

Clarke County Local School Governance Teams

What a Charter System is not:

- The charter system *is not*:
 - Private schools
 - Charter schools
 - Opportunity School District
- The charter system *doesn't change*:
 - The overall impact of state testing
 - Performance expectations by the state (CCRPI)
 - The authority of our local BOE
 - The use of school attendance zones
 - District-wide curriculum and pacing initiatives
 - Our commitment to the Fair Dismissal Act



What a Charter System is:

- The charter system *is* a 5-year contract between CCSD and the State Board of Education (SBOE)
- The system receives flexibility and the ability to distribute governance to the local school level, in exchange for specific performance objectives



What is required by the contract?

- CCSD as a district will:
 - Use waivers from almost all state rules to try new and creative methods school-wide or in individual classrooms
 - Agree to CCRPI performance measures that take demographics into account
 - Change its governance structure through decentralization, giving each individual school more responsibility and independence through school-level governance
 - Create processes for each school to propose school and community programs that are responsive to school & community needs and assets
 - Involve parents and community members in planning and decision-making
 - Focus on literacy, school climate and parent participation
 - Work to reduce student absences
 - Maintain the financial health of the district

“To align the needs and assets of the schools and communities”

- For CCSD, the charter system *is an opportunity* to:
 - Share school decisions, goal-setting, and vision with our entire school communities - parents, families, students, community members, teachers, staff, and administrators
 - Promote school and community improvement programs
 - Build leadership in our neighborhoods through service and training
 - Be a part of county-wide planning, data collection and action
 - Lead a more responsive and holistic approach to education and community development



Governance Team & Community Success Stories

Chicago Public Schools Community Partners

- 71 teams with 10 members each - average of 3 school employees and 7 non-school employees
- Partner organizations at all schools concentrating on health and social services; nutrition; youth development; community advocacy; arts and cultural education; and recreational services

Benjamin Franklin High School in Baltimore, MD

- Developed financial literacy workshops with local businesses, developed over 17,000 service learning hours, and stopped a waste incinerator from being built near the school
- Went from one of the lowest performing high schools to one of the best in 4 years

Wolfe Street Academy in Baltimore, MD

- Used social work interns from a nearby university to carry out a wide variety of services
- Dentistry students offered free annual screenings for all students as well as prevention education
- Went from 77th to 2nd best performing elementary school in 9 years

Cincinnati Public Schools - Community Learning Centers (CLCs)

- CLCs in schools offer health services, counseling, after-school programs, nutrition classes, parent and family engagement programs, early childhood education, career and college access services, youth development activities, mentoring, and arts programming

How Governance Team efforts fit into the Strategic Plan

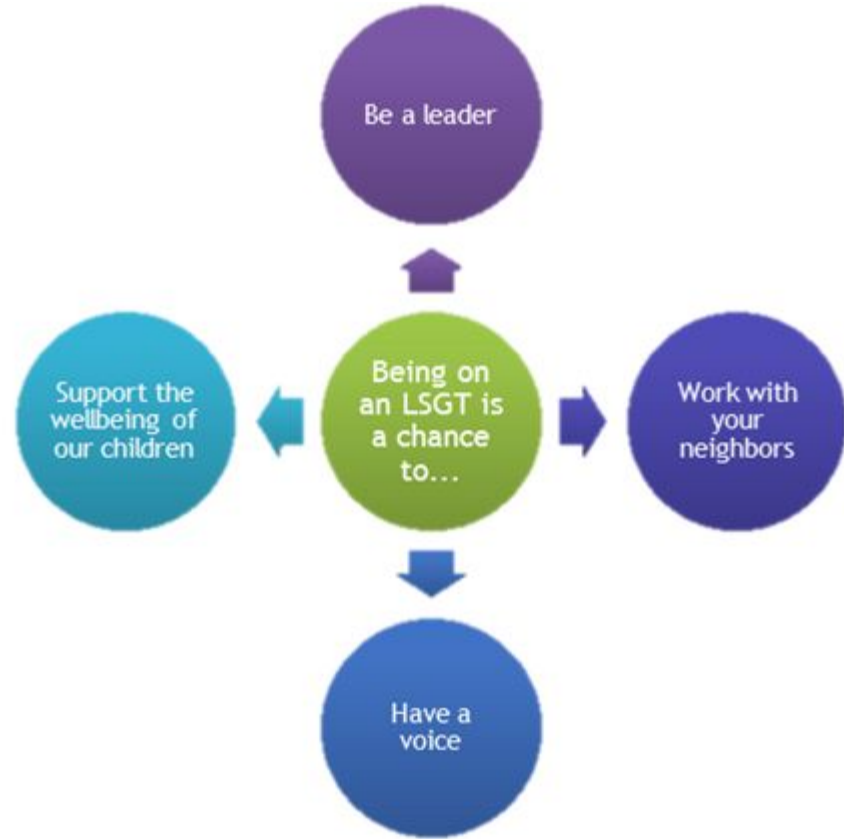
- Goal II - Preparing students for college and careers and preparing them for life outside of schools
 - Examples, Governance Teams:
 - use partnerships with local businesses to get involved in career workshops or financial literacy education for students and families.
 - base curricular, mentor or after school program (literacy, dual-language, STEM) on community need or asset.

