



TENNESSEE
PUBLIC CHARTER SCHOOL COMMISSION

Empower Memphis Career and College Prep Update

September 29, 2026

Intervention Level 1 – Notice of Concern

Concern	Status	Comments
Teacher Licensure	Unresolved	8 teachers; 7 licensed. 1 teacher is unlicensed, and next steps have been provided.
Financial Reporting	In process	Initial deadlines have been met. The first grant deadline is October 15.
English Learners	In process	Initial deadlines have been met and ILPs have been completed as of 9/23.
Students with Disabilities	In process	The self-contained classroom is now operational and 10 students with disabilities are receiving services.
Enrollment	Unresolved	Did not reach enrollment goal of 150 students. Current enrollment is 75 students.
Material Terms	Unresolved	



Intervention Actions Taken

- September 8: Pulled updated enrollment numbers in SIS.
- September 10: Reached out to operator asking for updated budget reflecting current enrollment numbers.
- September 11: Met with internal Commission team regarding other indicators such as SPED/EL compliance, teacher licensure, and financial reporting compliance.
- September 16: Commission staff members visited the school in Memphis and met with the operator.
- September 23: Commission staff attended the governing board meeting.

Intervention Review – Policy 3.400

Level	Actions	Decision
1 – Notice of Concern	Letter to the school's governing board detailing areas of concern.	Staff
2 – Notice of Deficiency	Letter to the school's governing board detailing areas of deficiency with a requirement that a Plan of Correction be developed and implemented.	Staff
3 – Notice of Probationary Status	Letter to school's governing board to serve as notice of probationary status and outlining terms of probation which includes the creation of a Plan of Correction in consultation with Commission staff.	Commission
4 – Charter Review	- Recommendation to revoke the charter contract or to impose lesser sanctions including but not limited to a requirement to adopt an interim reconstitution plan. - Decision by the Commission to commence revocation proceedings.	Commission
5 – Charter Revocation	- Letter stating reasons for proposed revocation to governing board. - Charter closure timeline goes into effect immediately.	Commission

Enrollment Variance & Financial Sustainability Risk

- The school has provided a revised and balanced budget reflecting 75 students (a 50% reduction from the original 150 projection), though this updated budget has not yet been approved by the board.
 - The school states that 65 students is the operational floor for the school.
- Current budget solvency depends on CSP grant funding, which expires June 30, 2027.
- Days Cash on Hand remains below the Commission benchmark, indicating near-term operational and financial vulnerability.
- Reduced enrollment makes the school highly susceptible to student attrition, enrollment fluctuations, and unanticipated cost pressures.
- Ongoing oversight must balance technical support against solvency risk.

Intervention Recommendation

- Level 3 – Notice of Probationary Status
 - Operator, in collaboration with Commission staff, will draft and adopt a plan of correction for implementation.
 - Will include items outlined within the issued Notice of Concern in addition to:
 - Sustained enrollment of 75 students during Year 2.
 - Submission of Year 3 and Year 4 budget projections, including clear, supported explanations of revenue assumptions and reasonable, supportable enrollment projections.
 - Bi-weekly plan of correction meetings to garner updates from operator for progress. Enrollment will be pulled for each meeting.
 - Evaluation of the plan of correction will take place December 4, 2026.



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