



Charter Office Conversion Renewal Petition Review Results 2nd & Cumulative Review

The first *Petition Review Result* comments, provided to the Petitioner on September 16, 2015, are located in the body. Based upon the original feedback, the Petitioner was afforded the opportunity to submit a revised petition, pursuant to the District's petition review process. The commentary in purple font is the final review and rating of the petition responses. The District reserves the right to modify or amend the *Petition Review Results*.

Petitioner: Chamblee Charter High School

Petition Formatting Requirements:

Petition Requirements (Formatting & all questions answered) have been met.

Page(s) & Appendices located in the petition: i-100; Appendix 1-19

The petition response (check one):

- Meets Requirement(s)
- Needs Improvement
- Does Not Meet Requirement(s)

Comments: The overall review of the petition was made difficult for the District Review Committee, as the Petitioner did not individually address or label the sub-questions, which resulted in long narratives for many questions. Please ensure that the sub-question responses are labeled, and provided in order, pursuant to the *2015 Petitioner Guidelines*.

The proposed Governing Board, in conjunction with the CCHS Principal, should be petitioning the District for the conversion charter. However, it does not appear that the Governing Board is active or collaborating in this petitioning process, but instead waiting on approval. This will make it difficult for the District to assess the capacity of the petitioners, who should be governing board members who would govern the school, upon approval.

Original Rating of Needs Improvement Remains: The proposed Governing Board, in conjunction with the CCHS Principal, should be petitioning the District for the conversion charter. However, the Governing Board appears to have minimal activity or collaboration in this petition process. This made it difficult for the District to assess the capacity of the petitioners, who should be governing board members, who would govern the school, upon approval.

Conversion Petition or High School Cluster Requirements have been met?

Page(s) & Appendices located in the petition: Pages 1-4 and Appendix 8

The petition response (check one):

- Meets Requirement(s)
- Needs Improvement
- Does Not Meet Requirement(s)

Comments: The petitioner did provide the voting results in Appendix 8 of the binder, indicating that a public vote occurred. The school's faculty vote indicated that 62 faculty members voted, with 77.42% approval of the petition and its submission for review. There are about 90 faculty members at CCHS. However, in a school of almost 1400 students, with one vote per student for each family, only 348 parent ballots were cast at a publicly called meeting, with 97.99% approval.

The Petitioner should have written: *"The vote was held on August 12, 2015, from 7:00 am – 7:00 pm at Chamblee Charter High School, in accordance with O.C.G.A. § 20-2-2064 and "Eligibility Requirements and Procedures for Conversion & High School Cluster Petition Votes, dated 6/18/15," (from DCSD)."*

The *Petitioner Guidelines* stated the following on pg. 9 for Conversion Petitioners: *"This statement shall include, among other things, a description of how financial resources will be managed; how human resources will be managed and personnel evaluated; the extent to which parents, community members, and other stakeholders will participate in the governance of the school; and any other innovative practices the school intends to implement. The petition shall describe all policies, procedures and practices the school intends to implement and how this will materially distinguish the conversion school from the school's pre-conversion model"*

Where is the Petitioner's response to this mandatory statement? Please note that this can still be accomplished without the use of the referenced *Flexibility & Freedom Chart*. Also the petitioner may utilize the guidance provided on May 29, 2015 to build this response.

The petition pagination is oddly constructed at the introduction. Prior to beginning of the actual petition responses, it would be more efficient for the petitioner to organize the binder in this order:

- 1- Copy of SBOE Charter Application, signed
- 2- Table of Contents
- 3- Conversion Charter Petitioner Requirements (voting results and statement, per 2015 Petitioner Guidelines)
- 4- Charter Renewal Petitioner Requirements & Executive Summary
- 5- Charter Information Page & Responses to Questions 1-39
- 6- Signature Page
- 7- Letter of Assurances
- 8- Appendices

The petitioner did provide the voting results in Appendix 8 of the binder, indicating that a public vote occurred. The school's faculty vote indicated that 62 faculty members voted, with 77.42% approval of the petition and its submission for review. There are about 90 faculty members at CCHS. However, in a school of almost 1400 students, with one vote per student for each family, only 348 parent ballots were cast at a publicly called meeting, with 97.99% approval.

Original Rating of Does Not Meet Requirements Changed to Meets Requirements:

The Petitioner provided the following response for the Conversion Requirements, pursuant to the flexibility that the conversion school shall have from the District:

Chamblee Charter High School, a nationally recognized high school and a successful charter school for 14 years, proposes innovations in governance, scheduling and curriculum which will, when working together, engage students and stakeholders in meaningful governance of and service to CCHS; enable students at all levels and teachers of all subjects to use tested time management strategies for improved academic outcomes; and prepare CCHS graduates for higher education expectations and real world career opportunities not yet envisioned, We are proposing a game-changer.

This statement is, of necessity, a succinct and high-level summary of the much-more-detailed petition. Petition references listed herein shall be considered a part of the petitioner statement.

CCHS shall have the flexibility from the District, to include requisite funding, required to implement the innovations defined in this petition. The three major innovations requiring waivers from state law and rule are:

- **Innovation in Curriculum:** implementing a *Science, Technology, Engineering, Arts and Mathematics (STEAM)* program that uniquely suits and helps to grow CCHS's current strengths.
- **Innovation in Scheduling:** changing *how teachers and students interact and use their time*; responding to the diverse learning needs of all CCHS students, leading to

proficiency in subject matter.

- **Innovation in Governance:** changing *planning and decision-making* to grow involvement and engagement by all stakeholders in CCHS, utilizing their professional skills and personal strengths.

1. A description of how resources will be managed

Resources will be managed by the CCHS Principal and the Governing Board, with input from all CCHS stakeholders through the Tricameral Advisory Council composed of 3 units: (1) faculty and staff, (2) parent and community, and (3) students.

As stated in response to Question 16d, the Governing Board is inclined to defer to the judgment of the Principal in accordance with non-regulatory input from the Tricameral Advisory Council regarding resource allocation. The Governing Board will review decisions. The Board will provide expertise when asked. The Board does not intend to decrease the authority of the Principal.

2. How human resources will be managed and personnel evaluated

CCHS personnel will remain DCSD employees and as such will be managed and evaluated per DCSD policy. Exceptions related to the selection and evaluation of the Principal and the selection of the required Chief Financial Officer are defined in Section XI.

3. The extent to which parents, community members, and other stakeholders will participate in the governance of the school

Parents, community members, faculty and staff, and students will participate in the governance of CCHS through the Tricameral Advisory Council. The response to Question- 16m provides more detail about the role of parents and community members.

As stated in response to Question 16b, the Governing Board is inclined to defer to recommendations of the CCHS faculty, as expressed through the Tricameral Advisory Council, regarding selection of materials, development of STEAM curriculum, and scheduling priorities to foster interdisciplinary teacher collaboration, accommodate STEAM internships, and improved use of time during the school day.

4. Any other innovative practices the school intends to implement

Financial innovations are described in response to Question 25a. The first innovation is the establishment of a non-profit Governing Board with fiduciary financial responsibilities that works in accordance with a CCHS Chief Financial Officer. The second financial innovation is a proposed partnership with DCSD to develop and implement procedures so that the District is able to identify actual costs at the school level and define system modifications to permit tracking at the school level

Underlying this statement is a spirit of partnership, in which the petitioner seeks to collaborate with DCSD to fulfill the terms of the charter contract. Being the first conversion charter school under the new SBOE charter policy requires new thinking and flexibility, as many things cannot be anticipated. CCHS believes it has proven to be a trusted partner during its past and current charter terms (15 years) and looks forward to continuing that role.

The petition shall describe all policies, procedures and practices the school intends to implement and how this will materially distinguish the conversion school from the school's pre-conversion model.

In responding to the 2015 DCSD Charter School Petition Guidelines in this document, all policies, procedures and practices that CCHS intends to implement have been described, with the understanding that not all policy and procedure needs can be anticipated as state law and State Board of Education (SBOE) Rules evolve. Implementing the innovations proposed in the petition will materially distinguish CCHS from both its pre-conversion model in 2000, and its current model under a contract with explicit waivers and consistent with previous SBOE policy. A representative but not exhaustive list of these differences is:

- A governance function utilizing a Tricameral Advisory Council of CCHS stakeholders plus a non-profit Governing Board with fiduciary responsibility.
- A STEAM program, open to all students, that addresses the needs of all levels of learners, and whose implementation will not be constrained by policy but driven by student need, Georgia STEM Program criteria, and the strengths of the CCHS STEAM community.

- An MLS program which provides a flexible schedule to support the STEAM program and ensure that students have real-time access to the content they need at the pace that they need, permitting more efficient use of time during the school day and promoting student responsibility for their own learning.
- A proposed partnership with DCSD to develop and implement procedures so that the District is able to identify actual costs at the school level, define system modifications to permit tracking at the school level and enable CCHS to select DCSD as the most cost-effective vendor of choice for items such as human resources, facility maintenance, food service, transportation, etc.

Charter Renewal Petition Requirements & Executive Summary have been met?

Page(s) & Appendices located in the petition: Page 2-4

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Completed.

Original Rating of Meets Requirement(s) Remains

Charter Information

Page(s) & Appendices located in the petition: Page 1

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The printed version of the petition has all the information under contact person, contact address, etc. However, the pdf file does not. Please check and rectify.

Original Rating of Meets Requirement(s) Remains

I. THE CASE

1. Why do you want a charter?

Page(s) & Appendices located in the petition: Page 8, Appendix 4

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Since the Petitioner did not address Question 1 and its subsections individually, it was difficult to rate this area. Please reference Policy IBB to determine what is innovative; what is duplicative of other DeKalb programs; and what the school will be able to do with a charter that cannot be done without a charter.

Original Rating of Does Not Meet Requirement(s) Remains: Petitioner was not responsive.

a. What is your motivation for applying to be a charter school?

Page(s) & Appendices located in the petition: Pages 9-11, Appendix 4

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Since the Petitioner did not address Question 1 and its subsections individually, it was difficult to rate this area. Please reference Policy IBB to determine what is innovative; what is duplicative of other DeKalb programs; and what the school will be able to do with a charter that cannot be done without a charter.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

b. What will you be able to do with a charter that you cannot do without a charter?

Page(s) & Appendices located in the petition: Page 15, Appendix 4

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Since the Petitioner did not address Question 1 and its subsections individually, it was difficult to rate this area. Please reference Policy IBB to determine what is innovative; what is duplicative of other DeKalb programs; and what the school will be able to do with a charter that cannot be done without a charter.