- Goal III - Focuses on promoting the health of students through parent and community involvement
 - Examples, Governance Teams:
 - decide to clean up a community stream or river and create a source of pride for the neighborhood and improve the quality of Athens' water supply.
 - create a community-wide health program or health clinic based at the school.



How does this work?

- Local School Governance Teams will be formed and trained at every school
- CCSD is recruiting parents/guardians, teachers/staff, and community members until ***September 30th***
- We set a goal to get 300 people to fill out online or paper Statements of Interest
- Right now, 340 people have signed up!



What are you saying?

“I would like to become more plugged in to my child’s school experience”

“We need advocates for our kids, especially disenfranchised and frustrated kids who deserve a bright future at a school they can be proud to attend”

“I think it is critical to have the voice of families and the community in the creation of our school plans”

“The new charter district status presents an excellent opportunity for schools to truly work together with the local community to create new learning opportunities for students”

“I want all families to feel proud of our schools”

“Our children in Clarke County deserve the best!”

“I love Athens, and want to see all our children grow to be productive, caring citizens”

“I believe having balanced representation will be essential in ensuring stakeholders have a voice and feel welcome in our schools”

What are you saying?

“Our real strength is in our diversity”

“I feel strongly that the entire community should feel they are valued as part of the school culture”

“Our schools greatly impact our communities and our communities shape our schools”

“I care
ABOUT
CHILDREN.
I care
ABOUT
ATHENS”

“I am inclined to believe that serving in your school community will assist in building greater and more deeply involved supports for our children, develop a sense of ownership and help to build a bridge within communities of families and children.”

“I would like to become more engaged in helping to shape the direction of our community, and provide support for individuals residing in underrepresented neighborhoods”

“I look forward to being part of a team”

“This will possibly be a great platform and opportunity to exemplify leadership”

The Overall Roadmap for the Charter System

2016-17 is Year 1 - Planning Year

**2017-18 and 2018-19 are Years 2 & 3 - Implementation
Years**

**2019-20 and 2020-21 are Years 4 & 5 - Implementation and
Evaluation Years**

Charter System Implementation Timeline:

- Until September 30th: Recruitment & Orientation now until September 30th
- October 10-October 21: Voting for Parent/Guardian and Teacher/Staff members
 - Voting for parents/guardians to occur during parent/teacher conferences
- October 31-November 18: First meeting
 - Identify additional community members to serve
 - Prepare for training
- November 28-December 16: Second meeting
 - Vote to confirm identified community members
 - Student representatives selected
- January 3-31: First meeting of Full LSGTs & begin training

What kinds of decisions will Governance Teams make?

