



# Interventions Protocols & Tiered Interventions

CACSA

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# Existing NACSA Resources Address Topic



Intervention Protocol can be codified in:

- Charter Contract
- District Policy
- State Policy or Guidance

## NACSA's Principles & Standards

When applying interventions, a quality authorizer:

- Establishes and makes known to schools at the outset [in the charter contract] an intervention policy that states the general conditions that may trigger intervention and the types of actions and consequences that may ensue;
- Gives schools clear, adequate, evidence-based, and timely notice of contract violations or performance deficiencies;
- Allows schools reasonable time and opportunity for remediation in non-emergency situations; and
- Where intervention is needed, engages in intervention strategies that clearly preserve school autonomy and responsibility (identifying what the school must remedy without prescribing solutions).

## INTERVENTION PROTOCOLS

INTERVENTION STATUS	CONDITIONS THAT MAY TRIGGER STATUS <sup>3</sup>	POSSIBLE CONSEQUENCES
<p><b>Level 1:</b> Notice of Concern</p>	<p>Indications of weak or declining performance identified through routine monitoring, site visits, or other means;</p> <p>Repeated failure to submit requirements on a timely basis.</p>	<p>Written notification to school board detailing severity of concern, authorizer’s requirements for resolution, timeline, and consequences if not satisfactorily remedied</p>
<p><b>Level 2:</b> Notice of Breach</p>	<p>Failure to satisfactorily remedy or make substantial progress toward remedying previously identified concern(s);</p> <p>Failure to meet multiple performance targets;</p> <p>An overall “Does Not Meet” rating on any Performance Framework;</p> <p>One or more indicator-level “Falls Far Below” ratings on any Performance Framework;</p> <p>Failure to comply with applicable law or breach of contract.</p>	<p>Written notification to school board detailing severity of concern, authorizer’s requirements for resolution, timeline, and consequences if not satisfactorily remedied;</p> <p>Specialized site visit, as necessary;</p> <p>Meeting with school board, as necessary;</p> <p>Remedial action plan developed by the school and approved by the authorizer, as necessary.</p>

<sup>3</sup> Each authorizer should review these conditions and revise them as necessary to align to all applicable rules, regulations, and statutes, as well as the established Performance Framework or accountability system and the charter contract.

INTERVENTION PROTOCOLS		
INTERVENTION STATUS	CONDITIONS THAT MAY TRIGGER STATUS <sup>3</sup>	POSSIBLE CONSEQUENCES
<p><b>Level 3:</b> Notice of Probationary Status</p>	<p>Any overall “Falls Far Below” rating on any Performance Framework;</p> <p>Continued failure to comply with applicable law or with the charter;</p> <p>Failure to meet or make sufficient progress toward meeting terms of remedial action plan, as relevant.</p>	<p>Remedial action plan developed by the school and approved by the authorizer;</p> <p>Meeting with school board;</p> <p>Specialized site visit, as necessary;</p> <p>If needed, authorizer may appoint an agent to monitor implementation of remedial action plan.</p>
<p><b>Level 4:</b> Notice of Revocation Review</p>	<p>Continued failure to comply with applicable law or with the charter contract;</p> <p>Failure to meet or make sufficient progress toward meeting terms of the remedial action plan, as relevant;</p> <p>Noncompliance with an applicable health or safety standard.</p>	<p>Written notice stating intent to consider revocation;</p> <p>Meeting with school board;</p> <p>Remedial action plan developed by the school and approved by the authorizer;</p> <p>If needed, the authorizer may appoint an agent to monitor implementation of remedial action plan.</p>
<p><b>Level 5:</b> Notice of Revocation</p>	<p>Extended pattern of failure to comply or to meet performance targets;</p> <p>Failure to satisfactorily address or make sufficient progress toward meeting terms of prior interventions;</p> <p>Applicable conditions for revocation set forth in charter school law.</p>	<p><i>Revocation process must be conducted in accordance with state law and will include:</i></p> <p>Written notice from authorizer stating reason for proposed revocation;</p> <p>Specialized site visit, as necessary;</p> <p>Decision to revoke by authorizer.</p>



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# Scenarios



## **Scenario 1: Power Struggle/New Principal**

A charter school board fires the principal. The board chair assumes the role as principal while remaining on the board and increases his salary to \$200,000 per year. He also declares all staff are now exempt and ceases to compensate any staff for working overtime.

## **Scenario 2: Health department poison risk**

A health inspector notifies the school that they cannot continue to store cleaning supplies in the same cabinet as the kindergarten classes snacks.

## **Scenario 3: 7th OCR Complaint**

A 20-year old charter school has been the subject of 7 complaints to the Office of Civil Rights. The school has long-established policies to place students in earlier grades than they were in previously based on student scores on academic tests and insists that all parents volunteer 80 hours per year in the school or contribute \$1000 or more.

## Scenario 4: Weak Outcomes for AEC

A 10-year old alternative education campus (AEC) charter school has inferior academic outcomes relative to all other AECs in the area.

- 6-year graduation rate has held steady at 42 percent, whereas other AECs with similar students achieve a 60 percent 6-year graduation rate.
- School funded for 158 students, but observations never indicate more than 30 students in the building

## **Scenario 5: Special Education**

In February of the school's first year, the school has failed to hire certified special education staff. Repeated and systematic observations at the school indicate that required services described in the students' IEPs are not being provided.