



Superintendent's Report March 26, 2022

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
 - Academic Support Updates
 - Counseling Services Updates
 - Engagement Updates
 - Online Learning Updates
 - Options Learning Updates
 - Special Education Updates
 - Staff Support Updates

Operations

- Lisa Fishman, Chief Operations Officer
- Operations Division Update Agenda
 - Community Providers Updates
 - Finance Updates
 - IT Updates
 - Operations Updates

People

- Sophia Trivino, Chief People Officer
 - Our Training & Development Team is working on a three-part training series for supervisors:
 - Transitioning to Supervisor
 - Basic Principles of Coaching: The Compass Way
 - How to Have Productive Coaching Conversations
 - We are shifting to a competency-based hiring process, where candidates are provided an inventory of questions to respond to within a set period of time. Depending on the role, there are either two or three sections for applicants to complete. Once complete, the inventory is reviewed and

selected candidates are invited to a final interview. This process is based on a presentation at the Digital Learning Annual Conference by the team at Mountain Heights Academy. *Visit link for more information:*

<https://bit.ly/3LeMx3m>

- Organizational changes have transpired since the last meeting. *See enclosed worksheet.*

Executive

- I launched an Employee of the Month Program in January, to celebrate and recognize one certificated and one classified employee each month. We use the Staff Spotlight Group in Workplace to review the spotlights given to staff for going above and beyond and exhibiting our core values, to select our two recipients.
- We have been holding weekly #SchoolYearReady meetings with the Leadership Team and Cabinet since February, to map out changes and/or enhances to our Compass Experiences. These meetings will continue through the end of May.
- I have been facilitating meetings with our team and Snow College, to partner with them to provide concurrent enrollment opportunities for our high school scholars. With this partnership, we will be able to provide equitable access to our scholars while meeting both our LCAP and Strategic Plan goals.
- Prior to COVID, we began a marketing partnership with Charter School Capital to market and promote our Online Learning Program. We have revived that partnership for the upcoming school year, which will continue to promote our Online Learning Program.
- I attended the Digital Learning Annual Conference (DLAC) Monday, February 7 through Wednesday, February 9 in Atlanta with our Compass delegation. I was honored to have presented Mr. Thomas Arnett, our Board Chair, with the inaugural Research Impact Award for his work in the K-12 education space. Congratulations again, Mr. Arnett!
- In collaboration with our Special Events Committee, I hosted a virtual All-Staff Luncheon on Valentine's Day. Staff were provided lunch through GrubHub, and our Special Events Committee organized several activities, such as 'Finish the lyric.'
- I represented Compass at the APLUS+ Network Spring 2022 Regional Meeting on Tuesday, February 15. Topics included advocacy, universal TK mandate, the impact of the new vendor Department of Justice compliance requirement, and a few other items.
- Our Leadership Team and I represented Compass at the APLUS+ Network Statewide Meeting on Thursday, February 17. Topics included advocacy and marketing updates, as well as a presentation on assessment data, among other items.
- I am proud to have joined the planning team to assist with the development and launch of A.P.P.L.E. (Alliance of Parents for Personalized Learning Education), which is a project with members of the APLUS+ Network Advisory Council. *Visit link for more information:* <https://sites.google.com/view/applealliance/home>

- I hosted a Superintendent’s Town Hall for families on Tuesday, February 22 (Online Learning Program) and Wednesday, February 23 (Options Learning Program). I shared updates with our families and held a Q&A. The town hall was pre-recorded and shared with all of our families so everyone had access to the information presented and able to join the Q&A with questions. *See enclosed presentations.*
- Our Compass Charter Schools of Los Angeles WASC Mid-Cycle Virtual Visit was Friday, February 25. Based on the Final Shareout Meeting, it was a successful visit. *See enclosed WASC Mid-Cycle Progress Report.* Some of the highlights from the Visiting Committee include:
 - They praised our progress in supporting our English Learner scholars, highlighting gains in ELPAC assessment scores and overall support to our EL population.
 - The noted areas of strength consist of increased scholar achievement, increased academic and professional support, great synchronous and asynchronous lessons, and how our engagement efforts are building a great sense of community.
 - They noted our areas of opportunity (which we ourselves noted in our Mid-Cycle Report) as continuing to improve our EL reclassification rate and academic performance, and to continue to increase our assessment scores (particularly in mathematics).
- I held our Quarterly Committee Chair Meeting with all of our committee chairs on Monday, February 28. The topic of discussion / collaboration consisted of committee role in 2022-23 planning (reviewing and reflecting on processes and procedures, for example) and committee chair role in competency-based hiring (participating in a workshop to finalize inventories for positions).
- I attended the California School Public Relations Association (CalSPRA) Annual Conference with Kimberly Aguilar, our Community Relations Coordinator (she attended the full conference while I joined her for the Annual Awards Gala) Thursday, March 10 through Saturday, March 12 in Sacramento. During the Annual Awards Gala, Compass was recognized with an Award of Excellence (for our ‘Compass Celebrates 10 Years of Serving Scholars Campaign’ comprehensive special event campaign) and two Awards of Merit (for our Orange County Learning Center Virtual Tour and The Firebird Report Scholar Newscast).
- Our partnership with the Learner-Centered Collaborative continues. As we work on a number of projects on a number of fronts, we are working to align personnel-related items (job descriptions, performance management plan, etc.) with our scholar profile work and strategic plan. *See enclosed proposal.*
- To provide additional support to our Special Education Team while we experience growth in the program, I will be bringing on a contracted Special Education Administrator through the end of the current school year. This individual will be asked to create a comprehensive set of policies, protocols and procedures to effectively manage the Special Education Department, serve as a thought-partner to the current Special Education Department Leadership Team,

and create an onboarding program for the Director of Special Education position; assist with onboarding selected Director of Special Education.

- I attended the California Charter Schools Annual Conference Monday, March 14 through Thursday, March 17 in Long Beach with our Compass delegation. I was honored to have been invited to co-present with our thought-partners Friday on 'Respond, Adapt, Reinvent: Nimble Strategic Planning.' *See enclosed presentation.*
- I joined our CCS of Los Angeles authorizer, Acton-Agua Dulce USD, this past Monday, March 21, for an observation of our Spanish 1B Learning Lab, for scholars in our Online High School.

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