Gilmer County Schools Charter System

Stockholders that will promote college and career readiness for all Georgia public school improvement, accountability, and communication platform for all educational institutions, or a state or local public entity in cooperation with one or more postsecondary institutions, and community stakeholders to advance work force development between industry, and community stakeholders to advance work force development between business, which formalizes a partnership through demonstration of collaboration between business, or pursuant to a contract for a strategic waiver school system or charter school.

b. College and Career Academy: A specialized school established as a charter school

Congress in 2015 as the Every Student Succeeds Act (ESSA).

Congress in 1965, the Elementary and Secondary Education Act as amended (ESEA as Amended): The

1. Definitions. The terms below will be interpreted in accordance with the following definitions.

NOW THEREFORE, in consideration of the promises, mutual interests, and covenants acknowledged, the parties agree as follows:

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WHEREAS, pursuant to O.C.G.A. § 20-2-2062, the local board forms this charter to permit

WHEREAS, the local board approved the petition proposing to establish a charter school system

WHEREAS, the State Board finds that the petition complies with the provisions of the Charter

WHEREAS, the State Board finds that the petition complies with the provisions of the Charter

This charter for Gilmer County Schools ("charter") is created into by the Gilmer County Board

CHARTER FOR GILMER COUNTY SCHOOLS
The following schools are not part of the Charter System: None.

education centers and magnet schools, shall be excluded from the Charter System.

Charter and Schools with admission criteria, including but not limited to academic

c. Locally approved start-up charter schools, conversion charter schools, with separate

prior to obtaining a School Code:

b. The Charter System shall notify the Department of any new Charter System Schools

except as expressly included herein all schools with a CRESI designation including


The Charter System and the Schools within the Charter System under this Charter:

3. Responsibility. The Local Board shall ultimately be responsible for all duties to be performed by

for a 5-year term beginning on July 1, 2019 and expiring on June 30, 2024.

2. Charter Term. The State Board grants this Charter to the Local Board to operate a Charter System

6. State Performance Targets: The State performance target is set using all students with

education agencies in Georgia.

f. State Board of Education (SBOE or State Board). The State Board of Education is

pursuant to local board of education control and management.

e. Local Educational Agency (LEA). A Local Educational Agency is a Local System

supervision and oversight by the State Board of Education.

d. Georgia Department of Education (GDOE or Department). The Georgia

school student.
6. Essential or Innovative Features

The Career Academy shall implement, but is not limited to, the following essential or innovative features:

- Career academy as an essential or innovative feature.

4. The district's career system includes the CCA and the College and Career Academy.

By the local district

Description of any services and supports to be provided to the CCA

- Description of any services and supports provided to the CCA.

Improvement goals, and school operations, and

- Establishing and maintaining the achievement of school
- Improving the achievement of the school
- Ensuring the achievement of the school
- Ensuring the achievement of the school
- Recognizing the school
- Recognizing the school
- Recognizing the school

Acknowledgement that the CCA Governing Board shall in

Disclaimer

Description of the amount of funding the CCA will receive from the

Description of the CCA's independence

- Description of the CCA's independence.

Business partners that provide the following:

- Business partners that provide the following.
- Business partners that provide the following.
- Business partners that provide the following.

Local school government members

- Local school government members.
- Local school government members.
- Local school government members.

3. Procedures for electing members:

- Procedures for electing members.
- Procedures for electing members.
- Procedures for electing members.

2. If an existing CCA is included in the CCA.

- If an existing CCA is included in the CCA.
- If an existing CCA is included in the CCA.

1. Provide proof that the CCA governing board will continue to serve as the

Academies:

Academy must meet the following requirements to be certified to College and Career.

- Any college and career academy, "CCA," opened by or any existing CCA included
Appendix A

11. Assessment and Accountability

10. Operational Goals and Measurable Objectives. In exchange for the flexibility granted in Section 7 above, each Charter School System shall be held accountable for the operational goals and measurable objectives set forth in Appendix A related to this Charter.

