

**Compass Academy Board Meeting**  
**August 27, 2019**  
**1:00 pm – 6:00 pm**

**Attending in person:** Jim Balfanz (Vice-Chair), Marcia Fulton (Ex-officio), Jessica Roberts (Treasurer), Ana Soler (Secretary), Jerry Torrez, Natalie De Sole, Morris Price

**By phone:** Bob Balfanz, Dexter Korto, Pami Perea

**Not in Attendance:** Mary Seawell (President), Christine Morin

**Guest and Support:** Denise Thorne (Middle School Director), Brandon Jones (Senior Dean of Instruction), Ryan Mick (Vice President of School Design and Improvement), Nate Kerr (Senior Director, School Design and Improvement), Alexis Urquhart (School Transformation Facilitator), Chris (on phone)

1. Lobo Pack Welcome – Brandon leads a Board Initiative and shares success of first 6<sup>th</sup> grade camp

2. Data Dive – Alexis, Marcia, Denise, Nate, Bob –

Power Point slides provided an overview of recently released data

Inform and Discuss

Highlights – please see slides for more information

- ELA growth was strong – especially 8<sup>th</sup> grade at 64 MGP/overall 51 MGP
- Great improvement across math, except 8<sup>th</sup> (struggled to grow)
- New students tended to be in lower end of band across grades
- Strong growth for special education ELL populations
- Reading STAR helped kids get ready for testing and the materials. We will use STAR monthly in math this year along with ELA.
- ANet was a huge lift; partnership started at end of October last year so more room for growth.
- Questions:
  - How is a band defined or who does it include? Compass staff looks at both year to year and groups of kids each year (similar to what the SPF looks like). For example, for 6<sup>th</sup> grade staff looked at 5<sup>th</sup> grade scores.
  - Shared data with ANet and their reaction was positive.

Testing

- Brandon shared updates regarding test prep. Internal reviews are informative but getting to next steps generated a checklist to work from. Allowed important connections and work to stay front and center. Alexis also helpful in bringing data together. ANet provides content around rigor and content work.
- Question:
  - How do ANet and the workings of the school come together? Working together improved content instruction, taught students how to engage on the tests and how to identify what matters.
- Resilience, teamwork, and growth mindset were modeled for students by staff and staff did a masterful job!

School Performance Framework (SPF)

- Prediction is that Compass will be yellow in a single year which would mean a huge jump in a single year.
- No changes in SPF for this year. SPF release is delayed. The schools in the Compass cluster were changed this year. Some schools are saying they were impacted by the strike.

End of year student satisfaction survey

- 85% of students took the survey

- Most growth and improvement was about learning environment – which is a great data aligned to the Strategic Priorities
  - a. 10% increase – amount of time spent learning
- Board comments:
  - a. Not surprising to see culture/survey improve along with academic improvement
  - b. See an improved difference in students who started at 6<sup>th</sup> grade and are now 8<sup>th</sup> graders.
  - c. Retention of teachers has improved. Stability noted.
  - d. Relationship with ANet adds work to Denise and Brandon. Marcia shared that both are doing a great job and have great rapport with students.
  - e. Because there was little turnover, teachers reported that being able to hit the ground running was helpful.
- 3. Transwestern Facility Update – TW team Marcia
  - Comparison of Properties
  - Share opportunities and challenges with each – see deck.
- 4. High School Greenlighting Framework and Process - Nate, Marcia, Jessica
  - Adjustments to framework will be made. Board commented that the framework seemed like an internal document that would assist staff in making a recommendation.
  - Board charged Marcia and the CA Leadership to come back with a recommendation for a Fall 2020 launch based on performance only.

*Transition to standard Board Meeting*

**August Board Meeting**

1. Ripples and Joy – Denise – great start to the day; easiest first day ever; sunshine and rainbows
2. Monthly Minutes - Approval of minutes
  - Motion – Motion to approve the May minutes. Jessica
  - Second - Morris
  - Approved? Yes
3. Financial update – Chris
 

Financials for July – Highlights

  - Assets increased by about \$200k due to fund balance in 2019; audit has field work complete. Net income projected to be \$197kk.
    - Staff did a fantastic job of watching budget closely.
  - Income and expense – we are 8% into the year.
  - Balance sheet – net income is \$520k - due to Denver Public Schools sending funding for entire first quarter in July
  - P&L v. Actuals – local revenue is only mill levy; XQ payment not reflected
  - Question:
    - On bank transactions (p. 3 & 4): Why is line 507: Clerical expenses are 36% of the year budget has been spent? This was due to a coding error. Chris will reach out to staff to correct.
  - Motion – Motion to approve the May minutes. Morris
    - Second - Jim
    - Approved? Yes
4. Executive Director/Middle School Director report
  - 304 of 305 are registered, enrolled and verified - Strong enrollment season
  - 7<sup>th</sup> grade is a bit on the smaller side.
  - 8<sup>th</sup> grade – 105. There is a waitlist for 8<sup>th</sup> grade.

- Superintendent Susana Cordova and School Board member Carrie Olson came to visit. Visitors were shown some strong classrooms.
  - We are fully staffed. Only 4 new positions.
    - Alicia Schaefer Martinez joined the leadership team
    - Cathy O'Quinn is in year 3 of Dean role.
    - Strong mental health professionals on campus.
    - May look for two new positions due to SPED numbers. Compass is close to 20% SPED students for the school.
    - Might need a devoted person that is running community relations, home visits, getting resources in the door. Job is posted for both one-on-one and systems thinking.
    - Question:
      - Diversity of staff? Board will be setting diversity goals.
    - New schedule is going well. Getting out at 3:25 has made a huge difference. Allows for afterschool programming until bus comes at 4:00 pm. Staff has a lot of positive feedback.
  - Marcia is on the SPF task force to reimagine the SPF.
5. Strategic priorities – Denise
- See PowerPoint for summary.
  - City Year members will be utilized to increase attendance. Important to focus on attendance at the beginning of the year. Home visits are scheduled for all those students who were chronically absent last year. Celebrations scheduled for those who are attending.
  - All of these priorities have strategic metrics that will be shared with the board.
6. High school strategic priorities
- See PowerPoint for summary.

All invited to visit the school.

Meeting adjourned at 5:15 p.m.

**COMPASS ACADEMY  
BUDGET BOARD REPORT  
AUGUST 2019  
Compiled 9/12/19**

**Overview** – Attachments included in this report:

- Balance Sheet compared to previous year as of August 31, 2019
- Profit & Loss Budget vs. Actual through August 31, 2019
- Bank Transaction Detail for August 2019
- Profit & Loss Budget vs. Actual Expanded

**Highlights and Exceptions to the Report** – DPS's first disbursement included one quarter of the year's funding and corresponding district overhead costs (0595). This is based on the district's estimates and has resulted in inflated revenues and expenses in related accounts.

**Balance Sheet**

**Assets** – Cash in the bank accounts as of August 31st was \$1,469,133 up from \$746,722 in August 2018. Total accounts receivable was \$0 compared to \$52,300 in the previous year. Total assets were \$1,469,133 on August 31st, up 84% from \$799,022 at the same time last year.

**Liabilities** – Accounts payable as of August 31st was \$42,697 compared to \$13,779 last year. Other current liabilities were \$3,014 versus last year's \$143,705. Total liabilities were \$45,771 versus \$157,484 at the same time last year.

**Equity** – As of August 31st, net income was \$756,637 compared to \$164,922 at the same time last year. Total modified accrual equity is \$1,423,422 compared to \$641,538 the previous year. Of this amount TABOR is \$135,000 and the unassigned fund balance is \$1,287,422.

**Income Statement Compared to Budget**

**Income** – Total income to date is \$1,265,321 or 32% of the \$3,995,787 budgeted.

**Expense** – Expenses incurred to date are \$508,684 or 13% of the \$3,943,474 budgeted. We are 17% of the way through the year.

