

# Starting Sustainability in a State Charter School LEA

## Just Keep Going

*Presenters:*

*Chris Leonard Title II, Part A*

*Karen Cliett Title I, Part A*

*Malissa T. Roberts Special Education*

*Maisha Jack Special Education*





Richard Woods,  
Georgia's School Superintendent  
*"Educating Georgia's Future"*  
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# Effective Leadership

GCEL 2019

Sustainability in a State Charter School LEA

A major system of the complex school organization that sets the direction for the school, ensures that the school's staff is capable of meeting that direction, and makes sure the organization functions according to its mission (Georgia's Systems of Continuous Improvement)

# Effective Leadership

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It is your first day as Federal Programs Director and the Head of your charter board emails and says can you give me a summary of CLIP preparations, stakeholders reached out to, and services we will be offering for Special Education and Migrant Children.

What do you do?

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What do you do?

Nationwide 71% of charter school leaders expect to leave their school in the next five years.



In FY18 Leader  
Retention in Georgia  
at all schools was  
87%

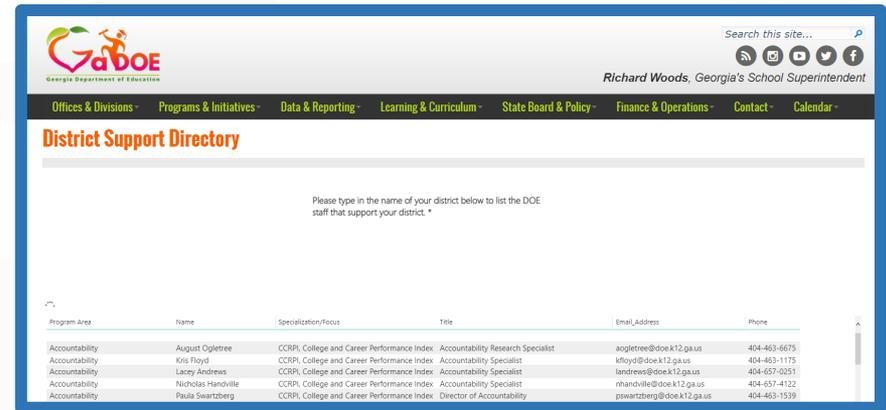
# Effective Leadership

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Sustainability in a State Charter School LEA

Leadership is going to change

- How do we ensure sustainability?
  - Have a plan
    - Leadership
    - Finance
    - Staff
  - What will the next leader need?
  - Who grants authorization?
  - Who do they need to contact?



The screenshot shows the GaDOE District Support Directory page. It features a search bar and a table of support staff. The table has columns for Program Area, Name, Specialization/Focus, Title, Email Address, and Phone.

Program Area	Name	Specialization/Focus	Title	Email Address	Phone
Accountability	August Ogletree	CCRPI, College and Career Performance Index	Accountability Research Specialist	aogetree@doe.k12.ga.us	404-463-6675
Accountability	Kris Floyd	CCRPI, College and Career Performance Index	Accountability Specialist	kfloyd@doe.k12.ga.us	404-463-1175
Accountability	Lacey Andrews	CCRPI, College and Career Performance Index	Accountability Specialist	landrews@doe.k12.ga.us	404-657-0251
Accountability	Nicholas Handville	CCRPI, College and Career Performance Index	Accountability Specialist	nhandville@doe.k12.ga.us	404-657-4122
Accountability	Paula Swartzberg	CCRPI, College and Career Performance Index	Director of Accountability	pswartzberg@doe.k12.ga.us	404-463-1539

<http://www.gadoe.org/Pages/Support.aspx>

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**Where are the files kept?**

CLIP – associated documents  
Equity Plan/Equity Profile  
Budgets – associated documents  
School Improvement Plans  
Schoolwide Plan or Targeted Assistance Plan  
Internal School Plans  
Policy and Procedures  
Financial Documentation  
Evidence Based Practices - Documentation



