Complete applications are due electronically by [Google form submission](https://docs.google.com/forms/d/e/1FAIpQLSexzSQY7H2T4RO9gerEoqxykzlSUAPGy6sCPGw2iGVwP5yS_A/viewform) by July 25th, at 5:00 pm MST. Late responses may be accepted or rejected at CDE’s discretion. *Note: Applicants will need to submit the full application and this form using a gmail account or google-linked account in order to use the required google-form submission.*

| **Form G: School Manager Questions****Applicant Directions:**  **Applicant Directions:**  Applicants should respond to all applicable questions in a complete and succinct manner. There may be some domains in which applicants are not willing to assume authority and should therefore answer N/A. Applicants who enter N/A will not be scored or penalized for that response. Total narrative response for Form G (not including additional documentation requested) should not exceed 8 pages. Additional documentation should be submitted via the Google form submission process. Please see Appendix A of the RFI for guidance on annotating and submitting additional documentation. |
| --- |
| G0. Provide a 2-3 sentence summary introduction to your school management services  |
|  |
| G1. What is your organization’s approach to supporting schools as a manager? Include a description of sequencing or activities central to service provision and your approach to staffing in a manager role.  |
|  |
| G2. Is your organization available to serve as a partial manager, full manager, or both? Provide a rationale. |
|  |
| G3. If your organization supports schools with general improvement capacity building, how does your approach to management differ? |
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| G4. What is your organization’s approach to identifying and working with other third-party providers to provide specific services to support overall school improvement efforts? |
|  |
| G5. How will your organization work with the local board, superintendent and school leader in your role as a school manager? |
|  |
| G6. How will your contract with the district address dispute resolution?  |
|  |
| G7. How would you handle a conflict that arose between your organization and the school leader? |
|  |
| G8. How are your management services designed to build turnaround leadership competencies in school leader(s)? |
|  |
| G9. Which specific authorities typically associated with the Principal Supervisor, Principal, or school leadership team is your organization willing to assume in your role as a manager? |
|  |
| G10. How does your organization anticipate working with the superintendent and/or Principal supervisor to make decisions and recommendations regarding the areas in the agreed-upon scope of work for the school? |
|  |
| G11. What is your organization’s process for transferring authorities and responsibilities initially assumed by the manager back to the school leader(s)? |
|  |
| G12. What are your organization’s beliefs around hiring, growing, and retaining talent to ensure a diverse workforce with the skills and mindsets for turnaround? |
|  |
| G13. How will your organization work with the district HR to implement effective school-based practices for recruiting, developing, and retaining talent? |
|  |
| G14. How are your management services designed to build district capacity to recruit, develop, and retain talent in order to develop a diverse workforce? |
|  |
| G15. What specific authorities and/or responsibilities would the organization be willing to assume related to hiring, evaluation, and firing decisions at the school level? |
|  |
| G16. How will your organization work with the district’s Curriculum, Instruction, and Assessment Department(s) and Principal supervisor to implement effective school-based instructional systems and practices? |
|  |
| G17. How are your management services designed to build school capacity to implement a consistent vision for excellence in instruction? Include the following: * standards aligned curriculum
* assessments
* observation/feedback and coaching of teachers
* effective professional learning and PLC time
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|  |
| G18. What specific authorities and/or responsibilities related to school curriculum and assessments is your organization willing to assume in your role as a manager? |
|  |
| G19. What role, if any, would your organization anticipate having in stakeholder engagement and communication? |
|  |
| G20. What role, if any, would your organization anticipate having in building the school’s capacity to build a positive staff and student culture and provide aligned supports for staff and student wellness? |
|  |
| G21. What authority, if any, would your organization be willing to assume with regards to communication, stakeholder engagement and/or culture building initiatives? |
|  |
| G22. What is your organization’s approach to progress monitoring the implementation of the agreed upon scope of work for the management contract between the district and your organization? |
|  |
| G23. What is your organization’s approach to supporting the district in progress monitoring implementation of the school’s approved Pathways Plan or the State Board order? |
|  |
| G24. Please provide an example of progress monitoring tools or protocols your organization uses (if applicable). Please use the Google form submission process to upload applicable document(s) and refer to Appendix A of the RFI for further guidance on annotating and submitting additional documentation. *Note: Individual work product samples should not exceed 12 pages per document.* |
| G25. What is your organization’s experience acting as a manager for schools in turnaround? Include:* How you measure success
* Specific examples of your organization’s management support for other schools
* Any data demonstrating the impact of your services

Evidence for these questions can also be submitted as part of the additional evidence using the Google form submission process). You may submit 1-3 additional documents. *Note: Additional document(s) should not exceed 12 pages per document.* |
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