

Governance Matrix — Chamblee Charter High School

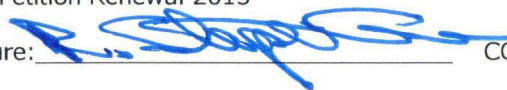
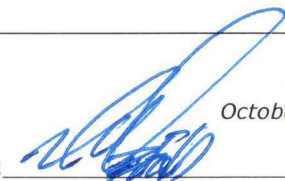
NOTE: DCSD Charter School Policy revisions per SBOE Charter School Policy Revisions in November 2014, including any District level guidance on autonomy, are not complete as of petition due date. Final policy may affect this matrix.

Chamblee Charter High School	Governing Board Authority	Actual GB Authority and How and When GB Authority will be Implemented	Principal's Authority	Actual Principal Authority and How and When Principal Authority will be Implemented
<p align="center">Personnel Decisions</p>	<p><i>Examples include: select the Principal or school leader, evaluate the school leader (LKES), and have control over ALL hiring decisions, transfers, promotions, demotions, lateral moves, and termination of all faculty and staff</i></p>	<p>Selection of the School Leader:</p> <ul style="list-style-type: none"> • Prepares job description for CCHS Principal, for input into District PATS system. • District will process and review candidates for minimum qualifications and background check, and will present qualified slate of candidates to GB. • GB will interview candidates and choose two finalists. GB and DCSD Superintendent will collaborate together to select final candidate. • CCHS Principal will be a DCSD employee and DCSD will manage personnel functions. <p>Evaluation of School Leader:</p> <ul style="list-style-type: none"> • Reviews stakeholder surveys regarding school and Principal performance. • Per GB policy, conducts 360 degree evaluation of Principal and forwards to District Human Resources department for consideration by the Principal's supervisor in addition to the Principal's LKES evaluation. <p>Personnel Decisions:</p> <ul style="list-style-type: none"> • Provides input to the Principal on type and allocation of personnel positions. • Provides input to the Principal on desired qualifications for newly created positions. 	<p><i>Examples include: Input on Principal and faculty goals, feedback on Principal and faculty performance, evaluation of teachers (TKES), type and qualifications of all positions, requirements for substitutes, attributes and qualifications for school administrative positions.</i></p>	<p>Personnel Decisions:</p> <ul style="list-style-type: none"> • Makes recommendations for hiring types of positions to GB for input. • Makes recommendations for hiring specific individuals, promotion, retention, suspension, and termination to District for approval, per District policy and procedures. • Manages staff transfer and reassignment process with District, per District policy. • Handles site-based employee issues, following District policy. <p>Staff Evaluations:</p> <ul style="list-style-type: none"> • Implements TKES evaluations. • Develops and/or Implements supplemental staff evaluation as defined by GB policy. • Supplemental staff evaluation may be provided to District, for consideration. <p>Satisfaction Survey:</p> <ul style="list-style-type: none"> • Implements annual survey of CCHS stakeholders to obtain feedback on Principal and faculty performance. • Shares survey results with GB and CCHS stakeholders. <p>Exit Survey:</p> <ul style="list-style-type: none"> • Implements survey of CCHS staff that leave voluntarily to obtain feedback information. • Shares survey results with GB and CCHS stakeholders, as appropriate

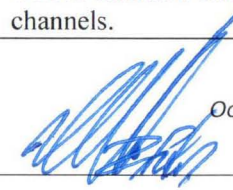
DCSD Superintendent's Signature: 

CCHS Governing Board Chair or Principal: 