**Are there any usernames or passwords needed?**



**Are you using school-based technology or personal?**

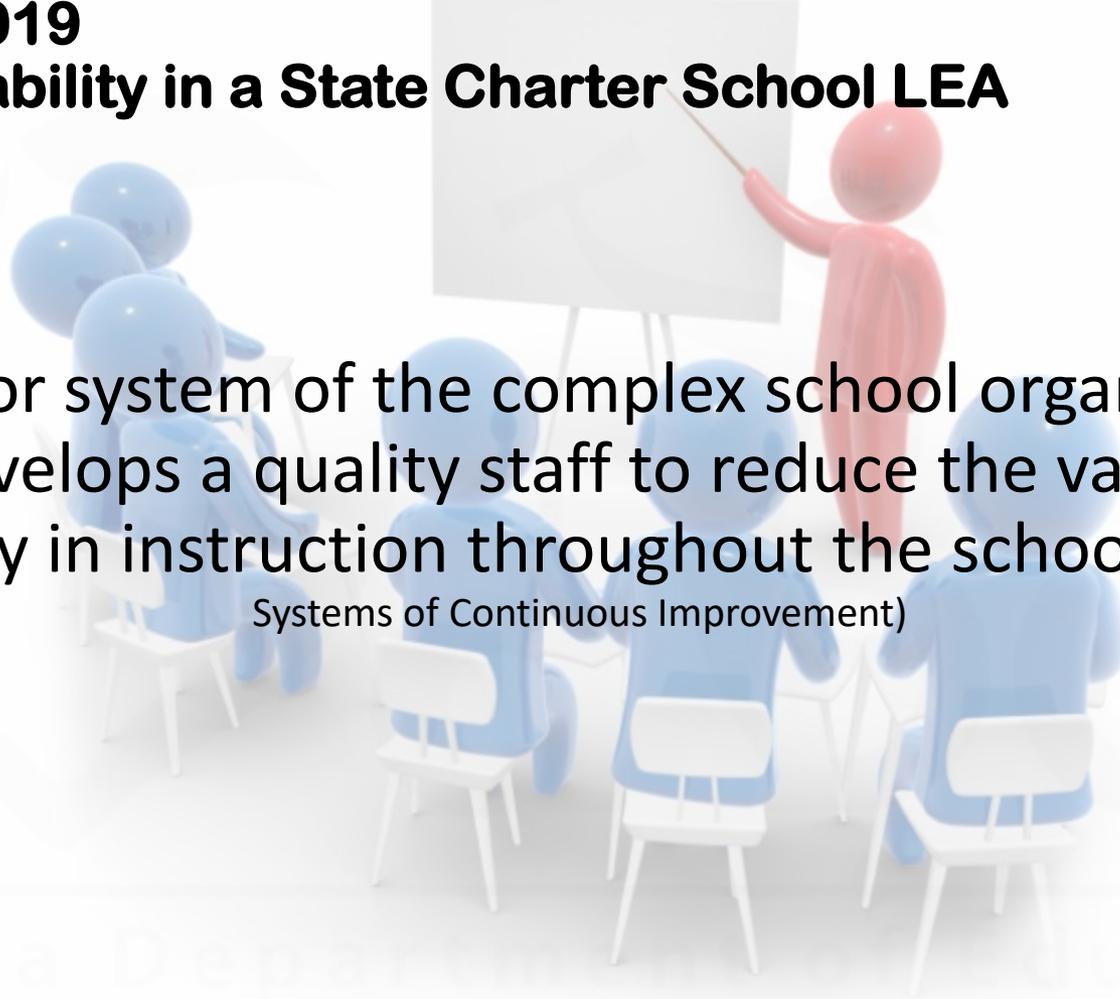


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# Professional Capacity

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A major system of the complex school organization that develops a quality staff to reduce the variance of quality in instruction throughout the school (Georgia's Systems of Continuous Improvement)

