

**Lafayette Preparatory Academy: Contract Term SY24-SY33
 PERFORMANCE CONTRACT SUMMARY**

STANDARDS	SY25 RATING	
I. ACADEMIC PERFORMANCE		
Accountability	Meets	Exceeds
Academic Proficiency	Exceeds	
Academic Growth	Meets	
Mission-Specific Goals	Meets	
II. FINANCE		
Near-Term Measures	Meets	Meets
Sustainability Measures	Exceeds	
Financial Operations	Meets	
III. LEARNING ENVIRONMENT		
School Environment	Exceeds	Meets
Compliance	Meets	
Requirements	Meets	
Mission-Specific Goals	Meets	
IV. GOVERNANCE		
Effective Governance Practices	Meets	Meets
School Leader Accountability	Meets	
Compliance and Reporting	Meets	
COMPLIANCE		
Requirements	Meets	Exceeds
Compliance and Reporting	Meets	
Teacher Retention	Exceeds	

KEY TO RATINGS	DESCRIPTION
Exceeds	The school is exceeding expectations and showing exemplary performance. This rating only is not available for all standards.
Meets	The school generally meets the criterion, is performing well, is meeting expectations for performance, and/or minor concerns(s) are noted.
Approaches	The school meets some aspects of the criterion, but not others and/or moderate concerns(s) are noted.
Does Not Meet	The school falls far below the stated expectations and/or significant concern(s) are noted. The failures are material and significant to the viability

REVIEW SUMMARY

In review, Lafayette Preparatory Academy has met the terms of the Performance Contract in all five areas: Academic Performance, Finance, Learning Environment, Governance, and Operations and Organizational Compliance. They exceeded in Academic Performance and Operations and Organizational Compliance

FINDINGS

Strengths:

- LPA's Composite (3-year average) APR places them in the top 2% of all LEAs in the state of Missouri (12/551).
- LPA's outcomes far exceed those of SLPS and many of the high-performing districts in the region (MRH, Rockwood, Parkway etc.). LPA exceeds the outcomes for all four comp schools and most charter schools in St. Louis.
- ELA: highest SY25 MPI for All Students and Student Groups, amongst all STL charter schools; in the region, LPA is third for Student Groups (behind only Ladue and Clayton).
- Math: highest SY25 MPI for All Students amongst all STL charter schools; second highest for Student Groups.
- LPA's academic outcomes continue to exceed expectations year over year. This is the due, in part, to an exceptional teacher development program and effective data analysis driving instructional decisions. Teachers implement a cohesive rigorous curriculum and utilize effective and varied teaching strategies that meet the needs of all students.
 - LPA has exceptional retention of staff.
 - LPA provides a supportive, structured learning environment.
 - LPA has maintained sustained financial health.
- LPA has maintained and improved operations to support their excellent academic program.

Areas for Growth:

- While LPA has better outcomes for Student Groups than most LEAs, they must continue to focus on improving student outcomes for these students. This has been and remains a priority for the school.
- LPA sets ambitious Mission-Specific goals for Academic Outcomes. This is an area for them to grow and continue to strive to improve within their currently impressive outcomes.
 - Each LPA board member must complete at least one hour of training annually.

CONCLUSION

LPA's academic program, staff retention, and financial position are impressive. LPA excels in student outcomes and outperforms most other St. Louis charter schools, the resident district, and many competitive nearby traditional districts for All Students and Student Groups. Their instructional program is one to learn from. They provide rigorous, engaging instruction to meet the needs of a diverse population while also ensuring the health and wellness of the community. They are anticipated to continue to make progress toward their goal of being a Top 10 School in the country. They have met the terms of the UMSL Charter Contract year over year.

I. ACADEMIC PERFORMANCE

State and Federal Accountability	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
FEDERAL COMPLIANCE	<p>Meets: 100% Compliant</p> <p>Does Not Meet: Less than 100% Compliant</p>	Meets all requirements of federal programs; through DESE monitoring systems	Meets	Meets	Meets	TBD	TBD	MEETS	↔	
ESSA DESIGNATION	Taken into Consideration	Identified/ Not Identified by DESE as a Comp or Targeted school	Not Comp or Targeted	Not Comp or Targeted	Not Comp or Targeted	TBD	TBD	Taken into Consideration		
DISTRICT APR - PERFORMANCE	Taken into Consideration	DESE MSIP calculation	81.90	94.60	88.20	TBD	TBD	Taken into Consideration		
DISTRICT APR - PERFORMANCE (STUDENT GROUPS)	Taken into Consideration	DESE MSIP calculation	81.5	92.9	82.1	TBD	TBD	Taken into Consideration		
DISTRICT APR - CONTINUOUS IMPROVEMENT	Taken into Consideration	DESE MSIP calculation	100	100	100	TBD	TBD	Taken into Consideration		
DISTRICT APR	Taken into Consideration	DESE MSIP calculation	88.6	96.7	92.8	TBD	TBD	Taken into Consideration		

