

2018 Stargate Stakeholder's Presentation

Presented by the Stargate Governance Board
Wednesday, September 26, 2018



STARGATE

Agenda

- Introductions - Mission, Vision, and Purpose
- 2018-2019 Strategic Plan
- Bond Refinancing
- Upcoming Ballot Measures
- Office of Civil Rights (OCR) Updates
- Student Assessment Data
- Charter Renewal Process

Mission:

Stargate School will provide a differentiated program designed to meet the needs of identified intellectually gifted learners in order to challenge each student's academic abilities, support their unique emotional needs, promote individual character development and encourage a life-long love of learning.

Vision:

Stargate community will be a leader and innovator in intellectually gifted education by providing a learning environment to enhance gifted students' needs.

What does it mean to be a Charter School?

A Charter School is a public school governed by a group of parents and/or community members. Parent participation is critical to the success of the Charter School model.

Stargate's charter is a contract between the school community and Adams 12 Five Star School District. The contract terms require periodic renewal. Stargate's charter contract is due for renewal during this school year.

2018-2019 Strategic Plan

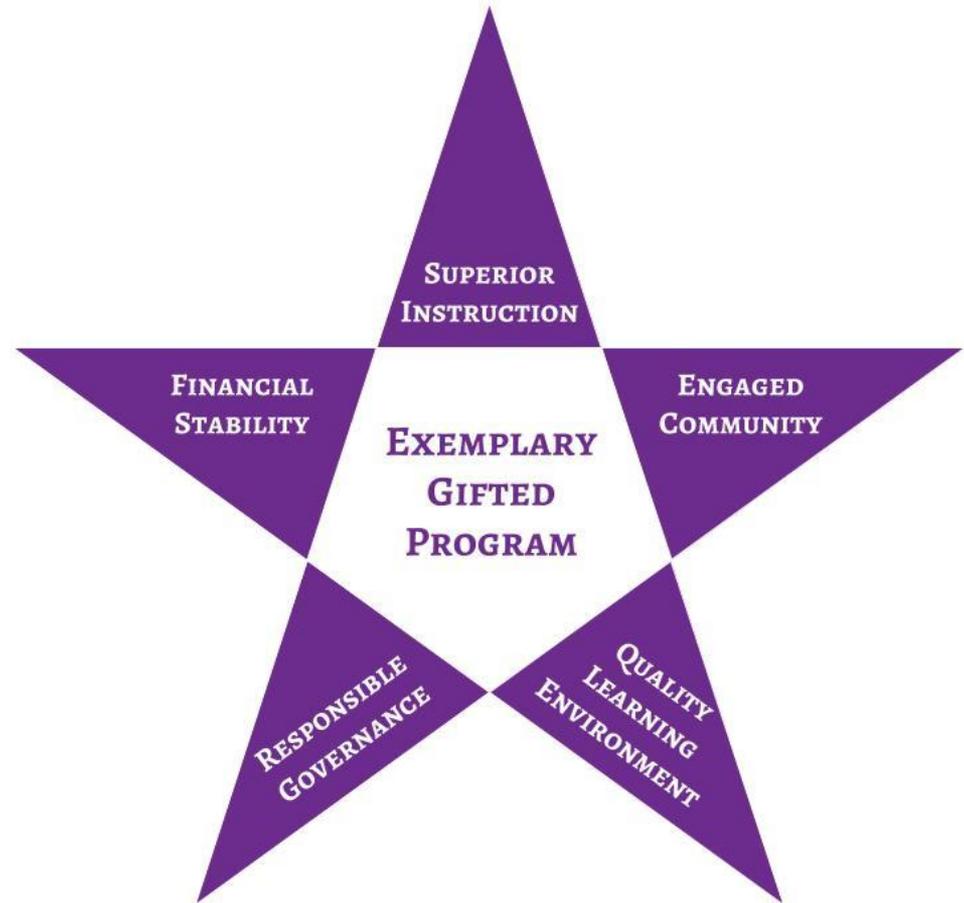
Each year the Board sits down for a day with the Administration to determine what direction the school should be heading for the next 1-5 years.

Goals are determined during this session for the Board, Administration, and Committees to work on during the school year.

At the annual State of the School in the spring, the Board will present the progress made toward the goals developed during the Strategic Plan.

