

**Thomas B. Fordham Foundation**

New School Charter Application

Dear Applicant,

Thank you for your interest in sponsorship by the Thomas B. Fordham Foundation. This application is designed to provide Fordham staff and external reviewers with key academic, financial, operations, and governance plans for the proposed school.

The Thomas B. Fordham Foundation only accepts applications submitted via our online application management system, Epicenter. This copy (pdf) is displayed on our website so that prospective applicants and the public are able to view the content of our application. The rubric for application evaluation, used by our review team, is also available on our website.

Fordham's sponsorship application must be completed via our online system, Epicenter. Hard copy and/or email applications will not be accepted. To begin the process, please complete the interactive form on our website, [here](https://fordhaminstitute.org/sponsorship/application).

Thank you,

The Fordham sponsorship team

**Sponsoring priorities**

During the next five years, we intend to focus primarily on sponsoring excellent *new* schools in Ohio communities lacking enough high‐quality options for children, particularly schools that can be expected to do an exemplary job of educating disadvantaged students and students of color. We will also consider sponsoring existing high performing schools that seek (for sound reasons) to change sponsors. Both new and existing schools will be vetted via our application process. We are a statewide authorizer with a particular interest in adding and/or expanding successful schools in the Dayton area. At this time, we are not taking applications for virtual (online) schools or dropout-recovery schools.

**Resources and References**

Below are useful links and directions to various informational resources for new community school applicants:

The Ohio Department of Education (ODE) – ODE provides information on its website about the state requirements for all community schools (as charters are known in Ohio). A useful place to start is their [Guidance Documents](http://education.ohio.gov/Topics/Community-Schools/Guidance-Documents-Webinars-and-Presentations) regarding community schools and [Community School Funding](http://education.ohio.gov/Topics/Finance-and-Funding/School-Payment-Reports/State-Funding-For-Schools/Community-School-Funding) information:

[Developing A Community School](http://education.ohio.gov/getattachment/Topics/Quality-School-Choice/Community-Schools/Guidance-Documents-Webinars-and-Presentations/How-To-Develop-A-Charter-Community-School-3-16-2016.pdf.aspx)

[Blended Learning](http://education.ohio.gov/getattachment/Topics/Community-Schools/Sections/Public-Documents-and-Reports/Blended-Learning-Guidance.pdf.aspx)

[Community School Payment Simulator](http://education.ohio.gov/Topics/Finance-and-Funding/School-Payment-Reports/State-Funding-For-Schools/Community-School-Funding/FY2017-Community-School-Payment-Report-Calculator)

**Requirements for submission: Web-based Application Instructions**

We are providing access to start your new application for community school sponsorship with the Thomas B. Fordham Foundation. Please view the short training video—explaining how to create the application, add collaborators and to continue to work on the application—before initiating your application.

Training Video: <https://vimeo.com/443439468/60f2ca9c88>

[Link to Initiate your 2021 Thomas B. Fordham Foundation Charter School Application](https://tbff.edlusion.com/application/initiate?id=132)

VERY IMPORTANT: After you create your log-in with the link above, please only use the following URL for future log-ins and final submission: <https://tbff.edlusion.com/>

You and anyone you invite to collaborate can work on the application narrative, submit documents and make changes at any time until the application is completed and you choose to submit the application for review.

**Application Evaluation Criteria**

The Thomas B. Fordham Foundation currently authorizes eleven charter schools in Ohio. Sponsorship applications are reviewed by a team of internal and external reviewers. A team leader organizes and guides the process. After a review of the application and submitted documents, applicants who are recommended to move forward by meeting the standard, as defined on the following page, are invited to an interview. Following the interview, a formal review summary is provided to the applicant and to the Fordham board along with the team’s recommendation. The timeline on the next page details the process.

Evaluation teams are comprised of individuals with experience and expertise in a variety of fields, including but not limited to curriculum and instruction, special student populations, law, governance, management, leadership, finance, school start-up, and policy. Evaluators will use the following ratings to analyze applicants’ responses to the questions in the application. Within each section, specific criteria define the expectations for an excellent response that ‘Meets the Standard.’ As stated above, the evaluation rubric is available on our website.

***Rating Characteristics*Meets the Standard**:
The response reflects a thorough understanding of key issues. It addresses the topic with specific and accurate information that shows thorough preparation; presents a clear, realistic picture of how the school expects to operate; and inspires confidence in the applicant’s capacity to advance the academic achievement (i.e., boost the skills and knowledge) of students attending the proposed school.

