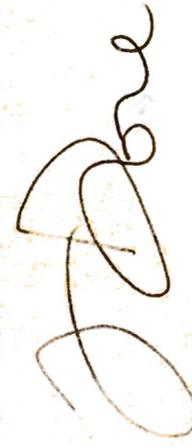


Invictus Academy of Richmond Teacher Approval Sign-Off

Start-Up School: Total number of teachers estimated to be employed at school during the first year of operation: 7

We agree to the contents of the attached charter proposal dated February 9th, 2017.

Our signatures indicate that we are teachers meaningfully interested in teaching at the charter school.

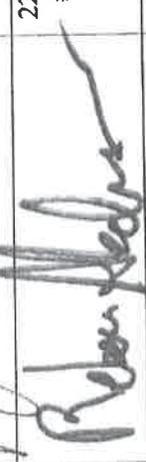
Teachers Name	Signature	Address	Telephone	Type of Credential	Credential Number	Expiration Date	Highest Degree Held
Brian Buttacavoli		2037 Vine Street Apt 8 Berkeley CA, 94709	951-970- 9940	CA Cleared (Single Subject: English Language Arts)	160114577	7/1/21	Master of Education (degree conferral Spring 2017)
Elizabeth Gore		549 37th St. Oakland, CA 94609	708-369- 8115	CA Cleared (Single Subject: English Language Arts); Cross- cultural, Language and Academic Development Certificate	130059180/ 170013632	3/1/18	Master of Arts in Teaching
Regina Pair		2819 Baker Street, #2, San Francisco, CA 94123	203-984- 2487	CA Cleared (Single Subject- English Language Arts)/CA Cleared (Multiple Subjects)	160218262/ 130114362	9/1/21; 7/1/18	Master of Education
Ernesto Umaña		2601 Hilltop Drive, Apt. 524, Richmond, CA 94806	510-543- 1848	Preliminary (Single Subject: Foundational Level Mathematics)	170078448	2/1/22	Master of Public Policy
Savannah Campbell		1719 Addison St. Berkeley, CA 94703	480-262- 7087	Temporary (Single Subject: Foundational Mathematics)	160171081	9/1/17	Bachelor of Science
Erika Doane		1530 Schmidt Lane #D303 El Cerrito CA 94530	204 303 9914	Single subject Intern credential	160164977	8/1/18	BA

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Our signatures indicate that we are teachers meaningfully interested in teaching at the charter school.

Teachers Name	Signature	Address	Telephone	Type of Credential	Credential Number	Expiration Date	Highest Degree Held
Rudy Sharar		620 8th Ave B309 Seattle, WA 98104	206-795- 6939	CA Cleared (Single Subject: Science- Chemistry)	140150996/ 123130850	8/1/19	Masters of Education
Becca Abeles		2203 E Union St #416, Seattle, WA 98122	650-888- 6503	CA Cleared (Single Subject: English Language Arts)	160114873	9/1/21	Bachelor of Arts, Masters of Education (in progress)
Alex Horowitz		2203 E Union St #416 Seattle, WA 98122	703-577- 0734	CA Cleared Education Specialist/ Administrator	130099907 (SpEd) 140171550 (Admin)	SpEd - 6/1/18 Admin - 9/1/19	Masters of Education
Laelena Brooks		244 East 32nd Street #3F New York, NY 10016	510-882- 7920	CA Cleared (Single Subject- Foundational Level Mathematics)	130125092	8/1/18	Masters of Education

To Whom It May Concern,

I am deeply excited by Invictus Academy of Richmond and am very meaningfully interested in being part of the founding team with Gautam Thapar.

I had the pleasure of working with Gautam for 2 years at Leadership Public Schools-Richmond (LPS). Gautam was one of the most phenomenal teachers I have ever seen. As a teacher early in my career at LPS, I was constantly looking for ways to grow and improve my practice. Observing Gautam both in and out of the classroom was one of the ways I chose to professionally develop myself. Inside the classroom, Gautam held students to an incredibly high standard, both behaviorally and academically. His students were reading about, writing about, and discussing material at a level that was fit for a college freshman seminar. Even when student struggled mightily, Gautam did not give up on them and pushed them to their full potential. He was also able to do this while building strong student confidence and academic self-efficacy. Outside of the classroom, Gautam built relationships with students that have lasted years beyond his US history class at LPS. The combination of strong family and student relationships and high academic standards was one that I strived for as a teacher and continue to deeply value in a leader. I know that Gautam will bring these strong qualities to his school and will instill them in all of his teachers.

I am currently the Director of Curriculum and Assessment at a high performing charter middle school in New York City. I have both been a teacher and a supervisor of teachers at a high performing middle school and know what it takes on both the staff and student level for a school to be successful so that students can excel. Gautam's model for Invictus Academy will set students up for success in college and beyond. Public speaking and interviewing skills are those that many middle and high school students lack, and the emphasis on speech and debate will provide students the space to practice and perfect those skills as they embark on their young adult lives – applying for jobs and welcoming college interviews. Focusing on math and ELA at the middle school level affords the opportunity to fill in knowledge and skill gaps from previous grades before moving on to high school level courses. The layout of the schedule provides students the opportunity to focus on academics, while building in additional life skills that will support student success.