Strategic Plan – Represented by the Star

Our mission of delivering a differentiated, K-12 educational program that provides an educational foundation, allows students to discover their strengths and understand their next steps in applying their gifts. With the ultimate goal of creating adults that become lifelong learners.



Strategic Plan & KPIs

Each area - Instruction, Community, Learning Environment, Governance and Finances - contains a group of Key Performance Indicators (KPIs) that defines our performance targets in critical areas.

Each KPI also has at least one identified threshold, which defines the data point at which the status light will move from green (above threshold) to yellow (at threshold) to red (below threshold) in the data summary.

When a KPI turns red, this is a signal that Board discussion is warranted to understand the root cause(s) and potential corrective and preventative actions.

KPIs are presented to the Board by the School Accountability Committee quarterly.

Strategic Plan: 2018–2019 Strategies

Responsible Governance

Goal: A Governance framework that maximizes the talents and skills of our growing community.

- Improved communications with the Community
 - Board to host a minimum of three community engagement presentations
- Leadership structure review
- Additional staff survey (including retaliation and professional development)
- Policy creation, adherence, implementation, and accessibility
 - Improved community accessibility to Policies and Procedures
 - Process for tracking District requirements
- Collaboration with the District
 - Increased participation in District Board meetings
 - Increased participation in District trainings
- Review and propose strategy for socio-economic diversity

Strategic Plan: 2018–2019 Strategies

Financial Stability:

Goal: Long-term viability of the school.

- Maintain investment grade rating
- Review of current Fundraising and Fundraising Allocation Committee (FAC) structure
- Forecast building maintenance expenses
- Succession plan for Director of Finances and Operations

Strategic Plan: 2018–2019 Strategies

Superior Instruction:

Goal: Hire, develop, and retain exceptional educators.

- Set baseline date to determine High School success, including:
 - Graduation rate
 - Scholarships earned
 - Merit Scholarship earned
 - Acceptance into college
 - Student post-graduation path
- Track percentage of 8th graders staying for high school
- Track percentage of 5th graders staying for middle school

Strategic Plan: 2018–2019 Strategies

Quality Learning Environment:

Goal: A safe environment that encourages a life-long love of learning.

- Growth in satisfaction/understanding of Adroit
- Develop and maintain a comprehensive and educational academic program
 - Curriculum alignment guide
 - Elementary – novel studies vertical alignment
- Training in SPED/IEP/504 compliance
- Implementing and monitoring tracking service minutes and accommodations for IEPs and 504s
- Survey for special population parents (including curriculum transition)
- Review process for crisis management and develop a plan
- Refine student climate survey and possibly develop a KPI for engagement and curriculum transition
- Implement staff feedback mechanisms in K-5, similar to Secondary
- Consider possible 360 review
- Consider something like the State of the School for the staff specifically

Strategic Plan: 2018–2019 Strategies

Engaged Community:

Goal: A unified and engaged community.

- Develop social/emotional task force (including gifted best practices related to social/emotional needs)
- Community support around mentors and internships for Junior/Senior High School students
- Acquiring data from Five Star Students and develop opportunities for trending data
- Board participation at events
- Develop/improve volunteer webpage and recruiting strategies
- Implement strategic assessment recommendations

Bond Refinancing

In July 2018 Stargate closed on the refinance of our bonds. The refinance was necessary to replace the short-term funding we had acquired at the time of construction.

Due to the current and long-term financial health of the school we were able to get investment grade rated, which will result in savings of approximately \$13M over the life of the loan.

Upcoming Ballot Measures

This fall there will be two ballot measures presented to the voters that if passed would impact school funding.

**Ballot Issue 5C -
Adams 12 Mill Levy
Override**

**Amendment 73 -
A statewide education
funding measure**

Ballot Issue 5C

The Adams 12 Board of Education is requesting voters to approve a property tax increase that would raise an additional \$27 Million in additional taxes, which would be dedicated to Adams 12 students.

Impact on Stargate

The Adams 12 School District has committed to sharing 100% of the revenue with charter schools.

If Ballot Issue 5C passes, Stargate would receive approximately \$625 per student for a total of over \$900,000 annually.

