# School Accountability Report Card Reported Using Data from the 2017-18 School Year California Department of Education 

By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC).The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

- For more information about SARC requirements, see the California Department of Education (CDE) SARC web page at https://www.cde.ca.gov/ta/ac/sa/.
- For more information about the LCFF or LCAP, see the CDE LCFF web page at https://www.cde.ca.gov/fg/aa/lc/.
- For additional information about the school, parents/guardians and community members should contact the school principal or the district office.


## DataQuest

DataQuest is an online data tool located on the CDE DataQuest web page at https://dq.cde.ca.gov/dataquest/ that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

## Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.


Mr. JJ. Lewis, Superintendent, CEO<br>- Principal, Compass Charter Schools of Fresno


#### Abstract

About Our School

We are happy scholars and families choose to make Compass Charter Schools (CCS) their school of choice. I am proud to be the Superintendent \& CEO of CCS, and look forward working with our faculty and staff to provide a quality independent study program to every scholar we serve. Everyone at CCS is committed to creating a nurturing environment as we work with our scholars to meet their unique learning needs. There are a few vocabulary words that we use which make our school culture unique to many others.

\section*{CCS VOCABULARY}

Like any school CCS has its own unique culture. To help you understand part of the culture of CCS it is important you understand our use of the following key terms:

Learning Coach Parents/guardians are known as the "Learning Coach" for their children and they are an integral part of their children's success at CCS. Since we are an independent study virtual school much of the learning is facilitated by the Learning Coach.

\section*{Scholar}

At CCS we choose to refer to students as "scholar." Scholar is defined as a person who is highly educated or has an aptitude for study; a distinguished academic. We refer to students as scholars because we want to emphasize our commitment to helping every individual be academically successful.

We look forward to being part of our scholars educational journey, and invite you to learn more about us through this School Accountability Report Card and by visiting us online at www.compasscharters.org!

Forever Loud and Proud, J.J. Lewis, M.Ed.

Superintendent \& CEO

\section*{Contact}

Compass Charter Schools of Fresno 850 Hampshire Rd., Ste. P Thousand Oaks, CA 91361-6004


## About This School

Contact Information (School Year 2018-19)

| District Contact Information (School Year 2018-19) |  |
| :--- | :--- |
| District Name | Orange Center |
| Phone Number | (559) 237-0437 |
| Superintendent | Terry Hirschfield |
| E-mail Address | $\underline{\text { thirschfield@orangecenter.org }}$ |
| Web Site |  |


| School Contact Information (School Year 2018-19) |  |
| :--- | :--- |
| School Name | Compass Charter Schools of Fresno |
| Street | 850 Hampshire Rd., Ste. P |
| City, State, Zip | Thousand Oaks, Ca, 91361-6004 |
| Phone Number | Mr. JJ. Lewis, Superintendent, CEO |
| Principal | info@compasscharters.org |
| E-mail Address | www.compasscharters.org |
| Web Site | 10623310130880 |
| County-District-School <br> (CDS) Code |  |

## School Description and Mission Statement (School Year 2018—19)

In 2012, Compass Charter Schools (CCS) began with a small team of educators in southern California committed to providing a safe, family-centered alternative to the traditional brick and mortar school for scholars throughout the state. While CCS has evolved over the years, the desire to provide excellent educational options has remained strong with our online and home school programs. Over the past five years, we have educated the highly gifted, the bullied, the athlete, the actor, the academically-challenged, the chronically ill, and many other scholars who sought a personalized educational experience outside traditional classroom walls.

Today we work diligently to grow our learning community with families, scholars and staff who value each other and exemplify respect, kindness, teamwork and open communication. We believe in running a school built on integrity and ethical decision-making. We nurture those who have been wounded in some way by the traditional school setting, those not able to find flexible academic programs to fit their needs, and those in need of guidance as they tread on unfamiliar ground as homeschoolers. CCS truly cares about our scholars and is not only dedicated to their academic success but to their social and emotional development.

Whatever the reason behind our scholars' enrollment in Compass Charter Schools, we are here to provide an environment where our scholars can feel safe and inspired to develop into confident, innovative, creative, self-directed scholars. Our scholars find success here at Compass Charter Schools because they have the support of a dedicated staff and their loving families. It is a privilege that each and every day we get to help our scholars charter their educational future. We are loud and proud about making a difference in the lives of our scholars!

## Mission Statement

Our mission is to inspire and develop innovative, creative, self-directed learners, one scholar at a time.

