

Compass Academy: Where Learners & Leaders Grow

Governing Board meeting

December 18, 2014

Board Attendance: Jim Balfanz, Stephanie Wu, Annie Proietti, Pami Perea, Robert Balfanz, Jeff Park, Ken Greene, Dexter Korto, Jeff Park, Mike Johnson

Additional attendees: Brian Weber, Carla Houghton, Jennifer Savino, Courtney Harter, Sally Bachofer, Gabe Friedman, Fabricio Velez, Kat Walsh (on phone)

Absent: Mary Seawell, John Kechriotis

- I. **Ripples & Joys:** The meeting opened with Ripples and Joys from the group
- II. **Minutes:** Annie made a motion to approve the minutes. Jeff seconded. All approved.
- III. **Updates:**
 - Facilities update: Pami shared about the recent meeting with CHE and the DOJ. She felt the meeting went well and stressed that communication with parents and families is incredibly important moving forward. They want to be heard. She suggested working with Patsy Roibal for parent engagement. Fabricio reported that the meeting was positive. In addition, Fabricio and Brian went on a tour of Kepner and met with the current Kepner principal. They will be working together moving forward on space sharing agreements.
 - Teacher recruitment: Courtney shared that the teacher recruitment process is going well. Job descriptions have been made and shared out through numerous networks. A number of candidates have already applied and we anticipate more.
 - Student recruitment: Kat shared an update on recruitment. They have made 10 school or classroom visits, have incorporated Spanish subtitles into the video, and have sent postcards. Volunteers are hosting camp on MLK day and an open house is planned. DPS will begin sharing updates on student enrollment numbers on Friday. Annie recommended that trainings on the application process particularly support students to fill in the bubbles correctly and to mark FRL status.

IV. **School Schedule:**

Fabricio walked the board through the school schedule. He noted that times may change slightly because we'll be sharing space with two other schools. The schedule reflects the values and approach for CA, including time for meetings, student support, enrichment, and professional development.

Questions and Comments:

- Jeff asked about Corps Member deployment and shared that CM's cannot be the teacher of record.
- Annie commented that in Southwest, charters serving high ELL populations divided English and Writing. DSST, KIPP, Strive do that. We know about importance of writing. Why not divide English and Writing? Fabricio and Bob said the schedule is flexible and that writing will also be taught across all subjects.

V. Budget:

Ken talked about philosophy for briefing board monthly, and committed to send budget updates 7 days before meetings. They will present highlights, unusual expenses, and new potential sources of revenue. He also highlighted that as much money as possible should be directed toward instruction and PD.

Fabricio shared that the budget is driven by school design, and also pointed out that the year 0 budget now clearly delineates funds held by CY versus CA.

Brian walked the board through the first year budget, acknowledging that we currently have a projected deficit of \$121,000. He noted that is not unusual for this time of year. He walked through staffing patterns and expenses.

Questions and comments:

- Mike noted that currently salaries and benefits constitute 57% of budget, and the remaining 30% is FF and E, physical materials, etc. . It's about 30% off of most schools, for which salaries constitute about 80% of costs. He suggested, and Brian agreed, that staffing may be low right now.
- Mike asked about salary schedule and structure for teachers and noted it looked low.
- Jeff asked about summer institute stipends for teachers, hiring stipends, and performance bonuses, and asked if those were reflected in the budget. Brian answered that summer stipends were, the others were not.
- Mike noted that teachers at CA are scheduled for an 8-hour day. This is longer by DPS day by about 35 minutes. But that doesn't lead to salary increases.
- Jim asked if the finance committee should consider salaries and if we have the right compensation structure for teachers.

Further discussion on the budget ensued, including information about the staffing patterns, CY in-kind donations, and projected costs over 5 years.

VI. Academic Presentation:

Stephanie opened for the group with an overview of the focus of the design work so far: development of the major mindsets and skills for the school.

- a. Fabricio gave an overview of the Learner and Leader model for CA

Bob shared the rationale for all decisions made in the design: Research based, practice validated, aligns with mission and vision, meets the needs of all students.

Carla and Jen reviewed the academic plan, including the Learner and Leader competencies, scope and sequence, and curriculum choices.

Bob introduced the assessment package selection and talked about understanding where students are through regular assessment including inputs and outputs. Inputs are varied: academic, social, emotional. Outputs are norm referenced, state tests, benchmarked assessments that will be done periodically. Bob also shared the data analysis cycle for teachers.

Questions and comments:

- Board members responded to the academic presentation. They praised the work done so far on curriculum and scope and sequence, and Annie pointed out that this represents a tremendous amount of work and is impressive for this point in the year.
- Mike and Dexter liked the regular data meetings, but cautioned that time for teachers to analyze and make changes in practice in real time is challenging
- Mike asked about the evidence of any other schools with this level of complexity and strongly cautioned the design group to think about focus on getting the start right by ensuring students are supported from the start of the school, and that teachers and students have a limited amount of
- How do we know if school is on track to meet annual goals? What data points will be used? The importance of interim assessments was emphasized.
- Mike wondered about aligning external and internal assessments, and Annie pointed out that it will be critical to design or use assessments already designed that clearly align to standards will be critical.
- The board agreed that the primary metric of school success is student academic achievement

VII. Closing Circle / summary of agreements and next steps on the academic plan:

- a. The board liked the array of assessments, but cautioned about the need to balance between and to be sure to weight the importance of academic testing data as a means of determining student success and achievement.
- b. Developing focus for the plan – the design is complex, and the board suggests finding the focus and making concrete plans for what is essential to do well first, and what can wait.
- c. A detailed plan for remediation and supports for struggling students should be shared at the next meeting
- d. Corps Member schedules and job responsibilities need to be developed and reviewed, as well as aligned to meet state oversight and teacher of record requirements. Additionally, coordinating with Jeff and CY Denver is important for recruitment and training of this specific cohort of corps members.

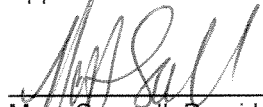
VIII. **Budget approval:** Jim called for a vote to approve the 5 year operating budget. Jeff motioned, Ken seconded, all approved.

IX. **Committees:** Jim passed out an initial draft of committees.

X. **Retreat:** Steph will contact members of the board to find a date, and asks that everyone respond.

The meeting adjourned at 8:03pm

Approved

A handwritten signature in cursive script, appearing to read 'M Seawell', is written over a horizontal line.

Mary Seawell, President