Charter System Foundation

School Governance Teams
Roles & Responsibilities
Roles and Responsibilities
Charter Systems and School Governance
Charter Schools

- Charter schools began opening in Georgia as a result of legislation in 1994
- Since that time, the charter school concept evolves through the legislative process
- In 2012 voters approve a constitutional amendment

Charter Systems

- Charter School Act of 1998 allowed entire districts in Georgia to complete an application process seeking charter school system status

School Systems Declare “Status”

- Since 1998, legislative changes require each system to reformat their district as either a Charter System, Approved Strategic Waivers School System (SWSS), or Status Quo School System by June 2015
- 42 districts have been approved as charter systems
How Many Charter School Systems?

There are **42 Charter Systems in Georgia** ranging in student population size from Fulton County (93,551 students) to Glascock County (550 students)

A map of Charter School Systems and contacts may be found on the Foundation website at [www.charter-system.org](http://www.charter-system.org)

<table>
<thead>
<tr>
<th>Charter School Systems</th>
<th>First Year</th>
<th>Renewal Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Atlanta Public Schools</td>
<td>first year: 2016</td>
<td></td>
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<tr>
<td>Banks County Schools</td>
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<tr>
<td>Baldwin County Schools</td>
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<td>Barrow County Schools</td>
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<td>renewed 10 years</td>
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<td>Calhoun City Schools</td>
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</tr>
<tr>
<td>Candler County Schools</td>
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<tr>
<td>Carrollton City Schools</td>
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<tr>
<td>Cartersville City Schools</td>
<td>first year: 2010</td>
<td>renewed 10 years</td>
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<tr>
<td>Catoosa County Schools</td>
<td>first year: 2016</td>
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<tr>
<td>City Schools of Decatur</td>
<td>first year: 2008</td>
<td>renewed 10 years</td>
</tr>
<tr>
<td>Clarke County Schools</td>
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<tr>
<td>Coffee County Schools</td>
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<td>Colquitt County Schools</td>
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<tr>
<td>Commerce City Schools</td>
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<tr>
<td>Dawson County Schools</td>
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<td>Dougherty County Schools</td>
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<tr>
<td>Dublin City Schools</td>
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<tr>
<td>Fannin County Schools</td>
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<tr>
<td>Floyd County Schools</td>
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<tr>
<td>Fulton County Schools</td>
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<tr>
<td>Gainesville City Schools</td>
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<tr>
<td>Gilmer County Schools</td>
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<td>Glascock County Schools</td>
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<td>Gordon County Schools</td>
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<td>Hart County Schools</td>
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<td>Jasper County Schools</td>
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<td>Lumpkin County Schools</td>
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<td>Liberty County Schools</td>
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<td>Marietta City Schools</td>
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<td>Morgan County Schools</td>
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<td>Peach County Schools</td>
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<td>Putnam County Schools</td>
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<td>Randolph County Schools</td>
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<td>Stephens County Schools</td>
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<td>Terrell County Schools</td>
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<td>Tift County Schools</td>
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<td>Union County Schools</td>
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<td>Vidalia City Schools</td>
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<tr>
<td>Warren County Schools</td>
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<td>renewed 10 years</td>
</tr>
<tr>
<td>White County Schools</td>
<td>first year: 2010</td>
<td>renewed 10 years</td>
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What is a Charter System?

A local district that has an approved charter from the State Board of Education (SBOE) granting it flexibility from most and almost all of Title 20, SBOE rules, and Georgia Department of Education rules.
What is Governance?

A Charter System must **Maximize** the involvement of parents, teachers, and community in school level governance.

grant decision-making authority in personnel decisions, financial decisions, curriculum and instruction, resource allocation, establishing and monitoring the achievement of school improvement goals, and school operations.

*per O.C.G.A. 20-2-2062 and 20-2-2063*
What is Governance?

The definition of governance comes from the Greek word “kebernon” which means to steer and to influence from a position of authority.

The governance team directs the school towards achieving their mission and makes sure the school’s efforts and resources are properly aligned to the school’s goals.
What is Governance?

Georgia law makes it clear that schools within a charter system remain under the control and management of the Local Board of Education.

[See O.C.G.A. 20-2-2065(b)(2)]

This means that, although the Superintendent and LBOE must give consideration to the recommendations and input of LSGTs, the LBOE ultimately retains its constitutional authority.
School Governance
Structure, Roles, and Relationships
The role of the Board of Education

- The BOE is responsible for hiring and holding accountable the Superintendent and together they form a governance leadership team.
- Primary goals:
  - Student achievement
  - Organizational Effectiveness

The role of the Governance Leadership Team

- The governance leadership team performs these duties:
  - Governance
  - Policy development
  - Strategic planning
  - Personnel
  - Board meetings
  - Board and community relations
  - Finance

The role of the Superintendent

- The chief executive officer with full authority to:
  - Provide the education program
  - Focus on student achievement
  - Manage daily operations
  - Perform all duties assigned by law
Superintendent as the Executive

The role of the District-wide Staff
- Support High Student Performance through:
  - District Services
  - Finance
  - Human Resources
  - Instructional Services

The role of the Principal
- Serves as the educational leader of the school
- Champions High Student Performance
- Ensures a safe learning environment
- Advocates for students
- Manages policies and procedures

The role of the Teacher
- Facilitates the High Student Performance
- Serves as a role model
- Mentors and nurtures students
- Sets high expectations
- Creates a positive learning environment
How Does a Charter System Change Work Flow?

- The authority of the Board of Education stays the same
- The Superintendent delegates some authority
- Schools have more authority
How Does a Charter System Change Work Flow?