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# Professional Capacity

## GCEL 2019

## Sustainability in a State Charter School LEA

- Actively recruit leaders/educators
  - Dedicated
  - Mission and Value Oriented
  - Professional Qualifications
- Develop your own leaders
  - Intentionally build leadership capacity in teachers and staff
    - Shadowing
    - Attend Federal Programs events/conferences
    - Additional Responsibilities – distributed leadership
    - Virtual Training Opportunities
    - Best Practices (team building/site-based management/charter law)
    - Budgets
    - Sharing is Caring



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# Professional Capacity GCEL 2019 Sustainability in a State Charter School LEA

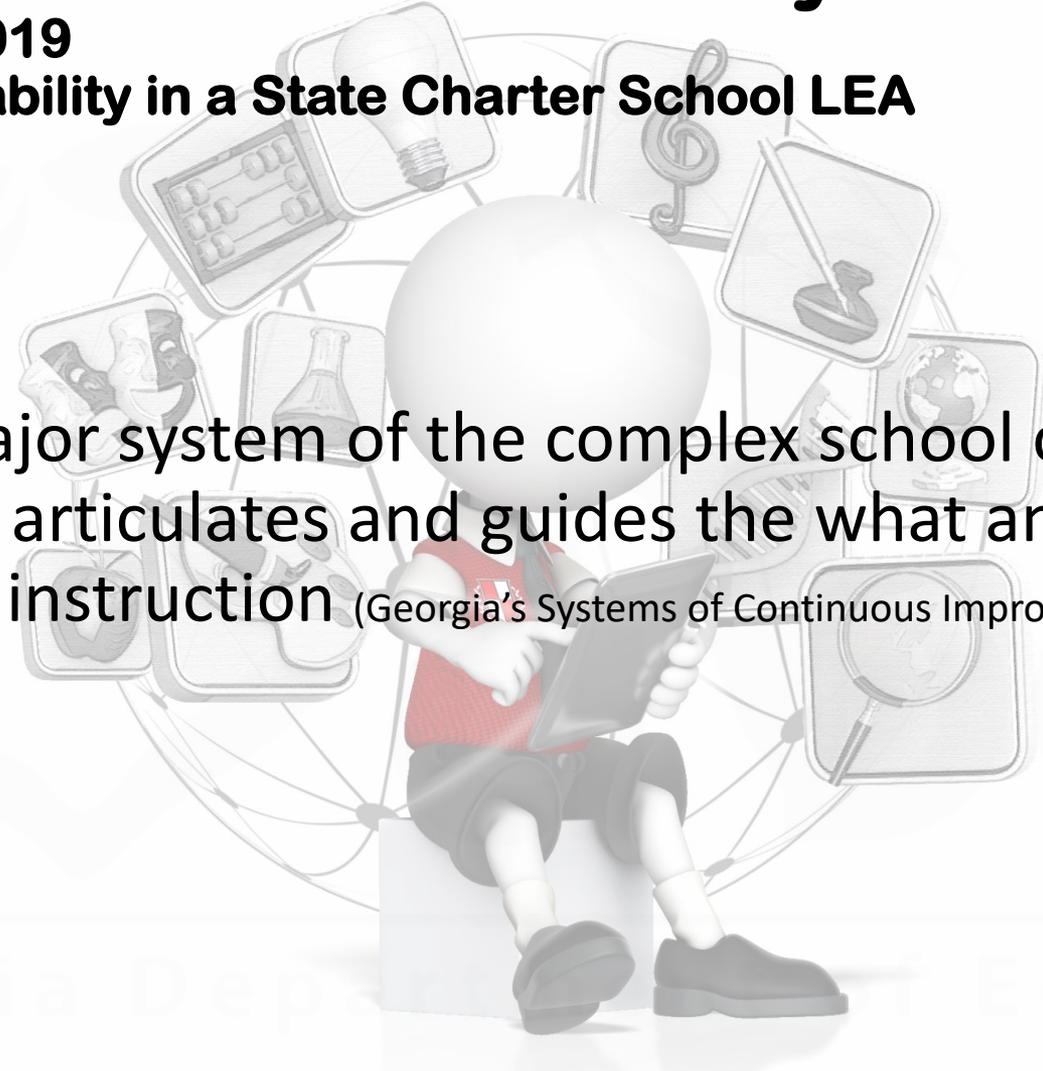
## CLIP

- Consolidated LEA Improvement Plan (CLIP)
  - Stakeholders – Who is required to be on the team?
  - Planning and Preparation
    - How did the team ensure that the selection of stakeholders created an inclusive group with varied perspectives?
    - How will the team ensure that stakeholders are able to provide meaningful feedback throughout the needs assessment process?
  - **Title I** – Teachers, Administrators, Federal programs staff
  - **Title II** - Teachers, paraprofessionals, Administrators, Federal programs staff, specialized staff

# Coherent Instructional System

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A 3D rendered character, a small figure with a large head, wearing a red shirt and black shorts, is sitting on a grey block and looking at a tablet. The character is surrounded by a circular arrangement of various educational icons, including a lightbulb, a treble clef, a microscope, a globe, a magnifying glass, a calculator, a beaker, a book, and a graduation cap. The background is a light grey with a large, faint 'G' and 'E' shape.

The major system of the complex school organization that articulates and guides the what and how of instruction (Georgia's Systems of Continuous Improvement)