Academic Achievement	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
ELA: Achievement (All Students) * Not Rated for LEAs with $\geq 90\%$ Student Groups	Exceeds: MPI \geq DESE Target Level Meets: MPI \geq DESE On Track Level OR (improved by 3 MPI points compared to the previous year AND average a gain of 3 MPI points for each year of the contract) Approaches: MPI \leq DESE On Track Level AND (did not improve by 3 MPI points compared to the previous year OR did not average a gain of 3 MPI points for each year of the contract)	MSIP6 District/ Charter APR Summary Report	Target MPI 428 P/A 63%	Target MPI 434 P/A 68%	Target MPI 433 P/A 67%	TBD	TBD	EXCEEDS	\leftrightarrow	
ELA: Achievement (Student Groups)	Does Not Meet: MPI \leq DESE On Track Level AND (did not improve by 3 MPI points compared to the previous year AND did not average a gain of 3 MPI points for each year of the contract)	MSIP6 District/ Charter APR Summary Report	Target MPI 404 P/A 47%	Target MPI 408 P/A 58%	Target MPI 396 P/A 44%	TBD	TBD	EXCEEDS	\leftrightarrow	
ELA: Achievement (All Students) Comparison to SLPS (K-8)	Exceeds: MPI exceeds SLPS by 20 points or more Meets: MPI exceeds SLPS by ≥ 5 points	MSIP6 District/ Charter APR Summary Report	Exceeds SLPS	Exceeds SLPS	Exceeds SLPS	TBD	TBD	EXCEEDS SLPS	\leftrightarrow	
ELA: Achievement (Student Groups)	Approaches: MPI is within 5 points of SLPS Does Not Meet:	MSIP6 District/ Charter APR Summary Report	<i>SLPS</i> MPI 326 P/A 19%	<i>SLPS</i> MPI 325 P/A 18%	<i>SLPS</i> MPI 326 P/A 19%	TBD	TBD			

Comparison to SLPS (K-8)	DOES NOT MEET: MPI is not within 5 points of SLPS	SLPS	SLPS MPI 317	SLPS MPI 315	SLPS MPI 319 P/A 14%	TBD	TBD		
ELA: Achievement (All Students)	Exceeds: MPI exceeds 3+ comp schools by 20 points or more Meets: MPI exceeds 3+ comp schools by ≥ 5 points	MSIP6 District/ Charter APR Summary Report	Exceeds 4/4 Comp Schools	Exceeds 4/4 Comp Schools	Exceeds 4/4 Comp Schools	TBD	TBD	EXCEEDS COMP SCHOOLS ↔	
Comparison to Comp Schools: Busch, Long, Mason, Sigel		Comparison Schools	Busch-346 Long-306 Mason-374 Sigel-286	Busch-342 Long-303 Mason-378 Sigel- 07	Busch-347 Long-301 Mason-376 Sigel-310	TBD	TBD		
ELA: Achievement (Student Groups)	Approaches: MPI is within 5 points of or exceeds MPI of 3+ comp schools Does Not Meet: MPI is not within 5 points of 3+ comp schools	MSIP6 District/ Charter APR Summary Report	Exceeds 4/4 Comp Schools	Exceeds 4/4 Comp Schools	Exceeds 4/4 Comp Schools	TBD	TBD	EXCEEDS COMP SCHOOLS ↔	
Comparison to Comp Schools: Busch, Long, Mason, Sigel		Comparison Schools	Busch-340 Long-299 Mason-353 Sigel-286	Busch-330 Long-298 Mason-352 Sigel-302	Busch-334 Long-294 Mason-351 Sigel-306	TBD	TBD		
MATH: Achievement (All Students) * Not Rated for LEAs with ≥ 90% Student Groups	Exceeds: MPI ≥ DESE Target Level Meets: MPI ≥ DESE On Track Level OR (improved by 3 MPI points compared to the previous year AND average a gain of 3 MPI points for each year of the contract) Approaches: MPI ≤ DESE On Track Level AND (did not improve by 3 MPI points compared to the	MSIP6 District/ Charter APR Summary Report	Target MPI 409 P/A 58%	Target MPI 418 P/A 62%	Target MPI 416 P/A 61%	TBD	TBD	EXCEEDS ↔	