## Vision Statement

Our vision is to create a collaborative virtual learning community, inspiring scholars to appreciate the ways in which arts and sciences nurture a curiosity for life-long learning, and prepare scholars to take responsibility for their future success.

## Core Values

Achievement
Communication
Integrity
Respect
Teamwork

Student Enrollment by Grade Level (School Year 2017-18)

|  | Grade Level |
| :--- | :---: |
| Kindergarten | Number of Students |
| Grade 1 | 10 |
| Grade 2 | 6 |
| Grade 3 | 14 |
| Grade 4 | 7 |
| Grade 5 | 14 |
| Grade 6 | 12 |
| Grade 7 | 12 |
| Grade 8 | 9 |
| Grade 9 | 12 |
| Grade 10 | 12 |
| Grade 11 | 8 |
| Grade 12 | 9 |
| Total Enrollment | 8 |



## Student Enrollment by Student Group (School Year 2017-18)

| Student Group | Percent of Total Enrollment |
| :--- | :---: |
| Black or African American | $8.3 \%$ |
| American Indian or Alaska Native | $0.8 \%$ |
| Asian | $0.8 \%$ |
| Filipino | $0.8 \%$ |
| Hispanic or Latino | $36.1 \%$ |
| Native Hawaiian or Pacific Islander | $1.5 \%$ |
| White | $36.1 \%$ |
| Two or More Races | $11.3 \%$ |
| Other | $4.3 \%$ |
| Student Group (Other) | Percent of Total Enrollment |
| Socioeconomically Disadvantaged | $62.4 \%$ |
| English Learners | $2.3 \%$ |
| Students with Disabilities | $9.8 \%$ |
| Foster Youth | \% |

## A. Conditions of Learning

## State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair


## Teacher Credentials

| Teachers | $\begin{gathered} \text { School } \\ 2016 \\ -17 \end{gathered}$ | $\begin{gathered} \text { School } \\ 2017 \\ -18 \end{gathered}$ | $\begin{gathered} \text { School } \\ 2018 \\ -19 \end{gathered}$ | $\begin{gathered} \text { District } \\ 2018- \\ 19 \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: |
| With Full Credential | 56 | 59 | 62 |  |
| Without Full Credential | 0 | 0 | 0 |  |
| Teachers Teaching Outside Subject Area of Competence (with full credential) | 0 | 0 | 0 |  |



Compass Charter Schools has its Central Office in Thousand Oaks, California. The Central Office house our enrollment, finance, HR, and records teams, as well as senior leadership staff. Our Central Office abide by all applicable building, fire and safety codes.

## B. Pupil Outcomes

## State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4)

- Statewide assessments (i.e., California Assessment of Student Performance and Progress [CAASPP] System, which includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. Only eligible students may participate in the administration of the CAAs. CAAs items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with the most significant cognitive disabilities); and
- The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

CAASPP Test Results in ELA and Mathematics for All Students
Grades Three through Eight and Grade Eleven
Percentage of Students Meeting or Exceeding the State Standard

| Subject | School <br> $\mathbf{2 0 1 6 - 1 7}$ | School <br> $\mathbf{2 0 1 7 - 1 8}$ | District <br> $\mathbf{2 0 1 6 - 1 7}$ | District <br> $\mathbf{2 0 1 7 - 1 8}$ | State <br> $\mathbf{2 0 1 6 - 1 7}$ | $\mathbf{2 0 1 7 - 1 8}$ |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| English Language Arts / Literacy (grades 3-8 and 11) | $49.0 \%$ | $39.0 \%$ | $32.0 \%$ | $39.0 \%$ | $48.0 \%$ | $50.0 \%$ |
| Mathematics (grades 3-8 and 11) | $19.0 \%$ | $16.0 \%$ | $19.0 \%$ | $21.0 \%$ | $37.0 \%$ | $38.0 \%$ |

Note: Percentages are not calculated when the number of students tested is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: ELA and Mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