Amendment 73

Amendment 73 will require support from 55% of the votes cast by Colorado residents to raise taxes on individuals earning more than \$150,000 annually.

Adams 12 has passed a resolution to support Amendment 73.

Impact on Stargate

The Adams 12 School District has committed to sharing 100% of the revenue with charter schools.

If Amendment 73 passes, Stargate would receive just over \$2 Million annually.

For additional information on Ballot Issue 5C and Amendment 73 visit:

<https://www.adams12.org/elevate/funding-proposal>

OCR (Office of Civil Rights) Status

There have been seven Office of Civil Rights complaints filed against Stargate in the last two years.

The School and the Board can provide general information about the status of these complaints, but cannot disclose more detail due to the confidential nature.

Complaint 1

Complaint- Allegation that Stargate discriminated against a student on the basis of disability and national origin.

Filed: January 12, 2017

Findings - On July 11, 2017, the OCR issued its findings stating that the school violated Section 504 and Title II. Specifically:

- Failed to evaluate the student in a timely manner
- Made unilateral placement decisions for the student rather than a group of people knowledgeable about the student as required by Section 504
- Failed to conduct a manifestation determination before significantly changing the student's placement

Current Status - Resolved. Monitoring is complete and the case has been closed by the OCR.

Resolution	Current Status
Staff training about non-discrimination to include evaluations, placement, implementation of IEPs and 504 plans.	Complete.
Memo to be sent to staff regarding non-discrimination based on disability, race, color, or national origin.	Complete.
Ongoing monitoring and reporting to OCR of all special education referrals for evaluations made between 7.15.17 and 12.31.17.	Complete.
Ongoing monitoring and reporting to OCR of all special education referrals for evaluations made between 1.1.18 and 5.31.18.	Complete.
Compensatory services to be provided to student	Complete.

Complaint 1 - Resolution & Monitoring Status

Complaint 2

Complaint- Allegation that Stargate has admissions and enrollment policies and practices that result in the different treatment of and a disparate impact on students with disabilities.

Specific objection to Stargate's then-current admission form asking whether students had IEPs or 504s before confirmation of eligibility and admission lottery.

Filed: February 28, 2017

Findings - OCR conducted analysis of admissions data using application records provided by the school showing that during the 2015-2016 and 2016-2017 school years, 64% of applicants "who appeared to be in regular education" and 63% of applicants "who were (or could have been) known to ... be either on IEPs or on 504 Plans" to be "qualified" under the school's admission criteria.

Prior to OCR's completion of the investigation the school agreed to voluntarily address the allegation and entered into a Resolution Agreement on August 22, 2017.

Resolution	Current Status
Staff training about nondiscrimination at time of admission.	Complete.
All admission documents to be updated with nondiscrimination language, Section 504/Title II coordinators, and removal of any requests for information related to disability or for special education records.	Complete.
Community Handbook to be updated to indicate that Stargate does not discriminate against students with disabilities in recruitment and admissions.	Complete.
School to submit to OCR for review and approval written guidance designed to ensure non-discrimination in the enrollment of students with disabilities, and documentation showing new guidance disseminated to staff.	Complete.
School to provide to OCR all reports, grievances, or complaints from parents regarding disability discrimination in recruitment or admissions from 8.1.17 to 8.31.18.	Report due 10.1.2018.

Complaint 2 - Resolution & Monitoring Status

Complaint 3

Complaint: Allegation that Stargate: (a) denied a student a free appropriate public education (FAPE) by failing to implement the student's Section 504 plan; and (b) failed to respond appropriately to sexual harassment of the student by a peer.

Filed: May 24, 2017

Findings - On October 11, 2017, the OCR issued its findings stating that there was insufficient evidence to support the complainant's allegations, and therefore, was closing the case.

Complaint 4

Complaint - Allegation that Stargate failed to promptly and equitably respond to a report that a student at the school had sexually assaulted another student off-campus.

File: June 7, 2017

Findings - On December 1, 2017, the OCR issued its findings stating that the evidence supports conclusions that Stargate violated Title IX by: (1) failing to adequately investigate and redress the school-based effects and hostile environment resulting from the reported sexual harassment; (2) failing to implement adequate interim safety measures in a timely manner; (3) failing to eliminate the hostile environment and safeguard against retaliation; (4) failing to have a Title IX coordinator; and (5) failing to ensure that the necessary staff were trained on Title IX.

