B.1 Applicant Entity

Applicant's History

"Go confidently in the direction of your dreams! Live the life you've imagined!" Thoreau

In 2008, The Caepe School was founded by a small group of committed people who wanted more for the education of their children. The Caepe School has operated as a nonprofit private school for five years. During its second year of operation, The Caepe School received its accreditation by AdvancEd- NCACASI.

This is the story of the evolution of The Caepe School and the journey to the mission of operating as a charter school:

As the Head of School, Tamara Lee has been an educator for the last 19 years of her life. She knew she was born to be a teacher by the time she was 7 years old. It is the intention for her life. Since graduating from college she has immersed herself in education and loving children. She is also the mother of three incredible individuals. Of her 19 years teaching, she served 8 years in the public school system just outside Philadelphia in Pennsylvania. After moving to Arizona in 2002, Tamara worked as an educator for 6 years in the public school system in Anthem before being a founding member and Head of The Caepe School since 2008. Spending the first 22 years as a formal student in school and the last 19 as an educator and student of the world, it is safe to say she has spent her entire life in school. She has a thirst for knowledge, a love for children and a passion to find the answer to how? How do we educate our children in a nation at risk so that they are equipped to change the world??

"Be the change you wish to see in the world." Gandhi

While working in Arizona, she was fortunate to be surrounded by passionate, driven teachers as her peers as well as many parents who shared her vision and thirst for knowledge while wanting something more for their children. Together, in 2007, they started to see a need arise and began to ask this question: If research and data tells us what is BEST, then why aren't we doing it?

During this time, Tamara was running a tutoring group in her home after school for students who needed more time and attention and enrichment regarding their education. These students and parents were thirsty for more. While sitting around the table with 8 students that now serves as her desk with a group, she recognized that in one hour with this small group of children they accomplished the amount of learning that was typically taking her a week in the larger setting where she taught. Tamara wanted more. She wanted more for her own three children. She wanted more for the children in her care. She wanted more for herself as a life long learner. She did not want to settle for mediocrity or watch her students accept that this was considered the norm of what is attainable.

On March 1, 2008, a small group of committed teachers and parents met at the home of Josh Miller and shared the vision of The Caepe School. Josh is a founding teacher at TCS and continues to dedicate his time serving the Caepe community as an educator. The Caepe School is about developing total individuals as life long learners who pursue knowledge, understanding, and excellence while developing a strong sense of self. The Caepe School is about relationships. The teachers at the Caepe are passionate experts in the content areas they teach and most importantly, they love children.

This founding team worked tirelessly to establish the mission, vision and policies of the school. They researched the target population and started to build enrollment primarily with grass roots efforts by having meetings in homes hosted by parents invested in the future of The Caepe School. The team of teachers researched best practices and developed relationships with experts who shared their knowledge of choosing the best curriculum that aligned with the mission and vision of the school and served the student population for maximum growth.

As the "buzz" started in Anthem about this possible new school, the community clearly supported the mission and vision and came together to voluntarily contribute what they had to offer to engage this new endeavor. The Caepe founding team developed relationships with experts in school finance, leadership, community relations and law.

Eric Nichols, a local businessman and now a parent of a Caepe graduate, was instrumental in finding a facility for the school to start operating in 2008. As soon as he learned about The Caepe School, he called his landlord knowing there was space in his commercial building that was perfect and ready with 4 classrooms, bathrooms and an office. Aaron Eubanks, the building owner and one of the first business owners in Anthem, called Tamara Lee. Together this team secured a lease for this facility that required little tenant improvements. Knowing the challenges and financial investment that most schools require to get started in a facility, we **knew** that The Caepe School was intended to be a success from the start!

These community relationships and many others that developed from the very start of The Caepe School are what we **believe** allowed it to come into existence and operate successfully since its inception. The Caepe School's projected enrollment started small in its first year and was full by the first day of school. The enrollment continued to grow each year, as did the space that we occupied. After the third year of operating with a growing enrollment, The Caepe School had the opportunity to lease a campus that allowed more classrooms, offices, a playground and an outdoor area all of which was aligned with its mission and vision. This was the perfect space to serve the target population in a neighborhood community rather than the commercial space in a business park. This campus is the current location and continues to serve the needs of the school and can accommodate the projected enrollment proposed in this charter application.

