Components of the Application

Overview of the Final Application and Initial Proposal Amendment

Organizational Plan

Financial Plan

Overview of the Final Application and Initial Proposal Amendment

Kenyon Tam,

Operations and Applications Specialist

Overview

Initial Proposal Amendment

Identifying Information

Organizational Plan

Financial Plan

Initial Proposal Amendment

* Limitations
    * 2,000 word limit
    * No major amendments
* Cite subsections from Initial Proposal being changed
    * E.g., Section III.A.1

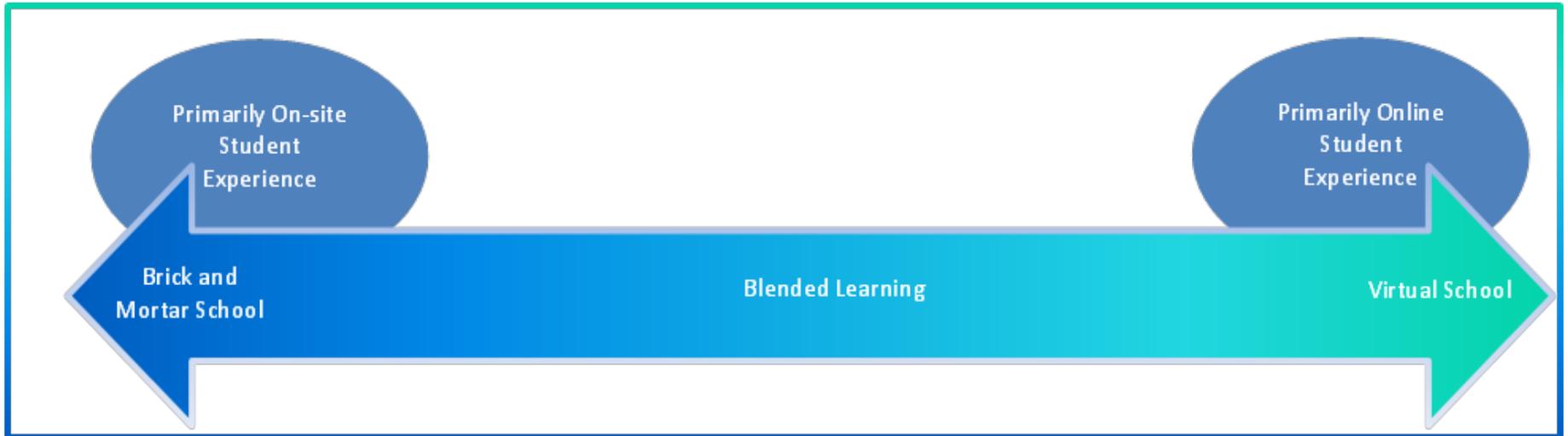# Major Amendments

* Raise new issues
* Alter fundamental nature
* Create conflicts or inconsistencies
* Significantly impact one or more areas

Identifying Information

* Conversion Schools
* Online or blended learning
* CMOs and ESPs

Online and Blended Learning

Primarily On-site
Student
Experience

Primarily Online
Student
Experience

Brick and
Mortar School

Blended Learning

Virtual School

Online and Blended Learning Questions

* Does the proposed school offer a program that uses an online learning model, as defined in the RFP, with students typically receiving fewer than five hours per week of face-to-face instruction?

* Does the proposed school offer a program that combines an online learning model, as defined in the RFP, with face-to-face instruction in a manner such that the online learning activities enhances and/or transforms the instructional model?

* Does the proposed school use online learning in any way, either during or after the school day?

CMOs and ESPs Questions

* Does the applicant currently operate charter schools in Hawaii or any other state?
* Will there be a third-party that provides a significant amount of assistance with educational services to the proposed school?
* Will there be a third-party that provides a significant amount of business services (back-office services, school operations, etc.) to the proposed school?

Organizational Plan

Danny Vasconcellos
Organizational Performance Specialist

VI. Organizational Plan and Capacity

A. Governance
B. Complaints Procedures
C. Staffing Plans, Hiring, Management, and Evaluation
D. Professional Development
E. Performance Management
F. Geographic Location and Facilities
G. Start-up Period
H. Ongoing Operations
I. Student Recruitment, Admission, and Enrollment
J. Parent and Community Involvement
K. Nonprofit Involvement
L. Organizational Plan Capacity
M. Third-Party Education Service Providers and Charter Management Organizations

A. Governance

* Consider challenges of a start-up board evaluating the success of school and of the director.

