SECHS has been falsely accused of material violations and egregious acts of malfeasance by the SCS District. These accusations were made without visiting the school, responding to requests for guidance, or offering assistance.

- Failure to provide services to students with IEPs – **In Compliance**
- Uncertified teachers in multiple classes - **Unsubstantiated**
- Terminated partnership with Southwest Tennessee Community College - **Not Grounds For Charter Revocation**
Allegation: Southwest Early College High failed to provide services to students with IEPs.

Not according to the District.

Facts:

- District emails highlight regular compliance from SECHS.
- SCS helped develop the approved plan for compensatory time.
Teacher Certification

Allegation: Southwest Early College High relied on uncertified teachers in multiple classes.

...documentation from SECH and PowerSchool showed classes did not have licensed teachers.

Facts:

• All full-time SECHS teachers are certified or permitted.
• SECHS has 6 certified teachers (22-to-1 ratio).
• SECHS has an active plan to fill teacher vacancies.
Allegation: Southwest Tennessee Community College has terminated its partnership with SECH effective May 30, 2020. ...termination of partnership will void SECH’s ability to deliver on the commitments it made in the initial charter.

**Facts:**

- Our charter does not mandate an exclusive partnership with STCC.
- We are exploring other partnerships.
- Our students can receive college credits from any location.
A Better Choice

Based on data provided by SCS:

<table>
<thead>
<tr>
<th>Enrollment</th>
<th>High Schools Higher SPS (&gt;3.76)</th>
<th>High Schools Lower SPS (&lt;3.76)</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>5</td>
<td>142</td>
<td>18</td>
</tr>
</tbody>
</table>

Southwest Early College High School performs better!
Why We Are Here

- Charter schools are about choice.
- Teachers = licensed/permitted.
- SPED = in compliance.

Listen to the 133
Questions
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<th>Slide Number</th>
</tr>
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Appendix A

**Mission:** SECHS exists to enable students to earn a college degree or industry certification in a career field of their choice and transition into the workplace with the preparation and skills necessary to enjoy a successful career and a productive life.

**Southwest Early College High School is the only ECHS in Memphis / Shelby County.**

- Our diverse student population represents 21 zip codes.
- Our students come to SECHS with varied academic preparation; our average ninth grader enters on a 6th grade level in both Math and English. Despite the odds, by March 2019, a third of SECHS’s 9th graders and 73% of 10th graders had met the required score on at least one of the three Accuplacer entrance exams for STCC. Meeting these scores are significant for Memphis, as these scores suggest equivalencies of students being able to score an 18 or 19 on the ACT.
- We have confidence that our students are being prepared to not only take courses at STCC but also to outperform average ACT scores across the district.

Since opening in August 2017:

- 260 unique students have been enrolled in at least one college course at STCC.
- 128 students have been enrolled in at least two college courses at STCC.
- More than 90% of SECHS students currently have a 4.0 GPA at STCC.

* See Appendix H for more information about ECHSs.
Appendix B

**Undue Process**

- SCS Superintendent made remarks demanding school closure prior to any investigation, communication with parents and students, rebuttal from SECHS, or an actual visit to the school.

- The OCS began communicating to parents about transferring from SECHS on 9/9/19, before the investigation was completed, and again on 9/18 and 9/19. **This is outside policy, as these communications should happen no sooner than after the board votes to revoke the charter.**

- Prior to investigation completion, SCS School Board member spoke at a public meeting stating they would “shut down” the school.

- SCS’s investigation found many allegations against SECHS to be unsubstantiated. However, **no notice, time for cure, nor offer to help was given by the authorizer** to address substantiated claims.

- The District provided the School Closing Impact Report to SECHS **7 days later than Board policy allows.**

- Southwest TN Community College (STCC) President informed the Artesian Board Chair of her decision to end the partnership on September 10, only a month after having signed a newly negotiated MOU (on August 5).

- STCC has breached its agreement with SECHS, made several false statements against SECHS and remains unresponsive to requests from parents, administration & the Board of SECHS.
Appendix C

SECHS Investigation Timeline of Events

The following timeline of events, in black, reflect what the Office of Charter Schools (OCS) shared in their “SECH Revocation PowerPoint.”

