed Revised Budget		
Adopted November 29, 2018		
	Obiect	10
Unassigned fund balance (9900)	6770	216,810
Net investment in capital assets (9900)	6790	-
Restricted net position (9900)	6791	-
Unrestricted net position (9900)	6792	-
Total Ending Fund Balance		348,821
Total Available Beginning Fund Balance & Revenues Less Total Expenditures & Reserves Less Ending Fund Balance (Shall Equal Zero (0))		-
Use of a portion of beginning fund balance resolution required?		No



Compass Academy Board Meeting

November 29, 2018





The Learning Points of Compass

Compass Academy supports students in developing integrated academic and social-emotional Learner & Leader competencies that provide pathways from poverty to post-secondary success.

Learning:

Builds Mastery for All



Builds Mastery for All

- creates a personalized learning environment that fosters deeper learning, ensuring all students demonstrate growth and master academic skills

Propels Agency and Self-Awareness

- enables students to realize their unique talents, while mastering academic skills and social emotional competencies

Opens Worlds

- focuses on biliterate teaching and learning

Promotes Leadership

- prepares students for post-secondary education, workforce training, and civic participation

Powered by Community

- Supports a deep sense of belonging and authentic relationships

Compass Strategy Overview



Internal Review Overview and Progress

Purpose of Internal Review Process:

To track progress on Compass Academy Strategic Priorities and identify critical adjustments to our approach in rapid response to emerging needs. Our process follows these high level steps:

1. **Gather key data** that helps answer a set of **guiding questions on each of our strategic priorities** to assess the degree to which we are on track.
2. **Synthesize** the most critical data that highlights new learning.
3. Facilitate **data discussions among school leadership** and determine key adjustments to strategy supports.
4. Facilitate **data discussions with teachers** utilizing new data.
5. Facilitate **data discussions with the Compass Board** to ensure progress across our strategic plan.

Key questions discussed throughout this process:

- Is this work being consistently and faithfully implemented across classrooms/grade levels?
- How do we know we are making progress?
- Are we adjusting based upon monitoring and data?
- Is this work leading to increased student achievement?



Internal Review November Focus

Primary Focus of November's Internal Review Meeting: To review and discuss the foundational work done on **literacy to date** and next steps for expanding on the success of that work, including:

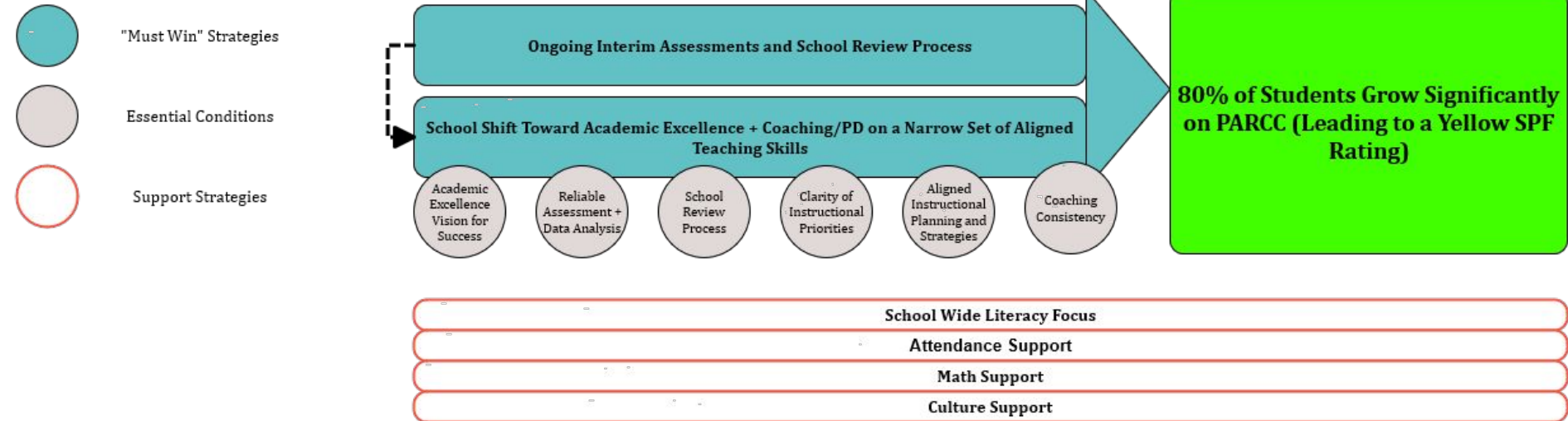
- How can ANet focus be supported in other time/spaces **outside of core ELA and Math classes?**
- How are literacy strategies being utilized outside of core classes?

Action Steps Identified during the Internal Review Meeting:

- Strong STAR Reading Test administration to measure growth should happen outside of ELA content class, and strong communication and messaging to support student growth and reduce “opt-outs” for remaining assessment periods needed.
- Identified the importance of reviewing science and social studies planning to better understand literacy efforts in those spaces and what supports are needed.
- Commitment to norming and coaching/campaigns around writing conventions/strategies.



Strategic Priorities for 2018/19





Short-Term Headlines

Strategic Priority	Status	Key Progress	Current Needs
Data Cycles	Green	Data cycles and aligned coaching being utilized consistently in ELA and Math	Data utilization in non-core content spaces especially PLT can be increased
Literacy	Yellow	ELA teachers are implementing curriculum with more fidelity and progress is being made on whole-school literacy strategies	Literacy focus in Social Studies and Science, and PLT classes are key spaces for improvement.
Math	Green	Math teacher team is committed to ANet coaching and curriculum improvement and is improving.	More focus is needed in constructed response (writing) for math.
Attendance	Orange	Attendance efforts have not been hitting the mark - grade level pushes are planned through Winter break to break the cycle.	Tier 2 and 3 supports for chronic attendance students are lacking.
Culture	Yellow	New psychologist started 11/26 to assist with Tier 3 volume/capacity issues.	Additional support for culture/trauma support is needed for both administrators and for teachers.



