



## New Mexico Public Education Commission (PEC)

### Educational Program Amendment Instructions

**Purpose:** To request that the Public Education Commission (PEC) accept a proposed change to the educational program in the charter contract, including a change related to virtual or online teaching.

**Submission Deadline:** The form must be approved prior to the change being implemented. Amendments completed 28 days prior to the next PEC meeting will be placed on the next agenda.

**PEC Direction:** Any changes made should support and align with the charter mission. The amendment may not change the purpose of the school's mission without an amendment to the mission statement being submitted at the same time for consideration.

A school must submit a request to change the online/virtual teaching at the school that generally affects the student population as an educational program change. However, a head administrator may allow virtual/online instruction for individual students with an individualized plan or in a special circumstance that is temporary without submitting an amendment request.

**CSD will** provide performance data (academic, organizational, and financial) for the contract term through the most recent annual report, including any outstanding compliance or investigations, and highlight information relevant to the amendment request.

#### **The school must provide:**

- Fully completed form including rationale for the change
- Approved board minutes or certification of the vote taken by the board
- Rationale for the change, including how the change will support students' outcomes and growth
- Concise narrative addressing how the proposed changes may affect: (1) staffing; (2) enrollment targets; (3) advertising and marketing; (4) the curriculum, assessment, and instruction; (5) resources and budget; (6) the community; and (7) the capacity of the facility

Contact [charter.schools@ped.nm.gov](mailto:charter.schools@ped.nm.gov) with questions about completing or submitting documents.

## Educational Program Request Form

Submit this form and all supporting documents to [charter.schools@ped.nm.gov](mailto:charter.schools@ped.nm.gov)

The Charter Contract was entered into by and between the New Mexico Public Education Commission (PEC) and THRIVE Community School, hereafter "the school," effective on Click or tap to enter a date..

**The school requests consideration from the PEC to change the terms of its contract as follows:** Not Applicable

**The Charter School Contract Enrollment Cap currently reads:** "The school may serve no more than 633 students in grades K-8."

### Current Enrollment and Demographics:

Enrollment as of 3/22/2024: 247

Male	Female	Special Education	English Learners	Free/Reduced Lunch
142	101	28%	15%	47%

Asian	African American	Caucasian	Hispanic	American Indian	Two or More Races
2%	4%	30%	59%	2%	3%

**The amendment requests that the PEC approve Section of the school's contract so that the Educational Program reads:**

THRIVE request removal of the following component of the Comprehensive Educational Program of the School:

"6(i). Extended School Day: THRIVE's school day is extended four days per week. One day per week the day is shortened to provide ongoing professional development to teachers."

THRIVE requests, for the remaining components of the Comprehensive Education Program, additional language to name the types of evidence observed to implement each component of the education program as listed below:

**i. Staff Professional Development:** THRIVE will offer teachers increased access to professional development that prepares them to effectively teach our students in a mission-aligned manner, as measured by a minimum of 10 professional development days. This will be evidenced by our professional development calendar.

**ii. Social and Emotional Learning:** THRIVE will provide a unique focus on social and emotional learning, as measured by the use of small group learning structures, evidence-based curriculum/approaches, and restorative justice/circle practices. This will be evidenced by our school schedule which will reflect regular blocks of time dedicated to the previously named components of SEL.

**iii. STEAM Labs:** THRIVE will offer STEAM Labs to provide students with hands-on learning opportunities that focus on creating integrated learning opportunities in science, technology, engineering, arts & athletics, and mathematics, as measured by the use of a STEAM Labs block within our regular schedule. This will be evidenced by our regular schedule which will reflect a STEAM Labs block, as well as arts and athletics opportunities for students.

**iv. Flexible, Skill-Based Groups:** THRIVE will utilize skill-based, cross grade level instructional groups to ensure all students have access to foundational skill instruction that takes place in their zone of proximal development, as measured by the use of a Differentiated Literacy Block to support literacy instruction.

**v. Three Small Schools:** THRIVE will grow to offer a three small-schools model to allow for an increased focus on developmentally appropriate instructional and cultural practices to meet the needs of our students, while also increasing the effectiveness of communication with parents and guardians, as measured by the existence of grade level band groups (Primary School: K-2, Intermediate School: 3-5, and Middle School: 6-8). This will be evidenced by our school's website, handbook, and daily/weekly procedures that reflect growth towards this structure as our enrollment grows towards our cap of 633 students.

