

**Exhibit 3: Application Process (Stakeholder Involvement)**

Since its decision to seek charter system status, the Fannin County School System executed a variety of deliberate efforts to disseminate its intent and solicit input from internal and external stakeholders in the community.

In preparation for district AdvancEd/SACS accreditation, the school system continued the process of reviewing and evaluating many of the system's plans including the district strategic plan, school level accreditation plans, Title I plans, Title II-A Equity plan, CTAE plan, IDEA plan, safety plans, facilities plans, charter system guidelines/requirements and annual school improvement plans. Survey results gained from the accreditation process were instrumental in obtaining valuable insight from parents, students, and the community, as well as school system employees, regarding the needs of the school system.

Initial study of all of the Georgia school system flexibility options began in June of 2012 and resulted in a collaborative decision that the best pathway for the Fannin County School System to meet our mission and vision would be conversion to a charter system. In January 2014, the Fannin County Board of Education submitted a letter (email) of intent to the Georgia State Department of Education to become a charter system. The Fannin County charter system development process began to take formal shape at this time. Presentations and discussions led by district representatives took place at all five schools on multiple occasions. School level administrators hosted discussions about the charter process within their buildings. School level committees including school improvement teams, leadership teams, school councils, parent teacher organizations, booster clubs, and parent advisory councils were presented to and were prompted for discussion on the charter system. Charter system information was presented to community groups including the Kiwanis and Lions Clubs and the Fannin County Chamber of Commerce. Feedback was sought from all stakeholder groups. A Fannin County School System – Flexibility Options link was added to the district website to help disseminate information to the community. Charter system community meetings were held to inform parents, students, district employees, and the community in general of the ideas and details surrounding the charter system process. In order to meet the needs of stakeholder groups, translation services were provided at the community meetings and were available if schools needed them during other parent/community meetings.

During the development stages of the charter system process, committees were formed to help steer the direction of the charter. These committees included Governance, Innovations, and Waivers. District administrators were selected to lead each committee. Committee membership included district administration, school level administration, teachers, academic coaches, parents and members of the business community. Members of each committee were evenly distributed into four visiting teams who then participated in onsite visits to one or more charter systems. Four operating charter systems were

visited to gain an insight into the charter system process and status. Once visiting teams concluded their visits, committees met to discuss governance, innovations, and waivers that they had observed in the operating charter systems.

All school system employees including bus drivers, cafeteria staff, clerical staff, paraprofessionals, maintenance staff, teachers, administrators, school board members, community members, parents and students were invited to and/or participated in the meetings and planning processes. The district's Finance Director and Student Information Specialist took an in-depth approach to the planning process by attending workshops and meetings, providing data, and participating in discussions.

Discussions, recommendations, and suggestions from all stakeholder groups were taken into consideration as the charter system plan and application began to take shape. The charter system application is considered a "working plan" as details will continue to unfold as school level governance teams come into place and contribute to the decision making process. A draft of the charter system application was presented to stakeholder groups in late August/early September for review and revisions and the final draft was presented to the public in September 2014. A community meeting was held along with two public hearings seeking additional input into the charter petition. Suggestions were incorporated into the draft. At the October 2014 Board of Education meeting, the charter system petition was approved unanimously by board members and deemed ready for submission to the Georgia Department of Education.

Details of stakeholder involvement are chronicled in the following "Timeline of Events."

Fannin County School System  
Charter System Application



**FANNIN COUNTY BOARD OF EDUCATION**

2290 East First Street  
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*Fannin County School System Charter System  
Timeline of Events*

Action	Participants/Audience	Date
GaDOE consultant ((Louis Erste/Dr. Howard Hendley) overview on school system flexibility and charter system option	FC Board of Education District/School Administration Community Members	6/12/12
Pioneer RESA (Gerald Boyd) presentation – school system flexibility options	FC Board of Education District/School Administration Community Members	10/8/13
School System flexibility options overview presentation (Cynthia Panter)	FC Board of Education District/School Administration Community Members	10/10/13
Discussion: school system flexibility/Charter System	BRES Faculty Meeting	10/15/13
Discussion: school system flexibility/Charter System	EFES Facult Meeting	12/4/13
Discussion: school system flexibility/Charter System	EFES Faculty/Staff	12/5/13
Discussion: school system flexibility/Charter System	WFES Faculty/Staff	12/16/13
Discussion: Charter System	BRES School Improvement Team	1/23/14
Discussion: Charter System	FCHS Instruction Meeting	1/27/14
Discussion/Planning: Charter System	Academic Coach Meeting District Administrators	1/27/14
Discussion/Planning: Charter System	BRES Faculty Meeting	1/27/14
Letter of Intent (email) submitted to GaDOE	GaDOE	1/27/14
Presentation of Charter System	WFES School Council	2/4/14
Presentation of Charter System	WFES Parent Advisory Group	2/6/14
Discussion/Planning: Charter System	WFES Faculty Meeting	2/17/14
Discussion/Planning: Charter System	EFES Faculty Meeting	2/18/14
Discussion/Planning: Charter System	Academic Coach Meeting District Administrators	2/24/14
Presentation/Planning: Charter System	FCHS School Advisory Council	2/25/14
Discussion/Planning: Charter System	District School Improvement Team	2/26/14
Media: <i>The News Observer</i> – “School Officials to Discuss Changes”	Community	2/26/14
Presentation/Discussion/Planning: Charter System	EFES – Parent Advisory Group	2/28/14
Presentation/Discussion/Planning: Charter System	FCMS – School Council	3/3/14
Presentation of charter system initiative (County-Wide (Technology, District Planning & CRCT Night)	Community Members School District Administrators School Administrators District Faculty/Staff	3/6/14
Discussion/Planning: Charter System	EFES – School Council Meeting	3/6/14
Discussion/Planning: Charter System (Title IIA Meeting)	District/School Administrators	3/10/14
Presentation/Training: Charter Systems (Presenter: Dr. Sherrie Gibney-Sherman)	FC Board of Education District Administrators School Administrators Media/Community	3/11/14
Discussion/Planning: Charter System	EFES – PTO Meeting	3/11/14
Discussion/Planning: Charter System	FCMS – Leadership Team Meeting	3/12/14
Discussion/Planning: Charter System	EFES – Faculty Meeting	3/18/14
Community Announcement: WPPL, WLJA, ETC	Media Community Members	3/18/14

