

**Campus Community School
Annual Report
2019-2020**



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I. Charter School Program

Narrative:

Provide a Synopsis of the School's Mission and Educational Program, Including Key Components of the Education Model and Any Unique or Innovative Features of the School.

See Charter Renewal Report – pages 12, 55, 81-85

Discuss Key Accomplishments of the Charter School Program Over the 2019-20 School Year.

One area we worked to strengthen in 2019-20 was our system for Behavior RTI. We spent time during the summer of 2019 reviewing our process and revising parts that weren't working well. Our goal was to work on communicating and implementing more effective tier 1 practices, as well as more consistent documentation and more consistent interventions.

In 2019-20, the school building closed (like all Delaware schools) for in-person learning in March due to Covid-19 restrictions. This presented many challenges. It was important to us as a school to maintain consistency with learning and student engagement. We were able to do this through our partnership with our families and through maintaining a close eye on work completion. We increased communication and kept parents informed of our expectations and their child(ren)'s progress. We continued to relay the message that learning was still happening and that the work did matter. During this time our engagement remained at approximately 97%.

Based on our annual parent and staff surveys, 100% of staff agreed or strongly agreed that they are satisfied with their job experience at CCS. 86% of parents agreed or strongly agreed that they are satisfied with their child's experience at CCS. The table below shows the most common answers when asked what makes CCS a great place to work/go to school,

MOST COMMON ANSWERS from STAFF SURVEY	MOST COMMON ANSWERS from PARENT SURVEY
<ul style="list-style-type: none">• Collaboration; teamwork; support for teachers• Building relationships with staff, students and families; a caring, family-like atmosphere• The approach to teaching and learning; freedom and investment in developing the curriculum; developing the whole child; thinking outside of the box• Staff has a say; problem-solve together	<ul style="list-style-type: none">• Caring and dedicated staff; teachers are interested in kids succeeding; teachers are attentive to the students' needs; the teachers really know the kids• Welcoming and family-like environment; small size; everyone knows everyone• Student-focused

II. Performance Reflection

Please Complete the Questions that Match the Charter School’s Performance Tier.

Tier 1	Tier 2	Tier 3
<p>“Meets Standard” overall ratings on all of the following:</p> <ul style="list-style-type: none"> - 2018-19 and 2019-20 Org Frameworks - 2018-19 and 2019-20 Financial Frameworks - 2019-20 DE School Success Framework (N/A) 	<p>“Meets Standard” overall Ratings on one or more Performance Framework reports during 2018-19 and 2019-20 school years OR Opened in 2019-20 School Year, Never on Formal Review</p>	<p>At any point during 2019-20 school year:</p> <ul style="list-style-type: none"> - Renewed with Conditions - Placed on Formal Review - Earned “Falls Far Below Standard” on any Framework Report

Tier 1 Narrative:

Academic Performance

What Are the Successful Academic Practices At Your Charter School that Other Schools Can Replicate?

See Charter Renewal Report – pages 36-42

Organizational Performance

What Are the Successful Organizational Practices at Your Charter School that Other Schools Can Replicate?

As an organization we are dedicated to reflection and growth. We value discussing what’s working and what’s not. Some of the ways we ensure this are:

- Leadership Team Feedback Survey – For the past two years we have asked staff to complete an anonymous survey to provide feedback to all members of our leadership team. Each member reviews the feedback with the Head of School and Director of Finance and Human Resources and uses it to help set goals for the following year.
- Staff and Parent School Surveys – Different from the survey mentioned above, this survey is about how the school is functioning as a whole, not regardless of the specific people. This information is shared with the Board and the school staff to help us reflect

on perceptions of what's going well and what could be improved. The data is used for strategic planning.

- Mid-Year and End of Year Meetings – At least once a year we sit down with every employee to discuss their year. This is a time to receive and give feedback.
- Weekly Admin and Leadership Meetings – Weekly, the Head of School meets separately with Director of Finance and Human Resources, the Curriculum Director, the Special Services Coordinator, and the Student Support Coordinator to review the status of the school, stay on top of upcoming deadlines, discuss problems/solutions, etc. The leadership team meets at least once a month to look at school-wide trends.

Financial Performance

What Are the Successful Financial Management & Stewardship Practices At Your Charter School that Other Schools Can Replicate?

The School's financial position grows stronger each year. Annual audits are completed each year and no findings have been reported. CCS follows all GAAP accounting guidelines and standard accounting principles. Our Head of School and Director of Finance and Human Resources work as a team to ensure the success of the school. They meet at least weekly to review the status of the school. We have a strong administrative and CBOC team which monitors the budget and expenditures on a monthly basis. In addition, we are always looking for new processes and procedures that can increase our financial performance. Part of our success is related to having the right people, with the correct skill set, in all positions. Another key factor has been retaining our financial staff. In addition, one of our Board members, owns an accounting firm, and has over 30 years for accounting experience. Overall we have a well-rounded team to ensure proper procedures are being followed and to provide financial oversight.