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

- Books and Materials (0640) – 28% of budget spent

**Compass Academy**  
**Balance Sheet Prev Year Comparison**  
**As of August 31, 2019**

	<u>Aug 31, 19</u>	<u>Aug 31, 18</u>	<u>\$ Change</u>	<u>% Change</u>
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Checking/Savings</b>				
1072 · Bill.com Money Out Clearing	2,130.00	3,645.00	-1,515.00	-41.56%
8101 · First Bank	1,466,802.90	743,076.72	723,726.18	97.4%
8101a · Petty Cash	200.00	0.00	200.00	100.0%
<b>Total Checking/Savings</b>	<u>1,469,132.90</u>	<u>746,721.72</u>	<u>722,411.18</u>	<u>96.74%</u>
<b>Accounts Receivable</b>				
8153 · Accounts Receivable	0.00	52,300.00	-52,300.00	-100.0%
<b>Total Accounts Receivable</b>	<u>0.00</u>	<u>52,300.00</u>	<u>-52,300.00</u>	<u>-100.0%</u>
<b>Total Current Assets</b>	<u>1,469,132.90</u>	<u>799,021.72</u>	<u>670,111.18</u>	<u>83.87%</u>
<b>TOTAL ASSETS</b>	<u><u>1,469,132.90</u></u>	<u><u>799,021.72</u></u>	<u><u>670,111.18</u></u>	<u><u>83.87%</u></u>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
<b>Current Liabilities</b>				
<b>Accounts Payable</b>				
7421 · Accounts Payable	42,697.21	13,778.89	28,918.32	209.87%
<b>Total Accounts Payable</b>	<u>42,697.21</u>	<u>13,778.89</u>	<u>28,918.32</u>	<u>209.87%</u>
<b>Other Current Liabilities</b>				
7461 · YE Payroll Liabilities	0.00	123,492.31	-123,492.31	-100.0%
7471 · Payroll Liabilities	3,013.96	20,212.35	-17,198.39	-85.09%
<b>Total Other Current Liabilities</b>	<u>3,013.96</u>	<u>143,704.66</u>	<u>-140,690.70</u>	<u>-97.9%</u>
<b>Total Current Liabilities</b>	<u>45,711.17</u>	<u>157,483.55</u>	<u>-111,772.38</u>	<u>-70.97%</u>
<b>Total Liabilities</b>	45,711.17	157,483.55	-111,772.38	-70.97%
<b>Equity</b>				
6710 · Non-Spendable Fund Balance	0.00	5,897.27	-5,897.27	-100.0%
6721 · TABOR 3% Emergency Reserve	136,000.00	123,000.00	13,000.00	10.57%
6770 · Unassigned Fund Balance	530,784.73	347,718.95	183,065.78	52.65%
Net Income	756,637.00	164,921.95	591,715.05	358.79%
<b>Total Equity</b>	<u>1,423,421.73</u>	<u>641,538.17</u>	<u>781,883.56</u>	<u>121.88%</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>1,469,132.90</u></u>	<u><u>799,021.72</u></u>	<u><u>670,111.18</u></u>	<u><u>83.87%</u></u>

## Compass Academy Profit & Loss Budget vs. Actual Collap. July through August 2019

	<u>Jul - Aug 19</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>Income</b>				
1000 · Local Revenue Source	537,408.93	812,290.00	-274,881.07	66.16%
3000 · State Revenue	3,676.70	294,524.00	-290,847.30	1.25%
4000 · Federal Revenue	40,375.00	218,973.00	-178,598.00	18.44%
5700 · PPR	683,860.12	2,670,000.00	-1,986,139.88	25.61%
<b>Total Income</b>	<u>1,265,320.75</u>	<u>3,995,787.00</u>	<u>-2,730,466.25</u>	<u>31.67%</u>
<b>Gross Profit</b>	<u>1,265,320.75</u>	<u>3,995,787.00</u>	<u>-2,730,466.25</u>	<u>31.67%</u>
<b>Expense</b>				
0100 · Salaries	219,316.99	1,935,649.00	-1,716,332.01	11.33%
0200 · Employee Benefits	52,928.20	465,448.00	-412,519.80	11.37%
0300 · Purchased Profess and Tech Serv	43,819.63	455,032.00	-411,212.37	9.63%
0400 · Purchased Prop. Services	633.56	16,000.00	-15,366.44	3.96%
0430 · Repairs and Maint	0.00	2,010.00	-2,010.00	0.0%
0500 · Other Purchased Services	26,152.65	117,945.00	-91,792.35	22.17%
0513 · Contracted Field Trips	0.00	21,000.00	-21,000.00	0.0%
0515 · Shuttle Fees	0.00	1,000.00	-1,000.00	0.0%
0520 · Insurance Premiums	9,756.42	43,665.00	-33,908.58	22.34%
0580 · Travel, Regis, Ent	4,437.52	20,241.00	-15,803.48	21.92%
0594 · District Purchased Services	95,122.40	555,754.00	-460,631.60	17.12%
0595 · Denver Overhead Costs	22,680.59	90,603.00	-67,922.41	25.03%
0600 · Supplies	27,016.68	103,706.00	-76,689.32	26.05%
0640 · Books and Materials	1,673.65	6,000.00	-4,326.35	27.89%
0700 · Property	4,462.74	36,030.00	-31,567.26	12.39%
0800 · Other Objects	283.72	71,005.00	-70,721.28	0.4%
0810 · Dues and Fees	399.00	2,386.00	-1,987.00	16.72%
<b>Total Expense</b>	<u>508,683.75</u>	<u>3,943,474.00</u>	<u>-3,434,790.25</u>	<u>12.9%</u>
<b>Net Income</b>	<u><u>756,637.00</u></u>	<u><u>52,313.00</u></u>	<u><u>704,324.00</u></u>	<u><u>1,446.37%</u></u>

