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| DESE logo | |
| **Application for a Massachusetts Public Charter School:  Current Boards of Trustees** |
|  |
| Massachusetts Department of Elementary and Secondary Education  75 Pleasant Street, Malden, MA 02148-4906  Phone 781-338-3000 TTY: N.E.T. Relay 800-439-2370  www.doe.mass.edu |



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Massachusetts Department of Elementary and Secondary Education.



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# Table of Contents

The Application Process and Review Stages 3

Commonwealth Public Charter School Application Process and Typical Timeline   
for Current Board Of Trustees 5

Horace Mann Public Charter School Application Process and Typical Timeline   
for Current Board Of Trustees 6

Required Letter of Intent Template 7

Commonwealth and Horace Mann Charter Applicant Information Sheet 8

Horace Mann I Charter School Certification Statement 13

Horace Mann II Charter School Certification Statement 14

Horace Mann III Charter School Certification Statement 15

General Statement of Assurances 16

Statement of Assurances for the Federal Charter School Program Grant 19

Commonwealth and Horace Mann Charter Application Outline   
for Current Boards of Trustees 20

Commonwealth and Horace Mann Charter Application Instructions   
for Current Charter School Boards of Trustees 21

I. How Will The School Demonstrate Faithfulness To Charter? 21

A. Mission 21

B. Key Design Elements 21

C. Description of the Community(ies) to be Served 22

Ii. How Will The School Demonstrate Academic Success? 25

A. Overview of Program Delivery 25

B. Curriculum and Instruction 26

C. Student Performance, Assessment, and Program Evaluation 28

D. English Language Education and Special Education Programs 30

E. Culture and Family Engagement 31

Iii. How Will The School Demonstrate Organizational Viability? 34

A. Capacity 34

B. Governance 34

C. Management 38

D. Facilities and Student Transportation 40

E. School Finances 41

F. Action Plan 43

Iv. Required Attachments – Final Application 44

# The Application Process and Review Stages

|  |  |
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| Required Submissions for Existing Boards | * Letter of Intent * Proven Provider Request (if applicable) * Final Application |
| **Electronic Submission** | The Department of Elementary and Secondary Education (Department) has instituted electronic submission for all charter applicants via the Department’s security portal. All eligible applicant groups will be required to participate in training related to application submission. |
| **How to Submit**  ***Note: All documents, when submitted to the Department, become part of the public record.*** | Applicant groups submit charter applications electronically via a dropbox function within the Department’s security portal **and** submit an unbound copy to:    Massachusetts Department of Elementary and Secondary Education  Office of Charter Schools and School Redesign  75 Pleasant Street, Malden, Massachusetts 02148-4906 |
| **Letter of Intent and Applicant Information Sheet**  ***Note: Letter of Intent submissions are submitted to the Department via email:*** [***charterschools@doe.mass.edu***](mailto:charterschools@doe.mass.edu) | **Letter of Intent and Applicant Information Sheet**  An applicant group’s non-binding letter of intent and applicant information sheet are submitted via [charterschools@doe.mass.edu](mailto:charterschools@doe.mass.edu). All interested charter school boards of trustees are required to notify the Department of their intention to apply for a charter in order to receive access to an assigned dropbox.  After submission of a letter of intent, the Department will contact boards of trustees to schedule the required applicant training.  Boards of trustees who do not require proven provider status are automatically eligible to submit a final application if the existing charter school has undergone one renewal; is not presently on conditions or probation; and is in compliance with federal and state laws and regulations. Applicants will be contacted after Letter of Intent submissions to discuss any areas of concern identified by the Department regarding participation in the one stage process. |
| **Requirements for Consideration of Proven Provider Status (if applicable)** | **Proven Provider Request**  All materials to support the request for proven provider status must be submitted via [charterschools@doe.mass.edu](mailto:charterschools@doe.mass.edu) by the published deadline in order to be considered. See *Instructions for Current Boards of Trustees*.  The Department will contact groups regarding the request for proven provider status once the complete request is received. Incomplete submissions will not be considered. |
| **Applicant Notification of Proven Provider Status, if applicable** | **Applicant groups may be invited to submit a final application.**  An invitation to submit a final application is contingent on the Commissioner’s granting of proven provider status, if applicable. |
| **Submitting the Final Application**  ***Submit:***  ***A) One (1) unbound original copy with original signatures.***  ***B) Electronic submission via security portal dropbox***  *Incomplete applications will  not be accepted.* | **Final Application**  **District Review**  Applicants for a Commonwealth charter **must** file a copy of the application with the school committee(s) in the school district(s) from which the charter school expects to enroll students by the published deadline. Submission to the office(s) of the superintendent(s) is considered sufficient to meet this requirement. Applicant groups must submit evidence the requirement has been met to the Department within **two days** of the published deadline. Superintendents from those districts and all contiguous districts will be invited to submit written comments to the Board of Elementary and Secondary Education regarding the application and the impact of the proposed Commonwealth charter school on their district. |
| **Review of**  **Final Applications** | The final application will be reviewed by the Department and external reviewers against the criteria described throughout the application. |
| **Public Hearings** | **Public Hearings** (Within 4-8 weeks of submission of final application)  The public hearing on a final application is held in the school district in which the proposed charter school intends to locate and attended by members of the public, Board of Elementary and Secondary Education member(s), and Department staff. Public hearings take place on a single weekday from 4:00 p.m. – 6:00 p.m. |
| **Interviews** | **Interview** (Within 8-10 weeks of submission of final application)  Department staff conducts an interview with the applicant group and current board of trustees. Comments and questions from the final application review, the public hearings, and the proposed sending districts will serve as a basis for the interview. |
| **Commissioner’s**  **Recommendation** | **Commissioner’s Recommendation** (February)  The Commissioner will review the results of this process and make recommendations to the Board of Elementary and Secondary Education regarding the award of charters. |
| **Board of Elementary and Secondary Education Grants Charters** | **Board of Elementary and Secondary Education Votes on  New Charter Schools** (February)  The Board of Elementary and Secondary Education will vote to award charters no later than the February Board meeting. The Board reserves the right to grant a charter with the terms and conditions that it deems are appropriate, including, but not limited to, the opening date, grade span, and maximum enrollment of the school. |

# Commonwealth Public Charter School Application Process and Typical Timeline for Current Board of Trustees

2006-2007 Charter School Application and Review Process Timeline

# Horace Mann Public Charter School Application Process and Typical Timeline for Current Board of Trustees



Horace Mann II applicants are encouraged to follow the standard schedule but may submit a letter of intent and application at any time.

Applicants for Horace Mann II charter schools that choose not to follow the standard schedule are subject to the same review process as all other Horace Mann and Commonwealth applicants, with the same length of time for review of the application, and charter granting.

# Required Letter of Intent Template

*Boards of trustees are required to submit a letter of intent to the Office of Charter Schools and School Redesign via* [*charterschools@doe.mass.edu*](mailto:charterschools@doe.mass.edu)*. An applicant information sheet must also be submitted with the letter of intent.*

Letter of Intent Template

Date

Contact Person’s Name, Position/Role

Current Charter School

Mailing Address

City, State Zip Code

Daytime Phone, Email Address

Massachusetts Department of Elementary and Secondary Education

Office of Charter Schools and School Redesign

75 Pleasant Street

Malden, MA 02148-4906

Dear Office of Charter Schools and School Redesign,

Introductory sentence(s)

Provide a brief statement regarding the plan of the current board of trustees and school leadership team to develop and/or grow a charter school network. Provide a brief explanation of the mission and purposes of the proposed school and describe the students to be served by the proposed school (e.g., targeted population, at risk youth) and the general approach to curriculum and teaching. The statement should also discuss these key design elements in relation to the current charter school(s). Provide information on the engagement of families and community members in the development of the proposed school.

Provide information on the composition of the applicant group in addition to the board and school leadership (e.g., parents/guardians, teachers, partner school district, non-profit organization) and as applicable, if the current board of trustees is applying as a proven provider or what proven provider candidate(s) are proposed by the applicant group.

Salutation,

Signature of Board Chair or School/Network Leadership

# Commonwealth and Horace Mann Charter Applicant Information Sheet

***This information is included with all application submissions. Applicants are advised that the primary contact person may be contacted by the public and/or media with questions about the proposed school.***

**Name of Proposed Charter School:**

**School Address (if known):**

**School Location (City/Town REQUIRED):**

**Primary Contact Person:**

**Role or relationship of contact person to proposal:**

**Address [Street, City/Town, State, and Zip Code]:**

**Daytime Tel:** **Secondary Tel:**

**Email:**

**1. The proposed school will open in the fall of school year:**  **2024-2025**  **2025-2026**

|  |  |  |
| --- | --- | --- |
| **School Year** | **Grade Levels** | **Total Student Enrollment** |
| First Year |  |  |
| Second Year |  |  |
| Third Year |  |  |
| Fourth Year |  |  |
| Fifth Year |  |  |
| *Add additional rows as needed to show planned growth to reach full proposed grade span and maximum enrollment.* | | |

**2. Grade span at full enrollment:**

**3. Total student enrollment when fully expanded:**

**4. Age at entry for kindergarten, if applicable:**

**5. If applicable, the proposed Horace Mann charter school is:**  **New or**  **Conversion**

**6. If applicable, the proposed type of Horace Mann[[1]](#footnote-2) charter school is:**

**Horace Mann I**  **Horace Mann II**  **Horace Mann III**

**Questions #7-9 are for applications for a Commonwealth charter school ONLY.**

**7. Will this proposed Commonwealth school be a regional charter school?**  Yes  No

**If yes, list the school districts (including regional school districts) in the proposed region.** Please only list districts that are included in *District Information on Enrollment Projections for New Applications and Expansion Amendments* at <https://www.doe.mass.edu/charter/new/?section=app2>. (Use additional rows if necessary.)

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| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

**If no, please specify the district’s population as reported in the most recent United States census estimate for the community the school intends to serve:** \_\_\_\_\_\_\_\_\_\_\_.

