



MAGNOLIA PUBLIC SCHOOLS

Board Of Directors

Board Agenda Item #	III.A
Date:	09.10.2015
To:	Magnolia Board of Directors
From:	Caprice Young, Ed.D., CEO & Superintendent
Staff Lead:	Caprice Young, CEO & Superintendent
RE:	Potential Nevada Expansion

Proposed Board Recommendation

I move that the board direct staff to pursue the opportunity to develop turn around charter schools in Nevada provided that all costs of the work are paid for by funds not restricted for California uses.

Background

In 2015, the Nevada government adopted legislation that created an Achievement School District with the authority to take control of the lowest performing schools in the state for the purpose of allowing them to be assigned to high performing Charter Management Organizations and turned around. The assigned CMOs will have full control of the facilities, provided at no cost, and must accept all students with priority given to neighborhood students. The CMOs will have full control over staffing and operations of the schools. The state identified 78 eligible schools and has announced that 6 schools will be selected for transformation effective FY 2016-17.

Besides us, several CMOs have expressed their non-binding interest in being considered. None has the experience we have combining academic success with underserved populations while opening whole schools all grades at once. In addition, our strong co-location track record speaks well of our ability to integrate into a traditional school site. Certainly it is an honor to have state leaders are seeking us out to help create great schools for underserved students.

In addition to the strengths we have developed through our work in California, we also are blessed to have staff that have led high quality STEM charter schools in Nevada. Besides myself, they include Yilmaz Ak and Erdinc Acar. Moreover, we have access to former Magnolia leaders now living and working in Nevada who would be willing to return to Magnolia if we were to open schools there with our profound commitment to academic excellence for underserved students. This makes us possibly the only CMO with the capacity to respond to the Governor's invitation immediately for the 2016-17 school year.

Timeline

If the board chooses to move forward, the staff will submit a proposal to the Nevada Department of Education by the revised deadline of September 30, 2015. Submitting this proposal will likely require the filing of a Nevada non-profit organization for the purposes of filing for charter schools. Throughout November and December, there will be a decision-making process by the Nevada Achievement School District leadership during which charter schools will be selected and then matched with up to six of the lowest performing schools in Nevada (our intention is only to apply for schools in Las Vegas). We will use that time period for deep community development, fundraising and planning. By January 2016, we will know whether we have been selected and whether we have been able to generate the local support from community stakeholders and philanthropy to make it possible to move forward.

Fundraising

Because we are not permitted to expend California restricted funds for growth into Nevada, we believe we need to raise a minimum of \$100,000 in the next 30 days to fund the application and investigation period this fall and then another \$350,000 for our core operations this spring, apart from any direct early funding of school operations. Most of the start up funds would be raised from philanthropic sources in Nevada that would not otherwise provide funding to our schools in California, so this should not be considered competitive with our California fundraising efforts. Once the schools are operating, the funds would be provided by the traditional governmental sources. To the extent that the increased resources from the Nevada schools contribute to strengthening the infrastructure we are creating to support our overall program (academic STEAM/blended learning, intervention and gifted education programs, technology, learning management systems and so on), all of our students and faculty will benefit.

Challenges

The biggest challenge in taking this on is making sure that it doesn't detract from our efforts to strengthen and grow our work in California. However, we have taken specific steps already to be able to handle shifting workloads by: 1) outsourcing our bookkeeping and accounting function to a strong service provider committed to growing with us (including into Nevada if needed); 2) acquiring a proven national core curriculum with a national company that provides high quality professional development and integrates its materials online; and, 3) over 13 years, we have established a base of talent and a culture of innovation committed to relentless pursuit of student success. To address this, a full time internal project manager who will end up becoming the Nevada director and a portion of various staff members' time, as well as Nevada people will need to be funded to ensure that our California team is not distracted. Early philanthropy will be required. If it doesn't come through quickly, we will need to stop the project immediately so that we don't make commitments we cannot keep.

Long-Term Vision

The Magnolia board and staff leadership has long envisioned our mission to be able to dramatically improve science education for disenfranchised students and, thereby, inspire them to choose professions in the STEM fields. We know the future of their generation (and future generations) depends on this success. Magnolia has the opportunity to really become a national leader through this high profile effort under a strong governor using a well-written law to transform schools. By moving quickly in an uncrowded field where our strengths match the needs of the students, we would be set up for success as a:

- Known STEM/STEAM leader
- High quality educator of students of all socioeconomic status
- Major magnet for innovative education talent
- Strong engager of families

Experts on the Nevada ASD have been invited to the board meeting to answer questions from the board.

Attachments

- Supplemental Information for Charter School Applicants: The Nevada Achievement School District
- THE NEVADA ACHIEVEMENT SCHOOL DISTRICT: Need to Know for Charter School Organizations

THE NEVADA ACHIEVEMENT SCHOOL DISTRICT Need to Know for Charter School Organizations

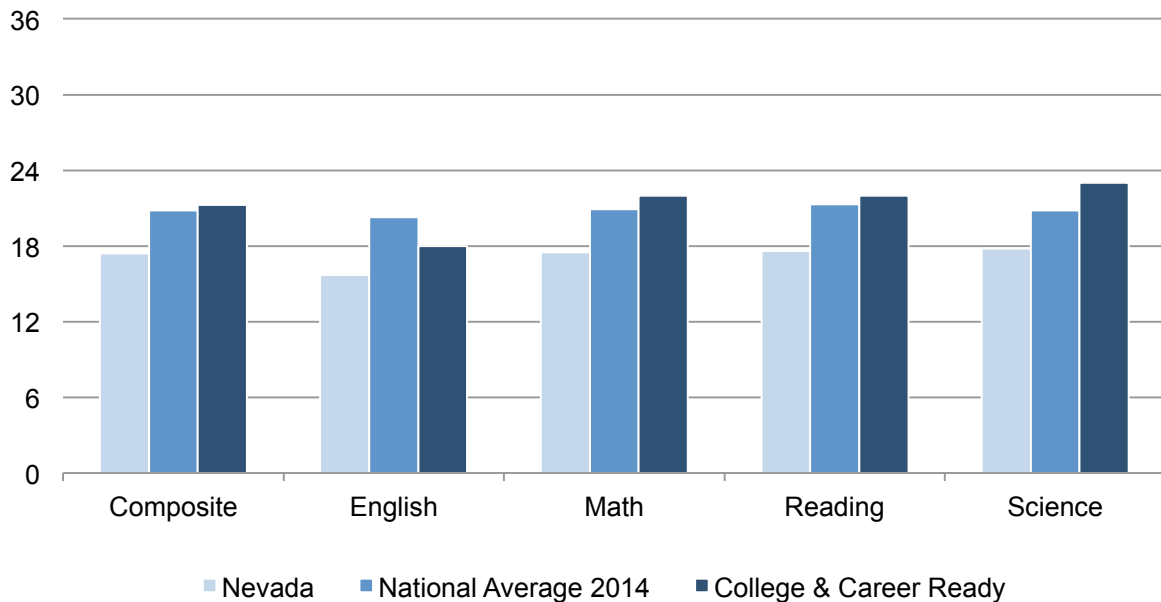
The Nevada ASD: Transforming Opportunities for Nevada's Students