<p>MATH: Achievement (Student Groups)</p>	<p>compared to the previous year OR did not average a gain of 3 MPI points for each year of the contract) Does Not Meet: MPI \leq DESE On Track Level AND (did not improve by 3 MPI points compared to the previous year AND did not average a gain of 3 MPI points for each year of the contract)</p>	<p>MSIP6 District/ Charter APR Summary Report</p>	<p>Target MPI 375 P/A 42%</p>	<p>Target MPI 373 P/A 39%</p>	<p>Target MPI 371 P/A 39%</p>	<p>TBD</p>	<p>TBD</p>	<p>EXCEEDS</p>	<p>↔</p>	
<p>MATH: Achievement (All Students)</p> <p>Comparison to SLPS (K-8)</p>	<p>Exceeds: MPI exceeds SLPS by 20 points or more Meets: MPI exceeds SLPS by \geq 5 points</p>	<p>MSIP6 District/ Charter APR Summary Report</p>	<p>Exceeds SLPS</p>	<p>Exceeds SLPS</p>	<p>Exceeds SLPS</p>	<p>TBD</p>	<p>TBD</p>	<p>EXCEEDS SLPS</p>	<p>↔</p>	
<p>MATH: Achievement (Student Groups)</p> <p>Comparison to SLPS (K-8)</p>	<p>Approaches: MPI is within 5 points of SLPS Does Not Meet: MPI is not within 5 points of SLPS</p>	<p>MSIP6 District/ Charter APR Summary Report</p>	<p>Exceeds SLPS</p>	<p>Exceeds SLPS</p>	<p>Exceeds SLPS</p>	<p>TBD</p>	<p>TBD</p>	<p>EXCEEDS SLPS</p>	<p>↔</p>	
<p>MATH: Achievement (All Students)</p> <p>Comparison to Comp Schools: Busch, Long, Mason, Sigel</p>	<p>Exceeds: MPI exceeds 3+ comp schools by 20 points or more Meets: MPI exceeds 3+ comp schools by \geq 5 points</p>	<p>MSIP6 District/ Charter APR Summary Report</p>	<p>Exceeds 4/4 Comp Schools</p>	<p>Exceeds 4/4 Comp Schools</p>	<p>Exceeds 4/4 Comp Schools</p>	<p>TBD</p>	<p>TBD</p>	<p>EXCEEDS COMP SCHOOLS</p>	<p>↔</p>	
		<p><i>Comparison Schools</i></p>	<p><i>Busch-304 Long-248 Mason-351 Sigel-245</i></p>	<p><i>Busch-317 Long-255 Mason-361 Sigel-264</i></p>	<p><i>Busch-322 Long-240 Mason-361 Sigel-265</i></p>	<p>TBD</p>	<p>TBD</p>			

<p>MATH: Achievement (Student Groups)</p> <p>Comparison to Comp Schools: Busch, Long, Mason, Sigel</p>	<p>Approaches: MPI is within 5 points of or exceeds MPI of 3+ comp schools</p> <p>Does Not Meet: MPI is not within 5 points of 3+ comp schools</p>	<p>MSIP6 District/ Charter APR Summary Report</p>	<p>Exceeds 4/4 Comp Schools</p>	<p>Exceeds 4/4 Comp Schools</p>	<p>Exceeds 4/4 Comp Schools</p>	<p>TBD</p>	<p>TBD</p>	<p>EXCEEDS COMP SCHOOLS</p>	<p>↔</p>	
<p><i>Comparison Schools</i></p>	<p><i>Busch -296 Long-239 Mason-329 Sigel-245</i></p>	<p><i>Busch-303 Long-249 Mason-333 Sigel-257</i></p>	<p><i>Busch-308 Long-231 Mason-336 Sigel-260</i></p>	<p>TBD</p>	<p>TBD</p>					
<p>SCIENCE: Achievement (All Students)</p> <p>* Not Rated for LEAs with $\geq 90\%$ Student Groups</p>	<p>Exceeds: MPI \geq DESE Target Level Meets: MPI \geq DESE On Track Level OR (improved by 3 MPI points compared to the previous year AND average a gain of 3 MPI points for each year of the contract) Approaches: MPI \leq DESE On Track Level AND (did not improve by 3 MPI points compared to the previous year OR did not average a gain of 3 MPI points for each year of the contract)</p>	<p>MSIP6 District/ Charter APR Summary Report</p>	<p>Target MPI 423 P/A 62%</p>	<p>Target MPI 414 P/A 58%</p>	<p>Target MPI 433 P/A 67%</p>	<p>TBD</p>	<p>TBD</p>	<p>EXCEEDS</p>	<p>↔</p>	
<p>SCIENCE: Achievement (Student Groups)</p>	<p>Does Not Meet: MPI \leq DESE On Track Level AND (did not improve by 3 MPI points compared to the previous year AND did not average a gain of 3 MPI</p>	<p>MSIP6 District/ Charter APR Summary Report</p>	<p>Target MPI 385 P/A 37%</p>	<p>Target MPI 381 P/A 42%</p>	<p>Target MPI 394 P/A 43%</p>	<p>TBD</p>	<p>TBD</p>	<p>EXCEEDS</p>	<p>↔</p>	