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# Coherent Instructional System

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## Sustainability in a State Charter School LEA

- Articulated charter school mission and vision – aligned with curricula
- Clear Educational Plan
  - Teach students where they are and move them forward
- Opportunities for teachers to master their craft
  - Implement the plan with fidelity
- Systems of prevention/intervention
- Common Assessments - to reach every child
  - Strengths
  - Learning Styles
  - Interests
- Data used to tweak the plan





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# Supportive Learning Environment

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Sustainability in a State Charter School LEA

A major system of the complex school organization that ensures students' school participation and willingness to expend major effort on classroom learning (Georgia's Systems of Continuous Improvement)

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# Supportive Learning Environment

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## Sustainability in a State Charter School LEA

- School Environment
  - How can funding help?
    - Budgets
- Classroom Environment
  - Equity?
    - Well managed
    - Safe
    - Orderly
    - Conducive to learning
    - Respect for all
    - Student centered/student directed
    - High expectations – teaching/learning

# Family and Community Engagement GCEL 2019 Sustainability in a State Charter School LEA

- A major system of the complex school organization that develops quality links between local school professionals and the parents and community the school is intended to serve (Georgia's Systems of Continuous Improvement)

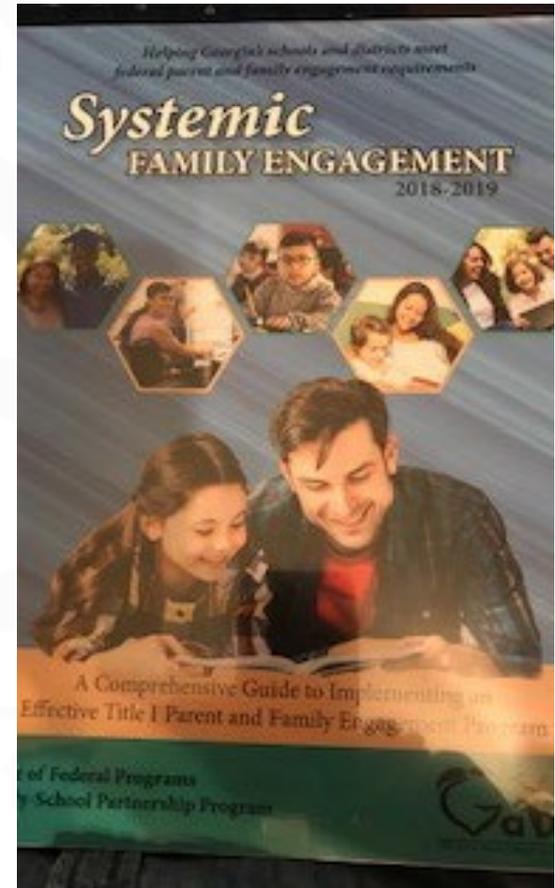
# Family and Community Engagement GCEL 2019 Sustainability in a State Charter School LEA



