

***Superintendent's Report
To the
Board of Directors***

March 9, 2024



Wildly Important Goals- WIGs

WIG 1

100% of staff will
report improved school
culture

WIG 2

100% of eligible
scholars will
graduate



WIGs

100% of staff will report improved school culture

100% of eligible scholars will graduate.

LCAP

Increase scholar academic achievement in core academic subjects.

Increase scholar and parent engagement and involvement.

Increase college and career readiness for scholars.

Ensure that at-promise scholars are making progress toward earning a high school diploma.



WASC

Improve the 4 year graduation cohort in each school to meet or exceed state averages.

Increase participation in state testing to 95% and maintain 95% participation rates in local measures.

Increase college and career readiness for scholars by expanding the AVID program

Create and implement a comprehensive data plan that is accessible by 100% of Compass staff and families.







Superintendent's Goal



100% of staff will select 7 or higher on a scale of 1-10 that this statement is true for them:

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



This goal supports WIG #1: 100% of staff will report increased coherence, improved culture and greater connectedness by the end of the 2023-2024 school year.

It also supports the Strategic Plan goals to: Build trusting relationships and a culture of collaboration, innovation, and ongoing learning.



Superintendent's Goal 1

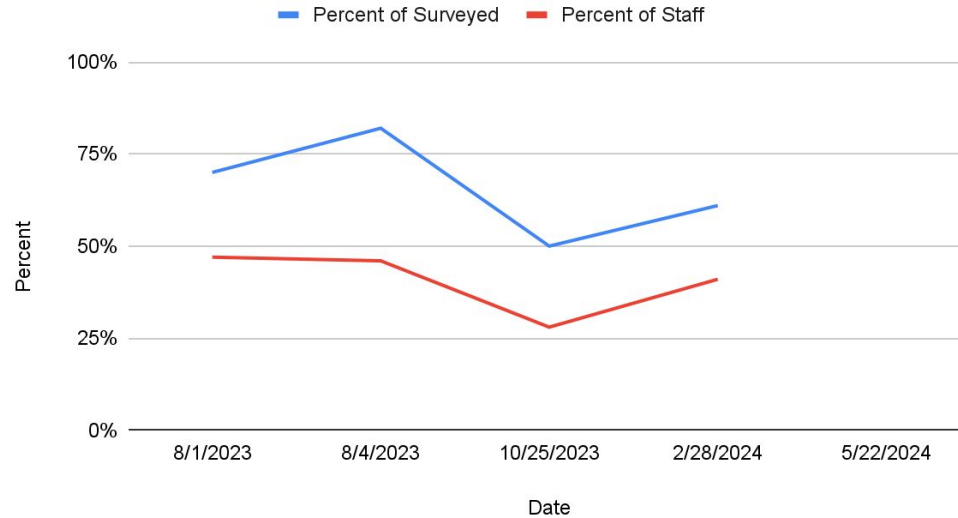
Goal: 100% of staff will select 7 or higher on a 10 point scale.

Percentage of staff who chose 7 or higher

8/01/2023	70%	144 responses	47% of total staff
8/04/2023	82%	120 responses	46% of total staff
10/25/2023	50%	122 responses	28% of total staff
2/28/ 2023	61%	143 responses	41% of total staff
5/22/2023			




Superintendent's Goal

Percentage of staff who select 7 or higher on how they feel about trust in the organization.






Superintendent's Goal

Tasks

- Measure progress of goal utilizing 10 point scale. Present data at the May 18 meeting. 📅 Apr 26, 2024  E. Brenner
- Facilitate the all management Trust and Inspire PL. 📅 May 13, 2024  E. Brenner
- Measure progress of goal utilizing 10 point scale. 📅 Dec 13, 2024  E. Brenner

Add a Task

- Facilitate the all management Trust and Inspire PL. 📅 Apr 08, 2024  E. Brenner
- Facilitate the all management Trust and Inspire PL. 📅 Feb 12, 2024
- Facilitate the all management Trust and Inspire PL. 📅 Dec 11, 2023  E. Brenner
- Facilitate the all management Trust & Inspire PL. 📅 Oct 16, 2023  E. Brenner
- Implement Trust & Inspire all management PL. Ensure that all managers and leaders have copies of the Trust and Inspire book. Facilitate six sessions throughout the year that include training from Covey and Compass applications. 📅 Sep 11, 2023  E. Brenner
- Kick off the year long Trust & Inspire initiative at the all-staff retreat. Implement the measurement tool to track progress. 📅 Aug 04, 2023  E. Brenner

FCMAT/LAO Report

- The [FCMAT/LAO Report](#) on non-classroom based charter schools was released on Thursday. This report was mandated by the legislature in response to concerns regarding the Funding Determination process and to fraudulent practices by schools like A3 that have resulted in the loss of millions of public funds. At first read, the few recommendations that stood out to me as potentially having an impact on Compass:

FCMAT/LAO Report

- Small school districts should no longer be able to authorize charters whose enrollment exceeds 50% of the district enrollment. *This is true for all three of our authorizers.*
- The state should create a separate authorizing entity for schools who have more than 50% of their students attending virtually. *This is true for all of our charters.*
- Non-classroom based schools should be funded at 85% of their ADA, even if they are meeting the current thresholds defined in the funding determination. *This would mean that Compass funding could be cut by 15%.*
- Audit requirements should be more stringent and aligned to school districts and auditors should be required to be trained specifically in Charter school funding. *This is one reason we need to ensure that all of our policies and practices are compliant.*

Any Questions?