Original Rating of Does Not Meet Requirement(s) Changed to Meets

Requirement(s): The Petitioner proposes STEAM as a curricular innovation. It is important to note that Chamblee is a "STEM Ready High School" under DeKalb's STEM Initiative. As part of the initiative, each school was encouraged to find their area of focus which in this case it appears that Chamblee has chosen the "arts." However, the GADOE does not recognize STEAM and has informed DeKalb that it will only certify STEM schools.

Chamblee also identified an innovation with scheduling (Master Learning System). Although this innovation needs further review and collaboration to better understand its potential impact on student performance, phase-in implementation within a large high school, etc., it does appear to be an area that would require additional flexibility.

The innovation in governance (Tricameral Advisory Council) offers an opportunity for a variety of stakeholders (faculty and staff, parents and community members, and students) to be involved in the decision-making processes; however, this level of engagement could be accomplished without a charter.

c. Describe how parents, community members, and other interested parties were involved in developing the petition and will be involved with the school.

Page(s) & Appendices located in the petition: Pages 11-12, Appendix 9 & 12

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The level of parent involvement in developing the charter is not clearly written in this petition. The Petitioner should answer each sub-question individually, and label the sub-question.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

- i. Describe in detail the community support for this school and the need for this particular school in the community it will serve. Support may be evidenced through additional documentation.**

Page(s) & Appendices located in the petition: Page 12-13 and Appendix 9

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: No rating provided by the Reviewer; The Petitioner should answer each sub-question individually, and label the sub-question.

Rated as Meets Requirements(s) for Final Review

- ii. As part of your evidence of community engagement, you must provide a letter or a petition signed by parents/guardians of school-age children eligible to attend the charter that demonstrates that they would consider enrolling their child in the proposed school. These items may be placed in the Appendix.**

Page(s) & Appendices located in the petition: Page 13; Appendix 9

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: No rating provided by the Reviewer; The Petitioner should answer each sub-question individually, and label the sub-question.

Rated as Meets Requirements(s) for Final Review

- iii. Describe the steps you have taken to develop any partnerships and your plans to further develop additional community partnerships.**

Page(s) & Appendices located in the petition: Page 14

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: No rating provided by the Reviewer; The Petitioner should answer each sub-question individually, and label the sub-question.

Rated as Meets Requirements(s) for Final Review

- iv. **Provide a list of organizations that have committed to partner with your school and the potential nature of the partnerships. Provide evidence of support from the partners in the Appendix.**

Page(s) & Appendices located in the petition: Page 14

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: No rating provided by the Reviewer; The Petitioner should answer each sub-question individually, and label the sub-question.

Rated as Meets Requirements(s) for Final Review

- d. **What is the Charter School's Mission? How does it support the legislative intent of the school's program to "increase student achievement through academic and organizational innovation?"**

Page(s) & Appendices located in the petition: Page 15, Appendix 4

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Since the Petitioner did not address Question 1 and its subsections individually, it was difficult to rate this area. Please reference Policy IBB to determine what is innovative; what is duplicative of other DeKalb programs; and what the school will be able to do with a charter that cannot be done without a charter.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirements

- e. **Please provide specific examples of and documentation regarding programs that would be offered by your school that are not offered in any existing schools in DCSD. Please see Board Policy IBB.**

Page(s) & Appendices located in the petition: Page 15-17, Appendix 4

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Since the Petitioner did not address Question 1 and its subsections individually, it was difficult to rate this area. Please reference Policy IBB to determine what is innovative; what is duplicative of other DeKalb programs; and what the school will be able to do with a charter that cannot be done without a charter.

**Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirements:
See comments in sub-section b.**

II. ACADEMIC OBJECTIVES, PLANS, AND WAIVERS

2. **What are your school's performance objectives for the proposed charter term?**

Page(s) & Appendices located in the petition: Pages 17-22

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement

Does Not Meet Requirement(s)

Comments: It is clear that there have been goals made and set. However, responses to sub-questions e-I are not easy to find. The Petitioner should answer each sub-question individually, and label the sub-question.

Original Rating of Needs Improvement Changed to Meets Requirement(s): It is clear that there have been goals made and set. Academic goals are aligned to both state and district goals. Plans for formative assessment of student progress have been delineated; however, greater emphasis on available formative assessment initiatives would strengthen the measurement of success on academic goals before, during, and after instruction has occurred.

- a. **As background for your answer to this question, please see the CCRPI and Beating the Odds goals (Attachments A and B) and review the PowerPoint found on the GADOE's Charter Schools Division's website. These goals will be included in your charter contract. (Did the petitioner indicated review of these goals?)**
- b. **In your answer to this question, you will list the specific areas you will target to achieve your CCRPI and Beating the Odds goals.**
- c. **For example, you may choose to target Math or ELA to raise your overall CCRPI score – because you're current Math or ELA scores are dragging your CCRPI score down.**
- d. **As a way to be competitive on Beating the Odds, you may also choose to focus on closing the gap in your school between educationally advantaged and educationally disadvantaged students – or you may choose to ensure gifted students are well-served, since average-performing gifted students will lower your Beating the Odds ranking compared to schools and districts with high-performing gifted students.**

Page(s) & Appendices located in the petition: Pages 17-22

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Charter notes the understanding that their charter renewal will be based on past years beating the odds goals. They give four academic goals based on where they have been. They have chosen STEAM to help move their exceeding the bar points on CCRPI. They state they will use STEAM as the catalyst for improvement in CCRPI categories including achievement, progress, achievement gap, and challenge points.

Original Rating of Meets Requirement(s) Remains

- e. **Indicate the expected rate of student performance growth in each year of the proposed charter term.**
- f. **You are encouraged to include all or some of the components of the current draft of the Georgia Department of Education's College and Career Ready Performance Index (CCRPI).**
- g. **You are urged to include cohort measures that show the progress over time of a single cohort of students.**
- h. **You are also urged to include national norm-referenced test results among your performance measures.**
- i. **Be specific, measurable, attainable, relevant, and time-based (SMART).**

Page(s) & Appendices located in the petition: Pages 17-22

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement

Does Not Meet Requirement(s)

Comments: The charter talks about goals for each year. Improvement on CCRPI scores is planned out through three measures. For AP assessment scores there is an overall goal of increasing by 3%, but provide a breakdown of each year. The Reviewer did not see where the charter has shown a goal of growth overtime for a single cohort of students. The Petitioner should answer each sub-question individually, and label the sub-question.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

3. How will the charter school governing board, management, instructional leadership, faculty and staff know that students are on track to meet these academic goals? (see question 2 response, if needed)

Page(s) & Appendices located in the petition: Pages 22-26

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Overall a lot of information for question 3. What is missing are some of the details of how all this will come together and work for the school. The Petitioner should answer each sub-question individually, and label the sub-question.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

a. What assessments will the school administer to obtain performance data for each student?

Page(s) & Appendices located in the petition: Page 22

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: It is clear what state mandated assessments the school will administer. Charter also talks about the use of Star Math and Star Reading. The only concern the reviewer held is the Petitioner's statement that the school MAY explore Star Custom; This decision needs to be finalized.

Original Rating of Meets Requirement(s) Remains

b. Describe how the school will obtain baseline achievement data.

Page(s) & Appendices located in the petition: Pages 22-23

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: It seems the baseline is going to be from meets and exceeds standards, but on what? If the Petitioner is looking at using GA Milestone data, check DOE website for the new categories, as Meets and Exceeds are no longer a component. It needs to be clear what the baseline data is going to be.

Original Rating of Needs Improvement Remains: Data sources used in baseline development include CCRPI, which is an inclusive system. However, there are multiples sources of data that should be considered as well, including AP/SAT/ACT – College Board, STAR data, course completion data, and CTAE career pathway data – all components that help measure

achievement levels of students.

c. Describe how the school will benchmark student growth.

Page(s) & Appendices located in the petition: Page 23

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Looks like the school is going to be using MLS software to help benchmark student growth, but how does the program do this? It is not clearly stated.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

d. Describe plans to formally and informally assess student performance in the core academic areas.

Page(s) & Appendices located in the petition: Page 23

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Again it seems the charter is going to use the MLS software and Star testing for assessing student performance. How does MLS do this? Also the charter states they may explore star custom. Again, as for sub-question a, the Reviewer thinks this choice needs to be finalized.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

e. Explain how the charter school will work with the local school system to participate in all state-mandated assessments. Provide a statement that the charter school will administer all state assessments in accordance with the DCSD testing calendar.

Page(s) & Appendices located in the petition: Page 24

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Charter school clearly states how they will work with local school system on state mandated assessments.

Original Rating of Meets Requirement(s) Remains

- f. Describe plans to diagnose educational strengths and needs of students and plans on how this data will be used for instructional planning.**

Page(s) & Appendices located in the petition: Page 24

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Charter states a three step sequence for teachers and students to follow. How will these steps be documented? How will it be used for instructional planning?

Original Rating of Needs Improvement Remains

- g. Describe the school's plan for using assessment data to monitor and improve achievement for all students over a set period of time.**

Page(s) & Appendices located in the petition: Pages 24-25

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Charter states a three step sequence for teachers and students to follow. How will these steps be documented? How will it be used for monitoring and improving achievement? Is this what will be used?

Original Rating of Needs Improvement Changed to Meets Requirement(s)

- h. Describe how the charter school shall comply with the accountability provisions of O.C.G.A. § 20-14-30 through § 20-14-41 and federal accountability requirements.**

Page(s) & Appendices located in the petition: Pages 25-26

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Charter school clearly states how they will comply with the accountability provisions.

Original Rating of Meets Requirement(s) Remains

- i. Describe how the charter will adhere to all assessment guidelines and procedures as outlined by the State Assessment Handbook, the State Accommodations Manual and other state and local guidance on assessment.**

Page(s) & Appendices located in the petition: Page 26

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Charter school clearly states how they will adhere to all assessment guidelines.

Original Rating of Meets Requirement(s) Remains

j. Describe how staff from the charter school will attend required test administration training held by DCSD.

Page(s) & Appendices located in the petition: Page 26

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Charter school clearly states how they will attend all trainings.

Original Rating of Meets Requirement(s) Remains

4. What specific actions will the school's management, instructional leadership; faculty and staff take to ensure student performance objectives are met during the proposed charter term?

Page(s) & Appendices located in the petition: Pages 26-35

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Specific actions relative to closing the achievement gap should be incorporated in light of the significant gaps that exist among subgroups.

Original Rating of Needs Improvement Remains: See above comment.

a. Describe the focus of the curriculum. This statement should also discuss any distinctive or unique instructional methods to be used that are research-based and standards driven.

