Needs assessment, as an established best practice, will be performed on an on-going basis to further identify areas that may require the school principals to pursue school improvements through the use of expertise outside of the school organization. Most deficiencies in the curriculum and instruction will be overcome by strong teamwork, networking with peer organizations, professional development activities in the identified deficiency areas, and through the purchase of outside services, when needed.

Initially, IHEC will seek specific outside help in the following areas:

**Financial**

IHEC will contract with Red Apple to provide financial expertise to the start-up and ongoing operations of the school. This team of professionals has over 20 years' experience in public and private non-profit accounting and finance. Red Apple works with 17 public charter schools in the West and will be sharing best financial practices with IHEC. The firm will fulfill the role of Business Manager for the school and will oversee all of the business needs of the school.

Red Apple charges about what a school would pay for an in-house business manager, but provides the additional benefit of having access to a team of charter school finance professionals. Paying this firm will save the school in benefits and payroll loading expenses. Red Apple fees will be $4,000 per month for the first year and $5,500 per month for years 2 and 3, which is budgeted under "Contracted Services: AIS".

**Professional Development**

The national Expeditionary Learning Schools organization has already pledged its support for the start up period of the charter school. EL schools has been one of the nation's top writer of Curriculum mapped to the Common core. The New York School Public School District has given their schools the choice between two curriculums that best meet the needs of Common Core: Scholastic and Expeditionary Learning. EL is a network of 160 successful projected based schools across the United States. They offer site seminars, national conferences, onsite training and other professional development opportunities that teach educators to integrate curriculum across the disciplines. IHEC has met with the EL regional director and school designers to determine the appropriate professional development for the school.

During the setup year, there are upwards of 10 days of onsite training that will be provided by EL. IHEC has budgeted $20,000 to cover the training. During the first three years of operations, the school has planned between $60,000 and $65,000 per year, budgeted under "Membership Dues, Registration and Travel" and "Curriculum and Resource Materials", that will include EL professional development offering such as seminars, institutes, site visits, direct service days and national conferences.

**Other Outside Resources**

Specifically, Copper Point High School will seek outside expertise from the following organizations:
• School Attorney (to be selected) – advice on legal matters. After consulting with Red Apples and other charter schools, we have budgeted $1000 for legal matters as needed.

• School Auditor (to be selected) – Will provide advice on and inspection of fiscal and compliance matters. After looking into multiple companies, the average cost of a school auditor is $11,000, and we have budgeted $11,500 under "Auditor Fees". The three companies we have

looked at are Eide Bailly ($8000-$9000), Squire and Company ($10,000-$11,000), Hanson, Barnett and Maxwell ($10,000-$11,000). The first year is budgeted at $0 because the auditing company investigates the previous school year, thus there will be nothing to audit in year one.

• Arizona Department of Education – technical assistance on title grants and compliance. The budget for this falls under "Membership Dues, Registration and Travel"

• Arizona State Board for Charter Schools – compliance matters, charter contract. The budget for this falls under "Membership Dues, Registration and Travel"

• Arizona Charter School Association – grants, finance, training, networking. The budget for this falls under "Membership Dues, Registration and Travel"

• Consulting, Advisory, and Regulatory organizations (TBD) in support of School Board development, Teacher training, Staff training, etc. Teacher and Staff training is provided by Expeditionary Learning. On average, on-site professional development provided by EL costs $1300. Off Site PD session range from $700-1500 per session. This will all vary depending on the contract developed with Expeditionary Learning. An MOU with Expeditionary Learning will be created once the charter is approved. This amount has been budgeted into multiple areas of our three year budget, including: Curriculum and Resource Materials", "Membership Dues, Registrations and Travel".

• Facilities Acquisitions – Schoolhouse Development LLC will provide funding and construction for school's facilities. Schoolhouse development charges 10% of cost of construction as a lease payment, locked in for three years, after the third year it raises 2% each year. The first fiscal year, the lease payment is due Oct 1 (9 months of payments the first year). This amount has been budget into our "Building Rent/Lease/Loan" Expenditures.