9. Performance-Based Goals and Measurable Objectives. In exchange for the flexibility granted in Section 7 above, the Charter System agrees to meet or exceed the performance-based goals and measurable objectives set forth in Appendix A related to this Charter.

8. Accreditation. The district’s accreditation pursuant to O.C.G.A. Section 20-3-519(6)(A)(i) shall be maintained for the duration of the charter term.

7. Performance-Based Goals and Measurable Objectives. In exchange for the Charter System’s agreement to meet the requirements of this section, the Charter School System shall be held accountable for the performance-based goals and measurable objectives set forth in Appendix A related to this Charter.

6. Attrition, retention, and turnover, including the following:
   a. Attrition: The Charter School System shall maintain an attrition rate of 10% or less and provide a plan for addressing the reasons for attrition.
   b. Retention: The Charter School System shall maintain a retention rate of 90% or better and provide a plan for addressing the reasons for turnover.
   c. Turnover: The Charter School System shall maintain a turnover rate of 10% or less and provide a plan for addressing the reasons for turnover.

5. Student achievement.

4. Continuous improvement in the areas of:
   a. Graduation requirements provided to ensure students are fully prepared for the world of work and post-secondary education and students provided alternative ways
   b. Increase student achievement, including but not limited to:
      i. Increase student engagement and motivation
      ii. Increase student participation in enrichment programs
      iii. Increase student attendance
   c. Increase collaboration between the Charter School System and local businesses and industries
   d. Increase collaboration between the Charter School System and other Charter School Systems
   e. College and career readiness; and
   f. College and career academy.

3. Work ethic, personal responsibility, and interpersonal skills.

2. Increase awareness of successful strategies, problem solving, and conflict resolution skills and

1. Graduate requirements provided to ensure students are fully prepared for the world of work and post-secondary education and students provided alternative ways to earn credit.

Provide wraparound services for students in partnership with community members.
15. State and federally mandated educational services


13. Open Enrollment and Admissions. The Charter System shall enroll students in its Charter System school if the student is a regular student in the previous year, satisfies the enrollment requirements, and succeeds in the Charter System school's academic programs. The Charter System shall annually submit an annual report by November 1 of each year to the state commission on charter schools under the Elementary and Secondary Education Act, subject to any amendment, waiver or

12. Annual Report. The Charter System shall submit an annual report by November 1 of each year to the state commission on charter schools under the Elementary and Secondary Education Act, subject to any amendment, waiver or


10. Random Lottery. If the number of timely applications who reside in the attendance zone

9. Attendance Zone: Enrollment shall be open to any student who resides within the attendance zone for the Charter System school. The attendance zone for each Charter System school shall be determined by the GCSO.

8. Admission criteria. Charter System schools may set admission criteria based on a school's enrollment capacity, academic performance, demographic factors, or any other factors determined by the Charter System board.

7. Selection of students. Students who are not selected must be offered the closest alternative public school, including but not limited to a traditional public school, charter school, or other approved alternative education programs.

6. Background check. The Charter System shall perform a background check on all staff and volunteers who have contact with students.

5. State and federal requirements. The Charter System shall comply with all federal and state education laws and regulations, including Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act, and


3. Open Enrollment. The Charter System shall enroll students in its Charter System school if the student is a regular student in the previous year, satisfies the enrollment requirements, and succeeds in the Charter System school's academic programs.

2. Admission criteria. Charter System schools may set admission criteria based on a school's enrollment capacity, academic performance, demographic factors, or any other factors determined by the Charter System board.