Page(s) & Appendices located in the petition: Pages 27-28

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The innovations identified are STEAM and MLS. The school should update to reflect a curriculum founded upon the Georgia Standards of Excellence.

Original Rating of Meets Requirement(s) Remains

b. A full and complete curriculum, aligned, for all grade levels to be served during the proposed charter term is required to be submitted as an Appendix item. This information must be aligned with Common Core and Georgia Performance Standards (where applicable).

Page(s) & Appendices located in the petition: Pages 28-29; Appendix 7

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The curriculum to be used is identified. The application should be updated to reflect use of curriculum founded upon the Georgia Standards of Excellence.

Original Rating of Meets Requirement(s) Remains

c. Identify materials/programs that the school plans to obtain/purchase to support the stated curriculum.

Page(s) & Appendices located in the petition: Page 29

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The MLS is noted.

Original Rating of Meets Requirement(s) Remains

d. Describe the educational innovations that will be implemented.

Page(s) & Appendices located in the petition: Pages 29-34

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Since the Petitioner did not address Question 4 and its subsections individually, it was difficult to rate this area. Describe in detail the proposed educational innovation and how it will be implemented.

Original Rating of Does Not Meet Requirement(s) Changed to Meets

Requirement(s): In order to better understand the Mastery Learning System and how best to implement the program over time, high levels of collaboration and articulation between Chamblee and DeKalb would have to occur.

e. Provide a clear explanation of how the innovations will increase student achievement.

Page(s) & Appendices located in the petition: Page 34

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Since the Petitioner did not address Question 4 and its subsections individually, it was difficult to rate this area.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

f. Describe why the innovations are appropriate for this unique school.

Page(s) & Appendices located in the petition: Pages 34-35

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Since the Petitioner did not address Question 4 and its subsections individually, it was difficult to rate this area. Remember to describe the "need" that the innovation is addressing.

Original Rating of Does Not Meet Requirement(s) Changed to Meets

Requirement(s)

- g. Describe the anticipated teacher-to-student ratios and the rationale for maintaining these ratios. Please describe your intended class sizes, including the minimum and maximum number of students. Be sure to explain the source of any additional funding necessary if the class sizes are smaller than those set forth in the SBOE Class Size Rule 160-5-1-.08.**

Page(s) & Appendices located in the petition: Page 35

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Chamblee Charter is responsible for maintaining Federal Guidelines and Compliance requirements including Comparability. Please also be aware of FTE Funding when setting class minimums and maximums.

Original Rating of Meets Requirement(s) Remains

- h. If this is a charter high school, describe how the charter high school will determine that a student has satisfied the requirements for high school graduation, including the credits or units to be earned and the completion credentials to be awarded.**

Page(s) & Appendices located in the petition: Page 35

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Completed.

Original Rating of Meets Requirement(s) Remains: As a consideration, Petitioner mentions using DCSD advisement form to follow state graduation requirements. The requirements set forth by DCSD BOE differ from GaDOE.

- 5. What are the school's plans for educating special populations? (Reciting the requirements of law and rule is not sufficient)**

Page(s) & Appendices located in the petition: Pages 35-38

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: What is your plan for addressing the students with varying academic needs? More specific information is needed about the additional courses proposed to be offered (pg. 37). How will these courses fit into the schedule and still allow students to graduate on time with a college prep diploma? How will behavior needs be addressed? What measures will be taken to build staff capacity to meet unique learning needs?

Original Rating of Needs Improvement Remains:

The comment on page 37, "Students with special needs will continue to come from the CCHS attendance area as well as be eligible to be selected through CCHS lottery, when it is deemed an appropriate placement by a committee of CCHS affiliated special education specialists lead by the CCHS LTSE," seems to indicate that some special education students could be excluded from attendance at CCHS.

The Petitioner thoroughly addressed a plan for addressing students with varying academic needs, but the Reviewer could not locate a plan for addressing students with behavioral needs. Perhaps the full/partial teacher release role can also address the specific behavioral needs of student with disabilities through discipline meetings, social skills classes, mentorship, a level system students can work towards, etc...

6. Describe methods, strategies and/or programs for meeting the needs of students identified as gifted and talented. Include any diagnostic methods or instruments that will be used to identify and assess those students.

Page(s) & Appendices located in the petition: Pages 38-39

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The Petitioner indicated that over 40% of the student population was gifted identified however, negated to disclose the programs, methods, and strategies to meet the needs of identified gifted students. The sole use of only a PSAT and SAT as instruments in the identification process is minimal.

Original Rating of Does Not Meet Requirement(s) Changed to Needs Improvement:

The Petitioner failed to respond to what instructional strategies are used to meet the needs of the gifted population and program opportunities offered at the local school to enhance gifts and talents of identified gifted students as well as highly capable students in attendance.

7. Describe how the charter school will provide state and federally mandated services for students with disabilities. Include any diagnostic methods or instruments that will be used to identify and assess those students.

Page(s) & Appendices located in the petition: Pages 39-40

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Additional information is needed related to addressing discipline issues for students with disabilities (only 504 is addressed). Diagnostic methods/instruments to be used is not addressed. How will progress monitoring be conducted and used to drive instruction? Will benchmarks or universal screeners be used?

Original Rating of Needs Improvement Remains:

Please identify the diagnostic methods and/or instruments that will be used to assess students with disabilities for progress monitoring (i.e. bench mark and universal screeners).

How will the Petitioner address testing accommodations (classroom and standardized testing) for students with disabilities?

How will the Petitioner address students with disabilities who have behavioral concerns (what types of support will be available in the school (behavioral specialist, social skills course, staff development, Positive Behavior Supports etc...) to support students?

Addressing discipline issues for 504 students is specifically addressed, but no mention is made about discipline concerns presented by SWDs. Complying with 504 accommodations is mentioned, but not special education accommodations.

8. Describe methods, strategies and/or programs for students receiving supplemental education services. These services should be provided pursuant to SBOE Rule 160-4-5-.03 and the Elementary and Secondary Education Act/No Child Left Behind.

Page(s) & Appendices located in the petition: Pages 40-41

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The school has sufficiently addressed supplemental services.

Original Rating of Meets Requirement(s) Remains

9. Describe methods, strategies and/or programs for meeting the needs of students at-risk of academic failures through remediation. Include any diagnostic methods or instruments that will be used to identify and assess those students who are performing below grade level as well as the processes/programs/tools to be used in providing them with remedial instruction. These services should be provided pursuant to SBOE Rule 160-4-5-.01 and NCLB.

Page(s) & Appendices located in the petition: Page 41

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Sufficiently addressed.

Original Rating of Meets Requirement(s) Remains

10. Describe how the charter school will provide state and federally mandated services for English Language Learners (ESOL). Include any diagnostic methods or instruments that will be used to identify and assess those students, including:

Page(s) & Appendices located in the petition: Pages 41-43

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Exit criteria for ELs is not accurate. It needs to be revised.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

- a. A description of the special language instructional program to be provided to ELLs that is designed to teach English, as well as general curriculum and who on staff will coordinate this effort.

Page(s) & Appendices located in the petition: Pages 41-42

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Petition does not specify the instructional delivery model that will be utilized, which

should include ELD as well as sheltered courses.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

- b. A provision indicating that ELL students will not be excluded from curricular and extracurricular activities in school because of the inability to speak and understand the language of instruction.

Page(s) & Appendices located in the petition: Page 42

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Completed.

Original Rating of Meets Requirement(s) Remains

- c. Appropriate evaluative standards for measuring the linguistic and academic progress of ELL students, including program exit criteria.

Page(s) & Appendices located in the petition: Pages 42-43

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Exist criteria is not totally accurate; needs revision. Language development standards are not included.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

11. List all proposed extracurricular activities or other auxiliary educational activities along with the grade levels in which these activities will be offered. Please list and describe the partnerships the school has developed to offer extracurricular activities (ex: chorus, band, sports, clubs, art). This information should explain who the partner organization is, at which location the activity will be offered, and any charges associated with providing these activities. Please provide copies of contracts or correspondence setting forth the terms of the partnership.

Page(s) & Appendices located in the petition: Pages 43; Appendix 7

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Completed.

Original Rating of Meets Requirement(s) Remains

12. Which of the specific actions in the academic plan require a waiver of state law, rule, or guidelines?

Page(s) & Appendices located in the petition: Pages 43-44

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement

Does Not Meet Requirement(s)

Comments: The Petitioner should first list all of the academic innovations, then describe/explain in question 12.a. below.

Original Rating of Does Not Meet Requirement(S) Changed to Needs Improvement:

It was difficult for the Reviewer to understand the specific actions in the academic plan, as the Petitioner only provided a few examples. The examples did not include the Mastery Learning System, which is an integral component of the innovations proposed by the Petitioner. The Petitioner did explain that the academic program needs waivers for: 1) A STEAM internship program that cannot be effectuated by the District's work-study program (no further details were provided), and 2) waiver of the grading systems for the District, which poses a concern as proposed by the Petitioner. The Petitioner stated:

"CCHS also intends to continue to exercise the waiver described in its current charter petition of DCSD Board Policy IHA, Grading Systems. CCHS believes that teachers are competent to define an appropriate grading policy that reflects the various instructional levels spanning the range from remedial to Advanced Placement and post-Advanced Placement. The CCHS Governing Board will define a grading policy, which will likely delegate authority to the Principal and Department Chairs."

The Reviewer has concerns that the Petitioner's proposal for an inconsistent grading system amongst different departments may also have a disparate impact on students from different sub-demographics, such as minority students, economically disadvantaged students, LEP students, and/or students with disabilities.

a. Although you will be granted a broad flexibility waiver if you are granted a charter, please demonstrate why a charter is necessary for this school by providing examples of significant components of your academic plan for which you need a waiver. Please also identify the specific waivers that are required to allow the implementation of those components.

Page(s) & Appendices located in the petition: Page 44

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The Petitioner needs to identify the specific actions in the academic plan, and then give the examples of waivers that are required to allow the implementation of those components.

Original Rating of Needs Improvement Remains:

The Petitioner identified the some specific actions in the academic plan, and provided examples of waivers that were required to allow the implementation of those components. However, the response provided needs improvement overall, and did not include academic innovations stated elsewhere in the petition.

III. ORGANIZATIONAL OBJECTIVES, PLANS, AND WAIVERS

13. State the school's Organizational Goals and Measures.

a. School organizational performance objectives should reflect where the school envisions itself organizationally at the end of the charter term.

Page(s) & Appendices located in the petition: Pages 44-45

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition requires specific actions on the performance objectives provided by the petitioner.

