

**San Antonio Independent School District
141 Lavaca
San Antonio, TX 78210
(210) 554-2200**

APPLICATION FOR AN INTERNAL CHARTER SCHOOL

Date: April 16, 2018

Name of Proposed Charter School: CAST (Center for Applied Science and Technology) Tech

Type of Internal Charter School Sought: New Campus Charter

Primary Contact Person of Proposed School: Melissa Alcalá

Title: CAST Tech Principal (employee of SAISD (“District”))

Address: 637 N. Main Ave.; San Antonio, Texas; 78205

Phone Number: (210) 738-9730

Proposed Charter Site Address: See above

Grade Levels: 9-12

Expected Initial Enrollment: 150 **Projected Maximum Enrollment:** 600

Approximate percentage of each student population in all applicable categories:

Hispanic: 84%	White: 10.4%	African American: 4%
Asian: N/A	LEP: 2.4%	Eco. Disadvantaged: 65.6%
At Risk: 60%		

Review and consideration of application

Date received: Feb. 2018

Review Dates:

Preliminary Technical Review Feb. 2018

Final Technical Review Feb. 2018 **Approved:** _____

Panel Review Feb. 2018 **Not approved:** _____

Superintendent Consideration Mar. 2018 **Beginning date of operation:** July 1, 2018

Board of Trustee Review Mar. 2018

Board Meeting April 16, 2018

San Antonio Independent School District:
**In-District Charter for the first Center for
Applied Science and Technology in Bexar
County**

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I. INTRODUCTION.

(a) Purpose and Need.

The San Antonio Independent School District (SAISD) Board of Trustees finds the following:

- Americans without a high school diploma earn \$877,000 less over their lifetime than do four-year college graduates. The annual public cost associated with just one year's class of dropouts is \$377 million, or about \$3,168 per dropout. The state portion of school funding in Texas is about \$3,004 per pupil. This means Texas is spending more on dropouts each year after they leave school than it spent when they were in school.
- Over an expected lifetime of 50 years, one year's class of dropouts will cost Texas taxpayers \$19 billion. It is estimated that 63% of all job openings by 2018 will require some college education. Total unemployment is expected to increase by 20.5 million jobs from 2010 to 2020.
- With the rising cost of college, student debt has risen to astronomically high levels. National average debt for four-year college expenses is \$29,400. National average debt from two-year college expenses is \$7,000.
- The greater San Antonio area graduated 23,876 students in 2012 and is estimated to graduate 27,457 students by 2017.

Accordingly, the Board of Trustees desires to continue its support of the Center for Applied Science and Technology ("CAST", referred to as "CAST Tech") High School in Bexar County, Texas. CAST Tech is under the administration of the Center for Applied Science and Technology ("CAST") Network. The SAISD endorses the admirable vision of the CAST Network's founder, Mr. Charles Butt, to "bring employers and schools together to create a prototype charter high school in SAISD, a center that bring together work-based learning, project-based learning, and blended learning so that students learn in an applied setting and graduate with advanced skills and a guaranteed job interview."

(b) Partnership, Charter, and SB 1882.

This Charter sets forth the objectives and understandings of SAISD and the CAST Network in connection with the establishment and operation of Senate Bill No. 1882 adopted by the 85th Texas Legislature in 2017, codified as Texas Education Code §§ 11.174 and 42.2511 ("SB 1882"), which allows this cooperative partnership between a public education institution and an in-district charter. This Charter is to comply with the Texas Education Code ("TEC") Chapter 12, Subchapter C, specifically § 12.0522, which governs this in-district Charter agreement ("Charter"). This Charter creates and allows for the operation of the CAST Network's school,

CAST Tech, under SB 1882. As established by SB 1882, the CAST Network shall operate CAST Tech by at least one direct CAST Network employee, which shall be the Chief Operating Officer (“COO”). CAST shall select and manage the Principal of the School. Subject to the approval of the COO, the Principal shall have full and complete authority over staffing decisions at the school. Nothing herein prevents the CAST Network from consulting with SAISD regarding the operations of CAST Tech. The CAST Network shall maintain the authority required by SB 1882.

(c) The CAST Tech Program.

CAST Tech is the flagship in a network of career-themed high schools focused on meeting labor and workforce needs in San Antonio. Employers work directly with school leadership to connect students to career pathways in the high-need subjects of Information Technology and Business/Entrepreneurism. CAST Tech will create a formula that includes student developed/incubated business concepts that are encouraged by close student relationships with mentors, college and university faculty, and supported by work experience through project-based learning and internship placements.

CAST Tech supports innovative professional development to ensure that CAST staff receives appropriate support and supervision, through the network, with national training providers, and with university partnerships, such as with the University of Texas at San Antonio. With a focus on continuous improvement, CAST Network staff will engage with CAST Tech staff throughout the year to assess ongoing student growth, climate for students, families and parents, to ensure that resources are aligned and focused on achieving performance metrics.

