

1.2 Founding Group and School Leadership

Principal/School Leader, Founding Group, and School Leadership Team [14 Del. C. §512 (1)]

1. If the Principal/School Leader candidate has been identified:

a. Explain why this individual is well qualified to lead the proposed school in achieving ...

No candidate has been identified.

b. Provide specific data that demonstrates strong evidence of the school leader's ability...

No candidate has been identified.

LTA will take its responsibility extremely serious in choosing an individual who will seize this all important opportunity and get off to a brisk and successful start. During the start-up year, Mrs. Pipkin-Perry, CEO, will work with the Founding and Governing Boards to search and recruit highly qualified candidates; ultimately hiring the best fit for LTA. An active search for School Leader candidates will begin immediately after the application has been approved. It is the intention of the Board to recruit and hire a School Leader by January 2016 so that he or she can be involved in all aspects of the school's planning year including teacher hiring, curriculum planning, and developing the culture of the school. The publicized job description will list the required and preferred candidate qualifications; which will include administrator or School Leader certification; a master's degree in a relevant field; at least five years of school-based instructional and school leadership experience, and experience at the high school level, among other characteristics. Candidates will be selected and screened for their instructional leadership credentials, noted accomplishments in networking with local businesses and international organizations at large, highly knowledgeable in budgeting, data coaching (assessment), instruction and retention of highly qualified teachers. LTA will be recruiting School Leaders who have a verifiable history of fostering a strong school family and community; a School Leader who takes responsibility for the success of the school and is responsible for the school planning, coordinating and supervising the day-to-day business operations of the school. The process for hiring the School Leader, teachers and other school staff will include recruitment and screening, review of credentials, background, experience and references; sample lessons (if applicable); writing samples, interviews with the CEO, Project Leader and Board members. Recommendations will be made to the Board of all candidates for contract approval. As part of the pre-employment process, all employees and contractual staff will be required to complete a criminal background check through the Delaware State Police. A full selection timeline, list of online and offline recruitment venues, criteria, sample job descriptions and selection process can be found in **ATTACHMENT 15 – Start-Up Plan**.

2. If the candidate is not yet identified, summarize the Board and/or other Founding ...

The School Leader for LTA has not yet been identified. In the interim of hiring a School Leader, the startup leadership structure will consist of the CEO/President, Mrs. Pipkin-Perry Pipkin-Perry; Project Leader, Robert Anderson, Sr., of BRIDGE Achievement Bakes, LLC and E. Wayne Harris, Ed.D, a retired superintendent of the Roanoke City Schools. With each of their driven and combined previous roles of teacher, school counselor, assistant principal, principal and superintendent, this team of effective

leaders is well-suited to serve the school's target population and perform the responsibilities of a School Leader until one is hired later in the planning year. Mrs. Pipkin-Perry brings a wealth of organization, planning, networking and spearheading district wide programs in the Brandywine School District. She wrote several school operation policies and procedures for students and staff at Oxford Area High School. Mr. Anderson was one of the key players in the start-up of Drew Pyle Academy in the Christina District. As principal of Glasgow High School, he was involved in day-to-day logistics of planning and managing a school. Dr. Harris, a retired superintendent of 28 schools with over 13,400 students, was recently appointed to Virginia School Leaders Institute (VSLI). The (VSLI) major focus is to explore methods used to transcend challenges faced by educators working to demonstrate leadership effective. Dr. Harris will begin work on a nearly full-time basis immediately after the approval of the school and will remain as a member of the start-up team until the School Leader has been hired.

3. Who will work on a full-time or nearly full-time basis immediately after approval...

During the planning year, the leadership team will be comprised of the school's Founding Board of Directors and the startup leadership team; including the School Leader, once hired, who will replace Dr. Harris. Each member of the startup leadership team, including Dr. Wayne Harris, will begin work on a part-time basis immediately after the approval of the school and will remain as a member of the startup team until the School Leader has been hired. Mrs. Pipkin-Perry will remain as a full-time supervisor (salaried) and Mr. Anderson as the project leader (contractual) even after the School Leader is hired. Dr. Harris and the School Leader will be immediately compensated from a low interest school start-up loan and the Welfare Foundation, Longwood Gardens Foundation, Reinvestment Fund and others during year 0. The CEO/President and Project Leader will also be compensated during the planning year or until sufficient private donor funds are found. If funding is not readily available, Mrs. Pipkin-Perry and Mr. Anderson will provide in-kind services and defer their salaries until resources become available.

4. Describe the responsibilities and qualifications of the school's leadership/...management provide, as Attachment 3

During the planning year, the leadership team will work together through a series of regular check-in meetings with LTA's Project Leader: (1) Academic, (2) Personnel, (3) Finance, Fund raising and Facilities, and (4) Marketing and Student Recruitment. Each committee will be co-led by a member of Founding Board who has expertise on that particular school start-up topic, and by the CEO/President and/or School Leader. Board members (Founding, Governing and Advisory) will be asked to serve on the committees based on their areas of professional expertise. Collectively and in a strategic structured approach, the leadership team will ensure the development and start-up operations of the school. Leadership and management services provided by the CEO/President, Project Leader of BRIDGE Achievement Bakes, LLC, along with funding for the School Leader's compensation, will be provided through a combination of grant funding and private donations that the Board intends to pursue immediately upon the approval of the charter. During the first three years of operations, until the school reaches full enrollment, the Board will engage in significant fundraising to support the revised tri-leadership structure of the CEO/President, Project Leader and the School Leader; excluding Dr. Harris. *See ATTACHMENT 3.*