**Rationale for the requested amendment/change, including how the change will support students' outcomes and growth:**

### **Topic 1: Removal of "Extended School Day" from Educational Program**

#### Rationale #1: Overwhelming Family Support

Throughout THRIVE's first two years of operation, THRIVE's daily regular schedule has run from 8am-3:45pm 3 days a week. Anecdotally, many families expressed concern with the length of the school day for a variety of reasons. To get a better sense of our families' support for a school day length that is more typical (8-3pm), we administered a survey throughout March and April, 2024. Results were as follows:

- 56 Families participated in the survey across 4 weeks in March/April 2024.
- 83.6% of families were neutral, supportive, or strongly supportive support of THRIVE offering a regular school day (37.5% strongly support, 21.4% somewhat support, and 25% neutral) with 16% being unsupportive of the change (7.1% somewhat unsupportive, and 8.9% strongly unsupportive)
- 100% of staff members supported an earlier release time to prevent burnout and turnover.
- 53.6% of families indicated that an 8am-3pm schedule length will allow my child to participate in more extra curricular programming.
- 19.6% of families indicated that an 8am-3pm schedule will be better for my child's unique needs as a neuro-diverse learner.
- 57.1% of families indicated that an 8am-3pm schedule will allow me to spend more quality time with my child throughout the week.
- 42.9% of families indicated that an an 8am-3pm schedule will be a better fit for my child because they currently have very little energy left when school is released
- 66.1% of families indicated that an 8am-3pm schedule will be better for making sure THRIVE's teachers do not burnout and leave the school or the profession.

## Rationale #2: 180 Day Calendar Day Requirements + Teacher Retention

When THRIVE was authorized in 2022, all schools in New Mexico were required to provide 990 hours of instruction for students in grades K-6, and 1080 hours of instruction in grades 7-12. Since then, the landscape of requirements has changed dramatically as schools are now required to provide 1140 hours and 180 instructional days for students. Even before it was required, THRIVE elected to offer more than 1140 instructional hours with 1148 hours offered during the 22-23 school year and 1155.25 hours offered during the 23-24 school year. Additionally, our theory of change is deeply connected to the belief that in order to be as effective as possible with our students, our staff needs increased access to high quality professional development, which we support by offering increased access to paid professional development days. With the new 180 calendar rule, coupled with strong family and staff support (as noted above), THRIVE believes that an extended school day is no longer needed in order for us to achieve our mission.

## Topic #2: Clarified Language of Educational Program Requirements

### Rationale #3: “As Measured By” Criteria

THRIVE has requested the addition of “as measured by” criteria within each Educational Program component for increased clarity for what each component specifically means in practice.

### **Describe how the proposed change will affect the curriculum, methods of instruction, formative and summative assessments, staffing and resources, budget, and the community:**

Curriculum & Assessment: The proposed changes will have no impact on our curriculum or assessment systems.

Methods of Instruction: The proposed change will allow us to continue to execute our current methods of instruction, specifically, small group instruction. It will also allow THRIVE to fairly compensate our staff for the professional development time they will participate in, which is integral to THRIVE’s ability to execute our instructional methods effectively.

Formative and Summative Assessments: The proposed change will have no impact on our formative and summative assessments.

Staffing, Budget & Resources: The proposed changes will have a positive impact on our ability to staff our school and our ability to continue to appropriately execute our educational program. Specifically, without this change, we will not be able to provide competitive compensation to our staff. This would lead to high rates of teacher turnover (something that THRIVE has been able to overcome/prevent so far). If THRIVE were to shift resources to compensate our staff for the additional time for an extended day, we would inevitably need to cut positions and/or reduce a number of resources that we believe are critical to our program and general operations.

Budget: The proposed change has allowed us to develop our budget, along with competitive salary schedules, that allow us to continue to execute our Comprehensive Educational Program. It will also provide a sense of stability for the overall student experience as we will still be increasing our overall instructional hours reflected in our budget.

Community: Currently, some families have expressed concerns that the longer school day schedule excludes their child from participating in high quality community-based programs. Survey data indicates that the overwhelming majority of our community is in support of this change.


Enrollment Targets: The proposed changes will have no impact on enrollment targets.

Advertising and Marketing: The proposed changes will have no impact on advertising and marketing.

The Capacity of the Facility: The proposed changes will have no impact on the capacity of the facility.

**Effective Date**: July 1st, 2024.

**The school's contract amendment is hereby submitted by:**

**Signature of School Representative:**  **Date:** 5/12/2024

**Signature of Governing Board Chair:**  **Date:** 5/12/2024

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**For PEC/CSD use only**

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**PEC Meeting Date:**

**Agenda:**  Regular required

**The school's contract amendment was:**  Approved  Denied (see transcript)

**Electronic signature of PEC Chair:** \_\_\_\_\_ **Date:** \_\_\_\_\_



## Meeting Minutes

THRIVE Community School Governing Board Meeting

May 2nd | Time: 6:00pm

Location: Zoom

### I. Opening Business

#### A. Call to Order

#### B. Roll Call

1. Randi Valverde (Chair): Present
2. Nora Geiss (Vice Chair): Present
3. Brian Crider (Treasurer): Present
4. Jose Lopez: Present
5. Donald Walcott: Present
6. Ellen Moore (Secretary): Absent