*The Board of Elementary and Secondary Education shall not approve a new Commonwealth charter school in any community with a population of less than 30,000 as determined by the most recent United States census estimate [available at* [*http://www.census.gov/*](http://www.census.gov/)*], unless it is a regional charter school. (MGL c. 71 § 89(i)(1).*

**8. Will the proposed Commonwealth charter school serve a district where overall student performance on the MCAS** **is in the lowest 10 percent, as designated in *District Information on Enrollment Projections for New Applications and Expansion Amendments*** **or in** [**any updated analysis**](http://www.doe.mass.edu/charter/enrollment/CapIncrease/) **performed by the Department?**  **Yes**  **No**

**9. Will the proposed Commonwealth charter school serve a district or districts in which the 9 percent net school spending cap is, or could be, exceeded by applications during the upcoming cycle?** **Yes**  **No**

**10. Have members of the applicant group previously submitted an initial application or final application that did not result in a charter?**  **Yes**  **No**

**If yes, is the present submission related in content to the previous application?**  **Yes**  **No**

**If yes, please indicate the name of the previous proposal and the year submitted.**

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**11. Do members of the applicant group currently operate or are they employed by a private or parochial school?**  **Yes**  **No**

**If yes, please indicate the person’s name, the school name and school location, and dates of employment or affiliation.**

|  |  |  |
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**12. Are any members of the applicant group present or past members of a charter school board of trustees (other than the one applying for the new charter), a school committee, or other type of public governing body?**  **Yes**  **No**

**If yes, please indicate the person’s name; the charter school name and school location, or school committee district; and dates of membership.**

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# Executive Summary

**The Executive Summary is a required submission with the charter final application.**

The Executive Summary should provide a broad overview of the proposed school, including its mission and school design, how this potential school will enhance options for students, the community’s demonstration of support for this school, and the board of trustees’ (board) capacity to make the school a success as part of a charter school network. The Executive Summary should indicate eligibility for the one stage process by indicating if the board currently holds the charter of a school that has undergone at least one successful renewal; is not under conditions or probation; and is in compliance with federal and state laws and regulations.

The Executive Summary is limited to a maximum of four pages and should include the following information, in addition:

**Mission and School Design:** Provide the proposed school’s mission and vision. Describe the board’s core beliefs and values about education. Describe the key design elements of the proposed educational program, including curriculum and instruction. Be explicit about the key design elements of the proposed school’s educational program that distinguishes it from other public schools. Indicate if the proposal is a replication of the existing model or the rationale behind the new model proposed. Explain how the key design elements will support the goal of improved student outcomes.

**Community (ies) to Be Served:** Explain the rationale for the selection of the community(ies). Provide information on the engagement of families and community members in the development of the proposed school. Describe the educational needs of the targeted community(ies) and how the proposed school aims to address those needs. Describe the relationships that have been established in the targeted community to support the success of the proposed school. Describe the strategies used to assess demand and/or establish support for the proposed school and the progress of your efforts. Indicate the details of the proposed school growth, including proposed date of school opening, projected maximum enrollment, and the grades to be served.

**Network Governance and Management:** Explain how the current governance and management structure provides effective governance and leadership for the current charter school(s). Describe the board’s strategic plan for an additional charter school within the context of the proposed or current network. Discuss the current school(s)’ track record(s) of student and school performance, including in relation to the eligibility requirements for participation in a one stage process. Discuss evidence of organizational capacity to grow successfully while maintaining quality. Explain how the governance and management structure will evolve to support a successful charter school network.

# Commonwealth Charter School Certification Statement

Proposed Charter School Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Proposed School Location (City/Town): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I hereby certify that the information submitted in this application is accurate to the best of my knowledge and belief and that this application has been or is being sent to the superintendent of each of the districts from which we expect to draw students. Further, I understand that, if awarded a charter, the proposed school shall be open to all students on a space available basis, and shall not discriminate on the basis of race, color, national origin, creed, sex, gender identity, ethnicity, sexual orientation, mental or physical disability, age, ancestry, athletic performance, special need, proficiency in the English language or a foreign language, or academic achievement. This is a true statement, made under the penalties of perjury.

Signature of

Authorized Person\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_

Print/Type Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Daytime Phone\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Fax \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# Horace Mann I Charter School Certification Statement

Proposed Charter School Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

School’s Current Name

(If different from above) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I hereby certify that this final application has received approval from a majority of the school committee and from the local teacher’s union in the district in which this Horace Mann I Charter School would be located. The information submitted in this final application is accurate to the best of my knowledge and belief; and further, I understand that, if awarded a charter, the proposed charter school shall be open to all students, on a space available basis, and shall not discriminate on the basis of race, color, national origin, creed, sex, gender identity, ethnicity, sexual orientation, mental or physical disability, age, ancestry, athletic performance, special need, proficiency in the English language or a foreign language, or academic achievement. I understand that the final application for the proposed school shall include a signed final draft memorandum of understanding that describes the intended relationship between the proposed charter school and the school district. I also understand that any memorandum of understanding, modifying provisions of a collective bargaining agreement must be signed by the proposed charter school, the school committee, and the local collective bargaining unit and submitted with the final application. This is a true statement, made under the penalties of perjury.

**I. School Committee**

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Chairperson, School Committee*

Print/Type Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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City\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ State\_\_\_\_\_\_\_\_\_\_ Zip \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Daytime Telephone \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Fax \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**II. Local Collective Bargaining Unit**

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*President, Local Teacher’s Union*

Print/Type Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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City\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ State\_\_\_\_\_\_\_\_\_\_ Zip\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Daytime Telephone \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Fax \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# Horace Mann II Charter School Certification Statement

Proposed Charter School Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

School’s Current Name

(If different from above) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I hereby certify that this final application has received approval from a majority of the school committee. The information submitted in this final application is accurate to the best of my knowledge and belief; and further, I understand that, if awarded a charter, the proposed charter school shall be open to all students, on a space available basis, and shall not discriminate on the basis of race, color, national origin, creed, sex, gender identity, ethnicity, sexual orientation, mental or physical disability, age, ancestry, athletic performance, special need, proficiency in the English language or a foreign language, or academic achievement. I understand that the final application for the proposed school shall include a signed final draft memorandum of understanding that describes the intended relationship between the proposed charter school and the school district. I also understand that any memorandum of understanding modifying provisions of a collective bargaining agreement must be approved by a majority of faculty at the school, with the vote to be held within 30 days of submission of application. This is a true statement, made under the penalties of perjury.

**I. School Committee**

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Chairperson, School Committee*

Print/Type Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

City\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ State\_\_\_\_\_\_\_\_\_\_ Zip \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Daytime Telephone \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Fax \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# Horace Mann III Charter School Certification Statement

Proposed Charter School Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

School’s Current Name

(If different from above) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

School Address \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ City/Town \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I hereby certify that this final application has received approval from a majority of the school committee. The information submitted in this final application is accurate to the best of my knowledge and belief; and further, I understand that, if awarded a charter, the proposed charter school shall be open to all students, on a space available basis, and shall not discriminate on the basis of race, color, national origin, creed, sex, gender identity, ethnicity, sexual orientation, mental or physical disability, age, ancestry, athletic performance, special need, proficiency in the English language or a foreign language, or academic achievement. I understand that the final application for the proposed school shall include a signed final draft memorandum of understanding that describes the intended relationship between the proposed charter school and the school district. I also understand that an agreement with the collective bargaining unit is not required prior to Board approval of a charter, however the charter school’s board of trustees must negotiate with the collective bargaining unit and the school committee in good faith regarding any modifications to collective bargaining agreements following the award of a charter. If an agreement is not reached at least 30 days before scheduled opening, the charter school operates under the terms of its charter until an agreement is reached. This is a true statement, made under the penalties of perjury.

**I. School Committee**

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Chairperson, School Committee*

Print/Type Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

City\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ State\_\_\_\_\_\_\_\_\_\_ Zip \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Daytime Telephone \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Fax \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# General Statement of Assurances

This form must be signed by a duly authorized representative of the applicant group and submitted with the final application. A final application will be considered incomplete and will not be accepted if it does not include the Statement of Assurances.

As the authorized representative of the applicant group, I hereby certify under the penalties of perjury that the information submitted in this application for a charter for \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (name of school) to be located in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ is true to the best of my knowledge and belief; and further, I certify that, if awarded a charter, the school:

1. Will not charge tuition, fees, or other mandatory payments for attendance at the charter school, for participation in required or elective courses, or for mandated services or programs (Mass. Gen. Laws c. 71, § 89(m), and 603 CMR 1.03(3)).
2. Will not charge any public school for the use or replication of any part of their curriculum subject to the prescriptions of any contract between the charter school and any third party provider (Mass. Gen. Laws c. 71, § 89(l)).
3. Will permit parents/guardians to enroll their children only voluntarily and not because they must send their children to this school (The Elementary and Secondary Education Act of 1965, as amended, Title V, Part B, Subpart 1 — Public Charter Schools Section 5210(1)(h)).
4. Will enroll any eligible student who submits a timely and complete application, unless the school receives a greater number of applications than there are spaces for students. If the number of applications exceed the spaces available, the school will hold a lottery in accordance with Massachusetts charter laws and regulations (Mass. Gen. Laws c. 71 § 89(n), and 603 CMR 1.05).
5. Will be open to all students, on a space available basis, and shall not discriminate on the basis of race, color, national origin, creed, sex, gender identity, ethnicity, sexual orientation, mental or physical disability, age, ancestry, athletic performance, special need, proficiency in the English language or a foreign language, or academic achievement (Mass. Gen. Laws c. 71, § 89(m)).
6. Will be secular in its curriculum, programs, admissions, policies, governance, employment practices, and operation in accordance with the federal and state constitutions and any other relevant provisions of federal and state law.
7. Will comply with the federal Age Discrimination Act of 1975 and Title IX of the Education Amendments of 1972.
8. Will adhere to all applicable provisions of federal and state law relating to students with disabilities including, but not limited to, the Individuals with Disabilities Education Act, section 504 of the Rehabilitation Act of 1974, and Title II of the Americans with Disabilities Act of 1990 and chapter 71B of the Massachusetts General Laws.
9. Will adhere to all applicable provisions of federal and state law relating to students who are English learners including, but not limited to, Title VI of the Civil Rights Act of 1964, the Equal Educational Opportunities Act of 1974, and chapter 71A of the Massachusetts General Laws.
10. Will comply with all other applicable federal and state law including, but not limited to, the requirement to offer a school nutrition program (Mass. Gen. Laws c. 69, § 1 (c)).
11. Will meet the performance standards and assessment requirements set by the Board of Elementary and Secondary Education for all students in public schools including, but not limited to, administering the state assessment test (Mass. Gen. Laws c. 71, § 89(v), and 603 CMR 1.04(3)(k)).
12. Will submit an annual report to the Department of Elementary and Secondary Education on or before the required deadline (Mass. Gen. Laws c. 71 § 89(jj)).
13. Will submit an accountability plan no later than the end of the first year of the school’s charter, establishing specific five year performance objectives as specified in the state regulations (603 CMR 1.04 (3)(l)) and guidelines.
14. Will submit an annual independent audit to the Department of Elementary and Secondary Education and the Office of the State Auditor no later than November 1st of every year, as required by the charter school statute (Mass. Gen. Laws c. 71, § 89(jj), or at such other time as designated in 603 CMR 1.08 (3)).
15. Will submit required enrollment data each March to the Department of Elementary and Secondary Education by the required deadline (Mass. Gen. Laws c. 71, § 89(o), and 603 CMR 1.08(5)).
16. Will submit required waitlist report data as required by the Department of Elementary and Secondary Education by the required deadlines (Mass. Gen. Laws c. 71, § 89(n), and 603 CMR 1.08(6)).
17. Will meet enrollment projections through demonstration of support for the proposed charter school in the communities from which students would be likely to enroll (603 CMR 1.04(3)(c)).
18. When constructing or renovating a facility, will operate in compliance with state requirements regarding designer selection, Mass. Gen. Laws c. 7C, §§ 44-58; public bidding, Mass. Gen. Laws c. 149; public works construction, Mass. Gen. Laws c. 30, § 39M; and prevailing wage, Mass. Gen. Laws c. 149, §§ 26-27.
19. Will operate in compliance with generally accepted government accounting principles (Mass. Gen. Laws c. 71, § 89(jj)).
20. Will maintain financial records to meet the requirements of Mass. Gen. Laws c. 71, § 89 and 603 CMR 1.00.
21. Will participate in the Massachusetts State Teachers’ Retirement System (Mass. Gen. Laws c. 71, § 89(y)).
22. Will employ individuals who either hold an appropriate license to teach in a public school in Massachusetts or who will take and pass the Massachusetts Tests for Educator Licensure (MTEL) within their first year of employment and meet all applicable staff requirements of the federal Every Child Succeeds Act (Mass. Gen. Laws c. 71 § 89(ii), and 603 CMR 1.06(4)).
23. Will provide the Department of Elementary and Secondary Education with written assurance that a criminal background check has been performed, prior to their employment, on all employees of the school who will have unsupervised contact with children (Mass. Gen. Laws c. 71, § 38R, and 603 CMR 1.04(7)(d)).
24. Will obtain and keep current all necessary permits, licenses, and certifications related to fire, health, and safety within the building(s) and on school property (603 CMR 1.04(7)(e), 1.04(7)(f), 1.05(7)(g), and 1.05(7)(h)).
25. Will maintain uninterrupted necessary and appropriate insurance coverage (603 CMR 1.04(7)(h)).
26. Will submit to the Department of Elementary and Secondary Education the names, home addresses, and employment and educational histories of proposed new members of the school’s board of trustees for approval prior to their service (603 CMR 1.06(1)(b)).
27. Will ensure that every member of the school’s board of trustees shall meet all training as required by the Department of Elementary and Secondary Education and any other requirements by other state agencies, including the requirements under the Commonwealth’s open meeting law and conflict of interest law (603 CMR 1.06).
28. Will ensure that all members of the school’s board of trustees file with the Department of Elementary and Secondary Education, the State Ethics Commission, and the city or town clerk where the charter school is located completed financial disclosure forms for the preceding calendar year according to the schedule required by the Department (Mass. Gen. Laws c. 71, § 89(u)). The disclosure is in addition to the requirements of said chapter 268A and a member of a board of trustees must also comply with the disclosure and other requirements of said chapter 268A.
29. Will recognize, if applicable, an employee organization designated by the authorization cards of 50 percent of its employees in the appropriate bargaining unit as the exclusive representative of all the employees in such unit for the purpose of collective bargaining (Mass. Gen. Laws c. 71, § 89(y)).
30. Will provide the Department of Elementary and Secondary Education with a federal taxpayer identification number issued solely to the charter school and all required information regarding a bank account held solely in the name of the charter school (603 CMR 1.04(8)).
31. Will, in the event the board of trustees intends to procure substantially all educational services for the charter school through a contract with another person or entity, submit such contract for approval by the Board of Elementary and Secondary Education to provide for any necessary revisions and approval prior to the beginning of the contract period (Mass. Gen. Laws c. 71, § 89(k)(5)).
32. Will notify the Department of Elementary and Secondary Education immediately in writing of any change in circumstances that may have a significant impact on the school’s ability to fulfill its goals or missions as stated in its charter (603 CMR 1.08(11)).
33. Will submit in writing to the Commissioner of Elementary and Secondary Education a request to amend its charter if the school plans to make a change to its operations as defined in 603 CMR 1.10.