Personnel	<ul style="list-style-type: none">➤ Recommend principal for selection by BOE➤ Input on hiring processes aligned with the work of the Governance Team
Financial & Resource Allocation	<ul style="list-style-type: none">➤ Input into school budget, including personnel, curriculum, supplies, equipment, maintenance and operations➤ Apply for funding from the district to fund the work of the Governance Team
Curriculum & Instruction	<ul style="list-style-type: none">➤ Input into selection of curriculum and materials outside of district-wide curriculum and materials part of the district Strategic Plan and aligned with Governance Team work
School Improvement	<ul style="list-style-type: none">➤ Approve and provide oversight of the School Improvement Plan➤ Set long-term goals for the school➤ Base decisions on not only school, but community data➤ Take part in annual evaluation with the Superintendent on achievement of the plan
School Operations	<ul style="list-style-type: none">➤ Input into operations consistent with the work of the Governance Team➤ Input into priorities and approval of local SPLOST projects➤ Recommend community improvements that impact school improvements

General guidance for Teams at each school

- *Focus on governance, not management*
- Work to collectively represent the demographic diversity of the school community they serve
- Think about how their work impacts not only school improvement, but community improvement
- Use school and community data to respond to school and community needs
- Help determine the long-term direction of the school
- Design innovative solutions to school-community needs
- Serve as school ambassadors to the local community

More specific guidance for individual members

- All members will:
 - Serve ONE team
 - Not be paid for their service
 - Have an equal voice and vote, including students
 - Represent all students
 - Speak with one voice - ***Individual LSGT members have no authority***
 - Participate in training and attend meetings (can be virtual attendance)
 - Work collaboratively as a team with others
 - Report community or child safety issues to the principal or appropriate authorities
 - Not seek to influence school decisions unless they are authorized to do so

Team duties & responsibilities

- Governance Teams will:
 - Make decisions by majority vote
 - Participate in an annual assessment of the team's performance
 - Meet a minimum of seven times during the 12-month year (3 fall; 3 spring; 1 summer for planning) starting on July 1
 - Abide by CCSD governance regulations and procedures for LSGTs
 - Abide by state open meeting and open records laws



Estimated time commitments

- We estimate that:
 - The 6 regular meetings will last an average of up to 2 hours each
 - The 1 summer planning meeting will last up to 4 hours
 - Total time commitment: 16-25 hours per year
- Time commitments for certain members could be more if:
 - They are the Co-Chair: up to 40 hours per year
 - They volunteer to do train-the-trainer sessions
 - Train-the-trainer sessions are estimated to last 1-2 hours
 - This responsibility will be shared amongst team members and may be shared among clusters of LSGTs



Governance Team membership at each school

- 3 Parents/Guardians of students at the school
- 3 Teachers/Staff at the school
- 1 Principal of the school as Co-Chair*
- 3 Community Members
- 1 Student at the school (middle and high only)
- 2 Optional At-Large Members can be CCSD or non-CCSD employees living or working anywhere in Clarke County


*Other Co-Chair must be non-CCSD employee, nominated and voted on by LSGT

“Core Governance” Phase in Year 1 ONLY

“Core Governance” phase will be an initial group formed in Year 1 only:

- 3 Parents/Guardians of students at the school
- 3 Teachers/Staff at the school
- 1 Principal of the school as Co-Chair*
- 1 Community Member

This group will meet in November and December 2016 to choose 2 additional community members.



Parent/Guardian

- Qualifications:
 - Must be a parent or legal guardian of a student in any grade at the school
 - Must attend ONE orientation session
- Selection:
 - ***Must confirm interest to be placed on ballot***
 - Elected by parents/guardians in the school community during October, as needed
- Terms (calendar year - January to December):
 - Start-Up Teams: 2- or 3-year terms to ensure staggered terms for continuity going forward
 - After Start-Up: 2-year terms
 - Can serve two consecutive terms

Teacher/staff qualifications and procedures

- Qualifications:
 - Must be a teacher or staff member at the school
 - Must attend ONE orientation session
- Selection:
 - ***Must confirm interest to be placed on ballot***
 - Elected by teachers/staff in the school during October, as needed
- Terms (calendar year - January to December):
 - Start-Up Teams: 2- or 3-year terms to ensure staggered terms for continuity going forward
 - After Start-Up: 2-year terms
 - Can serve two consecutive terms

Principal qualifications and procedures

- Qualifications:
 - Must be the principal of the school
- Selection:
 - Principals are not elected
- Terms:
 - No term limit

*Principals will serve as the CCSD Co-Chair of each Governance Team, alongside the non-CCSD Co-Chair