Compass Academy  
Bank Transaction Detail  
As of August 31, 2019

Type	Date	Num	Name	Memo	Split	Amount	Balance	
<b>1072 · Bill.com Money Out Clearing</b>							<b>2,130.00</b>	
Bill Pmt -Check	08/05/2019	Bill.com	Lab-Aids, Inc	https://app.bill.com/BillPay?id=blp01UNITAZXNK40hmpk	7421 · Accounts Payable	-7,223.15	-5,093.15	
General Journal	08/05/2019	bill.com		Bill.com 08/05/19 Payables Funding	8101 · First Bank	7,223.15	2,130.00	
Bill Pmt -Check	08/09/2019	Bill.com	Denver Athletic	https://app.bill.com/BillPay?id=blp01OGCLVUMFQ41a4ld	7421 · Accounts Payable	-98.50	2,031.50	
Bill Pmt -Check	08/09/2019	Bill.com	Denver Athletic	https://app.bill.com/BillPay?id=blp01TIAQTYKYA41a4le	7421 · Accounts Payable	-243.00	1,788.50	
Bill Pmt -Check	08/09/2019	Bill.com	William Wallace (v)	https://app.bill.com/BillPay?id=blp01OGHNBGLU41a4m6	7421 · Accounts Payable	-85.34	1,703.16	
Bill Pmt -Check	08/09/2019	Bill.com	Denver Athletic	https://app.bill.com/BillPay?id=blp01JXCJWYKJK41a4lf	7421 · Accounts Payable	-104.25	1,598.91	
Bill Pmt -Check	08/09/2019	Bill.com	Denver Athletic	https://app.bill.com/BillPay?id=blp01YZEBBPEZS41a4li	7421 · Accounts Payable	-90.00	1,508.91	
Bill Pmt -Check	08/09/2019	Bill.com	Hanover	https://app.bill.com/BillPay?id=blp01EOSMDWSHA41a4m4	7421 · Accounts Payable	-3,552.00	-2,043.09	
Bill Pmt -Check	08/09/2019	Bill.com	G&G Consulting Group	https://app.bill.com/BillPay?id=blp01KEXDONLIM41a4lv	7421 · Accounts Payable	-6,750.72	-8,793.81	
Bill Pmt -Check	08/09/2019	Bill.com	Denver Athletic	https://app.bill.com/BillPay?id=blp01UXGOKDYZF41a4lh	7421 · Accounts Payable	-931.00	-9,724.81	
Bill Pmt -Check	08/09/2019	Bill.com	Alerio Technology Group	https://app.bill.com/BillPay?id=blp01VKAWDZJB41a4ls	7421 · Accounts Payable	-3,645.00	-13,369.81	
Bill Pmt -Check	08/09/2019	Bill.com	John Zeller	https://app.bill.com/BillPay?id=blp01IBJFSNGJZ41a4ly	7421 · Accounts Payable	-40.00	-13,409.81	
Bill Pmt -Check	08/09/2019	Bill.com	Pinnacol Assurance	https://app.bill.com/BillPay?id=blp01JXHVFUXGE41a4lm	7421 · Accounts Payable	-615.46	-14,025.27	
Bill Pmt -Check	08/09/2019	Bill.com	Goalbook	https://app.bill.com/BillPay?id=blp01JXYEROYBQ41a4m2	7421 · Accounts Payable	-1,500.00	-15,525.27	
Bill Pmt -Check	08/09/2019	Bill.com	Denver Athletic	https://app.bill.com/BillPay?id=blp01UGVUOHTJC41a4lj	7421 · Accounts Payable	-480.00	-16,005.27	
Bill Pmt -Check	08/09/2019	Bill.com	Wells Fargo Vendor Financial Services LLC	https://app.bill.com/BillPay?id=blp01IBLUVDDL41a4lp	7421 · Accounts Payable	-633.56	-16,638.83	
Bill Pmt -Check	08/09/2019	Bill.com	Denver Athletic	https://app.bill.com/BillPay?id=blp01QEZFZFWJP41a4lg	7421 · Accounts Payable	-60.60	-16,699.43	
General Journal	08/09/2019	bill.com		Bill.com 08/09/19 Payables Funding	8101 · First Bank	18,829.43	2,130.00	
Bill Pmt -Check	08/13/2019	Bill.com	Action Youth	https://app.bill.com/BillPay?id=blp01BXAOIXGQ41qui1	7421 · Accounts Payable	-10,000.00	-7,870.00	
General Journal	08/13/2019	bill.com		Bill.com 08/13/19 Payables Funding	8101 · First Bank	10,000.00	2,130.00	
Bill Pmt -Check	08/19/2019	Bill.com	Unum Life Insurance Company	https://app.bill.com/BillPay?id=blp01SWYAJJOYXP42djdj	7421 · Accounts Payable	-20.25	2,109.75	
Bill Pmt -Check	08/19/2019	Bill.com	Catherine O'Quinn (v)	https://app.bill.com/BillPay?id=blp01EOHLUADTC42dk03	7421 · Accounts Payable	-34.00	2,075.75	
Bill Pmt -Check	08/19/2019	Bill.com	HUB International Insurance Services	https://app.bill.com/BillPay?id=blp01NOTRDKUIB42dk05	7421 · Accounts Payable	-1,448.75	627.00	
Bill Pmt -Check	08/19/2019	Bill.com	Eldorado Artesian Springs, Inc	https://app.bill.com/BillPay?id=blp01CFODJHNDM42dje3	7421 · Accounts Payable	-77.95	549.05	
Bill Pmt -Check	08/19/2019	Bill.com	Unum Life Insurance Company	https://app.bill.com/BillPay?id=blp01OWBGGKJLV42djdj	7421 · Accounts Payable	-47.25	501.80	
Bill Pmt -Check	08/19/2019	Bill.com	Shirt Works, LLC	https://app.bill.com/BillPay?id=blp01AAWSGWNEU42dje5	7421 · Accounts Payable	-7,920.00	-7,418.20	
Bill Pmt -Check	08/19/2019	Bill.com	Unum Life Insurance Company	https://app.bill.com/BillPay?id=blp01XXLSHYXEG42dlmh	7421 · Accounts Payable	-43.20	-7,461.40	
General Journal	08/19/2019	bill.com		Bill.com 08/19/19 Payables Funding	8101 · First Bank	9,591.40	2,130.00	
Bill Pmt -Check	08/22/2019	Bill.com	Hinkle & Company	https://app.bill.com/BillPay?id=blp01CWVFCFHGI42dk01	7421 · Accounts Payable	-7,500.00	-5,370.00	
General Journal	08/22/2019	bill.com		Bill.com 08/22/19 Payables Funding	8101 · First Bank	7,500.00	2,130.00	
Bill Pmt -Check	08/28/2019	Bill.com	Renaissance	https://app.bill.com/BillPay?id=blp01BGETYQLJZ42djzz	7421 · Accounts Payable	-3,279.00	-1,149.00	
General Journal	08/28/2019	bill.com		Bill.com 08/28/19 Payables Funding	8101 · First Bank	3,279.00	2,130.00	
Bill Pmt -Check	08/30/2019	Bill.com	Hanover	https://app.bill.com/BillPay?id=blp01VIVKELLQI42djzx	7421 · Accounts Payable	-1,782.00	348.00	
General Journal	08/30/2019	bill.com		Bill.com 08/30/19 Payables Funding	8101 · First Bank	1,782.00	2,130.00	
Total 1072 · Bill.com Money Out Clearing							0.00	2,130.00
<b>8101 · First Bank</b>							<b>1,281,209.13</b>	
Check	08/01/2019	ACH	Unum Life Insurance Company		2.0211 · L&STD Insurance	-67.50	1,281,141.63	
Check	08/01/2019	DBT	Vistaprint		-SPLIT-	-281.72	1,280,859.91	
Check	08/01/2019	ACH	Little Caesars		0630 · Food -Snack (BOLD FS FUND ONLY)	-25.98	1,280,833.93	
Deposit	08/01/2019			Deposit	XQ	362,035.00	1,642,868.93	
Bill Pmt -Check	08/01/2019	ACH	Delta Dental of Colorado	#August 2019	7421 · Accounts Payable	-1,216.18	1,641,652.75	
Check	08/01/2019	ACH	Amazon.com		0610 · General Supplies	-708.66	1,640,944.09	
Deposit	08/01/2019			Deposit	Office Supplies	108.30	1,641,052.39	
Check	08/02/2019	DBT	LEHRER'S FLOWERS		-SPLIT-	-42.02	1,641,010.37	
Check	08/02/2019	ACH	Hangar 101		0584 · Staff Appreciation	-92.49	1,640,917.88	
Check	08/02/2019	ACH	SW Denver Coalition		Staff Recruitment	-25.00	1,640,892.88	
General Journal	08/05/2019	bill.com		Bill.com 08/05/19 Payables Funding	1072 · Bill.com Money Out Clearing	-7,223.15	1,633,669.73	
Deposit	08/05/2019			Deposit	0890 · Bad Debt	21.63	1,633,691.36	
Check	08/06/2019	ACH	OfficeDepot		-SPLIT-	-1,100.97	1,632,590.39	
Check	08/06/2019	ACH	Amazon.com		0640 · Books and Materials	-124.70	1,632,465.69	
Deposit	08/06/2019			Deposit	Office Supplies	25.40	1,632,491.09	
Check	08/07/2019	ACH	Papa Johns		0580 · Travel, Regis, Ent	-50.00	1,632,441.09	
Check	08/07/2019	ACH	Jersey Mikes		0584 · Staff Appreciation	-154.08	1,632,287.01	

Compass Academy  
Bank Transaction Detail  
As of August 31, 2019

Type	Date	Num	Name	Memo	Split	Amount	Balance
Check	08/07/2019	ACH	Slack		0650 · Software	-277.15	1,632,009.86
Check	08/08/2019	ACH	Walmart		0610 · General Supplies	-57.90	1,631,951.96
Check	08/08/2019	ACH	Walmart		0610 · General Supplies	-57.90	1,631,894.06
Check	08/08/2019	ACH	Walmart		0610 · General Supplies	-57.90	1,631,836.16
Check	08/09/2019	ACH	OfficeDepot		0610 · General Supplies	-22.80	1,631,813.36
General Journal	08/09/2019	bill.com		Bill.com 08/09/19 Payables Funding	1072 · Bill.com Money Out Clearing	-18,829.43	1,612,983.93
Check	08/09/2019	ACH	Cluck Chicken		0584 · Staff Appreciation	-69.00	1,612,914.93
Deposit	08/09/2019			Deposit	3192a · School Counselor Corps	14,567.97	1,627,482.90
Check	08/12/2019	DBT	TEST		69800 · Uncategorized Expenses	0.00	1,627,482.90
Check	08/12/2019	ACH	Walmart		0610 · General Supplies	-276.34	1,627,206.56
Check	08/12/2019	ACH			0610 · General Supplies	-370.20	1,626,836.36
Check	08/12/2019	ACH	Level 7 Games		0610 · General Supplies	-35.00	1,626,801.36
Bill Pmt -Check	08/12/2019	ACH	United Healthcare	#692957555470	7421 · Accounts Payable	-66.71	1,626,734.65
Check	08/12/2019	DBT	Amazon.com		0610 · General Supplies	-123.29	1,626,611.36
General Journal	08/13/2019	bill.com		Bill.com 08/13/19 Payables Funding	1072 · Bill.com Money Out Clearing	-10,000.00	1,616,611.36
Deposit	08/13/2019			Deposit	1740a · Uniforms/Other	19.45	1,616,630.81
Check	08/14/2019	ACH	Eon		0610 · General Supplies	-606.06	1,616,024.75
Check	08/14/2019	ACH	OfficeDepot		0610 · General Supplies	-696.60	1,615,328.15
Check	08/14/2019	ACH	Walmart		Office Supplies	-76.00	1,615,252.15
Check	08/14/2019	DBT	Microsoft		0534 · Online Services	-70.93	1,615,181.22
Deposit	08/14/2019			Deposit	1740a · Uniforms/Other	58.35	1,615,239.57
Check	08/14/2019	ACH	Amazon.com		0640 · Books and Materials	-29.80	1,615,209.77
Check	08/14/2019	ACH	Amazon.com		0733 · Furnitures and Fixtures	-52.74	1,615,157.03
Check	08/14/2019	ACH	Amazon.com		0640 · Books and Materials	-131.98	1,615,025.05
Check	08/14/2019	ACH	Amazon.com		0640 · Books and Materials	-14.99	1,615,010.06
Check	08/14/2019	ACH	Amazon.com		0640 · Books and Materials	-38.97	1,614,971.09
General Journal	08/15/2019	8.15.19 PR	Support Program - 2000-5000:2800- Support Ser. Risk Management	First Bank	0525 · Unemployment Insurance	-428.56	1,614,542.53
Check	08/15/2019	ACH	Sam's Club		0630 · Food -Snack (BOLD FS FUND ONLY)	-269.40	1,614,273.13
General Journal	08/15/2019	8.15.19 PR	Support Program - 2000-5000:2500 - Business Services	First Bank	0313b · Payroll Expenses	-117,099.98	1,497,173.15
General Journal	08/15/2019	8.15.19 PR	Support Program - 2000-5000:2500 - Business Services	First Bank	0313b · Payroll Expenses	-23,114.90	1,474,058.25
General Journal	08/15/2019	8.15.19 PR	Support Program - 2000-5000:2500 - Business Services	First Bank	0313b · Payroll Expenses	-243.50	1,473,814.75
Bill Pmt -Check	08/16/2019	2517	Steicy Mendoza		7421 · Accounts Payable	-82.50	1,473,732.25
Bill Pmt -Check	08/16/2019	2518	Erin Harned		7421 · Accounts Payable	-40.00	1,473,692.25
Bill Pmt -Check	08/16/2019	2519	Eva Hernandez		7421 · Accounts Payable	-75.00	1,473,617.25
Bill Pmt -Check	08/16/2019	2520	Bernabe Valdivia-Ramos		7421 · Accounts Payable	-75.00	1,473,542.25
Bill Pmt -Check	08/16/2019	2521	Raquel Zapata		7421 · Accounts Payable	-97.50	1,473,444.75
Bill Pmt -Check	08/16/2019	2522	Eva Hernandez		7421 · Accounts Payable	-82.50	1,473,362.25
Bill Pmt -Check	08/16/2019	2523	Carolina Martinez Gomez		7421 · Accounts Payable	-20.00	1,473,342.25
Bill Pmt -Check	08/16/2019	2524	Raquel Zapata		7421 · Accounts Payable	-75.00	1,473,267.25
Bill Pmt -Check	08/16/2019	2525	Bernabe Valdivia-Ramos		7421 · Accounts Payable	-82.50	1,473,184.75
Deposit	08/16/2019			Deposit	1740a · Uniforms/Other	19.45	1,473,204.20
Check	08/16/2019	ACH	OfficeDepot		0610 · General Supplies	-269.16	1,472,935.04
Check	08/16/2019	ACH	OfficeDepot		0640 · Books and Materials	-147.80	1,472,787.24
Check	08/16/2019	ACH	Amazon.com		0640 · Books and Materials	-149.95	1,472,637.29
Check	08/16/2019	ACH	Amazon.com		0640 · Books and Materials	-270.60	1,472,366.69
Check	08/19/2019	ACH	Voya Financial		401(k) Liability	-1,665.63	1,470,701.06
General Journal	08/19/2019	bill.com		Bill.com 08/19/19 Payables Funding	1072 · Bill.com Money Out Clearing	-9,591.40	1,461,109.66
Deposit	08/19/2019			Deposit	1740 · Fees	58.34	1,461,168.00
Check	08/19/2019	ACH	Santiago's		0584 · Staff Appreciation	-185.50	1,460,982.50
Check	08/19/2019	ACH	AirTable		0534 · Online Services	-288.00	1,460,694.50
Check	08/20/2019	ACH	OfficeDepot		0610 · General Supplies	-258.36	1,460,436.14
Check	08/20/2019	ACH	OfficeDepot		Office Supplies	-161.36	1,460,274.78
Check	08/20/2019	DBT	Headspace		0534 · Online Services	-71.91	1,460,202.87
Check	08/20/2019	DBT	Amazon.com		0610 · General Supplies	-44.40	1,460,158.47