SCIENCE: Achievement (All Students) Comparison to SLPS (K-8)	<p>Exceeds: MPI exceeds SLPS by 20 points or more</p> <p>Meets: MPI exceeds SLPS by ≥ 5 points</p> <p>Approaches: MPI is within 5 points of SLPS</p> <p>Does Not Meet: MPI is not within 5 points of SLPS</p>	MSIP6 District/ Charter APR Summary Report	Exceeds SLPS	Exceeds SLPS	Exceeds SLPS	TBD	TBD	EXCEEDS SLPS	↔
		SLPS	SLPS MPI 313 P/A 17%	SLPS MPI 304 P/A 15% (5th); 13% (8th)	SLPS MPI 311 P/A 17%	TBD	TBD		
SCIENCE: Achievement (Student Groups) Comparison to SLPS (K-8)	<p>Exceeds: MPI is within 5 points of SLPS</p> <p>Does Not Meet: MPI is not within 5 points of SLPS</p>	MSIP6 District/ Charter APR Summary Report	Exceeds SLPS	Exceeds SLPS	Exceeds SLPS	TBD	TBD	EXCEEDS SLPS	↔
		SLPS	SLPS MPI 304	SLPS MPI 297	SLPS MPI 305 PA 12%	TBD	TBD		
SCIENCE: Achievement (All Students) Comparison to Comp Schools: Busch, Long, Mason, Sigel	<p>Exceeds: MPI exceeds 3+ comp schools by 20 points or more</p> <p>Meets: MPI exceeds 3+ comp schools by ≥ 5 points</p>	MSIP6 District/ Charter APR Summary Report	Exceeds 4/4 Comp Schools	Exceeds 4/4 Comp Schools	Exceeds 4/4 Comp Schools	TBD	TBD	EXCEEDS COMP SCHOOLS	↔
		Comparison Schools	Busch-333 Long-286 Mason-367 Sigel-304	Busch-331 Long-285 Mason-355 Sigel-277	Busch-345 Long-287 Mason-368 Sigel-296	TBD	TBD		
SCIENCE: Achievement (Student Groups) Comparison to Comp Schools: Busch, Long, Mason, Sigel	<p>Approaches: MPI is within 5 points of or exceeds MPI of 3+ comp schools</p> <p>Does Not Meet: MPI is not within 5 points of 3+ comp schools</p>	MSIP6 District/ Charter APR Summary Report	Exceeds 4/4 Comp Schools	Exceeds 4/4 Comp Schools	Exceeds 4/4 Comp Schools	TBD	TBD	EXCEEDS COMP SCHOOLS	↔
		Comparison Schools	Busch-328 Long-283 Mason-343 Sigel-304	Busch-315 Long-277 Mason-328 Sigel-277	Busch-329 Long-282 Mason-330 Sigel-288	TBD	TBD		

Academic Growth	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
ELA: Growth Statistical Significance Category (All Students)	Exceeds: Target Meets: On Track Approaches: Approaching Does Not Meet: Emerging	MSIP6 District/ Charter APR Summary Report	Meets Average	Target 54	Target 51.5	TBD	TBD	EXCEEDS	↔	
ELA: Growth Statistical Significance Category (Student Groups)		MSIP6 District/ Charter APR Summary Report	Meets Average	Target 52.9	Target 50.1	TBD	TBD	EXCEEDS	↔	
MATH: Growth Statistical Significance Category (All Students)		MSIP6 District/ Charter APR Summary Report	Meets Average	On Track 50.8	Approaching 48.7	TBD	TBD	APPROACHES	↘	
MATH: Growth Statistical Significance Category (Student Groups)		MSIP6 District/ Charter APR Summary Report	Meets Average	On Track 49.3	Emerging 47.4	TBD	TBD	APPROACHES	↘	

Internal Data	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
INTERNAL DATA	<p>Meets: The school regularly analyzes and reports on internal data, and indicates how it will respond to data</p> <p>Does Not Meet: The school does not regularly analyze and report on internal data or how it will respond</p>	The school regularly analyzes and reports on internal data, how it will respond to data, and identifies progress/lack of toward goals, as evidenced in submissions to UMSL	Meets	Meets	Meets	TBD	TBD	MEETS	↔	

Mission-Specific Academic Goals	Targets and Rating	Metric/Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
INDIVIDUAL STUDENT GROWTH (All Students)	<p>Exceeds: $\geq 70\%$ reach "typical growth goal"</p> <p>Meets: $\geq 55\%$ reach "typical growth goal" OR improved by 2 percentage points compared to the previous year</p> <p>Does Not Meet: $< 55\%$ reach "typical growth goal" OR did not improve by 2 percentage points</p>	Composite Results: iReady Fall to Spring Growth Report (Math and Reading)	59%	Meets 55%	Meets 58%	TBD	TBD	MEETS	↔	These are new metrics for this contract. SY23 is the baseline year, and SY24 is the first year to be rated.
ACHIEVEMENT FOR STUDENTS ENROLLED FOR THREE YEARS OR MORE	<p>Exceeds: $\geq 75\%$ reach "70th percentile"</p> <p>Meets: $\geq 70\%$ reach "70th percentile" OR improved by 2 percentage points compared to the previous year</p> <p>Does Not Meet: $< 70\%$ reach "70th percentile" OR did not improve by 2 percentage points</p>	Composite Results: iReady Fall to Spring Growth Report (Math and Reading)	42%	Does Not Meet 40%	Meets 44%	TBD	TBD	MEETS	↗	

II. FINANCE

Near-Term Measures	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
CURRENT RATIO	<p>Meets: ≥ 1, OR < 1 due to major capital expense</p> <p>Does Not Meet: < 1</p>	Current Assets/ Current Liabilities per audited financials (Use ASBR until audit available)	Meets 38	Meets 43	Meets 31	TBD	TBD	MEETS	↔	
DEBT DEFAULT	<p>Meets: No defaults and not delinquent on debt service payments.</p> <p>Does Not Meet: One or more loan defaults and/or delinquent on debt service payments.</p>	Number of loan payments missed or loans defaulted, as reported by the LEA; assurance statement	Meets	Meets	Meets	TBD	TBD	MEETS	↔	

