



Compass Charter Schools

Superintendent's Report
January 28, 2023

Listening Tour

During my first 90 days, I conducted a listening tour to ask as many Compass family members as possible two questions:

1. What do you love about Compass?
2. What ideas do you have to make Compass better?



Listening Tour

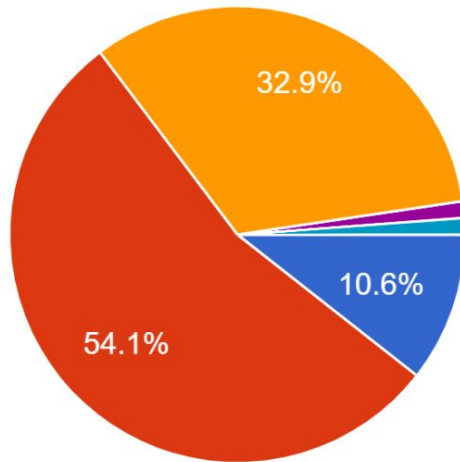
- Virtual Meetings with staff
- Virtual Meetings with scholars
- Virtual Meetings with parents
- PFT in-person meeting
- San Diego Family Event in-person
- Online survey
- Individual meetings with Cabinet and Directors
- Virtual team meetings
- Scholar Leadership Council
- Parent Advisory Council
- Staff Advisory Council
- Coffee with the Superintendent
- In-person meeting at OCLC



Listening Tour

How are you connected to Compass?

85 responses



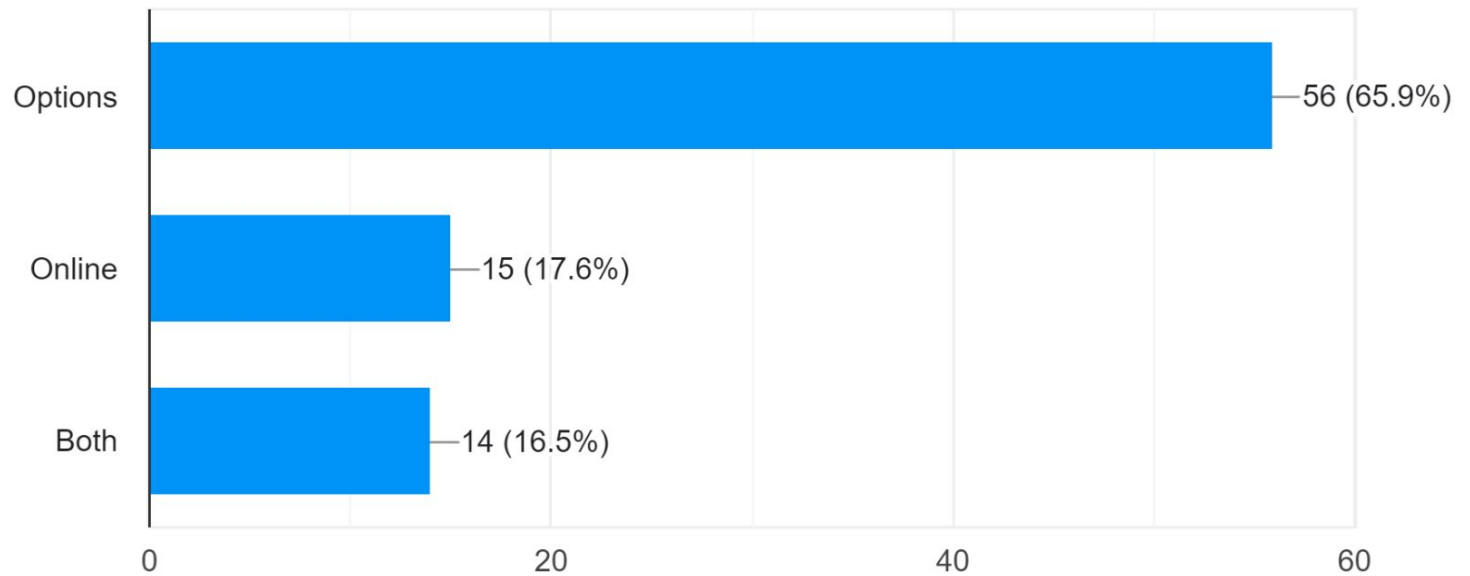
- Scholar
- Staff
- Parent/ Learning Coach
- Community Partner
- With my Former Parent hat on! (still staff)
- Both Staff and Parent



Listening Tour

What program are you in?

