



Board Meeting Agenda

September 28, 2017 4:30 – 6:30 PM MT

789 Sherman St #400, Denver, CO 80203

Call Information: [LINK](#)

Phone: 617-927-2600 - **Access Code:** 994 051 531

Attending in person: Jim Balfanz (Vice-Chair), Bob Balfanz, Marcia Fulton (Ex-officio), Jessica Roberts (Treasurer), Ana C. Soler, Pami Perea,

Attending by phone: Dexter Korto

No Attending: John Kechriotis, Mary Seawell (Chair), Morris W. Price, Stephanie Wu, Annie Proietti (Secretary),

Guest and support: Michael Davis, Kanna Kunchala, Ryan Mick, Johana Muriel Grajales, Denise Thorne, Celine Wuarin

Time	Min	Title and Description	Action
04:30 PM	5	Ripples and Joys	Participate
04:35 PM	5	July Minutes August Minutes <i>Jim Balfanz</i>	Approve
04:40 PM	20	MS Director Update <ul style="list-style-type: none"> • Enrollment • BOY operations update ED Update <ul style="list-style-type: none"> • Grade 8 Trip • High School Application <i>Marcia Fulton, Denise Thorne, Celine Wuarin</i>	Inform and discuss
05:00 PM	50	Academic Committee Report <ul style="list-style-type: none"> • SPF Overview • SY2016-17 Compass Student Growth Outcomes Data <i>Marcia Fulton and Bob Balfanz</i>	Inform, discuss, approve
05:50 PM	15	Finance Committee Report <ul style="list-style-type: none"> • Review and approve August Financial report • Review audit reports • Review Management's Discussion and Analysis - Fiscal Year Ending June 30, 2017 <i>Jessica Roberts, Jason Guerrero, Justin Jones</i>	Inform, discuss, approve
06:05 PM	25	High School Facilities and Timeline HS Facilities Update Jessica Roberts and Justin Jones XQ update and Communications Plan <i>Marcia Fulton and Denise Thorne</i> High School Launching Timeline <i>Jim Balfanz</i>	Inform, discuss, approve
06:30 PM		Adjourn	Approve

Compass Academy – Board Retreat Minutes

Date: July 12, 2017

Location: City Year Denver

In attendance: Jessica Roberts, Pami Perea, Mary Seawall, Dexter Korto, Jim Balfanz, Annie Proietti, Morris Price, Ana Soler

Others in attendance: Marcia Fulton, Ryan Mick, Johana

On the phone: Bob Balfanz, Stephanie Wu

Absent: John Kechriotis

2:10 pm Mary started the retreat

Ripples and Joys:

- Marcia- a treat to join the City Year Summit in Boston last week. Compass received **XQ award**. Compass was one of five recipients for this follow up school grant.
- Bob- a real advantage to the award is the networking with other schools.
- Morris- welcomed 77 corps members to Denver last week

Minutes from May: Ana made a motion to approve and the May minutes passed.

Data Walk – Bob Balfanz

Board reviewed proficiency results from 2016-2017.

Growth results to be reviewed at upcoming board meeting.

Bonus Structure: Recommendation to change the wording of the bonus structure so that in the case that the ED leaves they will still be eligible for the bonus. *(See attachment for the proposed Bonus Structure language)*. **Ana makes a motion to replace the Bonus Structure language and Dexter seconds. Motion passes.**

High School Task Force: Jeff Park

DPS asked for additional information to submit a plan for HS. In preparation for this, a task force was formed.

Private Facilities Research: 4 options were presented.

Budget Conversation regarding a new HS: Discussion of financial gap from private facilities and willingness to fundraise from year to year to support the budget proposal for the high school

Next Step for Facility: Board members asked to bring ideas for compelling cases to raise funds for a school building. The high school task force is shifting the focus to facility.

Readiness Conversation for HS Start Date: With the possibility of private facility and XQ grant, there are many options to consider for when and how the high school opens.

Action Item: (Next Steps for Readiness Conversation) *Compass staff and School Design Division will return in August with a plan for designing the HS, included in the plan would be: 1) job description for new hires, 2) scope of work, 3) workflow plan and clear responsibilities for staff.*

Board Composition:

Terms Review: **A motion to retroactively offer Dexter and Pami a 3-year Compass Academy Board Term. A motion was made and it passed.**

Committees: Review of committees and members. *(See attached document.)*

Executive Session:

Executive Director Evaluation Report Reviewed

Board Retreat ended 7:05 pm

Compass Academy – Board Minutes

Date: August 17, 2017

Location: City Year Denver

In attendance: Jessica Roberts, Ana Soler, Jim Balfanz, Annie Proietti, Morris Price,

Others in attendance: Marcia Fulton, Phil, Jeff Jablow, Denise, Dustin Jones, Ryan Mick, Jason Guerro

On the phone: Bob Balfanz, Stephanie Wu, Dexter Korto,

Absent: Mary Seawall, Pami Perea, John Kechriotis,

Jim called meeting to order 4:30 pm

Ripples and Joys

Minutes

BOY Update:

- Fully hired, except for Trauma/ELL learning specialist
- Denise reported on teacher summer session
- HS Charter plan. SDD contracted with SchoolWorks to co-create a HS plan. Will send the HS plan to academic committee.
- Compass HS leader job description

Academic Committee Update:

- 60% of students improved by at least 1 grade level on the MAP data. Big growth improved from last year.
- Growth in ELA from last year 41 to 45, in Math from 35.5 to 48. Pretty good growth but both are under our goal of 50.
- Biggest celebration 6th grade math. Huge growth! Biggest challenge 6th grade ELA.
- Biliteracy outcomes: 94% of students demonstrate growth from fall to spring, only 1% of students fall in the low level proficiency
- Positive change in 15 to 16 social-emotional categories, much higher than last year
- Enhance focus on chronic absenteeism

Action Item: *Continue the conversation around assessments, particular MAP, and how/why it is used. Not as formative as desired. What are the best mid-year benchmark assessments?*

Finance Committee:

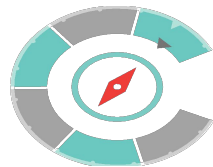
- Reviewed General fund summary and Balance Sheet Previous Year
- Reviewed projected gaps between operating budget and a new facility over the next 4 years.
- Sourcing potential funding options, including various financing options, Urban Land Conservancy, and a possible arrangement with the Developer

SDD and Compass Academy SWO, Staffing, and Capacity:

- Discussion around start date for HS. Everyone participated. Strong consensus to delay the high school by a year.

Meeting adjourned 6:30 pm

Arizona: Sustainability in the
Community and Cross-Cultural
Perspectives
8th Grade Learning Experience
2018

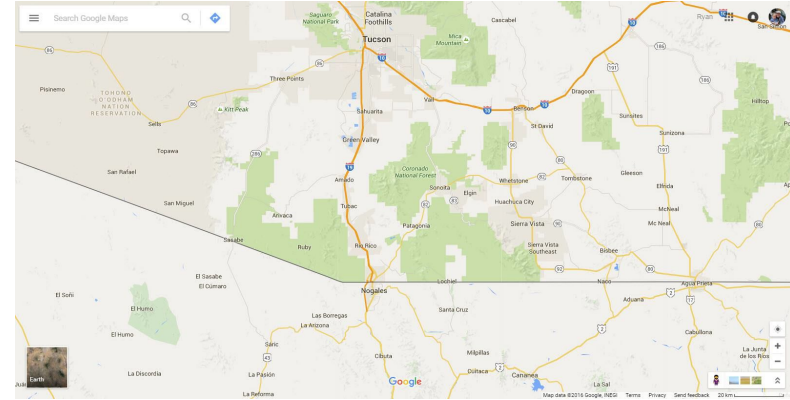


COMPASS ACADEMY
Where Learners & Leaders Grow

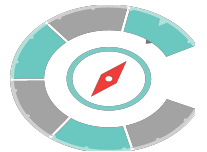
WHERE WE'LL GO

6 Days: Sonoran Desert in Southern Arizona

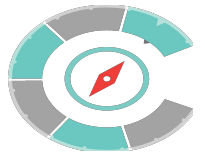
- 1) Biodiversity - 4 different ecosystems meet here
- 2) Mexican-American Border
- 3) Native Culture - home to 30 indigenous groups



First time on an airplane and out of the state!!

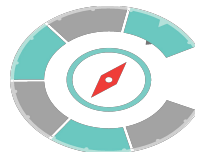


WHERE WE'LL STAY : WINDSONG PEACE AND LEADERSHIP CENTER



WHAT WE'RE DOING

- For 6 days, students will stay on a permaculture ranch (everything has a purpose and serves the land and the people)
- Our focus is on sustainability and ways that we can contribute in a POSITIVE way to the earth (local food, compost food, grey water for fruit trees, zero waste)
- Students will learn new skills by participating actively in ranch life:
 - completing morning chores
 - animal feeding
 - harvesting the food we eat
- We will also study the reality of the Mexican-American border and the impact of its proximity to local communities



SAMPLE DAY

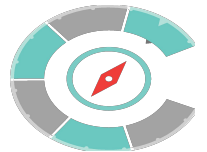
Day 3: Working Toward Change

Spend the day volunteering and giving back to the community and learn the tools necessary to make an impact back home.

- Morning chores

- Volunteer activity: Deep Dirt Farm, Native Seeds/SEARCH Conservation Farm

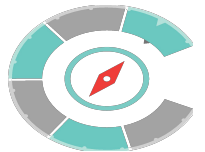
- Explore Deep Dirt Farm and participate in an environmental service project



IDEALISM TO ACTION

“I BELIEVE I CAN CHANGE THE WORLD AND LEAD BY EXAMPLE”

- ★ Engage in a world beyond the classroom and the local community
- ★ Step outside of comfort zones
- ★ Develop new perspectives that are advantageous in the classroom
- ★ Spark lifelong ability to take on new experiences with confidence
- ★ Become inspired to make a difference in own community



FUNDRAISING

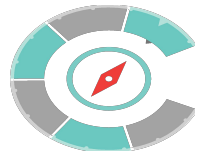
Goal
\$23,100

Raised!!

- \$4,000 from food sales, GoFundMe, special events, and parent contributions
- We anticipate raising \$2,500 at our silent auction on 10/26
- We anticipate raising at least \$1,000 from continued food sales
- We anticipate 3 full sponsorships from local businesses totalling \$5,500.

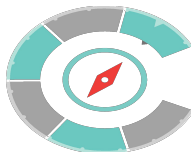
Still Need

- We will need \$10,100
- Student sponsorships from individuals or businesses
- 10 x \$1,000
- To reach an expanded network for add'l fundraising opportunities
- Silent auction participation





WE
THANK
YOU!





September 26, 2017

Dear Tom,

Last week, the Compass Academy team dug into the SPF data during the Principal Review window. In keeping with one of our foundational pillars, “Following the Evidence”, we did just that. Not only did we uncover areas of strong growth in our data, we also saw areas for improvement that we have incorporated into our strategic plan for this year. As a school, we are committed to ensuring a high bar for our students and to our rigorous improvement.

In our review, we also found inconsistencies with the administration of the SPF that impact the integrity of the tool as an accurate representation of performance. It is concerning these areas that I write to you today. It is important that our framework holds schools to the highest standards, tells the most accurate story of a school’s performance, and ensures equity for kids and communities across the District. Below, I share details of each area of concern, and in each case, name actions that would ensure the SPF aligns with the high standards, accuracy, and equity we want this framework to have for the District and our families.

I’m also writing to you as a school leader in your District, where I know I wear many hats. One is to be the champion of my school. Another is to be a strong partner with my authorizer and advocate for DPS. I am committed to both roles, and I believe that these actions impact more than just our school; they work to ensure that the SPF has integrity for all.

Area of Concern #1 - Disaggregated Subgroups

The District made an appropriate change this year as to how they calculate their Disaggregated Subgroup scores for both growth and status to ensure equity on this measure. In short, the District recognized that when schools like Compass, where 100% (or nearly so) of the students fall into a specific subgroup (e.g. students of color and FRPL), scoring the school’s outcomes both at the whole school level, and at the subgroup level means they are measuring the exact same group multiple times in the framework.

As stated by the District, in order for a school to receive this measure, they must have:

- $N \geq 16$ focus group students with a state-calculated CMAS Student Growth percentile or a valid CMAS score
- $N \geq 16$ reference group students with a state-calculated CMAS Student Growth percentile or a valid CMAS score

Both in 2016 and 2017, Compass had fewer than 16 white and FRPL students. We also know this is true for many other schools in the District.

What is challenging about this year’s SPF scores is that our school, as well as other schools with similar demographics, continue to be scored based on Disaggregated Subgroup Growth and Status outcomes that do not meet the new criteria. The business rule states if there is data from the prior year, but not the current year, it carries over and serves as the two-year outcome on this year’s SPF. The result is that Compass, and other schools like it, are still being scored on a measure the District has found to be no longer valid for equity reasons. Beyond this, our families, and the public at large, are not informed that this is two-year-old data for a measure on which the District no longer reports for sub-groups in schools with fewer than 16 students in the reference group.

Impact:

- This is an issue of accuracy, equity, and a lack of clear communication of a school's performance level to parents and to the community. Carrying forward a measure from two years ago, when it is no longer viewed by the District as valid for equity reasons, significantly diminishes the accuracy of what is being communicated about a school's performance. This is true for all schools that have homogeneous subgroup populations.

Necessary Action:

- **When a school received a 2016 Disaggregated Subgroup score, but had less than 16 reference group students in 2016, do not carry forward this score as the two-year matrix result for 2017.**

Rationale:

- Keeping the current scores in place miscommunicates results to the communities we serve. For Compass, and other schools that have homogenous populations, it states is that we did not do well on closing gaps for our FRPL students and/or our students of color when, in fact, we have no comparison from which to measure that gap.
- We understand that the District is committed to using the two-year matrix approach. However, The District applies different business rules on different measures that unintentionally lead to a lack of public clarity in school results. For example:
 - On the **Disaggregated Subgroup** measures for homogeneous schools, the SPF **carries forward the previous year score on the SPF** as the published result, even when the measure is no longer being applied in 2017. The school receives no score for 2017.
 - For the **Parent Survey response** measure used in 2016, the SPF applies a rule that says because this measure is being dropped altogether from the SPF for ALL schools, the **entire measure is removed** from the SPF and the 2016 results do not carry forward via the two-year matrix to this year's SPF score.
 - For the **Student Attendance** measure, the SPF applies yet a different rule. It says because the methodology has changed, the **2017 score alone** will be used for the published result in the SPF. In this case, the 2016 attendance results will not have any impact on the SPF outcome for 2017.

Area of Concern #2 - Catch-Up Indicators

The District considers a student eligible to be counted for the Catch-Up or Keep-Up growth measures only if the student was tested in DPS for two consecutive years. This means that students who were tested in another District in 2016, but enrolled in DPS prior to October 1 in 2017 and Caught-up or Kept-Up, are not counted in the 2017 results. However, this is not the case for MGP scores for Literacy and Math measures. On these measures, ALL students who have two consecutive years of Colorado state testing data, whether the prior year data is from the District or outside of the District, are counted.

The guidelines published for both MGP scores and Catch-Up and Keep-Up measures are the same and read: In order for a student to be included in this measure, they must meet the following criteria:

- In a tested school's October Count
- Had a valid score in a given content area for the last two consecutive years
- Tested in grades 3 to 9

Nowhere in the calculation guidelines for Catch-Up or Keep-Up growth does it state that a student needs a valid score for the last two consecutive years at a DPS school.



This is not a matter of lack of access to data, either. We determined Compass students who “Caught-Up” but went uncounted on this year’s SPF through the data that was provided to all schools by the state. If at the school level, we get the data necessary to make these calculations, the District should also use this to ensure it reports the most accurate results to the public-and counts all student who Catch-Up or Keep-Up.

Impact:

- This would have a considerable impact on Compass and likely other schools as well. In the case of Compass, counting all students on the Catch-Up measure would move us from Approaching to Met on both Math and Literacy Catch-Up measures on the SPF. This is a more accurate reflection of the impact Compass had this past year. It also provides a more authentic picture to parents and the community of the impact DPS schools are having on this measure.

Necessary Action:

- **All DPS students, who have two consecutive years of state data, and meet all the other criteria, should be considered in the Catch-Up and Keep-Up measures.**

Rationale:

- Students not in the District for two consecutive years, but have valid Colorado test scores for these years, are not counted, which misconstrues the data story. **In particular, this impacts and undercuts the work schools do that serve high mobility populations, and/or are located very close to school District boundaries.** For instance, say 20% of a school comes from a neighboring district in the previous year. When you review the data, all those students meet Catch-Up criteria. Additionally, another 20% of the school’s students that were in DPS for multiple years meet Catch-Up criteria. Mathematically - 40% of students met Catch-Up criteria- however, under District rules, only 20% would be counted.

I have highlighted these two concerns because I believe that they have significant impact for both Compass Academy and numerous other schools, especially those serving transient, high poverty populations, and children of color.

The cumulative impact of the methodology inconsistencies we have identified, resulting in the SPF providing an inaccurate portrayal of our school’s outcomes, are profound. This is not to say we are satisfied with our results. We know we have a long way to go, which is why we have prioritized making significant improvements and using strategies to ensure that we position Compass Middle School for a strong year of growth and success. Our desire to ensure that we devote our focus and resources to improving our middle grades is a core reason for our decision to delay the opening of Compass’s High School grades.

I appreciate your attention on these issues and want to be supportive in any way I can on behalf of Compass Academy and the students of DPS. I am deeply committed to ensuring high standards, accuracy of data, and equity for all Denver’s kids.

With Respect,

Marcia



Academic Committee Report to the Governing Board

Sept 28 2017





Compass improved its overall school-wide Median Growth Percentile (MGP) from 2015-16 to 2016-17

- Median Growth Percentile (MGP)** summarizes student growth rates by school and grade level on state assessments. It is calculated by taking all individual student growth percentiles, ordering them from lowest to highest and identifying the middle score. The state comparison is an MGP of 50.

	ELA			Math		
	6 th	7 th	All	6 th	7 th	All
2016-17	31	54	45	55	41	48
	8% met/above	22% met/above		19% met/above	8% met/above	
2015-16	41	-	41	35.5	-	35.5

Year to Year Overall School MGP

- 4 point improvement in ELA
- 12.5 point in improvement in Math



Compass is compared to a set of 8 other schools for the SPF; these schools have similar student demographics, however all have fully enrolled 6-8 grades

9 Schools in Comparison Cluster (three K-8, six 6-8 schools; Compass is the only start up school with only two grades to compare)

Compass Rank against Cluster

Math	Proficiency Met and Above	MGP
6 th Grade	1 st *	3 rd *
7 th Grade	4 th	7 th
All Middle	3 rd *	6 th

ELA	Met and Above	MGP
6 th Grade	9 th	8 th
7 th Grade	4 th *	4 th *
All Middle	7 th	5 th

* Above cluster average





Compass For 2017 obtained a green ranking-for Comparison to Similar Schools

	Status	Growth
Math	Meets	Meets
ELA	Meets	Meets



Compass performed similarly to the district and state average for the CMAS assessment on growth among subgroups



Math MGP

	Compass	District	State
Low Income	46	47	48
English Language Learners (ELL)	46	47	48
IEP (Special Education)	51	42	44
Latino	48	47	46

ELA MGP

	Compass	District	State
Low Income	45	55	48
English Language Learners (ELL)	47	57	52
IEP (Special Education)	N/A (not reported)	46	43
Latino	45	55	48

Source: DPS Principal Portal, 2016 CMAS PARCC Subclaim Report Disaggregated Subgroups.

