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Epic Charter School (55-Z014) Epic Action Plan

1. Deficiency Code 226: SDE Special Ed – IDEA Act

During the COVID pandemic numerous changes took place in both schools and student patterns across the state. As a result, Epic saw an increase in students which doubled the size of the school. Due to this unforeseen increase in students Epic was forced to find and add additional staff to meet the needs of our new and growing special education population. Overtime, Epic was able to expand special education services and meet the needs of our students. In June 2022 the OSDE recommended that Epic receive probation because the district would receive a Tier 4 (Needs Substantial Intervention) special education rating, the lowest ranking for schools, in Fall of 2022. It was great to find out when the actual determinations came out in November 2022, that Epic One-on-One had achieved a Tier 1, the highest level, and Epic Blend reached the second highest, Tier 2 rating showing tremendous success. Additionally, student improvement can be seen in Special Education ELA testing for the Advanced / Proficient scores for both 6th and 8th grade. Likewise, Epic saw an increase in 4th, 5th, 6th, and 8th grade testing for Advanced / Proficient scores in Special Education Math. Moreover, Epic is working closely with the OSDE and the Public Consulting Group to do a comprehensive evaluation of Epic's special education program and find even more ways to improve our services and help our students.

Completed: Fall 2022

2. Deficiency Code 819: State & Education Employees Group Insurance Act

Prior to the current school year, most employees worked for both Epic One On One Charter School and Epic Blended Learning Charter. As such, their earnings and benefits were reported proportionately on the two districts' School Personnel Report (SPR) and Flexible Benefits Audit report. Upon receipt of approval to consolidate the districts, this practice was discontinued. Effective July 1, 2022, all employees are only reported under Epic Charter School, and no duplicative or split reporting will occur.

Completed: June 30, 2022



3. Deficiency Code 820: Requirements for Health Insurance Plan

Prior to the current school year, most employees worked for both Epic One On One Charter School and Epic Blended Learning Charter. As such, their earnings and benefits were reported proportionately on the two districts' School Personnel Report (SPR) and Flexible Benefits Audit report. Upon receipt of approval to consolidate the districts, this practice was discontinued. Effective July 1, 2022, all employees are only reported under Epic Charter School, and no duplicative or split reporting will occur.

Completed: June 30, 2022

4. Deficiency Code 821: Requirements for Procedure of Payment

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Completed: June 30, 2022

5. Deficiency Code 822: Payment of Additional Salary in Lieu of ...

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Completed: June 30, 2022



6. Deficiency Code 230: Unlawful Bonus Payments

Bonuses for administrators were discontinued effective June 30, 2021, before the OSDE review of Epic took place.

Completed: June 30, 2021

7. Deficiency Code 405: Inaccurate Data Certification

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Completed: June 30, 2022

8. Deficiency Code 805: Open Meetings Act

Following a miscommunication between the board and the staff, Epic is working to ensure all processes operate as planned and will put new procedures in place as needed. Furthermore, as a part of continuing education, Epic will provide training on the Open Meetings Act to all board members.

Expected completion date: Winter 2022-2023

9. Deficiency Code 807: Governance Policies & Practices not aligned with law

Following questions regarding Epic policies and practices regarding board members, Epic is doing a complete review of its Governance policies. Additionally, the district is working with the Oklahoma State School Boards Association to help develop policies. Epic is working to put policies and safeguards in place to assuage past concerns. Moreover, board members routinely receive continuing education and training will be provided regarding both past and future policies and practices to ensure the board operates efficiently and effectively moving forward.

Expected completion date: Winter/Spring 2022-2023

- *Presented to the Board of Education for approval on November 16, 2022.*

Superintendent's Signature

Date

Board Chair's Signature

Date