## CAASPP Test Results in ELA by Student Group Grades Three through Eight and Grade Eleven (School Year 2017-18)

CAASPP Assessment Results - English Language Arts (ELA)
Disaggregated by Student Groups, Grades Three Through Eight and Grade Eleven

| Student Group | Total Enrollment | Number Tested | Percent Tested | Percent Met or Exceeded |
| :---: | :---: | :---: | :---: | :---: |
| All Students | 96 | 46 | 47.92\% | 39.13\% |
| Male | 46 | 20 | 43.48\% | 30.00\% |
| Female | 50 | 26 | 52.00\% | 46.15\% |
| Black or African American | -- | -- | -- |  |
| American Indian or Alaska Native | -- | -- | -- |  |
| Asian |  |  |  |  |
| Filipino |  |  |  |  |
| Hispanic or Latino | 38 | 16 | 42.11\% | 37.50\% |
| Native Hawaiian or Pacific Islander | -- | -- | -- |  |
| White | 37 | 22 | 59.46\% | 40.91\% |
| Two or More Races | -- | -- | -- |  |
| Socioeconomically Disadvantaged | 65 | 26 | 40.00\% | 34.62\% |
| English Learners | -- | -- | -- |  |
| Students with Disabilities | -- | -- | -- |  |
| Students Receiving Migrant Education Services |  |  |  |  |
| Foster Youth |  |  |  |  |

Note: ELA test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

Note: Double dashes (--) appear in the table when the number of students is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

## CAASPP Test Results in Mathematics by Student Group Grades Three through Eight and Grade Eleven (School Year 2017-18)

CAASPP Test Results in Mathematics
Disaggregated by Student Group, Grades Three Through Eight and Grade Eleven

| Student Group | Total Enrollment | Number Tested | Percent Tested | Percent Met or Exceeded |
| :---: | :---: | :---: | :---: | :---: |
| All Students | 96 | 44 | 45.83\% | 15.91\% |
| Male | 46 | 20 | 43.48\% | -- |
| Female | 50 | 24 | 48.00\% | 20.83\% |
| Black or African American | -- | -- | -- |  |
| American Indian or Alaska Native | -- | -- | -- |  |
| Asian |  |  |  |  |
| Filipino |  |  |  |  |
| Hispanic or Latino | 38 | 15 | 39.47\% | 6.67\% |
| Native Hawaiian or Pacific Islander | -- | -- | -- |  |
| White | 37 | 21 | 56.76\% | 14.29\% |
| Two or More Races | -- | -- | -- |  |
| Socioeconomically Disadvantaged | 65 | 26 | 40.00\% | 15.38\% |
| English Learners | -- | -- | -- |  |
| Students with Disabilities | -- | -- | -- |  |
| Students Receiving Migrant Education Services |  |  |  |  |
| Foster Youth |  |  |  |  |

Note: Mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

Note: Double dashes (--) appear in the table when the number of students is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Test Results in Science for All Students
Grades Five, Eight and High School

## Percentage of Students Meeting or Exceeding the State Standard

Html.RenderAction("SarcDescription", new \{ sectionID $=80$, cdscode $=$ ViewBag.Cdscode \});

| Subject | School | School | District | District | State | State |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2016-17 | $\mathbf{2 0 1 7 - 1 8}$ | $\mathbf{2 0 1 6 - 1 7}$ | $\mathbf{2 0 1 7 - 1 8}$ | $\mathbf{2 0 1 6 - 1 7}$ | $\mathbf{2 0 1 7 - 1 8}$ |  |
| Science (grades 5, 8, and high school) |  | $N / A$ | $N / A$ | $N / A$ | $N$ | N/A |

Note: Cells with N/A values do not require data.
Note: The 2016-17 and 2017-18 data are not available. The CDE is developing a new science assessment based on the Next Generation Science Standards for California Public Schools (CA NGSS). The new California Science Test (CAST) was pilot-tested in spring 2017 and field-tested in spring 2018. The CAST will be administered operationally during the 2018-19 school year. The CAA for Science was pilot-tested for two years (i.e., 2016-17 and 2017-18) and the CAA for Science will be fieldtested in 2018-19.

Note: Science test results include the CAST and the CAA for Science. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the CAST plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAA for Science divided by the total number of students who participated on both assessments.

## Courses for University of California (UC) and/or California State University (CSU) Admission

| UC/CSU Course Measure | Percent |
| :---: | :---: |
| 2017-18 Pupils Enrolled in Courses Required for UC/CSU Admission | 26.1\% |
| 2016-17 Graduates Who Completed All Courses Required for UC/CSU Admission | 33.3\% |

## State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8):

- Pupil outcomes in the subject area of physical education
\(\left.$$
\begin{array}{|l|c|c|}\hline \text { California Physical Fitness Test Results (School Year 2017-18) } \\
\begin{array}{|lcc|}\hline \begin{array}{c}\text { Grade } \\
\text { Level }\end{array} & \begin{array}{c}\text { Percentage of Students Meeting Four of Six } \\
\text { Fitness Standards }\end{array} & \begin{array}{c}\text { Percentage of Students Meeting Five of Six } \\
\text { Fitness Standards }\end{array} \\
\hline 5 & 18.2 \% & 36.4 \%\end{array} & \begin{array}{c}\text { Percentage of Students Meeting Six of Six } \\
\text { Fitness Standards }\end{array}
$$ <br>