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*Signature Date*

*\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

*Affiliation*

# Statement of Assurances for the Federal Charter School Program Grant

This form must be signed by a duly authorized representative of the applicant group and submitted with the final application. A final application will be considered incomplete and will not be accepted if it does not include the Statement of Assurances for the federal Charter School Program Grant.

These additional assurances are required to ensure compliance with requirements for the federal Charter Schools Program grant.

As the authorized representative of the applicant group, I hereby certify that the school:

1. Will annually provide the U.S. Secretary of Education and the Department of Elementary and Secondary Education such information as may be required to determine if the charter school is making satisfactory progress toward achieving objectives described in this application (The Elementary and Secondary Education Act of 1965, as amended, Title V, Part B, Subpart 1 — Public Charter Schools Section 5203(b)(3)).

2. Will cooperate with the U.S. Secretary of Education and the Department of Elementary and Secondary Education in evaluating the program described in the application (The Elementary and Secondary Education Act of 1965, as amended, Title V, Part B, Subpart 1 — Public Charter Schools Section 5203(b)(3)).

3. Will provide other information and assurances as the U.S. Secretary of Education and the Department of Elementary and Secondary Education may require (The Elementary and Secondary Education Act of 1965, as amended, Title V, Part B, Subpart 1 — Public Charter Schools Section 5203(b)(3)).

4. Will provide and independent annual audits of financial statements prepared in accordance with generally accepted accounting principles and including the Charter School Program Agreed Upon Procedure outlined in the Charter School Audit Guide. Any such audits will be publicly available.

5. Will fulfill all data and information requirements for charter school renewal and acknowledge that, as specified in the Considerations for Charter School Renewal, increases in student academic achievement for all groups of students described in Section 1111(b)(2)(C)(v) of the ESEA is the most important factor when determining to renew or revoke a school's charter.

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Signature Date

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Affiliation

# Commonwealth and Horace Mann Charter Application Outline For Current Boards of Trustees

* + Cover Page
  + Table of Contents
  + Applicant Information Sheet
  + Certification Statement
  + General Statement of Assurances
* Statement of Assurances for the Federal Charter School Program Grant
* Executive Summary – no more than four pages

I. How will the school demonstrate faithfulness to charter?

* + A. Mission
  + B. Key Design Elements
  + C. Description of the Community(ies) to be Served

II. How will the school demonstrate academic success?

* + A. Overview of Program Delivery
  + B. Curriculum and Instruction
  + C. Student Performance, Assessment, and Program Evaluation
  + D. English Language Education and Special Education Programs
  + E. Culture and Family Engagement

III. How will the school demonstrate organizational viability?

* A. Capacity
* B. Governance
* C. Management
* D. Facilities and Student Transportation
* E. School Finances
* F. Action Plan

IV. Required Attachments

* Individual resumes from all trustees, school leadership/administrators, and proposed leaders, indicating if an individual is a current board member, current employee of the board, proposed school leader, or proposed for any other position(s).
* Draft management contract (if applicable).
* Memoranda of Understanding, Type A and Type B (as applicable).
* Current Bylaws
* Draft Recruitment and Retention Plan for Proposed School
* Draft Enrollment Policy and Admission Application for Proposed School
* Draft Accountability Plan Objectives and Measures for Proposed School
* Draft English Language Education Program Proposal (required for new charter schools)
* Draft School Calendar for Proposed School (Annual Calendar, Student and Teacher Schedule)
* Draft Organizational Charts – Proposed School and Network
* Operating Budget: Projected Revenues and Expenditures and Cash Flow Projection.

# Commonwealth and Horace Mann Charter Application Instructions for Current Charter School Boards of Trustees

## I. How will the school demonstrate faithfulness to charter?

### A. Mission

The mission communicates the essence of the proposed charter school and defines the core purpose and key values of the school to its stakeholders and the public. It should be succinct and meaningful and consistent with high academic standards. A school’s mission statement provides the foundation for the entire charter application and for the five year term of the school’s charter. The mission should be reflected throughout all sections of the final application.

Provide the mission statement. The mission proposed within the application becomes the mission of the school if chartered, subject to Commissioner approval if subsequently revised.

The mission and application should address the following criteria:

* The mission defines the purpose and specialized focus of the school to its stakeholders and the public.
* The mission speaks to the value of the school, based on its own merit, and communicates the applicant group’s core beliefs and values about education.
* The mission indicates the key design elements proposed to achieve outcomes.
* The mission is consistent with high academic standards and student success.
* The mission is succinct and comprehensible.
* The mission is reflected throughout all sections of the application.
* The application indicates whether the proposed mission is different from the existing school’s mission and how it differs. Describe the reasoning behind any modifications. If a **Horace Mann II (conversion) charter school**, the response should indicate both the mission of the district school proposed for conversion, and the existing charter school governed by the board of trustees.

### B. key design elements

The application must contain a clear description of the key design elements of the proposed school that make the school unique and distinct from other public school options. This section of the application will provide readers with an image of the future the applicant group wishes to create. The key design elements must align with the mission and be reflected throughout the application. This section of the application should further articulate what the school will achieve for the school community—students, parents/guardians, teachers, board members, and beyond.

When describing the key design elements, the application should address the following criteria:

* The application briefly describes the educational philosophy of the applicant group and their core beliefs and values about education which aligns with the school’s mission and key design elements.
* The application describes the key design elements of the proposed school, such as length of school year and day, and aspects of school design, that make the school unique and distinct from other public school options.
* The key design elements align with the mission statement and are reflected throughout all sections of the application.
* The application indicates whether the proposed key design elements are different from the existing school’s key design elements and how they differ. Describe the reasoning behind any modifications.
* The application describes the key academic and nonacademic goals for students that are consistent with the stated mission, key design elements of the academic program, and educational philosophy of the school. Goals should be specific; measurable; action oriented; rigorous, realistic, and results focused objectives that are time-bound and tracked.
* The application describes how this school will enhance or expand the educational options available to the targeted student population, including whether the innovative methods to be used by the proposed school differ from the district or districts from which the charter school is expected to enroll students.
* The application illustrates a compelling image of the school’s future and what the school will look like in five years if it is faithful to its mission.
* The application explicitly references key pieces of evidence to demonstrate how the school’s success will be measured, including the ways in which the school will positively impact all stakeholders in the school.
* The application explains why the autonomy and flexibility of a **Commonwealth or Horace Mann charter** is necessary in order for this school to exist or succeed.
* The application discusses specific ways in which the **Commonwealth charter school** will collaborate with school districts from which it draws students to provide educational models, including programs, curriculum, and teaching methods that can be replicated by other public schools.
* The application discusses specific ways in which the **Horace Mann charter school** will collaborate with schools within the district to provide educational models, including programs, curriculum, and teaching methods that can be replicated by other public schools.

### C. Description of the Community(ies) to Be Served

State law asserts that charter schools are to be established to 1) stimulate the development of innovative programs within public education; 2) provide opportunities for innovative learning and assessments; 3) provide parents/guardians and students with greater options in choosing schools within and outside their school districts; 4) provide teachers with a vehicle for establishing schools with alternative, innovative methods of educational instruction and school structure and management; 5) encourage performance-based educational programs; 6) hold teachers and school administrators accountable for students’ educational outcomes; and 7) provide models for replication in other public schools.

The application should describe the community(ies) to be served by the school and how the school will offer educational opportunity to students, including meeting the identified needs of students and their families. These are essential factors that inform the design of a successful charter school, ultimately driving support for and enrollment in the school. Data on district performance on the MCAS test is available on the Department’s website and does not need to be reiterated here.

