



CHARTER SCHOOLS USA

The Future Is Now

WELCOME

Jonathan Hage
President and CEO



CSUSA

INTRODUCTION OF TEAM

Sherry Hage, CSUSA VP of Education

Joseph Loftus, CSUSA Legal Counsel

Robert Vane, CSUSA Consultant

Les Martin, Parent Liaison



CSUSA

VISION

CSUSA's vision is to create the highest performing schools in Indianapolis built on a foundation of high expectations. All students can and will learn in a safe and nurturing environment, focused on character development, academic rigor and 21st century high wage job skills. All students will receive rigorous, research-based instruction from highly qualified teachers that accelerates learning and content mastery. CSUSA is guided by an academic philosophy that all students can become self-motivated life-long learners, function as responsible citizens, and actualize their potential as productive members and leaders of their community and our nation.



CSUSA

AGENDA

- I. Major Findings
- II. Plans to Recruit and Retain Highly Effective Teachers and Leaders
- III. Introduction to School Turnaround Plan
- IV. Status/Plans for Student Recruitment
- V. Status/Plans for Community Engagement and Partnerships
- VI. Challenges to Overcome
- VII. Opportunity for Success
- VIII. Q & A Session

MAJOR FINDINGS

- Strong Alumni Groups at the High Schools
- Involved Community Partnerships
- Culture of Low Expectations/Low Student Achievement
- Polarizing Environment

TEACHERS & LEADERS

Recruitment & Retention

- Hiring Process
 - Teachers and Leaders - Approximately 40 Teachers; one Principal; one Assistant Principal; one Student Services Coordinator (Housed at Manual); two Parent Liaisons; one Athletic Director Already Hired; one Agricultural Science Consultant (Byron Ernest)
 - Teacher Recruitment Events
 - Job Fairs
 - Hiring Fairs
 - Leadership Assessment Centers
- Performance Based Compensation
- Enrollment vs. Staffing
- Timeline: Goal is to Have Leaders Hired by March; Teachers by June

SCHOOL TURNAROUND PLAN

- Academics (Academy Model)
- Data Driven/School Goal and Individual Goal Setting Process
- Technology (Infrastructure Requirements and Instructional Focus)
- Athletic Programs
- Extra and Co-Curricular Activities
- Uniform Policy
- Discipline Code
- School Operations (Transportation, Food Service)
- Facilities
- New School Times and Calendars
- Timeline: Complete School Turnaround Plan by End of May

CSUSA

STUDENT RECRUITMENT

- Close of Choice Window in February
 - Data Discrepancies
 - Work with IPS to Finalize Enrollment Timeline
 - Work with IPS to Arrange for Transfer of Student Records/Data
- Initial Round of Student Information Released by IPS on 2/23/12
- Welcome/Introduction Letters Sent by 3/2/12
- Form Parent Co-Ops that Can Assist in Community Engagement

CSUSA

STUDENT RECRUITMENT

- Student and Parent Engagement Plan:
 - Plan Enrollment Events or Town Hall Meetings
 - Establish Grassroots Channels of Communication
 - Parent/Student Focus Groups for Uniform Color Selection
 - Continue Broad Awareness Campaign



CSUSA

COMMUNITY

Engagement and Recruitment

- Already Established Partnerships for Next Year
 - MOU with Learning Well Clinics
 - TFA
 - Urban League Project Ready
 - Agricultural Sciences – Byron Ernest, CSUSA Consultant
 - Bruce Bye
 - Jeff Harper
- Continuing to Work with Additional Community Partners
- Struggling to Obtain a Comprehensive List of Active Community Partners from the Schools

Next Steps:

- Creation of School Advisory Committee by July
- Continue Formalizing Community Partnerships

CSUSA

CHALLENGES

To Overcome

- The pluses and minuses of a one year assessment transition
- Home team advantage has been significant:
 - no student or parent information (except the “default” students or those we have signed up)
 - Limited access to the schools
 - Can only speak to students after school
- Culture of fear: most teachers will not (or told not to) speak to us
- Started with 3000 students, told now we have 1800
- Misinformation to students/parents regarding turn-around operator and what will be offered next year in the schools: no football schedule next year at Howe in spite of our clear commitment to have football
- Hard fact: Schools were failing before turn-around, but unfortunately now even more set up for failure.

OPPORTUNITY FOR SUCCESS

- In spite of the political game that's been played and putting the interest of the "system" over students, we will succeed.
- Culture of excellence
- Uncompromising commitment to academic rigor
- Parent as customer model will build involvement
- Educational options within the schools
- Performance driven educators
- Commitment to character development
- Opening high quality K-6 charter feeders
- Reignite the pride of these historic community schools

CSUSA

Q & A SESSION



CSUSA