Over the past years, Nevada's academic performance has consistently ranked near the bottom of the nation. This year's ACT results just added to the evidence that Nevada's students deserve a change. While Nevada's students averaged a composite ACT score of 17.4, the University of Nevada, Reno requires students to score at least a 22 to enroll.

Schools serving minority and low-income students in Nevada regularly perform below the level of their majority white, wealthy counterparts. In Las Vegas, Black and Latino-Hispanic students drop out at two times the share of their white peers.

Recently, Nevada declared 76,000 students, mostly in Las Vegas' Clark County and Reno's Washoe County, languish in persistently struggling schools. The state created the Nevada ASD with one mission: to improve outcomes for those students. The state is also funding the creation of a harbormaster, like New Schools for New Orleans and the Mind Trust in Indianapolis, to support and invest in high quality charter schools. Now is the time for change in Nevada.

With an average ACT composite score of 17.4 in 2015, most of Nevada's students are not graduating from high school college-ready.



Sources: ACT.org, Reno Gazette-Journal

Funding

- ❖ FY16 baseline funding for Nevada ASD charter schools is projected to be \$7,290 per pupil inclusive of local, state, and federal dollars.
- ❖ Nevada's legislature just passed unique initiatives that may lead to a sizeable increase in per pupil funding for Nevada ASD charter schools.
- ❖ In Nevada, there is a flat rate for students who qualify for special education services – schools with more students with an IEP receive more special education funding. In the coming years, the state will move towards a weighted formula for special education based on need with the first \$30 million in weighted funding beginning in 2016-17.
- ❖ In many cases, the state will deliver funds directly to Nevada ASD charter schools and/or organizations on a monthly basis.

Facilities

- ❖ Nevada ASD conversion charter schools will have free access to operate in the building of the public school that is converted.
- ❖ ASD non-conversion charter schools may choose to access their own facilities by building or leasing.
- ❖ For conversions, the local district will pay for repairs over \$15,000.

Students

- ❖ Nevada ASD charter schools will serve a high percentage of students qualifying for free or reduced lunch.
- ❖ Nevada ASD conversion charter schools will automatically enroll all students who previously attended the public school that is converted.
- ❖ Non-conversion schools and conversion schools with available seats will hold lotteries.

Staff

- ❖ Nevada ASD charter schools can apply for exemption from the state's teacher and administrator certification requirements.
- ❖ In the Clark County School District in 2014-2015, first-year teachers with a bachelor's degree earned \$34,637 in yearly salary and \$51,574 including benefits.
- ❖ Teacher salaries have been relatively stagnant and even decreased a bit over the past five years in Nevada.

Authorization Process

- ❖ The Nevada ASD will consider past performance and future potential as it chooses charter school organizations for authorization.
- ❖ Schools and leaders have a high degree of autonomy, especially when it comes to curriculum, scheduling, and staffing.
- ❖ ASD charter school governing bodies must have at least two community members.

Section I: Funding

Key Ideas

- ❖ Baseline funding for Nevada ASD charter schools is projected at \$7,290 per pupil.
- ❖ Nevada’s legislature just passed unique initiatives that could lead to a sizeable increase in per pupil funding for Nevada ASD charter schools.
- ❖ In Nevada, there is a flat rate for students who qualify for special education – schools with more students with an IEP receive more special education funding. In the coming years, the state will move towards a weighted formula for special education based on need with the first \$30 million in weighted funding beginning in 2016-17.
- ❖ In many cases, the state will deliver funds directly to Nevada ASD charter schools and/or organizations on a monthly basis.

How much funding should we expect to receive per pupil if we run an ASD charter school?

Presented in Table 1 on page four is actual data for the average Clark County School District school and for a Las Vegas based K-12 charter school serving mostly low-income African-American students for FY14. It also includes an estimate set of revenues for a hypothetical Nevada ASD charter school operating in FY16. We estimate that the average ASD charter school in Clark County will receive at least \$7,290 in recurring governmental funding per pupil.

The ASD charter school funding projections depend upon several assumptions, including the following:

- (1) As open enrollment schools, ASD charters will have an IEP population close to the CCSD average and an ELL average that is likely to exceed the district average.
- (2) As their own local education agencies (LEA) ASD schools will have more readily available access to categorical dollars than Nevada charter schools have had in the past, and
- (3) ASD school populations will be majority low-income.

Importantly, none of these funds vary based on other factors, such as neighborhood or grade levels served. ASD charter schools will most likely receive this funding directly from the state on a monthly basis.

How has this level of funding changed in recent years, and what can we expect in the future?

Adjusting for inflation, Nevada’s basic guarantee, which is just a portion of the above funding, for Clark County public schools has increased from \$5,136 per pupil in FY12 to a projected \$5,547 in FY17 (as exhibited in the below chart). This is just the state’s basic guarantee, meaning, which only accounts for a portion of baseline funding for schools. Schools and school systems also receive funding for special education as well as additional funding from the federal and state governments. Moreover, in the 2015 Nevada legislative session the state passed over \$1.1 billion in revenue increases for education initiatives alone, meaning that schools, especially those serving at-risk students, may anticipate an increase in categorical funding.