Community Members

- Qualifications:
 - Must be non-CCSD employees who live, work or volunteer in the school attendance zone
 - 1 Member part of “Core Governance”: Provide past service and leadership to school community (police officer, firefighter, EMT, nurse, minister, volunteer, mentor, non-profit or business leader, community leader)
- Selection:
 - 1 Member part of “Core Governance”: Selected with input by Board of Education, principals and community partners; OR
 - All other community members are selected during “Core Governance” phase
- Terms (calendar year - January to December):
 - Start-Up Teams: 2- or 3-year terms to ensure staggered terms for continuity going forward
 - After Start-Up: 2-year terms
 - Can serve two consecutive terms

Optional “At-Large” qualifications and procedures

➤ Qualifications:

- Can be anyone living or working in Clarke County
- Can fill an identified need to:
 - increase diversity on the team or add an underrepresented voice based on neighborhood, race, ethnicity, gender, perspective
 - to add someone with skills needed to do Governance Team work
 - to balance the ratio of non-CCSD employees to CCSD employees

➤ Selection:

- Selected and voted on by Governance Teams as needed

➤ Terms:

- Serve 1 or 2-year terms, per agreement between member and Governance Team
- Terms begin when selected
- Serve two consecutive terms

Student qualifications and procedures

- Qualification:
 - Must be a middle or high school student *in any grade* at the school
- Selection:
 - Will be appointed by the Principal based on criteria determined by the Principal and Governance Team
- Terms:
 - Selected each year, and one student can serve no more than 2 years
 - Terms are flexible

Co-Chairs

- One Co-Chair will always be the Principal
- The other Co-Chair must be a non-CCSD Governance Team member
 - Nominated and selected at each January meeting
 - Serve 1-year terms
 - Eligible for one additional term as Co-Chair
- Co-Chairs will:
 - Serve jointly as the leaders of teams and preside over all meetings
 - Lead and facilitate meetings by setting agenda
 - Ensure effective action of the team
 - Act as representatives of the team as a whole, if needed
 - Ensure team understanding of governance areas, including school budget, resource allocation, finances, personnel, curriculum, instruction, operations, and strategic planning
 - Defers to the principal as the spokesperson for the school

Governance and Leadership Training

- Currently being developed by UGA Carl Vinson Institute of Government and J.W. Fanning Institute of Leadership Development
- Modules will include:
 - Roles and Responsibilities - January 2017
 - Effective Meetings - January 2017
 - Curriculum, Instruction, Assessment - February 2017
 - School Operations - March 2017
 - Community Engagement - May 2017
 - School Improvement Planning - Summer 2017
 - School Funding/Budget - September 2017
 - Human Resources/Resource Allocation - October 2017
- UGA Fanning will offer a specialized Leadership Academy for up to 25 members per cohort, free for any Governance Team member

What happens now? - Community/At-Large

- For those wishing to serve as Community Members
 - Your name has been entered into a bank for each school and you will be notified of selection in November and December
 - All parents/guardians not elected will automatically be entered into the community bank for your school of choice
- For those wishing to serve as At-Large Members
 - Your name has been entered into a bank for the district and you will be notified of selection after January
 - All teachers/staff not elected will automatically be entered into the at-large bank for your school of choice

What happens now? - Parents/Guardians and Teachers/Staff

VERY IMPORTANT INFORMATION!!!

- For those wishing to serve as Parents/Guardians or Teachers/Staff
 - We ask that you ***confirm*** your interest in being placed on ***ONE ballot serving ONE role*** in two ways:
 - Email me at barlamentj@clarke.k12.ga.us
 - A quick yes/no is all you need to do!
 - OR fill out a follow-up survey here: bit.ly/LSGTConfirm
 - The survey lets you write a statement that will be listed with your name on the ballot

- Please visit www.clarke.k12.ga.us/charter for more information AND www.clarke.k12.ga.us/charterlsqt to fill out a Statement of Interest by **September 30th!**
- Call James Barlament at 706-546-7721, ext 20742 or email at barlamentj@clarke.k12.ga.us
- All those who fill out a Statement of Interest will receive information about upcoming Orientation Sessions and Voting processes
- Upcoming Orientation and Information Sessions:
 - Sept 22nd @ 6pm @ HB Stroud Elementary
 - Sept 23rd @ 9am @ Athens Community Career Academy-Heritage Room
 - Sept 23rd @ 3:30pm @ Athens Community Career Academy-Heritage Room
 - Sept 29th @ 6pm @ BHL Middle