Charter schools are public schools and are therefore open to all students. This means that a charter school may not discriminate on the basis of race, color, national origin, creed, sex, gender identity, ethnicity, sexual orientation, mental or physical disability, ancestry, athletic performance, special need, proficiency in the English language or in a foreign language, or prior academic achievement when recruiting or admitting students. Moreover, a charter school may not set admissions criteria that are intended to discriminate or that have the effect of discriminating based upon any of these characteristics.

All Massachusetts charter schools are required to have a student recruitment and retention plan that includes deliberate, specific strategies the school will use to attract, enroll, and retain a student population that, when compared to students in similar grades in schools from which the charter school enrolls students, contains a comparable demographic and academic profile. The plan must include strategies for recruiting and retaining students including, English learners, students requiring special education services, students receiving free lunch or reduced price lunch, as well as those who are sub-proficient on the MCAS test, at risk of dropping out of school, have dropped out of school, or other at risk students who should be targeted to eliminate achievement gaps.

When describing the community(ies) the school plans to serve and the school’s plans for student recruitment and enrollment, the application should address the following criteria:

* The application describes the student population that the proposed charter school would serve and the needs of that population.
* The application discusses the reason for the selection of the community(ies) and the applicant’s ability to serve this particular area and current connections to the community.
* The application describes the input provided by the community, including families interested in enrolling their child(ren) in your proposed school. The application should include a detailed explanation of how community input was collected and incorporated into the application.
* The application describes how the educational option provided by the charter school will address the needs of the student population and provide benefits to the community, including the proposed mission, curriculum, instruction, and services.
* The application describes how the proposed school will engage families and community members in determining the vision and design for the proposed school prior to charter award and the school’s opening.
* The application describes how the applicant group has assessed parental support and interest within the proposed sending district(s)/region for the proposed school.
* In the case of a **Horace Mann charter school**, the application provides a description of how the applicant group has assessed parental, district, teacher, and other staff support within the proposed sending district for the proposed school.
* The application describes supporting evidence for the projected student enrollment at the proposed **Commonwealth charter school**, such as an analysis of eligible potential students in the community(ies) to be served, analysis of documented demand from families with eligible potential students, and/or an analysis of enrollment at schools currently operating in the community(ies) to be served. Copies of petitions or interest forms should be submitted through the public comment process and not as attachments to the charter application.
* The application indicates in a table the projected number of students to be enrolled by grade each year over the five year term of the charter, as well as up to the year of operation when the overall maximum enrollment requested will be reached. Explain in detail your rationale for selecting the particular enrollment size for your school as well as the growth strategy you have developed. In your projection, clearly indicate the potential for variation in enrollment year-to-year that reflects an understanding of potential student retention and attrition within your growth plan. Inclusion of projected maximum and minimum annual levels of student enrollment will safeguard against the need for a future minor amendment to your growth plan, if chartered.
* The application describes the grade levels at which students will be admitted to the school and the required age for kindergarten admission, if applicable.
* The application contains a complete draft enrollment policy and application for admission as an attachment. Indicate dates for the application period, including application and lottery deadlines.
* The application describes how the school will publicize and market its program to a broad cross-section of prospective students throughout the district(s) that the school plans to serve, including families that may be less informed about options.
* The application describes how the school will ensure that information is readily available to parents/guardians, students, and the general public regarding non-discriminatory enrollment practices.
* The application describes how the school will advertise the availability of specialized programs and services at the school to meet the needs of all students, particularly those enrolled in special education, English learners, and those with other diverse learning needs.
* The application discusses specific strategies of how the proposed school will meet overall enrollment targets and retain a student population that is demographically comparable to the population that is enrolled in similar grades in schools from which the charter school enrolls students.
* The application includes a draft of the proposed recruitment and retention plan as an attachment. The plan should clearly incorporate strategies that will attract, enroll, and retain a student population that has a comparable academic and demographic profile when compared to students in similar grades in schools from which the charter school is expected to enroll students.
* The application describes the school’s plan to provide families and community members opportunities to support the success of the school.

**Additional criterion for Horace Mann II (conversion) applicants:**

* The application provides an analysis of the external and internal factors, strengths, and/or needs that moved the applicant group to propose a Horace Mann charter school.
* The application explains how this information has informed what the applicant group is proposing and how becoming a Horace Mann charter school will lead to greater academic success for students.

## II. How will the school demonstrate academic success?

### A. overview of program delivery

All Massachusetts charter schools are expected to deliver academic programs that provide improved academic outcomes and educational success for all students, as well as consistently meet state student performance standards as defined by the statewide accountability system. All applicants should review the [Charter School Performance Criteria](https://www.doe.mass.edu/charter/performance-criteria.docx) which states the Department’s expectations for high quality programming that meets the needs of all students. The proposed educational program should address the diverse needs of the student population and should be founded on an understanding of effective, evidence-based educational practices and high standards for student learning. The proposed school should incorporate a pedagogical approach, curriculum, assessment, culture, and other elements, based on the applicant group’s educational philosophy, that create a comprehensive educational program. The overview of program delivery describes how the educational program will be delivered and provides evidence that the proposed educational program and its associated educational practices may result in high academic achievement and the attainment of the knowledge, skills, and experiences that ensures college and career readiness for the anticipated student population.

When describing the school’s program delivery, the application should address the following criteria:

* The application demonstrates that the proposed educational program will serve the diverse needs of individual students by providing evidence, including **explicit research citations**, that demonstrates their educational program and its associated educational practices may result in high academic achievement and the attainment of the knowledge, skills, and experiences that ensures college and career readiness for the anticipated student population. Evidence should include the specific groups of students listed in the recruitment and retention plan consistent with requirements of   
  M.G.L. c. 71, § 89, such as students with disabilities, English learners, and students participating in the federal free/reduced lunch nutrition program.
* The application describes the school calendar including the number of days school will be in session; and the daily hours of operation, including the length of the school day with start and dismissal times. Please be specific in describing these items and pay attention to the state requirements on minimum number of school days and instructional hours as described in   
  603 CMR 27.00, which is available online at <http://www.doe.mass.edu/lawsregs/603cmr27.html>.
* The application provides an annual calendar for the first year of operation as an attachment to your application. Draft calendar should reflect the required inclusion of five days within the school year for unanticipated school closures pursuant to 603 CMR 27.03.
* The application provides a sample weekly schedule for one grade in each grade level grouping at which the school intends to serve (e.g., elementary, middle, high school, or early, primary, upper elementary, etc.). The schedules should clearly describe any variation across the grades proposed that are related to the educational programming and school design. Schedule is provided as an attachment.
* The application provides a description of the mechanics of the educational program in terms of the daily or weekly organization of students and faculty (e.g., multi-grade, tracking, team-teaching, etc.) to explain the sample schedule.
* The proposed program includes physical education as a required subject in all grades, as required by Massachusetts G.L. c. 71 § 3.
* The application indicates if mandatory or optional programming will be offered to students outside of the typical school day such during weekends and summer months. The application describes the goals of such programming if offered. Such programming should be reflected in other areas of application.
* The application describes the extra or co-curricular activities or programming that the school will offer, how often they will occur, and the goals of such programming if offered.
* In the case of a **Horace Mann charter school**, the application describes the proposed school’s ability, if any, to access programs offered by the district, including arts or sports programs.
* The application illustrates a typical day from the perspective of a student in a grade level of your choice.
* The application illustrates a typical day from the perspective of a teacher of any subject or grade of your choice.

**Additional criterion for Horace Mann II (conversion) applicants:**

* + - The application indicates whether the proposed educational program delivery is different from the existing school’s educational program delivery and how it differs.
    - The application describes any proposed changes in expectations for staff related to program delivery, such as length of school year and day.
    - The application describes the process the applicant group and proposed board of trustees will use to make these changes and support successful implementation.

### B. Curriculum and Instruction

Charter schools have the freedom to choose and/or develop curriculum models that best reflect the mission and educational philosophy of the school and that best serve the needs of the anticipated student population. Regardless of whether curriculum is purchased or internally developed, it is important that it aligns with the Massachusetts Curriculum Frameworks (MCF) since the state assessment test is based on the learning standards outlined in the MCF. Additional information about the MCF can be found online at <http://www.doe.mass.edu/frameworks/>. Charter schools also have the freedom to determine the instructional methods that will be used to deliver the chosen curriculum model(s). All applicants should review the [Charter School Performance Criteria](https://www.doe.mass.edu/charter/performance-criteria.docx) which states the Department’s expectations for high quality programming that meets the needs of all students.

When describing the school’s curriculum and instruction, the application should address the following criteria as applicable:

|  |  |
| --- | --- |
| **Use of Existing School’s Curriculum** | * The application indicates if the school will implement curriculum currently used by the existing charter school or if modifications will be made. * The application describes the process that is used to ensure alignment of the curriculum to the MCF and identifies the individual(s) on the school’s organizational chart who will be responsible for alignment to the MCF. * If modifications to the curriculum will be required, the application explains the process utilized to identify areas for revision and to make adjustments. Indicate the individual(s) that will be responsible for the process. * If proposing to establish a school in a different municipality or targeting a different student population than served by the current school, the application describes the curriculum planning and preparations for meeting the needs of the anticipated student population. Indicate the individual(s) that will be responsible for the process. |
| **New Curriculum Required** | * The application indicates if the school will implement commercially available and/or new curriculum that will be internally developed. * If intending to use developed curriculum, the application explains the process utilized to identify the curriculum that will be used by the school and provide reasons why the curriculum was chosen for the school. Identify which individual(s) in the school’s organizational chart will be responsible for identifying and selecting curriculum. * If intending to develop curriculum, the application explains the process that will be used by the school to develop curriculum. Identify which individual(s) will be responsible for developing curriculum and who will participate in the process. * The application describes the process that is used to ensure alignment of the curriculum to the MCF and identifies the individual(s) who will be responsible for curriculum alignment to the MCF. |

