

The Indiana Department of Education (IDOE) requests an award of \$59,966,577.52 over five years to support the opening, replication, or expansion of high quality charter schools and provide quality technical assistance. \$54,000,000 of the total funds will be used to directly support the high-quality charter schools through a competitive subgranting process to satisfy the 90% requirement.

**Personnel Direct Charges (\$870,896.12)- Administrative 3% Cost**

- a) Personnel charges of 2.45 FTE reflect an initial amount of \$174,850 including an annual 2% salary increase to equal \$909,929
- b) .05 FTE Director of Title Grants and Support (\$4,850). Nathan Williamson will serve as the project director and dedicate 5% of his time to overseeing the effective administration and implementation of this project. See job description in Appendix B
- c) 0.9 FTE Assistant Director- CSP (67,500 at \$75,000 annual salary). This individual will oversee the daily operations of the CSP grant, with direction from the Director of Title Grants and Support. The Assistant Director will direct the training activities, contractual agreements with the technical assistance partners, implement of the project application, effective oversight of the grant and monitoring of subgrantees, and provide project evaluation. This individual will supervise the activities of the 1.0 FTE charter school specialists. See job description in Appendix B
- d) 1.0 FTE Charter School Specialist (\$65,000 annual salary). This represents 2-3 individuals that will support CSP grant oversight and technical assistance. The Specialists will manage the appropriate grants, participate in onsite monitoring, coordinate monitoring reports, and deliver technical assistance. See job description in Appendix B
- e) 0.5 FTE Charter School Controller/Auditor (\$30,000). This individual will provide internal fiscal support to IDOE to process grant contracts, provide fiscal guidance to subgrantees, and conduct ongoing audits. See job description in Appendix B
- f) In-Kind: The following individuals will provide in-kind, intermittent support to the CSP project. See respective resumes in Appendix B
  - i) Dr. John Keller (Chief Technology Officer). Dr. Keller will provide IT, data, and accountability support to the CSP staff to improve IDOE practices to support charter school implementation of informational technology and data analysis.
  - ii) Kent Hatcher (Chief Financial Officer). Kent Hatcher will provide fiscal and contracting support to the CSP staff to improve IDOE practices to support charter school fiscal sustainability and operational procedures.
  - iii) Dr. Scott Syverson (Chief Talent Officer). Dr. Syverson will provide talent acquisition support to the CSP staff to improve IDOE practices to support charter school retention, recruitment, and development of charter school teachers and leaders.

- iv) Kelly Wittman (Chief Academic Officer). Kelly Wittman will provide academic support to the CSP staff to improve IDOE practices to support charter school alignment of curriculum, instruction, and assessment.
- v) Dr. Azure DS Angelov (Director of Research). Dr. Angelov will provide research and evaluation support to the CSP staff to improve IDOE practices to support charter schools with fidelity of implementation of evidence based best practices and the responsible conduct of research.
- vi) Valerie Beard (Senior English Learning and Migrant Education Specialist). Valerie Beard will deliver English learner professional development sessions at the annual charter trainings and design technical assistance tools to improve the charter schools' English learner programming, including identification and evaluation processes.
- vii) Steve Yockey (Special Education Specialist) will deliver special education professional development sessions at the annual charter trainings and design technical assistance tools to improve the charter schools' special education programming, including identification and evaluation processes.

**Fringe Benefits (\$322,576)-** Administrative 3% Cost

- a. Fringe benefits charges for the 2.45 FTE reflect an initial amount of \$58,573 plus accounting for an annual 1% increase to equal \$323,909.
- b. The State of Indiana calculates fringe for the full-time positions and for the additional IDOE personnel/PARS positions at an average rate of 35%.

**Travel (\$40,000)-** Administrative 3% Cost

- a. In-state/Inter-state Travel: The travel budget includes \$4,000 annually (\$20,000 over five years) for in-state or inter-state travel expenses that will be incurred traveling between sites and the IDOE in Indianapolis for onsite monitoring, technical assistance, or regional professional development sessions. In-state travel includes the use of rental cars for trips over 120 miles round-trip (State travel policy requirement), hotels when overnights are required (in-state rate capped at \$89 plus tax per night), per diem for travel requiring overnight (\$26 per day), and mileage for round trips that are less than 120 miles at the state rate at the time of travel (\$0.38 per mile currently). The travel budget also represents one additional out-of-state trip to another SEA to collaborate between states regarding charter school and authorizing best practices, and will be paid in accordance with state travel rules anticipated at \$500/per person airfare; \$300/night hotel at 3 nights per person; ground transportation at \$25/day; and per diem of \$26/day
- b. Out-of-State Project Director Meeting: The travel budget includes \$4,000 annually (\$20,000 over five years) for out-of-state travel expenses to cover the costs of 2 individuals to attend the annually required project director meetings in Washington, D.C. The costs will be paid in accordance with state travel rules, which are anticipated at \$500/per person/airfare; \$300/night hotel at 3 nights per person; ground transportation, baggage, parking at \$25/day per person ; and per diem of \$36/day per person.