Note: DPS IEP results from 2016 and not available for “nearly meets” category



We conducted a grade-level analysis of Compass and all other 6-8 middle grades schools with 90% or higher FRL in the district

This analysis Compass outperforming the majority of schools in 6th Math and 7th ELA with below average outcomes in 6th ELA and 7th Math.



6th grade Math MGP and Status

School Name	MGP Math 6	School Name	Math 6 % Approach or Above	School Name	Math 6 % Met or Above
Noel Community Arts	58	Kepner Middle School		DSST: College View	22.1%
Compass Academy	55	DSST: College View	51.7%	Compass Academy	18.9%
Bruce Randolph	47	STRIVE Prep - Westwood	45.0%	Noel Community Arts	15.7%
Kepner Beacon	46	Compass Academy	41.1%	KIPP Montbello College Prep	11.3%
STRIVE Prep - Westwood	45	West Early College	38.9%	West Early College	11.1%
STRIVE Prep - Kepner	44.5	STRIVE Prep - Sunnyside	38.0%	STRIVE Prep - Westwood	10.8%
KIPP Sunshine Peak Academy	43	STRIVE Prep - Lake	35.6%	Kepner Beacon	10.1%
West Early College	41	KIPP Montbello College Prep	34.8%	STRIVE Prep - Lake	9.9%
STRIVE Prep - Lake	40	Bruce Randolph	33.9%	STRIVE Prep - Sunnyside	8.7%
West Leadership Academy	36.5	KIPP Sunshine Peak Academy	33.3%	Bruce Randolph	7.4%
DSST: College View	36	Kepner Beacon	32.4%	Lake International	6.6%
STRIVE Prep - Sunnyside	31	STRIVE Prep - Kepner	26.9%	Summit Academy	5.9%
Lake International	28	Lake International	26.4%	West Leadership Academy	5.7%
Wyatt Academy	18	Noel Community Arts	25.5%	STRIVE Prep - Kepner	5.6%
DCIS at Montbello	9	West Leadership Academy	24.5%	KIPP Sunshine Peak Academy	5.2%
DC21 at Wyman MS		Summit Academy	17.6%	Wyatt Academy	2.2%
Kepner Middle School		Wyatt Academy	13.3%	DCIS at Montbello	0.7%
KIPP Montbello College Prep		DCIS at Montbello	13.2%	Kepner Middle School	
Summit Academy		DC21 at Wyman MS		DC21 at Wyman MS	



7th grade Math MGP and Status

School Name	MGP Math 7	School Name	Math 7 % Approach or Above	School Name	Math 7 % Met or Above
DSST: College View	69	DSST: College View	65.4%	DSST: College View	34.6%
KIPP Sunshine Peak Acad	68	KIPP Sunshine Peak Acad	56.2%	KIPP Sunshine Peak Acad	21.0%
STRIVE Prep - Westwood	58.5	KIPP Montbello College	39.4%	KIPP Montbello College	17.3%
Bruce Randolph	58	STRIVE Prep - Westwood	59.5%	STRIVE Prep - Westwood	15.5%
Kepner Middle School	57	STRIVE Prep - Lake	40.0%	STRIVE Prep - Lake	12.2%
West Early College	54	Summit Academy	33.3%	Summit Academy	9.5%
Wyatt Academy	52	Wyatt Academy	40.0%	Wyatt Academy	9.1%
STRIVE Prep - Lake	46	Kepner Middle School	36.9%	Kepner Middle School	7.7%
Compass Academy	41	Compass Academy	35.0%	Compass Academy	7.5%
Lake International	37	STRIVE Prep - Sunnyside	36.9%	STRIVE Prep - Sunnyside	7.1%
Noel Community Arts	37	West Early College	32.5%	West Early College	6.8%
STRIVE Prep - Sunnyside	31.5	Noel Community Arts	32.3%	Noel Community Arts	6.2%
West Leadership Academ	31	Bruce Randolph	32.0%	Bruce Randolph	4.1%
DCIS at Montbello	21.5	DCIS at Montbello	20.3%	DCIS at Montbello	4.1%
DC21 at Wyman MS		Lake International	21.8%	Lake International	3.0%
Kepner Beacon		West Leadership Academ	28.9%	West Leadership Academ	1.8%
KIPP Montbello College Prep		DC21 at Wyman MS		DC21 at Wyman MS	
STRIVE Prep - Kepner		Kepner Beacon		Kepner Beacon	
Summit Academy		STRIVE Prep - Kepner		STRIVE Prep - Kepner	



6th Grade ELA MGP and Status

School Name	MGP ELA 6	School Name	ELA 6 % Approach or Above	School Name	ELA 6 % Met or Above
KIPP Sunshine Peak Acad	92	Kepner Beacon	64.7%	DSST: College View	33.8%
Kepner Beacon	79.5	DSST: College View	62.8%	Kepner Beacon	27.3%
STRIVE Prep - Kepner	64.5	West Early College	53.6%	KIPP Montbello College	25.0%
STRIVE Prep - Sunnyside	59.5	KIPP Montbello College P	52.6%	STRIVE Prep - Westwood	18.0%
STRIVE Prep - Lake	58	KIPP Sunshine Peak Acad	52.1%	STRIVE Prep - Lake	18.0%
DSST: College View	52	STRIVE Prep - Sunnyside	48.9%	West Early College	17.4%
Bruce Randolph	51	STRIVE Prep - Kepner	48.6%	West Leadership Academ	16.0%
STRIVE Prep - Westwood	49	STRIVE Prep - Lake	46.0%	Bruce Randolph	16.0%
West Leadership Academ	48	STRIVE Prep - Westwood	44.1%	Noel Community Arts	15.7%
West Early College	43	Bruce Randolph	42.9%	STRIVE Prep - Sunnyside	15.6%
Wyatt Academy	43	Lake International	39.6%	STRIVE Prep - Kepner	15.0%
Lake International	38	Noel Community Arts	37.3%	KIPP Sunshine Peak Acad	14.6%
Noel Community Arts	32	West Leadership Academ	36.8%	Lake International	13.2%
Compass Academy	31	Wyatt Academy	35.6%	Wyatt Academy	8.9%
DCIS at Montbello	17	Compass Academy	32.6%	Compass Academy	7.9%
DC21 at Wyman MS		Summit Academy	29.4%	Summit Academy	5.9%
Kepner Middle School		DCIS at Montbello	17.6%	DCIS at Montbello	3.5%
KIPP Montbello College Prep		DC21 at Wyman MS		DC21 at Wyman MS	
Summit Academy		Kepner Middle School		Kepner Middle School	



7th Grade ELA and Status

School Name	MGP ELA 7	School Name	ELA 7 % Approach or Above	School Name	ELA 7 % Met or Above
Kepner Middle School	65	KIPP Sunshine Peak Acad	75.2%	KIPP Sunshine Peak Acad	46.7%
STRIVE Prep - Lake	64	DSST: College View	62.6%	DSST: College View	40.6%
West Early College	60	Compass Academy	54.5%	KIPP Montbello College	29.9%
KIPP Sunshine Peak Acad	54.5	STRIVE Prep - Lake	53.4%	Kepner Middle School	24.1%
Compass Academy	53.5	STRIVE Prep - Westwood	51.7%	STRIVE Prep - Lake	23.3%
DSST: College View	53	KIPP Montbello College P	51.3%	Compass Academy	22.3%
Bruce Randolph	52	Wyatt Academy	47.3%	Wyatt Academy	21.8%
Noel Community Arts	48.5	Kepner Middle School	44.8%	STRIVE Prep - Westwood	20.7%
Wyatt Academy	48	West Early College	42.2%	Summit Academy	19.0%
STRIVE Prep - Westwood	39.5	STRIVE Prep - Sunnyside	41.0%	West Early College	18.1%
DCIS at Montbello	39	West Leadership Academ	40.7%	Lake International	17.0%
Lake International	37	Summit Academy	38.1%	West Leadership Academ	14.2%
West Leadership Academ	34.5	DCIS at Montbello	35.5%	STRIVE Prep - Sunnyside	13.3%
STRIVE Prep - Sunnyside	26.5	Noel Community Arts	35.4%	Noel Community Arts	12.3%
DC21 at Wyman MS		Bruce Randolph	33.9%	Bruce Randolph	10.5%
Kepner Beacon		Lake International	33.0%	DCIS at Montbello	8.5%
KIPP Montbello College Prep		DC21 at Wyman MS		DC21 at Wyman MS	
STRIVE Prep - Kepner		Kepner Beacon		Kepner Beacon	
Summit Academy		STRIVE Prep - Kepner		STRIVE Prep - Kepner	



Summary of student performance

	Strong Progress	Areas for Growth
Academic Achievement	<ul style="list-style-type: none"> • 6th and 7th grade growth in math on MAP NWEA • 6th and 7th grade growth in reading on MAP NWEA • Growth of students with IEPs (special education) in reading and math on MAP NWEA • Overall growth in math proficiency from last year to this year on CMAS • Overall growth in ELA proficiency from last year to this year on CMAS • 6th grade proficiency in math • Increased MGP in math from last year to this year on CMAS • Increased MGP in ELA from last year to this year on CMAS • 6th grade MGP in math on CMAS • 7th grade MGP in ELA on CMAS 	<ul style="list-style-type: none"> • 6th grade proficiency in ELA on CMAS • 6th grade MGP in ELA on CMAS • 7th grade MGP in math on CMAS • Overall proficiency in ELA on CMAS
Social-emotional Development	<ul style="list-style-type: none"> • Social emotional growth of students overall on the Holistic Student Assessment • Social emotional growth of students with IEPs (special education) on the Holistic Student Assessment • Overall average daily attendance 	<ul style="list-style-type: none"> • Trust scale among 7th graders on HSA • Chronic absenteeism of subset of students
Bilingualism	<ul style="list-style-type: none"> • Biliteracy growth and proficiency of students on Spanish Heritage Proficiency Assessment 	
Student and Family Satisfaction	<ul style="list-style-type: none"> • Growth in Parent satisfaction overall on DPS Parent Satisfaction Survey • Parent satisfaction with school academics on DPS Parent Satisfaction Survey • Student satisfaction with Compass overall and across numerous categories (outperformed district on 7 of 8 categories) on DPS Student Surveys 	<ul style="list-style-type: none"> • Parent satisfaction involvement opportunities on DPS Parent Satisfaction Survey • Student feelings of safety when adults are not around on DPS Student Surveys



APPENDIX

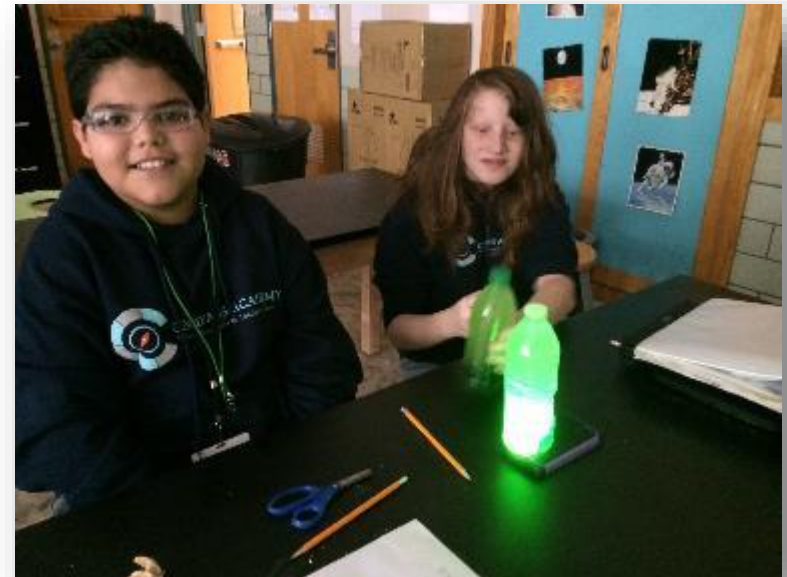


“Compass is the only place where I feel like I’m getting the help I need to be successful. I’m really glad I’m back.”

Jose is an IEP student who was part of Compass Academy’s founding cohort in 2015-2016 school year.

Jose had been on the waitlist of another school prior to enrolling in Compass Academy. In the summer of 2016, Jose moved off the waitlist and his mother transferred him for his 7th grade year.

After a year at another middle school, Jose returned to Compass Academy in fall 2017 for his 8th grade year.



Jose Delgado, 8th grade



Changes for 2017-2018: Maximizing personalized supports

- Reduced class size
- Increased teacher planning capacity
- Learner & Leader blocks of up to 186 minutes per week as opposed to the previous 73 minutes, doubling the competency-based curriculum dosage
- 98-minute class periods to maximize learning cycles and engage in meaningful, independent learning
- City Year AmeriCorps member dedicated to core content of each subject area to support differentiated class instruction
- Moved bilingual classes to start of the day to improve student engagement
- Assure students have the opportunity to take classes with all students in their grade level
- New schedule continues to provide support before and after school
- Dedicated Attendance Campaign led by City Year AmeriCorps members



Continued Focus on Developing Strong & Supportive Teachers



New induction plan to secure deep understanding of Compass Academy model including

- A focus on understanding identity and brain development, especially considering the effects of trauma on adolescents
- A focus on restorative practices and cognitive approaches to behavior
- A focus on the school's competency model and the integration of academic and social-emotional learning
- A focus on Compass' unique time, space, and human capital models including use of AmeriCorps members, support for all learners, dedicated Learner & Leader blocks, and Personalized Learning Lanes
- A focus on the school's approach to supporting all learners, from the Early Warning Response System to bi-literacy

PRACTICES UNDERWAY

Development of **EWRS Facilitation Micro-credentialing Pilot** to certify teachers to lead EWI meetings

Development of **New Coaching & Teacher Evaluation Rubrics** that will guide coaches in their support of teachers and help teachers understand their role in supporting all learners

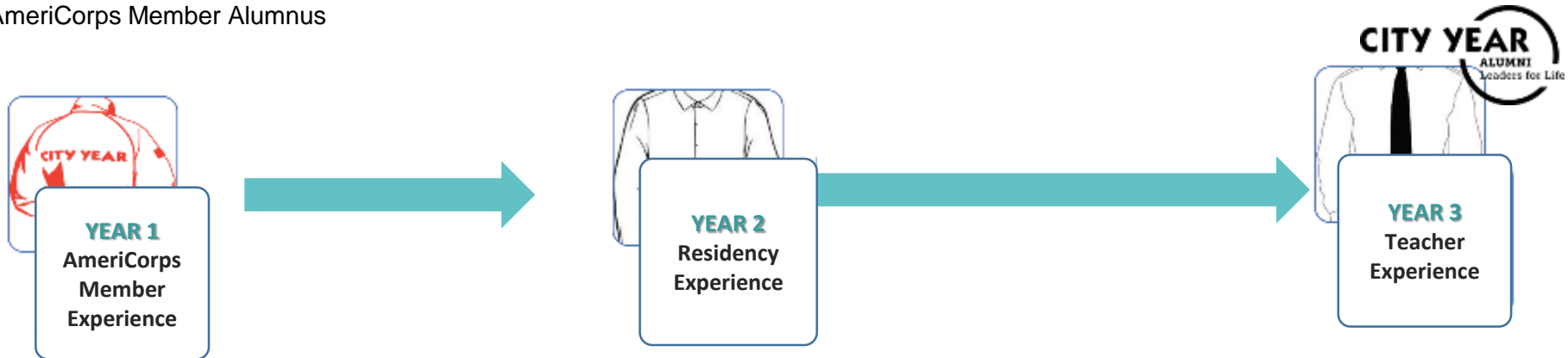
Development of **New Training and Coaching Plan Embedded into 2017-2018 Action Plan Goals**

- Providing teachers professional development about how to plan for structured movement and mindfulness breaks in the classroom so that students have opportunities for movement and brain breaks
- Structuring the schedule appropriately to allow teachers to plan fewer lessons per week, which allows them the opportunity to go more in depth with plans to increase academic rigor and behavior expectations
- In addition to EWRS, teachers will learn how to use standards-based, teacher-generated interim assessments during content planning



Launching Teacher Residency Pilot

Program directed by Nate Kerr: former Compass Academy instructional coach (2016-2017 school year), former high school Special Education teacher and a instructional coach, Teach for America's Sue Lehman Award Winner, and City Year-AmeriCorps Member Alumnus



- Exposure and learning around student support
- Competency-based instructional practice learning
- Earn credits that can be applied to residency program

- Competency-based instructional practice
- Earn credential

Commitment to working in Compass Academy or City Year aligned school

PRACTICES UNDERWAY

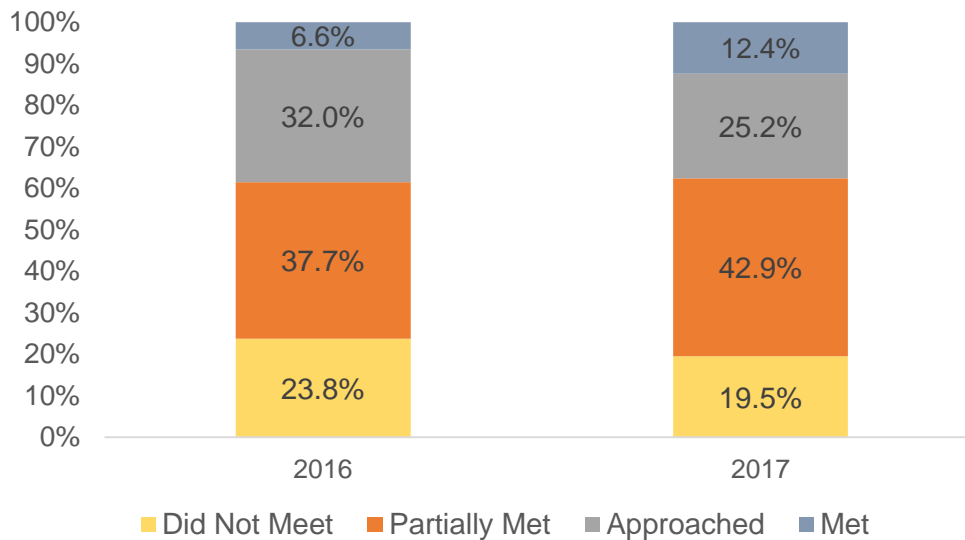
- City Year AmeriCorps members (ACMs) now focus on one core content area all day allowing them to strengthen instructional skills and mentor with teachers
- ACMs and teachers receive simultaneous training on school behavior management system and restorative informed behavior coaching
- ACMs train in developmental relationships and norms
- ACMs participate in differentiated professional development by content area in addition to whole group PD for cross-content skill development

In the fall of 2017, hired Martin Zaborac recent City Year AmeriCorps member at Compass Academy to join the instructional staff as **Math Interventionist**. Last year, as an AmeriCorps member, Martin supported a 7th grade math classroom during the 2016-2017 school year.