In Goal 3 – Demonstrate Progress in Mastery Learning System. Target milestones are listed, but it is unclear if these milestones are the measures. Additional information around the need for this goal would be helpful (it may be present in other sections of the petition, but something brief to offer an explanation as was done in Goal 1 and 2 would be helpful).

In Goal 4 – The Charter School shall promote a positive school experience that engages students, parents, and teachers. Four measures are aligned to this goal and focus on survey data, retention rates, and attendance data. The measures are solid, but like goal 3, a brief explanation around the need for/selection of this goal would be beneficial.

Original Rating of Needs Improvement Changed to Meets Requirements

b. Objectives should include areas such as: governing board training, student and teacher retention, and student, parent and teacher satisfaction.

Page(s) & Appendices located in the petition: Page 45-47

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition does not address student retention.

Original Rating of Needs Improvement Remains: The petition does not clearly defined student retention in terms of academic failures or students performing below grade level. More information is required on how to retain students.

14. What specific actions will the school take to achieve its organizational performance objectives?

Page(s) & Appendices located in the petition: Pages 47-50

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition did not go into specific actions as to how the performance objectives will be accomplished. The petition needs to explore the implementation process.

Original Rating of Needs Improvement Remains: The petition did not provide specific actions as to **how** the performance objectives will be accomplished. The petition needs to explore the implementation process with a timeline.

a. Describe the organizational innovations that will be implemented during the proposed charter term.

Page(s) & Appendices located in the petition: Page 48

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition requires specific actions.

Original Rating of Does Not Meet Requirement(s) Remains: The Petitioner did not describe how the “real-world skills” to regulate their own learning, and how the grading process will evolve.

b. Provide a clear explanation of how the innovations will increase organizational effectiveness.

Page(s) & Appendices located in the petition: Pages 48-49

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: A clear expectation of how the innovations will increase organizational effectiveness. Specific details were not listed.

Original Rating of Needs Improvement Remains: See above comments.

c. Describe why the innovations are appropriate for this unique school.

Page(s) & Appendices located in the petition: Page 50

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition did not state “how” innovations will be implemented. No specific details were given.

Original Rating of Does Not Meet Requirement(s) Changed to Needs Improvement: Who will participate in the Tricameral Advisory Council? When will training take place? What specific process measures will be used to monitor and measure effectiveness?

15. Which of the specific actions in the organizational plan require a waiver of state law, rule, or guidelines?

Page(s) & Appendices located in the petition: Pages 50-51

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition did not state specific actions as to why they will require to new rules or guidelines. What will be the implementation process?

While it is clear that the petitioners are seeking to allow for greater autonomy for the Tri-cameral Advisory Council to govern the school, only three specific DCSD Board policies are listed as examples of waivers, when the question is referencing *specific* actions associated with needed waivers from *state* law, rule, or guideline. It is recommended that the current response to the question be redrafted to answer the question.

Original Rating of Does Not Meet Requirement(s) Changed to Needs Improvement: The petition did not state what instrument will be used to measured needs of faculty, staff and administration.

a. Although you will be granted a broad flexibility waiver if you are granted a charter, please demonstrate why you need a charter by providing examples of a significant component of your organizational plan for which you need a waiver. Please also identify the waivers that are required to allow the implementation of that component.

Page(s) & Appendices located in the petition: Pages 50

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Demonstrate why you need a charter by providing examples of a significant component of your organizational plan for which you need a waiver. Please also identify the waivers that are required to allow the implementation of that component.

Original Rating of Does Not Meet Requirement(s) Remains: The petition did not provide significant components of the organization plan requires for a waiver.

IV. GOVERNANCE

16. Describe how an autonomous governing board will make decisions for the school.

Page(s) & Appendices located in the petition: Pages 51-59, Appendix 11-13

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: See the comments below Question 16 (a)-(l).

Original Rating of Needs Improvement Remains: See comments above.

a. Identify each member of the governing board; describe the composition of the governing board (number of members, skillsets to be represented, how members are/will be representative of the school and the community, etc.; describe how and when board members will be selected, and the terms that governing board members will serve. Briefly explain the recruitment plan of new members if vacancies occur.

Page(s) & Appendices located in the petition: Pages 53-54, Appendices 11-13

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The Board members are identified and numerous skillsets are represented, but the Terms of Service section as set for in Appendix 12 state that the terms and term limits are still to be determined. (July 8, 2014) The Bylaws set forth in Appendix 11 state that there are fixed terms for the Board members. (August 4, 2015) There is an inconsistency between the two documents. Additionally, the petition states that the Governing Board has not yet approved a policy on recruitment of new members.

Original Rating of Needs Improvement Remains: The petition states that the Governing Board has not yet approved a policy on recruitment of new members.

- b. Describe the governing board's function, duties and role in the areas of budget, resource allocation, personnel decisions (primarily school leader selection, evaluation, and termination), establishing and monitoring the achievement of school improvement goals, curriculum and school operations.**

Page(s) & Appendices located in the petition: **Pages 54-55, Appendix 10**

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition seems to include an adequate description of the Board's functions, duties and roles.

Original Rating of Meets Requirement(s) Remains

- c. Illustrate the level of autonomy your Governing Board will have.**

Page(s) & Appendices located in the petition: **Pages 55, Appendix 10**

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The Board is the ultimate decision maker and has the responsibility of making sure policies are consistent with the legal and fiduciary requirements and the school's goals.

Original Rating of Meets Requirement(s) Remains- The Petitioner is requesting shared autonomy with the District in the areas of Personnel Decisions, School Operations, and Monitoring School Achievement and Improvement Goals. The Petitioner appears to be seeking full autonomy in the area of Financial Decisions and Resource Allocation, and Curriculum & Instruction. See the *Governance Matrix* in Appendix 10.

The District will present the Petitioner with a modified version of the Governance Matrix, which identifies needed areas of improvement. These changes are necessitated by the collaborative relationship between the Petitioner and the District.

- d. Use this section to provide a narrative of your matrix, including anything in the matrix that requires further explanation or clarification.**

Page(s) & Appendices located in the petition: **Pages 55-56, Appendix 10**

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition provides an adequate narrative of the matrix. Complete matrix is found at Appendix 10.

Original Rating of Meets Requirement(s) Remains- Also see comment in section c.

The District will present the Petitioner with a modified version of the Governance Matrix, which identifies needed areas of improvement. These changes are necessitated by the collaborative relationship between the Petitioner and the District.

- e. Describe your plan for ensuring that you maintain a diverse board with broad skillsets.**

Page(s) & Appendices located in the petition: Page 56, Appendices 11-13

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition does not articulate any specific steps that would be taken to ensure maintenance of diversity with broad skillsets. The petition states that the Governing Board has not yet approved a policy on recruitment of new members.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

- f. Describe how and why governing board members may be removed.**

Page(s) & Appendices located in the petition: Page 56, Appendix 11

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition provides a summary regarding the removal of Board members. Specifics are contained in the Bylaws. See Appendix 11.

Original Rating of Meets Requirement(s) Remains

- g. Georgia law now requires Charter Schools to provide initial training for newly approved charter school Governing Boards as well as annual governance training thereafter. Governance training should help build the capacity needed to make decisions in the above-mentioned areas. Trainers must be selected from a SBOE-approved list that ensures that the training covers certain SBOE requirements. Beyond those requirements, as a best practice, Charter Schools should also ensure that it selects a training program that covers areas of identified needs.**

Page(s) & Appendices located in the petition: Page 56

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition states that CCHS training shall be conducted by charter school Training Providers approved by the SBOE.

Original Rating of Meets Requirement(s) Remains

- h. Describe your plan and timeline for securing a provider for your initial governance training as well as annual training thereafter. Include in this plan, areas of focus that are specific to your board and school. Provide a brief plan for continuous governance training, recruitment and retention of high quality governing board members.**

Page(s) & Appendices located in the petition: Pages 56-57

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition fails to provide a plan for recruitment and retention of high quality board members. It only states that the responsibility will be assigned to the Chair of the appropriate committee.

Original Rating of Need Improvement Remains: See above comment.

- i. Disclose any potential conflicts of interest and describe how the governing board will ensure that current and future board members avoid conflicts of interest.**

Page(s) & Appendices located in the petition: Page 57, Appendix 6

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition does not disclose any conflicts of interest. Each member of the Board is required to complete a Governing Board Member Conflict of Interest Form. The Bylaws provide procedures for addressing conflicts of interest.

Original Rating of Meets Requirement(s) Remains

- j. How will the governing board's role uphold the school's mission and vision? Please provide specific examples.**

Page(s) & Appendices located in the petition: Page 57, Appendices 11-13

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition provides examples, but they appear to be general. Specific examples should be provided.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

- k. How will the governing board evaluate the principal's performance? This should include the assessment tool that will be used to determine effectiveness.**

Page(s) & Appendices located in the petition: Pages 50-58, Appendices 11-13

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petition states that there will be reviews of the Principal's performance. One done by the Board, which will include feedback from stakeholders in the areas of leadership, teamwork, interpersonal communication and accountability. Additionally, the Principal will be assessed per LKES in accordance with DCSD policy.

Original Rating of Meets Requirement(s) Remains

l. How will the governing board ensure effective organizational planning and financial stability? Please provide specific examples.

Page(s) & Appendices located in the petition: Page 58, Appendices 11-13

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Specific examples are not provided.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)- The Petitioner states:

“As a conversion charter school, responsibility for effective organizational planning and financial stability is a joint responsibility of the Governing Board and DCSD. Initially, given that DCSD controls matters such as school schedule, compensation, and operations, and that the level of financial autonomy of the Governing Board for the charter term has yet to be defined and may well evolve over time, authority for all these functions is currently not within the control of the Governing Board. Governing Board members will ensure effective organizational planning and financial stability with respect to the STEAM and MLS innovations by participating in program reviews to ensure that organizational and financial impacts associated with the programs are consistent with the organizational and financial stability of the entire school. The Board will ensure that potential stakeholder concerns associated with these programs are addressed, as well as any potential concerns of our DCSD partners. The wide range of skills and experience of Governing Board members should ensure that CCHS has the capacity to address organizational and financial effectiveness in a manner that is in the interest of both DCSD and CCHS.”

m. How will parents, community members, or other interested parties be involved in the charter school’s governing board?

Page(s) & Appendices located in the petition: Pages 558-59

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: *“These individuals represent relevant professional experience in law, finance, management, operations, and education. Professional expertise in finance, personnel, law, education is important to the success of the Board, as are previous board experience and personnel interests related to being a team member dedicated to high academic achievement within a vibrant, diverse student body.”*

Is there not a place on the governing board for parents, especially those without education or high-level, executive work experience or leadership backgrounds? There is only reference of strong professional backgrounds by the Petitioner.