Table 1: Revenue Breakdown by Percentage, FY14

School	Percentage of Total Funds				Total Funds
	General Fund	SpEd Funds	Federal Funds	State Funds	Total Funds Per Pupil
Average CCSD District School	81%	3%	7%	8%	\$8,051
Example Las Vegas Charter School	94%	3%	3%	0%	\$6,957
Projection for FY16 ASD Charter	89%	3%	5%	3%	\$7,290

Sources: Clark County School District Budget Department, Guinn Center, Nevada Department of Education

What additional funding can we expect to receive from the state?

In the 2015 legislative session, the Nevada state legislature passed widespread education initiatives. Because of the strong focus on improving education across Nevada, Governor Brian Sandoval dubbed the session the “education session.” The initiatives passed in the education session will inevitably increase state categorical funding for some of the Nevada ASD’s charter schools; in some cases it could increase funding by a sizeable amount. Table 2 describes a set of new initiatives that could lead to increased funding for ASD charter schools.

How will we receive funding for our students with IEPs?

In Nevada, there is a flat rate for students with an IEP. As a result, districts with more students get more money. In Clark County, in 2013-2014, this was about \$1,200 per pupil with an IEP. It is important to note that this is about \$200 of IDEA funds plus about \$1,000 of state funding that the district receives because of the size of its IEP population. As their own LEAs, Nevada ASD charter schools and/or organizations will receive special education funding directly from the federal and state governments.

Nevada is working to develop a new weighted student funding formula. By 2020, the goal is for the state to fund special education at twice the level of a base pupil in the state. In FY17, \$25 million was allocated towards this goal along with an additional \$5 million in a contingency fund for extreme cases.

How does Nevada fund Pre-K?

In Clark County, pre-kindergarten is being funded through United Way over the next biennium. Right now, many of Nevada’s schools do not have capacity to add pre-k, so United Way is actively looking for partners in both the charter and private sectors.

Table 2: State-Based Categorical Initiatives

Initiative	What does it do?	What does this mean for school funding?
Victory Schools	Gives eligible underperforming schools extra funding to improve their performance.	ASD charters that turnaround persistently struggling schools may be eligible for an additional \$1,137.45 per pupil. As the state moves to a weighted formula in the coming years, these funds will follow individual low-income students wherever they attend school.
Zoom Schools	Provides extra funding for ESL and ELL students.	ASD charters with high levels of ESL & ELL enrollment may apply to the state for categorical funds.
Read By Three	Creates a fund, projected at \$22.3 million in FY17, supporting schools to ensure that their students can read at grade level by 3 rd grade.	ASD charters with young students who struggle in reading can apply to the state for categorical funds.
GATE Funding	Increases funding by a projected \$5 million in FY17 for gifted and talented students and distributes that increase on a per pupil basis.	ASD charters may receive extra funding for their gifted and talented students.
Full-Day Kindergarten	Provides funding to expand full-day kindergarten to all schools in Nevada.	ASD charters educating kindergartners will receive full funding per pupil.

Section II: Facilities

Key Ideas

- ❖ Each Nevada ASD conversion charter school will have free access to operate in the building of the public school that it converts.
- ❖ Nevada ASD non-conversion schools may choose to access their own facilities by building or leasing.
- ❖ For conversions, the local district will pay for repairs over \$15,000.

The Nevada ASD will authorize and oversee two types of charter schools – conversion charter schools and non-conversion charter schools. Conversion charter schools will conduct a whole school turnaround of a persistently struggling school in Nevada. They will operate in the same building as the school they turn around, and they will serve the same grade configuration as that school served the previous year.

How will we access facilities for our schools?

The Nevada legislature has determined that all Nevada ASD conversion charter schools will operate in the same building used by the public school that the ASD school converts. The ASD charter school will operate in this building free of charge. The Nevada ASD will determine building assignments for conversion charter schools when it matches those schools to closing Nevada public schools.

Some Nevada ASD non-conversion charter schools will access their own facilities either by building or leasing them. This is how other Nevada charter schools have traditionally accessed their own facilities.

How much do Nevada's charter schools tend to spend on paying for facilities?

Most of Nevada's charter schools spend 10-20% of per pupil funding on facilities. This means ASD schools that access their own facilities should expect to pay about \$12 per square foot per year in rent. It's important to remember, though, that the Nevada ASD's conversion schools will not have to spend any money to pay off facilities.

What condition can we expect our school building to be in?

The average age of a school building in the United States is 50 years. In New York, it's 80 years. A majority of Clark County's schools were built in the last 25 years. In addition, the government has extended the bond rollover that provides the Clark County School District with almost \$3 billion in funding for facilities over the next decade. In other words, Clark County's, school facilities are in great shape and are likely to remain in great shape.

Looking at specific facilities for the Nevada ASD, as of today, the Nevada Department of Education has named 78 schools that could be up for conversion into an ASD school. But because we still do not know which schools will be chosen, we do not know which specific buildings ASD schools will operate in. With that said, the Clark County School District, where a majority of those 78 schools are located, has [modernization histories](#) for many of its schools. These histories list renovations up to 2012 as well as the cost and purpose of those renovations. In addition, the Clark County School District has the entire list of 2012 [capital](#)

[improvement projects](#) listed. When conversion schools are determined, ASD charter applicants can use the district’s modernization reports to get an idea of building condition. Below is a portion of one of those modernization histories:

Table 3: Example Modernization History from the Clark County School District

Phase	Funds	1994 Bond	1996 Bond	1998 CIP*	2010 QSCB**
Classroom/Admin Addition [02]			\$766,109		
Library Addition [03]					
MPR/Stage/Theater Addition [04]					
Gym Addition [05]					
Magnet Upgrade [06]					
Space Conversion / Admin Addition [07]					
Replacement of Existing School [08]					
Planning, Design and Admin Allocation [09]			\$117,217	\$979,868	
Americans with Disabilities [10]				\$300,429	
Code/Safety [11]				\$246,756	

Source: Clark County School District Facilities Division

[When will the Nevada ASD determine which facilities will be available for our school?](#)

The Nevada ASD will most likely make facility assignments at least six months in advance of a Nevada ASD charter school’s opening.