* The application provides general course descriptions at each grade level grouping (e.g., elementary, middle, high school, or primary, upper elementary, etc.) that include the content and skills to be taught in core and non-core content areas. Content is what students should know; skills are what students should be able to do; and the core content areas include English, reading/language arts, mathematics, science, foreign languages, civics and government, economics, arts, history, and geography. The proposed program includes physical education as a required subject in all grades, as required by Massachusetts G.L. c. 71 § 3.
* Course descriptions should provide clear evidence of the scope and sequence of the proposed school’s curriculum, including its alignment with MCF and vertical alignment across the grades proposed for implementation. The application should clearly indicate any areas where the school proposes to diverge from MCF.
* Proposed educational programming should align with the school’s educational philosophy and support achievement of the school’s mission and key design elements, as applicable.
* The proposed educational programming should reflect Department guidance on culturally responsive learning environments that are also linguistically sustaining. For more information about culturally and linguistically sustaining practices and their importance in our schools and classrooms see: [Culturally Responsive Teaching & Leading - Center for Instructional Support (mass.edu)](https://www.doe.mass.edu/instruction/culturally-responsive/).
* The proposed curriculum should also reflect Department guidance on preparing students for success after high school. If the proposed grade span includes high school, the course descriptions should reflect a coherent and rigorous sequence aligned with post-secondary success and the graduation standards described in the application. For more information about college and career readiness in Massachusetts see: <http://www.doe.mass.edu/ccte/>
* The application describes the processes for ensuring that the school’s curriculum remains aligned to MCF, aligned vertically between grades, and aligned horizontally across classrooms at the same grade level.
* If applicable, the application describes how the existing school’s resources, both protocols and personnel, will be used to support the development of the curriculum and instruction of the proposed educational program.
* The application describes the processes for the ongoing development, improvement, and refinement of the curriculum. The description should include incorporation of the curricular structures that will be used by the school, e.g., scope and sequence, unit and lesson plans, etc. Describe the role that teachers and other individual(s) on the school’s organizational chart will have in developing, improving, and refining of the curriculum.
* The application describes the process and procedures that will be used to evaluate whether the curriculum is effective and successfully implemented. Describe the role that teachers and other individual(s) on the school’s organizational chart will have in evaluating the curriculum.
* The application describes the learning environment(s) used to deliver the proposed curriculum model, including the use of technology, and class size and structure.
* The application describes the pedagogy or instructional methods that will be used to deliver the curriculum model(s).
* The application contains a detailed plan for a responsive general education classroom that would support the needs of all students. The plan should describe:
  + how the proposed curriculum and instructional methods will support high standards of achievement for students with a wide range of needs, and be accessible and appropriate for all students at all levels, including students with diverse learning styles; English learners; students with disabilities; students who enter below grade level, or students identified as at risk; and advanced students who perform significantly above grade level.
  + the strategies the school will implement to ensure academic success for all students, including students struggling to meet performance standards.
* The application demonstrates that the proposed curriculum and instruction will serve the diverse needs of individual students by providing evidence or relevant experience, including **explicit research citations**, that demonstrates the proposed curriculum and instruction may result in high academic achievement and the attainment of the knowledge, skills, and experiences that ensures college and career readiness for the anticipated student population. Evidence should include the specific groups of students listed in the recruitment and retention plan consistent with requirements of M.G.L. c. 71, § 89, such as students with disabilities, English learners, and students participating in the federal free/reduced lunch nutrition program.
* The application describes the proposed structures for regular, frequent collaboration and professional development to improve implementation of the curriculum and instructional practice. Include a description of how the school plans to train and support teachers to address the unique needs of all students, including students with disabilities and English learners.
* The application describes how the school will determine the professional development needs of the staff, including administrators and teachers, on an on-going basis and how these opportunities will be delivered during and outside of the scheduled school year.
* The application explains the process and frequency of teacher performance evaluations, including the key elements of the evaluation and who will conduct the evaluations. For more information about educator evaluation in Massachusetts see: <http://www.doe.mass.edu/edeval/>.

**Additional criterion for Horace Mann II (conversion) applicants:**

* The application indicates whether the proposed curriculum and instruction is different from the existing school’s curriculum and instruction and how it differs.
* The application describes the process the applicant group and proposed board of trustees will use to make these changes and support successful implementation.

### C. Student performance, Assessment, and Program Evaluation

Charter schools must assure that students will meet the same performance standards and assessment requirements set by the Board of Elementary and Secondary Education for students in other public schools. As described in the [Charter School Performance Criteria](https://www.doe.mass.edu/charter/performance-criteria.docx), charter schools must consistently make progress in student academic achievement for all students as defined by the statewide accountability system. Performance, promotion, and graduation standards should be based on high expectations that are aligned with the school’s mission, educational program, assessment system, and the MCF, as well as demonstrate a clear understanding of the knowledge, skills, and experiences that ensure college and career readiness. An integrated assessment system, which includes the MCAS test, serves as a structure for how teachers and administrators will measure what students know and are able to do as a result of the delivery of curriculum and instruction.

Information from assessments serves to help determine what areas of instruction need additional time, the needs of individual students, the quality of instruction, decisions on improvement strategies, and the school’s overall progress in meeting Accountability Plan goals. Ultimately, the assessment system provides information to all stakeholders on whether the school is an academic success. The proposed system should reflect how the school would link curriculum and instruction to assessment by measuring the academic progress of individual students, cohorts of students over time, and the school as a whole, with the goal of continual school improvement. All applicants should review the [Charter School Performance Criteria](https://www.doe.mass.edu/charter/performance-criteria.docx) which states the Department’s expectations for high quality programming that meets the needs of all students.

When describing student performance, assessment, and program evaluation, the application should address the following criteria:

* The application describes the proposed school’s policies and standards for promoting students to the next grade, achievement level, or grouping level in alignment with the educational program.
* The application describes the graduation requirements or “exit standards” for the school’s grade groupings as applicable (e.g., elementary, middle, high school, or primary, upper elementary, etc.). These exit standards should be aligned with the school’s mission and provide a clear sense of expected student achievement at the end of the last grade of each school level and/or upon graduation. If the proposed educational program includes a high school, explain how your graduation requirements will ensure student readiness for college and career opportunities.
* The application describes a thorough, clear, measurable, externally credible, and conceptually sound design for measuring and reporting the performance and progress of the school as a whole, student cohorts over time, and the academic and social development of each student to all relevant stakeholders. Selected assessments are both research based and consistent with the school’s mission, broad academic and nonacademic student goals, educational program, and high expectations of students. Descriptions should include, but are not limited to, the following information:
  + The types of internal/school-developed assessments that will be administered to measure and report student progress. Explain why these particular assessments were selected for the targeted student population and how the data will be used to support the goal of improved student learning and outcomes.
  + The school’s philosophy and plans for student homework.
  + A meaningful and practical approach for measuring and supporting student progress toward attaining non-academic goals in alignment with the proposed school’s mission and vision as well as students’ needs.
  + Evidence of multiple measures of student performance outcomes that may include reports of absolute scores, within-year student gains/losses, and year-to-year student gains/losses.
  + A plan to use student data, including MCAS performance, to facilitate decision-making about necessary adjustments to the educational program and the staff development plan that will support the goal of improved student learning and outcomes.
  + Indicate if any additional standardized assessment tools will be used to determine and report student progress. If so, explain why those tools were selected for the targeted population and how the data will be used.
  + Indicate the roles of school leadership and faculty in the collection, analysis, and use of student data, and the individual responsible for oversight of the system.
  + Indicate the system for reporting the performance and progress of the school, grades, individual classes, and students, including the frequency of the different forms of assessment, the types of stakeholders who will receive assessment information, and the types of metrics reported.
* The application describes the processes that will ensure the assessment system is linked to curriculum and instruction and is used to facilitate timely adjustments that will support the goal of improved student learning and outcomes.
* The application describes how each of the following stakeholder groups will participate in the review and response to student achievement data:
  + Board of trustees
  + School administrators
  + Teachers
  + Students
  + Parents/guardians
* The application briefly describes the process to create an effective accountability plan during the first year of operation. The application identifies who will be primarily responsible for defining and overseeing this process, as well as for collecting and analyzing the data to evaluate the school’s progress towards accountability plan objectives and measures.
* The application contains draft objectives and measures related to mission and key design elements as an attachment. Review the *Guidelines for Writing Charter School Accountability Plans* at <http://www.doe.mass.edu/charter/acct.html?section=guidelines> for additional information.

**Additional criterion for Horace Mann II (conversion) applicants:**

* The application indicates whether the proposed standards for student performance, promotion, and graduation and the proposed assessment system are different from the existing school’s standards and assessment system and how it differs.
* The application describes the process the applicant group and proposed board of trustees will use to make these changes and support successful implementation.

### D. English LanguAge Education and Special Education Programs

All charter schools in Massachusetts are public schools that enroll students through a lottery process. Therefore, all charter schools must be prepared to enroll students with diverse learning needs including English learners and students with disabilities, all of whom must be provided with full and meaningful access to the general educational curriculum. As described in the [Charter School Performance Criteria](https://www.doe.mass.edu/charter/performance-criteria.docx), charter schools must consistently make progress in student academic achievement for all students as defined by the statewide accountability system.

The general education classroom needs to be responsive to the educational needs of all children and accommodate their needs. A full continuum of services must be available within the school so that all students can receive needed services in an appropriate setting and participate fully in the educational goals and mission of the school. This section of the application should describe the school’s programs and services, and how they will be implemented within the context of your proposed school. All applicants should review the [Charter School Performance Criteria](https://www.doe.mass.edu/charter/performance-criteria.docx) which states the Department’s expectations for high quality programming that meets the needs of all students.

For information on special education, please see the Massachusetts Primer on Special Education and Charter Schools and related documents found at <http://www.doe.mass.edu/charter/sped/default.html>. For information on special education laws and regulations see <http://www.doe.mass.edu/sped/laws.html>.

For guidance on English language education, please see the Department’s website at <http://www.doe.mass.edu/ele/>. For information on the laws and regulations relating to English learners, see <http://www.doe.mass.edu/lawsregs/603cmr14.html>.

When describing the school’s plan for English language education and special education programs, the application should address the following criteria:

* The application describes the processes and procedures that the proposed school will employ to **identify, assess, and serve students** who are English learners. In the case of a **Horace Mann charter school**, indicate what role, if any, the district will have in the assessment and delivery of services. Descriptions must be consistent with Department guidance and will be considered incomplete if they do not include:
  + - a description of the English language development program and support services to be offered, including the curriculum and strategies that will be used;
    - how student identification and assessment will be conducted;
    - the settings in which required services will be implemented;
    - how services will be delivered within the school’s daily schedule;
    - the plan to support core academic teachers in obtaining SEI endorsement;
    - the titles, salaries, and qualifications of the individuals delivering the services; and
    - how the program will be evaluated by the school and/or network.
* The application describes the English language development program **staffing levels** the school intends to provide by year for each of your school’s first five years, including the underlying assumptions regarding the enrollment of multilingual learners. Include qualified individuals who will work with your school, administrators, teachers, and other staff, as well as the number of staff you propose to hire each year and their qualifications, salary, and the percentage of their time that will be devoted to English learner education.
* The application includes a completed English Language Education Program Proposal.
* The application describes the processes and procedures that the proposed school will employ to **identify, assess, and provide specialized instruction** to each student in need of special education services. In the case of a **Horace Mann charter school**, indicate what role, if any, the district will have in the assessment and delivery of services. Descriptions must be consistent with Department guidance and will be considered incomplete if they do not include:
  + - a description of support services to be offered and some of the methods that will be used to provide a continuum of services;
    - how student identification and assessment will be conducted, including the types of data that will be used to make decisions and the timelines for monitoring student progress;
    - the development of individualized education programs;
    - the settings in which required services will be delivered;
    - how services for students in need of special education services will be delivered within the school’s daily schedule;
    - the qualifications of individuals who will be recruited to deliver services;
    - the titles, salaries, and qualifications of each position proposed; and
    - how the program will be evaluated by the school and/or network.
* The application describes the special education **staffing levels** the school intends to provide by year for each of your school’s first five years, including the underlying assumptions regarding the enrollment of students with disabilities. Include the special education administrator who will work with your school, teachers, aides, and other staff, as well as the number of staff you propose to hire each year and their qualifications, salary, and the percentage of their time that will be devoted to special education. Specify the amount of time the administrator will allocate to administrative duties and to service delivery. Indicate if you anticipate outsourcing services such as occupational therapy, physical therapy, or speech therapy and if possible, with whom you anticipate contracting for the provision of services.
* In the case of a **Horace Mann charter school,** the application indicates clearly the expectations surrounding district involvement in the provision of services for students with disabilities and English learners.