Original Rating of Needs Improvement Remains: The current structure only allows for parent input at the Tricameral Advisory Council level. While it is not a mandatory to have parent involvement on the Governing Board, the Reviewer strongly recommends this action. Additionally, the Reviewer believes that this participation should come from current parents, not past.

n. How will the school promote parental and staff involvement in school governance?

Page(s) & Appendices located in the petition: Page 59

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: "Community members and other interested stakeholders may be nominated to serve on the CCHS Governing Board. Stakeholders will also be involved in the Board member nomination process, as they were with the founding Board. CCHS does not anticipate that parents or guardians will serve while their children are attending CCHS unless there is a compelling reason for serving during that time. Current parents/guardians and faculty and staff will be encouraged to attend Governing Board meetings, speak at Governing Board meetings, comment on pending Board policies and decisions, and review Board agendas and meeting minutes."

How is this possible? Should it not be the parents of students serving on the Governance Board?

Original Rating of Needs Improvement Changed to Meets Requirement(s)

o. How will the school communicate with students' families?

Page(s) & Appendices located in the petition: Page 59

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Communication strategy needs to be more clearly defined.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

17. Grievances

a. What will be school leadership's role in resolving teacher, parent and student grievances and other conflicts? Describe the rules and procedures concerning how the school will address grievances and complaints from students, parents, and teachers. The grievance policy should clearly articulate how individuals may present grievances, how those grievances will be reviewed, and who will undertake the task to review grievances, as well as the time frame for disposing of a grievance.

Page(s) & Appendices located in the petition: Pages 60-61

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Question 17a., 17b. and 17c. should be answered individually.

The Petitioner did not specifically provide a grievance policy for review, but wrote that "the CCHS Governing Board will develop procedures to address grievances and resolve conflicts involving CCHS stakeholders, business arrangements, DCSD, and within the Board itself. These procedures will address specific requirements such as notification and action time limits for each step of the procedure as well as documentation, notification, and public notice

requirements. The approved policies will be forwarded to DCSD for concurrence."

- If a Governing Board has already been identified, then the grievance should be provided.
- Anonymous complaints should be accepted and reviewed.
- Why would parent/student grievances flow to the Regional Superintendent, rather than the Governing Board?
- If a conflict rises between the school and the District, should the matter then rise to the DeKalb Board of Education, before rising to alternative dispute resolution?
- The Georgia Charter Advisory Committee is described as the following:

"The Charter Advisory Committee (CAC) is a state-level body with nine members. Three members are each appointed by the Lt. Governor, Speaker of the House and the Chair of the State Board of Education. The CAC makes recommendations for approval or denial of charter system petitions, periodically makes recommendations on charter policy, and recommends disbursement of planning grants for charter systems. The CAC works in cooperation with the Charter Schools Division and assists charter petitioners with innovative education programs and school level governance based on research and model programs. The CAC will also monitor and assist approved charter systems throughout the state."

Why does the Petitioner believe that District disputes should rise to this body for adjudication of conflicts?

- Why has the Petitioner/Founding Governing Board not provided a framework for resolving internal conflicts, as located in Appendix 11?

Original Rating of Does Not Meet Requirement(s) Changed to Needs Improvement:

For parent and student grievances, the Petitioner did not specifically provide a grievance policy for review, but did provide more levels of understanding. The petitioner stated that they will seek DCSD input on this policy.

The Petitioner states that CCHS faculty and staff will still be considered DCSD employees, therefore DCSD Board policy will be adhered to in resolving these matters.

- b. What will the governing board's role be in resolving teacher, parent, and student grievances and other conflicts? This should include specific procedures and protocols for grievance resolution for each group. Describe the plan or method that the charter school's governing board will utilize for resolving conflicts with the DeKalb County School District and/or Board of Education. Explain how conflicts will be addressed and resolved.**

Page(s) & Appendices located in the petition: Pages 61-62

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: See the comments above in Question 17.a. Question 17a., 17b. and 17c. should be answered individually.

Original Rating of Does Not Meet Requirement(s) Changed to Needs Improvement:

If a conflict rises between the school and the District, should the matter then rise to the DeKalb Board of Education, before rising to alternative dispute resolution? Why does the Petitioner believe that District disputes should rise to the *Charter Advisory Committee (CAC)* for adjudication of conflicts between the school and the District? While the Petitioner provided the rationale for using the CAC, this entity is codified in 20-2-2064 to review denied petitions. Has the petitioner already secured acceptance from this group to mediate between the District, Board of Education, and/or SBOE?

c. Describe the method that the governing board plans to utilize for resolving internal conflicts.

Page(s) & Appendices located in the petition: Page 62

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: See the comments above in Question 17.a. Question 17a., 17b. and 17c. should be answered individually. This method should be fully articulated and developed at the time of the petition review.

Why has the Petitioner/Founding Governing Board not provided a framework for resolving internal conflicts, as located in Appendix 11? The Reviewer could not locate this information, as advised in the petition response.

Original Rating of Does Not Meet Requirement(s) Remains: See above comments.

18. In the appendix, attach an official copy of the certificate of incorporation for the required Georgia nonprofit corporation from the Georgia Secretary of State, pursuant to O.C.G.A. § 20-2-2065(b)(4).

Page(s) & Appendices located in the petition: Page 61, Appendix 5

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Completed.

Original Rating of Meets Requirement(s) Remains

19. Provide a brief description for each governing board member that explains what role they will play on the board and why they were chosen to participate in the founding group. Attach the member résumés or curriculum vitas in the appendix.

Page(s) & Appendices located in the petition: Page 63; Appendix 13 (Also see pages 53-54)

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Great response, however, also list the official titles of each member.

Original Rating of Needs Improvement Remains

20. In the appendix, please provide the proposed charter school's bylaws, pursuant to O.C.G.A. § 20-2-2065(b)(4). (All petitions must provide a copy of the by-laws in final form; no drafts.) Bylaws must reflect the charter school's mission and non-profit status and should include:

Page(s) & Appendices located in the petition: Pages 63-64, Appendix 11

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement

Does Not Meet Requirement(s)

Comments: The mission and non-profit status are included in the bylaws.

Original Rating of Meets Requirement(s) Remains

- a. The method by which the board will be elected or appointed and removed, as well as the term of office for each member.

Page(s) & Appendices located in the petition: Pages 63-64, Appendix 11

The petition response (check one):

Meets Requirement(s)

Needs Improvement

Does Not Meet Requirement(s)

Comments: The bylaws do not speak to the terms of each member. It only states that four members have a three year term and three members have a two year term.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

- b. The number of members to serve on the board after the charter school is authorized (the minimum required by DCSD is five), and identify any seats reserved for specific constituents.

Page(s) & Appendices located in the petition: Pages 63-64, Appendix 11

The petition response (check one):

Meets Requirement(s)

Needs Improvement

Does Not Meet Requirement(s)

Comments: The bylaws indicate that the Board may consist of 7-11 members. The initial Board will be seven members. The bylaws do not speak to reserved seats for specific constituents.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

- c. The responsibility and authority of the board for the policy and operations of the charter school.

Page(s) & Appendices located in the petition: Pages 63-64, Appendix 11

The petition response (check one):

Meets Requirement(s)

Needs Improvement

Does Not Meet Requirement(s)

Comments: Neither the General Powers nor Specific Powers speak to responsibility and authority for policy.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

- d. A list of committees of the governing board (which must include, at minimum, an executive, finance, and education/accountability committee).

Page(s) & Appendices located in the petition: Pages 62-63, Appendix 11

The petition response (check one):

Meets Requirement(s)

Needs Improvement

Does Not Meet Requirement(s)

Comments: There is no education/accountability committee, but the Academic Achievement committee seems to serve that purpose.

Original Rating of Meets Requirement(s) Remains

e. The calendar for board meetings, providing for a minimum of six meetings per year.

Page(s) & Appendices located in the petition: Pages 63-64, Appendix 11

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The bylaws state that there will be monthly board meetings.

Original Rating of Meets Requirement(s) Remains

f. A list of the quorum and voting requirements for board meetings and committees.

Page(s) & Appendices located in the petition: Pages 63-64, Appendix 11

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The requirements are met.

Original Rating of Meets Requirement(s) Remains

21. A conflict of interest is generally defined as a situation in which someone has differing or competing professional, monetary or personal interests. Any potential conflicts of interest of the founding governing board members must be disclosed. Provide the complete and signed conflict of interest form for each proposed founding board member, located at the end of these Guidelines. This form must be included in the petition appendices and completed by each founding and/or governing board member.

Page(s) & Appendices located in the petition: Page 64, Appendix 6

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The conflict of interest form for the following founding Board member Kathy Wilson-Chu should provide an explanation for her response to question #10. It is acceptable to sit on more than one board, as long as there is no competing interest.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

V. CONTRACTS WITH EDUCATIONAL SERVICE PROVIDERS OR OTHER CHARTER PARTNERS

22. Does the charter school intend to contract, or has the school contracted, with an education service provider (ESP) or other charter partner, to provide management or consulting services? If so, please complete this section and include a signed, operationalized agreement submitted as an exhibit. (If no ESP/EMO/CMO- Do not complete the remainder of this review.)

Page(s) & Appendices located in the petition: Page 65

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Complete. The Petitioner does not plan to utilize this service.

Original Rating of Meets Requirement(s) Remains

23. List any proposed business arrangements or partnerships with existing schools, educational programs, businesses, or nonprofit organizations (excluding those relationships discussed in previous section).

Page(s) & Appendices located in the petition: Page 65 and Appendix 9

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: "CCHS does not have formal business arrangements or partnerships with existing schools, educational programs, businesses, or nonprofit organizations. Informal partnerships with such organizations as part of the STEAM internship requirement exist, and may be formalized as STEAM program development matures. Governing Board policies will be followed to ensure that any potential conflicts of interest within such a partnership are appropriately disclosed."

The Petitioner has not identified partners to implement the proposed innovations. Business partners typically assist with sustainability of the charter school, in relation to expenses and implementing the innovations at the student and parent level.