Compass Academy  
Bank Transaction Detail  
As of August 31, 2019

Type	Date	Num	Name	Memo	Split	Amount	Balance
Deposit	08/21/2019			Deposit	-SPLIT-	3,361.25	1,463,519.72
Deposit	08/21/2019			Deposit	1740a · Uniforms/Other	29.17	1,463,548.89
Check	08/21/2019	ACH	OfficeDepot		0610 · General Supplies	-356.00	1,463,192.89
Check	08/21/2019	ACH	OfficeDepot		Office Supplies	-135.83	1,463,057.06
Check	08/21/2019	DBT	Amazon.com		0610 · General Supplies	-892.01	1,462,165.05
Check	08/22/2019	ACH	PERA		PERA Liability	-24,301.49	1,437,863.56
General Journal	08/22/2019	bill.com		Bill.com 08/22/19 Payables Funding	1072 · Bill.com Money Out Clearing	-7,500.00	1,430,363.56
Deposit	08/22/2019			Deposit	1740a · Uniforms/Other	19.45	1,430,383.01
Check	08/22/2019	ACH	King soopers		0630 · Food -Snack (BOLD FS FUND ONLY)	-18.45	1,430,364.56
Check	08/22/2019	DBT	Amazon.com		0610 · General Supplies	-87.53	1,430,277.03
Check	08/22/2019	DBT	Amazon.com		0610 · General Supplies	-50.77	1,430,226.26
Check	08/22/2019	DBT	Amazon.com		0610 · General Supplies	-44.27	1,430,181.99
Check	08/22/2019	DBT	Amazon.com		0610 · General Supplies	-178.26	1,430,003.73
Deposit	08/23/2019			Deposit	-SPLIT-	47,766.18	1,477,769.91
Deposit	08/23/2019			Deposit	0534 · Online Services	71.91	1,477,841.82
Check	08/23/2019	ACH	Walmart		0610 · General Supplies	-36.89	1,477,804.93
Check	08/23/2019	ACH	OfficeDepot		Office Supplies	-22.99	1,477,781.94
Check	08/26/2019	DBT	Poll Everywhere		0534 · Online Services	-50.00	1,477,731.94
Deposit	08/27/2019			Deposit	1740a · Uniforms/Other	58.35	1,477,790.29
Check	08/27/2019	ACH	Walmart		0584 · Staff Appreciation	-64.50	1,477,725.79
Check	08/27/2019	DBT	Amazon.com		0610 · General Supplies	-18.97	1,477,706.82
Check	08/27/2019	ACH	Walmart		0640 · Books and Materials	-119.40	1,477,587.42
Check	08/27/2019	ACH	Walmart		0640 · Books and Materials	-64.88	1,477,522.54
Check	08/27/2019	ACH	OfficeDepot		-SPLIT-	-192.98	1,477,329.56
General Journal	08/28/2019	bill.com		Bill.com 08/28/19 Payables Funding	1072 · Bill.com Money Out Clearing	-3,279.00	1,474,050.56
Check	08/28/2019	DBT	Eon		0610 · General Supplies	-687.79	1,473,362.77
Check	08/28/2019	DBT	Eon		0610 · General Supplies	-469.26	1,472,893.51
Check	08/28/2019	ACH	Walmart		0640 · Books and Materials	-297.90	1,472,595.61
Check	08/28/2019	ACH	Sam's Club		0630 · Food -Snack (BOLD FS FUND ONLY)	-449.00	1,472,146.61
Deposit	08/29/2019			Deposit	1740a · Uniforms/Other	1,220.00	1,473,366.61
Check	08/29/2019	DBT	Amazon.com		0810 · Dues and Fees	-99.00	1,473,267.61
Check	08/29/2019	DBT	DPS Foundation		0810 · Dues and Fees	-150.00	1,473,117.61
Check	08/29/2019	DBT	Eon		0610 · General Supplies	-160.86	1,472,956.75
Check	08/29/2019	DBT	Amazon.com		0610 · General Supplies	-194.61	1,472,762.14
Check	08/29/2019	DBT	Amazon.com		0610 · General Supplies	-90.96	1,472,671.18
Check	08/29/2019	DBT	Amazon.com		0610 · General Supplies	-26.99	1,472,644.19
Check	08/29/2019	ACH	Papa Johns		0630 · Food -Snack (BOLD FS FUND ONLY)	-205.74	1,472,438.45
Check	08/29/2019	ACH	Walmart		0630 · Food -Snack (BOLD FS FUND ONLY)	-23.03	1,472,415.42
General Journal	08/30/2019	bill.com		Bill.com 08/30/19 Payables Funding	1072 · Bill.com Money Out Clearing	-1,782.00	1,470,633.42
Check	08/30/2019	DBT	Amazon.com		0610 · General Supplies	-95.22	1,470,538.20
Check	08/30/2019	DBT	Amazon.com		0610 · General Supplies	-49.99	1,470,488.21
Check	08/30/2019	DBT	Amazon.com		0610 · General Supplies	-66.63	1,470,421.58
Check	08/30/2019	DBT	Amazon.com		0610 · General Supplies	-128.98	1,470,292.60
Check	08/30/2019	DBT	Amazon.com		0610 · General Supplies	-109.53	1,470,183.07
Check	08/30/2019	DBT	Apple, Inc		0734 · Technology Equipment	-1,520.00	1,468,663.07
Check	08/30/2019	DBT	Apple, Inc		0734 · Technology Equipment	-1,370.00	1,467,293.07
Deposit	08/30/2019			Deposit	1740a · Uniforms/Other	43.76	1,467,336.83
Deposit	08/30/2019			Deposit	0734 · Technology Equipment	1,520.00	1,468,856.83
Check	08/30/2019	ACH	Senor Wooly LLC		0650 · Software	-248.00	1,468,608.83
Check	08/30/2019	ACH	Senor Wooly LLC		0650 · Software	-248.00	1,468,360.83
Check	08/30/2019	ACH	Fluency Matters		0650 · Software	-49.00	1,468,311.83
Check	08/30/2019	ACH	OfficeDepot		Office Supplies	-17.52	1,468,294.31
Check	08/31/2019			Service Charge	0313a · Bank Fees	-12.00	1,468,282.31