Also attending: Justine Vigil (The Vigil Group, Business Manager), Samantha Gonzales (DMH Law Employee), Sean Duncan (Executive Director), Jocelin Tilton (Managing Director of Learning)

#### C. Conflict of Interest Disclosure

1. No Conflicts of interest were disclosed

#### D. Approval of Agenda

Motion: Nora Geiss

Second: Jose Lopez

In Favor: Randi Valverde, Nora Geiss, Brian Crider, Donald Walcott, Jose Lopez

Opposed: None

#### E. Approval of Meeting Minutes

1. March 22, 2024 Regular Meeting Minutes

Motion: Nora Geiss

Second: Donald Walcott

In Favor: Randi Valverde, Nora Geiss, Brian Crider, Donald Walcott, Jose Lopez

Opposed: None

### II. Public Input (10 minute time limit, speakers limited to 2 minutes each)

No public input was provided

### III. Academic Committee ReportR

#### A. Updates

1. CSP Grant is open for THRIVE as an expansion school. It will be very competitive but Sean and his team is going to give it their best shot.
2. Enrollment is overall ontrack. The team is still working to finalize registrations to get firm numbers.



3. Hiring is under way. A number of positions have been filled but Sean has reported that only a few anticipated openings remain.
4. There will be more to come as it relates to facilities planning. We will ask the board for more feedback
5. Sean Duncan shared that the PD day was moved to Friday based on parent feedback and a desire to be responsive. Two days were added to bring the total to 182 in the event of snow days.

B. Discussion & Approval of Revised 24-25 Instructional Calendar

Motion: Nora Geiss

Second: Donald Walcott

In Favor: Randi Valverde, Nora Geiss, Brian Crider, Donald Walcott, Jose Lopez

Opposed: None

IV. Governance Committee Report

A. Updates

1. Randi provided a reminder to complete training by May 31st. She also reminded everyone about an in-person training in June.
2. Randi will be providing Sean with his Evaluation.
3. The Board Evaluation will take place before the end of the fiscal year.

B. Discussion & Approval of proposed Education Program Amendment for the New Mexico Public Education Commission: Randi asked Sean Duncan to explain the reasons for the Education Program Amendment. Sean noted that strong family support was shown for the removal of the extended school day component. He also noted that this would not impact the school's ability to execute their program and achieve the school's mission. Sean also noted that more specific language was added to the remaining education program components to ensure there was clarity around how each one could be measured.

Motion: Randi Valverde

Second: Donald Walcott

In Favor: Randi Valverde, Nora Geiss, Brian Crider, Donald Walcott, Jose Lopez

Opposed: None

V. Finance Committee Report

A. Updates

B. Discussion & Approval of BARs

1. #002-I 31200 Award from PSCOC for broadband connectivity
2. #00210-I 11000 Increase in operation fund from a donation
3. #0022-T 11000 Transfer fund from within the operation fund
4. #0023-T 26220 Transfer BAR for the Charter School Growth Fund
5. #0024-M 11000 Maintenance BAR for the operation fund

Motion: Donald Walcott



Second: Nora Geiss

In Favor: Randi Valverde, Nora Geiss, Brian Crider, Donald Walcott, Jose Lopez

Opposed: None

- C. Discussion & Approval of 2024-2025 Operating Budget: Justine explained the setup of the operational budget document. Justine explained that with the student growth of 305 students we will also be adding more salaried teaching positions. Health insurance increased, Dental, and vision as well. All benefits are budgeted by job so they are listed multiple times. Property insurance went up significantly. This is common as NMPSIA gives a break in year 1 and 2 but then increases it. Brian asked why this happened. Randi shared that NMPSIA reps explained that PED did not fund it as they had requested so rates increased across the board for schools.

Motion: Nora Geiss

Second: Brian Crider

In Favor: Randi Valverde, Nora Geiss, Brian Crider, Donald Walcott, Jose Lopez

Opposed: None

#### VI. Executive Director Updates

- A. NIFDI Grant: THRIVE was awarded 5k to cover travel expenses for team members to attend the national conference in July
- B. CSP: The phase II of this application has opened. It is going to be very competitive.
- C. New Schools Grants: Two separate proposals were submitted. 1.) To support our work in early literacy. 2.) To create a special educator pipeline.
- D. State Testing Window Wrapping Up: We have 1 more day for students to complete their second math session. Everyone has been working hard!
- E. Shout out and praise for Jocelin Tilton, Managing Director of Learning for her commitment to the school and her great work with the teaching staff and families.

#### VII. Adjournment

- A. The meeting was adjourned at 7:19pm