Overarching Priority 1: Data Cycles and Coaching (and strategic plan clarity/alignment)

Metrics for Strategy's Success (with status):

1. All prioritized standards and instructional strategies determined through our data cycle are occurring in 80% of observed spaces. ●

Key Support Strategies (with status):

1. ANet driven PD and coaching for math/ELA teachers ●
2. Strong data cycles utilizing specific interim data ●
3. PLT/Intervention spaces support key gaps ●
4. School wide instructional approaches that support literacy ●
5. Daily expectations of PARCC assessment exposure through Do Now and Exit Ticket utilizing ANet tools for CMAS alignment. ●

Internal Review Questions to Monitor This Strategy:

1. Do we have shared clarity on the strategic priorities and major goals?
2. Are the coaching and data cycle structures in place to support our content based strategies?



Overarching Priority 1: Data Cycles and Coaching (and strategic plan clarity/alignment)

Action Item	Status	Next Steps	Responsible	Other Notes
Launch monthly internal review process	On Track	Prep PLT reflection for December meeting	Laura	
Confirm assessments to use to measure growth and predict performance	Making Progress	Discussion in Internal Review planned	Compass Leadership / SDD	STAR Reading shows promise as a measure of growth to support the data cycles in between ANet assessments.



Priority 2: Literacy

Metrics for Strategy's Success (with status):

1. All students grow 1.5-3.5 years in reading (STAR Reading). ●
2. 80% of students hit individually determined ELA PARCC growth goal (as determined by previous performance band). ●
3. Prioritized reading strategies are being implemented in 80% of classrooms. ●

Key Support Strategies (with status):

1. ANet Partnership ●
2. Implementation of Sheltering Strategies/Close Reading Strategies/Signposts ●
3. Incorporate reading standards across content, identify groups for differentiation ●
4. Lesson plan reviews for implementation of reading strategies ●
5. Multiple teachers in spaces, Spanish push-in supports, 4 kinds of PLT, ELD push-in strategy ●

Internal Review Questions to Monitor This Strategy:

1. Are students on track to meet growth targets and show improvement?
2. Are coaching/individual support structures/PD/group support structures working? How well are specific interventions working?
3. Is literacy and reading growth being reinforced across all instructional spaces?



Overall STAR Performance & Growth Indicators

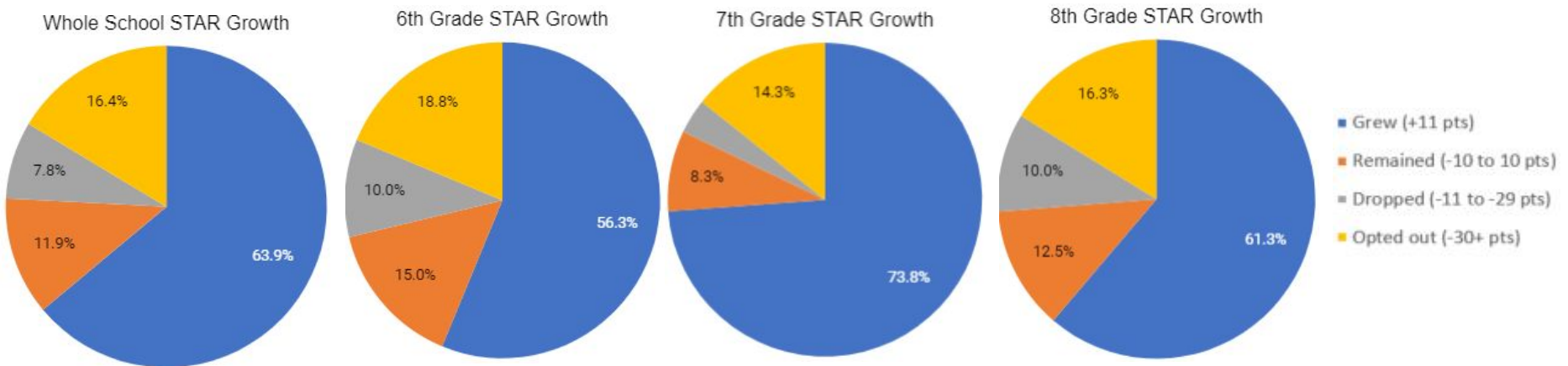
Grade	Student Growth Percentile	Scale Score (0-1400)	Grade Equivalent
6	29	+45 (now 406)	+0.4 (now 3.7)
7	62	+87 (now 488)	+0.6 (now 4.3)
8	53	+63 (now 535)	+0.5 (now 4.7)

Note: 6th and 7th grade had approx. 5-6 weeks between tests to measure growth, and 8th had approx. 4 weeks.

Overall, students grew at a between 0.4 and 0.6 grade levels with 4-6 weeks of instruction. However, those that did report growth through engagement of the STAR test appear to have further accelerated growth (see next 2 slides).



STAR Reading Performance Growth Trends



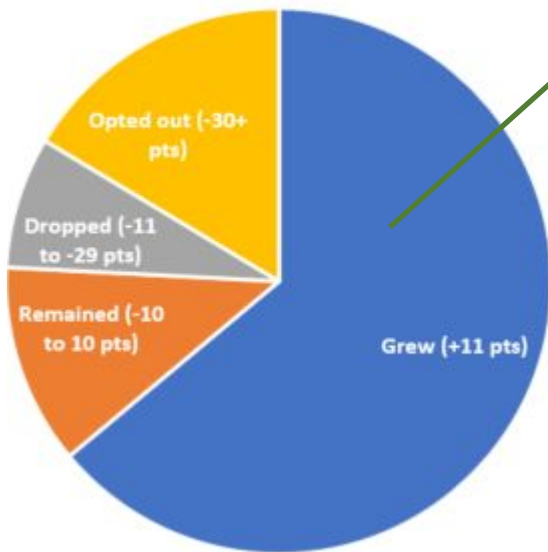
The STAR assessment indicates that our students are growing in reading – 7th grade performance is a particular highlight.

Getting more kids to engage in the assessment (and assessments in general) will help us better measure progress and ready them for a successful CMAS performance.