School, Principal, Teachers, Staff & Students

Community, Parents, Families

LSGT
How Does a Charter System Change Work Flow?

The Principal is uniquely positioned as both executive and governance.

- **Principal**
  - **Governance**
    - As a member of the LSGT, the principal shares an equal role in the decision making process.
  - **Executive**
    - Has full authority to be in charge of the school. Ensures the LSGT has accurate district and school information and along with the school staff executes governance direction.
Governance at the School Level

The role of the LSGT

- **Convenes** a group of individuals made up of teachers and/or staff, parents-guardians, community members, students and the principal to channel their skills, passion, expertise and resources to help students, schools and communities succeed.

The role of the LSGT

- **Shares** in school decision making as a governing body.
- **Identifies** strengths and areas of need in the school and community.
- Provides guidance for supporting high student performance.
- Acts as ambassadors for school and community.

The role of the LSGT

- **Recruits** community involvement.
- Recognizes that operational issues are the **responsibility** of district and school personnel.
- Focuses on governance, not school management.
- Follows LSGT bylaws.
**Relationships**

**Board of Education**
- Determines district budget
- Approves personnel
- Retains constitutional authority to control and manage schools

**Superintendent**
- Develops district budget
- Selects and directs district personnel

**Principal**
- Develops school budget
- Recommends, manages, and evaluates school personnel

**LSGT**
- Provides input into school budget
- Provides input into school personnel positions and allocations
- Helps to select principal in the event of a vacancy

**School staff**
- Instructs and supports students
Local School Governance Team

Scope of Responsibilities
School Governance Team Scope

- Align with the school improvement plan
- Align with resource allocation decisions
- Represent trends or have a long-term impact, not one-time incidents
- Affect students overall, not individual student issues
- Do not provide direction to staff members other than the principal
- Do not provide direction to staff members other than the principal
General Governance Team Responsibilities

**ADOPT** the school improvement plan and updates

**EVALUATE** progress on the school improvement plan

**CONTRIBUTE** to the identification of instructional programs, operational processes, resources and innovations to improve student achievement

**PROVIDE** input into the annual budget and may approve

**PARTICIPATE** in hiring of the Principal in the case of a vacancy, and may have input into performance goals and provide feedback on the performance of the Principal
On-Going Training Process

- School Improvement
- School Operations
- Finances and Resource Allocation
- Curriculum, Assessment and Instruction
- Personnel

Gaining knowledge to inform the decision-making process
Authority and Decision-Making

Establishing & Monitoring School Improvement Plan

- Some LSGT members may serve on school improvement team
- May recommend plan to superintendent
- May receive information and provide input to the principal on plan implementation
- May recommend innovations requiring waivers to state law
Authority and Decision-Making

Personnel & Hiring

- May recommend principal candidate to superintendent in the case of vacancy
- May provide input to superintendent on principal performance via a structured questionnaire
- May provide input to principal on desired characteristics for new or vacant non-teaching positions and innovative new teaching position
- May provide input on administrative hires via participation in candidate screening or interview panels
Authority and Decision-Making
Financial Operations and Resource Allocation

May recommend to superintendent
- General school fund budget aligned with improvement plan
- Use of SPLOST technology funds

May decide on use of
- Charter system funds allocated to the school
- Funds generated at the school level

May participate in a collaborative process to provide input
- To the principal on use of Title 1 budget
- Related organizations (Foundations, PTAs, Boosters) on use of funds
Authority and Decision-Making

School Operations

May provide input to principal

- Student code of conduct
- Student dress code
- School safety plan
- Parent involvement strategies

May provide input to superintendent

- School calendar and/or school start and end times
- Facility improvements
- School technology plan

May decide on community partners offering programs in the school

May provide input on other operational matters aligned with improvement plan
# Quality School Governance in a Charter System

<table>
<thead>
<tr>
<th>Quality Standards</th>
<th>Description</th>
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<tbody>
<tr>
<td>School Governing Team composition reflects the diversity of the community</td>
<td></td>
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<tr>
<td>Meets regularly and complies with Open Meetings and Open Records laws</td>
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<tr>
<td>School Governing Team sticks to governance and stays out of management</td>
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<tr>
<td>School Governing Team exercises its school-level governance responsibilities</td>
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<tr>
<td>Receives regular updates on academic, operational, and financial progress of the school</td>
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</tr>
<tr>
<td>Participates in regular School Governing Team training each year</td>
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*Source: Georgia Department of Education*
# Productive Governance Team Member

<table>
<thead>
<tr>
<th>Characteristics and Behavior</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Punctual</td>
</tr>
<tr>
<td></td>
<td>Prepared</td>
</tr>
<tr>
<td>Actively participates in discussion</td>
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<tr>
<td>Effectively communicates with entire team</td>
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<tr>
<td>Non-judgmental and respectful of others’ opinions</td>
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<tr>
<td>Maintains focus on team agenda</td>
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<tr>
<td>Mindful of what’s best for students</td>
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<tr>
<td>Follows through with assigned tasks</td>
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## Removal of School Governance Team Members

### Why?
- Changing Roles
- Lack of Attendance and Participation
- Conflict of Interest
- Code of Conduct violations

### How?
- Majority Vote by LSGT members
- Replacement and removal defined in by-laws

### Best Practices
- Members sign a Code of Conduct statement
- Set Ground Rules for Meetings
- Review Code of Conduct, Conflict of Interest, and Roles/Responsibilities annually and always, as needed
Resources

Charter System Foundation  www.charter-system.org

Georgia Department of Education  www.gadoe.org
Provide Information for Your Charter System

- Viewing this presentation to fulfill a training requirement?
- Complete “Pulse Check” on the content of this presentation
- Submit to Charter System Coordinator
Thank You!