Original Rating of Does Not Meet Requirement(s) Remains: "CCHS believes that it is premature to have completed business arrangements or partnerships, prior to the approval of the petition and the establishment of the Governing Board. Reasons include:

- Potential partners are unable to commit until the charter contract is signed, thus confirming CCHS, DCSD, and GaDOE commitment to the innovations.
- Significant open issues remain with respect to the level of financial autonomy that the Governing Board of this conversion charter school will receive. As stated in Section VI, Question 24a/b, CCHS welcomes the opportunity to continue discussions with DCSD about these topics, realizing that this is a complex subject that is best approached at a measured pace by committed partners.
- Funding requirements for STEAM and MLS are not well-defined. While this is fully appropriate at this initial stage of development for these innovations, it means that the need for and nature of any potential partners and/or grantors is also not well-defined."

The Petitioner has not identified partners to implement the proposed innovations. Business partners typically assist with sustainability of the charter school, in relation to expenses and implementing the innovations at the student and parent level. The Petitioner acknowledges that Chamblee High School is one of the oldest high schools in the County. Further, the school has maintained a charter status since 2001. Despite the change in autonomy and rational provided

above, the school should have partners committed to the school.

a. Contact information for a representative of each business and/or partnership listed should be provided.

Page(s) & Appendices located in the petition: Page 65

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: See comment in Question 23 box.

Original Rating of Does Not Meet Requirement(s) Remains: *“When arrangements or partnerships are finalized, the contact information for a representative of each business and/or partnership will be provided to the DCSD Charter Office.”*
See comment in Question 23 box.

b. Disclose any potential conflicts of interest within each arrangement or partnership.

Page(s) & Appendices located in the petition: Page 65-66

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: See comment in Question 23 box.

Original Rating of Does Not Meet Requirement(s) Remains: *“When arrangements or partnerships are finalized, the contact information for a representative of each business and/or partnership will be provided to the DCSD Charter Office.”*
See comment in Question 23 box.

c. Include a copy of any actual or intended contract with each arrangement or partnership in the Appendix.

Page(s) & Appendices located in the petition: 66

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: See comment in Question 23 box, above.

Original Rating of Does Not Meet Requirement(s) Remains: *“When actual or intended contracts are finalized, copies will be provided to the DCSD Charter Office.”* See comment in Question 23 box.

VI. FINANCIAL OBJECTIVES, PLANS, AND WAIVERS

24. State the school’s Financial Goals and Measures.

a. School financial performance objectives should reflect where the school envisions itself financially at the end of the charter term.

Page(s) & Appendices located in the petition: Pages 66-67, Appendix 3

The petition response (check one):

- Meets Requirement(s)

- Needs Improvement
 Does Not Meet Requirement(s)

Comments: The subsections (a-f) of #24 are not in the petition. They should be addressed individually very clearly.

Original Rating of Does Not Meet Requirement(s) Changed to Meets

Requirement(s): While measures 1-5 are in accordance with the GADOE Charter office contract for conversion charter schools, the reviewer feels that measures 1, 2, and 4 are not truly measurable but rather products of building budgets and conducting annual audits. Because a school engages in these actions, does not mean it will be economically sustainable and fiscally responsible.

b. Objectives should emphasize fiscal health and sustainability.

Page(s) & Appendices located in the petition: Pages 66-67, Appendix 3

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The subsections (a-f) of #24 are not in the petition. They should be addressed individually very clearly.

Original Rating of Does Not Meet Requirement(s) Changed to Meets

Requirement(s): see comments in 24.a

c. Describe the school's plans for fiscal management; and specify how the school will manage budgets and expenditures.

Page(s) & Appendices located in the petition: Pages 67-69, Appendix 3

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The subsections (a-f) of #24 are not in the petition. They should be addressed individually very clearly.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

d. Use the spreadsheets provided by GADOE, which list detailed budget information projecting revenues and expenditures for the first five years of the proposed charter term. If any sources of revenue appearing in the spreadsheets are anticipated to come from private sources, documentation of such revenues must be included along with the petition. Include a budget that complies with O.C.G.A § 20-2-171.

Page(s) & Appendices located in the petition: Pages 64-69, Appendix 3

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments The subsections (a-f) of #24 are not in the petition. They should be addressed individually very clearly. The revenue per pupil seems too high based on FY16 State allotment sheets. The expenditures may be understated depending on how much control goes to the school instead of the district, it is not clear in this petition. The District site budget currently for this

Conversion Charter School is about \$7.5 million but the request on these spreadsheets for \$13.8 million would impact a decrease in the fund balance for the district by over \$6 million.

Original Rating of Does Not Meet Requirement(s) Remains: The revenue per pupil is too high based on Initial FY16 State allotment sheets for CCHS and for the District. The District site budget currently for this Conversion Charter School is about \$7.7 million but the request on these spreadsheets for \$13.8 million would impact a decrease in the fund balance for the district by over \$6 million. . The Charter s school requests CCHS personnel to remain DCSD employees and as such to be managed by DCSD. Human resources, facility maintenance, food service, and transportation would still be managed by DCSD for CCHS according to the petition. Because of this we believe that CCHS should have done a budget that would have showed their FY16 site budget of about \$7.7 million and expenses related to this.

e. Identify the school’s Chief Financial Officer and describe how that person’s credentials comply with the Guidance for Georgia State Board of Education Rule 160-4-9-.04 for the purpose of developing and adhering to generally accepted accounting principles.

Page(s) & Appendices located in the petition: Pages 70

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The subsections (a-f) of #24 are not in the petition. They should be addressed individually very clearly.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s): *“After Petition approval by GaDOE, the CCHS Governing Board will select its Chief Financial Officer (CFO). The CCHS CFO shall be responsible for developing policies and guidelines for fiscal management and control, which must be approved by the Governing Board. In accordance with SBOE Rule 160-4-9-.05, the CFO will have qualifications meeting the following at a minimum: 1) A baccalaureate or higher degree in business, accounting, or finance from an accredited college or university and a minimum of four years’ experience in a field related to business or finance; or 2) documented experience of ten or more years in the field of business or financial management with supervisory experience. The CFO will also assist in complying with O.C.G.A. § 20-2-2065(b)(7) regarding annual financial audits.”*

It is important to note that the Petitioner is seeking full financial autonomy.

f. Identify the representatives of the school who will be responsible for the financial management of the charter, and describe plans to procure and maintain during the entire length of the charter a Crime/Fidelity Bond covering all persons receiving or disbursing funds. The DCSD required bond amount is \$1 million.

Page(s) & Appendices located in the petition: Pages 64-69

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The subsections (a-f) of #24 are not in the petition. They should be addressed individually very clearly.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s): The school will seek the crime and fidelity bond upon hiring a CFO.

25. What specific actions will the school take to achieve the financial performance objectives?

Page(s) & Appendices located in the petition: Pages 71-72

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The financial performance objectives are not clear.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

a. Describe the financial innovations that will be implemented during the proposed charter term.

Page(s) & Appendices located in the petition: Pages 71-72

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The subsections (a-c) of #25 are not in the petition. They should be addressed individually, and clearly.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

b. Provide a clear explanation of how the innovations will increase financial effectiveness.

Page(s) & Appendices located in the petition: Page 72

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The subsections (a-c) of #25 are not in the petition. They should be addressed individually, and clearly.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

c. Describe why the innovations are appropriate for this unique school.

Page(s) & Appendices located in the petition: Page 72

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The subsections (a-c) of #25 are not in the petition. They should be addressed individually very clearly.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

26. Fundraising or Other Sources of Income

a. Please describe in detail the school's plans for securing other sources of funding. This plan should demonstrate financial independence from the school district by using state and local funds and a feasible plan to supplement those funds with other funding sources on a yearly basis as required.

Page(s) & Appendices located in the petition: Page 72

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The subsections (a-d) of #26 are not in the petition. They should be addressed individually very clearly.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

b. Describe any planned fundraising efforts and who will lead and coordinate these efforts. Because there is no guarantee that these funds will be awarded, you must describe how your school would remain solvent if you do not receive these funds.

Page(s) & Appendices located in the petition: Page 72-73

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The subsections (a-d) of #26 are not in the petition. They should be addressed individually very clearly.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

c. Independent private funding sources that have been secured must be evidenced through a letter of intent, commitment letters, and/or loan agreements from the funder may be included as an Appendix item.

Page(s) & Appendices located in the petition: Page 73

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The subsections (a-d) of #26 are not in the petition. They should be addressed individually very clearly.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

d. If established, provide evidence of your organization's federal tax-exempt status in the Appendix.

Page(s) & Appendices located in the petition: Page 73

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The subsections (a-d) of #26 are not in the petition. They should be addressed individually very clearly.

Original Rating of Does Not Meet Requirement(s) Changed to Needs Improvement:
Federal tax-exempt status has not been established.

27. Which of the specific actions in the financial plan require a waiver of state law, rule, or guidelines?

Page(s) & Appendices located in the petition: Page 73

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Examples are given, but not a complete list.

Original Rating of Needs Improvement Remains: *“Because operation as an autonomous conversion charter school with respect to Finance is required by state law, rule, and guidelines, no specific waivers from State requirements are needed. However, many waivers from DCSD policy will be required. For example, the DCSD Internal Grant Opportunity procedure, found at <http://www.dekalb.k12.ga.us/research-and-evaluation/>, shall not apply at CCHS. The related DCSD Board Fiscal Policy DFK, Gifts and Bequests, must also be waived. The CCHS Governing Board with input from the Tricameral Advisory Council will develop policies and procedures defining how grant funding will be acquired and administered at CCHS.”* The Petitioner should have still identified a list of waivers requested, and why these waivers were needed.

a. Although you will be granted a broad flexibility waiver if you are granted a charter, please provide examples of a significant component of your financial plan for which you need a waiver – and the waivers that are required to allow the implementation of that component.

Page(s) & Appendices located in the petition: Page 73

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The subsection (a) of #27 is not in the petition. It should be addressed individually very clearly.

Original Rating of Needs Improvement Remains: See above comment in 27.

VII. STUDENT ADMISSION

28. How will students be admitted to the charter school?

Page(s) & Appendices located in the petition: Pages 73-77 and Appendix 1 & 2

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments:

Chamblee Charter High School, during its first petition cycle conducted the admissions and lottery processes at the local school. The School Choice Office has provided admissions, lottery, and parent notification support for approximately ten years.

Describe how the waiting list is generated and how students are placed from the waiting list. Research School Choice documents and the previous charter petitions regarding admissions practices.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

- a. **What is the school's attendance zone? Please describe or provide a map which indicates your targeted attendance zone.**

Page(s) & Appendices located in the petition: Pages 73-77 and Appendix 1 & 2

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The response is complete.