Artesian/SECHS believes that there was undue process throughout the District’s investigation. Additional information highlighting this assertion has been added, in red, to the timeline. Documentation of relevant issues has been footnoted; these documents can be found in the supplemental packet.
Appendix C, cont’d

SECHS Investigation Timeline of Events

August 20, 2019 – Parent 1 files a complaint with the Office of Charter Schools. OCS asks SECH to respond within 5 business days.

- SECHS Parent Council President and CEO/interim principal host 2nd of 2 parent meetings addressing misinformation and rumors that had been circulating since the Summer.¹

August 23, 2019 – Parent 2 files a complaint with OCS. OCS asks SECH to respond within 5 business days. August 26, 2019 – SECH responds to Parent 1’s complaint.

- School responds to Parent 1 on 8/26/19. Asks for next steps. [No response from OCS.]²

8/26/19 – SECHS hosts two Title I Parent/Student/Staff meetings.

8/27/19 - CEO calls OCS about Parent 2’s complaint. CEO is advised not to turn in the response until after the board meeting so that OCS can respond to the parents at the board meeting & can state that these are being looked into.

August 27, 2019 – SECH students and parents vocalize their concerns before the SCS Board of Education. (One of these parents did not first submit her complaint to Artesian, but was directed to do so by SCS, on 8/28.)³

August 28, 2019 – SECH responds to Parent 2’s complaint.

Exceptional Children visits SECH campus. under direction of Dr. McKinley.

8/29/19 - School sends response to Parent 2, plus documentation. Asks for next steps. [No response from OCS.]⁴

1 - 3-pager from parent meetings
2 - Parent 1 complaint + responses.
3 - Parent submits complaints to Artesian board 8/28
4 - Parent 2 complaint + responses
Timeline of Events, cont’d

August 29, 2019 – OCS begins to coordinate investigation into SECH allegations

- Friday, 8/30 12:09 PM: OCS requests 11 categories of documents, with 1.5 business days to meet the deadline and without an overnight extension.
- 8/30 1:27 PM: OCS informs SECHS that a report from the investigation is due to the Superintendent by COB Thursday—so conclusions must be drawn in fewer than 2 business days after documentation is received from SECHS.  

September 4, 2019 – OCS, Dual Enrollment, Exceptional Children, and SIM speak via telephone with SECH to discuss allegations and documents provided by SECH in response

- OCS requests SPED schedules to be uploaded. CEO asks in 2 follow-up emails whether what was needed was supplied and to “just ask” if the OCS needed any additional documentation.  
- Friday, 9/5/19 – OCS sends a quick question regarding credit recovery at SECHS.  

September 9, 2019 – Parents are contacted by SCS with information on enrolling in SCS schools. Parent wonders if they are “safe to stay at SECHS.” This is 9 days before the investigation is officially complete. 

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5- Email chain.
6- Email Folder 11
7- Email quick q
8- Text message from parent
Timeline of Events, cont’d

September 10, 2019 – Letter bearing this date is sent by STCC to SECH terminating partnership (This, after Dr. Hall had signed the newest version of our MOU on 8/5/19.)

- 9/11/19 – SECHS tries to follow up with the OCS for an update on the investigation. CEO is informed the materials are being reviewed by general counsel and SECHS may not be able to find out everything that was investigated without a Freedom of Information Act request.
- 9/11 – OCS Director cancels school visit scheduled for 9/12.

September 12, 17, & 18, 2019 – Anonymous Employee files a complaint with the Office of Charter Schools. OCS asks SECH to respond within 5 business days.

September 12, 2019 – SCS Board Member, Althea Greene, tells attendees of a public, Memphis Lift meeting that SECHS would be “shut down.” [This is 6 days before the investigation is officially complete.]

September 16, 2019 – Memphis Lift holds protests outside of SECHS.
- SECHS Board Chair emails SCS Board Member McKissack asking if information about the investigation has been released because of the Memphis Lift protests. [McKissack does not respond until results of the investigation have been released to SECHS, 2 days later.]

9- Most recent MOU
10- Following up email.
11- BM cancels school visit
12- Commercial Appeal article
13- Jones/McKissack concern email
Timeline of Events, cont’d

September 18, 2019 – OCS notifies SECH of recommendation to revoke the charter agreement via telephone, email, and USPS
  • 9/18 - SCS notifies SECHS families, electronically, of the OCS recommendation to revoke SECHS’s charter and of “information sessions on October 3 and October 5 to help families learn ... about school options with SCS.”

September 19, 2019 – SECH CEO, via email, encourages OCS to visit school to see firsthand how SECH is doing.