Compass proficiency on CMAS improved from 2015-16 to 2016-17

Math Status

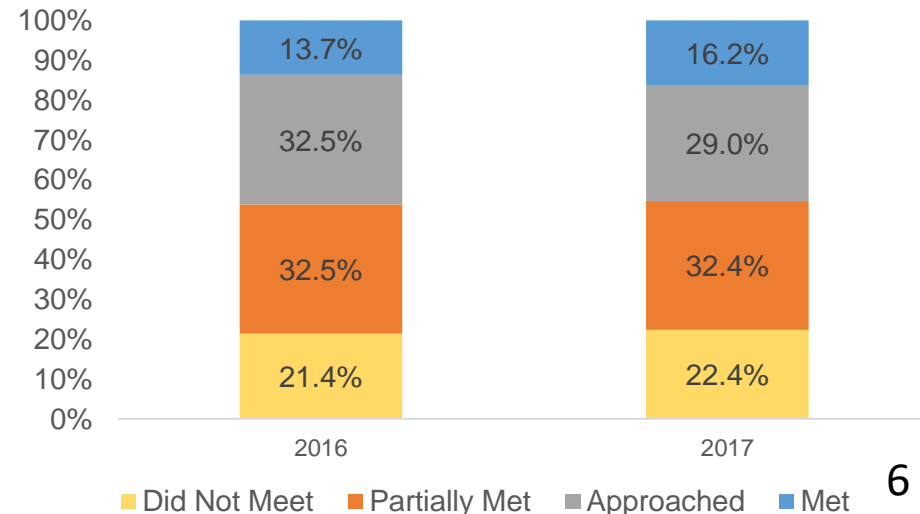


Compass increased its Math proficiency while supporting students growth across benchmarks.

6th grade Math had 19% met or above while 7th grade was 8%.

Overall ELA proficiency showed small improvement in the “Met” category” but remained flat in other thresholds. 7th grade ELA was stronger with 22% met or above compared to 6th grade which was 8%.

ELA Status





Academic Committee Meeting Sept 18 2017

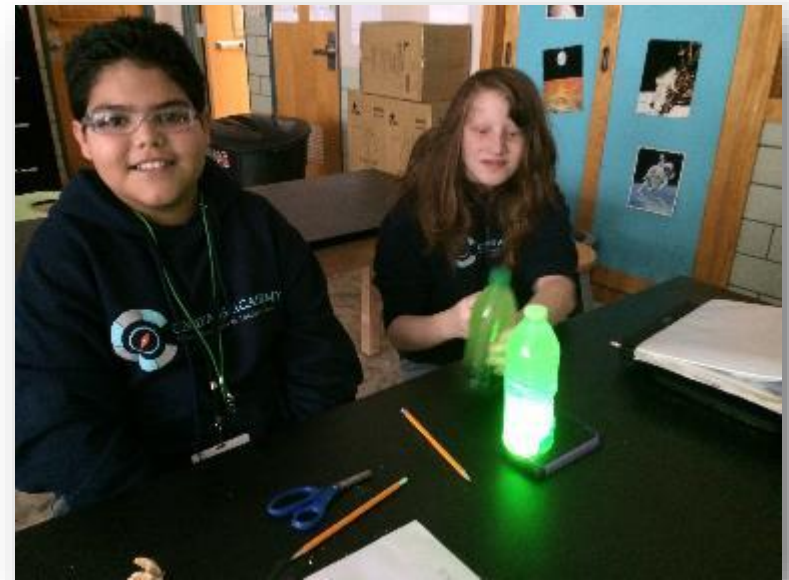


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Jose Delgado, 8th grade



COMPASS ACADEMY
Where Learners & Leaders Grow

Compass improved its overall school-wide Median Growth Percentile (MGP) from 2015-16 to 2016-17

- **Median Growth Percentile (MGP)** summarizes student growth rates by school and grade level on state assessments. It is calculated by taking all individual student growth percentiles, ordering them from lowest to highest and identifying the middle score. The state comparison is an MGP of 50.

	ELA			Math		
	6 th	7 th	All	6 th	7 th	All
2016-17	31	54	45	55	41	48
	8% met/above	22% met/above		19% met/above	8% met/above	
2015-16	41	-	41	35.5	-	35.5

Year to Year Overall School MGP

- 4 point improvement in ELA
- 12.5 point in improvement in Math



Compass performed similarly to the district average for the CMAS assessment on proficiency levels among subgroups



Math MGP

	Compass	District	State
Low Income	46	47	48
English Language Learners (ELL)	46	47	48
IEP (Special Education)	51	42	44
Latino	48	47	46

ELA MGP

	Compass	District	State
Low Income	45	55	48
English Language Learners (ELL)	47	57	52
IEP (Special Education)	N/A (not reported)	46	43
Latino	45	55	48

Source: DPS Principal Portal, 2016 CMAS PARCC Subclaim Report Disaggregated Subgroups.

Note: DPS IEP results from 2016 and not available for “nearly meets” category



We conducted a grade-level analysis of Compass and all other 6-8 middle grades schools with 90% or higher FRL in the district

This analysis Compass outperforming the majority of schools in 6th Math and 7th ELA with below average outcomes in 6th ELA and 7th Math.



COMPASS ACADEMY
Where Learners & Leaders Grow

6th grade Math MGP and Status

School Name	MGP Math 6	School Name	Math 6 % Approach or Above	School Name	Math 6 % Met or Above
Noel Community Arts	58	Kepner Middle School		DSST: College View	22.1%
Compass Academy	55	DSST: College View	51.7%	Compass Academy	18.9%
Bruce Randolph	47	STRIVE Prep - Westwood	45.0%	Noel Community Arts	15.7%
Kepner Beacon	46	Compass Academy	41.1%	KIPP Montbello College Prep	11.3%
STRIVE Prep - Westwood	45	West Early College	38.9%	West Early College	11.1%
STRIVE Prep - Kepner	44.5	STRIVE Prep - Sunnyside	38.0%	STRIVE Prep - Westwood	10.8%
KIPP Sunshine Peak Academy	43	STRIVE Prep - Lake	35.6%	Kepner Beacon	10.1%
West Early College	41	KIPP Montbello College Prep	34.8%	STRIVE Prep - Lake	9.9%
STRIVE Prep - Lake	40	Bruce Randolph	33.9%	STRIVE Prep - Sunnyside	8.7%
West Leadership Academy	36.5	KIPP Sunshine Peak Academy	33.3%	Bruce Randolph	7.4%
DSST: College View	36	Kepner Beacon	32.4%	Lake International	6.6%
STRIVE Prep - Sunnyside	31	STRIVE Prep - Kepner	26.9%	Summit Academy	5.9%
Lake International	28	Lake International	26.4%	West Leadership Academy	5.7%
Wyatt Academy	18	Noel Community Arts	25.5%	STRIVE Prep - Kepner	5.6%
DCIS at Montbello	9	West Leadership Academy	24.5%	KIPP Sunshine Peak Academy	5.2%
DC21 at Wyman MS		Summit Academy	17.6%	Wyatt Academy	2.2%
Kepner Middle School		Wyatt Academy	13.3%	DCIS at Montbello	0.7%
KIPP Montbello College Prep		DCIS at Montbello	13.2%	Kepner Middle School	
Summit Academy		DC21 at Wyman MS		DC21 at Wyman MS	

7th grade Math MGP and Status

School Name	MGP Math 7	School Name	Math 7 % Approach or Above	School Name	Math 7 % Met or Above
DSST: College View	69	DSST: College View	65.4%	DSST: College View	34.6%
KIPP Sunshine Peak Acad	68	KIPP Sunshine Peak Acad	56.2%	KIPP Sunshine Peak Acad	21.0%
STRIVE Prep - Westwood	58.5	KIPP Montbello College	39.4%	KIPP Montbello College	17.3%
Bruce Randolph	58	STRIVE Prep - Westwood	59.5%	STRIVE Prep - Westwood	15.5%
Kepner Middle School	57	STRIVE Prep - Lake	40.0%	STRIVE Prep - Lake	12.2%
West Early College	54	Summit Academy	33.3%	Summit Academy	9.5%
Wyatt Academy	52	Wyatt Academy	40.0%	Wyatt Academy	9.1%
STRIVE Prep - Lake	46	Kepner Middle School	36.9%	Kepner Middle School	7.7%
Compass Academy	41	Compass Academy	35.0%	Compass Academy	7.5%
Lake International	37	STRIVE Prep - Sunnyside	36.9%	STRIVE Prep - Sunnyside	7.1%
Noel Community Arts	37	West Early College	32.5%	West Early College	6.8%
STRIVE Prep - Sunnyside	31.5	Noel Community Arts	32.3%	Noel Community Arts	6.2%
West Leadership Academ	31	Bruce Randolph	32.0%	Bruce Randolph	4.1%
DCIS at Montbello	21.5	DCIS at Montbello	20.3%	DCIS at Montbello	4.1%
DC21 at Wyman MS		Lake International	21.8%	Lake International	3.0%
Kepner Beacon		West Leadership Academ	28.9%	West Leadership Academ	1.8%
KIPP Montbello College Prep		DC21 at Wyman MS		DC21 at Wyman MS	
STRIVE Prep - Kepner		Kepner Beacon		Kepner Beacon	
Summit Academy		STRIVE Prep - Kepner		STRIVE Prep - Kepner	

6th Grade ELA MGP and Status

School Name	MGP ELA 6	School Name	ELA 6 % Approach or Above	School Name	ELA 6 % Met or Above
KIPP Sunshine Peak Academy	92	Kepner Beacon	64.7%	DSST: College View	33.8%
Kepner Beacon	79.5	DSST: College View	62.8%	Kepner Beacon	27.3%
STRIVE Prep - Kepner	64.5	West Early College	53.6%	KIPP Montbello College Prep	25.0%
STRIVE Prep - Sunnyside	59.5	KIPP Montbello College Prep	52.6%	STRIVE Prep - Westwood	18.0%
STRIVE Prep - Lake	58	KIPP Sunshine Peak Academy	52.1%	STRIVE Prep - Lake	18.0%
DSST: College View	52	STRIVE Prep - Sunnyside	48.9%	West Early College	17.4%
Bruce Randolph	51	STRIVE Prep - Kepner	48.6%	West Leadership Academy	16.0%
STRIVE Prep - Westwood	49	STRIVE Prep - Lake	46.0%	Bruce Randolph	16.0%
West Leadership Academy	48	STRIVE Prep - Westwood	44.1%	Noel Community Arts	15.7%
West Early College	43	Bruce Randolph	42.9%	STRIVE Prep - Sunnyside	15.6%
Wyatt Academy	43	Lake International	39.6%	STRIVE Prep - Kepner	15.0%
Lake International	38	Noel Community Arts	37.3%	KIPP Sunshine Peak Academy	14.6%
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KIPP Montbello College Prep		DC21 at Wyman MS		DC21 at Wyman MS	
Summit Academy		Kepner Middle School		Kepner Middle School	

7th Grade ELA and Status

School Name	MGP ELA 7	School Name	ELA 7 % Approach or Above	School Name	ELA 7 % Met or Above
Kepner Middle School	65	KIPP Sunshine Peak Acad	75.2%	KIPP Sunshine Peak Acad	46.7%
STRIVE Prep - Lake	64	DSST: College View	62.6%	DSST: College View	40.6%
West Early College	60	Compass Academy	54.5%	KIPP Montbello College	29.9%
KIPP Sunshine Peak Acad	54.5	STRIVE Prep - Lake	53.4%	Kepner Middle School	24.1%
Compass Academy	53.5	STRIVE Prep - Westwood	51.7%	STRIVE Prep - Lake	23.3%
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Unpacking the SPF – Principal Review Week

Compass Academy MS Received a Preliminary Red Rating on the 2017 SPF



Compass Academy MS

School Performance Framework 2016 - 2017

School Summary

School Detail

OVERALL RATING: How is our school performing overall?

Accredited on Probation



What does Accredited on Probation mean? School that demonstrates minimal results overall and has many areas in need of significant improvement.

ACADEMIC GAPS:

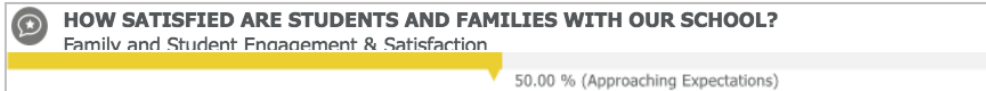
How is our school serving all students?

29.87 %

Does Not Meet Expectations

MIDDLE SCHOOL

MEASURE INDICATORS: How well is our school meeting expectations?



OVERALL RATINGS BY YEAR

Overall rating scale:

- Distinguished (79.5 to 100%)
- Meets Expectations (50.5 to 79.49%)
- Accredited on Watch (39.5 to 50.49%)
- Accredited on Priority Watch (33.5 to 39.49%)
- Accredited on Probation (0 to 33.49%)

Unpacking the SPF – Principal Review Week

- The preliminary SPF results were made available in Principal Portal at 12pm, Friday, Sept. 15.
- During the principal review period (Sept. 15 at noon – Sept. 22 at 5pm), inquiries were submitted to ARE
- We had follow-up emails with the District on specific concerns we uncovered during our review
- Data is embargoed: We cannot share ratings outside of our school leadership team.
- The embargo for school staff will be lifted on Oct. 10 and for the public on Oct. 12.



Unpacking the SPF – Principle Review Week

The team began a deep data analysis:

- All hands on deck approach
- Uncovered some significant concerns on key measures:
 1. Disaggregated Subgroups – FRPL and Students of Color
 2. Catch-Up Indicator
 3. Inconsistencies with the use of the Matrix that establishes final scores on the SPF



1. Disaggregated Subgroup Finding

- Last year, schools like Compass (where nearly 100% of the students fall into a specific subgroup - e.g. students of color and FRPL), scored both at the whole school level, and at the subgroup level.
- This meant they were measuring the exact same group multiple times in the framework.
- The District decided this was not a good practice and changed the methodology for this year's SPF.



New Methodology: Disaggregated Subgroups

- If there is data from the prior year, but not the current year, it carries over and serves as the two-year outcome on this year's SPF.
- The result is that Compass, and other schools like it, are still being scored on a measure the District has found to be no longer valid for equity reasons.
- This represents two-year-old data for a measure on which the District no longer reports for sub-groups in schools with fewer than 16 students in the reference group.



Impact of Disaggregated Subgroup Scoring

	Current SPF			With Disaggregated Scores Corrected		
	Current SPF Points	Possible Points	Percent of Total	Adjusted SPF Points	Possible Points	Percent of Total
Overall Middle School	51.3	163	31.60%	43.5	131	0.332

- This is an issue of accuracy and equity.
- Compass Academy would move from 31.6% to 33.2% which is a more accurate story of our performance.

2. Catch-Up Indicator Finding

- DPS only considers data for this measure if the students have two years of data in the District. However, they could, if they wanted, look at state data to determine catch-up/keep-up data to understand performance for ALL students in the District.
- They use state data to calculate the MGP measures
- Students who were not in the District for two consecutive years are not counted - which misconstrues the data story.



Impact of Catch-Up Scoring Methodology

	Current SPF			With Disaggregated Scores Corrected			Plus Catch-Up Corrected		
	Current SPF Points	Possible Points	Percent of Total	Adjusted SPF Points	Possible Points	Percent of Total	Adjusted SPF Points	Possible Points	Percent of Total
Overall Middle School	51.3	163	31.60%	43.5	131	0.332	45.5	131	0.347

- This would have a considerable impact on Compass and likely other schools as well.
- In the case of Compass, counting all students on the Catch-Up measure would move us from Approaching to Met on both Math and Literacy Catch-Up measures on the SPF.
- This is a more accurate reflection of the impact Compass had this past year. It also provides a more authentic picture to parents and the community of the impact DPS schools are having on this measure.

3. Inconsistent Use of the Matrix approach

- We understand that the District is committed to using a two-year matrix approach.
- However, the District applies different business rules on different measures that unintentionally lead to a lack of public clarity in school results.

PRIOR YEAR SUBMEASURES

	Eligible	Difference in MGPs	Subpoints Earned	Subpoints Possible
Math	85	6	2	2
Literacy	83	20	2	2

SUBMEASURE CUT POINTS

Range	Subpoints
≥ 0	2
≥ -10 and < 0	1
< -10	0

PRIOR YEAR SCORE

Points Earned	Points Possible	Score
4	4	100.0%

PRIOR YEAR RATING

Range	Rating
$\geq 90\%$	Exceeds
$\geq 74\%$ and $< 90\%$	Meets
$\geq 50\%$ and $< 74\%$	Approaching
$< 50\%$	Does Not Meet

CURRENT YEAR SUBMEASURES

	Eligible	Difference in MGPs	Subpoints Earned	Subpoints Possible
Math	70	-4.5	1	2
Literacy	68	11	2	2

SUBMEASURE CUT POINTS

Range	Subpoints
≥ 0	2
≥ -10 and < 0	1
< -10	0

CURRENT YEAR SCORE

Points Earned	Points Possible	Score
3	4	75.0%

CURRENT YEAR RATING

Range	Rating
$\geq 90\%$	Exceeds
$\geq 74\%$ and $< 90\%$	Meets
$\geq 50\%$ and $< 74\%$	Approaching
$< 50\%$	Does Not Meet



MEASURE POINTS

		CURRENT YEAR			
		D	A	M	E
PRIOR YEAR	D	0	1	2	3
	A	1	2	3	4
	M	2	3	4	5
	E	3	4	5	6

A blue circle highlights the value '5' in the matrix, which is the intersection of 'M' in the Current Year and 'M' in the Prior Year.

Points Range	Rating
$= 6$	Exceeds
≥ 4 and ≤ 5	Meets
≥ 2 and ≤ 3	Approaching
≤ 1	Does Not Meet

Inconsistencies Use of the Matrix Approach

On the **Disaggregated Subgroup** measures for homogeneous schools, the SPF carries forward the previous year score on the SPF as the published result, even when the measure is no longer being applied in 2017. The school receives no score for 2017.

PRIOR YEAR SUBMEASURES

	Eligible	MGP	Subpoints Earned	Subpoints Possible
Math	111	36	1	3
Literacy	107	42	1	3

SUBMEASURE CUT POINTS

Range	Subpoints
>=65	3
>=50 and <65	2
>=35 and <50	1
<35	0

PRIOR YEAR SCORE

Points Earned	Points Possible	Score
2	6	33.3%

PRIOR YEAR RATING

Range	Rating
>=80%	Exceeds
>=65% and <80%	Meets
>=33% and <65%	Approaching
<33%	Does Not

CURRENT YEAR SUBMEASURES

Eligible	Subpoints Earned	Subpoints Possible

SUBMEASURE CUT POINTS

Range	Subpoints

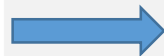
CURRENT YEAR SCORE

Points Earned	Points Possible	Score

MEASURE POINTS

		CURRENT			
		D	A	M	E
PRIOR YEAR	D	0	2	4	6
	A	2	4	6	8
	M	4	6	8	10
	E	6	8	10	12

Points Range	Rating
=12	Exceeds
>=8 and <=10	Meets
>=4 and <=6	Approaching
<=2	Does Not



Inconsistencies with the Matrix Approach

Network: Charter/Contract

Summary | Detail Scorecard | All Detail | Source data

Parent and Student Engagement & Satisfaction	Earned Points	Possible Points	Stoplight
▣ % of Points Earned - 57.1%	8	14	Meets
▣ 5.01 Attendance Rate	2	3	Meets
▣ 5.02 Student Satisfaction	2	3	Meets
▣ 5.03 Center-Based Program Offerings	0	0	0 Bonus Points
▣ 5.06 Enrollment Change	0	0	0 Bonus Points
▣ 5.07 Parent Satisfaction Survey	0	6	Approaching
▣ 5.08 Parent Satisfaction Survey Response Rate	2	2	Meets

1 Included in the overall Transparency score

For the **Parent Survey response** measure used in 2016, the SPF applies a rule that says because this measure is being dropped altogether from the SPF for ALL schools, the **entire measure is removed** from the SPF and the 2016 results do not carry forward via the two-year matrix to this year's SPF score.

