

## **Exhibit D – Consequences Component of Contract**

### **For Gwinnett County Public Schools**

Sanctions and interventions for nonperforming schools:

The schedule of sanctions and interventions shall be designed to ensure that the local school system sufficiently addresses the achievement deficiencies at all non-performing schools under the local school system’s management and control. Such sanctions and interventions shall be at the recommendation of GOSA and shall include the following:

- (a) If a school does not meet the agreed upon goals by the end of Year 3, a revised local school plan of improvement shall be developed that addresses the specific achievement deficiencies on an annual basis for each school within the system not meeting the agreed upon goals.
  
- (b) (1) If a school does not meet the agreed upon goals by the end of Year 5, Local Board will submit to the State Board of Education for approval a managed performance plan for that individual school which will:
  - Address the specific reasons for a school’s failure to meet its targets,
  - Outline a performance plan that will link specific waivers to projected school improvement, and
  - Be of sufficient duration to ensure time for necessary changes to be made at the school

Or

(2) The Local Board will submit to the State Board of Education for approval a plan of school level governance for the individual school with defined autonomy and accountability for said school which will:

- Address the specific reasons for a school’s failure to meet its targets,
- Clarify the link between the amount by which a school target was missed and the severity of the remedial actions, and
- Be of sufficient duration to ensure time for necessary changes to be made at the school

Sanctions and interventions for a nonperforming system:

- (a) If the school district is in noncompliance as set out in the terms of the IE2 contract, it will lose all IE2 flexibility at the end of the seventh year.