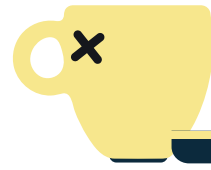




# New Partner + FAQ



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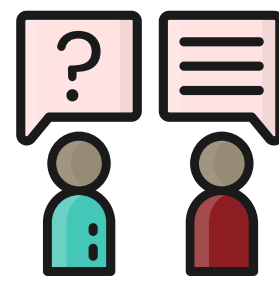
## Working Together

Phalen Leadership Academies is excited about our partnership with Davis Elementary School. We understand that inside of this wonderful opportunity, you may have questions about what the partnership means for you. While we will certainly have more in-depth connections, to start, here is a list of frequently asked questions:

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### Who is Phalen Leadership Academies?

Phalen Leadership Academies (PLA) is a nonprofit school improvement operator. We partner with traditional district schools and public charter schools across the country to support educational achievement. Our top goal is to improve the lives of children (who we call “scholars”) by providing them with a high-quality education.



PLA’s model has already helped successfully transform six F-rated schools into A-rated schools.

### What is the goal of our partnership?



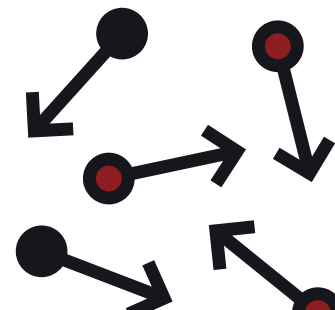
Our goal is to partner with Davis Elementary to transform the educational experience of our scholars, our families and our community. We will work with the staff at Davis to provide the resources and support needed to help raise student achievement. We want to help make your school one of the strongest in the region.

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### Will I have a job at Davis Elementary under this leadership change?

In February, MPS will send out an intent to return survey asking you if you’d like to stay on with PLA at Davis or be transferred to another school within the MPS system. We want you to stay with us. Historically, PLA has worked to retain at least 85% of current school staff. We believe in you and the work that you do. Over the next month, we will work with leaders, review credentials, observe classrooms, and conduct virtual conversations with you to gain a good understanding of your needs, and the needs of our scholars.



Under this school conversion model, custodial and CNP employees remain at the schools as employees of MPS, current teachers at the school have the first opportunity at new instruction positions, and all state employee health and retirement benefits are retained by the staff that PLA hires. Equally important is that students in the current school zones are guaranteed a seat at the PLA schools.

### Will my salary and benefits change?



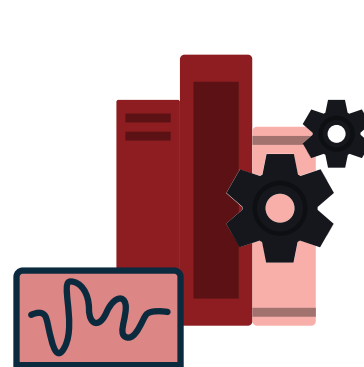
PLA makes every effort to maintain or slightly improve salaries. Your insurance and retirement will also remain unchanged. If you opt to remain at Davis Elementary and you are extended an offer from PLA, you will be an employee of Phalen Leadership Academies and our parent company Entrepreneurial Ventures in Education.

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### Will the curriculum change?

We will begin the curricula analysis by sending you a survey to help identify all curricula that are currently being utilized. Then we will look at each piece to determine if it is fully aligned to state standards and if it is effective. Our focus will be to ensure that the curriculum we place in front of our scholars is high quality and is proven to be effective.



### I still have many unanswered questions; how and when will I get more information?

Don’t worry. On Thursday, January 28th we will host a staff meeting to help gather any unanswered questions. We will also email a link at the close of the meeting so that you are able to schedule a time to chat with us! In the meantime, you can also email questions at any time to [humanresources@phalenacademies.org](mailto:humanresources@phalenacademies.org).



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**We look forward to working with you!**