UNRESTRICTED DAYS CASH ON HAND	<p>Meets: ≥ 60 days</p> <p>Does Not Meet: < 60 days</p>	<p>Per audited financials (Use ASBR until audit available)</p> <p>= Unrestricted Cash / (Total Expenses less Depreciation Expenses), then divided by 365</p> <p>NOTE: Depreciation Expenses appear as an operating expense on an income statement, but do not involve an outlay of cash. Therefore, it is removed from total expenses</p>	Meets 262 Days	Meets 275 Days	Meets 346 Days	TBD	TBD	MEETS	↔	
STUDENT ATTENDANCE	Taken into Consideration	Proportional Attendance Rate from DESE District Report Card	94%	86.40%	86.40%	TBD	TBD	Taken into Consideration		
STUDENT ENROLLMENT VARIANCE	<p>Meets: $\geq 95\%$</p> <p>Approaches: $\geq 85\%$ and $< 95\%$</p> <p>Does Not Meet: $< 85\%$</p>	Actual Enrollment (October Count)/ Projected Enrollment in Charter	Meets 394	Meets 403/400 101%	Meets 412/400 103%	TBD	TBD	MEETS	↔	LPA consistently maintains strong enrollment and significant waitlists for entry into the school.

Sustainability Measures	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
CURRENT EXPENDITURES PER PUPIL - DISTRICT LEVEL	Taken into Consideration	DESE District Report Card	\$11,396	\$12,493	\$13,269	TBD	TBD	Taken into Consideration		
LIABILITIES TO ASSET RATIO	Meets: ≤ 0.9 Approaches: > 0.9 and ≤ 1.0 Does Not Meet: > 1.1	Total Liabilities/ Total Assets per audited financials	Meets 0.29	Meets 0.25	Meets 0.19	TBD	TBD	MEETS	↔	
PERCENTAGE FUND BALANCE	Exceeds: $\geq 25\%$ Meets: $< 25\%$ and $\geq 10\%$ Approaches: $\geq 3\%$ and $< 10\%$ Does Not Meet:	(Assets-Expenses)/ Expenses per audited financials and ASBR	Exceeds 73%	Exceeds 77%	Exceeds 99.7%	TBD	TBD	EXCEEDS	↔	LPA has accumulated a significant fund balance in anticipation of purchasing their building from the landlord and potentially expanding into a new space in the coming years.
EXPENDITURES LESS THAN RECEIPTS FOR FISCAL YEAR	Meets: ≤ 1 Does Not Meet: > 1	Expenditures/ Revenue per audited financials and ASBR	Meets 0.81	Meets 0.90	Meets 0.78	TBD	TBD	MEETS	↔	

Financial Operations	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
MEETS FINANCIAL REPORTING AND COMPLIANCE REQUIREMENTS	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	Compliant with charter contract, laws, and DESE audits/ monitoring; including but not limited to, submitting a board-approved audit conducted by an independent auditor to DESE and publishing as required; submitting an accurate ASBR by August 15; posting financial ledgers on website as required, maintaining appropriate fiscal records, etc.	Meets	Meets	Meets	TBD	TBD	MEETS	↔	


<p>OPERATES IN A FISCALLY SOUND AND APPROPRIATE MANNER, ASSESSING AND MAINTAINING ADEQUATE FISCAL HEALTH</p>	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	<p>Compliant with charter contract, laws, and in DESE audits/ monitoring: including but not limited to, budgeting, fiscal policy, producing regular financial statements, ensuring board review and oversight of payments (check register and credit card statements), paying all obligations in a timely manner. etc.</p>	<p>Meets</p>	<p>Meets</p>	<p>Meets</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	<p>LPA builds long-term budget projections that align to their Strategic Plan. They are conservative in revenue assumptions. Before making significant changes to expenditures, LPA ensures the changes can be sustained over time. They invested in providing an "Expert Teacher" salary schedule to reward teachers who make significant progress in student outcomes and contribute to the school in meaningful ways beyond the classroom.</p>
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III. LEARNING ENVIRONMENT

School Environment	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
COMPLIES WITH FACILITIES AND TRANSPORTATION REQUIREMENTS	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	Compliant with charter contract, laws, and in DESE audits/ monitoring: including but not limited to, ADA, inspections and permits, transportation etc.	Meets	Meets	Meets	TBD	TBD	MEETS	↔	LPA does not provide transportation.
MEETS ALL STATE AND LOCAL STANDARDS RELATIVE TO HEALTH AND SAFETY; MAINTAINS A CLEAN AND SAFE ENVIRONMENT IN SUPPORT OF THE EDUCATIONAL MISSION	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	Compliant with all local health, state and federal requirements, including but not limited to food service, disaster preparation, safety planning, health, discipline, etc.	Meets	Meets	Meets	TBD	TBD	MEETS	↔	LPA's facility is clean, well-maintained, and focused on meeting the needs of students. Learning spaces are used creatively throughout the building, with student work prominently displayed in hallways. Classrooms are designed to meet student needs, with flexible classroom seating for younger grades and focused environments for older students. LPA has also shared plans for expansion, which include purchase of an additional building and an to update educational spaces.
STUDENT RETENTION	<p>Exceeds: ≥ 90% retained</p> <p>Meets: ≥ 80% retained</p> <p>Approaches: ≥ 75% retained</p> <p>Does Not Meet: < 70% retained</p>	Percent of students reported in the previous year's October Report who are reported in the current year's October Report	Exceeds 92%	Exceeds 90%	Exceeds 94.4%	TBD	TBD	EXCEEDS	↔	LPA has strong student retention year over year. In student surveys, the areas of teacher-student relationships, school safety, and sense of belonging were all rated significantly above national school averages.