**Additional criterion for Horace Mann II (conversion) applicants:**

* The application indicates whether the proposed plans for special education programming and English language development programming is different from the existing school’s programs and how it differs.
* The application provides an analysis of the existing school’s current efforts serving students receiving special education services and English learners and how the proposed programming addresses identified areas for improvement.
* The application describes the process the applicant group and proposed board of trustees will use to make these changes and support successful implementation.

### E. CULTURE AND FAMILY ENGAGEMENT

Massachusetts charter schools support students’ social and emotional health in safe and supportive learning environments that engage families. The application must describe how the proposed school will create a safe school environment and address the physical, social, emotional, and health needs of its anticipated student population. The application must also describe how the proposed school will develop strong working relationships with families/guardians in order to support students’ academic progress and social and emotional well-being. All applicants should review the [Charter School Performance Criteria](https://www.doe.mass.edu/charter/performance-criteria.docx) which states the Department’s expectations for the creation of safe, positive, healthy, culturally responsive, inclusive, and welcoming learning environments that cultivate supportive, authentic relationships and a strong sense of belonging and connection, which values the diverse assets and voices of all students, staff, and families.

When describing the school’s plan for school culture and parent/guardian engagement, the application should address the following criteria:

* The application describes the culture of the school consistent with the school’s mission, educational philosophy, and educational program from the first day of the school’s operation.
* The application describes a clear plan for establishing school culture and norms which includes specific strategies the school will implement to develop and maintain a safe school environment conducive to learning and consistent with the school’s mission and educational philosophy.
* The application describes how school culture and climate will be fostered for and by school leadership, teachers, students, and parents/guardians.
* The application describes the school’s programs or strategies to address the physical, social, emotional, and health needs of the anticipated student population.
* The application describes the school’s philosophy and plans regarding student behavior and discipline for the general student population and students with special needs. The description includes proposed policies regarding student discipline, including suspension and expulsion, or a reasonable plan for the development of the required discipline policies. Student discipline should be consistent the school’s mission and educational philosophy and with federal and state requirements (<http://www.doe.mass.edu/sfs/>). The description of discipline policies must indicate how students removed from the classroom for disciplinary reasons will be able to access the educational program.
* The application describes how the school will assess and systematically address any disparities in implementation of the discipline practices among student groups.
* The application describes how the school’s discipline policy will be implemented for teachers, students, and parents/guardians starting from the first day of the school’s operation to ensure a safe environment conducive to learning with consistent and transparent implementation.
* The application outlines how the proposed school will meaningfully engage families and community members to create strong and ongoing partnerships prior to the school’s opening and throughout the life of the school.
* The application describes how the school plans to involve parents/guardians as active partners in the education of their children and to build and maintain family-school partnerships that support students’ academic progress and social-emotional well-being. The application describes how families will be informed of school policies, and any commitments or volunteer activities the school will offer to parents/guardians.
* The application describes how stakeholder satisfaction will be gauged and the process for collecting and publicizing results. Stakeholders include parents/guardians, faculty, and students.
* The application describes the relationships the applicant group has established or intends to establish with community agencies and organizations that will support the school’s educational program and serve the youth who attend the school. The application explains the nature of the proposed partnership/relationship(s) and how it will support the school’s mission and vision. Letters of support or commitment should be submitted through the public comment process and should not be included with the charter application as an attachment.
* The application explains how the school plans to deliver nutrition program services to students, including what meals and/or snacks will be served and when.
  + The application describes how the food service vendor will be selected or, in the alternative, how the proposed school will provide meals in-house.
  + The application describes how you plan to administer the free and reduced lunch program and in the case of a Horace Mann charter school, indicate what role, if any, the district will have in delivery of the school’s nutritional program. All public schools in the Commonwealth are required to make a school lunch available to students, including a free or reduced price lunch for students who meet income eligibility requirements. Regardless of a school’s participation in the National School Lunch Program, school lunches must be made available and under certain circumstances, breakfast as well.
* The application describes any ancillary and support services you expect to offer students and families, for example counseling, family outreach, and/or relationships with community organizations or service agencies. Any wrap-around services described by the school should indicate committed partners and provide letters of commitment as attachments.
* The application describes your plan to hire a school nurse and their role in your school.

**Additional criterion for Horace Mann II (conversion) applicants:**

* The application indicates whether the proposed school characteristics and culture are different from the existing school’s school characteristics and culture and how it differs.
* The application describes any proposed changes in expectations for staff.
* The application describes the process the applicant group and proposed board of trustees will use to make these changes and support successful implementation.

## III. How will the school demonstrate organizational viability?

### A. Capacity

Public school charters are granted to a board of trustees. Members of boards of trustees are public agents authorized by the state and are responsible for competent stewardship and oversight of the school while maintaining policies, establishing and monitoring progress toward performance goals, and implementing governance systems to ensure the success and sustainability of the school. In general, it is important that these individuals possess a wide variety of skills and qualifications that will enable them to establish and sustain an excellent school. In the case of a charter school network, it is important that these individuals recognize the increasing complexity of the work involved. The board of trustees must be of a number sufficient to provide effective oversight of the schools and to participate in the considerable amount of work required to govern an additional new school in addition to existing charter schools.

All applicants should review the [Charter School Performance Criteria](https://www.doe.mass.edu/charter/performance-criteria.docx) which states the Department’s expectations of a board of trustees to provide competent and appropriate governance that will ensure the success and sustainability of the proposed school.

When describing the capacity of the existing board of trustees, the application should address the following criteria:

* The application summarizes briefly within the text of the document each founder’s and/or board member’s experience and qualifications. The combination of individuals’ experience and qualifications should demonstrate that the founders and/or board members:
  + have the experience and qualifications necessary to implement the proposal;
  + demonstrate the capacity to found and sustain an excellent charter school network;
  + can manage public funds effectively and responsibly;
  + include a diverse board of trustees with members who possess skills and experience in areas such as education, management, finance, development, and law; and
  + have tangible ties to, and broad and diverse representation from the community(ies) the school currently and/or propose to serve.
* The application explains how the board of trustees is reflective of or consistent with the proposed school’s mission and program.
* Each member of the applicant group must submit a resume as an attachment to the final application, including current board members, present or proposed network leadership, including current administrators, and the proposed school leader, if identified.
* The application identifies any organizations that are supporting the development of the proposed school and charter school network, as applicable. Describe the organization’s current and proposed role and any resources the organization has contributed or intends to contribute to the school’s development and implementation.

### B. Governance

A school’s ability to carry out its purpose and objectives is largely determined by the governance structure of the school and by developing an effective board of trustees. A strong board of trustees defines the mission of the school, develops school policies and changes them when appropriate, hires qualified personnel to manage the school’s day-to-day operations and holds them accountable for meeting established goals, and formulates a long-range plan and charter school accountability plan that will ensure the school’s continued stability. In the case of a charter school network, it is important that the board maintains the quality of existing schools as it seeks to establish new charter schools that yield similar high quality results for stakeholders. In addition to its many other responsibilities, the board must ensure that the school is complying with all of the state and federal laws that apply to the school and that the board itself is operating in accordance with the rules set out by all applicable Massachusetts laws and regulations. Finally, the board is responsible for operating the school in accordance with its charter and with any approved amendments to its charter. All applicants should review the [Charter School Performance Criteria](https://www.doe.mass.edu/charter/performance-criteria.docx) which states the Department’s expectations of a board of trustees to provide competent and appropriate governance that will ensure the success and sustainability of the proposed school.

#### Current and Proposed Charter School Network (as applicable)

* The application describes briefly how the board came to decide to submit a charter application for the proposed school and why the board is united to establish the proposed charter school in addition to the current charter school(s).
* The application describes the desired outcomes as a board governing multiple schools.
* The application describes the primary anticipated challenges to achieving the board’s desired outcomes over the next 5 years and how these challenges were identified.
* The application describes the existing capacity of the board to address these identified challenges and the governance areas that require further development.
* The application describes the board of trustees’ willingness and the school/network’s viability if faced with limitations to the implementation of the proposed network plan.
* If intending to add to an existing network of schools, the application provides evidence of the board’s effectiveness in overseeing multiple charter schools.

**Additional criterion for Horace Mann II (conversion) applicants:**

* The application describes how the applicant group and potential board of trustees will ensure the successful transition to the new governance structure required for a Horace Mann charter school.

#### Governance Structure

* The application explains the proposed and/or current reporting structure and relationship between the board of trustees and the individual(s) reporting directly to the board.
* The application includes a brief job description for each officer of the board of trustees.
* The application explains any proposed changes in the board’s organizational structure, decision-making processes, and/or modifications of the existing board’s membership to help oversee and support the organization’s plans to manage more than one school and/or build a network.
* The application describes any committees, advisory groups, and/or task forces and their contributions to the board’s effectiveness as a governing body over the past five years.
* The application includes a copy of your complete bylaws in the attachments.

#### Roles and Responsibilities

* The application provides examples of the board’s actions governing the current school during its current charter term that accurately reflect an understanding of the roles and responsibilities of the board of trustees, consistent with public accountability, such as open meeting law, state ethics law, and charter school law. Provide at least two examples of corrective action in response to identified challenges.
* The application describes the processes related to the board’s oversight of the school. A description of processes would reflect considerations around officer positions, committee structures, reports developed and provided for board review and discussion, as well as frequency and timing of full board and committee meetings. Processes must include, but are not limited to:
  + setting priorities and goals;
  + monitoring progress towards priorities and goals;
  + evaluating the school leader(s);
  + developing the annual budget;
  + monitoring the school’s finances; and
  + conducting long-term financial and strategic planning.
* The application describes the systems in place to ensure clear decision-making and communication processes that facilitate and ensure public accountability, including board meetings that are designed to foster open, deliberate, and thorough discussions, and stakeholder engagement.
* The application describes the process and procedure for handling complaints made to the board.
* The application describes the annual process the board uses to evaluate its own performance, and describes the steps taken to guide its development as an effective governing board. Provide specific examples.

**Additional criterion for Horace Mann II (conversion) applicants:**

* The application describes the role distinctions amongst the board of trustees, school district, and school leadership of the existing Horace Mann charter school as they relate to curriculum, personnel decisions, budget allocation, and vendor selection. The application provides a clear sense of the investment of all parties in the success of the existing school.