During the last five years of operation, as the economy proved its most difficult times, countless parents emerged wanting a Caepe education for their children but could not afford the tuition. The faculty met with parents on tours and hosted events that were well attended by the larger community. Our own Caepe parents shared regularly that they have friends and family that want to attend the Caepe but can't pay tuition. Because of the open and honest communication established in the Caepe community since inception, we have even had some exit meetings with parents needing to withdraw their child(ren) due to economic changes and the inability to pay or sustain tuition payments over time. This was especially challenging for families with multiple children and heart wrenching for our entire community, especially Tim Fyke. He has the biggest most generous heart known this side of the Mississippi.

This information collected by our teachers, Board members and parents in a school community that started from grass roots efforts, along with "I wish The Caepe was a charter school." was the determining factor that turned our vision into operating a charter school. It was founding Caepe community member, and Board member Tim Fyke who suggested early in 2012 that we investigate pursuing a charter.

Tim and Crystal Fyke have had three children enrolled at The Caepe School since its inception. They understand the value of a Caepe education and are active and invested daily to contribute to the success of the school. Tim is currently a director of the Anthem Community Council, and philanthropist with a heart for kids and education. Tim and Crystal along with their children are influential and active members of the larger community. They have built relationships with many parents in the community. Tim is a volunteer coach and Boy Scout volunteer leader and talks with many parents within our community and in the extended community. As a successful entrepreneur, Tim believes that there is a need and a want for The Caepe School to become a charter school and allow more children and families the education that The Caepe can offer.

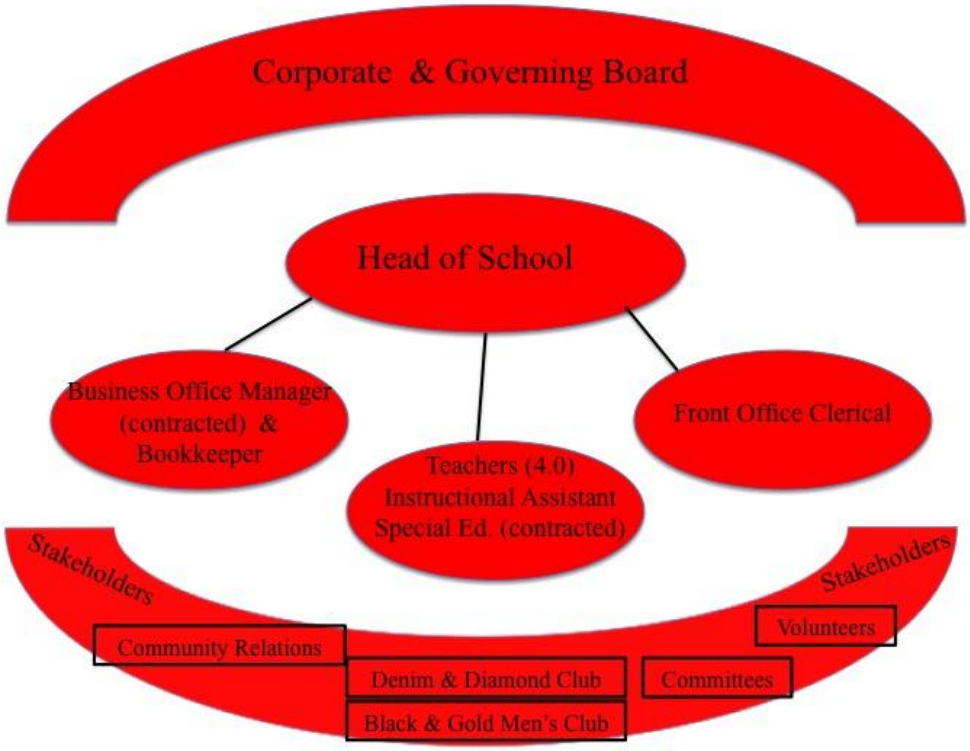
The Governing Board unanimously voted to pursue a charter application at the January meeting, our team shared this information at a coffee with parents in February, and our team anxiously awaited the revised charter application that became available on March 11, 2013.

Ultimately the consideration to apply for a charter came about after consistently hosting community events. The decision was parent driven based on interest in enrolling their children but not having the ability to pay the tuition. Anna Kubiak and Gary Laverty, both parents of current Caepe students, emerged to participate in the goals of the school pursuing a charter and now actively serve as Board members.

The Organizational Chart in Diagram 1 demonstrates that the Corporate Board acts as the School Governing Body at The Caepe School as per ARS 15-183.E8 and is consistent with its current operation as a private school. The Board is responsible for oversight of the Head of School, giving guidance and support regarding the enforcement of the policies and procedures of the school. The Board is responsible for giving input and participation in major curriculum decisions and purchases as well as overseeing all financial, legal and school compliance matters.

