

# LAKE MOUNTAIN SCHOOL DISTRICT

## Oversight Plan

At Lake Mountain School District, we believe a deficiency or concern is best resolved with early interventions. We want to assist the schools we authorize with support, quick responses, and mutually beneficial assistance, rather than punitive measures, whenever possible.

The five main areas of focus for Oversight and possible remediation are:

- Financial performance
- Charter agreement compliance
- Governing board performance
- Enrollment performance
- Academic/learning performance

An identified lack in any area will result in support and intervention. Schools will receive the appropriate level of support based upon data collected during site visits, regular reviews of the school's systems, and other performance measures as appropriate. The three levels of support are described below. Early support will be offered once a deficiency or concern is identified. All deficiencies or concerns will be reviewed and researched before action is taken. Lake Mountain will give schools a chance to resolve the deficiencies (as per the Oversight model). Failure to resolve deficiencies within the designated time period and conditions may result in further action. Once a school resolves deficiencies, they will return to the lowest level of oversight.

### LEVEL 1:

All Lake Mountain authorized charter schools will receive the following support:

- One Annual Site-Based Visit (all years). Lake Mountain's Level 1 gives meaningful support to schools in its portfolio. Lake Mountain uses a prevention approach versus reactive approach to authorizing.
- One Annual Review (all years) (R277-553-2) The focus of this review is to assess:
  1. Financial performance;
  2. Charter agreement compliance;
  3. Governing board performance;
  4. Enrollment performance;
  5. Academic/learning performance.
- Comprehensive Review of Charter and Board (R277-553-2) In an effort to intervene as early as possible if a problem in performance occurs during the beginning years of a charter school, Lake Mountain will complete two comprehensive reviews in the first and third year.

- Following each visit or review, a report will be provided to the school that will provide a summary of the findings. It allows school leadership and staff to take action, including discovering and building on strengths, and addressing any deficiencies. School leadership will need to submit a plan and timeline for addressing the deficiencies to Lake Mountain. If deficiencies are minor in nature and are resolved within an agreed upon timeframe, the school will remain at Level 1 support status.

## **LEVEL 2:**

If significant deficiencies are identified in any of the following areas,

- 1- Financial performance,
- 2- Charter agreement compliance,
- 3- Governing board performance,
- 4- Enrollment performance, or
- 5- Academic/learning performance,

the school will automatically require Level 2 Support.

In this Level, additional site visits and reviews will occur. Data collection will increase in detail and frequency, and Lake Mountain Board of Education and/or staff will make recommendations and decisions based on that data. Any interventions/actions deemed necessary by Lake Mountain will be delineated in the report or an action plan. External support\* to resolve the deficiencies may be obtained if desired. Progress will be monitored and data will inform decisions regarding a school's return to Level 1 status, continued work at Level 2, or move to Level 3.

## **LEVEL 3:**

At this Level, Level 1 and 2 supports will continue, but additional supports will be required.

- Overarching performance analysis – A comprehensive analysis of the charter school organization will need to be completed by a third party\* to determine where system-related weaknesses and strengths must be re-designed to allow the school to perform as it was chartered to perform. This work will get at the root-causes of problems at a systemic level and allow for re-design versus addressing the problems as outcomes.
- Systems corrective action planning – The results of the overarching performance analysis require systems action planning and development of an implementation plan.
- Implementation coaching and supports – Plan implementation is essential in systems change. Lake Mountain requires schools receiving this support to have external system coaches\* to support effective implementation.
- Increased data collection and frequency of decision making – Based on increased data collection, quick decisions will be made to bring about desired changes quickly.

If a Tier 3 status school does not make measurable progress in resolving the identified issues within the designated amount of time, they will be placed on probationary status. By USBE

Administrative Rule (R277-553-3), if a school is put on probationary status, the issues must be resolved within a year. To clarify, the rule states that if a school fails to remedy deficiencies through the Lake Mountain designated oversight process, an authorizer may place the school on probation for no longer than one calendar year.

In response to this rule Lake Mountain will:

1. Provide notice of probation, and set forth a written plan outlining those provisions in the charter agreement, applicable laws, rules, and regulations with which the school is not in compliance.
2. Provide within the written plan the terms, conditions, and timeline that the school shall follow in order to be removed from probation, and outline any possible outcomes.
3. Implement outcome based on school's compliance or non-compliance of the written plan.

**\*NOTE**

It is important to note that Lake Mountain provides Level 1 supports as part of its authorizing responsibilities. Level 2 and 3 services are not part of the Lake Mountain authorizing responsibility. If a school is required to receive Level 2 and 3 supports, they may contract for these services with Lake Mountain or other reputable providers outside of Lake Mountain. In these cases, school leadership is required to propose to Lake Mountain their proposed contractual arrangement and provide documentation of the service organization's capacities to provide Level 2 and 3 services and their history of past successes in providing these services with the effect of improving student learning as a result of their supports. If approved, the school will provide reports of Level 2 and 3 actions and their effects on student learning improvement so Lake Mountain can determine if lesser intensive supports are warranted going forward.

**ADDITIONAL INFORMATION**

Per USBE Administrative Rule and Utah Law, it is noted that:

1. A school may request a single extension of no more than six months from an authorizer to comply with the terms of the written plan.
2. If a school fails to satisfy the terms of the written plan within the established timeline, the authorizer shall propose to terminate the school's charter.
3. While a school is on probation, the school may seek technical assistance from the authorizer or other authorizer-approved providers to remedy deficiencies.
4. An authorizer may, for good cause, or if the health, safety, or welfare of the students at the school is threatened at any time during the probationary period, terminate the charter immediately.
5. An authorizer shall notify the State Superintendent in writing within 30 days of any probationary terms imposed under this Section R277-553-3.
6. An authorizer shall comply with the notification requirements in Section 53G-5-504 if the authorizer approves a motion to terminate a charter.