**Compass Academy**  
**Bank Transaction Detail**  
 As of August 31, 2019

Type	Date	Num	Name	Memo	Split	Amount	Balance
Deposit	08/31/2019			Interest	1500 · Interest Income	190.59	1,468,472.90
Total 8101 · First Bank						<u>187,263.77</u>	<u>1,468,472.90</u>
<b>TOTAL</b>						<u><u>187,263.77</u></u>	<u><u>1,470,602.90</u></u>

**Compass Academy**  
**Profit & Loss Budget vs. Actual Expanded**  
July through August 2019

	<u>Jul - Aug 19</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>Income</b>				
1000 · Local Revenue Source				
1500 · Interest Income	354.56			
1740 · Fees				
1740a · Uniforms/Other	4,406.32			
1740 · Fees - Other	0.00	10,000.00	-10,000.00	0.0%
<b>Total 1740 · Fees</b>	<b>4,406.32</b>	<b>10,000.00</b>	<b>-5,593.68</b>	<b>44.06%</b>
1900 · Other Revenue from Local Source				
1990 · Other Revenue	541.93	7,000.00	-6,458.07	7.74%
<b>Total 1900 · Other Revenue from Local Source</b>	<b>541.93</b>	<b>7,000.00</b>	<b>-6,458.07</b>	<b>7.74%</b>
1920 · Grant income				
Margulf	10,000.00			
XQ	362,035.00			
Denver Foundation	11,163.09			
1920 · Grant income - Other	0.00	200,000.00	-200,000.00	0.0%
<b>Total 1920 · Grant income</b>	<b>383,198.09</b>	<b>200,000.00</b>	<b>183,198.09</b>	<b>191.6%</b>
1954 · Mill Levy Funding				
Other Mill Other	10,883.25			
Other Mill Poverty	10,250.00			
Other Mill Text	8,646.00			
Other Mill Tech	4,909.50			
Other Mill Tutoring	20,599.89			
Other Mill Arts/PE/Tutoring	23,211.00			
2016 Support for Whole Child MS	17,416.83			
2003 MLO Textbooks	0.00	41,001.00	-41,001.00	0.0%
2012 MLO Secondary Arts	0.00	92,844.00	-92,844.00	0.0%
2012 MLO Enrichment and Support	0.00	43,533.00	-43,533.00	0.0%
2012 MLO Technology	0.00	19,677.00	-19,677.00	0.0%
2012 MLO Textbooks	0.00	34,656.00	-34,656.00	0.0%
2012 MLO Tutoring	0.00	82,401.00	-82,401.00	0.0%
2016 MLO Classroom Technology	5,351.49	21,312.00	-15,960.51	25.11%
2016 MLO Equalization	17,492.01	69,606.00	-52,113.99	25.13%
2016 MLO Great Teachers	25,663.29	102,654.00	-76,990.71	25.0%
2016 MLO Support for WholeChild	4,484.77	87,606.00	-83,121.23	5.12%
<b>Total 1954 · Mill Levy Funding</b>	<b>148,908.03</b>	<b>595,290.00</b>	<b>-446,381.97</b>	<b>25.01%</b>
<b>Total 1000 · Local Revenue Source</b>	<b>537,408.93</b>	<b>812,290.00</b>	<b>-274,881.07</b>	<b>66.16%</b>
3000 · State Revenue				
3113 · Capital Construction Fund	3,676.70	39,567.00	-35,890.30	9.29%
3139 · ELPA PD	0.00	13,551.00	-13,551.00	0.0%
3140 · ELPA Special Ed	0.00	11,406.00	-11,406.00	0.0%
3183 · EARSS	0.00	150,000.00	-150,000.00	0.0%
3192a · School Counselor Corps	0.00	80,000.00	-80,000.00	0.0%
<b>Total 3000 · State Revenue</b>	<b>3,676.70</b>	<b>294,524.00</b>	<b>-290,847.30</b>	<b>1.25%</b>
4000 · Federal Revenue				
4954 · Federal Revenue - passthrough				
Parent Involvement	465.00	1,816.00	-1,351.00	25.61%
4010a · Title I	39,910.00	154,000.00	-114,090.00	25.92%
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%
4424a · Title IV	0.00	4,653.00	-4,653.00	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%
<b>Total 4954 · Federal Revenue - passthrough</b>	<b>40,375.00</b>	<b>218,973.00</b>	<b>-178,598.00</b>	<b>18.44%</b>
<b>Total 4000 · Federal Revenue</b>	<b>40,375.00</b>	<b>218,973.00</b>	<b>-178,598.00</b>	<b>18.44%</b>
5700 · PPR	683,860.12	2,670,000.00	-1,986,139.88	25.61%
<b>Total Income</b>	<b>1,265,320.75</b>	<b>3,995,787.00</b>	<b>-2,730,466.25</b>	<b>31.67%</b>
<b>Gross Profit</b>	<b>1,265,320.75</b>	<b>3,995,787.00</b>	<b>-2,730,466.25</b>	<b>31.67%</b>
<b>Expense</b>				
0100 · Salaries				
100 · Administration	42,065.32	277,652.00	-235,586.68	15.15%
200 · Professional Staff Salaries	132,153.17	1,373,365.00	-1,241,211.83	9.62%
300 · Other Professional	24,419.50	189,984.00	-165,564.50	12.85%
400 · Paraprofessional	3,511.33	42,136.00	-38,624.67	8.33%
500 · Clerical	17,167.67	52,512.00	-35,344.33	32.69%
<b>Total 0100 · Salaries</b>	<b>219,316.99</b>	<b>1,935,649.00</b>	<b>-1,716,332.01</b>	<b>11.33%</b>
0200 · Employee Benefits				
Clerical Benefits				
5.0221 · Medicare	328.18	761.00	-432.82	43.13%