Family and Student Engagement & Satisfaction	Points Earned: 6 Possible: 12	50.00% Approaching
--	-------------------------------	---------------------------

Measure	Earned	Possible	Rating
5.01 Attendance Rate	1	3	Approaching
5.02 Student Satisfaction	2	3	Meets
5.03 Parent Satisfaction and Engagement Positive Response	3	6	Approaching

Inconsistencies with the Matrix Approach

For the **Student Attendance** measure, the SPF applies yet a different rule. It says because the methodology has changed, the **2017 score alone** will be used for the published result in the SPF. In this case, the 2016 attendance results will not have any impact on the SPF outcome for 2017.

5.01 Attendance Rate
Approaching

Did the students' attendance rate meet the standard?

PRIOR YEAR SCORE

Eligible

--	--

CURRENT YEAR SCORE

% of Students at Attendance Benchmark

Eligible	46%
237	46%

CURRENT YEAR RATING

Range	Rating
>=80%	Exceeds
>=50% and <80%	Meets
>=40% and <50%	Approaching
<40%	Does Not Meet

MEASURE POINTS

		CURRENT YEAR			
		D	A	M	E
PRIOR YEAR	D	0	0.5	1	1.5
	A	0.5	1	1.5	2
	M	1	1.5	2	2.5
	E	1.5	2	2.5	3

Points Range	Rating
=3	Exceeds
>=2 and <=2.5	Meets
>=1 and <=1.5	Approaching
<=0.5	Does Not Meet

How Two Greens Can Equal a Yellow- Glitches in the 2 Year Matrix Can Give The Public a Distorted View of School Performance

CA SPF Student Engagement Results	2016	2017	2 Year Matrix (what public sees on SPF)
Attendance	2 of 3-Green	1 of 3-Yellow	1 of 3 - Yellow In this case SPF does not factor 2016 score into 2017 matrix, only uses 2017 score
Student Satisfaction	2 of 3-Green	2 of 3-Green	2 of 3 - Green
Parent Satisfaction	2 of 6-Yellow	4 of 6-Green	3 of 6 - Yellow
Parent Survey Response Rate	2 of 2 Green	No Score- SPF drops this measure	No Score SPF does not carry 2016 score into 2017 matrix
Overall	8 of 14 Green (57%)	7 of 12 Green (58%)	6 of 12 Yellow (50%) To be Green need 50.5 % - if it had used a matrix to combine 2016 and 2017 attendance results, CA's score would be 6.5 of 12 , which is 54% and Green.

Impact of Inconsistent Use of Matrix

Current SPF			With Disaggregated Scores Corrected			Plus Catch-Up Corrected			Plus Attendance		
Current SPF Points	Possible Points	Percent of Total	Adjusted SPF Points	Possible Points	Percent of Total	Adjusted SPF Points	Possible Points	Percent of Total	Adjusted SPF Points	Possible Points	Percent of Total
51.3	163	31.60%	43.5	131	0.332	45.5	131	0.347	46.5	131	0.355

- The cumulative impact of the methodology inconsistencies we have identified, resulting in the SPF providing an inaccurate portrayal of our school's outcomes, are profound.
- This is not to say we are satisfied with our results. We know we have a long way to go, which is why we have prioritized making significant improvements and using strategies to ensure that we position Compass Middle School for a strong year of growth and success.

Telling our Story

We face two key issues as we work to tell our data story:

1. Inconsistencies with the Matrix and how our story is being told
2. The Matrix Methodology hides our growth – especially as a start-up

If we look at just this years results, without the inconsistencies, we would move into the yellow band

Current SPF			With Disaggregated Scores Corrected			Plus Catch-Up Corrected			Plus Attendance			Plus Dropping Matrix		
Current SPF Points	Possible Points	Percent of Total	Adjusted SPF Points	Possible Points	Percent of Total	Adjusted SPF Points	Possible Points	Percent of Total	Adjusted SPF Points	Possible Points	Percent of Total	Adjusted SPF Points	Possible Points	Percent of Total
51.3	163	31.60%	43.5	131	0.332	45.5	131	0.347	46.5	131	0.355	56	131	0.427

Steps We Have Taken

- Deep data dives to understand the data and the impact
- Worked to get perspective on our findings:
 - Strive – Chris Gibbons
 - KIPP – Kimberlee Sia
 - Collaborative Council Representatives
 - Communication through the SPF channels
 - Communication to Tom



Next Steps

- Meeting with the District on the SPC process – collaborating on how to tell our accurate story
- Communication plan for Parents
- Update Student Retention
- Update Student Enrollment Plan
- Update School Strategic Plan as necessary



Compass Academy Balance Sheet Prev Year Comparison As of August 31, 2017

	Aug 31, 17	Aug 31, 16	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
8101 · First Bank	428,934.82	397,393.61	31,541.21	7.94%
Total Checking/Savings	428,934.82	397,393.61	31,541.21	7.94%
Accounts Receivable				
8142 · Grants Receivable	225,397.87	0.00	225,397.87	100.0%
Total Accounts Receivable	225,397.87	0.00	225,397.87	100.0%
Other Current Assets				
8182 · Prepaid Insurance	1,304.00	0.00	1,304.00	100.0%
Total Other Current Assets	1,304.00	0.00	1,304.00	100.0%
Total Current Assets	655,636.69	397,393.61	258,243.08	64.98%
TOTAL ASSETS	655,636.69	397,393.61	258,243.08	64.98%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
7421 · Accounts Payable	-8,012.00	9,405.89	-17,417.89	-185.18%
Total Accounts Payable	-8,012.00	9,405.89	-17,417.89	-185.18%
Other Current Liabilities				
7461 · YE Payroll Liabilities	63,741.59	24,697.47	39,044.12	158.09%
7471 · Payroll Liabilities	4,556.42	631.10	3,925.32	621.98%
7481 · Unearned Revenue	14,405.30	0.00	14,405.30	100.0%
Total Other Current Liabilities	82,703.31	25,328.57	57,374.74	226.52%
Total Current Liabilities	74,691.31	34,734.46	39,956.85	115.04%
Total Liabilities	74,691.31	34,734.46	39,956.85	115.04%
Equity				
6710 · Non-Spendable Fund Balance	0.00	10,151.00	-10,151.00	-100.0%
6721 · TABOR 3% Emergency Reserve	93,000.00	48,000.00	45,000.00	93.75%
6770 · Unassigned Fund Balance	120,039.31	159,039.82	-39,000.51	-24.52%
Net Income	367,906.07	145,468.33	222,437.74	152.91%
Total Equity	580,945.38	362,659.15	218,286.23	60.19%
TOTAL LIABILITIES & EQUITY	655,636.69	397,393.61	258,243.08	64.98%

Compass Academy
Profit & Loss Budget vs. Actual Collap.
July through August 2017

	<u>Jul - Aug 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income				
1000 · Local Revenue Source	148,765.34	554,915.00	-406,149.66	26.81%
3000 · State Revenue	11,449.23	351,058.00	-339,608.77	3.26%
4000 · Federal Revenue	210,159.88	156,240.00	53,919.88	134.51%
5700 · PPR	571,193.08	2,589,923.00	-2,018,729.92	22.05%
Total Income	<u>941,567.53</u>	<u>3,652,136.00</u>	<u>-2,710,568.47</u>	<u>25.78%</u>
Gross Profit	941,567.53	3,652,136.00	-2,710,568.47	25.78%
Expense				
0100 · Salaries	246,085.98	1,767,999.00	-1,521,913.02	13.92%
0200 · Employee Benefits	43,554.32	401,907.00	-358,352.68	10.84%
0300 · Purchased Profess and Tech Serv	42,448.05	442,833.00	-400,384.95	9.59%
0400 · Purchased Prop. Services	3,202.44	11,000.00	-7,797.56	29.11%
0430 · Repairs and Maint	150.00	0.00	150.00	100.0%
0500 · Other Purchased Services	37,187.81	76,000.00	-38,812.19	48.93%
0513 · Contracted Field Trips	-450.00	22,500.00	-22,950.00	-2.0%
0515 Shuttle Fees	235.00	0.00	235.00	100.0%
0520 · Insurance Premiums	8,659.38	39,460.00	-30,800.62	21.95%
0580 · Travel, Regis, Ent	5,504.05	43,850.00	-38,345.95	12.55%
0594 · District Purchased Services	117,303.42	513,829.00	-396,525.58	22.83%
0595 · Denver Overhead Costs	21,493.19	98,240.00	-76,746.81	21.88%
0600 · Supplies	36,093.56	103,140.00	-67,046.44	35.0%
0640 · Books and Materials	9,495.95	20,000.00	-10,504.05	47.48%
0700 · Property	4,744.03	61,100.00	-56,355.97	7.76%
0721 · Leasehold Improvements	-2,412.64	0.00	-2,412.64	100.0%
0735 · Non-Capital Equipment	190.90	0.00	190.90	100.0%
0800 · Other Objects	45.34	41,468.00	-41,422.66	0.11%
0810 · Dues and Fees	130.68	2,374.00	-2,243.32	5.51%
Total Expense	<u>573,661.46</u>	<u>3,645,700.00</u>	<u>-3,072,038.54</u>	<u>15.74%</u>
Net Income	<u><u>367,906.07</u></u>	<u><u>6,436.00</u></u>	<u><u>361,470.07</u></u>	<u><u>5,716.38%</u></u>

Compass Academy
Bank Transaction Detail
As of August 31, 2017

Type	Date	Num	Name	Memo	Split	Amount	Balance
8101 - First Bank							387,449.93
Check	08/01/2017	DBT	7-Eleven		0580 - Travel, Regis, Ent	-6.98	387,442.95
Check	08/01/2017	DBT	Walmart		Office Supplies	-10.96	387,431.99
Check	08/01/2017	DBT	Walmart		Office Supplies	-77.94	387,354.05
Check	08/01/2017	DBT	Sam's Club		0580 - Travel, Regis, Ent	-235.26	387,118.79
General Journal	08/01/2017	ClearIRSpay		To clear out IRS check from June that was not subn Medicare		119.16	387,237.95
Check	08/01/2017	DBT	Walmart		0580 - Travel, Regis, Ent	-138.73	387,099.22
Check	08/02/2017	DBT	King soopers		0515 Shuttle Fees	-235.00	386,864.22
Check	08/02/2017	DBT	Tavern		0580 - Travel, Regis, Ent	-105.00	386,759.22
Check	08/02/2017	DBT	Santiago's		0580 - Travel, Regis, Ent	-174.00	386,585.22
Deposit	08/03/2017			Deposit	1790 - Uniforms/Other	2,144.00	388,729.22
Check	08/03/2017	DBT	OfficeDepot		Office Supplies	-63.97	388,665.25
Deposit	08/04/2017			Deposit	-SPLIT-	224,999.88	613,665.13
Check	08/04/2017	DBT	Wendy's		0580 - Travel, Regis, Ent	-9.49	613,655.64
Deposit	08/05/2017			Deposit	3113 - Capital Construction Fund	3,811.86	617,467.50
Check	08/07/2017	DBT	Headspace		0534 - Online Services	-71.91	617,395.59
Check	08/07/2017	DBT	Headspace		0534 - Online Services	-71.91	617,323.68
Check	08/07/2017	DBT	Headspace		0534 - Online Services	-71.91	617,251.77
Check	08/07/2017	DBT	Headspace		0534 - Online Services	-71.91	617,179.86
Check	08/07/2017	DBT	Headspace		0534 - Online Services	-71.91	617,107.95
Check	08/07/2017	DBT	Headspace		0534 - Online Services	-71.91	617,036.04
Check	08/07/2017	DBT	Headspace		0534 - Online Services	-71.91	616,964.13
Check	08/07/2017	DBT	Headspace		0534 - Online Services	-71.91	616,892.22
Check	08/07/2017	DBT	Headspace		0534 - Online Services	-71.91	616,820.31
Check	08/07/2017	DBT	Headspace		0534 - Online Services	-71.91	616,748.40
Check	08/07/2017	DBT	Headspace		0534 - Online Services	-71.91	616,676.49
Check	08/07/2017	DBT	Headspace		0534 - Online Services	-71.91	616,604.58
Check	08/07/2017	DBT	Headspace		0534 - Online Services	-71.91	616,532.67
Check	08/07/2017	DBT	Headspace		0534 - Online Services	-71.91	616,460.76
Check	08/08/2017	1826	Ben Fulton		0430 - Repairs and Maint	-150.00	616,310.76
Check	08/08/2017	DBT	Amazon.com		Office Supplies	-123.18	616,187.58
Check	08/08/2017	DBT	Eon		0610 - General Supplies	-419.20	615,768.38
Check	08/08/2017	DBT	Eon		Office Supplies	-110.40	615,657.98
Check	08/08/2017	DBT	Eon		0610 - General Supplies	-2,694.75	612,963.23
Check	08/08/2017	DBT	Amazon.com		0610 - General Supplies	-181.51	612,781.72
Check	08/08/2017	DBT	Sam's Club		0580 - Travel, Regis, Ent	-108.16	612,673.56
Check	08/08/2017	DBT	Eon		Office Supplies	-21.07	612,652.49
Check	08/08/2017	DBT	Santiago's		0580 - Travel, Regis, Ent	-236.75	612,415.74
Check	08/08/2017	DBT	Amazon.com		Office Supplies	-60.48	612,355.26
Check	08/09/2017	DBT	Amazon.com		0610 - General Supplies	-902.51	611,452.75
Check	08/09/2017	DBT	Headspace		0534 - Online Services	-71.91	611,380.84
Check	08/09/2017	DBT	Headspace		0534 - Online Services	-71.91	611,308.93
Check	08/09/2017	DBT	Amazon.com		Office Supplies	-209.69	611,099.24
Deposit	08/10/2017			Deposit	-SPLIT-	3,465.00	614,564.24
Check	08/10/2017	DBT	Amazon.com		0610 - General Supplies	-159.28	614,404.96
Check	08/10/2017	DBT	Amazon.com		Office Supplies	-65.50	614,339.46
Check	08/10/2017	DBT	Amazon.com		Office Supplies	-58.27	614,281.19
Check	08/11/2017	1827	Fulton, Marcia A.	10005	0580 - Travel, Regis, Ent	-454.00	613,827.19
Liability Check	08/11/2017	ACH	City and County of Denver		Denver OPT Liability	-120.75	613,706.44

Compass Academy
Bank Transaction Detail
As of August 31, 2017

Type	Date	Num	Name	Memo	Split	Amount	Balance
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Paycheck	08/15/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	526,064.40
Liability Check	08/15/2017	ACH	Colorado Department of Revenue		Colorado State Withholding	-4,566.00	521,498.40
Liability Check	08/15/2017	ACH	Internal Revenue Service	47-1698243	-SPLIT-	-17,835.10	503,663.30
Liability Check	08/15/2017		Colorado Department of Revenue	VOID:	Colorado State Withholding	0.00	503,663.30
Liability Check	08/15/2017		Internal Revenue Service	VOID: 47-1698243 DOUBLE ENTERED	-SPLIT-	0.00	503,663.30
Check	08/15/2017	DBT	OfficeDepot		-SPLIT-	-69.63	503,593.67
Check	08/15/2017	DBT	Sam's Club		0580 - Travel, Regis, Ent	-135.86	503,457.81
Check	08/15/2017	DBT	MarcyCookMath.com		0610 - General Supplies	-168.00	503,289.81
Check	08/15/2017	ACH			1790 - Uniforms/Other	-55.00	503,234.81
Check	08/15/2017	DBT	Home Depot		0610 - General Supplies	-95.28	503,139.53
Check	08/15/2017	DBT	Eon		0610 - General Supplies	-225.40	502,914.13
Check	08/15/2017	DBT	Walmart		Office Supplies	-43.91	502,870.22
Liability Check	08/16/2017	ACH	PERA	488	-SPLIT-	-408.25	502,461.97
Check	08/16/2017	DBT	Brothers BBQ Catering		0630 - Food -Snack (BOLD FS FUND ONLY)	-4,387.28	498,074.69
Check	08/16/2017	DBT	IRIS		0610 - General Supplies	-199.41	497,875.28
Check	08/16/2017	DBT	Michaels		0610 - General Supplies	-42.48	497,832.80
Check	08/16/2017	DBT	Best Buy		Office Supplies	-109.99	497,722.81
Check	08/16/2017	DBT	Walmart		0580 - Travel, Regis, Ent	-30.02	497,692.79
Check	08/16/2017	DBT	Walmart		0610 - General Supplies	-100.54	497,592.25
Check	08/16/2017	DBT	Eon		0610 - General Supplies	-954.90	496,637.35
Check	08/16/2017	DBT	Amazon.com		0733 - Furnitures and Fixtures	-184.41	496,452.94
Check	08/16/2017	DBT	Amazon.com		Office Supplies	-35.00	496,417.94
Check	08/16/2017	DBT	Amazon.com		Office Supplies	-13.59	496,404.35
Check	08/16/2017	DBT	Amazon.com		Office Supplies	-18.95	496,385.40
Liability Check	08/17/2017	Ach	PERA	488	-SPLIT-	-17,760.32	478,625.08
Liability Check	08/17/2017	1845	Denver Public Schools		-SPLIT-	-12,705.08	465,920.00
Check	08/17/2017	DBT	Walmart		0580 - Travel, Regis, Ent	-84.62	465,835.38
Check	08/17/2017	1846	Kalil, Kareem	10007	-SPLIT-	-117.29	465,718.09
Check	08/17/2017	1847	Nathaniel Kerr		0610 - General Supplies	-294.00	465,424.09
Check	08/17/2017	1848	William Wallace		-SPLIT-	-20.51	465,403.58
Check	08/17/2017	DBT	Hobby Lobby		0610 - General Supplies	-199.74	465,203.84
Liability Check	08/17/2017	1849	HealthSmart Benefit Solutions, Inc	208838	-SPLIT-	-117.00	465,086.84