The Head of School will serve as a liaison between the school and the Governing Board, report to the Governing Board to provide context regarding the culture and pulse of the school, and represent school staff to the Governing Board. Faculty and staff as well as contracted service providers will report directly to the Head of School. Given the instrumental role that stakeholders/ parents play in the organizational structure of the school, they are included in this chart to represent their role in building and maintaining community relationships, participating in committees such as fund raising and events, volunteering and mentoring to our boys and girls in their respective clubs. Parent participation in the operations of the school is in compliance with our school policies and procedures and overseen by a faculty member as a liaison and ultimately is overseen by the Head of School.

Diagram 1- Organizational Chart Year 1



The organizational charts in Diagram 2 and 3 represent a continuation of operating consistently with the addition of teachers and staff outlined in the three-year business plan.

Diagram 2- Organizational Chart Year 2

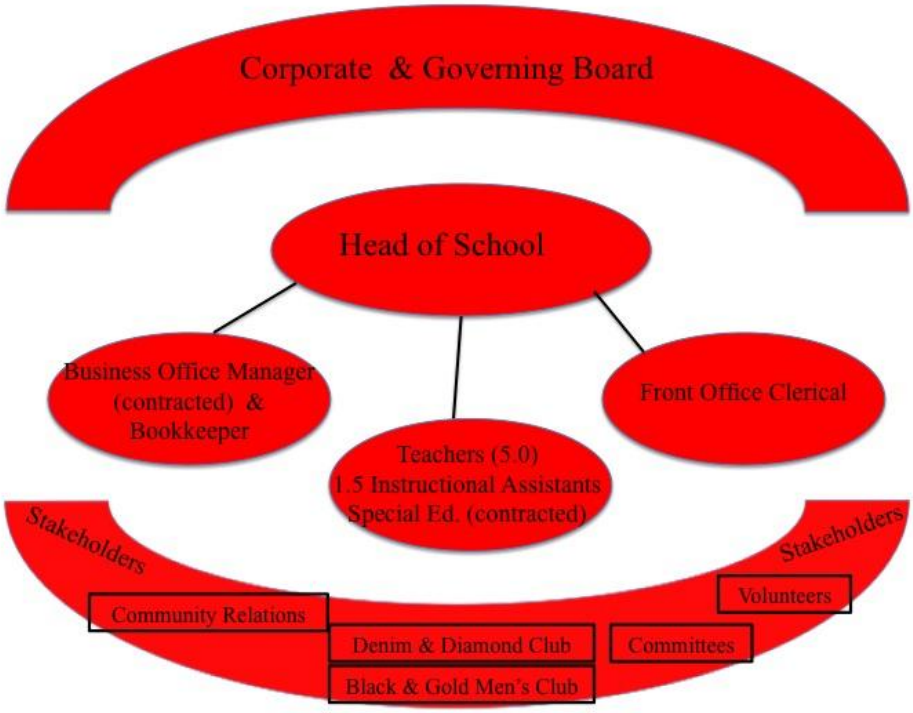
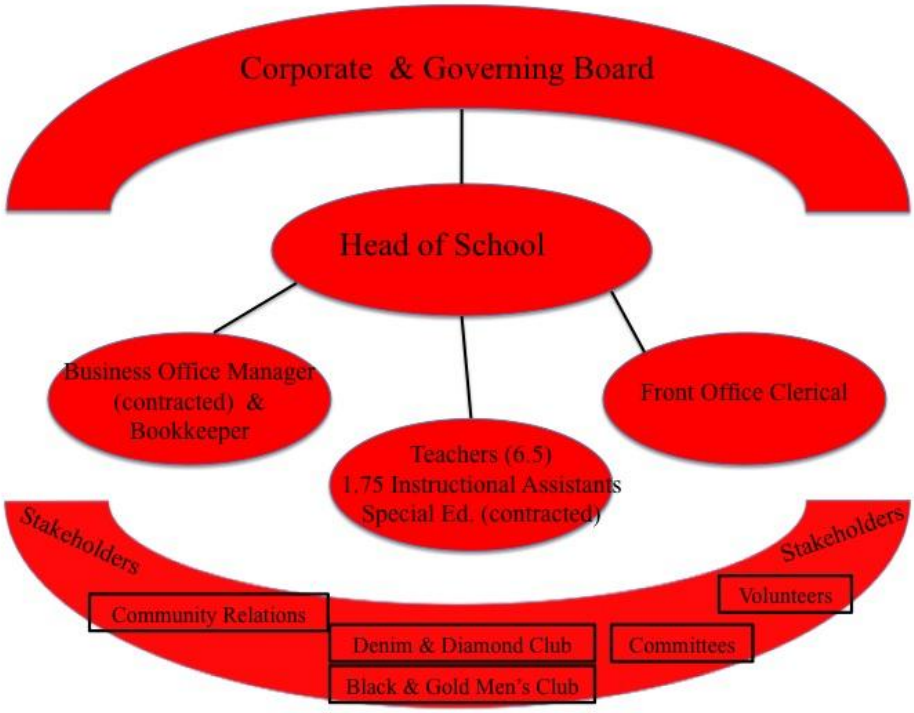


