



Staff Report
April 18, 2018

This report is meant to provide updates to the Board of Directors Personnel Committee:

Celebrations

April 25th – Administrative Professionals Day

- CCS has two (2) administrative professionals

May 1st – School Principals Day

- CCS has the following academic leaders:
 - Erin Smith, Online Learning Manager
 - Kristy Smith, Options Learning Manager
 - Steven Thompson, Online Elementary School Coordinator
 - Melissa Blitzstein, Online Middle School Coordinator
 - Janae Smith, Online High School Coordinator

May 7th – 11th – Teacher Appreciation Week

- CCS has the following groups of teachers:
 - 19 Educational Facilitators
 - 13 Elementary School Teachers
 - 18 High School Teachers
 - Seven (7) Middle School Teachers
 - Four (4) Special Education Instructors

May 8th – National Teacher Appreciation Day

May 9th – California Day of the Teacher

May 20th - 26th – Classified School Employees Week

Compensation Study

We are working with Edgility to conduct a CMO Compensation Study, which will include focus groups of our staff, a review of peer organizations, and ultimately lead to a salary structure and set of recommendations to consider. The goal is to understand our competitive compensation levels and benefits organizations compared to peer organizations and to have an internal salary structure that ensures internal equity and external market competitiveness. A final report will be delivered in early June.

Hiring Update

We continue to update our tracking document, which helps us monitor our recruiting process. This tracks when a position is posted, how many applicants we receive, when we make an offer and when the new employee starts. *See attached.*

Self-Assessments

Staff completed their self-assessments through Bamboo HR in March. Questions included:

- How well does Compass Charter Schools recognize my value?
- What would have the greatest impact on my ability to do my best work more often?
- What are some things I do well?
- How could I improve?
- Is it your intention to return to Compass Charter Schools for the 2018-19 academic year? Why or why not?
- Name one thing your immediate Supervisor has done to make you feel valued as an employee this year.