CAST schools are designed as lab schools, where embedded professors and staff use CAST Tech facilities and staff to train future teachers and administrators in the CAST Tech environment, while utilizing technology as a medium for instruction, project-based learning, blended learning models, business partnerships, and innovative methods as the focal areas for instruction. The CAST Network will facilitate the establishment of robust, clinical training for aspiring teachers and leaders, and will also support the related goal of vertical curricular alignment to ensure maximum flexibility for CAST Tech students receiving college credits.

Meeting Parent and Community Needs

Among CAST Tech’s most important distinguishing characteristics is the fact that it was intentionally designed to reflect the aspirations of local parents and students. During interviews and focus groups, participants described an ideal high school as being small, enabling students to have a personal connection with faculty and staff, and offering coursework that is highly relevant and framed by career expectations. Students especially embraced the opportunity to experience specific jobs as they honed in on what they might enjoy doing. Getting outside a traditional classroom and learning from industry experts also were highly valued school attributes. CAST Tech has assimilated this critical feedback into the school’s format and resources.

CAST Tech is unlike any high school in this region, incorporating the best elements of multiple educational processes and methods. All CAST Tech graduates will earn both a high school diploma and will be offered up to two years of embedded college credits, with highly motivated students earning industry-recognized certificates and an associate degree. CAST Tech

coursework is informed by a variety of business partners, and each has agreed to support supplemental, aligned experiential learning opportunities, e.g., hands-on job shadowing, summer jobs, and interviews for graduates. In order to maximize these transformative resources, CAST Tech will rethink student-teacher roles and relationships and will offer a variety of instructional formats, including blended learning, project-based learning, and work-based learning opportunities. This diversity of experience will allow teachers to act more as mentors than instructors and will give students the opportunity to fully master content and advance at their own pace. This structured, accelerated, individualized approach will ensure that every CAST Tech graduate will have acquired the hard and soft skills that are essential to placement in one of San Antonio's well-paying, high-demand jobs.

Serving San Antonio and Bexar County

CAST Tech is located in two renovated buildings on the Fox Tech High school campus, 637 N. Main Ave., San Antonio, Texas 78205. Students from all SAISD schools are encouraged to apply, as well as students residing in other school districts in Bexar County. For the 2018-19 school year, a total of 300 students will enroll; 150 additional students will be enrolled each year thereafter until total enrollment reaches 600.

A Prototype Charter School

The overall mission of the CAST Network is to create a prototype charter school for an eventual network of career-themed high schools that offer rigorous project and work-based learning, college credits and marketable skills, meaningful industry engagement, and a clear path to high-need jobs in the city of San Antonio and Bexar County. The intent of the program is to provide dedicated, effective pathways to high-demand jobs to meet specific high-skill workforce needs and create a replicable model to serve more students across Bexar County.

In furtherance of this mission, the SAISD Board of Trustees does hereby grant an in-district charter under the Texas Education Code ("TEC"), Subchapter C, specifically Section 12.0522 (the "CAST In-District Charter" or "Charter") to the Center for Applied Science and Technology ("CAST Tech") located in Bexar County.

The goals to be achieved by the CAST Network's In-District Charter are as follows:

- To develop a prototype in-district charter school for rigorous career-themed education that blends the best in work-based learning, blended learning, and project-based learning;
- To codify partnerships between key employers and SAISD and area school districts as well as institutions of higher learning in the San Antonio area to close a specific workforce need or training gap;
- To serve as a learning lab for professional development in career and technical education, project-based learning, work-based learning and blended learning;
- To graduate students with significant college credit and/or marketable industry-recognized certificates and certifications who are prepared to either enter 2-year or

4-year colleges in high-need degree programs or immediately enter the workforce;

- To advance a model of student success informed by student choice, interest and agency (rather than ability); and
- To demonstrate a model of the highest level of industry engagement, from governance to curriculum design to the provision of work-based learning opportunities and guaranteed job interviews.

II. PERFORMANCE CONTRACT.

The Superintendent of Schools or designee shall develop a charter School Performance Framework (“SPF”) by which CAST Tech and all charter schools and programs will be evaluated in consultation with CAST. The SPF will inform district decisions related to campus replacement, restart, or closure. Performance objectives may include, but not be limited to student proficiency, academic growth, and college readiness. Additional objectives as well as a timeline may be developed for charters established at campuses that do not meet state accountability standards. The Office of Innovation (“OI”) staff will meet with the principal and/or school operator, CAST and CAST Tech to establish baseline metrics in the Fall of year one and thereafter to finalize the tentatively approved Performance Contract metrics. OI staff will monitor, evaluate, and publish campus performance annually, the results of which will determine whether the charter will be placed on probation, revoked, or renewed on a three or five-year cycle.

