

Compass Charter Schools Expansion

March 10, 2022

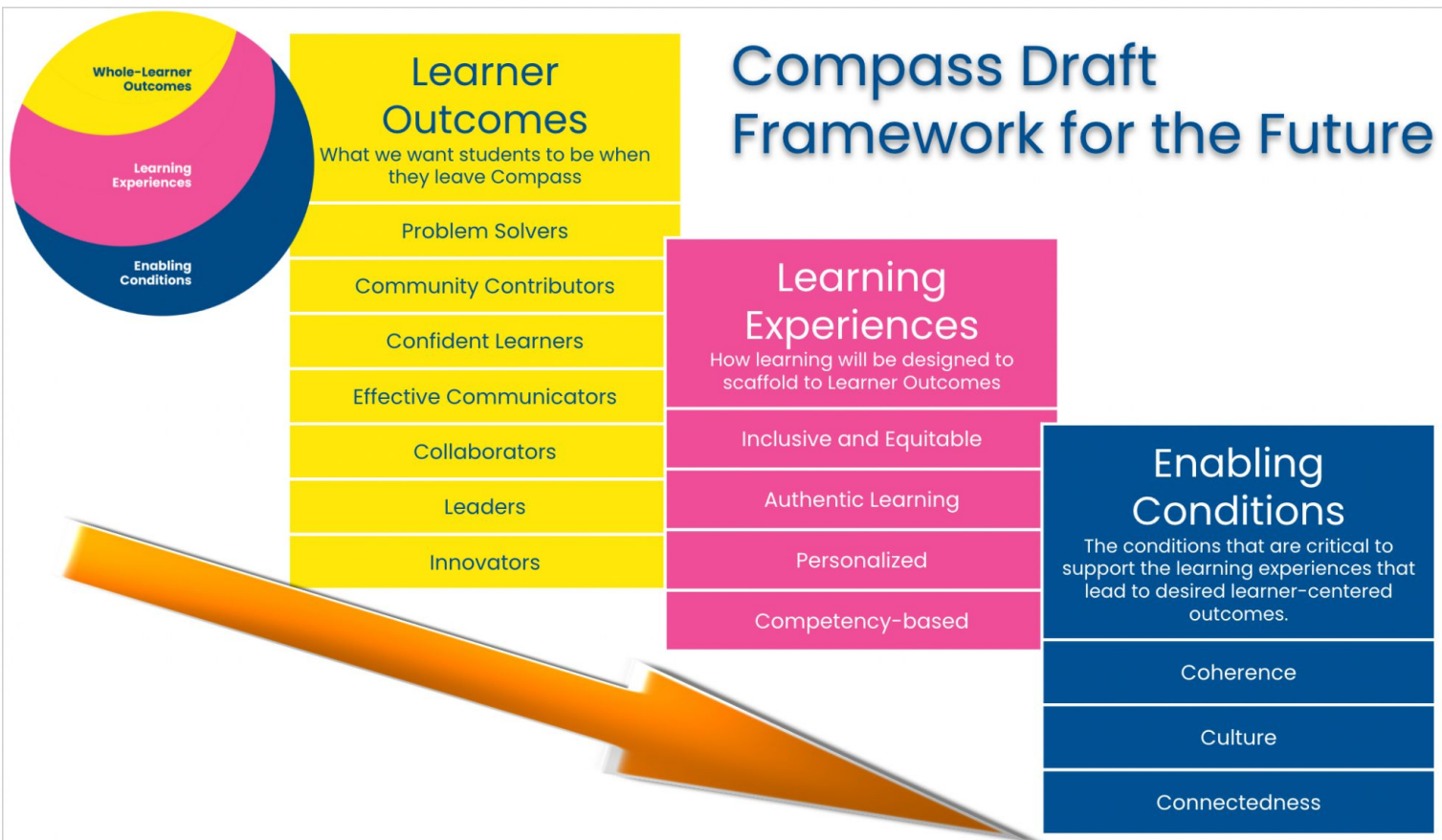


Learner-Centered
COLLABORATIVE

Scope of Work and Pricing

Project Outcomes

1. Ensure this Staffing Framework enables the mission, vision, values and goals (LCAP, Strategic Plan) of Compass
2. Ensure coherence with Compass hiring, staff development, and retention practices are anchored in our aspirational Framework for the Future
 - a. Competency-based hiring
 - b. Performance reviews and personalized pathways that allow for cycles of continuous improvement for Compass employees.