		<p>Part-Time Staff:</p> <ul style="list-style-type: none"> Per GB policy, will support the use of part-time staff as deemed necessary by the Principal. <p>Stakeholder Input:</p> <ul style="list-style-type: none"> Responds to Tricameral Advisory Council recommendations. <p>Change in Autonomy:</p> <ul style="list-style-type: none"> Negotiates with DCSD for increased GB/site-based autonomy as deemed necessary. 		<p>(redactions for confidentiality).</p> <p>Magnet Program:</p> <ul style="list-style-type: none"> Manages all aspects of magnet personnel, faculty, and staff in conjunction with the District. Maintains separation of magnet program from charter school operations to ensure legal compliance with state and federal law.
<p>Financial Decisions and Resource Allocation</p>	<p><i>Examples include: Establish compensation model including salary schedules, bonus or performance based increases ,etc., set budget priorities that are aligned with school improvement plan, final school budget approval, establish financial policies and standard operating procedures.</i></p>	<p>On-Site School Budget:</p> <ul style="list-style-type: none"> Review and approves on-site school budget prepared by Principal. <p>Site-Based Costs:</p> <ul style="list-style-type: none"> Will work with DCSD Finance to identify costs for CCHS services. Establish the number and type of personnel, curriculum costs, supply costs, equipment costs, maintenance, and operations costs in conjunction with the Principal from available funds. <p>Fundraising and Donations:</p> <ul style="list-style-type: none"> Approves use of fundraising proceeds and donations per GB policy. <p>Budget Updates:</p> <ul style="list-style-type: none"> Per GB policy, receives information about District budget expenditures vs. allocations from Principal. <p>Compensation Model:</p> <ul style="list-style-type: none"> Per GB policy, uses fundraising and/or donated funds to provide bonuses or performance based increases or stipends to faculty and staff, contingent upon Principal and DCSD approval. <p>Stakeholder Input:</p> <ul style="list-style-type: none"> Responds to Tricameral Advisory Council recommendations. 	<p><i>Examples include: input into the recommendations for the school budget, including number and type of personnel, curriculum costs, supply costs, equipment costs and maintenance and operations costs.</i></p>	<p>On-Site School Budget:</p> <ul style="list-style-type: none"> Manages on-site school budget with reports per GB policy. Provides recommendations for all resource allocations to GB in accordance with budget approval. Must follow District policy. <p>Fundraising and Donations:</p> <ul style="list-style-type: none"> Manages with reports per GB policy. <p>Financial Reports:</p> <ul style="list-style-type: none"> Shares District financial information with GB per GB policy. Shares financial reporting required by the District with GB per GB policy. Readily shares with Tricameral Advisory Council as needed. <p>Magnet Program:</p> <ul style="list-style-type: none"> Manages magnet program funding in conjunction with the District. Maintains separation of magnet program from charter school operations to ensure legal compliance with state and federal law.

		<p>Change in Autonomy:</p> <ul style="list-style-type: none"> Negotiates with DCSD for increased GB/site-based autonomy as deemed necessary. 		
<p>Curriculum and Instruction</p>	<p><i>Examples include: final selection of instructional delivery model, final selection of curriculum, including any changes in curriculum as needed to improve student achievement, establish additional graduation requirements.</i></p>	<p>Curriculum Selection:</p> <ul style="list-style-type: none"> Approves recommendations put forth by Tricameral Advisory Council and/or Principal. <p>New Courses:</p> <ul style="list-style-type: none"> Approves new courses or subjects recommended by Tricameral Advisory Council and/or Principal. <p>Student Achievement and Innovation:</p> <ul style="list-style-type: none"> Determines reporting frequency to monitor progress. <p>Stakeholder Input:</p> <ul style="list-style-type: none"> Responds to Tricameral Advisory Council recommendations. <p>Change in Autonomy:</p> <ul style="list-style-type: none"> Negotiates with DCSD for increased GB/site-based autonomy as deemed necessary. 	<p><i>Examples include: recommend curriculum and accompanying materials consistent with school's "Essential and Innovative Features" in charter contract, determine whether certification will be required, plan professional development for staff, recommend additional graduation requirements.</i></p>	<p>In consultation with Faculty and Tricameral Advisory Council:</p> <ul style="list-style-type: none"> Selects curricula and accompanying materials. Supports development and implementation of school academic programming. Supports development, piloting and implementation of MLS. Plans professional development. Supports staff in diversifying and improving instructional delivery models used at CCHS. <p>Magnet Program:</p> <ul style="list-style-type: none"> Manages all aspects of Magnet program curriculum and instruction in conjunction with District. Maintains separation of magnet program from charter school operations to ensure legal compliance with state and federal law.
<p>Establishing and monitoring the achievement of school improvement goals</p>	<p><i>Examples include: approve school improvement plan and provide oversight of its implementation, hold Principal accountable for implementation and timeline, evaluate success and make revisions as needed.</i></p>	<p>School Improvement Plan:</p> <ul style="list-style-type: none"> Reviews and approves plan developed by Principal in accordance with DCSD requirements and GB supplements, if applicable. Determines reporting frequency for progress. Defines revisions/corrective action as necessary. <p>Charter Requirements:</p> <ul style="list-style-type: none"> Monitors progress in implementing charter innovations and required performance goals. Assigns corrective action where necessary. Assists in identifying partners to achieve 	<p><i>Examples include: recommend school improvement plan, hold faculty and staff accountable for implementation and timeline, evaluate success and recommend revisions as needed.</i></p>	<p>School Improvement Plan:</p> <ul style="list-style-type: none"> Prepares School Improvement Plan per District requirements. Includes supplements required per GB policy. Requests input from CCHS stakeholders through Tricameral Advisory Council as well as individual input. <p>Student Achievement:</p> <ul style="list-style-type: none"> Reports monthly on student achievement to GB or as required per GB policy. Reports monthly to CCHS stakeholders through Tricameral Advisory Council as well as standard communication channels.

