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Compass Charter Schools

# **Superintendent's Report**

June 22, 2023

# 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.



# Top Priority

## Building Trust

Empathy Interviews by all staff

Results will be shared at the retreat

The retreat will be focused on building trust and making connections



# Empathy Interview Participation

92%



# The **Four** Elements of Trust

## **Consistency**

*Messages for different audiences have the same meaning.*

## **Compassion**

*There is a semblance of protection and that one person will not do harm to the other person*

## **Communication**

*Well-timed sharing of both positive and negative information is linked with developing trust.*

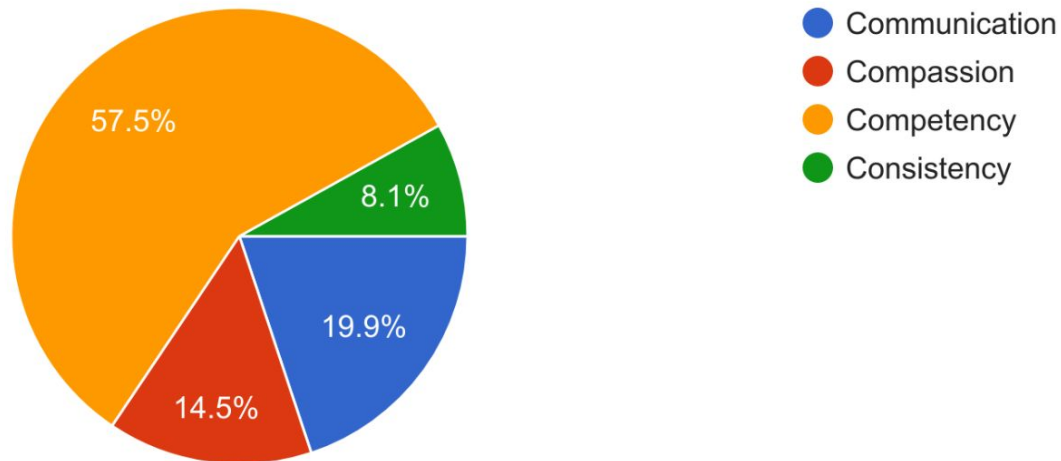
## **Competency**

*Execution of an individual's role responsibilities*

# Trust Element

Which element of trust do you feel this exemplifies?

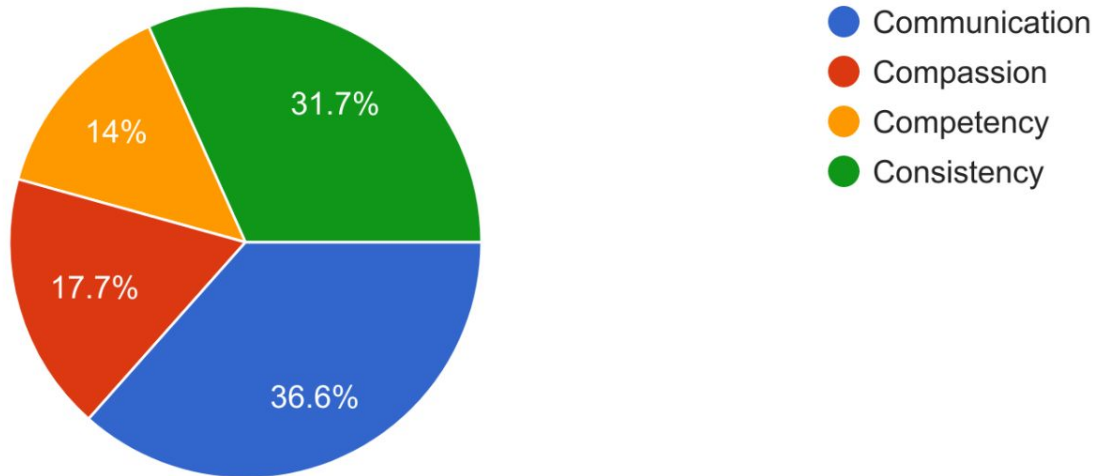
186 responses



# Improvement - Org Wide

If we improved one element of trust at Compass, which one would have the most positive impact?

186 responses



# What does trust mean to you?

Trust is a two-way relationship that develops over time and through shared experiences.





# What does trust mean to you?

Trust allows individuals to feel safe and comfortable to share confidential information without fear of judgment or gossip. It also involves relying on others to fulfill their commitments and act with integrity. Trusting colleagues and leaders means believing in their expertise and accountability.



# What does trust mean to you?

Trust fosters inclusivity and open communication within a team or organization. When trust is present, individuals feel valued and respected, which leads to increased collaboration and growth opportunities.



# What does trust mean to you?

Trust is essential for building strong relationships, achieving common goals, and creating a harmonious work environment.



# What does trust look like at Compass?

We compiled results from staff and will reveal the answers at the retreat. This will provide us with a clear picture of what a trusting environment looks like at Compass and will give use a goal to work towards.



# Safe Space Initiative

Since I started at Compass, I have been very impressed with the diversity of staff and scholars and of the strong trust and personal relationships that exists. This is especially true for the relationship between teachers and the families that they work with.

This environment creates a safe space where scholars and their families can ask for help if they need it. Our team of counselors and support staff are ready to provide resources and support for many of the challenges that our scholars face. This is a huge strength for Compass, and to show our commitment to providing a safe space for all scholars, Kimberly Aguilar created this logo that was added to our email signature.



# Top Priority

WIG #2- 100% of eligible scholars will graduate by the end of the 2022-2023 school year.

Current Projected Cohort Graduation Percentages	
San Diego	69%
Los Angeles	86%
Yolo	85%



# Updates

San Diego charter renewal- the initial charter draft has undergone legal review and work on developing the charter petition will begin in July. Legislation is pending that will extend charter renewal for another year. If it passes we will assess our options.

We are continuing our search for a new location for the OCLC for the next school year. We have not received a response from the SAUSD Superintendent about being able to stay in the district long-term.



# Updates

Planning for the retreat is well under way. Teams are working on completing their presentations before the end of the school year to avoid a last-minute rush when we come back.

We will be using the WHOVA app for the retreat schedule, so please download the app when you have time. This is a great way to see what is happening at the retreat, even if you cannot attend. You should have an invitation in your email.





# Updates

We have identified a top candidate for the CAO position and hope to have him on board before the retreat.



# Updates

## Final CAASPP completion rates

Charter	Math	ELA
San Diego	89%	89%
Los Angeles	83%	84%
Yolo	71%	71%

These low rates are a direct result of parent opt-outs. Our participation rates without opt outs are all over 95%. This means that our staff did an amazing job of getting scholars to participate. It also means that we will have to rely heavily on verified data for our charter renewals.



# Questions?



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