85 responses



What I love about Compass- Staff



What I love about Compass- Staff

The MODEL

Innovative
Flexible
individualized opportunities
Working from home
Clear mission
ARTIC values
Options, Online, and OCLC programs
The Gold Standard



What I love about Compass- Staff



“I love how Compass is very passionate about our scholars and our families that we serve. The staff that works for Compass treat each other like family.”

“I love being able to serve students as individuals, and I love the flexibility we offer families to school within their individual homeschool philosophies.”

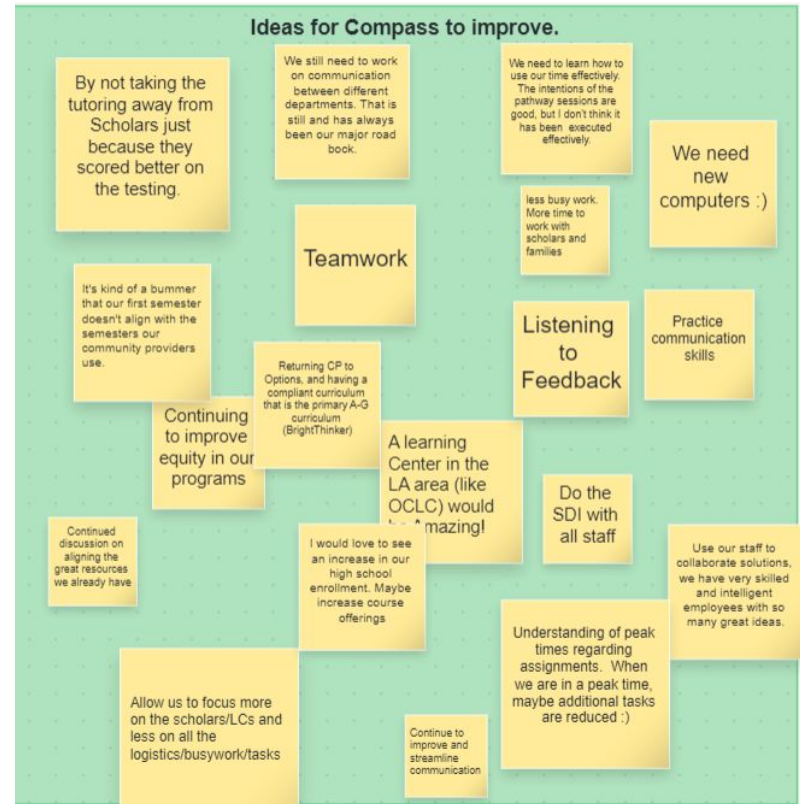


How Compass can improve- Staff

“Build communication and trust between leadership and staff.”

“An overall deep dive into user experience for teachers and LC's-are we using too many systems, how can we make the experience overall more cohesive and efficient.”