[Will we need to use specific vendors for services, such as maintenance and food?](#)

While Nevada ASD conversion charter schools will not have to pay for facilities, they will have to pay for maintenance and services. For these services there are no required vendors, meaning that schools will have the autonomy to choose their own vendors.

Regarding maintenance, it is important to note that Nevada ASD schools will not pay for repairs over \$15,000. If extensive repairs to buildings or facilities cost more than \$15,000, the original school district must pay, rather than the Nevada ASD or the ASD charter schools.

Section III: Students

Key Ideas

- ❖ Nevada ASD charter schools will serve a high percentage of students qualifying for free or reduced lunch.
- ❖ Nevada ASD conversion charter schools will automatically enroll all students who previously attended the public school that is converted.
- ❖ Conversion charter schools and non-conversion charter schools with available seats will hold lotteries to enroll students.

What demographic makeup will our Nevada ASD school serve?

As most of the state's persistently struggling schools serve low-income, minority students and families, Nevada ASD charter schools will also serve racial/ethnic minority population, mostly consisting of low-income students. Furthermore, given the state's demographics, Nevada ASD charter schools are likely to serve a relatively high proportion of English language learners. The below charts and tables display actual demographic data for students in Nevada, Clark County, and a Las Vegas charter school with mostly low-income Latino-Hispanic students.

Table 4: Student Demographics, 2013-2014

School	Race/Ethnicity			Special Designation		
	<i>Latino/Hispanic</i>	<i>Black</i>	<i>Nonwhite</i>	<i>Low-Income</i>	<i>Special Education</i>	<i>English Language Learner</i>
Nevada	41%	10%	64%	53%	12%	15%
Clark County	44%	12%	71%	57%	11%	17%
Example Las Vegas Charter	67%	14%	89%	66%	15%	24%

Source: <http://www.nevadareportcard.com>

How will the Nevada ASD enroll students into our school?

For ASD conversion charter schools, enrollment is fairly simple. All students who attend the public school chosen for conversion will automatically enroll in the Nevada ASD school. For this rule, the legislature has made room for exceptions only if a student's family writes a notice to the ASD school principal to indicate that the student will not be attending that school.

With regards to available seats in conversion schools, the Nevada ASD must give first priority to students who live within the converted school's enrollment boundaries. After giving this preference, the school will hold an open lottery for enrollment. While schools may weight their lotteries to create diverse student bodies or to give priority to high needs students, schools are prohibited from discriminating on the basis of race, gender, religion, ethnicity, or disability.

As for non-conversion ASD charter schools, there not currently any requirements for setting enrollment priorities, even in the case of geographic boundaries. Instead, non-conversion ASD charter schools will hold an open lottery for all enrollment. As in the case of conversion schools, non-conversion ASD charter schools may weight their lotteries to create diverse of high needs

students bodies (including creating a preference for students who live within two miles of the school). ASD charter schools are prohibited from discriminating against prospective students.

[What happens if our enrollment exceeds the number we set as an enrollment goal?](#)

If charter schools exceed their enrollment goal, they will be fully funded for the students who go over that goal. As long as a charter school's facilities can accommodate the surplus of students, then the Nevada ASD charter school may enroll those students with full funding.

[Are there any other preferences within the enrollment system that we should know about?](#)

As of now, Nevada's charter schools cannot give preference to students moving between schools. This means that schools cannot prioritize enrolling students who come from other schools within the same network. Importantly, though, this policy is not set in stone, and it could change in the coming years. Furthermore, there is one exception – Pre-K. During the enrollment process, schools with kindergarten may prioritize Pre-K students who attend related schools.

[What is being done to help families make their decisions on which schools students will attend?](#)

Nevada wants to help families make informed decisions when it comes to choosing schools. Because of this, the Charter School Association of Nevada publishes an [annual school guide](#) with performance metrics and other information on the state's charter schools. In addition, Nevada uses an easy-to-understand rating system, ranking schools from 1-5 stars based on their performance. However, this system is suspended until 2017 due to the switch to new statewide exams.

[What enrollment should our ASD charter school reasonably expect?](#)

Projected enrollment numbers for ASD charter schools differ depending on whether the school is a conversion school or a non-conversion school. Conversion schools will likely have at least 500 students, at least 100 per grade level in elementary, 300 in middle school, and 500 in high school. Meanwhile, non-conversion schools will have the liberty to choose their desired number of students. Regardless of the type of ASD charter school, it is important to keep in mind that Nevada's schools have high enrollment numbers compared to many other states. Nevada also has many overcrowded schools so there is demand for additional new schools in many parts of the state.

[What are Nevada's charter schools spending on student recruitment today?](#)

The amount of money that schools spend on student recruitment varies from school to school. While some schools spend a significant amount on commercials and other recruitment strategies, other schools do not spend much money at all. All schools are required by law to inform families within 3 miles and the police when the school opens.

Section IV: Staff

Key Ideas

- ❖ Nevada ASD charter schools can apply for exemption from the state’s teacher and administrator certification requirements.
- ❖ In the Clark County School District in 2014-2015, first-year teachers with a bachelor’s degree earned \$34,637 in yearly salary and \$51,574 including benefits.
- ❖ Teacher salaries have been relatively stagnant and even decreased a bit over the past five years in Nevada.

Do our teachers, administrators, and other staff need to meet certain certification requirements? Nevada ASD charter schools may enjoy unique liberties with regards to teacher certification. For other charter schools in Nevada, at least 70 percent of teachers must be licensed under Nevada laws unless they are at 3 stars or above where they can just follow the Federal highly qualified rules. This is *not* necessarily the case for Nevada ASD charter schools.

A Nevada ASD school may submit a waiver to the state Superintendent of Public Instruction to be exempt from the state’s teacher certification requirements. Waivers must be in the best interest of the school’s students and may not violate federal Title I laws.

This is also the case with school administrators. Nevada ASD charter schools may submit waivers to be exempt from the state’s certification requirements for school administrators.

Finally, with regards to other staff members, such as business managers and other service staff, the Nevada ASD does not have any notable certification requirements. For the most part, ASD charter schools can hire whomever they see fit for these positions.