\hline 7 \& 14.3 \% \& 14.3 \%\end{array}\right]\)| $36.4 \%$ |
| :--- |
| 9 |

Note: Percentages are not calculated when the number of students tested is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

## C. Engagement

## State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3):

- Efforts the school district makes to seek parent input in making decisions for the school district and each school site


## Opportunities for Parental Involvement (School Year 2018—19)

We are proud to have opportunities available for parental involvement:

## Parent Advisory Council

The Parent Advisory Council serves to provide parent feedback on school policies and procedures at Compass Charter Schools to ensure that they are consistent with our mission, vision, and values.

Members act as a committed group of advisors to the staff and administration, regarding issues that affect the scholars and school of CCS. They provide feedback and insight from the parent's perspective on school process, policies and initiatives to ensure that the needs of parents and their families are included as decisions are made. They also serve as an advisory, not a decision-making body, that makes recommendations, encourages brainstorming and provides opportunities for parent involvement on committees.

## Parent Town Halls

The Superintendent \& CEO hosts quarterly virtual Parent Town Halls with our families and staff. Updates are provided, and then the session is open for Q\&A with those in attendance. The Parent Town Halls are recorded and shared with families and staff.

## Virtual Suggestion Box

There is a Virtual Suggestion Box for parents, located on the homepage of our website. The link is also shared during Parent Town Halls. Suggested to enhance and expand the Compass Experience are shared and discussed with our Parent Advisory Council, Cabinet, and Staff Advisory Committee on a monthly basis.

## Welcome Back Night

Welcome Back Night is an annual, virtual program for our parents. In this session, staff welcome families and scholars to Compass, introduce teachers and staff, and highlight important news and information for the start of the school year. For those families who are unable to attend, the session slides and recording are shared and available as a resource throughout the school year.

## State Priority: Pupil Engagement

The SARC provides the following information relevant to the State priority: Pupil Engagement (Priority 5):

- High school dropout rates; and
- High school graduation rates


## Dropout Rate and Graduation Rate (Four-Year Cohort Rate)

| Indicator | $\begin{gathered} \text { School } \\ 2014-15 \end{gathered}$ | $\begin{gathered} \text { School } \\ 2015-16 \end{gathered}$ | $\begin{gathered} \text { District } \\ 2014-15 \end{gathered}$ | $\begin{gathered} \text { District } \\ 2015-16 \end{gathered}$ | $\begin{gathered} \text { State } \\ 2014-15 \end{gathered}$ | $\begin{gathered} \text { State } \\ 2015-16 \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Dropout Rate | -- | 59.3\% | -- | -- | 10.7\% | 9.7\% |
| Graduation Rate | -- | 14.8\% | -- | -- | 82.3\% | 83.8\% |


| Indicator | School <br> $\mathbf{2 0 1 6 - 1 7}$ | District <br> $\mathbf{2 0 1 6 - 1 7}$ | State <br> $\mathbf{2 0 1 6 - 1 7}$ |
| :--- | :---: | :---: | :---: |
| Dropout Rate | $40.0 \%$ | $40.0 \%$ | $9.1 \%$ |
| Graduation Rate | $13.3 \%$ | -- | $82.7 \%$ |



For the formula to calculate the 2016-17 adjusted cohort graduation rate, see the 2017-18 Data Element Definitions document located on the SARC web page at https://www.cde.ca.gov/ta/ac/sa/.

## Completion of High School Graduation Requirements - Graduating Class of 2017 (One-Year Rate)

| Student Group | School | District | State |
| :---: | :---: | :---: | :---: |
| All Students | 21.4\% | 21.4\% | 88.7\% |
| Black or African American | 0.0\% | 0.0\% | 82.2\% |
| American Indian or Alaska Native | 0.0\% | 0.0\% | 82.8\% |
| Asian | 0.0\% | 0.0\% | 94.9\% |
| Filipino | 0.0\% | 0.0\% | 93.5\% |
| Hispanic or Latino | 0.0\% | 0.0\% | 86.5\% |
| Native Hawaiian or Pacific Islander | 0.0\% | 0.0\% | 88.6\% |
| White | 50.0\% | 50.0\% | 92.1\% |
| Two or More Races | 50.0\% | 50.0\% | 91.2\% |
| Socioeconomically Disadvantaged | 12.5\% | 12.5\% | 88.6\% |
| English Learners | 0.0\% | 0.0\% | 56.7\% |
| Students with Disabilities | 0.0\% | 0.0\% | 67.1\% |
| Foster Youth | 0.0\% | 0.0\% | 74.1\% |

## State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety


## School Safety Plan (School Year 2018-19)

While we are a virtual school, we do have a School Safety Plan for our Central Office. The plan outlines emergency exits, designated meeting places near the building, and locations of emergency kits and fire extinguishers.

