



## Commonly Asked Questions for Potential Staff

### Are charter schools public schools?

Yes. Charter schools are a type of public school. Like all public schools, they are:

- Open to all students
- Tuition-free
- Publicly funded
- Staffed by certified teachers
- Held accountable to state and national standards

However, charter public schools are held more accountable for showing improved student achievement. In exchange for greater accountability, teachers and principals are given more flexibility to customize their teaching methods and curriculum to improve student learning, and have more flexibility around things like staffing and length of the school day and school year.

### Where is Lumen High School located?

We chose a central location for our high school students coming from all areas of Spokane. We are located on Riverside, directly across the street from the STA bus plaza downtown. We are on the 2nd and 3rd floor of the building that also houses the Method Juice Bar and The Piano Bar.

718 W Riverside Ave, Spokane, WA 99201

### As a staff member where would I park?

Staff members will have a menu of parking options to choose from:

- A monthly STA bus pass
- A parking pass to the arena parking lot (trolley every 5 minutes to the bus plaza)
- A monthly allowance equivalent to a bus pass put towards a parking space downtown

### What are the medical benefits should I qualify?

Lumen HS is a public school and will participate in WA State School Employees Benefit Board (SEBB) program. <https://www.hca.wa.gov/assets/pebb/sebb-general-fact-sheet.pdf>

### What is the retirement system and will I lose the years I have put into my current WA State Educator retirement?

Charter schools are under the same retirement system as other public schools. All of your WA state years of experience and investments will stay in the same system.

**Will my sick leave transfer over?**

Unfortunately, your sick leave lives with your current district. We do not buy it out. Typically your district will pay you a percentage of the total sick leave earned. You will have new sick and personal leave once you start at Lumen High School.

**What are my responsibilities after hours with Lumen?**

The LHS leadership team wants healthy well rounded staff members. That means having a good work-life balance and healthy boundaries. When you are happy and healthy you are a better teacher and mentor for our students.

With that being said, we also want to build a sense of belonging and community. The staff will collaborate, plan and attend monthly or quarterly community building events.

**Do you have an on site early learning center?**

Yes! We are opening GLOW Children, a non profit early learning center, at the same time as Lumen High School. We will collaborate regularly and participate in professional development together to ensure we are a united program for our students.

**What type of professional development will be available?**

As educators we crave feedback and ongoing professional development to make us better people, teachers, counselors, etc. Lumen will offer weekly professional development around the mission of Lumen, attachment theory, project based learning, social justice, cultural competency, and instruction. We will work with community agencies to provide professional development and utilize the gifts and talents of our staff members.

In year one, we will return to school several weeks before the first day of school to ensure we are prepared to embrace our students on day one!


**Will I be evaluated at Lumen and what is the evaluation framework?**

Staff and student growth is valued at Lumen High School. Evaluation is part of measuring and celebrating our growth. L

Lumen has adopted CEL's 5D framework as the instructional framework and evaluation platform.



[http://info.k-12leadership.org/hs-fs/hub/381270/file-797242241-pdf/documents/5d\\_framework\\_v4.0.pdf?hsCtaTracking=47f9f379-b6f7-4147-9d65-342ddd015205%7C0b34b59d-44d0-47bb-8a81-f746ae4689](http://info.k-12leadership.org/hs-fs/hub/381270/file-797242241-pdf/documents/5d_framework_v4.0.pdf?hsCtaTracking=47f9f379-b6f7-4147-9d65-342ddd015205%7C0b34b59d-44d0-47bb-8a81-f746ae4689)  
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This is our mission driven growth tool that all staff are part of:  Staff Growth Rubric 2023-24

### **What is the security of working at a charter school?**

Although we believe Lumen has a long solid road ahead, there is always the possibility that laws could change around charter schools. Charter schools have strong support as a state organization both under Washington Charter Association and The Charter Commission.

### **What kinds of oversight do charter public schools have?**

Many checks and balances ensure charter public schools provide a quality education. Just like any other Washington public school, charter schools are overseen by the Office of Superintendent of Public Instruction and the State Board of Education. Public charter schools also have to comply with the same state and federal laws regarding health, safety, civil rights, and nondiscrimination as every other public school. Public charter schools must meet the same academic standards as any public school. Teachers have to meet the same certification requirements as any public school teacher, and students have to take the same standardized tests.

The boards that oversee charter public schools are subject to state and non-profit financial audits and have to answer to the community. Since families choose their charter schools, those schools are directly accountable to parents and must ensure they are meeting parents' standards and expectations.

### **How are charter public schools funded?**

Charter public schools are funded based on student enrollment, just like traditional public schools. If a student transfers from another public school to a charter public school, the funding associated with that student follows that student to the charter school. Charter public schools do not add any new costs to the state's public education system. They simply move funding associated with a student from one public school to another based upon the decisions made by families.

Like any public school, charter public schools depend on a mix of federal and state funding. However, unlike local district schools, charter schools do not receive support from local levies. In Washington, state funding for charter public schools comes from the state's Opportunity Pathways Account, which contains lottery revenues.

If you have further questions, please do not hesitate to ask! Feel free to reach out to Melissa Pettey, principal at 509-953-2320 or [mpettey@lumenhighschool.org](mailto:mpettey@lumenhighschool.org)