When it comes to our staff, what other rules and requirements should we know about?

In Nevada, there are certain staffing requirements charter schools should know about. The below table discusses rules relating to teacher certification as well as school-based requirements for teachers.

Table 5: Teacher Rules and Requirements in Nevada

Topic	What are the rules in Nevada?
Alternative certification availability	Nevada and Las Vegas provide Alternative Routes to Licensure . As of now, in Las Vegas, the CCSD and the University of Nevada Las Vegas offer alternative routes. But the state has just opened applications for other programs to deliver licensure. Furthermore, charter schools that perform highly for two years will develop their own alternative routes to licensure.
Reciprocal agreements for teacher certification	Nevada provides reciprocity . Teachers must apply to receive reciprocity and certification from the state.
Student-teacher ratios	For Nevada ASD charter schools, there are no required student teacher ratios.

What should we expect to pay our principals and other leaders to secure the best possible?

Nevada ASD charter schools may pay their administrators however much they see fit. With that said, in 2014-2015, Las Vegas based charter schools, serving high needs populations paid between \$90,000-\$112,000 in salaries for school leaders. Meanwhile, charter networks paid between \$90,000-\$165,000 for executive directors. The below table displays compensation for leaders at two charter networks in Las Vegas. Both of these networks serve at-risk populations.

Table 6: Charter Network School Leader Salaries and Benefits

Position	Salary	Salary and Benefits
Principal	\$90,000-\$112,000	\$110,000-175,000
Director/Chief Executive Officer	\$90,000-\$165,000	\$110,000-\$200,000

How much should we expect to pay our teachers?

In the Clark County School District’s 2014-2015 [salary and benefits scale](#), first-year teachers with a bachelor’s degree earned \$34,637 in salary and \$51,574 in salary and benefits. New teachers this year received a \$5,000 signing bonus, though the funds for such a bonus are not available for charter schools. Meanwhile, the highest possible paid teacher, one with an ASC and PhD as well as 15 years of experience, stood to make \$72,331 in salary and \$100,653 in salary and benefits. That being said, each ASD charter school will have the autonomy to set salaries for its own staff.

How much have teacher salaries changed in recent years?

As the chart displays, over the past five years, teacher salaries have been relatively stagnant in Clark County. First-year teachers with a Bachelor’s Degree have earned roughly \$35,000 each year, while fifth-year teachers with a Master’s Degree have earned roughly \$45,000. Furthermore, salaries in CCSD are currently frozen due to a labor dispute.

Chart 1: Clark County Teacher Salaries over Time



Source: National Council on Teacher Quality

Will our school have to align with the district’s salary scale or retirement program?

Nevada ASD charter schools have the autonomy to pay their employees whatever amount of money they see fit. In other words, Nevada ASD schools do not have to align with the district’s salary scale. On the other hand, all Nevada ASD charter school employees will be designated as public employees and not as employees of the Department of Education. As a result, all employees of a Nevada ASD charter school are eligible for all benefits for which the employee would be eligible if they worked at a traditional public school. This includes mandatory participation in the Public Employees’ Retirement System.

Section V: Authorization Process

Key Ideas

- ❖ The Nevada ASD will consider past performance and future potential as it chooses charter school organizations for authorization.
- ❖ Schools and leaders have a high degree of autonomy, especially when it comes to curriculum, scheduling, and staffing.
- ❖ ASD charter school governing bodies must have at least two community members.

What key deadlines should we take into account for the application process?

The application process will span from now until January 15, 2016. The following dates are key to the application timeline:

Stage	Documentation	Deadline
1) Notice of Intent	Submit a letter of intent and eligibility documentation via online Notice of Intent Form	Due as soon as possible
2) Full Application	Submit written application narrative and upload supporting documentation	Due September 30, 2015
3) Supplemental Requests (if applicable)	Submit responses to any requests for clarification or additional information	Due November 15, 2015
4) Interviews (if applicable)	N/A	By December 15, 2015
5) Final Applicant Approval	N/A	By January 15, 2016

How will the Nevada ASD evaluate our application?

The Nevada ASD will consider an applicant's past performance as well as growth potential when it comes to evaluating applications. Chiefly, the Nevada ASD is concerned with an applicant's ability to successfully educate and serve at-risk students and their families. Applications require applicants to provide information for the following seven categories:

- | | |
|-----------------------------------|---------------------------------|
| 1. Executive summary | 5. Parent and community support |
| 2. Student population | 6. Financial readiness |
| 3. School model and academic plan | 7. Launch plan |
| 4. Founding leadership team | |

Guidelines and rubrics for each category are available in the [Experienced Applicant Application](#).

Will we be able to open multiple grade levels or schools at once?

Nevada wants the best educators possible for its students. Schools may open multiple grade levels in a single year, without restriction. To open multiple schools, applicants must have a track record of success in educating students with similar demographics as those students whom the Nevada ASD serves.

How long will our charter contracts last before we have to renew them?

The charter term is for six years. The Nevada ASD does reserve the right to reduce that term if a charter school exhibits poor performance.

What kinds of freedoms will our schools and leaders have?

Nevada ASD charter schools will be free from all district policies and regulations except those required by state or federal law. This means that they will have the following freedoms among others:

Topic	What freedoms will we have?
Curriculum	A Nevada ASD charter school is free to implement any curricular programs as well as use any instructional materials, as long as the school meets performance and academic standards.
Schedule and calendar	School leaders have the freedom to enact a longer school day, week, and year.
Staffing	School leaders have complete hiring and firing autonomy as well as spending autonomy.

Are there any specific restrictions about who can be a governing board member of a charter school that we should know about?

All Nevada ASD charter school governing bodies may consist of whomever the charter school organization would like, with a few requirements. First, ASD charter school governing bodies must consist of at least two individuals who live in the community in which the charter school is located. Next, governing bodies may not have voting members who are employees of the charter school organization. Finally, governing bodies may not have any convicted felons as members. These restrictions mean ASD charter schools' governing bodies cannot consist of a single individual or entity. With this said, it is important to note that ASD charter schools may have a single governing body oversee multiple charter schools, as long as the governing body meets the above requirements.

