

Developer Coaching Plan

A Plus

## April 15, 2024



# Overview

The Developer Coaching Plan provides for collaboratively identified content, prioritized areas of focus, and clearly defined outcomes from coaching support. Developers give rating scores of coaching sessions before moving on to subsequent priorities to ensure support needs are met.

# Goals

1. Build Developer knowledge and capabilities to advance charter application development and implementation activities.
2. Eliminate barriers to the development and furtherance of high-quality charter school communities for all kids.
3. Produce high quality charter seats for all students especially those from underrepresented communities.

# Coaching Priorities

Content priorities are based on the self-assessed, Readiness Checklist results and from conferencing with the Developer. Taken together, coaching priorities emerge.

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| **Priority #1** | Creation of Model Concept |
| Objectives | * A Plus Charter School (AP) will understand their County’s process to authorize a charter school and the alignment to the State of Colorado’s accountability expectations. * AP will Create a 12-month timeline of order of events for planning to provide a big picture of the products that will need to be developed from beginning to stage of application submission. * AP will deconstruct and research the three models of interest AP has in opening a school. (Lateral Leadership Model, Year-Round school and K-12 school). |
| Readiness Checklist Domain | Domain 1 Governance (1.10)/ Conferencing |
| Time Commitment | 7 hours |
| Anticipated Date | April 15-May 15 |

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| **Priority #2** | Authorizer communications and entry planning steps after model concept is developed and validated |
| Objectives | * Support AP in identifying school locations and authorizer interest to support such a school. * Create school development documents for operations, finances, personnel and facility planning. * AP will develop clarity around a start-up plan and a 5- year plan for all aspects of a new school implementation strategy. This includes such topics as a team of founding operational members with a variety of skill sets to support the planning of the schools; needs in a community; interest for the school; rationale for the school; authorizer’s needs; and operational planning phases and timelines. |
| Readiness Checklist Domain | Domains 2.1, 3.1,3.2,4.1,4.2,5.1,5.2,5.4 |
| Time Commitment | 15 hours |
| Anticipated Date | May 15-July 15 |

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| **Priority #3** | Touchstone Document |
| Objectives | * AP will produce a touchstone document that conveys the essence of the school to use as a messaging tool |
| Readiness Checklist Domain | Domain 3 Student Recruitment and Enrollment  3.2 Material Development |
| Time Commitment | 10 hours |
| Anticipated Date | July 15-August 15 |

# Coaching Outcomes

For each coaching priority, the desired outcomes from the Developer are shown below.

Priority #1 Outcomes

1. AP will understand the application and approval process in Colorado their district.
2. AP will Develop a 12-month planning schedule for application submission.
3. AP will research and deconstruct models that AP is interested in implementing.
4. AP will create mission, vision and goal statements of the school for clarity on where their passion is in how to educate and develop children.
5. AP will create a pro/con list for interest models for analysis in deriving the school theme, education program and grade levels of interest.

Priority #2 Outcomes

1. AP will establish a contact list of possible people to visit with in their district and locations of interest in the County for the school team school to evaluate.
2. AP will engage with the authorizer about these interests and lists and seek feedback on viability of the school in the designated potential school locations.
3. AP will understand the application process and content required to submit to their district.
4. AP will create a contract example to disclose legal responsibility with the Governing Board members for future review and clarification.
5. AP will discuss the process and formation of a nonprofit corporation and requirements of policies.

Priority #3 Outcomes

1. AP will provide sample recruitment material and guidance to use for community outreach to determine interest level of the school model.
2. AP will codify known aspects of the school as envisioned.
3. AP will produce a touchstone document to be used for messaging.

# Coaching Segments

Coaching segments are the building blocks that lead to Developer’s increased skills, knowledge, and capacity.

## Priority #1

First Coaching Segment:

Discuss, using the flowchart, the process of authorization and the given entities involved in the process-State Board of Education, the School District and exclusive authority status, CSI and the appeal process. Session will go over the formation of a charter and the Board requirements and responsibilities.

Second Coaching Segment:

Create a 12-month timeline of order of events will be created for processing and planning to provide a big picture of the products that will need to be developed from beginning to application submission.

Third-Fifth Coaching Segment

AP will deconstruct and research the three models of interest AP has for opening a school. (Lateral Leadership Model, year-round school and K-12 school).

