BIBB COUNTY SCHOOL DISTRICT

Dr. Dan A. Sims, Superintendent

ACTION MEMORANDUM

To: Board of Public Education for Bibb County ("Board")

From: Dr. Dan A. Sims, Superintendent
Dr. Katika D. Lovett, Deputy Superintendent

Subject: Recommendation on The Infinity Academy Charter Petition (2026 Submission)

Summary

The Infinity Academy (TIA) submitted a revised start-up charter petition to Bibb County School District (BCSD) for the 2026 petition cycle to open a phased K-5 elementary program beginning with grades K-3. Following cross-functional and legal review, material concerns remain unresolved related to legal compliance, governance alignment, operational readiness, and financial and staffing capacity. Based on the totality of the review, denial of the petition is recommended at this time.

Background

In alignment with BCSD procedures and Georgia Department of Education (GaDOE) requirements, the petition underwent a comprehensive review process, including an initial completeness review; cross-functional review (academics, operations, finance, and legal); formal written feedback; a governing board interview/clarification meeting; submission of a revised petition with written responses and final internal and legal review. This memorandum presents the final recommendation based on the totality of that review.

Key Findings

- **Legal and compliance:** The petition reflects an incomplete understanding of federal and state requirements for student services, including IDEA; provision of FAPE in the least restrictive environment; and student discipline procedures that afford mandatory due process rights. The petition does not demonstrate clear operational systems to ensure compliance in these critical areas.
- **Governance:** The petition reflects misalignment in governance roles, including the governing board's role versus day-to-day administration, and BCSD's role as authorizer, LEA, and appellate body. The proposed governance approach positions the charter governing board to improperly extend into operational and student-level decision-making (including special education), increasing oversight and compliance risk.
- **Operational readiness:** Handbooks and policies remain incomplete, inconsistent, or not aligned to legal requirements. Key systems (including grievance procedures and compliance processes) are not fully developed or clearly articulated, and

supporting documents do not reflect full correction even after written requests for clarification and revision.

- **Financial and staffing:** Unresolved questions remain regarding special education staffing and funding, particularly in Year 1. The proposed budget does not fully reflect construction-related costs and safety measures referenced in operational responses, and financial planning does not clearly align with programmatic commitments or compliance obligations.
- **Employment and human resources:** Responses reflect inconsistent descriptions of the employment structure (at-will versus contract-based) for school employees, raising concerns regarding employment law compliance, role expectations, and policy implementation.
- **Safety, facilities, and student movement:** The petition does not provide sufficient site-specific detail or validated plans to address traffic flow; student arrival/dismissal procedures; supervision; and overall site safety under projected enrollment. Proposed measures are not clearly aligned to facility conditions, traffic patterns, or supervision capacity, creating ongoing concern regarding student safety and operational feasibility.
- **Capacity to execute:** While the vision is compelling, the petition does not demonstrate established systems, monitoring/accountability structures, or scalable implementation processes necessary for day-one readiness.

Recommendation

Based on the totality of the review, denial of The Infinity Academy charter petition is recommended at this time. While the petition demonstrates positive attributes including community engagement, a student-centered literacy vision, innovative instructional components, and responsiveness to feedback, material concerns remain unresolved across domains required for approval under O.C.G.A. 20-2-2064 and SBOE Rule 160-4-9-.04. Specifically, the petition does not yet demonstrate day-one readiness or adequate systems to ensure legal compliance, effective governance and oversight, operational execution, and sustainable financial and staffing capacity.

Superintendent's Comments and Approval

Superintendent's Signature	Approved / Not Approved
Dr. Dan A. Sims	Approved