**Equipment (\$4,000)-** Administrative 3% Cost

- a. Technology needs, including computer, monitor, and phone for 2.45 FTE in first year. Equipment to be reused in subsequent years. Line item includes costs to repair/refurbish equipment as needed and ongoing, minimal IT access charges.

**Supplies (\$8,000)-** Administrative 3% Cost

- a. Funds are request at \$1,600/year to cover the costs of printing and duplication of products and materials. These include print and electronic project information, project reports, training materials, distribution of research reports, and consumable supplies for project staff.

**Contractual (\$4,310,000)**

**Consolidated Grants Management System (\$80,000) -** Administrative 3% Cost

- a. The Consolidated Grant Track System development will represent the CSP's shared cost of the online grants management system development at \$60,000 for the first year and then an ongoing maintenance cost of \$5,000 each year for the remaining four years. The system will address the following activities:
  - i. Subgrantee submission of application, required attachments, and monitoring documents
  - ii. Real-time access for the CSP specialists to review, evaluate, and respond to submitted documents
  - iii. Creates a comprehensive portal for all grant related documents, including the department's process of peer reviews, risk assessments, data analysis, and monitoring documents
  - iv. Ongoing maintenance and development costs

**Peer Review Process (\$30,000)-** Administrative 3% Cost

The Indiana Department will contract with peer reviewers from various backgrounds and professions who are well-informed regarding education strategy, policy, evaluation, and development of charter schools. Each application will be reviewed by two separate peer reviewers before a final third review is conducted by the IDOE CSP staff. Expected average of applications is 30/year at \$100/application. Due to the double review of each application, total annual expected cost is \$6,000/yr.

**Improvement of Authorizer Quality (\$190,000)-** Technical Assistances 7% Cost

The Indiana Department of Education will partner with a national organization to provide high-quality technical assistance and training to authorizers. Three projects will address the comprehensive needs of the authorizers to improve the authorizing process in Indiana:

- 1) Foster an appropriate balance between access and autonomy in four critical areas of financial oversight, students with disabilities and English learner compliance, recruitment and enrollment, and discipline.

- a) Deliverables include two in-person trainings and materials made available to all authorizers and follow-up access to selected tools and resources. Length of project is 6 to 12 months.
  - b) Cost: \$80,000
- 2) Develop a set of *Principles & Standards for Quality Charter School Authorizing* to serve as a guide for formative development for charter authorizers to identify areas of improvement or refinement to achieve stronger outcomes. This project will promote additional goals that are the responsibility of the authorizers to address equal access, accountability and transparency, and autonomy of local operators
  - a) Deliverables include state-specific *Principles & Standards for Quality Authorizing* ready for publication and dissemination. Length of project is 9 to 12 months.
  - b) Cost: \$50,000
- 3) Review current Indiana authorizer practices by developing a framework and conduct individualized formative collaboration sessions to analyze charter school authorizer practices to identify strengths and opportunities to grow their practice as a means to increase the percentage of schools in their portfolio rated as quality or improved.
  - a) Deliverables include an evaluation framework, criteria, and trainings. Length of project is dependent upon the number of authorizers participating in the pilot evaluation, but is expected to occur over the five-year life of the grant.
  - b) Cost: \$60,000

Professional Development for IDOE/Authorizer Staff (\$50,000)- Technical Assistance 7% Cost

The Department will offer opportunities for IDOE Staff, both within the Office of Title Grants and Support and other divisions or authorizer staff, to receive continual professional growth opportunities to better serve the unique needs of charter schools. This may include trainings in the areas of fiscal management, authorizer and SEA process alignment, and charter innovation. Costs will address time/effort for technical assistance providers to train IDOE and authorizer staff and accompanying materials and subscriptions.

