

Joe Lombardo
Governor

STATE OF NEVADA

Melissa Mackedon
Executive Director



STATE PUBLIC CHARTER SCHOOL AUTHORITY

3427 Goni Rd, Suite 103
Carson City, Nevada 89706
(775) 687-9174 · Fax (775) 687-9060

500 East Warm Springs Rd, #116
Las Vegas, Nevada 89119
(702) 486-8895 · Fax (702) 486-5543

ACTION MEMORANDUM

TO: SPCSA Authority Board
FROM: Danny Peltier, Management Analyst IV, SPCSA
SUBJECT: **Equipo Academy Organizational Performance Framework Issuance of Notice of Concern**
DATE: October 10, 2025

Background

The Organizational Performance Framework defines the operational standards to which a charter school should be accountable to its authorizer and the public. It is designed to treat all schools as though they are the same, but only in terms of meeting minimum legal and ethical requirements. This enables schools to retain the flexibility and autonomy to be different in the ways that matter most for a school's mission, vision, and educational program.

The expectations set out in the organizational framework derive from state and federal law and the operating terms proposed by the school in the charter application. Of the three frameworks, the organizational framework is most closely aligned with the charter contract to document operational expectations such as special education, reporting requirements, and the like.

One of the authorizer's core responsibilities concerning charter schools is to protect the public interest. The organizational framework is the primary lever for carrying out this responsibility. It enables the authorizer to ensure that charter schools respect the rights of students, staff, and families within the schools as well as the interests of the public in ensuring that charter schools meet the legal obligations that state and federal legislatures have determined should apply.

The framework includes four compliance categories to evaluate the school's organizational performance and compliance.

- **Charter Contract:** The charter contract category asks the question: Is the school compliant with the charter contract? Schools must meet one standard to be in compliance.
- **Governance:** The governance category asks the question: Does the board comply with basic governance requirements? Schools must meet six standards to be in compliance.

- Federal and State Statute, Administrative Code, and Regulation
 - Education Personnel: Does the school comply with basic staffing requirements? Schools must meet five standards to be in compliance.
 - Language and Culture: Does the school comply with requirements for students who qualify as English learners? Schools must meet three standards to be in compliance.
 - Special Education: Does the school comply with applicable requirements for students with disabilities? Schools must meet six standards to be in compliance.
 - Safe and Healthy Schools: Does the school comply with health and safety requirements for all students? Schools must meet four standards to be in compliance.
 - Education Requirements: Does the school comply with applicable education requirements? Schools must meet five standards to be in compliance.
 - Charter or Education Management: Does the school comply with accountability and reporting requirements? Applicable schools must meet three standards to be in compliance.
- Operations: The operations category asks the question: Does the school submit epicenter tasks on time? Compliance in this category depends on the percentage of Epicenter tasks: 90% of on-time submissions are considered Meets Standard; 80-89% Approaches Standard; and less than 80% Does Not Meet Standard.

Overview of Organizational Performance Framework Findings

Equipo was rated as Does Not Meet Standard in Governance, Education Personnel, Special Education, Health and Safety, Education Requirements, and Operations and was therefore rated overall as Out of Compliance on the 2024-25 Organizational Performance Framework.

Governance

Equipo was rated as Does Not Meet due to numerous instances of failing to submit critical governance documents. The school failed to submit the Board Meeting Calendar for the 2025-2026 school year. Additionally, it did not submit the Board Member Disclosure Forms within 10 days of appointment, nor on an annual basis, as required under NRS 388A.320. The school also failed to provide evidence that the SY 24-25 OPF ratings, and the SPCSA's compliance concerns, were presented and discussed at a scheduled board meeting as approved by the Authority Board at its October 4, 2024, board meeting.

Education Personnel

Equipo was rated as Does Not Meet the Standard due to delinquency of PERS payments during the 2024-25 school year.

Special Education

Equipo was rated as Does Not Meet the Standard due to the failure to submit the Special Education Policies and Procedures Manual for the 2024-25 school year.

Health and Safety

Equipo was rated as Does Not Meet the Standard due to the failure to submit the Annual School Committee Emergency Operations Plan Review for Crisis and Emergencies.

Education Requirements

Equipo was rated as Does Not Meet the Standard due to the failure to submit the Parent and Student Handbook.

Operations

Equipo was rated as Does Not Meet the Standard due to the failure to submit at least 80% of compliance tasks on time. Equipo was found to have submitted 44% of submissions on time during the 2024 – 25 school year. In addition to the late submissions that were submitted, Equipo failed to submit numerous critical documents during the 2024-25 school year. Some of these documents included, but were not limited to, the Board Policies and Procedures Manual, Annual Website Certification, and the AB285 Student Discipline and Progressive Discipline Data Quarterly Reports. Equipo was also found to be severely late in the submission of reports, including, but not limited to, English Language Policy (150 days late when resubmitted for correction), Employee Information for All Staff (225 days late when resubmitted for correction), and the NRS 387.12468 Annual Staffing and Budget Comparison Report (170 days late on initial submission).

Analysis and Staff Recommendation

As noted previously in this memo, SPCSA staff found Equipo to be Out of Compliance due to evidence of weak organizational performance through ongoing oversight and repeated material failure to submit items in a timely and/or complete manner. SPCSA staff provided Equipo with the preliminary findings on September 10, 2025, and provided the opportunity to all schools to provide additional information to cure items by providing additional information and/or evidence. Equipo did not provide additional information to SPCSA staff during the cure period. As such, SPCSA staff recommend Equipo Academy be issued a Notice of Concern for Organizational Performance as outlined in the SPCSA's Performance Framework.

Proposed Motion: Approve the recommendation of SPCSA staff as stated herein to issue a Notice of Concern regarding the organizational performance of Equipo Academy for the 2024-2025 school year.