Deliverables

Revise Job Descriptions based on Framework for the Future and Learnings from “What’s on Your Plate” Survey

Analyze “What’s On Your Plate” Survey

The LCC team will analyze responses to the “What’s on Your Plate” survey to refine each job description for 57 roles with a goal of strengthening descriptions for increased clarity to define

- Great Place to Learn
- Great Place to Work
- Great Systems

Estimated time to complete:

- 6 hours per job description
- 340 hours for all job descriptions

Refine the Performance Review and Implementation Plan

The LCC team will collaborate with Compass representatives to refine the Performance Review Plan and co-create an implementation plan to support the successful rollout.

Estimated time to complete:

- 10 hours

Final Edits and Presentation

The LCC team and Compass team will review deliverables and perform final edits before sharing widely with the district.

Estimated time to complete:

- 20 hours

Launch Support at the Fall Staff Retreat

The LCC team will support the design and delivery of up to 2 days of support to kick off the year with clarity on roles, goals and and in service of creating a culture of learning for the adults in the system.

Estimated time:

- 2 days

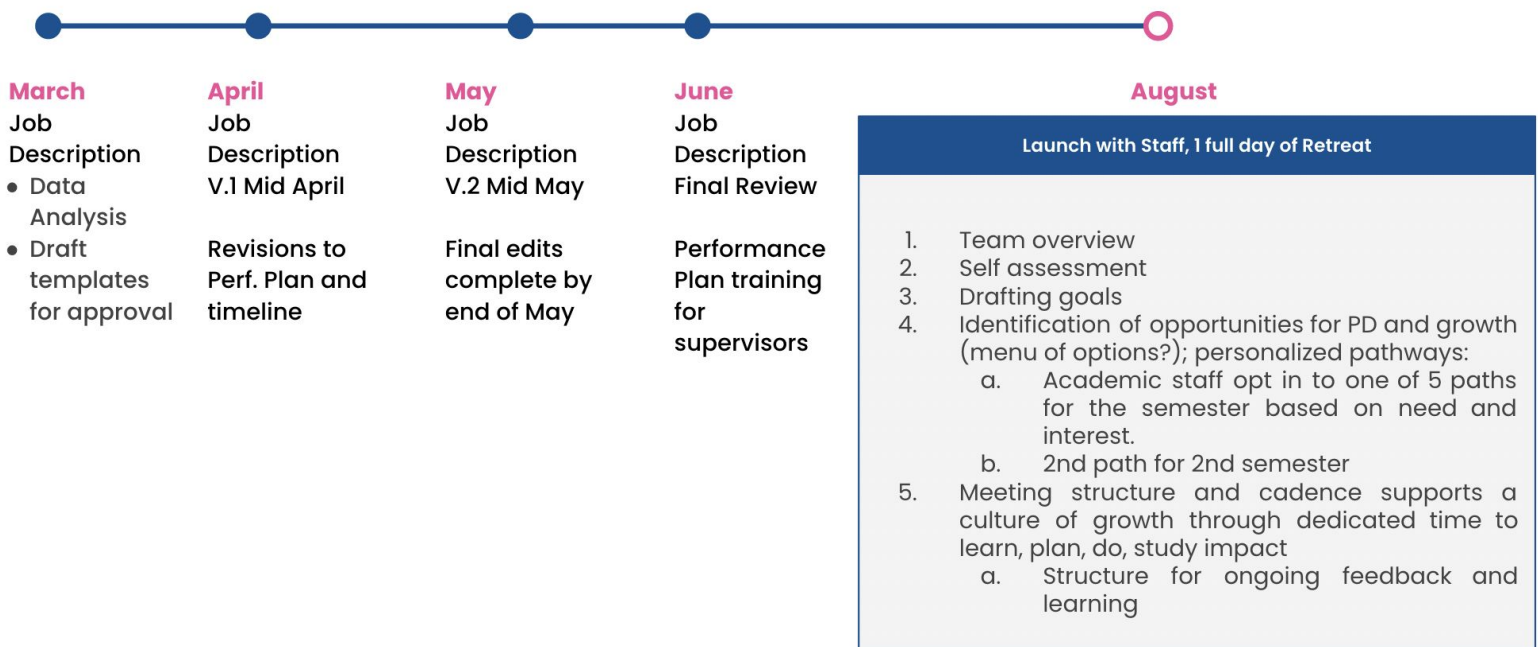
Pricing

Deliverable	Price
57 Job Descriptions	\$170,000.00
Refine the Performance and Implementation Plan	\$5,000.00
Final Edits and Presentation	\$10,000.00
2 days of support for the All Staff Retreat	\$10,000.00
TOTAL	\$195,000.00

