



Superintendent's Report

Compass Board of Directors Meeting
September 30, 2023

Compass Retreat August 1st-4th, 2023 *Palm Springs*



Retreat Overview

- Whole group sessions
 - Covey- Trust and Inspire
 - Introduction to the SDI
 - Compass goals and growth plans
 - Restorative Justice
 - Next Steps
- Session descriptions
 - Office hours
 - Vendor room
 - Department time
- Special Events
 - Photographer
 - Photo Contests
 - Welcome Reception
 - Awards Dinner
 - All Staff Dinners
 - Movie Night
 - Paint Night

Compiled results from the Empathy Interview question,

“Describe a time when you felt trusted at Compass.”

- 1. Trust in Learning Coaches and Coordinators**
- 2. Freedom and Support**
- 3. Collaboration and Problem-Solving**
- 4. Learning from Mistakes**
- 5. Professional Discretion and Autonomy**
- 6. Trust within Teams and Networks**
- 7. Recognition and Responsibility**
- 8. Open and Supportive Communication**
- 9. Expertise and Collaboration**
- 10. Autonomy in Scheduling and Decision-Making**



Summary

The qualitative data from the trust survey at Compass indicates a **strong sense of trust** among employees in various aspects of their work environment. Employees **value** the trust placed in them by their learning coaches and coordinators, as well as the **freedom** to make independent decisions with **support** from supervisors. **Collaboration** and problem-solving are facilitated through a culture of trust. Trust is built through acknowledging and **learning from mistakes**, and leaders consistently demonstrate trust in their employees' **capabilities**. Professional discretion, autonomy, and supportive networks contribute to a **culture of trust**.



Our Goal

Overall, trust enhances employee satisfaction and engagement, and fosters a positive and supportive work environment at Compass.

Poll Question

How true is this statement for you right now?

1-Not true at all 5-Somewhat True 10-Always True



Our Goal

Poll Results

How true is this statement for you right now?
1-Not true at all 5-Somewhat True 10-Always True

Goal: 100% of staff will select 7 or higher on a 10 point scale.

Percentage of staff who chose 7 or higher

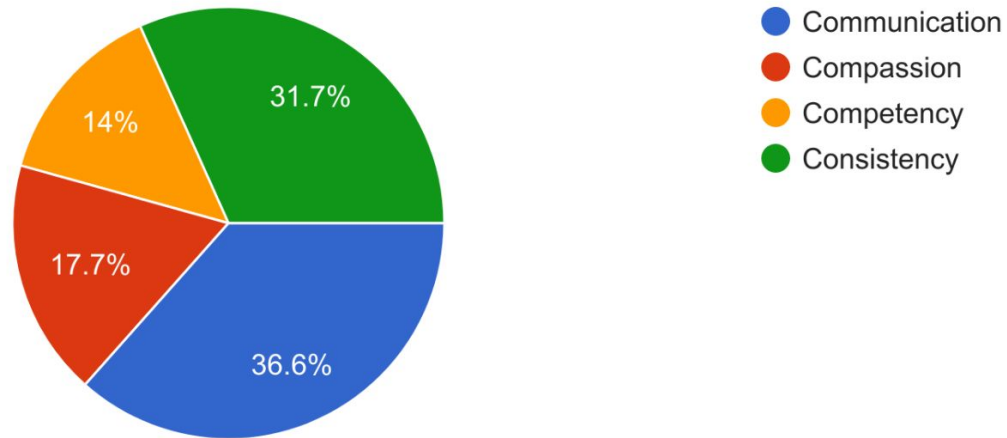
| | | |
|------------|-----|---------------|
| 8/01/2023 | 70% | 144 responses |
| 8/04/2023 | 82% | 120 responses |
| 12/15/2023 | | |
| 5/03/ 2023 | | |