Original Rating of Meets Requirement(s) Remains

- b. **Please state the following enrollment priorities that apply, pursuant to O.C.G.A. § 20-2-2066(a)(1), in the rank order the school will use them. If the school will not utilize any enrollment priorities, please leave this section blank.**
- i. **A sibling of a student enrolled in the start-up charter school**
 - ii. **A sibling of a student enrolled in another local school designated in the charter**
 - iii. **A student whose parent or guardian is a member of the governing board of the charter school or is a full-time teacher, professional, or other employee at the charter school**
 - iv. **Students matriculating from a local school designated in the charter**

Page(s) & Appendices located in the petition: Pages 73-77 and Appendix 1 & 2

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Identify the priorities in rank order.

Original Rating of Needs Improvement Changed to Meets Requirement(s)

- c. **Describe the rules and procedures that will govern admission and registration. Please include the school's admissions policy for potential students that are equitable, non-discriminatory, and will ensure that the student populations will reflect diversity. Please note that "enrollment priorities", "admission" and "registration" are different concepts. To avoid confusion the GADOE recommends the following:**
- i. **"enrollment priorities" describe those students granted priority pursuant to O.C.G.A. § 20-2-2066(a)(1);**
 - ii. **"admission" describes pre-lottery processes and forms; and**
 - iii. **"registration" describes post-lottery processes and forms after the student has been offered a seat at the school through enrollment priorities or the lottery process.**

Page(s) & Appendices located in the petition: Pages 73-77 and Appendix 1 & 2

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Enrollment priorities must be ranked to complete the ordered selection and waiting lists. The registration information is incomplete. The household registration packet was not included in the petition. How is enrollment data collected, managed, and reported?

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

- d. Describe procedures for situations if student applications for admissions exceed available space, including the following:**
- i. The precise manner in which the lottery will be conducted and by whom;**
 - ii. Measures to ensure that the admissions process adheres to legal requirements; and the procedures for wait-listing students who are not included in the first round of lottery offers.**

Page(s) & Appendices located in the petition: Pages 73-77 and Appendix 1 & 2

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: How or will new High Achievers Magnet Program students be selected?

Original Rating of Does Not Meet Requirement(s) Changed to Needs Improvement:

The petition does not describe procedures for wait-listed students who are not included in the first round of lottery offers. The petition does note that wait-listed students will be offered placements declined by selected students.

- e. How will the charter school reach students representative of the racial and socioeconomic diversity in the school system?**

Page(s) & Appendices located in the petition: Pages 76-77 and Appendix 1&2

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: A detailed plan to reach students representative of the racial and socioeconomic diversity in the school system is not included in the petition.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

f. How does the school plan to recruit students and maintain/increase enrollment? Please include an enrollment application in the appendix.

Page(s) & Appendices located in the petition: Page 77

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The current local school demographics are noted in the petition. A detailed plan to recruit students and maintain/increase enrollment is not included in the petition.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

g. Attach the charter school's proposed annual calendar and a draft of the charter school's daily school schedule.

Page(s) & Appendices located in the petition: Pages 72-77 and Appendix K & L

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The response is complete.

Original Rating of Meets Requirement(s) Remains

VIII. FACILITIES

29. Describe the school facility that the charter school proposes to use.

a. Is the facility new or existing? Describe the quantity and types of rooms (i.e. classrooms, administrative offices, program specific space (science labs, art workshops, etc.), media center, meeting space, and/or kitchen facility.)

Page(s) & Appendices located in the petition: Pages 77-78

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The charter petition describes the entire 275,000 square facility of the Chamblee High Facility, including the classrooms and spaces used by the magnet program. It is unclear whether the petitioner is taking control of the magnet program and the spaces needed for the magnet classrooms. Half of the student population are in the magnet program and/or out of the attendance area and half are from the Chamblee HS attendance area.

DCSD operates three swimming pools at three campuses that are shared amongst all high schools: Columbia HS, Chamblee HS, and Lakeside HS. The swimming pool is not a local Chamblee High school asset, but a Districtwide athletics facility asset. This arrangement was not mentioned in the application.

Original Rating of Needs Improvement Changed to Meets Requirement(s): The charter petition describes the entire 275,000 square facility of the Chamblee High Facility, including the swimming pool. DCSD operates three swimming pools at three campuses that are shared amongst all high schools: Columbia HS, Chamblee HS, and Lakeside HS. The swimming pool is not a local Chamblee High school asset, but a Districtwide athletics facility asset. This was not mentioned in this particular section, but was referenced in Question #30 and the petitioner plans to move forward with an MOU with DCSD clarifying the use and roles of the swimming

pool.

- b. Will the facility require renovations? If so, describe the extent of the renovations and source of funding to pay for the renovations. (Building plans must be approved by the DeKalb County School's Facilities department.)**
- I. Please include a narrative regarding how the renovations will comply with all applicable local zoning and building codes and timetable to achieve compliance. Include how anticipated completion date for each major phase of renovation.**
 - II. Any rehabilitation work necessary for this site to meet building codes applicable to schools must be completed before the start of the school year and must include the following:**
 - The scope of the work to be completed and proposed funding mechanism to cover these costs;
 - The person(s) who will manage the project and their qualifications; and
 - A project timeline
 - III. If applicable, include written verification from the appropriate municipality that the zoning and land use regulations for the site will permit the operation of a public school on the premises.**

Page(s) & Appendices located in the petition: Page 78

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: This is a brand-new facility paid by local sales tax dollars (not federal funds as mentioned in the application).

Original Rating of Meets Requirement(s) Remains

- c. What is the location of the facility?**
- I. If the charter intends to lease or contract with a church or other religious organization, please attach the questionnaire, entitled "Building Lease with Religious Organization Form," regarding this arrangement.**
 - II. Provide documentation of ownership or a copy of the lease of the facility. If ownership documentation or a lease is unavailable, provide a timeline for obtaining such facilities or providing such documentation (this question does not apply to conversion charter schools).**

Page(s) & Appendices located in the petition: Page 78

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The petitioner is requesting that the District provide Facilities services to this facility.

Original Rating of Meets Requirement(s) Remains: Please note that a portion of the parcel mentioned in the application is North DeKalb Stadium and it is not part of the Chamblee High School campus. Additionally, the campus is made up of multiple parcels. This can be

clarified further in the MOU mentioned in #30.

- d. How does this facility meet the required space needed for the proposed school? Please indicate if the identified site will accommodate the school through the initial charter term and at full capacity. If the school will not start at full capacity, describe how the school will accommodate growth over an initial five-year term of the school.**

Page(s) & Appendices located in the petition: 77-78

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: This was not addressed by the applicant in #29. Again clarity on the significant magnet and out of area student population would also need to be addressed here.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s): The applicant did not explicitly mention it, but the facility currently has adequate capacity for the current student body.

- e. If applicable, schools must submit a School Site Selection Form for Site and Facility Approval for a site or facility not owned by the DeKalb Board of Education. This also includes completion of a "Phase I Environmental Site Assessment." (Place these items in the Appendix.)**

Page(s) & Appendices located in the petition: Page 78

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: This was completed by the District in 2012.

Original Rating of Meets Requirement(s) Remains

- 30. Does the charter school have an MOU for the facility pending charter and facility approval?**
- a. The MOU should include the total proposed facility cost.**
- b. The MOU should set forth any material terms that will be reflected in a lease, such as the lease term.**

Page(s) & Appendices located in the petition: Page 78

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: I cannot find any guidance that suggests that an MOU is "not applicable to a Conversion Charter." Especially with the magnet program/significant out of attendance area students and the Districtwide swimming pool facility, an MOU would be very helpful in this particular case to provide clarity on the facility use expectations.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s): If the charter is approved, the MOU for the facility, including the natatorium would need to be finalized and approved by both parties.

31. Does the charter school have a Certificate of Occupancy (CO) for the proposed facility?

- a. Please note that schools must obtain a CO no later than 45 days before the start of the charter term on July 1. Attach a copy of Certificate of Occupancy. Please provide a Certificate of Occupancy, or a timeline detailing the latest possible date by which the Certificate of Occupancy will be obtained prior to students occupying the proposed facility.

Page(s) & Appendices located in the petition: Page 78

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: DCSD holds the certificate of occupancy.

Original Rating of Meets Requirement(s) Remains

IX. STUDENT DISCIPLINE

32. Does the charter school have an emergency safety plan pursuant to O.C.G.A. § 20-2-1185 for the proposed facility? Please note that schools must submit an emergency safety plan no later than 45 days before the start of the charter term on July 1.

- a. Provide the school's emergency/safety plan in the Appendix.

Page(s) & Appendices located in the petition: Page 79; Appendix 19

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The response is adequate and meets requirements.

Original Rating of Meets Requirement(s) Remains

- b. Describe how all local and state policies related to health and safety will be met.

Page(s) & Appendices located in the petition: Page 79; Appendix 19

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The response is adequate and meets requirements.

Original Rating of Meets Requirement(s) Remains

33. Please state whether or not the school intends to adopt the DeKalb County school District's Student Code of Conduct as the school's discipline policy.

- a. Provide the school's student discipline policies and procedures, setting forth student due process procedures for all disciplinary action, not just for the most serious forms of discipline such as out-of-school suspension and expulsion, in a Code of Conduct, as an Appendix item.

Page(s) & Appendices located in the petition: Page 80; Appendix 15

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The Code of Student Conduct-Student Rights and Responsibilities and Character Development Handbook was not included as an Appendix item.

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

- b. Provide a description of how the charter school will meet the federal due process requirements for students with disabilities, or students believed to have a disability, who are suspended or removed for disciplinary reasons.**

Page(s) & Appendices located in the petition: Page 80

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The response is adequate and meets requirements.

Original Rating of Meets Requirement(s) Remains

- c. If the school intends to require a uniform, the dress code policy should also be included.**

Page(s) & Appendices located in the petition: Page 81; Appendix 19

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The response is adequate and meets requirements.

Original Rating of Meets Requirement(s) Remains

X. OTHER INFORMATION

- 34. Describe whether transportation services will be provided and include a statement that the transportation program will comply with applicable law. If transportation services are not provided, explain how this will not discourage eligible students from attending the school.**

Page(s) & Appendices located in the petition: Page 81

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The scope of transportation is the same; within CCHS attendance zone only.

Original Rating of Meets Requirement(s) Remains

35. State whether the charter school will provide food services (including participation in the National School Lunch Program).

Page(s) & Appendices located in the petition: Pages 81

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: See comments below.

Original Rating of Needs Improvement Remains: See comment below in 35.a and 35.b.

- a. If food services will be provided, please describe this program briefly.**
b. If food services will not be provided, please indicate your plans for providing for student lunches. This plan should include information on whether the food will be prepared on-site or off-site and the anticipated cost to students and other significant elements of the food service program should be provided.

