

Exhibit D

Governance and Operational Structure

| Function | Governing Board | ESP | School |
|---|-----------------|-----|--------|
| Performance Goals | | | |
| Curriculum | | | |
| Professional Development | | | |
| Data Management and Interim Student Assessments | | | |
| Grade Level Promotion Criteria | | | |
| Culture | | | |
| Budgeting, Finance, and Accounting | | | |
| Student Recruitment | | | |
| School Staff Recruitment and Hiring | | | |
| HR Services (payroll, benefits, etc.) | | | |
| Development | | | |
| Community Relations | | | |
| Information Technology | | | |
| Facilities Management | | | |
| Vendor Management / Procurement | | | |
| Other Operational Functions, if any | | | |