Students who engaged during the STAR assessment demonstrated major growth

Whole School STAR Growth



Of the 64% of students that grew:

- Increased an average of 118 points
- Grew an average of .95 Grade levels

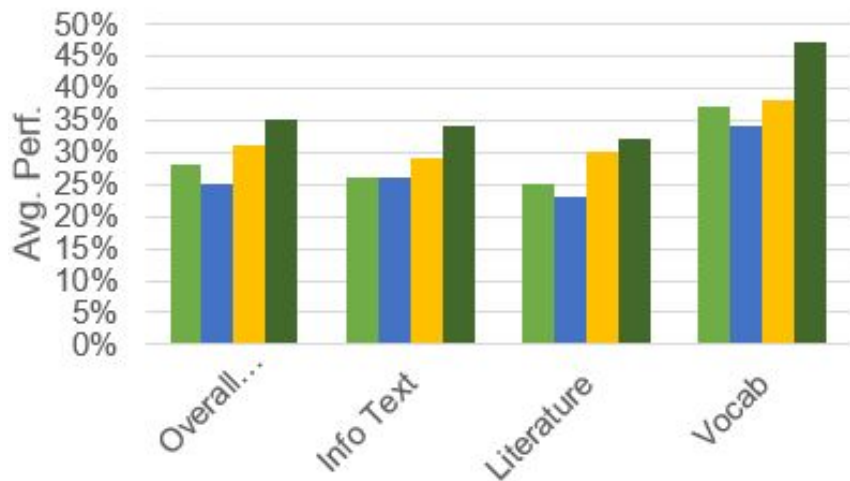
Breakdown of Students that Grew by Grade

	Pts. Improved	Grade Level Improvement
6 th	96	0.75
7 th	124	1.0
8 th	130	1.1

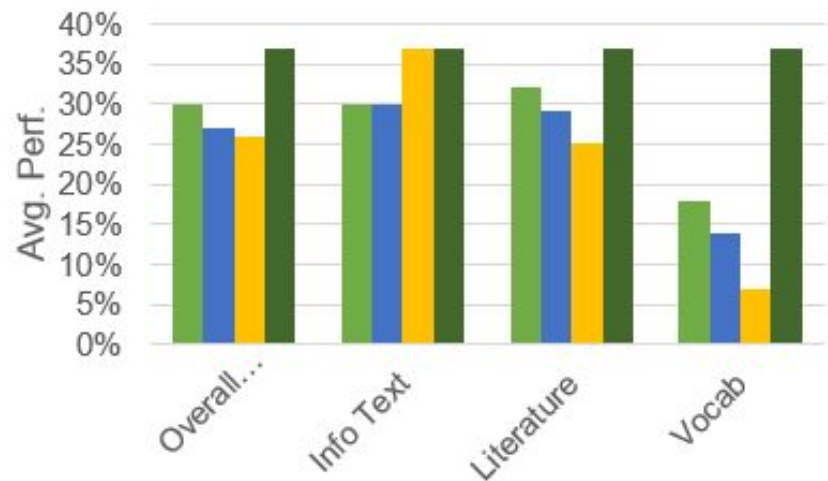


ELA ANet Cycle 1 Performance

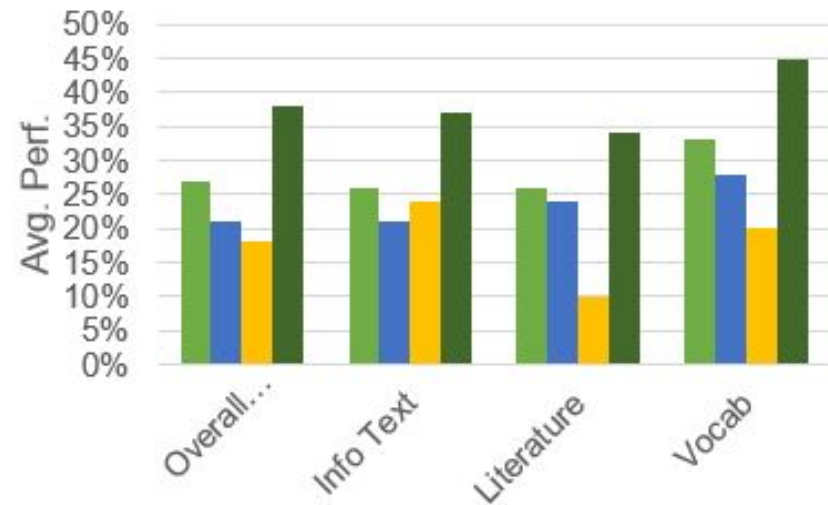
6th Grade



7th Grade



8th Grade



- All
- ELL
- SpEd
- Network

Note: The Network comparison has been included as a reference point but ANet does not recommend using it as a continued valid comparison point.

ANet Data Cycle and Data Meetings dive deep to analyze student performance at grade and class level. They discuss variation in performance between groups of students and potential interventions for groups of students to better target and support learning.



Summary of lesson plan review (literacy focus)

Purpose: Determine the frequency of direct literacy support in non-ELA classes through a review of lesson plans.

Methods: We reviewed plans for the most recent week and counted the frequency of the following measures:

Measures Used in this Review:	
ELA Standard?	A count of number of days an ELA standard is named in the WaaG (0-4)
ELA Standard Taught?	A count of number of days there is clear evidence of instruction (intro to new material etc.) that aligns to the ELA standard named (0-4)
Literacy Strategy Named?	A count of number of days a specific literacy support activity is named (close reading etc.) (0-4)
Text Engagement?	A count of number of days a specific text that students will engage with is named. Text rigor/complexity should be noted in other notes (0-4)
Second Adult Lit Support?	A count of number of days a second educator (corps member etc.) is named in a specific literacy support capacity (0-4)
Other Notes/Feedback:	Misc. other notes on strengths or gaps in the lesson plans, with an eye toward literacy support

Conclusions:

- Non-ELA teachers are reporting aligned ELA standards 100% of the time
- Teachers are explicitly teaching those standards at low frequency (on average 1/4 days)
- Teachers are not yet naming other educator's role (push in/ corps members) in supporting literacy (0/4 days)
- Teachers are explicitly engaging with texts to varying degrees
- Writing is only being emphasized by one teacher at time of review.