**Approaches the Standard**:
The response meets the criteria in many respects, but lacks detail and/or requires additional information in one or more areas.

**Partially Meets the Standard**:
The response meets the criteria in some respects but has substantial gaps in a number of areas.

**Does Not Meet the Standard**:
The response is sorely under-developed or incomplete, demonstrates lack of preparation, or otherwise raises substantial concerns about the viability of the plan or the applicant’s ability to carry it out.

**Timeline**

|  |  |
| --- | --- |
| **Timeline for New School Applicants or schools new to Fordham Sponsorship** | **School Year 2022-23 Opening**  |
| Preliminary Application Screening | Schools should contact Fordham through the website interest form. Preliminary criteria must be met prior to the online application being made available.  |
| Online application available in Epicenter application management system. | Opens May 1, 2022 |
| Deadline to submit application. | June 30, 2022 |
| Fordham staff and external reviewers evaluate applications. The process includes:Content review. Applications that are incomplete or poorly drafted will not be considered.Individual evaluator review. Applications are reviewed by a team of Fordham staff and external application evaluators.Evaluation team debrief meeting. The evaluation team convenes to discuss the application’s strengths and weaknesses and develop interview questions. | Completed by July 31, 2022 |
| Interviews conducted; team leader summaries finalized:Applicants are interviewed by the evaluation team. Prior to the interview, applicants will receive an agenda of topics to be covered.Following the interview, the team convenes to reach consensus on the application. The team leader subsequently drafts the team’s analysis and submits it to Fordham’s senior sponsorship staff. Fordham may seek clarifications, modifications, or additional information from applicant. | Completed by August 31, 2022 |
| Fordham senior staff notifies the Fordham board’s Ohio Committee of application recommendations. The committee will then consider making a recommendation to the full Fordham board and president.  | Completed by September 30, 2022 |
| Full Fordham board votes on any new school applications before them. Applicants are notified in writing as to whether the Fordham board approved or did not approve the applicant for a sponsorship contract. | October 2022 |
| Preliminary Agreement  | November 2022 |
| Contracts are drafted and sent to school leaders/contact persons/governing authority. Note: New school contracts must be submitted to ODE by May 15 for a new school to open the subsequent fall.  | Contract drafted by February 1, 2023 for governing authority feedback |

**Cover Sheet**

|  |  |
| --- | --- |
| Name of proposed charter school: |   |
| Name of non-profit corporation (school board): |   |
| Chairperson of the non-profit board: |   |
| Counsel of the non-profit board: |  |
| Mailing address: |   |
| Indicate the charter type (new school or existing school changing sponsors): |   |
| Indicate the charter model (e.g., special needs, Montessori, Early College, career preparation, etc.)  |  |
| Summarize the curriculum to be used |  |
| Name of contact person designated by non-profit board: |   |
| Title/relationship to board: |   |
| Mailing address: |   |
| Telephone: |   |
| Email: |   |

Education Management Organization information

|  |  |
| --- | --- |
| Name of education management organization(if any): |  |
| Management company contact name:  |  |
| Management company contact telephone: |  |
| Management company contact email: |  |
| School leader name (if selected): |  |
| Is the School Leader or Treasurer employed by the management organization? |  |

Epicenter (Web Based Application) access and roles

|  |  |  |
| --- | --- | --- |
| Name | Email | Organization Role |
|  |  |  |
|  |  |  |
|  |  |  |

Projected Enrollment

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| K |  |  |  |  |  |
| 1 |  |  |  |  |  |
| 2 |  |  |  |  |  |
| 3 |  |  |  |  |  |
| 4 |  |  |  |  |  |
| 5 |  |  |  |  |  |
| 6 |  |  |  |  |  |
| 7 |  |  |  |  |  |
| 8 |  |  |  |  |  |
| 9 |  |  |  |  |  |
| 10 |  |  |  |  |  |
| 11 |  |  |  |  |  |
| 12 |  |  |  |  |  |
| Total |  |  |  |  |  |

Facility

|  |  |
| --- | --- |
| School address: |  |
| If you have not yet selected a facility please describe plans to do so: |  |

Disclosures

Will you be opening your school in the Cleveland Metropolitan School District?