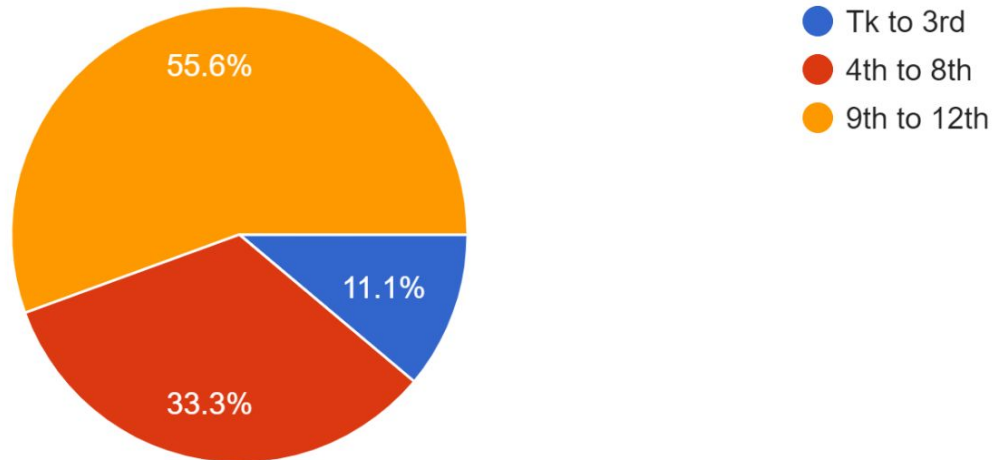
“Demonstrate faith and trust in the teachers that Compass hired to be knowledgeable and to be invested in their scholars and their families. Get rid of the overwhelming amount of clerical work and replace it with connection opportunities.”



Listening Tour-Scholars

What Grade Level are you in this year?

9 responses



What I love about Compass- Scholars

Everything!
Flexibility
Ability to be at home
My teachers
My friends
I feel safe
Field trips
Clubs



What I love about Compass- Parents

“I love that the students can communicate with other students. Safe environment. Kind teachers. If I have a problem. I don't feel uncomfortable because the teachers makes me feel as though I belong to the compass family.”

“I love the combination of freedom with the guidance from the staff to give my learner the best personalized education”

“We really like the field trips and online workshops. We also like our Supervising Teacher”

“Having a Charter who finds balance in the needs of compliance and the needs of supporting the families is gold.”



How Compass can improve- Parents



“I would love more opportunities for meet ups and hangouts with Options parents.”

“I would love to see additional vendors on the menu options-it seems more restricted lately.”

“Grouping teachers with the age ranges they have the most experience with would be really helpful.”



Top Priority

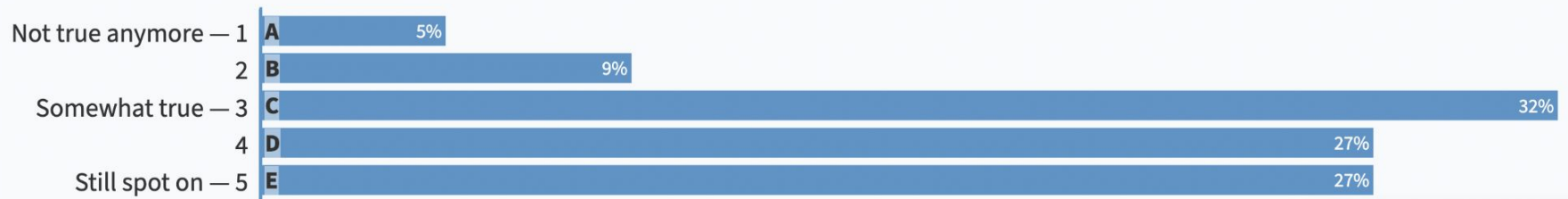
WIG #1- 100% of staff will report increased coherence, improved culture, and greater connectedness.

Building trusting relationships and a culture of collaboration, innovation, and ongoing learning.

Incorporate professional learning on building trust into leadership academy.



Staff morale is very low. Leaders are not feeling ownership and ability to make decisions. Staff are not respecting/following leadership decisions. Lack of alignment and prioritization is creating great sense of "I can't get it all done."



Updates

San Diego charter renewal- staff have completed a first review of the existing charter. This will be sent to YMC for legal updates. I am awaiting a response from the Superintendent of Santa Ana on the status of the OCLC.

CAASPP testing- starts next week. Staff are working on increasing participation to avoid the LOSS penalty.



Questions?



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