Resolution	Current Status
Identify, train and communicate an individual to serve as Stargate's Title IX Coordinator.	Stargate has identified the Title IX Coordinator as our HR Director and submitted her qualifications to OCR for review and approval.
All staff to be trained on Title IX, harassment, and sex discrimination.	Complete. Submitted to OCR for review and approval.
Create Title IX/Discrimination Report Form	Complete.
Offer Safety and Support Services to impacted students	Complete.
Provide OCR all reports, grievances or complaints regarding peer-on-peer sexual harassment among school students from 12.1.17 to 5.31.18 and 8.1.18 to 12.31.18.	First monitoring report complete and accepted by OCR. Second due 1.25.2019.

Complaint 4 - Resolution & Monitoring Status

Complaint 5

Complaint: Allegation that Stargate failed to promptly and equitably respond to alleged sexual harassment of female high school students by their coach, despite being on notice of the alleged harassment.

Filed: June 28, 2017

Findings: On December 13, 2017, the OCR issued its findings stating that the weight of the evidence supports conclusions that the school violated Title IX by: (1) failing to promptly and equitably respond to alleged sexual harassment of female high school students by their coach, despite being on notice of the alleged harassment; (2) failing to designate a Title IX coordinator; (3) failing to adequately disseminate notification of its policy against sex discrimination; and (4) failing to adequately publish its Title IX grievance procedures.

Resolution	Current Status
Develop policy, procedure, and process for filing complaints of sex discrimination.	Complete.
Upon OCR approval, communicate procedure and information to community in English and Spanish.	Complete.
Provide to OCR for review and approval proposed staff training materials on Title IX, discrimination and harassment.	Complete.
Provide OCR all reports, grievances and complaints related to Title IX by 6.22.18 and 1.25.19.	First monitoring report complete and accepted by OCR. Second due 1.25.2019.
Submit for OCR review and approval plans for secondary school assembly related to sexual harassment, including how to recognize and report. Conduct assembly following OCR approval.	Complete.
Offer counseling to all former players for the Fall 2015 and/or Fall 2016 semesters, inviting them to speak to school counseling staff about any inappropriate behavior by former coach.	Complete.

Complaint 5 – Resolution & Monitoring Status

Complaint 6

Complaint - Allegation that Stargate retaliated against a staff member by constructively discharging employee after engaging in activity protected by Section 504, Title II, and Title IX.

Filed: June 6, 2017

Findings - OCR conducted investigation and prior to completion the school agreed to voluntarily address the allegation and entered into a Resolution Agreement on December 21, 2017.

Resolution	Current Status
<p>School Board to submit to OCR for review and approval a staff climate survey to gauge whether an environment of retaliation exists. Following OCR approval of survey, Board to: (a) administer survey, (b) report results to the District and OCR, and (c) submit to OCR for approval proposed remedial measures to ensure non-discrimination (including non-retaliation) if necessary.</p>	<p>The Board is working with the OCR and the District on this resolution item and will be submitting additional information to the OCR soon.</p>
<p>School to submit to OCR for review and approval written policy on procedures for filing complaints of discrimination, including retaliation. School to disseminate policy following OCR approval and confirm dissemination to OCR.</p>	<p>Complete.</p>
<p>School to administer training to staff on retaliation and discrimination.</p>	<p>The Board is working with the OCR on this resolution item and will be submitting additional information to the OCR soon.</p>

Complaint 6 – Resolution & Monitoring Status

Resolution	Current Status
School to timely respond to inquiries from complainant's prospective employers and provide agreed upon reference letter. By 5.31.18 and 12.31.18 school to update OCR on requested reference checks and responses.	Complete.
School to provide employee with money for annual health insurance deductible and for lost wages and confirm payments to OCR by 12.31.18.	Complete.

Complaint 6 Continued – Resolution & Monitoring Status

Complaint 7

Complaint - Allegation that Stargate discriminated against a student on the basis of disability. Specifically, the complainant alleged that Stargate denied the student a free appropriate public education (FAPE) by: (1) failing to evaluate and place the student in a timely manner; (2) failing to implement the student's 504 plan; (3) failing to implement the student's individualized education program (IEP); and (4) failing to conduct a manifestation determination before significantly changing the student's placement.