Yes/No

Do you have or have you had a relationship with other sponsors, community schools or their affiliates? If YES, please list the school(s) or entities and identify the basis of the relationship (e.g., contractor, employee of operator, treasurer, board member, etc.)

Yes/No

Sponsor, Community School or Affiliate: Relationship

|  |  |
| --- | --- |
| Sponsor, Community School or Affiliate: | Relationship |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

Do you have or have you had a relationship with other sponsors, community schools or their affiliates? If YES, please list the school(s) or entities and identify the basis of the relationship (e.g., contractor, employee of operator, treasurer, board member, etc.) Yes/No

|  |  |
| --- | --- |
| Sponsor, Community School or Affiliate: | Relationship |
|  |  |
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Has any member of the governing authority or development team, including a management company or treasurer/fiscal officer, been involved with an entity that was involved in a bankruptcy, closed for financial reasons, had a finding for recovery, or designated as un-auditable? If YES, please list the school(s) or entities and identify the basis of the relationship (e.g., contractor, employee of operator, treasurer, board member, etc.).

Yes/No

|  |  |
| --- | --- |
| School or Entity:  | Relationship: |
|  |  |
|  |  |
|  |  |
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|  |  |
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I certify that all information contained herein is complete and accurate. I understand that any misrepresentation could result in disqualification from the application process or termination of the sponsorship contract, if executed.

I understand that incomplete applications and those submitted after the published deadline will not be considered. The person named as the contact person designated by the non-profit board is authorized to serve as the primary contact for this application on behalf of the non-profit board.

I have read, understood, and comply with the above statement.

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Name and title

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date

**Section A: Education Plan**

*Mission and Vision*

A.1 Mission, Vision, and Educational Philosophy

*Applicant Instructions:*

State the school’s mission and briefly present your vision for how the school will operate. Describe the school’s educational foundation and the culture or ethos. Include an overview of the instructional methods and any research or experience that indicates why you have chosen to use this approach with your anticipated student population.

TYPE YOUR RESPONSE TO A.1 BELOW:

A.2 Geographic Boundaries

*Applicant Instructions:*

Pursuant to 3314.03(A)(19), please describe which of the following options the school will choose.

(a) Prohibit the enrollment of students who reside outside the district in which the school is located; or,

(b) permit the enrollment of students who reside in districts adjacent to the district in which the school is located; or,

(c) permit the enrollment of students who reside in any other district in the state.

TYPE YOUR RESPONSE TO A.2 BELOW

*Education Plan*

A.3 Curriculum and Instruction

*Applicant Instructions:*

Identify and describe the curriculum or curricula and pedagogy in detail and provide solid evidence of its efficacy when delivered competently to students such as those intended to be served at the applicable grade levels. **Especially for K-8 applicants, and particularly in English Language Arts (ELA) and mathematics, Fordham expects schools that it sponsors to use curricula that are highly rated by EdReports.org and/or the What Works Clearinghouse; the application must include that rating information for each curriculum component.** In any part of the school’s proposed curriculum where such ratings do not exist, the applicant must provide other evidence, research or convincing experience to show why it is expected to be successful with the proposed student population.

Provide measurable objectives and subject area content and skills for each grade level in all core subjects including but not limited to those subject to Ohio state assessments.

Explain how the chosen curriculum aligns with the Ohio content standards.

Discuss the specific instructional strategies that will be employed to ensure effective implementation of the curriculum. Include organizational arrangements (e.g. classroom-based or independent study, blended learning, and class structure) as well as teaching methods. Make certain to describe how the proposed curriculum-and-instruction plan will meet the educational needs of at-risk students, students with disabilities, advanced learners and minority youth.

Provide solid evidence that the proposed curriculum is effective (when properly deployed) in boosting the skills and knowledge in core subjects of students such as those in the pupil populations you intend to serve. The evidence provided should meet the standards of ESSA Tier 1 or Tier 2. Insofar as the program is too new to yield such evidence, it will be imperative to supply the research base that undergirds the proposed program or otherwise furnish persuasive grounds for Fordham to have confidence that it will yield the desired results for students to be served.

Describe procedures and metrics by which the school will regularly—as in “continuous improvement”-- monitor the effectiveness of its instructional program and swiftly make adjustments as needed. This may include organizational and personnel arrangements as well as curriculum and pedagogy.

Describe how the school will develop sound student character, citizenship and civic understanding, social and emotional wellbeing, and physical health.