## D. Other SARC Information

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

## Average Class Size and Class Size Distribution (Secondary) (School Year 2015-16)

| Subject | Average Class Size | Number of Classes * <br> $\mathbf{1 - 2 0}$ | Number of Classes * <br> $\mathbf{2 1 - 3 2}$ |
| :--- | :---: | :---: | :---: |
| English | 2.0 | 21 |  |
| Mathematics | 2.0 | 23 |  |
| Science | 2.0 | 12 |  |
| Social Science | 2.0 | 17 |  |

* Number of classes indicates how many classrooms fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Average Class Size and Class Size Distribution (Secondary) (School Year 2016-17)

| Subject | Average Class Size | Number of Classes * $1-20$ | Number of Classes * 21-32 | Number of Classes * $33+$ |
| :---: | :---: | :---: | :---: | :---: |
| English | 3.0 | 16 |  |  |
| Mathematics | 2.0 | 18 |  |  |
| Science | 2.0 | 15 |  |  |
| Social Science | 3.0 | 19 |  |  |

* Number of classes indicates how many classrooms fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.


## Average Class Size and Class Size Distribution (Secondary) (School Year 2017-18)

| Subject | Average Class Size | Number of Classes * $1-20$ | Number of Classes * 21-32 | Number of Classes * $33+$ |
| :---: | :---: | :---: | :---: | :---: |
| English | 5.0 | 7 |  |  |
| Mathematics | 4.0 | 10 |  |  |
| Science | 2.0 | 9 |  |  |
| Social Science | 6.0 | 5 |  |  |

* Number of classes indicates how many classrooms fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Last updated: 12/14/2018

## Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2016-17)

| Level | Total Expenditures Per Pupil | Expenditures Per Pupil (Restricted) | Expenditures Per Pupil (Unrestricted) | Average Teacher Salary |
| :---: | :---: | :---: | :---: | :---: |
| School Site | \$7454.0 | \$620.0 | \$6834.0 | \$57080.1 |
| District | N/A | N/A | -- | -- |
| Percent Difference - School Site and District | N/A | N/A | -- | -- |
| State | N/A | N/A | \$6574.0 | \$63218.0 |
| Percent Difference - School Site and State | N/A | N/A | -- | -- |

Note: Cells with N/A values do not require data.

## Teacher and Administrative Salaries (Fiscal Year 2016-17)

| Category | District Amount | State Average For Districts In Same Category |
| :--- | :---: | :---: |
| Beginning Teacher Salary | -- | $\$ 44,375$ |
| Mid-Range Teacher Salary | -- | $\$ 65,926$ |


| Highest Teacher Salary | -- | $\$ 82,489$ |
| :--- | :--- | :--- |
| Average Principal Salary (Elementary) | -- | $\$ 106,997$ |
| Average Principal Salary (Middle) | -- | $\$ 109,478$ |
| Average Principal Salary (High) | -- | -- |
| Superintendent Salary | -- | $\$ 121,894$ |
| Percent of Budget for Teacher Salaries | $29.0 \%$ | $32.0 \%$ |
| Percent of Budget for Administrative Salaries | $8.0 \%$ | $7.0 \%$ |

For detailed information on salaries, see the CDE Certificated Salaries \& Benefits web page at https://www.cde.ca.gov/ds/fd/cs/ .
Teacher Salary Chart

## Professional Development

In order to cultivate a culture of lifelong learning, Compass Charter Schools provides constant and relevant professional development for its staff. We host a weeklong, in-person All-Staff Retreat in August. We also host two In-Service Days, once in October and once in March, for all-staff training, organized by our staff-led Professional Learning Committee.

In addition to these school-wide trainings, we provide each division a professional development budget for staff to utilize to attend conferences and workshops. Staff are encouraged to share what they have learned in either a department, division or all-staff setting once they return from these self-selected opportunities. We strive to enhance our offerings to ensure all staff are equipped with the necessary information to best serve and support our scholars and each other.