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- Build strong relationships with parents and community members
- Grow relationships through purpose and transparency
- Work side by side
- Be clear and deliver on your promises

<http://www.gadoe.org/School-Improvement/Federal-Programs/Partnerships/Pages/Handbook.aspx>





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# Family and Community Engagement GCEL 2019 Sustainability in a State Charter School LEA

## CLIP

- Consolidated LEA Improvement Plan (CLIP)
  - Stakeholders – Who is required to be on the team?
  - Planning and Preparation
    - How did the team ensure that the selection of stakeholders created an inclusive group with varied perspectives?
    - How will the team ensure that stakeholders are able to provide meaningful feedback throughout the needs assessment process?
  - **Required Stakeholders:** Parent representatives (Title I and ELL), students (8-12 grade), ex-students, private school officials, DFCS, other organizational partners (business/church).



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# Hearing From The Charters

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### Sustainability in a State Charter School LEA

- April Wallis
  - Cherokee Charter Academy



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# Resources

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### Sustainability in a State Charter School LEA

- Five Characteristics of Effective Charter Schools
  - <https://leaders-building-leaders.com/2018/01/22/five-characteristics-of-effective-charter-schools/>
- You're Leaving? Sustainability and Succession in Charter Schools
  - <https://www.crpe.org/publications/you%E2%80%99re-leaving-sustainability-and-succession-charter-schools>
- Characteristics of High-Quality Sustainable Charter Schools
  - <http://www.hollyhartconsulting.com/Resources/docs/Qualities%20of%20A%20Sust.%20Final.pdf>
- Working Without A Safety Net. How Charter School Leaders Can Best Survive On The High Wire
  - [https://www.crpe.org/sites/default/files/ICS\\_Highwire\\_Inside\\_Sep08\\_0.pdf](https://www.crpe.org/sites/default/files/ICS_Highwire_Inside_Sep08_0.pdf)
- Organizational Sustainability: What Is It, And Why Does It Matter?
  - [https://www.uos.ac.uk/sites/default/files/basic\\_file/REAMS\\_1-\(1\)\\_Wales-v2.pdf](https://www.uos.ac.uk/sites/default/files/basic_file/REAMS_1-(1)_Wales-v2.pdf)
- Title II, Part A website
  - <http://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Pages/Title-II-Part-A-Home.aspx>
- Federal Programs
  - <http://www.gadoe.org/School-Improvement/Federal-Programs/Pages/default.aspx>
- Department of Special Education Supports and Services
  - <http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Pages/default.aspx>
- Title I
  - <http://www.gadoe.org/School-Improvement/Federal-Programs/title-i/Pages/OtherResources.aspx>



