Exhibit D

Governance and Operational Structure			
Function	**Governing Board**	**ESP**	**School**
Performance Goals	**X**		**X**
Curriculum			**X**
Professional Development			**X**
Data Management and Interim Student Assessments			**X**
Grade Level Promotion Criteria			**X**
Culture	**X**		**X**
Budgeting, Finance, and Accounting	**X**		**X**
Student Recruitment			**X**
School Staff Recruitment and Hiring	**X**		**X**
HR Services (payroll, benefits, etc.)	**X**		**X**
Development	**X**		**X**
Community Relations	**X**		**X**
Information Technology			**X**
Facilities Management			**X**
Vendor Management / Procurement			**X**
Other Operational Functions, if any			**X**