**Include in Attachments:** For core subjects, include sample lessons from two different grade levels **(Attachment A)** that illustrate strategies for implementation of the curriculum consistent with the mission and educational philosophy of the school.

TYPE YOUR RESPONSE TO A.3 BELOW:

*Market Research*

A.4 Target Population

*Applicant Instructions:*

Describe the anticipated population of the school and how the proposed mission, curriculum, teaching methods and services align with the educational needs of that population. Discuss the leadership team’s experience serving similar student populations and provide evidence of gains made with similar populations using methods and programs such as those proposed here.

Describe the needs assessment of the school’s target neighborhoods and student population, including market research as specified below.

Market research should address the following:

* Analysis of student and student subgroup(s) academic (and other, if applicable) needs to be served by the proposed community school which are not met by existing schools in the area or community.
* Demonstrated demand for the proposed community school (e.g., list of maps of all current school options, including capacity/seats currently available, evidence of existing wait lists or lack of capacity from existing schools, letters of commitment to the proposed school from parents, community stakeholders, etc.).
* Evidence of data collection and analysis in the following areas: real estate market (rental property, insurance rates, property taxes), availability of transportation (such as bus lines), enrollment fluctuation in surrounding schools, job growth, number and age range of students in the surrounding area of the proposed facility, crime rates, etc.

TYPE YOUR RESPONSE TO A.4 BELOW:

A.5 School Calendar and Daily Schedule

*Applicant Instructions:*

Complete the table below.

**Include in Attachments:** Provide the school’s proposed calendar **(Attachment B)** showing the number of days the school will be in session and two sample daily class schedules **(Attachment C)** showing daily hours of operation and allocation of time for core instruction, supplemental instruction, extra-curricular activities, and after-school activities, as applicable.

TYPE YOUR ANSWER TO A.5. IN THE TABLE BELOW:

|  |  |
| --- | --- |
| First day of school: |   |
| School day start/end time: |   |
| Hours in school day: |  |
| Number of instructional minutes (core instruction) per day: |   |
| Number of instructional school days per year: |   |
| Number of supplemental instruction hours per day: |  |
| Time devoted to staff development during school year (indicate days or hours): |  |
| Time devoted to staff development prior to school opening (indicate days or hours): |  |

A.6 Special Student Populations

*Applicant Instructions:*

Articulate the school’s philosophy regarding educating special student populations, including but not limited to strategies for student recruitment, retention, and support.

Describe the school’s plans for identifying and successfully serving the following students in order to comply with applicable laws and regulations: students with disabilities, students with Limited English Proficiency (LEP), homeless students, gifted and talented students.

Explain specifically:

* How these students will be identified,
* How the school will develop plans for their education,
* How their progress will be monitored, and
* How the school has budgeted and staffed to meet those responsibilities.
* How the school will determine changes and adjustments to be made in its program if the progress of any of those groups is not satisfactory.

Explain how the school’s curriculum and approach to instruction will be designed or adapted to serve those students.

TYPE YOUR RESPONSE TO A.6 BELOW:

A.7 Mission-Specific Goals and Objectives

*Applicant Instructions:*

Identify key academic goals and key non-academic goals for which the school plans to hold itself accountable. Explain how these performance standards align with the school’s mission and proposed educational program.

Provide the school’s policy and plan for reporting performance goals to parents and the public.

Well-developed goals will be SMART (i.e., specific, measurable, ambitious, attainable, relevant, time-bound).

The school-specific goals are any in addition to the Thomas B. Fordham Foundation Accountability and Performance Indicators which apply to all sponsored schools and are attached as a resource.

TYPE YOUR RESPONSE TO A.7 BELOW:

A.8 School Climate and Discipline

*Applicant Instructions:*

Describe the strategies the school will employ to develop and sustain a safe and orderly school climate that supports fulfillment of the educational goals and whenever possible incorporates research-based discipline practices such as positive behavior interventions.

Explain the school’s student behavior philosophy. Include the discipline policy or code of conduct for both the general student population and for students with special needs.

Explain how the school will obtain feedback from key affected populations (e.g. teachers, parents, students) regarding the adequacy and effectiveness of the school’s climate and discipline.

**Include in Attachments:** The full discipline policy should be included with procedures and policies for implementing alternative instruction **(Attachment D)**. The policy should address the consequences (or range of consequences); due process procedures; identify the individuals responsible for carrying out the discipline policy; restraint and seclusion policy; and escalation process.