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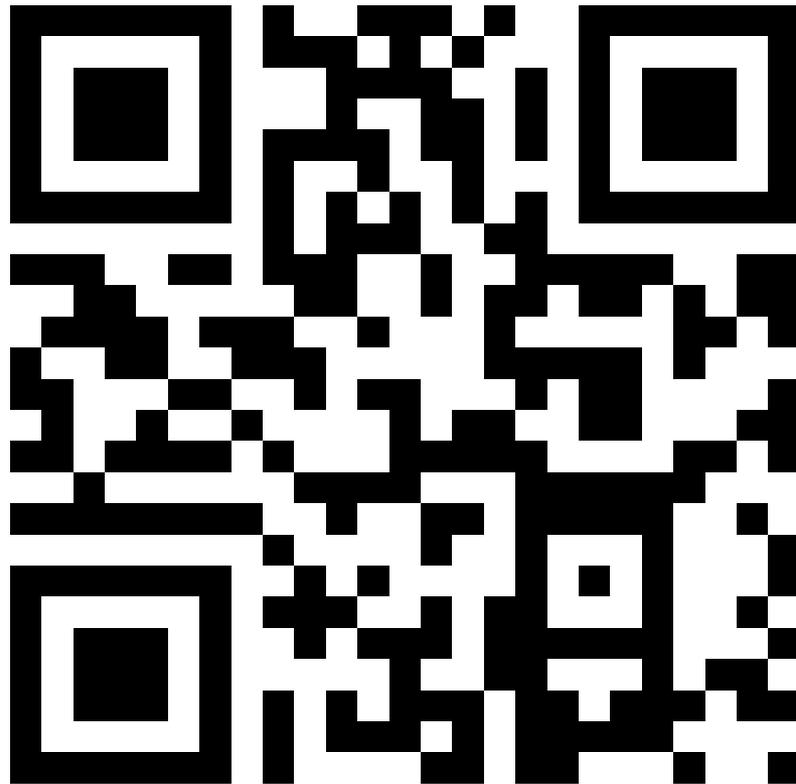


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# I Didn't Think of This While I Was There

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If you have any questions or support requests you think of later, please use this QR code™ to access a form where you can submit those questions or requests for support.

QR Code is registered trademark of [DENSO WAVE INCORPORATED](http://DENSO WAVE INCORPORATED)

# Feedback

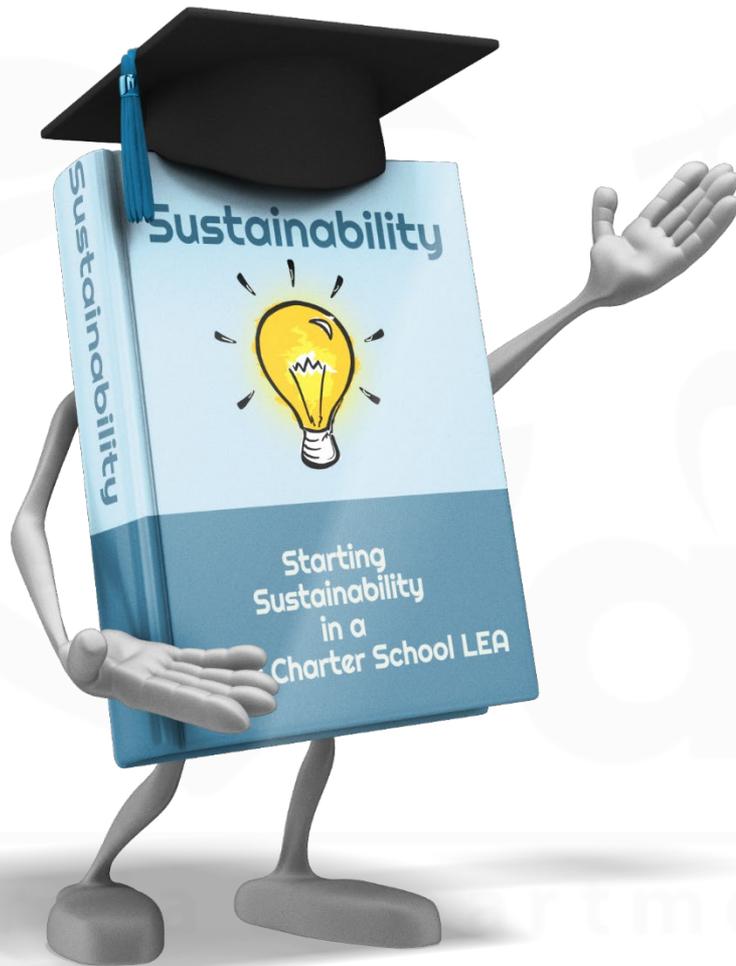
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Please take the time to provide us with feedback on this session. Your feedback helps us to better tailor our support efforts.

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