1. Student enrollment. The Charter System shall enroll students in its Charter System school if the student is a regular student in the previous year, satisfies the enrollment requirements, and succeeds in the Charter System school's academic programs.
Decision-Making Authority. The decision-making authority of the principal of each Charter System School, the School Governing Council of each Charter System School, and the Local Board in personal, academic, instructional, and student discipline matters is established in the Charter System School’s mission and vision, policy, and procedures. Each Charter System School’s mission and vision, policy, and procedures shall be reviewed and updated annually by the Governing Council. The Governing Council shall review and update the Charter System’s mission and vision, policy, and procedures at least once annually. The Governing Council shall also ensure that the Charter System’s mission and vision, policy, and procedures are consistent with the Charter System’s overall goals and objectives.

c. Control and Management of the Local Board. The Governing Council shall be responsible for the control and management of the Local Board. The Local Board shall be subject to the control of the Governing Council at each Charter System School.


Reauthorization Waiver.

a. Any amendment, waiver, or reauthorization of Title I, Title II, and Title IV, Part A, of the Elementary and Secondary Education Act, subject to any amendment, waiver, or reauthorization of Title I, Title II, and Title IV, Part A, of the Elementary and Secondary Education Act, subject to the policies of the Board of Education, shall be subject to the Board of Education’s approval. The Charter System and each Charter System School shall provide evidence of compliance with all applicable federal, state, and local laws and regulations. The Governing Council shall be responsible for ensuring that each Charter System School complies with all applicable law and regulations. The Governing Council shall also ensure that the Charter System School provides evidence of compliance with all applicable federal, state, and local laws and regulations.

b. English Language Learners. The Charter System and each Charter System School shall provide evidence of compliance with all applicable federal, state, and local laws and regulations. The Governing Council shall be responsible for ensuring that each Charter System School complies with all applicable federal, state, and local laws and regulations. The Governing Council shall also ensure that the Charter System School provides evidence of compliance with all applicable federal, state, and local laws and regulations.

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The Charter System is a public, non-profit, non-sectarian entity that is governed by a Board of Education. The Board of Education is composed of nine members, each of whom is elected by the voters of the Charter System. The Board of Education is responsible for the general direction and management of the Charter System and each Charter System School. The Board of Education shall adopt and enforce policies and procedures that are consistent with the Charter System’s mission and vision, policy, and procedures. The Board of Education shall also ensure that the Charter System School provides evidence of compliance with all applicable federal, state, and local laws and regulations. The Board of Education shall also ensure that the Charter System School provides evidence of compliance with all applicable federal, state, and local laws and regulations.

The Charter System School is a public, non-profit, non-sectarian entity that is governed by a Board of Education. The Board of Education is composed of nine members, each of whom is elected by the voters of the Charter System. The Board of Education is responsible for the general direction and management of the Charter System and each Charter System School. The Board of Education shall adopt and enforce policies and procedures that are consistent with the Charter System’s mission and vision, policy, and procedures. The Board of Education shall also ensure that the Charter System School provides evidence of compliance with all applicable federal, state, and local laws and regulations. The Board of Education shall also ensure that the Charter System School provides evidence of compliance with all applicable federal, state, and local laws and regulations.

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A. Annual Audit. The Charter System shall be subject to an independent annual financial audit.

17. Fiscal Control.

Thereafter, with the approval of the State of Georgia, the Local Board, and any subsequent Governing Council members in excess of reasonable expenses incurred in connection with school operations, the Governing Council may request an audit of financial records of the Charter System.

K. Governing Council's Competence. The Charter System shall not be competently governed by a school district or other entity, except as otherwise specified in this Act, in accordance with the laws of the State of Georgia.

L. Public Meetings. The Local Board shall conduct regular meetings consistent with the requirements of the Georgia Open Meetings Act, O.C.G.A. § 50-18-7 et seq., and any subsequent Governing Council may hold regular meetings consistent with the requirements of the Georgia Open Meetings Act, O.C.G.A. § 50-18-7 et seq.

M. Public Records. The Governing Council shall maintain their adopted policies, procedures, and minutes of meetings in a form that allows for public inspection. The Governing Council shall make such documents available for public inspection.

