

## **Appendix 2.9 School Staffing Model**

Illinois Prep will be governed by a seven-member Board of Directors who will establish a contractual agreement with the Management Organization (A3 Education). The Board of Director's relationship with the Management Organization (MO) is codified with a performance-based contract.

The executed management agreement in Appendix 6.1 outlines the duties and responsibilities of each party and the specific performance requirements of the MO.

The school will independently adopt a comprehensive budget on an annual basis, which will include all forms of revenue and all expenditures. Any and all budget amendments will require Board approval. On a monthly basis, the MO will provide a detailed accounting of all school revenues and expenditures. In addition, the MO will report, on a monthly basis, the current student enrollment of the school and the number of students on the waiting list (if any). The MO will provide monthly financials, which will include a statement of revenues and expenditures prepared in accordance with generally accepted accounting principles.

The MO will be responsible for the daily financial management of the school, subject to the budget and oversight of the Board. The Board will be responsible for overall policies regarding Illinois Prep's governance, academic, personnel, discipline, and grievance policies. It is our responsibility to hold the MO responsible for the successful operation of the school and its ability to deliver academic results. This system of accountability ensures that Illinois Prep will be devoted to its mission of providing a rigorous educational program.

The head of school will be hired by (and report to) the Board and will be responsible for implementing the virtual learning program. A principal will be hired and report to the Head of School for virtual programming but will also have operational duties while enforcing all policies set forth by the Board. School employees will be responsible for, above all else, the delivery of Illinois Prep's rigorous academic program. Day-to-day operational duties will be administered by the principal, with fiscal and HR oversight and support provided by the MO. It will be the joint responsibility of the head of school and principal to recruit teachers and support staff; all staff are ultimately employed by the Board, with the Board retaining ultimate authority over the hiring and firing of teachers and staff.

Several advisory boards will be developed to ensure continuity of communication between key stakeholders (parents, community, etc.) and each advisory board will report to the principal of the school.

This organizational structure allows for the MO to provide expertise in areas such as fiscal management, human resources, and compliance/regulations in partnership with the head of school who will oversee curriculum implementation, and the

principal who will oversee teacher and staff evaluations as well as overall day-to-day school operations.