Compass Academy
Bank Transaction Detail
As of August 31, 2017

Type	Date	Num	Name	Memo	Split	Amount	Balance
Liability Check	08/17/2017	1850	Unum Life Insurance Company	0632604-001 2	-SPLIT-	-18.90	465,067.94
Liability Check	08/17/2017	1851	Unum Life Insurance Company	0632604-001 2	-SPLIT-	-12.15	465,055.79
Liability Check	08/17/2017	ACH	Delta Dental of Colorado	000141307	-SPLIT-	-549.74	464,506.05
Bill Pmt -Check	08/17/2017	1852	Hanover	Customer Number 1513303637-001-000	7421 - Accounts Payable	-1,633.80	462,872.25
Bill Pmt -Check	08/17/2017	1853	PEAR		7421 - Accounts Payable	-231.00	462,641.25
Bill Pmt -Check	08/17/2017	1854	T-Mobile	Acct number 955238103	7421 - Accounts Payable	-92.07	462,549.18
Check	08/17/2017	1844		VOID:		0.00	462,549.18
Check	08/17/2017	DBT	Hobby Lobby		0610 - General Supplies	-84.84	462,464.34
Check	08/17/2017	DBT	Hobby Lobby		0610 - General Supplies	-8.00	462,456.34
Check	08/17/2017	DBT	Hobby Lobby		0610 - General Supplies	-0.60	462,455.74
Check	08/17/2017	DBT	Hobby Lobby		0610 - General Supplies	-55.26	462,400.48
Deposit	08/18/2017			Deposit	0734 - Technology Equipment	21,735.01	484,135.49
Check	08/18/2017	DBT	Ricoh		Office Supplies	-258.87	483,876.62
Check	08/18/2017	DBT	Eon		0610 - General Supplies	-45.96	483,830.66
Check	08/18/2017	DBT	Eon		Office Supplies	-49.96	483,780.70
Check	08/18/2017	DBT	Amazon.com		Office Supplies	-139.56	483,641.14
Check	08/18/2017	DBT	Amazon.com		Office Supplies	-16.99	483,624.15
Check	08/18/2017	DBT	Amazon.com		0610 - General Supplies	-152.58	483,471.57
Check	08/19/2017	DBT	Home Depot		0610 - General Supplies	-77.88	483,393.69
Check	08/19/2017	DBT	Amazon.com		0610 - General Supplies	-7.98	483,385.71
Check	08/19/2017	DBT	Amazon.com		0610 - General Supplies	-19.25	483,366.46
Check	08/19/2017	DBT	Amazon.com		0610 - General Supplies	-117.85	483,248.61
Check	08/21/2017	DBT	Eon		0610 - General Supplies	-993.46	482,255.15
Check	08/21/2017	DBT	Hobby Lobby		0610 - General Supplies	-80.00	482,175.15
Check	08/21/2017	DBT	Walmart		0610 - General Supplies	-82.68	482,092.47
Check	08/21/2017	DBT	Headspace		0534 - Online Services	-71.91	482,020.56
Check	08/21/2017	DBT	Michaels		0610 - General Supplies	-20.37	482,000.19
Check	08/21/2017	DBT	Walmart		0610 - General Supplies	-208.11	481,792.08
Check	08/21/2017	DBT	Dollar Tree		0610 - General Supplies	-15.00	481,777.08
Check	08/21/2017	DBT	Amazon.com		Office Supplies	-8.87	481,768.21
Liability Check	08/22/2017		QuickBooks Payroll Service	Created by Payroll Service on 08/21/2017	-SPLIT-	-2,523.09	479,245.12
Check	08/22/2017	DBT	OfficeDepot		0610 - General Supplies	-25.17	479,219.95
Check	08/22/2017	DBT	Eon		0610 - General Supplies	-6.44	479,213.51
Check	08/22/2017	DBT	Eon		0610 - General Supplies	-101.22	479,112.29
Check	08/22/2017	DBT	Amazon.com		Office Supplies	-19.26	479,093.03
Check	08/22/2017	DBT	Amazon.com		-SPLIT-	-327.83	478,765.20
Check	08/22/2017	DBT	Amazon.com		0640 - Books and Materials	-395.00	478,370.20
Check	08/22/2017	DBT	Amazon.com		0610 - General Supplies	-8.77	478,361.43
Check	08/22/2017	DBT	Amazon.com		0610 - General Supplies	-46.00	478,315.43
Paycheck	08/23/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	478,315.43
Paycheck	08/23/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	478,315.43
Paycheck	08/23/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	478,315.43
Paycheck	08/23/2017		Confidential Payroll Item	Direct Deposit	-SPLIT-	0.00	478,315.43
Check	08/23/2017	DBT	Eon		Office Supplies	-7.37	478,308.06
Check	08/23/2017	DBT	OfficeDepot		0610 - General Supplies	-447.29	477,860.77
Check	08/23/2017	DBT	Walmart		0690 - Uniforms	-53.48	477,807.29
Check	08/23/2017	DBT	OfficeDepot		0610 - General Supplies	-849.05	476,958.24
Check	08/23/2017	DBT	Eon		0610 - General Supplies	-24.89	476,933.35
Check	08/23/2017	DBT	Renaissance		0534 - Online Services	-800.00	476,133.35

Compass Academy
Bank Transaction Detail
As of August 31, 2017

Type	Date	Num	Name	Memo	Split	Amount	Balance
Check	08/23/2017	DBT	Eon		0610 - General Supplies	-176.22	475,957.13
Check	08/23/2017	DBT	Home Depot		0610 - General Supplies	-117.04	475,840.09
Check	08/23/2017	DBT	Eon		0610 - General Supplies	-42.14	475,797.95
Check	08/23/2017	DBT	Eon		0610 - General Supplies	-100.23	475,697.72
Check	08/23/2017	DBT	USPS		0533 - Postage	-24.58	475,673.14
Bill Pmt -Check	08/24/2017	1855	Jimmy's Photography		7421 - Accounts Payable	-500.00	475,173.14
Bill Pmt -Check	08/24/2017	1856	Shirt Works, LLC		7421 - Accounts Payable	-168.75	475,004.39
Check	08/24/2017	DBT	OfficeDepot		0610 - General Supplies	-35.49	474,968.90
Check	08/24/2017	DBT	Eon		0610 - General Supplies	-5.25	474,963.65
Check	08/24/2017	DBT	Sam's Club		0630 - Food -Snack (BOLD FS FUND ONLY)	-447.00	474,516.65
Check	08/24/2017	DBT	Habitat for Humanity		0610 - General Supplies	-30.68	474,485.97
Check	08/24/2017	DBT	Home Depot		0610 - General Supplies	-99.01	474,386.96
Check	08/24/2017	DBT	Eon		0610 - General Supplies	-356.86	474,030.10
Check	08/24/2017	DBT	Amazon.com		0610 - General Supplies	-60.48	473,969.62
Check	08/24/2017	DBT	IKEA		0733 - Furnitures and Fixtures	-380.35	473,589.27
Liability Check	08/25/2017	ACH	Colorado Department of Revenue		Colorado State Withholding	-64.00	473,525.27
Liability Check	08/25/2017	ACH	Internal Revenue Service	47-1698243	-SPLIT-	-227.10	473,298.17
Check	08/25/2017	DBT	Family Dollar		0610 - General Supplies	-21.00	473,277.17
Check	08/25/2017	DBT	Amazon.com		0610 - General Supplies	-148.80	473,128.37
Check	08/25/2017	DBT	Eon		0610 - General Supplies	-552.00	472,576.37
Check	08/25/2017	DBT	OfficeDepot		0610 - General Supplies	-158.46	472,417.91
Check	08/25/2017	DBT	OfficeDepot		0610 - General Supplies	-225.62	472,192.29
Check	08/25/2017	DBT	Amazon.com		0733 - Furnitures and Fixtures	-239.98	471,952.31
Check	08/26/2017	DBT	Canva		0540 - Advertising	-12.95	471,939.36
Check	08/26/2017	DBT	Amazon.com		0610 - General Supplies	-754.79	471,184.57
Check	08/28/2017	DBT	school outfitters		0610 - General Supplies	-32.31	471,152.26
Check	08/28/2017	DBT	Society6		0640 - Books and Materials	-75.99	471,076.27
Check	08/28/2017	DBT	Hand2mind		0610 - General Supplies	-159.54	470,916.73
Check	08/28/2017	DBT	MarcyCookMath.com		0610 - General Supplies	-56.00	470,860.73
Check	08/28/2017	DBT	NatGeo		0610 - General Supplies	-76.36	470,784.37
Check	08/28/2017	DBT	Global Industrial		0735 - Non-Capital Equipment	-190.90	470,593.47
Check	08/28/2017	DBT	Target		0610 - General Supplies	-263.98	470,329.49
Check	08/28/2017	DBT	Amazon.com		0610 - General Supplies	-569.70	469,759.79
Check	08/28/2017	DBT	Amazon.com		0810 - Dues and Fees	-99.00	469,660.79
Check	08/28/2017	DBT	Amazon.com		0640 - Books and Materials	-145.56	469,515.23
Check	08/28/2017	DBT	Amazon.com		0733 - Furnitures and Fixtures	-256.62	469,258.61
Check	08/28/2017	DBT	Eon		0610 - General Supplies	-408.36	468,850.25
Check	08/28/2017	DBT	Amazon.com		0610 - General Supplies	-278.10	468,572.15
Check	08/28/2017	DBT	Amazon.com		0610 - General Supplies	-28.45	468,543.70
Paycheck	08/29/2017	1857	Confidential Payroll Item		-SPLIT-	-500.00	468,043.70
Check	08/29/2017	DBT	Amazon.com		0610 - General Supplies	-137.79	467,905.91
Check	08/29/2017	DBT	Amazon.com		0610 - General Supplies	-169.83	467,736.08
Check	08/29/2017	DBT	Amazon.com		0610 - General Supplies	-23.98	467,712.10
Check	08/29/2017	DBT	Amazon.com		0610 - General Supplies	-23.98	467,688.12
Check	08/29/2017	DBT	Amazon.com		0610 - General Supplies	-18.99	467,669.13
Check	08/29/2017	DBT	Best Buy		0734 - Technology Equipment	-1,132.36	466,536.77
Check	08/29/2017	DBT	Eon		0610 - General Supplies	-2.57	466,534.20
Check	08/29/2017	DBT	Pho 96		0630 - Food -Snack (BOLD FS FUND ONLY)	-24.66	466,509.54
Check	08/29/2017	DBT	Amazon.com		Office Supplies	-120.60	466,388.94

Compass Academy
Bank Transaction Detail
As of August 31, 2017

Type	Date	Num	Name	Memo	Split	Amount	Balance
Deposit	08/29/2017			Interest	1500 - Interest Income	4.51	466,393.45
Check	08/30/2017	DBT	Amazon.com		0734 - Technology Equipment	-41.91	466,351.54
Check	08/30/2017	DBT	Maverick Label		Office Supplies	-445.17	465,906.37
Check	08/30/2017	DBT	Amazon.com		Office Supplies	-108.01	465,798.36
Check	08/30/2017	DBT	Amazon.com		0610 - General Supplies	-55.62	465,742.74
Check	08/30/2017	DBT	Amazon.com		0610 - General Supplies	-222.48	465,520.26
Check	08/30/2017	DBT	Amazon.com		0734 - Technology Equipment	-265.86	465,254.40
Check	08/30/2017	DBT	Amazon.com		0610 - General Supplies	-686.92	464,567.48
Check	08/31/2017	1859	Barrett, Lauren E		0610 - General Supplies	-14.94	464,552.54
Check	08/31/2017	1860	Marcia Fulton	VOID:	0533 - Postage	0.00	464,552.54
Check	08/31/2017	DBT	Amazon.com		Office Supplies	-39.94	464,512.60
Check	08/31/2017	Dbt	TIG		0734 - Technology Equipment	-2,340.00	462,172.60
Bill Pmt -Check	08/31/2017	1861	Alerio Technology Group		7421 - Accounts Payable	-4,145.00	458,027.60
Bill Pmt -Check	08/31/2017	1862	Pinnacol Assurance	Policy Number 4183883	7421 - Accounts Payable	-1,307.00	456,720.60
Bill Pmt -Check	08/31/2017	1863	Ricoh		7421 - Accounts Payable	-2,859.43	453,861.17
Bill Pmt -Check	08/31/2017	1864	Shirt Works, LLC		7421 - Accounts Payable	-3,265.75	450,595.42
Check	08/31/2017	DBT	Best Buy		0734 - Technology Equipment	-21,637.55	428,957.87
Check	08/31/2017			Service Charge	0313a - Bank Fees	-23.05	428,934.82
Total 8101 - First Bank						41,484.89	428,934.82
TOTAL						41,484.89	428,934.82

Compass Academy
Management's Discussion and Analysis
Fiscal Year Ending June 30, 2017

As management of Compass Academy (Compass or the School), we offer readers of Compass Academy's basic financial statements this narrative overview and analysis of the financial activities of the School for the fiscal year ended June 30, 2017. We encourage readers to consider the information presented here in conjunction with additional information provided in the accompanying financial statements.

Financial Highlights

The year ended June 30, 2017 is the second year of operations for Compass. As of June 30, 2017, net position for governmental activities decreased by \$(419,545) to \$(240,155). Compass Academy's governmental funds reported a combined ending fund balance of \$213,039, a decrease of \$(4,154) from the prior year.

The operations of the School are funded primarily by tax revenue received under the Colorado School Finance Act in Per Pupil Revenue (PPR). Tax revenue for the year from PPR was \$1,726,229.

Overview of Financial Statements

This discussion and analysis are intended to serve as an introduction to the School's basic financial statements. The School's basic financial statements are comprised of three components: 1) government-wide financial statements, 2) fund financial statements, and 3) notes to the financial statements.

Government-Wide Financial Statements

The government-wide financial statements are designed to provide readers with a broad overview of School's finances, in a manner similar to a private-sector business.

The statement of net position presents information on all of the School's assets and liabilities, and deferred inflows and outflows, with the difference being reported as net position. Over time, the increases or decreases in net position may serve as a useful indicator of whether the financial position is improving or deteriorating.

The statement of activities presents information showing how net position changed during the year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of the related cash flows. Thus, revenues and expenses are reported in the statement for some items that will only result in cash flows in future periods (for example, salaries and benefits earned but unpaid as of year-end).

The government-wide statement of activities distinguishes functions/programs of the School supported primarily by Per Pupil Revenue or other revenues passed through from the School's

authorizer (Denver Public Schools). The governmental activities of Compass include instruction and supporting services.

Fund Financial Statements

A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The School keeps track of these monies to ensure and demonstrate compliance with finance-related legal requirements.

Governmental Funds

Governmental funds are used to account for essentially the same functions reported as governmental activities in the government-wide financial statements. However, unlike the government-wide financial statements, governmental fund financial statements focus on near-term inflows and outflows of spendable resources, as well as on balances of spendable resources available at the end of the fiscal year.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for governmental funds with similar information presented for governmental activities in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the School's near-term financing decisions. Both the governmental fund balance sheet and the governmental fund statement of revenues, expenditures, and changes in fund balances provide a reconciliation to facilitate this comparison between governmental funds and governmental activities.

The school maintains one governmental fund, and adopts an annually appropriated budget for the fund. A budgetary comparison statement is included to demonstrate that spending did not exceed the budget.

Notes to the Financial Statements

The notes provide additional information that is essential to a full understanding of the data provided in the financial statements.

Government-Wide Financial Analysis

As noted previously, net position may serve over time as a useful indicator of the School's financial position. For the fiscal year ended June 30, 2017, Compass's combined net position was \$(240,155). This position includes a net pension liability in the amount of \$1,555,046, representing the School's proportionate share of the Denver pension liability, administered by the Public Employee's Retirement Association of Colorado (PERA). The School reports this net pension liability, and associated deferred inflows and outflows of resources, as required by GASB (Governmental Accounting Standards Board) 68. More information regarding the net pension liability may be found in the notes to the financial statements.

Of the School's total net position, \$18,143 is invested in capital assets net of related debt, and \$72,000 is restricted to comply with Article X, Section 20 of the Colorado Constitution, known as the TABOR Amendment.

Compass Academy's Net Position

	2016-2017	2015-2016
ASSETS		
Cash	\$ 65,344	\$ 230,809
Grants Receivable	225,398	28,783
Prepaid Expenses	1,304	10,151
Capital Assets, Net of Accumulated Depreciation	18,143	24,191
TOTAL ASSETS	310,189	293,934
DEFERRED OUTFLOWS OF RESOURCES		
Pensions, Net of Accumulated Amortization	1,161,400	924,351
LIABILITIES		
Accounts Payable	7,142	16,474
Accrued Liabilities	920	11,379
Accrued Salaries and Benefits	63,742	24,697
Unearned Revenues	7,203	
Noncurrent Liabilities		
Net Pension Liability	1,555,046	887,053
TOTAL LIABILITIES	1,634,053	939,603
DEFERRED INFLOWS OF RESOURCES		
Pensions, Net of Accumulated Amortization	77,691	99,292
NET POSITION		
Net Investment in Capital Assets	18,143	24,191
Restricted for Emergencies	72,000	48,000
Unrestricted	(330,298)	107,199
TOTAL NET POSITION	\$ (240,155)	\$ 179,390

Compass Academy's Change in Net Position

	2016-2017	2015-2016
REVENUES		
Per Pupil Revenue	\$ 1,726,229	\$ 973,986
Additional At-Risk	3,124	1,850
Mill Levy Override	314,601	108,650
Capital Construction	25,058	15,768
Contributions not Restricted to Specific Programs	272,733	543,151
Charges for Services	177	1,122
Operating Grants and Contributions	371,556	212,897
Investment Income	37	31
Other	11,830	236
	<u>2,725,345</u>	<u>1,857,691</u>
EXPENSES		
Instruction	1,802,906	764,932
Support Services	1,341,984	908,451
Interest	-	2,810
	<u>3,144,890</u>	<u>1,676,193</u>
TOTAL REVENUE	<u>2,725,345</u>	<u>1,857,691</u>
TOTAL EXPENSES	<u>3,144,890</u>	<u>1,676,193</u>
CHANGE IN NET POSITION	(419,545)	181,498
NET POSITION, Beginning	<u>179,390</u>	<u>(2,108)</u>
NET POSITION, Ending	<u>\$ (240,155)</u>	<u>\$ 179,390</u>

Financial Analysis of the Government's Funds

As noted earlier, the School uses fund accounting to ensure and demonstrate compliance with finance related legal requirements.

The focus of the School's governmental funds is to provide information on near-term inflows, outflows, and balances of spendable resources. Such information is useful in assessing the School's financing requirements. In particular, unreserved fund balance may serve as a useful measure of the School's net resources available for spending at the end of the fiscal year.

As of the end of the current fiscal year, the School's General Fund reported an ending fund balance of \$213,039, a decrease of \$(4,154) from prior year.

General Fund Budgetary Highlights

Compass recognized \$11,307 less revenue than expected and spent \$7,153 less than planned, when compared to the final budget. There were budget amendments during the year, which reflected changes in revenues and expenditures.

Capital Assets & Long-Term Debt

The School has invested in capital assets for technology equipment in support of the School's educational program. Depreciation expenses for capital assets are booked under the Supporting expenses of the School's operations.

The School has no long-term obligations.

Economic Factors and Next Year's Budget

The primary factor driving the budget for Compass Academy is student enrollment. Enrollment for the 2016-2017 school year was 215.00 funded students. Enrollment projected for 2017-2018 is 320.00 funded students. This factor was considered when preparing Compass's budget for 2017-2018.

Requests for Information

This financial report is designed to provide a general overview of Compass Academy's finances for all those with an interest in the School's finances. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to the School:

Compass Academy
2285 S. Federal Blvd.
Denver, CO 80219

Swanhorst & Company LLC
8400 East Crescent Parkway, Suite 600
Greenwood Village, Colorado 80111

This representation letter is provided in connection with your audit of the basic financial statements of Compass Academy (the "School") as of and for the year ended June 30, 2017, for the purpose of expressing opinions as to whether the basic financial statements present fairly, in all material respects, the financial position of the School and the results of its operations and the related notes to the financial statements in accordance with accounting principles generally accepted in the United States of America.

We confirm, to the best of our knowledge and belief, the following representations made to you during your audit.

Financial Statements

1. We have fulfilled our responsibilities as set out in the terms of the audit engagement letter.
2. The basic financial statements are fairly presented in conformity with accounting principles generally accepted in the United States of America and include all properly classified funds and other financial information of the primary government and all component units required by generally accepted accounting principles to be included in the financial reporting entity.
3. We acknowledge our responsibility for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.
4. We acknowledge our responsibility for the design, implementation, and maintenance of internal control relevant to prevent and detect fraud.
5. Significant assumptions we used in making accounting estimates are reasonable.
6. Related party relationships and transactions, including revenues, expenditures/expenses, loans, transfers, leasing arrangements, and guarantees, and amounts receivable from or payable to related parties have been appropriately accounted for and disclosed in accordance with accounting principles generally accepted in the United States of America.
7. All events subsequent to the date of the financial statements and for which accounting principles generally accepted in the United States of America require adjustment or disclosure have been adjusted or disclosed. No events, including instances of noncompliance, have occurred subsequent to the balance sheet date and through the date of this letter that would require adjustment to or disclosure in the aforementioned financial statements.