The following performance metrics are *preliminary metrics* that are subject to change as the District and the CAST Network continue to gather working data at CAST Tech. The District and the CAST Network are committed to collaboratively developing more specific metrics as data is gathered throughout the term of this Charter. The District shall have final authority on these performance contract metrics.

Academic Excellence

Objective: *CAST TECH High School students’ academic performance will meet or exceed local and state standards.*

- *Note: metrics below were determined based on a sample of Technology choice high schools in the state with less than 200 students, more than 60% economically disadvantaged, and at least 60% identified by the State’s 13 At-Risk factors.*
- **By 2020-21, CAST Tech High School will receive a State Accountability Rating of Met Standard with a Letter Grade of B or Higher.**
- **CAST Tech High School teachers will focus their practice on six *Deeper Learning competencies* that ensure students develop an understanding of academic content and the skills to apply their knowledge to problems in and out of the classroom.**

Performance Measure 1: Campus Overall Rating

School Year	2018-19	2019-20	2020-21	2021-22	2022-23
Overall Rating	Met Standard (Grade C or Higher)	Met Standard (Grade C or Higher)	Met Standard (Grade B or Higher)	Met Standard (Grade B or Higher)	Met Standard (Grade A)

Performance Measure 2: Student Achievement Domain

School Year	2018-19	2019-20	2020-21	2021-22	2022-23
Domain Rating	Met Standard (Grade C or Higher)	Met Standard (Grade B or Higher)	Met Standard (Grade B or Higher)	Met Standard (Grade B or Higher)	Met Standard (Grade A)
STAAR/EOC Performance- All Tests (%Approaches + %Meets + %Masters)/3	45	50	55	60	65
Annual Enrollment Attrition	25%	15%	10%	10%	10%
Graduation Rate	NA	NA	NA	95%	>98%
Advanced Courses/Dual Credit 9+ Hours	NA	NA	NA	75%	85%

TSI/SAT/ACT ELA CR	NA	50%	60%	70%	80%
TSI/SAT/ACT Math CR	NA	50%	60%	70%	80%
AP 3+ (At Least 1 Exam)	NA	NA	NA	25%	35%
College, Career, and Military Ready (CCMR)	NA	NA	NA	95%	>98%

Performance Measure 3: Closing the Gap Domain

School Year	2018-19	2019-20	2020-21	2021-22	2022-23
Domain Rating	Met Standard	Met Standard	Met (Grade C or Higher)	Met (Grade C or Higher)	Met (Grade B or Higher)
Academic Achievement (Average % Meets based on all relevant student groups)	30	40	45	50	55

Federal 4-Year Graduation Rate (Average % based on all relevant student groups)	NA	NA	NA	NA	90%
Annual Dropout Rate (Average % based on all relevant student groups)	<5%	<5%	<5%	<5%	<5%
College, Career, and Military Ready (Average % based on all relevant student groups)	NA	NA	NA	85%	90%

Performance Measure 4: Deeper Learning

In addition to annually demonstrating growth and performance on state assessments, CAST Tech High School students will develop across six *Deeper Learning competencies* that will be assessed through campus-based assessments:

- *Master core content:*
 - As measured by best-in-class performance tasks that enable students to connect ideas and apply knowledge across content areas.
- *Thinking critically and solve complex problems:*
 - As measured by implementing engaging tasks that enable students to develop and apply next generation skills such as researching, brain storming, and Design

Thinking.

- *Work collaboratively:*
 - As measured by designing intentional group activities and setting expectations for students around group work.
- *Communicate effectively:*
 - As measured by the use of tools and opportunities that enable students to communicate clearly, effectively, and persuasively across all grades and subjects.
- *Learn how to learn:*
 - As measured by teachers facilitating learning experiences that enable students to become self-directed learners who set their own goals, track their progress, reflect on their strengths and areas for improvement, and can turn setbacks into opportunities for growth.
- *Develop academic mindsets:*
 - As measured by intentionally teaching social and emotional learning skills that enable students to become life-long learners who take initiative, are persistent, and build relationships to access resources.

Organizational Strength

Objective: *Leadership at CAST Tech HS will further the school mission, program, and goals and will act strategically to ensure adequacy, alignment, and coherence of actions.*

- **CAST Tech High School will have a teacher satisfaction rate that meets or exceeds district average.**

Objective: *CAST Tech High School will provide quality educational programs that enable all students to achieve academically and socially.*

- **Each year, CAST Tech High School will have an average daily student attendance rate of at least 97%.**

Objective: *CAST Tech High School will meaningfully engage families to establish and maintain positive relationships between school and home.*

- **CAST Tech High School will have a parent satisfaction rate that at minimum mirrors the district average.**

Financial Health

Objective: *CAST Tech High School will be well-run organizations capable of achieving long-term success.*

- **CAST Tech High School will operate core educational programs sustainably on dependable public funds and will maintain a balanced budget and stable cash flow (based on Annual Financial Audited Compliance Report)**

III. STUDENTS AND INSTRUCTION.

(a) Recruitment and Admission to and Withdrawal from the Program.