#### Policy Development

* The application describes the process by which the board of trustees develops policies and makes decisions. Provide specific examples.
* The application describes the process for seeking feedback from the school staff, parents/guardians, and the larger community when setting policy. Provide specific examples.

#### Board Sustainability

* The application describes the recruitment and selection processes for new board members, including ex officio members such as employee, parent/guardian, or student representatives if described in the board’s bylaws.
* The application describes specific plans for the recruitment of additional board members with the skills and expertise that will ensure the sustainability of the proposed charter school network, and the targeted qualifications sought in new board members, if applicable.
* The application describes the orientation and development process for new board members.
* The application describes the board’s experience over the past five years in recruiting and retaining qualified and effective new board members.
* The application describes the succession planning for board officers.

#### (6) Memoranda of Understanding (MOU)

**For all Horace Mann Applicants (I, II, and III)**

All final applications for Horace Mann charter schools must include a **Type A Memorandum of Understanding**, and if the information in the application indicates that modifications are required to the collective bargaining agreement(s), the final application must also include a draft Type B Memorandum of Understanding. The memoranda of understanding ensure that the proposed charter school, the school committee of the district in which the charter school is located, and the collective bargaining unit understand and agree to the relevant portions of the charter application. Collective bargaining employees continue to be members of the local collective bargaining unit; accrue seniority; and receive, at a minimum, the salary and benefits established by the local collective bargaining agreement. Employees may be exempt from specific provisions of the local collective bargaining agreement (including work rules) to the extent provided by the charter and the executed memorandum of understanding.

**Applicant groups are strongly encouraged to clearly indicate any and all programmatic elements of the proposed Horace Mann charter school that would be a modification to current collective bargaining agreements in place in the targeted school district.** For guidance for the memoranda of understanding, see <http://www.doe.mass.edu/charter/app/HoraceMannMemorandum.docx>

**Type A: Agreements with District**

MOU with the school committee of the district in which the charter school is located and the proposed charter school’s board of trustees. **A final signed copy of this type of MOU is required in the final application for all types of Horace Mann charter schools.**

**Type B: Agreements with Staff**

MOU with the school committee, the collective bargaining unit, and the proposed charter school board of trustees. The timeline and potential faculty vote vary by type of Horace Mann charter school. The requirements regarding the submission of this type of MOU varies, as follows:

**Horace Mann I**

* Attach the **signed final draft (Type B) MOU** that describes any modifications to the collective bargaining agreement(s) between the proposed charter school, the school district, and the local collective bargaining unit(s).

**Horace Mann II**

* Attach the **final draft (Type B) MOU** that describes any proposed modifications to the collective bargaining agreement(s). **This MOU must be approved by a majority of the faculty at the school within 30 days of submission of application.**

**Horace Mann III**

* Attach the **final draft (Type B) MOU** that describes any proposed modifications to the collective bargaining agreement(s). The charter school’s board of trustees must negotiate with the collective bargaining unit and school committee in good faith regarding any modifications to collective bargaining agreements following the award of a charter.

**(7) School Management Contract**

If the board intends to enter into a contract with another entity to provide substantially all the school’s educational or management services, such as an educational management organization (EMO), (whether or not the entity meets the requirements of proven provider), the applicant groups must:

* Identify the entity. Indicate the name of the contact person at the partner organization with the mailing address, phone number, and email address. Indicate the name of the organization’s officers, chief administrator, and any staff involved in executing the contract, and a description of any actual or perceived conflicts of interest, and how the applicant will resolve any actual or perceived conflicts of interest to ensure compliance with state and federal law.
* Include a comprehensive summary of the entity’s history, a description of how it implements its program, extensive evidence of past results (including student academic achievement and financial status) of its school management efforts, and its educational philosophy. There should be strong evidence that the entity has demonstrated positive academic results and responsible fiscal management, as well as success in serving similar student populations.
* Explain how and why the entity was selected, what due diligence has been conducted, and how contracting with this entity will assist the school in meeting the challenges outlined in your description of the community(ies). Provide a clear description of the services to be provided by the entity and the steps taken by the applicant to ensure that the school pays fair market value for any services or other items purchased or leased from the partner organization.
* Describe the respective roles and responsibilities of the school’s board of trustees and the entity for the financial management and effective oversight of the school, and the internal controls that the board will put into place, including a plan to monitor the performance of the entity to hold them accountable.
* Describe any business or financial relationship between the proposed school and the partner organization, including payments, contract terms, and any property owned, operated, or controlled by the partner organization or related individuals or entities that will be used by the proposed school.
* Include a draft of the proposed contract. The draft contract may be submitted as an attachment and does not count towards the page limit for the application. The contract must be aligned with the [Required Elements of Contracts](https://www.doe.mass.edu/charter/governance/edservices-contracts.docx) for Education Services. The contract must include a delineation of the roles and responsibilities of the other entity and the school, a description of how the charter school board of trustees will monitor the academic performance and fiscal activity of the school, performance evaluation measures (including student academic performance), the total fee paid for management services, a description of the payment structure, clarification of authority over hiring and firing, and the conditions and procedures for the contract’s renewal and termination.

Please see the Management Contract section of the *Opening Procedures Handbook*, available online at <http://www.doe.mass.edu/charter/new/?section=handbook>.

**(8) Programmatic Relationship with Other Organizations**

* If you are filing the application with a college, university, museum, educational institution, other not-for-profit entity, or any other partner please provide the information below:
  + Identify the partner organization. Indicate the name of the contact person at the partner organization with the mailing address, phone number, and email address.
  + Provide a letter of commitment from the organization indicating the proposed affiliation, and the terms and scope of the partnership. The letter of commitment may be an attachment to the application or provided via the public comment period.
  + Describe the nature and purpose of the school’s partnership with the organization.
  + Briefly explain how the relationship enhances, complements, and/or supports the mission and educational philosophy of the proposed charter school.
  + Explain if the partner organization will be involved in the governance or management of the school.

### C. Management

School management is fundamental to creating an environment that can support a successful charter school. In this section we ask applicants to write about (1) school and network management structure; (2) school leadership roles and responsibilities; (3) network leadership roles and responsibilities; and (4) human resources.

All applicants should review the [Charter School Performance Criteria](https://www.doe.mass.edu/charter/performance-criteria.docx) which states the Department’s expectations for a well-functioning organizational structure and a professional, inclusive, respectful, and welcoming working climate for all staff.

#### School and Network Management Structure

* The application includes a school organizational chart for year one of operation and at full student enrollment that encompasses all employees of the proposed school. The application describes how the applicant group determined the structure shown in the organizational chart and explains any changes in this organizational chart from the existing school. The organizational chart includes the board of trustees and school employees only.
* The application includes a narrative that clearly explains the reporting structure and relationship between the school’s administration and teachers, specialists, and other staff members.
* The application includes a network organizational chart that encompasses all existing and proposed schools and employees providing services to multiple schools (a ‘central office’ configuration, if applicable).Provide a comprehensive narrative that describes the board’s plans to develop and manage a network of charter schools through the proposed organizational structure.
* The application describes the lines of authority and communication among school leadership (e.g., chief executive officer, executive director, principal, instructional leader, operational leaders, and other key leaders and administrators) and staff at each individual school and among schools.

**Additional criterion for Horace Mann II (conversion) applicants:**

* The application indicates whether the proposed school management structure is different from the existing school’s management structure and how it differs.
* The application describes any proposed changes in expectations for staff.
* The application describes the process the applicant group and proposed board of trustees will use to make these changes and support successful implementation.

#### School Leadership Roles and Responsibilities

* The application describes the plan for how the school will make key organizational decisions about curriculum and instruction, student achievement, professional development, culture, staffing, fiscal planning, and operations.
* The application describes the roles and primary responsibilities of the school’s leader and other administrative staff. Articulate key role distinctions with regard to curriculum development and implementation, instructional leadership, student achievement, personnel decisions, financial management, and operations.
* If the applicant group includes the proposed school leader (or any other position at the school), the application describes the process and criteria used to determine that the individual is the best candidate for the position. Identify the skills and experience of the selected individual(s) and describe how their professional background supports their capacity to be successful in founding a high quality charter school and achieving the school’s mission as the school leader or a member of the leadership team. If the proposed school leader has never led a school, describe any training programs that they have completed or are currently participating in.
* If the applicant group does not include the proposed school leader, the application describes the desired skills and experience of the ideal individual and the plans for the recruitment and selection of the school leader.
* If the educational/instructional leader is different from the school leader, the application describes the desired skills and experience of the ideal individual and the plans for the recruitment and selection of the instructional leader.
* The application describes how administrators will be evaluated and by whom. For more information about educator evaluation in Massachusetts see: <http://www.doe.mass.edu/edeval/>.

#### Network Leadership Roles and Responsibilities (if applicable)

* The application describes the plan for how the network will make key organizational decisions about curriculum and instruction, student achievement, professional development, culture, staffing, fiscal planning, and operations.
* The application describes plans to build organizational capacity and share resources and best practices in order to improve productivity across schools, while improving educational outcomes.
* The application describes how the board of trustees and school leadership will leverage current expertise within the existing school to successfully open and sustain the proposed school. Describe the role of staff from the existing school in supporting the development of the new school.
* The application describes how the board of trustees will address potential human resource challenges as it grows to scale over the next five years. Describe the actions that will be taken to attract, develop, and retain an effective leadership team to implement the proposed school and maintain current school(s).
* The application describes what activities the board and school leadership will undertake to ensure consistency of the school model in its implementation at different schools.
* If the current school leader will transition to a network role or a new hire will occupy the primary reporting role to the board, the application describes the criteria and process the board will use or has used to select the network leader, if applicable, and describe the anticipated changes to the criteria and process used by the board to evaluate the individual in the network leadership role.

#### Human Resources

* The application describes the qualifications and attributes of an ideal teacher for the proposed school.
* The application describes the school’s plan for staff recruitment, advancement, and retention. The plan should include specific strategies for recruiting and retaining effective teachers, and reflect the anticipated efficiencies provided by creation and/or growth of a charter school network.
* The application describes a process for ensuring that the school is in compliance with regulations related to teacher qualifications, including qualifications of ESL teachers and staff members providing special education services.
* The application briefly describes the teaching program of typical teachers. Indicate how many hours they will be performing instructional duties and other school-related responsibilities they will have outside the classroom (lunch duty, dismissal, advisory group, after-school program).
* The application explains the school’s working conditions and compensation package(s) that will attract highly qualified staff, including average salaries for anticipated roles. Be clear on the specific commitments expected of and made to school employees, including leadership, administrators, faculty, and non-instructional staff.
* The application explains how individual base salaries and increases will be determined for all employees, including leadership, administrators, teachers, and non-instructional staff.
* In the case of a **Horace Mann charter school**, the application describes the procedures for:

1. hiring, evaluating, transferring, promoting, and dismissing teachers (including potential layoffs in the district that could affect the charter school faculty);
2. hiring, evaluating, transferring, promoting, and dismissing non-teaching staff; and
3. communicating and coordinating between the charter school and the school district superintendent on items a) and b).

