

School Name: First State Military Academy

Date of Submission: September 10, 2015

Minor Modification

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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 Staffing section found on page 4-4 in our charter school's application.

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.

Our charter school does not currently have a performance review yet.

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 a system that is tailored to our needs and is based on best practices in educator evaluation. This system was developed for our school in the spirit of increasing educator support and accountability, and ultimately, student achievement in our school. The teaching excellence framework uses a coaching model to increase teacher effectiveness.

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.

Our school is interested in utilizing our own evaluation system and process in the spirit of increasing educator accountability and, ultimately, student achievement. The Student Improvement Component 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.

There is no projected impact of the proposed modification on our school's financial position.