Indicate how the school staff will be educated about, and trained to implement, the policy.

TYPE YOUR RESPONSE TO A.8 BELOW:

A.9 Assessments and Intervention

All Ohio public charter schools are required to administer state assessments. Indicate any *additional* assessments the proposed charter school will administer.

Describe the school’s approach to assessment. Explain how the school will evaluate progress of individual students, cohorts over time, and the school as a whole. Describe how the school will use interim assessments to gauge student learning and modify instruction. Indicate the person(s), position(s) and/or entities that will be responsible and involved in the in collection and analysis of assessment data.

Describe any formative assessments to be used and how—and when--you plan to use them

Discuss the student progress reports, report cards and other ways of tracking pupil progress and providing that information to teachers, parents, advisors, etc.

Describe how the school will provide teachers and other staff with regular information about the progress (and lack thereof) of pupils so as to facilitate “mid-course” corrections.

Describe the school’s plans for determining its progress and effectiveness in other key areas not readily gauged by conventional assessments, such as students’ character development and preparation for citizenship and their social and emotional well-being

Describe the school’s policies and criteria for promotion and retention of students.

If the school plans to use individualized instruction based on the results of student assessments, please describe how that will be implemented.

TYPE YOUR RESPONSE TO A.9 BELOW:

*Capacity to Execute the Plan*

A.10. Prior Success in Raising Student Achievement

*Applicant Instructions:*

Please describe prior success the developer has had in improving student academic outcomes; please include supporting data showing clear evidence that it has successfully increased student achievement in the populations to be served and in multiple subjects by using an education model like the one proposed here.

TYPE YOUR RESPONSE TO A.10 BELOW:

**Section B: Financial Plan**

B.1 Budget

Complete **Attachment E: Budget,** using the Excel file provided.

Detailed assumptions of the calculations used to estimate revenues and expenditures must be included for each line item.

**Include in Attachment F:** Provide letters of commitment from any outside source (e.g., banks, lending institutions, corporations, foundations, grants, etc.) from which you expect to receive funds, property, or resources. Letters should indicate when the funds, resources or property were secured. If the funds are not secured, the letter should indicate when the funds, resources or property will be secured.

B.2 Financial Management

*Business Plan*

State your business goals, and why they are attainable.

Describe the systems and procedures for managing the school’s finances and identify the staff position(s) that will be responsible for financial oversight and management, as well as their relevant qualifications to manage this work.

Identify any vendors that will be used to support finance and operations.

Describe the internal controls that that will ensure the governing authority’s capacity to protect the interest of the school and how its internal controls will ensure that public funds are used properly.

**Include in Attachment G**: If using an education management entity, please provide the three most recent years of the entity’s audited financial statements.

TYPE YOUR RESPONSE TO B.2 BELOW:

B.3 Transportation, Food Service, Other Partnerships

State whether the school intends to provide transportation for students. If so, describe the transportation plan for all students, including those with special needs, and explain budget revenue and expenditure assumptions.

Describe the school’s plans for providing food service.

Indicate any types of health services that will be provided.

Explain any other partnerships or contractual relationships central to the school’s operations or mission.

TYPE YOUR RESPONSE TO B.3 BELOW:

B.4 Insurance

Provide a quotation/letter that describes the level of insurance coverage that will be obtained (**Attachment H**).

*Capacity to Execute the Plan*

B.5 Pre-Opening Plan

*Applicant Instructions:*

Provide a pre-opening plan that documents key tasks to be completed between approval of the application and opening of the school, including but not limited to: activities associated with finance, leadership, facilities, state obligations, students, parents and community.

Timelines and schedules for pre-opening may be included under **Attachment I**.

TYPE YOUR RESPONSE TO B.5 BELOW:

**Section C: Governance Plan**

*Governance and Management Structures*

C.1. Governing Body

*Applicant Instructions:*

Provide a brief description of the governing board, its history, and its current operation. Provide the governing board’s view of the relationship between itself and the school leader and management entity (if any).

Discuss the governing board’s view of the relationship between itself and the school leader and management entity (if any).

Discuss any training the board plans to obtain. Include a timetable, topics to be addressed and requirements for participation.

If a management company is to be involved, provide documentary evidence of the board’s independent authority to dismiss, replace, discipline or sanction that company should this prove necessary.