Supplemental Information for Charter School Applicants

The Nevada Achievement School District



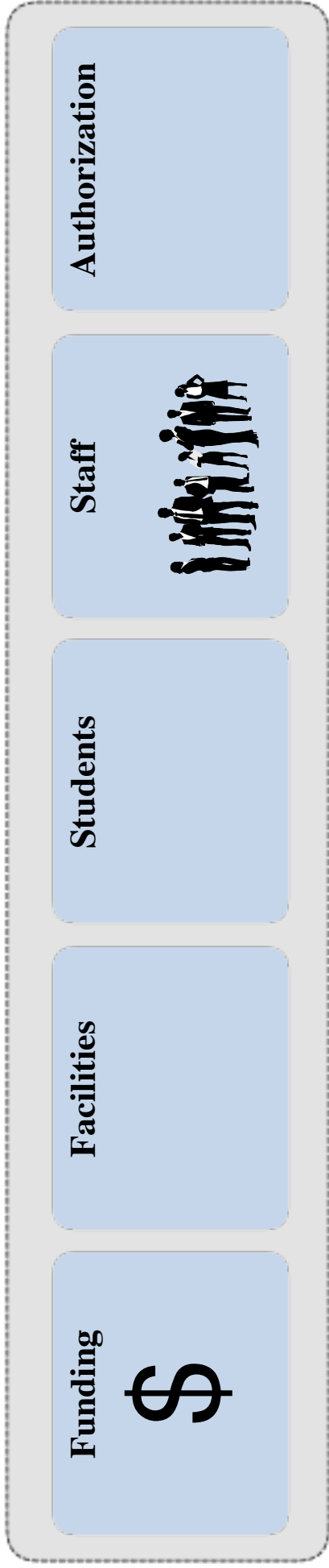
We've updated the request for qualifications timeline.

The updated request for qualifications timeline appears below. If you have any questions or concerns, please reach out.

Stage	Documentation	Deadline
1) Notice of Intent	Submit letter of intent and eligibility documentation via online Notice of Intent Form	As soon as possible
2) Full Application	Submit written application narrative and upload supporting documentation	Due September 30, 2015
3) Supplemental Requests (if applicable)	Submit responses to any requests for clarification or additional information	Due November 15, 2015
4) Interviews (if applicable)	N/A	By December 15, 2015
5) Final Applicant Approval	N/A	By January 15, 2016

We've heard and responded to your questions.

We've been talking with excellent charter school organizations from across the nation and we have heard a consistent set of questions across these five areas: funding, facilities, students, staff, and authorization.



What do ASD charter applicants need to know?

- Funding in the Nevada ASD
 - How much funding should ASD charter schools expect to receive per pupil?
 - What additional funding can ASD charter schools apply to receive?
 - How will special education funding work for ASD charter schools?
- Obtaining Facilities in the Nevada ASD
- Enrolling Nevada's Students into Nevada ASD Schools
- Certifying and Paying Staff in the Nevada ASD
- Charter school authorizing in the Nevada ASD





How much funding should ASD charter schools expect to receive per pupil?

Charter schools in the ASD should receive at least \$7,290 per pupil in baseline funding. For most ASD charters, the Nevada Department of Education will distribute these funds on a monthly basis, and new schools can request an advanced payment.*

School	Percentage of Total Funds				Total Funds
	General Fund	Title Funds	IDEA Funds	Other Funds	
<i>School/School System</i>					<i>Total Per Pupil</i>
Average CCSD School FY14	81%	5%	3%	10%	\$8,051
Las Vegas Charter School FY14	94%	3%	3%	0%	\$6,957
Estimate for ASD Charter FY16	89%	4%	3%	3%	\$7,290

Sources: Clark County School District Budget Department, Guinn Center, Nevada Department of Education

*This number does not include funding for many of Nevada's recently passed categorical initiatives.



What additional funding may ASD charter schools apply to receive?

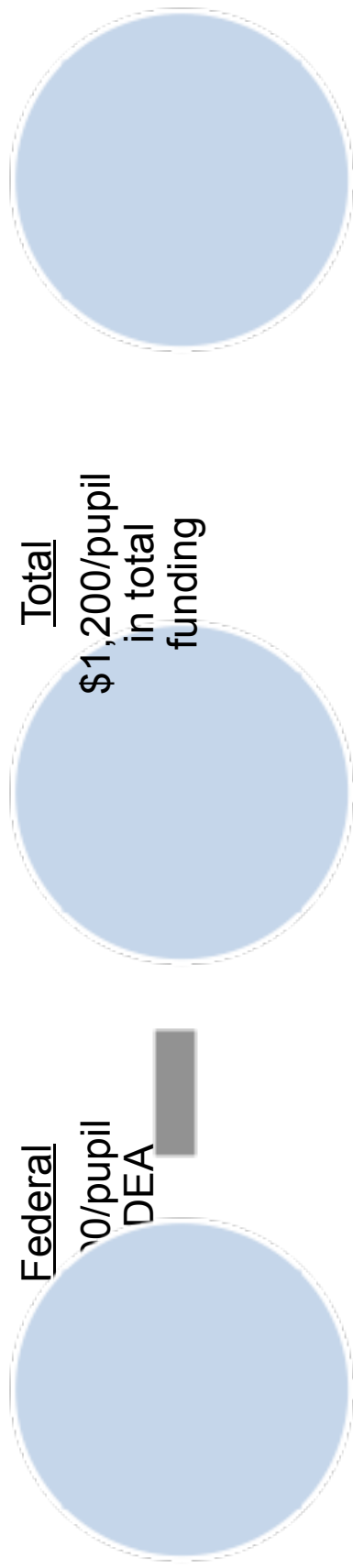
Nevada's 2015 legislative session passed extensive education initiatives which will increase state categorical funding for many schools.