    Think broadly about key stakeholders and all parents.

* Proposed board members (See Sec. 302 D-12, HRS)
    * Need the will, capacity, and commitment to govern school effectively.
    * No more than 1/3 of voting members can be employees of school or relatives of employees; employee or relative cannot be chair.
    * Consideration given to persons who "provide a diversity of perspective and a level of objectivity… demonstrate an understanding of the best practices of non-profit governance; and possess strong financial and academic management and oversight abilities, as well as human resource and fundraising experience."

A. Governance

* Ethical Standards and procedures
    * Governing Board must comply with Code of Ethics (Ch. 84).
    * Must also have a Conflict of Interest Policy.
    * See SPCSC website for more info:
  http://www.chartercommission.hawaii.gov/#!policies/c1208

* Increasing capacity
    * Address recruitment and training—not always easy for charters!

A. Governance

* Potential resources:
  * National Charter School Resource Center, "Governing Boards"
  * Charter Schools Tools Board Governance Training Manual
  * Board Source
  * National Resource Center on Charter School Finance and Governance, "Involving Teachers in Charter School Governance"
  * National Resource Center on Charter School Finance and Governance, "Creating and Sustaining High-Quality Charter School Governing Boards"
  * Robert's Rules of Order (Constitution.Org)

B. Complaints Procedures

* Pursuant to Section 6.4 in the Charter Contract, "The School shall establish and adhere to a process for resolving public complaints which shall include an opportunity for complainants to be heard. The final administrative appeal shall be heard by the School's Governing Board, except where the complaint pertains to a possible violation of any law or term under this Contract."

* Complaints may initially be handled by the school director, but upon request, the full governing board must hear and decide on the complaint.

* For more info, see http://www.chartercommission.hawaii.gov/#!policies/c1208

C. Staffing Plans, Hiring, Management, and Evaluation

* For more on personnel policies, see SPCSC website

* [Aug. 10 Star-Advertiser](#) on teacher retention challenges; [Aug. 27 NY Times](#) on high charter turnover

* HQT questions can be addressed today by Staff

* Charter schools are responsible for implementing principal and teacher evaluation systems pursuant to BOE Policy 2055. A school may elect to develop its own evaluation system as long as it meets the criteria of the BOE.

D. Professional Development

* Think about induction, particularly for a brand new school. School culture is critical to school success. How will you build culture before the doors even open?

* Questions related to Title II funds and resources for professional development can be addressed today by Staff

E. Performance Management

* Performance is measured by the three Performance Frameworks: Academics, Financial, and Organizational. Any material amendments to the Frameworks require approval by the Commission.

* Primarily Data-driven

F. Geographic Location and Facilities

* Finding and securing appropriate facilities is one of the biggest challenges charter schools face, especially for new schools that have no financial history

* Some charters start off in one space and move but then face changes or drops in enrollment and other challenges

* Is your facility capable of becoming the school that you envision?

* Variety of resources available, including:
  * US Dept of Ed--Resources on Facilities
  * Public Impact--Facilities Financing Ideas for Charter Schools
  * National Charter School Resource Center: Facilities

G. Start-up Period

* Aligns with start-up year budget

* If you build it, will they come??
    * Don't underestimate the importance of marketing! Consider you may have to knock on doors, tell everyone you meet everywhere about your school, join networking groups, etc.

H. Ongoing Operations

* Transportation- how are your students getting to school? Public transportation options? Safety?

* Safety and Security- Fire and building regulations? Access to campus? Natural disasters-safety plan?

* Food service- food service regulations? Free and reduced lunch population?

I. Student Recruitment, Admission, and Enrollment

* Admissions policy must be pre-approved by the Commission
* Admissions and enrollment are 2 different processes for charter schools
* Are your student population targets feasible?

J. Parent and Community Involvement

* Parent and Community involvement can be critical to a school's success, but it cannot be mandatory.

* Be a good neighbor!

K. Nonprofit Involvement

* Role and function of the non-profit

* Are the memberships of your non-profit and governing board the same?

L. Organizational Plan Capacity

* How will this happen?

* Who will contribute to the successful implementation of the Organizational Plan?

M. Third-Party ESPs and CMOs

* Governance structure

* Is your governing board the independent board that is responsible for the financial, organizational, and academic viability of the school?

Financial Plan

Jeff Poentis

Financial Performance Specialist

Questions?

Components of the Application