Actually, the email applauds SECHS’s Board Chair for her commitment to the school’s excellence and governance. CEO asks OCS, “Ms. Jones comes to our school unannounced every time. You are welcome to do the same. I am curious, if these matters are so concerning to you, why haven't you just come by to visit the school? Or, how about speaking to current parents of current students--those who have decided to stay and who know what the day to day is like? They would love to speak with you. Speak to some teachers and staff. I invite you to visit any time. Brittany had a visit scheduled for September 12, which was canceled. Are your hands so tied due to politics that you are not able to truly support us by visiting and seeing the good that is happening at our school and/or seeing the gaps and suggesting ways that they can be improved?”

  • 9/19 - SCS notifies SECHS families, via USPS, of the OCS recommendation to revoke SECHS’s charter and of “information sessions on October 3 and October 5 to help families learn ... about school options with SCS.”

14- text message
15- Following up email.
16- USPS letter
Timeline of Events, cont’d

September 19, 2019 – SECH responds to first Anonymous complaint. According to SECH, STCC first provides notice of terminating partnership. Dr. Tracy Hall sends a notification to STCC staff that they are terminating the partnership with Artesian Schools.

September 23, 2019 – SECH responds to Anonymous complaints 2 and 3. Artesian’s Board Chair informs OCS that none of the anonymous complaints had been previously addressed with SECHS administration and informs them of grievance protocol in SECHS’s employee handbook.

September 26, 2019 – OCS requests additional documentation regarding statements made by the anonymous complainant and informs SECH of the District’s intention to visit.

September 27, 2019 – OCS informs SECHS of a scheduled hearing on Oct 28th to present its case before the SCS Board. The letter was dated September 18, 2019.

September 30, 2019 – OCS visits SECH, observes operations, speaks with SECH administration

- 9/30 – OCS provides SECHS administration with School Closing Impact Report and Investigation Findings 7 days later than Board policy allows.

18- Anonymous Complaint 1 + response
19- Hall email to STCC
20- Anonymous Complaint 2 + response
21- Anonymous Complaint 3 + response
22- Jones anonymous questions
23- Hearing email
24- SCIR email
Appendix D

Other Listed Allegations:

1) A lack of institutional control that jeopardizes the academic achievement of students: **UNSUBSTANTIATED**
   - Academic performance in math and ELA has risen versus previous year through the first quarter of current school year.*
   - SECHS was a TVAAS level 5 school for academics in its first year.*
   - 2 years in a row, SECHS has scored 4.4 or higher on the SCS District’s Operations Scorecard.*

2) Students do not have complete schedules: **UNSUBSTANTIATED**
   - All students had full cohort-model schedules as of 8/12/19.
   - 11th graders’ college classes did not start until 8/26/19.
   - Block schedules were finalized in PowerSchool on 9/9/19.

3) No Textbooks & Coursework for Dual Enrollment: **UNSUBSTANTIATED**
   - SECHS purchased books for College students when informed.
   - Professors provided syllabus with book information on 1st day.
   - STCC bookstore did not have the majority of books in stock.

4) Students Unable to Take Credit Recovery Courses: **UNSUBSTANTIATED**
   - Not required per any agreement or charter documentation.
   - SECHS students can participate in SCS’s credit recovery programs.
The OCS’ investigation found that the following **claims perpetuated by individuals no longer affiliated** with SECHS were unsubstantiated.

- Allegation: Students Not on Track to Receive Associates Degree.
- Allegation: Students are Unescorted Across the STCC Campus.
- Allegation: Students Missing Required Credits.
- Allegation: Courses Being Taught Out of Sequence
Allegation: Southwest Early College High failed to provide services to students with IEPs.

On August 28, 2019 Exceptional Children visited SECH and found:
- No permanent schedule for the Special Education teacher
- The school was not providing services for students with IEPs at that time, a full two weeks into school

Facts:

- All students received services since the beginning of the school year.
- The SPED teacher’s schedule is aligned to the students’ schedules.
- Some students required compensatory services beginning Sept. 9.
Appendix E: SPED, cont’d

Allegation: Southwest Early College High failed to provide services to students with IEPs.

In September, SECH submitted a draft schedule for the special education teacher that required they split time during 2nd, 7th, and 8th period, which would result in students not receiving full services.

Discussions with STCC concerning delivery of special education services in Dual Enrollment classes began on August 27, the day after college courses began.