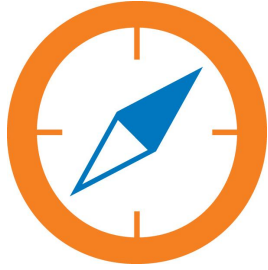
Focus Areas

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

186 responses



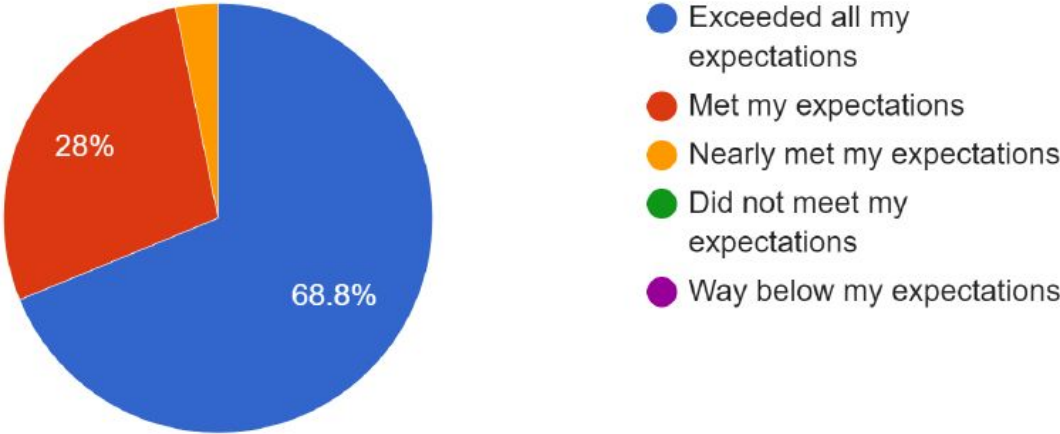
SDI Workshop

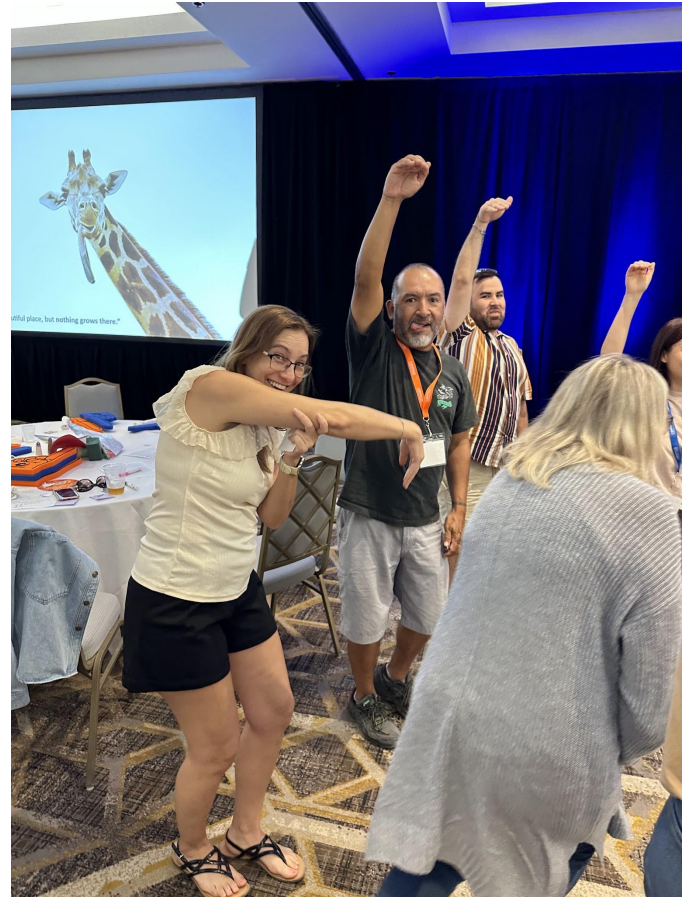


How well did the SDI session meet your expectations?