N. District and School: The Governing Council shall conduct regular meetings consistent with the requirements of the Georgia Open Meetings Act, O.C.G.A. § 50-18-7 et seq., and any subsequent Governing Council may hold regular meetings consistent with the requirements of the Georgia Open Meetings Act, O.C.G.A. § 50-18-7 et seq.

O. Annual Training. The Local Board shall adopt an annual training program that includes, but is not limited to, training in ethics and professional development, and shall implement it.

P. Conflict of Interest. The Charter System shall establish a formal policy to prevent and disclose conflicts of interest.
b. Abuses of Remediation. The Charter System and each Charter System School shall conduct employees' and visitors' conflict of interest transactions and the prevention of unlawful
rights, insurance; the protection of the physical health and safety of students,
regulations, court orders and state and federal rules and statutes relating to civil
school shall operate in accordance with all applicable
way of limitation.
the State of Georgia and all applicable federal, state and local laws that may not be waived pursuant
18. Compliance with Other Laws, Rules, and Regulations. The Charter System and each Charter
Goods or Services.
the Charter System has a contract of whom the Charter System has purchased
shall not be contractually bound to the Charter System or to any third party with whom
by the Charter System and the governing body. Except as agreed herein, the State Board
e. Responsibility for Debts. The Charter System is solely responsible for all debts incurred
the laws of the State of Georgia.
the Charter System shall secure adequate insurance coverage and the Charter
the laws of the State of Georgia in accordance with
in accordance with the laws of the State of Georgia. Prior to execution of this
Security and the Charter System shall maintain such coverage throughout the Charter
insurance. Prior to opening, the Charter System shall secure adequate insurance
funds.
all federal eligibility requirements as a prerequisite to applying for and receiving such
Prior to the federal Charter School Program, the Charter System must satisfy
in the event the Charter System seeks
Independent CPA licensed in Georgia as required by law.
and accounts of an
calculation. Qualifying Basic Education (QBE) funding may not be waived.

1. QBE Formula Funding: The Charter System acknowledges that criteria used to
    small transplant all official student records in the manner prescribed by the State Board.
    and Privacy Act, 20 USC § 1232g. In the event a Charter System School closes, it
    System School are subject to all provisions of the Federal Family Educational Rights

   1. Individual Graduation Plans: The Charter System and each Charter System School shall
    rejection.

   1. O.C.G.A. § 20-2-133.
    of C.G.A. § 20-2-1050, which requires a brief period of other
    The Charter System and each Charter System School shall not charge tuition
    and 20-2-740.

6. Requiring Reimbursement: The Charter System and each Charter System School shall be

   6. Requiring Reimbursement: The Charter System and each Charter System School shall be

   in Section 7 above.

O.C.G.A. § 20-2-240 during the term herein there are not subject to any waiver granted
in accordance with all State Board Rules promulgated in accordance with


   d. Student Conduct and Discipline: The Charter System and each Charter System School shall be

   c. Unlawful Conduct: The Charter System and each Charter System School shall be


   a. Rejection: The Charter System and each Charter System School shall not charge tuition

   1. O.C.G.A. § 20-2-133.

or fees to its students except as may be authorized for local boards pursuant to

the basis of disability, race, creed, color, national origin, religion, ancestry, marital status, age, handicap, or

sections or any other characteristics protected by local, state or

school does not discriminate against students on the basis of disability, race, creed, color, national

in accordance with all State Board Rules promulgated in accordance with

policy shall be consistent with State Board Rules: The Charter System and each Charter System School shall operate

shall maintain and implement a written policy regarding student discipline, which

in accordance with all State Board Rules promulgated in accordance with

the term herein there are not subject to any waiver granted

should be consistent with the process.