Space Rental (\$15,000)- Technical Assistance 7% Cost

Funds are requested to rent venues to host the Best Practices Showcase that will be provided each year to highlight promising and research-based practices in charter schools. Traditional public schools, charter schools, and nonpublic school students, staff, and community members will be invited to attend and participate to develop cross-functional partnerships. Venues may be required for additional events, such as annual CSP subgrantee trainings. Expected rate is \$1000/day for 3 days/per year

Capacity Building Support- Technical Assistance 7% Cost

Funds are requested to partner with fiscally sound nonprofit organizations with a record of success in supporting best practices in charter schools. The Indiana Department of Education will release a technical assistance survey to charter school authorizers, developers, educators, and community members to solicit topics that reflect local needs to improve the quality of charter schools and support growth in the sector. The IDOE will release the topics addressed in the needs assessments within a request for proposal (RFP) or request for information (RFI) for

nonprofit organizations or institutions of higher education to develop professional development and technical assistance tools to address Indiana charter schools' unique needs. Expected 2-7 technical assistance contracts at \$50,000 - \$250,000 each to focus on, but not limited to:

- Building Quality Capacity via Innovation, Incubation, Expansion, Replication, and Improvement (\$500,000)

The success of charter school programming will greatly depend on building the capacity of schools and authorizers regarding innovative practices that include, but are not limited to: the coordination of incubation efforts; facility renovation and acquisition; financial services, auditing and accounting; research on innovative and emerging best practices as defined by Level 4 "Evidence Based Under Evaluation" in ESSA; curriculum and assessment; school needs assessments; implementation of early childhood education initiatives, and charter school evaluations specific to authorization processes.

- Supporting All Students (\$500,000)

Technical assistance and capacity building that will ensure academic and wraparound supports are in place to meet the needs of all students. These may include supports and services for English learners and students with disabilities, the provision of wraparound services, and meeting the transportation needs of the student population.

- Teacher Recruitment and Retention (\$200,000)

The recruitment and retention of quality teaching staff is vital to ensure equitable access to high quality educational opportunities. This focus area will include expansions of best practices in staff and teacher recruitment and retention efforts in Indiana charter schools.

- Instructional Supplies and Technology (\$345,000)

Supports in this area will serve to expand access to instructional supplies and technology.

- Professional Development and Licensing (\$1,500,000)

Professional growth must be supported for all Indiana charter schools. Technical assistance in this area may include, but is not limited to: professional development for teachers and instructional support staff; travel as part of professional development activities; leadership development and licensure; collaborative professional experiences between charter and traditional public schools; teacher licensing in special education, English language learning, literacy, high ability, STEM, early childhood, and other content areas identified as high need and shortage area.

- Parent, Family, and Community Outreach and Empowerment (\$500,000)

This focus area will include expansion and improvement of parent, family, and community outreach programs in charter schools. Collaboration and the forming of partnerships with community organizations will be integral to effective charter school programming.

Evaluation of Impact of Charter Schools on Student Achievement (\$200,000)- Technical Assistance 7% Cost

Funds are requested to conduct a research study utilizing our robust and comprehensive longitudinal school choice data set to evaluate the impact of charter schools on student achievement, families and communities, and share best practices between charter schools and traditional public schools. The study will include comprehensive analysis of student achievement data to then identify high-quality charter schools to participate in a multi-case qualitative study to identify specific evidence based best practices within school choice contexts. The outcomes of the study will include a public dissemination of the findings and implementation of relevant findings of IDOE efforts while providing technical assistance and professional development to CSP subgrantees.

Data and Training Portal (\$200,000)- Technical Assistance 7%

Based upon the evaluation of impact, annual performance reports for charter schools, and the needs assessment derived from appropriate stakeholders, technical assistance providers will curate digital tools/resources to incorporate into an online portal or IDOE website for ongoing, sustainable support.

Construction

Not allowed

Other (\$54,000,000)- 90% Subgrants

The IDOE expects to fund 60 subgrants over 5 years at the maximum of \$900,000 per subgrant. (60 x \$900,000 = \$54,000,000). Over the past five years, Indiana has opened an average of nine charter schools per year. However, changes in landscape lead us to believe we will see increases in applications. Charter schools have continued to open despite no current CSP funding. Additional CSP funding will encourage additional growth while addressing needs that are present in urban, rural, and speciality student populations such as early childhood, special education, English Language Learners, and postsecondary education. Furthermore, high-performing charter schools will be encouraged to responsibly replicate or expand based upon further funding to support these efforts.

Indirect (\$411,104.97)

7.4% of technical assistance and administration set asides of the grant (7.4% x \$5,558,338 administration plus technical assistance). See attached Indirect Cost Rate Agreement in Appendix F

Total Costs

\$59,966,577.52 request

Administration: 1,766,577.52 (1,355,472.55 administration plus 411,104.97 indirect)

Subgrants: 54,000,000

Technical Assistance: 4,200,000