8. You have proposed an adjusting journal entry that has been posted to the School's accounting records. We are in agreement with this adjustment.
9. Guarantees, whether written or oral, under which the School is contingently liable, if any, have been properly recorded or disclosed.
10. The effects of all known actual or possible litigation, claims, and assessments have been accounted for and disclosed in accordance with accounting principles generally accepted in the United States of America.

Information Provided

11. We have provided you with—
 - a. Access to all information, of which we are aware, that is relevant to the preparation and fair presentation of the financial statements, such as records, documentation, and other matters, and all audit or relevant monitoring reports, if any, received from funding sources.
 - b. Additional information that you have requested from us for the purpose of the audit.
 - c. Unrestricted access to persons within the School from whom you determined it necessary to obtain audit evidence.
 - d. Minutes of the meetings of the governing board or summaries of actions of recent meetings for which minutes have not yet been prepared.
12. All material transactions have been properly recorded in the accounting records and are reflected in the financial statements.
13. We have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.
14. We have no knowledge of any fraud or suspected fraud affecting the School involving—
 - a. Management,
 - b. Employees who have significant roles in internal control, or
 - c. Others where the fraud could have a material effect on the financial statements.
15. We have no knowledge of any allegations of fraud or suspected fraud affecting the School's financial statements communicated by employees, former employees, regulators, or others.
16. We have disclosed to you all known instances of noncompliance or suspected noncompliance with provisions of laws, regulations, contracts, or grant agreements, or abuse, whose effects should be considered for disclosure in the financial statements, or as a basis for recording a loss contingency, or for reporting on noncompliance.
17. We are not aware of any pending or threatened litigation, claims, or assessments or unasserted claims or assessments that are required to be accrued or disclosed in the financial statements, and we have not consulted a lawyer concerning litigation, claims, or assessments.
18. We have disclosed to you the identity of the School's related parties and all the related party relationships and transactions of which we are aware.

Other Information

19. There have been no communications from regulatory agencies concerning noncompliance with, or deficiencies in, financial reporting practices.
20. We have identified to you any previous audits, attestation engagements, and other studies related to the audit objectives and whether related recommendations have been implemented.
21. We have provided our views on reported findings, conclusions, and recommendations, as well as our planned corrective actions, and have implemented a process to track the status of audit findings and recommendations, where applicable.
22. The School has no plans or intentions that may materially affect the carrying value or classification of assets, liabilities, or equity.
23. We are responsible for compliance with the laws, regulations, and provisions of contracts and grant agreements applicable to us, including tax and debt limits or contracts; and we have identified and disclosed to you all laws, regulations and provisions of contracts and grant agreements that we believe have a direct and material effect on the determination of financial statement amounts, or other financial data significant to the audit objectives, including legal and contractual provisions for reporting specific activities in separate funds.
24. There are no violations or possible violations of budget ordinances, laws and regulations (including those pertaining to adopting, approving and amending budgets), provisions of contracts and grant agreements, tax or debt limits, and any related debt covenants whose effects should be considered for disclosure in the financial statements, or as a basis for recording a loss contingency, or for reporting on noncompliance.
25. If the School is a non-profit organization under Section 501(c)(3) of the Internal Revenue Code, we are not aware of any activities that would jeopardize the School's tax-exempt status, and all activities subject to tax on unrelated business income or excise or other tax have been disclosed to you. All required filings with tax authorities are up to date.
26. As part of the audit, you assisted with the preparation of the financial statements and related footnotes. We have designated an individual with suitable skill, knowledge, and experience to oversee your services and have made all management decisions and performed all management functions. We have reviewed, approved, and accepted responsibility for the financial statements and related footnotes.
27. The School has satisfactory title to all owned assets, and there are no liens or encumbrances on such assets nor has any asset been pledged as collateral.
28. The School has complied with all aspects of contractual agreements that would have a material effect on the financial statements in the event of noncompliance.
29. The financial statements include all component units as well as joint ventures with an equity interest, and properly disclose all other joint ventures and other related organizations.
30. The financial statements properly classify all funds and activities.
31. All funds that meet the quantitative criteria for presentation as major are identified and presented as such and all other funds that are presented as major are particularly important to financial statement users.
32. Components of net position (net investment in capital assets, restricted and unrestricted) and fund balance restrictions, commitments, and assignments are properly classified and, if applicable, approved.

33. Deposits and investments are properly classified as to risk and are properly disclosed in the financial statements. Investments are properly valued and investment ratings are accurate.
34. Provisions for uncollectible receivables have been properly identified and recorded.
35. Revenues are appropriately classified in the statement of activities within program revenues, general revenues, contributions to term or permanent endowments, or contributions to permanent fund principal.
36. Expenses have been appropriately classified in, or allocated to, functions and programs in the statement of activities, and allocations have been made on a reasonable basis.
37. Interfund, internal, and intra-entity activity and balances have been appropriately classified and reported.
38. Capital assets, including infrastructure and intangible assets, are properly capitalized, reported, and, if applicable, depreciated.
39. We have appropriately disclosed the School's policy regarding whether to first apply restricted or unrestricted resources when an expense/expenditure is incurred for purposes for which both restricted and unrestricted net position/fund balances are available and have determined that net position and fund balances were properly recognized under the policy.
40. We acknowledge our responsibility for the required supplementary information (RSI), including the management's discussion and analysis. The RSI is measured and presented within prescribed guidelines and the methods of measurement and presentation have not changed from those used in the prior period. We have disclosed to you any significant assumptions and interpretations underlying the measurement and presentation of the RSI.

Signed _____

Signed _____

Title _____

Title _____

COMPASS ACADEMY
Denver, Colorado

FINANCIAL STATEMENTS

June 30, 2017

DRAFT

COMPASS ACADEMY

June 30, 2017

Board of Directors

Mary Seawell, Chair

Ken Greene, Treasurer

Annie Proietti, Secretary

Jim Balfanz, Member

Dr. Robert Balfanz, Member

Michael Johnston, Member

John Kechriotis, Member

Dexter Korto, Member

Jeff Park, Member

Pami Perea, Member

Stephanie Wu, Member

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Board of Directors
Compass Academy
Denver, Colorado

INDEPENDENT AUDITORS' REPORT

We have audited the accompanying financial statements of the governmental activities and the major fund of Compass Academy, component unit of Denver School District, as of and for the year ended June 30, 2017, and the related notes to the financial statements, which collectively comprise the basic financial statements of Compass Academy, as listed in the table of contents.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express opinions on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Opinions

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities and the major fund of Compass Academy as of June 30, 2017, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Other Matters (Required Supplementary Information)

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and the required supplementary information listed in the table of contents be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

August 2, 2017

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BASIC FINANCIAL STATEMENTS

DRAFT

COMPASS ACADEMY

STATEMENT OF NET POSITION

June 30, 2017

	<u>GOVERNMENTAL ACTIVITIES</u>
ASSETS	
Cash	\$ 65,344
Grants Receivable	225,398
Prepaid Expenses	1,304
Capital Assets, Net of Accumulated Depreciation	<u>18,143</u>
TOTAL ASSETS	<u>310,189</u>
DEFERRED OUTFLOWS OF RESOURCES	
Pensions, Net of Accumulated Amortization	<u>1,161,400</u>
LIABILITIES	
Accounts Payable	7,142
Accrued Liabilities	920
Accrued Salaries and Benefits	63,742
Unearned Revenues	7,203
Noncurrent Liabilities	
Net Pension Liability	<u>1,555,046</u>
TOTAL LIABILITIES	<u>1,634,053</u>
DEFERRED INFLOWS OF RESOURCES	
Pensions, Net of Accumulated Amortization	<u>77,691</u>
NET POSITION	
Net Investment in Capital Assets	18,143
Restricted for Emergencies	72,000
Unrestricted	<u>(330,298)</u>
TOTAL NET POSITION	<u><u>\$ (240,155)</u></u>

The accompanying notes are an integral part of the financial statements.

COMPASS ACADEMY

STATEMENT OF ACTIVITIES

Year Ended June 30, 2017

FUNCTIONS/PROGRAMS	EXPENSES	PROGRAM REVENUES		NET (EXPENSE) REVENUE AND CHANGE IN NET POSITION GOVERNMENTAL ACTIVITIES
		CHARGES FOR SERVICES	OPERATING GRANTS AND CONTRIBUTIONS	
PRIMARY GOVERNMENT				
Governmental Activities				
Instruction	\$ 1,802,906	\$ 115	\$ 251,831	\$ (1,550,960)
Supporting Services	1,341,984	62	119,725	(1,222,197)
Total Governmental Activities	<u>\$ 3,144,890</u>	<u>\$ 177</u>	<u>\$ 371,556</u>	<u>(2,773,157)</u>
GENERAL REVENUES				
				1,726,229
Per Pupil Revenue				3,124
Additional At-Risk Funding				314,601
District Mill Levy				25,058
Capital Construction				
Grants and Contributions not Restricted to Specific Programs				272,733
Investment Income				37
Other				11,830
TOTAL GENERAL REVENUES				<u>2,353,612</u>
CHANGE IN NET POSITION				(419,545)
NET POSITION, Beginning				<u>179,390</u>
NET POSITION, Ending				<u>\$ (240,155)</u>

The accompanying notes are an integral part of the financial statements.

COMPASS ACADEMY

BALANCE SHEET
GOVERNMENTAL FUND

June 30, 2017

	<u>GENERAL</u>
ASSETS	
Cash	\$ 65,344
Grants Receivable	225,398
Prepaid Expenditures	<u>1,304</u>
 TOTAL ASSETS	 <u>\$ 292,046</u>
LIABILITIES AND FUND BALANCE	
LIABILITIES	
Accounts Payable	\$ 7,142
Accrued Liabilities	920
Accrued Salaries and Benefits	63,742
Unearned Revenues	<u>7,203</u>
 TOTAL LIABILITIES	 <u>79,007</u>
FUND BALANCE	
Nonspendable Prepaid Expenditures	1,304
Restricted for Emergencies	72,000
Unrestricted, Unassigned	<u>139,735</u>
 TOTAL FUND BALANCE	 <u>213,039</u>
 TOTAL LIABILITIES AND FUND BALANCE	 <u>\$ 292,046</u>
 Amounts Reported for Governmental Activities in the Statement of Net Position are Different Because:	
Total Fund Balance of the Governmental Fund	\$ 213,039
Capital assets used in governmental activities are not financial resources and, therefore, are not reported in governmental funds.	18,143
Long-term liabilities and related items, including net pension liability (\$1,555,046), pension-related deferred outflows of resources \$1,161,400, and pension-related deferred inflows of resources (\$77,691), are not due and payable in the current year and, therefore, are not reported in governmental funds.	<u>(471,337)</u>
Total Net Position of Governmental Activities	<u>\$ (240,155)</u>

The accompanying notes are an integral part of the financial statements.

COMPASS ACADEMY

STATEMENT OF REVENUES, EXPENDITURES
AND CHANGES IN FUND BALANCE
GOVERNMENTAL FUND
Year Ended June 30, 2017

	<u>GENERAL</u>
REVENUES	
Local Sources	\$ 2,303,857
State Sources	86,059
Federal Sources	335,429
TOTAL REVENUES	2,725,345
EXPENDITURES	
Instruction	1,535,782
Supporting Services	1,193,717
TOTAL EXPENDITURES	2,729,499
NET CHANGE IN FUND BALANCE	(4,154)
FUND BALANCE, Beginning	217,193
FUND BALANCE, Ending	\$ 213,039
Amounts Reported for Governmental Activities in the Statement of Activities are Different Because:	
Net Change in Fund Balance of the Governmental Fund	\$ (4,154)
Capital outlays to purchase or construct capital assets are reported in governmental funds as expenditures. However, for governmental activities those costs are capitalized in the statement of net position and are allocated over their estimated useful lives as annual depreciation expense in the statement of activities. This amount represents depreciation expense in the current year.	(6,048)
Some expenses reported in the statement of activities do not require the use of current financial resources and, therefore, are not reported as expenditures in governmental funds. This amount represents the change in net pension liability (\$667,993), pension-related deferred outflows of resources \$237,049, and pension-related deferred inflows of resources \$21,601 in the current year.	(409,343)
Change in Net Position of Governmental Activities	\$ (419,545)

The accompanying notes are an integral part of the financial statements.

COMPASS ACADEMY

NOTES TO FINANCIAL STATEMENTS

June 30, 2017

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Compass Academy (the “School”) was organized pursuant to the Colorado Charter Schools Act to form and operate a charter school within Denver School District (the “District”). The School began classes in the Fall of 2015.

The accounting policies of the School conform to generally accepted accounting principles as applicable to governmental entities. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. Following is a summary of the more significant policies.

Reporting Entity

The financial reporting entity consists of the School, organizations for which the School is financially accountable, and organizations that raise and hold economic resources for the direct benefit of the School. All funds, organizations, institutions, agencies, departments and offices that are not legally separate are part of the School. Legally separate organizations for which the School is financially accountable are considered part of the reporting entity. Financial accountability exists if the School appoints a voting majority of the organization’s governing board and is able to impose its will on the organization, or if the organization has the potential to provide benefits to, or impose financial burdens on, the School. Based on the application of this criteria, the School does not include additional organizations within its reporting entity.

The School is a component unit of the District. The School’s charter is granted by the District and the majority of the School’s funding is provided by the District.

Government-wide and Fund Financial Statements

The government-wide financial statements (i.e., the statement of net position and the statement of activities) report information on all activities of the School. Governmental activities, which normally are supported by taxes and intergovernmental revenues, are reported in a single column.

The statement of activities demonstrates the degree to which the direct expenses of the given function or segment are offset by program revenues. Direct expenses are those that are clearly identifiable with a specific function or segment. Program revenues include 1) charges to students or others who purchase, use, or directly benefit from goods, services, or privileges provided by a given function or segment and 2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment. Unrestricted revenues not properly included among program revenues are reported instead as general revenues.

Major individual funds are reported as separate columns in the fund financial statements.

Measurement Focus, Basis of Accounting, and Financial Statement Presentation

The government-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

COMPASS ACADEMY

NOTES TO FINANCIAL STATEMENTS

June 30, 2017

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Measurement Focus, Basis of Accounting, and Financial Statement Presentation (Continued)

Governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collected within the current year or soon enough thereafter to pay liabilities of the current year. For this purpose, the School considers revenues to be available if they are collected within 60 days of the end of the current year. Intergovernmental revenues, grants, and interest associated with the current year are considered to be susceptible to accrual and so have been recognized as revenues of the current year. All other revenues are considered to be measurable and available only when cash is received by the School. Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, debt service expenditures are recorded only when payment is due.

When both restricted and unrestricted resources are available for a specific use, it is the School's policy to use restricted resources first, and the unrestricted resources as they are needed.

In the fund financial statements, the School reports the following major governmental fund:

General Fund - This is the general operating fund of the School. It is currently used to account for all financial activities of the School.

Assets, Liabilities and Net Position/Fund Balance

Receivables - All receivables are reported at their gross value and, where appropriate, are reduced by the estimated portion that is expected to be uncollectible.

Prepaid Expenses - Certain payments to vendors reflect costs applicable to future years and are reported as prepaid expenses.

Capital Assets - Capital assets are reported in the government-wide financial statements. Capital assets are defined as assets with an initial, individual cost of \$5,000 or more and an estimated useful life in excess of one year. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at the acquisition value on the date of donation.

Capital assets are depreciated using the straight-line method over the estimated useful lives, as follows:

Equipment 5 years

Accrued Salaries and Benefits - Salaries and retirement benefits of certain contractually employed personnel are paid over a twelve month period from August to July, but are earned during a school year of approximately nine months. The salaries and benefits earned but unpaid are reported as a liability of the General Fund.

COMPASS ACADEMY

NOTES TO FINANCIAL STATEMENTS

June 30, 2017

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Assets, Liabilities and Net Position/Fund Balance (Continued)

Unearned Revenues - Unearned revenues include grants received before eligibility requirements established by the provider have been met.

Compensated Absences - Employees of the School are allowed to accumulate unused personal leave to a maximum of 10 days. The School does not reimburse or otherwise compensate terminated employees for any unused personal leave. Therefore, no liability is reported in the financial statements for these compensated absences.

Pensions - The School participates in the Denver Public Schools Division Trust Fund (DPSD), a single-employer defined benefit pension plan administered by the Public Employees' Retirement Association of Colorado (PERA). The net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, pension expense, information about the fiduciary net position, and additions to and deductions from the DPSD's fiduciary net position have been determined using the economic resources measurement focus and the accrual basis of accounting, the same basis of accounting used by the DPSD. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Net Position/Fund Balance - In the government-wide and fund financial statements, net position and fund balance are restricted when constraints placed on the use of resources are externally imposed. The Board of Directors is authorized to establish a fund balance commitment through passage of a resolution, and may assign fund balances to a specific purpose through an informal action.

The School has not established a formal policy for its use of restricted and unrestricted fund balances. However, if both restricted and unrestricted fund balances are available for a specific purpose, the School uses restricted fund balance first, followed by committed, assigned, and unassigned balances.

Risk Management

The School is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; injuries to employees; and natural disasters. The School carries commercial insurance for these risks of loss.

NOTE 2: CASH AND INVESTMENTS

Deposits

The Colorado Public Deposit Protection Act (PDPA) requires all local governments to deposit cash in eligible public depositories. Eligibility is determined by State regulations. Amounts on deposit in excess of federal insurance levels must be collateralized by eligible collateral as determined by the PDPA. The PDPA allows the financial institution to create a single collateral pool for all public funds held. The pool is to be maintained by another institution, or held in trust for all uninsured public deposits as a group. The market value of the collateral must be at least equal to 102% of the uninsured deposits.

COMPASS ACADEMY

NOTES TO FINANCIAL STATEMENTS

June 30, 2017

NOTE 2: CASH AND INVESTMENTS (Continued)

Investments

The School is required to comply with State statutes which specify investment instruments meeting defined rating, maturity and concentration risk criteria in which local governments may invest, which include the following. State statutes generally limit investments to an original maturity of five years unless the governing board authorizes the investment for a period in excess of five years. State statutes do not address custodial risk.

- Obligations of the United States and certain U.S. Agency securities
- Certain international agency securities
- General obligation and revenue bonds of U.S. local government entities
- Bankers' acceptances of certain banks
- Commercial paper
- Written repurchase agreements collateralized by certain authorized securities
- Certain money market funds
- Guaranteed investment contracts
- Local government investment pools

The School had no investments at June 30, 2017.

NOTE 3: CAPITAL ASSETS

Capital assets activity for the year ended June 30, 2017, is summarized below.

	Balances 6/30/16	Additions	Deletions	Balances 6/30/17
Governmental Activities				
Capital Assets, Being Depreciated				
Equipment	\$ 30,239	\$ -	\$ -	\$ 30,239
Accumulated Depreciation	(6,048)	(6,048)	-	(12,096)
Total Capital Assets, Net	<u>\$ 24,191</u>	<u>\$ (6,048)</u>	<u>\$ -</u>	<u>\$ 18,143</u>

Depreciation expense was charged to the instruction program.

NOTE 4: DEFINED BENEFIT PENSION PLAN

General Information

Plan Description - The School contributes to the Denver Public Schools Division Trust Fund (DPSD), a single-employer defined benefit pension plan administered by the Public Employees' Retirement Association of Colorado (PERA). All employees of the School participate in the DPSD. Title 24, Article 51 of the Colorado Revised Statutes (CRS) assigns the authority to establish and amend plan provisions to the State Legislature. PERA issues a publicly available financial report that includes information on the DPSD. That report may be obtained at www.copera.org/investments/pera-financial-reports.