Services Division regarding the following:
The Charter System shall connect the Georgia Department of Education’s Facilities
overvision, prior to committing and prior to the signature or
for all sites and/or facilities prior to committing any certificate or lease of
1. Approval of the and/or facility. The Charter System shall obtain proper approval
requirements.
O.C.G.A. §§ 20-2-260 through 20-2-262, the Charter System shall meet the following
b. Should the Charter System choose to not participate in capital outlay pursuant to
applicable law, rules, and regulations.
O.C.G.A. §§ 20-2-260 through 20-2-262, the Charter System shall meet with all
a. Should the Charter System choose to participate in capital outlay pursuant to
requirements unless otherwise provided by law.

22. Facilities

documents, and files relating to any activity, program, or student at each Charter System School,
and the state author’s office shall have the right to examine and copy all records, reports,
and the state author’s office shall have the right to examine and copy all records, reports,

21. Record Inspection. Subject to state and federal laws, the Local Board, the State Board, in addition,
requirements unless otherwise provided by law.

members of the Georgia Teachers Retirement System (TRS) and subject to its

20. Employment Policies. Employees at each Charter System School shall not be considered

and background check prior to beginning employment at the Charter System School,

employees of the State Board or Department.

and background check prior to beginning employment at the Charter System School,

2. Employees at each Charter System School shall not be considered

Department under the authority granted by O.C.G.A. § 20-2-2063 et seq.

provides additional flexibility; waivers cannot be used to generate additional

Finding. The Charter System acknowledges that although becoming a Charter System

making the following:

2. Employees at each Charter System School shall not be considered

Department under the authority granted by O.C.G.A. § 20-2-2063 et seq.

provides additional flexibility; waivers cannot be used to generate additional

Finding. The Charter System acknowledges that although becoming a Charter System

making the following:

1. Certification of Occupancy. The Charter System shall obtain a certificate of occupancy for each Charter School prior to the beginning of the charter term, the Charter System shall obtain possession of the following documents for each Charter School:

- A certificate of occupancy for each Charter School prior to occupancy of the site and/or facility.
- School Code Approval. After securing both the approval of the facility and architectural review.

2. Architectural Review. The Charter System shall conduct the architectural services division all architectural plans for any facility that observes operational plans or architectural plans and have approved the Charter System. The Charter System shall submit and have approved the Charter System prior to the approval of the facility or construction of any construction or agreement to commence or allow student occupation of a facility.


The Georgia Emergency Management Agency for each Charter School will prepare a safety plan in accordance with O.C.G.A. § 20-2-113, which plan shall be submitted to the Charter System.
court orders;

IV. The Charter System's violations of applicable Federal, State, or Local laws, or

management;

III. The Charter System's failure to meet generally accepted standards of fiscal

above;

including but not limited to the performance goals set forth in Section 9

II. The Charter System's failure to adhere to any material term of this Charter;

I. The Charter System's failure to comply with any recommendation or
termination this Charter based on any of the following grounds:

C. Termination Grounds. In accordance with Sections 27(a) and (b), the State Board may

and the accompanying State Board Rule.

School Governing Council following the procedures set forth in O.C.G.A. § 20-2-2068

b. Requests for Termination. The termination of this Charter may be requested by any

accompanying State Board Rule.

Termination Procedures. The parties acknowledge and agree that this Charter may be

27. Termination of Charter:

override of conflicts with any provision of this Charter.

26. Agreements with Local Board. This Charter shall not preclude any Charter System School

agreements with any governing body of any school system.

25. Food Services. The Charter System and each Charter System School shall comply with all

applicable laws governing food service for students.