The Superintendent of Schools or designee shall develop regulations, procedures, guidelines, and timelines for enrollment into all Choice Schools and Programs. Choice Schools and Programs include in-district charters, magnets, and early college high schools. As a district choice school/program, CAST Tech will follow district required policies and administrative procedures for the enrollment and withdrawal of all students. Staff from the Office of Access and Enrollment Services will meet annually with the CAST Tech Principal and the COO to review admissions criteria and establish the number of seats available for enrollment in each grade level.

The CAST Tech Principal shall recruit incoming ninth graders on an annual basis, beginning in 2017, until the school has grown to serve approximately 600 9th through 12th graders in 2020. Recruitment and outreach should extend beyond the boundaries of SAISD with a goal of 50 percent of the students coming from Bexar County, outside of SAISD.

CAST and CAST Tech are prohibited from discriminatory admission or expulsion of a student on the basis of a student's national origin, ethnicity, race, religion, disability, academic achievement, or sex, including sexual orientation or gender identity

(b) Student Discipline.

CAST Tech students must meet the behavioral standards of the District as adopted in the SAISD Student Code of Conduct. CAST Tech adopts the Student Code of Conduct and the SAISD Disciplinary Alternative Education Program and will apply them as its own discipline management plan and procedures. CAST Tech shall adhere to paragraph 3.d. of the Management Agreement related to the Student Code of Conduct.

(c) Curriculum.

The CAST Tech curriculum will integrate the Texas Essential Knowledge and Skills (TEKS) and meet all state standards through project-based learning experiences designed to teach students about careers in Information Technology, Business and Entrepreneurism and other high-needs fields.

Design Elements and Student Learning Experiences

Design Element	Student Learning Experience
<p>Personalized Learning <i>Learning is personalized to meet the individual needs of each learner.</i></p>	<ul style="list-style-type: none"> •Learner Profile •Advisory and looping with teachers •Choice in internship •Playlists customized to individual needs and interests through learning management system •Parent texts and portal access •Leaders know students names
<p>Career Connections and Real-World Application <i>Students benefit from workplace experiences and exposure to make their classroom learning more relevant and connected to future career opportunities.</i></p>	<ul style="list-style-type: none"> •Mentorship with industry professionals •Mentorships drive industry-led projects •Summer programs that integrate workplace skills and academics •Student-incubated companies •Mouse Squad/ Student-run IT desk

<p>College Credits Students have the opportunity to earn up to two years of college credits while still in high school through university partnerships.</p>	<ul style="list-style-type: none"> •Partnerships with Alamo Colleges and the University of Texas San Antonio will provide opportunities for students to take coursework either virtually or on-site based on the locations relative to CAST-Tech campus.
<p>Project-based Learning Students gain knowledge and skills by working for an extended period.</p>	<ul style="list-style-type: none"> • Instructors will collaborate to develop cross-disciplinary projects that allow students to use integrated curriculum to build products designed for school use, industry partners, and community organizations • Student projects will be curated in a variety of settings to include digital spaces, school setting, industry and community service facilities. • Rubrics will be used to evaluate student work. • Industry-identified student soft-skills will also be assessed as students demonstrate competencies related to each one.

Methods of Instruction and Accountability

CAST Tech will use blended learning environments, which include the use of technology as well as traditional instruction, to deliver content. Teachers will act as

guides to facilitate learning, relying heavily on students' prior knowledge as learning scaffolds into new experiences. Educational standards will be visible to students through their personalized learning management system, which allows them opportunities to track their own learning, set targets for themselves, and engage with content that matches their academic ability.

CAST Tech will use data from teacher-created assessments and computer-adaptive technology through our learning management system to tailor lessons to the students' instructional needs. Assessments will be given at the beginning of each unit to test the students' knowledge related to new content so that individualized instruction can occur. Student learning will also be measured through teacher-developed rubrics as related to project-based learning.

CAST Tech will assess student progress through the administration of the State of Texas Assessments of Academic Readiness (STAAR) exam at each appropriate grade level, as per state guidelines. Instruction will be aligned to TEKS in order to ensure student success on STAAR. Data gathered from student pre-tests will be used to determine skill and knowledge gaps so that instruction can be aligned and individualized.