Priority 2: Literacy

Action Item	Status	Next Steps	Responsible	Other Notes
Determine performance goals with assist from ANet	On Track	Prep PLT reflection for December meeting	Laura	
Identify/improve literacy practices within SS and Sci	Making Progress	Review during December meeting	Laura/Compass Leadership	
Review/improve CY literacy strategy and CY supports towards literacy campaign	Making Progress	CY Denver Leadership visit 11/28 to measure impact and identify next steps	SDD/CY Impact Manager/Compass Leadership	
Improve PLT usage towards reteaching standards identified through ANet	Making Progress	Prep PLT reflection for December meeting	Laura	
Improve ELD push-in support utilization	On Track	Future internal review analysis	Compass Leadership	
Writing campaign and strategies pushed out to teachers	Making Progress	PD held 11/26 on writing strategies	Compass Leadership	
Use STAR assessment to measure growth between ANet interim assessments.	On Track	Next STAR assessment planned for December	Compass Leadership	See slides 10-12 for more details



Priority 3: Math

Metrics for Strategy's Success (with status):

1. 80% of students hit individually determined Math PARCC growth goal (as determined by previous performance band). ●
2. Prioritized math strategies are being implemented in 80% of classrooms. ●

Key Support Strategies (with status):

1. Consistent use of data cycle of math performance and needs utilizing ANet. ●
2. Use power standard to create a scope for Math PLT spaces. ●
3. Analyze student data to identify groups for differentiation/PLT/ Interventions. ●
4. Purchase of Math Curriculum (Connected Math) to support the implementation of philosophical approach. ●

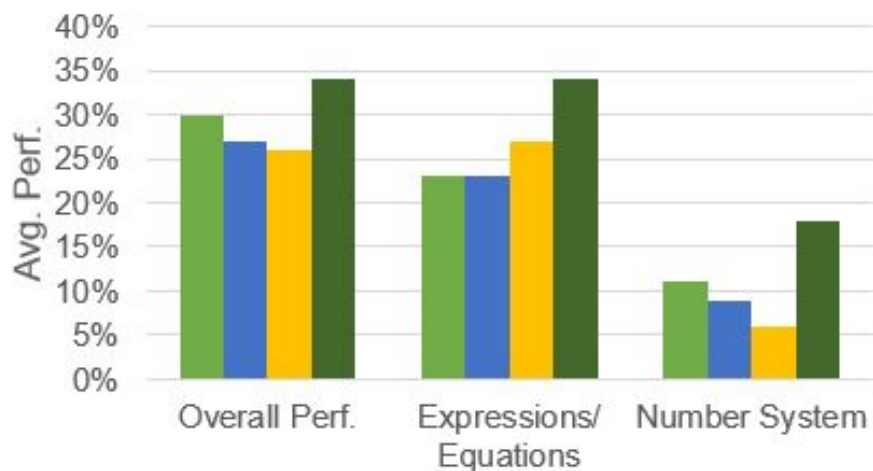
Internal Review Questions to Monitor This Strategy:

1. Are students on track to meet growth targets and show improvement?
2. Are coaching/individual support structures/PD/group support structures working? How well are specific interventions working?
3. Who is performing on which standards/focus questions and what are we doing about it? Are we using interim assessment data to drive instruction across all instructional spaces at CA?



Math ANet Cycle 1 Performance

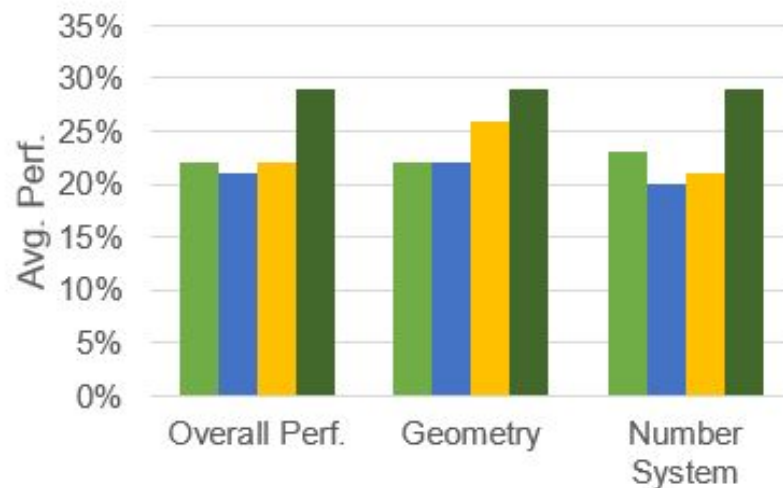
6th Grade



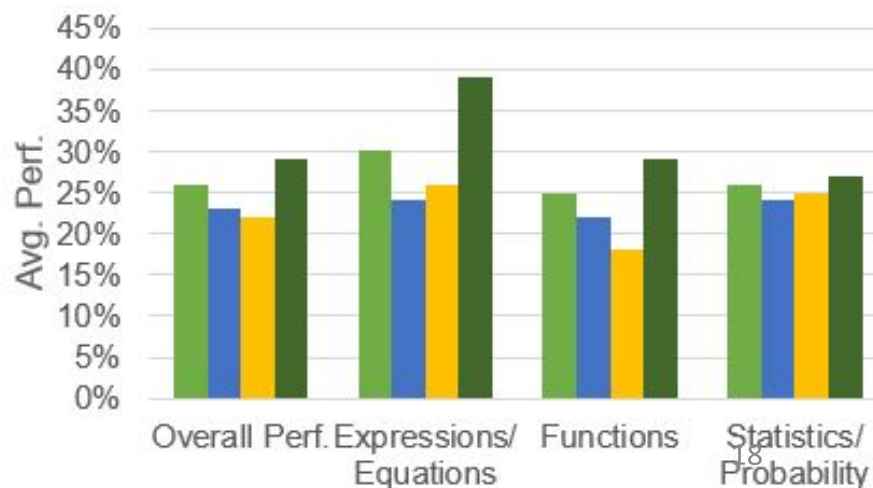
- All
- ELL
- SpEd
- Network

Note: The Network comparison has been included as a reference point but ANet does not recommend using it as a continued valid comparison point.