I am writing this letter to signal my meaningful interest in teaching at Invictus Academy. Being from the Bay Area and going to middle and high school in the East Bay, I understand the significant importance of high-quality educational opportunities. As an alumna of Berkeley High School, I got to see firsthand growing up the educational injustices that existed between the opportunities that my peers and I had for middle and high school versus those that my peers had simply 3 miles away. The more high-quality schools that are available for children, the more educated our entire community will become. While I currently reside in New York and have committed to my current school through the 2017 – 18 school year, it is likely that I will return to the Bay Area for the 2018 – 19 school year. I currently hold a single subject mathematics California credential and plan to renew this prior to summer 2018. As I begin to plan my future, it is important that I am close to my family when I begin to raise a family of my own and therefore the East Bay is my ideal location to settle down. I loved working in Richmond and am

excited at the prospect of working with Richmond youth and families again. Because Invictus Academy will begin the year I would like to return home, I am meaningfully interested in working with Gautam as he opens this incredible school. Any child would be lucky to attend a school set up by Gautam's thoughtful and careful planning and it would be a missed opportunity if I was not interested in building this school with him.

Please do not hesitate to contact me with any additional questions.

Sincerely,

A handwritten signature in blue ink, consisting of a large, stylized initial 'L' followed by a long, horizontal flourish.

Laelena Brooks

To Whom It May Concern,

My name is Savannah Campbell and I am a passionate educator in the West Contra Costa Unified School District. Currently, I am a secondary math teacher at John F. Kennedy High School. Prior to joining WCCUSD through Teach For America, I attended Cornell University where I obtained my Bachelors of Science in Industrial and Labor Relations. There, I was the Team Leader for Let's Get Ready SAT and College Prep Program, where I proudly expanded our outreach into more rural and lower performing schools in the Rust Belt of Upstate New York.

In my short year in Richmond, I am continually amazed by this dynamic community's ability to reclaim itself and innovate for the public good. Through my daily relationships with students and through class-wide Restorative Justice Circles, I have come to understand the incredible hardships my students have faced on their path to a quality education. From years of substitutes or transient teachers, to long wait-lists at other high schools in West Contra Costa, many of my students and their families have suffered a severe constraint of choice and power over their education. Therefore, I am convinced that Invictus Academy is the right school, at the right time, and in the right place. Not only will Invictus Academy give future students greater educational choices, but it will offer the support I know they need, like individual advising and double periods of core subjects, early in their secondary education paths.

I will have completed full credentialing by Invictus' opening in the Fall of 2018. I have spent the past year studying for CSETs, which I will have taken and passed by Summer 2017. I have also taken 2 semesters of credentialing coursework through LMU, and will finish my LMU-sponsored credential in the Spring of 2018.

Again, I am excited by the prospects of Invictus Academy in the Richmond community, and I am meaningfully interested in teaching at Invictus in its opening year. Please do not hesitate to contact me if you need any additional information. Thank you.

All the best,

Savannah Campbell

To Whom It May Concern,

I am incredibly excited about Invictus Academy of Richmond. I worked in both a traditional district school and charter school in Richmond, serving as a teacher and school leader. After six years of school experience in Richmond, I know that the community will embrace Invictus: the model is compelling, the leader is exceptional, and parents crave more options for their students.

As a Richmond educator, I had the pleasure of working directly with Gautam Thapar for three years. Gautam is, without question, one of the most talented and dedicated professionals I've had the pleasure of knowing. Gautam's classroom defined rigor, and his students exceeded his already high expectations. I know that Gautam will not rest until his school is simply fantastic. As I have learned more about Invictus, I am particularly excited about the commitment to building habits of success and the speech and debate program. We now know that for students to persevere in college, non-cognitive skills are as essential as academic proficiency. As a teacher at LPS Richmond, Gautam developed the school's habits of success curriculum, and revamped the bell schedule to ensure that all students had time and space in the day to learn about and practice habits like perseverance, grit, and compassion. Gautam is well positioned to design a school that reinforces these skills. Further, Gautam's vision to rally around a speech and debate program is wonderfully unique, and will undoubtedly promote communication and critical thinking in his students.

I have authored this letter to signal my meaningful interest in teaching at Invictus Academy. I lived in the Bay Area as a teacher and school leader for eight years, and absolutely love the region. I especially loved working in Richmond. Teaching and leading in Richmond schools is quite rewarding: the community is culturally and linguistically diverse, parents deeply care about their student's education, and there is a ton of energy around education reform. I know that Invictus Academy will be a wonderful asset, and contribute to the growing number of school options in the city. Working at Invictus will present as an exciting opportunity to any educator dedicated to equity and student achievement.

I currently hold both a California Administrative Services and Education Specialist credential. Should I return to Richmond, I will absolutely renew these before expiration.

Please reach out with any questions you may have,

Alex Horowitz



To whom it may concern,

My name is Rudy Sharar and I am a current high school Physics teacher at Summit Public Schools Sierra. I have taught high school science for the past six years, including five years as a Chemistry and AP Chemistry teacher at Leadership Public Schools Richmond in Richmond, CA. I am extremely interested in joining the founding staff at Invictus Academy in Richmond. I am excited about their model of instruction, including the emphasis on the intentional use of technology, the development of non-academic skills and the speech and debate program. I believe that under Mr. Thapar's leadership, this academic program has the potential to be a catalyst for outstanding academic achievement and college preparation for students in Richmond.

As I mentioned above, I taught in Richmond for five years and just recently moved to Seattle. I thoroughly enjoyed living in the Bay Area and I specifically loved working in the Richmond community and feel deeply connected to the students and families that live there. If I were to join Invictus, I would be extremely excited about the opportunity to live and work in a community where I already feel connected and I have roots. I would be able to leverage those relationships to help my students and the school thrive.

I currently hold a cleared California teaching credential (Single Subject Chemistry) which expires in 2019. As a result, my credential would be valid through the first year of Invictus Academy opening their doors for students. I plan on renewing my teaching credential when it expires in 2019 so that it is valid for an additional 5 years.

I look forward to following the progress of Invictus Academy and am excited for the opportunity that it will provide for the students and City of Richmond.

Sincerely,

Rudy Sharar
r.sharar@gmail.com
(206) 795-6939