

School Name: Family Foundations Academy

Date of Submission: September 17, 2015

Minor Modification

## Section A Core Questions

1. What modifications does the school's Board of Directors want to make to the term(s) of the charter? Identify the page number(s) on which the term(s) is/are stated in the currently approved charter. If the term(s) of the charter the school wants to modify is/are conditions placed on the charter by the Secretary of Education and members of the State Board of Education, state the condition(s) and the date(s) on which the condition(s) was/were placed on the school's charter.

Our charter school's Board of Directors wish to modify portions of the educator evaluation process. Specifically, we wish to modify response H ("Describe how the school will incorporate the Delaware Performance Appraisal System into its teacher and staff evaluations") under the Administrative and Financial Operations of our charter school's (renewal) application submitted on September 30, 2014.

2. What is the effective date of this modification?

The effective date for this modification is September 18, 2015.

3. The authorizer will review your most recent Performance Review Reports as part of your application. Discuss the school's academic performance, compliance with the terms of its charter, and financial viability as measured by the Performance Framework.

The overall rating for each of the 2013-2014 Performance Reviews for Family Foundations Academy is as follows:

Academic Performance Framework: Meets Standard

Financial Performance Framework: Meets Standard

Organizational Performance Framework: Does Not Meet Standard

School leadership has put in place many policies, protocols, and accountability measures to ensure continued financial and academic success and improved organizational performance.

By letter of March 24, 2015, Family Foundations Academy was formally advised that the Department of Education, with the assent of the State Board of Education, had determined that, as the result of last year's Formal Review proceedings, the criteria for remedial action under Title 14, Delaware Code, Section 516, had been satisfied and that FFA had been placed on probation for 6 months, subject to certain conditions. Each of those conditions has been met, and the 6 month probationary period expires on September 19 of this year.

4. Describe the rationale for the request(s). Discuss any relevant research base or evidence that supports this type of request. (Attachments may be provided)

According to Delaware Code, charter schools have the potential to “improve student learning; encourage the use of different and innovative or proven school environments and teaching and learning methods” to enhance student achievement. The Department of Education’s Teacher and Leader Effectiveness Unit (TLEU) presented an application to propose an alternative evaluation system that will allow schools to maximize opportunities for educator development. Our charter school requests to utilize the Teaching Excellence Framework – a teacher evaluation system that is tailored to our needs and is based on best practices in educator evaluation. This system was developed by a charter collaborative including EastSide Charter School, Prestige Academy Charter School, Kuumba Academy Charter School, and Thomas A. Edison Charter School and has been in place since the state board approved its use for those charter schools in September 2013. As the newest member of this collaborative, Family Foundations Academy is receiving the same level of training, and ongoing support to ensure the successful implementation of this program in the spirit of increasing educator support and accountability, and ultimately, student achievement in our school.

5. Describe how the proposed modification will impact the operation of the school. Include how student achievement, staffing, facilities, and financial viability of the school may be impacted in the current school year and for the remainder of the school’s charter term.

The use of the Teaching Excellence Framework will improve teacher and leader effectiveness with regard to instructional coaching, real time feedback, instructional planning and delivery, data analysis, and as a result, student achievement. The Student Improvement Component (5) of the current DPAS-II system will be utilized in order to assist in determining teacher effectiveness. Staffing, facilities, and financial viability of the school will not be impacted by the proposed minor modification.

6. Indicate the projected impact, if any, of the proposed modification on the school’s present financial position, and its financial position going forward. If the modification promises to create financial challenges, indicate how those will be remedied.

The desired minor modification and the subsequent shift to the Teaching Excellence Framework does not require any changes to the school’s budgetary model nor will it create any additional financial challenges.