7th Grade



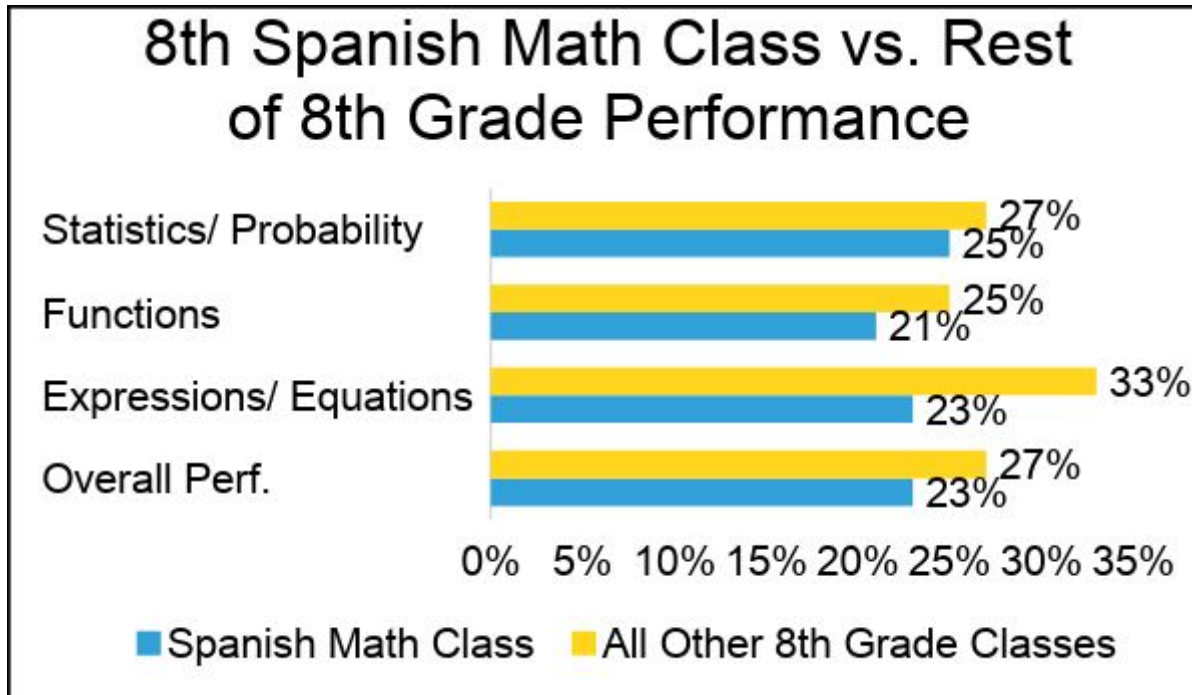
8th Grade



ANet Data Cycle and Data Meetings dive deep to analyze student performance at grade and class level. They discuss variation in performance between groups of students and potential interventions for groups of students to better target and support learning.



Spanish Language Math Considerations



The 8th Grade Spanish Math class slightly underperformed their non-Spanish class test-takers.

This class should be carefully measured to determine if Spanish-language teaching affects growth and performance.



Priority 3: Math

Action Item	Status	Next Steps	Responsible	Other Notes
Determine performance goals with assist from ANet	On Track	Prep PLT reflection for December meeting	Laura	
Improve PLT usage towards reteaching standards identified through ANet	Making Progress	Prep PLT reflection for December meeting	Laura	
Improve ELD push-in support utilization	On Track	Future internal review analysis	Compass Leadership	
PLT focus on writing within math	Making Progress	PD held 11/26 on writing strategies	Compass Leadership	
Monitor growth for Spanish Math class and students taking CMAS in Spanish	On Track	Ongoing	Alexis	see later slides for details



Priority 4: Attendance

Metrics for Strategy's Success (with status):

1. 40-50% of students achieve 95% attendance or higher. ●
2. 75% of students achieve above 90% attendance. ●

Key Support Strategies (with status):

1. Morning Pack contains focus on Compass Points and Competency development, team-building and culture, relationship building, and an Attendance Focus. ●
2. Compass Attendance campaign ●
3. City Year focus list support ●