IV. ENHANCED AUTHORITIES.

The Board of Trustees is required by Education Code Section 12.0531 to enter into a performance contract with the principal or chief operating officer of the campus. The performance contract must specify enhanced authority granted to the principal or equivalent officer in order to achieve the academic goals that must be met by campus or program students. A charter granted under this statutory authority expires 10 (ten) years from the date the charter was granted unless the specified goals are substantially met, as determined by the board of trustees of the school district that granted the charter. The governing documents shall be the Management Agreement entered into between the CAST Network and SAISD; The Performance Agreement found as exhibit A in the Management Agreement and this Charter Authorization. CAST shall select and manage the Principal of the School. Subject to the approval of the Chief Operating Officer, the Principal shall have full and complete authority over staffing decisions at the school.

CAST and CAST Tech staff will have autonomy to run all aspects of the School subject only to federal, state, local law and this Agreement to the fullest extend possible and if the students perform satisfactorily as provided by this Agreement.

CAST and CAST Tech staff will retain as much authority and autonomy as permitted by law or TEA rule, including 19 TAC §§ 97.1075 and 97.1079, over its School and operations. Any authority or responsibility not specifically given to the District in the Agreement or by law or TEA rule, will remain with CAST and CAST Tech including, but not limited to, the following:

(a) Instructional Materials.

The CAST Tech principal shall have initial and final authority to select all curriculum, textbooks, instructional technology, lesson plans and instructional materials to be used for Tech students. CAST and CAST Tech staff shall have full autonomy with regard to the academic program of the School (subject to state standards) including, but not limited to, curriculum, length and design of the school day, the academic calendar, class size and teacher leveling, professional development and summer school. CAST staff, in consultation with the District, will provide the School with comprehensive program design, including proprietary curriculum development and implementations, curriculum scope and sequence, instructional oversight, common standards, the development, administration and analysis of diagnostic assessments, and the oversight, measurement and management of comprehensive school quality. CAST staff, in consultation with the District, will also support the School's Arts, Athletics and Civics programming through curriculum planning, professional development and strategic partnerships.

(b) Special Populations.

The CAST Tech principal shall have initial and final authority to select and implement specific approaches to treating all subgroups of students, such as instructional programs for gifted and talented, English Language Learners, at risk and other special populations, as detailed in the Management Agreement in paragraphs 3a-c. However, SAISD central administration may require CAST Tech to meet special education or other legal requirements as required by SAISD policy implementing federal and state law. Notwithstanding the forgoing, the District is the Local Education Agency ("LEA") for all purposes, including, but not limited to, compliance with Section 504 of the Rehabilitation Act of 1973, as amended; the Individuals with Disabilities Education Act ("IDEA"); the Americans with Disabilities Act, as amended; Titles VI and IX of the Civil Rights Act of 1964; the Family Education Rights and Privacy Act ("FERPA") and other areas of law applicable to LEA's including those described in TEC §12.056.

(c) Calendar, School Day and Schedule.

The CAST Tech principal shall have authority to set the CAST Tech school calendar, the length of its school day, the beginning and ending dates of its school year, and its daily bell schedule, which may differ from those in other SAISD schools, subject to any legal limitations. Any additional costs for educator salaries or stipends necessitated by an extended school day must be paid from funds received under Senate Bill 1882. SAISD will be responsible for other incidental costs necessitated by an extended school day such as, air conditioning, janitorial services, training costs, or other costs.

(d) Assessments.

The CAST Tech principal shall have authority to select and implement or decline to use all assessments that are not required by the State of Texas. Other assessments may be used as per the metrics for benchmarks and objectives as agreed-to by the District and CAST, subject to alignment with District-wide assessments and subject to compliance with paragraph 4.g, of the Management Agreement and approval by the Superintendent.

(e) Teacher and Staff Support.

The CAST Tech principal shall have authority to select and implement all professional development for teachers and administrators in the areas of career and technical education, blended learning, project based learning, pedagogy, academic and elective coursework, and work-based learning. The CAST Principal shall also have authority to select and implement training for all paraprofessional support staff. All rights and protections afforded District employees who are subject to this Charter or the accompanying Management Agreement shall be protected pursuant to TEC §11.174(c). All employees of the District and on assignment at CAST Tech, shall remain District employees and will work under the contractual and termination obligations of the District.

(f) Laboratory School for Professional Development.

CAST Tech will be a learning laboratory school for professional development in career and technical education, project-based learning, work-based learning and blended learning, including a residency program for teachers, principals and other leaders. The CAST Tech principal shall have authority to select and approve any college or university students or staff placed at the campus, and to develop and implement all educational programs for non-SAISD teachers and leaders. All college and university students or staff placed at a campus must adhere to all federal, state and local rules and regulations including District board policies and administrative procedures related to criminal background checks and any related qualifications.

(g) CAST Tech Website.

SAISD shall establish and initially host the CAST Tech website. The CAST Tech Principal shall have administrative access privileges to the CAST Tech website and initial and final authority over all content on the site. In addition, the CAST Network will create a stand-alone website for the network, which will include content from CAST Tech and links to promote mutual publicity.