Training that the board will obtain to ensure its capacity to fulfill all of its duties and responsibilities. Please include a timetable, topics to be addressed and requirements for participation.

A description of the board’s plans to recruit, train and retain additional and/or future board members, including the board’s succession plan.

A description of the board’s plan for regular evaluation of the school leader and, if applicable, the management company.

A description of the board’s plan to identify and recruit a suitable school leader at such time as it may be necessary to find a replacement or successor for the initial school leader.

TYPE YOUR RESPONSE TO C.1 BELOW:

C.2 Governing Board Composition

*Applicant Instructions:*

List the members of the proposed governing board including their names and current employment. Set forth board members’ relevant experience or qualifications for serving on the board including, but not limited to, their relationship to the community in which the school will be located and their membership on any other boards.

**Include in Attachments:** For each proposed governing board member, the application should include **(Attachment J)** a resume.

|  |  |
| --- | --- |
| **Member 1** |  |
| Position |  |
| Name |   |
| Mailing Address |  |
| Phone (day) |   |
| Phone (evening) |   |
| Fax |  |
| Email |   |
| Relevant experiences or qualifications |  |
| Membership on other boards |  |

|  |  |
| --- | --- |
| **Member 2** |  |
| Position |  |
| Name |   |
| Mailing Address |  |
| Phone (day) |   |
| Phone (evening) |   |
| Fax |  |
| Email |   |
| Relevant experiences or qualifications |  |

|  |  |
| --- | --- |
| Membership on other boards |  |

|  |  |
| --- | --- |
| **Member 3** |  |
| Position |  |
| Name |   |
| Mailing Address |  |
| Phone (day) |   |
| Phone (evening) |   |
| Fax |  |
| Email |   |
| Relevant experiences or qualifications |  |

|  |  |
| --- | --- |
| Membership on other boards |  |

|  |  |
| --- | --- |
| **Member 4** |  |
| Position |  |
| Name |   |
| Mailing Address |  |
| Phone (day) |   |
| Phone (evening) |   |
| Fax |  |
| Email |   |
| Relevant experiences or qualifications |  |

|  |  |
| --- | --- |
| Membership on other boards |  |

|  |  |
| --- | --- |
| **Member 5** |  |
| Position |  |
| Name |   |
| Mailing Address |  |
| Phone (day) |   |
| Phone (evening) |   |
| Fax |  |
| Email |   |
| Relevant experiences or qualifications |  |

|  |  |
| --- | --- |
| Membership on other boards |  |

Please provide:

1. A brief description of the governing board and the capacity and commitment of its members to supply the school with the full range of experience, expertise and dedication needed to ensure thorough oversight and direction of its successful operation.
2. Any current or founding board members listed in C.2 should have a resume in Attachment J. If members are not listed, the application should include a description of board members including desired experience and qualifications.
3. How board competencies and expertise align with the proposed school's mission statement and understanding of governing authority responsibilities.

TYPE YOUR RESPONSE TO C.2 BELOW:

C.3 Management and Operations

Describe the organizational structure of the school and its day-to-day operation.

Explain the management roles and responsibilities of key administrators with respect to:

* Instructional leadership
* Curriculum development and implementation
* Personnel decisions
* Budgeting
* Financial management
* Legal compliance
* Any special staffing needs

Discuss how the school will handle/currently handles back office support, including state data entry.

**Include in Attachments:** Provide qualifications, credentials and resume of principal or principal candidate **(Attachment K)**.Attach an organizational chart **(Attachment L)** that clearly presents the school’s organizational structure, including lines of authority and reporting between the governing board, staff, any related bodies (such as advisory bodies or parent and teacher councils), and any external organizations playing a role in managing the school.

TYPE YOUR RESPONSE TO C.3 BELOW:

*Staffing Plan*

C.4 Staffing and Human Resources

Specify plans for recruitment (how and from where staff at all levels will be recruited); the identification and selection of staff; any initial orientation, training or staff development; and plans for performance evaluations. This information should be furnished in connection with all staff – including leadership and operations positions – of the proposed charter school. Include job descriptions for all staff members, employment benefits offered, and estimated salary ranges. Please state why the applicant believes that it will be able to consistently recruit and retain high quality staff for teaching and other positions, particularly if the school is planning compensation at levels below nearby district schools.

Describe how the school will ensure that its teachers and school leaders are aligned with the school’s mission and programming, and capable of successfully executing both.