Initiative	What does it do?	What does this mean for school funding?
Victory Schools	Gives eligible underperforming schools extra funding to improve their performance.	ASD charters that turnaround persistently struggling schools could be eligible for an additional \$1,137.45 per pupil. As the state moves to a weighted formula in the coming years, these funds will follow individual low-income students wherever they attend school.
Zoom Schools	Provides extra funding for ESL and ELL students.	ASD charters with high levels of ESL & ELL enrollment may apply to the state for categorical funds.
Read By Three	Supports schools to ensure that their students can read at grade level by 3rd grade.	ASD charters with young students who struggle in reading can apply to the state for categorical funds.
GATE Funding	Increases funding for gifted and talented students and distributes that increase on a per pupil basis.	ASD charters may receive extra funding for their gifted and talented students.
Full-Day Kindergarten	Provides funding to expand full-day kindergarten to all schools in Nevada.	ASD charters educating kindergartners will receive full funding per pupil.

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How will ASD charter schools receive funding for their students with IEPs?

LEAs in Nevada receive additional dollars for every student with an IEP. Nevada is working to develop an improved weighted student funding formula, which will affect special education funding. Nevada plans to begin rolling this new formula out in FY17.



Clark County Special Education Funding FY14

What do ASD charter applicants need to know?

- Funding in the Nevada ASD
- Obtaining Facilities in the Nevada ASD
 - How will Nevada ASD charter schools access facilities?
 - How will Nevada ASD charter schools pay for facilities, vendors, and maintenance
- Enrolling Nevada's Students into Nevada ASD Schools
- Certifying and Paying Staff in the Nevada ASD
- Charter school authorizing in the Nevada ASD



How will ASD charter schools access facilities?

In the ASD, conversion schools are guaranteed access to public facilities, while non-conversion schools are not guaranteed access to public facilities.



Conversion Charter Schools*

All ASD conversion charter schools operate in the same building used by the public school that the ASD school converts.

The ASD determines building assignments for conversion schools at least six months in advance to that school's opening.

Non-Conversion Charter Schools

Non-conversion ASD charter schools may have to access their own facilities either by building or leasing them.

This is how other Nevada charter schools have traditionally accessed their own facilities.

*Conversion charter schools are schools that conduct a whole school turnaround of a persistently struggling public school in Nevada. Conversion charter schools will operate in the same building and include the same grade configuration as the public school they are assigned to turn around.

How will ASD charter schools pay for facilities, vendors, and maintenance?

Nevada ASD conversion charter schools and non-conversion schools may pay for different aspects of their facilities.

Conversion Charter Schools

Conversion charter schools do not have to pay for their facilities. The local school district delivers facilities for free.

Facilities

Non-Conversion Charter Schools

Non-conversion charter schools finance their own facilities. ASD charters should expect to spend approximately \$12.00 per square foot per year, or 15-20% of funding, on facilities.

Vendors

Both conversion and non-conversion charter schools have the liberty to choose their own vendors. Both types of schools must pay for whatever services and products they receive from these vendors.

Maintenance/Renovations

If a maintenance project does not exceed \$15,000, then the conversion school pays. If a project costs more than \$15,000, then the local district pays.

Non-conversion charter schools pay for their own maintenance projects.

What do ASD charter applicants need to know?

- Funding in the Nevada ASD

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- Obtaining Facilities in the Nevada ASD

- Enrolling Nevada's Students into Nevada ASD Schools

➤ What will be the demographic makeup of ASD students?

➤ How will the ASD enroll students into its schools?

- Certifying and Paying Staff in the Nevada ASD

- Charter school authorizing in the Nevada ASD

What will be the demographic makeup of ASD students?

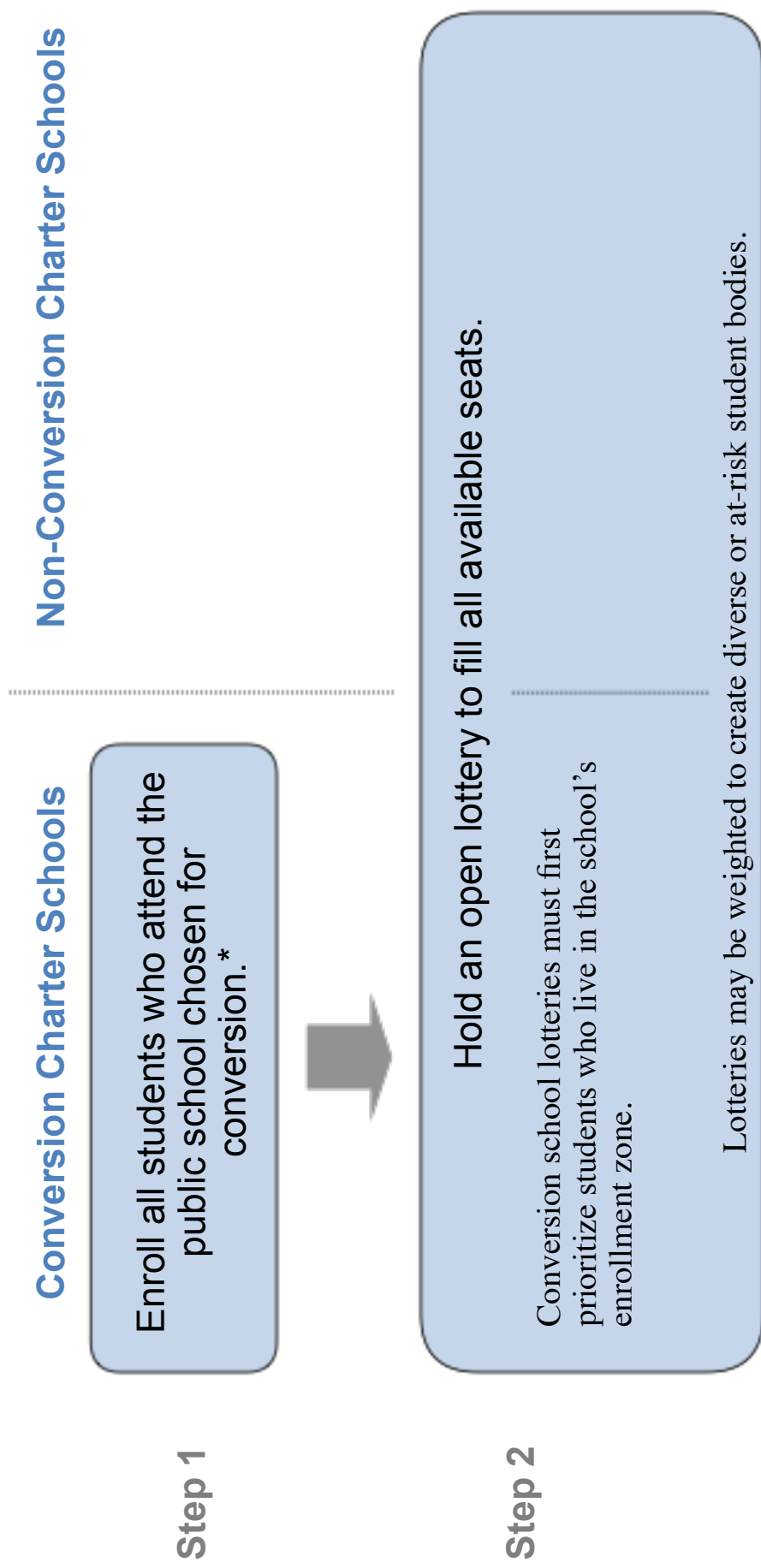
As most of the state's persistently struggling schools serve low-income, minority students and families, Nevada ASD charter schools also serve a minority population, mostly consisting of low-income students as well as a large portion of English language learners.