Diagram 3-Organizational Chart Year 3



The Caepe School does not have any subsidiary relationships to another entity or organization. The Applicant does not have any current or prior charter operation involvement. In addition, none of the principals of The Caepe School have any current or prior charter operation involvement. There is a preschool that operates on the same campus as a completely separate entity.

The Corporate and Governing Board is comprised of the following directors:

Tamara Lee, President
Tamara Lee's qualifications listed below enable her to oversee all aspects of the organization to include the Educational, Operational and Business plans and is consistent with her resume included in this application. Tamara will oversee curriculum and plan staff development. She will analyze student assessment data and ensure that instruction is result driven based on these findings. She will oversee the operational and financial workings of the school and be in compliance with all expectations with a keen awareness of due dates.

- Masters Degree and certification in Education
- Reading Specialist Endorsement
- Experiences as Founder and Head of The Caepe School
- 19 years of experience as an educator

Dameon Blair, Secretary
Dameon Blair's qualifications listed below enable him to contribute to the Operational Plan as well as the Educational Plan and are consistent with his resume included in this application. Dameon will support daily operations to ensure the safety of our community to include facilities management and compliance, health department regulations, student discipline, and enforcement of policies and procedures of the school. As a science teacher Dameon also supports the education and assessment of students to promote pupil achievement.

- Bachelor of Science Degree in Liberal Studies; Earth Science
- 14 years of experience in all aspects of Teaching, coaching, leadership roles, staff development, organization, training, and team building
- Emergency Response Training in CPR, and first aid.
- Certified in Heartsaver AED through the American Heart Association.

Anna Kubiak, Treasurer
Anna Kubiak's qualifications listed below enable her to support the Business Plan and the Operational Plan and are consistent with her resume included in this application. Anna's career and business experience provides her with valuable knowledge related to support board activities, such as problem solving/negotiation, financial expertise, employee/personnel/managerial issues, and operating a successful business.

- Bachelor of Science Degree
- Masters of Taxation Degree
- Certified Public Accountant
- Member of the American Institute of Certified Public Accountants and the Arizona Society of Certified Public Accountants
- 15 years experience in taxation and accounting

Tim Fyke, Director
Tim Fyke's qualifications listed below enable him to support the Business Plan and the Operational Plan and are consistent with his resume included in this application. As an entrepreneur, Tim's drive and ambition to start several businesses along with his experience provides him with strong skills to problem solving/negotiation, leading and managing staff, and

financial expertise. As a parent of three Caepe students and a founding member of the community along with his ample Board memberships, Tim has demonstrated his ability to guide, support and positively influence the operations of the organization given his relationships and pulse of the school community and extended Anthem community.

- Bachelor of Science in Business Administration
- President and founder of J3 Communications
- President and founder Jett Enterprises
- Member, Value Card Alliance LLC
- Director of Anthem Community Council 2011-present

Gary Laverty, Director

Gary Laverty's qualifications listed below enable him to support the Operational Plan and the Business Plan and are consistent with his resume included in this application. Gary has experience with business transformation, project & program management, and leading diverse multi-cultural cross-functional international teams. He is community driven and able to build relationships that contribute and support the mission and vision of The Caepe School. Gary's passion is building and mentoring world-class teams that enable enduring positive change. A solid base of operational experience and business process knowledge enables a trusted advisor relationship with the business and the ability to lead organizational changes.

- Bachelor of Arts Degree with additional graduate courses in: School of Advanced Technology, State University of New York at Binghamton, School of Information Resource Management - Syracuse University, Project management classes –George Washington University
- Laverty & Associates, Inc. Principal Consultant
- 25 years business process improvement in Fortune 500 companies
- 15 years "hands on" in complex SAP integrated projects

We believe that this team of individuals that has come together to support The Caepe School possess a diversified combination of strengths to ensure the success and longevity of its mission and vision.