* In the case of a **Horace Mann charter school**, the application describes the intended relationship between the proposed charter school and the staff at the school, summarize the key agreements and specify the details of any relevant waivers to the local collective bargaining agreement(s) within the Type B MOU. Modifications to these agreement(s) that are made after the charter is granted will require approval from the Commissioner of Elementary and Secondary Education.
* The application includes a staffing chart and narrative staffing plan, for each year of the proposed charter school within the five year term of the charter that is viable and adequate for the effective implementation of the proposed educational program. The chart and plan are consistent with the submitted budget, the organizational chart(s), student enrollment planning, and staffing levels described in other sections of the application. For information on teacher qualifications, please see the technical advisory entitled Teacher Quality in Massachusetts Charter Schools at <http://www.doe.mass.edu/charter/guidance/2020-1.html>.
* The narrative staffing plan explains the process of determining job positions, roles, and responsibilities that provides evidence of knowledge of opening and operating a high quality charter school.
* The staffing chart indicates the number of administrators by title, the number of faculty including classroom teachers by grade and/or subject, the number of aides or assistants, the number of special student service providers, and other specialists, clerical staff, and any other school employees. Include contractors or district resources as applicable.

### D. Facilities and Student Transportation

The school must provide facilities and transportation that meet applicable state and federal requirements, are suited to its programs, and are sufficient to serve diverse student needs.

When describing plans for school facilities and student transportation, the application should address the following criteria:

* The application describes the process for identifying viable options for a facility for this school and any sites already identified. Explain why these sites were chosen as possibilities. If a specific facility has not been determined, describe the applicant group’s plan for identifying possible locations, choosing the final location, securing all necessary local building approvals for use of the facility as a charter school, and securing financing.
* In the case of a proposed **Horace Mann charter school**, the application indicates the facilities that will be provided by the local school district and at what cost to the charter school.
* If possible, the application includes a layout and description of the proposed charter school facility. Include the number and size of classrooms, common areas, and recreational space.
* If a facility has not been selected, the application includes a description of potential locations that are under consideration and discusses the process and timeline for selecting, acquiring, renovating as applicable, and occupying a suitable facility.
* The application describes the financing plans and proposed budget for acquisition (purchase or lease) of a facility and any necessary renovations to meet the school’s needs, to meet all local building requirements for use of the facility as a charter school, and to meet accessibility requirements. Please be aware that Commonwealth charter schools may take out loans, but the loan may not extend beyond the term of the charter without approval of the Board of Elementary and Secondary Education. Please see M.G.L. c. 71, § 89(k) (6).
* The application includes plans for student transportation and describes how transportation services will be provided to eligible students. The application states clear intent to utilize district transportation services or to provide services independently of the district. If seeking to establish a regional charter school, the application describes plans for the establishment of a regional transportation service, if proposed.
* In the case of a proposed **Horace Mann charter school**, the application describes the capacity of the district to adapt to a district wide school, as opposed to “neighborhood schools.”
* The application explains how students will be transported and how all students, staff, parents/guardians, and the general public will have access to the school facility in compliance with all Americans with Disabilities Act (ADA) requirements.

### E. School Finances

Having the capability to manage school finances is essential for accountability and organizational viability. Comprehensive financial planning is an indispensable tool for successful charter school planning, program implementation, and the monitoring and evaluation of resource allocations. In this section, we ask applicants to describe their fiscal policies and procedures; complete a five year operating budget and a first year cash flow projection; and provide a descriptive budget narrative. **The school finances narrative and budget should demonstrate knowledge of the practical matters relevant to the operation of a school.**

All applicants should review the [Charter School Performance Criteria](https://www.doe.mass.edu/charter/performance-criteria.docx) which states the Department’s expectations for the proposed school to operate in a financially sound and publicly accountable manner while maintaining a sound and stable financial condition.

#### Fiscal Management[[2]](#footnote-3)

* The application explains the systems and procedures for managing the school’s finances and indicates how the current practices will vary to support the proposed network of schools, including the level of site-based financial management the proposed school(s) will have. Name the individual(s)/role(s) responsible for financial oversight and management of the school(s) and describe their qualifications.
* The application describes the board and school leadership’s prior track record of effective financial management over the past five years.
* The application describes how the board will increase efficiency related to the management and use of financial resources. The narrative should reflect the issues when developing a network within one municipality or multiple municipalities, as applicable.
* The application describes the fiscal controls and financial management policies the board of trustees employs to remain informed of the school’s financial position.
* The application describes how the school will track finances in its daily business operations in order to maintain needed cash-flow.
* The application describes contingency planning for potential challenges in cash flow or budget shortfalls due to lower than anticipated student enrollment or other financial challenges in the early years of operation, including specific strategies.
* In the case of a proposed **Horace Mann charter school**, the application explains the financial arrangement with the local district described within the attached final draft Type A MOU. The financial arrangement ensures the charter school’s autonomy over its operations, ensures that the school receives district funds as scheduled, and indicates the dates when school district funds will be transferred to the school’s account. Horace Mann charter schools are required to open their own bank account.
* In the case of a proposed **Horace Mann charter school**, the application describes the basis that will be used for calculating the district’s payments to the school and indicates the specific services that will be provided by the local school district and at what cost to the charter school.
* In the case of a proposed **Horace Mann charter school**, the application describes the capacity of the district to keep a separate accounting for the Horace Mann charter school.

#### Operating Budget and Budget Narrative

* The application explains how the budget and cash flow projection were developed and the process used by the applicant group to ensure the accuracy and realistic nature of their final projections.
* The application summarizes financial forecasts from the school’s start-up phase through its fifth year of operation. Financial forecasts must include total expected realistic sources of revenue—including tuition and other grants (federal, state, and private), and fundraising—as well as all expenditures, the timeframe for a positive cash balance, and the anticipated growth of the school. Define and give support for the assumptions behind projections.
* Applicants must submit a cash flow projection for the first year of operation, and a multi-year budget from the school’s start-up phase through its fifth year of operation. Download the electronic budget template, including instructions, from <http://www.doe.mass.edu/charter/new/?section=app2>. Cash flow projections are expected to reflect a similar level of detail to the budget template used for the annual budgets – see templates. All submitted financials must accurately reflect any financial arrangements across the proposed and/or current charter school network. Applicants are advised to provide an overall network budget that reflects the extent to which individual school budgets interact, as applicable.
* The cash flow projection and budget need to be realistic and reflect the expenses related to all commitments proposed in the application, through the proposed school’s fifth year of operation, including the school’s educational program, expected student population of students with disabilities and English learners, human resources needs, and the acquiring and repayment of potential debt.
* The cash flow projection and budget narrative should discuss and explain the projected revenue and expense amounts, including descriptions of administrative and instructional staff and other operating expenses. Provide detailed explanations for each of the five years of the draft budget and the cash flow projection for the first year of operation. Define and give support for the assumptions behind projections.
* The application explains how the school will ensure it has sufficient funds to cover all anticipated expenses, including but not limited to start-up costs, and school operation.
* The application describes whether the applicant group expects the school to raise additional funds and why. The application briefly describes any planned fundraising efforts and who will lead and coordinate these efforts. The application briefly describes any financing, short-term or long-term, that the school anticipates securing during the period covered by this budget, including the planning and first year implementation period.

**A note on grants**: Massachusetts was awarded the federal Charter Schools Program (CSP) grant for the fiscal years 2023-2027. Funds are available for awards to new charter schools or existing charter schools significantly expanding. New charter schools receive a base amount of $1 million over 2-3 years with an additional $500,000 available, contingent on meeting three design priorities. CSP grant funds are available after the charter award to support planning during the opening procedures process and initial implementation. The Department will discuss CSP grant funding with applicants.

### F. Action Plan

After a charter is granted, but before the school opens is a time of great activity. The action plan outlines the steps that need to be taken within a clear timeline for opening the school.

The applicant group’s Action Plan should:

* Outline the strategies, steps, designated point person and provide a clear timeline for opening the school, dating from January 1, in the year the charter is granted to the first day of school. The action plan should be specific and consistent with the proposal’s objectives and outline the steps that need to be taken for a successful school launch. In a chart, describe the timeline; action(s) to be taken (specific to and consistent with the application’s objectives); designated point person; and start date and projected completion date.
* Outline the steps that have been and need to be taken to develop and implement both the governance oversight and management of multiple schools, and the school based elements that will support inter-school relationships and will ultimately build success. (This is not counted toward the page limit.)

Applicant groups are encouraged to consult the *Opening Procedures Handbook* for specific requirements*,* available online at <http://www.doe.mass.edu/charter/new/?section=handbook>.

## IV. Required Attachments – Final Application

*All attachments should be sequentially numbered and clearly referred to in the text.*

*All applications must contain:*

* + Current Bylaws
  + Draft Recruitment and Retention Plan for Proposed School
  + Draft Enrollment Policy and Application for Admission for Proposed School
  + Draft Accountability Plan Objectives and Measures for Proposed School
  + Draft School Calendar for Proposed School (Annual Calendar, Student and Teacher Schedule)
  + Draft Organizational Charts – Proposed School and Network
  + Operating School Level Budget: Projected Revenues and Expenditures, and Cash Flow Projection. (use electronic budget template, available on the Department website at <http://www.doe.mass.edu/charter/new/?section=app2>.)
  + Overall Network Budget, as applicable.
  + Individual resumes from all trustees, school leadership, administrators, and proposed leaders, indicating if an individual is a current board member, current employee of the board, proposed school leader, or proposed for any other position(s).
  + Draft management contract (if applicable).
  + Memoranda of Understanding (if applicable)

*Horace Mann I*

* + The signed (Type A) final draft MOU between the board of trustees of the proposed charter school and the school district.
  + The signed (Type B) final draft MOU between the board of trustees of the proposed charter school, the school district, and the local collective bargaining unit, if there are any modifications to the collective bargaining agreement(s).

*Horace Mann II*

* + The signed (Type A) final draft MOU between the board of trustees of proposed charter school and the school district.
  + The draft (Type B) MOU that describes any proposed modifications to the   
    collective bargaining agreement(s), if there are any modifications to the collective bargaining agreement(s).

*Horace Mann III*

* + The signed (Type A) final draft MOU between the board of trustees of proposed charter school and the school district.
  + The draft (Type B) MOU that describes any proposed modifications to the   
    collective bargaining agreement(s), if there are any modifications to the collective bargaining agreement(s).

1. The revision of M.G.L. c. 71, § 89 in 2010 created three types of Horace Mann charter schools, each with a particular set of requirements. For a description of Horace Mann II Charter Schools, see the Questions and Answers document at <http://www.doe.mass.edu/charter/about.html>. [↑](#footnote-ref-2)
2. Please refer to the Department’s *Recommended Fiscal Policies and Procedures Manual,* available online at <http://www.doe.mass.edu/charter/finance/auditing/>. [↑](#footnote-ref-3)