Education Program Compliance	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
<p>IMPLEMENTS THE MATERIAL TERMS OF THE EDUCATION PROGRAM AS DEFINED IN THE CURRENT CHARTER CONTRACT</p>	<p>Meets: School program is as described in charter and to parents</p> <p>Does Not Meet: School program is not as described in charter and to parents</p>	<p>The charter is implemented as described in the charter contract and as described to families</p>	Meets	Meets	Meets	TBD	TBD	MEETS	↔	<p>LPA's core values include "Be Curious, Cultivate Community, Elevate Joy, Design for Diversity, and Center Safety." LPA has built a school culture and community that centers these values and seeks constant improvement. In the UMSL CSO's school site visit, UMSL CSO staff consistently observed curious learners held to high expectations, joy and excitement towards learning, instruction that elicited diverse perspectives and thinking, and a safe, supportive environment for students. In interviews, teachers emphasized the strength of the school's teacher development and coaching program and the importance of continually looking for ways to improve instruction and remove obstacles to student learning.</p>
<p>COMPLIES WITH APPLICABLE EDUCATION REQUIREMENTS</p>	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	<p>Compliant with charter contract, laws, and in DESE audits/ monitoring: including but not limited to, instructional days, graduation requirements, MLS, assessments, ESSA, Literacy and Dyslexia; Reading Success Plans; etc.</p>	Meets	Meets	Meets	TBD	TBD	MEETS	↔	

Student Rights and Requirements	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
PROTECTS THE RIGHTS OF ALL STUDENTS - PROGRAM	Meets: 100% Compliant Does Not Meet: < 100% Compliant	Compliant with charter contract, all state and federal requirements and guidelines regarding services and programs for students.	Meets	Meets	Meets	TBD	TBD	MEETS	↔	
PROTECTS THE RIGHTS OF STUDENTS WITH DISABILITIES	Meets: 100% Compliant Does Not Meet: < 100% Compliant	Compliant with charter contract, laws, and in DESE audits/ monitoring, including but not limited to policies, practices related to IDEA and Section 504	Meets	Meets	Meets	TBD	TBD	MEETS	↔	Special education services at LPA are robust and well staffed. Special education teachers have professional development opportunities geared toward their roles and a professional learning community that allows them to support and learn from each other. The school closely monitors and supports the performance and progress made by students with IEPs.
PROTECTS THE RIGHTS OF ENGLISH LANGUAGE LEARNER (ELL) STUDENTS	Meets: 100% Compliant Does Not Meet: < 100% Compliant	Compliant with charter contract, laws, and in DESE audits/ monitoring, including but not limited to policies, practices related to Title VI of the Civil Rights Act	Meets	Meets	Meets	TBD	TBD	MEETS	↔	LPA students identified as eligible for ELL services receive appropriate supports for their language learning needs. ELL staff provide annual professional development to teachers of students eligible for ELL services. In interviews, teachers indicated ELL staff provide a high level of support to students.

Mission-Specific Learning Environment Goal	Targets and Rating	Metric/Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
DISCIPLINE FOR STUDENTS ENROLLED FOR THREE YEARS OR MORE	<p>Meets: \geq 90% meet behavior expectations without interventions OR improved by 3 percentage points compared to the previous year</p> <p>Does Not Meet: < 90% meet behavior expectations without interventions OR did not improve by 3 percentage points compared to the</p>	Discipline Data through SIS	N/A	Meets 90%	Meets 96%	TBD	TBD	MEETS		New Metric in SY24

IV. GOVERNANCE

Effective Governance Practices	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
OPERATE IN THE BEST INTEREST OF ITS STUDENTS AND MISSION	<p>Meets: The Board makes decisions with the interest of students as the guiding principle</p> <p>Does Not Meet: The Board does Not make decisions with the interest of students as the guiding principle</p>	Board decisions are directly connected to the mission of the school, as evidenced in board meetings and minutes	Meets	Meets	Meets	TBD	TBD	MEETS	↔	The LPA board regularly discusses and receives reports of internal and external academic achievement metrics during board meetings. Active board discussion often focuses on maintaining the school's academic success and improving academic outcomes for LPA students. The board also receives presentations on culture and climate surveys conducted by the school. They show interest in the social and emotional health of students at the school.
MAINTAINS AN ACTIVE, INVOLVED BOARD AS DESCRIBED IN THE CHARTER	<p>Meets: Board members are active and involved in the school's governance</p> <p>Does Not Meet: Board members are Not active and involved in the school's governance</p>	% attendance and active participation in meetings	Meets	Meets	Meets	TBD	TBD	MEETS	↔	The LPA board has a high rate of attendance and significant board participation in meetings. Board member attendance across all meetings was 89%, and the majority of board members were present for 100% of board meetings. Board members usually come to meetings prepared to discuss the materials distributed ahead of time. Members regularly ask clarifying questions and request additional information from school leadership, especially pertaining to academic programs and student performance.