Filed: February 25, 2018

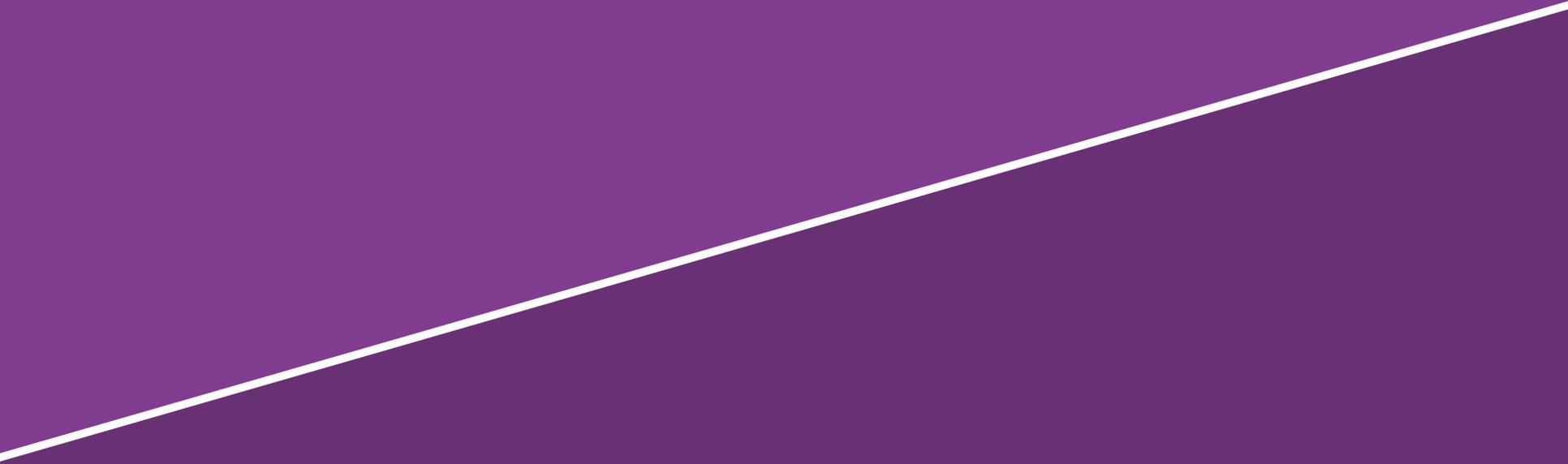
Findings - On June 15, 2018 OCR issued its findings indicating that they found insufficient evidence to support the allegations that the School failed to conduct a manifestation determination and evaluate and place the Student in a timely manner.

However, OCR did find evidence that the School failed to implement parts of the Student's Section 504 plan and IEP and identified concerns regarding the use of restraint on the Student.

Resolution	Current Status
School to submit to OCR for review a plan to track the provision of special education, related services, and accommodations for students with disabilities.	Complete.
School to submit to OCR for review a plan to track restraints of students with disabilities.	Complete.
School to draft a memo to staff regarding the tracking and restraint policies. Once approved by OCR the school will distribute to all staff.	Complete, pending one staff member who was not present at the training being trained by 1.31.2019.
School to provide compensatory services if determined necessary during the course of meetings with the Student's IEP Team.	Ongoing. Report due to OCR by 1.31.2019.
By 1.31.2019 the School will submit to OCR a report regarding the Student's tracked services, accommodations, and if applicable restraints.	Report due to OCR by 1.31.2019.

Complaint 7 - Resolution & Monitoring Status

Student Assessment Data



Student Assessment Data – High School

SAT

In 2018, Stargate's total mean score on the SAT for our current seniors is **1255**.

The statewide average is 1014. Stargate's total mean score ranked third in the entire state out of 513 high schools.

AP

In 2018, Stargate outperformed the state, nation, and world on nine out of the ten AP tests for the courses we offer and our percentage of students scoring a three (minimum score for potential college credit) or better on AP tests is over 10 percentage points higher than the district, state and nation.

PSAT

In 2018, Stargate's students scored an average reading and writing median growth percentile score of 81.75, while the statewide average score is 50.

