



Superintendent's Report
November 21, 2019

Great work is happening throughout the organization. This report is meant to highlight several of the functional areas with updates for the Board of Directors:

Academic Services

- Aviva Ebner, Assistant Superintendent & Chief Academic Officer
- Academic Services Division Update Agenda
 - Counseling Services Updates
 - Online Learning Updates
 - Options Learning Updates
 - Special Education Updates

Financial Services

- Lisa Fishman, Assistant Superintendent & Chief Financial Officer
- Financial Services Division Update Agenda
 - FY20 Budget Update

Information Services

- Mae Van Vooren, Assistant Superintendent & Chief Information Officer
- Information Services Division Update Agenda
 - Admissions Updates
 - IT Updates
 - Engagement Updates

Human Resources

- Sophia Trivino, Chief of Staff
 - We have partnered with The Remote Leadership Institute to provide their *Remote Leadership Certificate* to all of our staff who supervise employees. This is a six-part series that will launch in January 2020.
 - We launched a 'My Future' survey for all staff, asking them where they would like to be in five (5) years, what path they would like to be on, and what drives this path. We will be reviewing the results in December to start to build leadership pipelines for all of our staff.
 - Organizational changes have transpired since the last meeting. *See enclosed worksheet.*

Executive

- I took each member of my Cabinet out for lunch in late September / early October. These were working lunch meetings, and opportunities to talk through goals and aspirations for each member and how I might better support them in reaching those goals as a coach and mentor this year.
- I attended the Courageous Principals Institute in early October. This opportunity was through the San Diego County Office of Education for schools in the county who were identified as CSI schools. I walked away with a number of powerful tools, such as the Business Chemistry tool, 'The Art of Inquiry,' and others. Dr. Granger, the Superintendent of Mountain Empire USD, our CCS of San Diego authorizer, was also there and we spent some time connecting on the charter.
- I attended the APLUS Annual Conference in San Diego with our Compass delegation. In the "Credentialing in This New Charter World" session, received some information on credentialing requirements as they relate to independent study schools. In the "Leadership Forum," I was honored to be one of the four panelists! We shared insights on transparency, assessment, culture, and more. In the "Hope is Not a Strategy" session, talked about leadership coaches, book clubs, secret shopping peers, and setting high expectations of staff. In the "Building Atlas" session, we talked about AB 5 (independent contractors), meeting state standards, the California Dashboard and creating 'indicator watchdogs' of staff. There was also a conversation around how charters are ensuring scholars are meeting grade-level standards. In the "Evolving Your Administrative Structure" session, we talked about leadership pipelines (assistant director / assistant coordinator positions), differentiating between revenue generating positions v scholar support positions, job description audits, and setting and managing expectations throughout the organization. And finally, in the "Dashboard Updates 2019" session, we talked about changes in graduation rate, growth models, and participation rates for state-mandated testing. While I did not attend any YMC session, I did gather their packets and have been sharing with Cabinet and others.
- Our Instructional Leadership Committee and Senior Leadership Team hosted our first In-Service Day of 2019-20 on Friday, October 25. A majority of sessions were hosted by our staff, with slides and recordings made available for easy reference throughout the school year. There was also a session from the El Dorado County Charter SELPA. *See enclosed agenda.*
- I hosted our first Superintendent's Town Hall for our Online Learning Program on Monday, October 28, and for our Options Learning Program on Wednesday, October 30. These are held quarterly, where I share updates with our families and open up Q&A. The town halls are recorded and shared with all of our families so everyone has access to the information presented (the Q&A section is not recorded). *See enclosed presentations.*
- I hosted our first Coffee with Compass last Thursday, November 14, at Butler's Coffee in Palmdale. These are monthly opportunities for scholars, learning coaches, and staff to connect over coffee or tea. The next Coffee with Compass is tomorrow, Friday, November 22 at Hidden House Coffee in Santa Ana.

- I attended the Acton-Agua Dulce USD Board of Education meeting last Thursday, November 14. AADUSD is our Compass Charter Schools of Los Angeles authorizer.
- I have observed 12 Learning Labs with our Online Learning program, with a mixture of elementary, middle, and high school labs. One observation was conducted with our AVID Program Manager and Jason Bee, our AVID Coordinator.
- We have submitted Year-End Reports for 2018-19 to all of our authorizers, sharing key points of pride for the year. *See enclosed presentations.*

A lot of great work is taking place, thanks to our dedicated staff, to continue to improve the educational experience we provide our scholars. My thanks to our team for everything they do each and every day.

Respectfully Submitted,



J.J. Lewis
Superintendent & CEO