<p>COMPLIES WITH BOARD GOVERNANCE REQUIREMENTS</p>	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	<p>Compliant with charter contract, laws, subject to the provisions and sections 610.010 to 610.030, Missouri Sunshine Law; including but not limited to, developing, revising, and following required board policies and bylaws; complying with open meeting laws, completing conflict of interest statements; following code of ethics; following bylaws; holding</p>	<p>Approaches</p>	<p>Meets</p>	<p>Meets</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	<p>The LPA board reviews, updates, and adopts board policies as necessary. The LPA board operates in alignment with Missouri Sunshine Law.</p>
<p>TRAINS AND DEVELOPS THE BOARD</p>	<p>Meets: 100% of board members receive required and appropriate training</p> <p>Does Not Meet: < 100% of board members receive required and appropriate training</p>	<p>All board members receive training in Missouri Sunshine Law, nepotism, school governance, student achievement, school law and policy, and conflict of interest within their first year of service, and continual training throughout their service (1</p>	<p>Meets</p>	<p>Meets</p>	<p>Does Not Meet</p>	<p>TBD</p>	<p>TBD</p>	<p>APPROACHES</p>	<p>↘</p>	<p>One current board member and one outgoing board member did not complete at least one hour of training during the current school year. LPA has assured UMSL that this will be corrected in the coming year. Other board members completed PD sessions on school governance, improving student performance, change management, and student equity.</p>

<p>DEMONSTRATES STRONG BOARD ACCOUNTABILITY</p>	<p>Meets: 100% Compliant Does Not Meet: < 100% Compliant</p>	<p>Compliant with charter contract and laws for nonprofits and school boards and develops practices to ensure the board is held accountable to effective governance. This includes but is not limited to: annual board self-assessment, board goals, board committees, establishing and monitoring the</p>	<p>Meets</p>	<p>Meets</p>	<p>Meets</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	<p>The LPA board established a 3-year strategic plan for SY23-SY26. The board and executive school leader review a comprehensive data dashboard to evaluate progress toward strategic goals and initiatives during board meetings.</p>
<p>OPERATES FREE OF CONFLICT OF INTEREST</p>	<p>Meets: 100% Compliant Does Not Meet: < 100% Compliant</p>	<p>School business and expenses, including personnel, are made free of conflict of interest and directed toward meeting the mission of the school</p>	<p>Meets</p>	<p>Meets</p>	<p>Meets</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	

<p>MONITORS SCHOOL PERFORMANCE AND COMPLIANCE</p>	<p>Meets: 100% Compliant in School Monitoring</p> <p>Does Not Meet: < 100% Compliant in School Monitoring</p>	<p>The Board requires and analyzes reports to monitor academic, financial and operational performance and compliance including accountability tracking documents, enrollment/attendance, academic achievement, etc.</p>	<p>Meets</p>	<p>Meets</p>	<p>Meets</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	<p>The LPA board regularly reviews a detailed data dashboard based on LPA’s strategic plan. The dashboard provides specific data showing progress toward the goals in the strategic plan. The board also reviews LPA’s APR and UMSL’s Annual Review of the school each year.</p>
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School Leader Accountability	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
HOLDS MANAGEMENT ACCOUNTABLE	Meets: Holds Management Accountable Does Not Meet: Does Not Hold Management Accountable	The Board implements a transparent process for evaluating the school leader that includes evaluation of progress made on yearly school goals	Meets	Meets	Meets	TBD	TBD	MEETS	↔	LPA's board has a strong process for evaluating the school leader. The process outlines the school leader's goals and the metrics used to evaluate progress toward goals.
Compliance and Reporting	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
CONSISTENTLY ABIDES BY ALL STATE AND FEDERAL LAWS	Meets: 100% Compliant Does Not Meet: < 100% Compliant		Meets	Meets	Meets	TBD	TBD	MEETS	↔	
MAINTAINS APPROPRIATE RECORDS	Meets: 100% Compliant Does Not Meet: < 100% Compliant	Governance records and documentation are appropriately created and maintained	Meets	Meets	Meets	TBD	TBD	MEETS	↔	

<p>COMMUNICATES WITH UMSL</p>	<p>Meets: 100% Compliant in Communicating with UMSL</p> <p>Does Not Meet: < 100% Compliant in Communicating with UMSL</p>	<p>The Board communicates in a timely manner with UMSL's sponsorship liaison about significant policy, personnel, school performance or legal issues</p>	<p>N/A</p>	<p>N/A</p>	<p>Meets</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	<p>LPA is proactive in informing the UMSL CSO about significant matters in the school. LPA also regularly seeks guidance and support from the UMSL CSO.</p>
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V. OPERATIONS AND ORGANIZATIONAL COMPLIANCE