24. Transportation. The Charter System and each Charter System School shall comply with all

may not be waivable;

23. Grant Programs. To the extent that the Charter System wishes to participate in a State or Federal

Grant Program, the Charter System hereby acknowledges that the requirements of the Grant Program

22. Repeal. Sections 25-28 shall be repealed and Section 29 shall be added to the Code of

21. Section 27. The State Board, within sixty (60) days of receiving the State Attorney General's

20. Section 26. The State Board, with the assistance of a panel of three (3) outside legal

19. Section 25. The State Board, with the assistance of a panel of three (3) outside legal

18. Section 24. The Board, with the assistance of a panel of three (3) outside legal

17. Section 23. The Board, with the assistance of a panel of three (3) outside legal

16. Section 22. The Board, with the assistance of a panel of three (3) outside legal

15. Section 21. The Board, with the assistance of a panel of three (3) outside legal

14. Section 20. The Board, with the assistance of a panel of three (3) outside legal

13. Section 19. The Board, with the assistance of a panel of three (3) outside legal

12. Section 18. The Board, with the assistance of a panel of three (3) outside legal

11. Section 17. The Board, with the assistance of a panel of three (3) outside legal

10. Section 16. The Board, with the assistance of a panel of three (3) outside legal

9. Section 15. The Board, with the assistance of a panel of three (3) outside legal

8. Section 14. The Board, with the assistance of a panel of three (3) outside legal

7. Section 13. The Board, with the assistance of a panel of three (3) outside legal
l. The Character School's failure to comply with any provision of O.C.G.A. § 20-2-2065.5.
For a Charter System School that has received an unacceptable rating for three consecutive years or more:

- Appoint a school leader or management team to oversee and direct the duties of the principal of a Charter System School that has received an unacceptable rating for two years.
- Create local collaborations to identify, analyze, and address factors that influence performance.
- Develop individual assessments of students identified as low-performing and provide interventions.
- Implement the plan to the School Board for approval.
- Issue a public notice of the determination to the local Board.

For the purpose of soliciting public comment on the initial steps being taken:

- Obtain comments from the public at hearings to be conducted at the Charter System School by the Local Board.

- Grant a renewal for a probationary term, within which time the Charter School must come into compliance satisfactory to the Department.
contained in the petition between the State Board and the Local Board. This Charter supersedes any conflicting provision
severed only as the formal application for a Charter System and does not constitute a contract
agreement. No action by the Charter, the petitioners as sponsors or by the State Board or the
Local Board is intended to imply any acceptance or approval of the petitioners as sponsors or by the
Local Board.

4.1. Effective Agreement. This Charter is both the entire agreement between the Local Board and the
State Board for the formation of a Charter System. Any action taken or agreement entered into
or provision of this Charter, the petitioners as sponsors or by the State Board or the Local Board is
intended to imply any acceptance or approval of the petitioners as sponsors or by the
Local Board.

4.2. Contracting of Conflicting Provisions. If any provision of the Charter is determined to be
contradicted by contract, another party shall be brought to the Superior Court of Fulton
County.

4.3. Reason. The remainder of the Charter shall remain in full force and effect.

3.2. Severability. If any provision of the Charter is determined to be unenforceable or invalid for any
reason, the remainder of the Charter shall remain in full force and effect.

3.1. Liability. No waiver of any breach of this Charter shall be held as a waiver of any other
change.

3.3. Application of Amended Law. This Charter is subject to applicable state and federal laws and shall
be deemed amended to reflect applicable changes to those laws upon the effective date of any such
agreement by the Local Board and the State Board.

3.2. Definition. The parties agree and acknowledge that the functions and powers of each party may
CAHSEE & CAHSEE

CAHSEE, a required, standardized test, is to be administered to Grade 10 students in the spring of each school year. The CAHSEE is a measure of student progress and achievement. The test assesses students' knowledge and skills in reading, writing, and mathematics. The results are used to determine whether students are ready to move on to the next grade level.

Goal 1: All 10th-grade students will demonstrate proficiency on the CAHSEE.

Goal 2: The percentage of 10th-grade students who are proficient on the CAHSEE will increase each year.

Goal 3: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 4: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 5: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 6: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 7: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 8: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 9: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 10: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 11: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 12: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 13: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 14: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 15: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 16: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 17: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 18: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 19: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 20: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 21: The percentage of students who are advanced on the CAHSEE will increase each year.

