



**New Mexico Public Education Commission
Charter Schools Division**

**2021 New Charter School Application Kit
Part B. Executive Summary**



Part B: Executive Summary

This section should be two to three pages long and address, in a narrative form, the following points:

- Your proposed school's name and a description of the charter school's projected students, including key demographic data (academic performance, home languages, special populations), based on the local community or the school district in whose geographic boundaries the charter school applies to operate
- Where the charter school's projected students are most likely being educated currently and why they are expected to choose the proposed charter school for their future educational needs
- Evidence that there is a community need for a school of this nature in the local community or the school district in whose geographic boundaries the charter school applies to operate. Note: NMSA 1978 § 22-8B-6(L)(5) provides, “[a] chartering authority may approve, approve with conditions or deny an application. A chartering authority may deny an application if...the application is otherwise contrary to the best interests of the charter school's projected students, the local community or the school district in whose geographic boundaries the charter school applies to operate.” Evidence of community need is required. Specific data and evidence is required in the application itself. Therefore, specific statistical information does not need to be provided here.
- The key innovative and unique programmatic features the school will implement to accomplish its mission (non-traditional school year, longer school day, partner organizations, etc.)
- How you project that the school will improve student achievement and exceed the academic performance of the existing public schools in the local community or the school district in whose geographic boundaries the charter school applies to operate. Provide a brief summary of any data you have to support this assumption.
- The founders of the proposed school, their background, and expertise
- If different from the list provided above, the proposed founding governing board

To complete the following form, click on the text box and begin to type.

New Charter Application Executive Summary

Proposed School Name: THRIVE Community School

Mission Statement: THRIVE Community School is a diverse and affirming K-8 learning community that embraces social and emotional learning practices and utilizes evidence-based teaching to advance educational equity. We use innovative approaches to drive academic achievement, eliminate disparities in student outcomes, and reinforce a positive self-concept so that all students are positioned to follow paths of their choice.

Student Demographics of our Proposed Community: THRIVE Community School (THRIVE) intends to draw students from diverse backgrounds from all five Santa Fe zip codes, with the majority of students coming from the 87505, 87507, and 87508 zip codes, which is where THRIVE intends to locate. Student demographic data across these zip codes is representative of the Santa Fe Public School District, with 82% of students identifying as Hispanic, 81% as economically disadvantaged, 33% as English Learners, and 15% as Students with Special Needs. **Figure 1** outlines the academic performance of students in our proposed community.

Figure 1: Academic Proficiency Rates for our Proposed Community

2018 Academic Proficiency Rates	Proficiency in Reading	Proficiency in Math	Proficiency in Science
State of New Mexico	34%	20%	40%
Santa Fe Public Schools	32%	18%	30%
Proposed Area: 87505, 87507, 87508	28%	18%	30%
Hispanic Students in Proposed Area	25%	15%	27%
Caucasian Students in Proposed Area	45%	37%	59%
Economically Disadvantaged in Proposed Area	23%	16%	25%
Students with Special Needs in Proposed Area	13%	12%	15%
English Language Learners in Proposed Area	14%	11%	18%

This data demonstrates that there are currently no public school options where average proficiency rates are above 50% in reading, math, and science. It reveals significant discrepancies in academic performance between subgroups in our proposed community. Our projected students are currently being educated across 17 district schools serving grades K-8 in the 87505, 87507, and 87508 zip codes.

Evidence of Community Need: Feedback collected through our community outreach activities reveal a clear need for THRIVE Community School. Our Founding Team began community outreach in July 2020 for input to inform our proposed model. These activities consisted of over 200 meetings, collecting over 145 responses to a dual language School Input Survey, conducting four (4) focus groups, and commissioning a professionally administered survey to measure the attitudes and opinions of Santa Fe residents as they relate to public charter schools. All outreach activities confirmed strong support for a new and innovative K-8 public charter school. On our School Input Survey, over 85% of respondents were supportive or very supportive of THRIVE Community School opening in 2022. Our professional survey of 500 Santa Fe residents developed and administered by Research and Polling, Inc. shows that 80% of Santa Fe residents support opening a K-8 STEAM-focused public charter school in town, with 73% of parents of children age 13 and under - or THRIVE's targeted age range - saying that they would be interested in having their children attend this type of school.

Why Parents Will Choose THRIVE Community School: Our Founding Team believes that parents will choose THRIVE Community School for their children for three reasons: (1) qualitative and quantitative data collected during our community outreach activities support this assumption; (2) our proposed model is a reflection of what our community wants to see in new K-8 public school option; and (3) our proposed model offers innovative approaches and unique features that do not exist in current K-8 public options.

THRIVE's Innovative Approaches: In collaboration with our community, we have reimagined specific aspects of the student, family, and staff member experience through four innovative approaches. **(1) Teacher and Staff Development:** THRIVE will offer all teachers and staff more than three times the amount of paid professional development that is offered in most local public schools. This will ensure that teachers have the training needed to be highly effective in their roles. **(2) Three Small Schools:** THRIVE will operate as three small schools within

one larger school community. This will allow us to create an experience that caters to the needs of students and families in a way that centers relationships, recognizes developmental needs, and allows for more effective and efficient communication with families. **(3) Expanded Definition of Student Success:** Our expanded definition of student success incorporates outcomes related to academic achievement, social and emotional learning, and experiential learning that will ensure our programming supports the development of the whole child. **(4) 21st Century Calendar and Schedule:** Our schedule will offer students a one hour Bonus Block of instruction four days per week, during which all students will be able to engage in additional hands-on enrichment through STEAM Labs. Further, following our 1st year of operation, we will offer a year-round model of school (205 instructional days) to ensure that our calendar matches the needs of our anticipated student population.