Describe how the school will evaluate its teachers, administrators and other staff.

Explain how the non-profit governing board and school administration will handle any unsatisfactory staff performance, as well as staff turnover and leadership succession.

Discuss any incentive or rewards systems the school plans to use for staff.

Include a staffing chart for the school’s first year, and a staffing plan for the term of the charter **(Attachment M).** Attach a copy of the proposed school personnel policies or staff handbook **(Attachment N)**.

TYPE YOUR RESPONSE TO C.4 BELOW:

C.5 Professional Learning

*Applicant Instructions:*

Describe the professional learning opportunities that will be offered to teachers and staff, including trainings, professional learning communities, planning time, etc.

Indicate who will be responsible for developing, implementing and evaluating professional learning plans and programs.

Describe how professional development will support both general and special education teachers.

Explain how the professional development program is aligned with the school’s evidenced-based pedagogy and curriculum and evidence as to the efficacy of such a program in advancing teacher performance and student learning.

Articulate how the professional development program will be evaluated to assess its effectiveness and success, and how the program will be modified to support identified teacher and pupil needs.

**Include in Attachments:** Provide a schedule for professional development **(Attachment O).**

TYPE YOUR RESPONSE TO C.5 BELOW:

C.6 Student Recruitment and Enrollment

Describe the plan for recruitment and enrollment of students. Explain how the school will be publicized and marketed throughout the community to a broad cross-section of families and prospective students.

Describe the school’s plans and timelines for the school's recruitment, enrollment, and admission process (including lottery).

**Include in Attachments:** include any documents related to student enrollment (e.g., enrollment forms) in **Attachment P**.

**Include in Attachments**: provide a detailed Enrollment Policy in **Attachment Q**.

TYPE YOUR RESPONSE TO C.6 BELOW:

C.7 Community Partnerships

*Applicant Instructions:*

List community partners and how they support the school.

You should include the impact of the school on the community and students and what process was used to assess local need and provided evidence of community support.

TYPE YOUR RESPONSE TO C.7 BELOW:

C.8 Parent Engagement

*Applicant Instructions:*

Describe how the school will keep parents/caregivers informed regarding their students’ educational performance, progress, concerns or other issues.

Discuss how parents/caregivers will be enlisted as educational partners (e.g., homework, discipline).

Explain how the school encourages family involvement to support student learning.

Discuss policies, programs, and practices to ensure parental involvement and procedures to respond to parental complaints.

TYPE YOUR RESPONSE TO C.8 BELOW:

**Section D: Facilities**

Please include a stipulation or agreement of which entity will own all community school facilities and property including but not limited to equipment, furniture, fixtures, instructional materials and supplies, computers, printers, and other digital devices purchased by the governing authority or operator.

Complete school facilities information below:

|  |  |
| --- | --- |
| Description of Facility |  |
| Annual Costs for Leasing |  |
| Annual Mortgage Principal and Interest Payments |  |
| Name of Landlord or Lender and Relationship to Operator |  |

**Section E: Blended Learning**

Please submit the statement and information (if required) that applies to the school. ORC 3301.079 is included as a resource.

*If the School does not operate using the blended learning model as defined in ORC 3301.079, note in the message to reviewers “this section does not apply.”*

*If the School does operate using the blended learning model as defined in ORC 3301.079, include all of the following information.*

*(a) An indication of what blended learning model or models will be used;*

*(b) A description of how student instructional needs will be determined and documented;*

*(c) The method to be used for determining competency, granting credit, and promoting students to a higher grade level;*

*(d) The school's attendance requirements, including how the school will document participation in learning opportunities;*

*(e) A statement describing how student progress will be monitored;*

*(f) A statement describing how private student data will be protected;*

*(g) A description of the professional development activities that will be offered to teachers.*

**Application Checklist**

[ ] I have completed all portions of the Education, Business and Organizational plans.

[ ] I have included all attachments.

[ ] I have submitted all documents in Word or Excel format.

[ ] I have completed and submitted the Assurances.

I certify that I have the authority to submit this application and that all information contained herein is complete and accurate. I acknowledge that any misrepresentation could result in disqualification from the application process or revocation after approval. I understand that incomplete applications and those submitted after the published deadline will not be considered.

The person named as the contact person for the application is so authorized to serve as the primary contact for this application on behalf of the organization.

Signature/date

Print name

Title