## Priority #2

First Coaching Segment:

Share information about the district map of schools and map of developments. Outreach to key district personnel and community members.

Second Coaching Segment

Determine meeting agenda for district personnel on feedback about school site needs and possible locations

Third Coaching Segment

Emphasize the elements of the application such as time, purchase services, accountability that needs to be clearly defined by the AP founding members. Confirm AP has a foundational understanding of the presented material.

Fourth Coaching Segment:

Continuation on application focus areas and introduce a sample contract from an authorizer for review.

Fifth Coaching Segment:

Discuss the process of formation of a nonprofit corporation and requirements of policy documents.

Sixth Coaching Segment

Align Grade band interest based on school leaders’ passion, mission, vision and goals of the school.

Seventh Coaching Segment:

Share and discuss capacity enrollment options for grade bands for school through 5- year integration process.

Eighth Coaching Segment:

Present a generic funding model for a classroom of students to serve as a multiplier for revenue and expenses.

Ninth Coaching Segment

Review a staffing chart for AP to use in projecting staff needs and costs.

Tenth Coaching Session

Share building space requirements for projected enrollment cap in school.

## Priority #3

First Coaching Segment:

Review sample marketing material and guidance.

Second Coaching Segment:

Draft a set of core features of AP as envisioned.

Third-Sixth Coaching Segment:

Develop a touchstone document that effectively messages AP to stakeholders.

# Resource Use

Throughout the coaching process, both the Developer and coach will track the use and implementation of resources. The purpose of this is to build a resource repository.

# Coaching Evaluation

Developers give a rating score of the coaching priority. The definition of the ratings:

* 1. Very little help or value from the session
  2. Some help but not enough to feel I can use it yet 3-helpful and likely applicable

4-Very helpful and very applicable

If a rating is a three or four, the coach and Developer may move on to the next priority. If the rating is a one or two, the coach and developer confer about what is needed to improve or strengthen the coaching relationship.

# Coaching Activity

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| **Priority** | **Segment** | **Activities and Resources** |
| 1 | 1 | Authorization process and flow Chart-Discuss and present scenarios. Present and highlight Board formation and responsibilities. |
| 1 | 2 | Create a 12-month timeline production plan. |



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| 1 | 3 | AP will deconstruct and research the three models of interest AP has for opening a school.  Lateral Leadership Model |
| 1 | 4 | Year-round School Model |
| 1 | 5 | K-12 School Model |
|  |  | **Insert rows above as needed for this priority** |
| Priority Rating | [1,2,3,4] | Rating 3 or 4: move on to next priority Rating 1 or 2: Follow up needed: |

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| **Priority** | **Segment** | **Activities and Resources** |
| 2 | 1 | Share information about the district map of schools and map of developments. Outreach to key district personnel and community members. |
| 2 | 2 | Determine meeting agenda for district personnel on feedback about school site needs and possible locations. |
| 2 | 3 | Emphasize the elements of the application such as time, purchase services, and accountability that needs to be clearly defined by the AP founding members. Confirm AP has a foundational understanding of the presented material. |
| 2 | 4 | Continuation on application focus areas and introduce a sample contract from an authorizer for review. |
| 2 | 5 | Discuss the process of formation of a nonprofit corporation and requirements of policy documents. |
| 2 | 6 | Align Grade band interest based on school leaders’ passion, mission, vision and goals of the school. |
| 2 | 7 | Share and discuss capacity enrollment options for grade bands for a school using a 5-year integration process. |
| 2 | 8 | Present a generic funding model for a classroom of students to serve as a tool for revenue and expenses. |



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| 2 | 9 | Review staffing chart for to use in projecting staff needs and costs. |
| 2 | 10 | Share space requirements for projected enrollment in school. |
|  |  | **Insert rows above as needed for this priority** |
| Priority Rating | [1,2,3,4] | Rating 3 or 4: move on to next priority Rating 1 or 2: Follow up needed: |

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| **Priority** | **Segment** | **Activities and Resources** |
| 3 | 1 | Review sample marketing material and guidance. |
| 3 | 2 | Draft a set of core features of AP as envisioned |
| 3 | 3 | Develop a touchstone document that effectively messages AP to stakeholders. |
|  |  | **Insert rows above as needed for this priority** |
| Priority Rating | [1,2,3,4] | Rating 3 or 4: move on to next priority Rating 1 or 2: Follow up needed: |