THRIVE’s Unique Programmatic Features: In addition to our four innovative approaches, THRIVE’s model offers three unique features that have been thoroughly vetted and shaped by our community. Our unique programming features include: **(1) Social and Emotional Learning** (small group learning structures, restorative justice practices, evidence-based SEL curriculum); **(2) Intentional Diversity** (coordinated outreach with community partners, anti-bias/anti-racist approaches, family and community programming); and **(3) Equitable Academic Instruction** (mastery learning, STEAM education, experiential learning).

THRIVE’s Plan for Improving Student Achievement: THRIVE Community School will improve student achievement and significantly exceed the academic performance of existing public schools in our local community. We are confident that the research-proven approaches that have been incorporated into our proposed model coupled with our plans for executing these approaches at a high level, will ensure that THRIVE leads the way in establishing new norms for dramatically improved academic outcomes for students in Santa Fe. We also know that THRIVE’s Founding Team brings deep and diverse experiences and perspectives that will contribute to improved student achievement (see **Figure 2**). THRIVE’s Founding Team have backgrounds in school psychology, executive and school leadership, charter school founding, and human capital, and are well-positioned to deliver on the promises of our mission. Our collective record of success as educators in schools serving lower-income communities and communities of color, particularly in supporting social and emotional needs and delivering exceptional academic results for all students, including English Learners and Students with Special Needs, intersect with three commonalities: (1) building community, (2) improving academic and social outcomes, and (3) disrupting inequities.

Figure 2: THRIVE’s Founding Team and Proposed Governing Board

Name & Role, Education, Recent Employment and Professional Experience
<p>Sean Duncan: Lead Co-Founder, Proposed Executive Director Education: SSP, Specialist in School Psychology, M.E.D. Administration and Supervision, BA History/Political Science. Recent Employment: Reading Program Support Specialist, Santa Fe Public Schools Experience: School psychologist, administrator, and special education teacher with a track record of using evidence-based practices to improve student outcomes in traditional public and public charter schools.</p>
<p>Angelia Moore: Co-Founder Education: Ed.D., Educational Leadership, MA History, M. Ed. Educational Administration, BA Secondary Social Studies Recent Employment: Principal, Santa Fe Public Schools Experience: Principal and distinguished middle and high school history teacher with extensive experience in teacher development, curriculum design, and school improvement.</p>
<p>Julie Lucero: Co-Founder Education: MA, Educational Leadership, BS Elementary Education Recent Employment: Executive Director of Special Education, Santa Fe Public Schools Experience: District special education administrator, principal, bilingual director, educational policy analyst with extensive experience in charter school improvement and oversight, school budget, and federal program administration.</p>
<p>Amy Chacon: Co-Founder Education: MA, Education, Equity and Social Justice, BA Human Development Recent Employment: Special Education Teacher, Edward Ortiz Middle School, Santa Fe Public Schools</p>

Experience: Special Education Teacher and former Human Capital Leader with extensive experience in teacher recruitment and retention and in developing and staffing culturally responsive programming for Title I schools.

Mary Louise Romero-Betancourt: Proposed Governing Board Member

Education: BA, Human Services Management

Recent Employment: Restorative Justice Coordinator, Santa Fe Public Schools

Experience: Director for an alternative detention program for eighteen years and facilitator for restorative justice practices for 27 years, including victim/offender mediation, conferencing, peace-making circles, and peer panels.

Yesenia Bermejo: Proposed Governing Board Member

Education: BA, English Language Literature

Recent Employment: Site Coordinator, Communities in Schools of New Mexico

Experience: 2015 Davis New Mexico Scholar, Breakthrough Santa Fe alumnae and Graduate Teaching Fellow, with experience in providing students and families with wrap around services to improve school success

Nora Geiss: Proposed Governing Board Member

Education: BA, Philosophy of Science/Creative Writing

Recent Employment: Independent Consultant

Experience: Consultant with extensive experience in branding, digital/social strategy, copywriting, fundraising, and naming and verbal identity with global corporations, small businesses, and startups.

SJ Miller: Proposed Governing Board Member

Education: Ph.D., Educational Thought and Socio-cultural Studies

Recent Employment: Associate Professor, Santa Fe Community College; Adjunct Associate Faculty, Vanderbilt University

Experience: Writer, activist, trans* + disciplinary award-winning teacher, and literacy specialist with an emphasis is on social justice and gender identity in pre-K through university level teaching.

Brian Crider: Proposed Governing Board Member

Education: BA, Economics

Recent Employment: Thornburg Investment Management

Experience: Income Analyst for Thornburg Investment Management specializing in valuing privately held businesses for transaction and lending purposes.

Donald Walcott: Proposed Governing Board Member

Education: JD

Recent Employment: Partner, Walcott, Henry & Winston, P.C.

Experience: Attorney with experience in the areas of commercial and real estate transactions and civil litigation.

Randi Valverde: Proposed Governing Board Member

Education: JD

Recent Employment: Attorney and Shareholder at Montgomery & Andrews, P.A.

Experience: Attorney with a focus on employment law and administrative law.

Mary Rose C de Baca: Proposed Governing Board Member

Education: Ed.D, Educational Leadership

Recent Employment: Deputy Assistant Secretary of Education for the Educator Quality Division

Experience: Education administrator, human resources director, and teacher with teacher with a track record of improving teacher effectiveness and student outcomes.

Jose Lopez: Proposed Governing Board Member

Education: MA, Special Education

Recent Employment: Special Education Contact Teacher at Cesar Chavez Community School

Experience: Special educator who has worked with adults and students with disabilities in Santa Fe for fifteen years.