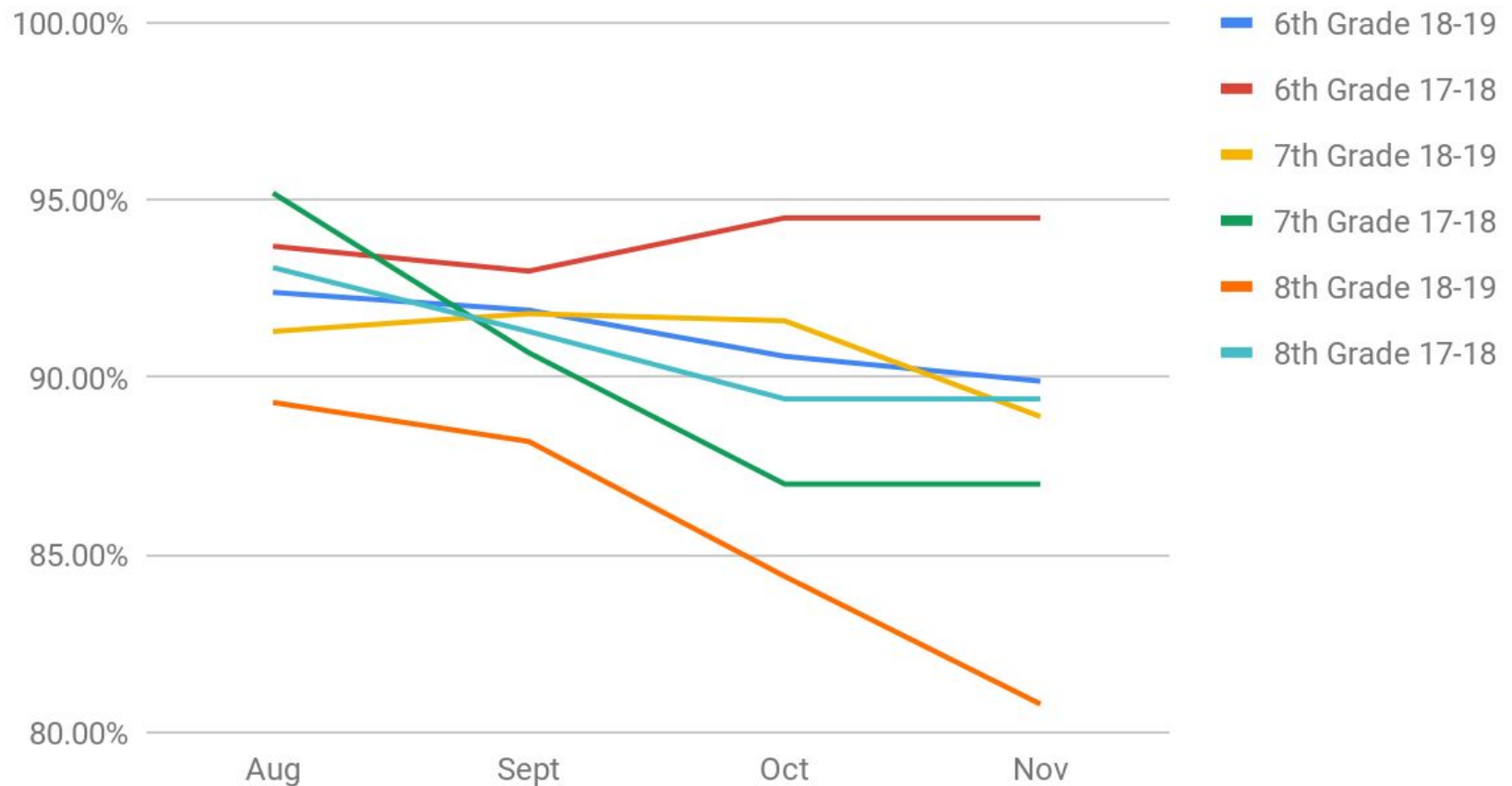
Internal Review Questions to Monitor This Strategy:

1. Is attendance shifting? Is chronic absenteeism decreasing? Are systems in place working and for whom?
2. Are attendance support strategies (attendance campaign) working with fidelity? How well are specific interventions working?



8th Grade Attendance is primary challenge for Compass

Attendance Trend Comparison, 17-18 and 18-19



7th Grade has made improvements in attendance rates this year over last year, potentially due to the strong Attendance and culture-building efforts by the 6th grade. *18-19 calculations as of 11/26/18.



Are we Meeting our Attendance Goals?

Goal 1:

50% of our students should meet the SPF threshold (at 95% attendance).

Status:

School-level Measures	Current Year
Attendance - Full Year	89.15%
Attendance - With SPF Exclusions	89.47%
Total Students	336
Students Included in SPF Calc.	330
Students Meeting SPF Threshold	147
Student % Meeting SPF Threshold	44.55%

Goal 2:

Compass set an internal goals of 75% of student with a 90% or better attendance rate.

Status:

Only **66%** of students are above 90% ADA.



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%	91.2%
7		92.4%	86.7%	91.0%
8			88.5%	85.6%

Chronic Absenteeism Rates of Compass Academy Over 4 Years*				
Grade Level	2015-2016	2016-2017	2017-2018	2018-2019
6	23%	18%	10%	9%
7		14%	16%	9%
8			15%	16%
Total Chronic	23%	32%	41%	35%

Already at last year's rate

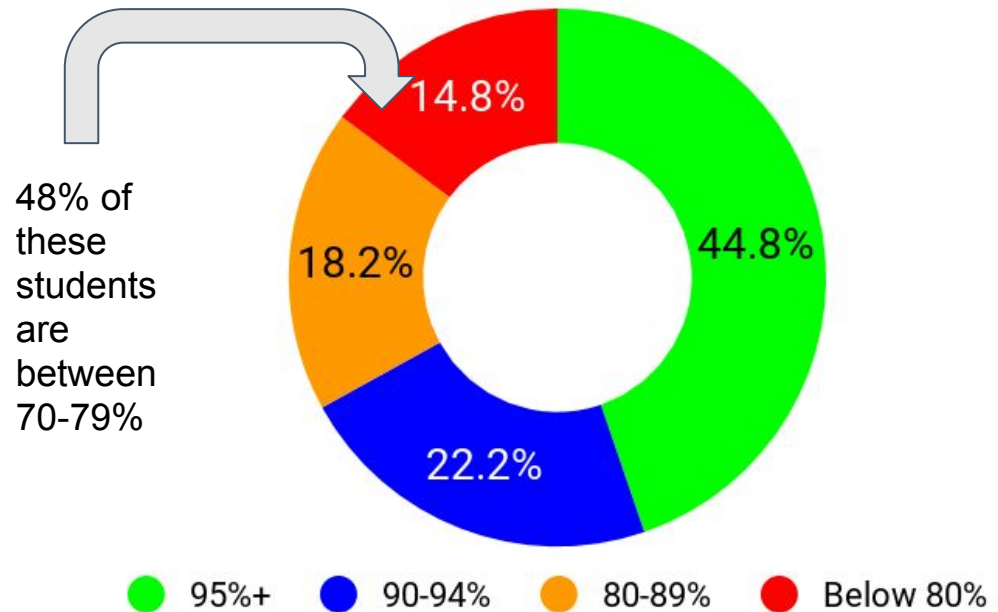
* Percentages are total % of total student body population as of 11/26/2018. Students that have 90% or less attendance rate are considered chronically absent.



Attendance Tiers - Where do our students fall?