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ALERT NOW: Charter System Informational Meeting	Faculty/Staff Parents/Students	3/23/14
Discussion/Planning: Charter System	Academic Coach Meeting District Administrators	3/24/14
ALERT NOW: Charter System Informational Meeting	Faculty/Staff Parents/Students	3/24/14
Facebook Post – Charter System Informational Meeting	Media	3/25/14
<b><i>FCSS Charter System Informational Meeting #1</i></b>	Community Members Parents/Students School System Employees	<b><i>3/25/14</i></b>
Discussion/Planning: Charter System	District School Improvement Team (DSIT) Meeting	3/26/14
Discussion/Planning: Charter System	BRES Faculty Meeting	4/15/14
Discussion/Planning: Charter System/Study Committees	EFES Faculty Meeting	4/15/14
Presentation to “Leadership Fannin – Education Day” (Mark Henson)	Community Members	4/17/14
Discussion/Planning: Charter System (study committees/ visiting teams)	FCMS School Council	4/21/14
Email: Charter System Study Committees/System Visits	Parents Community Members	4/22/14
Charter System Study Committee Visit - Union County School System	Study Committee Members	4/22/14
Charter System Study Committee Visit – Madison County School System/College & Career Academy	Study Committee Members	4/23/14
Charter System Study Committee Visit – Marietta City School System	Study Committee Members	4/24/14
Charter System Study Committee Visit – Cartersville City School System	Study Committee Members	4/25/14
Discussion/Planning: Charter System	Academic Coach Meeting District Administrators	4/28/14
Planning/Discussion: Governance Committee Meeting (C. Panter – chairperson)	Committee Members, Brian Ledford	5/13/14
Planning/Discussion: Innovations Committee Meeting (K. Walton – chairperson)	Committee Members, Brian Ledford	5/13/14
Planning/Discussion: Governance Committee Meeting (C. Panter – chairperson)	Committee Members, Brian Ledford	5/30/14
Planning/Discussion: Innovations Committee Meeting (K. Walton – chairperson)	Committee Members, Brian Ledford	5/30/14
Charter System Foundation – South Georgia New Charter System Workshop (Dublin, Georgia)	Brian Ledford	6/4/14
Charter System Foundation – Coffee Pot Workshop (Calhoun, Georgia)	Brian Ledford	6/25/14
Charter System Foundation – North Georgia New Charter System Workshop (Calhoun, Georgia)	Brian Ledford; Karen Walton; Mark Henson; Michael Gwatney; Cynthia Panter; Erik Cioffi; Susan Holloway; Cindy Godfrey; Lucas Roof; Shannon Miller; Matthew Price; Sarah Finch;	07/25/14

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	Robert Ensley, Lori Chastain	
Planning/Discussion: Waiver Committee Meeting (Dr. M. Gwatney – chairperson)	Committee Members B. Ledford C. Panter	8/14/14
Discussion/Planning: Charter System	BRES School Improvement Team	09/09/14
Presentation/Discussion: Charter System	FCMS School Council, Brian Ledford	9/10/14
Presentation/Discussion: Charter System	FCMS Parent Advisory Council, Brian Ledford	09/11/14
Discussion/Planning: Charter System	EFES School Improvement Team	09/11/14
<b><i>FCSS Charter System Informational Meeting #2</i></b>	Community Members, Parents/Students, School System Employees, General Public, Media	09/30/14
FCSS Charter System – Public Hearing #1	FC Board of Education, District Administrators, School Administrators, Community Members, Parents/Students, General Public, Media	10/8/14
FCSS Charter System – Public Hearing #2	FC Board of Education, District Administrators, School Administrators, Community Members, Parents/Students, General Public, Media	10/9/14
Fannin County Board of Education – Resolution (Charter System )	FC Board of Education, District Administrators, School Administrators, Community Members, Parents/Students, General Public, Media	10/10/14