		<p>Charter goals.</p> <p>Stakeholder Input:</p> <ul style="list-style-type: none"> Responds to Tricameral Advisory Council recommendations. <p>Change in Autonomy:</p> <ul style="list-style-type: none"> Negotiates with DCSD for increased GB/site-based autonomy as deemed necessary. 		<p>Magnet Program:</p> <ul style="list-style-type: none"> Manages all aspects of Magnet program improvement goals and planning in conjunction with District. Maintains separation of magnet program from charter school operations to ensure legal compliance with state and federal law.
<p>School Operations</p>	<p><i>Examples include: input into school operations that are consistent with school improvement and charter goals, including establishing human resources policies, procedures and handbooks, establish work schedule and school calendar.</i></p>	<p>School Handbooks:</p> <ul style="list-style-type: none"> As necessary, reviews and approves supplemental requirements for local content for Student and Faculty/Staff Handbooks, consistent with due process rights, employee contracts, and state/federal laws. <p>Discipline:</p> <ul style="list-style-type: none"> Reviews implementation of DCSD Discipline policy. Conducts student tribunals pursuant to student due process rights. <p>School Events:</p> <ul style="list-style-type: none"> Per GB policy, approves events to be held at the school. In general, delegates this role to the Principal. <p>Stakeholder Input:</p> <ul style="list-style-type: none"> Responds to Tricameral Advisory Council recommendations. <p>Change in Autonomy:</p> <ul style="list-style-type: none"> Negotiates with DCSD for increased GB/site-based autonomy as deemed necessary. 	<p><i>Examples include: recommend professional development vendors and resources, manage day to day human resources recommend school calendar, recommend co-curricular and extracurricular activities.</i></p>	<p>School Operations:</p> <ul style="list-style-type: none"> Provides District work schedule and school calendar to GB. Provides timely notice to GB of school events, including academic, athletic, community engagement events. (May be done through school website, email, or other appropriate means.) <p>Daily Management:</p> <ul style="list-style-type: none"> Manages daily operations of the school, consistent with District policy. <p>School Handbooks:</p> <ul style="list-style-type: none"> Develops CCHS Student and Faculty/Staff Handbooks in accordance with DCSD policy and GB policy. Provides GB with access to Handbooks. <p>Discipline:</p> <ul style="list-style-type: none"> Provides reports to GB per GB policy. Manages disciplinary process for students, per DCSD policy. <p>Magnet Program:</p> <ul style="list-style-type: none"> Manages all aspects of Magnet program operations in conjunction with District. Maintains separation of magnet program from charter school operations to ensure legal compliance with state and federal law.