



Superintendent's Report June 25, 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
 - One (1) supervising teacher completed the Riverside County Office of Education CTI program, to clear their teaching credential. This program is provided to all instructional staff who need it, to clear their credential, by Compass through professional learning funds (and through our Educator Effectiveness Grant over the next five (5) years).
 - Intent to Return Memos were sent to all staff in late May and returned in early June. Eight (8) employees out of 214 shared their intention to not return this upcoming school year.

- Salary Memos were shared with all staff, who replied ‘yes’ on their Intent to Return Memo, last Friday, June 17. Memos included their step on their respective salary schedule (which was Board-approved at the May meeting) as well as stipends which they were eligible for (higher education and/or longevity).
- Our Community Relations Coordinator is leading a podcast project, and collaborating with a number of staff to prepare for its launch in the upcoming school year.
- We are working with the Learner-Centered Collaborative on a number of projects:
 - We completely rewrote job descriptions for all staff, to align with the new Framework for the Future. Revised job descriptions were shared with all staff at the end of May.
 - We have created a new Employee Success Model, which provides a visual for both professional growth and development, and employee performance.
 - We are finalizing our new Employee Growth & Development Plan template, which aligns to the Framework for the Future and speaks to personalized professional growth and development for all employees. These plans will launch at the All-Staff Retreat in August.
- Organizational changes have transpired since the last meeting. *See enclosed worksheet.*

Executive

- 169 of our Academic Services staff recently completed the four (4)-part AVID Elevate training on ‘Fostering an Equitable and Engaging Culture in Classrooms.’ To earn the digital badge for this training, staff were required to attend all four (4) sessions, and complete both the synchronous and asynchronous work. A Google Form Evaluation was shared with staff to complete to share insights on this professional learning experience.
- I attended the El Dorado County Charter SELPA CEO Council Meeting on Thursday, May 26, in San Diego.
- Our partnership with the Learner-Centered Collaborative continues. We are working on the following projects:
 - Our Director of Staff Support, Kasey Wingate, Training & Development Manager, Debra LaCroix, myself, and Catina Hancock from the Learner-Centered Collaborative met in late-May to begin the process of aligning our professional learning work at Compass. They will be working on our vision for professional learning, crafting a strategy, creating operational plans, and finally creating tactics for our three (3)-year plan in alignment with the Framework for the Future.
 - Our AVID ToSA, Andrea Lomeli, myself, and Catina Hancock will be met in early June to begin identifying AVID strategies which can be embedded into the various educator pathways (personalized learning, authentic learning, competency-based learning, and inclusive & equitable learning).

The goal is to increase alignment of AVID, as an AVID school, and the Framework for the Future and its professional learning pathways.

- We were invited to take over the Instagram and Twitter accounts for the Learner-Centered Collaborative (@LCCollaborative) on Wednesday, June 8. There were 10+ posts shared on both platforms, highlighting Compass.
- I was invited to speak at the Learner-Centered Collaborative's Partner Forum on Monday, June 10. I shared insights into our long-term partnership with the LCC and in-depth information on our Framework for the Future work this year along with a preview of what is to come over the next four (4) years. *See enclosed presentation.*
- Catina Hancock and Cesar Morales facilitated a Framework for the Future Virtual Workshop with all of our coordinators, managers, directors, and chiefs on Tuesday, June 21. The outcomes for this workshop consisted of having a deeper understanding of the Framework for the Future, an understanding of the new Employee Success Model, and an understanding of and comfort with our new professional learning strategy.
- Catina Hancock and Cesar Morales facilitated our Coaching Celebration of Learning this past Wednesday, June 22. All of our coordinators and managers participated in a coaching program this Spring, and had the opportunity to celebrate their growth with our Leadership Team and Cabinet.
- The Cabinet and I met with our CCS of Los Angeles authorizer, Acton-Agua Dulce USD, on Wednesday, June 8. We reviewed a number of items, including year-end benchmark results, use of one (1)-time state and federal dollars, scholar engagement, and more. The visit was very positive, including hearing about her Spanish 1 learning lab observation from March, which was also extremely positive.
- We received our Interim Audit Update, from our auditors Christy White Associates. It is a fairly clean update. I met with our auditors in early June for our Exit Conference with Lisa Fishman, to discuss the update and next steps in the audit process. As a matter of process, we are in audit season until the final audit is presented in the fall.
- I met with the San Diego County Office of Education (SDCOE) in early June to discuss the Williams Settlement Review. They will be conducting the in-person FIT (Facility Inspection Tool) of our OCLC on Tuesday, September 20 starting at 9:30a. They will be reviewing three (3) classrooms (chosen at random) and all common areas.
- I was honored to join our Engagement Team and staff for six (6) virtual scholar celebrations in early June, including our Virtual Kinder Promotion Celebration and Virtual 5th Grade Culmination Celebration. I was also honored to join our team for our in-person scholar celebrations last week, which consisted of a Commencement Ceremony and 8th Grade Promotion Ceremony per charter, in Poway, Carson, and Lafayette.
- I attended the National Charter Schools Conference in Washington, DC with our Compass delegation this past week.

- Our partnership with Parsec Education continues. We are working on the following projects:
 - Ryan Royer from Parsec Education will be facilitating a Data Capacity Workshop with our Leadership Team, Cabinet, Data Team, and IT Team on Thursday, July 7. The major component of this workshop is to gain a deeper understanding of ParsecGO.
 - Eugene Park from Parsec Education will be facilitating a two (2)-day in-person Data Intensive Workshop with our Data Team on Wednesday and Thursday, July 13 and 14. The IT Team will be joining for the first day of this workshop.
- I'd like to recognize and thank our Committee Chairs, who led our various committees this year: Andrea Lomeli (AVID Site Team), Sarah Eagleton (Diversity, Equity & Inclusion Committee), Jeanne Richardson (English Learner Support), Jennifer Hobson (Online Learning Advisory Committee), Kelli McCaulley (Options Learning Advisory Committee), Michelle Bateman (School Counseling Advisory Committee), Lynn Jabuka (Special Education Advisory Committee), and Rachel Bartlett (Special Events Committee).
- I'd like to recognize and thank the members of our Staff Advisory Committee, who met each month to share department updates with one another and collaborate on ideas and suggestions to improve the Compass Experience for our scholars, learning coaches and staff: Silvia Pearsall (Academic Support), Mandi Schwartzberg (Counseling Services), Danielle DelNegro (Engagement), Donnell Tyler (Community Providers/Finance), Marco Mattaliano (IT), Katie Hooper (Online Elementary School), Andrea Lomeli (Online Middle School/AVID), Rosette Sowell (Online High School), Nora Barnhart (Operations), Kristy Smith (Options – Team Bee), Melissa Collier (Options – Team Roberts), Lindsey Chalco-Paz (Options – Team Hurtado), Krista Harman (Options – Team Winberry-Litt), Heather Hardy (Orange County Learning Center), Kim Miles (Special Education), and Kelly Cortese (Staff Support).

We recently closed out the 2021-22 academic year, and have made great strides to increase the impact of our educational experiences. My thanks to our team for everything they do each and every day! As we look ahead, I am extremely excited about our work which aligns to our Framework for the Future and Blueprint for Success. We have our north star, and a great team assembled to meet our mission and vision through our values, all in service to those we serve – our scholars!

Respectfully Submitted,



J.J. Lewis
Superintendent & CEO