

Compass Academy Board Meeting Minutes

September 17, 2015 | 4:30-6:07

City Year - Denver | Denver, CO 80204

In attendance: Marcia Fulton, Dexter Korto, John Kechriotis, Manuel Aragon, Annie Proietti, Ken Greene, Jason with G & G

Phone: Jeff Park, Stephanie Wu

Absent: Kat Walsh, Pami Perea, Michael Johnston, Bob Belfanz, Jim Belfanz

Mary called the meeting to order.

Ripples, Joys and Appreciations:

- Marcia shared a joy about Pami and her desire to help with the communication strategies to reach and engage parents.
- Mary shared a joy about the school opening doors; having visited three or four times. She was impressed by how well everything is going. It just feels really really good. Great job to the team.
- Marcia - the joy of having an ED.

ED Update:

- *Enrollment* - 120; haven't received the official numbers from free/reduced. 93% hispanic, 6% other. 10% special education; 1 student who is a number 1 on ACCESS; 17 students on the waitlist; 60 percent true ELL; 95% FRL
- *Testing:* Started with MAPS testings; MAPS was awful, being DDoSed. A-Net, ACT as possible other options. We are still crunching the data, seeing a lot of kids come in around 3rd grade with math. Administered the HSA, the Harvard-Gil Noam test. Kids are up and running on their data teams.
- *Staffing update:* had a challenge with the 6th pd teachers; we have a replacement for her, Natasha.
- *Substitute Policy:* We have 4 options for subs, we are building our own substitutes list.
- *Student Recruitment Plan:* Starting to ramp up again. Marcia and Kat are working to see how they can improve the recruitment plans for 2016-17 school year
- *Board background checks from Manuel* - staff

Approved the minutes

Dexter moved to approve July minutes. John seconded. Minutes were approved.

Committee Updates

Marcia explains that Committees will feed the board updates. We will incorporate the right amount of time. Marcia will get the board materials out one week prior. Manuel will get the minutes to Annie, she will review them for approval; following meeting we will approve them.

Finance Committee:

Jason - Presented the longform audit exemption for the board to sign; Jason will send the form electronically for folks who are not present.

Annual Financials - YTD

First Bank Acct. - \$327K at the moment

Marcia needs to work with Ken to shift our type of account. Once Compass receives the PPDA account number, work with FirstBank to shift bank account.

Jason shows the revised working budget, which is closer to a 1.6mm working budget, as opposed to the original working budget of 1.72mm. Jason is very happy with how we are doing with enrollment, as this will help with our overall budget.

Auditor:

Ken offers up Wendy Swanhorst a suggestion to conduct our audit. Jason suggests that the board does an RFP in 2016 to show due diligence. Then the board can vote to approve the auditor in Feb./Mar.

Development Update from Jim Balfanz:

- In the 5 year Charter term budget presented by G&G at the last Governing Board meeting, it was noted that there were the following fundraising gaps to arrive at a balanced budget each year:
 - Year 1 (15-16): \$25K
 - Year 2: (16-17): \$50K
 - Year 3: (17-18): \$125K
- It was determined that the Finance & fundraising committee would prioritize developing and executing a plan to close this gap, including through board contributions and hosting a series of "friendraisers" over the fall to connect with known and new friends of Compass to cultivate support
- The upcoming Founders Day event at the Gates Family Foundation on October 8th is our first cultivation activity, and we want to encourage all of you to attend and invite friends and potential Compass supporters. Feel free to forward the invitation you have all received, or talk to myself or Mary about inviting additional people.
- 100% of the board has indicated their intention to make a financial contribution to the school, and to date we have received pledges over the three year period totaling \$71,500
- We have in hand \$22k of the \$30,500 pledged against our \$25k fundraising target for the current school year
- In addition we will continue to seek partner grants and donations from local and national philanthropy that aligns with the schools mission and vision
- Much like our early champions from the Daniels fund and the startup grant from the Walton Foundation, we recently received news that the Gates Family Foundation is investing \$50k this year and \$50k next year to support teacher pipeline and potential teacher residency at Compass Academy, as well as the overall successful launch of the school
- At future governing board meetings we will hear from Marcia and the finance committee on how this \$100k in funds will impact the schools operating budget and strategic goals
- In closing, I am confident that we will meet or exceed our initial fundraising goal of \$200,000 over the first three years of school operations

Academic Committee Update from Bob:

Compass Academy got off to a great start and has rapidly stood up its core design features. Data is being used to drive personalized learning opportunities on Wednesday, and organize and deliver student supports. The teaching corps is regularly going above and beyond working late into the evening and on weekends to get ready to open strong and troubleshoot operational glitches as they arise. The Compass team put a lot of effort into making our Learner and Leader competencies, operational, complete with clear learning targets for each competency. School leadership, the Executive Director, Principal, Mater Teacher of Student Success, Learning Science Facilitator, School Climate Director, and ELL and SPED leads are all working well together to provide a web of integrated supports to our students and teachers. Bi-weekly school design team calls are succeeding in keeping everyone coordinated. In the months ahead, the Academic Committee will be working with the Development Committee to identify areas where additional resources and supports can further propel Compass forward in actualizing its vision and mission. We will also be working to organize Compass's wide battery of assessments, measurements, and data points into an easy to understand dashboard of the school's progress.

Board Compliance:

- Marcia shares the overview of compliance requirements for the CSSP grant.
 - Will need board members to participate in the trainings to be in compliance for the grant. This is a must for individuals, not the board as a whole.
 - Executive Committee will give recommendations as to which members can attend which trainings.

Strategic Planning:

Teacher Pipeline from Jeff: Related to the teacher in residence program. Planning meeting with Harvard on September 28th, they are considering Compass as a location facility for their new residency program. Will have much more to report after that meeting.

Facility Update: Update on the permanent placement decision and process. A lot of meetings with not a lot of leadtime. Marcia has represented at all the meetings. Lot of work with the district to make sure that we are the best position possible. Two weeks ago, Dexter, Pami, Mary and Marcia presented to the district. We could bring something that is different, which is important. They have a very hard decision. Three of us are vying for those two spots. We are stronger, based in school leadership experience, we lead. ELA program is a plus for Compass. This is a new process, which would make this fair, transparent, as much as possible. How are they guiding their decisions? We are making it hard to say no to Compass. They will vote on October 8th, 2015. We will be scored against all three schools. Whether not we get a placement, we will know why we didn't receive

Board Membership:

- Marcia walks the board through a document with the rough process for board nominations/membership.
- Depending on the decisions around the board nomination process, we would need to change the bylaws. Ken suggests how to stagger the board, as well as board induction points of every 6th months, as opposed to one year, for entry points. Ken also adds the following question - What is the depth

- Marcia has board fill out a matrix of their areas of expertise.
- Still work to be done to create a board binder, on-boarding process, etc. Marcia would just ask for feedback.
- Ken - "What is the depth of the person's other commitments?" - Sponsoring board member should know that.

Committee Work Time:

Current committees -

- Pami added to finance/development;
- Dexter was added to Academic;
- discussion to separate finance and development into separate committees.
- Development: Pami, Jim, Jeff and Steph.
- Ken notes to add the following language to expectations: "Attend or participate in the meeting"

Meeting adjourned at 6:06pm.