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Goal 27: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 28: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 29: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 30: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 31: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 32: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 33: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 34: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 35: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 36: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 37: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 38: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 39: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 40: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 41: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 42: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 43: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 44: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 45: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 46: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 47: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 48: The percentage of students who are proficient on the CAHSEE will increase each year.

Goal 49: The percentage of students who are advanced on the CAHSEE will increase each year.

Goal 50: The percentage of students who are proficient on the CAHSEE will increase each year.
c. The Charter System will participate in annual assessments offered or required by DOA.

b. The Charter System will implement the approved corrective action plan.

a. The Charter System will submit to DOA and/or CDE for approval a written corrective action plan as approved by the State Board of Education.

The Charter System will implement the following consequences if it does not meet Goal 3.

1. The Charter System will implement the following consequences at all Charter System Schools.

   c. In a Charter System School that did not meet Goal 2 in either 2017-18, 2018-19, 2019-20, or 2020-21, the charter school will apply direct school management support and improve the specific school climate deficiencies. The charter school will address the specific school climate deficiencies. The specific school climate deficiencies are defined by the State Board of Education (by August 2019 or 2020, respectively)

   b. A Charter System School that did not meet Goal 2 in either 2017-18 or 2018-19 will not meet Goal 2.

   a. A Charter System School that did not meet Goal 2 in either 2017-18 or 2018-19 will not meet Goal 1.

The Charter System will implement corrective plans at all Charter System Schools.

The Charter System will address the specific school climate deficiencies. The specific school climate deficiencies are defined by the State Board of Education (by August 2019 or 2020, respectively)

The Charter System will address the specific school climate deficiencies. The specific school climate deficiencies are defined by the State Board of Education (by August 2019 or 2020, respectively).

Beginning in the following calendar year, the Charter System will implement the following consequences at all Charter System Schools.

1. The Charter System will implement the following consequences at all Charter System Schools.

   c. In a Charter System School that did not meet Goal 2 in either 2017-18 or 2018-19

   b. A Charter System School that did not meet Goal 2 in either 2017-18 or 2018-19 will not meet Goal 2.

   a. A Charter System School that did not meet Goal 2 in either 2017-18 or 2018-19 will not meet Goal 1.

The Charter System will address the specific school climate deficiencies. The specific school climate deficiencies are defined by the State Board of Education (by August 2019 or 2020, respectively).
as approved by the State Board of Education.

The charter term, the Charter System will apply consequences from O.C.G.A. § 20-1.4-1

6. In a Charter System School, the school did not meet Goal 4 for three consecutive years during

school year beginning in the following calendar year:

the school leadership and district leadership shall, Implementation will begin in the

Charter System Improvement Plan (or Intergated School Improvement Plan if the school is also labeled "Goal 1") between

Charter School, the Charter System will apply direct school management support and

the enrollment is 10% or higher. The school is subject to a Charter School Improvement Plan for failure to meet Goal 1.

implementation a "Charter School Improvement Plan" will be approved and monitored by the district through the

Charter System Improvement Plan (or Intergated School Improvement Plan) for failure to meet Goal 1 and did not meet Goal 4 in either 2017-18 or 2018-19.

4. The Charter System will implement the following consequences at all Charter System Schools

and/or GABD to address the risk.
<table>
<thead>
<tr>
<th>Task 1</th>
<th>Task 2</th>
<th>Task 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improve student performance</td>
<td>Develop new curriculum</td>
<td>Implement new technology</td>
</tr>
<tr>
<td>Increase parent engagement</td>
<td>Improve teacher satisfaction</td>
<td>Enhance school safety</td>
</tr>
<tr>
<td>Reduce dropout rates</td>
<td>Increase graduation rates</td>
<td>Improve student attendance</td>
</tr>
</tbody>
</table>

**Implementation Goals:**

- Establish and monitor the implementation of the new policies and procedures.
- Provide ongoing support and training for staff.
- Evaluate the effectiveness of the implementation.