Page(s) & Appendices located in the petition: Page 81

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Clarification is needed with regards to the administration of the school nutrition program. The School Nutrition Program is currently managed by the District. Meals are not contracted meals. CCHS Program is budgeted and planned for each year, the same as other schools. A 180 day notification process is a must as a change in service would impact the employment of all employees providing these services.

Original Rating of Needs Improvement Remains: Clarification is needed with regards to the administration of the school nutrition program. The School Nutrition Program is currently managed by the District. Meals are not contracted meals. CCHS Program is budgeted and planned for each year, the same as other schools. A 180 day notification process is a must as a change in service would impact the employment of all employees providing these services.

36. Provide information on the school's legal representation or counsel.

Page(s) & Appendices located in the petition: Page 81

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: "Following the approval of this petition, CCHS Board will make the appropriate selection of legal counsel. Until that time, Mark P. Kelly, Counsel with the law firm of King and Spalding LLP, served as legal counsel during the charter preparation process."

Original Rating of Meets Requirement(s) Remains

a. How will the proposed school ensure compliance with the requirements of law with respect to legal issues?

Page(s) & Appendices located in the petition: Page 81

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The Petitioner was not responsive to this question.

Original Rating of Does Not Meet Requirement(s) Remains

b. Please confirm whether this organization or individual has reviewed the DCSD charter petitioner guidelines and petition document to be submitted.

Page(s) & Appendices located in the petition: Page 84

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: "This counsel has not thoroughly reviewed the complete charter petition. However, Mr. Kelly and Mr. Greg Sale, Attorney and member of the Governing Board, have reviewed the by-laws."

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

37. Describe the charter school's insurance coverage, including the terms and conditions and coverage amounts thereof. Information on insurance coverage and amounts are required in the following areas:

- a. **General Liability**
- b. **Errors or Omissions**
- c. **Property/Lease Insurance**
- d. **Auto Liability**
- e. **Worker's Compensation**
- f. **Theft**

Page(s) & Appendices located in the petition: Page 81-82

The petition response (check one):

- Meets Requirement(s)
 Needs Improvement
 Does Not Meet Requirement(s)

Final Review Comments: Item 4 on pages 95-96 (letter of assurances) omits listing the need for maintaining Property/lease insurance. I note that on page 95-96 Chamblee says it will self-insure itself for workers' compensation. It is not clear if the petitioners fully understand that to self-insure means that Chamblee Charter HS will be responsible to pay for each claim as it arises rather than rely on an insurance policy to cover any workers' compensation claims/losses.

Copies of the school's insurance policies should be included as an Appendix item. If insurance policies do not exist, please provide the following statement: "Copies of each policy shall be provided to the DCSD Charter School Office prior to the opening of the school." Please list the date by which evidence of insurance will be submitted.

Page(s) & Appendices located in the petition: **Appendix 11- page 11**

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Final Review Comments: No copies of policies are found in the Appendices. Insurance is mentioned in the By-Laws of Chamblee Charter High School, Inc. on page 10 of 11. Only mentions D & O insurance. Copies of the insurance policies need to be included in the appendices.

38. Additional information & Appendices

Page(s) & Appendices located in the petition: **Page 85**

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Complete.

Original Rating of Meets Requirement(s) Remains

39. Letter of Assurances

Page(s) & Appendices located in the petition: **Pages 86-99**

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Completed.

Original Rating of Meets Requirement(s) Remains: If approved, the Letter of Assurances may have to be amended to reflect the commentary provided in Question 37 by the Reviewer.

The Signature Sheet is signed in the correct places, in blue ink.

Page(s) & Appendices located in the petition: **Page 100**

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Completed.

Original Rating of Meets Requirement(s) Remains

XI.ADDENDUM Questions

Addendum Question 1- Personnel

Describe a plan for organization and management of faculty, instructional staff, and other employees of the charter school. Please include a copy of the faculty handbook in the Appendix.

Page(s) & Appendices located in the petition: Page 83

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Completed.

Original Rating of Meets Requirement(s) Remains

Addendum Question 2- Staff Qualifications, Recruitment and Hiring Practices & Procedures, and Compensation

- a. Describe the school's employment policies and procedures, including the proposed staff qualifications, employee recruitment procedures, hiring practices, and compensation.**

Page(s) & Appendices located in the petition: Pages 83-84

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The Petitioner's principal selection process is not consistent with the assertion that the school would follow the District's hiring and employment practices.

Original Rating of Needs Improvement Changed to Meets Requirement(s):

While the Reviewer provide a Needs Improvement, the Charter Office has noted that the Petitioner has requested the following autonomy in personnel decisions:

"Employee Recruitment Procedures and Hiring Practices - Employee recruitment and hiring will be accomplished according to DCSD policy, with the following exceptions for CCHS Principal and CFO, and with any future exceptions negotiated by the Governing Board and DCSD.

***CCHS Principal Selection** – Although specific policy must be developed and approved by the Governing Board, the following general approach will be used in the case of a Principal vacancy. After advertising and recruitment, a short list will be created and candidates of interest will be invited to interview with the Governing Board and/or Personnel Committee, and to present to the staff and parents. Staff and parents will express their preferences. Results will be evaluated by the Personnel Committee, who will make a recommendation to the Governing Board. The Governing Board shall make a recommendation to DCSD Human Resources for hiring, or to continue the search if a suitable candidate has not been found. The DCSD BOE may overturn a Governing Board recommendation if it does not agree with the recommendation.*

***CCHS CFO Selection** – CCHS will work with DCSD to define a job description and salary for the new position of Charter School CFO. The Governing Board Personnel and Finance Committees will review all applications, interview top candidates, and make a recommendation to DCSD Human Resources for hiring.*

CCHS Teacher and Staff Selection and Retention – Applicants meeting the federal definition of “highly qualified” will be sought. Short-listed candidates for teaching position will be interviewed by the Principal and a committee drawn from the relevant department(s). Candidates may be asked to provide sample lesson plans, written teaching philosophies, and may be asked to teach sample lessons. Any DCSD employee wishing to transfer may use the DCSD transfer mechanism. DCSD shall not transfer an employee without the consent of the employee and the Governing Board.”

The Petitioner’s assertions may have legal implications, and contradict the Petitioner’s assertion that CCHS employees will remain employees of the District and Board of Education.

b. Job descriptions were included in the Appendix.

Page(s) & Appendices located in the petition: Pages 83; Appendix 16

The petition response (check one):

- Meets Requirement(s)
- Needs Improvement
- Does Not Meet Requirement(s)

Comments: Unable to review, could not locate the appendix in the petition

Original Rating of Does Not Meet Requirement(s) Changed to Meets Requirement(s)

c. Describe whether the charter school will use the state salary schedule, and if another schedule will be used, provide that schedule.

Page(s) & Appendices located in the petition: Page 84

The petition response (check one):

- Meets Requirement(s)
- Needs Improvement
- Does Not Meet Requirement(s)

Comments: Completed.

Original Rating of Meets Requirement(s) Remains:

While the Reviewer provide a Needs Improvement, the Petitioner has requested the following autonomy in personnel decisions:

“Initially, CCHS employees shall be compensated according to the DCSD salary schedule for certified employees. The 2015-16 DCSD salary schedule is shown in Appendix 18. In the future, CCHS DCSD salary schedules shall be considered the minimum allowed levels of compensation. CCHS shall seek to develop performance-based incentives and teacher bonuses. If the CCHS Governing Board determines that a new salary schedule will benefit our teachers and students, and contribute to improved levels of student performance, and greater levels of teacher satisfaction, such a schedule shall be developed. Implementation will hinge on this salary schedule being fiscally viable and sustainable. The CCHS Governing Board will pursue the right to renegotiate the partnership with DCSD.”

d. Indicate if substitute teachers will be utilized, for which positions, and at what rate of pay.

Page(s) & Appendices located in the petition: Page 85

The petition response (check one):

- Meets Requirement(s)
- Needs Improvement
- Does Not Meet Requirement(s)

Comments: Work with DCSD Employment Services for system and process changes for Substitute assignments.

Original Rating of Needs Improvement Remains: Work with DCSD Employment Services for system and process changes for Substitute assignments. Transitioning to AESOP. What is the pay rate for substitutes?

e. A salary schedule for all certified employees was included in the Appendix.

Page(s) & Appendices located in the petition: Pages 85; Appendix 18

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Completed.

Original Rating of Meets Requirement(s) Remains

For Conversion Charters: How will the charter adhere to current DCSD policies, procedures and standards in all areas regarding the status of district employees to include treatment, qualifications/credentials, placement, compensation, and evaluations?

Page(s) & Appendices located in the petition: Pages 85

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Completed.

Original Rating of Meets Requirement(s) Remains

Addendum Question 3- Certification & High-Qualified Teachers

If certification by the Georgia Professional Standards Commission (GAPSC) is not required, please provide a description of the training and experience that will DeKalb County School District be required, including how the school will determine whether a teacher has demonstrated competency in the subject area(s) in which he/she will teach as required by No Child Left Behind (NCLB). If the teacher is required to be highly qualified under No Child Left Behind, please describe how the school will ensure the teachers meet the definition of "highly qualified."

Page(s) & Appendices located in the petition: Page 80-84

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: The statement is too vague and needs to provide specifics as it relates to subject matter and waivers CCHS are request.

Original Rating of Needs Improvement Remains: The Petitioner stated that "Hi-Q teachers are preferred," but **all** certified staff must be highly qualified.

Addendum Question 4- Background Checks

Describe the charter school's procedures to ensure compliance with the requirement that all staff members and governance board members are subject to fingerprinting and background checks.

Page(s) & Appendices located in the petition: Page 86

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: How will the Governing Board members obtain their background checks and fingerprints?

Original Rating of Meets Requirement(s) Remains

Addendum Question 5- Employee Evaluation

Provide the methods of employee evaluations that will be utilized.

Page(s) & Appendices located in the petition: Page 86

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: If the Petitioner is going to utilize the District's hiring and employment policies and procedures, why does the Governing Board need to supplement the TKES/LKES process?

Original Rating of Meets Requirement(s) Remains: See the above comment, as well.

Addendum Question 6- State Health Benefit Plan Participation

State whether the charter school will elect to participate in the State Health Benefit Plan as provided pursuant to O.C.G.A. § 20-2-880 and O.C.G.A. § 20-2-910.

Page(s) & Appendices located in the petition: Page 86

The petition response (check one):

- Meets Requirement(s)**
 Needs Improvement
 Does Not Meet Requirement(s)

Comments: Complete.

Original Rating of Meets Requirement(s) Remains