

RESOLUTION REGARDING STARGATE SCHOOL'S CHARTER RENEWAL APPLICATION

WHEREAS, on or about September 4, 2018, Adams 12 Five Star Schools ("District") received a charter renewal application from Stargate School ("Stargate"); and

WHEREAS, the Adams 12 District Accountability Committee ("DAC") and District staff received and began their respective reviews of the renewal application; and,

WHEREAS, on November 29, 2018 the DAC and District staff held a joint site visit to Stargate; and,

WHEREAS, on November 30, 2018 designees of the District's Board of Education held a site visit at Stargate; and

WHEREAS, at a public Board meeting on December 19, 2018 the DAC presented its report and recommendations to the District's Board of Education; and;

WHEREAS, in its report, the DAC recommended that Stargate's charter be renewed for a two-year period, subject to conditions designed to address DAC's concerns related to issues including Stargate's lack of student diversity; compliance with laws regarding harassment, discrimination, and enrollment barriers; inadequate social-emotional curriculum and supports; provision of services to special populations; responsiveness to matters raised in stakeholder surveys, and overall accountability; and

WHEREAS, at that same December 19, 2018 public Board meeting, Stargate representatives appeared before and made presentations to the Board; and

WHEREAS, in response to comments by District representatives at that public Board meeting, Stargate representatives on January 8, 2019 wrote the District and advised that it was in the process of evaluating and updating its admissions policy to ensure that it complies with applicable state and federal laws and regulations; and

WHEREAS, at a public Board meeting on January 9, 2019 Stargate representatives again appeared before and addressed the District's Board of Education; and,

WHEREAS, at that same January 9, 2019 public Board meeting, District staff presented its report and recommendations to the District's Board of Education; and;

WHEREAS, in its report, District staff recommended that Stargate's charter be renewed for a three-year period, with an optional two-year extension, subject to the terms below designed to address District staff's concerns related to issues including accountability and disproportionate expenditure of time and resources by District staff on Stargate-related issues, substantiated concerns and allegations related to Stargate's climate and culture and legal compliance, Stargate's provision of services to special populations, Stargate's admissions and enrollment policy and related practices, and Stargate's governance; and;

WHEREAS, Stargate on January 15, 2019 submitted to the District a revised draft admissions policy; and;

WHEREAS, Stargate on January 25, 2019 submitted to the District its response to the District staff recommendations; and

WHEREAS, the Board has thoroughly reviewed and considered the original Stargate renewal application, as well as the additional information subsequently submitted by Stargate, the DAC, and District staff, other items in the official record, and the requirements of the Charter Schools Act, found at C.R.S. § 22-30.5-101, *et seq.*;

BE IT THEREFORE RESOLVED, by the Board of Education of Adams 12 Five Star Schools, consistent with the best interests of the students, the District, and the community, the application for renewal of the Stargate School to remain a District charter school is approved for a three-year term with the following provisions to be expressly incorporated into the authorizing agreement to be negotiated by the parties:

1. At Stargate's option, it may request a 2-year extension for continued authorization without a formal renewal application. The Superintendent will consider this request and make a recommendation to the Board of Education by June 30, 2022 to allow Stargate adequate time to submit a formal renewal application if needed. Factors for the Superintendent's consideration include, but are not limited to accountability and disproportionate expenditure of time and resources by District staff on Stargate-related issues, substantiated concerns and allegations related to Stargate's climate and culture and legal compliance, Stargate's provision of services to special populations, Stargate's admissions and enrollment policy and related practices, and Stargate's governance; and
2. A designated Member of the Stargate Board will report, in writing and in-person, on the compliance status of each of the topics outlined below to the Adams 12 Board of Education twice in the 2019-20 school year, once in January 2020, and again in June 2020; and then continue with a once annual report in subsequent years.
3. The authorizing agreement shall include indemnification clauses similar to those clauses found in the existing authorizing agreement.
4. Title IX/Civil rights issues shall be addressed as follows:
 - a. For the remainder of the 2018-2019 school year and the following 2019-2020 school year Stargate will continue to retain the services of the current independent expert Title IX/Civil Rights coordinator (or mutually acceptable and qualified replacement) through a consulting arrangement.
 - b. The District will support the services of the coordinator by paying 25% of the cost for the remainder of the 2018-2019 school year and through the 2019-20 school year.
 - c. Stargate will continue to support and cooperate with the independent coordinator as well as his/her successors in fulfilling his/her role.