**Compass Academy**  
**Profit & Loss Budget vs. Actual Expanded**  
July through August 2019

	<u>Jul - Aug 19</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
5.0230 · PERA	1,539.03	3,665.00	-2,125.97	41.99%
5.0251 · Health Benefits	905.55	4,000.00	-3,094.45	22.64%
5.0290 · PCOPS	2,084.48	4,836.00	-2,751.52	43.1%
<b>Total Clerical Benefits</b>	<b>4,857.24</b>	<b>13,262.00</b>	<b>-8,404.76</b>	<b>36.63%</b>
<b>Other Professional Benefits</b>				
3.0221 · Medicare	347.46	2,755.00	-2,407.54	12.61%
3.0230 · PERA	1,629.48	13,261.00	-11,631.52	12.29%
3.0251 · Health Benefits	1,130.32	12,000.00	-10,869.68	9.42%
3.0290 · PCOPS	2,267.00	17,497.00	-15,230.00	12.96%
<b>Total Other Professional Benefits</b>	<b>5,374.26</b>	<b>45,513.00</b>	<b>-40,138.74</b>	<b>11.81%</b>
<b>Paraprofessional Benefits</b>				
4.0221 · Medicare	50.28	611.00	-560.72	8.23%
4.0230 · PERA	235.81	2,941.00	-2,705.19	8.02%
4.0251 · Health Benefits	0.00	4,000.00	-4,000.00	0.0%
4.0290 · PCOPS	319.39	3,881.00	-3,561.61	8.23%
<b>Total Paraprofessional Benefits</b>	<b>605.48</b>	<b>11,433.00</b>	<b>-10,827.52</b>	<b>5.3%</b>
<b>Principal / Director Benefits</b>				
1.0221 · Medicare	602.64	4,026.00	-3,423.36	14.97%
1.0230 · PERA	2,826.10	19,380.00	-16,553.90	14.58%
1.0251 · Health Benefits	1,361.56	8,000.00	-6,638.44	17.02%
1.0290 · PCOPS	3,827.72	25,572.00	-21,744.28	14.97%
<b>Total Principal / Director Benefits</b>	<b>8,618.02</b>	<b>56,978.00</b>	<b>-48,359.98</b>	<b>15.13%</b>
<b>Teachers/Certified Benefits</b>				
2.0211 · L&STD Insurance	178.20			
2.0221 · Medicare	2,670.17	19,914.00	-17,243.83	13.41%
2.0230 · PERA	8,321.51	95,861.00	-87,539.49	8.68%
2.0251 · Health Benefits	10,816.00	96,000.00	-85,184.00	11.27%
2.0252 · Dental Benefits	271.46			
2.0253 · Vision Benefits	-48.10			
2.0290 · PCOPS	11,263.96	126,487.00	-115,223.04	8.91%
<b>Total Teachers/Certified Benefits</b>	<b>33,473.20</b>	<b>338,262.00</b>	<b>-304,788.80</b>	<b>9.9%</b>
<b>Total 0200 · Employee Benefits</b>	<b>52,928.20</b>	<b>465,448.00</b>	<b>-412,519.80</b>	<b>11.37%</b>
<b>0300 · Purchased Profess and Tech Serv</b>				
0313a · Bank Fees	164.72	7,000.00	-6,835.28	2.35%
0313b · Payroll Expenses	243.50			
<b>0320 · Educational Prof Services</b>				
0320a · Contracted services	11,018.91	257,000.00	-245,981.09	4.29%
0320b · Substitutes	0.00	36,000.00	-36,000.00	0.0%
0320c · Whole Child Enrichment	0.00	20,000.00	-20,000.00	0.0%
<b>Total 0320 · Educational Prof Services</b>	<b>11,018.91</b>	<b>313,000.00</b>	<b>-301,981.09</b>	<b>3.52%</b>
0330 · Other Professional Services	0.00	2,100.00	-2,100.00	0.0%
0331 · Legal	0.00	2,082.00	-2,082.00	0.0%
0332 · Audit	7,500.00	9,000.00	-1,500.00	83.33%
0339 · Business Services	13,857.50	77,850.00	-63,992.50	17.8%
0340 · Technical Services	11,035.00	44,000.00	-32,965.00	25.08%
<b>Total 0300 · Purchased Profess and Tech Serv</b>	<b>43,819.63</b>	<b>455,032.00</b>	<b>-411,212.37</b>	<b>9.63%</b>
<b>0400 · Purchased Prop. Services</b>				
0442 · Rental of Equipment	633.56	16,000.00	-15,366.44	3.96%
<b>Total 0400 · Purchased Prop. Services</b>	<b>633.56</b>	<b>16,000.00</b>	<b>-15,366.44</b>	<b>3.96%</b>
0430 · Repairs and Maint	0.00	2,010.00	-2,010.00	0.0%
<b>0500 · Other Purchased Services</b>				
0531 · Phone/Office	0.00	5,400.00	-5,400.00	0.0%
0533 · Postage	0.00	2,010.00	-2,010.00	0.0%
0534 · Online Services	24,962.65	73,500.00	-48,537.35	33.96%
0540 · Advertising				
Staff Recruitment	25.00	7,035.00	-7,010.00	0.36%
Student Recruitment	1,165.00	30,000.00	-28,835.00	3.88%
<b>Total 0540 · Advertising</b>	<b>1,190.00</b>	<b>37,035.00</b>	<b>-35,845.00</b>	<b>3.21%</b>
<b>Total 0500 · Other Purchased Services</b>	<b>26,152.65</b>	<b>117,945.00</b>	<b>-91,792.35</b>	<b>22.17%</b>
0513 · Contracted Field Trips	0.00	21,000.00	-21,000.00	0.0%
0515 · Shuttle Fees	0.00	1,000.00	-1,000.00	0.0%
<b>0520 · Insurance Premiums</b>				
0521 · Liability Insurance	8,377.75	23,400.00	-15,022.25	35.8%
0525 · Unemployment Insurance	-298.79	5,629.00	-5,927.79	-5.31%
0526 · Worker's Comp Insurance	1,677.46	14,636.00	-12,958.54	11.46%
<b>Total 0520 · Insurance Premiums</b>	<b>9,756.42</b>	<b>43,665.00</b>	<b>-33,908.58</b>	<b>22.34%</b>
<b>0580 · Travel, Regis, Ent</b>				
0584 · Staff Appreciation	1,737.52	6,030.00	-4,292.48	28.82%

**Compass Academy**  
**Profit & Loss Budget vs. Actual Expanded**  
 July through August 2019

	<u>Jul - Aug 19</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
0580 · Travel, Regis, Ent - Other	2,700.00	14,211.00	-11,511.00	19.0%
<b>Total 0580 · Travel, Regis, Ent</b>	<b>4,437.52</b>	<b>20,241.00</b>	<b>-15,803.48</b>	<b>21.92%</b>
0594 · District Purchased Services				
0594.1 · SPED FEE 1700	18,157.86			
0594.2 · NURSE/PSYCH- 0594	8,167.04			
0594.3 · Facility Use Fee	57,772.50			
0594.4 · Shuttle Fees	11,025.00			
0594 · District Purchased Services - Other	0.00	555,754.00	-555,754.00	0.0%
<b>Total 0594 · District Purchased Services</b>	<b>95,122.40</b>	<b>555,754.00</b>	<b>-460,631.60</b>	<b>17.12%</b>
0595 · Denver Overhead Costs	22,680.59	90,603.00	-67,922.41	25.03%
0600 · Supplies				
0610 · General Supplies				
Office Supplies	1,467.42	5,000.00	-3,532.58	29.35%
0610 · General Supplies - Other	14,993.51	65,000.00	-50,006.49	23.07%
<b>Total 0610 · General Supplies</b>	<b>16,460.93</b>	<b>70,000.00</b>	<b>-53,539.07</b>	<b>23.52%</b>
0612 · Student Incentives	0.00	3,198.00	-3,198.00	0.0%
0630 · Food -Snack (BOLD FS FUND ONLY)	991.60	15,000.00	-14,008.40	6.61%
0650 · Software	822.15	1,508.00	-685.85	54.52%
0690 · Uniforms	8,742.00	14,000.00	-5,258.00	62.44%
<b>Total 0600 · Supplies</b>	<b>27,016.68</b>	<b>103,706.00</b>	<b>-76,689.32</b>	<b>26.05%</b>
0640 · Books and Materials	1,673.65	6,000.00	-4,326.35	27.89%
0700 · Property				
0733 · Furnitures and Fixtures	1,722.74	11,030.00	-9,307.26	15.62%
0734 · Technology Equipment	2,740.00	25,000.00	-22,260.00	10.96%
<b>Total 0700 · Property</b>	<b>4,462.74</b>	<b>36,030.00</b>	<b>-31,567.26</b>	<b>12.39%</b>
0800 · Other Objects				
0840 · Contingency	0.00	70,000.00	-70,000.00	0.0%
0890 · Bad Debt	283.72	1,005.00	-721.28	28.23%
<b>Total 0800 · Other Objects</b>	<b>283.72</b>	<b>71,005.00</b>	<b>-70,721.28</b>	<b>0.4%</b>
0810 · Dues and Fees	399.00	2,386.00	-1,987.00	16.72%
<b>Total Expense</b>	<b>508,683.75</b>	<b>3,943,474.00</b>	<b>-3,434,790.25</b>	<b>12.9%</b>
<b>Net Income</b>	<b>756,637.00</b>	<b>52,313.00</b>	<b>704,324.00</b>	<b>1,446.37%</b>



Compass Academy  
Board Meeting  
September 24, 2019  
4:00 - 6:00 PM



**COMPASS ACADEMY**  
Where Learners & Leaders Grow



  
**JOHNS HOPKINS**  
SCHOOL of EDUCATION  

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**Center for Social  
Organization of Schools**



# Board Retreat Agenda

<p>789 Sherman St #400, Denver, CO 80203          PLEASE LET MARCIA KNOW IF YOU ARE UNABLE TO MAKE THIS MEETING</p> <p><a href="#">Join Skype Meeting</a>          Trouble Joining? <a href="#">Try Skype Web App</a>          Join by phone: Toll number: +1 (857) 263-3992          Pin: 97047943#  <u>If you are the first to join the call, you can act as host and put in the HOST PIN: 73079</u>          Conference ID: 97047943</p>			
<p><b>In Attendance:</b> Marcia Fulton (Ex-officio), Mary Seawell (Chair), Jim Balfanz (Vice-Chair), Jessica Roberts (Treasurer), Ana Soler (Secretary), Jerry Torrez, Morris Price, Natalie DeSole, Bob Balfanz, Dexter Korto, Pami Perea, Christine Morin</p>			
<p><b>Attending by phone:</b></p>			
<p><b>Guest and support:</b> Denise Thorne, Chris Scott, Jeff Jablow, Ryan Mick, Mike Davis, Lane Russell, Emily Ward, Nate Kerr, Alexis Urquhart</p>			
Time	Min	Title and Description	Action
04:00 PM	10	<b>Ripples and Joys</b>	Participate
04:10 PM	5	<b>Approval of Minutes</b> ( <i>Mary/Jim</i> )	Approve
04:15 PM	15	<b>Financial Update</b> ( <i>Chris / Marcia / Jessica</i> ) <ul style="list-style-type: none"> <li>• Monthly Financials</li> </ul>	Inform, Discuss, and Approve
04:30 PM	20	<b>Internal Review</b> ( <i>Denise/Alexis/Marcia</i> )	Inform
04:50 PM	60	<b>SPF/SPC/Charter Renewal Processes</b> <b>CA Leadership Recommendation on HS Program Readiness</b>	Inform/Discuss/ Approve
05:50 PM		<b>ED / MS Director Update</b> ( <i>Marcia / Denise</i> ) <ul style="list-style-type: none"> <li>• October Count/Enrollment</li> <li>• Hispanic Heritage Month Celebration</li> <li>• Parent Kick-Off Meetings</li> </ul>	Inform
06:00 PM		<b>Adjourn</b>	Approve



# Internal Review Update

## Purpose of the Internal Review:

- To regularly monitor the Major Improvement Strategies against our stated metrics of success and use that data in real time to make immediate decisions for professional development, coaching, and leadership actions.
- To collectively hold a mirror up to our work ensuring that we are not missing key areas of focus or needed direction on behalf of the students we serve.
- To create a consistent routine for the sharing of data and action steps in response with staff and board members.







