



Executive Summary

Type, Grade Structure and Growth Plan

Intrinsic Schools is applying to open its third public charter school (Intrinsic Schools 3) in 2017 to serve 7-12th grade students via a blended-personalized school model. At capacity, School 3 will serve roughly 1,000 students. Our growth plan leverages our core team's expertise and experience from managing over 100 schools within CPS, and will enable us to invest in systems and structures that build instructional capacity and create economies of scale.

Mission and Vision

The mission of Intrinsic Schools is to prepare all students for 21st century post-secondary success and to cultivate independent, intellectually curious learners. To achieve this, we will create a new model informed by the experience of great teachers that leverages technology to personalize learning. A critical element of our mission is to create a sustainable and replicable model. We will combine proven instructional practices led by teachers and technologies that we believe will make both the learning experience better for students and the model more efficient. We believe we need to establish multiple proof points to validate that the Intrinsic model can be replicated. A third Intrinsic charter school in Chicago will allow us to further develop our model, while demonstrating that Intrinsic's successes can be achieved across multiple school environments.

To achieve our mission, we will provide a rich learning environment to all students regardless of socio-economic status, parental education level, English proficiency, and prior learning difficulties. We will serve all students, regardless of circumstance. We aspire to be a model for how to serve the diverse needs of Chicago's middle and high school students. We will utilize what we have learned over the course of the last two years at the first Intrinsic charter school, and from national best practices, to inform and guide the development of the proposed school.

Educational Philosophy, Model and Culture

Our educational philosophy is informed by brain compatible learning principles and decades of experience in the field of education. We built our model by starting from student characteristics we believe are critical for success and are the basis of our core values – empathy, perseverance, independence, and curiosity (EPIC). We layered in technology to enhance the student experience needed to develop these characteristics.

The Intrinsic Blended-Personalized Learning Model integrates technology for differentiation and small-group instruction. With these guidelines, teacher co-teaching teams are empowered to define the model by designing their courses and determining the appropriate mix of online and offline instruction. We believe the strategic use of technology will ensure student mastery of rigorous standards for 21st century post-secondary success.

At the foundation of every great school is a strong, coherent culture. At Intrinsic, we envision a culture that inspires all students to strive for high levels of academic success and to pursue their interests in depth. We believe a balanced focus on achievement and the pursuit of passions will promote a positive academic environment. We embrace a warm and strict culture that allows students to learn and teachers to teach. Accordingly, we view it as our responsibility to implement a culture of discipline, respect, and hard work every minute of every day, to ensure student safety and maximize time on task. Through clear rules and consistency, all students will learn to take responsibility for themselves, their school, and their community. Our EPIC core values are at the heart of our school culture.



Demonstrated Capacity to Open and Manage High Quality Schools

Our design team and proposed school leader combined have decades of educational leadership experience both at the district and school levels in creating exceptional teaching and learning environments that prepare students for rigorous four-year colleges. Our Board of Directors has extensive leadership and oversight experience in both the corporate and non-profit sectors. They have demonstrated a strong commitment to the school in both time and resources and have contributed their expertise in key areas such as strategic planning, education, finance, law, fundraising/development, human resources, technology, and operations.

Melissa Zaikos, Founder, CEO and current Principal of School 1, has direct experience leading first Intrinsic School as the principal and leading the Intrinsic organization as the CEO. Under Zaikos's leadership, Intrinsic has had a highly successful first two years of operation. It is important to note that Intrinsic received a rating of 1 on the SQRP for its first year of operation and maintained a very strong balance sheet. Prior to launching Intrinsic, Zaikos was the CPS Network Chief for the Pershing Network, a network of schools in the Southwest communities of Chicago, comprising students who are 71% Latino, 13% African American, 10% Asian and 6% white/other. Pershing's students were also 92% low income (qualified for free and reduced meals) and 34% English Language Learners. The average growth during Zaiko's leadership was 61% in Reading and 65% in Math in 2011-2012, results that would place any individual school in the top quartile for growth nationally. From 2005-2011, Zaikos was the Chief Area Officer for the AMP Schools, managing a \$7 million departmental budget and overseeing more than 100 schools within CPS, where student performance increased from 68% to 87% of students meeting or exceeding standards on the ISAT. Zaikos has a strong track record of developing district leaders, with six of her direct reports having been promoted to Chief of Schools. In addition, Zaikos has served as evaluator for the CPS principal eligibility process and has worked with Local School Councils throughout Chicago to hire over 50 Principals.

Michelle Trojan, Principal, has more than seven years of experience as a teacher and educational leader. At Intrinsic, Trojan currently serves as Dean of Culture where she is responsible for creating a strong learning environment for all students. She supports teachers in creating a warm and strict classroom environment that meets Intrinsic's cultural norms and manages the implementation of the student code of conduct. Trojan works with parents and students to ensure they are aware of the cultural and behavioral expectations of the school and manages all discipline referrals. Prior to joining Intrinsic in 2014, Trojan spent five years working at Noble Network's Rowe Clark campus. At Rowe Clark, Trojan served as a teacher, department chair, grade level lead teacher, and dean of students. During her time at Rowe Clark, Trojan took on additional responsibilities year over year, and her continuous professional growth was the result of strong student outcomes and demonstrated leadership ability. (Please see resumes for specific experience and results).

Targeted Community: Intended Student Recruitment Boundaries, the Rationale for Proposing a New School, and Parent and Community Engagement and Support

The targeted community is north of Fullerton Avenue. Additional details will be provided with the Tier 2 submission.