Employee Rights and Requirements	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
RESPECTS EMPLOYEES' RIGHTS	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	Compliant with charter contract, laws, and in DESE audits/ monitoring, including but not limited to policies, practices related to hiring, professional development, evaluation, collection and protection of personnel information; etc. Also review complaints filed.	Meets	Meets	Meets	TBD	TBD	MEETS	↔	LPA has very high staff retention. In interviews, it is clear teachers at LPA generally feel supported, listened to, and part of a collaborative schoolwide culture. In surveys, staff express general satisfaction with school leadership and the school environment. Staff compensation is consistent with local and state norms, and staff receive robust, structured coaching throughout the year to support their development. LPA provides clear and comprehensive policies and procedures to staff in the employee handbook.
COMPLETES REQUIRED BACKGROUND CHECKS AND FCSR	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	Assurance Statement	Meets	Meets	Meets	TBD	TBD	MEETS	↔	

<p>MEETS TEACHER AND OTHER STAFF CREDENTIALING REQUIREMENTS</p>	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	<p>October Staff Assignment Report; assurance statements, surveys and interviews</p>	<p>Meets</p>	<p>Meets</p>	<p>Meets</p>	<p>TBD</p>	<p>TBD</p>	<p>MEETS</p>	<p>↔</p>	<p>LPA's PD program is effective, differentiated, and incorporates regular PLCs and teacher coaching into the program. The school's PD program is directly connected to their strategic plan. BOY PD focuses on culture, academic content, and creating systems to support students, families, and school operations. In surveys, a majority of teachers agreed that Professional Learning Communities at the school had the right priorities; teachers commented that PLCs give them space to work with their colleagues and develop best practices collaboratively.</p>
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Compliance and Reporting	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
PROTECTS THE RIGHTS OF ALL STUDENTS - OPERATIONS	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	Compliant with charter contract, laws, and in DESE audits/ monitoring, including but not limited to policies, practices related to admission, collection & protection of student information, due process & civil liberties; etc.	Meets	Meets	Meets	TBD	TBD	MEETS	↔	LPA is compliant, with one area to grow. They utilized the Common Application for enrollment. During the process, the review of student eligibility for Kindergarten was inaccurate, and this led to an error. LPA quickly corrected the error and has implemented practices since to ensure the error does not re-occur.
SUBMITS REQUIRED DATA AND REPORTS TO UMSL	<p>Meets: ≥ 90% submitted on time</p> <p>Approaches: ≥ 80% but < 90% submitted on time</p> <p>Does Not Meet: < 80% submitted on time</p>	Documents submitted to UMSL	Meets	Meets 90%	Meets 95%	TBD	TBD	MEETS	↔	0% of submissions missing, 5% submitted late.

COMPLIES WITH DESE REPORTING REQUIREMENTS AND REQUESTS, INCLUDING CORE DATA SUBMISSIONS AND TIERED MONITORING REQUIREMENTS	<p>Meets: 100% Compliant</p> <p>Does Not Meet: < 100% Compliant</p>	Core Data, MOSIS, Tiered Monitoring, and other reporting systems utilized by DESE	Meets	Meets	Meets	TBD	TBD	MEETS	↔	
Teacher Retention	Targets and Rating	Metric/ Source	SY23 - Baseline from Previous Contract	SY24	SY25	SY26	SY27	Cum. Rating	Direction	Notes/ Comments
RETAINS TEACHERS (CODE 60) WHO MEET EXPECTATIONS	<p>Exceeds: ≥ 90% retained</p> <p>Meets: ≥ 85% retained</p> <p>Approaches: ≥ 75% retained</p> <p>Does Not Meet: < 75% retained</p>	Percent of teachers (code 60) reported in the previous year's October Staff Assignment Report who meet expectations in the previous year's performance evaluation who are reported in the current year's October Staff Assignment Report	73%	Meets 86%	Exceeds 100%	TBD	TBD	EXCEEDS	↗	LPA had very high teacher retention in SY25. In surveys, the majority of teachers at LPA indicate they are satisfied with their workplace; their measured level of satisfaction has increased year over year. In

RETAINS ALL TEACHERS (CODE 60)	<p>Exceeds: ≥ 80% retained</p> <p>Meets: ≥ 70% retained</p> <p>Approaches: ≥ 60% retained</p> <p>Does Not Meet: < 60% retained</p>	Percent of teachers (code 60) reported in the previous year's October Staff Assignment Report who are reported in the current year's October Staff Assignment Report	Meets 70%	Meets 83%	Exceeds 100%	TBD	TBD	EXCEEDS		interviews, teachers repeatedly expressed deep investment in the school community and a dedication to the mission of the school.
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Cumulative Rating Scale:

Meets: Consistently meets target, year over year OR Meets in at least one of the last two years, and demonstrates a positive trend overall

Approaches: Consistently approaches target, year over year OR Approaches in current year, and demonstrates a negative trend from previous years rated meets or positive trend from does not meet

Does Not Meet: Does not meet target for two of the last three years OR Approaches or does not meet, and demonstrates a negative trend for two of the last three years