# Major Improvement Strategy

## #1: Academic Gaps

### ● Literacy Efforts

- STAR Reading assessment completed (growth results available in October, also ANet)
  - **6th grade** and **New students** testing at higher grade levels
  - **No gender gap** identified

### ● Math Efforts

- STAR Math assessment completed for 1st time in September. Will be tracking shifts monthly this year! (ANet also in October)
  - Tentatively, **7th** and **8th** looks strong

### ● Spanish Efforts

- Spanish also using STAR this year for growth tracking
- Will track District Assessments and support ACCESS testing environment

### ● ANet Testing

- Aligned Curriculum in ELA and Math
- First round of testing week of October 14



# Major Improvement Strategy #2: Data Cycles and Weekly Coaching

## ● Data Cycles

### ○ *Already in place:*

- Monthly **STAR** assessments (ELA, Math) with Data Dives in Content Meetings post-assessment.
- Bi-monthly **EWI**: 2 meetings with Tier 2 & 3 attendance focus.
- **“Day in the Life of a Student” Activity**: CA Leadership team operated as a 6/7/8 student for a day to observe & collect valuable data

### ○ *Building onto existing Data Cycles in the next month:*

- **ANet** (ELA, Math) data dives in Content Meetings post-assessment.
- **EWI** cycle with Tier 2 & 3 Academic Performance focus.

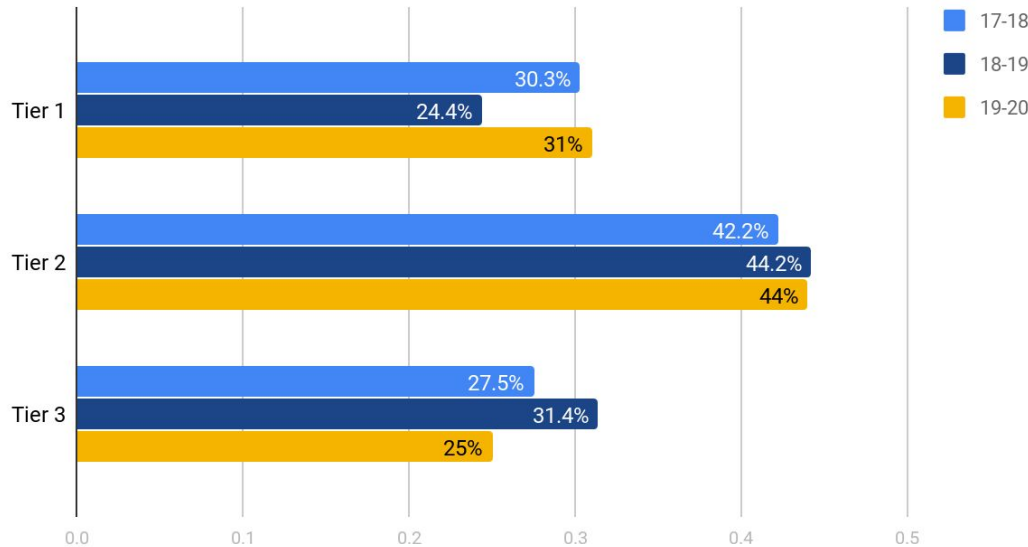
## ● Coaching

- All teachers have had at least 2 formal class **observations & coaching meetings** (most with 3) by week 4
- Most **Packs** have also been observed for feedback collection (all Packs to be observed by the end of September)

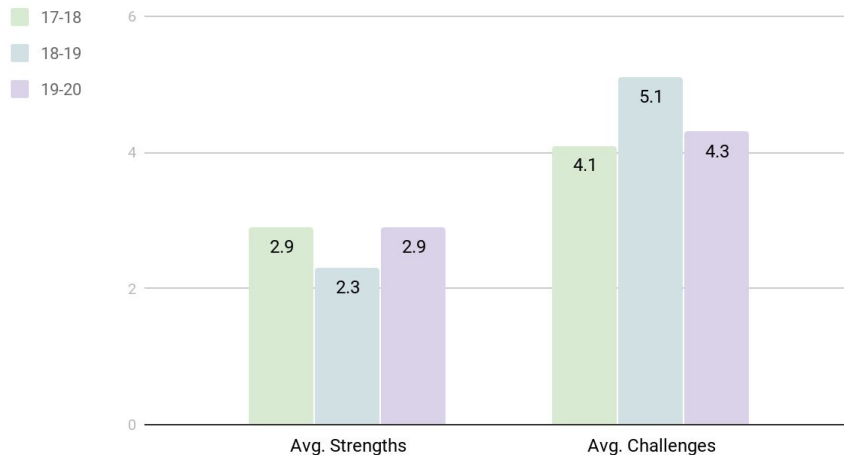


# Major Improvement Strategy #3: Trauma-Informed Care

Fall HSA Tiers over 3 Years



HSA Average Strengths & Challenges over 3 Years



## Overview:

- HSA results indicate fewest students in Tier 3 and highest amount of students in Tier 1 in 3 years.
- On HSA students also identify fewer challenges and more strengths this year than last.
- 0 suspensions & 0 major behavior infractions so far this year



# Major Improvement Strategy #3: Strong Culture

## Culture Efforts in September

- Hispanic Heritage Month events
- 6th & 7th grade Family BBQs & 8th grade Parent Night

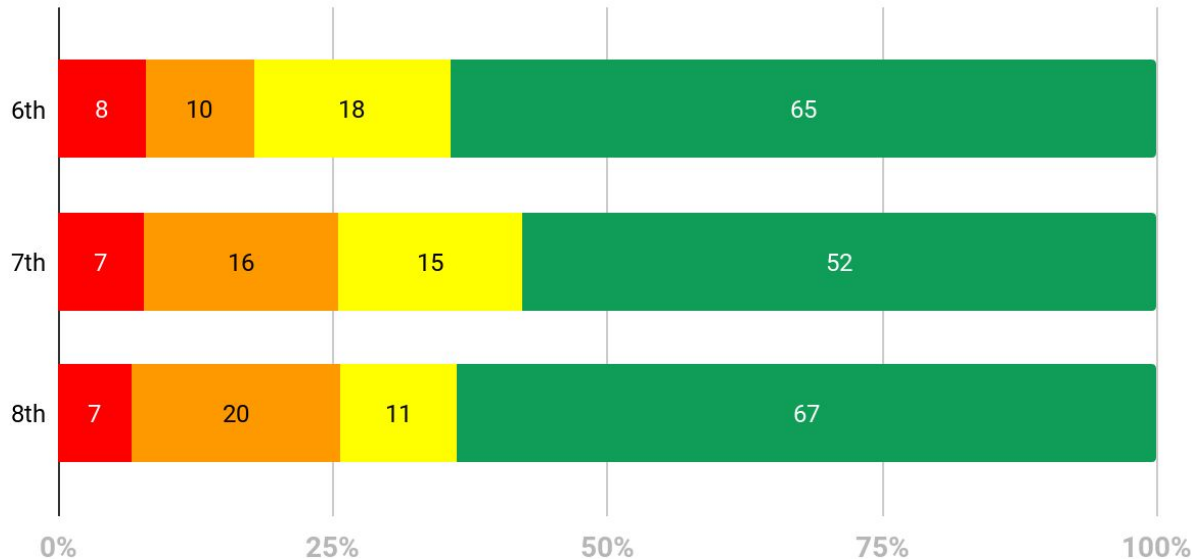




# Major Improvement Strategy # 4: Strong Attendance Culture

Grade Level Attendance by Tiers through 9/15/19

Below 80% 80-89% 90-94% 95%+



## Attendance Updates in Month 1:

- Weekly ADA higher than same time last year for all grade levels (in 8th grade over 50% fewer absences).
- Average ADA:
  - Week 1: **94.32%**
  - Week 2: **92.23%**
  - Week 3: **91.16%**
  - Week 4: **93.88%**
- Tier 2 & 3 efforts very successful.
  - Targeted **31** students with ADA last year *below 80%*. **26** of those now have better ADA than last year (16% better ADA on avg.)
  - Targeted **66** students with ADA last year *between 80-89%*. **50** of those now have better ADA than last year, on average (8.6% better ADA on avg.).