COMPASS ACADEMY

NOTES TO FINANCIAL STATEMENTS

June 30, 2017

NOTE 4: DEFINED BENEFIT PENSION PLAN (Continued)

General Information (Continued)

Benefits Provided - The DPSD provides retirement, disability, and survivor benefits to plan participants or their beneficiaries. Retirement benefits are determined by the amount of service credit earned or purchased, highest average salary, the benefit structure in place, the benefit option selected at retirement, and age at retirement. The retirement benefit is the greater of the a) highest average salary multiplied by 2.5% and then multiplied by years of service credit, or b) \$15 times the first ten years of service credit plus \$20 times the service credit over ten years, plus a monthly amount equal to the annuitized participant contribution account balance based on life expectancy and other actuarial factors. In no case can the benefit amount exceed the highest average salary or the amount allowed by applicable federal regulations.

Retirees may elect to withdraw their contributions upon termination of employment, and may be eligible to receive a matching amount if five years of service credit is earned and certain other criteria is met. Retirees who elect to receive a lifetime retirement benefit are generally eligible to receive post-retirement cost-of-living adjustments (COLAs) as established by State statutes. Retirees who began employment before January 1, 2007, receive an annual increase of 2%, unless PERA has a negative investment year, in which case the annual increase for the next three years is the lesser of 2% or the average consumer price index for the prior calendar year. Retirees that began employment after January 1, 2007, receive an annual increase of the lesser of 2% or the average consumer price index for the prior calendar year, with certain limitations.

Disability benefits are available for plan participants once they reach five years of earned service credit and meet the definition of a disability. The disability benefit amount is based on the retirement benefit formula described previously, considering a minimum of twenty years of service credit.

Survivor benefits are determined by several factors, which include the amount of earned service credit, highest average salary of the deceased, the benefit structure in place, and the qualified survivor receiving the benefits.

Contributions - The School and eligible employees are required to contribute to the DPSD at rates established by Title 24, Article 51, Part 4 of the CRS. These contribution requirements are established and may be amended by the State Legislature. The contribution rate for employees is 8% of covered salaries. The School's contribution rate for calendar years 2016 and 2017 was 19.15% and 19.65% of covered salaries, respectively. However, the State Legislature allowed the School to offset its contribution rates by an amount equal to the obligations of the District with respect to its outstanding PCOPs (See Note 5). As a result, the School's contribution rates for calendar years 2016 and 2017 were 3.61% and 5.09% of covered salaries, respectively. In addition, a portion of the School's contribution (1.02% of covered salaries) is allocated to the Health Care Trust Fund (See Note 6). The School's contributions to the DPSD for the year ended June 30, 2017, were \$53,003, equal to the required contributions. Employer contributions are recognized by the DPSD when the related compensation is payable to the employees.

COMPASS ACADEMY

NOTES TO FINANCIAL STATEMENTS

June 30, 2017

NOTE 4: DEFINED BENEFIT PENSION PLAN (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

At June 30, 2017, the School reported a net pension liability of \$1,555,046, representing its proportionate share of the net pension liability of the DPSD. The net pension liability was measured at December 31, 2016, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of December 31, 2015. Standard update procedures were used to roll forward the total pension liability to December 31, 2016.

The School's proportion of the net pension liability was based on the School's contributions to the DPSD for the calendar year ended December 31, 2016, relative to the contributions of all participating employers. At December 31, 2016, the School's proportion was 0.1419521123%, which was an increase of 0.0329152958% from its proportion measured at December 31, 2015.

For the year ended June 30, 2017, the School recognized pension expense of \$451,756. At June 30, 2017, the School reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Differences between expected and actual experience	\$ 29,981	\$ 3,160
Changes of assumptions and other inputs	228,868	74,531
Net difference between projected and actual earnings on plan investments	131,041	-
Changes in proportion	742,882	-
Contributions subsequent to the measurement date	28,628	-
Total	<u>\$ 1,161,400</u>	<u>\$ 77,691</u>

School contributions subsequent to the measurement date of \$28,628 will be recognized as a reduction of the net pension liability in the subsequent fiscal year. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized as pension expense as follows:

Year Ended June 30,

2018	\$ 325,274
2019	325,274
2020	325,274
2021	<u>79,259</u>
Total	<u>\$ 1,055,081</u>

COMPASS ACADEMY

NOTES TO FINANCIAL STATEMENTS

June 30, 2017

NOTE 4: DEFINED BENEFIT PENSION PLAN (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

Actuarial Assumptions - The actuarial valuation as of December 31, 2015, determined the total pension liability using the following actuarial assumptions and other inputs. On November 18, 2016, PERA's governing board adopted revised economic and demographic assumptions, which were effective on December 31, 2016, and which were reflected in the roll-forward calculation of the total pension liability from December 31, 2015, to December 31, 2016, as follows:

	<u>Assumptions</u>	<u>Revised Assumptions</u>
Price inflation	2.8%	2.4%
Real wage growth	1.1%	1.1%
Wage inflation	3.9%	3.5%
Salary increases, including wage inflation	3.9% - 10.1%	3.5% - 9.7%
Long-term investment rate of return, net of plan investment expenses, including price inflation	7.5%	7.25%
Discount rate	7.5%	7.25%
Future post-retirement benefit increases:		
Hired prior to 1/1/07	2%	2%
Hired after 12/31/06	ad hoc	ad hoc

Mortality rates were based on the RP-2000 Combined Mortality Table for Males and Females, as appropriate, with adjustments for mortality improvements based on a projection of Scale AA to 2020 with males set back one year, and females set back two years. Active member mortality was adjusted to 55 percent of the base rate for males and 40 percent for females. For disabled retirees, the RP-2000 Disabled Retiree Mortality Table was used, set back two years.

The actuarial assumptions used in the December 31, 2015, valuation were based on the results of an actuarial experience study for the period January 1, 2008, through December 31, 2011, adopted by PERA's governing board on November 13, 2012, and an economic study adopted by PERA's governing board on November 15, 2013, and January 17, 2014.

As a result of a 2016 experience analysis, revised economic and demographic actuarial assumptions were adopted by PERA's governing board on November 18, 2016, to more closely reflect PERA's actual experience. The revised assumptions reflected in the roll-forward of the total pension liability included healthy mortality assumptions for active members using the RP-2014 White Collar Employee Mortality Table. The mortality rates incorporate a 70 percent factor applied to male rates and a 55 percent factor applied to female rates. For disabled retirees, the mortality assumption was changed to reflect 90 percent of the RP-2014 Disabled Retiree Mortality Table.

The long-term expected rate of return on plan investments was determined using a log-normal distribution analysis in which best estimate ranges of expected future real rates of return (expected return, net of investment expense and inflation) were developed for each major asset class. These ranges were combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation.

COMPASS ACADEMY

NOTES TO FINANCIAL STATEMENTS

June 30, 2017

NOTE 4: DEFINED BENEFIT PENSION PLAN (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

The most recent analysis of the long-term expected rate of return was adopted by PERA's governing board on November 18, 2016, and included the target allocation and best estimates of geometric real rates of return for each major asset class, as follows:

Asset Class	Target Allocation	30 Year Expected Geometric Real Rate of Return
U.S. Equity - Large Cap	21.20%	4.30%
U.S. Equity - Small Cap	7.42%	4.80%
Non U.S. Equity - Developed	18.55%	5.20%
Non U.S. Equity - Emerging	5.83%	5.40%
Core Fixed Income	19.32%	1.20%
High Yield	1.38%	4.30%
Non U.S. Fixed Income - Developed	1.84%	0.60%
Emerging Market Debt	0.46%	3.90%
Core Real Estate	8.50%	4.90%
Opportunity Fund	6.00%	3.80%
Private Equity	8.50%	6.60%
Cash	1.00%	0.20%
Total	100.00%	

Discount Rate - The discount rate used to measure the total pension liability was 7.25%. The projection of cash flows used to determine the discount rate assumed that employee contributions will be made at the current contribution rate and the employer contributions will be made at the rates specified in State statutes, which currently require annual increases, to a total of 20.15% of covered salaries for the year ended December 31, 2018. When the actuarially determined funding ratio reaches 103 percent, the employer contribution rate will decrease 0.5% each year, to a minimum of 10.15%. Based on those assumptions, the DPSD's fiduciary net position was projected to be available to make all projected future benefit payments to current participants. Therefore, the long-term expected rate of return on plan investments was applied to all periods of projected benefit payments to determine the total pension liability. The discount rate at the prior measurement date was 7.5%.

Sensitivity of the Net Pension Liability to Changes in the Discount Rate - The following presents the School's proportionate share of the net pension liability calculated using the discount rate of 7.25%, as well as the School's proportionate share of the net pension liability if it were calculated using a discount rate that is one percentage point lower (6.25%) or one percentage point higher (8.25%) than the current rate, as follows:

COMPASS ACADEMY

NOTES TO FINANCIAL STATEMENTS

June 30, 2017

NOTE 4: DEFINED BENEFIT PENSION PLAN (Continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

	1% Decrease <u>(6.25%)</u>	Current Discount Rate <u>(7.25%)</u>	1% Increase <u>(8.25%)</u>
Proportionate share of the net pension liability	<u>\$ 2,274,368</u>	<u>\$ 1,555,046</u>	<u>\$ 960,938</u>

Pension Plan Fiduciary Net Position - Detailed information about the DPSD's fiduciary net position is available in PERA's separately issued financial report, which may be obtained at www.copera.org/investments/pera-financial-reports.

NOTE 5: PENSION CERTIFICATES OF PARTICIPATION

Beginning in 2008, the District issued Taxable Pension Certificates of Participation (PCOPs) to fund the liabilities of the DPSD (See Note 4). For the year ended June 30, 2017, the School contributed 10.02% of covered salaries, or \$120,249, to the District to cover its obligation relating to the PCOPs.

NOTE 6: POSTEMPLOYMENT HEALTHCARE BENEFITS

Plan Description - The School contributes to the Denver Public Schools Health Care Trust Fund (HCTF), a cost-sharing multiple-employer postemployment healthcare plan administered by PERA. The HCTF provides a health care premium subsidy to DPSD benefit recipients and their eligible beneficiaries. Title 24, Article 51, Part 12 of the CRS, as amended, assigns the authority to establish the HCTF benefit provisions to the State Legislature. PERA issues a publicly available annual financial report that includes financial statements and required supplementary information for the HCTF. That report may be obtained as described previously.

Funding Policy - The School is required to contribute at a rate of 1.02% of covered salaries for all DPSD participants. No employee contributions are required. The apportionment of the contributions to the HCTF is established under Title 24, Article 51, Section 208 of the CRS, as amended. The School's apportionment to the HCTF for the years ended June 30, 2017 and 2016 was \$12,263 and \$7,401, respectively, equal to the required amounts for each year.

COMPASS ACADEMY

NOTES TO FINANCIAL STATEMENTS

June 30, 2017

NOTE 7: COMMITMENTS AND CONTINGENCIES

Claims and Judgements

The School participates in a number of federal and state programs that are fully or partially funded by revenues received from other governmental entities. Expenditures financed by these revenues are subject to audit by the appropriate government. If expenditures are disallowed due to noncompliance with program regulations, the School may be required to reimburse the other government. At June 30, 2017, significant amounts of related expenditures have not been audited but the School believes that disallowed expenditures, if any, based on subsequent audits will not have a material effect on the overall financial position of the School.

Tabor Amendment

In November 1992, Colorado voters passed the Tabor Amendment to the State Constitution which limits state and local government taxing powers and imposes spending limitations. The Amendment is subject to many interpretations, but the School believes it is in substantial compliance with the Amendment. In accordance with the Amendment, the School has established an emergency reserve representing 3% of qualifying expenditures. At June 30, 2017, the reserve was reported as restricted fund balance in the General Fund, in the amount of \$72,000.

Facility Use Agreement

The School approved a facility use agreement with the District to utilize educational facilities owned by the District, through June 30, 2017. For the year ended June 30, 2017, the School paid facility use fees of \$777 per student, which totaled \$167,793. The agreement requires facility use fees of \$773 per student for the year ended June 30, 2018.

REQUIRED SUPPLEMENTARY INFORMATION

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COMPASS ACADEMY

REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF PROPORTIONATE SHARE OF THE NET PENSION LIABILITY
AND CONTRIBUTIONS
PUBLIC EMPLOYEES' RETIREMENT ASSOCIATION OF COLORADO
DENVER PUBLIC SCHOOLS DIVISION TRUST FUND

June 30, 2017

	<u>12/31/16</u>	<u>12/31/15</u>
PROPORTIONATE SHARE OF THE NET PENSION LIABILITY		
School's Proportion of the Net Pension Liability	0.1419521123%	0.1090368165%
School's Proportionate Share of the Net Pension Liability	\$ 1,555,046	\$ 887,053
School's Covered Payroll	\$ 937,963	\$ 341,143
School's Proportionate Share of the Net Pension Liability as a Percentage of Covered Payroll	166%	260%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	74%	79%
	<u>6/30/17</u>	<u>6/30/16</u>
SCHOOL CONTRIBUTIONS		
Statutorily Required Contribution	\$ 40,740	\$ 14,592
Contributions in Relation to the Statutorily Required Contribution	<u>(40,740)</u>	<u>(14,592)</u>
Contribution Deficiency (Excess)	<u>\$ -</u>	<u>\$ -</u>
School's Covered Payroll	\$ 1,202,291	\$ 725,438
Contributions as a Percentage of Covered Payroll	3.39%	2.01%

This schedule is presented to show information for 10 years. Until information for the full 10-year period is available, information will be presented for the years it is available.

See the accompanying Independent Auditors' Report.

COMPASS ACADEMY

BUDGETARY COMPARISON SCHEDULE
GENERAL FUND

Year Ended June 30, 2017

	ORIGINAL BUDGET	FINAL BUDGET	ACTUAL	VARIANCE Positive (Negative)
REVENUES				
Local Sources				
Per Pupil Revenue	\$ 1,844,499	\$ 1,732,225	\$ 1,726,229	\$ (5,996)
District Mill Levy	194,400	306,325	314,601	8,276
Tuition and Fees	-	-	177	177
Grants	187,000	241,418	243,250	1,832
Contributions	13,000	13,000	7,733	(5,267)
Investment Income	-	-	37	37
Other	-	18,000	11,830	(6,170)
Total Local Sources	2,238,899	2,310,968	2,303,857	(7,111)
State Sources				
Additional At-Risk Funding	-	-	3,124	3,124
Capital Construction	24,265	31,968	25,058	(6,910)
Grants	-	56,383	57,877	1,494
Total State Sources	24,265	88,351	86,059	(2,292)
Federal Sources				
Grants	290,782	337,333	335,429	(1,904)
TOTAL REVENUES	2,553,946	2,736,652	2,725,345	(11,307)
EXPENDITURES				
Salaries	1,109,900	1,292,604	1,299,292	(6,688)
Employee Benefits	282,633	273,521	258,554	14,967
Purchased Services	871,176	906,253	907,894	(1,641)
Supplies and Materials	106,655	140,992	150,608	(9,616)
Property	110,746	91,322	108,446	(17,124)
Other	1,879	2,550	4,705	(2,155)
Contingency	55,334	29,410	-	29,410
TOTAL EXPENDITURES	2,538,323	2,736,652	2,729,499	7,153
NET CHANGE IN FUND BALANCE	15,623	-	(4,154)	(4,154)
FUND BALANCE, Beginning	88,244	207,042	217,193	10,151
FUND BALANCE, Ending	\$ 103,867	\$ 207,042	\$ 213,039	\$ 5,997

See the accompanying Independent Auditors' Report.

NOTES TO REQUIRED SUPPLEMENTARY INFORMATION

June 30, 2017

NOTE 1: SCHEDULE OF PROPORTIONATE SHARE OF THE NET PENSION LIABILITY AND CONTRIBUTIONS

The Public Employees' Retirement Association of Colorado Denver Public Schools Division Trust Fund's net pension liability and associated amounts are measured annually at December 31, based on an actuarial valuation as of the previous December 31. The School's contributions and related ratios represent cash contributions and any related accruals that coincide with the School's fiscal year ending on June 30.

Changes in Assumptions and Other Inputs

For the year ended June 30, 2017, the total pension liability was determined by an actuarial valuation as of December 31, 2015. In addition, the following revised economic and demographic assumptions were effective as of December 31, 2016, and were reflected in the roll-forward procedures to determine the total pension liability at December 31, 2016.

- Investment rate of return assumption decreased from 7.5% per year, compounded annually, net of investment expenses, to 7.25%.
- Price inflation assumption decreased from 2.8% per year to 2.4%.
- Real rate of investment return assumption increased from 4.7% per year, net of investment expenses, to 4.85%.
- Wage inflation assumption decreased from 3.9% per year to 3.5%.
- Healthy and disabled mortality assumptions are based on the RP-2014 Mortality Tables, updated from the RP-2000 Mortality Tables.

NOTE 2: STEWARDSHIP, COMPLIANCE AND ACCOUNTABILITY

Budgets and Budgetary Accounting

A budget is adopted for the School on a basis consistent with generally accepted accounting principles.

Management submits to the Board of Directors a proposed budget for the fiscal year commencing the following July 1, for their approval. The budget includes proposed expenditures and the means of financing them.

Expenditures may not legally exceed appropriations at the fund level. Revisions that alter the total expenditures of any fund must be approved by the Board of Directors.

All appropriations lapse at fiscal year end.

August 2, 2017

Board of Directors
Compass Academy
Denver, Colorado

We have audited the financial statements of Compass Academy (the "School") as of and for the year ended June 30, 2017, and have issued our report thereon dated August 2, 2017. Professional standards require that we provide you with the following information related to our audit.

Our Responsibility under Generally Accepted Auditing Standards

As communicated in our engagement letter, our responsibility, as described by professional standards, is to express opinions about whether the financial statements prepared by management with your oversight are fairly presented, in all material respects, in conformity with accounting principles generally accepted in the United States of America.

Because of the inherent limitations of an audit, combined with the inherent limitations of internal control, and because we did not perform a detailed examination of all transactions, there is a risk that material misstatements due to error or fraud may exist and not be detected by us, even though the audit is properly planned and performed. In addition, an audit is not designed to detect immaterial misstatements or violations of laws or regulations that do not have a direct and material effect on the financial statements.

As part of our audit, we considered the School's internal control over financial reporting and compliance as a basis for designing our audit procedures, but not for the purpose of expressing an opinion on the effectiveness of the internal control or on compliance.

We are responsible for communicating significant matters related to the audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures specifically to identify such matters.

We applied certain limited procedures to the required supplementary information (RSI). However, we did not audit the RSI and do not express an opinion or provide any assurance on the RSI.

Significant Accounting Policies

Management is responsible for the selection and use of appropriate accounting policies. In accordance with the terms of our engagement letter, we will advise management about the appropriateness of accounting policies and their application. No new accounting policies were adopted and the application of existing policies was not changed during the year. We noted no transactions entered into by the School during the year for which there is a lack of authoritative guidance or consensus.

Accounting Estimates

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. We evaluated the key factors and assumptions used to develop the significant estimates in determining that they are reasonable in relation to the financial statements as a whole.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management.

Management corrected a misstatement during the audit process. In our opinion, none of the misstatements detected as a result of our audit procedures, whether recorded or unrecorded by management, were material, either individually or in the aggregate, to each opinion unit's financial statements.

Disagreements with Management

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditors' report. We are pleased to report that no such disagreements arose during the course of our audit.

Difficulties Encountered in Performing the Audit

We encountered no difficulties dealing with management during the audit process. We have requested certain representations from management that are included in the management representation letter.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves the application of an accounting principle to the School's financial statements or a determination of the type of auditors' opinion that may be expressed on those statements, our professional standards require the consulting accountant to contact us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the School's auditors. However, these discussions occurred in the normal course of our professional relationship and the responses were not a condition to our retention.