Total Students in Each Tier	
95%+	145
90-94%	72
80-89%	59
Below 80%	48

Tiers of Students by Attendance Rate





Priority 4: Attendance

Action Item	Status	Next Steps	Responsible	Other Notes
Create an Attendance Task Force/System to identify and support Tier 2 & 3 students at multiple levels	Making Progress	Wellbeing working with Tier 3 students to better understand root causes.	Compass Leadership Team and SDD	Add'l work needed to identify interventions for students.
Hold Attendance meeting with Grade Leads/Compass Admin to create comprehensive improvement plan through break.	Making Progress	Scheduled for 11/29	Compass Leadership Team	Grade level initiatives in place but meeting strengthens messaging and ways of impact.
Monthly EWI focus on Tier 2 and 3 attendance students	On Track	Potential move towards continuous improvement model	Alexis	Periodic Tier 1 focus as well.
Improve internal communication re: home contact made (calls/Home visits)	On Track	Status update scheduled for December Attendance meeting	Compass Leadership/ Alexis	
Daily morning home visits for student on cusp of 95% attendance	On Track	Based on pilot, may target more challenging student population	Compass Leadership/ Alexis	
Attendance recovery through CY Tutoring after school	On Track	Promote through Opening Packs	CY/Compass Leadership	Recently started- data forthcoming



Priority 5: Culture

Metrics for Strategy's Success (with status):

1. 80% of teachers observed giving instruction on personal and student brain states during the year. ●
2. Teachers will create grade level goals using HSA data and display them in classrooms/hallways. ●

Key Support Strategies (with status):

1. Provide ongoing school-wide learning and support around trauma-informed care with support from Dr. Eldridge Greer. ●
2. Collaborate around meeting unmet needs in EWI and grade level meetings. ●
3. Identify and fund additional staffing/community resources to support the Wellbeing team. ●
4. Leadership team walkthroughs collecting data on level of implementation of trauma-informed care. ●

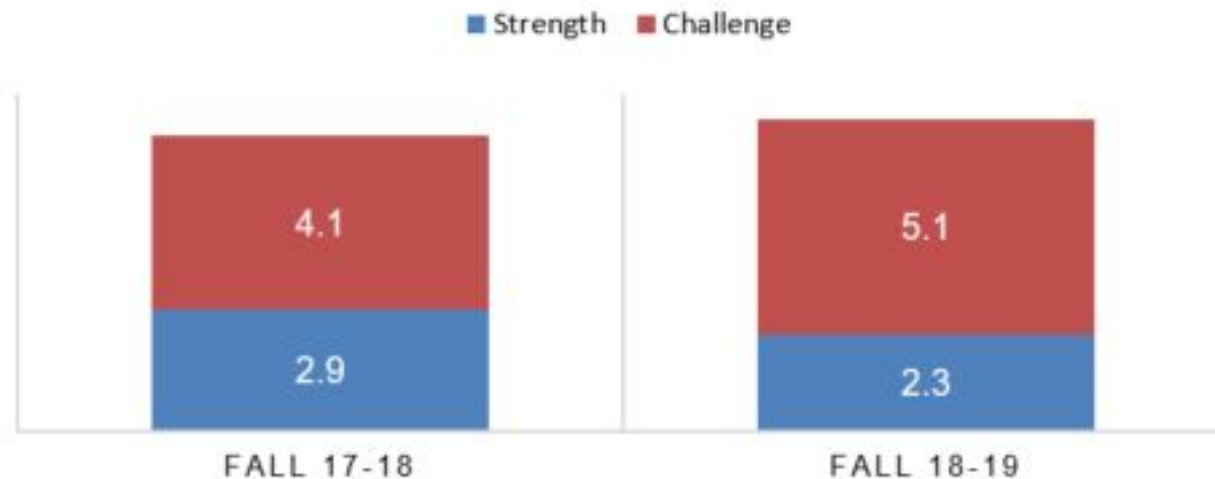
Internal Review Questions to Monitor This Strategy:

1. Is a consistent approach to trauma-informed support and discipline being implemented across instructional spaces and in the right way?
2. Are students have a positive and supportive experience with our approach?
3. Are we increasing minutes of instruction and regulating spaces through culture and discipline approaches?



Fall 18-19 HSA Results indicate students self-report a greater number of challenges and fewer strengths.