- d. Stargate shall develop a plan for Title IX/Civil Rights oversight and compliance and submit the plan to the District prior to January of 2020. As the plan is developed, the District shall provide input in a manner similar to the collaboration currently underway in the Executive Director hiring process.
5. Stargate will follow through on its recent commitment to hire an Academic Executive Director to oversee non-business operational functions for the Stargate Campus. The school shall publicize and conduct a nationwide search for a suitable candidate for this position, utilize a plan of community engagement, and fill the position with a qualified candidate by no later than July 1, 2019. The District shall be involved in and provide input on the sufficiency of the community engagement process and candidates throughout the application pre-screening and interview process.
6. Plan for Climate/Culture Goals-For each year of the renewed contract, Stargate will submit to the District a plan with specific goals to improve school climate and culture, including action steps, relevant data gathering and adjustments as needed, and corresponding accountability goals to be included for all Stargate administrators, and which in turn shall be addressed in their annual performance evaluations.
7. Stargate will work with a neutral external facilitator to support improving its climate/culture as part of its Strategic Plan. The District will assist in selecting the facilitator by providing referrals for Stargate's consideration and expects that a facilitator will be identified and begin work by September 1, 2019.
8. All students currently, formally identified as GT, will have a comprehensive, statutorily compliant ALP in place by the start of the 2019-20 school year. Moving forward, within the first 45 days of GT identification, all students will have a formal ALP.
9. During the renewal term, Stargate will provide annual training for all school administrators and teaching staff on compliance and best practice for gifted learners. The training shall be provided by a consultant with credentials acceptable to the District, and retained by Stargate at its sole expense.
10. Because of the school's mission to serve gifted and talented students, two Stargate administrators, one at the elementary level and one at the secondary level, will possess an endorsement in gifted and talented education. Annually by September 1, Stargate will report to the district on which administrators have this endorsement.
11. Stargate will arrange and complete by November 15, 2019, at its sole cost, a special education program audit to be conducted by a qualified independent third party, to include findings and implement recommendations for improvement of procedures, safeguards and services for students with special needs. Copies of the audit shall be provided to the Adams 12 Board of Education and administration. Stargate will promptly implement recommendations from the audit and will provide monthly updates about progress to the District. If the audit recommends hiring a Special Education Director, the District will participate in the selection process in a manner similar to the Executive Director hiring process.
12. During the renewal term, Stargate will provide annual training for all school administrators and teaching staff on compliance and best practice in special education and Section 504. The training shall be provided by a consultant with credentials acceptable to the District, and retained by Stargate at its sole expense.

13. Stargate’s enrollment policy and procedures must comply with applicable law and be consistent with District policies. The District and Stargate shall collaborate to ensure that the enrollment policy and procedures align with applicable laws and District policies and finalize the enrollment policy and practice for the 2020-21 school year by November 15, 2019.
14. The Stargate Board will engage in annual training with a mutually agreed upon charter consultant, such as the Colorado League of Charter Schools, to address board best practices and compliance regarding governance and accountability. All Stargate Board members shall attend these trainings, and individual trainings shall be provided to any new members outside the annual training cycle. Topics for these trainings during the renewal term should include board ethics, effective governance practices and structures, child abuse/neglect, mandatory reporting obligations, sexual harassment and disability/civil rights issues, workplace bullying, student anti-bullying, and preventing concerns and being responsive, in writing, when concerns or complaints do emerge, regardless of whether those complaints are written, anonymous, or “formal.” Stargate’s annual plan for Board member training will be shared with the District by no later than September 1 of each year.
15. Stargate Board and administration will communicate at least monthly and more frequently for urgent matters to report on all complaints and concerns that are brought to the Stargate Board or administration which potentially implicate compliance with applicable law, Stargate or District Policy and Stargate’s response to those complaints.
16. The authorizing agreement shall clearly indicate any waivers of District Policy, so all parties know whether District Policy or Stargate Policy is in effect.
17. All provisions to be included in the negotiated authorizing agreement in this Resolution shall continue in force and effect for the duration of the agreement, including during the two-year extension period, if one occurs, unless the provision is limited in duration by its express terms.

BE IT FURTHER RESOLVED, that the information, reports, communications, and recommendations referenced above, and all underlying complaints, reports, investigative materials, and agency findings, are hereby incorporated by reference into this Resolution and made part of the official record.

Adopted and approved this 11th day of February 2019.

Attest:

Kathy D. Plomer, President
Board of Education