# SPF/SPC/Charter Renewal Processes

## Engaging in Charter Renewal Process

- a. Part A turned in the first part of July
- b. Part B (data narrative) turned in September 20
- c. Visit with Angela Cobian - TBD
- d. Visit with Dr. Carrie Olson - TBD
- e. October 1 - Site Visit for Charter Renewal
- f. SPF released on September 23 for Principal Review  
(Embargoed until October 2)
- g. State SPF - Compass is Yellow
- h. SPC Process



# Deciding on Programmatic Readiness to Launch the HS in fall of 2020

- Performance on Greenlighting Framework
- Proposed Structure
- MS Stability: Programmatic Decisions/Teacher Retention
- Final Recommendation
- Next Gates



# Measures we Considered in our Proposal

- Performance in Greenlighting Framework
  - SPF/SPC
  - Academic Growth
  - Comparison against multiple measures against our cluster
  - Bilingual Data
  - Charter Renewal
- Ability to leverage institutional knowledge in the MS
  - Known leadership vs new members to the team
- Impact on MS stability: Performance and Teacher Retention
- Understanding of need for our HS model





# Performance In Greenlighting Framework

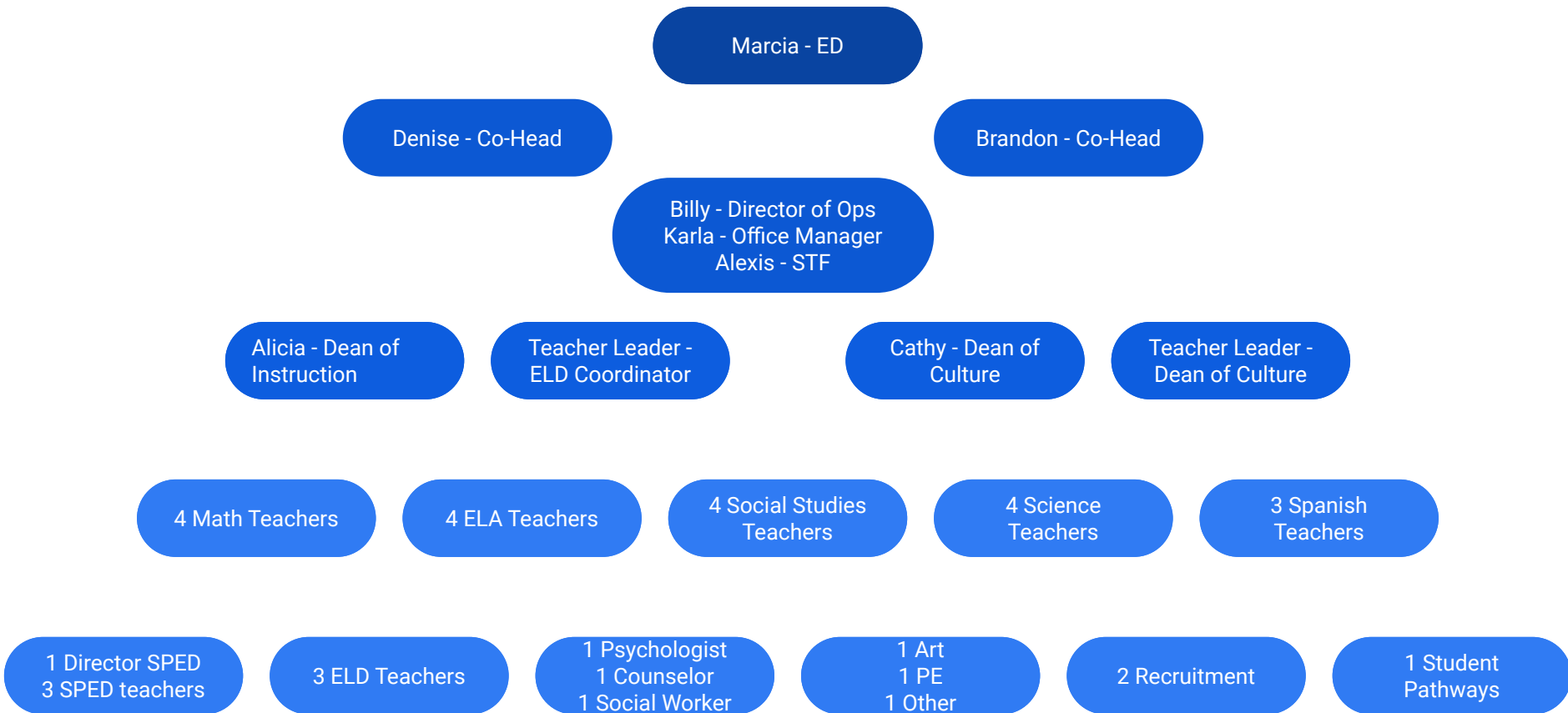
- SPF
- Academic Growth
- Comparison data
- Bilingual Data

Dimension	Measure	Relative Weight (1-5)	No Go	Maybe	Go	Decision Gate
<b>Overall Performance of Middle School - End of October</b>	SPF	4	Red or orange in a single year and in the matrix	Orange in the matrix or yellow in a single year	Yellow or Above	1:October
	Academic Growth	5	Orange or Red on growth section overall in a single year	Yellow on growth section overall in a single year	Green+ on growth section overall in a single year	1:October
	Comparison to similar schools - not just our cluster as named by DPS (Working with Bob to flush out in more detail.)	2	Orange or Red on Status	Yellow on status	Green+ on status	1:October
	Charter Renewal	4	1-year Renewal	1+1 Renewal	2-3 year renewal	1:October
	ELA/Bilingual Data	4	Does not meet/Below approaching	Approaching	Meets	1:October
	Internal Data (STAR, NWEA, HSA)	3	If needed	If needed	If needed	1:October

Compass Academy performed at a yellow level this year. Can the Middle School continue to rise if we bring in a class of 9th graders? We believe the answer is yes. This year is a very stabilizing year for the Middle School and we will have the results again next fall and be out of the SPC.



# Ability to Leverage Institutional Knowledge: Proposed Staffing Model for Launch



A huge factor in our recommendation is our ability to leverage the institutional knowledge of the MS Leadership team. We believe under these conditions, we will have the stability to open the 9th grade and bridge to the robust HS Design successfully.



# Impact on Middle School Stability: Performance and Teacher Retention

Compass Academy is in year two of a robust Strategic Plan that is focused on:

- #1. Academic Gap closure through a school-wide literacy focus that accelerates ELA growth and instructional strategies that drive math growth
- #2: Consistent data cycles and weekly coaching
- #3: A focus on school wide culture as a trauma informed school
- #4: A strong support plan that increases attendance

Compass is positioned to make continued gains building off the successful strategy implementation from last year. We have this year to make necessary gains which will remove us from the SPC process entirely. We deeply believe this is our trajectory.

Teacher Retention:

- Since our opening, our staff has lived under the belief that one day, we would actualize our goal of serving students 6-12.
- Many of our teachers have stayed at Compass with this promise in mind. They are passionate about our mission and vision and are looking to advance their careers.
- We see opportunities to leverage the skills of some of our most veteran teachers to bridge to the High School to create stability in 9th grade, but not upset the balance in the Middle School
- It is unclear if we will retain some of our teachers who are positioned to move up if we must wait another year to open.



# Final Recommendation

The Compass Academy Leadership Team **Recommends** that the Compass Board **approves** moving forward through the first gate of the High School Launch Process based on performance criteria.

- Because the strong efforts of last year's focus on Academic Gap Closure resulted in strong growth, we believe the same will hold true this year and thus, will provide more stability at the Middle School level as we launch the High School.
- The Compass Leadership Team is best positioned to lead the launch of the HS. It is *not* our recommendation that we bring on new leaders at this time.
- The staffing model promotes teachers and leaders who are ready to take on the work of the HS.
- We believe our 8th graders need to have the option of attending the Compass HS - which is designed to be a fit for their needs and to drive their long-term success.
- While it could be said that waiting yet another year would solidify our positive trajectory even further, It is our belief that if we have the opportunity to secure a facility this year, the programming and readiness of the Middle School is intact and will be ready for launch.
- We must have the time to engage students, families, staff, and leadership for a strong launch



# Next Gates

Timing of key decisions become a significant challenge for a Fall 2020 launch:

- District Resolution for opening of HS and negotiating with key DPS board members
- Facility Acquisition
- Charter Renewal - Formal vote on number of years
- Student Enrollment/Interest
- Financial Sustainability
- Staff Retention Conversations



# ED/MS Director Update

1. October Count/Enrollment
2. Hispanic Heritage Month Celebration
3. Parent Kick-Off Meetings