MULTIPLE CHOICE

157 responses

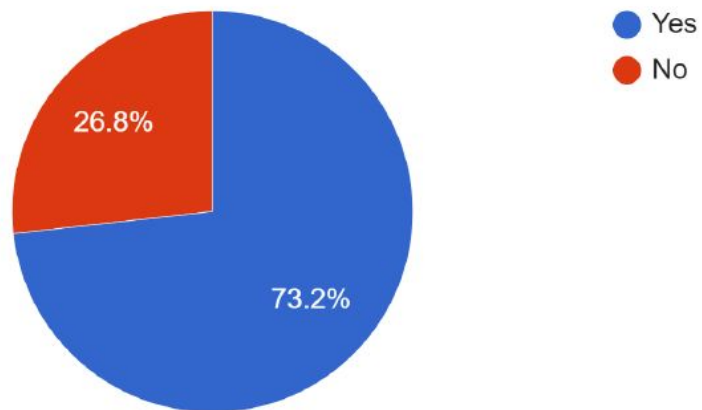




Do you feel that you had enough time to work in your departments?

MULTIPLE CHOICE

157 responses

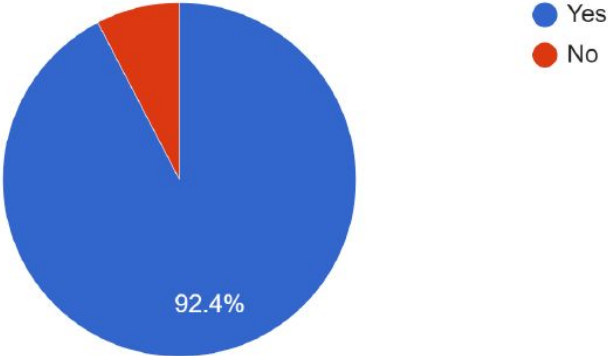




Did the conference structure give ample time to interact with other attendees?

MULTIPLE CHOICE

157 responses



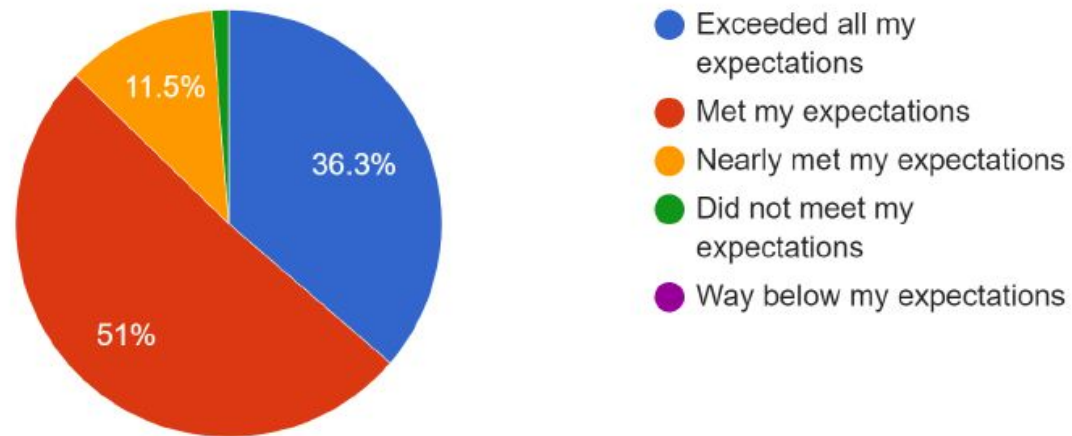
Ready for a Great Year!



To what extent did this conference meet your expectations?

MULTIPLE CHOICE

157 responses



Key Actions

- **Trust and Inspire**
 - Leadership Academy
 - Trust and Inspire PL opportunities at in-service days
 - Trust surveys quarterly
- **Restorative Justice**
 - Staff Trained as trainers
 - Goal to train all staff
 - Implement Restorative Justice practices
- **SDI**
 - Continue learning in department groups
- **Quarterly Data Meetings**
 - Discuss scholar achievement data
 - Measure the impact of interventions