Facts

• Special education teachers have never split time.

• District did not seek clarity about teachers’ schedules.

• Discussions with STCC about delivery of SPED services began in March 2016.
Appendix F

Operations Scorecard—Licensing

- Teacher licensing is assessed by the OCS semiannually.
- Averaging the scores helps schools who may be struggling at one point in the year with teacher vacancies.

Advocating for Growth

There will now be **TWO** scores included for the HR indicator:
- Fall (Included in the September Scoring Cycle)
- Spring (Included in the June Scoring Cycle)

Both scores will be averaged:

<table>
<thead>
<tr>
<th>School Name</th>
<th>Total Score</th>
<th>Fall Licensure</th>
<th>Spring Licensure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ridgemont High</td>
<td>3</td>
<td>1</td>
<td>5</td>
</tr>
</tbody>
</table>

**NOTE**: The expectation is to hire and retain properly licensed and endorsed teachers at all times.

* From September 11, 2019 Charters Leaders’ Meeting Presentation
Appendix G

Vacancy Timeline and Substitutes at SECHS:

- Substitutes who fit well into SECHS culture and expectations are offered teaching positions at SECHS, contingent upon enrolling in an EPP and passing required Praxis exams.
- Until then, they are paid as substitute teachers with no fringe benefits.
- They must meet the requirements for subs per State statute and Board policy.

<table>
<thead>
<tr>
<th>Vacancy</th>
<th>Length of Vacancy</th>
<th>Vacancy filled by sub(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Algebra I</td>
<td>8/5 - 10/25</td>
<td>• T.M. - offered a contingent teacher position on 7/15.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• An Enriched Schools guest educator, on days T.M. was not in the Algebra I classroom</td>
</tr>
<tr>
<td>Algebra II</td>
<td>8/12 - 9/13</td>
<td>• Enriched Schools guest educators</td>
</tr>
<tr>
<td>Geometry</td>
<td>8/12 - 8/20</td>
<td>• Enriched Schools guest educators</td>
</tr>
<tr>
<td>Biology</td>
<td>8/5 - present</td>
<td>• W.T. - offered a contingent teacher position on 8/3.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• An Enriched Schools guest educator, on days W.T. was not in the Biology classroom</td>
</tr>
<tr>
<td>English II</td>
<td>8/12 - present</td>
<td>• M.F. - offered a contingent teacher position on 9/14.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• An Enriched Schools guest educator will fill this, on days M.F. is not in the English II classroom</td>
</tr>
<tr>
<td>English III</td>
<td>8/12 - 8/23</td>
<td>• Enriched Schools guest educators</td>
</tr>
<tr>
<td>World History</td>
<td>8/12 - present</td>
<td>• D.S.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Enriched Schools guest educators, on days D.S. is not in the World History classroom</td>
</tr>
<tr>
<td>US History</td>
<td>9/16 - present</td>
<td>• Enriched Schools guest educators</td>
</tr>
<tr>
<td>Spanish I</td>
<td>9/16 - present</td>
<td>• R.G. - offered a contingent teacher position on 10/12.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Enriched Schools guest educators, on days R.G. is not in the Spanish I classroom</td>
</tr>
</tbody>
</table>
Early College High School Facts:

ECHSs ARE NOT THE SAME as traditional high schools where students can participate in dual enrollment.

- Dual enrollment is offered piecemeal and is typically for the highest performing students.
- ECHSs allow students—no matter their academic background—to enter. Because of this, schools like SECHS provide a lot of academic supports to students, such as progress monitoring, Saturday school, and additional tutoring.
- Also, in an early college environment, the high school and college work together to provide additional resources for the child’s successful completion of both programs!

SECHS is cost-effective for Shelby County Schools and students:

- SECHS covers costs associated with administration, tuition, and resources for students taking College Courses. This would not be sustainable for SCS.
- 60 hours of college credit from STCC = $9,960 per student...for college tuition alone!
- College courses that get students to an associates degree are FREE to SECHS students.
ECHS Facts, cont’d:

ECHSs are transformational:

- ECHSs **change the trajectory** of the lives of many students who are traditionally underrepresented in higher education.
- Benefits are strong for students of color, English language learners, those who are the first in their families to attend college, and those from low-income and under-resourced neighborhoods -- the very students now at SECHS!
- Across the country, by Year 3 of operation, **early college students double or triple the passing rates on state standardized tests**.