School	Race/Ethnicity			Special Designation		
	Latino-Hispanic	African-American	Nonwhite	Low-Income	Special Education	English Language Learner
Nevada	41%	10%	64%	53%	12%	15%
Clark County	44%	12%	71%	57%	11%	17%
Las Vegas Charter School	67%	14%	89%	66%	15%	24%

For more information on student demographics, visit <http://www.nevadareportcard.com/di>.

How will ASD schools enroll students?

Nevada ASD conversion charter schools will first enroll all of the students who attended the school that is converted. Then, both Nevada ASD conversion and non-conversion charter schools will use a lottery to enroll students.



*Students who attend the converted public school may choose not to enroll in the ASD conversion school. To keep from enrolling in the ASD conversion school, the student's family must submit a letter to the ASD charter school notifying the school of this decision.

What do ASD charter applicants need to know?

- Funding in the Nevada ASD
- Obtaining Facilities in the Nevada ASD
- Enrolling Nevada's Students into Nevada ASD Schools
- Certifying and Paying Staff in the Nevada ASD
 - Do any members of an ASD charter school's staff need to meet certification requirements?
 - How much will ASD schools pay their teachers and leaders?
- Charter school authorizing in the Nevada ASD

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What are the certification requirements for the ASD?

Nevada ASD charter schools have unique liberties with regards to requirements for their teachers, administrators, and other staff.

Teachers

Schools may submit a waiver to the state Superintendent to be exempt from the state's teacher certification requirements.

Requests for exemption

- Must be in the best interest of the school's students.
- May not violate federal laws.

Administrators

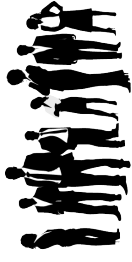
Schools may also submit a waiver to be exempt from the state's certification requirements for school administrators.

As in the case with teachers, requests for exemption for administrators must meet the above requirements.

Other Staff

The Nevada ASD does not have any certification requirements for school staff.

Charter schools can hire whomever they see fit for these positions.



How much should ASD schools expect to pay their teachers and leaders?

While Nevada ASD charter schools may pay their staff however much they see fit, public and charter schools in Nevada tend to pay similar salaries.

Clark County public and charter school teacher and leadership salaries, 2013-2014

School Type	Position	Salary	Salary & Benefits
Clark County Public Schools	First-Year Teacher with Bachelor's Degree	\$34,637	\$51,574
	Fifth-Year Teacher with Master's Degree	\$45,569	\$64,506
	Principal	\$90,000-\$120,000	\$125,000-\$170,000
Clark County Charter School Organizations	Principal	\$90,000-\$112,000	\$110,000-\$175,000
	Director/CEO	\$90,000-\$165,000	\$110,000-\$200,000

For the entire 2014-2015 Clark County teacher salary and benefits scale, [click here](#).

What do ASD charter applicants need to know?

- Funding in the Nevada ASD
- Obtaining Facilities in the Nevada ASD
- Enrolling Nevada's Students into Nevada ASD Schools
- Certifying and Paying Staff in the Nevada ASD
- Charter school authorizing in the Nevada ASD
 - What autonomies will ASD charter schools have?
 - Are there any requirements for ASD charter schools' governing boards?

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What autonomies will ASD charter schools and leaders have?

Nevada ASD charter schools will have a high degree of autonomy. The right to control their own curriculum, scheduling, and staffing are just a few examples.

Topic	What freedoms do ASD charters have?
Curriculum	A Nevada ASD charter school is free to implement any curricular programs as well as use any instructional materials, as long as the school meets performance standards.
Scheduling and Calendaring	School leaders have the freedom to enact a longer school day, week, and year.
Staffing	School leaders have complete hiring and firing autonomy as well as spending autonomy.

Are there any requirements for ASD charter school's governing board?

Nevada ASD conversion schools have some restrictions for their governing boards.

What are the requirements for ASD charter schools' governing boards?

Must have

Two members who reside in the school's community.

May not

Operate the charter school for a profit.

Have members who benefit financially from the school, such as vendors.

Have voting members who are employees of the CMO.

Have any felons.

Can ASD charter schools have a single board member?

Because ASD charter schools must have two community members on the board, they cannot have a board composed of just one member.

This means that a charter school organization or a foundation cannot sit as the single governing board member for an ASD charter school.

Can ASD charter schools have one board for more than one school?

As long as the governing board meets the above requirements, all ASD charter schools may maintain a single governing board over multiple schools.

Next Steps

We want to provide all current and prospective charter school applicants with the best customer service. If you have questions or concerns, please feel free to contact us or to visit our website.

- Please visit us online here or send an email to achievementschools@doe.nv.gov
- Applications and a guidebook are also available online here. Please note that applications are due September 30. If you have any questions or concerns regarding the application deadlines, please let us know.
- We are here to support you. Please [click here](#) to let us know how we can make the Nevada ASD the best possible authorizer and how we can support you as you launch an excellent charter school.