**Appendix B: School-Level Governance Decision-Making Matrix for Cerro County Schools**

<table>
<thead>
<tr>
<th>Decision Area</th>
<th>Authority</th>
<th>How and When Authority Will Be Implemented</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic Plan</td>
<td>Authority</td>
<td>School District Chairman</td>
</tr>
<tr>
<td>Annual Budget</td>
<td>Authority</td>
<td>School District Chairman</td>
</tr>
<tr>
<td>Long-Term Goals</td>
<td>Authority</td>
<td>School District Chairman</td>
</tr>
<tr>
<td>Program Priorities</td>
<td>Authority</td>
<td>School District Chairman</td>
</tr>
<tr>
<td>Student Progress</td>
<td>Authority</td>
<td>School District Chairman</td>
</tr>
<tr>
<td>Staff Development</td>
<td>Authority</td>
<td>School District Chairman</td>
</tr>
<tr>
<td>Facilities and Equipment</td>
<td>Authority</td>
<td>School District Chairman</td>
</tr>
<tr>
<td>Student Discipline</td>
<td>Authority</td>
<td>School District Chairman</td>
</tr>
<tr>
<td>Student Achievement</td>
<td>Authority</td>
<td>School District Chairman</td>
</tr>
<tr>
<td>Student Safety</td>
<td>Authority</td>
<td>School District Chairman</td>
</tr>
<tr>
<td>Student Well-being</td>
<td>Authority</td>
<td>School District Chairman</td>
</tr>
</tbody>
</table>

**School District Chairman**

- Chair of the Board of Education
- Responsible for overseeing the implementation of policies and procedures.
- Works with administrators to ensure compliance with state and federal regulations.

**School Board**

- Governs the school district
- Approves the school budget
- Sets policy and direction for the district

**Superintendent**

- Head of the administrative team
- Reports to the school board
- Executes the policy and direction set by the board

**Administrators**

- Head teachers and support staff
- Implement policies and procedures
- Coordinate the day-to-day operation of the school

**Teachers**

- Front-line educators
- Implement instructional strategies
- Provide direct instruction to students

**Support Staff**

- Assist in the delivery of educational services
- Support teachers in the classroom

**Students**

- Benefit from the educational program
- Participate in classroom activities

**Community**

- Support the school district's mission
- Provide feedback and input on school matters
[Image]
2099 Twin Towers East • 205 Jesse Hill Jr. Drive • Atlanta, GA 30334 • www.gadoe.org

Gwinnett County Charter Schools

Allen Mueller, Director, DistrictFlexibility and Charter Schools

Government Affairs

Lorie J. Fort, Associate Superintendent for Policy, Charter Schools, District Flexibility and

C: Loftice Mitchell, Chief Academic Officer; Gwinnett County School District

Division Attorney

Francesca Black

Sincerely,

Feel free to contact Allen Mueller at amuller@gdoe.k12.ga.us if you have any

question or concerns.

executed version of the contract.

Georgia State Board of Education for review and signature. We will then send you a fully

Georgia State Board of Education, 2059 Twin

Towers East, 205 Jesse Hill Jr. Drive SE, Atlanta, Georgia 30334.

Franchise and Charter School Division, Georgia Department of Education, 2059 Twin

Monthly, return all documents with original signatures to Mr. Davis. District

contracts. Once signed, return all signed contracts to the Georgia State Board of Education.

bills, contracts and have the chair of the Gwinnett County Board of Education also sign both

bills. Please sign

the renewal of Gwinnett County Schools charter system contract.

Congratulations! On May 9, 2019, the Georgia State Board of Education approved

RE: Gwinnett County Charter System Renewal

Dear Superintendent Downs:

Ellijay, GA 30540

134 Industrial Blvd.

Gwinnett County School District

Syndicates

Dr. Shamia Downs

VIA E-MAIL & U.S. MAIL

May 10, 2019

Educating Georgia's Future