Other Information

New Accounting Pronouncements

The Governmental Accounting Standards Board (GASB) has issued new accounting standards for postemployment benefit plans, such as PERA's Health Care Trust Fund. The new standards will require the School to report its proportionate share of the Health Care Trust Fund's unfunded liability in its financial statements, beginning in the year ending June 30, 2018.

Conclusion

We would like to thank Marcia Fulton and G&G Consulting Group for their assistance during the audit process.

This report is intended solely for the information and use of the Board of Directors and management of Compass Academy and is not intended to be, and should not be, used by anyone other than these specified parties.

Very truly yours,

Swanhorst & Company LLC

DRAFT

COMPASS ACADEMY
GENERAL FUND (10)

account name	account number	ref	books 6/30/17	debit	credit	FPC 215		FPC 122		
						audit 6/30/17	original budget	final budget	audit 6/30/16	
Assets										
Cash and Investments		C	65,344			65,344	-	-	230,809	
Restricted Cash			-			-	-	-	-	
Due from District			-			-	-	-	-	
Grants Receivable		E	225,398			225,398	-	-	28,783	
Due From Other Funds			-			-	-	-	-	
Accounts Receivable			-			-	-	-	-	
Inventories			-			-	-	-	-	
Deposits			-			-	-	-	-	
Prepaid Expenses			1,304			1,304	-	-	10,151	
Property held for resale			-			-	-	-	-	
Total			292,046	-	-	292,046	-	-	269,743	
Liabilities										
Accounts Payable		M	7,142			7,142	-	-	16,474	
Accrued Liabilities			920			920	-	-	11,379	
Accrued Salaries and Benefits		N	63,742			63,742	-	-	24,697	
Due To Other Funds			-			-	-	-	-	
Due to District			-			-	-	-	-	
Unearned Revenue - Other			-			-	-	-	-	
Unearned Revenue - Grants		U-2	-		7,203	7,203	-	-	-	
Total			71,804	-	7,203	79,007	-	-	52,550	
Fund Balance										
Beginning		SALY	217,193	-	-	217,193	88,244	207,042	92,715	
Rev control			2,732,548	7,203	-	2,725,345	2,553,946	2,736,652	1,857,691	
Exp control			2,729,499	-	-	2,729,499	2,538,323	2,736,652	1,733,213	
Ending			220,242	7,203	-	213,039	103,867	207,042	217,193	
Total Liabilities and Fund Balance			292,046	7,203	7,203	292,046	103,867	207,042	269,743	
Reserve for Deposit			-			-	-	-	-	
Emergency Reserve		S	72,000			72,000	43,851	46,445	48,000	
Unrestricted			148,242			141,039	-	-	169,193	
Total Fund Balance			220,242			213,039	43,851	46,445	217,193	
REVENUES										
Local sources										
Kindergarten Tuition	1310		-			-	-	-	-	
Student Fees	1740		115			115	-	-	1,122	
Field Trips	1411		-			-	-	-	-	
Student Meals	1600		62			62	-	-	-	
Earnings on Investment	1510		37			37	-	-	31	
Community Services	1700		-			-	-	-	-	
Instructional Material Fees	1940		-			-	-	-	-	
PPR from District	5710	U-1.6	1,726,229			1,726,229	1,844,499	1,732,225	973,986	
PPR from District - Kindergarten 11/12	5710		-			-	-	-	-	
PPR from District - Kindergarten 09/10	5710		-			-	-	-	-	
Mill Levy Override	1954	U-1.3	314,601			314,601	194,400	306,325	108,650	
Fund Raising			1,931			1,931	-	-	-	
Grants	1920	U-1.4	243,250			243,250	187,000	241,418	451,500	
Contributions & Donations	1760		5,802			5,802	13,000	13,000	16,151	
Rental Income	1910		-			-	-	-	-	
Lease Proceeds	5400		-			-	-	-	-	
All Other Local Revenue			11,830			11,830	-	18,000	236	
Total Local			2,303,857	-	-	2,303,857	2,238,899	2,310,968	1,551,676	
State sources										
ECEA Exceptional Children	3130		-			-	-	-	-	
ELPA PD	3139	U-1.4	17,843			17,843	-	17,843	-	
ELPA Special Ed	3140	U-1.4	12,415			12,415	-	12,415	-	
ECEA Gifted & Talented	3150	U-1.4	1,587			1,587	-	-	-	

COMPASS ACADEMY
GENERAL FUND (10)

account name	account number	ref	books 6/30/17	debit	credit	FPC 215			FPC 122
						audit 6/30/17	original budget	final budget	audit 6/30/16
School Admin									
salaries	2400	100	339,969			339,969	-	-	264,754
benefits	2400	200	64,677			64,677	-	-	42,409
pur services	2400	300	25,142			25,142	-	-	36,419
pur services	2400	400	755			755	-	-	90
pur services	2400	500	35,917			35,917	-	-	23,005
supp/mater	2400	600	34,744			34,744	-	-	25,570
Property	2400	700	37,906			37,906	-	-	28,287
Other	2400	800	2,757			2,757	-	-	3,488
Contingency			-			-	-	-	-
School Admin			541,867	-	-	541,867	-	-	424,022
Business Services									
salaries	2500	100	-			-	-	-	-
benefits	2500	200	-			-	-	-	-
pur services	2500	300	66,147			66,147	-	-	39,112
pur services	2500	400	-			-	-	-	-
pur services	2500	500	24			24	-	-	14
supp/mater	2500	600	-			-	-	-	-
Property	2500	700	-			-	-	-	-
Other	2500	800	-			-	-	-	-
Business Services			66,171	-	-	66,171	-	-	39,126
Operations & Maintenance									
salaries	2600	100	33,978			33,978	-	-	60,623
benefits	2600	200	7,068			7,068	-	-	10,689
pur services	2600	300	-			-	-	-	-
pur services	2600	400	668			668	-	-	251
pur services	2600	500	178,368		V-1	178,368	-	-	100,674
supp/mater	2600	600	49			49	-	-	15
Property	2600	700	2,413			2,413	-	-	-
Other	2600	800	-			-	-	-	-
Operations & Maintenance			222,544	-	-	222,544	-	-	172,252
Student Transportation									
salaries	2700	100	-			-	-	-	-
benefits	2700	200	-			-	-	-	-
pur services	2700	300	-			-	-	-	-
pur services	2700	400	-			-	-	-	-
pur services	2700	500	18,127			18,127	-	-	7,547
supp/mater	2700	600	-			-	-	-	-
Property	2700	700	-			-	-	-	-
Other	2700	800	-			-	-	-	-
Student Transportation			18,127	-	-	18,127	-	-	7,547
Central Support									
salaries	2800	100	-			-	-	-	-
benefits	2800	200	-			-	-	-	-
pur services	2800	300	27,859			27,859	-	-	25,337
pur services (insur)	2800	400	4,100			4,100	-	-	-
pur services	2800	500	80,325			80,325	-	-	54,488
supp/mater	2800	600	1,803			1,803	-	-	2,570
Property	2800	700	4,823			4,823	-	-	62,547
Other	2800	800	-			-	-	-	-
Central Support			118,910	-	-	118,910	-	-	144,942
Food Service									
salaries	3100/3300	100	-			-	-	-	-
benefits	3100/3300	200	-			-	-	-	-
pur services	3100/3300	300	273			273	-	-	500
supp/mater	3100/3300	600	815			815	-	-	1,490
Property	3100/3300	700	-			-	-	-	-

COMPASS ACADEMY
GENERAL FUND (10)

account name	account number	ref	books 6/30/17	debit	credit	FPC 215		FPC 122		
						audit 6/30/17	original budget	final budget	audit 6/30/16	
Other	3100/3300	800	-	-	-	-	-	-	-	
Food Service			1,088	-	-	1,088	-	-	1,990	
Construction and Facility Development										
pur services	4000	300	-	-	-	-	-	-	-	
pur services	4000	400	-	-	-	-	-	-	-	
pur services	4000	500	-	-	-	-	-	-	-	
supp/mater	4000	600	-	-	-	-	-	-	-	
property	4000	700	-	-	-	-	-	-	-	
Other	4000	800	-	-	-	-	-	-	-	
Construction and Facility Development			-	-	-	-	-	-	-	
Debt Service	5100	900	-	-	-	-	-	-	94,823	
			-	-	-	-	-	-	2,810	
Total Support			1,193,717	-	-	1,193,717	-	-	1,007,218	
Contingency			-	-	-	-	55,334	29,410	-	
OTHER SOURCES (USES) OF RESOURCES										
Lease Proceeds			-	-	-	-	-	-	-	
Capital Reserve	5643		-	-	-	-	-	-	-	
Foundation Transfer Out	5664		-	-	-	-	-	-	-	
Foundation Transfer In			-	-	-	-	-	-	-	
Food Service			-	-	-	-	-	-	-	
Grant Fund			-	-	-	-	-	-	-	
Total Other Sources (Uses) of Resources			-	-	-	-	-	-	-	
Total Expenditures			2,729,499	-	-	2,729,499	2,538,323	2,736,652	1,733,213	
Change in Fund Balance			3,049	7,203	-	(4,154)	15,623	-	124,478	

Total Salaries	1,299,292		767,479
Instruction	828,678	64%	407,158
Support	470,614	36%	360,321

53%
47%

Compass Academy
 Audit Adjusting Entries
 June 30, 2017

Ref	Account #	Account Name	DR	CR
General Fund				
		(1)		
U-2		Capital Construction Revenue	7,202.67	
		Unearned Revenue - Capital Construction		7,202.67

To defer capital construction revenue. DPS limited amount applied to rent and approved deferral.



DRAFT MEMORANDUM

To: Compass Academy Governing Board
From: Marcia Fulton, Executive Director Compass Academy
Denise Thorne, Middle School Director, Compass Academy
Ryan Mick, Senior Director, School Design Division
Date: September 5, 2017
Subject: Supporting Our Rising Grade 9 Cohort

As we discussed at the August 17th board meeting, the decision to delay the start of the high school grades of Compass Academy until the fall of 2019 increases the importance of ensuring a strong support plan for our current 8th grade students and families as they transition into high school outside of Compass. Outlined below are strategies for how Compass Academy will support our 8th grade students and families this year in addition to specific initiatives we will be exploring in partnership with the School Design Division and City Year Denver to provide enhanced support for these students in the 2018-2019 school year.

We want our families to know how much we care about them and want to ensure their student's success as they transition from Compass into a new learning environment. How we communicate this message to our families, and how we implement a thoughtful plan of action, is critical to this success. Below the specific initiatives and strategies are a set of talking points we will be using to ensure a unified message to our community. For further background, at the end of this memo are some of the factors and background information the board considered when making the decision to delay the start of the Compass high school grades.

1. 2017-2018 Support plan for Compass Academy Grade 8 students and families:

- Supported by Compass teachers and City Year, all grade 8 students will complete their Learner and Leader plans with specific additions aligned with required I-CAP plans that DPS high school students use to strengthen the connection to what success looks like in grade 9 and beyond
- Every grade 8 student and family will meet with the Compass Academy counselor to discuss high school options and the school choice process to ensure they are fully aware of the 9th grade opportunities that best align with their family and student needs
- Compass will host multiple HS parent nights for 8th grade students and families to prep for what to expect, understand potential school choices, and meet representatives from different high schools
- Each month during Learner and Leader block there will be dedicated time set aside to discuss high school and the next step in their learning journey



- As we further design the Compass Academy high school grades for 2018-2019 launch, the School Design Division and Compass HS design/leadership team will open up opportunities for students and families to engage in the co-creation of the HS model to stay invested in our community

2. Initiatives to explore to support Compass alumni students during their 9th grade year (2018-2019 school year):

Aligned with our commitment to the Compass community of families and students we are pursuing opportunities to support our students during their 9th grade year in as holistic a manner as feasible. This would include seeking to find ways to support our learner's academic, social and emotional, bilingual/biliteracy growth aligned with their Learner and LeaderICAP plans.

- Potential Strategies
 - Provide technical assistance to Lincoln HS on running EWI meetings
 - Deploy City Year team to Lincoln HS
 - Hire Compass HS leader to not only work on the design of our HS, but play a role with monitoring and supporting CA 9th graders
 - Corps Members at Compass and/Lincoln run a 9th grade afterschool program with tutoring supports, competency development, service learning, application opportunities in the community (providing students a taste of what it will look like at CA in grades 10-12)
 - Providing Seal of Biliteracy pathway supports to students afterschool or even during certain period of the day if they are not getting it through the HS offerings
 - Corps Members providing ongoing L&L meeting and L&L plan support to Compass alumni
 - Staffing a concurrent enrollment person supporting student pathway development toward the end of Compass alumni 9th grade year

3. Messaging and Communication:

To ensure a strong and aligned communication strategy and support plan, we must engage the current Compass leadership team and staff. So much rests on the daily messaging we send students and families each day – especially from our Middle School leaders, grade 8 teachers, support staff, and well-being team. We will sit down as a group, prior to any communication with families, to review our support plan, revise where needed, and create an in-depth implementation plan with roles and responsibilities spelled out.

Draft Messages to families and students:

- Compass Academy Staff and Board worked hard to find a feasible place to open our HS in the fall of 2018



- We knew we needed to set a deadline to make this decision in order to position our families with the ability to choose
- We want to treat our families fairly and equitably by giving them the opportunity be a part of the choice process with all the information necessary to make an informed decision
- We do not have a facility for the fall of 2018 but continue to work on viable options for our future – our intent is to have our High School grades open as soon as we can to support our mission and vision beyond the middle school years.
- We want to ensure our rising 8th graders are ready for the HS of their choice
- We anticipate having our HS space for our current 6th and 7th graders
- During this current school year, we will put strategies in place to support our grade 8 students and families
- We will partner with our families – both on the strategies to prepare them for HS, but also on the design of the HS
- One option we are pursuing is creating a pathway that provides options for students to come back to CA HS after their 9th grade year at another school. We would provide enhanced supports to our 9th graders in a different school (e.g., Lincoln) and encourage them to opt back into Compass for 10th grade.

Messages to staff/CY:

- Make sure everyone is aware of the above messages to the families and students so that they can be reinforced
- Follow up conversations with the Compass staff to reinforce messaging
- The decision to delay is not ideal for our 8th graders and at the same time, we need to do what is best for kids
- By engaging in deep and intentional planning with our HS launch we will ultimately have a stronger high school (go slow to go fast in the long run)
- With strong engagement with staff and families we can create excitement and buy-in for our HS model – we have not yet had the chance to engage with our community in this way

Communication strategies and timeline:

- Fall 2017 timeline for initial communications:
 - September 28 – Board Meeting
 - October 2 week – Scout out High School options
 - October 9 – All Staff Meeting
 - October 11 – Grade 8 Team Meeting and time with Well-Being team to map out their role
 - October 19 – Meeting for all families and students
 - Share the decision and timeline using messaging points above



COMPASS ACADEMY

Where Learners & Leaders Grow

- Map out a process for them over the year
- Share our strategies for helping them transition to HS
- Hopefully, share updates on HS facilities
- Ensure that all families who cannot attend are contacted so that they have the information
- October 20 – Grade 8 Assembly
- Have conversations with our 8th graders in their L&L blocks about the HS decision so they can ask questions and process with their lead teachers, CY and admin
- Send out whole community information on the decision to make sure all families are informed of the exciting XQ funding and the shift to our timeline
- Set up an 8th Grade PLT HS Design offering that will run with different groups all year so that they feel invested in the process and design (Hopefully led by our HS leader)
- Align an SPF conversation with our Data and Desserts event with parents
- Connect with funders to let them know of our new timeline and why
- Start talking with Lincoln/DPS about possible partnerships after SPF is out – depending on each school’s rating, our approach may shift
- Winter
 - When Choice Applications are out in December, set up a meeting for Grade 8 families to come in and complete forms with support
 - Continue to share facility updates with families
 - Continue to engage families in elements of the design
- Spring
 - Finalize plans with potential HS partner (CY, EWS support, etc.)



Appendix: Background on the decision to delay the launch of Compass high school grades

The Compass Academy, Executive Director, and the School Design Division spent a great deal of time together discussing the timing of our HS opening. This team analyzed the decision taking into account:

- Facility options
- School Readiness
- Relationship with Authorizer
- Performance Data Indicators

Facility Options

- MS was given a permanent placement in Lincoln after a robust community process in the fall of 2015 – this was a controversial decision as many organizations and families of HS students did not want a MS in Lincoln
- Good first year of shared space and dynamics with Lincoln in 2016-17 school year
- Moving into the 2017-18 school year space became more of an issue with the three schools – Lincoln was not happy about giving up more space – we addressed the challenges as a campus.
- The District made it very clear in the Spring of 2017 that there would not be any District facilities available in the Fall of 2018 for our HS – no matter what our SPF rating
- There MAY be options in fall of 2019 but our SPF keeps us out of the running – we have competing data to share, but it doesn't show up in the SPF system
- Board put together a Facility task force to consider private facilities – we have a viable option in mind and we are pursuing it with excitement for our students
- The team sees great value in having our own building:
 - Pride and dignity in a beautiful space designed to fit the needs of our students
 - Greater autonomies related to facility demand in the neighborhood
- Can't move forward with opening the HS in Fall of 2018 without a secure facility in place
- Decision needed to be made by September for the choice process – too soon to secure any facility options – even transition spaces – this gives our parents actual choice and respects them to make informed decisions

School Readiness:

- Ran extensive audits of school – internal and external (see documents written on readiness) to help us understand our strengths and areas of growth
- Made shifts to the design when given a facility in SW Denver – embraced a Biliteracy program that meant less personalized learning lanes in our first year – hadn't planned for this lift
- Stability of MS grows each year – we are poised to have a strong year three – right leadership, support structures in place, strong recruitment, demand for program still



high. We want to ensure that the larger team has secured the MS to be in a place where work can shift to the HS

- Need to focus on the MS so that we can get out of any restart potential
- Need time for deep HS design work with our families and then a year to build the infrastructure
- As we learned in our first year, having the right HS leader(s) during ground zero is incredibly important to start-up.

Relationship with Authorizer

- DPS wants us to succeed – they want our model to succeed as they know it is what the community wants/needs
- DPS has a strong partnership with City Year
- We get mixed messages about how the District sees our work – not happy about the low performance but knows that we are pushing the ELL conversations for charters
- The word is out that we have done well with students on IEPs, and that we have strong SEL programming
- Clear message that we do not have a District facility for our HS moving forward

Performance Data Indicators:

- We know our strengths and challenges (can share from data decks)
- Data in first year showed growth but not enough – red on SPF
- Must stay focused on MS to stay open
- We have a strong strategic plan in place to address our challenge areas
- Parts of the SPF are true and we own that work – we also celebrate our clear wins
- The SPF doesn't really tell our true story:
 - Averaging the two years of data - gives advantage to those who went down this year and disadvantages those that grew
 - We are not being compared to 6th and 7th grades
 - Schools with high ELLs are challenged with status scores unless they have a lot of level 5 and 6
 - No points for our bilingual/biliteracy program – Spanish
 - No points for moving students on IEPs

Delay of HS opportunities

- Chance to stabilize the MS and get incredibly intentional about how we are feeding the HS model
- Time to plan the 8-9 transition years with depth
- Further establish the community partners it will take to run this program
- Time for the deep design work needed to start strong and bring in current families and students



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- Time to plan for the hiring of leadership and staff
- Time to secure and prepare the right facility for long-term use