

DETROIT PUBLIC SCHOOLS  
AND  
THE EDUCATION ACHIEVEMENT AUTHORITY OF MICHIGAN

~~MICHIGAN EDUCATION ACHIEVEMENT AUTHORITY~~

EXPERIENCED APPLICANT PATHWAY

EVALUATION RUBRIC

DECEMBER 2015



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~~JUNE 2015~~



This document provides applicants with an overview of expectations for high-quality charter organization applications.

Applicants applying as Turnaround Partners will be evaluated based on the same criteria. However, the difference in governing structure is understood and will be considered throughout the application evaluation.

### **Section I: Executive Summary** (up to five pages)

A strong response should:

- provide a compelling and coherent rationale for the creation of the proposed school that meets the needs of the community it is expected to serve
- include specific, measurable, and realistic yet ambitious goals for student achievement as measured by state standards and assessments and other nationally recognized, norm-referenced summative assessments
- describe in sufficient detail how the founding team will be able to achieve specified goals and why it wants to do this work within this specific community
- adequately address potential risks, conflicts of interest and corresponding mitigation plans

### **Section II: Proposed Instructional and Cultural Model**

A strong response should:

- clearly describe components of a proposed school turnaround model (e.g., school culture, assessments, scheduling, etc.) that is suited to the expected student population and in which the components fit together coherently
- root the justification for the proposed instructional and cultural models in prior performance data (e.g., other schools with similar demographics operated by the CMO where the proposed models are currently in place)
- describe in detail a day-in-the life of a student and an academic calendar for the year that meets the needs of the academic program and is compliant with Michigan Revised School Code
- present a thoughtful, detailed plan for using data to inform classroom decision-making and to measure and ultimately improve student growth and achievement
- write a detailed and legally compliant plan for identifying and serving special populations, including adapted scope and sequence curricular documents that include additional supports like technology, dedicated personnel, and special programming

### **Section III: Proposed Founding Team**

A strong response should:

- describe a founding team comprised of individuals with demonstrated capacity and/or track records of success working in education
- present a coherent and reasonable governance structure, including the delineation of roles, responsibilities, and decision rights between school staff, CMO staff, and the local academy board and national CMO boards of directors (if applicable).
- articulate a clear and specific plan for evaluating the school leader against specific, measurable, and realistic goals for student achievement and school sustainability
- include a clear plan for accountability between the school leader, CMO staff, and the proposed school's local or national CMO governance boards

#### **Section IV: Human Capital**

A strong response should:

- include descriptions (i.e., names and qualifications) of school or CMO staff members who will be responsible for hiring, managing, and firing talent at your proposed school
- identify appropriate and realistic pipelines for attracting high-quality talent in the Michigan context
- articulate specific, rigorous evaluation plans for talent and a clear plan for ensuring that teachers are trained, mentored and held accountable for their performance
- describe credible goals and strategies for identifying and retaining existing high-performing talent as well as those with the potential to become high-performing with additional time and/or interventions

#### **Section V: Operating in Michigan**

A strong response should:

- justify why the organization seeks to expand into the EAA of Michigan and explain how the CMO will support that expansion
- relate how the organization's past experiences set them up for success in the Michigan context
- provide evidence of local community support for the proposed charter school
- offer a detailed, coherent approach to building and maintaining strong relationships with community members and other local external stakeholders that begins well before the application is submitted and the organization is authorized
- include a specific, evidence-based parent involvement plan

#### **Section VI: Financial/Operational Capacity**

A strong response should:

- provide evidence of a financial history that is fiscally sound, realistic, and aligned to the staffing, programming, and goals of the proposed school
- present a complete set of proposed systems, routines, and processes for back-office operations

- offer a specific and credible plan for the division of financial responsibilities across all team members, including the school leadership team, the finance and operations team, CMO staff, and the local or national CMO governance boards
- describe responsible plans for addressing financial shortfalls or other difficulties
- describe in detail how the initial startup will be funded
- presents a clear, actionable plan to adequately provide operational (e.g., transportation, facilities, food service, etc.) support for the proposed school
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