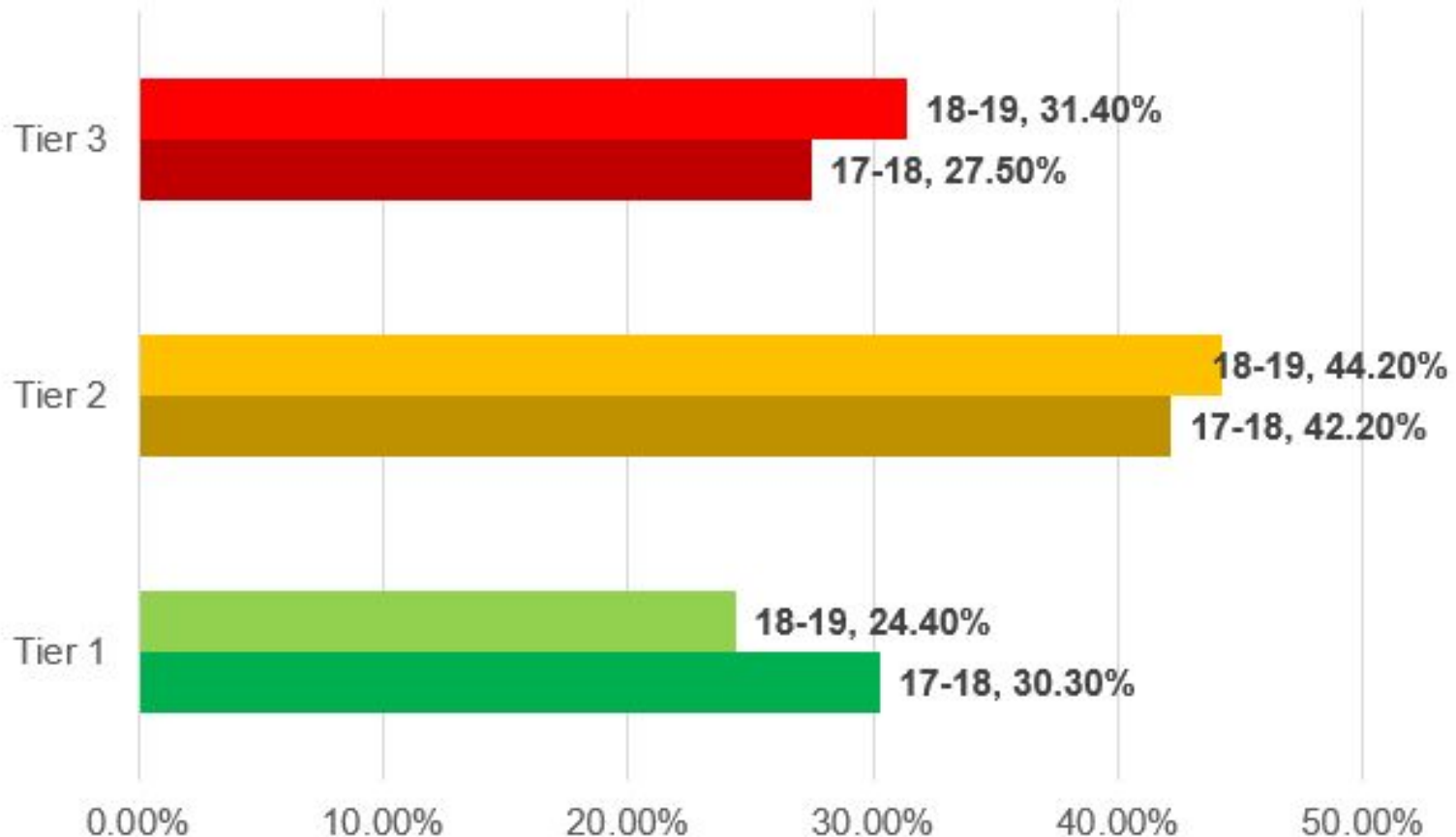
AVERAGE STRENGTHS/CHALLENGES COMPARISON, FALL 17-18 AND 18-19





More students self-reported in Tier 3 (Highest Need) and fewer in Tier 1

HSA Support Need Score Comparison, Fall





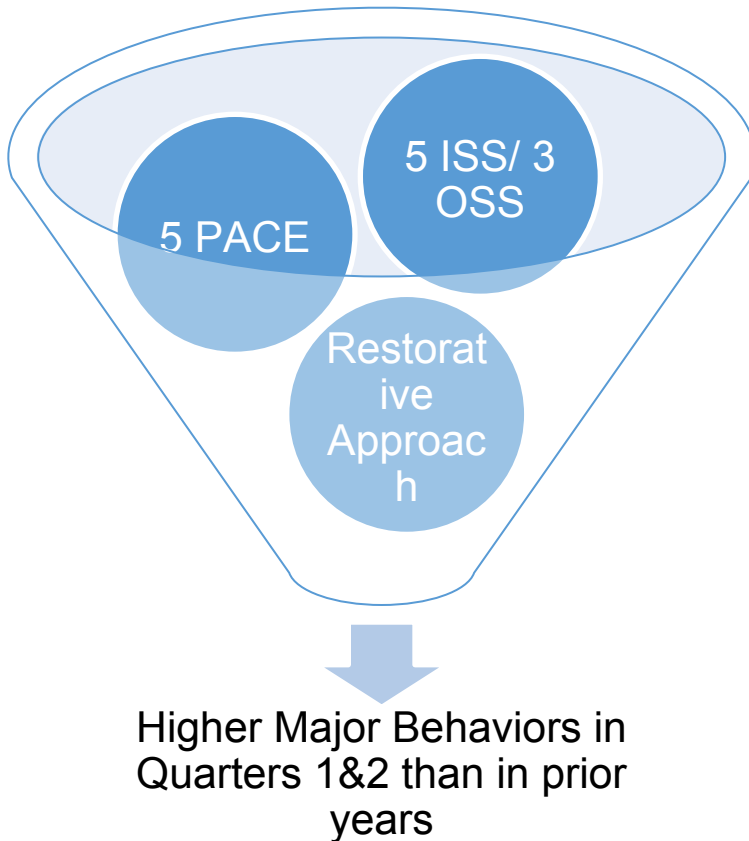
Students feel connected to Compass (Learning Interest and Emotion Control) but feel Challenges related to academics (Critical Thinking and Academic Motivation)

Top 5 Student Strengths (% of Students who identified it as a Strength)		Top 5 Student Challenges (% of Students who identified it as a Challenge)
Relationships with Adults (19%)		Perseverance (37%)
Learning Interest (18%)		Reflection (34%)
School Bonding (18%)		Critical Thinking (34%)
Emotion Control (16%)		Academic Motivation (34%)
Relationship with Peers (15%)		Optimism (33%)
Empathy (15%)		Empathy (31%)

Note the increase in % of students who identify challenges vs. strengths.



ISS/OSS Trends so Far this Year



Of the major behaviors reported,

- 8% in 6th grade
- 33% in 7th grade
- 58% in 8th grade

50% of major behaviors reported were from new students in 7th and 8th grade.



Priority 5: Culture

Action Item	Status	Next Steps	Responsible	Other Notes
Use HSA-R to determine growth/change of SEL status	On Track	Scheduled in May	Alexis	
Address Teacher fatigue and build out recovery strategies to support and retain teachers	Making Progress		SDD/Compass	
Hire additional special education and well-being supports	On Track		Compass leadership	-Hired paraeducator -Hired additional psychologist
Adjust special education, SEL, well being systems and decision structures to support capacity	Making Progress			-Shifted case management decision structures
Find and hire strong leader to support longer term trauma informed strategy	Not Started			

Recruitment Updates



Recruitment Highlights

1. We've attended **double the amount of community events that we attended in October last year**, getting an early start to recruitment and gaining presence in the community.
2. We've trained **a team of 12 parent recruitment volunteers** who are handing out interest forms in their communities and who have agreed to help out with home visits and expos.
3. We're editing **a video to use for recruitment** purposes.
4. We've individually **emailed all 5th-grade teachers in SW Denver** to offer to come to their class to talk about middle school transition or to come meet them during planning period and talk about our school.
5. We've **streamlined our process for our information integration system** around home visits so that we can more efficiently reach out to families during Round 1.
6. We've also done a short **series of community classes at the school** (ex: Herbal Medicine Making) that we've invited both current families and prospective families at events to. Through this we secured a few sponsors from local businesses (tortillera and herb shop).