(h) Other Enhanced Authorities.

As approved by the Superintendent in writing, the Board finds that the CAST Tech principal may have such other enhanced authorities as may enable the CAST Tech principal to achieve the mission and goals set forth above for the CAST Tech In-

District Charter. On an annual basis, the Superintendent, in collaboration with the CAST Tech principal, shall present to the Board for ratification any enhanced authorities authorized under this provision.

V. ADVERSE ACTION OR REVISION.

(a) Probation or Revocation.

As provided by TEC Section 12.059(3), the charter granted to CAST Tech may be placed on probation or revoked by the Board of Trustees for failure to meet the Benchmarks and Objectives set forth in Section II, in addition to the bases specified by TEC Section 12.063. The action the Board takes under this provision shall be based on the best interest of the CAST Tech students, the severity of the violation, and any previous violation CAST Tech has committed.

(b) Evaluation and Technical Assistance.

As provided by SAISD Policy ELA (Local), CAST Tech will be evaluated using the same standards, Texas Academic Excellence Indicator System and the District's model used with the regular comprehensive school programs. Failure of CAST Tech to demonstrate improvement in academic performance or compliance to meet the Benchmarks and Objectives set forth in Section II in two successive years may result in probation or revocation of the Charter.

The Superintendent, in partnership with the CAST Tech principal, will ensure that technical assistance and support are provided to CAST Tech staff and community members so they have ample opportunity to succeed. If its performance requires a campus improvement plan under TEC Section 39.101, then the District and CAST Network understand that CAST Tech may be subject to TEC Section 11.174(f).

(c) Investigation and Due Process.

The Superintendent shall investigate any allegation that the CAST Tech principal has violated federal or applicable state law or provisions of the Charter, or has failed to meet generally accepted accounting standards for fiscal management or the Benchmarks and Objectives set forth in Section II.

The Superintendent shall hold a conference with the CAST Tech Principal if the Superintendent determines that a violation or failure to meet standards for fiscal management or benchmarks and objectives has occurred. The CAST Tech principal shall respond to the allegation.

The Superintendent shall present investigative findings with appropriate recommendations to the Board, and, if necessary, ensure that the issue is on an agenda for discussion. If the Board decides to consider revocation or placement on

probation, it shall schedule a public hearing to be held on the campus where the program is located.

After completion of the public hearing, the Board may take action to place CAST Tech on probation or to revoke the Charter.

(d) Action on Performance Contract.

If the Board takes any action to place CAST Tech on probation or revoke the Charter, the Board must also take action on termination of the Management Agreement pursuant to paragraph 16 of the Management Agreement and the attached exhibit A.

(e) Other Corrective Action.

Notwithstanding any other action or inaction by the Board under this Section V, the leadership of the CAST Network reserves the right to take remedial and corrective action for failure of the CAST Tech to meet the performance benchmarks and objectives but only pursuant to the provisions of paragraph 16 of the Management Agreement.

(f) Revision.

As provided by TEC Sections 12.0531 and 12.0522, this Charter School Performance Contract, In-District Charter and Management Agreement may be revised at any time on agreement of the Board and the CAST Network pursuant to state law.

VI. SUPPORT FOR CAST TECH.

(a) Facilities.

The Board agrees to maintain the facilities as per the SAISD maintenance and services plan applicable to its other campuses, including scheduled and other cleaning, landscaping, repairs and maintenance, subject to the provisions of paragraph 11 of the Management Agreement.

(b) Campus Funding and Services.

Subject to the provisions of TEC §11.174, the Board of Trustees has agreed to grant this Charter to the CAST Network to operate the CAST Tech High School as a fully funded and fully staffed campus within the District. By way of this Charter and the authorizing state statute, CAST Tech shall be eligible for additional funding under SB 1882.

Students who reside within SAISD will receive transportation as provided to all SAISD students. Students residing outside of SAISD may have to furnish their transportation. If space permits, students residing outside of the district may be able

to catch district shuttle busses to central drop-off locations.

Subject to the provisions of paragraph 12 of the Management Agreement, SAISD educational services may include support from the Curriculum and Instruction Department, the Special Education Department, and the Instructional Technology (IT) Department. Heavy emphasis will be placed on the IT Department due to CAST Tech's technology-heavy blended learning model. Paraprofessionals may also receive training from the district's Human Resources Division.

The Board or the CAST Network may consider enhancing the compensation of SAISD employees whose application for assignment are accepted to work at CAST Tech by offering stipends for funds received under SB 1882 and as permitted by state law.

(c) Laboratory School for Professional Development.