Timeline

Compass & LCC

Job Descriptions and Performance Plan Revision



Example-ST Online

ST Example (online)

Job Title: Online Supervising Teacher (High School)		
Department: Online Learning		
FLSA Status: <input type="checkbox"/> Exempt	Term: 11-Months	Job Level: Supervising Teacher
Reports To: Online Learning Coordinator (High School)		
Prepared by: Janae Smith Date: 09/24/2021	Approved by: Sophie Trivino Date: 10/1/2021	

Compass Charter School's mission is to inspire and develop innovative, creative, self-directed learners, one scholar at a time. We do this by fostering a great place to learn, a great place to work, using great systems for efficiency and effectiveness. Our core values of achievement of staff and scholars, inclusive communication, a collaborative teamwork environment, scholars and staff of integrity, and mutual respect guide our work every day.

Our philosophy on recruiting, hiring, retaining and developing the "gold standard" in expertise includes a focus on:

- **Clarity.** Each staff member knows what role they play in the success of our staff and scholars. We value teamwork, and provide clear, written expectations and metrics to help staff understand gold standard performance for their role. We set ambitious but achievable goals and minimize major changes in the middle of the school year.
- **Autonomy.** We trust our staff to deliver gold standard results and we trust our department leaders to run their programs with a balanced focus on achieving results and care for staff. We value flexibility and empower them to make decisions to meet the needs of scholars and staff.
- **Accountability.** With deep autonomy, comes great responsibility. Staff are held responsible for results in both achievement and stakeholder satisfaction. We are passionate about progress, and we care about how we get there. We value relationships and ensure that core belief is evident in our work.
- **Growth.** We believe in growth-mindset and expect people to learn as we go. We provide scholars with all the tools they need for success, and we do the same with staff. When our staff and scholars struggle, we support them because we believe in them. We expect improvement once support has been provided and move proactively because our mission is urgent.

Leverage these hyperlinks to easily access

[Essential Duties and Responsibilities include the following elements](#)

[Great Place to Learn \(Expanded, full competencies included\)](#)

[Great Place to Learn-Option 2 \(link to full competencies\)](#)

[Great Place to Work](#)

[Great Systems in Efficiency and Effectiveness](#)

[Other Competencies, Knowledge or Skills:](#)

[Requirements:](#)

[Physical Demands:](#)

[Work Environment:](#)

What's already contracted that will support and enable coherence?

Learning Experiences
 How learning will be designed to scaffold to Learner Outcomes

- Inclusive and Equitable
- Authentic Learning
- Personalized
- Competency-based

Enabling Conditions
 The conditions that are critical to support the learning experiences that lead to desired learner-centered outcomes.

- Coherence
- Culture
- Connectedness

<p>22-23 Personalized Professional Learning Plan and Resources</p>	<p>Based on the defined Compass Learning Model, personalized professional learning plans for teachers will be created to include self assessment, goal setting, online resources/modules and learning cycles. (Includes 5 Pathways)</p> <p>Example here</p>
<p>22-23 Leadership Development</p>	<p>Leadership Coaching (40 Supervisors) 1 hour, 5 times per person, 200 virtual hours</p> <p>Leadership Academy, 5 days, virtual, all Supervisors</p> <p>Topics may include:</p> <ul style="list-style-type: none"> How might we leverage our strengths and the strengths of others to evolve in education? <ul style="list-style-type: none"> Activity: Leadership Profiles and Aspirations What does it mean to be learner-centered? What are the changes we aspire to see in our schools? <ul style="list-style-type: none"> Activity: Empathy Interviews/ Shadow a Student/ Shadow a teacher What structures and systems are critical to grow educators and nurture innovation and creativity? <ul style="list-style-type: none"> Activity: Needs assessment, Learning Cycles What can we learn from one another? <ul style="list-style-type: none"> Activity: School Visits, Identify Bright Spots, Provide Meaningful Feedback How might you lead meaningful change in education? <ul style="list-style-type: none"> Activity: Share your learning