In math, Stargate's students scored an average median growth percentile score of 61, while the statewide average score is 50.

Student Assessment Data – Middle School

With an English Language Arts median growth percentile change from 2017 to 2018 of 26, Stargate Middle School had the highest median growth percentile change of any school in the district.

With a Math median growth percentile change from 2017 to 2018 of 7, Stargate Middle School had the 3rd highest median growth percentile change of any school in the district.

STARGATE CHARTER SCHOOL Percent of Student who meet or exceeds English Language Arts expectations	2016 % M&E	2017 % M&E	2018 % M&E	2017 to 2018 %M&E Change
Grade 6	69.0%	62.8%	71.4%	8.7%
Grade 7	66.3%	75.5%	81.2%	5.7%
Grade 8	69.4%	61.3%	76.0%	14.8%
STARGATE CHARTER SCHOOL Percent of Student who meet or exceeds Math expectations	2016 % M&E	2017 % M&E	2018 % M&E	2017 to 2018 %M&E Change
Grade 6	72.9%	75.9%	67.5%	-8.4%
Grade 7	70.0%	74.5%	79.7%	5.2%
Grade 8	79.0%	75.7%	82.6%	7.0%

Student Assessment Data – Elementary School

With an English Language Arts median growth percentile Change from 2017 to 2018 of 22, Stargate Elementary School had the highest median growth percentile change of any school in the district.

With a Math median growth percentile Change from 2017 to 2018 of 14, Stargate Elementary School had the 2nd highest median growth percentile change of any school in the district.

STARGATE CHARTER SCHOOL Percent of Student who meet or exceeds English Language Arts expectations	2016 % M&E	2017 % M&E	2018 % M&E	2017 to 2018 %M&E Change
Grade 3	69.5%	49.5%	75.3%	25.8%
Grade 4	67.0%	68.5%	72.2%	3.7%
Grade 5	73.0%	71.6%	86.7%	15.1%
STARGATE CHARTER SCHOOL Percent of Student who meet or exceeds Math expectations	2016 % M&E	2017 % M&E	2018 % M&E	2017 to 2018 %M&E Change
Grade 3	67.7%	59.2%	64.9%	5.8%
Grade 4	64.8%	62.4%	54.6%	-7.7%
Grade 5	70.3%	69.3%	76.0%	6.7%

Charter Renewal Process

The Adams 12 Five Star School District is Stargate's Authorizer. After the term of each contract Stargate is required to renew our contract with our Authorizer.

Stargate's contract with Adams 12 Five Star Schools is due to renew in the 2018-2019 School Year.

Charter Renewal Process & Timeline

9.10.2018	Submit Renewal Packet	Complete.
11.29.2018	District Accountability Committee (DAC) Site Visit	The DAC will come to Stargate and tour the school. The Board and Administration will have a presentation prepared and be available to answer questions.
11.30.2018	Adams 12 Board of Education (BOE) Site Visit	The BOE will come to Stargate and tour the school. The Board and Administration will have a presentation prepared and be available to answer questions.
12.19.2018	Initial Charter School Presentation/DAC	The DAC will present at the Adams 12 Board Meeting. *School supporters wanted to attend this meeting.

Charter Renewal Process & Timeline

1.9.2019	Staff Recommendations	The Adams 12 staff will make their recommendation to the Adams 12 Board of Education about whether or not to renew Stargate's Charter.
1.16.2019	Possible Follow-Up / BOE Vote	The Adams 12 Board will ask follow-up questions of Stargate and the DAC and possibly decide to vote on whether or not to renew Stargate's Charter. *School supporters wanted to attend this meeting.
2.6.2019	BOE Vote	The Adams 12 Board will vote on whether or not to renew Stargate's Charter, unless they voted already on 1.16.2019. *School supporters wanted to attend this meeting.

Please contact us with any questions.

- Board:
 - governance@stargateschool.org
- Rob Cable (Secondary School Principal):
 - Robert.Cable@stargateschool.org
- Missy Hischke (Elementary Principal):
 - Missy.Hischke@stargateschool.org
- Lynne Allen (Director of Operations & Finance):
 - Lynne.Allen@stargateschool.org

The complete communications pathway can be found online at:
<http://charter.stargateschool.org/board-of-directors/communications-pathways>