As a learning laboratory school for professional development in career and technical education, project-based learning, work-based learning and blended learning, CAST Tech will have its master teachers coaching area higher education students and its leaders coaching other leaders in Bexar County. CAST Tech may generate revenue from these activities and from tours of the campus, panels and public programs by its staff and the like. All fees and other revenue from such activities or services shall be returned to the campus as a supplement to its general operating budget, over and above the funding ordinarily budgeted, and used at the discretion of the CAST Tech principal. All costs for training non-SAISD staff or students must be funded from supplemental sources for the first two years of operation and management of the school.

VII. APPLICABLE LAWS.

(a) Texas Education Code.

CAST Tech has the powers granted to schools under the Texas Education Code. CAST Tech is subject to federal and state laws and rules governing public schools, except that CAST Tech is subject to the Texas Education Code and rules adopted thereunder only to the extent that the code or rule specifically provides.

(b) Open-Enrollment Charter School.

TEC Chapter 12, Subchapter D applies to this Charter as though CAST Tech were granted an open-enrollment charter under Subchapter D, and CAST Tech is considered an open-enrollment charter school.

(c) Rules and Policies of the Board.

CAST Tech is exempt from the instructional and academic rules and policies of the District that are inconsistent with Section IV, Enhanced Authorities or any other express term of this Charter, the Management Agreement and its appended

performance contract, including but not limited to the following:

- CAST teachers shall work 8 hours per day based on the schedule set by the Principal, with 30 minutes for lunch. Teachers may be asked to attend meetings after school as part of their job assignment, without 5 days notice or the 180 minutes required by District policy. Teachers may also be asked to work collaboratively during their conference planning time. CAST Tech faculty will demonstrate increased confidence in implementing project-based learning and blended learning through pre- and post-year surveys designed in conjunction with our laboratory school partners. Teachers and leaders will participate as lab school members in no fewer than four lab school training events per year.
- A student's class rank shall not be automatically reported for CAST Tech, except for the top ten percent of a given class. Class rank shall not appear on any CAST Tech student's academic achievement record, unless requested by a student's parent or legal guardian. The District shall provide to each student in the top ten percent of his or her class, and any student who requests it, a certification of class rank containing the student's numerical rank in class.
- To ensure the health and safety of its students and employees, the CAST Tech will adopt a safety and security plan modeled on that used by Fox Tech High School and will comply with Texas Education Code Chapter 38.

If approved by the Superintendent in writing, CAST Tech may be exempted from such rules and policies of the District as may enable the CAST Tech Principal to achieve the mission and goals set forth above for the CAST Tech in-District Charter. On an annual basis, the Superintendent shall present to the Board for ratification any additional exemptions authorized under this provision.

CAST Tech retains its exemptions from the rules and policies of the Board only so long as students at CAST Tech perform satisfactorily, as determined by and under Section V.

(d) Audits and Reports.

The annual audit of financial and programmatic operations of the District shall include those of CAST Tech. As directed by the Superintendent, the CAST Tech principal shall cooperate in this audit and shall provide information as necessary for the District to report its data timely to the Public Education Information Management System (PEIMS) and other state systems. CAST Tech will follow district policies and procedures for PEIMS as outlined by SAISD administrative procedures and state PEIMS guidelines.

(e) Open Meetings and Public Information.

The CAST Network, CAST Tech, and/ or the CAST Principal are not a multi-member body subject to the Texas Open Meetings Act, Government Code Chapter 551. Except that, CAST Tech Network and CAST Tech's governing boards shall conduct their business in public as agreed to in paragraph 7.c. of the Management Agreement.

Any CAST Advisory Committee or Advisory Board, including but not limited to the Industry Advisory Committee, shall have no final decision-making powers, and shall have an advisory role only, with respect to any aspect of the operations of CAST Tech. Accordingly, any Industry Advisory Committee or Advisory Board is not a governmental body under Government Code Chapter 551.

The Public Information Act, Government Code Chapter 552, shall apply with full force and effect to all aspects of the operations of CAST Tech.

(f) Teacher Retirement System of Texas.

An employee of the District assigned to CAST Tech who qualifies for membership in the Teacher Retirement System shall be covered under the System in the same manner and to the same extent as a qualified employee of the District assigned to any other campus, as provided by TEC Section 12.057.

(g) Immunity from Liability.

CAST Tech, and its employees and volunteers including the CAST Principal, are immune from liability to the same extent as a district, its employees, and volunteers, respectively, under TEC § 12.057. Nothing contained in this Charter or any affiliated Agreement shall be read to waive the immunity granted by TEC, Chapter 22, Subchapter B, and TEC, Chapter 12, Subchapter C.

VIII. CHARTER GOVERNANCE.

TEC Section 12.059 requires this Charter to describe the governing structure of the CAST Tech.

(a) Board of Trustees.

CAST Tech is an in-district charter of SAISD administered by the CAST Network, its governing board, and its Chief Operating Officer. The governing board for CAST Network and staff shall directly hire and oversee the principal as set forth in this In-District Charter and Management Agreement. The District's Board of Trustees shall determine as a body corporate whether the In-District Charter granted herein shall be revised, placed on probation or revoked under Section V, Adverse Action or Revision. In addition, the District's board of trustees shall determine as a body corporate whether the 10-year charter and performance management contract shall be renewed or terminated as provided by TEC Section 12.0531.

(b) Superintendent and the Principal.

The Board of Trustees hereby vests in the Principal the enhanced authorities set forth in Section IV, Enhanced Authorities, in accordance with TEC Section 12.0531.

The Principal shall report directly to the CAST Network leadership.

The Principal must approve the assignment of all SAISD employees or contractors assigned to work at CAST Tech, and must approve the removal or reassignment from the campus of any SAISD employee or contractor, subject only to the remedial or corrective provisions. The Principal will be responsible for hiring, directing and supervising any collegiate staff or student assigned to work at CAST Tech.

The Principal shall play a leading role during the design for CAST Tech and act as the school leader over hiring, teaching and learning.

(c) Industry Advisory Committee.

The Industry Advisory Committee or any other CAST Tech Advisory Board shall only serve in an advisory capacity to the CAST Tech Principal.

(d) The CAST Network leadership.

The Chief Operating Officer (“COO”) shall work closely with the CAST Network Industry Advisory Committee, industry members, CAST Tech Advisory Board, and higher education partners on school design, curriculum, project-based learning and work-based learning opportunities to align to jobs.

The CAST Network Advisory Board, shall have no final decision-making powers, and shall have an advisory role only, with respect to any aspect of the operations of the CAST Tech, with the exception of the hiring of the principal or equivalent chief operating officer.

(e) Management Agreement

The Management Agreement and the appended Performance Contract for CAST Tech High School that has been entered into simultaneously by the CAST Network and the District, with the granting of this Charter to CAST Network, shall serve as the operational document and any provision in this Charter or any future Charter to the contrary, shall be null and void.

IN WITNESS WHEREOF, the Parties hereto have caused this instrument to be duly executed as of the Effective Date.

DISTRICT:

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

By: _____

Patti Radle
President, San Antonio ISD Board of Trustees

By: _____

Pedro Martinez
Superintendent, San Antonio ISD

CAST:

**THE CENTER FOR APPLIED SCIENCES
AND TECHNOLOGY NETWORK**

By: _____

Kate Rogers
Board President

ADDENDUM – COMPLIANCE WITH IN-DISTRICT CHARTER LAW AND DISTRICT POLICY

The School certifies that this in-district charter application complies with Texas Education Code Section 12.059, as follows:

1. The education program being offered is described in the charter application.
2. The continuation of this charter is contingent on satisfactory student performance on state-required assessment instruments, satisfactory financial performance under state financial accountability provisions, and on compliance with other applicable accountability provisions.
3. In accordance with SAISD Policy EL(LOCAL), the SAISD Board may place this School on probation or revoke the charter in accordance with the School's performance contract if it finds that the campus charter:
 - a. Violates a provision of applicable state or federal law, which may result, after a cure period, in revocation at the conclusion of the School year;
 - b. Violates student achievement provisions of the charter, including the failure to meet the metrics set forth in the performance contract for the campus charter after a three- or five-year review period;
 - c. At the end of two School years, the campus charter may be revoked or placed on probation if it is rated as "improvement required" or fails to meet state accountability standards or is at the bottom five percent in comparison to all campuses in terms of student achievement in the District based on the School performance framework; or
 - d. After a cure period, the charter fails to meet generally accepted accounting standards for fiscal management.
4. The School will not discriminate in admissions on the basis of national origin, ethnicity, race, religion, or disability.
5. The governing structure of the campus is described in the charter application.
6. In order to ensure the health and safety of students and employees, the School will comply with Texas Education Code Chapter 38.
7. The District will conduct an annual audit of financial and programmatic operations of the School in accordance with state and federal law and District policy.
8. The School will provide all information necessary for the District to participate in PEIMS reporting.

In accordance with EL(LOCAL), the School and the SAISD Board of Trustees agree as follows:

1. This charter has a term of ten years, beginning with the 2019-20 school year and ending with the 2029-30 school year, with a three- or five-year performance review and renewal cycle, as defined in EL(LOCAL).
2. The Board waives all applicable District policies and procedures per EL(LOCAL) and the School's In-District Charter Application and Management Agreement.
3. The School will comply with its Board-approved school performance contract, and the District's annual process for reporting and reviewing the performance contract.
4. The School will follow the District's unified enrollment policy and procedure, including FD(LOCAL), FDB(LOCAL), F1 and F51. In the event of any conflict between the charter application and district policy and procedure regarding student enrollment, district policy and procedure will govern.
5. The School will participate in District-wide NWEA MAP testing, or its future replacement assessment, as determined by the District.